PRESS RELEASE

Intercos has launched its new Sustainability Plan with 24 ESG targets to 2035, and announces membership of the United Nations Global Compact and its official commitment to SBTi

From setting science-based climate targets to full traceability of natural ingredients, from 100% renewable electricity by 2030 to closing the gender pay gap: the Group reinforces its commitment across the entire value chain.

Agrate Brianza, 24 June 2026 – **Intercos S.p.A.** – (ICOS.MI), a global leader in the innovation, development and manufacturing of cosmetic products, presents its new 2026–2035 Sustainability Plan: a roadmap defining 24 concrete and measurable targets to strengthen the Group's responsible growth over the next decade.

Key achievements include membership of the **United Nations Global Compact**, announced in March 2026, and the formalisation of the official commitment to the **Science Based Targets initiative (SBTi)** for the definition of climate targets covering Scope 1, Scope 2 and Scope 3 emissions, in line with the global pathway to limit temperature increase to 1.5°C.

The new Plan marks a step forward in the sustainability journey the Group has already embarked upon in recent years. In the previous planning cycle, Intercos achieved, among other milestones, zero industrial waste sent to landfill and a 41% reduction in Scope 1 and Scope 2 emissions per million units produced compared to 2019. Building on these foundations, the Group now aims to extend its commitment across the entire value chain, embedding sustainability into its industrial, decision-making and innovation processes.

The Plan is structured around two complementary strategic dimensions: ***Apply (Sphere of Action)***, covering activities directly managed by the Group, and ***Promote (Sphere of Influence)***, focused on spreading sustainable practices across the supply chain, engaging suppliers, partners and clients. Out of the 24 targets, 18 lie within the sphere of direct action and 6 within the sphere of influence.

<u>Key targets of the 2026–2035 Plan</u>

On the environmental side, Intercos commits to:

- defining SBTi-validated reduction targets for Scope 1, 2 and 3 GHG emissions, with a 2035 horizon;
- achieving 100% of electricity purchased from renewable sources for industrial facilities by 2030;
- reducing by 30% water withdrawal intensity per million units produced by 2030, against a 2021 baseline;
- maintaining zero industrial waste sent to landfill.

In the area of responsible innovation and product stewardship, the Group aims to further strengthen the transparency and sustainability of its formulations through:

- maintaining 100% of mica sourced from Responsible Minerals Initiative (RMI) member suppliers;
- maintaining 100% of palm oil derivatives certified by the RSPO;
- upholding its no-animal-testing policy;
- developing innovative, exclusively “clean” formulations to be presented at industry events, and establishing a structured compliance verification process;
- promoting sustainable packaging solutions in new product developments;
- achieving full traceability of natural-origin ingredients back to the production site by 2035.

The Plan also strengthens commitment across the value chain through ESG screening of 100% of new strategic suppliers and the direct engagement of at least 80% of suppliers by 2030, with the aim of supporting their sustainable transition and building shared progress towards ESG targets. The Plan further sets the goal of ensuring fully traceable, deforestation-free packaging by 2035.

In terms of social commitment, Intercos reaffirms the centrality of its people through targets that include:

- a Total Incident Rate below 3 by 2030 and below 2 by 2035;
- a commitment to consolidate the existing policies by 2030 ensuring fair remuneration for all workers, in line with *Living Wage*[1] standards;
- progressive reduction of the *gender pay gap*, within a structured pathway towards its full elimination;
- *Inclusive Sourcing* programmes aimed at engaging at least 250 workers from vulnerable groups by 2030;
- the implementation, in every Group Legal Entity, of at least one annual initiative dedicated to employee well-being and the promotion of diversity, equity and inclusion (DE&I).

In terms of governance, in addition to the adhesion to UN Global Compact, the Plan includes the integration of ESG KPIs into management incentive systems and the strengthening of control and due diligence activities through periodic audits covering HSE, sustainability, compliance, human rights and SMETA, as well as training for 100% of employees on anti-corruption and ethics themes.

“*Joining the United Nations Global Compact is a natural step in a journey Intercos has long been on – one that today enters a new phase of maturity. As a company that creates beauty for the world, we believe that responsible growth is a duty towards our people, our partners and the planet. In parallel, our commitment to the Science Based Targets initiative represents our most ambitious undertaking: it means setting measurable climate targets across the entire value chain, submitting them to independent validation, and reporting on progress over time. This is not a statement of intent – it is a concrete and verifiable commitment. We are ready for the challenge!*” commented **Renato Semerari**, CEO of Intercos Group.

“*The 2026–2035 Sustainability Plan was driven by a commitment to make sustainability an increasingly integrated part of the Group’s decision-making and operational processes. We have defined concrete, measurable and verifiable targets, underpinned by clear accountability and a structured monitoring*

[1] *According to the Fair Wage Network standards*

system. The challenge we have set ourselves is not only about reducing our direct impact, but also about our ability to generate value across the entire value chain, bringing suppliers, clients and partners together in a shared journey of responsible growth.", commented **Concetta Capezzuto**, Group Sustainability & HSE Senior Director of Intercos Group.

"People have always been at the heart of our sustainability journey, and the new Plan translates this commitment into concrete, measurable targets. From workplace safety to closing the gender pay gap, from Living Wage to Inclusive Sourcing, we have set clear milestones that will allow us to track progress over time. We believe a responsible company must ensure fair and decent working conditions throughout its entire value chain, and that diversity, equity and inclusion are key enablers of long-term innovation and competitiveness. With this Plan, we are turning these values into concrete action.", commented **Elisabetta Rivolta**, Group Talent, Development, CSR & Internal Communication Director of Intercos Group.

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INTERCOS GROUP
Intercos is one of the leading global business-to-business operators in the creation, manufacturing and marketing of colour cosmetics (Make-up), skincare (Skincare) and hair and body care products (Hair&Body), serving the world's leading national and international brands, emerging brands and beauty retailers. Founded in 1972 by Dario Ferrari, Intercos counts the major names in the cosmetics industry among its key clients, and employs more than 6,000 people across 12 research centres, 15 production facilities and 16 commercial offices spanning three continents. For over 50 years, Intercos has interpreted beauty by creating cosmetic products and establishing itself as a trendsetter capable of anticipating and shaping the latest developments in the world of cosmetics, serving clients of every type with products at every price point.

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Sustainability Plan 2026–2035 — Targets by strategic area

The Plan includes 24 targets distributed across five strategic areas, with 2021/2024/2025 baselines and targets set for 2030 or 2035.

Targets are divided into two spheres: Apply (18 targets — actions directly governable by the Group) and Promote (6 targets — promotion of sustainable practices along the value chain).

Area	Sphere	Target	Base year	Target year
Climate & environment	**Apply**	Reduce Scope 1, 2 and 3 GHG emissions, with a SBTi-validated target	2024	**2035**
	Apply	Improve % of purchased renewable electricity from grid, reaching 100% for industrial plants	2025	**2030**
	Apply	Maintain zero industrial waste sent to landfill	2025	**2030**
	Apply	Certify no. 2 additional operational plants according to ISO 45001 and/or 14001 and/or 50001	2025	**2030**
	Apply	Reduce intensive water withdrawals by 30% by 2030 (m3 / mil. units internally produced)	2021	**2030**
	Promote	Promote alternatives to CMR substances used in formulations in all Group's Legal Entities	2025	**Recurring annual target**
	Promote	Strive to ensure zero release of SVCs/SVHCs into air and water from our production sites over time, in full compliance with the most current applicable legislation, and commit to using our best efforts to sustain zero emissions in the long run	2025	**Recurring annual target**
Responsible innovation & product stewardship	**Apply**	Consistently maintain clean formulas in all formulations presented at industry events, and establish a process to monitor and track compliance	2025	**Recurring annual target**
	Apply	Maintain the adopted strict Animal Testing Policy that expressly prohibits all affiliates from carrying out animal testing for their product	2025	**Recurring annual target**
	Apply	Reach and maintain 100% of RSPO certified raw materials out of the total of Palm Oil derivatives purchased, supported by the Group's sites RSPO certification	2025	**2030**
	Apply	Maintain 100% of mica supplied by RMI members	2025	**2030**
	Promote	Promote full traceability (to the manufacturing site) of the natural-derived ingredients purchased: 100% of relevant materials' volumes traced by 2035	2025	**2035**
	Promote	Scout and promote (when technically feasible) sustainable packaging solutions into clients' briefs for new developments and implement a tracking process	2025	**2030**

Area	Sphere	Target	Base year	Target year
Responsible value chain & due diligence	**Apply**	Maintain 100% of all new suppliers screened under quality, social and environmental aspects (excluded customer-nominated), in line with current applicable policies	2025	**2030**
	Promote	Directly engage with at least 80% of suppliers to grow on the sustainable pathway and increase mutual collaborations on sustainable topics by having at least 1 "engagement" (e.g. training sessions, focused questionnaires) by the end of 2030 per each of them	2025	**2030**
	Promote	Guarantee full traceable, deforestation-free sourcing of critical forest-derived packaging materials purchased by the group by 2035, with a rolling plan involving the different Legal Entities over this period or, where not possible, take all the mitigation actions to prevent it	2025	**2035**
People safety & DEI	**Apply**	Continue striving for zero incidents across all Group operations by maintaining a TIR* below 3 by 2030 and below 2 by 2035, covering direct employees as well as agency and temporary staff	2025	**2030/ 2035**
	Apply	Create a global strategy and reach 250 workers under inclusive sourcing initiatives by 2030	2025	**2030**
	Apply	Commit to fair and sustainable compensation for all employees, aiming for 100% to earn above minimum living wage levels by 2030 - a goal built on our current strong compliance	2025	**2030**
	Apply	Commit to fostering diversity, equity, and inclusion in the workplace also promoting a culture based on gender balance and pay equity, with the goal of structurally reducing the gender pay gap and eliminating the equal pay gap across the Group by 2030	2025	**2030**
	Apply	Reaffirm our commitment to wellbeing, DEI values, and people engagement by ensuring that each Legal Entity implements at least one dedicated initiative per area annually	2025	**Recurring annual target**
Governance & transparency	**Apply**	Integrate sustainability-related objectives and targets into incentive plans to align performance with short and long-term responsible growth	2025	**Recurring annual target**
	Apply	Guarantee annual training on our ethical values and anti-corruption practices for 100% of eligible active employees, reinforcing our culture of integrity	2025	**2030**
	Apply	Adhere to United Nations Global Compact in 2026	-	**-**
	Apply	Improve the internal due diligence on the Group's own operations (including: biannual SMETA plan of all legal entities; 2 HSE-related internal audits each year; 2 CSRD-related internal audits each year; annual legal sustainability audit on all legal entities)	2025	**Recurring annual target**

** TIR = Total Incident Rate = Number of incidents × 1,000,000 / Number of hours worked*