Sustainability Vision 2030

Commitment to Life

Natura &Co **Commitment to Life** sets out our commitments and actions - within a 10 year timeframe - to tackle some of the world's most pressing issues: addressing the climate crisis and protecting the Amazon, ensuring equality and inclusion, and shifting our business towards circularity and regeneration. Our approach calls for an all-encompassing business model that gives back more than it takes.

Our Commitment to Life



To address the Climate Crisis and protect the Amazon

Reduce our GHG emissions: become net zero by 2030.

Amazon: Zero deforestation.

Science Based Targets for Biodiversity; enforce the Nagoya Protocol.



To defend
Human Rights
and to be
Human-Kind

For our associates: gender equality, inclusion of under represented groups, and living wage for all.

For our wider network: Measured increases in earnings, education and health.

Intolerance to human rights infringement in our supply chain.



To embrace Circularity and Regeneration

Full Circularity of Packaging.

95%+ Renewable or Natural ingredients. 95%+ Biodegradable formulas.

Investments and collaborative actions in Regenerative Solutions

About Natura & Co

Our Aspiration

We will dare to innovate to promote positive economic, social and environmental impact – and become the best beauty company *for* the world.

6+ milion

consultants & representatives

34+ thousand

employees &

35+ thousand

people in the 60 traditional communities that we source from

3000+ stores

and franchises, 200 million consumers 100+ countries

around the world 32.9+

Revenue

Natura

Founded in 1969, CFT #1 in Brazil. Carbon neutral since 2007. UN Global Climate Action Award 2019. First publicly traded company to receive B-Corp certification (2014). Natura's EKOS line certified by The Union for Ethical Biotrade (UEBT).







Aesop

Founded in 1987 in Australia, 240 stores in 23 countries. Renowned for products created with meticulous attention to detail, and for refined aesthetics. Aesop Foundation has supported 30+ literacy and storytelling initiatives in Australia.

The Body Shop

Founded in 1976 in Brighton, England, by Anita Roddick, 3,000 stores, +70 countries. "Leaping Bunny" no animal testing certified. Fair Trade program in 31 communities in Africa, EU, APAC and LatAm. B-Corp certified in 2019.





Avon

Founded in 1886 in NYC. 5 million representatives, 55+ countries, donated over US\$1 billion to women's causes. Products of exceptional quality and affordable prices, one of the most democratic beauty brands in the world.









Address the Climate Crisis and protect the Amazon

Sustainability Vision 2030 **Commitment to Life**

Our Commitments

Years to achieve

Net Zero GH	G emissions
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Become Net Zero, delivering 1.5 degree 20 years ahead of UN Commitment Science Based Targets Initiative (SBTi) for all companies, scopes 1, 2 and 3

3-5

5-10

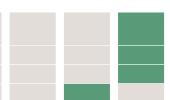
Protect the Amazon

Expand influence on forest preservation from 1.8m to 3m ha, and from 33 to 40 communities

Increase revenue streams with additional 55 bio-ingredients (from 38)

Share at least R\$ 60 mi in value with communities (from R\$33 mi)

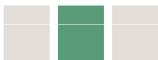
Foster collective efforts towards zero deforestation by 2025



Help create Science Based Targets for Biodiversity

Help create targets with a network of partnerships (UEBT, SBTN, BfN/WEF)

Expand from Natura's 16 year payment of ABS (access and benefit sharing) to the Group by 2025 - as per UN Convention on Biological Diversity (CBD) / Nagoya Protocol



Today

Total estimated GHG emissions of between 1,800,000 - 2,200,000 tons CO2 eq. (Currently measures around 450,000 tons CO2 ea. carbon emissions*)

Current GHG activity: Renewable energy Energy efficiency Lower Carbon Logistics/Distribution Solutions Offset emissions through carbon

1.8 mi hectares of Amazon forest preserved, 33 communities, 38 bio ingredients

credits projects

R\$ 15 million ABS (Access Benefit Sharing) payments in 2019

Natura Carbon Neutral since 2007. * Currently the companies have different scopes of measurement

Action plan

0-2 years

Pilot science-based targets for biodiversity

Progressively expand the impact on the Amazon

3-5 years

Expand reduction technologies available in the market for energy, logistics efficiency and packaging

Enter into partnerships to develop new technologies

5-10 years

Create a disruptive new model for sustainable business

Highlights

Net Zero by 2030

SBTi for scopes 1, 2 and 3

Zero deforestation Amazon

million hectares of Amazon forest preserved

AVON







Defend **Human Rights** and be **Human-Kind**

Sustainability Vision 2030

Commitment to Life

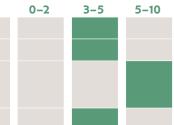
Our Commitments

Years to achieve



Work towards 30% inclusion, in management, of under-represented groups - racial or ethnic, sexual diversity and gender identity (LGBTI), socio economically disadvantaged, physical or mental disability

Living wage (or above) for all by 2023



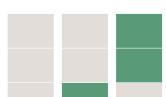
Our wider network

Our people

Measurable gains for consultants/representatives and sourcing communities earnings, education, health and digital inclusion

Increase investments in key causes by 20% to \$600 million (mainly in communities, breast cancer awareness, domestic violence and education)

Promote our trusted and reliable model for the future of direct sales



Intolerance to Human rights infringement across our supply chain

Full traceability and/or certification for critical supply chains by 2025: Palm Oil, Mica, Paper, Alcohol, Soy, Cotton

Adopt robust Human Rights policy in line with UN Guiding Principles by 2023



Today



48%+ women in management positions



Natura has measured HDI improvements among its consultants for the last 3 years



Action plan

0-2 years

While respecting data privacy, implement measurement to track % of under-represented groups

Develop HDI-like metric to measure gains in wider network that can be used in several countries

Highlights

50% women in Board and Senior team



Equitable pay for women

30% from under-represented groups

Living Wage for all

Full traceability for critical Supply Chains

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Embrace Circularity and Regeneration

Sustainability Vision 2030 **Commitment to Life**

Our Commitments

Years to achieve

Full Packaging Circularity 0-2 3-5 5-10 20% (or more) less packaging material (in weight) 50% of all plastic used to be of recycled content (in weight) 100% of all packaging material: Reusable or Recyclable or Compostable Offset through "collection and reuse" programs to reach 100% responsible disposal where recycling infrastructure not available **Formula Circularity** 95%+ Renewable or Natural ingredients 95%+ Biodegradable formulas* 100% of new formulas will have lower environmental footprint, measured by life cycle analysis (LCA) **Investment in Regenerative Solutions** Invest \$100 million (or more) in developing regenerative solutions, such as: Biotechnology e.g. from waste to ingredients, plastics, etc. Regenerative agriculture in deforested areas to reduce use of chemicals and create alternative to monocultures Creation of revenue streams (new ingredients) that are more economically

Today



Animal Testing free

attractive than deforestation



natura THE BODY SHOP





wide use of **refills** at Natura



Inclusion of recycled material in packaging

Action plan

0-2 years



Aēsop.

B Corp certification for Aesop

Start to launch breakthrough regenerative innovation

3-5 years



AVON

B Corp certification for Avon

Scale up some breakthrough regenerative innovation

Highlights

100% packaging circularity

95% + renewable or natural formulas

95% + biodegradable formulas

\$100m+ in Regenerative solutions

AVON





