GARNIER
2024
PROGRESS
REPORT

GARNIER

COMMITTED BEAUTY BRAND

CELEBRATING OUR MAIN ACHIEVEMENTS

CHECK THE EcoBeautyScore OF OUR PRODUCTS[3]

1. End 2024, excluding safety and security installation.
2. No animal-derived ingredients.
3. Availability of EcoBeautyScores depends on countries.

TABLE OF CONTENTS

COMMITTED BEAUTY BRAND

Mission statement 4

Our commitments and current status 6

Major milestones 8

Our most sustainable innovations 10

Our carbon footprint 12

2 MORE RECYCLED & RECYCLABLE PACKAGING

Key facts 27

Our packaging policy 28

Reducing and replacing plastic 29

Towards using 100% recycled plastic 30

More recyclable packaging 31

Setting the standards with Garnier Micellar Water 33

Our sachets roadmap 34

Sustainable merchandising 35

5 GOING FURTHER TOGETHER

Key facts 49

Great Barrier Reef Foundation 50

Committed employees 51

Sustainable consumption 52

1 INGREDIENTS & FORMULAS FROM HIGH-TECH NATURE™

Key facts 15

High-tech nature 16

Actives from Biotechnology 17

Safety and quality charter 18

Innovating to reduce water use 20

99% Vegan ingredients[2] 21

Approved by Cruelty Free International 22

3 MORE SUSTAINABLE FACTORIES

Key facts 37

Inside our factories 38

Our factories' best achievements 39

4 MORE INCLUSIVITY

Key facts 41

Inclusive sourcing top ingredients 42

Bees welfare program 44

Partnering with Plastics for Change 45

Social plastic issues 46

PLEASE NOTE THIS MARK ✓ HIGHLIGHTING THE FIGURES AUDITED BY AN EXTERNAL AUDITOR

99,6%

OF GARNIER NEW PRODUCTS HAVE AN IMPROVED ENVIRONMENTAL FOOTPRINT[1]

OUR MISSION I BUILD A MORE SUSTAINABLE BEAUTY FOR ALL

The latest scientific reports paint a stark picture of the planet's health, issuing a "red alert" for our ecosystems. At Garnier, we recognize the gravity of this situation and believe we all share a responsibility to act. A holistic approach is necessary, and in recent years, we have stuck to our strategy of reducing our environmental impact while continuing to provide EFFECTIVE BEAUTY SOLUTIONS for everyone.

This year, we are taking action with key initiatives that will pave the way for a more sustainable future:

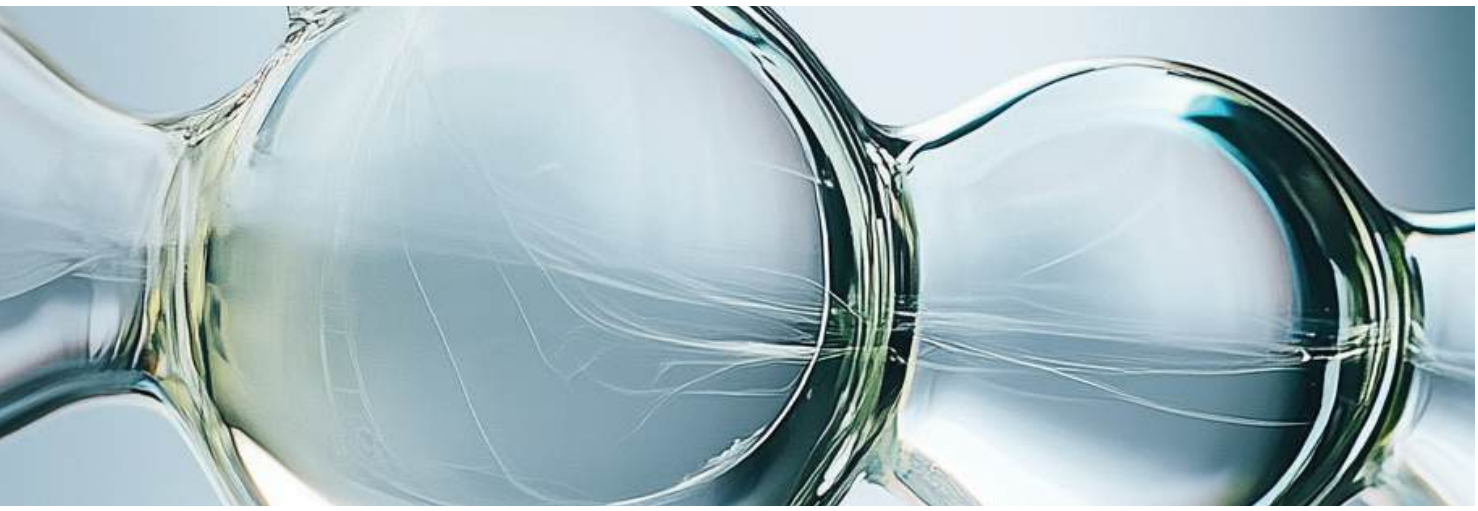
PROGRESSING TOWARD DECARBONIZATION: With a reduction of -10% of our GHG emissions compared to 2019, we are celebarting our efforts to reduce our carbon footprint across our entire value chain, from sourcing to production and beyond.

ADVANCING IN SUSTAINABLE PACKAGING INNOVATION: Garnier is pioneering the use of recyclable pumps, which will enable 1.8 million bottles to be recyclable in 2025[2]. We've also reached a key milestone: 53% of our packaging is now made of recycled plastic.

PIONEERING HIGH-TECH NATURE™ IN OUR FORMULAS: We're developing high-performance formulas that harness the power of nature and high-tech science. Through biotechnology and Green Chemistry, we create products with bio-based ingredients, such as Vitamin C, Hyaluronic Acid, and Lactic Acid, while minimizing our environmental footprint.

PROPOSING VEGAN AND APPROVED BY CRUELTY FREE INTERNATIONAL FORMULAS: Our formulas reflect our commitment to animal welfare. Over 99% of our ingredients are vegan[3]. Since 2021, all of our products have been approved by been Cruelty Free International, highlighting our ongoing partnership and commitment to a cruelty-free future. We're proud to have donated over $600,000 since 2021 to support their mission to end animal testing worldwide.

ACHIEVING 100% RENEWABLE ENERGY: Our commitment to reducing greenhouse gas emissions is driving our transition to 100% renewable energy for our industrial facilities. We're proud to report that all group factories producing Garnier products have reached 100% renewable energy sources[4].



PARTNERING WITH SUPPLIERS, COMMUNITIES AND NGOs: Diversity and inclusivity are core values that guide our collaborations with our key stakeholders. We partner with organizations like Plastics for Change to reduce waste, ensure our ingredient suppliers prioritize sustainable sourcing practices, and support the Great Barrier Reef Foundation's conservation efforts.

We are pleased to present the 2024 Garnier Progress Report. This report reflects our deep commitment to a more sustainable beauty and our belief in the crucial role of transparency. We're not just meeting standards; we're pushing ourselves to exceed them.

I want to celebrate our incredible teams. Your passion and tireless efforts have brought our inclusive vision to life. Every step forward is a proof of your courage and commitment. I am incredibly proud of everything we've achieved together.

Though the challenges are significant and our ambitions even greater, our collective determination will drive us forward as we work towards a more sustainable future.

MARC BALAND
GARNIER GLOBAL
BRAND PRESIDENT

1 Improvement compared to previous version of the product or category average if new product. Based on 14 factors, including water and carbon footprints over the life of the product
2 If placed in the sorting bin. Based on 2023 volumes
3 No animal-derived ingredients
4 At the end of 2024. Excluding safety and security installations.

GARNIER:
COMMITTED BEAUTY BRAND

FORMULAS & INGREDIENTS

IN 2024

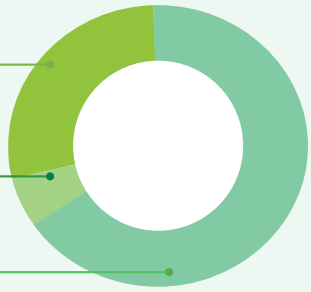
68%

of our ingredients are **bio-based or derived from abundant minerals**

99,9%

of our ingredients are **VEGAN**
no animal-derived ingredients

OUR INGREDIENTS



32% OTHERS
(PETROCHEMISTRY AND NON ABUNDANT MINERALS)

5% ABUNDANT MINERALS

63% BIO-BASED
(PLANT BASED AND BEE DERIVATIVES)

PACKAGING

IN 2024

53%

of our annual plastic consumption uses **recycled plastic**

92%

of our **PET plastic** comes from **recycled materials**

20,616

tonnes of virgin plastic saved thanks to the use of **recycled plastics**

OUR PACKAGING MATERIALS[1]

4% GLASS
INCLUDING 25% PCR

3% METAL
INCLUDING 0,6% PCR

42% WOOD, BOARD...
INCLUDING 37% PCR

51% PLASTICS
INCLUDING 53% PCR

1. Including primary, secondary & tertiary, based on quantity of materials consumed for in-house and subcontracting production.

These pages report its worldwide 2024 figures on Garnier's journey

INDUSTRIAL SITES

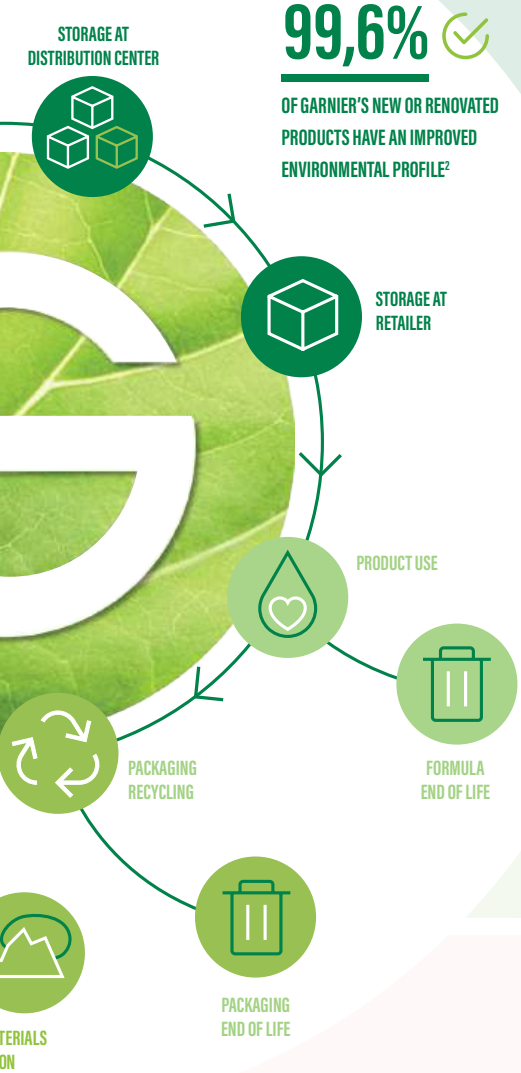
IN 2024

100% of our industrial sites have reached **100% renewable energy**[1]

-11% water withdrawal at our industrial sites compared to 2019

99,6%

OF GARNIER'S NEW OR RENOVATED PRODUCTS HAVE AN IMPROVED ENVIRONMENTAL PROFILE[2]



PEOPLE

IN 2024

GARNIER SUPPORTS UNDERPRIVILEDGED COMMUNITIES

9,638 INCLUSIVE SOURCING BENEFICIARIES[3]

1,713 COMMUNITIES SUPPORTED

PLASTICS FOR CHANGE

7,147 PLASTICS FOR CHANGE DIRECT BENEFICIARIES[4]

ALL GARNIER PRODUCTS ARE APPROVED BY CRUELTY FREE INTERNATIONAL UNDER THE LEAPING BUNNY PROGRAM

Cruelty Free INTERNATIONAL

1. End 2024, excluding safety and security installation. 2. Improvement compared to previous version of the PRODUCT or category average if new product. Based on 14 factors, including water and carbon footprints over the life of the product. 3. Beneficiaries involved in supplying Garnier ingredients and whose members benefit from the L'oreal groups inclusive sourcing program. (community means a social group whose members are engaged in this program). 4. For Plastics For Change communities, beneficiaries refers to Indian waste collectors and their direct family members supported through their work ofcollecting plastic pollution with work security, fair pay, financial literacy, safe shelter, education and healthcare.

MAJOR MILESTONES TOWARDS **MORE SUSTAINABLE BEAUTY**

BIO TECHNOLOGY

Garnier is innovating with the power of HIGH-TECH NATURE™ combining advanced scientific techniques and natural origin ingredients.

In 2024, biotechnology-derived Vitamin C, hyaluronic acid, and lactic acid took center stage, driving the development of our reformulated Vitamin C+ Brightening Serum and the new Liquid Care range. These innovations showcase Garnier's commitment to combining cutting-edge science with naturally-derived ingredients for effective beauty solutions.

REDUCING THE PACKAGING WEIGHT

FOR A BETTER ENVIRONMENTAL FOOTPRINT

We are redesigning our top-selling products to reduce packaging material usage. Following the success of Ultra Doux, we're now reducing plastic consumption for Micellar Water range in Europe and North America. By using a lighter version of the same iconic bottle, we will avoid 455 tonnes of plastic per year[1].

INTRODUCING CAPS MADE FROM

100% RECYCLED PLASTIC

AND CELEBRATING A TOTAL OF 53% RECYCLED PLASTIC USED IN OUR PACKAGING

In 2024, we made further progress in replacing virgin plastic. All Garnier mask jars and caps are now made from 100% recycled plastic[2]. We also transitioned all standard shampoo and conditioner bottles and caps to 100% recycled plastic[2] in Europe. Micellar Cleansing Water bottles and caps, and our deodorant packaging now also use 100% recycled plastic[2].

SAYING GOODBYE TO WIPES

At the end of 2022, Garnier committed to phase out face and body wipes to reduce waste. We are proud to announce that we are now 100% WIPE-FREE WORLDWIDE.

LAUNCHING GARNIER'S

FIRST RECYCLABLE PUMP

After three years of intensive research and testing, we are introducing our innovative recyclable pump. This monomaterial design makes it recyclable[3], unlike traditional pumps. We are proud to be among the FIRST MASS-MARKET BEAUTY BRANDS IN EUROPE to pioneer this innovation towards more sustainable packaging.

1 Based on quantities sold in 2024 in Europe and in US
2 except labels, colorants and additives
3 If put in the recycling bin

DONATING MORE THAN 600,000€ TO CRUELTY FREE INTERNATIONAL

In 2024, Garnier's ongoing partnership with Cruelty Free International reached a significant milestone, with total donations now exceeding 642,125€ over the past four years[1].
Garnier's **#AskYourPet** digital campaign, also leveraged the voices of international influencers to raise awareness on animal welfare.

COLLECTING FLEXIBLE PLASTICS IN LANDFILLS WITH PLASTICS FOR CHANGE

Garnier is committed to reducing plastic pollution and supporting local communities. Through our partnership with Plastics For Change, we sponsored a plastic collection initiative in India, diverting 1,100 tonnes of flexible plastic from landfills. This plastic was used by local communities as a building material for new houses, improving their living conditions.

1. Donations in 2024: USA, Peru, Panama, Global HQ.

GARNIER'S MOST
SUSTAINABLE INNOVATIONS

ULTRA DOUX SHAMPOOS & CONDITIONERS

Bottle and cap made of **100% recycled plastic** except labels & additives

63% of our liquid shampoos in Europe have at least **94% natural origin ingredients.** The remaining 6% guarantees a good sensory experience and preserves the formula

Refillable bottles | **-7.3% Lighter shampoo** bottle based on 250ml format PE/PET

PET Shampoo bottles made of **30% ocean bound plastic** - abandoned plastic waste located 50km from the shore that will eventually end up in the ocean due to wind, rainfall, river flow or tides

ULTRA DOUX REFILL

60% Less plastic compared to our regular 250ml shampoo bottle.

-49% of packaging carbon footprint after one year of using refill based on a ISO-LCA on the packaging.

CURL REVIVAL ELIXIR

Bottle made of **100% recycled plastic** except labels, dyes and additives

Inclusively Sourced Avocado oil and Shea Butter | Formula powered by Vegetal Oil Technology

95% Natural origin ingredients. The remaining 5% guarantees a good sensory experience and preserves the formula

LIQUID CARE

Powered by VITAMIN C, LACTIC ACID & HYALURONIC ACID **FROM BIOTECHNOLOGY**

Bottle and cap made of **100% recycled plastic** except labels & additives

FRUCTIS HAIR FOOD

Recyclable packaging as per EMac Arthur standards

Oleo Blend Technology, powered by Green Sciences.

97% Natural origin ingredients. The remaining 3% guarantees a good sensory experience and preserves the formula

Inclusively sourced shea butter | **99% biodegradable** formula as per OCDE method or equivalent

320mL :
Jar made of 90% recycled plastic*
*except cap, labels, colorant, additives

400mL :
Jar made of 90% recycled plastic*
*except cap, labels, colorant, additives

MICELLAR WATER

No need to rinse off

RECYCLABLE BOTTLE

Bottle and cap made of **100% recycled plastic** except labels & additives

GOOD

-45% Less plastic compared to Olia Haircolor kit

90% Natural origin ingredients kit
Average natural origin of colouring cream, developer an mask formulas. The remaining 10% guarantees a good sensory experience and preserves the formula.

FRUCTIS SHAMPOOS & CONDITIONERS

Bottle and cap made of **100% recycled plastic** except labels & additives

SKINACTIVE SERUMS

Recyclable bottle made of **25% recycled glass** except dropper, labels & additives

Powered by VITAMIN C & HYALURONIC ACID **FROM BIOTECHNOLOGY**

CLEANSING GELS

Monomaterial recyclable pump

RECYCLABLE BOTTLE & PUMP

Bottle made of **100% recycled plastic** except pump, labels & additives

MICELLAR BIPHASE

RECYCLABLE BOTTLE

No need to rinse off

Formula now **SILICONE D5 FREE** in Europe (before the ban in Europe due for June 2027)

Bottle and cap made of **100% recycled plastic** except labels & additives

MICELLAR REUSABLE TISSUE PADS

Reusable Tissue Pads

NO DAILY COTTON PAD WASTAGE

WASHABLE PAD

AMBRE SOLAIRE

Bottles made of **100% recycled plastic** except caps, pumps, labels and additives

Tubes integrating cardboard **36% less plastic** for 175ml format **43% less plastic** for 50ml format compared to standard 175ml and 50ml plastic tubes

Removal of unnecessary caps for an on/off closing system

BODY SUPERFOOD

Jar and cap made of **100% Recycled plastic** except labels & additives

Formulas powered by **Green Sciences** Oleo Blend Technology

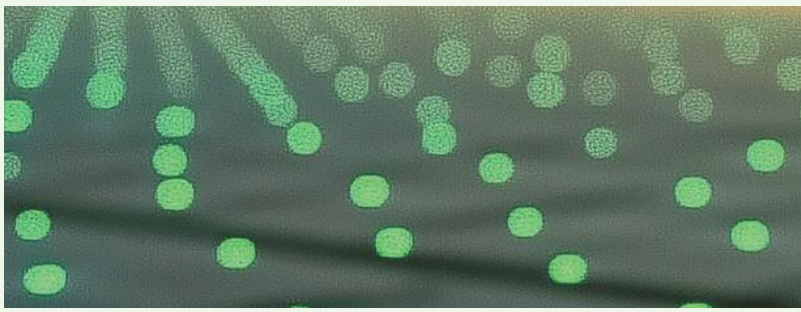
Inclusively Sourced Shea Butter and Aloe Vera Farmers benefiting from the Inclusive Program (p.50)

At least **96% Natural Origin Ingredients.** The remaining 4% guarantees a good sensory experience and preserves the formula

OUR CARBON FOOTPRINT REDUCTION

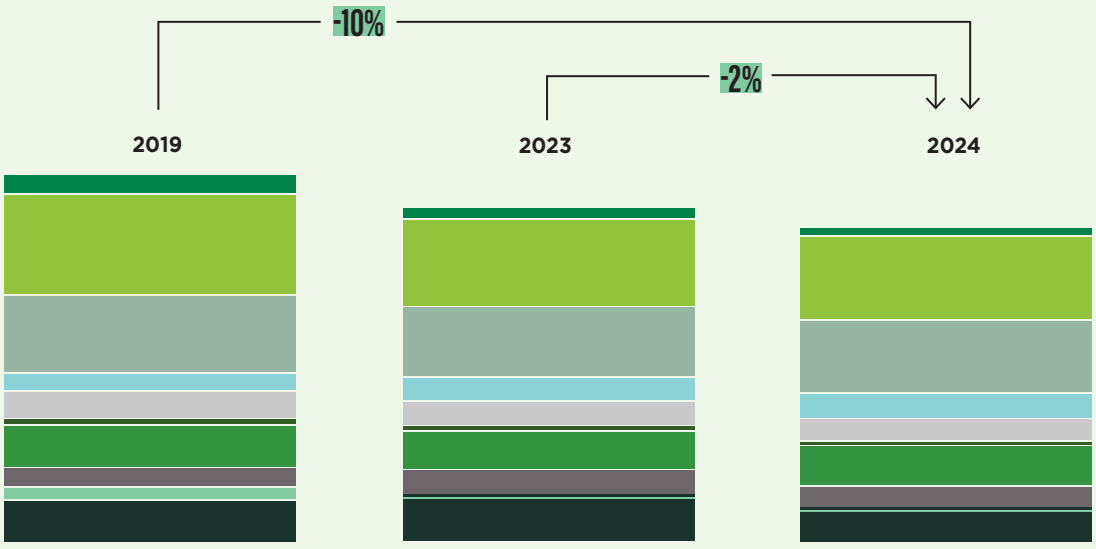
Garnier's carbon emissions are calculated annually according to the international GHG Protocol (Greenhouse Gas Protocol). It allows us to define an ambitious carbon reduction roadmap in our whole value chain.

For the last five years, Garnier has been working to map out and reduce its global carbon footprint. This work considers Garnier's entire value chain including the impact of sourcing raw materials, the use and end-of-life of products, and even the impact of both advertising and business travel.



To achieve this, our sustainable and operational experts have been conducting research and collaborating to help us set priorities regarding our strategy. This exercise is also enabling us to measure our progress overtime.

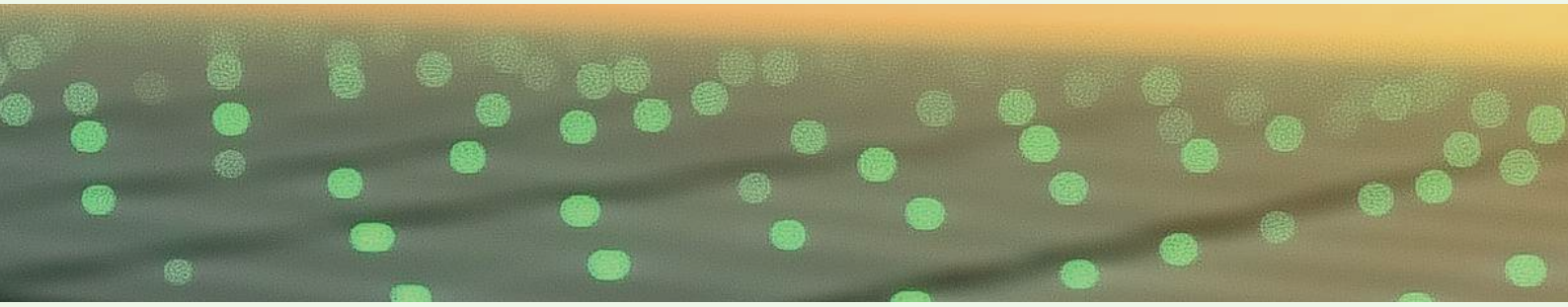
GHG EMISSIONS

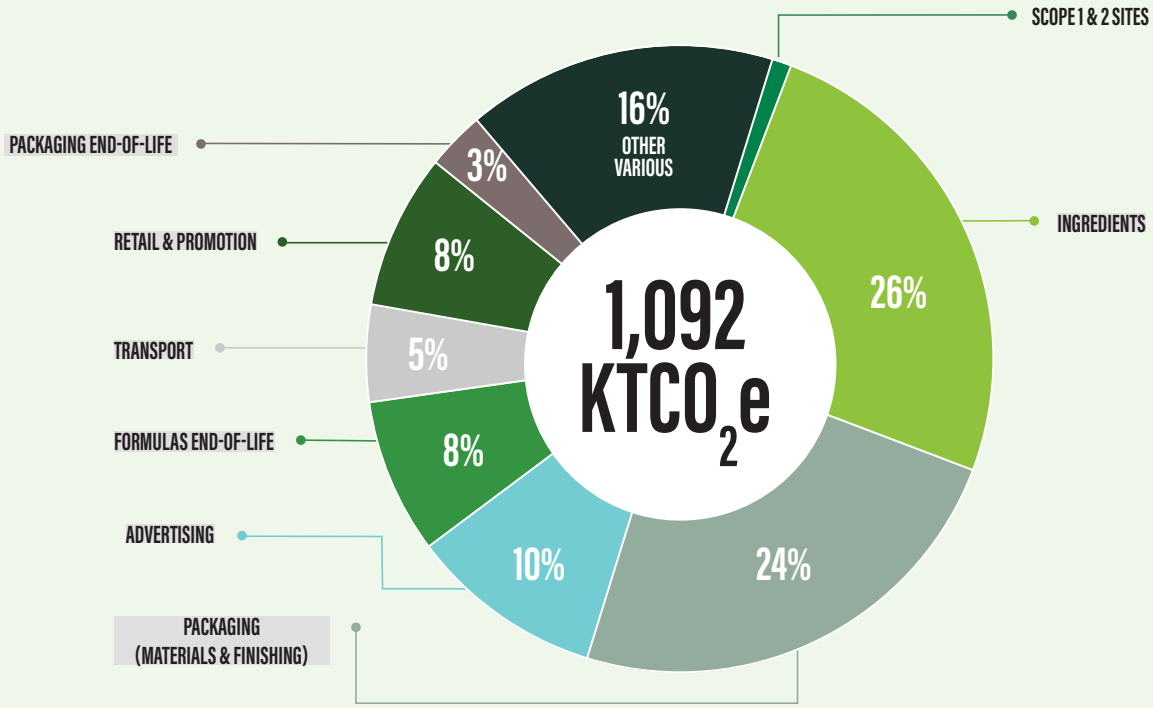


TOTAL KTCO$_2$e *without indirect use phase and optionals*[1]	1, 219	1,114	1,092 ✓

Scope 1 & 2
Ingredients
Packaging materials
Advertising
Transport
Retail & Promotion
Formulas End of Life
Packaging End of Life
Use phase - Direct
Other - Various

1. Indirect emissions from the use of products (1,114 ktCO2eq in 2024 and 1,122 ktCO2eq in 2023) are not included because they are considered optional in the GHG Protocol. Kpis reported have evolved compared to those reported last year for 2023 as we are using a new internal tool (sweep) to assess our footprint.





THE SCIENCE-BASED TARGETS INITIATIVE

Garnier actively contributes to the L'Oréal Group's decarbonization roadmap, which aligns with the latest recommendations from climate science and the SBTi Net-Zero Standard, in line with the Paris Agreement. The Science-Based Targets initiative (SBTi), founded by CDP, the United Nations Global Compact, the World Resources Institute (WRI), and WWF, encourages businesses to commit to a voluntary transition toward a low-carbon economy.

1 HIGH-TECH NATURE™

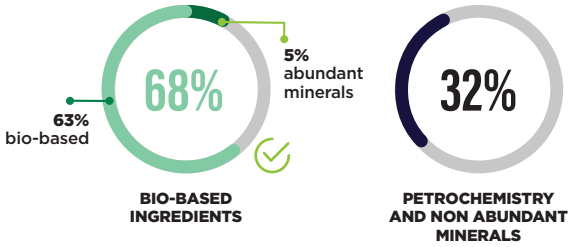
FORMULAS & INGREDIENTS

FACT SHEET

USING A SET OF ADVANCED SCIENCES AND NATURAL ORIGIN INGREDIENTS FOR HIGH PERFORMANCE AND MORE SUSTAINABLE FORMULAS.

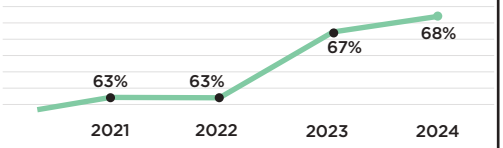
MORE BIO-BASED INGREDIENTS

OUR INGREDIENTS



68% of our ingredients are bio-based, derived from abundant minerals[1] or from circular processes in 2024

OUR PROGRESS SINCE 20217



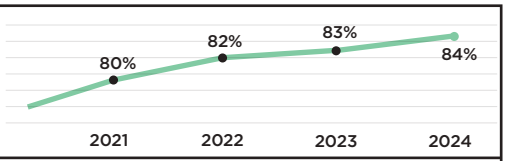
OUR TOP ACHIEVEMENT

In 2024, 81% of our ingredients in our **haircare** products are bio-based or derived from abundant minerals

MORE BIODEGRADABILITY

84% OF OUR FORMULAS ARE BIODEGRADABLE[2]

OUR PROGRESS SINCE 20217



OUR TOP ACHIEVEMENT

In 2024, our **haircare** formulas reached 88% of biodegradability[2]

MORE VEGAN FORMULAS

IN 2024

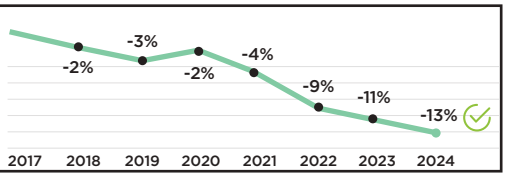
99,9% of our ingredients are **VEGAN**[3]

90% of our formulas are **VEGAN**[3]

95% of our skincare formulas are **VEGAN**[3]

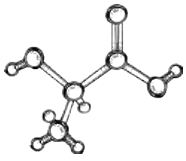
LESS WATER

OUR PROGRESS



MORE BIOTECHNOLOGY

In 2024, we launched new formulas powered by **Vitamin C, Lactic Acid, Hyaluronic Acid** from BIOTECHNOLOGY



1. Or from circular processes for 2023, whose definition is currently being finalized by our internal teams and experts. Details will be available soon. 2. As per OECD 301 or equivalent ISO test. 3. No animal-derived ingredients.

USING THE POWER OF THE NATURE **FOR GOOD**

Imagine harnessing the power of living organisms to create solutions for some of the world's biggest challenges. That's the essence of biotechnology! It is a fascinating field where science blends biology, chemistry, and engineering to develop products and technologies that improve our lives.

The concept itself is not new. Humans have been using living organisms for centuries, like in baking bread with yeast or brewing beer. However, the term "biotechnology" was first coined in 1919, marking the beginning of a more deliberate and scientific approach.

At its core, biotechnology relies on utilizing the incredible capabilities of biological systems. Think of bacteria that break down pollutants, yeasts that ferment sugars into alcohol, or even plants engineered to resist disease. Biotechnology encompasses a wide array of techniques, such as tissue culture, where cells are grown in a lab, fermentation, enzymatic processes and so many others.

The applications of biotechnology are vast and continue to expand. This field has already yielded groundbreaking advancements in healthcare with the development of novel drugs, agriculture, personalized medicine. Biotechnology stands as an incredible example of human ingenuity and our ability to work with nature to create a better future. As this field continues to evolve, it holds the key to addressing global challenges in healthcare, food security, and the environment. By understanding and mastering these natural processes, Garnier is opening a new area of active ingredients to address skin and hair beauty needs.

A BIOTECH INGREDIENT IS OBTAINED BY CULTURING MICROORGANISMS (BACTERIA, YEAST, MICROALGAE, FUNGI), PLANT CELLS OR CELLULAR COMPONENT LIKE ENZYMES IN BIOREACTORS.

TOWARDS A MORE SUSTAINABLE FUTURE FOR BEAUTY

By using renewable resources like plant biomass to generate a wide array of ingredients, biotechnology will pave the way for a more sustainable future. It is a powerful science that can help us move away from fossil fuels and reduce greenhouse gas emissions, resource use, land use, waste, etc. Paired with Green Chemistry, biotechnology will enhance our ability to produce bio-based products, making processes not only more sustainable but also more efficient. And it is just the beginning!

GARNIER IS DEEPLY ROOTED IN NATURE AND SCIENCES FOR HIGH-PERFORMANCE AND MORE SUSTAINABLE PRODUCTS

Garnier's formula development is grounded in advanced scientific fields like biotechnology and Green Chemistry, enabling the creation of effective and more sustainable ingredients and formulas. Our Greener Sciences approach encompasses three key areas: **cultivation, transformation, and formulation.**

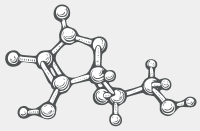
ACTIVES FROM **BIOTECHNOLOGY**

Pure Vitamin C, Vitamin Cg, Hyaluronic Acid and Lactic Acids exemplify Garnier's use of High-Tech Nature™ to produce pure, natural origin active ingredients from renewable sources with proven efficacy on skin.

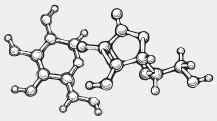
NAME: **PURE VITAMIN C**

FOUND IN:

INCI: L-ASCORBIC ACID



NAME: **VITAMIN Cg**



INCI: ASCORBYL GLUCOSIDE

FOUND IN:

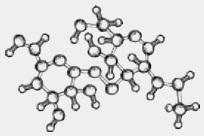
MAJOR PROPERTIES:

- **Neutralize oxidative stress acting as radical scavenger**
- **Protect against UV-and ozone-induced oxidative damage**
- **Protect against melanin over-production induced by stress**

NAME: **HYALURONIC ACID**

FOUND IN:

INCI: SODIUM HYALURONATE HYDROLYZED HYALURONIC ACID



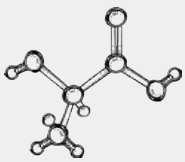
MAJOR PROPERTIES:

- **Moisturizes skin**
- **Prevents tightness**
- **Replumps skin**
- **Supports skin matrix**

NAME: **LACTIC ACID**

FOUND IN:

INCI: LACTIC ACID



MAJOR PROPERTIES:

- **Gently exfoliates**
- **Helps reduce imperfections, pores visibility**

SAFETY AND QUALITY CHARTER

INGREDIENTS CHARTER

ZINC OXIDE
Garnier is committed to respecting the environment and thus its products do not contain any zinc oxide.

PLASTIC MICROBEADS
Since 2017, Garnier no longer uses plastic microbeads in its products worlwide.

MICROPLASTICS
Garnier is phasing out microplastics, as defined by the European Commission, from its entire product portfolio, starting with new products.

OXYBENZONE & OCTINOXATE
Garnier products do not contain oxybenzone and has reduced the use of octinoxate, which is no longer used in Europe.

ZINC PYRITHIONE
Zinc pyrithione is banned in Europe. Since 2020, Garnier has completely phased out zinc pyrithione of its products worldwide.

OCTOCRYLENE
Where alternative of organic sun filters exist, Garnier has decided to reduce the use of octocrylene.

NANOPARTICULES
When nanoparticles are present in our cosmetic products, we inform our consumers transparently, labeling them as [nano] in the ingredient list, in accordance with EU regulations. We strive to apply these high standards globally. Garnier is committed to using nanoparticles only when no alternatives exist. While we avoid them in our skincare, bodycare, and haircare products whenever possible, certain specific product formulations may utilize nanoparticles where absolutely necessary for product performance and safety.

MIT
Since the beginning of the 2000s, cases of allergies to MIT have multiplied. Therefore, Garnier gradually phased out MIT ahead of the European regulation, and since 2021, none of its products worldwide contain any MIT.

PARABENS
As alternatives exist to protect formulas from microbial contamination, Garnier has decided to phase out parabens. Garnier skincare products in Europe, North America, and Latin America are paraben-free.

PHENOXYETHANOL
As alternatives exist to protect formulas from microbial contamination, Garnier has decided to reduce the use of phenxyethanol. Since 2017, Garnier has more than halved the number of formulas containing this ingredient.

SILICONES D4 & D6
Cyclotetrasiloxane (D4) is liable to present risks for human health, and cyclohexasiloxane (D6) for the environment. Garnier products do not contain D4 or D6.

SILICONE D5
Garnier is committed to respecting the environment and is phasing out cyclopentasiloxane (D5) from its products by the end of 2027.

SILICONES
Garnier has decided to favor the use of biobased alternatives and to gradually phase out silicones from skincare products when a biobased technical solution is available. When silicone are necessary, we choose those with the least environmental impact.

MINERAL OIL
Mineral and vegetable oils each have unique characteristics. Garnier is committed to using mineral oil only when no alternatives are available and to replacing it with biobased raw materials where possible.

Grounded in the latest scientific research, Garnier's unique global formulation charter and rigorous safety and quality controls prioritize the health of your skin and hair, avoid environmentally harmful ingredients, and ensure strong efficacy.

A UNIQUE SET OF SCIENTIFIC CONTROLS

Garnier applies a rigorous safety and quality process, overseen by a team of internal and independant scientists including dermatologists, toxicologists, pharmacists, chemists, opthalmologists and medical doctors.

> **#1 IN-DEPTH INGREDIENT CONTROLS:** Each ingredient is rigorously examined and tested for quality, origin, environmental impact, and effects on skin, scalp, and hair.

> **#2 STRICT FORMULA TESTING:** Formulas undergo rigorous testing to evaluate efficacy on various skin and hair types, compatibility with packaging, stability over time, and safety. Testing includes in vitro methods (such as cell cultures and artificial skin) and clinical studies on human volunteers, ensuring robust safety margins even at maximum allowable concentrations.

A SCIENCE-BASED FORMULATION CHARTER

Garnier's charter reflects our meticulous approach to creating formulas that meet stringent global regulatory standards based on scientific evidence, we exclude certain controversial or unsustainable ingredients, even if permitted by local regulations. While cosmetic product safety is legally regulated, the specifics vary by country. Garnier is committed to providing effective haircare and skincare without compromise, going beyond local regulations to ensure both performance and safety for people and the planet.

You can trust Garnier to deliver effective products for your skin and hair.

OUR BOARD OF DERMATOLOGISTS

APPROVED BY OUR DERMATOLOGISTS

Garnier's Board of Dermatologists is gathering more than 20 Dermatologists[1] from all over the world to review our new skincare products before launch and share their expertise with our consumers on social media.

Garnier founded the Board of Dermatologists in 2021 to continue reinforcing its expertise through the collaboration with external partners. Our Dermatologists review our skincare launches and their safety and efficiacy dossiers. They also share scientific knowledge and debunk common myths to empower consumers.

To drive education, Garnier activates the Board of Dermatologists in two main ways:

ENDORSEMENT

The Board members approve select Garnier products after an in-depth review of formula, safety and efficacy data, and discussion with expert scientists, especially for sun protection, anti-acne or skin tone management products. The "Approved by our Dermatologists" stamp is displayed on Garnier's communications materials such as TV com-mercials, in-store advertising, social media content, etc.

ADVOCACY

Garnier works closely with its Board of Dermatologists to co-create educational social media content. This content leverages their expertise to provide consumers with trusted advice and answers to the most frequently asked questions.

1. 23 Dermatologists from Europe, Southeast Asia and Latin America participated to Garnier's Board of Dermatologists meetings in 2024.

INNOVATING
TO REDUCE WATER USE

Garnier is focusing its efforts on creating products that help reduce water usage – one of the main environmental impacts of our products – by either eliminating the need for rinsing, or developing fast-rinse formulas.

NO RINSE TECHNOLOGIES

We offer alternatives to traditional rinse-off haircare or cleansing products to avoid the use of water during rinsing.

Our Micellar Cleansing Waters require no rinsing. We also offer reusable and washable Pads to avoid the use of multiple single use cotton pads.

FAST RINSE TECHNOLOGIES

We are developing new formulas that rinse out faster, helping consumers to save water in the shower.

For example, Olia hair color range rinses out more quickly than the previous technology.

IN 2024

-13%

Reduction of rinsing water during use phase
All formulas - versus 2017

RESPECTING WATER QUALITY

Because ingredients in our products can end up in waterways, we are committed to protecting water quality.

We go beyond regulatory requirements by voluntarily testing some ingredients and suncare formulas in both fresh and saltwater environments.

This could include aquatic testing on seven representative freshwater and marine species to thoroughly assess the ecotoxicity of some suncare products.

We are also evaluating the overall environmental impact of our formulas, with a focus on water, to develop even more respectful products.

99%

OF OUR INGREDIENTS ARE VEGAN

Garnier is fully committed to animal welfare, and traces the origins of all of its ingredients to avoid the use of animal-derived ingredients. Most of our formulas are now vegan and, for all bee-derived ingredients, we have a dedicated program to help ensure we respect the bees and biodiversity (see p.44).

NEW VEGAN FORMULAS[1]

Garnier has reformulated several products and entire ranges, such as Intensive 7 Days or Vitamin C brightening serum, to replace non-vegan ingredients with vegan alternatives.

99% Of our ingredients are vegan

1. No animal-derived ingredients.

90% OF OUR FORMULAS ARE **VEGAN***

95% OF OUR SKINCARE ARE **VEGAN**

GARNIER

THE LARGEST BEAUTY BRAND
WORLWIDE
APPROVED BY

GARNIER IS APPROVED BY **CRUELTY FREE INTERNATIONAL[1]**

ALL OUR PRODUCTS ARE APPROVED BY CRUELTY FREE INTERNATIONAL[1]

Garnier is proud to be the largest beauty brand worldwide to be approved by Cruelty Free International[1].

Cruelty Free International's Leaping Bunny programme requires brands to forensically investigate their entire supply chain every year, including all raw materials and individual ingredients, for any cases of animal testing. Approval must be given to all of a brand's finished products or items cannot be approved in isolation.

Garnier must secure the annual renewal of declarations from more than 500 suppliers, who provide more than 2,800 different ingredients, worldwide. Garnier works closely with the Labs, the Sourcing and the Supply Chain teams for annual Cruelty Free Certification approval renewal.

Since 2021, Garnier and Cruelty Free International have been working together to secure the approval and ensure its entire global portfolio can officially display the Cruelty Free International Leaping Bunny logo, the internationally recognized cruelty-free mark. This rigorous process allows consumers to confidently purchase Garnier products, knowing they meet the Leaping Bunny's strict criteria and are regularly audited.

1 Euromonitor International Limited; Beauty & Personal Care 2024ed; Beauty brand as per Beauty & Personal Care definitions; retail value sales (RSP), 2023 data; among the brands approved by the Cruelty Free International's Leaping Bunny Programme.

"Garnier is a global brand familiar to us all. Working with them to help end animal testing for cosmetics and declaring them officially approved under the Cruelty Free International Leaping Bunny Programme is a real milestone."

MICHELLE THEW
CRUELTY FREE INTERNATIONAL CEO

CELEBRATING 642,125€ DONATION & THE "ASK YOUR PET" BUZZ

4 YEARS OF DONATION

WORKING ON THE SAME CAUSE TOWARDS ANIMAL WELFARE

Garnier is committed to improving animal welfare and supports Cruelty Free International[1] in its actions. That's why, beyond the approval of its products under the Leaping Bunny programme, Garnier donates to Cruelty Free International through various retail activations and internal communications campaigns. For each product sold during these campaigns, Garnier donated 1€, 1$ or 1£ to the NGO.

Since the brand's approval in 2021, Garnier has raised 642,125€ in donations for CFI (201,725€ in 2024, 169,400€ in 2023, 143,000€ in 2022, and 128,000€ in 2021) .

By purchasing Garnier products, everyone can contribute to Cruelty Free International's work to end animal testing globally. Your support helps advance awareness and the adoption of non-animal testing methods. Cruelty Free International[1] challenges decision-makers and champions better science to create a future without animal testing.

#ASKYOURPET

THE FIRST EVER "PETVOCACY" CAMPAIGN IN THE BEAUTY INDUSTRY, CO-CREATED WITH CFI

In a world where consumers, especially the Gen Z, are seeking for more and more trust, transparency and commitment from brands, Garnier launched a digital-first, pet-centric campaign in May 2024. This campaign aimed to spread the word on animal welfare, engaging with our consumers and content creators on social platforms in an entertaining and unique way: #askyourpet - the first "petvocacy" campaign in the beauty industry.

This online activation mobilized international influencers from 13 countries, generated 41M potential reach and 25M total views across Instagram and TikTok, inviting millions of young consumers to join Garnier's global movement for a world without animal testing.

2 MORE RECYCLABLE AND RECYCLED PACKAGING

MORE RECYCLED AND RECYCLABLE PACKAGING FACT SHEET

TOWARDS A CIRCULAR MODEL: GARNIER IS COMMITTED TO AN INNOVATIVE POLICY OF PACKAGING OPTIMIZATION AND TO PROMOTING CIRCULAR ECONOMY

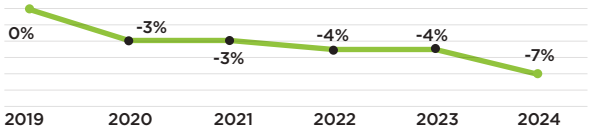
REDUCE WEIGHT

IN 2024

-7%

reduction of packaging intensity compared to 2019

OUR PROGRESS



Packaging Intensity on all packaging materials Primary, seconday and tertiary, compared to 2019

OUR TOP ACHIEVEMENT

In 2024, Garnier Micellar Water pack intensity has been reduced by -21% in Europe

REPLACE VIRGIN PLASTIC BY RECYCLED MATERIALS

OUR TOP ACHIEVEMENT

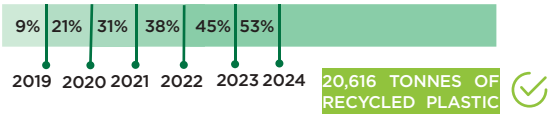
In 2024, all our Ultra Doux Bottles and cap are made of recycled plastic

IN 2024

53%

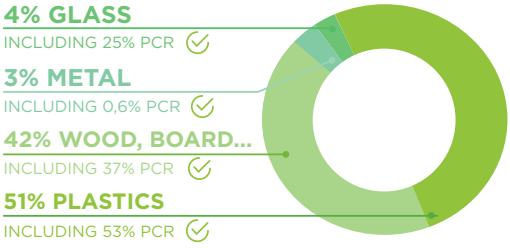
of our plastic comes from recycled materials, which has avoided 20,616 tonnes of virgin plastic

OUR PROGRESS



OUR PACKAGING

In 2024, 70% of our packaging is made of recycled or renewable materials



MORE RECYCLABLE, REUSABLE OR COMPOSTABLE PACKAGING

IN 2024

75% of our packaging was recyclable[1]

98,5% of the paper and cardboard used for our product leaflets and folding boxes were made with materials from sustainably managed forests like FSC®

We evaluate the recyclability of our plastic packaging aligned with the Ellen MacArthur Foundation standards

1. Excluding glass & metal.

TOWARDS MORE RECYCLED & RECYCLABLE PACKAGING

Garnier is committed to an innovative policy of packaging optimization to promote the circular economy.

We also look beyond our own products to fight plastic pollution, including collecting plastic waste.

Our plastic stewardship program has four key focus areas, and is entirely science-based.

Find out more in pages 45 to 47

REDUCING & REPLACING PLASTIC
GARNIER REFILL INITIATIVE

Since 2022, the complete range of Ultra Doux has been repackaged. We have developed new refillable bottles that are lighter, more stable, and that have a removable cap and a wider neck.

Plus, we've created refill pouches for our iconic blends that use 60% less plastic as compared to bottle of the same size. They're made with a monomaterial plastic which makes them easier to recycle across different countries. We strongly believe in this new ecosystem of refillable products to help close the loop on plastic waste.

SHAMPOO VS REFILL : PLASTIC QUANTITY

PROVEN BY A LIFE-CYCLE ANALYSIS

A life-cycle analysis (LCA) is a comprehensive, 'cradle-to-grave' assessment that measures the environmental impact of a product throughout its entire lifespan. From raw material extraction and production to transportation, consumer use, and final disposal, every stage is scrutinized to identify areas for improvement. We have focused here on the packaging as the formulas are similar between the shampoo bottles and their refills format.

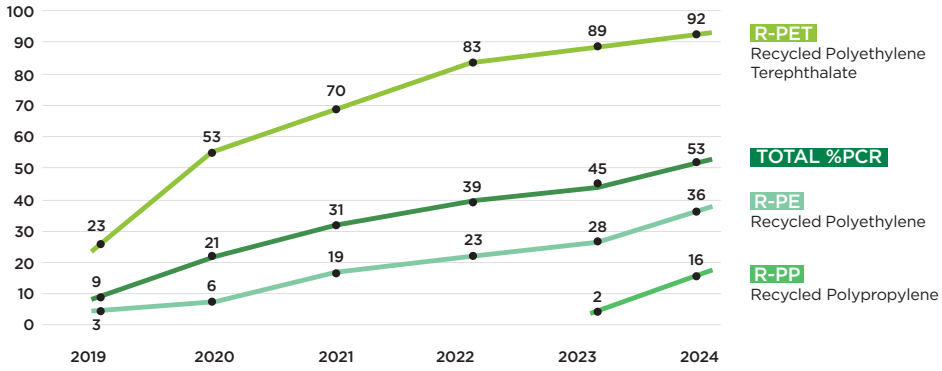
A leading, third-party ISO-certified firm conducted this rigorous analysis of our Ultra Doux refill pouches compared to our traditional bottles. It has then been submitted to another peer for a critical review. The results, based on a year of shampoo use, are significant: a 49% reduction in CO_2 emissions linked to climate change when you choose the refill option.

ULTRA DOUX REFILL	
-49%	of packaging carbon footprint, after one year of using refills based on a ISO-LCA on the packaging
-60%	less plastic compared to our regular 250ml shampoo bottle

MORE RECYCLED **PACKAGING**

We are moving towards using more post-consumption recycled (PCR) materials and using only sustainably sourced or bio-based plastics.

% of Post Consumer Recycled (PCR)



R-PET
Recycled Polyethylene Terephthalate

TOTAL %PCR

R-PE
Recycled Polyethylene

R-PP
Recycled Polypropylene

53%

of our plastic packaging comes from recycled materials, which has avoided 20,616 tonnes of virgin plastic

ULTRA DOUX/ WHOLE BLENDS SHAMPOO & CONDITIONER BOTTLES
100% (US)/ 99,7% (EU) PET PCR

FRUCTIS SHAMPOO & CONDITIONER BOTTLES
100% PET PCR

MICELLAR WATER BOTTLE
100% PET PCR (EU)

AMBRE SOLAIRE BOTTLES
MORE THAN 90% PE PCR

Our commitment on reducing the use of virgin plastic, allowed us to mobilize our full ecosystem – both internally and externally – and to work together, as a brand, towards this goal.

One of the biggest challenges is to develop local sources of sustainable materials. We want to be able to buy our materials near our markets to help reduce our carbon footprint, and to ensure sufficient availability and quality of recycled material. This is why we introduced "beauty grade" recycled plastic, a specific requirement for plastic material used in the cosmetic industry, which is different from that used in the food industry. Additionally, we strive to solve technical and aesthetical challenges that injecting recycled plastic into our molds can have.

In addition, we are working in close partnership with our packaging suppliers and plastic manufacturers on technical challenges. We check that our recycled packaging reaches our quality standards, and is compliant with all our technical aspects, such as compatibility with the formula and stability over time. Our innovation teams are also investigating and working on developing new technologies that will allow us to integrate more recycled plastic in future packaging.

While acknowledging the challenges involved, we are committed to increasing the amount of PCR in our products annually.

MORE RECYCLABLE **PACKAGING**

Our packaging teams are actively involved in making all of our packaging recyclable or Designed For Recycling by changing the materials used, and by removing any barriers that may impede the recycling process. We are also including recycling instructions on our product packaging to help encourage consumers to recycle and close the loop on plastic waste.

75%

of our packaging are recyclable

PRODUCTS DESIGNED FOR RECYCLING

In 2024, 75% of our global portfolio was recyclable. Most of our teams have been trained to fully understand the recyclability of our products and have visited recycling centers. Recyclability is now a core principle in our product design process.

We are actively working on removing any obstacles to recycling, including reworking pumps, labels, tubes, sachets, and jars in order to make them ready to be recyclable when recycling streams will be developed at scale. For example, we switched the Fructis conditioner bottle from an opaque to a transparent bottle to ensure better recognition during the sorting process. When we renovated Ultra Doux bottles, we optimized the size of our labels for better recyclability, while still ensuring consumers have all of the necessary information.

HELPING CONSUMERS TO IMPROVE THEIR RECYCLING HABITS

The circular economy will only become a reality if we close the loop on waste. Education, along with promoting daily sustainable habits, is key to driving transformation. Consumers recycle more in the kitchen than in the bathroom[1] : this is why we believe it is our responsibility to improve habits by providing useful information on how to easily recycle packaging. We have added this information to our packaging and on product web pages focusing on Product Impact Labelling. The information is tailored to each country to ensure it adheres to local recycling requirements.

1 Source : https://www;citeo.com/le-mag/emballages-hygiene-beaute-mieux-les-trier-mieux-les-recycler

MORE RECYCABLE **PACKAGING**

After three years of dedicated research, we are thrilled to unveil our groundbreaking recyclable pump—a revolutionary step towards more recyclable packaging.

This innovative pump, with its simple yet effective monomaterial plastic design (PP spring and PE actuator), eliminates disruptive materials for easier recyclability without compromising functionality. We are proud to be among the FIRST MASS-MARKET BEAUTY BRANDS IN EUROPE pioneering this significant advancement towards more sustainable packaging.

THE CHALLENGE OF REMOVING THE METALLIZED LABEL

Some of our products have a thin metallic plastic label that can disrupt recycling. Sorting center detectors may misidentify the packaging as metal, leading to improper sorting or rejection from the recycling stream.

Garnier has eliminated metallic labels from its plastic bottles over the past two years, to improve their recyclability. We have removed metallic plastics from over 98% of our plastic packaging and we reached 99,45% by the end of 2024.

REDUCING & REPLACING PLASTIC
LIGTHER MICELLAR BOTTLE

THE CAP: MADE OF 100% RECYCLED PLASTIC[1]

In partnership with Berry Global, a leading international supplier of sustainable packaging solutions, each cap in the whole range of Garnier's Micellar Cleansing Water will be replaced with recycled plastic (PCR PPS). The new caps is available in Europe, and is using Berry's industry-first CleanStream technology that mechanically recycles household plastic waste into contact-sensitive packaging. The new caps are designed for recycling. This innovation helps avoid 162 tonnes of virgin plastic per year[1].

The US, Southeast Asia, the Middle East/North Africa region, and the Hispanic Zone have also started using caps made of recycled plastic, avoiding an additional 100 tonnes of virgin plastic[1].

THE BOTTLE: MADE OF 100% RECYCLED PLASTIC[1]

In 2024, Garnier continued renovating the Micellar Cleansing Water with bottles made of 100% recycled plastic[2] (PCR), rolling them out in Latin America after a successful launch in Europe, USA and Southeast Asia. Overall, since this shift, Garnier has avoided up to 2,303 tonnes of virgin plastic per year[1].

LIGHTER BOTTLE: FOR LESS PLASTIC

We are now reducing plastic consumption for Micellar products in Europe and North America. By using a lighter version of the same iconic 400ml bottle, we will avoid 455 tons of plastic per year[3]. A lightweighting initiative will also hit the shelves in Southeast Asia in 2025.

1. Based on quantities sold in 2024 in Europe, North America, Latin America, Middle East North Africa and Southeast Asi
2. Except labels, colorants and additives
3. Based on quantities sold in 2024 in Europe, North America, Latin America, Middle East North Africa and Southeast Asia

OUR SACHETS **ROADMAPS**

Recognizing the issue of sachets in certain regions, Garnier has proactively implemented concrete measures to address this concern:

REDUCE: since 2019, we have diligently focused on refining our packaging design, reducing both weight and size of our products, saving hundred of tonnes of plastic over the past years.

REPLACE: as part of our ongoing efforts to minimize environmental impact, we are progressively shifting from multi-plastic compositions to mono-plastic alternatives.

SUPPORTING RECYCLING STREAMS: we extend our efforts beyond our own products by actively engaging in recycling streams ensuring that our materials are recycled effectively.

PLASTIC COLLECTION: we are collecting more than 1200 million tonnes of discarded flexible packaging from the environment with our long-standing partner Plastics For Change. In doing so, we not only help fight plastic pollution but also contribute to a positive social impact by supporting waste collectors in their crucial role.

We are fully dedicated to achieving our commitments and continuously exploring new solutions to further reduce our environmental impact.

OUR JOURNEY ON SHEET MASKS

01/19

PACKAGING REDUCTION

-12% PLASTIC & -20% ALUMINIUM

07/20

LINER REMOVED FROM PACK

02/21

HOME COMPOSTABLE TISSUE MASK + PACKAGING REDUCTION

-18% PLASTIC & -8% ALUMINIUM

2023

TODAY HOME COMPOSTABLE TISSUE MASK + 50% PAPER-BASED SACHET

5 ECO-GOLDEN RULES **FOR MERCHANDISING**

OPTIMIZED TOTAL WEIGHT

Optimizing materials helps to reduce the total weight of point of sale displays and CO_2 emissions during transportation

RESPONSIBLY MANAGED CARDBOARD

We use certified materials sourced from sustainably managed forest resources such as FSC*

REUSED, SORTED AND RECYCLED

All materials can have a second life by being either reusable or recyclable. All parts or our merchandising displays can be either separated and recycled easily thanks to recycling instructions, or made from one type of material which is easier to recycle (for example: 100% cardboard)

BAN ELECTRONIC COMPONENTS

All Garnier temporary displays are made without electronic components so they can be recycled easily

MORE RECYCLABLE OR RENEWABLE MATERIALS

We reduce the use of virgin plastic by using more recycled or renewable materials in our merchandising displays

As one of the first touchpoints in store for our consumers, displays and merchandising materials are key to bringing our vision to life.

For years, we have been improving the way we design our packaging and retail materials. **By 2025, we aim for 100% of our new displays to be eco-designed, enabling the materials to be reused.**

3 MORE SUSTAINABLE FACTORIES

MORE SUSTAINABLE FACTORIES

FACT SHEET

FACTORIES COMMITTED TO USING RENEWABLE ENERGY AND REDUCING WATER USE

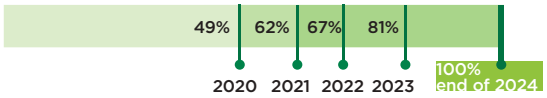
INDUSTRIAL SITES REACHING 100% RENEWABLE ENERGY[1]

AT THE END OF 2024

100%

of our industrials sites has reached 100% renewable energy[1]

OUR PROGRESS % of Garnier's operating sites that have reached 100% renewable energy[1]



WASTE TREATMENT AND WATER USE AT OUR INDUSTRIAL SITES

WASTE TREATMENT

IN 2024

81%

of our industrial waste are reused or recycled

REDUCTION OF WATER USE

IN 2024

-11%

water withdrawal at our industrial sites compared to 2019

29%

waterloop factories (6 factories where Garnier products are produced)

61%

of the water used for industrial processes comes from reused or recycled water

1. Excluding safety and security installations.

ALL OUR INDUSTRIAL SITES HAVE REACHED **100% RENEWABLE ENERGY[1] INCLUDING 6 WATERLOOP FACTORIES**

"WATERLOOP" FACTORIES

All our industrial sites have reached 100% renewable energy[1] in 2024, thanks to an innovative strategy customized for each of our sites.

Garnier is committed to achieving a low carbon business model to fight climate change. At the end of 2024, Garnier reduced the direct CO_2 emissions (Scopes 1 and 2) of its industrial sites around the world by 81% compared to 2019. This was done through:

- **Reducing the energy needs by implementing energy sobriety approaches and by improving the energy efficiency of its facilities (buildings, equipment, industrial processes, etc.);**
- **By increasing the use of local renewable energy.**

At the end of 2024, all our factories have reached 100% renewable energy[1]. This success is driven by an innovative renewable energy strategy based on the best local opportunities and technologies available in the countries where we operate. Where there is an opportunity, we create our own renewable energy on-site by using, among others, biomass, biomethanization or solar photovoltaic panels.

To ensure our consumers are well-informed, we display a green banner on our packaging that indicates if the product has been made in a factory that has already reached this milestone. The information displayed is based of the factory status of the first year of production. In the midst of the current global energy crisis context, this may potentialy change and as such we keep informing our consumers in this report of each most updated factory status.

OUR BEST ACHIEVEMENTS
OVERVIEW OF OUR FACTORIES

ALL OUR FACTORIES HAVE REACHED 100% RENEWABLE ENERGY[1]

Since 2022, our factory São Paulo factory reached 100% renewable energy[1] by incorporating bio-methane in its energy mix. Before that, the factory had been using 100% of its electricity from renewable sources for eight years. The company first dedicated its efforts to improve energy efficiency (-45% Kwh/FG in 2024 compared to 2019) before developing strategic partnerships for the supply of renewable energy.

Since 2019, all electricity has been sourced from a windfarm in Brazil (through a Power Purchase Agreement with ENGIE) and most recently, the plant replaced the fossil gas used in steam boilers with natural gas from a renewable source in São Paulo state. The sustainability journey continues, and the plant's ambition is now to produce more renewable energy on site. The first step of the Solar Park Project – which is made up of more than 1,500 photovoltaic panels – was started by producing on-site electricity for self-consumption in December 2022, reaching on average 7% of the plant's electricity consumption.

OUR WATERLOOP FACTORIES

We are following a clear path to significantly reduce our industrial water consumption and re-think water use across each of our sites. A factory reaches the "Waterloop" status when its entire water needs for manufacturing processes, such as cleaning and cooling, are produced by treating and reusing high quality water in an internal loop. We currently have six "Waterloop" factories where 100% of industrial water use is covered by on-site retreated, recycled and reused water.

For example, at our Settimo factory – where we make our FRUCTIS products – our teams use a high-performance filtration system, known as "ultrafiltration", and "reverse osmosis" to purify the water, making it ready to be reused in our manufacturing processes. Thanks to these developments and innovations, our three "Waterloop factories" have increased the efficiency of their water management and inspired other factories worldwide. We aim to reuse & recycle 100% of our industrial water by 2030.

1. At the end of 2024. Excluding safety and security installations.

4 MORE INCLUSIVITY

MORE INCLUSIVITY

FACT SHEET

Garnier actively sources renewable ingredients through its Inclusive Sourcing Program, launched in 2008, while striving for positive social impact. Our partnership with Plastics for Change, initiated in 2020, builds on this by reducing plastic pollution and improving the livelihoods of local communities.

GARNIER SUPPORTS UNDERPRIVILEDGED COMMUNITIES

9,638
INCLUSIVE SOURCING BENEFICIARIES[2]

1,713
COMMUNITIES SUPPORTED[1]

PLASTICS FOR CHANGE

7,147
PLASTICS FOR CHANGE DIRECT BENEFICIARIES

OUR INCLUSIVE SOURCING INGREDIENTS

1. Inclusive sourcing communities: communities involved in supplying garnier ingredients and whose members benefit from the l'oréal group's inclusive sourcing program. The number of communities is based on our latest available reports. 1,713 communities involved in supplying Garnier ingredients and whose members benefit from the l'oreal group's inclusive sourcing program.

INCLUSIVE SOURCING
TOP INGREDIENTS

MENTHOL FROM INDIA

Our menthol is part of a Inclusive Sourcing Program from the Uttar Pradesh region in India. Through our partnerships with Kancor and a local NGO, we help families cultivating mint in a crop rotation system. Farmers are trained to sustainable agricultural cultivation practices, leading to better yields. We also ensure that Fair Trade principles and legal wages for seasonal workers are respected.

SOYBEAN FROM BRAZIL

Since 2017, we support communities in Paraguay and Brazil. This support accelerates capacity building by helping farmers gain access to the latest knowledge on organic farming, with a fair and transparent pricing system. Finally, it fights deforestation through the Roundtable For Responsible Soy (RTRS) Certification, which is under the Standard for Responsible Soy Production including certification for non-GMO soybeans.

ARGAN OIL FROM MOROCCO

Garnier supplies its Argan oil through a network gathering six cooperatives of more than 500 women who collect argan nuts from the Argania Spinosa forest, a UNESCO Biosphere Reserve. Through our program, we guarantee fair wages and good working conditions, helping the women and their families to achieve greater economic independence.

CANDELILLA FROM MEXICO

Launched in 2016, this project partners with local organizations specializing in rural development and agriculture. The wax extraction process adheres to strict traceability and sustainability standards. To ensure regeneration, only the mature parts of the plant are harvested, and only from plants at least four years old.

ALOE VERA FROM MEXICO

Garnier uses the juice and gel of the Aloe vera leaves sourced from Mexico since 2019. Since then, a fair fixed priced has been established to support the producers. We have also provided them with trainings on farming practises, accounting etc. This initiative contributes to the development of local sourcing while providing a financial support to help communities address specific climate change challenges.

SHEA BUTTER FROM AFRICA

Since 2014, Garnier has partnered with the L'Oréal Group's shea nut Inclusive Sourcing program to empower women, reduce energy poverty, and combat deforestation. This program ensures fair trade certified prices and provides vital income to women during the off-season when other revenue sources are scarce. It also offers pre-financing for crops during lean periods and trainings on sustainable harvesting practices. Crucially, the program addresses deforestation driven by the demand for cooking fuel. By providing many families with cleaner, more efficient cookstoves, we help reduce wood consumption, lower carbon emissions, and minimize exposure to harmful smoke.

BEES WELFARE PROGRAM

Conscious of the importance of preserving biodiversity, Garnier has created the Bees Welfare Program, which relies on 3 actions and partnerships.

1 INCLUSIVELY SOURCED HONEY FROM HUNGARY

Garnier is working with beekeepers in Hungary that have a long family history of upholding agricultural traditions.

From March through to September, they practice an inherited method called transhumance, during which hives are transported to different locations throughout the mountains in order to provide bees with the best nectar. Together with the beekeeping experts at Ecocert Expert Consulting, a sustainable beekeeping standard has been designed. Made up of 22 different criteria, it serves to evaluate and upskill exemplary beekeepers who work with schools to raise awareness in respecting the environment.

2 INCLUSIVE SOURCING PROGRAM "BEES OF AFRICA"

The "Bees of Africa" project was initiated in 2017 in order to sustainably source beeswax.

With almost 10,000 beekeepers – from different countries in Africa –included in the program, this project represents a complementary income as a lever of economic development by diversifying seasonal activities, helping to fight poverty. Garnier supports the beekeepers by following the Sustainable Beekeeping Charter, allowing them to use methods that respect bee welfare. In exchange, Garnier pays a premium rate for beeswax to contribute to and improve to the beekeepers' livelihoods.

3 THE BEE CONSERVANCY

Garnier supports The Bee Conservancy, an NGO that protects 10 million+ bees and reinforces biodiversity by building bee-friendly habitats.

One of their missions is to create safe sanctuaries for bees to thrive and ecosystems to flourish. Together with The Bee Conservancy, Garnier has built hundreds of hives around the US and Canada in order to boost the native bee populations. The hives are made with Forest Stewardship Council (FSC) Certified sustainably-sourced wood, providing eco-designed landing boards for bees.

IN ADDITION TO THESE ACTIONS

GARNIER HAS COMMITTED TO STOPPING THE USE OF BOTH PROPOLIS AND ROYAL JELLY BECAUSE IT REPRESENTS A MAJOR SOURCE OF NUTRITION FOR BEES AND IS A KEY MATERIAL IN PROTECTING THE STRUCTURE OF BEEHIVES.

GARNIER PARTNERS WITH PLASTICS FOR CHANGE®

At Garnier, we commit to fighting the environmental and societal impact of climate change. Since 2020, we have partnered with Plastics For Change to collect ocean bound plastic[1] in India, so it can be recycled and used in our bottles.

We also enable informal waste collectors and their families to earn a stable income and gain access to social services in India. Through this partnership, we hope to close the loop and move towards a more circular economy of plastic. Today, all our transparent Ultra Doux PET shampoo bottles are made with 100% recycled plastic, of which 30% is ocean bound plastic[1].

ABOUT PLASTICS FOR CHANGE

Founded in 2015 in Mangalore, **Plastics for Change empowers waste collectors in India by giving them access to a stable income and social services.** They collect ocean bound plastic[1]. Impacting more than 10 000 individuals located in nine different cities of the coastal belt of India, Plastics For Change is considered the world's largest and most trusted source of fair trade verified recycled plastic.

OUR OCEAN BOUND PLASTIC IS FAIR TRADE VERIFIED BY WFTO

Fairtrade is a system of certification that aims to ensure a set of standards are met in the production and supply of a product or ingredient. **This means fairer pay and safer working conditions for workers and farmers. For shoppers, Fairtrade signifies high-quality, ethically sourced products.**

1. Ocean bound plastic is defined as 'abandoned plastic waste recovered within the range of 50km from shore and that will eventually end up discharged in the ocean by the effect of winds, rainfall, river flow or tides.

GARNIER HELPS
SOCIAL PLASTIC ISSUES

Every year across the globe more than two billion tonnes of municipal solid waste is generated[1]. That's almost half the planet's population. Some of the world's most underprivileged people collect this waste to try and make a living. The waste collectors, many of them women, often live below the poverty line and work in appalling conditions.

Garnier is amplifying its positive impact, extending beyond environmental action to empower local communities. Since 2020, we've partnered with Plastics for Change on key social initiatives, and in 2022, we proudly inaugurated our first dedicated Waste Collection Center in Chennai.

1. THE FINANCIAL INCLUSION OF WASTE COLLECTORS:

We provide awareness programs to enhance their financial decision-making skills. We help them create bank accounts, digitalize their financial records, and promote financial literacy.

2. THE SOCIAL INCLUSION OF WASTE COLLECTORS AND THEIR FAMILIES:

We facilitate them access to social security, issue identity cards, and help them establish proof of their identities.

3. IMPROVED SOCIAL AND ECONOMIC BEHAVIOR:

Plastics For Change's incentive program encourages waste collectors and scrap shop entrepreneurs to earn redeemable points as and when they comply with global sourcing charter standards. This bonus payment is added to their income, thus ensuring fair prices, transparency and positive behavioral change in social, environmental and economic aspects of the recycling value chain.

4. IMPROVED WORKING CONDITIONS:

We ensure fair-trade prices and upgrade basic infrastructures.

5. UPSKILLING AND BETTER EMPLOYMENT OPPORTUNITIES:

We offer capacity development trainings focusing on enabling workers to adapt fair trade practices and social and environmental changes.

6. THE REDUCTION OF VULNERABILITIES AND HEALTH RISKS DUE TO THE WASTE COLLECTION WORK:

We distribute personal protection equipment (shoes, masks, gloves) to avoid physical injuries and others.

7. IMPROVED HEALTH:

We established a health camp in the waste collection center to facilitate access to essential interventions for protecting workers' health. We also created an awareness program, promoting good hygiene practices, good nutrition, education about health and diverse diets, and provided sanitation products.

8. IMPROVED NUTRITIONAL STATUS FOR PREGNANT AND LACTATING WOMEN:

We provide them with nutrition kits.

9. IMPROVED EDUCATION FOR THE CHILDREN OF WASTE COLLECTORS:

We offer them an alternative learning program that supports students who aren't effectively learning within their formal school, and offer a flexible approach to learning through a range of individualized programs in different subjects including English, maths and science.

1. UN Report "Global Waste Management Outlook 2024.

COLLECTING 1,100T
OF FLEXIBLE PLASTICS

Interview with Shifrah Jacobs, Plastics for Change's Chief Impact Officer

WHY IS RECYCLING PLASTIC IMPORTANT?

In India, only one quarter of the waste generated is recycled, the country's informal sector is integral to the recycling industry. In the absence of sanitary landfills, the majority of the waste in India is ultimately disposed of through open burning or at poorly managed landfills. The fragmented recycling industry in particular depends heavily on informal waste collectors, who channel plastic waste collected at the doorstep or from streets and waste dumps to small dealers and aggregators, who then transport the waste to medium/large dealers and finally to recycling units. The estimated 3-4 million people who work in the informal waste sector are most often women, migrants and/or belong to scheduled castes. They are not protected by national occupational health and safety laws, nor are they eligible for social protection benefits.

WHAT IS THE HOUSE BUILDING PROJECT WITH GARNIER ?

We are working with Garnier on a unique plastic collection project involving low value post consumer plastic waste. We will be collecting 1,100 tonnes of low value multilayer plastic (May 2023- April 2024). To tackle the recycling issue, we are co-processing the plastic and also converting it into panels for housing, with the plan to construct 12 homes for waste-picking families that do not have access to shelter, water, sanitation and electricity.

Additionally, this project will also enable setting up a welfare fund for 600 waste collectors in Chennai. The collection will be used to provide education scholarships, healthcare and emergency loans to the beneficiaries. Plastics for Change along with the workers will form the committee to monitor this welfare fund.

WHAT ARE LONG-TERM IMPACTS ON BENEFICIARIES?

1. Education: *1 in 3 children drop out before elementary school because they don't have a secure space to study or access to sanitation facilities. Providing secure spaces for study through housing projects can significantly contribute to lowering dropout rates among children. With a proper place to study, children are more likely to stay in school and complete their education.*

2. Safe Space For Women: *Access to sanitation facilities ensures that women no longer need to defecate or bathe in open areas, improving their safety, well-being and access to privacy.*

3. Public Health and Hygiene: *Disease Prevention: The reduction of open defecation contributes to improved public health by minimising the spread of diseases. This, in turn, can lead to lower mortality rates and an overall healthier community.*

5 GOING FURTHER TOGETHER

GOING FURTHER TOGETHER

PLASTICS FOR CHANGE

We help underprivileged communities to access a sustainable work and income

We engage with our suppliers to help improve their sustainable performance and innovate in game-changing solutions

Great Barrier Reef Foundation

We team up with NGOs to build and support our vision, and work to create meaningful actions

We benefit from l'Oréal best practices in corporate responsibilty and have a network of 50 sustainable experts dedicated to this topic

Our Garnier community is at the heart of our Beauty Vision journey, embodying our mission every day and fostering new innovations

With the help of our retailers, we build the transformation of our business model towards more sustainable and inclusive retail models

We acknowledge the robust and credible methods of external auditors and measure our progress in terms of environmental and social performance

We co-create with external experts recognized in their fields to strengthen our holistic mission

We listen and engage our consumers on the impact of our products through information transparency and education

79% **OF OUR TEAM OBSERVES THAT THEIR DEPARTMENT IS ENGAGED IN SUSTAINABILITY IN 2024**[1]

1. Out of 96% respondents in Garnier team worldwide

WITH GREAT BARRIER REEF FOUNDATION

Great Barrier Reef Foundation

Garnier has been collaborating with Great Barrier Reef Foundation to help restore one of Australia's natural wonders of the world.

HELPING CORALS RESTORATION

The Great Barrier Reef Foundation is creating a future for the world's coral reefs by protecting ocean habitats, restoring coral reefs and helping them adapt to the impacts of climate change. The Great Barrier Reef Foundation is the lead charity for the Reef, formed in response to the first mass coral bleaching of the Reef in 1998. The collaborative organisation raises funds, invests in innovative ideas, and designs scalable conservation programs in Australia to help to protect the Reef which stretches over an area of approximately 348,000 square kilometres.

Through this partnership, Garnier will help restore damaged areas of the Great Barrier Reef through financing coral planting. During this year's coral spawn collection, the Great Barrier Reef Foundation – along with its partners – collected 338 million coral spawn/eggs.

After the developmental period of 5 days, 290 million coral larvae were released onto Ngaro Country in Maureens Cove, Hook Island. The site was selected by tourism operators as one that needs a little boost in order to assist coral recovery, and every year since 2021, the team has collected a number of spawn to help improve it.

Great Barrier Reef Foundation Managing Director, Anna Marsden said the Foundation's mission is to safeguard the future of the Reef and the animals and communities that rely on it.

"The Reef has been a source of wonder for millions of people over thousands of years and there really is nothing quite like it, but it is under threat from the impacts of climate change and needs our help. Our partnership with Garnier will have a significant impact on the Reef, not only through the growth of new corals but also by helping to restore critical reef habitats for threatened species. The Foundation is using innovative, world-leading solutions to conserve and restore the Reef and partnering with brands such as Garnier will help to deploy these solutions at scale to help the future of the Reef, today," **Ms Marsden added.**

COMMITTED **TEAMS**

OUR TEAM TRAINING

1. **SUSTAINABLE** Packaging, Formula and Communication
2. **GREEN STEPS** Learn about the planetary challenges we address
3. **CLIMATE FRESK** Raising awareness on climate change
4. **RECYCLABILITY TRAINING** & sorting center visit
5. **SCIENCE & ENVIRONMENT** From planetary boundaries to LCA

A diverse, committed Garnier Team heading up the Beauty Vision Journey

The deployment of our Beauty Vision strategy is paired with a global upskilling of all Garnier teams. We developed a full training path, starting with basics on sustainable packaging, formula and communication, followed by a series of overall knowledge on planetary challenges (Water, Biodiversity, Ressources and Climate Change).

We are then delivering three in-depth workshop on recyclability, with the visit of a sorting center, on climate change with the powerful education tool, the Climate Fresk, and finally about science behind sustainability and the way we are assessing environmental footprint. This way, we are providing all our team members with the skills and tools they need to accelerate our transformation, while making everyone a sustainability champion.

83% of women in the Garnier International Management Committee

79% of our team sees that their department is engaged in sustainability en 2024[1]

24 nationalities from around the world

We are very proud of our employees, and we want to enable them to lead the way to more sustainable beauty by giving them the power to create true sustainable innovations in a diverse, inclusive environment. Our steering committee is also evaluated and receives bonuses on its sustainability performance, which showcases both effort and dedication to this mission.

1. Out of 96% respondents in Garnier team worldwide.

PROMOTING SUSTAINABLE CONSUMPTION

In June 2025, France and Germany were the first countries to launch the new EcoBeautyScore on face care, comparing Garnier's products to other skincare products sold on the European market.

A CRUCIAL STEP IN TRANSPARENCY

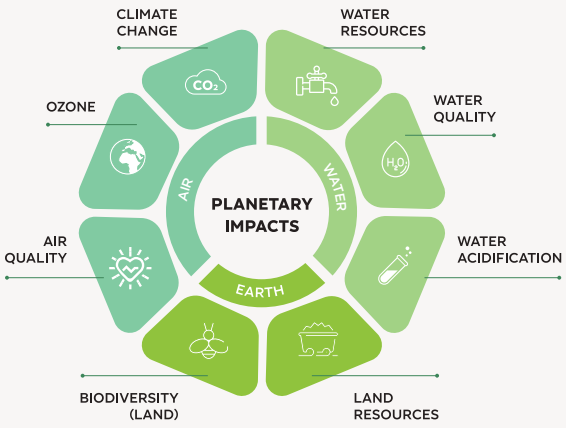
Garnier is committed to providing more transparency. That's why, back in 2017, the brand decoded the INCI (International Nomenclature of Cosmetic Ingredients) list on some of its products to show the origin of ingredients. Then the brand launched in 2020 the Environmental and Social Impact Labelling, taking into account overall impact, and comparing our products to other relevant L'Oréal Group products. In June 2025, France and Germany will be the first countries to launch the new EcoBeautyScore on face care, comparing Garnier's products to other skincare products sold on the European market.

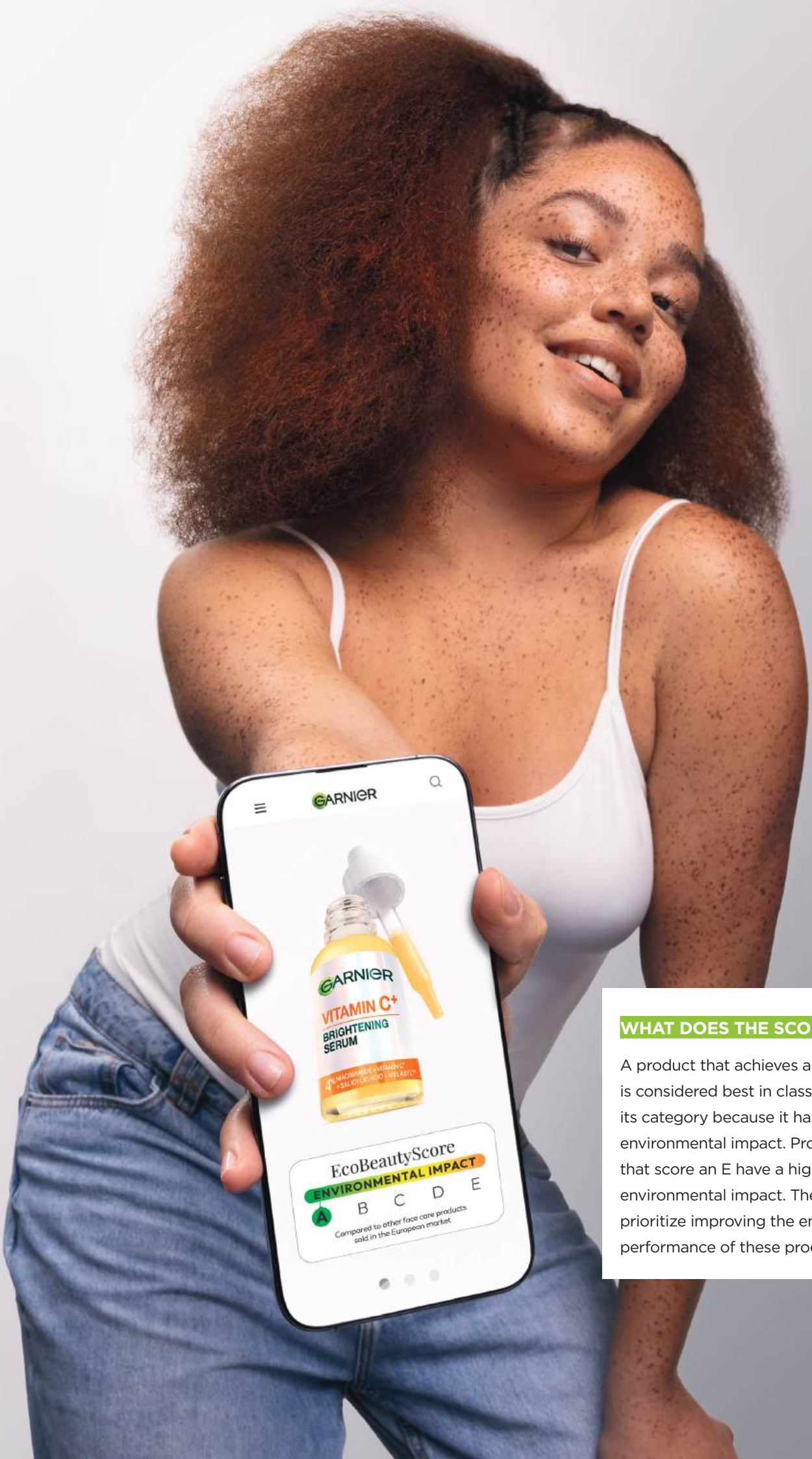
DEVELOPPED BY EXPERTS

Developed in close partnership with international experts, 70 cosmetics companies & associations and verified by independant experts, the EcoBeautyScore aims to help consumers make more sustainable choices. It is aligned with both European Product Envrionmental Footprint standards and the planetary boundaries concept from the Stockholm Resilience Center, which define the climate and environmental threshold that must be met for humanity to thrive in the future.

A SCIENCE-BASED METHOD

The impacts of thousands of beauty products have been assessed throughout their life cycle. This includes ingredient sourcing, packaging and product manufacturing, as well as the impact products have during both use and recycling. In each step, the tool takes into consideration 16 impact criteria based on seven different categories: climate change, water resources, water quality, biodiversity, acidification, ozone, air quality and land resources.





WHAT DOES THE SCORE MEAN?

A product that achieves an A rating is considered best in class within its category because it has a lower environmental impact. Products that score an E have a higher environmental impact. Therefore, we prioritize improving the environmental performance of these products.

GOING FURTHER TOGETHER

PROGRESS REPORT AUDITED

BY EXTERNAL AUDITOR

This Progress Report summarizes our progress across the five key focus areas of our Beauty Vision initiative, including details on the figures and activities related to each area. Deloitte & Associés has expressed limited assurance on the indicators identified by this sign ✓.

Please refer to the methodological note below and 2024 Assurance Report published in the "Publications" available at: www.loreal.com and www.loreal-finance.com

SPOT (SUSTAINABLE PRODUCT OPTIMIZATION TOOL) METHODOLOGY: it is a tool based on criteria such as green chemistry use, renewability, biodegradability, ecotoxicity, recycled material, end of life management. Inclusions: all new products intended for sale and developed by L'Oréal design entities, including Full-buy products. Exclusions: unsold products (samples, testers, promotional products, etc.), one shot & animations, products made at the point of sale (personalized foundation, perfume fountain, etc.), home fragrances (candles, diffusers, etc.), electronic devices or accessories, boxed products developed by teams not under MINDS (travel retail and retail).

FOR CARDBOARD BOXES AND PAPER PRODUCT: Use instructions, the sustainably managed forest certifications include FSC® (more than 80% by volume of tonnages) and also PEFC and SFI.

SUSTAINABLE INDUSTRIAL SITES: Our industrial sites are the 21 factories producing Garnier products among others, and the 28 L'Oréal Group mass market distribution centers. The environmental footprint of the Garnier units produced is the result of the environmental footprint of each plant manufacturing Garnier products in proportion to the Garnier units produced, and the environmental footprint of all L'Oréal distribution centers in proportion of Garnier units produced.

GREENHOUSE GAS: Our CO_2 emissions are calculated in line with the concepts defined by the GHG protocol, and monitored according to the market-based CO_2 indicator. Our emission factors are generally those of our suppliers for scope 2 emissions; If these are unknown, we use regional or national emission factors (eg. IEA 2023 for electricity). For comparability, the CO_2 emissions data for the 2019 baseline have been updated in light of these rules (recalculated on the basis of a constant scope). Emisison reported do not include indirect emissions from the use of our products and optionals. Kpis reported have evolved compared to those reported last year for 2023 as we are using a new internal tool (sweep) to assess our footprint. When a new hypothesis has been done for 2024, then 2019 and 2023 datas are updated based on the same hypothesis.

SITE REACHING 100% RENEWABLE ENERGY AT THE END OF 2024: A site can claim this status if it reaches 100% renewable energies excluding safety and security installations. Safety and security installations includes (whether for operational use or maintenance): all fire-fighting equipment and back-up generators or any equipment, permanent or temporary, designed to power among others: Personnel protection system: staff evacuation, emergency lightning, IT system protection, the maintenance of high-risk or sensitive processes, the conservation of specific raw materials (perishable, heat-sensitive, microbiology-related material), as well as security system (video surveillance, access control etc).

A "WATERLOOP FACTORY": A factory is "waterloop" when the percentage of recycled and reused water in industrial water (%) = 100% and that below 3 technical criteria are compliant :
1. Physical barriers (valves) should separate city water/well water supply from water for utilities.
2. The withdrawn water filtration and the softening process for supplied water must be efficient to at least 94% in a yearly average.
3. The soft water demineralization process must be efficient to at least 70% in a yearly average.

THE 2019 REFERENCE DATA FOR WATER WITHDRAWAL AND WASTE GENERATION: Used to calculate the difference between 2019 and 2024 comes from plants and distribution centers that were in place in 2024 and already existed in 2019. For comparability, water withdrawal and waste generation for the 2019 baseline have been recalculated on the basis of a constant scope.

WASTE: Since 2021, waste generation no longer includes the sludge generated by the wastewater treatment plants of the L'Oréal Group sites.

INCLUSIVE SOURCING COMMUNITIES: Communities involved in supplying Garnier ingredients and whose members benefit from the L'Oréal Group's Inclusive Sourcing program. The number of communities is based on our latest available reports (2023 or 2024).

GARNIER PLASTICS FOR CHANGE BENEFICARIES: Indian waste collector and his direct family members, supported through their work of collecting plastic with work security, fair pay, financial literacy, safe shelter, education and healthcare of :
#1 Waste collectors working with plastics for change under garnier's program.
#2 Direct family members of waste collectors who are working with Plastics For Change under Garnier's program.

Prepared and edited by Garnier Global Scientific & Sustainability Team :

AURÉLIE DECROUX, AURÉLIE WEINLING & BRUNO ZAVAGLIA.

1.No animal-derived ingredients. 2.Excluding safety and security installations