



Commitment to Life

GRI 2-23, 2-24, 2-25, 3-3

Sustainability and regeneration are fundamental concepts for the success of the execution of our strategy. Since 2020, we have been publicly reporting our progress and initiatives related to these themes by means of our Commitment to Life structured within three pillars: biodiversity and the climate; human rights; and circularity and regeneration.

After having more closely analyzed Latin America’s specific targets considering the region’s most urgent needs, and reviewing Natura’s 2050 Vision (read more on this in the chapter entitled *Our Strategy for Latin America p. 62*), within a context of broad restructuring for the region, we experienced a year of important progress regarding the climate pillars, socioeconomic impact and engagement of the value chain.

In the table on the following page, we provide a consolidated report on our progress concerning the targets, covering both those that are both general to the Group and those that are specific to Natura &Co Latin America.

Commitment to Life - 2030

Sub-pillar	Indicator	Target	SDGs ¹	Natura &Co Latin America - 2024	Natura &Co - 2024
Climate Transition	Achieve zero net emissions (Net Zero) in line with the trajectory of 1.5° by 2030 and hitting the science-based targets for scopes 1, 2 and 3.	2050 Latin America Natura &Co 2050	7, 9, 12, 13	We hit the Scope 1 and 2 emissions target established for 2030, as endorsed by the SBTi (-43%), earlier than expected. We have reduced the Scope 3 emissions through the implementation of biomethane-powered trucks (a reduction of more than 90% vs diesel trucks), and achieved a 5 p.p. increase in the use of recycled plastic (18.2%).	Avon International has eliminated the use of cellophane in the packaging of fragrances, substituting it with two simplified tickets, meaning an estimated reduction of 13% in the associated emissions.
	Reduce emissions from our own installations (Scopes 1 and 2) by 90%.	2030 Latin America	7, 9, 12, 13	-43%	-
	Reduce the greenhouse gas emissions in the value chain (Scope 3) by 42%, engaging suppliers and consumers.	2030 Latin America	7, 12, 13	-28%	-
	Continue offsetting 100% of Natura’s remaining emissions, acquiring at least 50% of the carbon credits in projects in the Amazon region, prioritizing agro-extractive communities.	2030 Latin America	12, 13, 15	46%.	-

Protecting the Amazon	Contribute to the protection and/or regeneration of three million hectares of Amazon Rainforest (up from two million in 2020).	2030 Latin America	2, 6, 15	2.2 million hectares ²	-
	Extend our partnership to 45 agro-extractive communities (up from 34 in 2020).	2030 Latin America	15, 17	45 communities	-
	Contribute to the bioeconomy in the form of innovation, reaching the figure of 55 bio-ingredients sourced from the Amazon region's socio-biodiversity (up from 39 in 2020).	2030 Latin America	9, 15	46 ingredients	-
	Purchase four times as many raw materials from the Amazon region's socio-biodiversity (in relation to 2020).	2030 Latin America	9	R\$ 37.2 million	-
	Double the resources shared with our communities (in relation to 2020)	2030 Latin America	2, 15	R\$ 48.51 million	-
	Engage 20 million people per year in actions connected to the <i>Amazônia Viva</i> cause.	2030 Latin America	12, 13	Around 54 million interactions. The result refers to the total engagement which adds together the number of people reached and the interactions with the communications and/or the actions disseminated and which refer to the topic of the Amazon region.	-
Protecting Biodiversity	Work to ensure that countries cooperate with each other to establish standardized regulations for benefit-sharing , directed principally to the traditional peoples and communities.	2030 Latin America	2, 15, 16, 17	At the COP16 conference, held in Cali, Colombia, we worked on advocacy actions together with the Amazon Cooperation Treaty Organization (ACTO) and the Brazilian Government, participating and leading discussions with representatives from Brazil, Colombia and Peru focused on standardized legislation and <i>digital sequence information</i> (DSI).	-
	Report our impacts and reliances in relation to biodiversity by 2025, based on internationally recognized standards.	2025 Latin America Natura &Co 2025	12, 15, 17	Using the methodology developed by the Taskforce on Nature-related Financial Disclosures methodology, we conducted a comprehensive survey within Natura and established 14 clear recommendations to be able to strengthen our sustainability practices. (<i>more details on page 105</i>)	At Avon International, we performed an initial evaluation to understand our impacts and reliances on biodiversity this work will continue in 2025.
	Ensure that 100% of our critical supply chains are independently verified to be deforestation-free and native vegetation conversion-free by 2025: for the direct sourcing of palm, soy, paper and ethanol.	2025 Latin America	12, 15	The methodology used to ensure that our raw-materials are Deforestation and Conversion Free (DCF) was established by means of a study of the relationship between the different certification regulations and fulfillment of the specific requirements. A detailed table is to be included in the critical raw materials policies, which will be made available in the first half of 2025.	-
	Ensure that 100% of our critical supply chains are free from deforestation and conversion of native vegetation, with independent inspection; by 2030: expand this to the direct sourcing of palm, soy, paper and ethanol.	2030 Latin America Natura &Co 2030	12, 15	The methodology used to ensure that our raw-materials are Deforestation and Conversion Free (DCF) was established by means of a study of the relationship between the different certification regulations and fulfillment of the specific requirements. A detailed table is to be included in the critical raw materials policies, which will be made available in the first half of 2025.	For Avon International, a plan to fight deforestation in certain selected chains is to be developed by the end of 2025.
Our People	Guarantee that 50% of senior management positions are occupied by women as of 2023.	2023 Latin America Natura &Co 2023	5, 10	51.1%.	49.1%. Number affected momentarily due to restructuring.
	Equitable pay: no unexplained gender pay gap from 2023.	2023 Latin America Natura &Co 2023	5, 8, 10	-0.6%. We kept the gap at zero.	-0.7%. We kept the gap at zero.
	Equitable pay: no unexplained gender pay gap since 2023.	2023 Latin America	10	-0.11%. We have eliminated any gaps which do not have justifiable reasons and which could indicate salary inequalities due to race or ethnic origin.	-
	Ensure that at least 30% of management positions are occupied by people from under-represented groups (Blacks and indigenous people, LGBTQIAP+, disabled persons and others, depending upon the local context).	2030 Latin America Natura &Co 2030	10	15.2%.	13.3%.
	In Brazil: guarantee that 25% of management positions are occupied by Black people as of 2025; and 30% as of 2030.	2025 Latin America 2030 Latin America	10	15.8%.	-
	A decent living wage, or higher, for all employees, as of 2023.	2023 Latin America Natura &Co 2030	8, 10	100%.	100%.

Our Broader Network: Consultants and Communities	Increase the Consultants' Human Development Index by 10%.	2030 Latin America	5, 10	Brazil: 0.653 (+3.3%). Hispanic America: 0.619 (+8.9%).	-
	Improve the social progress of the agro-extractivist communities, generating a measurable impact on decent income, health and wellbeing, education and citizenship - factors that are fundamental for gender and racial equity.	2030 Latin America	5, 10	We have improved the Community Social Progress Index (IP5) as a means of monitoring our impact on the communities, adjusting the methodology to include all the regions in which Natura operates by December 2025. <i>(more details on page 115).</i>	-
	Encourage and facilitate citizens' participation in our network, primarily in those causes focused on the Amazon region, education, female healthcare and violence against women and girls.	2030 Latin America	4, 12, 16	We engage the Beauty Consultants in social environmental responsibility by means of actions such as raising awareness of breast cancer, support for those suffering domestic violence by means of Ângela (the Natura Institute virtual assistant), promotion of conscientious voting, Regional Meetings and communications on the environment and human rights. <i>(more details on page 172).</i>	-
	Promote human rights in the agro-communities, including indigenous and traditional peoples.	2030 Latin America	8, 16	Commitments and guidelines published in the Biodiversity Policy (access the policy here). All of Natura's socio-biodiversity chains meet requirements established by the UEBT (Union for Ethical Biotrade).	-
Intolerance towards the abuse of Human Rights	Full certification for the critical supply chains – Palm oil.	2025 Latin America Natura &Co 2025	8, 12, 16	94.1%.	94.2%.
	Full certification for the critical supply chains – Mica.	2025 Latin America Natura &Co 2025	8, 12, 16	96.6%.	97.9%.
	Full certification for the critical supply chains – Paper.	2025 Latin America Natura &Co 2025	8, 12, 16	98.8%.	81.0%.
	Full certification for the critical supply chains – Ethanol.	2025 Latin America Natura &Co 2025	8, 12, 16	85.6%.	75.1%.
	Full certification for the critical supply chains – Soy.	2025 Latin America Natura &Co 2025	8, 12, 16	97.7%.	99.6%.
	Full certification for the critical supply chains – Cotton.	2025 Latin America Natura &Co 2025	8, 12, 16	99.7%.	99.9%.
	Full traceability and/or certification for the critical supply chains in Latin America (including deforestation and land free from conversion).	2030 Latin America	8, 12, 16	In addition to the six critical supply chains already mapped, we identified seven more: carnaúba, candellia, canola, corn, essential fragrances, green polyethylene and recycled materials. Specific policies for each one will be published in the first half of 2025.	-
	Identify, prevent or mitigate risks to human rights in our value chain by 2027, promoting access to remediation and leveraging a positive impact.	2027 Latin America Natura &Co 2027	8, 16	We have achieved 55% Responsible Procurement Due Diligence. In 2025, we have remained diligent, intensifying our audits, strengthening negotiations with suppliers, and implementing a specialist resource to ensure the stability and advancement of this essential practice, in line with the United Nations' Guiding Principles on Business and Human Rights.	At Avon International, we have expanded the Responsible Procurement Due Diligence Program, employing the Sedes Radar tool to evaluate the risks inherent in the supply chain and prioritize actions in those areas which have a critical impact on the environment and human rights.
Circularity of Packaging	50% of all the plastic used must have recycled content (in weight).	2030 Latin America Natura &Co 2030	12	18.2%.	16.7%.
	100% of our packaging will be reusable, refillable, recyclable or compostable.	2030 Latin America Natura &Co 2030	12	84.6%	84.5%.
	Assume responsibility for the correct disposal of packaging materials, certifying collection systems in regions where a sufficient recycling infrastructure does not exist.	2030 Latin America Natura &Co 2030	12	We believe that recycling is most effective when we combine the design of quality products and the quality of the existing local infrastructure to ensure the correct collection, sorting and handling of the waste. We are studying recycling chains in the regions where we operate, with the aim of finding solutions for materials that are difficult to recycle.	

	Include ingredients that are at least 95% renewable or of natural origin in Natura products.	2030 América Latina	6, 9	94.8%.	-
	Make at least 95% of the formulas biodegradable.	2030 Latin America Natura &Co 2030	6, 14	97.3%.	97.0%.
	Ensure that 100% of the new formulas have a lower environmental footprint, measured by a life cycle assessment (LCA).	2030 Latin America Natura &Co 2030	6, 12	In 2025, we will be integrating life cycle analysis into the packaging formulas, thereby aligning them with the best global practices and strengthening our database on the impact of ingredients and materials.	We will be continuing to increase the sustainability of the products, improving our analyses, so that the environmental footprint of each new formula is reduced.
Investment in Regenerative Solutions	Operate in partnership to increase awareness and develop regenerative abilities and solutions that transform systems and generate a positive environmental and social impact, allowing everyone to prosper.	2030 Latin America Natura &Co 2030	9	We launched the Regenerative Alliance involving more than 100 suppliers in efforts to support the climate transition, circularity and human rights. We have also developed Natura Ekos Brazil nut tubes that are 100% manufactured from recycled aluminum, with 10% coming from Nespresso coffee capsules, thanks to the partnership established between the brands.	Avon International aims to expand the use of renewable and regenerative technologies and ingredients, testing new beauty applications. We are also exploring processes such as cotton from small farmers employing regenerative management techniques (Cotton Made In Africa - CMIA).
	Ensure that 30% of the key ingredients supplied by the communities and small farmers are produced by means of regenerative practices that are verified/certified by an independent third party.	2030 Latin America Natura &Co 2030	2, 15	3.4%.	
	Ensure that 100% of the communities and small farmers supplying key ingredients make use of ethical supplies and employ regenerative practices.	2030 Latin America Natura &Co 2030	8, 15	9.8%.	
	Ensure that 100% of the volume of at least two of the principal commodities of our business is produced using regenerative practices.	2030 Latin America	8, 12, 16	Definition of the two main <i>commodities</i> and a plan for the implementation and monitoring of regenerative agricultural practices, that will be approved in the second half of 2025.	-
	Generate a measurable positive socio-environmental impact of US\$ 4.00 for each US\$ 1.00 of reported revenue.	2030 Latin America	3, 16, 17	For every BRL 1.00 of revenue, Natura businesses, including those operations forming part of Avon in Latin America through until 2024, resulted in a positive social environmental impact of BRL 2.50.	-

Indicators with specific targets and deadlines for Latin America.

Footnotes:

- ¹ United Nations Sustainable Development Goals (SDGs).
- ² Leasings relating to 2.16 million hectares. of conserved and/or regenerated land.
- ³ Refillable only for LatAm.