



THE DAVINES GROUP'S COMMITMENT TO SUSTAINABILITY UP TO 2030

The main results in 2025

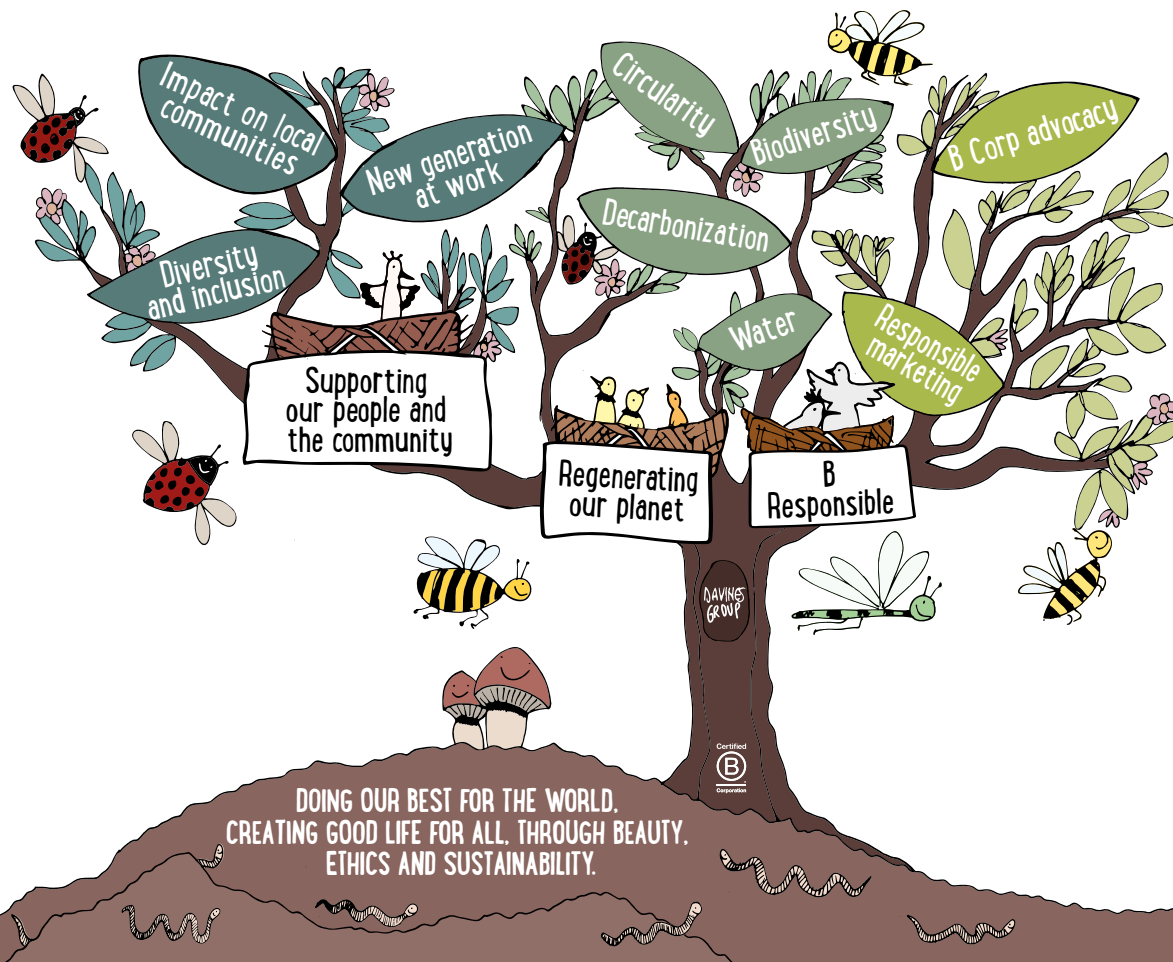
DAVINES GROUP



[comfort zone]
conscious skin science

ABOUT US

Founded in Parma in 1983 as a small research and production laboratory focused on hair care, the Davines Group is now a leading manufacturer in the professional beauty industry, operating in 89 countries with more than 1,000 employees. Driven by the values of beauty, ethics and sustainability, the Group has embraced a stakeholder-driven and regenerative business model, mindfully making every decision with consideration for the people and the environment it impacts. In 2025, with a turnover of €306.7 million at constant exchange rates, it confirmed its position at number 98 in the WWD Beauty Inc Top 100 – the global ranking of the leading cosmetics companies by turnover.



Our commitment to sustainability

The Group's sustainability strategy is structured around three areas of impact:



REGENERATING OUR PLANET



SUPPORTING OUR PEOPLE AND THE COMMUNITY



B RESPONSIBLE

This document is an excerpt from the [2025 Sustainability Report](#), which outlines the Group's key results and commitments. It presents the year's highlights and, for each of the three impact areas, the 2030 targets, along with selected achievements and actions undertaken.

As the social and governance strategies were defined during 2025, no progress data against the 2030 targets are available for these two areas. The document instead highlights some relevant actions that are not directly linked to these targets.



Regenerating our planet

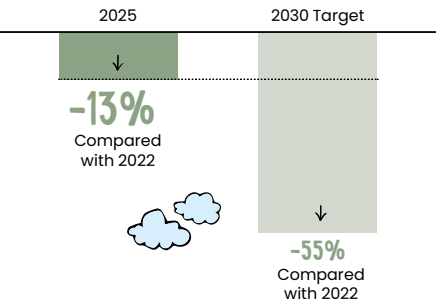
HIGHLIGHT 2025

Decarbonization



REDUCTION IN CARBON INTENSITY

Tonnes of CO₂e per tonne of product



EMISSIONS MITIGATION AND LAND REGENERATION

Through the EthioTrees project, supported by the purchase of Plan Vivo-certified carbon credits:



10,000
tonnes of CO₂ mitigated



903
hectares of land restored



1,803
households benefiting from the project in Ethiopia

Biodiversity

21 ROC® -CERTIFIED INGREDIENTS



included in our formulations and sourced from ROC®-certified farms

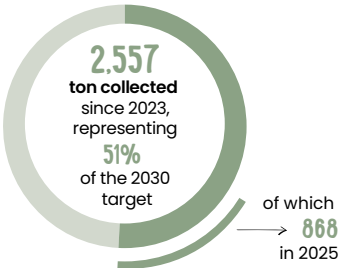


Regenerative Organic Certified®

COLLECTION OF PLASTIC WASTE FROM THE ENVIRONMENT

New partnership with the B Corp CleanHub

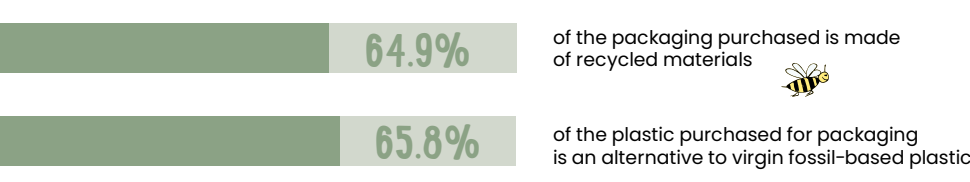
3,436 ton
collected since 2021



Circularity

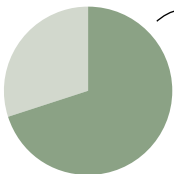


REDUCTION IN THE USE OF VIRGIN FOSSIL-BASED MATERIALS



Water

WATER EFFICIENCY

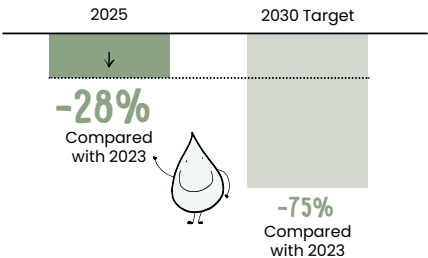


Average efficiency of the osmosis system has reached

70%
↓
~8,000 m³
of water saved in a year thanks to the efficiency achieved

WATER-INTENSIVE PRODUCTION

m³ of water per tonne of product



Supporting our people and the community

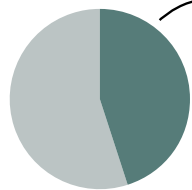
HIGHLIGHT 2025

New generation at work

YOUTH EMPOWERMENT

2,000+

students and young professionals met through career days, talks and company visits



45%

of the new employees are under 30

Diversity and inclusion

GENDER EQUALITY

68% women as a proportion of the total workforce



67% women in management roles



43% women in the Leadership Team



Impact on the local community

CORPORATE VOLUNTEERING



41

supported associations in 31 countries



& 1,800+

people involved in Activation Day (corporate volunteering day), including staff, customers and distributors



942.5

hours of voluntary work carried out during working hours (excluding Activation Day)

B Responsible

B Corp advocacy



74 CERTIFIED B CORP PARTNERS

including suppliers, distributors, salons and spas that share our business model and vision



50+ COLLEAGUES INVOLVED IN THE REGENERATEAM

an internal community of sustainability champions from across all the Group's functions and locations, to ensure sustainability is embedded in every decision, process and relationship

Responsible marketing



TOOLS TO ENHANCE THE TRANSPARENCY OF SUSTAINABILITY REPORTING

A dedicated task force, policies and in-house training to support the creation of sustainability claims

THE 2030 TARGETS AND THE RESULTS ACHIEVED

Regenerating
our planet

To address climate change, biodiversity loss and the overconsumption of resources, the Group is focusing on decoupling: separating business growth from its environmental impact by applying innovative solutions across its processes and products. The strategy is built around four pillars: decarbonization, circularity, water and biodiversity. Discover all the details of the programme “[2030: Davines Group Towards Planet Regeneration](#)” on the dedicated page.

Decarbonization

-55% **2030 TARGET**
**PHYSICAL INTENSITY
OF CO₂EQ EMISSIONS**
(compared with the kilograms of
bulk product produced in 2022).

-13% **WHERE WE STAND TODAY**
**CARBON INTENSITY
COMPARED WITH
2022**

✓ In line with the 2030 roadmap

100% **2030 TARGET**
**ENERGY USED AT THE DAVINES GROUP VILLAGE,
SELF-GENERATED FROM RENEWABLE SOURCES:**

- Natural gas will be replaced by self-generated renewable energy;
- The production plant's entire electricity consumption will be met by additional, next-generation solar energy generated on site.

1.6% **WHERE WE STAND TODAY**
**SELF-GENERATION OF THE DAVINES GROUP VILLAGE'S
ENERGY REQUIREMENTS**

(down 1 percentage point compared with 2024 due to some extraordinary maintenance work).

✗ Not in line with the 2030 roadmap

OTHER 2025 GOALS

Carbon footprint certification in **accordance with the GHG Protocol Corporate Standard**

✓ 2025 target achieved

Establishment of a structured governance framework for energy management, including the appointment of an **Energy & Mobility Manager**, who is also responsible for reducing the environmental footprint of commuting and business travel.

✓ 2025 target achieved

Design of the **rooftop photovoltaic system** at the West Village Warehouse at the Parma site

✓ 2025 target achieved

Through the EthioTrees project, in Ethiopia: **10,000 tonnes of CO₂** mitigated, **903 hectares** of land restored, **1,803 households** benefiting from the project

✓ 2025 target achieved

Revision of our business travel policy towards **solutions with a lower environmental impact**

✓ 2025 target achieved

Launch of a pilot project for **intermodal shipments in the Netherlands**; the UK launch was postponed due to stricter regulatory requirements related to maritime transport.

✓ Target partially achieved

THE 2030 TARGETS AND THE RESULTS ACHIEVED

Regenerating
our planet

Biodiversity

100% **2030 TARGET**
INGREDIENTS DERIVED FROM PALM OIL used in our formulations will contain only oil **certified RSPO** (Roundtable on Sustainable Palm Oil) CSPO (Certified Sustainable Palm Oil).

89.6% **WHERE WE STAND TODAY**
INGREDIENTS DERIVED FROM PALM OIL CERTIFIED RSPO CSPO MASS BALANCE

✓ 2025 target partially achieved

>90% **2030 TARGET**
INGREDIENTS purchased for our formulations will be **naturally derived**.

>85% **2030 TARGET**
INGREDIENTS purchased for our formulations will have **reduced bioaccumulation** in the environment.

75.6% **WHERE WE STAND TODAY**
INGREDIENTS NATURALLY DERIVED ACCORDING TO THE ISO 16128 STANDARD

✓ In line with the 2030 roadmap

83.5% **WHERE WE STAND TODAY**
INGREDIENTS WITH REDUCED BIOACCUMULATION IN THE ENVIRONMENT

✗ 2025 target of 85% not achieved

OTHER 2025 GOALS

Adoption of a **specific policy for the sustainable sourcing of palm oil derivatives**, the raw material with the highest risk of exposure to deforestation. A broader Deforestation-Free Policy to extend this approach to other relevant raw materials has not yet been defined

✓ Target partially achieved

Monitoring and data collection activities relating to the experiments carried out at **EROC** (European Regenerative Organic Center), **our research and training centre in the field of regenerative organic farming**

✓ 2025 target achieved

Publication of the **first scientific article by the EROC team** in the international journal *Ecosystem Services* (Article 101721, June 2025)

✓ 2025 target achieved

THE 2030 TARGETS AND THE RESULTS ACHIEVED

Regenerating
our planet

Biodiversity

>80 **INGREDIENTS**

2030 TARGET

used in our formulations will come from **regenerative organic farming practices** (ERO model) or will be Regenerative Organic Certified (ROC®).

21 **ROC® CERTIFIED INGREDIENTS**

WHERE WE STAND TODAY

present in the formulas (10 new ones introduced in 2025), sourced from ROC®-certified farms.

✓ 2025 target achieved

2,557 **TONNES COLLECTED SINCE 2023**

WHERE WE STAND TODAY

of which 868 tonnes in 2025 alone.

✓ In line with the 2030 roadmap

5,000 **TONNES OF PLASTIC WASTE COLLECTED**

2030 TARGET

cumulatively from the environment, outside our value chain, through eco-restoration projects, from 2023 onwards.

OTHER 2025 GOALS

Launch of the second Italian edition of **The Good Farmer Award**, the only award in Italy dedicated to farmers practising regenerative organic agriculture, as well as the launch of the first US edition of the award

✓ 2025 target achieved

Creation of the **"Pollinator Garden"** as part of the Davines BEE STRONG campaign, with the planting of nectar-rich species. The installation of the smart beehive, planned as the final stage of the project, was postponed to spring 2026

✓ Target partially achieved

THE 2030 TARGETS AND THE RESULTS ACHIEVED

Regenerating
our planet

Circularity



<10% **2030 TARGET**
VIRGIN FOSSIL-BASED PLASTIC
purchased for packaging, covering all levels of packaging
(primary, secondary and tertiary - excluding pallets and
load-securing materials).



93.7% **WHERE WE STAND TODAY**
**RECYCLED PAPER
AND CARDBOARD**
in the packaging.

✗ 2025 target of 95%
not achieved

34.2% **WHERE WE STAND TODAY**
**FOSSIL-BASED
VIRGIN PLASTIC**
in packaging.

✓ 2025 target achieved

100% **2030 TARGET**
**RECYCLED PAPER
AND CARDBOARD**
purchased for the packaging
of our products.



100% **2030 TARGET**
RECYCLED ALUMINIUM
purchased for the packaging of our products.



74.5% **WHERE WE STAND TODAY**
**RECYCLED
ALUMINIUM**
purchased for
the packaging.

✓ 2025 target achieved

OTHER 2025 GOALS

-8.5 percentage points of virgin
fossil-based plastic purchased
for packaging
✓ 2025 target achieved

Identification of a **single composite
indicator** representing the company's
level of circularity
✗ 2025 target not met

THE 2030 TARGETS AND THE RESULTS ACHIEVED

Regenerating
our planet

Water

-75% **2030 TARGET**
WATER INTENSITY

during the production phase (per tonne of bulk product, compared with levels measured in 2023).

-28% **WHERE WE STAND TODAY**
REDUCTION IN WATER INTENSITY

of production compared with 2023.

✓ In line with the 2030 roadmap

-50% **2030 TARGET**
TOTAL WATER CONSUMPTION

at the Davines Group Village (taking into account the offices and the production plant, compared with 2023 levels).

+11% **WHERE WE STAND TODAY**
THE TOTAL WATER CONSUMPTION INCREASED

compared with 2023, contrary to the reduction target.

✗ Not in line with the 2030 roadmap

OTHER 2025 GOALS

Reduction of waste from the osmosis process: efficiency of the newly installed osmosis system increased from 70% to 80%

✓ 2025 target achieved

OUR COMMITMENT UP TO 2030

The Group supports local communities because it cares deeply about the places where it lives and operates, while embracing diversity and integrating it into its everyday actions. In 2025, the Group began defining its 2030 strategy for people and communities, which will provide an increasingly structured framework for initiatives in these areas. Progress data against the 2030 targets are not currently available and will be published in the 2026 report. In the meantime, the report highlights several significant actions undertaken by the Group that are not directly linked to these targets.

Human rights

2030 TARGET

INTEGRATING HUMAN RIGHTS GOVERNANCE ACROSS THE DAVINES GROUP

We are committed to ensuring that human rights are fully embedded in our global governance. This means **establishing clear policies**, adopting **robust due diligence processes** and implementing **effective monitoring mechanisms**, so that respect for people guides every stage of the decision-making process.

2030 TARGET

SETTING PRIORITIES ON HUMAN RIGHTS THROUGH AN IMPACT ASSESSMENT

To proactively identify and address potential risks affecting all our stakeholders, we will adopt a structured **Human Rights Impact Assessment approach**. This methodology will enable us to identify, assess and prioritise the most significant issues, with a **particular focus on high-risk materials and geographical areas**.

2030 TARGET

STRENGTHENING ACCOUNTABILITY THROUGHOUT THE SUPPLY CHAIN

We will work to ensure full **traceability of high-risk raw materials** and strengthen collaboration with suppliers to improve monitoring systems and working practices. Our aim is to ensure that every worker throughout the supply chain can enjoy **safe and fair working conditions**.

2030 TARGET

ENSURING TRANSPARENCY AND ACCOUNTABILITY

We will carry out a comprehensive **human rights due diligence** process and **publish details of the progress made**, bringing our purchasing and procurement practices into line with international standards and our internal governance framework. **Transparency** is key to building trust and promoting continuous improvement.

2030 TARGET

ENSURING ETHICAL PRODUCTS

All products – with a particular focus on promotional items – will reflect the Group's social and ethical values. This commitment will be supported by dedicated **assessment systems** and **measurable indicators**, ensuring consistency across all the products and principles we stand for.

OUR COMMITMENT UP TO 2030

Supporting our
people and the
community

Impact on local communities

2030 TARGET

SOCIAL IMPACT SOURCING

We are committed to promoting diversity and inclusion throughout the local supply chain by **fostering fairer and more inclusive procurement practices**. Through its procurement decisions, the Group will support suppliers, with a particular focus on **social enterprises, co-operatives** and organisations that offer **decent work opportunities** and pathways to inclusion for people in vulnerable situations, prioritising partnerships that are deeply rooted in the communities where we operate.

2030 TARGET

CAMPAIGNS WITH AN IMPACT ON LOCAL COMMUNITIES

We will strengthen our connection with **local communities** through initiatives that integrate **social value, environmental regeneration, and collective engagement**. These campaigns aim to deliver positive, tangible and lasting results, whilst fostering deeper, long-term relationships with the communities in which we operate.

SOME 2025 ACTIONS

Focus on employee volunteering: 942.5 hours of volunteering carried out during working hours through the “4+4” policy (excluding Activation Day hours); more than 1,800 people involved in Activation Day, including employees, clients and distributors, supporting 41 associations across 31 countries

Support for numerous social and environmental organisations and projects in the countries where the Group operates, through donations and sponsorships totalling €680,744.08

OUR COMMITMENT UP TO 2030

Supporting our
people and the
community

Generations at Work

2030 TARGET

EXPLORING THE NEEDS OF DIFFERENT GENERATIONS

We will organise **global focus groups** to better understand the needs of employees across different generations, with the aim of fostering an environment that supports both personal and professional growth.

2030 TARGET

DEVELOPING A COLLECTIVE GROWTH MINDSET

We intend to design and implement a **mentorship programme** to cultivate a collective mindset focused on the personal and professional development of our people.

2030 TARGET

DAVINES GROUP UNIVERSITY – THE MINDSET OF THE FUTURE

To enable the development of our people in line with our Purpose, the Davines Group University will not only facilitate **dialogue among internal and external stakeholders** but also support internal **development initiatives** by building the skills and approaches needed to foster a broad, holistic, and human-centred mindset for the future.

2030 TARGET

INSPIRING AND BEING INSPIRED BY FUTURE GENERATIONS

We are committed to continuing to **welcome students** from schools, universities, and business schools to the Davines Group Village in Parma, fostering **open dialogue** with managers and senior leaders, while also participating in local initiatives in collaboration with regional institutions.



SOME 2025 ACTIONS

Expansion of **learning opportunities** through the Davines Group Learning Hub, covering professional and soft skills, life skills and external professional development

Ongoing dialogue with younger generations: more than **2,000 students** and young professionals engaged through career fairs, talks and company visits

45% of the new employees are under 30

OUR COMMITMENT UP TO 2030

Supporting our
people and the
community

Fair work

2030 TARGET

ENSURING PAY EQUITY

We will conduct regular pay equity analyses and continue to establish transparent remuneration practices across all countries where we employ people, with the aim of **ensuring gender pay equity** and **inclusive, fair** working conditions.

2030 TARGET

ENSURING WAGES HIGHER THAN 'LIVING WAGES'

We are also committed to ensuring that all our employees worldwide receive **wages above the living wage benchmark**, based on local living wage standards or applicable national collective agreements.

2030 TARGET

INVOLVING EMPLOYEES IN BUSINESS DECISIONS

We intend to build a strong network within our global employee community, made up of volunteer representatives who can **share proposals and provide feedback** on company decisions that affect them.

2030 TARGET

ASSESSING THE CONDITIONS FOR FLEXIBLE WORKING

We will also conduct an analysis to identify ways to **improve workplace flexibility** and working-hour arrangements, with the aim of further strengthening the work-life balance.

2030 TARGET

DEVELOPING OUR RANGE OF 'BENEFITS'

We are committed to **expanding our employee benefits programme** by offering additional benefit packages focused on key areas—such as health, retirement, and work-life balance—going beyond the requirements of local regulations.

SOME 2025 ACTIONS

Great Place to Work® 2025-2026 certification, obtained for the first time also by the Group's branches in France, Hong Kong, the Netherlands, the UK and the US. The Group also entered the Best Workplaces Italy 2026 ranking, placing 15th in the 500–999 employees category

✓ 2025 target achieved

OUR COMMITMENT UP TO 2030

Diversity and inclusion

Supporting our
people and the
community

2030 TARGET

ENSURING FAIR RECRUITMENT PRACTICES

We will define a global policy on inclusive recruitment practices to ensure diversity among our employees and within the communities where we operate.

2030 TARGET

STRENGTHENING INTERNAL EXPERTISE ON ISSUES OF JUSTICE, EQUITY, DIVERSITY AND INCLUSION

We are committed to prioritizing justice, equity, diversity, and inclusion across our internal community and among our stakeholders by raising awareness through **dedicated engagement campaigns** and adopting a bottom-up approach grounded in dialogue on relevant issues.

2030 TARGET

ENSURING WE LISTEN TO PEOPLE ON AN ONGOING BASIS

We will also foster ongoing dialogue and constructive exchange among representatives of different communities and generations through **annual employee listening surveys**.

SOME 2025 ACTIONS

Strong female representation across the organisation and its leadership. **68%** women as a proportion of the total workforce **67%** in management roles **43%** in the Leadership Team within an international and multicultural environment representing 39 nationalities

In 2025 we organised a full-day **training session** dedicated to the topics of **Diversity, Equity and Inclusion (DEI)**, aimed at Human Resources managers at head office and in our branches



OUR COMMITMENT UP TO 2030

Every day, the Davines Group chooses to build a purpose-driven business model focused on creating value for all stakeholders. As part of this journey, the B Corp movement represents a strong point of reference, helping to strengthen and bring the company's vision to life. The Group's "purpose-driven advocacy" translates into promoting and spreading values, ideas and practices that are consistent with its purpose, engaging stakeholders, partners and communities.

In 2025, alongside the definition of the social strategy up to 2030, we also defined the targets for the "B Responsible" governance area, which were developed on the basis of practices already in place within the Group, the new B Corp standards and, more generally, the principles underpinning the model of B Corps and Benefit Corporations.

Progress data against the 2030 targets are not currently available and will be published in the 2026 report. In the meantime, the report highlights several significant actions undertaken by the Group that are not directly linked to these targets.

Purpose-driven advocacy

2030 TARGET

COLLECTIVE ACTION AND STAKEHOLDER COLLABORATION

We will continue to accelerate **positive transformation** through collective action initiatives and strategic partnerships capable of generating a measurable social and environmental impact. By collaborating with companies in the sector, institutions and key stakeholders, we aim to drive **meaningful progress** that extends beyond the boundaries of our business.

2030 TARGET

THOUGHT LEADERSHIP AND KNOWLEDGE SHARING

We will promote change by openly sharing knowledge, best practices, and insights that can help accelerate the transition to a regenerative future. Through collaboration, continuous learning and dialogue across different sectors, we aim to **foster collective progress** within the beauty industry and beyond.

2030 TARGET

MENTORSHIP PROGRAMME FOR PARTNERS AND SUPPLIERS

To strengthen social and environmental performance across our value chain, we will continue to **support partners and suppliers** through structured mentoring initiatives and knowledge-sharing programs. This approach encourages a **collective transition** towards **more responsible and regenerative business practices**.

2030 TARGET

DAVINES GROUP UNIVERSITY – THE VOICE OF ADVOCACY

To foster education aligned with our Purpose, we will establish the **Davines Group University**, a learning environment where employees, partners, and communities can grow, collaborate, and develop the capabilities needed to advance our regenerative approach. This space will foster **mentorship programmes and collective action initiatives**, reinforcing our commitment to making a positive, long-term impact.

SOME 2025 ACTIONS

Relaunch of the Regenerateam, the cross-functional team of "**sustainability activators**": more than **50 colleagues from across the Group's functions and locations** led by the Sustainability Department.

✓ 2025 target achieved

74 B Corp-certified partners across the value chain - including suppliers, distributors, salons and spas - that share the Group's business model and vision

Introduction of tools to support and strengthen transparent sustainability communications: a **dedicated Task Force, policies, internal training and guidelines** for developing sustainability claims

✓ 2025 target reached

How our sustainability investments are allocated in 2025:

56% environmental initiatives, **25%** responsible marketing, transparency and governance, **19%** social initiatives

DAVINES GROUP



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