In 2020 Natura &Co unveiled *Commitment to Life*, a sustainability vision, setting out commitments and actions to tackle some of the world’s most pressing issues within a ten year time frame. It focuses on addressing the climate crisis and protecting the Amazon, ensuring equality and inclusion, and shifting towards circularity and regeneration. Each year, we will update on our progress and challenges against our goals. Here follows our 12 month progress update.

### To address the Climate Crisis and protect the Amazon

- Reduce our GHG emissions: become net zero by 2030.
- Amazon: Zero deforestation.
- Science Based Targets for Biodiversity; enforce the Nagoya Protocol.

### Defend Human Rights and be Human-Kind

- For our associates: gender equality, inclusion of under represented groups, and living wage for all.
- For our wider network: Measured increases in earnings, education and health.
- Intolerance to human rights infringement in our supply chain.

### Embrace Circularity and Regeneration

- FullCircularity of Packaging.
- 95%+ Renewable or Natural ingredients.
- 95%+ Biodegradable formulas.
- Investments and collaborative actions in Regenerative Solutions

### About Natura &Co

**Our Aspiration**

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

### Natura

Founded in 1969, CFT #1 in Brazil. Carbon neutral since 2007. UN Global Climate Action Award 2019. We are proud to be the world’s largest B Corp. Natura’s EKOS line certified by The Union for Ethical Biotrade (UEBT).

### Aesop

Founded in 1987 in Australia, 247 stores in 27 markets, renowned for products created with meticulous attention to detail, and for refined aesthetics. Aesop became a B Corp certified company in 2020.

### The Body Shop


### Avon

Founded in 1886 in NYC. 6.3 million representatives, 65+ countries, donated over US$ 1.1 billion to women’s causes. Products of exceptional quality and most democratic beauty brands in the world.
To address the Climate Crisis and protect the Amazon

Our Commitments

<table>
<thead>
<tr>
<th>Net Zero GHG emissions</th>
<th>Years to achieve</th>
</tr>
</thead>
<tbody>
<tr>
<td>Become Net Zero, delivering 1.5 degree 20 years ahead of UN Commitment</td>
<td>0-2</td>
</tr>
<tr>
<td>Science Based Targets Initiative (SBTI) for all companies, scopes 1, 2 and 3</td>
<td>3-5</td>
</tr>
<tr>
<td></td>
<td>5-10</td>
</tr>
</tbody>
</table>

Protect the Amazon

<table>
<thead>
<tr>
<th></th>
<th>Years to achieve</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand influence on forest preservation from 1.8m to 3m ha, and from 33 to 40 communities</td>
<td>0-2</td>
</tr>
<tr>
<td>Increase revenue streams with 55 bio-ingredients (from 38)</td>
<td>3-5</td>
</tr>
<tr>
<td>Share at least R$ 60 million in value with communities (from R$ 33 million)</td>
<td>5-10</td>
</tr>
<tr>
<td>Foster collective efforts towards zero deforestation by 2025</td>
<td></td>
</tr>
</tbody>
</table>

Help create Science Based Targets for Biodiversity

| Help create targets with a network of partnerships (UEBT, SBTN, BfN/WEF)               | 0-2              |
|                                                                                       | 3-5              |
|                                                                                       | 5-10             |
| Expand from Natura’s 16 year payment of ABS (access and benefit sharing) to the Group by 2025 – as per UN Convention on Biological Diversity (CBD) / Nagoya Protocol |                  |

Our Progress

We are consolidating our organizational footprints for scopes 1, 2 & 3 with the Carbon Trust to determine our Green House Gas inventory baseline, to ultimately set and approve Science Based Targets in line with 1.5°C trajectory (to be concluded in Q4/21).

We are supporting PlenaMata portal, through a partnership between Natura, MapBiomas and InfoAmazônia, which gathers data and indicators of deforestation and initiatives for the conservation and regeneration of Amazon biome.

The purpose of this portal is to engage governments, private sector, civil society organizations and local communities in support of the fight against deforestation and successful conservation and environmental regeneration initiatives (to be launched in Q3/21 at http://plenamata.eco).

We are part of the SBTN’s Corporate Engagement to apply the initial guidance on science-based targets for nature (to be concluded in Q3/22).

Highlights

- **Protect The Amazon**: Expand preservation influence from 1.8m to 3m ha.
- **Biodiversity**: Increase revenue streams from 38 to 55 bio-ingredients.
- **Expand the payment of ABS to the Group by 2025**: R$8.7 million.
- **Expand from 33 to 40 communities**: R$30m.
- **Share at least R$60m+ in value with communities (from R$33 m)**.

Legend applies to all targets:
- **Up to 2019**
- **2020**
- **Target**
2 Defend Human Rights and be Human-Kind

Our Commitments

Our people

- Gender balance: 50% women onboard/senior team by 2023
  - 2020 results: 49%
  - Years to achieve: 0-2: 3-5: 5-10:

- Equitable pay, closing the gender gap by 2023
  - 2020 results: 0.9%
  - Years to achieve: 0-2: 3-5: 5-10:

- Work towards 30% inclusion, in management, of under-represented groups – racial or ethnic, sexual diversity and gender identity (LGBTI), socio-economically disadvantaged, physical or mental disability
  - 2020 results: 96%
  - Years to achieve: 0-2: 3-5: 5-10:

Living wage (or above) for all by 2023

Our wider network

- Measurable gains for consultants/representatives and sourcing communities earnings, education, health and digital inclusion
  - 2020 results: U$ 94.8m
  - Years to achieve: 0-2: 3-5: 5-10:

- Increase investments in key causes by 20% to U$ 600 million (mainly in communities, breast cancer awareness, domestic violence and education)
  - 2020 results: U$ 95M
  - Years to achieve: 0-2: 3-5: 5-10:

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

Intolerance to Human rights infringement across our supply chain

- Full traceability and/or certification for critical supply chains by 2025: Palm Oil, Mica, Paper, Alcohol, Soy, Cotton
  - 2020 results: Palm oil: 39.5%, Paper: 92.2%, Alcohol: 41.5%, Cotton: 3.4%
  - Years to achieve: 0-2: 3-5: 5-10:

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

Our Progress

We are currently setting the base line while respecting the privacy legislation in main markets (to be concluded in Q1/22).

We will develop a comparable measure of income among our consultants in 10 key geographies, and will benchmark against the living wage, with a view to increasing earnings (to be concluded in Q4/22).

Natura has been nominated as Chair of the Ethics Committee at WFD5A, to advocate for a strong direct selling/social selling model.

Over the past year we have charted each Group company’s current policy and practice related to human rights and mapped these against the best practice captured by the UN GP and drafted policy (to be launched in Q4/21).

Gender balance: 50% women on board/senior team by 2023

- 2020 results: 49%
- 0-2: 3-5: 5-10:

Equitable pay, closing the gender gap by 2023

- 2020 results: 0.9%
- 0-2: 3-5: 5-10:

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

- 2020 results: 96%
- 0-2: 3-5: 5-10:

Living wage (or above) for all by 2023

Highlights

- Measurable gains for consultants/representatives and sourcing communities earnings, education, health and digital inclusion
- Increase investments in key causes by 20% to U$ 600 million (mainly in communities, breast cancer awareness, domestic violence and education)
- Promote our trusted and reliable model for the future of direct sales

1. ** Certified volumes reported for 2020 are those covered by RSPO credits (book and claim) only. Natura &Co companies source additional physically certified RSPO materials (MB and Segregated (P)). However, these have not been included in the 2020 report as we are in the process of achieving group-wide RSPO Chain of Custody certification.

2. Mica: In 2020, there was no global certification standard system in place for mica supply chains. We are working with the Responsible Mica Initiative to develop such a system. In 2020, we contributed to the member consultation on the draft RMI Global Workplace Standard for Mica Processors, published in early 2021. We will continue to work with RMI in 2021 to further develop and implement certification standards in our mica supply chains.


4. Soy data is still being collected across the Group and we expect to report in subsequent Commitment to Life reports.

5. Increase investments in key causes by 2030

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>2020</th>
<th>2025</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>U$95M</td>
<td>U$600M</td>
<td></td>
</tr>
</tbody>
</table>
## Our Commitments

### Full Packaging Circularity

<table>
<thead>
<tr>
<th>Commitment</th>
<th>2020 Results</th>
<th>0-2</th>
<th>3-5</th>
<th>5-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>20% (or more) less packaging material (in weight)</td>
<td>0.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50% of all plastic used to be of recycled content (in weight)</td>
<td>7.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100% of all packaging material. Reusable or Recyclable or Compostable</td>
<td>80.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Offset through “collection and reuse” programs to reach 100% responsible</td>
<td>24.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>disposal where recycling infrastructure not available</td>
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</tbody>
</table>

### Formula Circularity

<table>
<thead>
<tr>
<th>Commitment</th>
<th>2020 Results</th>
<th>0-2</th>
<th>3-5</th>
<th>5-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>95%+ Renewable or Natural ingredients</td>
<td>88.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>95%+ Biodegradable formulas</td>
<td>92.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100% of new formulas will have lower environmental footprint, measured</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>by life cycle analysis (LCA)</td>
<td></td>
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</tbody>
</table>

### Investment in Regenerative Solutions

<table>
<thead>
<tr>
<th>Commitment</th>
<th>2020 Results</th>
<th>0-2</th>
<th>3-5</th>
<th>5-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Invest US $100 million (or more) in developing regenerative solutions,</td>
<td>U$ 4.9m</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>such as: Biotechnology e.g. from waste to ingredients, plastics, etc.</td>
<td></td>
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<tr>
<td>Regenerative agriculture in deforested areas to reduce use of chemicals</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>and create alternative to monocultures</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Creation of revenue streams (new ingredients) that are more economically</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>attractive than deforestation</td>
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</tr>
</tbody>
</table>

## Our Progress

The development of the LCA tool methodology that combines an integrated life cycle assessment of environmental impacts to measure and guide our choices will start in the 2Q21 and will be concluded in Q4/22.

We are committed to explore disruptive regenerative solutions that capture more carbon than they emit, conserve and restore biodiversity and ecosystems and generate quality of life through means that are just and inclusive for all.

For more information about regenerative cases, see our website https://naturaecz.com/en/commitment-to-life/sustainability-vision-2030/

## Highlights

- **80.8%** Reusable or recyclable packaging
- **20% LESS PACKAGING**
- **92.8%** Biodegradable formulas Target 95%+
- **24.3% Offset through “collect and reuse” programs**
- **50% of all plastic to be recycled**
- **7% of all plastic used recycled**
- **U$ 4.9M Regenerative solutions (U$M in 10 years)**
- **U$ 100M+**
- **88.8% Renewable or natural ingredients Target 95%+**
- **7% of all plastic used recycled Target 50%+**