



ESG **re
po
rt**
2022

Who

we are



VISION

To be the biggest and best beauty ecosystem FOR the world.

PURPOSE

Create opportunities for beauty to transform each person's life and, in so doing, transform the world around us.

ESSENCES

- A sparkle in the eye is everything
- We are driven
- We nourish our relationships
- We are agile
- We pursue responsible success

The group has more than **15 brands**. Including the one most loved by Brazilians: O Boticário. This distinction, achieved for the fourth year running in 2022, is the result of a study done by Kantar Worldpanel, global leader in market research and behavior data.

O Boticário

EUDORA

Quem Disse, Berenice?

vult

BEAUTYBOX

beleza
NA WEB

O.U.i
ORIGINAL UNIQUE INDIVIDUAL

Dr. JONES

MOOZ

GAVB

TRUSS
PROFESSIONAL

casa magalhães

multi

Fundação GrupoBoticário

Instituto GrupoBoticário

message

from the leaders

“Our promotion of the ESG agenda has been consistent and long lasting. We believe that success in business should be responsible and that results are more valuable when shared with the whole of society, generating positive impact for employees, partners, suppliers, franchisees, resellers, consumers and neighboring communities.

Building the future we want is a collective and collaborative process.

By means of our ESG agenda, we want to progress in consolidating our legacy to society.”



Fernando Modé
CEO

“Our Commitments for the Future, disclosed in 2021, comprise ambitious goals and targets to be achieved by 2030 aimed at leveraging positive impacts in our value chain and helping to address the current major global challenges. These first two years of work were marked by important advances in topics such as the climate emergency, waste and diversity, in addition to robust learning to continue to progress.”



Fabiana de Freitas
Vice president, Legal, Compliance, ESG and Institutional Affairs

Boticário Group in numbers



14,955
direct
employees



Present
in **5,008**
Brazilian municipalities
(90% of the total) with
stores and/or direct selling

6 distribution
centers

2 factories



More than
4,000
stores



More than
28,000
people
work in the
franchise network



2,253
active
suppliers

our value chain

Our responsibility and transformation capacity are in each one of the relationships we build.

See our value chain and how we protect, generate, circulate and share beauty.



10 Boticário Group Institute

More than **37,000** people had their reality transformed by the projects supported by the Boticário Group Institute

11,000 hours of volunteer work donated by our employees



9 Boticário Group Foundation for Nature Protection

2,9 million hectares with conservation measures*

* areas directly and indirectly conserved by the Boticário Group

1 Supply

Around **2,200** direct and indirect suppliers



2 Research and Development

64% of the products developed have sustainability attributes



3 Manufacture and warehousing

19% of the water consumed in the company-owned operation* comes from reuse

97,7% of waste recycled in the company-owned operation*

100% of electricity from renewable sources in the company-owned operation



4 Distribution

400 tons of CO₂e avoided through deliveries by electric vehicles



5 Retail

4,000 stores in **1,780** municipalities*

*considering direct sales we are present in over 5,000 municipalities



8 Employees

More than **14,000** employees, **60%** women, with **40%** of them in leadership positions



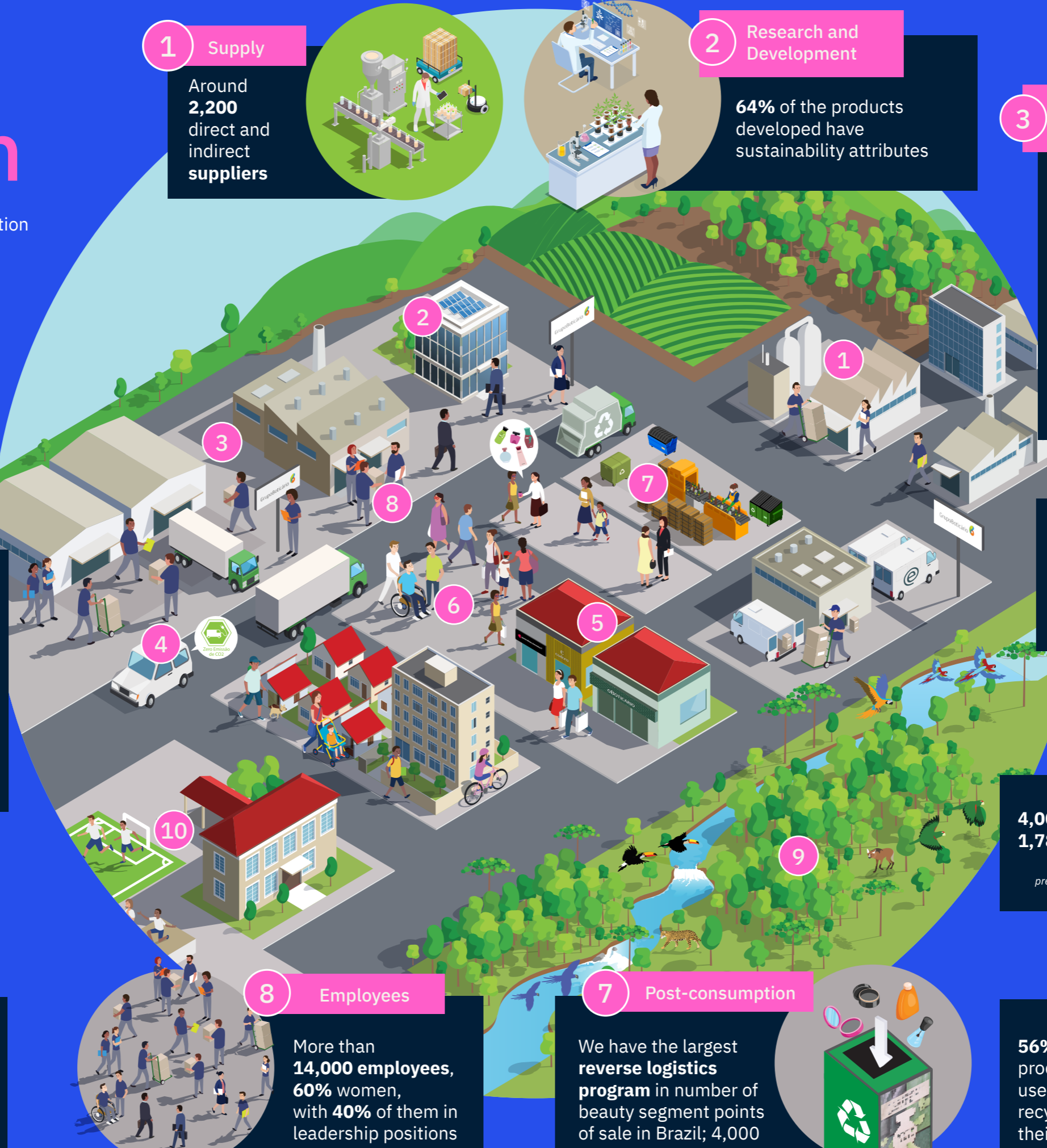
7 Post-consumption

We have the largest **reverse logistics program** in number of beauty segment points of sale in Brazil; **4,000**








6 Consumption







56% of the products developed use material of recycled origin in their packaging



commitments for the future

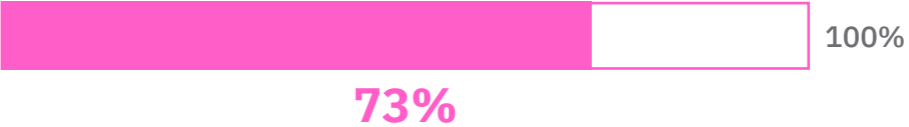


Our Commitments	Our results in 2022
<p>#1 Map and find solutions for 150% of all the solid waste generated by our chain¹</p>	 150% <p>37%</p>
<p>#2 Positively impact the lives of 1 million Brazilians involved in the beauty ecosystem, contributing to the reduction in social inequality²</p>	 100% (1 million) <p>7% (74,259 people benefited³)</p> <p><i>Consolidated status (2020 to 2022)</i></p>
<p>#3 Neutralize GHG emissions, use 100% renewable electricity in the direct operation⁴ and achieve balance in industrial water⁵</p>	<p>Emissions: Updating of climate change strategy and definition of GHG emissions reduction and neutralization measures</p>
	<p>Energy</p>  100% <p>97%</p>
<p>#4 Halve the non-renewable energy consumption, water withdrawal and GHG emissions of our critical suppliers</p>	<p>Water</p>  100% <p>37%</p>
	<p>Definition of the <i>baseline</i> of critical suppliers, targets and management plans</p>
<p>#5 Guarantee lower water impact in 100% of our critical product lines</p>	<p>Creation of the tool LYRA, fundamental for defining the baseline and for achieving the target, which comes into operation in the second half of 2023</p>
<p>#6 Use 100% raw materials from renewable sources or alternative lower impact sources⁶</p>	 100% <p>47%</p>

Our Commitments	Our results in 2022
<p>#7 Invest R\$ 6 million in the conservation of critical natural capital to ensure the longevity of the business</p>	 <p>100% (BRL 6 million)</p> <p>27% (BRL 1.6 million)</p>
<p>#8 Promote the conservation of biodiversity, directly or indirectly, in 3.5 million hectares</p>	 <p>100% (3.5 million)</p> <p>83% (2.9 million hectares)</p>
<p>#9 Guarantee the traceability and sustainable origin of 100% of critical raw materials</p>	 <p>100%</p> <p>61%</p>
<p>#10 Communicate the socio-environmental impact and formulation of 100% of our products in a transparent and accessible manner</p>	<p>Planning stage with development of pilot project</p>
<p>#11 Guarantee the representation of minority groups in leadership positions⁷</p> <p>Intermediate targets: By 2023:</p> <ul style="list-style-type: none"> • increase hiring of black talent by 40%, achieving representativeness of at least 50% • reach, at least, 25% black corporate leaders <p>By 2025:</p> <ul style="list-style-type: none"> • reach, at least, 50% women in director-level positions 	<p>Black employees</p>  <p>50% (by 2023)</p> <p>45%</p>
	<p>Black leaders</p>  <p>25% (by 2023)</p> <p>25%</p>
	<p>Women leaders</p>  <p>50% (by 2025)</p> <p>40%</p>





Our Commitments	Our results in 2022
<p>#12 Ensure the progressive increase in affirmative purchases to stimulate enterprise among minority groups</p>	<p>24 companies owned by minority groups 7% improvement in diversity performance among suppliers participating in the Partner Assessment and Development Program (PADP in the Portuguese acronym)</p>
<p>#13 Guarantee that our communication represents the Brazilian population⁸</p>	<p>4% representation of disabled persons 49% representation of black and mixed race people 7% representation of people aged over 45 17% representation of curvy, plus size people or whose size is higher than n° 44 32% representation of trans and non-binary + LGBTQIA+ people</p>
<p>#14 Offer an inclusive and diverse product portfolio, taking different lifestyles into account</p>	 <p>100% 73%</p>
<p>#15 Measure and ensure an increase in quality of life for resellers</p>	<p>Review of methodology to improve measurement of reseller socio-economic data.</p>

¹ Based on the direct operation: factories, company and third-party distribution centers, offices and own retail.

² The current version substitutes and expands on the previous version of the commitment, that was limited to the solid waste sector. By focusing on the beauty ecosystem, the group boosts positive impact in diverse links of its value chain.

³ Takes into account people who were trained or had an increase in income (without duplication).

⁴ Direct operation: factories, company and third-party distribution centers, offices and own stores.

⁵ Effluents reused from the total treated effluent.

⁶ Takes into account spending on renewable raw materials over the total spend on raw materials.

⁷ There were adjustments in the premises for female leaders compared with the previous year. This year we reduced the positions considered to be leaders, taking only directors into account.

⁸ The result refers to the representativeness of these groups within all the people who appeared in front of the cameras in our communication campaigns. Targets were established for each one of the Boticário Group brands, considering the representation of minority groups and brand strategy.

material topics

CORPORATE GOVERNANCE, DATA SECURITY AND CUSTOMER PRIVACY	DIVERSITY IN THE VALUE CHAIN	DEVELOPING EMPLOYEES
PRODUCT QUALITY, SAFETY AND TRANSPARENCY	WATER CONSUMPTION AND DISCHARGE	CONSERVING BIODIVERSITY
LOWER IMPACT OR RENEWABLE INGREDIENTS	PACKAGING AND WASTE	CLIMATE EMERGENCY, EMISSIONS, ENERGY
	RESPONSIBLE AND SUSTAINABLE PROCUREMENT	DEVELOPING SURROUNDING COMMUNITIES



The 11 topics defined in the annual materiality review at the end of 2022 guide our management and communication of company efforts and advances in the ESG agenda.

actions and results

2022



governance corporate

data security and
customer privacy

our focus

Adoption of policies and processes to ensure best management practices through the effective establishment of company processes, policies, standards and values; protection of the data of the Boticário Group, employees, franchisees and other parties involved in countering malicious attacks and improper use of data.

some highlights

Respect for human rights in the entire value chain

- Human Rights and Diversity Commitment Charter
- Code of Conduct
- Labor Policy
- Periodic risk assessments, mitigation and improvement plans

Ethics and compliance

- Permanent compliance with standards in force
- Audits and control tests
- No fines or sanctions in any areas

Data privacy and use

- Privacy Portal and Data Ethics
- Data Privacy Policy
- Response to complaints: solution of four complaints received from the ANPD



Impact on variable remuneration

The targets related to the topic impact the calculation of the variable remuneration of the Operations (accident frequency) and People (employee engagement and internal recruitment) areas.

our focus

Practices to attract, retain and develop the best talent by means of employee oriented policies and practices.

developing

employees

The Boticário Group was placed sixth in the 2022 Great Place to Work (GPTW) ranking in the segment of companies with more than 10,000 employees

some highlights



Health and safety

OCCUPATIONAL HEALTH AND SAFETY ¹	2021	2022
By functional category		
Accident frequency rate with sick leave^{2,4}		
Employees	0.17	0.14
Nested third-parties	0.12	0.99
Severity rate³		
Employees	6.87	0.61
Nested third parties ⁴	1.78	6.63
Work-related fatalities		
Employees	0	0
Nested third-parties	0	0

¹ Covers all the operations in Brazil.

² Formula: Number of accidents with leave/Man-hours worked X 1,000,000.

³ Formula: number of days lost due to injuries/Man-hours worked X 1,000,000.

⁴ A significant increase in the frequency and severity rate for partners may be noted in the information presented. This is accounted for by the increase in the number of permanent and temporary employees due to the increase in production and industrial and logistics expansion, resulting in a greater number and greater frequency of construction works, thus generating a more challenging situation.

Mental health

FRONTS: SYSTEM, RELATIONS AND INDIVIDUAL

Some activities:

- Specific service channels
- Online therapy platform
- Rounds of conversation, learning and self-knowledge
- Health and self-care campaigns
- Weekly monitoring

Training

More than **100,000** hours of training

Average of **7.4** hours per employee

1,000 leaders trained in governance and management

New learning trails

- Data
- Diversity
- Waste

Feedback and opportunities

100% of the employees receive performance reviews

52% of job posts filled by internal recruitment

Internal perception

88% employee engagement rate

The calculation is based on ten pillars:

- Recognition
- Feedback
- Happiness
- Well-being
- Relationship with manager
- Relationship with the team
- Personal growth
- Alignment
- Satisfaction
- Alignment with company values

Universal parental leave

In addition to the 180 days maternity leave regulated by federal law, the group grants universal parental leave of 120 days that benefits biological or adoptive mothers and fathers regardless of the configuration of the family in four countries: Brazil, Colombia, United States and Portugal.



quality, safety and transparency of

products

our focus

Practices to guarantee the quality and safety of our products - and the ingredients we use This includes the assessment and the clear and transparent communication of the environmental and social impacts of the products, enabling consumers to take informed decisions.

Commitment For the Future



#10 Communicate the socioenvironmental footprint of 100% of our products transparently, creating tools so that consumers can understand and act to reduce the impact of their consumption and disposal decisions.



Impact on variable remuneration

The target of the customer satisfaction material topic impacts the calculation of the variable remuneration of the Operations, People and Consumer areas.

some highlights

Transparent Beauty Portal

- Information about formulas, research and the production process
- Glossary with more than 900 entries on all the raw materials used

Environmental Risk Assessment Index (IARA)

- Proprietary methodology for assessing the ingredients used in the shampoos and conditioners
- Constant evolution (IARA Tech) – focus: automated calculation of the aquatic environmental impact and biodegradability of all the formulas

ESG Score

- Proprietary tool to determine the ESG performance of the formulations and guide the product creation process
- 7 indicators of different attributes (e.g.: renewable materials and ingredients, water resources, climate change, waste solutions, diversity and accessibility, sustainable and economic chain)

Satisfaction

Consumer satisfaction (O Boticário)	2021	2022	
		Target	Result
Net Promoter Score (scale from -100 to +100)	87.4	87.4	87.1

Packaging, developed to preserve the product and to connect with the consumption experience, undergoes constant enhancement aimed at reducing waste generation and environmental impacts



ingredients

renewable origin
or lower impact

our focus

Substitution of ingredients of fossil and mineral origin with lower impact alternatives and/or ones of renewable origin.

Commitment **For the Future** 

#06 Use 100% raw materials from renewable sources or from lower impact alternative sources

some highlights

Quintana Lab

- Research + innovation + sustainability
- Focus on green chemistry and circular economy
- Quintana Herbal: annex with 58 different species of plants that are native to Brazil or have adapted to its soil

Of the total products developed in 2022:

19% used **sustainable processes** (cold manufacturing and/or packing, reduction in energy or water consumption and in GHG emissions)

30% used **plastic from renewable sources in packaging**

56% used **material of recycled origin in their packaging**

64% of the cosmetics have **sustainability attributes in the formula or packaging** (examples: eco-efficient manufacture, vegan product, reduction in eco-toxicity, pack made from green plastic or post-consumer recycled material, use of refills)

47% of the **raw materials** used are **from renewable sources** (based on the spend)

90% are **vegan**, with no animal components

some
highlights

Fundação Grupo Boticário de Proteção à Natureza (Boticário Group Nature Protection Group)

- Research + innovation + sustainability
- **11,000 hectares** of protected areas in two Private Natural Heritage Reservations in the Atlantic Rainforest and Cerrado biomes
- **30 years** of work, **1,600 projects** supported

Mapping of Critical Natural Capital

- Initiated in 2022, conclusion scheduled for 2023
- **Goal:** promote process and product sustainability
- **Three analytical focuses:**
 - _ Identification of impacts, dependencies and risk analyses (biodiversity)
 - _ Diagnosis and prioritization of the critical natural capitals
 - _ Formulation of conservation and biodiversity

BRL 1.6 million
invested in the conservation
of critical natural capital
(cumulative 2020-2022)

2.9 million hectares
of conservation initiatives

Commitments
For the Future

#Beauty For The Future

- #7** Invest around BRL 6 million in the conservation of critical natural capital to ensure the perpetuation of the business
- #8** Promote the conservation of biodiversity, directly or indirectly, in 3.5 million hectares



Impact on variable remuneration

The targets related to this material topic impact the calculation of the variable remuneration of the ESG area.

Red-tailed Amazon, Amazona brasiliensis. Photo: Zig Koch

action plans and

strategies

our focus

Adoption of practices and technologies to manage the withdrawal and use of water and ensure the adequate treatment of effluents in our value chain

Commitments

#Beauty For The Future

For the Future

#03 Neutralize GHG emissions, use 100% renewable electricity in the direct operation and achieve balance in industrial water

#04 Halve the non-renewable energy consumption, the water withdrawal and the GHG emissions of our critical suppliers

#05 Ensure lower water impact for 100% of critical product lines



Impact on variable remuneration

The targets related to this material topic impact the calculation of the variable remuneration of the Operations area.

consumption and discharge of water

Serra do Tombador Nature Reserve (GO). Photo: Adrian Moss.



The body sun protection products in the Boti Sun line were developed to minimize environmental impact on the aquatic ecosystem. Employing a pioneering methodology, these products were tested and approved, guaranteeing that they do not harm reefs, earning “reef safe” certification. The Boticário Group pioneered this initiative in Brazil with the 2020 launch of the product

some highlights

Optimization of consumption

- Reuse systems in the factories, distribution centers and administrative areas
- Rainwater harvesting

São José dos Pinhais (PR) plant

- New reuse system – investment of **BRL 10 million**
- **8,000 liter capacity** (double the previous system)
- Improved effluent quality with new possibilities of reuse
- Entry into operation: second half of 2023

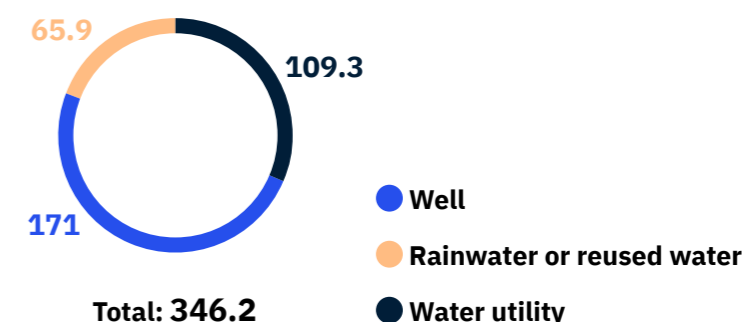
Camaçari factory (BA)

- Optimization of cleaning and sanitization of the reactors
- **59%** reduction in consumption

Care with aquatic systems

- Creation of lower impact rinsable products
- **Focuses:** bioaccumulation, biodegradation and water toxicity

2022 water withdrawal (ML - megaliters)



EFFICIENT WATER USE	2020	2021	2022 ¹		2023 target	2030 target ²
			Target	Result		
Reuse (Total reused/ Total withdrawn)	23.5%	21%	22%	19%	15%	50%
Water intensity (m ³ /ton produced)	5.60	4.34	4.27	5.00	5.50	3.20

¹ The result 3 percentage points below target was due to the lack of water within adequate parameters for safe reuse in sanitary facilities, cooling towers and irrigation during part of the year. The performance was the target of analysis and mitigation plans, in parallel with investment in the new reuse system, which comes into operation in 2023 and should improve performance in this area.

² 2030 targets specific to the Operations area, which complement the Commitments for the Future targets.

Takes 100% of company operation into account*.

* Takes the São José dos Pinhais (PR) and Camaçari (BA) factories and the Registro (SP) and São Gonçalo dos Campos (BA) distribution centers into account

climate emergency, energy and emissions

our focus

Adoption of practices and technologies to reduce greenhouse gas emissions and to mitigate the effects of climate change.



Impact on variable remuneration

The targets related to this material topic impact the calculation of the variable remuneration of the Operations area.

Commitments **#Beauty For The Future**

For the Future

- #03 Neutralize GHG emissions, use 100% renewable electricity in the direct operation and achieve balance in industrial water
- #04 Halve the non-renewable energy consumption, the water withdrawal and the GHG emissions of our critical suppliers
- #06 Use 100% raw materials from renewable sources or from lower impact alternative sources

some highlights

Energy consumption 2022

ENERGY CONSUMPTION INSIDE THE ORGANIZATION ¹ (GJ) GRI 302-1 ²	2022
Fuel consumption	69,411.2
Consumption of fuels from non-renewable sources	60,874.4
Consumption of fuels from renewable sources	8,536.8
Electricity consumption⁴	165,859.9
Total	235,271.1

¹ Scope: direct operation: factories, company and third-party distribution centers, offices and own retail.

² No energy sales.

³ Steam generation in boilers fueled by natural gas.

⁴ 79% of the total is acquired from the free energy market and low impact sources.

Energy intensity in the factories (MWh/million units produced)



In 2022, we reached a 43% reduction in energy intensity compared with the base year, 2007. The target is to reach 50% by 2025.





Adhesion to the SBTi

In 2022, the Boticário Group undertook preparations for its formal adhesion to the SBTi (Science Based Target Initiative) – a collaborative measure led by the CDP, the United Nations Global Compact, the World Resources Institute and the World Fund for Nature to define climate targets based on scientific data. More than one thousand companies worldwide are participating in the initiative.

GHG emissions intensity (t CO₂e/million units produced)



Obs.: based on scope 1 emissions from stationary sources.

GREENHOUSE GAS EMISSIONS (T CO₂e) – 2022

Scope 1 – direct emissions (stationary and mobile combustion, fugitive emissions)	4,028.10
Scope 2 – energy indirect emissions related to the acquisition of energy	2,495.51
Scope 3 – other indirect emissions (value chain)	374,297.50

Obs.: data consolidated based on operational control approach considering the gases CO₂, CH₄, N₂O.

External assessment

The group received a B rating in climate change in the assessment conducted by the CDP in 2022, performance higher than the average for the sector (B-) and for companies in South America (C).

Standardization and transparency

In reporting its GHG emissions, the group follows the TCFD (Task Force on Climate-Related Financial Disclosures) standard, which establishes the disclosure of information taking into account the dimensions of governance; risk management; strategy and metrics; and targets.


packaging and waste

Commitment **#Beauty For the Future**
For the Future

#1 Map and find solutions for 150% of all the solid waste generated by our chain

our **focus**

Adoption of practices and processes to reduce the generation and the environmental impact of packaging and waste in our value chain.

 **Impact on variable remuneration**

The waste eco-efficiency targets in the production stage impact the calculation of the variable remuneration of the Operations area, and the 3R (reduce, reuse and recycle) targets impact the whole group.

some highlights

Returnable crates

The substitution of disposable crates with returnable ones in the transportation of lids avoided the generation of 833 tons of plastic waste in the year.

Zero Landfill Project

The group progressed in its target to increase the recycled portion of waste generated in its own operation* and eliminate disposal in sanitary landfills. In 2022, the recyclability rate was 97.7%, exceeding the 95% target for the year. The composting of canteen waste was one of the factors that contributed to this result.

* Takes the São José dos Pinhais (PR) and Camaçari (BA) factories and the Registro (SP) and São Gonçalo dos Campos (BA) distribution centers into account.

WASTE MANAGEMENT IN THE FACTORIES ¹	2020	2021	2022	2023 target
Recyclability (Total generated/Total recycled)	96.9%	97.4%	97.7 (target 95.0%)	96%
Generation intensity (Total generated (t)/Million units produced)	21.6	25.1	22.0 (target 24.4)	21.8

¹ Scope: own operation (takes the São José dos Pinhais (PR) and Camaçari (BA) factories and the Registro (SP) and São Gonçalo dos Campos (BA) distribution centers into account).

WASTE MANAGEMENT¹ (t) GRI 306-3, 306-4 and 306-5

HAZARDOUS WASTE

Waste generated	1,408.9
Preparation for reuse	0.2
Recycling	568.3
Co-processing	714.6
Incineration (without energy recovery)	125.8

NON-HAZARDOUS WASTE

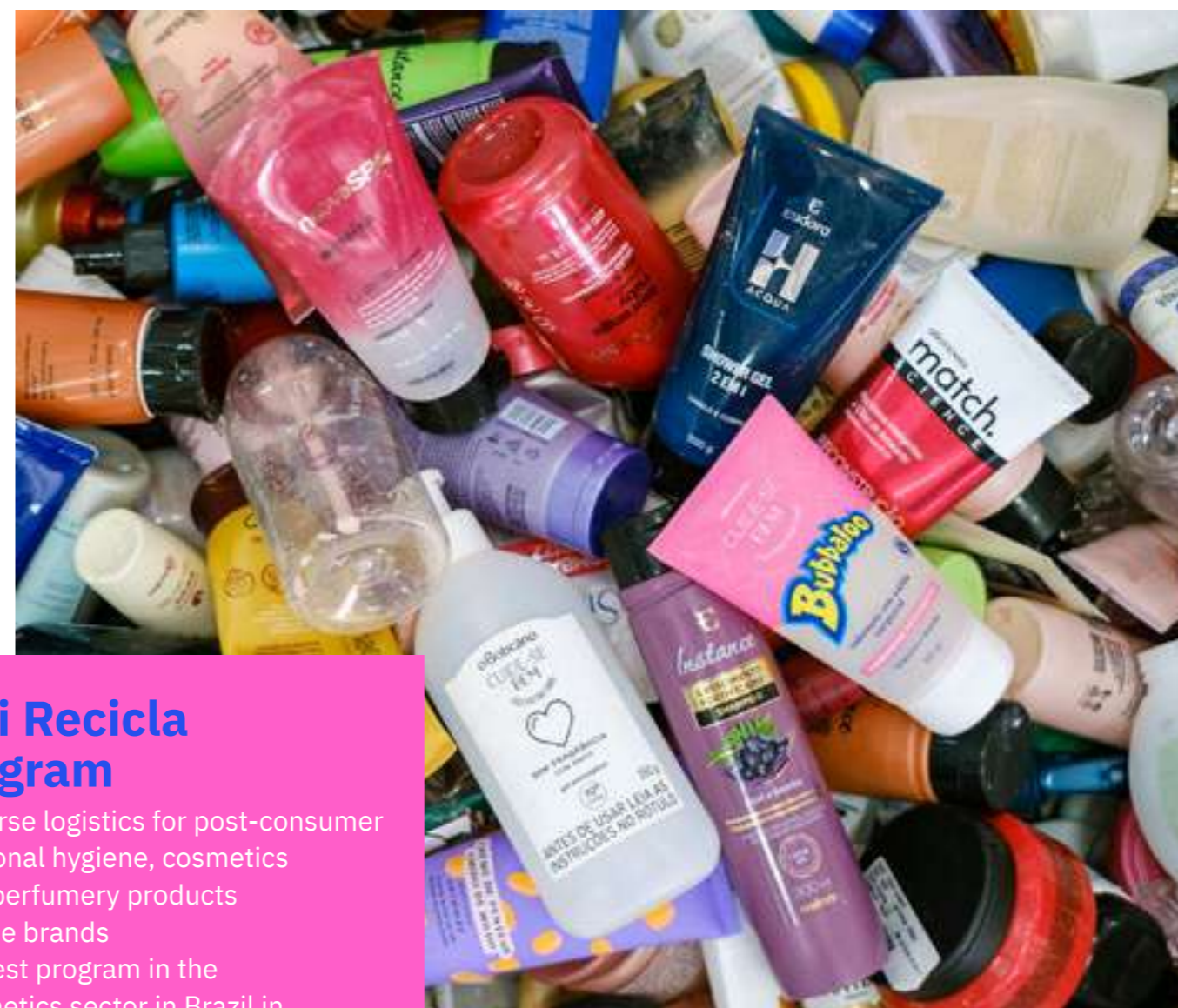
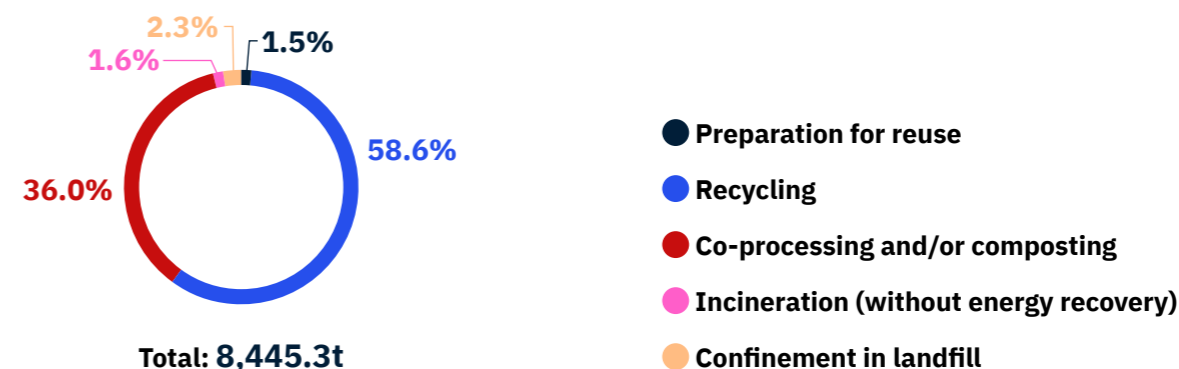
Waste generated	7,036.4
Preparation for reuse	126.8
Recycling	4,377.8
Co-processing and/or composting	2,329.5
Incineration (without energy recovery)	8.9
Confinement in landfill	193.4

¹ Scope: own operation (takes the São José dos Pinhais (PR) and Camaçari (BA) factories and the Registro (SP) and São Gonçalo dos Campos (BA) distribution centers into account).

Based on the data in the waste transportation manifests and the weights recorded by the recipients. Obs.: all disposal is undertaken externally.

Waste disposal

Hazardous + Non-hazardous



Boti Recicla Program

- Reverse logistics for post-consumer personal hygiene, cosmetics and perfumery products
- All the brands
- Biggest program in the cosmetics sector in Brazil in drop off points: **4,500**



diversity

in the value chain

our focus

Promotion of practices to develop and build an environment favorable for the inclusion of minorities, for the construction of a diverse value chain, including employees, resellers and the sales force.



Impact on variable remuneration

The target of increasing the participation of black people in leadership positions impacts the variable remuneration of all areas of the group; the other diversity targets impact the calculation of the People area.

Commitments

For the Future



- #11 Guarantee the representativeness of minority groups in leadership positions
- #12 Ensure the progressive increase in affirmative purchases to stimulate enterprise among the five minority groups
- #13 Guarantee that our communication represents the Brazilian population
- #14 Offer a portfolio of diverse and inclusive products, taking different lifestyles into account

some highlights

Impulsiona GB

This is a mentoring program that combines pairs of employees from under-represented groups in the company structure: an experienced employee, who acts as a mentor, shares their professional experience with a less experienced colleague. In addition to expanding career prospects for the mentoree, the dynamics of the exchange of experience enriches the world view of the mentor. Almost 170 pairs of employees participated in 2022.

Training

In 2022, the LGBTPhobia trail was created, with training for employees and the sales force. Replicated through the group brand social networks, this information also impacted customers and suppliers.

The permanent annual internal training agenda on diversity includes workshops on the following topics: Gender Equality, Racial Equality, Inclusion of PWD, Inclusion of LGBTQIA+ and Generational Diversity.

Hiring focused on diversity

Participation of minority groups:

60% of the places in the intern program,

67% in the trainee program

Business Acceleration Journey:

67% racial diversity;

83% women

Affirmative vacancies: 18%

Product development

Of the products launched in 2022:

73% have diversity and inclusion attributes

58% had minority groups involved in their development





Salary equality

The salary equity ratio between men and women was 0.80 at executive level, 0.93 at management level and 0.90 at non-management level. (Data audited by third-party. Based on total remuneration.)

Suppliers

In the second half of 2022 the group launched its Affirmative Purchases Portal, which had more than one thousand companies registered in it by the end of the year to participate in procurement processes, with more than 200 requests for use. Companies from different segments, such as communication, marketing, events, gifts, construction, facilities and enterprise security, were contracted via the Portal.

Focus: companies belonging to women, black people, the disabled and the LGBTQIA+ community.

Internal audience

DIVERSITY 405-1	Gender		Age group		
	Men	Women	Under 30 years	From 30 to 50 years	Over 50 years
Board	70%	30%	0%	40%	60%
Employees					
CEO and vice presidents	67%	33%	0%	56%	44%
Directors	60%	40%	0%	96%	4%
Senior management	49%	51%	1%	94%	5%
Management	50%	50%	4%	94%	2%
Supervision	28%	72%	7%	89%	4%
Coordination	52%	48%	6%	92%	2%
Administrative	20%	80%	37%	60%	3%
Specialized technical	45%	55%	29%	69%	2%
Technical	65%	35%	22%	73%	5%
Operational	56%	44%	33%	62%	5%
Interns	34%	66%	96%	4%	0%
Apprentices	42%	58%	100%	0%	0%
Total employees	40%	60%	30%	67%	3%

Obs.: considers all the operations in Brazil.

DIVERSITY 405-1	Race					
	Black	Mixed race	White	Oriental	Indigenous	Not declared
Board	0%	0%	100%	0%	0%	0%
Employees						
CEO and vice presidents	0%	0%	100%	0%	0%	0%
Directors	0%	7%	88%	3%	0%	2%
Senior management	2%	10%	81%	4%	0%	3%
Management	4%	12%	81%	3%	0%	0%
Supervision	5%	40%	51%	2%	0%	2%
Coordination	6%	22%	68%	3%	0%	1%
Administrative	12%	50%	35%	2%	0%	1%
Specialized technical	9%	21%	66%	2%	0%	2%
Technical	12%	37%	47%	2%	0%	2%
Operational	16%	44%	35%	1%	0%	4%
Interns	28%	30%	39%	2%	0%	1%
Apprentices	14%	41%	44%	0%	1%	0%
Total employees	11%	34%	51%	2%	0%	2%

Obs.: considers all the operations in Brazil.

procurement

responsible and sustainable

our focus

Adoption of responsible procurement practices, including legal and environmental compliance, the guarantee of human rights and the promotion of sustainable practices among suppliers.

Commitments #Beauty For The Future For the Future

- #04 Halve the non-renewable energy consumption, the water withdrawal and the GHG emissions of our critical suppliers
- #06 Use 100% raw materials from renewable sources or from lower impact alternative sources
- #09 Guarantee the traceability and sustainable origin of 100% of critical raw materials
- #12 Ensure the progressive increase in affirmative purchases to stimulate enterprise among minority groups



some highlights

Conformance and alignment of principles

- From the pre-approval phase through to the end of the contract
- Code of Conduct
- Sustainability Management Guide for Suppliers
- Document audits (on site or remote)
- Aspects covered: economic, labor, integrity and anti-corruption, governance, ethics, health, safety, social responsibility, environmental management, eco-efficiency, human rights, diversity, equality and non-discrimination, among others



Risk matrix

- Amount commercialized
- Capacity to add value to the business
- Structure to meet demand
- Synergy with group essences
- ESG aspects: eco-efficiency, climate change, biodiversity, traceability of raw materials, waste management, diversity and inclusion, ethical conduct, governance, integrity and risk management, among others

Partner Assessment and Development Program (PADP)

- Aimed at strategic suppliers, defined based on the risk matrix
- Development and learning
- Recognition of good practices



In 2022, diversity performance among PADP participants improved 7% compared with the previous year.

Partner Assessment and Development Program (PADP)	2020	2021	2022
Suppliers with a rating of over 60% in the sustainability performance assessment % of total strategic suppliers % of total spend	61 58	54 68	72 59
Suppliers that participate in the Eco-efficiency Partnership Program commit to improvements, assessed quarterly % of total strategic suppliers % of total spend	100 63	100 74	100 65
Suppliers that promote measures to boost diversity % of total strategic suppliers % of total spend	99 63	100 74	100 69

Notes: Suppliers are classified as strategic based on a risk matrix that takes into account the criteria of amount commercialized, capacity to add value for the business, structure to meet business requirements, synergy with company essences and sustainable conduct.

The basis for suppliers that participate in the Eco-Efficiency Program is the number of strategic suppliers that respond to the questionnaire.



developing
surrounding
communities

our
focus

Promotion of dialogue and partnerships to reinforce the development of the communities surrounding the Boticário Group operations.



Impact on variable remuneration

The target of people whose reality is transformed impacts the variable remuneration of the ESG area.

Commitment 
For the Future

#2 Positively impact the lives of 1 million Brazilians involved in the beauty ecosystem, contributing to the reduction in social inequality

some
highlights

Instituto Grupo Boticário

- Professional and enterprise training initiatives
- Healthcare, education, diversity and gender equality actions
- Recycling cooperatives
- Non-governmental organizations assisting underprivileged populations
- Programs financed by tax incentive laws
- Volunteer work done by group employees focused on the communities surrounding the group operations

**BRL 3.5 million
invested in tax
incentive law projects**

Resellers

The group's relations with its reseller network are oriented by structured actions to provide support, empowerment, improved quality of life, satisfaction, incentives for education and professional development.

Permanent training activities:

- Subjects: financial and business management, stocks, marketing and sales techniques, among others
- Boticário Beauty University
- Eudora University

New in 2022:

- Beauty Influencers (training in digital communication)
 - _ 2 training cycles
 - _ 5,500 resellers completed the course
 - _ 20% increase in income after putting this new knowledge into practice

Training and empowerment of underprivileged people

Beauty Entrepreneurs

- Aimed at women
- Subjects: Sales, Personal Development, Enterprise, Nails and Make-up
- Online courses, two editions per year: 58,700 participants in 2022 and 11,000 people trained – 68% of whom increased their income
- On site course: 75 participants in São José dos Pinhais (PR), Registro (SP) and Serra (ES)

Desenvolve (Develop) Project

- Subject: Information Technology
- Goals: train new talents, promote diversity and help reduce the gender and race gap in the technology area in Brazil
- Group employees doing volunteer work as mentors
- 1,000 places offered; 21,300 enrollments
- 334 people trained – of these, 54 were hired by the group and 20 by other companies

Volunteer work: Festival Gente que Faz o Bem (People who Do Good Festival)

- 1,500 volunteer employees from all the areas of the group
- 70 sports and recreational educational activities
- 2,500 children benefited



GrupoBoticário



O B O T I C Á R I O

EUDORA

Quem Disse,
Berenice?

vult 

BEAUTYBOX

beleza
NA WEB

O.U.i
ORIGINAL UNIQUE INDIVIDUEL

Dr. JONES 

MOOZ

 GAVB


TRUSS
PROFESSIONAL

casa
magalhães

multi 

Fundação
GrupoBoticário 

Instituto
GrupoBoticário 

www.grupoboticario.com.br

Our web pages



#BeautyForTheFuture