



Ontex
Here for you.

Ontex's Sustainability Strategy & performance 2026

March 2026



We want to create a sustainable and socially responsible business that will continue to serve customers well for generations to come and make sure we're an ever-growing force for good in the world.

Being Here for you. Here for the better. means setting goals for the long term, and the longer term.

It means adopting the latest innovations that help us reduce our environmental impact.

It means making sure our people commitments are progressive - so we can continue to keep our employees safe at work and help them be the best they can be.

And it means standing up as a catalyst for better in the communities we serve and the wider world.

Ontex. Here for you. Here for the better.

↗ Ontex's sustainability strategy consists of 3 pillars:



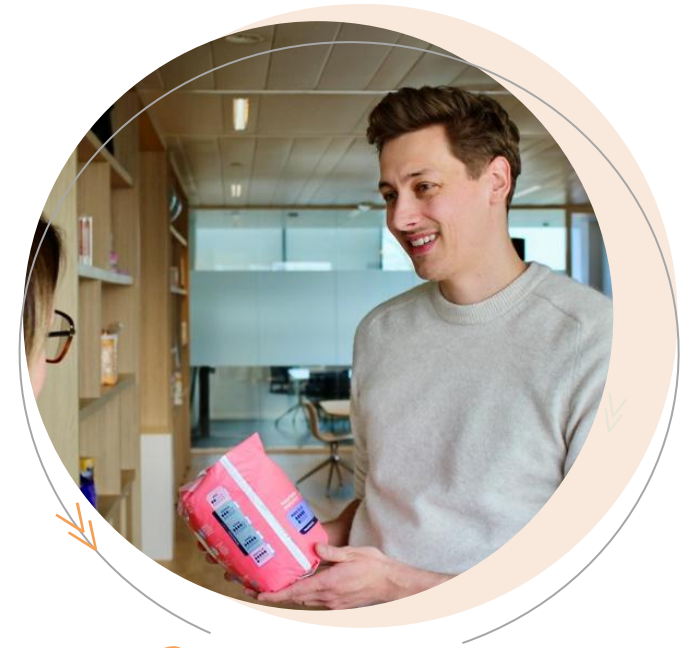
Better for the planet

Embedding good, scalable sustainability practice into every single product.



Better for people

Investing in people – in the broadest sense.



Better for business

Our commitment to strong ethical standards and transparency along our value chain.

Our 10 focus areas



Better for the planet



Managing forests & fibres responsibly



Working towards net zero emissions



Reducing product carbon intensity



Removing fossil-based plastics from our products & packaging



Partnering for circularity



Better for people



Enhancing consumer safety



Being a caring employer



Elevating living standards in our value chain



Better for business



Practicing business ethics



Ensuring transparency



Better for the planet

Embedding good, scalable sustainability practice into every single product.

Focus areas



Managing forests & fibres responsibly



Working towards net zero emissions



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Partnering for circularity

Better for the planet



Responsible sourcing

Manage forests & fibres responsibly

2030 targets

2025 status

> 100% FSC or PEFC certified forestry-based material



> 100% organic cotton or cotton from other preferred* schemes



*For the list of preferred schemes, please consult our [Sustainable Sourcing Policy](#)



Reducing emissions

Working towards net zero emissions

2030 targets
(vs. 2020 baseline)

2025 status

> Reducing emissions across our operations (Scope 1-2) by 71%*



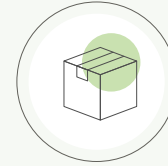
> Reducing emissions across our value chain (Scope 3) by 51.6% per € value added*



> 100% Renewable electricity



*Target validated by the Science-Based Targets initiative (SBTi)



Developing sustainable products & packaging

2030 targets

2025 status

Reduce our product carbon intensity

> Reducing the product carbon intensity between 5-20%

Ongoing

Remove fossil-based plastics from our products & packaging

> 30% by 2025 and 75% by 2030 of our plastic primary packaging contains recycled or renewable content



> By end 2025, all our packaging is designed to be recyclable



> All cardboard packaging has 100% recycled content



Partnering for circularity

> Participate in end-of-life waste pilots

Ongoing



Better for people

Investing in people - in the widest sense.

Focus areas



Enhancing
consumer safety

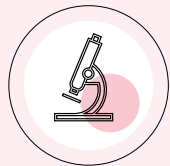


Being a caring
employer



Elevating living
standards in
our value chain

Better for people



Enhancing consumer safety

2030 targets

2025 status

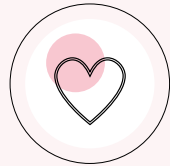
Communicating the health & safety features of our products

> 100% chemical transparency in our products



Aiming for 100% customer satisfaction

> Annual reduction of 10% of customer complaint levels in core markets (2025/2024)



Being a caring employer

2030 targets

2025 status

Aiming for zero workplace accidents

> Accident frequency rate of 3.99 by 2025 and ≤ 1 by 2030



Empowering a resilient & engaged workforce

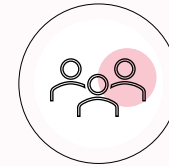
> Above the median position vs peers, related to turnover and learning & development year-on-year

ongoing

> Continuous improvement of absenteeism and employee engagement & well-being survey scores

ongoing

> Gender parity in Extended Leadership Team



Elevating living standards in our value chain

2030 targets

2025 status

Promoting human rights across our value chain

> 100% raw material supplier Code of Conduct signed by 2025



> 100% of high-risk suppliers' direct spend covered by sustainability assessments



> 100% of high-risk suppliers covered by a valid social audit report



Broadening our societal impact

> Community outreach program (awareness, donations) in 100% of the locations in which we operate

ongoing



Better for business

Our commitment to strong ethical standards and transparency along our value chain.

Focus areas



Practicing business ethics



Ensuring transparency on ESG performance

Better for business



Practicing business ethics

Conducting our global operations in a compliant & ethical way.

2030 targets

2025 status

> 100% of employees regularly trained on Code of Ethics



> Annual review of reputable key compliance risks, incl. mitigation strategies & priorities

ngoing



Ensuring transparency

Providing clear and solid information on our ESG strategy & performance.

2030 targets

2025 status

> Continued participation to key external sustainability platforms





Climate Change Questionnaire: Ontex achieved an A score in 2025, placing the Company in the top companies evaluated by the Carbon Disclosure Project (CDP).



ISS ESG Rating: In 2025, Ontex received a C+ rating, obtaining Prime Status in the Consumer Goods sector.



EcoVadis Assessment: Ontex was awarded a gold medal for its sustainability achievements.



MSCI ESG Ratings: In 2025, Ontex received a rating of AAA (on a scale of AAA-CCC), maintaining its position as a leader in the Household & Personal Products sector.



Morningstar Sustainalytics' ESG Risk Ratings: Ontex maintained a Medium ESG Risk rating, consistent with last year.



Here for you. Here for the better.

For more information: [ontex.com/sustainability](https://www.ontex.com/sustainability)