

Appendix: Various policies related to the Sustainability Strategy

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| For People | <u>KOSÉ Group Human Rights Policy / Modern Slavery Statement</u> | For the Earth | <u>KOSÉ Group Basic Environmental Policy</u> |
| | <u>Diversity, Equity, and Inclusion Declaration</u> | | <u>KOSÉ Group Plastic Policy</u> |
| | <u>Basic Policy on Social Contribution Activities</u> | | <u>KOSÉ Group Biodiversity Policy</u> |
| | <u>Policy for the Development of Skills</u> | | |
| | <u>KOSÉ Group Health Declaration</u> | | |
| Business fundamentals | <u>KOSÉ Group Action Guidelines</u> | <u>Basic Procurement Policy / Sustainable Procurement Guidelines</u> | |
| | <u>KOSÉ Quality Policy</u> | <u>Declaration of voluntary action for the White Logistics Movement</u> | |
| | <u>Policy on Assuring Safety of Cosmetics</u> | <u>Basic Policy on Intellectual Property</u> | |
| | <u>Ingredients Policy</u> | <u>Social Media Policy</u> | |
| | <u>Corruption Prevention Basic Policy</u> | <u>Privacy Policy</u> | |
| | <u>Tax Transparency Policy / Disclosure Policy</u> | <u>Voluntary Declaration of Consumer Orientation</u> | |