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Coty International B.V.

Independent limited assurance report to COTY on a selection of non-financial performance indicators published in the Sustainability Report 2021

For the year ended June, 30th 2021
Coty International B.V.
HQ, Schiphol Boulevard 393, 1118 BJ Schiphol, Netherlands
This report contains 4 pages



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For the year ended June 30th, 2021

To the Global Sustainability Manager,

As requested by the Sustainability team of Coty International B.V. (the **Entity**), we have performed a review to enable us to provide limited assurance on a selection of non-financial performance indicators¹, for the year ended June 30th, 2021, identified by the symbol √ (the **Information**) in the “*Beauty That Lasts: Sustainability Report*” of the Entity (the **Report**).

Management's responsibilities

Management of the Entity is responsible for the preparation and presentation of the Information in accordance with the guidelines (the **Guidelines**), for establishing and maintaining appropriate performance management and internal control systems from which the non-financial performance indicators are derived.

Management is responsible for preventing and detecting fraud and for identifying and ensuring that the Entity complies with laws and regulations applicable to its activities.

Management is also responsible for ensuring that staff involved with the preparation and presentation of the Report (including the Information) are properly trained and that information systems are properly updated.

¹ **HR performance indicators:** Total workforce broken down by gender and %; Total number of women in leadership positions and %; Total number of women managers and %; Total Recordable Incident Rate; Average training hours per employee trained on the Coty Academy platform; Percentage of employees trained in one or more compliance module delivered through Coty Academy.

Social performance indicator: Number of suppliers assessed by ECOVADIS and average scorecard; Number of suppliers that have signed the Code of Conduct for Business Partners; Number of sites with audits (Sedex); Number of sites with SAQ; Number of sites that have been risk-assessed (Sedex); Percentage of in scope third parties who have completed Due Diligence.

Environmental performance indicators: Energy consumption and share of renewable energy; Refrigerants weight charged; Carbon footprint - scope 1 & scope 2; Fuel consumption of the company fleet; Total waste generated by type and destination, of which waste recycled; Water consumption.



Our responsibility

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. The conclusion expressed below relates solely to the Information and not to the whole Report.

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Information is free from material misstatement

KPMG S.A. applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Procedures performed

A limited assurance engagement on a selection of non-financial performance indicators consists of making inquiries, primarily of persons responsible for the preparation of the Information presented in the Report, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included:

- Obtaining an understanding of the Entity's activities;
- Interviews with relevant staff at the corporate and business unit level responsible for providing the Information in the Report;
- Assessing the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- Obtaining an understanding of internal control and risk management procedures the Entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- Implementing for the Information:
 - o analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;

- tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities² and covers between 18% and 100% of the consolidated data for the verified Information;
- Assessing the overall consistency of the Information with the information provided in the Report based on our knowledge of all the consolidated entities within the scope of the Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations

Due to the inherent limitations of any internal control structure it is possible that errors or irregularities in the Information presented in the Report may occur and may not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Information, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Information selected by the Entity and identified by the symbol √ in the “*Beauty That Lasts: Sustainability Report*”, is not presented fairly in accordance with the Guidelines, in all material respects.

Paris-La Défense, November 16th, 2021

KPMG S.A.



Anne Garans
Partner
Sustainability Services

² Ashford factory (United-Kingdom); Riverside distribution center (United States of America); Monaco factory (France); Hunt Valley factory (United States of America).