



THE COTY CODE OF CONDUCT

January 2023

Everyone at Coty¹ can be faced with an ethical dilemma during our daily work, which can arise in any situation or interaction. No one is exempt from following Coty policies, including this Code of Conduct.

We expect you to use good judgment and common sense to comply with the letter and spirit of our Code of Conduct and our other policies every day in everything you do. The Code of Conduct describes how Coty expects you to behave when facing specific situations which we all may face from time to time. When an issue is not directly addressed, you should use the Code of Conduct as a roadmap for making ethical decisions. The Code of Conduct is the base for all other Coty policies when discussing the expected behavior from our employees and associated business partners.

As an expression of our corporate values, all of our business must be conducted in accordance with the Code of Conduct and in compliance with all related policies, applicable laws, rules and regulations. Our Code of Conduct applies to all employees, directors, legal representatives, ambassadors and contractors of Coty, Coty subsidiaries and joint venture companies, regardless of their position, location or function.

Each of us is responsible for complying with all of Coty's business practices, including, but not limited to, those pertaining to fair dealing; disclosures; use and recording of corporate funds; insider information; document retention; and compliance with all laws and regulations, including environmental, antitrust, trade and anti-corruption laws and regulations. We do not tolerate any employee discrimination, bullying, or harassment (including, but not limited to, sexual and moral harassment).

If you are aware of a breach, or potential breach, of this Code of Conduct, laws, or Coty policies, or you have any questions on the Code of Conduct, please reach out to:

- Your Manager
- Your HR Business Partner
- Your Compliance Officer
- The Global Compliance Function
- The Coty Ethics & Compliance Hotline, which provides the option to raise your questions or concerns anonymously, if preferred².

Further information and guidance on the individual topics contained in this Code of Conduct can be found at The House.

The relevant telephone hotlines for specific countries can be accessed via web at hotline.coty.com. In the US please phone **800 461 9330** (US toll free number)

¹ The term 'Coty' refers to Coty Inc. and its subsidiaries globally.

² In France - solely for matters in the field of accounting, finance, banking and anti-corruption, or matters relating to Section 301(4) of the Sarbanes-Oxley Act or to anti-competitive practices.





Message from the Chief Executive Officer

Dear Colleagues,

Since 1904, Coty has fearlessly pioneered innovation across the beauty industry. We are a company with a history of firsts.

Many of our iconic brands defined the beauty landscape which we are so familiar with today. From Rimmel creating the first mascara, to Covergirl pioneering clean make up, to Lancaster mastering the science of encapsulation. And Francois Coty himself opening up fine fragrance to all of society.

We believe that science and passion are the driving force behind transformation, and our mission is to create forward thinking beauty; Products that provide new, innovative and simply better science-based solutions.

We have been entrusted with a great name and a proud legacy on which to build. This legacy places a real responsibility on each of us to preserve and enhance the reputation of Coty for generations to come. I expect every associate to remain true to the company's principles; for each of us to live these values in our work and in every engagement with colleagues and external stakeholders.

These values are:

FEARLESS KINDNESS TO OURSELVES

I am good to me – *Wellbeing*

It's good to be me - *Individuality*

I embrace every part of me – *Acceptance*

FEARLESS KINDNESS TO OTHERS

All are welcome – *Inclusion*

We are a magnificent medley – *Diversity*

We are one – *Unity*

FEARLESS KINDNESS TO THE PLANET

We do better with less – *Sustainability*

We do what's right - *Integrity*

We value all life – *Compassion*

This Code of Conduct is designed to guide us all, so that we will conduct ourselves in a manner that matches the highest standards that we set for our people and our products. The Code applies to every director, officer, employee, and contractor of Coty globally - without exception.

The Code sets a clear expectation on the standards to be followed in all work-related activities, regardless of business pressures. This includes the recognition and expectation that employees in managerial roles have an added responsibility to lead by example and ensure that the Code is followed by those under their supervision.





Please get in touch if you witness misconduct. You can do this by emailing the contacts listed in this document or by calling one of the Hotline numbers (which you may choose to do anonymously, should you prefer, and in complete confidence). We will always take your concerns seriously.

Finally, I would like to thank you for your continued hard work, dedication and commitment to upholding these standards. Together, we will make incredible things happen as we write the next chapter of this great company. Together, we will make over the world of beauty.

Best regards,

Sue Y. Nabi
Chief Executive Officer





1. Applicability of the Code of Conduct

The policies outlined in our Code of Conduct should be understood and followed by everyone who acts on behalf of Coty, which includes all employees, directors, legal representatives, ambassadors and contractors of Coty, Coty subsidiaries and joint venture companies, regardless of their position, location or function.

We expect everyone working on Coty's behalf to understand and comply with our ethical standards as outlined in our Code of Conduct. You should never ask a third party to engage in any activity that violates these standards – if you do, you will be in breach of our Code of Conduct as well as the third party.

Any employee who violates the Code of Conduct and related policies is in breach of these rules and acting outside the scope of his or her employment contract and will be subject to disciplinary actions, up to and including termination.

The Compliance Team, together with the Audit and Finance Committee of our Board of Directors, are responsible for overseeing the interpretation and enforcement of the Code of Conduct.

Only the Audit and Finance Committee and the Chief Legal Officer may, in their sole discretion, based on results of internal investigations, waive provisions of this Code of Conduct. All waivers or changes to this Code of Conduct must be publicly disclosed (to the extent required) in a manner that complies with the requirements of the SEC, the listing standards of the New York Stock Exchange and other applicable laws.

2. Coty Hot Line, Good Faith Reports & No Retaliation Policy

If you have any questions or concerns regarding the Code of Conduct or any Coty policy, we encourage you to reach out to us. If, while raising a concern or sending a report under this Code of Conduct, you choose to identify yourself, your identity will be kept confidential by Coty, to the maximum extent possible. If you feel that it would be inappropriate to provide your name in connection with a report, you may report the violation (or possible violation) completely anonymously using the Coty Hotline. If you are unsure about any action, you must seek and receive advice BEFORE proceeding – reach out to your Manager, HR Business Partner, local Compliance Officer or Legal.

Coty does not tolerate retaliation against anyone who makes a good faith report of known or suspected ethical or legal misconduct. In addition, Coty prohibits retaliation against anyone who participates in investigations in good faith. Retaliatory acts will be dealt with seriously and may lead to disciplinary action against the person responsible for such retaliation, up to and including termination.

A good faith report means that you have provided all of the information you have and you believe to be true. At the same time, if you report something in bad faith, with a clear purpose of jeopardizing someone's position at Coty or to harm Coty's business, you will be subject to disciplinary measures, up to and including termination. If you believe you have experienced retaliation, you are encouraged to report it immediately.

Even if you believe that no action was taken after your report was submitted, no one can conduct independent or preliminary investigations unless authorized in writing by the Global Compliance function. If you believe





no action has been taken, immediately reach out to your Manager, HR Business Partner, local Compliance Officer or Legal and share your concerns.

If you choose to report any issue, especially if you decide to do so anonymously, we encourage you to provide as much information and details as possible so that any investigation into the alleged violation may be conducted in an expeditious, thorough and appropriate manner. Do not be afraid to share details (including dates, names, documents, e-mails, photos, etc.) as reports made in good faith are valuable assets to the Coty Compliance Program's effectiveness.

When an investigation takes place, we expect employees that are part of the process to fully cooperate by providing truthful and accurate information to the investigation team. COTY will not tolerate any lying to investigators or obstruction to investigations.

3. Compliance with Laws, Regulations & Company Policies

Conduct that violates the Code of Conduct may also violate national and local laws, subjecting those personnel involved to prosecution, fines, and in some cases, imprisonment. Coty business shall always be conducted in compliance with all applicable internal policies, laws, rules and regulations for every country where it has operations.

It is the responsibility of every Coty representative (including but not limited to employees or contractors) to comply with all applicable governmental laws and regulations at any level in the states and countries in which Coty operates. Failure to obey these rules violates our Code of Conduct. Any illegal action will be dealt with and swiftly investigated, and violations will be reported to the proper authorities, on top of internal investigations and eventual disciplinary actions, including termination.

Coty will discipline not only those who engage in any unlawful behavior, but also those who fail in their duty to exercise appropriate supervision and oversight. Coty strongly encourages every Coty representative (including but not limited to employees or contractors) to immediately report a violation of which they are aware to the proper channels.

4. Discrimination, Harassment & Bullying

Coty's greatest strength is our people. Everyone deserves to be treated with dignity and respect. As part of its values Coty does not tolerate any employee discrimination, harassment or bullying. We are committed to ensure that our employees work in a safe environment based on respect for all. Every Coty representative (including but not limited to employees or contractors) must follow and support this policy. Failure to comply with these rules is a violation of this Code of Conduct and may be subject to disciplinary action, including termination.

We are committed to providing equal employment opportunities and healthy work environments to our employees regardless of race, color, religion, age, gender, sexual orientation, sex identity or expression, disability, national origin, citizenship, marital status, veteran status, or any other protected categories under applicable laws. As a member of our community, you are expected to help prevent or eliminate discrimination, harassment and bullying by examining your own behavior on the job and supporting our



policy. If you are confronted with an inappropriate situation, you should report it and not allow it to continue, regardless of who is creating the situation.

5. Sexual Harassment

As part of its values, Coty does not tolerate any sexual harassment towards its employees. We are committed to ensuring that all our employees work in a safe environment based on respect for all. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when (a) submission of such conduct is, explicitly or implicitly, a term or condition of employment, (b) an employee's response to such conduct is used as the basis for employment decisions, or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile, intimidating or abusive work environment. Sexual harassment is prohibited towards anyone, regardless of whether the employee accepts or rejects the advance.

Sexual harassment can include, but is not limited to, behavior at work or at a Coty-sponsored event.

As a member of our community, you are expected to help prevent or eliminate sexual harassment by examining your own behavior on the job and supporting our policy. If you are confronted with an inappropriate situation, you should report it and not allow it to continue, regardless of who is creating the situation.

6. Health & Safety

We are committed to providing a safe and healthy work environment to all. Coty complies with occupational safety and health rules and regulations where it has operations. We expect you to help protect your own safety and the safety of your fellow employees by being aware of and following safety rules, and by exercising caution in all work-related activities. Your responsibilities as a Coty employee include but are not limited to:

- Exercising the highest care and good judgment at all times to prevent accidents and injuries.
- Reporting to supervisors and seeking first aid for all injuries, regardless of how minor they are.
- Reporting unsafe conditions, equipment or practices to supervisory personnel (or escalate to a higher ranked person at the location, if necessary).
- Conscientiously observing all safety rules and regulations at all times.

Acts or threats of violence in the workplace will not be tolerated. As part of our commitment to providing a safe work environment, we never engage in or tolerate any form of violence. At Coty, "violence" includes threats or acts of violence, intimidation of others or attempts to instill fear in others.

Weapons of any kind are not allowed to be brought by employees in the workplace. If you believe someone is in danger you should immediately seek help by contacting your manager, Human Resources, local security team, your local Compliance Officer, the Global Compliance function or Coty Hot Line, or local law enforcement officers.

Our workplace is no place for illegal drugs or alcohol. As a company, we are dedicated to creating a work environment that is free from the use and abuse of illegal or controlled substances, for your health and for



the health of our business. While in the workplace or while on Coty business, employees are strictly prohibited from engaging in the following conduct:

- Consumption of alcohol, other than at specially designated Company-sponsored events under the guidelines provided below;
- Non-prescriptive use, possession, distribution, sale, purchase, manufacture or transfer of controlled substances;
- Use, possession, distribution, sale, purchase, manufacture or transfer of any kind of illegal drugs or illegal substances;
- Reporting to work or performing work while under the influence of alcohol, illegal drugs and/or non-prescriptive controlled substances;

Employees whose job responsibilities involve entertaining guests, clients or others may be involved in situations where alcohol is served, or from time to time Coty offices may sponsor specially designated events where alcohol is served. However, it is the obligation of these employees who may consume alcohol while at such events to do so responsibly and in moderation as they are Coty representatives during such events and at business functions. Excessive consumption of alcohol while on Coty business will not be tolerated. You should never drive a vehicle of any kind while on Coty business, going to or coming from Coty premises, or Coty related events when under the influence of alcohol, illegal drugs or of controlled substances.

7. Product Safety

Ensuring the safety of our products is critical to our success and to the well-being of our consumers. Product safety and quality are very important to us at Coty. Our products have always been formulated with the utmost safety and quality in mind. We are proud of our products. We will continue to monitor all of the available scientific information impacting our products and ingredients, and will implement whenever possible all changes that will enhance the safety of our products. Coty is committed to developing, producing, marketing and selling all its products and services responsibly, including being sensitive to the possible reaction of religious, ethnic, cultural or social groups to our advertising.

Product safety is a critical aspect of quality and you must do your part to ensure that: (i) our products and packages are safe for consumers and the environment when used as intended; and (ii) Coty meets or exceeds all applicable legislative and regulatory requirements related to product safety and labeling.

All employees concerned with quality and safety issues should be aware of and follow the Coty policies and procedures designed to protect the quality and safety of our products, and raise concerns with Quality function in Supply Chain, R&D or the Global Compliance function promptly.

8. Safeguard of Employee Information and Information Security Policy

During the course of your employment, you may provide sensitive personal, medical and financial information to Coty. Coty is committed to protecting this information, whether in paper or electronic format as per its Global Data Privacy Policy. You should not access co-workers' sensitive information without specific authorization and only with respect to the requirements of the applicable law and Coty Global Data Privacy



Policy. If you do have access to such type of information because of the nature of your job, you must strictly follow Coty Data Privacy.

Subject to local legal requirements, Coty reserves the right to monitor emails, Internet use, discussions via messaging apps like Teams, Zoom, Skype, Coty-related social media accounts or other postings about Coty from its employees, customers and business partners posted anywhere on the Internet, use of devices, take images of communications that you have sent or received on such devices and review such communications, to ensure compliance with the laws to which we are subject.

9. Conflicts of Interest

A conflict of interest is any circumstance that could cast doubt on an employee's ability to act appropriately regarding Coty's best interest or any situation that benefits the individual to the detriment of Coty. While we cannot list every circumstance that constitutes a conflict of interest, as they might appear in different scenarios, there are some common situations that most certainly can result in a conflict of interest:

- Having an undisclosed, substantial personal relationship with another employee, supplier, competitor or customer;
- Having an undisclosed, substantial financial interest in a supplier, competitor or customer;
- Having an undisclosed interest in a transaction in which Coty is, or may be, interested;
- Taking advantage of other corporate opportunities for personal benefit;
- Receiving undisclosed fees, commissions, excessive gifts or gratuities, or other compensation from a Coty supplier, competitor or customer; or
- Having outside business or other interests that have a negative impact on your motivation or performance.

Before taking any action and to avoid potentially damaging effects both on you and Coty, you must make prompt disclosure to your Manager, Human Resources, your local Compliance Officer, the Global Compliance function or the Coty Hotline of any fact or circumstance that may involve a conflict of interest or the appearance of a conflict of interest. This disclosure can assist in resolving doubts as to whether an activity is permissible or not. If permissible, mitigants will be put in place by the Compliance team.

Even with the best of intentions, the mere appearance of a conflict of interest can be as damaging as an actual conflict, and you should avoid any activities that create the appearance of a conflict of interest. A good general rule is to avoid any action or association that could be embarrassing to you or Coty if it were disclosed to the public.

a. Charitable Donations and Outside Activities

While we are encouraged to participate in civic, charitable or professional activities, those activities must not interfere with job duties and cannot be shared as Coty initiatives. You must not use Coty's name in connection with an outside activity without first obtaining the written approval of a member of Coty's global Corporate Affairs team.



b. Ownership or Financial Interest in Other Businesses

You must never let your personal interests keep you from making unbiased business decisions as a Coty representative. Coty respects the rights of its employees to manage their affairs and investments, and we do not wish to infringe on employees' personal lives. However, all directors, officers, employees and contractors should avoid situations that present a conflict or the appearance of a conflict between their interests and those of Coty.

You should not conduct your own personal or additional business activities, or any activities for a third-party employer, during Coty working hours, while on Coty premises or while using Coty devices. To the extent that you offer your employment, consulting or volunteer services outside of the Coty employment relationship, you should honor all obligations of confidentiality that are owed to Coty.

c. Acceptance of Gifts, Entertainment, Loans or Other Favors

Conflicts of interest may arise from receipt of gifts and entertainment by an employee from a vendor, contractor or related third party. Gifts and entertainment include (but are not limited to):

- Corporate branded items
- Cultural courtesies
- Business gifts
- Travel or accommodation associated with a business conference, meeting or event
- Business meals and refreshments
- Tickets to sports, music or cultural events.

You should never accept gifts, gratuities, services, favors, travel or entertainment (no matter the value) if:

- It may appear that your judgment in the performance of your duties may be affected by the gift;
- An appearance of impropriety would be created if the gift is accepted;
- The giver expects a favor or benefit in return; or
- You work in the Supply Chain function in Coty or you are the Coty person in charge of the contract with the person/entity sending you a gift.

You must not seek or ask for any gift or entertainment from a supplier or contractor who is currently dealing with Coty or who may do so in the future. Coty prohibits the acceptance or receipt of any gratuity or entertainment from a current or potential contractor, supplier or customer if it is of a type that goes beyond common courtesies generally offered to third parties and exceeds a value of more than USD 50.00 (or the local currency equivalent to such amount).

d. Gifts to Colleagues

Employees may provide gifts or entertainment to fellow colleagues as long as the gifts or entertainment are in good taste, reasonable and appropriate, and paid for by the employee and not expensed to Coty. Personal gifts to employees should not be provided as performance awards. Gifts or entertainment offered to or received from fellow colleagues do not need to be informed to Coty.



e. **Gifts from Coty to Employees**

Coty may, at its sole discretion, provide its own products as gifts to employees or provide entertainment to employees. If an employee receives such gifts or entertainment from Coty, they are for personal use only and cannot be sold or transferred by the employee.

f. **Gifts & Entertainment to Government Officials**

As a Coty representative you are prohibited to give gifts or entertainment to government officials.

g. **Gifts & Entertainment to Business Partners**

Coty employees or those acting on Coty's behalf may, on a case by case scenario, provide meals, gifts or entertainment to others as part of the conduct of business, as long as (i) the gifts do not violate local laws, regulations or industry codes to which Coty has agreed to adhere; (ii) do not violate the standards of the recipient's organization; and (iii) the provision of the meal, gift or entertainment does not go beyond common courtesies consistent with ethical business practices and their value does not exceed the equivalent of USD\$200,00 or the local currency equivalent to such amount.

When gifts are permitted, under the terms and conditions of this Code of Conduct, they must never be made on a regular or frequent basis. Cash or cash equivalent (such as vouchers or pre-paid cards for example) gifts are never allowed. Providing and receiving entertainment of a sexual nature or entertainment having sexual overtones is strictly prohibited.

You should not provide a gift, meal or other item of value if it might reasonably appear that you are trying to influence the recipient's judgment or actions in the performance of his or her duties, or if an appearance of impropriety would be created. If you have any doubts or concerns if you can or cannot receive a gift or entertainment offered to you always contact your local Compliance Officer, the Global Compliance function or Coty Hotline.

h. **Returning or Refusing Gifts and Entertainment**

Under certain business circumstances and cultures, rejecting a gift or entertainment is not possible and/or might harm our business relationship with specific clients due to their cultural behavior. Also, sometimes, returning the gift after it was delivered to a Coty facility is impossible or highly costly. If you are faced with one of these circumstances, please deliver the gift received to your local Compliance Officer or Human Resources so that it can be appropriately handled (such as through donation by Coty to a charitable organization or raffled between all employees, if possible).

10. **Prohibition Against Bribery of Government Officials**

Bribing foreign or domestic government officials is strictly prohibited and will not be tolerated. Any offer, payment, promise or transfer of anything of value (a "Thing of Value") to influence a Government Official to assist Coty in obtaining or retaining business or securing some other improper advantage is expressly





prohibited and will not be tolerated. Requesting or accepting a bribe, personal advantage or 'kickback' from foreign or domestic government officials is strictly prohibited and will not be tolerated.

In addition to any direct offers, payments and transfers of a Thing of Value made in violation of this policy, indirect offers, payments and transfers are equally prohibited. This means that an offer, payment or transfer of a Thing of Value that is made to a Government Official through a third party (agents, agencies, consultants, intermediaries, joint venture partners, distributors and third-party representatives acting on Coty's behalf) will involve the same risk and consequences for Coty and the Coty employee who has authorized the offer, payment or transfer as one made directly.

Further, an offer, payment or transfer of the Thing of Value to a family member, friend or other representative of a Government Official will involve the same risk for Coty and the Coty employee who has authorized the offer, payment or transfer as one made directly to the government official.

Coty is subject to the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and the anti-corruption laws of the nations in which Coty does business. Although the application of these laws may be complex, their central purpose is simple: to punish corporate entities and individuals who resort to bribery or corruption to obtain or retain business.

The laws to which Coty is subject generally contain an expansive definition of "Government Official". Under most such laws, government officials include:

- Elected or appointed officials, whether serving at the national, regional or local level of any government, anywhere;
- Officers and employees of state-owned (or even partially state-owned) or state-controlled entities;
- Persons who are acting for or on behalf of a government or state-owned (or even partially state-owned) or state-controlled entity;
- Political party officials as well as any person who is acting on behalf of a political party official;
- Candidates for public office as well as any person who is acting on behalf of a candidate for public office; and
- Any officer or employee of a public international organization such as the United Nations or World Bank as well as any person who is acting on behalf of an officer or employee of such an organization.

A Thing of Value is anything that the recipient might value, such as a financial or other advantage, including, but not limited to, cash, gifts, gift cards, valuable items with Coty's logo, electronic equipment, clothing, meals, entertainment, travel, lodging, transportation, loans, use of property or equipment, charitable donations to suggested charities, political contributions, club memberships, medical treatment and job or internship offers, etc.

This provision applies to all Coty directors, officers, employees, representatives and contractors, regardless of citizenship or location of employment. This provision also applies to agents, agencies, consultants, intermediaries, joint venture partners, distributors and third-party representatives acting on Coty's behalf.

Demands are often made in some countries to expedite specific government actions – that includes only actions or procedures to which Coty has a legal entitlement to. These situations are not considered payment



of a bribe under the terms of this policy. On the other hand, Coty specifically forbids the making of unlawful facilitation payments.

If you feel compelled to make a payment otherwise prohibited by this Code of Conduct to escape an imminent threat to your life, health or safety, you can proceed with such payment immediately. In these cases, you must, as immediately as possible, report that payment and details regarding the incident to your local Compliance Officer or Global Compliance function, in addition to local law enforcement officials.

11. Prohibition Against Private Sector Bribery

In addition to prohibiting the bribery of foreign and domestic government officials, Coty prohibits private sector bribery – promising, offering or giving money or anything else of value, as well as requesting or accepting money or anything else of value to prompt the recipient or some other person to violate his or her duty of loyalty to his or her employer.

The same rules and exceptions applicable to the bribery of foreign and domestic government officials are applicable to private sector bribery.

12. Political Contributions, Donations and Sponsorships

Coty will not, directly or indirectly, make a contribution or payment to or for the benefit of any political party or candidate for public office at any level, in any country. Coty will not reimburse political contributions made by Coty employees or representatives on behalf of Coty or not. Exceptions to these rules are only acceptable if previously approved by the Executive Committee and Global Compliance, after consulting with the Legal Department.

Coty might, on a case by case basis, donate products or make a charitable contribution or sponsor events. For the purposes of this Code of Conduct: (i) charitable contributions are any voluntary donations, in the form of cash or items of monetary value, to external parties; and (ii) sponsorships, which include any payment to a third party of money or in-kind services in exchange for which Coty receives promotional consideration, such as logo placement on printed materials; advertising placement; written or spoken acknowledgment; seats to attend a dinner and speaking engagement, or other forms of recognition.

All contributions must be transparent, and their function must be clear, plausible and documented. No contributions may be made to individuals or private accounts. No contributions may be made to organizations whose missions or objectives are incompatible with Coty business, or whose association with Coty could damage the company's reputation. All charitable donations and sponsorships should be managed and authorized by the most senior executive at the country level and local Compliance Officer.

13. Intellectual Property: Patents, Copyrights & Trademarks, Sensitive, Proprietary or Confidential Information

Employees who become aware of any unauthorized use or infringement of Coty's intellectual property should immediately notify the local compliance officer, the Global Compliance function or the Coty Hotline. Information that Coty develops in research, production, marketing, sales, legal, finance and other areas is



proprietary in nature, and its protection is essential to Coty's continued success. This confidential information and intellectual property may include, but is not limited to any formulas, method, process, trade secret, design, supplier and vendor information, pricing information, marketing and production plans, device or compilation of other proprietary information. Its loss through inadvertent or improper disclosure could be harmful to Coty and it must be protected by all Coty employees, should not be disclosed to outsiders, and access to it should be limited to those with a need to know only basis.

14. Company Confidential Information

Employees, former employees, consultants and suppliers are not authorized or entitled to use Coty's sensitive, confidential or proprietary information for their own benefit or advantage. For clarification purposes only, the purchase by you or someone you know of shares of a company based upon confidential information that you gained as a result of your work for Coty is strictly prohibited and in some countries is considered a crime – also, depending on the case, it may trigger severe disciplinary action by Coty, including termination of employment.

Coty respects your right to communicate on your own (or other employees') behalf concerning terms and conditions of employment. Nothing in this Code of Conduct is intended to interfere with your personal rights under any country's applicable laws, nor will Coty construe this policy in a way that limits such rights.

Only specifically authorized persons (for example, members of Corporate Affairs) are permitted to handle outside requests for Coty information, including but not limited to contacts with journalists and market advisors. You should consult with Corporate Affairs or Global Compliance function whenever there is a question concerning the disclosure of any Coty information.

The following activities are prohibited by your confidentiality obligations to Coty: (i) the unauthorized disclosure or publication of pictures of Coty products, displays, packaging and advertising; (ii) the unauthorized disclosure or publication of other creative, financial, branding, employment or other proprietary information that could be detrimental to the interests of the Coty; or (iii) posting of information concerning projects that you have worked on or pictures of products that you helped to develop that can violate rights granted to Coty in our licenses or other agreements with third parties. If you have any questions about the propriety of posting information on a website, social media or in a business solicitation, please check with your Manager, HR Business Partner, Global Compliance or Corporate Affairs.

15. Social Media Principles

We recognize that many of us are choosing to express ourselves by using social media platforms and functionalities, including Internet technologies such as weblogs, wikis, file-sharing, user-generated audio and video, virtual worlds and social networking sites such as Facebook, LinkedIn, TikTok, YouTube, Snapchat, Instagram, Twitter and any Coty-sponsored enterprise social media platforms. Coty values social media to drive innovation and allow communication with one another and to our partners and customers. However, our use of social media must comply with all applicable laws and this Code of Conduct, maintaining a high standard of integrity and discretion. As per Coty Social Media Principles, you should not establish or use personal social media accounts for any Coty-related business.



16. Disclosures, Use & Recording of Corporate Funds

Employees who are responsible for making Coty's periodic reports and other disclosures or who come into contact with some financial information concerning Coty have a duty to do so in such a manner that all entries in Coty's records give an accurate picture of the results of our operations and our financial position.

Coty discloses information to the public on a regular basis. Employees responsible for making Coty's periodic reports and other documents filed with the Securities and Exchange Commission (the "SEC"), or otherwise disclosed publicly, including all financial statements and other financial information, are responsible for preparing these disclosures in compliance with applicable securities laws and rules. Coty's SEC filings and other public communications should contain full, fair, accurate, timely and understandable disclosures.

Coty business records must be prepared accurately, conscientiously and in reasonable detail. They must reflect all transactions involving Coty and all other events that are the subject of a specific regulatory record-keeping requirement. All transactions must be executed in accordance with Coty's general or specific authorization and comply with generally accepted accounting principles.

You should not use Coty funds or assets for any unlawful purpose, and you are strictly prohibited from engaging, executing or facilitating in any money laundering activity. You are required to be vigilant and exercise good judgment in all of your activities involving Coty funds or assets, including customer transactions. You are expected to protect Coty's financial assets, such as cash, bank accounts and credit cards, guarding them against misuse, loss, fraud or theft, and only authorizing commitments, expenditures, borrowing or other financial transactions that are in line with your role. In keeping with this policy, no Coty employee or anyone acting directly or indirectly on behalf of Coty may:

- Establish or maintain an unrecorded fund or asset;
- Make false or artificial entries in the books or records; or
- Approve or make any payment with the intention or understanding that all or part of the payment will be used for a purpose other than the purpose that is described in the documents supporting the payment.

17. Insider Information

Coty employees and contractors who are aware of material information regarding Coty or another public company that has not been disclosed to the public (i.e., facts which may affect the market price for that company's securities and investors' decisions to trade therein) must hold that information in strict confidence, and refrain from buying or selling, or influencing the decisions of others to buy or sell, the securities of any such company until such information has been publicly disclosed and enough time has elapsed to allow investors to react to the information. "Tipping" is also a violation of our Code of Conduct, and you may be held liable for violating insider trading laws if you tip. Tipping occurs when you provide material, non-public information about a company to anyone else, including family members or friends, who then use that information to trade in a company's securities.



18. Company Documents

All company documents must be retained and discarded in accordance with Coty's document retention policy, which is available from the Legal Department. If you have any doubt as to whether a document should be retained, you should consult with the Legal Department before destroying it. Company documents include, but are not limited to, books, files, records, memoranda, emails, letters, computer discs, tapes, and other means of electronic storage, photographs, slides, transparencies, drafts and voicemails.

19. International Organizational Governance Standards

Coty is committed to following the global standards set by global inter-governmental organizations on the governance of large organizations and expects that all employees respect and follow the same standards. These include commitments to a number of international standards and guidelines relevant to corporate responsibility and business conduct, including United Nations (UN) Declaration of Human Rights (www.un.org); The Convention on the Rights of the Child (www.uno.org); The International Labor Organization (ILO) Fundamental Conventions (www.ilo.org); the Organization for Economic Co-operation and Development (OECD), Guidelines for Multinational Enterprises (www.oecd.org); and the UN Global Compact (www.un.org).

20. Fair Dealing & Compliance with Antitrust Laws

Each Coty employee and contractor must deal fairly with Coty's customers, suppliers, service providers, competitors, external advisers, employees and anyone else with whom he or she has contact while performing his or her job. Each Coty employee and contractor are prohibited from taking unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice.

Each Coty employee and contractor are forbidden to enter into agreements and practices in restraint of trade such as price fixing, boycotting suppliers or customers, predatory pricing intended to run a competitor out of business, unfair competition and attempts to monopolize a market. You must consult with the Legal Department prior to entering into any contacts with competitors not previously approved by the Legal Department, and also before engaging in any activities like those described above.

21. Gathering & Maintaining Competitive Information

You must obtain competitive information legally and ethically. You must also safeguard the information provided to us by business partners, suppliers and consumers. Gathering information about our product categories is essential to protecting our market position, but you must be careful to acquire information only in a legal, ethical and respectful manner. If a co-worker, customer or business partner has competitive information that they are required to keep confidential, you must not encourage them to disclose it. Be particularly mindful of this restriction when talking to new Coty employees about their former employers.

While conducting Coty business, if you become aware of confidential information about another company that has been inadvertently disclosed, seek guidance from the local Compliance Officer or Legal Department before dealing with this information.



22. Company Assets and Safeguard of Employee Information and Information Security

During the course of your employment, you may provide sensitive personal, medical and financial information to Coty. Coty is committed to protecting this information, whether in paper or electronic format as per its Global Data Privacy Policy. You should not access co-workers' sensitive information without specific authorization and only with respect to the requirements of the applicable law and Coty Global Data Privacy Policy. If you do have access to such type of information because of the nature of your job, you must strictly follow Coty Data Privacy Policy.

As users of Coty information technology systems, you are responsible for complying with the Information Security User Conduct Policy, available from Information Security. Subject to local legal requirements, Coty reserves the right to (i) monitor emails, Internet use, discussions via messaging apps like Teams, Zoom, Skype, Coty-related social media accounts or other postings about Coty from its employees, customers and business partners posted anywhere on the Internet; and (ii) monitor use of devices, take images of communications that you have sent or received on such devices and review such communications, to promote compliance with the laws to which we are subject.

As an employee you must ensure that all Coty physical assets and property are always protected, not damaged, misused or wasted. While you are working at Coty, you are expected to take proper care of Company equipment. Upon termination, you are expected to return all property belonging to Coty in proper working order. This includes, but is not limited to, laptops, mobile phones and other devices. Continued failure to return equipment may be considered theft by Coty and may lead to criminal prosecution.

23. Compliance with Trade Restrictions

Coty is subject to a variety of laws and regulations, imposed at both the national and international levels, restricting our business dealings with certain countries, entities and individuals. Compliance with such laws and regulations is mandatory. Any questions concerning whether we are entitled to do business with any country, entity or individual, including but not limited to sanctions, should be forwarded to your local Compliance Officer, the Global Compliance or Coty Hotline.

24. Compliance with Coty's Principles for Business Partners

Coty demands that its business partners (including its contractors, consultants, vendors and suppliers) conduct themselves with the utmost fairness, honesty and responsibility in all aspects of their business. As a general principle, our business partners are required to comply fully with all legal requirements applicable to the conduct of their business. We also demand that they comply with rigorous standards with respect to the manner in which they treat their employees and accept Coty's Supplier Code of Conduct, that reflects our principles and values.

