

## Kao Chemicals Europe, S.L.U.

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On behalf of : Kao Corporation, S.A.U. | Kao Chemicals GmbH | QuimiKao, S.A. de C.V. |  
Kao Chimigraf, S.L.U. | Kao Brasil, Ltda.



### SUSTAINABILITY POLICY

#### 1. Purpose

At Kao Chemicals Europe, S.L.U. (KCE), we have defined our sustainability policy based on our corporate philosophy "The Kao Way" and ESG strategy (Kirei Lifestyle Plan, KLP).

Our goal is to become an indispensable company to achieve sustainable growth for society and the industry, through the corporate motto "Sustainability as the Only Path".

This policy constitutes a framework for the sustainable development of the company and provides consistency to every decision made.

#### 2. Scope

The scope of this policy applies to all KCE affiliates. All employees, including directors, are requested to review and comply with it, as well as third parties with whom are legal relationships.

#### 3. Our commitments

Our company is committed to continuous improvement, following the ESG Vision and the Responsible Care Policy.

- Support and implement the Ten Principles of the UNGC, in the areas of human rights, labour, environment and anti-corruption practices, and contribute to the achievement of the Sustainable Development Goals (SDGs).
- Develop chemical products and solutions better for the people and the environment by using sustainable operations and processes.
- Have a positive impact on people and society, being respectful to human rights, health and safety, diversity and equal opportunities among others along to the entire value chain: employees, customers, partners, suppliers and other stakeholders.
- Respond to climate change by following the European Green Deal, the objectives of the Paris agreement and the goals from our KLP.
- Protect the environment (ecosystems and biodiversity) by a sustainable materials management, focusing on renewable energy and feedstocks, origin of materials and reducing waste.
- Ensure ethical, transparent and responsible behaviour in all business activities, following our Business Conduct guidelines.
- Establish processes for internal and external communication and collaboration, with all partners in our value chain, from suppliers to customers, to accomplish our sustainability commitments.

This policy shall be informed to all KCE affiliates and staff members, officially announced, and made available to the public.

Established on October 23, 2024

H. Hoshikawa

President & CEO, Kao Chemicals Europe