

German Supply Chain Due Diligence Act

Dear partner,

At Beiersdorf, we care for all employees along our entire value chain. This is an integral part of our **"CARE BEYOND SKIN" Sustainability Agenda**. Therefore, it is a high and non-negotiable priority for us, to demand and promote human rights and environmental due diligence within our own operations and along our supply chains.

We support the establishment of binding legal requirements such as the German Supply Chain Due Diligence Act, which came into effect on January 1st, 2023. Already in 2022, we intensively evaluated and adapted our internal and external policies and processes respectively.

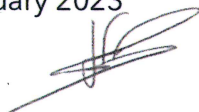
Please find enclosed an overview of our measures to comply with the Act:

- Beiersdorf has a global risk management system in place that considers social and environmental risks
- On an annual basis, dedicated risk analyses are conducted to identify and prioritize human rights and environmental risks in our own operations and in our supply chain
- Beiersdorf's internal and external codes of conducts were updated to fully comply with the requirements stated by the Act
- Selected and prioritized business partners are assessed or audited through internationally well renowned platforms and standards
- For our high-risk supply chains (e.g. palm oil), dedicated responsible sourcing programs are established to extend our impact beyond our direct suppliers along the supply chain
- All our global production centers are currently being audited according to the internationally recognized "SMETA-4-pillar" social audit standard
- Various grievance channels allow all employees along the value chain to raise complaints and concerns anonymously
- A global environmental policy and a global human rights policy have been launched on our corporate website
- Internal responsibilities for human rights due diligence have been defined
- All our staff is regularly trained on the content of our Employee Code of Conduct
- Procurement staff is additionally trained on the content of our Code of Conduct for Business Partners and dedicated human rights due diligence processes

An internal taskforce, consisting of representatives from the departments law, compliance, procurement and sustainability, meet on a regular basis to discuss the effectiveness of our human rights due diligence processes and to make necessary adjustments.

The above gives us confidence in our ability to meet all requirements set by the German Supply Chain Due Diligence Act. If you would like to learn more about our engagements, please visit our homepage or reach out to: procurement.sustainability@beiersdorf.com

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Jean-François Pascal
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