



Geneva, 12th April 2022

Statement from the L'OCCITANE Group regarding the list of companies operating in Russia by Dr. Jeffrey Sonnenfeld and his team at the Yale Chief Executive Leadership Institute

We strongly condemn Russia's unjustified and unprovoked invasion of Ukraine. We are shocked by the atrocities being committed against innocent civilians. There is absolutely nothing that can justify the crimes against humanity that we are all witnessing at the present time.

Since this company was created more than 45 years ago, we have always put people first. We have partners and employees in Ukraine and Russia, many of whom have been with us for 20 years and many of whom have relatives on both sides of the border. We are focusing on their safety.

We have significantly scaled back our company's operations in Russia. We have suspended all investments and expansion plans and we have suspended all shipments into Russia.

We have also discussed the possibility of closing our stores at length. However, considering the scale of the consequences that such a move could have for our employees, we have decided to keep our stores open. At this point, we cannot guarantee that our 700 employees in Russia will not face retaliation if we cease to operate in the country. We are particularly concerned for those of our employees who have relatives in Ukraine or who are of Ukrainian descent.

As a company focusing on people, we cannot take this risk with a clear conscience, and we therefore will not do so.

At the same time, we are firmly committed to our partners and their employees in Ukraine. Along with our charity work, including a company donation of €260,000 to UNICEF, we will launch an internal sponsorship program to provide the employees of our distributor in Ukraine with an income.

We have reached out to the authors of the Yale Chief Executive Leadership Institute list to share our position and clarify our stance.

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About the L'OCCITANE Group

The L'OCCITANE Group is an international group that manufactures and retails beauty and well-being products that are rich in natural and organic ingredients. A global leader in the premium beauty market, the Group has more than 3,000 retail outlets, including more than 1,500 owned stores, and is present in 90 countries. Through its seven brands the Group offers new and extraordinary beauty experiences, using high-quality products that respect nature, the environment and the people in it.