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RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR AND CHANGE IN COMPOSITION OF BOARD COMMITTEES

RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Directors**”) of L’Occitane International S.A. (the “**Company**”) hereby announces that Ms. Valérie Irène Amélie Monique Bernis (“**Ms. Bernis**”) has tendered her resignation as an independent non-executive Director, with effect from 1 January 2023. Together with Ms. Bernis’ resignation from our Board, she will also step down from her positions as member of the audit committee of the Company (the “**Audit Committee**”), nomination committee of the Company (the “**Nomination Committee**”) and sustainability committee of the Company (the “**Sustainability Committee**”).

Ms. Bernis’ departure from the Board reflects her desire to focus more on her personal pursuits as well as other business interests. Ms. Bernis has confirmed that she has no disagreement with the Board and there is no other matter relating to her resignation that would need to be brought to the attention of the shareholders of our Company or The Stock Exchange of Hong Kong Limited.

The Board sincerely thanks Ms. Bernis for her service and contribution to our Company and wishes her well in her future endeavours.

APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

In light of Ms. Bernis’ departure, the Board wishes to welcome Mrs. Christèle Hiss Holliger (“**Mrs. Hiss Holliger**”), who will fill in the vacant seat on the Board and act as our new independent non-executive Director, with effect from 1 January 2023.

Mrs. Hiss Holliger, aged 50, has extensive experience in asset management and client relationship, and in people management. She is currently the Global Head of Human Resources for the Pictet Group, managing teams in Switzerland, Asia, London, Luxembourg and Nassau. She is also a member of the Pictet Group Executive Committee and a director of Bank Pictet SA board of directors. She moved to a Human Resources role in 2017 after a 20-year career in asset management and client relationship, with the intention to position Human Resources as a strategic partner to the business. Prior to that, she was the chief executive officer of Pictet Asset Management (Singapore) Pte Ltd, overseeing its activities in Singapore and responsible for Southeast Asian institutional clients. Before relocating to Singapore, she was Head of Institutional Clients in Geneva, managing a team of client relationship managers and covering strategic institutional clients. Mrs. Hiss Holliger became the first female Equity Partner of the Pictet Group in 2016 and was a strong advocate for diversity & inclusion initiatives. Mrs. Hiss Holliger graduated in 1992 with a Master of Science Degree in Business Management from EDHEC Business School (France) and obtained the Federal Diploma for Financial Analyst and Portfolio Manager (CIIA/CFPI, Switzerland) in 1997.

Save as disclosed above, Mrs. Hiss Holliger does not hold any position with the Company or any other member of the Group, nor has any directorship in other listed public companies in the last three years and other major appointments and professional qualifications. Mrs. Hiss Holliger does not have any relationship with any Directors, senior management, substantial shareholders or controlling shareholders of the Company.

Mrs. Hiss Holliger has confirmed that she meets the independence criteria as set out in Rule 3.13 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong (the “**Listing Rules**”).

Mrs. Hiss Holliger has entered into a letter of appointment with the Company for a term of three years with effect from 1 January 2023, subject to retirement by rotation and re-election in accordance with the Listing Rules and the Company’s articles of association. Mrs. Hiss Holliger is entitled to an annual director’s fee of €25,000, and additional emolument for serving the committees of the Board. Such remuneration is determined with reference to the Company’s current terms and policies, as well as the prevailing market conditions.

As at the date of this announcement, Mrs. Hiss Holliger does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

CHANGES TO THE COMPOSITION OF THE BOARD COMMITTEES

The Board further announces that following the resignation of Ms. Bernis and the appointment of Mrs. Hiss Holliger as an independent non-executive director, the changes in composition of the Board committees are as follows:

Audit Committee

Ms. Bernis will resign as a member and Mr. Thomas Levilion will be appointed as a member of the Audit Committee.

Remuneration Committee

Mr. Jackson Chik Sum Ng will resign as the chairman and Mr. Charles Mark Broadley will resign as a member of the remuneration committee of the Company (the “**Remuneration Committee**”). Mrs. Hiss Holliger will be appointed as the chairwoman and Ms. Betty Liu (“**Ms. Liu**”) will be appointed as a member of the Remuneration Committee.

Nomination Committee

Ms. Bernis and Mr. André Hoffmann will resign as members and Ms. Liu and Mrs. Hiss Holliger will be appointed as members of the Nomination Committee.

Sustainability Committee

Ms. Bernis will resign as a member and Ms. Liu and Mrs. Hiss Holliger will be appointed as members of the Sustainability Committee.

By order of the Board of
L’Occitane International S.A.
Reinold Geiger
Chairman

Luxembourg, 30 November 2022

As at the date of this announcement, the executive directors of the Company are Mr. Reinold Geiger (Chairman), Mr. André Hoffmann (Vice-chairman and Chief Executive Officer), Mr. Karl Guénard (Company Secretary) and Mr. Séan Harrington (Chief Executive Officer of ELEMIS); Mr. Thomas Levilion as Non-Executive Director and the independent non-executive directors of the Company are Mrs. Valérie Bernis, Mr. Charles Mark Broadley, Ms. Betty Liu and Mr. Jackson Chik Sum Ng.