



Groupe L'OCCITANE

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE
FY2025 REPORT

**RAPHAËLLE
ARCHAMBEAUD-SICOT**

Chief Sustainability Officer,
L'OCCITANE Group

Our financial year FY2025, which closed at the end of March 2025, was a year of great change. In the preceding 12 months, we experienced huge shifts in the sustainability landscape. Externally, support for key concepts such as ESG and DE&I has weakened, while the EU CSRD Omnibus, announced in February 2025, created uncertainty around the timeline and implementation of enhanced reporting requirements. Despite this, L'OCCITANE Group remains proactive in advancing its sustainability agenda.

As a proud B Corp™ since 2023, we are committed to continuous improvement in sustainability and resilience, ensuring external uncertainties do not compromise our approach. We value sustainability regulations for aligning industries, surfacing common challenges and driving collective action, and we support swift progress toward a pragmatic regulatory framework.

In 2024, the controlling shareholder took the decision to privatise the Group, delisting it from the Hong Kong Stock Exchange. This has been a moment of reflection on the overall business model, strategy and approach, and we have reaffirmed sustainability as an essential part of how we create, produce, and sell our products.

L'OCCITANE Group, as a house of brands, aligns on core topics such as climate, biodiversity, human rights, and living wages, while individual brands are driving sustainability topics relevant to their products and consumers, and local markets.

On climate, we maintained our emissions reduction trajectory. L'Occitane en Provence, our

heritage brand, enhanced its emissions reduction roadmap with predictive projections for phasing out natural gas and reducing airfreight.

We launched our L'OCCITANE Group Biodiversity Strategy at COP16. As a silent stakeholder in our value chain, we rely on Nature for many of our products, and as such, we contributed to the Science-Based Targets for Nature initiative as a pilot company. We also supported the Action for Sustainable Derivatives initiative (ASD) to improve palm and coconut oil traceability, enhancing our positive land footprint, engaging suppliers and driving benefits through Nature Impact Funds. Today, 100% of L'Occitane en Provence's iconic ingredients are sourced from projects that support organic or regenerative agriculture, reflecting our commitment to restoring ecosystems while maintaining product excellence.

Human rights, in our own operations and supply chain, remain a key focus. We onboarded a Human Rights Lead for supply chain, launched a new Human Rights Policy, and created a Speak Up hotline to report and address grievances anonymously and centrally.

One of our greatest FY2025 achievements is providing 98% of our own workforce, whether in factories, shops or offices, with a certified Living Wage. We will now focus on evaluating living wage within our supply chain.

Regretfully, not all our targets are on track. Our plastic and packaging targets may take a further two years to complete. Our promise is that we will continue to

search for the right solutions to move forward and drive progress on plastic, packaging and recyclability.

We conducted our first double materiality assessment in FY2025 and are reporting against the ESRS Standards identified as material to L'OCCITANE Group. As a company that has evaluated our material impacts and managed them for many years, this additional financial risk and opportunity lens gave us a valuable new perspective.

In FY2025, we significantly expanded our philanthropic efforts, more than doubling contributions from the previous year. Group-wide philanthropic investments reached €12.4 million, up from €6.2 million in FY2024. This growth was driven in part by the launch of the Sol de Janeiro Foundation, which invested €5 million in its first year to support social impact initiatives. Our contributions included €9.9 million in financial donations, €1.9 million in in-kind product support, and €645,000 in employee volunteering, taking an impressive step forward in our philanthropic ambition.

B Corp remains at the heart of our sustainability efforts. All Group brands are actively engaged in the process of achieving B Corp certification within a given time period. In FY2025, Sol de Janeiro and Dr. Vranjes Firenze were progressing through certification and recertifications are on track to submit in FY2026. We welcome the new B Corp Standards, which will again raise the bar for purpose-driven business.



PROGRESSING THROUGH COLLECTIVE ACTION

At L'OCCITANE Group, we strongly believe in the power of collective action, which is why we maintained and deepened our coalition and partnership efforts throughout FY2025.

Reinforcing thought leadership on Nature-Positive business:

- launch of the second edition of the Group Biodiversity Strategy, presented at the B4N #NowforNature masterclass during COP16;
- participation in New York Climate Week;
- participation in the World Living Soils Forum, supported by the mobilisation efforts of the Agroecology and Fair-trade collective;
- L'Occitane en Provence partnering with the French Muséum d'Histoire Naturelle to develop a biodiversity credits methodology and joining a pilot project on biodiversity certificates with the International Advisory Panel on Biodiversity Credits (IAPB), ahead of COP16;

- support for the IUCN Red List campaign through the creative campaign L'Occitane en Provence x IUCN Red List: *'The most iconic things are not things'*, celebrating the 60th anniversary of the IUCN Red List;
- L'Occitane en Provence joining the WWF Lab Transitions Nature, a testing ground for companies committed to the SBTN pilot.

Joining the B Corp™ Beauty Coalition

L'Occitane en Provence joined the B Corp Beauty Coalition, a group of 90+ B Corp-certified beauty brands, including ELEMIS, which is already a member.

Continuing partnership with Nature Impact Funds

L'OCCITANE Group continued its engagement with Livelihoods and the Mirova Climate Fund for Nature.

Collaborating to reduce beauty waste

From October 2024 to June 2025, Melvita took part in the 'Cosmetics and Reuse' coalition, a pilot programme run in partnership with Citeo and other

leading brands to reduce the environmental impact of cosmetic packaging. In March, ELEMIS joined forces with The Sustainability Beauty Coalition and participated in the Great British Beauty Clean Up, a nationwide industry collaboration that tackled beauty waste.

Reinforcing mental health and self-esteem

Erborian renewed its partnerships with key organisations, focusing on mental health and self-esteem, such as Mental Health First Aid (MHFA).

Supporting children and women

Sol de Janeiro partnered with the Girls Opportunity Alliance (GOA) to help address urgent issues such as gender-based violence, menstrual health, and barriers to education. Dr. Vranjes Firenze partnered with Dynamo Camp, a non-profit association that promotes holiday camps worldwide, specially designed for children affected by serious and chronic pathologies.

Co-creating 'Fresque de la Cosmétique Responsable'

L'Occitane en Provence co-created the 'Fresque de la Cosmétique Responsable' with La Fédération des Entreprises de la Beauté (FEBEA) and three other cosmetic companies. This interactive tool helps explore cosmetic value chains, assess social and environmental impacts, and identify best practices.

Advocacy for CSRD and CS3D

L'OCCITANE Group reaffirmed its support to the CSRD and CS3D through Mouvement Impact France (MIF) and the UNGC, in the context of the 'Omnibus package' by showing support for the #FuturCSRD coalition with MIF.

FY2025
SUSTAINABILITY
PERFORMANCE
OVERVIEW

B CORP™ CERTIFICATION

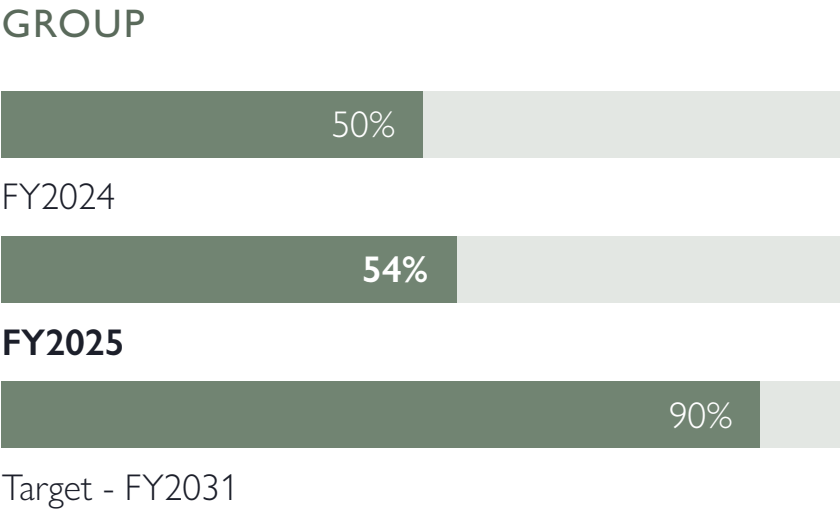
Certified

B

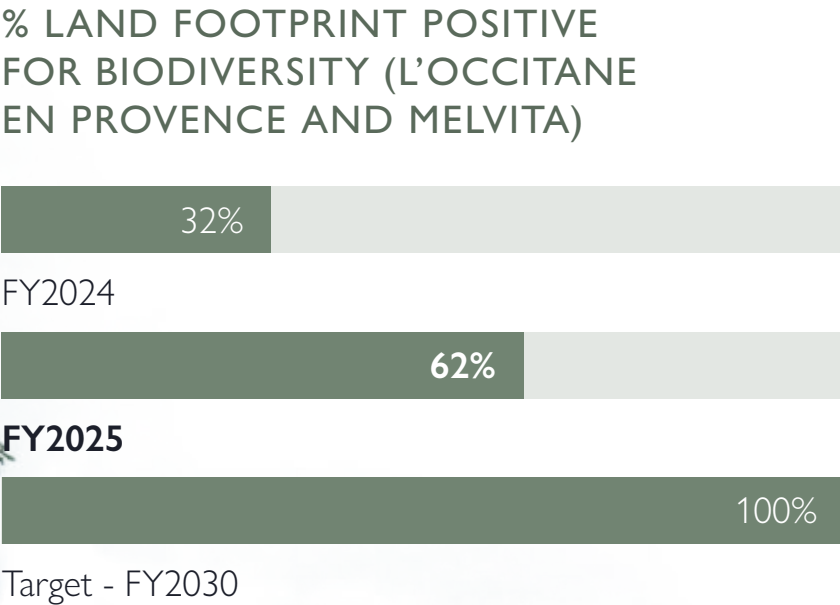
Corporation

- L'OCCITANE Group certified as B Corp
- Recertification pathway involving all brands is ongoing

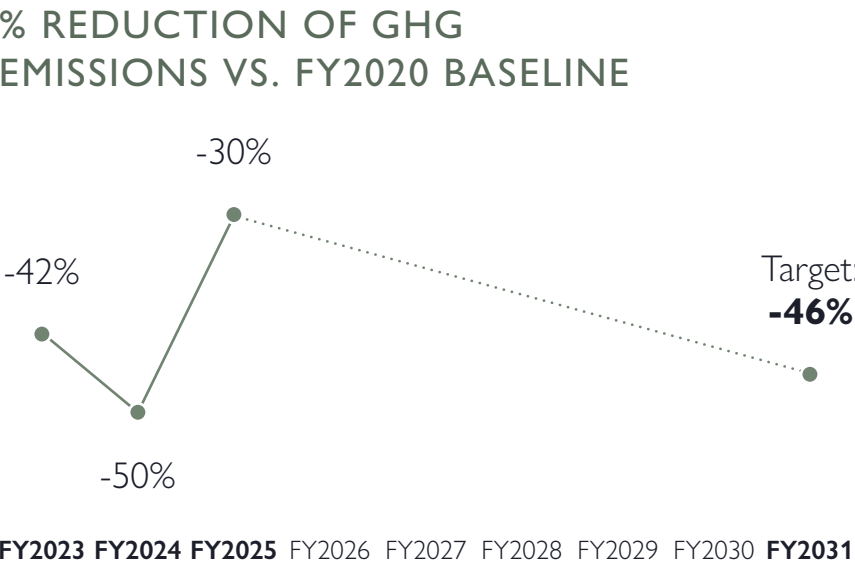
TRACEABILITY OF PLANTS
CONTAINED IN RAW MATERIALS



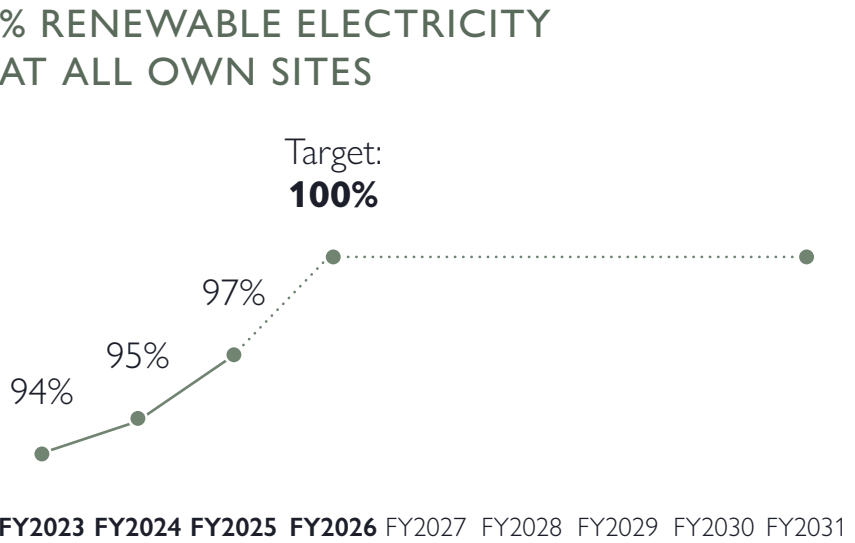
RAW MATERIALS IN
REGENERATIVE AGRICULTURE
AND/OR ORGANIC CERTIFIED



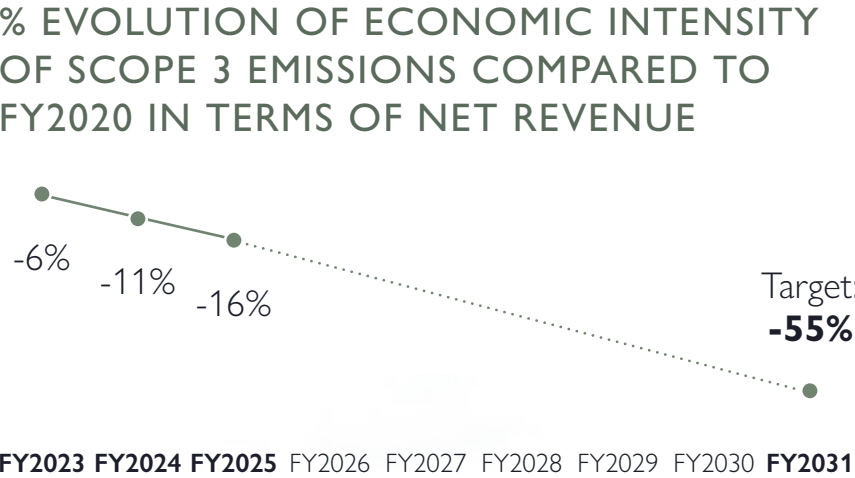
SCOPE 1



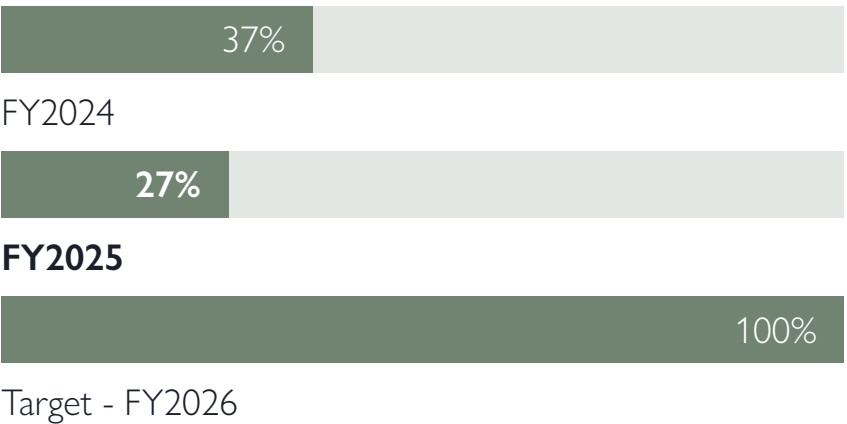
SCOPE 2



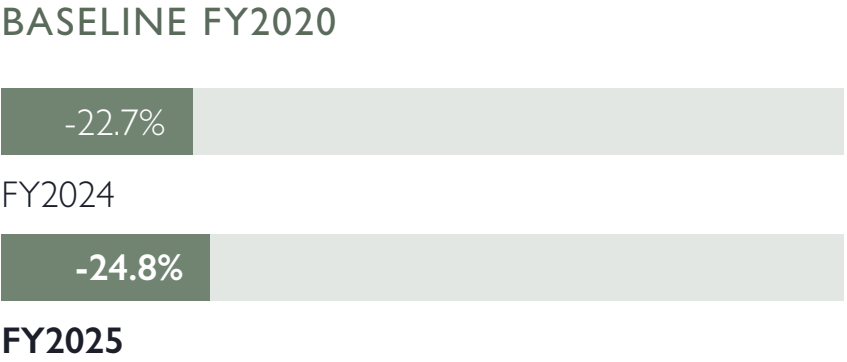
SCOPE 3



RECYCLABLE OR REUSABLE
PLASTIC PACKAGING



% REDUCTION IN WATER
CONSUMPTION INTENSITY
PER TONNE PRODUCED



LIVING WAGE CERTIFICATION

Group employees are paid at Living Wage
certified by a third-party during FY2025





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ESRS 2

GENERAL DISCLOSURES

Groupe
L'OCCITANE

90
countries worldwide

3,000
retail points of sale

1,500
own stores

>9,000
full-time employees

€2.8 billion
net revenue

BP-1

ABOUT L'OCCITANE GROUP

L'OCCITANE Group is an international multi-brand company that manufactures and retails premium beauty and wellness products. The Group operates in 90 countries worldwide and has 3,000 retail points of sale, including over 1,500 of its own stores, with a workforce of more than 9,000 full-time employees. Within its portfolio of premium beauty brands that champion natural ingredients are: L'Occitane en Provence, Melvita, Erborian, L'Occitane au Brésil, LimeLife, ELEMIS, Sol de Janeiro, and Dr. Vranjes Firenze. With its nature-positive vision and entrepreneurial ethos, L'OCCITANE Group is committed to investing in communities and biodiversity, reducing waste and finding sustainable solutions to create a better and healthier planet. The Group's mission statement is: *'with empowerment we positively impact people and regenerate nature'*. L'OCCITANE Group is a certified B Corporation™.

ABOUT THIS REPORT

This report marks the first step in aligning L'OCCITANE Group's ESG reporting with the European Sustainability Reporting Standards (ESRS) disclosures, and the Corporate Sustainability Reporting Directive (CSRD). Following recent legislative changes (such as the Omnibus approval of the 'stop-the-clock') and the Group's preparatory efforts for CSRD, the Group publishes this report for the 2025 financial year (FY2025), covering 1 April 2024 to 31 March 2025, as an interim step. It focuses on the Group's sustainability performance and strategic progress,

presenting material environmental, social and governance impacts, risks and opportunities across the value chain. This report demonstrates L'OCCITANE Group's commitment to sustainable transformation, including the publication of a CSRD-compliant report by 2028.

The scope of this report covers:

- Consolidated indicators for L'OCCITANE Group, covering all brands and entities. LimeLife is excluded from the scope of this report, as it only accounts for 1% of the Group's total net revenue¹.
- When an indicator applies only to a specific scope, the parameter is specified.

Changes in FY2025

On 16 October 2024, L'OCCITANE Group completed the voluntary delisting of its principal entity, L'Occitane International S.A., from the Hong Kong Stock Exchange.

In 2024, L'OCCITANE Group conducted its first ESRS-aligned Double Materiality Assessment (DMA), resulting in a new methodology that is not directly comparable with those used in previous years.

Looking ahead

Sustainability is at the core of the Group, which aims to create a positive impact on people and the planet through its brands. The Group will continue to thrive as a global leader for entrepreneurial brands. Its portfolio of premium beauty and wellness brands – each with its own distinct identity and purpose – is collectively guided by a united mission and shared values.

¹ In this report, net revenue is equivalent to net sales, which is net of value-added tax, returns, rebates and discounts and after eliminating intragroup transactions

SBM - 1
STRATEGY, BUSINESS MODEL AND VALUE CHAIN

L'OCCITANE Group's sustainability strategy seeks to: positively impact people, positively impact nature and engage key stakeholders on sustainability.

In line with this strategy, the Group's commitment to people and nature began with the founding of the business, and since then, its journey to becoming a B Corp™ highlights the commitment and progress made in fulfilling its sustainability strategy and mission.

L'OCCITANE Group has been B Corp certified since August 2023, following a two-year certification process. Since then, the Group has been using the B Impact Assessment™ to rigorously evaluate its impacts on governance, employees, communities, customers and the environment.

The Group's long-term sustainability approach as a B Corp includes:

- Purpose: L'OCCITANE Group has amended its Articles of Association to include social and environmental considerations.
- Compensation: incentives for all corporate employees to drive sustainability performance.
- Actions: reducing environmental impacts at production sites through investments in solar panels and closed-loop water systems.
- Biodiversity: tracing raw materials to their country of origin, promoting regenerative farming practices, and investing in two carbon funds that support carbon sequestration while enhancing biodiversity and supporting local communities.
- Circularity: developing recyclable and recycled packaging, promoting product refill options, and implementing in-store empties take-back programmes.
- Climate plan: SBTi-approved commitment to contribute to limiting global temperature rise to 1.5°C above pre-industrial levels, reflecting the Group's long-standing

commitment to renewable electricity and its progressive transition away from fossil fuels across all its operations.

- Responsible purchasing: engaging 1,500 strategic partners globally through EcoVadis and the #NotJustSuppliers programme.
- Employee engagement: annual survey via CultureAmp.
- Parental leave: policy and DE&I Ambassadors programme rolled out across most geographies.
- Living wage: all employees paid at or above a certified living wage family threshold.

For a company of L'OCCITANE Group's size and scale, achieving B Corp certification is a unique marker of leadership that underlines its ongoing commitment to sustainability. With recertification required every three years, the Group aims to be an active member of the global B Corp community, pursue certification for more recently acquired brands, including Sol de Janeiro and Dr. Vranjes Firenze, by 2026, and complete recertification of already-certified brands.

L'OCCITANE Group's brands

The premium beauty brands within the Group all have a unique identity, a sense of purpose, and a genuine desire to make a positive difference to people and the planet. The Group's management are passionate about helping the brands to improve and grow – including support for the brand's many international philanthropic projects which aim to improve environmental protection, education, health, self-esteem, and the empowerment of women and communities. With nature as their inspiration, all brands in L'OCCITANE Group are committed to helping their customers make more sustainable choices, to help create a better future for all.

NET REVENUE BY BRANDS

90%
of Group net revenue from the largest brands: L'Occitane en Provence, Sol de Janeiro and ELEMIS

NET REVENUE BY GEOGRAPHY

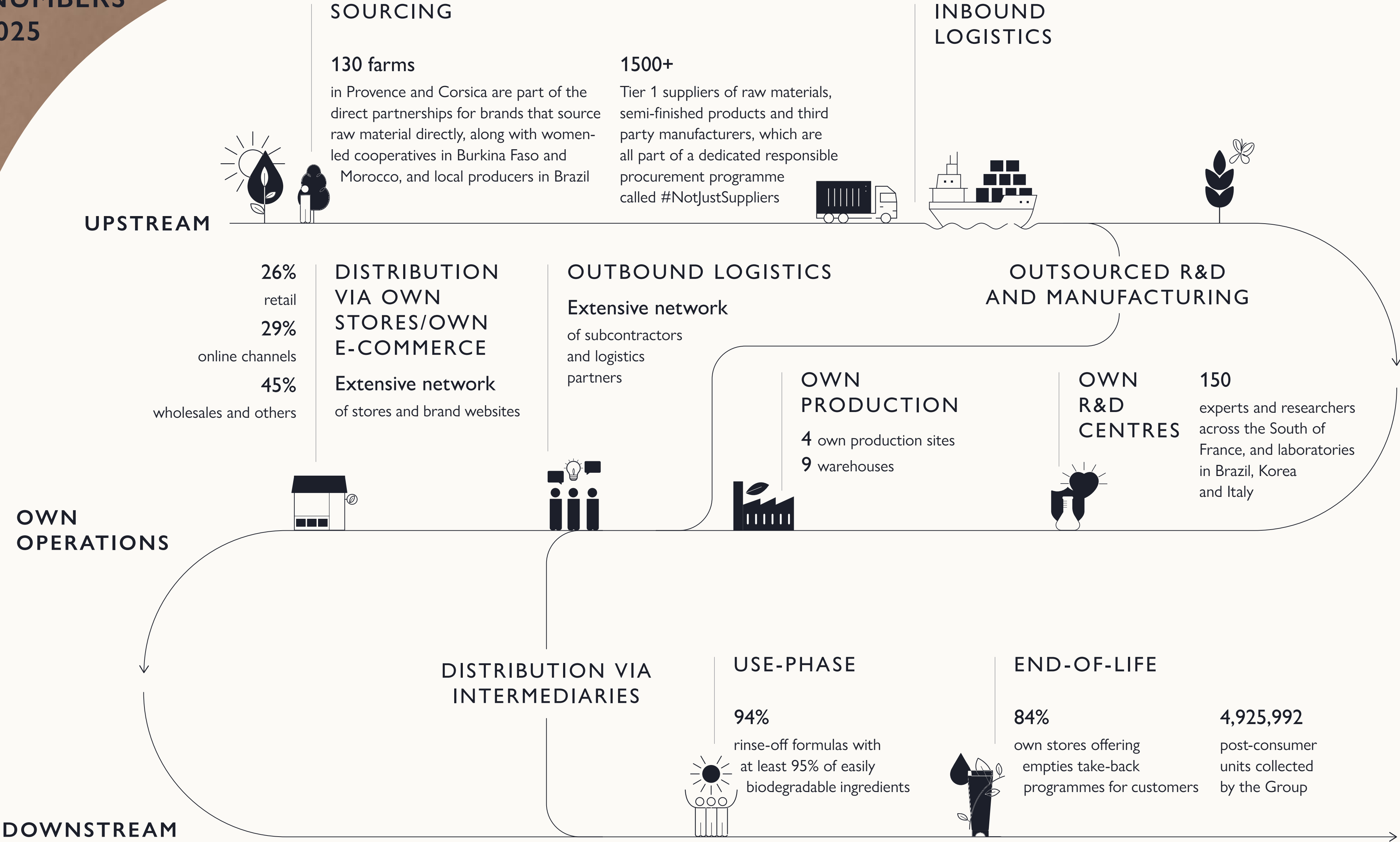
46%
Americas
30%
Asia
24%
EMEA

Value chain

L'OCCITANE Group's value chain includes brands that source raw materials directly and those that purchase finished goods from third-party manufacturers. For Group brands that purchase raw materials directly, this integrated approach ensures that all raw materials undergo stringent controls exceeding global regulatory and safety standards. Quality inspections are conducted at every stage of the product development process – from the receipt of raw and packaging materials to formulation, manufacturing, and final product release. For brands that work with third-party manufacturers, the Group enforces equally rigorous quality requirements, ensuring that all partners uphold the same high standards throughout production.



VALUE CHAIN
IN NUMBERS
FY2025



DOUBLE MATERIALITY ASSESSMENT

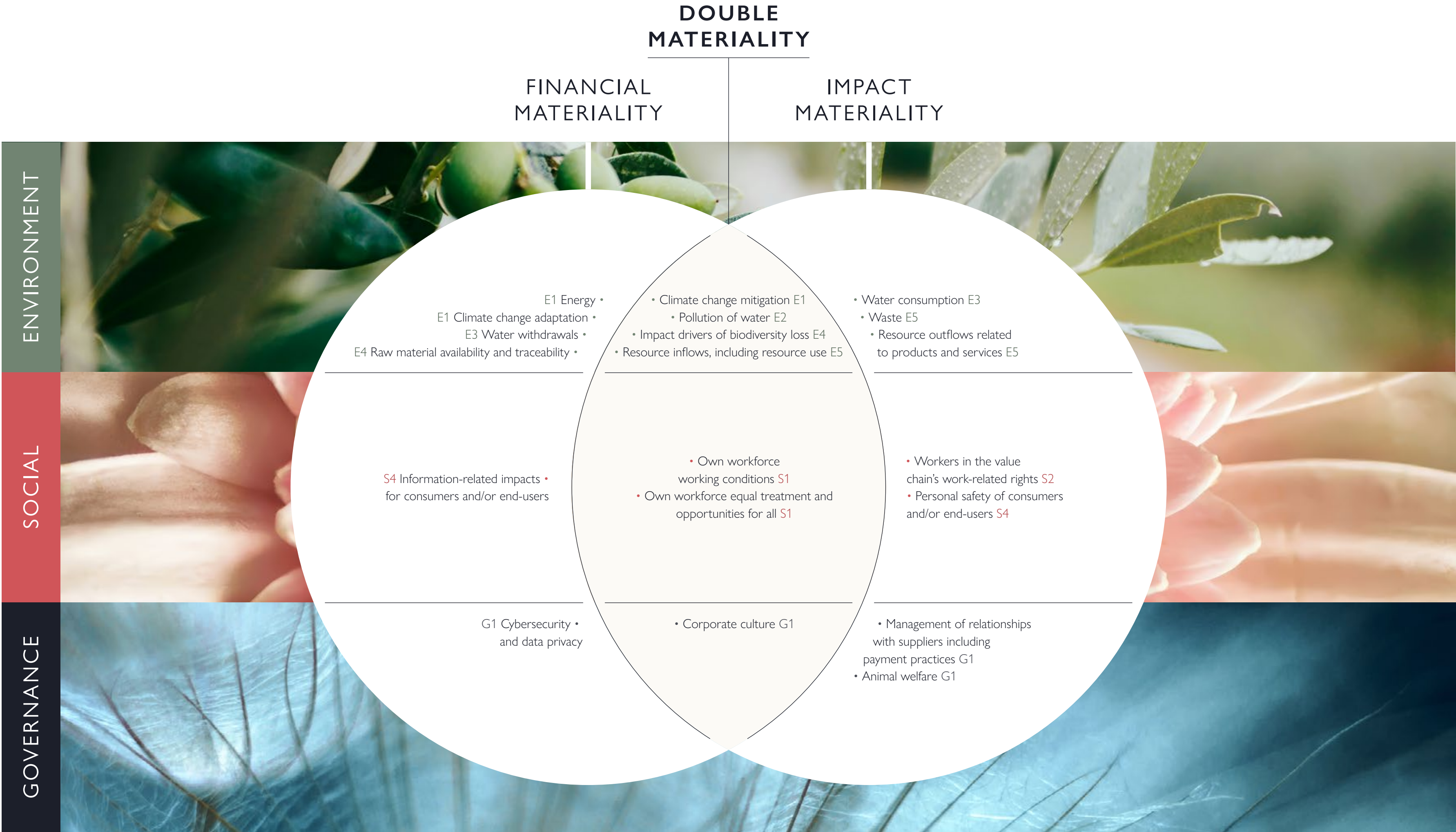
Since 2015, L'OCCITANE Group has conducted impact materiality assessments to better understand and manage its sustainability priorities. In 2024, the Group conducted its first-ever CSRD-aligned Double Materiality Assessment (DMA) to identify sustainability-related topics, impacts, risks, and opportunities deemed material for ESRS reporting. This DMA was reviewed by a third party, which highlighted areas for improvement in future iterations.

For the Group, a sustainability topic is considered material if it meets the criteria for impact materiality, or financial materiality, or both. There are nine ESRS topics that are material for L'OCCITANE Group (E1, E2, E3, E4, E5, S1, S2, S4 and G1).

While philanthropy is not considered a material topic under the ESRS framework, we have included a section on philanthropy in this report, outlining how our brands continue to actively support meaningful causes through funding, resources, and employee volunteering.

To support navigation of the Group's ESRS disclosures, an ESRS Content Index is provided on page 93, guiding readers to relevant sections.

Looking ahead, the Group will continue to improve its DMA process, revising it annually, and closely monitor the material impacts, risks, and opportunities (IROs).



Identifying and measuring impacts, risks and opportunities

L'OCCITANE Group expanded its assessment of IROs and, in line with recommendations from ESRS 1, aligned them with the set of ESRS topics, sub-topics, and sub-sub topics. During the DMA process, the Group focused on identifying both actual and potential environmental, social and governance impacts, both positive and negative, across its entire value chain and over multiple time horizons (short-, medium- and long-term).

Positive impacts were defined only as those having a clear benefit to people or the environment. Actions taken to mitigate or address negative impacts were not considered as positive impacts.

The Group analysed and prioritised each IRO based on both impact and financial materiality. Entity-specific disclosures were not applied; instead, all identified IROs were reported in accordance with ESRS disclosure requirement wherever possible.

As an initial guide, L'OCCITANE Group used a risk scoring approach aligned with ESRS requirements. This included input from stakeholders and considered severity, scope, irremediability and likelihood for impacts, as well as tailored financial risk and opportunity scoring based on the Group's risk management framework.

Stakeholder engagement

During the IRO identification phase, L'OCCITANE Group conducted a stakeholder consultation process which included an online survey distributed to a broad group of internal and external stakeholders. The aim was to gather stakeholders' input on the initial list of identified ESG topics, understand which ESG topics stakeholders prioritise, and capture their expectations regarding the Group's sustainability commitments. Further details are provided in the next section, SBM-2.



SBM-2
INTERESTS AND VIEWS OF
STAKEHOLDERS

L’OCCITANE Group values the concerns of and ongoing dialogue with its stakeholders, which is also a critical step in the Group’s double materiality assessment (DMA) process. For the purpose of the DMA, the Group conducted stakeholder consultations with employees, customers, industry associations and NGOs.

STAKEHOLDERS	WHY WE ENGAGE	HOW WE ENGAGE	KEY TOPICS AND EXPECTATIONS
Owners, shareholders and investors	We engage them on the sustainability strategy, and performance of the Group, with a focus on long-term positive impact and the triple bottom line model.	Reporting, answering questions, organising face-to-face meetings, results presentation once a year, dedicated contact for investors.	Strategy and vision (business and sustainability), sustainability performance, ESG reporting, sustainability projects valorisation, positive impact and SDGs.
Employees	We value employee feedback so we can improve our processes and ways of working. This also helps us find out about potential concerns in a proactive manner, to nurture our talent, to attract new talents and to promote our company's values.	Sociabble (internal social media), surveys (Culture Amp), town hall with top management, headquarters and external speakers, solidarity events (Race For Equity), roll-out of agile way of working and flexible working among the whole Group.	Business strategy, customer expectations, health and wellbeing, career development, social benefits, diversity and inclusion, sustainability, values, transparency, ethics, fairness, feel included in the decision-making process, be heard, feel respected and valued, have a voice.
Customers	Customer satisfaction and engagement are a top priority, we value their feedback on the products and on the brands experiences online or in stores. We also engage them on sustainability, inviting them to recycle or to buy eco-responsible products, through communications, stores, dedicated pop-up stores or experiences.	Social media listening, customer data analysis, interviews with beauty advisors, trend analysis, focus groups, customer service, questionnaires, dedicated Centre to test formulas. Qualitative and Quantitative market research, whitespace opportunity analysis, trend analysis, Design Thinking, Test and Learn.	Product safety, efficiency and quality, transparency on formula (ingredients, sourcing, naturality), product eco-design, environmental and social footprint of products, responsible sourcing, brand experiences beyond products, human rights, ethical business practices.
Suppliers	We engage on various topics so we can together raise the bar on sustainability performance and support our suppliers in overcoming challenges. Suppliers also help us manage our risks, collect ESG data, and improve traceability. This engagement is important to improve the livelihoods of smallholder farmers but also to secure supply of key naturals.	Sustainable Ingredient team for direct local sourcing, Responsible Procurement Team leading the #NotJustSuppliers programme (CSR criteria in supplier selection, performance review, risk management and innovation), partnership programme, member of Responsible Beauty Initiative of EcoVadis, Global and local Purchasing organisation #OneTeam. Sustainable communities' programme, nine employees dedicated to daily contact with local producers, Fair trade certification, Regenerative agriculture and Fair-trade farmer collective in France and Corsica, forums with producers.	Innovation with a focus on sustainable innovation, CSR performance, alignment with our Sustainability strategy, resilience, contribution to the SDGs.
Local communities	Local communities are key in our People, Nature, and Climate ambitions. We aim to generate a positive impact for local communities where we operate and where we source.	Through the L'Occitane en Provence Foundation, the Sol de Janeiro Foundation, and other brand-led philanthropic initiatives. Activities include donations (funds and products) to local communities and NGOs, in both sourcing areas and operational subsidiaries. We also invest in a Carbon-Nature Fund, aiming to generate positive impacts for local communities.	Sustainable agriculture, livelihoods, know-how, landscape preservation, family farming. Access to health, education, training and security.
Industry associations and coalitions	Influence and transform business ecosystem and value chain towards more sustainable practices. We also closely monitor regulatory evolutions. Visibility, knowledge, best practices, business opportunities.	Meetings, conferences, calls, advocacy, membership, workshops.	Regenerative agriculture and Biodiversity (OP2B), Plastic (EMF), Climate (B Corp™ Climate), Regulation (IIVS, ...), Procurement, and Women leadership and network.

STAKEHOLDERS	WHY WE ENGAGE	HOW WE ENGAGE	KEY TOPICS AND EXPECTATIONS
NGOs and non-profit organisations	We undertake actions at global and local levels on projects related to our responsible sourcing activities. We are also active on issues related to sanitation, biodiversity, climate and human rights. We also build relationships with NGOs to support them for philanthropic matters, globally and locally.	Ongoing dialogue, face-to-face meetings, representation in governance (for instance within the Foundation's board), participation in conferences, webinars, training, collaborative projects, partnerships and philanthropic support (mostly through monetary and product donations), common communication and valorisation operations.	Value environmental and social impact, support to rights-holders. When it comes to our philanthropic commitment, support NGOs to participate in sustainable agriculture, landscape preservation, family farming, access to health, education, training and security.
Government	We engage in positive advocacy to help create enabling conditions and secure funding for our responsible agenda at both national and local levels. We monitor and participate in the development of EU regulations to promote our vision of natural and sustainable cosmetics. Our senior leaders also take an active role on the global stage to advocate for responsible business, particularly within the UN ecosystem.	Ongoing dialogue, meetings, advocacy.	Our approach to regenerative agriculture, to sustainable cosmetics, business contribution to the SDGs, regulations.
The Planet / Nature	We are a company dependant on nature and plants to create products and services. We want to become a nature positive and Carbon Net Zero company. The Group's ambition is to measure and reduce its impacts on biodiversity and climate change, and also generate biodiversity on the equivalent of the areas impacted by its activities and contribute to carbon sinks projects with high value on biodiversity.	We maintain a close connection to nature through our dedicated agronomist team. Some of our manufacturing sites are located in natural ecosystems, and close to local farmers, which helps us stay grounded in and responsive to the realities of soil, climate, and biodiversity. This proximity allows us to better understand the expectations and signals of nature and to integrate them into our practices. We engage with nature by promoting regenerative and sustainable agriculture in the plant production sectors used in our cosmetic products, and by reducing the GHG emissions and water impact of our activities. We also contribute to the preservation and regeneration of ecosystems, including forest areas and wetlands, and support the development of carbon sinks and water stewardship initiatives, particularly in sensitive regions such as Indonesia.	Measurement, reduction of our impact on biodiversity and climate change. Regeneration, restoration, conservation on our impact location to become nature positive and Carbon Net Zero.

ESRS 2 General Disclosures

Under ESRS 2 General Disclosures, L’OCCITANE Group reports a total of four executive board members and no non-executive members. The board’s gender diversity ratio stands at 0%, with no independent board members. As of FY2025, the company employs 11,413 individuals, including 9,636 full-time equivalents (FTEs). Total net revenue for the year amounts to €2.841 billion.



ENVIRONMENT

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E1

CLIMATE CHANGE

The global average temperature reached 1.6°C above pre-industrial levels for the first time in 2024. In response to the resulting impacts of rising sea levels, biodiversity loss, and more frequent extreme weather events, L'OCCITANE Group is maintaining its efforts through its Climate and Biodiversity Transition Plan to reduce emissions across its value chain. The Group's brands remain committed to achieving net-zero emissions by 2050, and are taking immediate actions today to reduce emissions, enhance resource efficiency, and invest in sustainable solutions.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

Impact materiality

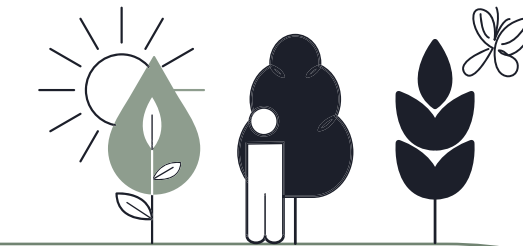
- ⊕ Positive
- ⊖ Negative

Financial materiality

- ⬆ Opportunity
- ⬇ Risk

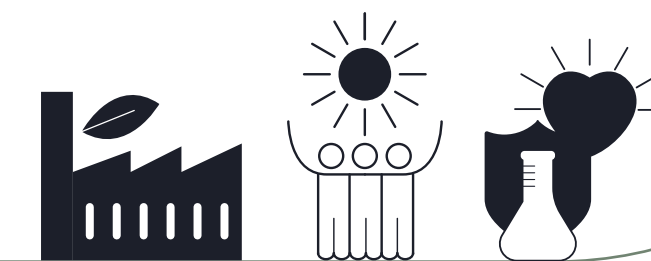
UPSTREAM

- ⬆ Climate-related physical risks due to extreme heat and loss of assets
- ⊖ Scope 3 GHG emissions



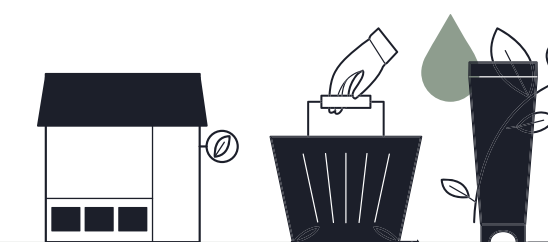
OWN OPERATIONS

- ⬆ Climate-related physical risks due to extreme heat and loss of assets
- ⬆ Climate transition risk due to increased energy costs
- ⊖ Scope 1 and 2 GHG emissions



DOWNSTREAM

- ⊖ Scope 3 GHG emissions



E1-1

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

L'OCCITANE Group has developed a comprehensive Climate and Biodiversity Transition Plan. It builds on the Group's existing Climate Strategy, Biodiversity Strategy, and Environmental Policy. These guiding documents already address many of the climate- and biodiversity-related impacts, risks, and opportunities the Group has identified and continues to manage in its daily operations.

The objective of the Transition Plan is to integrate these complementary strategies and policies into a cohesive framework to amplify the impact of the Group's sustainability actions. It connects climate change mitigation, biodiversity conservation and community development. Nature-based and circular solutions are applied across products and operations to reduce waste, lower energy and water consumption, and improve overall efficiency.

The Group acknowledges the interconnected nature of sustainability challenges and the importance of navigating trade-offs and synergies throughout the transition. For instance, while renewable energy can lower emissions, it may increase demand for water or mining-related materials. Similarly, bio-based alternatives to plastics can reduce synthetic waste but may contribute to deforestation or agricultural pollution. These complexities highlight the need for responsible sourcing and informed decision-making as the Transition Plan evolves.

The Transition Plan covers the entire value chain, from upstream suppliers and internal operations to downstream activities, while also extending to initiatives beyond traditional boundaries. Actions are strategically prioritised through materiality and risk assessments to ensure a targeted and impactful approach. Short-, medium-, and

long-term horizons have been defined for the Transition Plan, using FY2020 as the baseline for all reduction targets. To strengthen oversight and accountability, resource tracking will be formalised across the Group. L'Occitane en Provence is already implementing annual reviews, tracking sustainability investments as a percentage of net revenue and calculating impact ratios for each euro invested.

From a financial planning perspective, climate- and biodiversity-related opportunities are integrated into sustainable product and research and development decision-making. The Group has started to track all sustainability-related costs (capital and operating expenditures) and sets budget guidelines at the brand and business unit level to ensure alignment with the Transition Plan's objectives.

To guide its development, the Transition Plan references key international frameworks such as the Paris Agreement and the Kunming-Montreal Global Biodiversity Framework and is informed by best practices from initiatives like the Science Based Targets initiative (SBTi) and the Science

Based Targets Network (SBTN). It also reflects insights from industry collaborations, such as those led by the Ellen MacArthur Foundation (EMF), Action for Sustainable Derivatives Coalition (ASD), and the Roundtable on Sustainable Palm Oil (RSPO). In terms of transparency and accountability, the Group draws on leading disclosure frameworks including the TCFD, TNFD, and ESRS, as well as guidance from the Transition Plan Taskforce (TPT).

All L'OCCITANE Group brands and business activities are expected to align with the Transition Plan. Where specific actions are less relevant to certain brands or operations, it allows for brand-specific adaptation, maintaining overall consistency while enabling flexibility. Each brand will be responsible for implementing the activities outlined in the Transition Plan and for identifying and allocating the necessary resources, including employee time, operational expenditure, and capital expenditure. These may involve investments in more efficient equipment and machinery, water treatment systems, electric vehicles, and solar panels. Collectively, each brand's efforts contribute to the Group's broader sustainability goals.



L'OCCITANE GROUP CLIMATE COMMITMENTS



GROUP

Reach **net-zero GHG emissions** across the value chain by FY2050 from a FY2020 baseline year (SBTi-validated).

NEAR-TERM

Reduce **absolute Scope 1** GHG emissions by 46% by FY2031 from a FY2020 baseline year (SBTi-validated).

Increase annual sourcing of **renewable electricity** from 40% in FY2020 to **100% by FY2026** and continue annually sourcing 100% renewable electricity at least to the end of FY2031 (SBTi-validated).

Reduce **Scope 3** GHG emissions by **55% per unit of value added by FY2031** from a FY2020 baseline year (SBTi-validated).

Reduce **Scope 3** GHG emissions by 55% for net revenue by FY2031 from an FY2020 baseline year (CSRD alignment).

LONG-TERM

Reduce **absolute Scope 1 and 2 GHG emissions by 90%** by FY2050 from a FY2020 base year.

Reduce **Scope 3 GHG emissions by 97%** per unit of value added by FY2050 from an FY2020 base year.

IMPACTS, RISKS AND OPPORTUNITIES

SBM-3
CLIMATE CHANGE-RELATED IMPACTS

L'OCCITANE Group measures its climate-related impacts against defined targets and milestones. The Group has analysed its carbon footprint since 2008, updating calculations to reflect business growth. This carbon accounting, reviewed annually by management, helps inform both the Group's strategy and business model.

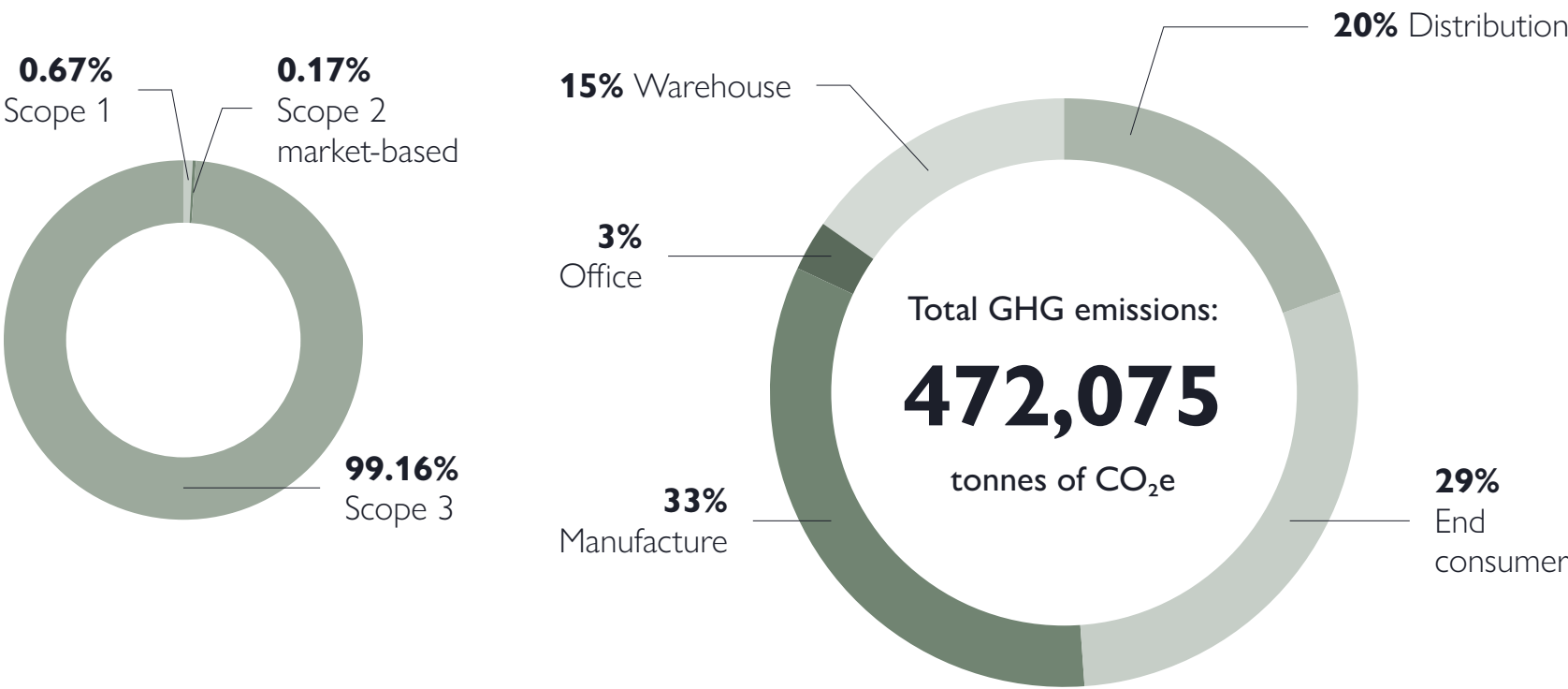
The Scope includes greenhouse gas (GHG) emissions across the value chain, from the purchase of raw materials to product use and end-of-life, in line with the GHG Protocol. With each carbon footprint assessment, data collection processes are improved and refined, allowing the Group to capture a growing volume of data and refine GHG emissions management.

The Group continues to monitor its progress through an annual evaluation of its carbon footprint, with results published annually. In its reporting, the Group considers any new methodological updates from the Science Based Targets initiative (SBTi) and the GHG Protocol. L'OCCITANE Group has identified the following as material impacts.

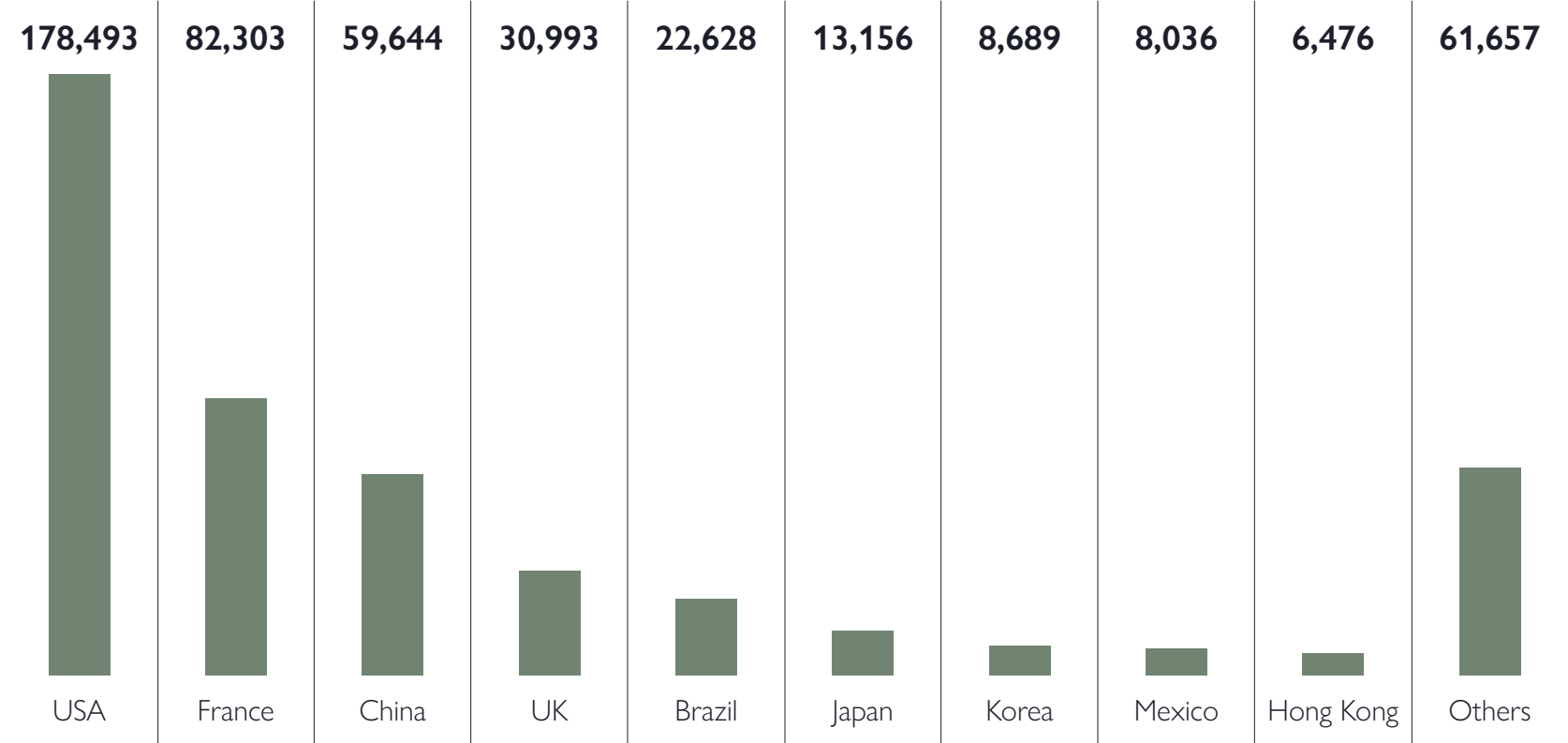


FY2025 CARBON FOOTPRINT OVERVIEW

TOTAL GHG EMISSIONS (TONNES OF CO₂E)



TOTAL GHG EMISSIONS BREAKDOWN BY GEOGRAPHIC REGION



Scope 1 and 2 GHG emissions from operations

Scope 1 Impacts

Scope 1 emissions refer to direct emissions from sources owned or controlled by L'OCCITANE Group. These include emissions from wood and natural gas used in all its utilities, especially factories and warehouses, as well as fuel consumption from the Group's vehicle fleet.

L'OCCITANE Group's manufacturing sites and some warehouses currently use gas to meet on-site energy needs, contributing to Scope 1 emissions. Efforts are underway to phase out gas usage in these utilities and transition to electric vehicles across its owned fleet to reduce direct carbon emissions. The Group operates four production sites, two in the South of France (Manosque and Lagorce), one in Italy (Sesto Fiorentino) and one on the eastern coast of Brazil (Itupeva).

Scope 2 Impacts

Scope 2 emissions include indirect emissions generated by the Group through purchased energy like electricity and heating/cooling networks for utilities, which include own stores. 97% of L'OCCITANE Group's electricity is sourced from renewable resources. The Group's strong commitment to renewable energy, and its continued investment and advocacy for this alternative – via membership in the RE100 coalition – has the potential to stimulate further development in the sector.

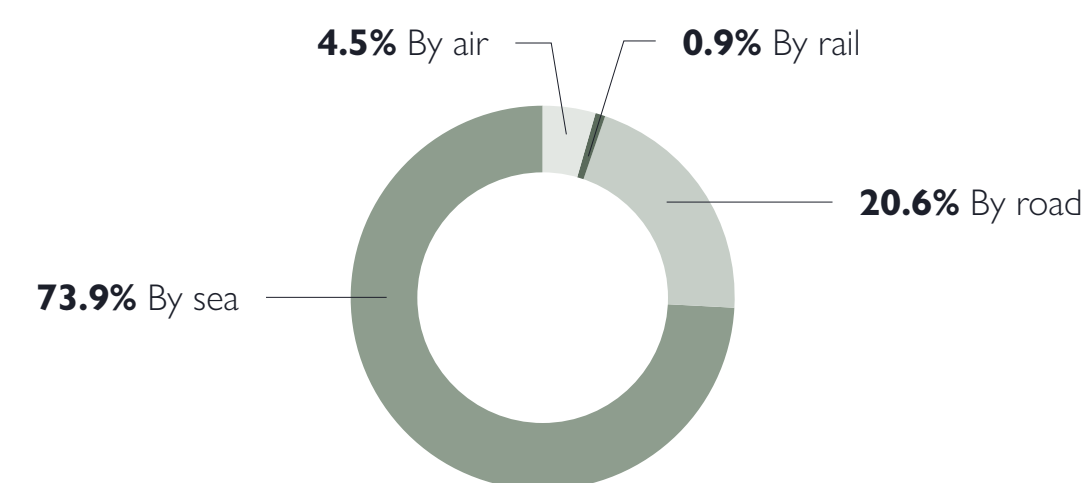


Scope 3 GHG emissions

Scope 3 emissions include other indirect emissions from the upstream and downstream associated activities such as sourcing of raw materials, packaging, transportation, and the products' use phase and end-of-life treatment. 99.2% of L'OCCITANE Group's total GHG emissions for FY2025 are represented by Scope 3 emissions, with purchased goods and services accounting for 47% of this and the use phase by customers accounting for 25%¹. The following activities present opportunities for the L'OCCITANE Group to reduce its Scope 3 emissions:

MODAL BREAKDOWN OF PRODUCT TRANSPORT

BASED ON TONNES/KM



- The use phase of L'OCCITANE Group's products: hot showers combined with shampoos and shower gels, depending on the energy mix in customer's location can generate significant emissions and contribute to substantial carbon footprints.
- The materials used for L'OCCITANE Group's packaging: sourcing and manufacturing of packaging materials, and the location of suppliers' production sites, contribute to considerable carbon outputs.
- The sourcing of raw materials for L'OCCITANE Group's products: plants and other natural ingredients, particularly due to farming, lead to carbon emissions.
- The production of merchandising tools for L'OCCITANE Group: merchandising materials, depending on the materials used and the distance between production facilities and suppliers, also generate emissions.
- The transportation of L'OCCITANE Group's raw materials and finished products generates significant emissions. Air freight, in particular, accounts for 56% of transport-related emissions, despite representing only 4.5% of total tonne-kilometres travelled.

¹ In FY2025, use phase calculation methodology was updated to consider specifically the 'useful water' for rinsing off products as opposed to total water used during the entire shower or rinsing process. Emissions from previous years, including baseline year, have been recalculated following this methodology.

E1-SBM-3 RESILIENCE ANALYSIS

During 2023, L'OCCITANE Group conducted its first climate-related risks and opportunities analysis, aligned with TCFD recommendations. Risks and opportunities were assessed across two-time horizons of medium-term (2030) and long-term (2050), based on two possible GHG emissions scenarios of 'high physical impact' scenario of +4°C (SSP5-8.5 IEA business-as-usual scenario) and 'fast transition' scenario of +1.5°C (SSP1-2.6 net zero emissions).

The assessment followed a three-step process:

1) Identification: creation of an extensive list of physical and transition risks and opportunities relevant to L'OCCITANE Group's operations and supply chain, based on business mapping and screening, with the physical risk assessment covering factories, warehouses, and data centres from L'Occitane en Provence, Melvita, and L'Occitane au Brésil.

2) Prioritisation: high-level assessment of exposure (e.g., geographic footprint of L'OCCITANE Group and its current emissions) to prioritise risks and opportunities, and perceived vulnerability to hazards, based on type of industry and or geopolitical landscape.

3) Analysis: hotspot climate scenario analysis based on the prioritised risks and opportunities, including a qualitative climate scenario was conducted to explore the magnitude of change in the risks and opportunities.

For the future, L'OCCITANE Group is exploring how to build on this analysis and perform a physical climate risk assessment at the manufacturing level so that the Group can continue to develop its adaptation options, helping to further increase resilience.



SBM-3 CLIMATE CHANGE-RELATED RISKS AND OPPORTUNITIES

The results of the climate risks and opportunities analysis mentioned above were incorporated into L'OCCITANE Group's double materiality assessment (DMA) which was conducted in 2024 to understand material climate change-related risks and opportunities.

L'OCCITANE Group has identified the following as material risks.

Climate-related physical risks due to extreme heat and loss of assets

Extreme temperatures have been identified as a risk that could affect L'OCCITANE Group's operations and logistics. The increasing frequency and intensity of extreme temperatures are projected to impact the yield of the Group's iconic and strategic crops, increase cooling and energy costs, and reduce worker productivity. Specifically, the following have been identified as material risks:

- Temperatures of +40°C will lead to increased storage and cooling costs of products, and reduced shelf life and overall product performance.
- Temperature regulation of Group facilities, including production sites, will lead to increased cooling that results in higher energy demand, costs and pressure on local grids.

- The effect of rising temperatures on strategic and sensitive crops, such as almond, argan, sunflower and rapeseed grown in the Mediterranean region, will lead to reduced yields in the medium and long-term, with the potential for further losses as temperatures continue to increase – meaning those crops will be partially vulnerable.
- Temperature rises will lead to a greater demand for irrigation, placing additional water stress on farmers, communities and production.

The loss of fixed assets and disruption of business continuity due to infrastructure damage (e.g., at the Group's headquarters, manufacturing sites, or those of stakeholders and suppliers) in areas exposed to extreme weather events has been identified as a risk to L'OCCITANE Group. This may affect both the upstream and downstream stages of the value chain. For example, physical climate hazards affecting distribution channels could impact the Group's and its distributors' ability to deliver products efficiently and maintain product availability.

Climate transition risk due to increased energy costs

Market dynamics leading to increased energy costs have been identified as a financial risk to L'OCCITANE Group which could lead to higher energy bills for temperature regulation at Group facilities, as mentioned above, and higher operating expenses, particularly for transportation as fuel prices increase.

MANAGEMENT OF IMPACTS, RISK AND OPPORTUNITIES

E1-2 POLICIES

Group Climate Policy

The Group published its Climate Strategy in FY2024 to further implement its climate ambitions, with all brands contributing towards shared targets. Aligned with the SBTi Net-Zero Standard, the Climate Strategy defines targets that support limiting global temperature rise to 1.5°C above pre-industrial levels. L'OCCITANE Group is committed to achieving net zero greenhouse gas (GHG) emissions across its value chain by FY2050, using FY2020 as the baseline. Both near- and long-term emissions reduction targets have been set in accordance with scientific guidance and have been approved by the SBTi.

In addition, in FY2025 the Group began the process of updating its Group Environmental Policy to include a dedicated section on climate change, outlining the Group's standards and commitments related to climate mitigation and adaptation, energy efficiency, renewable energy deployment, and environmental stewardship across its broader supply chain.

L'OCCITANE Group's leadership team holds overall accountability for the Climate Strategy, and the management teams of the Group's brands are responsible for implementing the policy requirements.

E1-3 ACTIONS AND RESOURCES

Strategic pillars for climate action

L'OCCITANE Group's most material climate-related impacts are concentrated in the upstream and downstream value chain of its products. These impacts are primarily associated with the sourcing of raw materials and packaging, visual merchandising, transportation of goods, and the consumer use and end-of-life phases of sold products.

To address its most material impacts, L'OCCITANE Group has identified three decarbonisation levers:

1. reducing direct-responsibility emissions via energy decarbonisation;
2. reducing shared-responsibility emissions with stakeholders;
3. accelerating carbon removal with nature-based solutions to absorb residual emissions, restore biodiversity and support local communities.

Reducing carbon emissions is a key objective of L'OCCITANE Group's sustainability strategy and the driving force behind its actions to transform business processes in its operations and in the supply chain. The Group has already made improvements in these areas and achieved progress towards its reduction targets on the three scopes.

L'Occitane au Brésil

L'Occitane au Brésil finalised a solar rooftop project at the Group's Itupeva production site, which began in FY2024. Following the installation of the first wave of photovoltaic panels which generated 20% of energy demand, the project is now complete and expected to provide up to 60% of energy consumption at the site.



Reducing direct-responsibility emissions via energy decarbonisation

Scope 1 and 2 GHG emissions: transitioning to renewable energy

The Group aims to progressively replace fossil fuels with alternative energy sources both in its main own utilities (factories and warehouses), and professional vehicle fleet. In the last years, L'OCCITANE Group registered a significant reduction in Scope 1 emissions through the purchase of biogas certificates for the production sites. In FY2025, Scope 1 emissions have increased compared to FY2024. This is part of a decision from the Group to stop purchasing biogas certificates for its Manosque factory, in order to study a long-term solution and invest in geothermal energy.

This ambition is reinforced by a strong commitment to supporting the development of renewable energy. Since 2016, L'OCCITANE Group has been a member of RE100, a global initiative that promotes the use and advancement of renewable electricity. In FY2025, 97% of the electricity consumption was sourced from renewable sources. Looking ahead, the Group plans to further expand its self-generation of renewable electricity and to finance its renewable electricity sourcing locally.

All four of L'OCCITANE Group's production sites have already transitioned to renewable electricity (through contracts or self-consumption). All Group production sites are seeking to invest in sustainable technologies. For example, the Lagorce production site has introduced more than 4,500m² of photovoltaic panels, generating nearly 30% of the site's electricity needs, with a target of 70% by FY2030.

Scope 1 and 2 GHG emissions: improving energy efficiency

L'OCCITANE Group's two factories in France have held the ISO 14001 certification for over a decade, highlighting the Group's long-standing commitment to implementing a rigorous environmental management system, and have extended the certification to the ISO 50001 standard in FY2024 thanks to the implementation of efficiency plans based on eco processes, production optimisation, pipe insulation, and heat recovery.

The Group's retail network has implemented an environmental management system and defined targets to reduce energy consumption. This includes energy efficiency activities, team training, and the installation of LED lighting. The goal of installing LED lighting in 100% of retail stores by FY2026 is in place, along with a programme to close doors to better regulate ambient temperature in store.

Reducing shared-responsibility emissions with stakeholders

To address Scope 3 greenhouse gas (GHG) emissions, L'OCCITANE Group is implementing a comprehensive and integrated set of actions across its value chain. These include engaging suppliers to reduce their Scope 1 and 2 emissions, sourcing low-carbon and regeneratively farmed raw materials, and applying life cycle analysis (LCA) to guide the eco-design of products and packaging. In parallel, the Group's brands are minimising the environmental impact of packaging by reducing weight, increasing recycled content, and promoting reusable and refillable formats. The Group is also targeting downstream emissions related to product use, particularly energy and water consumption. In logistics, a green supply chain policy has been introduced to reduce emissions from goods transportation and

employee commuting. Additionally, the Group is expanding circular solutions and strengthening its participation in industry coalitions to promote broader climate action.

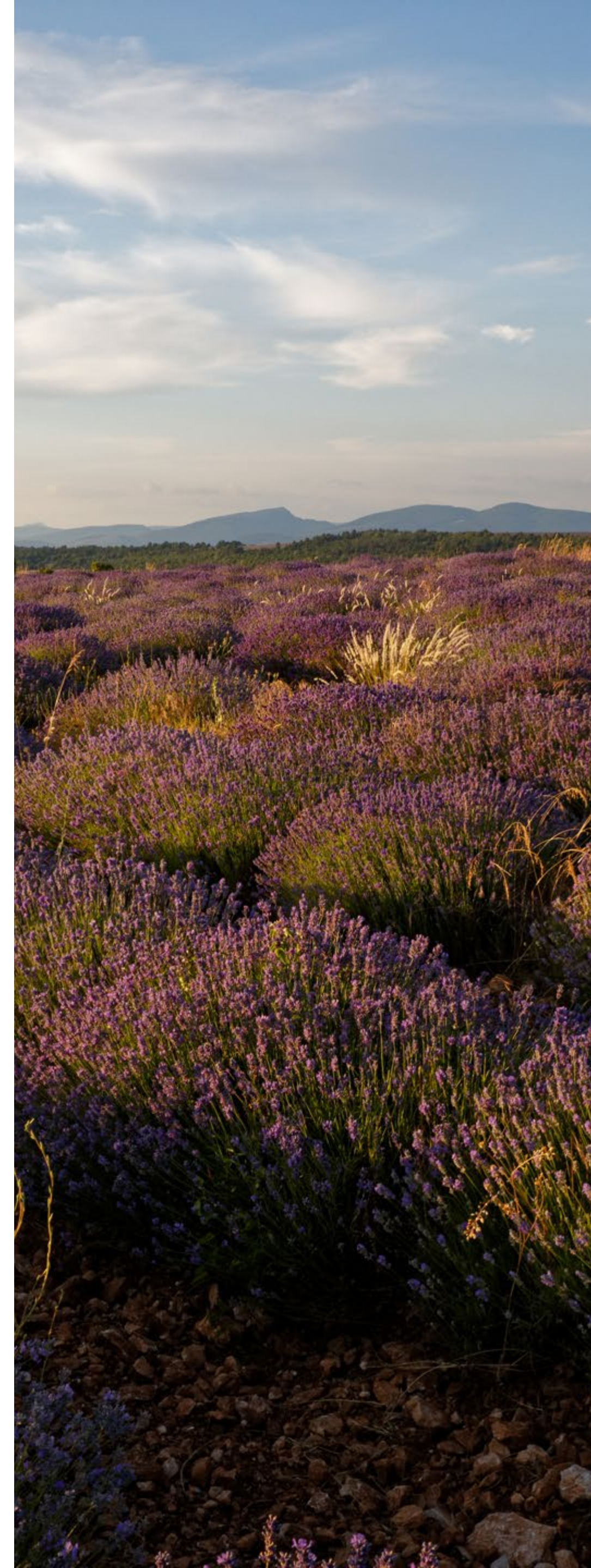
Together, these initiatives, which are outlined in more detail below, demonstrate a systems-based approach to mitigating emissions beyond the Group's direct operations.

Scope 3 GHG emissions: climate change mitigation with suppliers

L'Occitane en Provence is collaborating with suppliers to reduce their Scope 1 and 2 GHG emissions through the #NotJustSuppliers programme. L'Occitane en Provence, Erborian, Melvita and ELEMIS have all engaged with key supplier partners to understand the emissions associated with raw material production, packaging, subcontracting, merchandising, IT and transportation.

Scope 3 GHG emissions: applying life cycle analysis to the design of products and packaging

The Group applies life cycle analysis (LCA) in line with ISO 14040:2006 as a key methodology to inform the eco-design of its products and packaging. This approach is being progressively adopted across the Group's brands, with a particular focus on bestselling products to inform the eco-design roadmap, with a focus on reducing the carbon footprint and biodiversity impacts of both product formulations and packaging. LCA enables the Group to evaluate upstream impacts based on the type and origin of raw materials, and downstream impacts based on product use and end-of-life in different markets. It also helps track and optimise environmental performance throughout the product life cycle, guiding sustainable design and decision-making. LCA is completed with other tools and datasets that provide information on more specific risks, such as deforestation risk or water



stress risk, to offer a holistic approach to upstream impacts (based on the type and sourcing location of raw materials) and downstream impacts (based on the type and retail country of sold products).

Scope 3 GHG emissions: sourcing low-carbon raw materials and transitioning to regenerative agriculture

L'Occitane en Provence supports sustainable, organic and regenerative farming practices and agroforestry, which can reduce the carbon footprint of its plant-based ingredients through carbon sequestration in soils and reducing use of fertilisers. These practices are a key component of the ingredient sourcing strategy. However, positive result on carbon emission is not captured yet in the carbon footprint assessment tool and is a topic of investigation.

Scope 3 GHG emissions: reducing emissions from goods and people transportation

L'OCCITANE Group has implemented a green supply chain policy aimed at reducing the environmental impact of its logistics operations and supplier practices. As part of this initiative, the Group is actively working to eliminate air freight, prioritising more sustainable transportation methods such as sea, rail, and road. Most of the brands have introduced an air freight validation process to reduce the reliance on air shipments. The Group is also transitioning to electric vehicles for last-mile deliveries and enhancing planning processes to minimise the need for urgent shipments. In parallel, the Group's brands are collaborating closely with suppliers to improve supply chain transparency and strengthen the quality and accuracy of shared data.

For employees, most of the brands have developed programmes to help reduce commuting emissions, such as a two-day telework policy, public transportation incentive plans, and car-pooling tools.

Across the supply chain, several initiatives have been implemented to enhance circularity, including the introduction of reusable pallet covers that allow for double stacking of shipments to affiliates, significantly optimising space utilisation. This improvement has also led to a reduction in the number of containers required for long-distance transport, which has significantly lowered emissions. In addition, some affiliates are transitioning from single-use cardboard boxes to durable plastic containers for retail picking, further supporting circularity and contributing to waste reduction.

Scope 3 GHG emissions: enabling reductions during the use of L'OCCITANE Group's products

25% of the L'OCCITANE Group's carbon footprint comes from consumer use of its products during the heating of water for showers. The Group is exploring solutions to reduce energy and water during use, including using its influence on lower carbon emissions and increase energy efficiency in consumers' homes, through coalition with RE100 (since 2016).

ELEMIS: Turn Down the Heat Campaign

ELEMIS launched its new 'Turn Down the Heat, Turn up the Results' campaign. Created to tackle Scope 3 use-phase emissions by encouraging consumers to cleanse with cooler water, whilst achieving additional skin benefits.

As a performance skincare range, highlighting the added skin benefits of cooler water cleansing is a compelling way to inspire climate-friendly changes in consumer habits.

This independent clinical trial measured the potential carbon and water reductions while using ELEMIS' #1 best-selling Pro-Collagen Cleansing Balm, by switching from cleansing with warm water, tap running to:

Cool water, tap off – saving up to 75% water volume and 81% emissions.

The clinical trial also proved that using cooler water to cleanse improved skin radiance after 10 days. Education and social content focused on skin benefits have the potential to encourage consumers to reduce their water usage and carbon emissions when cleansing with cooler water, tap off.

Independent clinical trial 2024. Results based on 52 people over 10 days.





TARGETS AND METRICS

E1-4 TARGETS RELATED TO CLIMATE CHANGE

Overall net-zero targets

L'OCCITANE Group commits to reaching net zero GHG emissions across the value chain by FY2050, from a FY2020 base year. Near- and long-term company-wide emissions-reduction targets are aligned with climate scientists' aims to limit the global temperature rise to 1.5°C. In being as ambitious and thorough as possible, the Group's net-zero target has been approved by the Science Based Targets initiative (SBTi).

Near-term targets

L'OCCITANE Group commits to reducing absolute Scope 1 GHG emissions 46% by FY2031 from a FY2020 base year for sites L'OCCITANE Group owns or controls. In addition, the Group commits to increasing annual sourcing of renewable electricity from 40% in FY2020 to 100% by FY2026, and to continue annually sourcing 100% renewable electricity through FY2031. The Group further commits to reducing Scope 3 GHG emissions 55% per unit of value added by FY2031 from a FY2020 base year.

Long-term targets

L'OCCITANE Group commits to reducing absolute Scope 1 and 2 GHG emissions by 90% by FY2050 from a FY2020 base year. The Group also commits to

reducing Scope 3 GHG emissions by 97% per unit of value added by FY2050 from a FY2020 base year.

Operational targets

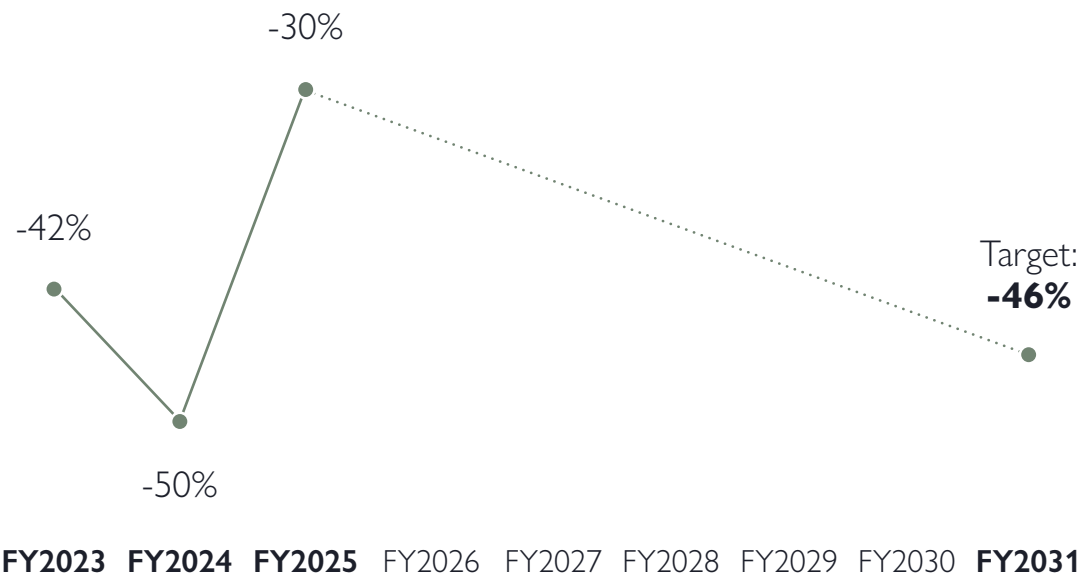
L'Occitane en Provence has set operational targets to substitute natural gas in its utilities (factories, warehouses) and for suppliers to reduce their Scope 1 and 2 GHG emissions by 50% by 2030. L'Occitane en Provence aims to decrease the GHG intensity of production in its packaging by 30% by FY2029 compared to FY2020 base year. The brand also aims to decrease the intensity of its raw materials production by 20% by FY2031 compared to FY2020 base year. The brand further aims to phase out all routine air shipment by FY2031, using it only for emergencies and exceptional cases, with a documented process for approval.

The Group has taken meticulous steps to ensure that the baseline values used to measure progress accurately reflect both operational activities and external influences.

To account for external factors that may affect energy consumption and related greenhouse gas (GHG) emissions, the Group has normalised its baseline values. This process involves adjusting the baseline to reflect typical conditions, thereby mitigating the impact of modifications such as new logistics routes or recalculated emission factors.

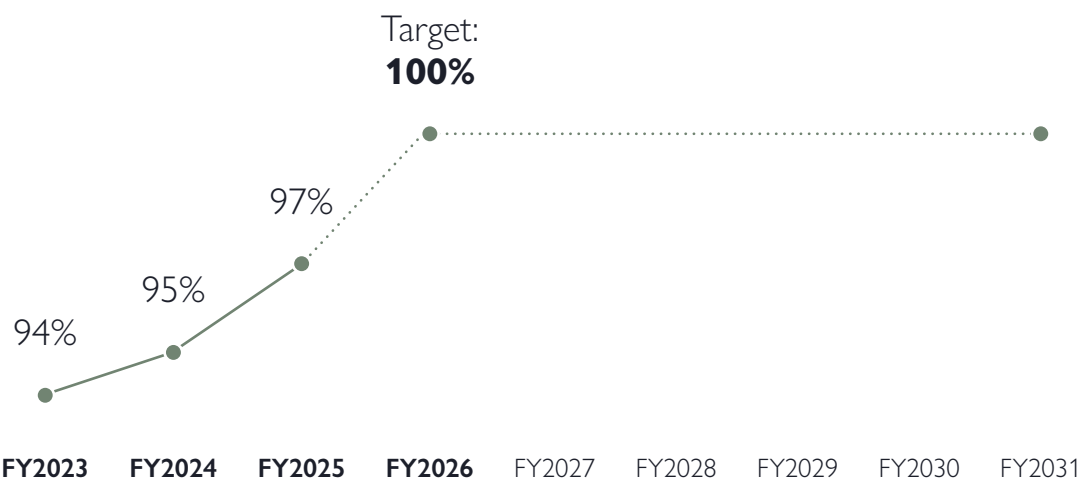
SCOPE 1

% REDUCTION OF ABSOLUTE EMISSION VS FY2020 BASELINE



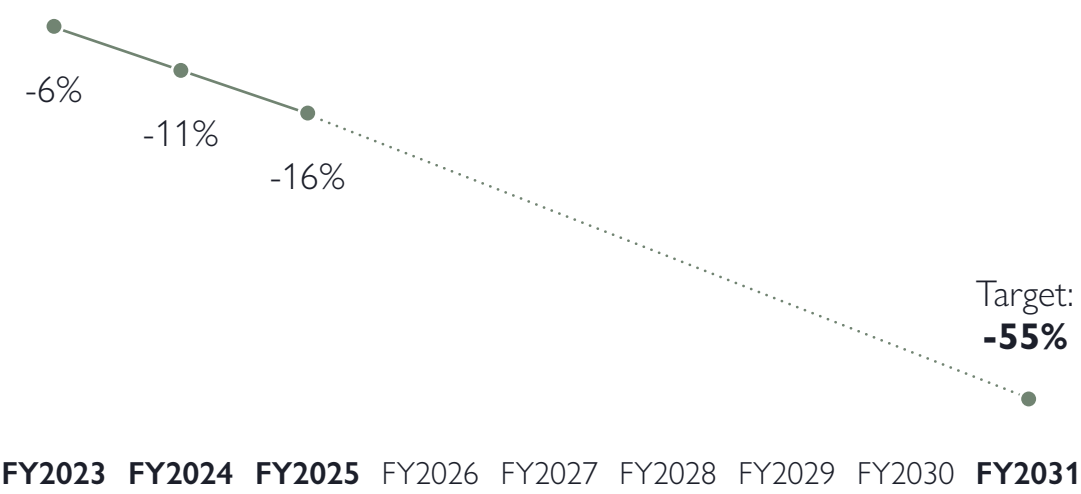
SCOPE 2

% RENEWABLE ELECTRICITY AT ALL OWN SITES



SCOPE 3

% EVOLUTION OF ECONOMIC INTENSITY OF SCOPE 3 EMISSIONS COMPARED TO FY2020 IN TERMS OF NET REVENUE



E1-5

ENERGY CONSUMPTION AND MIX

METRIC NAME	UNIT	FY2024	FY2025
Total energy consumption related to own operations	kWh	48,214,261	46,152,384
Total energy consumption from fossil sources	kWh	7,889,282	8,076,121
Total energy consumption from nuclear sources	kWh	171,403	120,186
Percentage of energy consumption from nuclear sources in total energy consumption	%	0.3%	0.3%
Total energy consumption from renewable sources	kWh	41,069,954	37,956,076
Fuel consumption from renewable sources	kWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	kWh	33,033,345	31,514,757
Consumption of self-generated non-fuel renewable energy	kWh	905,697	1,491,390
Percentage of renewable sources in total energy consumption	%	84%	82%
Fuel consumption from coal and coal products	kWh	0	0
Fuel consumption from crude oil and petroleum products	kWh	176,319	96,338
Fuel consumption from natural gas	kWh	2,623,496	6,373,920
Fuel consumption from other fossil sources	kWh	0	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	kWh	1,650,313	1,132,968

METRIC NAME	UNIT	FY2024	FY2025
Percentage of fossil sources in total energy consumption	%	16%	17%
Non-renewable energy production	kWh	0	0
Renewable energy production	kWh	905,697	1,491,390
Total electricity consumption	kWh	35,694,638	35,123,790
Percentage of electricity consumption from renewable sources	%	95%	97%
Total gas consumption	kWh	9,504,112	9,730,175
Total manufacturing energy consumption	kWh	20,342,239	19,494,031
Total renewable energy manufacturing	%	95%	76%
Intensity of energy consumption manufacturing	kWh/k unit produced	125	139
Total electricity consumption manufacturing	kWh	12,430,107	11,546,820
Electricity consumption from renewable sources manufacturing	%	100%	99%
Total stores electricity consumption	kWh	17,995,556	18,915,081
Total stores electricity consumption from renewable sources	kWh	16,555,912	18,202,653
Total gas consumption manufacturing	kWh	7,807,775	9,730,175

E1-6

GHG INTENSITY

METRIC NAME	UNIT	FY2024	FY2025
Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (ISO 14064-1)	tCO ₂ eq	NA	NA
Biogenic emissions of CO ₂ from combustion or bio-degradation of biomass not included in Scope 2 GHG emissions	tCO ₂ eq	0	0
Biogenic emissions of CO ₂ from combustion or bio-degradation of biomass that occur in value chain not included in Scope 3 GHG emissions	tCO ₂ eq	0	0
Biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass not included in Scope 1 GHG emissions	tCO ₂ eq	0	0
Percentage of GHG Scope 3 calculated using primary data	%	82%	89%
GHG emissions intensity, location-based (total GHG emissions per net revenue)	kg CO ₂ eq/K€	178.85	169.41
GHG emissions intensity, market-based (total GHG emissions per net revenue)	kg CO ₂ eq/K€	172.80	165.93
GHG emissions intensity (per value added)	kg CO ₂ eq/K€	428.66	417.71
GHG emissions intensity, Scope 3, market-based (total GHG emissions per value added)	kg CO ₂ eq/K€	425.20	414.19
Intensity value of Scope 3 Greenhouse gas emissions reduction	tCO ₂ e/M€ of Value added	+10%	+6%
GHG emissions intensity Scope 3, market-based (total GHG emissions per net revenue)	kg CO ₂ eq/K€	171.40	164.53
GHG emissions intensity Scope 2, market-based (per net revenue)	kg CO ₂ eq/K€	0.52	0.29
GHG emissions intensity Scope 2, location-based (per net revenue)	kg CO ₂ eq/K€	6.58	3.77
GHG emissions intensity Scope 1, market-based (per net revenue)	kg CO ₂ eq/K€	0.87	1.11
Net revenue	M€	2,542	2,841
Transport carbon commercial intensity Group	tCO ₂ eq (g per t.km)	27.31	23.49
Transport carbon commercial intensity Group	tCO ₂ eq (kg per t)	123.66	124.98

GHG
ABSOLUTE
EMISSIONS
AND TARGETS

RETROSPECTIVE								MILESTONES AND TARGET YEARS	
	BASE YEAR FY2020	FY2024	FY2025	% N / N-1	FY2030	FY2050	ANNUAL % TARGET / BASE YEAR		
SCOPE 1 GHG EMISSIONS									
Gross Scope 1 GHG emissions (tCO ₂ eq)	4,487	2,234	3,158	41%	2,423	449	-7%		
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	N/A	N/A	N/A	N/A					
SCOPE 2 GHG EMISSIONS									
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	21,802	16,841	10,708	-36%					
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	17,459	1,337	819	-39%	1,746	1,746	-7%		
SIGNIFICANT SCOPE 3 GHG EMISSIONS									
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	332,914	445,080	468,099	5%	Target intensity FY2030 = 88 (= -55% vs. FY2020)	Target intensity FY2050 = 6 (= -97% vs. FY2020)	-11%		
1 Purchased goods and services	123,156	194,064	221,059	14%					
Optional sub-category: Cloud computing and data centre services	0	0	0	0					
2 Capital goods	12,845	331	2,479	649%					
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	4,890	845	832	-2%					
4 Upstream transportation and distribution	7,566	28,497	26,275	-8%					
5 Waste generated in operations	573	3,420	1,026	-70%					
6 Business travel	6,266	5,190	4,046	-22%					
7 Employee commuting	12,538	11,238	10,980	-2%					
8 Upstream leased assets	0	0	0	0					
9 Downstream transportation	51,613	60,318	69,190	15%					
10 Processing of sold products	0	0	0	0					
11 Use of sold products	98,248	121,319	117,903	-3%					
12 End-of-life treatment of sold products	5,955	15,948	9,962	-38%					
13 Downstream leased assets	0	0	0	0					
14 Franchises	9,264	3,909	3,929	1%					
15 Investments	0	0	419	0					
TOTAL GHG EMISSIONS									
Total GHG emissions (location-based) (tCO ₂ eq)	359,203	464,155	481,965	4%					
Total GHG emissions (market-based) (tCO ₂ eq)	354,860	448,651	472,075	5%					

E1-7

GHG REMOVALS AND GHG MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

L'OCCITANE Group's GHG removals and mitigation projects reflect its commitment to addressing climate-change as well as social, economic and environmental issues. The Group supports nature-based solutions, such as high-value ecosystem preservation and restoration programmes, reforestation, regenerative agriculture projects, and rural energy projects.

Although GHG reductions must be the priority, permanent capture and storage of unabated emissions is a key component of the Paris Agreement net zero goals. Having set SBTi-approved net zero targets in line with science and global objectives, the Group is therefore committed to permanently neutralising 100% of its residual Scope 1, 2 and 3 emissions from FY2031 (in line with the requirement of the SBTi approach to reduce all emissions and use carbon credits for residual emissions only).

The Group supports projects focusing on areas impacted by its operations or identified as biodiversity hotspots, deforestation fronts, or climate-vulnerable regions, with the aim of achieving co-benefits for biodiversity and local communities.

Certifications

L'OCCITANE Group ensures all projects are certified to the highest standards, including the Verified Carbon Standard, the Gold Standard, the Climate,

Community and Biodiversity Standards, and the Label Bas Carbone (Low Carbon Standard) in France.

Livelihoods Carbon Fund (LCF3)

In FY2022, L'OCCITANE Group joined the third Livelihoods Carbon Fund (LCF3), which was created to invest in large-scale, carbon-compensation projects that aim to improve the lives of two million people by restoring natural ecosystems, supporting sustainable farming and avoiding loss of biodiversity, with an investment of €5 million.

Climate Fund for Nature

L'OCCITANE Group is a founding member of the Mirova Climate Fund for Nature, which was established in FY2023. The Fund will finance projects to protect and restore nature, while maintaining a particular focus on women's empowerment. In FY2025 the fund received commitments of €207 million, including €40 million from the Group.

These two funds will represent 90% of the Group's carbon credits, but as the projects are still in development, the Group will not recognise or obtain the credits until 2026 for the Livelihoods Carbon Fund (LCF3) and 2026 for the Mirova Climate Fund for Nature. The remaining 10% of the Group's credit purchases will come from projects locally managed or spot purchases, with 33,310 credits currently in portfolio.

E1-7

METRICS

METRIC NAME	UNIT	FY2025
Total GHG removals and storage	tCO ₂ eq	0
GHG emissions associated with removal activity	tCO ₂ eq	0
Total amount of carbon credits outside value chain that are verified against recognised quality standards and cancelled	tCO ₂ eq	0
Total amount of carbon credits outside value chain planned to be cancelled in future	tCO ₂ eq	33,310
Reversals	%	0
Percentage of reduction projects	%	55
Percentage of removal projects	%	45
Percentage for recognised quality standard	%	100
Percentage issued from projects in European Union	%	0
Percentage that qualifies as corresponding adjustment	%	0
Date when carbon credits outside value chain are planned to be cancelled	Year	FY2031

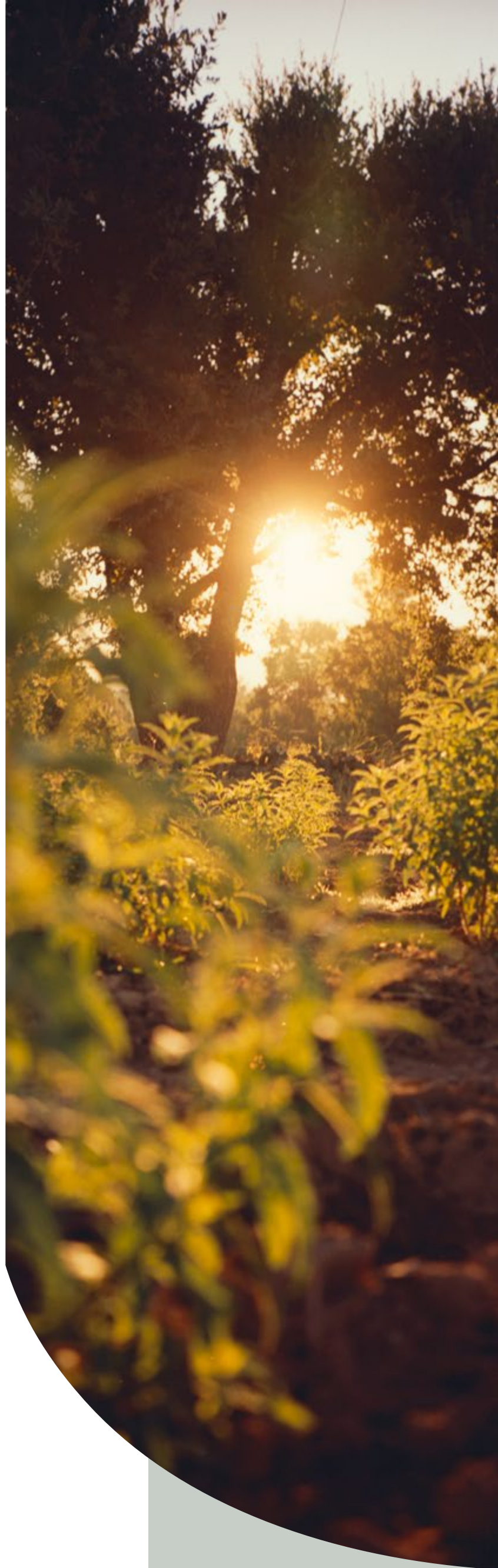
E1-8

INTERNAL CARBON PRICING

To better understand the exposure to each transition risk or opportunity category, L'OCCITANE Group has conducted studies on how long-term plans and changes in policy, technology and market developments will impact the relevant sectors and geographies, considering the global, regional and national context. The Group uses a shadow price for its carbon pricing scheme, which has been used to assess certain capital expenditures, 'make or buy' decisions and operating expenses.

Scope

To date, the scope of application has been limited to pilot entities, primarily Laboratoires M&L and operations in France. Only medium-term and long-term horizons were considered for carbon pricing, with the carbon price set at €140/tonne three years ago, based notably on external benchmarks and consulting support.



E2 POLLUTION

Pollution is one of the most urgent environmental challenges of the twenty-first century, contributing significantly to climate change, biodiversity loss and adverse health outcomes. L'OCCITANE Group recognises both its responsibility and its opportunity to act in response to this global challenge. The Group's commitment to a nature-positive future includes addressing pollution-related impacts, risks, and opportunities across its entire value chain. These include issues ranging from agricultural runoff during raw material cultivation, to the release of pollutants through the use and improper disposal of products and packaging.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

Impact materiality

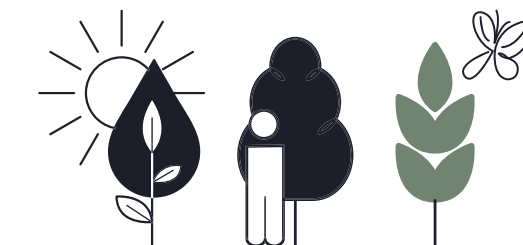
- ⊕ Positive
- ⊖ Negative

Financial materiality

- ⌆ Opportunity
- ⌇ Risk

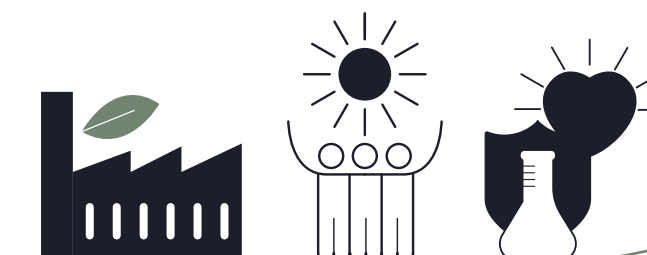
UPSTREAM

- ⊖ Pollution from farming



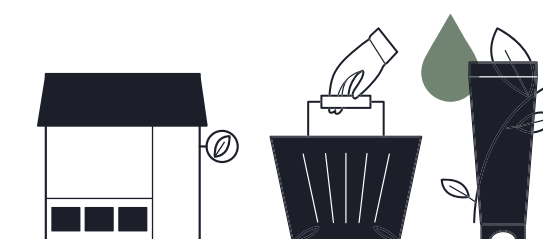
OWN OPERATIONS

- ⌆ Consumer behaviour change



DOWNSTREAM

- ⊖ Pollution from rinse-off and/or improper product/packaging disposal



SBM-3

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

L'OCCITANE Group identified the material impacts, risks and opportunities (IROs) related to pollution through its double materiality assessment (DMA). Prior to the DMA process, the Group had already been addressing many of the pollution-related IROs through existing policies, actions and targets, with the DMA serving to confirm and guide future efforts. In addition, to gain a more in-depth understanding of pollution-specific issues, the Group conducted a dedicated DMA on this topic, with methodological support from an external consultancy. As part of this process, a LEAP (Locate, Evaluate, Assess, Prepare) approach was followed to further inform the Group on the risks and opportunities associated with pollution.

The Group's double materiality assessment identified water pollution, substances of concern and very high concern, and microplastics as material environmental sub-topics, while air pollution, soil contamination, and impacts on living organisms were assessed as non-material in the context of the L'OCCITANE Group's operations and value chain.

While pollution-related impacts from the Group's own operations are considered non-material, continuous improvements are implemented across brands to lead by example. It is recognised that wastewater from the Group's manufacturing processes, may contain trace amounts of ingredients, including substances of concern, but only in very low concentrations and always in compliance with local regulations.

Hazardous waste from production and laboratory activities is managed and disposed of in compliance with local regulations and environmental management systems. Other operational waste, such as IT-related materials, presents a low environmental risk, as it represents only a small share of the Group's overall waste and is managed responsibly through programmes implemented across the Group. This, combined with the Group's zero-landfill commitment and donation programmes, significantly reduces the likelihood of such waste reaching landfill sites.

L'OCCITANE Group has identified the following three IROs as material to pollution.

Pollution from farming

The runoff of fertilisers, pesticides, and herbicides used in raw material farming in the Group's upstream value chain, can contaminate soils and enter water bodies, leading to eutrophication and adverse effects on living organisms.

Consumer behaviour change

L'OCCITANE Group sees an opportunity within its own operations related to consumer behaviour change, leading to increased demand for sustainable products (e.g., non-toxic, biodegradable, organic-certified) and potential market expansion in sustainable sectors.

Pollution from rinse-off and/or improper product/package disposal

Downstream, the use of rinse-off products by consumers could contribute to the discharge of pollutants into water and impact the quality of the water discharged into wastewater systems.

Additionally, improper disposal by end-consumers of the Group's products and packaging, whether liquid or solid, could harm freshwater and marine ecosystems, including the release of substances and microplastics that may affect living organisms.



MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

E2-1 POLICIES

L'OCCITANE Group Pollution Policy

In FY2025, the Group began the process of defining a Pollution Policy at Group level, which will be included within the L'OCCITANE Group Environmental Policy. This Policy will include a section on pollution that establishes the standards and commitments to be implemented across the Group to reduce pollution. It will cover water pollutants, substances of concern, substances of very high concern, and microplastics across own operations (i.e., manufacturing sites), the upstream supply chain (i.e., farming and extraction) and the downstream value chain (i.e., use phase).

The policy contributes to the UN Sustainable Development Goals of 'Good Health and Well-being', 'Clean Water and Sanitation' and 'Life Below Water'. It will be overseen by L'OCCITANE Group's leadership team, with each brand's management team responsible for ensuring its implementation.

In addition to the policy, L'OCCITANE Group and its brands already address many of the topics including pollution of water, substances of concern, very high concern, and microplastics, for example, through existing and developing formulation and packaging charters.

E2-2 ACTIONS AND RESOURCES

As part of its mitigation efforts, L'OCCITANE Group prioritises reducing water pollution, which has been identified as the most material pollution-related impact across the Group's value chain.

In response to these results, L'OCCITANE Group has implemented several measures throughout its value chain. Its production sites ensure that no harmful chemicals, microplastics, or pollutants are released into the environment through robust wastewater treatment and environmental management systems. All discharged water complies with, or exceeds, local standards. Additionally, strict controls on chemical usage in manufacturing help prevent future contamination of natural water systems. For more detailed information on water management, see Chapter E3.

To address the impacts of its own operations and the downstream effects of rinse-off products and consumer habits on water quality, most of the Group's brands monitor and track product biodegradability. Moreover, L'Occitane en Provence performs ecotoxicity assessments of key rinse-off and leave-on formulations and uses lifecycle analysis to understand and reduce potential downstream pollution.

Aligned with these efforts, the Group's brands are working on their formulation principles to further reduce pollution-related impacts. While some brands follow long-established formulation standards, others are developing their own tailored principles and ingredient policies, including blacklists of substances considered harmful to people or the environment. Examples of these initiatives include:

- Sol de Janeiro has a Restricted Substances List, and in FY2025 developed a brand-specific Formulation Charter.
- ELEMIS is co-developing its Formula and Fragrance Principles with suppliers, including monitoring

ingredient biodegradability according to the OECD 301 Standard. The brand also aims for 90% of all rinse-off formulas to contain more than 95% readily biodegradable ingredients by FY2031.

- Erborian publishes its list of excluded ingredients along with environmental justifications.
- Melvita products are certified organic under the Ecocert COSMOS standard and use an average of 99% natural ingredients across their formulas.
- L'Occitane en Provence applies a longstanding Formulation and Clean Charter to guide its natural, low-impact formulations.

In addition to formulation efforts, L'OCCITANE Group brands do not use carcinogenic, mutagenic, or reprotoxic (CMR) substances, substances of very high concern (SVHC), and plastic microbeads in their formulations. The Group is currently assessing the impact of its ingredients on ecosystems and already monitors formula biodegradability, an area in which it has established commitments.

At the upstream level, the Group addresses pollution impacts arising from farming practices, which can cause runoff of fertilisers and pesticides into soil and waterways. To mitigate these impacts, L'OCCITANE Group promotes responsible sourcing and sustainable agricultural practices, including regenerative and agroecological approaches. For example, L'Occitane en Provence focuses on almond and sunflower production, implementing agroecological methods to improve soil quality and reduce agricultural runoff and its associated pollution. These efforts are part of the Group's biodiversity strategy. For more detailed information, see Chapter E4.

Finally, the Group addresses impacts from packaging and packaging materials with potential harm to ecosystems, through each brand's eco-design packaging charter and guidelines, and related initiatives. For more detailed information, see Chapter E5.



Melvita

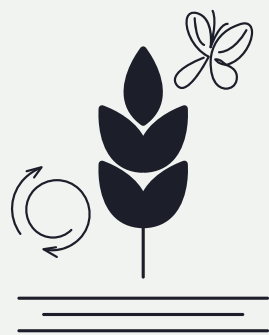
Nectar Pur, now even more sustainable

As part of the relaunch of the Nectar Pur range, Melvita enhanced the products' life cycle assessment to guide reformulations toward more sustainable choices. The results are clear: the biodegradability of the Nectar Pur Mask increased from 96.3% to 99.6%.

TARGETS AND METRICS

Current targets are focused on mitigating the material impact of water pollution, specifically during the products’ ‘use phase’, as well as reducing the impact and potential risk associated with packaging production and use. The majority of the Group’s brands have set a target on biodegradability which aims to address the prevention and control of emissions to water, and continue to progress the biodegradability of rinse-off products, in accordance with the OECD 301 standard.

E2 POLLUTION TARGETS



BY FY2030

95% of rinse-off formulas to be made up of 95% easily biodegradable ingredients for L’Occitane en Provence, Melvita, L’Occitane au Brésil and Erborian



Biodegradability of ingredients across brands

During FY2025, further progress was made in improving the biodegradability of rinse-off products, according to the OECD 301 standard.

% OF RINSE-OFF FORMULAS WITH 95% OF EASILY BIODEGRADABLE INGREDIENTS

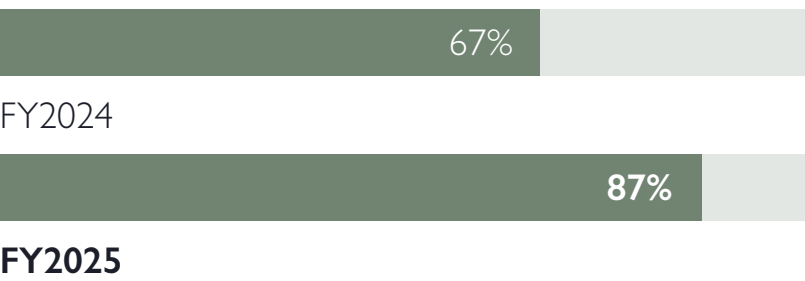
GROUP
(EXCLUDING SOL DE JANEIRO)



L'OCCITANE EN PROVENCE



MELVITA





E3

WATER AND MARINE RESOURCES

Water scarcity is an escalating global issue, driven by increasing physical water stress, rising freshwater pollution and a growing share of the global population living in countries facing high or critical water stress. These pressures are making water availability a concern across all regions and communities. While freshwater availability is a material topic for the Group, the sourcing of marine resources is not covered in this section, as it is not considered relevant to L'OCCITANE Group's activities. As water plays a key role as an ingredient in many of the Group's formulations and is an essential resource for production processes, the Group is working diligently to protect freshwater availability into the future.

IMPACTS, RISKS AND OPPORTUNITIES



SBM-3

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL



The cosmetics industry has been identified as water intensive, which makes reducing water consumption, ensuring water quality, and protecting freshwater availability critical topics for L'OCCITANE Group. Water is a key ingredient in many of the L'OCCITANE Group's cosmetic formulations, which together with the dependency on raw material production and manufacturing in regions of potential water stress (e.g., the Mediterranean region, West Africa) reinforces the Group's focus on mitigating negative impact on freshwater availability, via business activities affecting water consumption and risk to water quality in the supply chain.

During FY2022, L'OCCITANE Group conducted a global water footprint analysis, which helped to quantify its water use in the whole value chain. As a part of this analysis, the Group investigated water stress factors at country-level allowing for a more detailed overview of local water use within the global Group context. From this study, two priority areas were identified:

- 90% of water consumption comes from the 'use phase': highlighting how 'rinse-off' products (e.g., shampoos, shower gels, soaps) are the primary drivers of water consumption;
- 58% of water use is in the supply chain (excluding the 'use phase'): showing that a significant proportion of the water footprint is associated with agricultural production (e.g., almonds in water stress areas).

Water consumption across L'OCCITANE Group's direct operations – including factories, warehouses, offices, spas, and stores – is primarily associated with its manufacturing sites, representing 48% of total consumption. The Group's main French manufacturing facilities, along with two additional sites, are located in a key biodiversity area (covering 16 hectares) and are subject to enhanced monitoring due to the risk of seasonal water stress during the summer months. On an annual basis, L'OCCITANE Group also conducts a water risk analysis across all direct operations. In FY2025,

it concluded that only 6% of its water consumption occurs in areas facing high or very high-water scarcity risk. All the Group's production sites are continuously monitored for the volume of water withdrawn and released, as well as the quality of wastewater discharged.

Together with the Science Based Targets Network (SBTN), L'Occitane en Provence and Melvita have been participating in the first SBTN target-setting pilot related to water. This pilot has focused on the Manosque and Lagorce manufacturing sites. Local stakeholder consultation at the Manosque site identified a water reduction target aligned with the needs of the local ecosystem and community. A similar stakeholder consultation process is planned for Lagorce to determine its own water reduction target. Building on this initial SBTN target-setting pilot, the next step is to engage the Group's suppliers on the topic of water stewardship.

L'OCCITANE Group has identified the following three IROs as material to water.

Water use in farming practices

Cultivating crops such as almonds in water-stressed areas may place additional pressure on local water resources, particularly in regions prone to droughts or scarcity.

Water scarcity

Operations located in areas exposed to high or very high-water scarcity, in both the medium- and long-term, may face disruptions, while upstream water shortages in some regions could also affect the availability of key raw materials and reduce yields of strategic crops. These conditions may pose financial risks across the upstream value chain and own operations.

Water footprint of product use phase

The use of certain products, particularly those that require rinsing, contributes to water consumption in the downstream value chain and may affect local water resources in some regions.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES



E3-1 POLICIES

L'OCCITANE Group Water Policy

In FY2025, the Group began the process of defining a water policy at Group-level, which is to be included within the L'OCCITANE Group Environmental Policy. This policy will include a section related to water that establishes the standards and commitments of the Group to reduce water use and protect this essential resource. This will cover:

- water use in the upstream supply chain (i.e., n-tier suppliers including farmers);
- water consumption, withdrawals, and discharges in own operations (i.e., factories);
- water usage in the downstream value chain (i.e., use phase).

The policy contributes to the UN Sustainable Development Goal to 'ensure availability and sustainable management of water and sanitation for all', and will be overseen by brand's management accountable for its implementation.

L'OCCITANE Group is considering its key stakeholders in the development of the water policy, including the Group's value chain partners (upstream and downstream) and local communities potentially affected by water.

E3-2 ACTIONS AND RESOURCES

Water use in farming practices

L'OCCITANE Group's deep commitment to regenerative agriculture and agroecological practices across strategic plant-based raw materials has multiple benefits for biodiversity, including the restoration of water cycles, reduced water pollution and minimisation of water use.

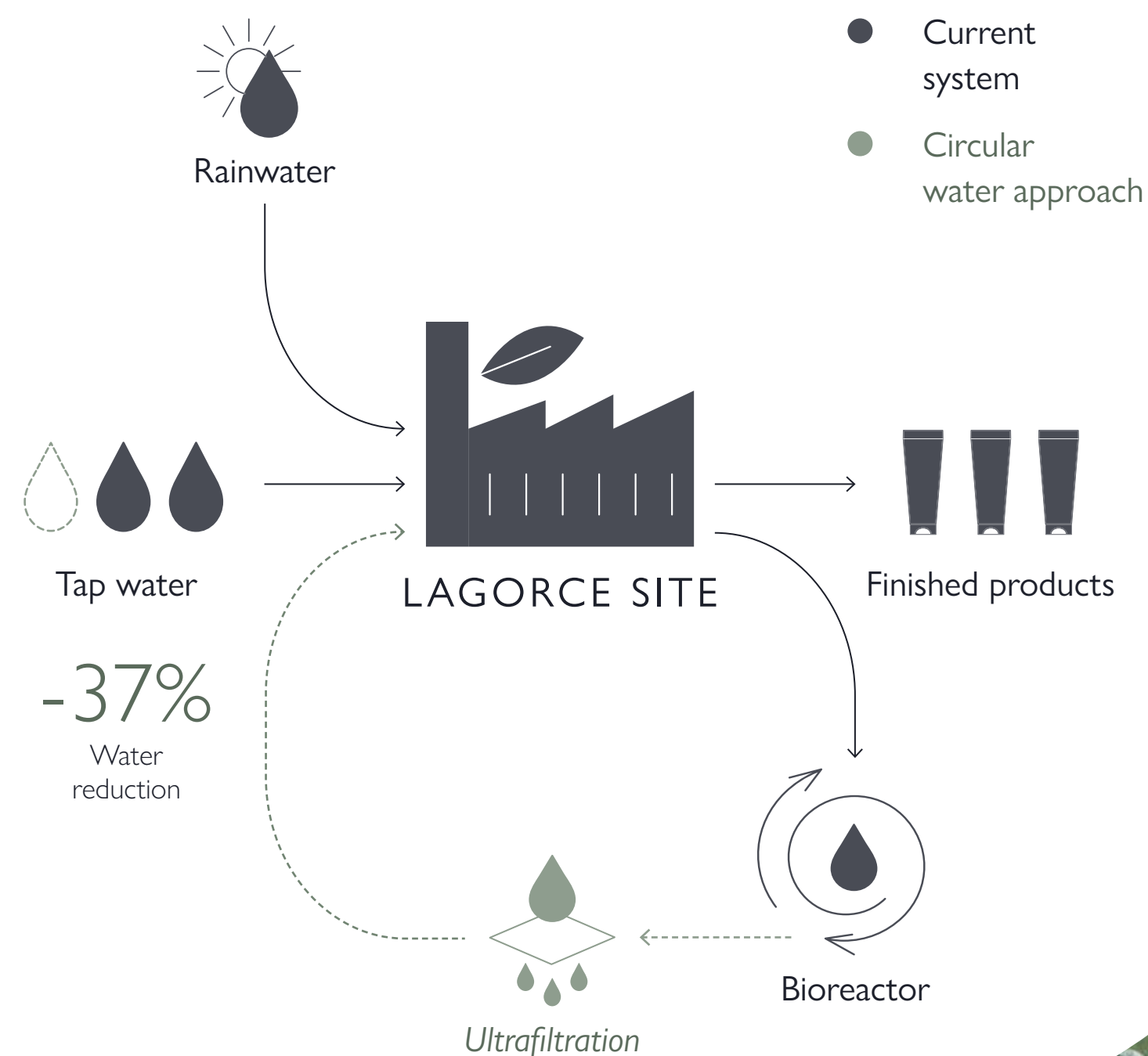
L'Occitane en Provence

Through its longstanding partnerships with independent farmers in France, L'Occitane en Provence has launched a collective programme to test and experiment with new farming practices aimed at increasing soil fertility and crop resilience, potentially leading to water savings. In the almond fields of Provence, this initiative includes introducing cover crops to preserve soil health and using flocks of sheep to naturally fertilise the soil and reduce the need for herbicides. The ambition is to extend this programme to almond orchards in Spain, where growers have started to implement pilot plots experimenting with three new cover crops and have begun to monitor the effects on soil quality.

Water scarcity

In FY2025, L'OCCITANE Group finalised an ambitious Circular Water initiative, focusing on the re-use of water resources at the Lagorce manufacturing site. The launch of the pioneering first phase reduces water withdrawals from the public network by reusing industrial wastewater – with the first phase expected to supply 37% of the site's water consumption. The initiative will now move forward with phases two and three, aimed at further water retention and recycling at Lagorce, and the sharing of best practices with the Manosque site which also launched a Circular Water study phase in FY2025 to implement a similar initiative. The Group has allocated an investment of €2.3 million for the Manosque Circular Water initiative, which is expected to go live within the next two years. In further water savings efforts at Manosque, an internal closed-circuit water system that aims to reduce the consumption of cooling water for vacuum pumps has been implemented at a cost of €242,000 in FY2025. This is expected to provide for 18% of the Manosque site's water consumption, saving 15,000m³ of water withdrawals per year. Additionally, the Group has an ISO 14001-aligned environmental management system in its production sites and network of own stores in France, which covers water management including leak detection monitoring and corrective actions where needed.

THE WATER LOOP RECOVERY SYSTEM



Dr. Vranjes Firenze

Dr. Vranjes Firenze has allocated €15,000 for water savings, which will see the replacement of faucets with air/water mixers at the site's restrooms, along with €25,000 to replace the external water circuit pipes at Sesto Fiorentino. Water consumption at Dr. Vranjes Firenze is recorded, monitored and analysed so that any significant deviation can be investigated and corrective action taken. By FY2026, Dr. Vranjes Firenze aims to reach zero leaks through continuous monitoring of water consumption, with targeted repair interventions on the plumbing system should any leaks be detected.

Water footprint of product use phase

ELEMIS: Turn Down the Heat Campaign Encourages Reduction in Water Consumption

ELEMIS' 'Turn Down the Heat, Turn up the Results' campaign, featured in the E1 Climate Change chapter, not only demonstrated that using cooler water to cleanse helps reduce carbon emissions, but also proved that consumers use less water when they opt for cooler water.

In this independent clinical trial, water reductions were seen when customers:

- switched from warm water to cooler water – saving up to 25% water volume;
- switched from warm water to cooler water and turned off the tap during cleansing – saving up to 75% water volume;
- turned off the tap when cleansing (while still using warm water) – saving up to 50% water volume.

Independent clinical trial 2024. Results based on 52 people over 10 days.

As water scarcity increases, and recognising that 90% of the Group's water consumption occurs during the customer use phase, ELEMIS understands that its platform can educate consumers on making simple changes to reduce the use of water during personal care routines.

L'Occitane en Provence

A dedicated R&D working group at L'Occitane en Provence is focusing on how to reduce water consumption during the product use phase. The team is investigating alternative approaches that minimise water consumption, including optimising product dosage, enhancing rinse-off efficiency, and evaluating the impact of low-water beauty routines.

TARGETS AND METRICS

E3-3 TARGETS

All L'OCCITANE Group's water targets are voluntary and aim to improve how the Group and its brands mitigate water use in farming practices and water scarcity risks. L'OCCITANE Group has not set targets on the water footprint of product 'use phase', however the Group and its brands continue to research improved formulations and communicate directly to consumers on ways to save water through simple changes in behaviours.

Water use in farming practices targets

To better understand and reduce water use in farming practices, particularly for almonds, which are a water-intensive crop, the following targets have been set:

- By FY2026, engage with local stakeholders to establish a collective freshwater reduction target for almond cultivation in Spain for L'Occitane en Provence.
- By FY2028, assess water risk for main L'Occitane en Provence and Melvita suppliers (50% spend).

Water scarcity

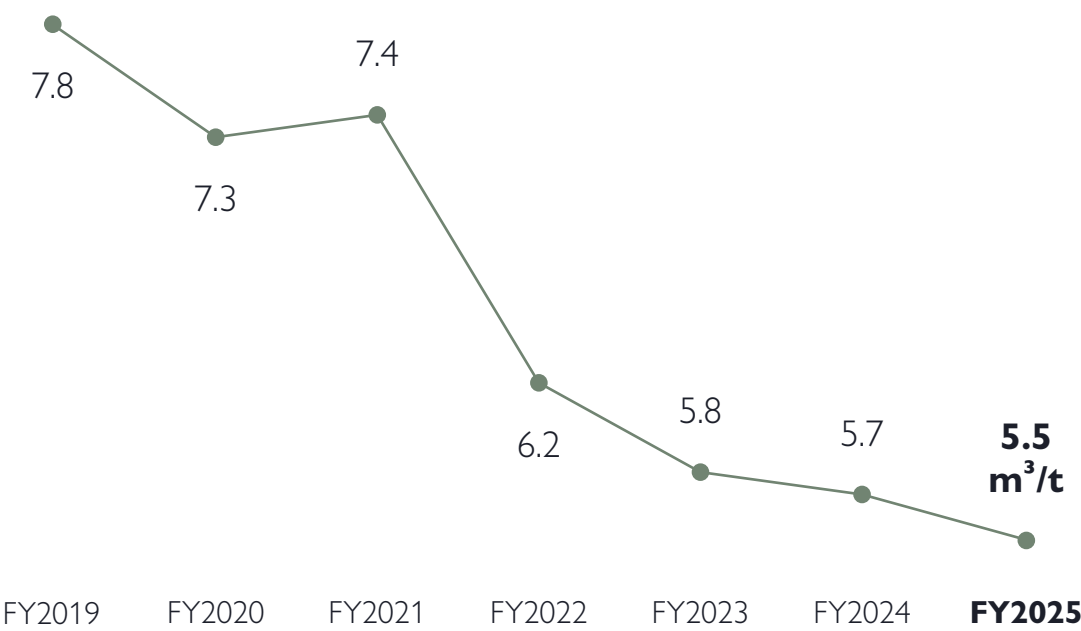
L'OCCITANE Group has already met its target of conducting a water risk analysis for all direct operations by FY2026. In addition, and following the completion of the SBTN water reduction target pilot, it has set targets on direct operations as follows:

- By FY2026, a water withdrawal target defined for Lagorce manufacturing site.
- By FY2031, reduce water withdrawal by 30% for Manosque site (compared to 2019-2023 average baseline).



L'OCCITANE Group's water consumption intensity continues to reduce in its manufacturing by tonne of product, as shown below:

EVOLUTION OF WATER INTENSITY FOR FACTORIES



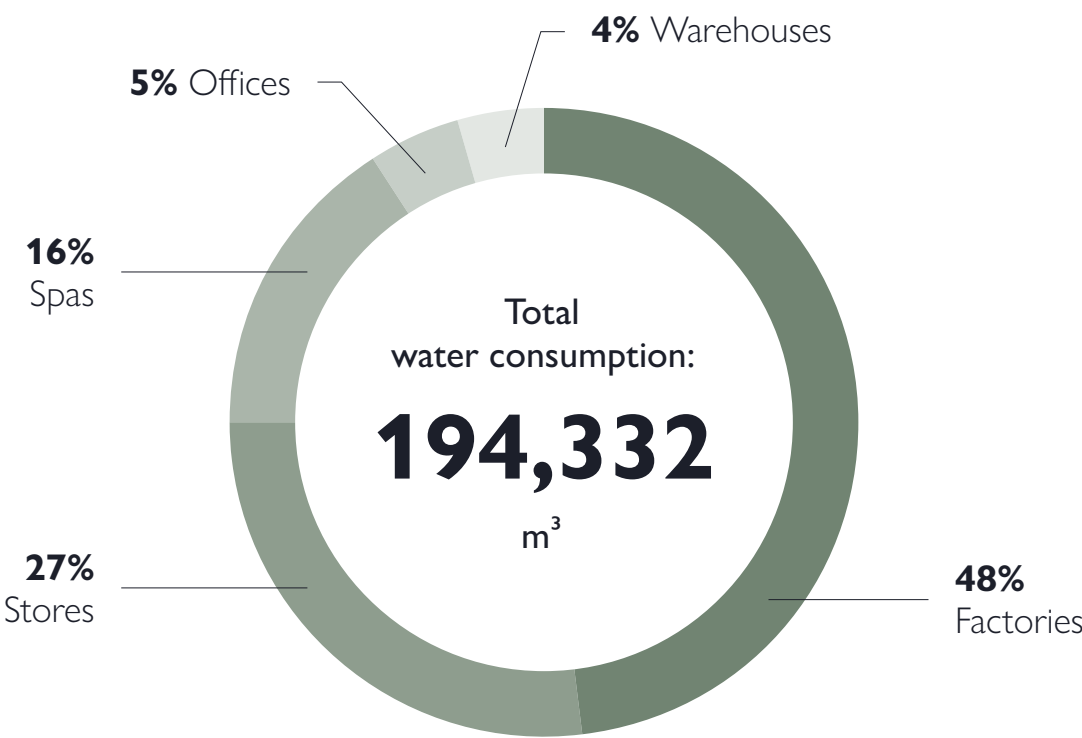
E3 WATER CONSUMPTION METRICS

Metric Name	Unit	FY2024	FY2025
Total water consumption	m³	149,099	194,332
Total water consumption in areas at water risk, including areas of high-water stress	m³	8,138	12,407
Water intensity ratio	m³/M€ Net revenue	60	59
Water consumption of all production sites	m³	104,494	93,896
Share of the measure obtained from direct measurement, from sampling and extrapolation, or from best estimates	%	NA	34

E3-4 WATER CONSUMPTION

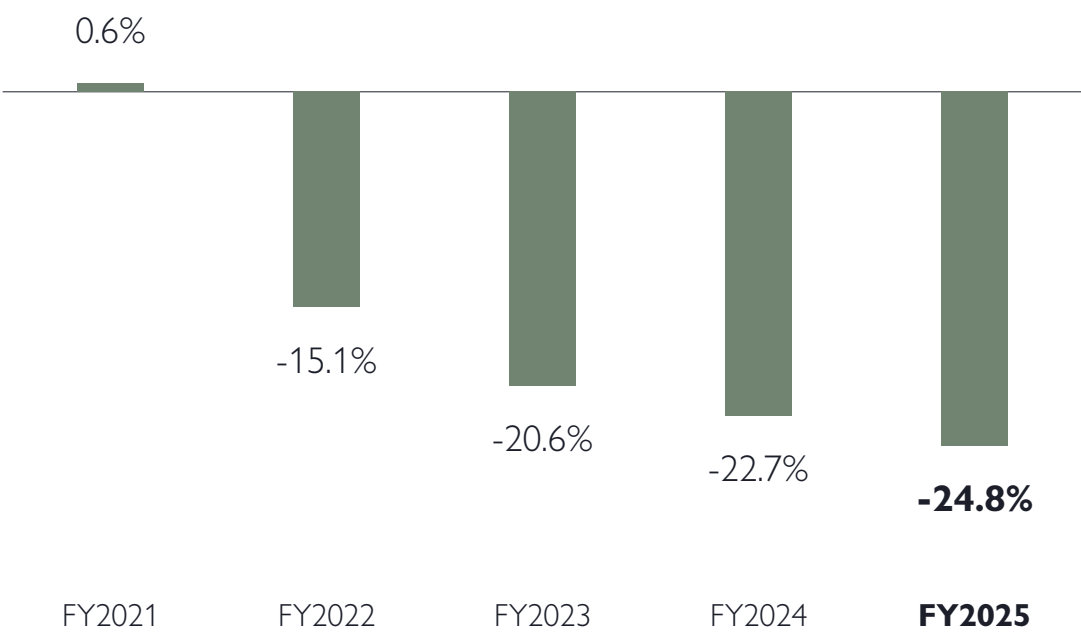
L'OCCITANE Group maps its water consumption using data from its own operations including factories, warehouses, office and stores – with the breakdown for FY2025 shown below:

BREAKDOWN OF L'OCCITANE GROUP WATER CONSUMPTION



% REDUCTION IN WATER CONSUMPTION INTENSITY PER TONNE PRODUCED

BASELINE FY2020





E4

BIODIVERSITY AND ECOSYSTEMS

L’OCCITANE Group is a member of the important and growing community of public- and private-sector actors committed to contribute to a nature-positive world – a world where nature loss is halted and reversed by 2030 with full recovery of nature achieved by 2050. The Group remains committed to actions and outcomes that are focused both within its own business operations and beyond in its ‘sphere of influence’ through collective action and advocacy.

As part of this commitment, the Group acknowledges that biodiversity is a global concern, shaped by five key drivers of biodiversity loss: land and sea use change, resource exploitation, climate change, pollution and invasive species. While this section covers land use change and resource exploitation, the other drivers are covered in E1, E2 and E3. However, several initiatives highlighted in this section, including regenerative agriculture, generate cross-cutting benefits with positive impacts across all five environmental sub-topics, underscoring the integrated nature of the Group’s approach to biodiversity preservation.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

Impact materiality

- ⊕ Positive
- ⊖ Negative

Financial materiality

- ⌆ Opportunity
- ⌇ Risk

UPSTREAM

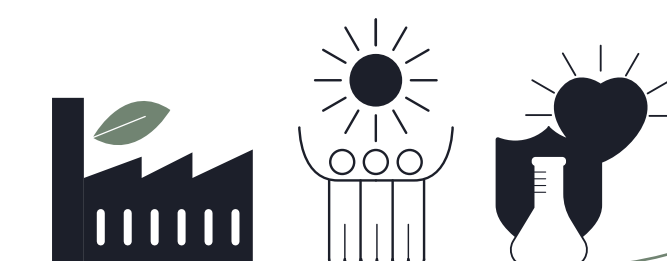
- ⌇ Availability of natural raw materials
- ⌇ Raw material traceability

- ⊖ Raw materials production impact on biodiversity
- ⊕ Regenerating biodiversity through regenerative agriculture

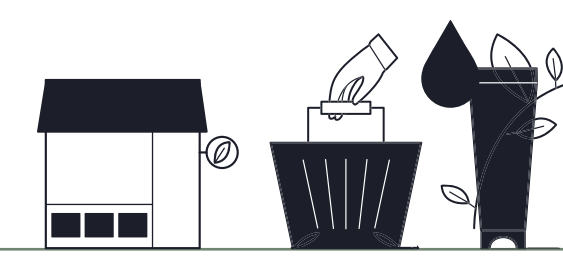


OWN OPERATIONS

- ⊖ Direct operations impact on biodiversity loss



DOWNSTREAM



STRATEGY

E4-1 TRANSITION PLAN AND CONSIDERATION OF BIODIVERSITY AND ECOSYSTEMS IN STRATEGY AND BUSINESS MODEL

As mentioned previously in the E1 Climate Change chapter, L'OCCITANE Group has been developing a Climate and Biodiversity Transition Plan during FY2025, which is also relevant to the topics covered in this chapter. While no formal resilience analysis has been included in this plan, the Group remains committed to science-based targets and a vision to limit global warming to 1.5°C, including net-zero emissions by 2050 through greenhouse gas emission reductions and nature-based carbon removal.

The Group firmly supports the Kunming-Montreal Global Biodiversity Framework and aims at addressing the key drivers of biodiversity loss which are most material to its business, focusing on climate and land use change, and the use of water, substances of concern, and natural resources.

To achieve these objectives, the Group invests in improving the impacts of its products, enhancing processes within its own operations, restoring, regenerating, and conserving ecosystems, and engaging stakeholders to drive collective action. Regenerative agriculture continues to guide the Group's approach to improve all upstream impacts, as these practices have many

benefits, including increased biodiversity, soil health, water retention, carbon sequestration and reduced pollution.

L'Occitane en Provence and Melvita brands are transforming their business model for raw materials with short supply chains (e.g. iconic, botanicals and commodities) by focusing on:

- promoting organic and fair-trade practices and certification;
- implementing regenerative agriculture practices;
- supporting sustainable agroforestry systems, particularly through collaboration with producers and their communities.

For more complex supply chains (e.g. derivative raw materials), L'Occitane en Provence and Melvita continue to focus on promoting sustainable practices through certification where possible (e.g. RSPO). The brands are supporting regenerative agriculture and agroforestry practices across areas of land that are at least equivalent to the existing footprint of those materials within the supply chain.

IMPACTS, RISKS AND OPPORTUNITIES



SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

L'OCCITANE Group's materiality assessment on biodiversity demonstrated that the Group's impacts from direct operations are mostly related to climate change (see E1 for more details), with further impacts associated with pollution (see E2 for more details) and water use (see E3 for more details). The Group's two French production sites are located in regions of recognised and protected biodiversity, occupying around 16 hectares, including warehousing.

The materiality assessment has confirmed the significance of L'OCCITANE Group's biodiversity commitments (see E4-4) which are focused on raw materials. The Group uses a wide range of ingredients in its formulations, with its

strategic raw materials – primarily cultivated plant species, but also wild species – representing a key opportunity to help prevent biodiversity losses. However, the cultivation and harvest of raw materials can also contribute to biodiversity loss, depending on farming practices and production system. As the Group is dependent on a thriving natural ecosystem, the promotion of regenerative agricultural practices is crucial. Across the value chain, L'OCCITANE Group seeks to reduce its negative impacts and enhance its positive influence on biodiversity.

While this section focuses on biodiversity and ecosystems impacts related to sourcing and production, it is important to note that product use and end-of-life stages also carry material implications for biodiversity, primarily through pollution. These life cycle stages are therefore discussed in more detail in the Pollution section, due to their close connection to adverse environmental impacts and waste management.

The following five IROs have been identified as material.



Raw materials production impact on biodiversity

L'OCCITANE Group's upstream activities, particularly the cultivation of raw materials, can negatively impact species. Habitat loss and fragmentation reduce their territories, while the use of pesticides and fertilisers can contaminate ecosystems and harm wildlife. Monoculture

practices and intensive soil labour lead to soil depletion and erosion. Over time, the intensive farming of raw materials can reduce an ecosystem's ability to provide essential services, such as crop production, local water availability and climate regulation.

Regenerating biodiversity through regenerative agriculture

L'OCCITANE Group is deeply committed to regenerative agriculture, focusing on restoring the health of the ecosystems where its raw materials are cultivated, and this offers a positive impact on the upstream value chain. Group brands like L'Occitane en Provence,

Melvita and ELEMIS, supports sustainable land use and regenerative practices, aiming to reverse soil degradation, enhance biodiversity, and improve land resilience, especially in areas vulnerable to desertification.

Availability of natural raw materials

L'OCCITANE Group may face financial risks when natural raw materials become more expensive or unavailable due to high demand or shortages caused by extreme climate events and climate change. Shortages could lead to increased costs for sourcing natural raw materials, thereby impacting profitability (e.g., reduced margins due

to increased material costs). In addition, new regulations on specific raw materials (e.g., the EU Deforestation and Forest Degradation Regulation (EUDR)) may lead to business interruptions and supply chain disruptions if suppliers encounter challenges to meet compliance requirements.

Raw material traceability

L'OCCITANE Group may face upstream financial and reputational risks due to limited visibility regarding the composition, origin, or legality of certain raw materials.

Low traceability may lead to higher sourcing and compliance costs, operational delays, and reputational risk due to limited capacity to manage supply chain risks.

Direct operations impact on biodiversity loss

L'OCCITANE Group's own operations (e.g., manufacturing sites and warehouses) offer a high level of control on mitigating the negative impact on biodiversity – however, potential impacts are mainly

related to climate change, pollution and water use. Development of new warehouses and facilities can lead to artificial land use conversion, potentially impacting local ecosystems and contributing to habitat loss.



MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

L'OCCITANE Group is committed to acting responsibly towards biodiversity in the regions where it operates. The Group strives to minimise its environmental footprint by implementing strong controls within its own operations, while also working closely with its supply chain partners to mitigate impacts on biodiversity, greenhouse gas emissions, local ecosystems, and water resources.

Raw materials represent the highest risks to biodiversity, but also the greatest opportunities for restoration, regeneration and conservation of biodiversity. As such, the Group aims to drive change through its supply chain and restore and protect biodiversity equivalent to the land footprint of the regions it sources from.

The L'OCCITANE Group does not buy crude palm oil, but certain processed products purchased from its suppliers may be derived from palm oil or palm kernel oil. In terms of land use change and impacts on biodiversity, palm oil and coconut oil are considered high-risk raw materials. Due to the complexity of their supply chains and the difficulty in tracing them back to areas of production, these materials present some of the biggest challenges for the L'OCCITANE Group.

The shea tree, which supplies the iconic shea butter ingredient for L'Occitane en Provence, faces threats from overexploitation, habitat loss, and low natural renewal. The strategy is thus focused on preserving shea tree populations while promoting fair and sustainable practices for local communities.

E4-2 POLICIES

Group Biodiversity Strategy

L'OCCITANE Group has a formal Biodiversity Group Strategy which will be included in the planned update of the Group Environmental Policy from FY2026. The Group's biodiversity strategy centres on its long experience from field actions, combined with current nature-related frameworks. The following have all informed the biodiversity strategy to date:

- an understanding of planetary boundaries, an ambition for contributing to a 'nature positive' world and a commitment to offer measurable progress for the Global Biodiversity Framework;
- high-level principles to guide business transformation towards nature positive, according to Business for Nature, International Union for Conservation of Nature (IUCN), SBTN, European Business and Biodiversity Platform;
- frameworks and approaches for assessing and reporting the materiality and risk of biodiversity loss, such as the Corporate Sustainability Reporting Directive (CSRD) and SBTN;
- guidance from SBTN and SBTi on target setting;
- a commitment to reporting and disclosing aligned with CSRD and Business for Nature.

Regenerative agriculture framework

During FY2025, L'OCCITANE Group has continued to support biodiversity via its brands, supply chains and local initiatives. This is built from the Group's Regenerative Agriculture Framework, which was published in FY2023 to provide guidance on practices as well as measurement and tracking of outcomes for biodiversity, climate, inputs, soil, water, productivity and livelihoods. Developed by internal agronomists, and in consultation with One Planet Business for Biodiversity (a broad coalition of businesses with a specific focus on regenerative agriculture), the framework includes a suite of criteria to ensure best practices and outcomes to reduce biodiversity impacts on all agriculture-related projects, including:

- procurement of raw materials: implementing agricultural development plans in the Group brands' supply chains;
- contribution to carbon footprint neutrality: supporting agroecological projects to capture carbon;
- philanthropy: helping regenerative projects beyond the Group's value chains;
- evaluation: during FY2024, L'Occitane en Provence used it to evaluate 100% of its international philanthropic projects in farming systems.



L'Occitane en Provence Forest Strategy

Forests are integral to L'Occitane en Provence's operations, as many of the raw materials used in its products are derived directly or indirectly from forest ecosystems. L'Occitane en Provence is currently developing a Forest Strategy to guide the Group on best practices for addressing deforestation and protecting natural habitats.

While the risks related to deforestation from primary and secondary packaging are considered low, L'Occitane en Provence remains committed to responsible sourcing. As of 2024, all secondary and tertiary cardboard used by the brand is FSC-certified, supporting responsible forest management. Additionally, 84% of the cardboard used for product packaging and tertiary purposes is sourced from France and Northern Europe – regions considered to have a very low risk of deforestation or other significant environmental or social impacts. The brand continues to use certified materials for primary packaging and is also developing a dedicated policy to further address deforestation concerns across its value chain.

Importantly, the strategy goes beyond packaging to also address plant-based raw materials, with further detail provided in the following pages.



ACTIONS AND RESOURCES

E4-3 ACTIONS AND RESOURCES

In L'OCCITANE Group's ongoing B Corp™ journey, one key focus has been the active engagement across the Group on biodiversity. Together with the One Planet Business for Biodiversity (OP2B) coalition, which began in 2020, the Group aims to promote regenerative agriculture and biodiversity conservation. The Group's updated biodiversity strategy, unveiled at COP16 in Cali, Colombia, in FY2025, serves as an ambitious and comprehensive roadmap for addressing biodiversity loss, embracing nature-positive business practices, and acting as a catalyst for collective change.

L'OCCITANE Group does not include biodiversity offsets as part of its actions and resources. However, the Group seeks to contribute to the restoration and preservation of biodiversity beyond its value chain to create sustainable landscapes, through:

- Investments in projects sequestering carbon whilst generating positive, measurable biodiversity benefits, alongside financial returns, such as carbon credits (see section E1).
- Philanthropic activities: The L'OCCITANE Fund has a long-standing commitment to preserving and restoring biodiversity, particularly within forest ecosystems. Beyond conservation efforts, it prioritises a qualitative approach that enhances local communities' understanding of their natural environment, empowering them to become key players in its protection.

Reducing impacts of direct operations

As mentioned in SBM-3, the majority of L'OCCITANE Group's impacts on biodiversity from direct operations occur at its production sites. At both sites in France, the Group operates according to a sustainable practice charter, which sets out guidance on supporting local ecosystem services, including plants and pollinators. This includes the use of insect shelters, bird-nesting boxes, irrigation management plan, and applying mulch to increase local soil health, biodiversity and climate resilience.

Priority landscape initiatives: palm oil and coconut oil

Palm oil and coconut oil are considered high-risk raw materials in terms of land use change and biodiversity impacts. The complexity of their supply chains and the difficulty of tracing them back to areas of production represent some of the biggest challenges. As such, L'OCCITANE Group seeks to restore and protect biodiversity equivalent to the land footprint of the regions it sources from, supporting the supply chain to drive change through the following actions:

- Reducing the Group's dependency on derivatives by exploring alternative raw materials.
- Committing to halting the conversion of natural ecosystems, including sourcing commodity raw materials from certified sustainable supply chains (e.g., 100% of palm oil volumes RSPO mass balance certified).
- Supporting initiatives and programmes being implemented in the field to develop new techniques to produce raw materials.
- Supporting the Action for Sustainable Derivatives initiative (ASD) to improve the traceability of palm and coconut oils and their derivatives.

L'OCCITANE Group aims to promote collective industry action to establish more visibility across the supply chain.

Promoting regenerative agriculture practices

L'Occitane en Provence

A.C.E. Collective

L'Occitane en Provence continues to support the non-profit association Agroécologie et Commerce Équitable (Agroecology and Fairtrade). It is composed of 20 family-run farms producing a wide range of the brand's iconic ingredients in Provence and Corsica, plus two cooperatives, one processing company and a client – L'Occitane en Provence. It aims to find answers to technical challenges for sustainable production, supported by fair incomes for farmers.

The project has two working groups. The first group has been investigating soil quality and the impact of cover crops. Cover crops help retain moisture, enhance humus, increase carbon sequestration and enable soil biodiversity. In FY2024, farmers experimented with new planting practices and farming machinery techniques, generating new insights on soil regeneration to be shared with growers in the surrounding area. In FY2025, a second working group was launched, focused on lavender production and its specificities.

Kaleka project

From FY2023 to FY2025 L'OCCITANE Group partnered with BASF to join the Indonesian non-profit organisation Kaleka. L'OCCITANE Group has been helping to support the sustainable management of palm and palm kernel oil production in Indonesia and enable the implementation and scale-up of regenerative agricultural practices in the region. The project has successfully created 12 demonstration plots in support of spreading the message on regenerative agriculture practices, such as the use of organic and recycled fertilisers, mulching, and organic pest and weed control. This has allowed local farmers to see first-hand how regenerative agriculture can improve soil health, farm productivity, and farm income.

L'Occitane en Provence provided the essential resources, such as knowledge to produce organic fertilisers, incentives to support regenerative agriculture, and 207 hectares now achieving RSPO certification in FY2025.

Palm oil Sundaland project (2025-2031)

The Livelihoods Fund for Family Farming (L3F), PRCF and L'OCCITANE Group have established a partnership to develop a forest conservation model in the Hadabuan Hills (an area in Sumatra particularly threatened by deforestation) aiming to guarantee the long-term integrity of at least 8,000 hectares of forest.

The project is based on the complementarity between conservation and regenerative agriculture practices, while also ensuring the well-being of local communities. Key components include the creation of a buffer area around the internal landscape, strengthening the sustainable management of forest resources and the implementation of a circular fund model.

The regenerative part of this project will be supported by L'OCCITANE Group from 2025 to 2031, covering over 800 hectares of palm land footprint. The conservation part of the project covers 8000 hectares and is supported half by L'OCCITANE Group (since 2023) and half by L'OCCITANE Fund (since 2024).

Coconut oil

(Action for Sustainable Derivative Project)

Based in the Philippines, this five-year project (currently due to run until 2029) aims to improve the socio-economic sustainability of coconut oil-producing family farms by empowering small producers in the value chain and promoting agroecological practices. The area of land covered by this collective project amounts to over 4,000 hectares, and L'Occitane en Provence's contribution covers around 750 hectares (i.e. exceeding the coconut land footprint for L'OCCITANE raw materials).

As the project's aim is to create a sustainable copra (dried coconut kernel) supply chain, the first steps were undertaken in FY2025. Thus, the first five cooperatives have begun receiving support from the project, and a business plan for a copra trading business has been defined. This will strengthen their capability to operate and manage copra trading business, aligning their outputs with the project's goals. Meanwhile, one oil mill has been identified to be part of this new supply chain.



Preserving the local shea ecosystem

L'Occitane en Provence

Shea butter is one of L'Occitane en Provence's most iconic ingredients. Since 2009, its shea butter has been labelled 100% organic and Fairtrade, as verified by the Fair for Life certification programme, and is sourced directly from six local organisations (mostly cooperatives) in Burkina Faso and, more recently, Ghana.

Beyond certification, L'Occitane en Provence has been working to connect local stakeholders in the shea ecosystem with the aim of ensuring the long-term preservation of the crop. Dialogue has focused on strengthening and securing local nut-processing cooperatives and enhancing local governance amongst all forest users. This ambition has led to the design of a project based on a three-pillar approach: supply chain, governance and forest management.

Overall, L'Occitane en Provence seeks to improve community incomes, secure land access, aid the co-construction of a forest management plan, and promote forest restoration. The first phase will be dedicated to a pilot project covering 900 hectares that includes a socioeconomic diagnosis and an ecological assessment of the shea ecosystem. Based on the results of this first phase, L'Occitane en Provence will co-create an action plan with the local stakeholder that benefits everyone in the shea ecosystem and beyond.



The VERGER Project: Farmer managed natural regeneration

To support the natural regrowth of shea trees, L'Occitane en Provence is testing *Farmer-Managed Natural Regeneration (FMNR)* – a traditional agroforestry method that nurtures natural regenerants to help them reach adulthood. This approach offers higher survival rates, lower costs, and requires less labour than conventional planting.

Local women's shea unions have been trained in this method and will manage designated plots. Over the next three years, they will plant and care for 3,500 shea tree seedlings, generating additional income for the participating women.

Supporting supplier's action plans

L'Occitane en Provence

In support of its suppliers' action plans, L'Occitane en Provence launched a biodiversity and water assessment of its suppliers in FY2025. The study analysed which purchasing categories could have the greatest potential impact on biodiversity and water (e.g., raw materials, merchandising, packaging, IT), with these categories representing around 75% of the brand's total spend. An in-depth survey of nearly two-thirds of suppliers has helped identify which suppliers were already advanced and mature on those topics, and which would benefit from support from L'Occitane en Provence.

Integrating traceability and risk analysis

Sol de Janeiro

In FY2025, Sol de Janeiro has integrated traceability as one of the key responsibilities of the supply chain management, with the development of a new raw materials checklist created in partnership with the regulatory team to understand country of origin information. Additionally, Sol de Janeiro has engaged consultants to conduct a hot spot analysis and supply chain risk assessment for all ingredients, based on the International Nomenclature of Cosmetic Ingredients (INCI), and are working with a third-party to map the supply chain, conduct ESG risks screenings, and identify risk to product. The focus in FY2025 has been on collating robust baseline data of the current sourcing profile and an initial draft of a brand-specific sustainable sourcing policy.

Surveying iconic crops and protection of birdlife

ELEMIS

ELEMIS has been gaining a deeper understanding of its sourcing related to the impact of iconic ingredients through a biodiversity and pollinator study in its starflower field in the UK during FY2025. Whilst diversity appears rich, improvements to wildflower margins and timing of farm operations to improve pollinator activity have already been introduced.

In addition, ELEMIS is proud to be the first beauty company to join forces with the Royal Society for the Protection of Birds (RSPB), Europe's largest nature conservation charity, to support the long-term restoration, monitoring and maintenance of an internationally important peatland habitat at Forsinard Flows Nature Reserve in Scotland, UK. The project aims to enhance biodiversity, support rare and threatened species and help avoid the emission of approximately 1,500 tonnes of CO₂ over a 65-year period.

L'Occitane au Brésil

L'Occitane au Brésil sources its key ingredients from local communities across four different Brazilian biomes – Amazonia, Caatinga, Mata Atlântica, and the ocean. Its work with producers is based on regenerative agriculture, sustainable sourcing, and the valorisation of traditional knowledge. The brand has a dedicated programme to support these producers by providing technical skills and resources, promoting sustainability best practices and establishing payment agreements based on Fair Trade principles.



TARGETS AND METRICS

L'OCCITANE Group is committed to its mission of empowering people and regenerating nature through sustainable solutions focused on biodiversity, climate action, and community investment. Guided by science-based targets and a vision to limit global warming to 1.5°C, the Group firmly supports the Kunming-Montreal Global Biodiversity Framework and aims to address the drivers of biodiversity loss that are most material to its business, focusing on climate and land use change, as well as the use of water, substances of concern, and natural resources.

The Group monitors volumes of ingredients used in its products and seeks to identify the country of origin of these materials based on actual supplier information, or to estimate it based on industry benchmarks.

In setting targets for raw materials, no ecological thresholds were applied, however such thresholds were considered for water, as detailed in the E3 Water and Marine Resources chapter. Targets addressing other key drivers of biodiversity loss, such as climate change, and pollution, are outlined in chapters E1 and E2 respectively.

E4-4 TARGETS

The biodiversity targets for L'OCCITANE Group are outlined in the table below.



BY FY2025-2027

90% of the total volumes of purchased plant-based raw materials traced back to the country of origin for L'Occitane en Provence and Melvita by FY2026 (from 81% in FY2024)

100% RSPO mass balance certification for palm oil derivatives for all brands by FY2027

BY FY2031

90% of the total volumes of purchased plant-based raw materials traced back to the country of origin for the Group

90% of the total volumes of purchased plant-based raw materials assessed for social and environmental risks for the Group

100% of the total volumes of raw materials sourced from countries with a high risk of deforestation, covered by a risk management plan for the Group

BY FY2040

100% of the land footprint to be managed in a way that supports biodiversity preservation and regeneration in direct or in equivalence by FY2030 (for L'Occitane en Provence and Melvita) and for all brands (Group Target)

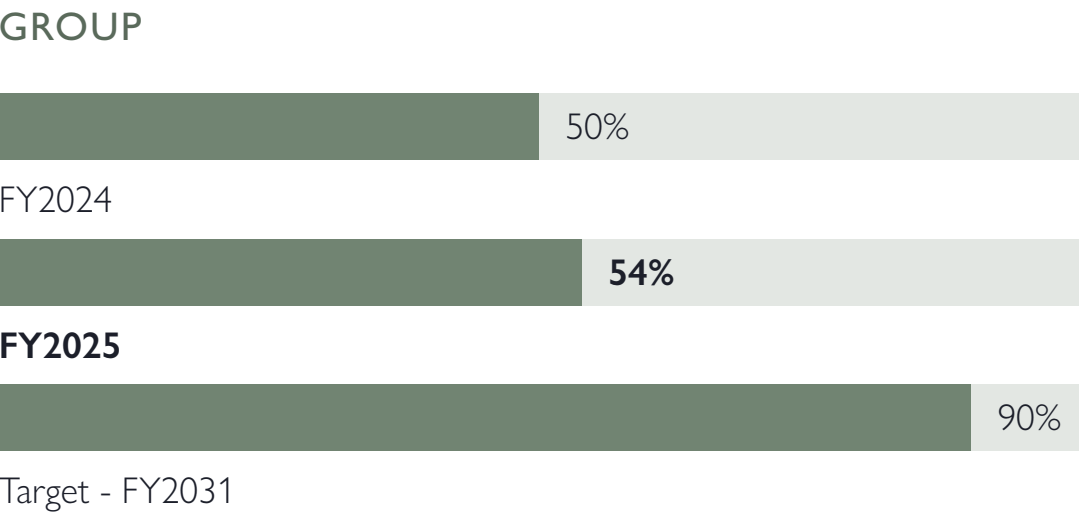
E4-5
METRICS

L'OCCITANE Group tracks and monitors progress against all metrics with defined targets, as outlined below. Traceability across the Group continues to show steady progress. For L'Occitane en Provence and Melvita, the significant increase in the volume of raw materials sourced from regenerative agriculture and/or certified organic sources is driven by several key developments. These include the expansion of organically certified shea sourcing areas, the launch of two new palm and coconut projects covering approximately 1,500 hectares under regenerative equivalency, and the direct transition to organic lavender farming, which has added over 140 hectares.

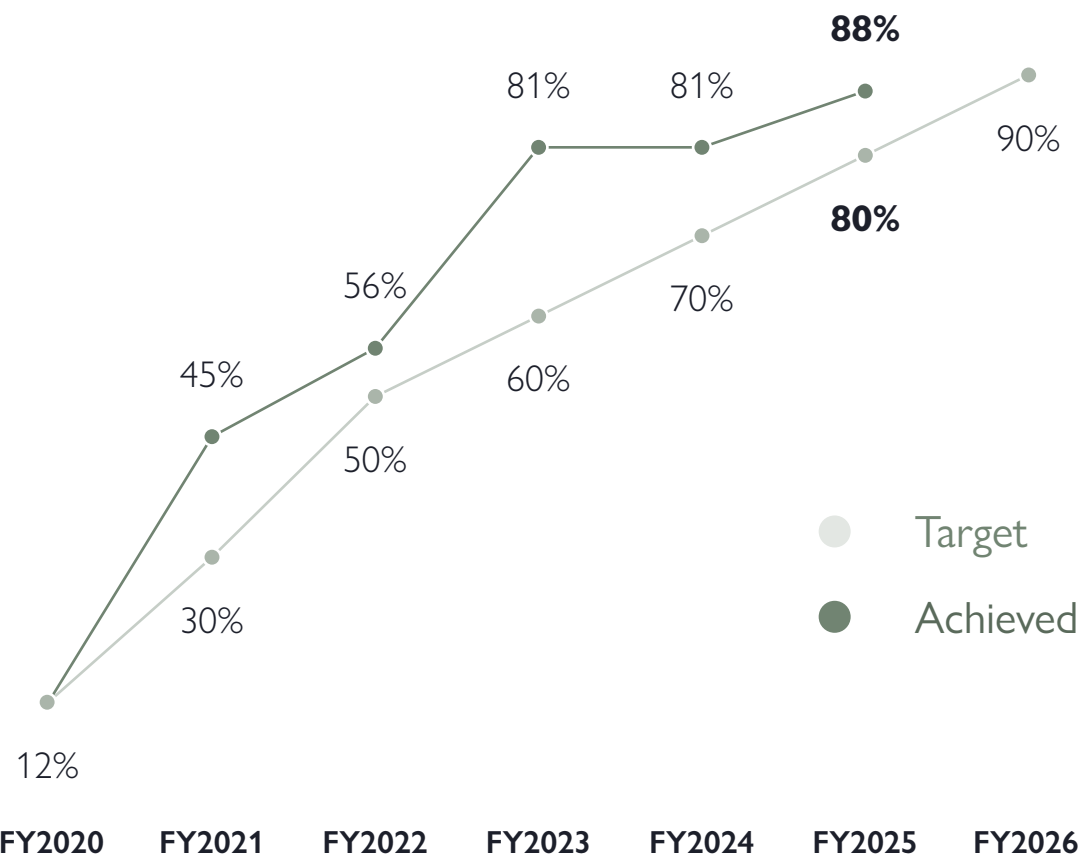
METRIC NAME	SCOPE	UNIT	FY2024	FY2025
Group volumes of RSPO palm equivalent	Group	t	3,442	3,038
Iconic Raw Materials Organic-certified and Fair Trade	L'Occitane en Provence	%	97%	99%
Raw material biodiversity impact management ¹	L'Occitane en Provence and Melvita	%	63%	66%

1 Certified organic, fair trade or RSPO

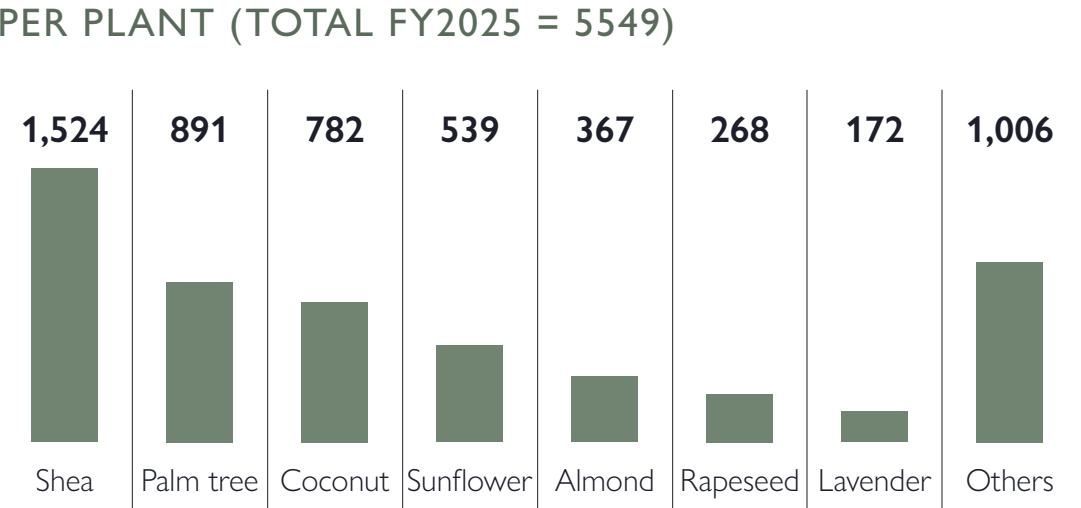
TRACEABILITY OF PLANTS
CONTAINED IN RAW MATERIALS



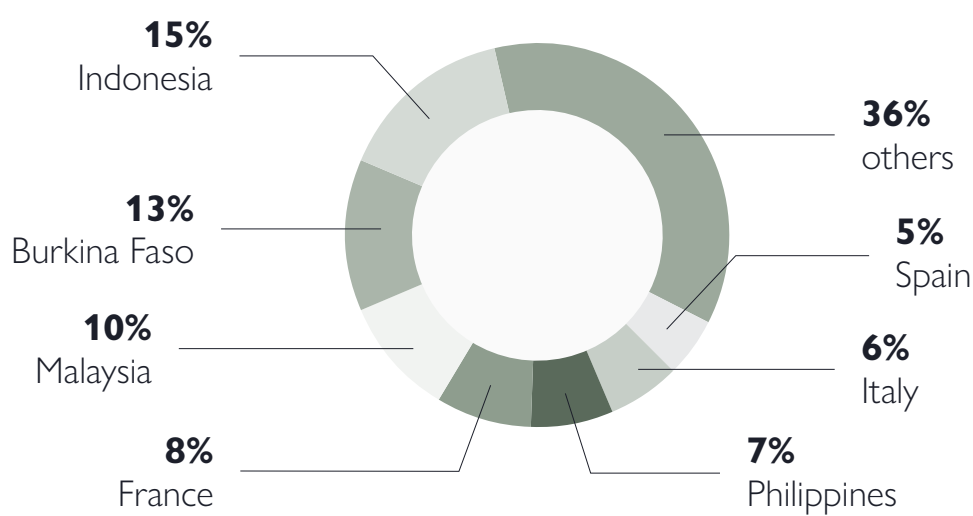
L'OCCITANE EN PROVENCE
AND MELVITA



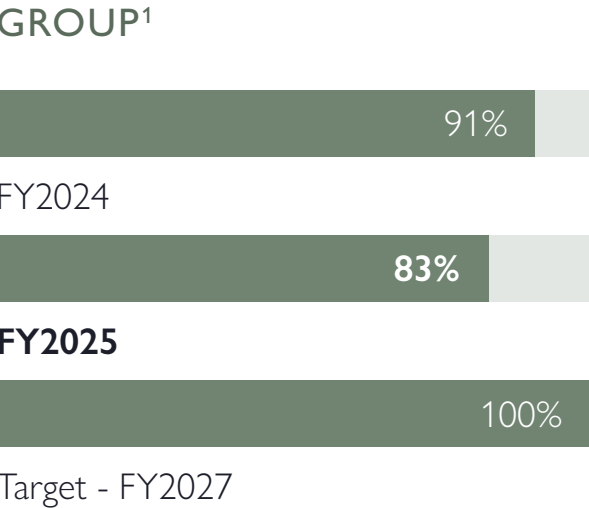
ESTIMATED LAND FOOTPRINT
FOR L'OCCITANE EN PROVENCE
AND MELVITA (HA)



PER COUNTRY

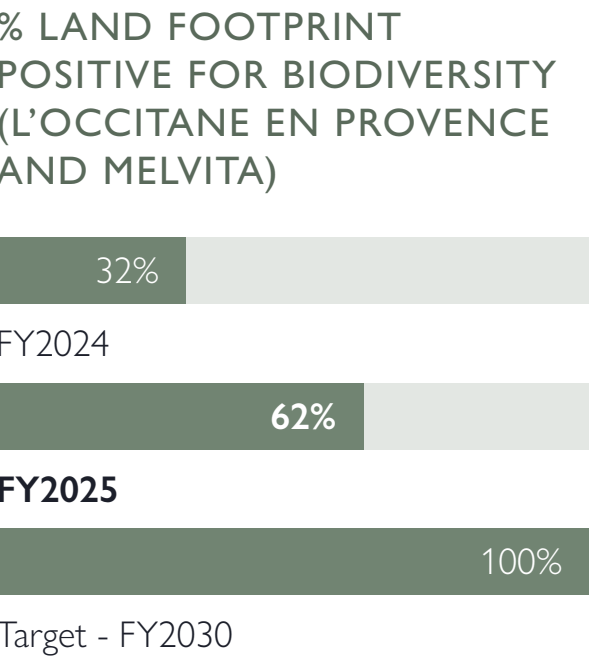


RSPO MASS BALANCE
CERTIFICATION FOR
PALM OIL DERIVATIVES



1 Covers: L'Occitane en Provence, Melvita, ELEMIS, Erborian and L'Occitane au Brésil. Target for the Group including brands acquired after 2022 is FY2027.

RAW MATERIALS
IN REGENERATIVE
AGRICULTURE AND/OR
ORGANIC CERTIFIED





E5

RESOURCE USE AND CIRCULAR ECONOMY

The beauty industry faces significant challenges linked to the depletion of natural resources and the growing volumes of waste, as linear economic and consumption models continue to dominate. Globally, material extraction and disposal are accelerating environmental degradation, underscoring the urgent need to adopt circular economy approaches.

L'OCCITANE Group is committed to addressing these challenges by supporting the transition to a circular economy, which is based on three key principles:

- 1. Regenerating nature
- 2. Circulating products and materials
- 3. Eliminating waste and pollution

By adopting circular economy principles, L'OCCITANE Group aims to contribute not only to waste reduction, but also to broader climate goals addressing emissions that energy-focused strategies alone may not reach.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

- Impact materiality**
- ⊕ Positive
 - ⊖ Negative
- Financial materiality**
- ⌒ Opportunity
 - ⌒ Risk

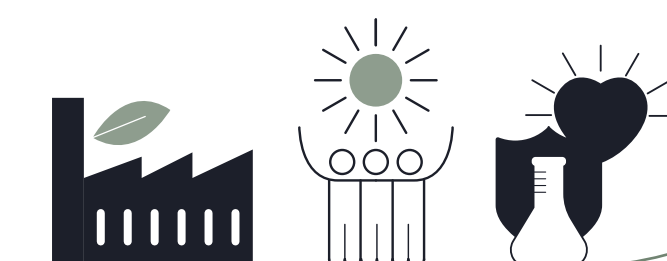
UPSTREAM

- ⌒ Use of plastics in packaging
- ⊖ Raw materials required for formulations, packaging and operations



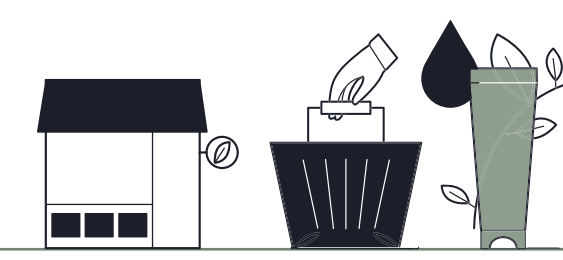
OWN OPERATIONS

- ⊕ Pursuing circular practices
- ⊖ Waste generation



DOWNSTREAM

- ⊕ Pursuing circular practices
- ⊖ Waste generation



SBM-3

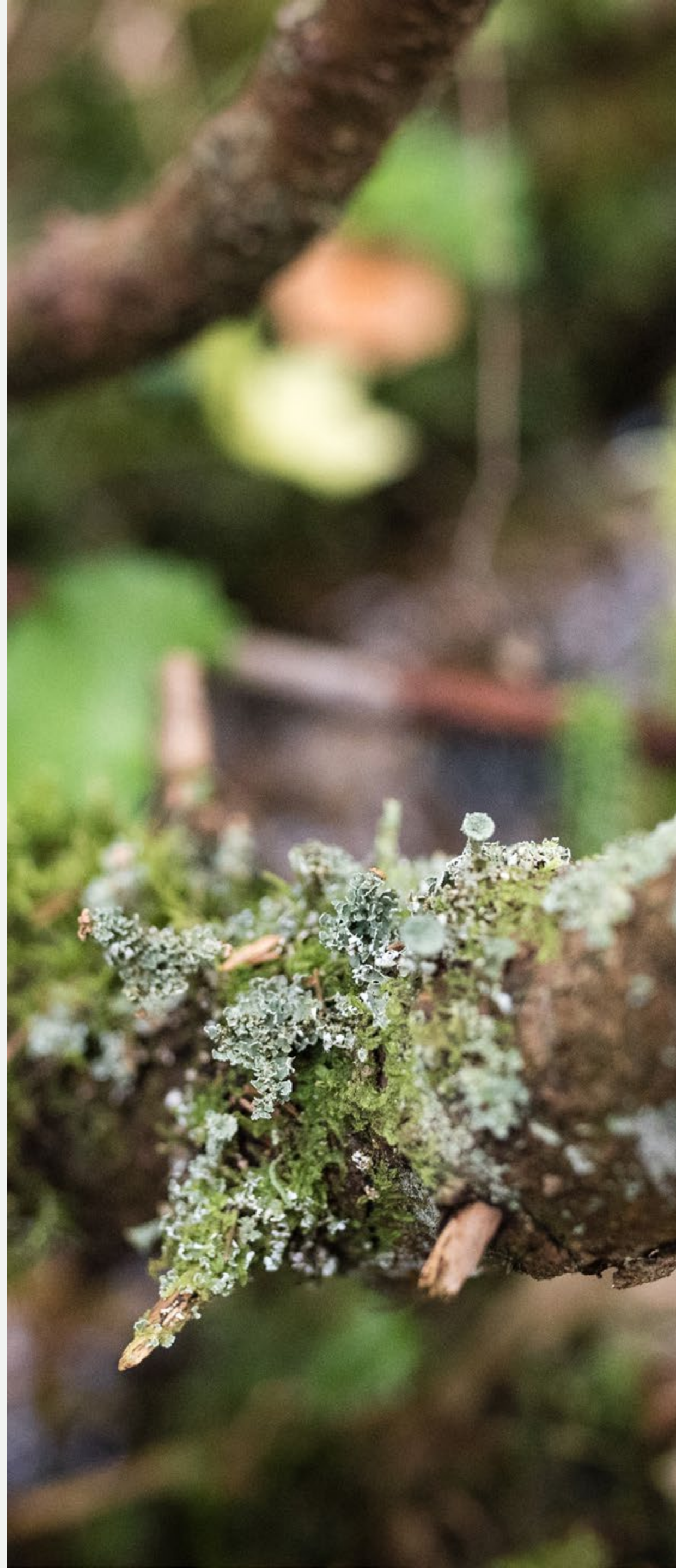
MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

L'OCCITANE Group recognises that the responsible use of resources and its commitment to circular economy principles are essential to building more resilient, circular systems that benefit both people and planet. By minimising waste and maximising resource efficiency, the Group aims to extend the lifecycle of materials, reduce reliance on virgin resources, and mitigate environmental impacts.

Impacts from packaging are assessed using the life cycle assessment (LCA) methodology. LCAs provide the Group with a means to understand the full impacts of packaging, from production to the use phase and end-of-life. The Group follows the LCA methodology ISO 14040:2006 to measure impacts on natural resources. Most brands have conducted LCAs to better understand the impacts of individual products. This includes LCAs for the 50 best-selling L'Occitane en Provence and the 20 most-popular Melvita products. Joining these brands, L'Occitane au Brésil conducted its first LCA for 20 products in FY2025.

L'OCCITANE Group has identified the following material topics:

- raw materials required for formulations, packaging and operations;
- pursuing circular practices;
- waste generation;
- use of plastics in packaging.



Raw materials required for formulations, packaging and operations

The Group consumes a wide range of natural resources, including the raw materials used in its products for formulations and packaging, and the resources needed to ensure the ongoing operation of retail stores, offices, and distribution networks. These resources include, among others, the use of plastic and cardboard in transporting products, creating packaging and distributing samples. All of these practices contribute to natural resource depletion and potential environmental impact.

Pursuing circular practices

The Group is making strides towards circularity through various initiatives focused on reducing water usage and minimising waste. These include the development of less water-intensive solid shampoo ranges, and the implementation of water circularity 'loop' systems at its Manosque and Lagorce factories, which help reduce water withdrawals from local aquifers. To increase the use of recycled content and improve recyclability, the Group continues to explore eco-designed packaging and expand opportunities for consumers to reduce waste from refillable products and recycling programmes.

Waste generation

The Group's value chain involves the generation of waste across its operations, including manufacturing sites, warehouses and retail stores. The main sources of waste include end-of-life packaging and commercial or promotional materials, which often are associated with gifting, merchandising, and marketing campaigns. Operational waste may also result from quality defaults, incorrect forecasting or product expiration, contributing to avoidable waste and environmental impact. Where possible for non-sold products, donation programmes play a role in waste reduction by avoiding unnecessary landfill disposal.

Use of plastics in packaging

The Group acknowledges the environmental concerns associated with plastic packaging and the increasing pressure from consumers, regulators, and industry peers to adopt more sustainable materials. If not addressed through proactive and responsible innovation, this could potentially result in a loss of consumer trust, reputational harm or reduced competitiveness in the market.

MANAGEMENT OF IMPACTS, RISK AND OPPORTUNITIES

E5-1 POLICIES

L'OCCITANE Group Circularity Policy

As a company whose operations rely heavily on natural resources, L'OCCITANE Group recognises its responsibility to reduce its environmental footprint and help preserve ecosystems. In FY2025, to guide this commitment, the Group initiated the process of defining a Group-level Circularity Policy, which will be included within the L'OCCITANE Group Environmental Policy. This policy will promote eco-design, circularity, and responsible waste management across manufacturing, logistics, distribution, sourcing, and procurement.

The policy follows the same governance model as the Group's Climate Policy: each brand's Chief Executive Officer is responsible for compliance,

while team managers ensure its implementation by allocating the necessary resources across functions. As a future outcome, the policy outlines the Group's planned transition away from the use of virgin and non-sustainably managed resources. This is shaped by the commitment to reduce reliance on virgin materials by increasing the use of recycled, upcycled, and reclaimed resources in formulations and packaging. The Group already incorporates non-virgin and sustainably managed resources, including the use of co-products and by-products of other industries into its formulations. For packaging, the Group continues to aim to reduce packaging weight and increase the use of recycled materials, such as recycled plastic and aluminium.

L'OCCITANE Group expects its suppliers to uphold its commitment to environmental stewardship at all times. It prioritises suppliers that conserve resources and use certified raw materials (e.g., FSC-certified paper, RSPO-certified palm oil, and organic certifications). In addition to the principles outlined in the Group's Circularity Policy, several brands have developed charters on the eco-design of packaging and formulations. These charters reinforce the Group's integrated approach to sustainability by addressing both resource efficiency and pollution. For more detail on eco-formulation and environmental pollutant prevention, please see the E2 Pollution chapter.

Charter for eco-design packaging

Since 2021, L'Occitane en Provence has operated under a Charter for Eco-Design Packaging designed to minimise environmental impacts across the entire packaging life cycle. The charter goes beyond regulatory requirements by promoting a circular economy approach in which all new products contain recycled materials and packaging is designed to be recyclable or reusable. Core objectives include:

- eliminating non-essential components, adapting packaging to fit actual needs, reducing plastic use;
- maximising recycled content;
- ensuring packaging recyclability and reusability.

Building on this framework, other brands within the Group have developed, or are developing, aligned charters and guidelines to embed eco-design and circularity principles. For example, L'Occitane au Brésil and Dr. Vranjes Firenze follow L'Occitane en Provence's eco-design packaging charter, with Dr. Vranjes Firenze further advancing circularity through its internal 'Eucostar' management system, which guides the avoidance of certain raw materials. Sol de Janeiro is currently developing a brand-specific sustainable packaging charter, while ELEMIS is working to refresh its entire portfolio's packaging guidelines, with the aim to phase out and consolidate certain packaging formats to allow for more efficient implementation of eco-design principles, such as refreshing packaging guidelines.



E5-2
ACTIONS AND RESOURCES

L'OCCITANE Group is committed to reducing its environmental footprint across its operations, from production to packaging and post-consumer recycling. Through its certified management systems, circular economy practices, and brand-specific initiatives, the Group is achieving meaningful progress in waste reduction and sustainable resource use.

Reducing waste impacts

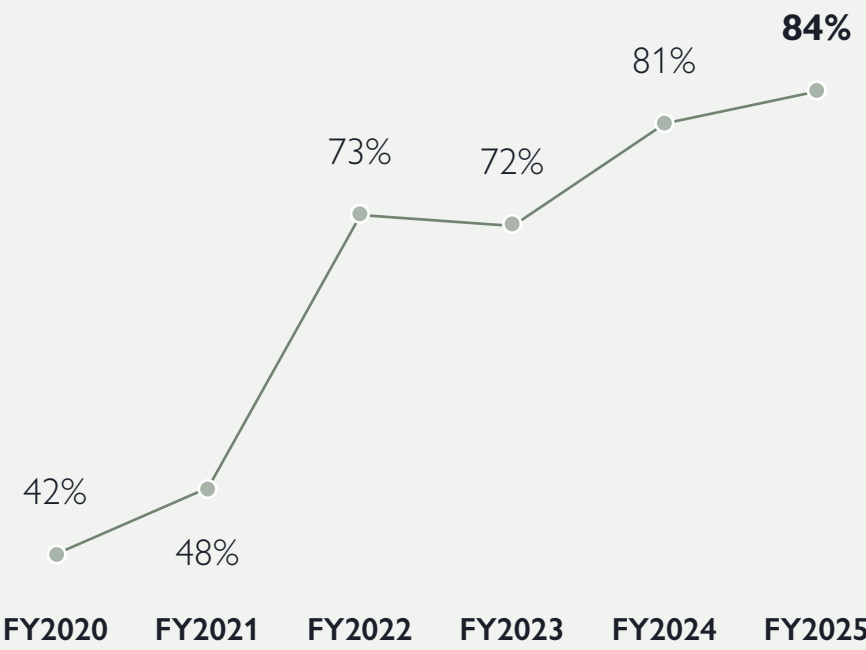
Across the Group's production sites, operational teams are responsible for reducing waste generation. These waste reduction activities cover packaging, as well as transport between production sites and distribution centres, with logistics teams deploying solutions such as reusable containers for transport. To reduce transport emissions, packaging is optimised for weight, materials are standardised across the value chain, and items reused where feasible.

In France, production sites and own stores have implemented an ISO 14001-aligned environmental management system, which is enabling effective resource use management and waste generation. This complements the achievement in France, with factories being zero-waste-to-landfill since FY2019, meaning nearly all waste is either reused or recycled at production sites, with the remainder sent to waste-to-energy plants.

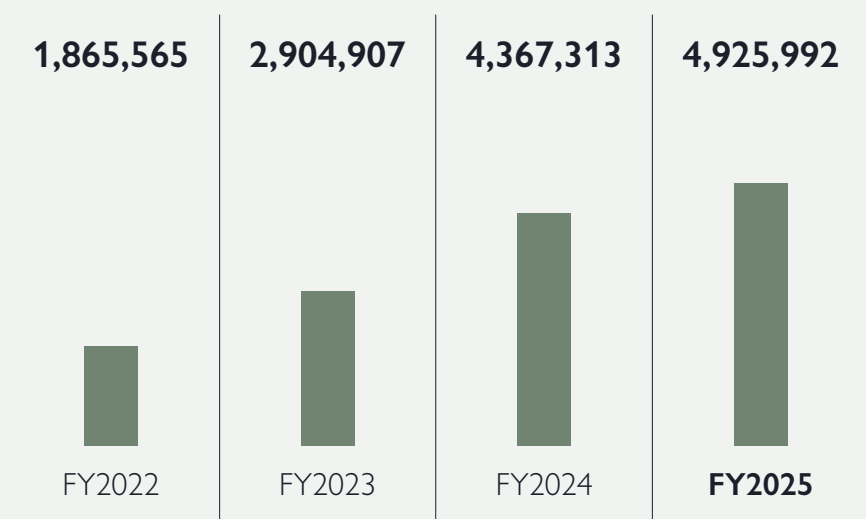
Enabling recycling among consumers

L'OCCITANE Group is committed to empowering consumers to recycle and participate in a more circular economy. The Group is developing collection programmes for empty packaging across its brands. Brands can propose different collection methods and initiatives for post-consumer products, including in-store collection programmes, online programmes, individual collection points, and via postal systems.

OWN STORES OFFERING RECYCLING PROGRAMMES FOR CUSTOMERS (%)



NUMBER OF UNITS COLLECTED THROUGH RECYCLING PROGRAMME IN STORES



Optimising packaging

L'Occitane en Provence

L'Occitane en Provence has carried out an analysis on circular inflows and outflows along its supply chain, based on World Business Council for Sustainable Development (WBCSD) Circular Transition Indicator (CTI). The analysis, which was developed in FY2025, provides an understanding of how the main inflow resources can become part of the circular economy across raw materials, packaging, store concept, gifting and/or wrapping, and visual merchandising, and the role of outflow resources in the form of operational waste and product end-of-life.

Using this methodology, L'Occitane en Provence calculated the circularity of merchandising materials, which account for 20% of the brand's total GHG emissions (e.g., gifting, wrapping, and concept store materials). The study aimed to engage teams in achieving concrete CO₂ reductions by assessing whether materials are renewable, sustainably managed, or non-virgin, and how these materials are applied in the brand's merchandising materials.



ELEMIS

ELEMIS’ refresh of their product portfolio began in FY2025. The goal of the refresh is for ELEMIS to strive for 100% recyclable packaging, an ambitious push towards eco-design. Ongoing efforts by the brand are also contributing to L’OCCITANE Group’s packaging targets and helping to ensure compliance with the new EU Packaging and Packaging Waste Regulation. The brand’s initial focus is on improving the recyclability of ELEMIS’ number-one-selling product, *Pro-Collagen Cleansing Balm*, by replacing non-recyclable PET-G jars with PET jars – which has resulted in a full move over of 2.8 million PET jars in FY2025. All sizes and fragrances have been transitioned, resulting in savings of up to:

- 48% CO₂e per 20 ml per *Pro-Collagen Cleansing Balm* unit;
- 51% CO₂e per 50 ml per *Pro-Collagen Cleansing Balm* unit;
- 37% CO₂e per 100 ml per *Pro-Collagen Cleansing Balm* unit;
- 41% CO₂e per 200 ml per *Pro-Collagen Cleansing Balm* unit.



Dr. Vranjes Firenze

Dr. Vranjes Firenze has replaced polystyrene with cardboard in all secondary packaging (except for its 5 L diffusers due to weight) and transitioned to 100% recycled PET in its home fragrance refill bottles, in support of L’OCCITANE Group’s efforts. Eliminating the plastic beneath the cap of the 2500 ml refill containers is expected save as much as 214.3 kg of plastic, and the brand is evaluating the reduction of the weight of their classification, labelling and packaging booklet, aiming to reduce the languages from 23 to 14, resulting in a reduction of the covering plastics film from 50 to 30 microns. The brand continues to seek solutions for its larger products. Bringing circularity to consumers, the brand ran a campaign and website promotion to engage all stakeholders on how to create a second life for primary packaging.

In FY2025, Dr. Vranjes Firenze concluded a three-year case study on ‘Savings on fragrances for rinsing the bottling machine’ at its Sesto Plant. The study focused on reducing waste in the bottling process by assessing a modification of the filling tubes and rinsing system, which use a fragrance to avoid contamination, but which inevitably becomes waste. The modifications resulted in a 0.2% reduction in the total product usage in FY2025, equivalent to 611kg of fragrance savings compared to 2023.

FRAGRANCE SAVINGS IN FY2025

611 kg

L’Occitane au Brésil

L’Occitane au Brésil conducted its first Life Cycle Assessment (LCA) in FY2025. The LCA focused on the formulation and packaging of 20 products, with the aim of better understanding areas for packaging improvement. The brand also continued to use recycled post-consumer plastic in its packaging (around 17% recycled plastic in FY2025).

Sol de Janeiro

Sol de Janeiro continued to advance its sustainable packaging efforts in FY2025, building on its refill strategy. The brand is striving towards creating more sustainable packaging, offering a selection of refills across multiple product categories including creams, fragrance, body washes, and deodorants, which help reduce plastic consumption without compromising on product experience. Notably, the refillable deodorant line was extended with the launch of Cheirosa 59 Rio Deo. Guided by the principle of ‘Enjoy, refill, repeat’, Sol de Janeiro reinforces its commitment to a more circular, lower-impact packaging model.

Melvita

Rewarding Refill Purchases

Since launching its first multi-range refillable jar in 2024, Melvita has been guiding its customers towards more sustainable beauty habits. In 2025, this commitment was reinforced through a loyalty offer: +20 points awarded for each refill purchased. The results showed that 891 customers have already been rewarded and repurchase rates for refillable formats are 2 to 3 times higher – reaching up to 42.7% for the Argan Bio-Active Cream. This initiative, when scaled to annual sales volumes, has already saved 5.51 tonnes of material in 2025.

Less Glass, Same glow

With every product relaunch, Melvita rethinks its packaging to minimise environmental impact. The 100 ml Or Bio bottle has been redesigned, reducing its weight from 195 g to 144 g – a 25% decrease in glass.

5.51 t
of material
saved



TARGETS AND METRICS

E5-3 TARGETS

Since FY2022, L'OCCITANE Group has been a signatory to the New Plastics Economy Global Commitment launched by the Ellen MacArthur Foundation (EMF), an initiative which aims to reduce plastic pollution and to promote a circular economy for plastics.

As part of the EMF commitments, our targets were set as follows:

By FY2026, 100% of plastic packaging to be recyclable, reusable or compostable; 20% of post-consumer recycled plastic content in packaging; 15% reduction of virgin plastic compared to FY2019; and by FY2031, 40% of post-consumer recycled plastic content in packaging.

However, the New Plastics Economy Commitment's latest report, published in FY2024, highlights that although action is being taken and post-consumer content use is increasing, many targets will be missed on current trajectories.

Due to the current recycling system challenges, it is unlikely that all signatories will meet the Foundation's FY2026 target for 100% of plastic to be reusable, recyclable or compostable. The Group remains even more committed to reducing plastic pollution and promoting a circular economy for plastics, but it is currently re-thinking its targets in light of these challenges and new packaging regulatory requirements.

Packaging

The Group's packaging targets related to recyclability of packaging and recycled plastic packaging are aligned with the EU Packaging and Packaging Waste Regulation (PPWR), which states that by 2030 all packaging within the EU must be recyclable. The Group's targets predate PPWR coming into force on a voluntary basis and the Group becoming a signatory of the EMF New Plastics Economy Global Commitment.

The Group's target of 100% plastic packaging recyclable, reusable or compostable by FY2026 relates to the effort to increase the use of circular product design. Similarly, the Group's packaging target of 20% of post-consumer recycled plastic content in packaging by FY2026 and 40% by FY31 relates to the aim to increase the use of circular materials. Meanwhile, the Group's target to reduce the use of virgin plastic by 15% in FY2026 compared to FY2019 aims to promote the minimisation of primary raw materials.

Waste

Waste management is monitored across the Group's operations, including production sites, stores and logistics. Operational teams are responsible for reducing waste generation, increasing the percentage of waste recycled or reused, and decreasing the percentage of waste landfilled. Waste that is currently incinerated is hazardous waste that cannot be recovered or recycled. At the Group's own manufacturing sites in France, there is a target of zero-waste-to-landfill, as well as targets related to total waste and hazardous waste.

Formulations and ingredients

The Group's targets related to biodegradable formulations, sustainable sourcing, and biodiversity are detailed in sections E2 Pollution, E3 Water and Marine Resources, and E4 Biodiversity.



E5-4

RESOURCE INFLOWS

The Group is responsible for the management of resource inflows, which include raw materials, water, packaging (including tertiary), gifting and/or wrapping, and concept and visual merchandising materials. The Group has installed water circularity ‘loop’ systems at its Lagorce production site and plans to implement the systems across at its Manosque production site. Where feasible, raw material inflows are bio-sourced and sustainably managed and certified; and packaging, including concept and visual merchandising materials, contains recycled content and eco-design thinking.

E5-5

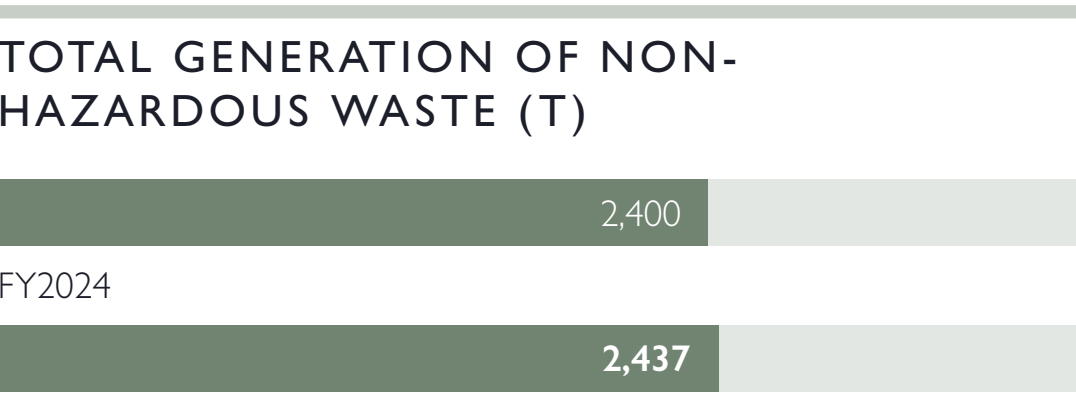
RESOURCE OUTFLOWS

The Group’s material outflows include those generated within its operations and the end-of-life treatment of sold products:

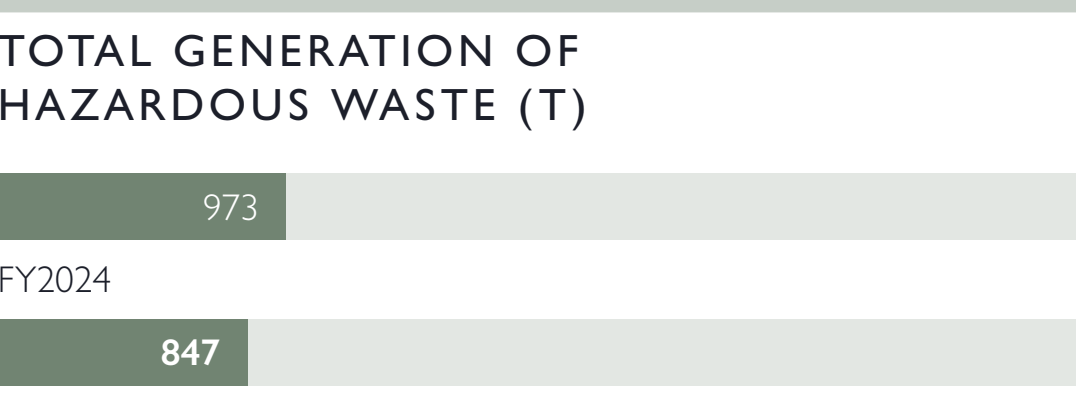
- Operational waste includes outflows from manufactures, warehouses, and stores, such as concept and visual merchandising, cardboards, non-sold products, and pallets.
- End-of-life products include outflows from packaging and gifting and/or wrapping materials.

The Group’s waste streams mainly cover raw materials, packaging, unsold products (including formulations), packaging, and merchandising waste (including waste from concept stores, such as furniture, tables, decorations and gifting packaging). These materials cover plastic for packaging, paper, and cardboard for merchandising.

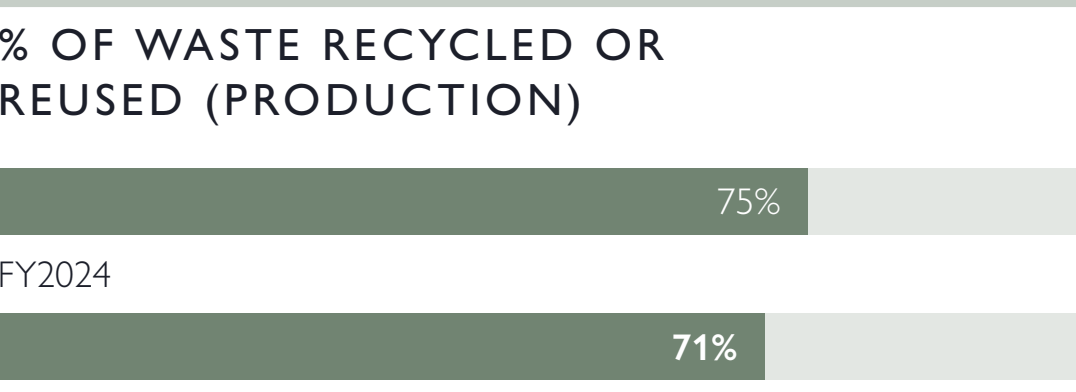
At the brand level, quantitative data is collected on total waste and other outflows. This total waste is further disaggregated between hazardous, non-hazardous and unsold products intended for destruction.



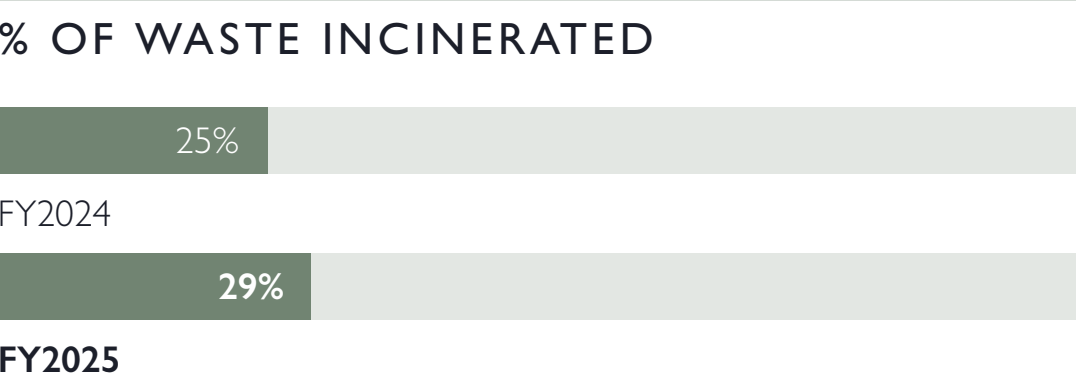
FY2025



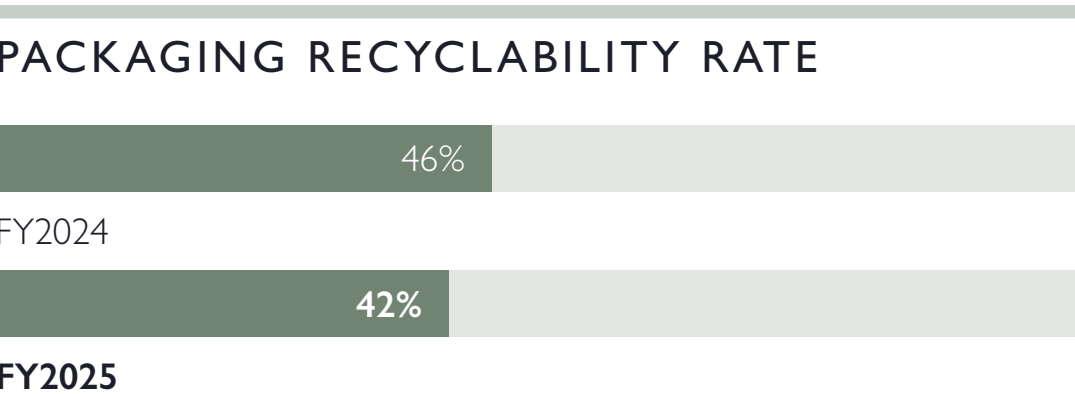
FY2025



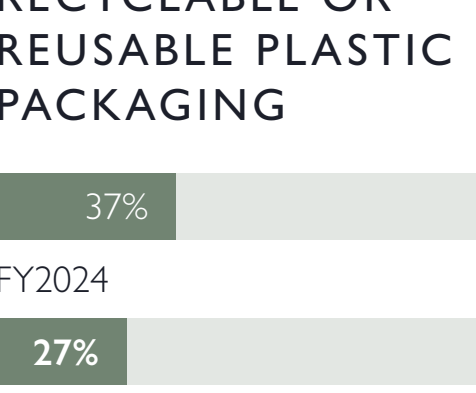
FY2025



FY2025

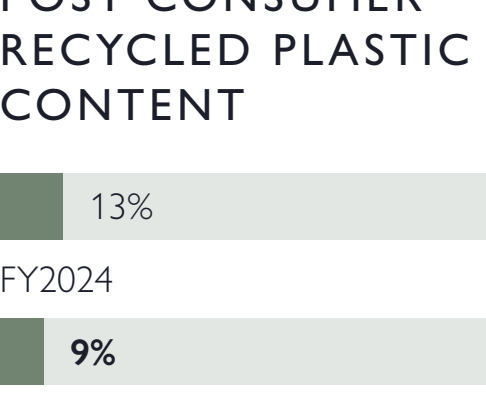


FY2025



FY2025

Target - FY2026



FY2025

Target - FY2026

The overall decrease of the packaging recyclability rate, the recyclable or reusable plastic packaging rate and the post consumer recycled plastic content rate reflects the strong growth of the Sol de Janeiro brand within the portfolio, which is working towards a packaging strategy.

E5
METRICS

METRIC NAME	UNIT	FY2024	FY2025
Total volume of materials used (tonnes) in packaging	t	10,141	11,768
Total plastic packaging	%	65	65
Total aluminium packaging	%	3	2
Total glass packaging	%	22	21
Plastic dependency (packaging)	%	65	65
Total waste recovered or recycled	%	100	100
% of non-hazardous waste	%	71	74
% of hazardous waste	%	29	26
Quantity of non-hazardous waste produced	kg / u	0.015	0.017
Hazardous waste per unit produced	kg / u	0.006	0.006
Weight of materials collected	t	165	215





SOCIAL

S1 OWN WORKFORCE	55
S2 WORKERS IN THE VALUE CHAIN	66
S4 CONSUMERS AND END-USERS	71



S1 OWN WORKFORCE

The wellbeing and motivation of employees is essential to L'OCCITANE Group's values and success. The Group's vision – *'with empowerment, we positively impact people and regenerate nature'* – applies as much to its direct employees and those in the value chain, as it does to its customers.

L'OCCITANE Group aims to cultivate and sustain a unique culture in which all employees can have a positive impact on people and the planet. This is supported by growth, stable net revenues and effective management. Becoming a B Corp™ in 2023 provides a compelling sustainability proof-point for both prospective and current employees. The Group's priorities for its people include:

- ensuring fair pay and benefits;
- cultivating diversity, equity and inclusion;
- nurturing a positive safety culture;
- developing and training teams;
- monitoring satisfaction, wellbeing and turnover;
- safeguarding labour and human rights.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

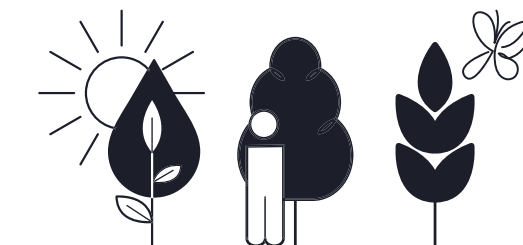
Impact materiality

- ⊕ Positive
- ⊖ Negative

Financial materiality

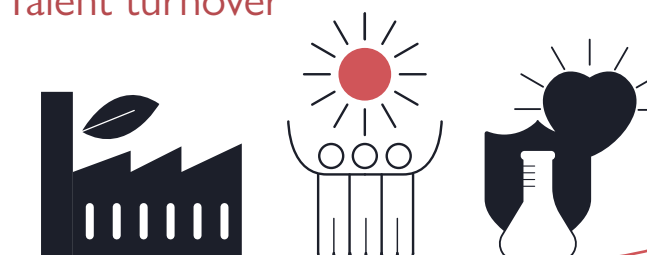
- ⌆ Opportunity
- ⌇ Risk

UPSTREAM

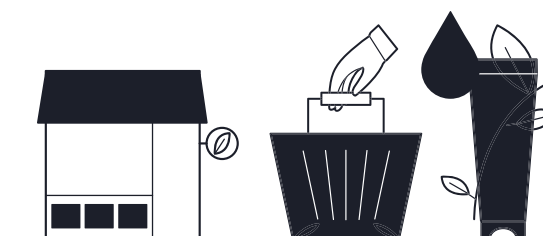


OWN OPERATIONS

- ⊕ Employee well-being
- ⊕ Adequate wages
- ⌆ Diverse workforce
- ⌆ Training and skills development
- ⌆ Work-life balance
- ⊖ Health and safety
- ⊖ Salary fairness
- ⊖ Talent turnover



DOWNSTREAM



MATERIAL IMPACTS RISKS AND OPPORTUNITIES

In FY2025, L'OCCITANE Group's 11,413-strong workforce came together to create unique beauty and wellbeing experiences for consumers, inspired by the richness of nature.

With operations across the globe, L'OCCITANE Group's employees are geographically distributed – 39% in Europe, 35% in Asia-Pacific, 16% in North America and 10% in South America – working in roles across the Group's retail, manufacturing and office facilities, which creates a need for a wide range of skills, backgrounds, languages and approaches.

Across all locations and operations, L'OCCITANE Group welcomes diverse perspectives and provides employees

with a safe space to take bold decisions, nurture their entrepreneurial spirit, and develop professionally. In FY2025, women made up 85% of the Group's workforce, and they led half of the Group's brands and business units.

Through engagement and training, the Group encourages employees to take action in support of a more diverse working culture, while building an environment that rewards and celebrates DE&I successes.

The value and opportunities in celebrating and supporting people of diverse skills, backgrounds, and abilities is recognised across L'OCCITANE Group's brands. Each brand promotes an inclusive culture, where equal treatment and opportunity are considered

in recruitment, training, and remuneration, and also reflected in consumer branding and marketing.

L'OCCITANE Group also acknowledges the importance of career development and retaining talent within the organisation. Employees benefit from regular learning opportunities, rich on-the-job experiences, and scopes of work that help nurture and develop their skills.

At the same time, the Group is committed to providing safe and respectful working conditions that support employee wellbeing and financial stability. It aims for zero workplace accidents and reduced occupational health risks, particularly in manufacturing and warehouse environments. This includes managing exposure to chemicals, upholding

ergonomic standards, and promoting mental health through work-life balance and wellness initiatives.

Compensation and benefits are regularly benchmarked. No operations have been identified as being at risk of forced or compulsory labour, as supported by the Group's B Corp™ certification.

L'OCCITANE Group has identified eight material IROs related to equal treatment and opportunities for all and working conditions across its entire own workforce.





Employee wellbeing

Cultivating a dynamic, purpose-driven workplace culture has been a key priority for L'OCCITANE Group since its creation. The Group has identified a positive impact of enhancing employee wellbeing by focusing on happiness and mental health. It supports mental wellbeing initiatives and monitors improvements in workplace health and satisfaction, contributing to a more positive and supportive work environment.

Adequate wages

L'OCCITANE Group has identified a positive impact linked to its status as a certified Living Wage employer across nearly all brands and affiliates, as recognised by the Fair Wage Network. Aligned with its commitment to providing fair wages, the Group aims to ensure that 100% of its global workforce receives a living wage by FY2026.

Diverse workforce

L'OCCITANE Group has identified an opportunity in employing a diverse workforce, across gender, race, ethnicity, etc., within its operations. This diversity can drive innovation, engagement, inclusion and retention, with the potential to benefit net revenue through a more productive, representative and engaged workforce that matches the diversity of its customers all around the world.

Training and skills development

L'OCCITANE Group recognises a financial opportunity to improve talent retention, attraction and operational efficiency by investing in training and hard skills development across all functions (retail, production, office). The most frequently proposed training programmes include core competencies for both employees and managers, leadership development, and sustainability.

Work-life balance

L'OCCITANE Group has identified a financial opportunity to retain talent and increase efficiency by promoting modern work-life balance such as offering flexibility through remote work where possible, accommodating different time zones, and providing flexible office arrangements.

Health and safety

Given the broad scope of its activities and diverse working environments, L'OCCITANE Group is potentially exposed to a range of operational and human-related challenges. In retail, incidents such as robbery or aggression may theoretically occur. In production environments, prevention and safety policies are essential to avoid accidents in the workplace, though all occupational risk cannot be avoided. Additionally, employees may experience mental health challenges including stress and other psychosocial risks.

Salary fairness

L'OCCITANE Group recognises that its presence across multiple countries, employing thousands of employees in hundreds of different jobs, presents important challenges in terms of salary fairness. Job evaluation processes, regular benchmarking analysis, and governance mechanisms help to prevent salary inequities among employees.

Talent turnover

L'OCCITANE Group has identified talent turnover and the associated costs of recruiting the right employees as a financial risk. Turnover is closely monitored through annual employee feedback campaigns, and targeted action plans are implemented to address specific local challenges, ensuring that, overall, turnover rates remain aligned with market trends.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES



S1-1 POLICIES

Human rights, employee health, safety and wellbeing are key priorities for the L'OCCITANE Group. These commitments are supported by Group-wide frameworks such as the Human Rights Policy and the Code of Business Conduct, which are sometimes adapted within brands (as detailed in the G1 Governance section). The below focuses on the specific human resources policies and practices that promote a safe, inclusive, and respectful working environment across all L'OCCITANE Group operations.

L'OCCITANE Group Diversity, Equity and Inclusion (DE&I) Position Statement

The DE&I Position Statement outlines the Group's commitment to minimising negative impacts and enhancing positive outcomes related to DE&I, including related to disabilities and gender equality. The Statement has three objectives:

1. Hire, support and promote people with diverse experiences in all managerial decisions.
2. Make sure that every employee feels valued and respected.
3. Foster global collaboration and actively involve different groups of employees in vertical decision-making.

This Position Statement is implemented through the DE&I Strategy, which, structured around the pillars of Learn, Act, and Celebrate, aims to comprehensively consider race, gender, sexuality, beliefs, and abilities to ensure every person is valued equally.

L'OCCITANE Group Health and Safety Policy

The Health and Safety Policy outlines L'OCCITANE Group's goal to achieving zero accidents and reducing the risks associated with occupational diseases. It is guided by five Health and Safety principles:

1. Anticipate health and safety regulations and promote best practices.
2. Prevent occupational diseases and enhance working conditions by improving the workplace in factories, warehouses, offices and stores.
3. Eliminate hazards and reduce risks through targeted operational measures.
4. Promote preventive actions to encourage safe behaviours by raising awareness, providing training, and engaging employees and other relevant stakeholders.
5. Establish a process of continuous improvement by setting objectives, measuring results, and communicating progress to drive further progress.

L'OCCITANE Group Career Policy

The Group Career Policy outlines the support offered to employees and provides resources with which to fulfil goals. The policy emphasises the Group's conviction in enabling entrepreneurship mindset in employees, together with the need for agility and adaptability in a fast-evolving context.

The Group Career Policy supports the following initiatives, delivered by the Human Resources function:

- **mobility programme:** encouraging employees to explore different roles and work in different geographical locations within the Group to broaden their skills and experiences;
- **manager programme:** covering new managers and senior managers;
- **leadership programme:** helping leaders strengthen their skills in strategic thinking, decision making, communication and people management.

In addition, onboarding processes and mentorship are key levers to enhance career development within L'OCCITANE Group.

L'OCCITANE Group's Compensation Policy

L'OCCITANE Group's Compensation Policy is designed to ensure market competitiveness while supporting employee performance through five interlinked levers: fixed pay, variable pay, benefits, personal growth and development, and work-life environment. A key pillar of this policy is the Group's commitment to fair remuneration, exemplified by its participation in the Living Wage certification programme.

L'OCCITANE Group adopts both a corporate and local focus on how it rewards and motivates employees. The Group provides a globally consistent framework and support with the flexibility for each market to initiate programmes that are competitive with local practices, and which always comply with legislation. The objective is to achieve high standards throughout the organisation, to attract and retain talented employees.

Wellbeing policies

To support pay, L'OCCITANE Group awards benefits which together contribute to the overall employee value proposition. These support healthy lifestyles as well as advancing careers. The total categories, which are applied according to the priorities of the regions in which Group employees live and work include: career development training, healthcare coverage, life, accident and disability insurance, wellness benefits, pension provision, paid primary and secondary care leave, childcare, extra holidays, and employee discounts.

By the end of FY2025, over 90% of employees have access to an Employee Assistance Program (EAP), offering health and wellbeing services in a fully integrated way.

The Group also has an ambition for FY2026 to make parental leave available, at a minimum, to all permanent employees expecting a child by birth, adoption or surrogacy. The inclusive Global Parental Leave Policy offers a minimum of 20 weeks of fully paid leave for primary caregivers and 12 weeks of fully paid leave for secondary caregivers. In FY2025, the policy benefitted more than 300 primary caregivers and 28 secondary caregivers.

S1-2, S1-3

MONITORING EMPLOYEE SATISFACTION AND RAISING CONCERNS

L'OCCITANE Group values employee feedback to guide processes and ways of working improvements. Feedback also helps the Group to find out about potential concerns in a proactive manner, to nurture talent, to attract new talent and to promote the company's values.

The Group actively engages with employees on a voluntary basis through both ad-hoc (e.g., events) and regular engagement mechanisms (e.g., survey every year, townhalls at least once a year, ongoing social media engagement).

Engagement with employees is the responsibility of the Chief Executive Officer (CEO) of each brand within the Group, supported by the brand's HR director. Globally, the Group Corporate HR department provides both direction and alignment guidance.

Employees have access to a number of different channels to reliably and under strict confidentiality or even anonymously, direct questions or assertions related to human rights or general labour concerns, to raise concerns about a suspected violation of a law, regulation and/or of a requirements in the L'OCCITANE Group Code of Business Conduct.

Employees can report concerns through multiple channels, including:

- annual employee surveys;
- direct communication with line managers, Human Resources contacts, or the Group Internal Audit Department;
- a formal Speak Up channel, available both locally and at Group level, which supports confidential reporting.

Any report made via the Speak Up channel triggers a structured process that may include investigation and, where necessary, corrective measures. All Group entities are supported by Human Resources professionals who are dedicated to the sound management of teams, addressing employee needs and resolving workplace challenges.

A documented internal procedure is in place to assess the credibility of each report. Specially trained teams manage the process, establishing timelines and maintaining a full audit trail of complaints and resolutions. Alerts are logged in a secure case management system, accessible only to the Group Internal Audit team.



S1-4

ACTIONS FOR EMPLOYEES: WELLBEING, EQUITY AND WORKING CONDITIONS

Actions related to own workforce are managed and overseen by L'OCCITANE Group's Human Resources team and implemented through the brands. Each brand has dedicated Human Resources professionals to carry out both Group-wide and local strategies, including IRO management, while prioritising the needs of local teams and adapting to brand-specific and regional challenges.

Bringing DE&I to life

FY2025 was a year of transition in L'OCCITANE Group's approach to employee engagement and DE&I. The Group began evolving the way it gathers employee feedback, moving from the Great Place to Work® survey and a separate DE&I-specific questionnaire to a more integrated and holistic model. As part of this shift, the Group adopted Culture Amp as its new engagement platform, allowing the integration of DE&I-related questions directly into its broader employee surveys. This change reflects the Group's intent to better connect inclusion with overall employee experience and organisational culture.

L'OCCITANE Group's commitment to fostering a diverse, inclusive, and empowering workplace remains strong. In its decentralised and entrepreneurial ecosystem, the centres of innovation and decision-making lie within its brands and business units. Half of its brands were founded and led by women and that remains the case today, with women leading over half the Group's brands and business units and playing a key role in shaping the Group's culture, strategy, and impact.

Empowerment remains a structural principle. The Group continue to invest in identifying and advancing talented women across all levels of the organisation. Its DE&I efforts are supported by ongoing tracking of key indicators and a global calendar of events that celebrate inclusion and raise awareness including International Women's Day, World Mental Health Day, and the International Day of Persons with Disabilities. In FY2025, individuals with disabilities represented 2.6% of the Group's workforce overall (excluding Sol de Janeiro and ELEMIS), and 7.3% at its production sites in France.

As L'OCCITANE Group transitions to a new governance framework and engagement platform, it is reviewing and restructuring its DE&I approach and strategy to align with the Group's evolving culture and goals.



Sol de Janeiro

As a female CEO-led company, Sol de Janeiro is applying a diversity lens to how it is building its team to accommodate rapid growth.

As such, just over a year ago, Sol de Janeiro established both an Inclusivity Group and a series of associated commitments. In FY2025, the brand began to realise these through its recruitment and hiring, training, mentorship and community support activities.

Sol de Janeiro Inclusivity Group commitments

1. Work more frequently with recruiters to make sure the brand is seeing a diverse range of candidates for open roles
2. Clearly communicate in the hiring process that diverse experiences and cultures are welcome and encouraged
3. Continue to provide training and resources for success and expansion into leadership roles for minority employees
4. Remain committed to mentorship within local communities for future generations of minority and under-resourced students
5. Match donations from the team to community organisations

Training and employee retention

All employees worldwide have access to comprehensive training modules and an online library of resources. The Group also has a Leadership programme designed to support leaders in strengthening their skills in

strategic thinking, decision-making, communication and people management. Each of the Group's brands, like L'Occitane en Provence, provide dedicated Manager programmes for new managers and senior managers. During FY2025, 79% of female and 82% of male L'OCCITANE Group office employees received training.

Prioritising health and safety

L'OCCITANE Group's five Health and Safety principles apply at every stage of the value chain, from design, manufacture and distribution, to selling the Group's brands' products and services to customers.

At the Group's production sites, health and safety risks are integrated into overall management planning processes. Employees are actively involved in safety planning, resource allocation, monitoring, and audits to ensure a comprehensive approach to health and safety.

The Group's production sites follow ISO 45001, a holistic safety management system and undergo annual third-party audits to ensure compliance and continuous improvements. For example, L'OCCITANE Group's production sites in France have implemented a safety culture which focuses on organisational and behavioural practices to achieve zero accidents.

Employee mental health and wellbeing

To evaluate the quality of life at work and to ensure continuous improvement, L'OCCITANE Group uses an annual engagement survey to gather employee feedback

on their workplace experience and identify areas for development. In FY2025, the Group transitioned from the Great Place to Work® (GPTW) model (used since 2015) to Culture Amp, a more flexible and insights-driven platform tailored to its evolving needs.

The first Group-wide Culture Amp survey was conducted in January FY2025, reaching employees across all regions and functions. The results were shared in May 2025 during employee town halls, promoting transparency and encouraging open dialogue. Based on the feedback received, the Group is now working on targeted action plans to address key priorities and further improve the working environment.

Going forwards, engagement surveys will be conducted annually, enabling a more agile and consistent approach to monitoring employee sentiment and driving positive change across the Group.

In FY2025, the Group's dedication to employee wellbeing was further reflected in expanded retirement plans in the USA, new life insurance options in the Asia-Pacific (APAC) region, wider access to Employee Assistance Programmes (EAP), and enhanced health and safety programmes in Japan. All affiliates are expected to offer EAP services by the end of FY2026.

Additionally, the Group launched a global Human Rights Policy and Ethics Training programme to reinforce responsible business practices at every level of the organisation.



Ensuring fair pay

L'OCCITANE Group believes implementing a robust living wage policy is both a moral imperative and a business necessity. By aligning with global living wage standards, the Group contributes to efforts to reduce poverty and foster greater economic stability for employees worldwide. Living wage policies create a ripple effect that benefits individuals, businesses, and society as a whole.

By ensuring fair pay, the Group enhances employee satisfaction and retention while also boosting productivity.

In 2023, L'OCCITANE Group began implementing its living wage policies across global operations, a complex process that involved collaboration with both the Fair Wage Networks and Living Wage Foundation, in order to qualify for Living Wage Certification. The Living Wage pay rates are calculated based on average family sizes and incidences of multiple income earners

in families for each location and are typically higher than the legal minimum wage in most countries.

By March 2024, 55% of L'OCCITANE Group employees were certified for living wage, and just one year later, the Group was proud to have surpassed 98%, with the remaining employees in the process of certification as it works toward 100%.

These achievements are a direct result of the dedication and hard work of L'OCCITANE Group's employees, who have embraced its living wage initiatives at every level of the organisation. Their collective efforts, in collaboration with human resources, business strategy, and budgeting teams, have created a more equitable workplace and improved the wellbeing of individuals and families.

The power of this cross-functional collaboration has been instrumental in helping the Group reach this milestone and move closer to its goal of 100% certification.

‘I’m proud to be part of a Group dedicated to ensuring 100% of employees earn a living wage, whatever their place or area of work. All our Brands and Business Units have made financial security and wellbeing a priority, committing themselves to making this a reality for everyone, year after year. This certification reflects our core values, and it is a privilege to be part of such a collective effort.’

Mathieu Rouquette
L'OCCITANE Group
Compensation and Benefits Director

LIVING WAGE CERTIFICATION

Group employees are paid at Living Wage certified by a third-party during FY2025



TARGETS AND METRICS

S1-5
TARGETS

- Targets have been set related to living wages and parental leave:
- Living wage: 100% employees paid at family living wage threshold by FY2026.
 - Work-life balance: 100% employees entitled to parental leave by FY2026.
 - Brands have specific DE&I and Health and Safety targets in place.

L’OCCITANE Group measures and publicly discloses a suite of indicators related to the eight material IROs of employee well-being, adequate wages, diverse workforce, training, work-life balance, health and safety, salary fairness, and employee retention.

Diverse workforce
Gender equality

CHARACTERISTICS OF UNDERTAKING’S EMPLOYEES – NUMBER OF EMPLOYEES BY GENDER

GENDER	HEADCOUNT		%	HEADCOUNT		%
	FY2024			FY2025		
Female	9,475		86%	9,668		85%
Male	1,575		14%	1,745		15%
TOTAL	11,050		100%	11,413		100%

EMPLOYEE TRAINED BY GENDER

GENDER	NUMBER OF EMPLOYEE TRAINED		% OF EMPLOYEE TRAINED	NUMBER OF EMPLOYEE TRAINED		% OF EMPLOYEE TRAINED
	FY2024			FY2025		
Female	5,773		61%	7,593		79%
Male	803		51%	1,430		82%
TOTAL	6,576		60%	9,023		79%

HEADCOUNT BY COUNTRY – COUNTRIES WITH NUMBER OF EMPLOYEES ABOVE 50

REGION	COUNTRY	HEADCOUNT	
		FY2024	FY2025
Europe	France	1,506	1,692
APAC	China	1,256	1,230
North America	United States	1,191	1,343
South America	Brazil	1,100	1,184
APAC	Japan	1,013	1,034
Europe	United Kingdom	1,183	1,133
APAC	Australia	459	465
Europe	Switzerland	373	376
Europe	Italy	152	311
North America	Canada	289	297
APAC	Taiwan	287	288
Europe	Germany	297	269
APAC	South Korea	218	235
Europe	Spain	237	224
APAC	Hong Kong	264	232
North America	Mexico	163	177
APAC	Malaysia	184	190
Europe	Poland	93	89
APAC	Thailand	88	84
APAC	India	65	63
Europe	Ireland	71	61
Europe	Norway	66	58
Europe	Czech Republic	56	55
APAC	Singapore	81	62

CHARACTERISTICS OF UNDERTAKING’S EMPLOYEES – INFORMATION ON EMPLOYEES BY CONTRACT TYPE, GENDER AND REGION

GENDER	PERMANENT EMPLOYEES	TEMPORARY EMPLOYEES	NON-GUARANTEED HOURS EMPLOYEES	TOTAL	PERMANENT EMPLOYEES	TEMPORARY EMPLOYEES	NON-GUARANTEED HOURS EMPLOYEES	TOTAL
	HEADCOUNT FY2024				HEADCOUNT FY2025			
Female	8,393	553	528	9,475	8,654	530	484	9,668
Male	1,464	85	26	1,575	1,629	79	37	1,745
TOTAL	9,858	638	554	11,050	10,283	609	521	11,413
	% FY2024				% FY2025			
Female	76%	5%	5%	86%	76%	5%	4%	85%
Male	13%	1%	0%	14%	14%	1%	0%	15%
TOTAL	89%	6%	5%	100%	90%	5%	5%	100%

GENDER	PART-TIME	FULL-TIME	TOTAL	PART-TIME	FULL-TIME	TOTAL
	HEADCOUNT FY2024			HEADCOUNT FY2025		
Female	2,667	6,807	9,474	2,654	7,015	9,668
Male	199	1,377	1,576	235	1,509	1,745
TOTAL	2,866	8,184	11,050	2,889	8,524	11,413
	% FY2024			% FY2025		
Female	24%	62%	86%	23%	61%	85%
Male	2%	12%	14%	2%	13%	15%
TOTAL	26%	74%	100%	25%	75%	100%

CHARACTERISTICS OF UNDERTAKING’S EMPLOYEES – INFORMATION ON EMPLOYEES BY CONTRACT TYPE, GENDER AND REGION

REGION	0 HOUR CONTRACT	FIXED-TERM	INTERNSHIP	PERMANENT	TOTAL	0 HOUR CONTRACT	FIXED-TERM	INTERNSHIP	PERMANENT	TOTAL
	HEADCOUNT FY2024					HEADCOUNT FY2025				
APAC	423	132	4	3,713	4,272	411	108	6	3,418	3,943
Europe	132	324	87	3,381	3,924	125	335	97	3,913	4,469
North America	0	39	13	1,610	1,662	0	47	19	1,750	1,817
South America	0	0	39	1,153	1,192	0	0	39	1,145	1,184
TOTAL	555	495	143	9,857	11,050	536	490	161	10,226	11,413
	% FY2024					% FY2025				
APAC	4%	1%	0%	34%	39%	4%	1%	0%	30%	35%
Europe	1%	3%	1%	31%	36%	1%	3%	1%	34%	39%
North America	0%	0%	0%	15%	15%	0%	0%	0%	15%	16%
South America	0%	0%	0%	10%	11%	0%	0%	0%	10%	10%
TOTAL	5%	4%	1%	89%	100%	5%	4%	1%	90%	100%

REGION	PART-TIME	FULL-TIME	TOTAL	PART-TIME	FULL-TIME	TOTAL
	HEADCOUNT FY2024			HEADCOUNT FY2025		
APAC	590	3,352	3,942	636	3,307	3,943
Europe	1,607	2,711	4,318	1,630	2,839	4,469
North America	623	1,067	1,690	674	1,143	1,817
South America	46	1,054	1,100	44	1,140	1,184
TOTAL	2,866	8,184	11,050	2,984	8,429	11,413
	% FY2024			% FY2025		
APAC	5%	30%	36%	6%	29%	35%
Europe	15%	25%	39%	14%	25%	39%
North America	6%	10%	15%	6%	10%	16%
South America	0%	10%	10%	0%	10%	10%
TOTAL	26%	74%	100%	26%	74%	100%

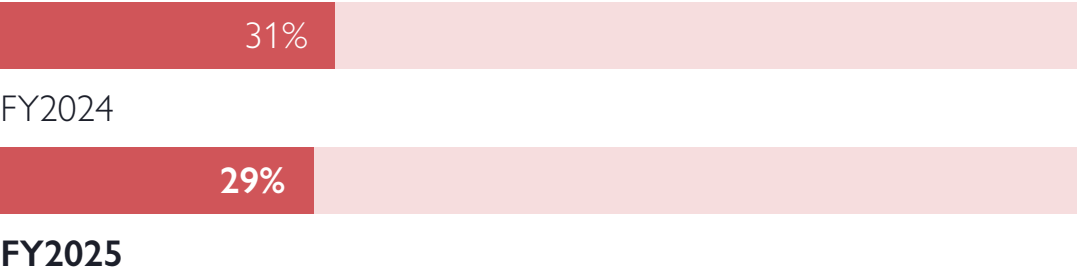
TARGETS AND METRICS

S1-6 METRICS

CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

METRIC NAME	UNIT	FY2024	FY2025
Average number of employees (head count)	No.	10,166	11,413
Number of employees who have left undertaking	No.	2,971	4,192

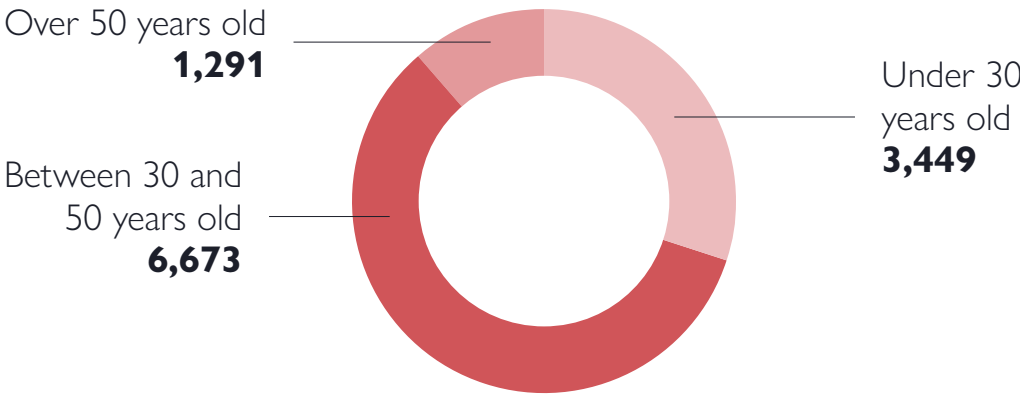
STAFF TURNOVER RATE (PERMANENT EMPLOYEES)



S1-9 DIVERSITY METRICS

METRIC NAME	UNIT	FY2024	FY2025
Number of employees (head count) at top management level	No.	23	23
Gender distribution in number of employees (head count) at top management level (Women %)	%	63	35

HEADCOUNT BY AGE CATEGORY



S1-13 TRAINING METRICS

TRAINING AND SKILLS DEVELOPMENT METRICS

METRIC NAME	UNIT	FY2024	FY2025
Percentage of employees that participated in regular performance and career development reviews	%	94	99
Total average training hours per employees	No.	8.06	9.34

S1-14 HEALTH AND SAFETY METRICS

METRIC NAME	UNIT	FY2024	FY2025
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	%	60	65
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	No.	0	0
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	No.	0	0
Lost days due to work injury	days	NA	3,034

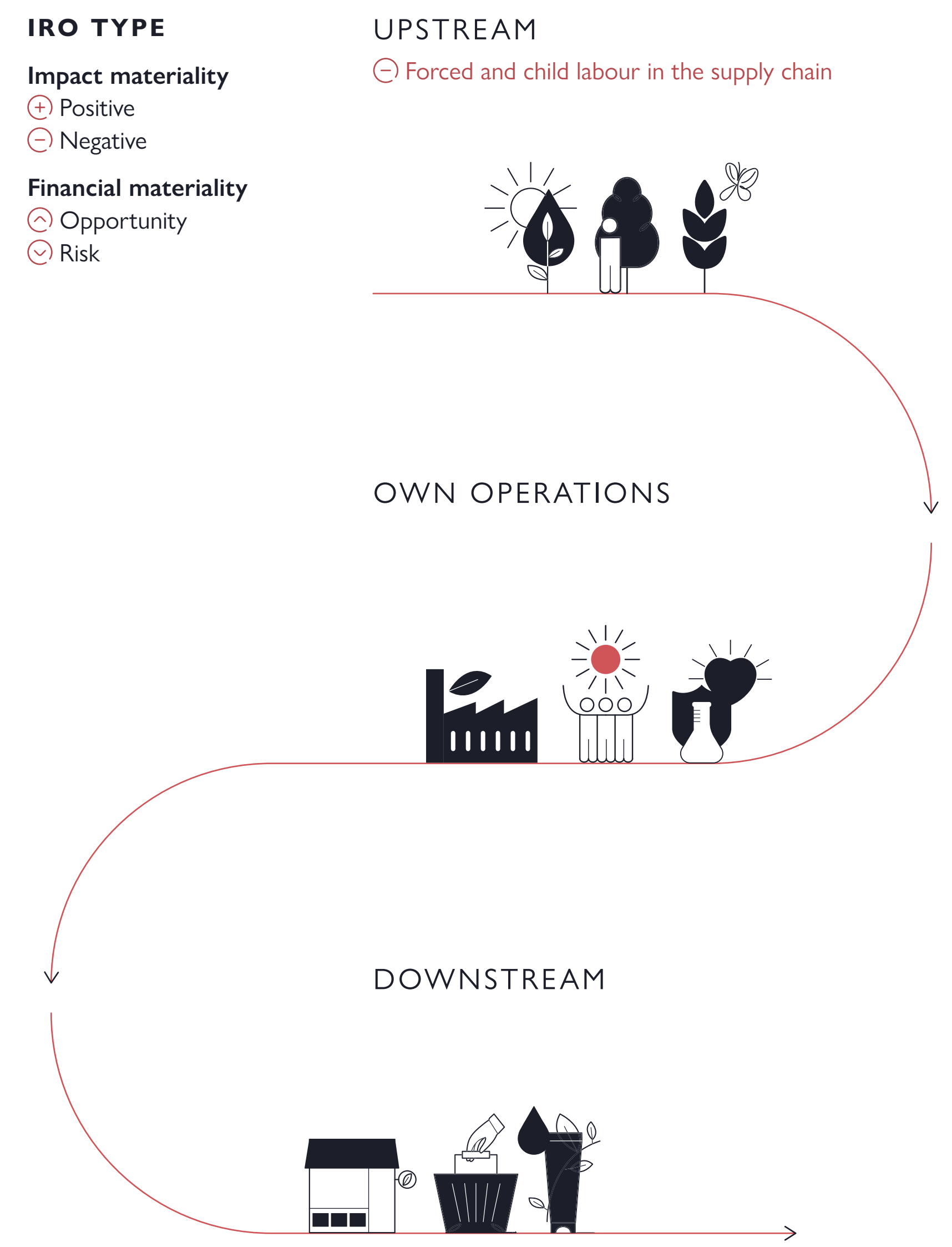


S2

WORKERS IN THE VALUE CHAIN

L'OCCITANE Group is committed to respecting and promoting human rights across its diverse supply chain, in line with local and national laws as well as international labour and human rights standards. The Group's due diligence framework includes risk assessments, supplier evaluations, stakeholder engagement, and ongoing monitoring to identify, prevent, and mitigate potential human rights risks. These efforts are guided by global human rights principles and reinforced by the recent adoption of the Group's Human Rights Policy. Through these measures, L'OCCITANE Group aims to ensure its operations contribute positively to the well-being, dignity and fair treatment of all workers across its value chain.

IMPACTS, RISKS AND OPPORTUNITIES



SBM-3

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

L'OCCITANE Group's value chain consists of a diverse set of suppliers of raw materials, packaging, merchandising, subcontracting and services such as IT, logistics and warehousing.

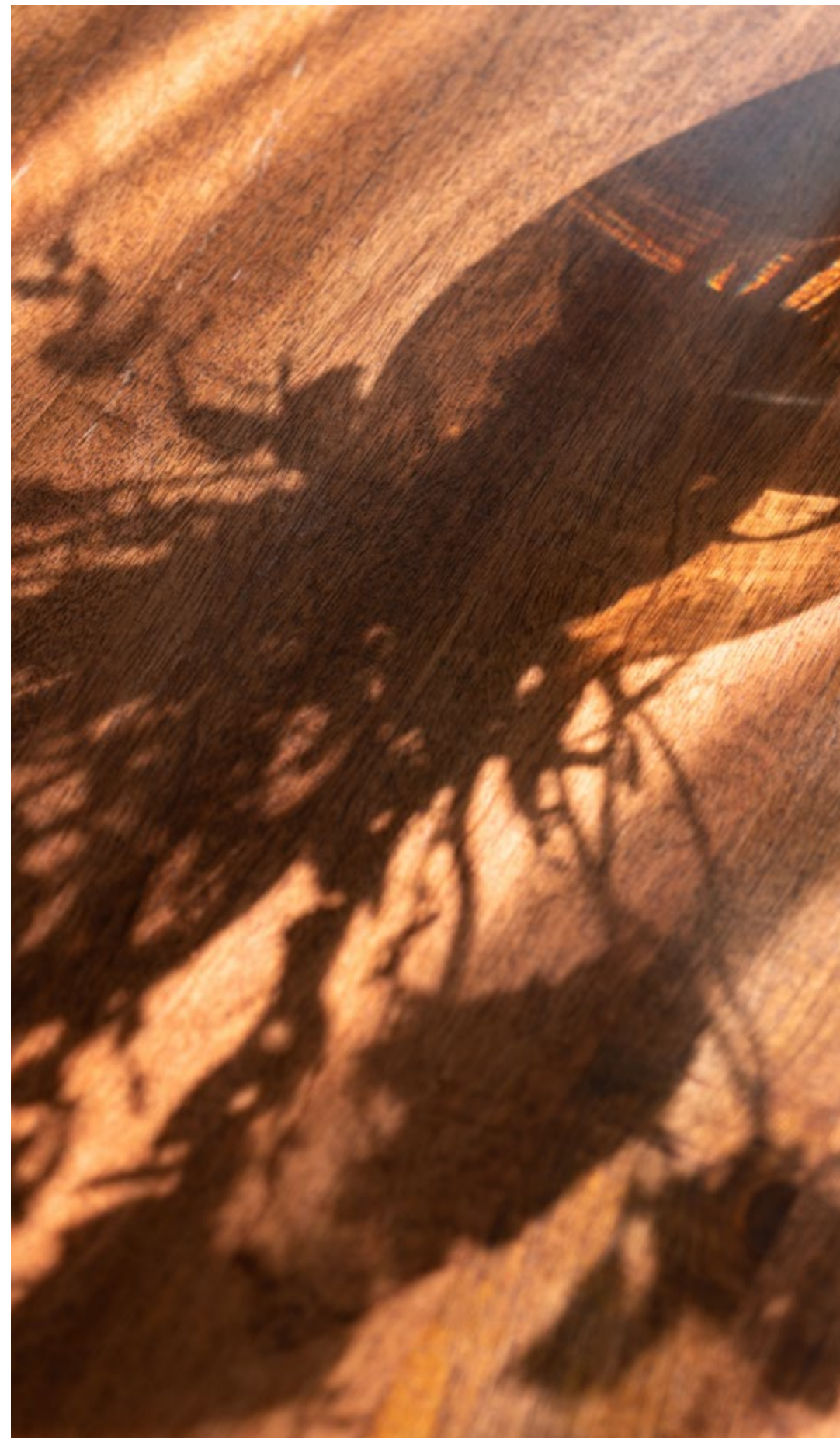
In 2023, the Group's internal audit team joined the Business and Human Rights Accelerator programme for companies participating in the UN Global Compact, which helped to identify the salient potential human rights risks across L'OCCITANE Group's supply chain through a heatmap. This data, combined with the FY2025 double materiality analysis, enabled the Group to identify a material potential impact related to workers in the value chain.

L'OCCITANE Group has identified one IRO as material to workers in the value chain.

Forced and child labour in the supply chain

In certain geographies within L'OCCITANE Group's upstream supply chain, procurement activities may involve sourcing from countries with higher human rights risks. Commodity-specific factors, combined with potential gaps in human rights protection across the value chain, may contribute to adverse impacts, including a heightened risk of child and forced labour.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES



S2-1

POLICIES

Group Human Rights Policy

In line with its commitment to international human rights standards, L'OCCITANE Group integrates respect for human rights into its operational practices and governance. The Group's Human Rights Policy sets out minimum expectations regarding fundamental rights, including the prevention of forced labour, child labour, and discrimination, as well as the promotion of a safe and healthy work environment.

The Human Rights Policy is founded on the principles of several key international frameworks, including:

- The Universal Declaration of Human Rights;
- The International Labour Organization (ILO) Core Conventions;
- The United Nations Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises;
- The Ten Principles of the United Nations Global Compact (UNGC).

The policy is overseen and approved by the Group's Chairman and Chief Executive Officer. To ensure transparency and accessibility, it is published on L'OCCITANE Group's corporate website for all external stakeholders, including suppliers and business partners.

The Group's Business and Human Rights Taskforce is responsible for implementing the policy, monitoring priorities and tracking progress across the Group's human rights initiatives. Group management is responsible for ensuring that all employees are informed of, understand, and comply with the policy.

Group Human Rights Policy: Commitments

L'OCCITANE Group is dedicated to upholding the highest standards with respect to the material topics of child labour, forced labour, and health and safety – the Group's stated commitments are as follows.

Child labour

L'OCCITANE Group is fully committed to preventing child labour in any form within its supply chain. The Group deploys all its efforts to ensure that no instances of child labour occur, and it takes immediate action to rectify any identified cases while striving to improve the situation for those affected. The Group rigorously monitors its suppliers to uphold this commitment and enforce strict compliance with international child labour laws.

Forced labour

L'OCCITANE Group stands firmly against all forms of forced labour. The Group works diligently to ensure that all workers in its supply chain are employed freely and voluntarily, without coercion, threat or exploitation. This commitment extends to all individuals, including migrants, who are often vulnerable to exploitation due to their marginalised status. The Group believes that every worker deserves to be treated with dignity and respect, and the Group remains dedicated to upholding these principles across our entire operations.

Safe working conditions

L'OCCITANE Group believes that every worker deserves to work in a setting that is free from hazards and risks. To achieve this, the Group is committed to working closely with its suppliers to enforce strict safety standards and protocols. This includes audits, compliance with international safety regulations and continuous improvement initiatives.



Group Code of Business Conduct and Responsible Procurement Policy

L'OCCITANE Group also upholds its commitment to labour and human rights in the supply chain through the implementation of the Group Code of Business Conduct and the United Nations Global Compact pledge, as further detailed in the Governance chapter. In compliance with the Code of Business Conduct, L'OCCITANE Group is committed to responsible sourcing practices by engaging only with suppliers that comply with all local laws and regulations, including those related to social and environmental performance, and international human rights and labour standards.

S2-2
PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS

- L'OCCITANE Group engages with value chain workers through several key mechanisms, including:
- Supplier assessments on environmental and social topics are conducted by a third party (via EcoVadis scores). Suppliers are required to meet a defined minimum score, and their progress is continuously monitored to ensure ongoing improvement across the supplier panel.
 - Third-party audits, such as the SMETA 4-Pillar audit. These audits are planned on at-risk categories such as Merchandising. Suppliers are required to develop action plans based on the audit results.
 - The Group's Speak Up channel.

At the same time, L'Occitane en Provence works closely with suppliers to identify and address supply chain impacts and risks through a dedicated responsible procurement programme titled #NotJustSuppliers.

#NotJustSuppliers details how the L'Occitane en Provence expects social and environmental risks to be managed in the supply chain. It is based on four interconnected areas of performance and includes a set of basic actions (i.e., signatory of the Group's Code of Conduct, supplier EcoVadis assessment if eligible, CSR criteria in supplier selection, traceability, management risk mapping tool, and monitoring biodiversity, carbon, and human rights impacts).

When the Group identifies supplier risks, a mitigation plan is developed and implemented together with the supplier, and a monitoring and review process follows to ensure proper action and compliance to the plan.

S2-3
CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS AND PROCESSES TO REMEDIATE NEGATIVE IMPACTS

L'OCCITANE Group ensures that suppliers and their employees have unrestricted access to the Group Speak Up Policy. In FY2025, the policy updated its coverage to include workers in the supply chain, extending the reach of the Group's whistleblowing system beyond its own workforce. Anyone has access to an anonymous, confidential and secure process for reporting grievances through a whistleblowing system, operated by an independent third party. The hotline can be accessed 24 hours a day, 7 days a week, via the Group's corporate website, by phone or through a mobile app, and is available in more than 70 global languages. In FY2026, the Group will work on a strategy to further strengthen the deployment and availability of the Speak Up channel in the supply chain.

As well as the Group Speak Up Policy hotline, suppliers may also use their own grievance mechanism, or specific whistleblower channels in place for individual brands. In addition, for palm oil derivatives, L'OCCITANE Group – as a member of the RSPO – has access to the RSPO complaints system, which allows for regular monitoring of any publicly available supplier-related alerts.

The grievance management process is an integral part of the Group's commitment to human rights. When L'OCCITANE Group identifies human rights impacts directly associated with its business relationships, it will leverage its influence to promote human rights compliance among suppliers and business partners. This may involve implementing corrective action plans or, if necessary, terminating the relationship. Any issues are

reported to stakeholders within the Group and then escalated to the supplier company with a clear direction to develop a three to six-month remediation plan. Verified cases are assessed for severity and escalated as appropriate. Internal and external investigations are conducted to determine root causes, followed by the implementation of targeted remediation plans with defined timelines and progress monitoring.

S2-4 ACTIONS AND RESOURCES

For more than a decade, L'OCCITANE Group has been engaged in the UN Global Compact corporate responsibility initiative, demonstrating its ongoing commitment to the principles in human rights, labour, environment, and anti-corruption.

The Group is a member of key collaborative platforms aimed at advancing sustainability in the cosmetics industry:

- L'Occitane en Provence is a member of the Responsible Beauty Initiative (RBI), which includes L'Oréal, LVMH, Coty, and Shiseido. RBI works to improve sustainability across the beauty supply chain by sharing best practices, harmonising industry standards, and promoting common tools. In FY2025, RBI has been working on how to implement Living Wage approach within the supply chain.
- L'Occitane en Provence is also part of the Action for Sustainable Derivatives (ASD), an industry-led platform connecting companies from cosmetics, home and personal care, and oleochemicals sectors to collectively

address environmental and social challenges in palm oil and palm kernel oil derivative supply chains, with ongoing expansion to other commodities. In FY2025, ASD established a grievance management taskforce to enhance the efficiency of implementing action plans.

L'OCCITANE Group leverages collective industry action to improve supply chain transparency and traceability. In FY2024, L'Occitane en Provence joined a consortium of 15 cosmetics companies to create the TRaceability Alliance for Sustainable CosmEtics (TRASCE), aimed at increasing visibility of key ingredients and packaging supply chains. In FY2025, L'Occitane en Provence continued collaborating with TRASCE, expanding supply chain mapping of strategic raw materials with known risks to include coconut oil, castor oil, shea butter, soybean, and packaging materials, such as plastics, glass and aluminum.

In FY2025, several key actions were implemented to reinforce the Group's human rights due diligence efforts:

- the development and launch of the Group Human Rights Policy (see S2-1);
- the extension of the scope of the Group Speak Up Policy (see S2-1);
- the continued development and implementation of #NotJustSuppliers programme (see S2-2).

Through its due diligence process, L'OCCITANE Group has identified migrant agricultural workers as a particularly vulnerable group, facing greater risk of rights violations. In addition, women working in high-risk commodity supply chains are especially exposed to gender-based violence, underlining the need for targeted interventions.





TARGETS AND METRICS

GROUP TARGETS



BY FY30

90% of direct suppliers assessed using the EcoVadis global sustainability rating

Reach an EcoVadis performance rating for suppliers of direct purchases of **63 points** (weighted average)

Maintain **<1%** of direct and indirect suppliers being considered at risk¹

- EcoVadis assessments: 78.5% of eligible suppliers assessed to date, which has a specific part of the questionnaire on human rights. Overall, the Group has increased its coverage of direct suppliers assessed using EcoVadis; however, this broader coverage has also resulted in a lower overall performance score.
- Supplier audits: conducted upon request to verify compliance with ethical and social standards.
- Grievance cases: ongoing monitoring of grievance cases reported within the Group’s supply chain.

These efforts are complemented by the ongoing expansion of the #NotJustSuppliers programme, which fosters long-term, ethical partnerships across the value chain.

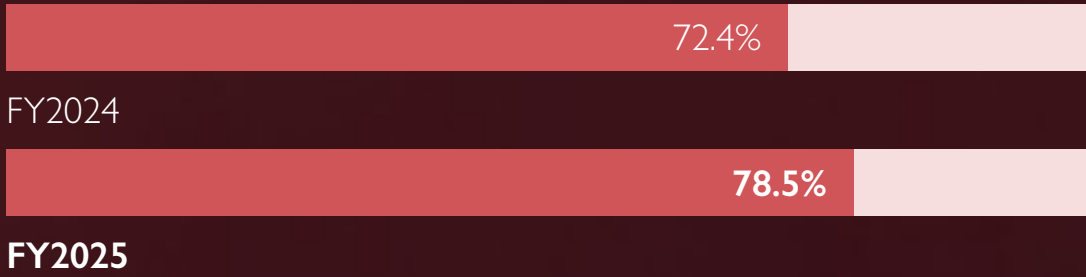
In addition some brands have specific targets on human rights in the supply chain. For example, Sol de Janeiro has set a target of 100% of mica used in their formulation to be 100% certified by the Responsible Mica Initiative (RMI) by FY2026, with current performance already reaching 99% in FY2025.

¹ Suppliers are considered at risk if their EcoVadis assessment is below 25 points

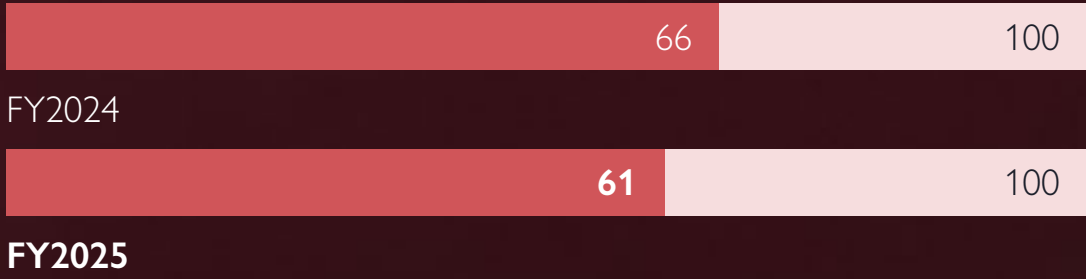
GROUP TIER 1 SUPPLIER LOCATIONS FOR ALL BRANDS



COVERAGE OF DIRECT SUPPLIERS ASSESSED ON CSR



DIRECT SUPPLIERS SUSTAINABILITY PERFORMANCE AVERAGE



EcoVadis performance is also monitored at French manufacturing site, and in FY2025 it was 67.8.

SUPPLIERS AT RISK¹





S4

CONSUMERS AND END-USERS

L'OCCITANE Group is committed to ensuring safety, transparency, and respect for its consumers and end-users, placing their well-being and trust at the core of its product responsibility practices. In line with applicable consumer protection laws and international standards, the Group maintains quality requirements across all its products.

To support this, structured quality management systems are in place, alongside measures to ensure accurate, accessible product information and adherence to responsible marketing principles. The Group seeks to address all consumer concerns with the objective of meeting and, where possible, exceeding expectations.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

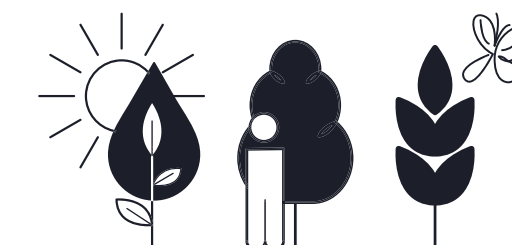
Impact materiality

- ⊕ Positive
- ⊖ Negative

Financial materiality

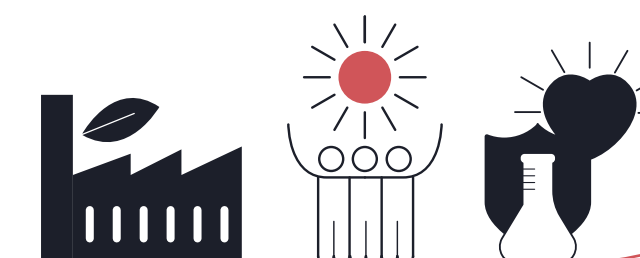
- ⬆ Opportunity
- ⬇ Risk

UPSTREAM



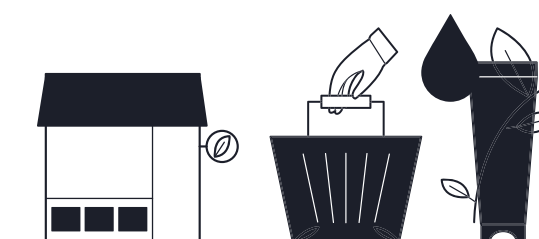
OWN OPERATIONS

- ⬆ Responsible and transparent communication



DOWNSTREAM

- ⊕ Prioritising consumer health and safety and well-being



MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

L'OCCITANE Group is dedicated to creating, developing and selling beauty and well-being products which are respectful of people and nature. The Group is committed to upholding the highest standards of business responsibility and seeks to offer products and services that exceed customer expectations.

In this respect, L'OCCITANE Group has identified two material IROs related to consumers and end-users.

Responsible and transparent communication

Responsible and transparent communication on topics such as sustainability commitments and actions, or product claims and information, represents an opportunity for L'OCCITANE Group to help consumers make more informed and responsible choices. This reinforces consumer confidence, drives loyalty, strengthens brand image and supports increased net revenues.

Prioritising consumer health, safety and well-being

L'OCCITANE Group prioritises consumer health, safety, and well-being by offering high-quality wellness cosmetic treatments. Each product is formulated to meet rigorous quality and safety standards, ensuring a positive and reliable experience that supports personal care and builds consumer confidence.



S4-1 POLICIES

In line with the principles of the Code of Business Conduct and the Human Rights Policy, L'OCCITANE Group is dedicated to respecting consumers' rights to health and safety, as well as access to transparent information. A suite of formal policies further supports this commitment.

Product quality policies

The Group Quality Policy seeks to constantly improve the quality and efficacy of products to exceed customers' expectations, without ever compromising on consumer safety. While alignment with the Quality Policy is still in progress for certain Group brands, each is progressively adopting its principles to ensure consistent standards across the organisation.

L'OCCITANE Group uses a proactive monitoring system to track regulatory changes in all countries where it has a trading entity. The Group conducts quality inspections at every step of the product development process, from the receipt of raw and packaging materials, through product formulation and manufacturing, to the finished products. This ensures all Group products respect the safety regulations in force in every country where they are sold.

The following principles guide the Group's product quality approach:

1. Anticipate quality regulations and promote best practices.
2. Listen to customers in-store and online, collect and analyse data and act boldly upon opportunities.
3. Prevent and manage risks to product quality throughout a product's life cycle through targeted and effective actions.
4. Foster a culture of quality across the organisation by training and engaging Group employees and other relevant parties.
5. Continuously improve quality management by setting objectives, measuring performance and communicating results to define steps for further progress.

In addition to the quality policy, the Group and its brands ensure the health and safety of products through several Formulation Charters. These charters prohibit certain raw materials considered dangerous for human health or the environment. For more details, see chapter E2.

The Group participates in cosmetovigilance, a regulatory requirement under Article 23 of both UK and EU Cosmetics Regulations. This involves identifying potential health risks and, where necessary, implementing corrective measures to enhance product safety.

In addition, the Group has a product recall system, which guarantees traceability throughout the distribution chain and a worldwide recall process covering all brands and commercial channels (e.g., retail stores, websites, and distributors).

Responsible Marketing

L'Occitane en Provence's Responsible Marketing Policy covers the brand's marketing, digital, communication and PR departments worldwide, and extends to external media partners that support its communication. The policy follows European and international frameworks, such as Cosmetics Europe's Cosmetic Product Claims and Advertising guidance, and the ICC Code of Advertising and Marketing Communication Practice. The brand is committed to honesty and transparency in marketing, and the policy aims to ensure that marketing and advertising are socially responsible and aligned with L'Occitane en Provence's values.

In FY2025, Sol de Janeiro developed its own responsible marketing policy covering all product claims, with the aim of amending it in FY2026 to include representation, greenwashing, and social and environmental causes.

S4-2 / S4-3

ENGAGING WITH CONSUMERS

L'OCCITANE Group acknowledges its responsibility to engage with consumers in an ethical, transparent and honest way.

Consumer and end-user satisfaction and engagement are top priorities for the Group, which values all feedback on its products and brand experiences, whether online or in stores. As part of its satisfaction measurement, several of the Group's brands use the Net Promoter Score (NPS), a market research metric that asks respondents to rate the likelihood of recommending a company, product, or service, to a friend or colleague. In FY2025, L'Occitane en Provence recorded an NPS of 70 points, a significant improvement of 9 points compared to FY2024, reflecting consumer satisfaction and loyalty.

On the Group's e-commerce websites, consumers can share feedback on products and contact their local customer care line for questions or complaints. Since FY2022, the Group's main markets have used digital tools to collect and analyse product and experience reviews from website and marketplace platforms worldwide. This helps refine customer engagement strategies, in combination with feedback the brands receive via social media channels.

Social media listening, customer data analysis, interviews with beauty advisors, trend analysis, focus groups, customer service, questionnaires, and a dedicated formulation test centre are all used to better understand and respond to customer and end-user needs.

In terms of sustainability, the Group engages through marketing communications, in stores, and at branded pop-up experiences to encourage consumers to recycle products or choose eco-responsible options. In addition, the Group conducts annual qualitative and quantitative interviews with internal and external stakeholders as part of its double materiality assessment, ensuring the views of customers and end-users are considered on material issues.

ELEMIS x The Great British Beauty Clean Up

Driven by its commitment to consumer engagement, ELEMIS participated in March 2025 in the Great British Beauty Clean Up, a nationwide initiative led by the British Beauty Council's Sustainable Beauty Coalition to address a critical industry challenge: 120 billion packaging units created annually that largely go unrecycled. The campaign mobilised brands and retailers - including John Lewis, Boots, Sephora, and Look Fantastic - to educate and raise awareness among UK consumers about proper recycling practices, such as kerbside recycling and hard-to-recycle beauty products.

As part of this industry-wide effort, ELEMIS engaged directly with consumers through in-store drop-off points at its Monmouth Street location and The House of ELEMIS, enabling customers to return beauty empties that are typically difficult to recycle. Consumers were also directed to the British Beauty Council's interactive Drop-Off Points Map to locate additional recycling locations across the UK. As a result, the Group collected a significant volume of hard-to-recycle beauty empties and increased store traffic, while reinforcing its position as a responsible brand committed to circularity and consumer education.

This initiative exemplifies how the Group promotes sustainable consumption and strengthens consumer awareness through practical and educational campaigns.



S4-4

ACTIONS AND RESOURCES

In FY2025, L'OCCITANE Group reinforced its commitment to consumer well-being by continuing to prioritise the quality and safety of its products.

Regulatory compliance in cosmetovigilance remains a top priority. Several key actions were taken during the year:

- Sol de Janeiro successfully onboarded both domestic and international Adverse Event Management agencies to ensure rigorous documentation and reporting of incidents and developed internal procedures for enhanced management of quality and safety complaints.
- L'Occitane au Brésil implemented a new survey system to gather feedback and complaints from its direct-to-distributor resellers.
- L'Occitane en Provence took steps to comply with the new EU General Product Safety Regulation (GPSR), further strengthening its approach to product responsibility in Europe.

L'OCCITANE Group also continued to strengthen its efforts around responsible and transparent communication to ensure consumers are equipped with clear and relevant information. L'Occitane en Provence began updating its Responsible Marketing Policy to reflect its evolving commitments and meet the expectations of an increasingly informed and values-driven customer base.



TARGETS AND METRICS

The Group actively monitors and analyses key consumer indicators – including the number of complaints, Net Promoter Score (NPS), customer reviews, and loyalty metrics – across various channels.

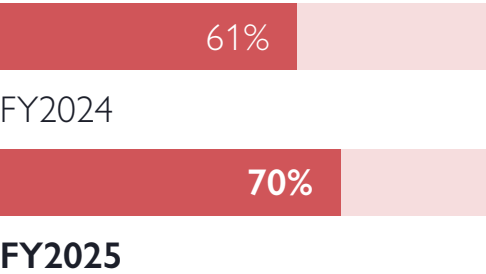
L'OCCITANE Group has not yet set consumer and end-user targets at Group level. However, all brands monitor consumers' complaints and have established specific targets related to the number of complaints or the time taken to process them.

At the Group level, no products sold or shipped were subject to recall due to safety or health concerns.

TOTAL PRODUCTS
SOLD OR SHIPPED
SUBJECT TO
RECALLS FOR
SAFETY AND
HEALTH REASONS

0%

NET PROMOTER
SCORE FOR
L'OCCITANE EN
PROVENCE



GOVERNANCE



G1 BUSINESS CONDUCT

L'OCCITANE Group is proud of its strong culture and business conduct, which, together with a shared commitment to nature, are guided by four core values: entrepreneurship, team spirit, leading by example, and authenticity. These values guide the Group's ways of working and provide ongoing direction for employees.

L'OCCITANE Group values:

- **Entrepreneurship:** Giving meaning to work, taking initiative and calculated risks and adapting within an ever-changing environment.
- **Team spirit:** Cooperate and collaborate with others, achieving common objectives and working autonomously within a framework.
- **Leading by example:** Acting as you would expect others to, holding yourself accountable and setting high standards for yourself to positively influence others.
- **Authenticity:** Being humble, genuine and transparent in communication.

IMPACTS, RISKS AND OPPORTUNITIES

IRO TYPE

Impact materiality

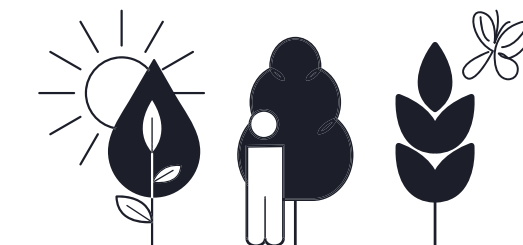
- ⊕ Positive
- ⊖ Negative

Financial materiality

- ⊕ Opportunity
- ⊖ Risk

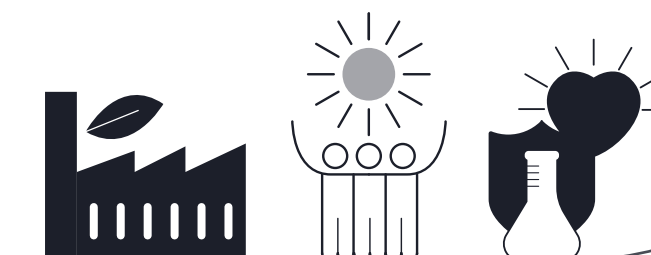
UPSTREAM

- ⊕ Creating long-term supplier partnerships



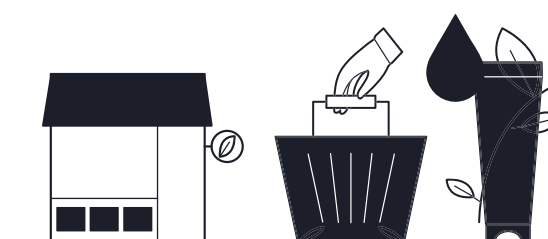
OWN OPERATIONS

- ⊕ Fostering employee pride
- ⊖ Cybersecurity and data privacy



DOWNSTREAM

- ⊖ Animal welfare





IRO-1
MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

L'OCCITANE Group has an effective corporate governance framework that ensures transparency, establishes clear rules and controls, and provides strategic guidance. It aligns the interests of shareholders, directors, management and employees, serving as a foundation for delivering the Group's sustainability objectives.

The Group's double materiality assessment identified several governance-related impacts and opportunities considered material, as described below.

Creating long-term supplier partnerships

L'OCCITANE Group has identified those partnerships which help foster innovation in sustainability, create fair payment practices, and offer pre-funding for certain ingredients as having a positive impact in the upstream value chain.

Fostering employee pride

L'OCCITANE Group believes that fostering a strong sense of pride among employees by maintaining high standards of social and environmental responsibility has an actual positive impact within its own operations.

Cybersecurity and data privacy

Due to its broad geographical presence, L'OCCITANE Group is exposed to a diverse and evolving set of cybersecurity standards and data protection regulations. In that context L'OCCITANE Group continues to make significant investments to align with applicable requirements, while also facing ongoing and increasing risks of cyberattacks and data breaches that could disrupt operations and erode customer trust.

Animal welfare

Despite L'OCCITANE Group's long-standing commitment to cruelty-free practices, the sale of products in countries with mandatory animal testing requirements, such as China, may present a potential negative impact on animal welfare.

GOV-1 GOVERNANCE BODIES

The Board of Directors is the highest governing body overseeing the Group's ESG strategy and performance. In FY2025, the Sustainability Committee met twice to assist the Board in reviewing and making recommendations on sustainability strategies, policies and performance, covering climate, biodiversity, packaging, diversity and inclusion, and social matters. The Group Sustainability team and Sustainability Committee are responsible for the oversight of sustainability risks, impacts and opportunities.

Together, they apply the insights acquired through a robust stakeholder engagement process, an annual materiality matrix review and their own expertise, to set ambitions and targets for the Group. An Audit Committee and Internal Audit Department support the Group Sustainability team and Sustainability Committee by providing an independent review of risk management.

Board of Directors

The L'OCCITANE Group is majority owned by Chairman and CEO, Reinold Geiger and his family, reflecting the Group's commitment to a long-term vision and sustainable growth. The Board of Directors, together with Board Observers, consisting of family members and key representatives from our management and financial partners, define the overall strategic direction of the Group.

Executive Committee

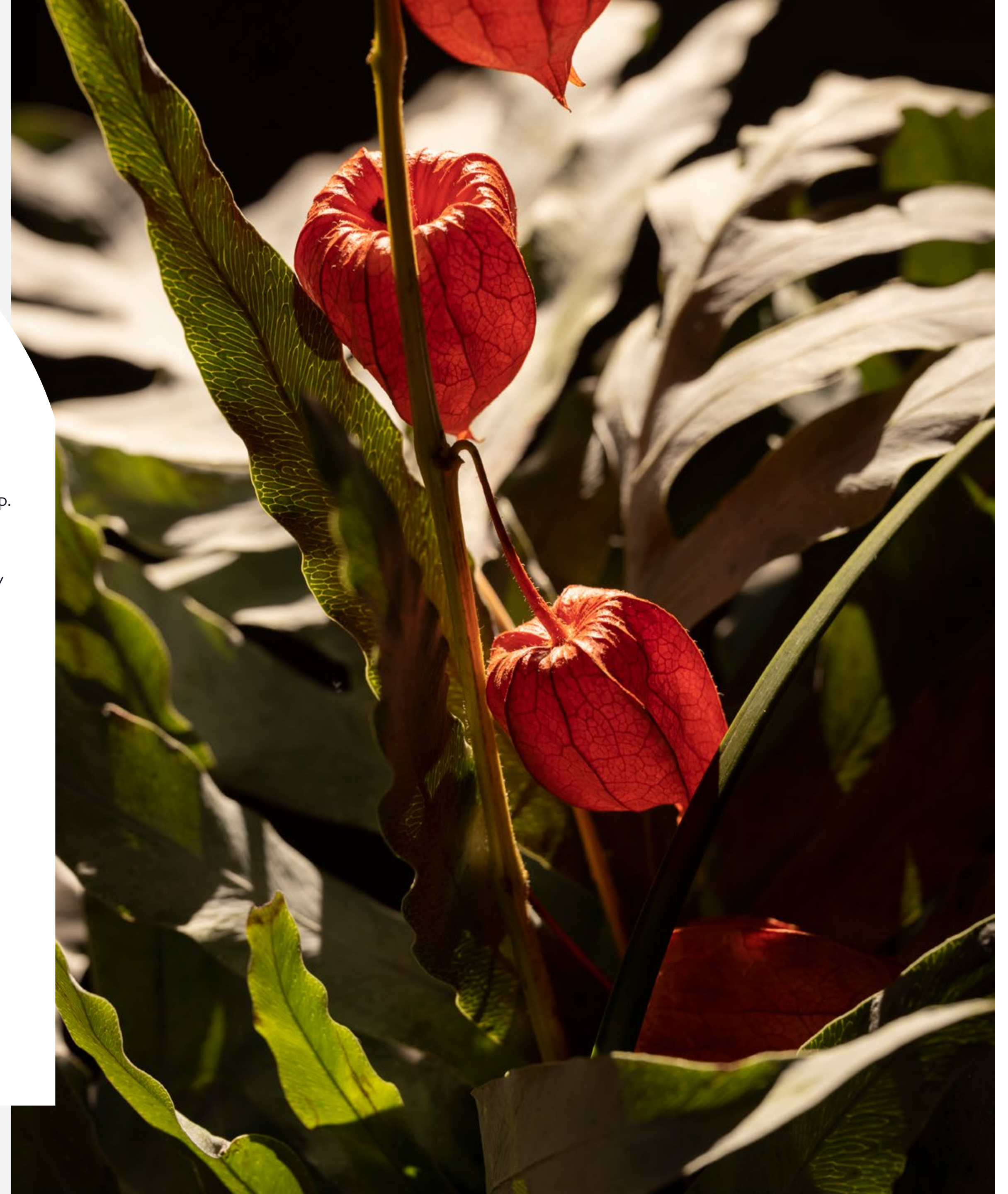
The Executive Committee (ExCo) implements the strategy defined by the Board of Directors and works with the Group's brand and function leaders to provide strategic guidance and ensure alignment across the Group. All brands, Group business units and function leaders report to the ExCo, ensuring a unified vision and direction.

Brand CEOs

The brand CEOs are highly autonomous in managing their business in alignment with the Group's strategic objectives. They develop and execute the brand's strategies and oversee operations.

Sustainability Committee

The Sustainability Committee includes members with backgrounds in finance, human resources, media, capital markets, and global supply chains. These diverse experiences support effective oversight of complex ESG topics, including responsible sourcing, employee wellbeing, and environmental performance.



G1-1 / G1-2 BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

Corporate culture

FY2025 saw a shift in structure and ownership of L'OCCITANE Group, following its delisting from the Hong Kong Stock Exchange (see ESRS 2). This led to the formation of the current Group ExCo in October 2024. Comprising of four members, the new ExCo is lean by design to ensure agility, speed, and continuity during this transitional period.

L'OCCITANE Group is firmly committed to fostering a strong corporate culture that encourages continuous improvement at all levels. This commitment is underpinned by the Group's core values: entrepreneurship, team spirit, leading by example and authenticity.

Post-delisting, the Group formed the ExCo from eligible individuals based on their roles and responsibilities within the organisation. While the current ExCo is comprised of all males and no independent members, it is important to note the Group considers a combination of factors in seeking diverse representation of different demographic groups within its leadership structure, including gender, ethnicity, age and experience.

Looking ahead, the Group acknowledges the ExCo is not a fixed body, but is intentionally dynamic, evolving alongside strategic priorities and its commitment to responsible business. Beyond the ExCo, the Group's decentralised and entrepreneurial culture places business decision-making and innovation primarily within its brands and business units. The Group currently has gender parity among brand founders, brand CEOs and business units, who play a central role in shaping its strategy, culture and performance. The Group continues to invest in identifying, supporting, and advancing talented women across the Group, focusing on building a strong pipeline of future leaders.

Code of Business Conduct and Human Rights Policy

L'OCCITANE Group's Code of Business Conduct serves as a foundational framework that guides the ethical, social, and environmental responsibilities of all employees and partners. Rooted in the Group's mission to positively impact people and regenerate nature, the Code emphasises the Group's core values: entrepreneurship, team spirit, leading by example and authenticity.

The Code aligns with international standards, including the UN Global Compact's Ten Principles, and outlines commitments to human rights, fair labour practices, environmental stewardship, and anti-corruption measures. By fostering a culture of integrity and accountability, the Code ensures that all stakeholders uphold the highest standards of conduct in their daily activities. The Code, which is signed by all suppliers, also plays a key role in managing supplier relationships, supported by the Responsible Procurement Policy.

Complementing this, the Group's Human Rights Policy further strengthens its dedication to upholding internationally recognised human rights across all operations. It ensures compliance with national laws while also embracing voluntary international frameworks, reinforcing the principles set out in the Code of Business Conduct and embedding respect for human dignity at the heart of the Group's global activities.

Overall, the approach of L'OCCITANE Group is to remain vigilant in regard to issues across its complex value chain, applying the following principles:

- Ensure the high quality and safety of all the Group's products, protecting the health and safety of consumers and employees across the value chain.
- Provide respectful working conditions.
- Conduct all activities ethically, and with integrity.
- Act responsibly to protect the environment.

More details on these policies and others related to business conduct, workers and suppliers can be found in the sections of S1 Own workforce and S2 Value chain workers.

Speak Up Policy

L'OCCITANE Group maintains a robust Speak Up Policy and whistleblowing channel, providing all employees and external stakeholders access to a confidential, secure, and anonymous platform – available 24/7 in over 70 languages – to raise concerns related to human rights, labour issues, legal or regulatory violations, or breaches of the Group's Code of Business Conduct. Reports submitted through this independent third-party system trigger a structured response process, including potential investigations and corrective actions. A documented internal procedure guides

the assessment of each report's credibility. The Internal Audit team manages the process, establishing timelines and maintaining a full audit trail of complaints and resolutions.

In FY2025, 120 Speak Up cases were raised mainly related to HR areas. Of these, 118 were substantiated and 2 unsubstantiated. Among the substantiated cases, 104 were completed, with the process taking an average of 35 days, while the remainder were still under investigation at year-end.

Employee engagement is a crucial component. The Group has established and is gradually rolling out a Responsible Behaviour e-learning programme covering the Group's Code of Business Conduct, guidance on ethical business relationships, and the Speak Up policy.





REMUNERATION LINKED TO SUSTAINABILITY PERFORMANCE

The Group’s headquarters and most of its subsidiaries reward office employees and executive members for sustainability performance through a Corporate Incentive Plan (CIP). Launched in 2022, the sustainability component of annual bonuses is aligned with B Corp™ scores across the five impact areas: Governance, Workers, Community, Environment and Consumers. The Long-Term Incentive Plan, which applies to individuals in critical roles across the Group, also includes sustainability criteria linked to the Group’s B Corp recertification in FY2026.

PROTECTING PERSONAL DATA AND CYBERSECURITY

The Group Privacy Policy outlines the data protection principles and framework that govern how individuals’ personal data should be processed. These individuals include the Group’s clients and prospective clients, digital users, employees, staff, contractors and employment candidates. All directors, managers, employees, or contractors within or working with the Group must adhere to the principles outlined in the policy.

The Global Privacy Committee, which meets regularly, is responsible for overseeing overall compliance with data protection regulations. Regular training, awareness initiatives, and compliance assessments are conducted

under the supervision of the Group’s Data Protection Officer to ensure an appropriate level of awareness of the applicable data protection requirements across the Group.

For any privacy-related questions or requests, employees, consumers and end-users can contact the Group via a dedicated data privacy e-mail address, available on each brand’s website under the Privacy Policy section.

In recognition of the growing importance of data protection, L’OCCITANE Group implemented an impactful privacy awareness programme in FY2025. This included privacy training, guidelines, e-learning modules, and a series of internal educational videos.

PROTECTING ANIMAL WELFARE

L’OCCITANE Group has been against the use of animals to test beauty products since its founding. The Group does not test its products, active ingredients or raw materials on animals at any stage of product development or manufacturing. It also requires all its suppliers to adhere to a strict charter and prove that they fully respect the same rigorous standards.

In China, where the Group’s brands are also sold, certain imported beauty products must be submitted for compulsory one-off testing on a limited animal panel in government laboratories before they can be approved for sale in the country. These regulatory requirements apply to specific functional cosmetic products not manufactured locally.

G1-3 / G1-4
ANTI-CORRUPTION AND BRIBERY

In FY2025, L'OCCITANE Group did not report any corruption nor bribery events. As the Group continues to grow and its supply chain evolves, maintaining high standards of ethical conduct remains a priority and requires ongoing vigilance and effective management.

To uphold these high standards, the Group conducts internal audits of its Procurement and Human Resources functions to assess corruption risks. Twice a year, a dedicated Audit Committee reviews summaries of concerns raised at both local and central levels, including those submitted through the Group's formal Speak Up channel.

Internal audit process

focused on ESG compliance and following the B Corp™ framework was implemented globally



GIVING BACK

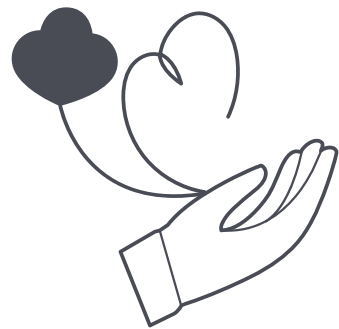
PHILANTHROPY



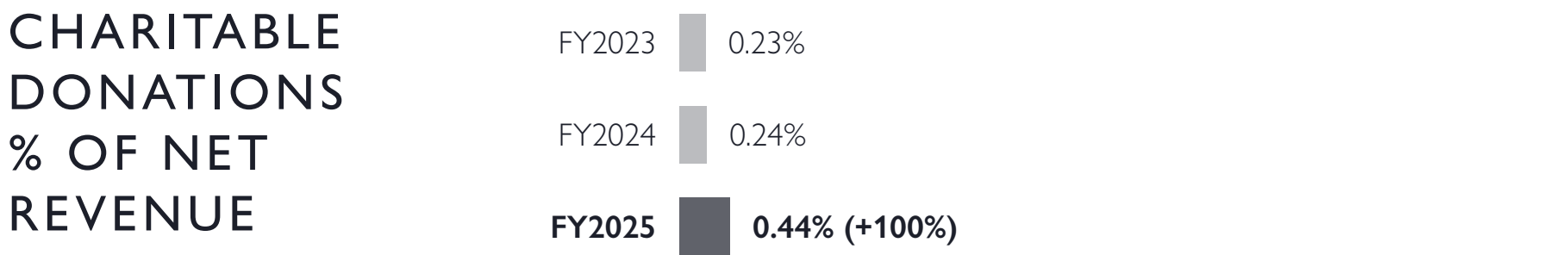
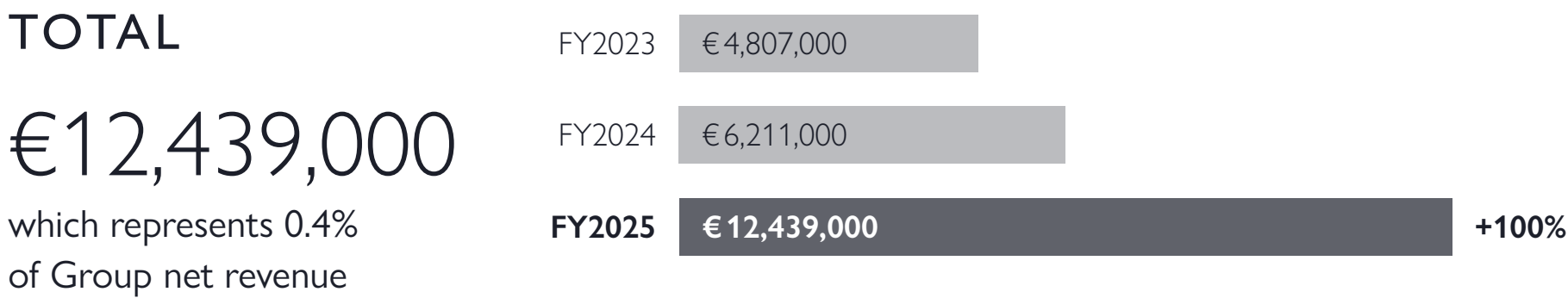
PHILANTHROPY

L'OCCITANE Group and its brands support worthwhile causes with funding, resources and volunteering. To ensure strategic effectiveness, donations of all kinds conform to the Group's Global Philanthropy policy.

In FY2025, total philanthropic financial donations more than doubled, driven primarily by the creation of the Sol de Janeiro Foundation, alongside continued commitments from the brands within the Group.



FY2025 PHILANTHROPIC DONATIONS



L'OCCITANE EN PROVENCE

Since its creation in 1976, L'Occitane en Provence has always been involved in philanthropic initiatives. The brand is committed to three main scopes of action linked to its history and values: Caring for Sight, Empowering Women and Respecting Biodiversity.

L'Occitane en Provence has two ways of doing philanthropy, an approach which can be summarised by the motto: Thinking globally and acting locally.

Globally, L'OCCITANE Foundation supports multi-year international projects, which in FY2025 funded six projects. Locally, L'Occitane en Provence affiliates support projects in their communities, which in FY2025 comprised 18 affiliates and the funding of 49 projects.



CARING FOR SIGHT

L'OCCITANE Foundation, and L'Occitane en Provence's affiliates, partner with NGOs all around the world on projects providing eye screening, treatment, glasses, and surgery, along with the acquisition of equipment and the training of healthcare professionals. For example, in FY2025, L'Occitane en Provence in Hong Kong supported a Hong Kong Society for the Blind's project focusing on childhood eyecare. The project aims at enabling early detection and early treatment of visual impairment through outreach screening, comprehensive examination by optometrists, and the distribution of free spectacles to the needy. The programme also strives to raise awareness of the importance of visual care in early childhood. Altogether in FY2025, the brand's affiliates and the Foundation funded 15 sight-related projects around the world.

BENEFICIARIES SINCE 2006, REACHED BY THE BRAND, INCLUDING 405,015 IN FY2025 (PROJECTED)

22,110,272

EMPOWERING WOMEN

Since the 1980s, L'Occitane en Provence has been working closely with female shea butter producers in Burkina Faso. In keeping with this historical relationship, L'OCCITANE Foundation acts to further the education, training and entrepreneurship of girls and women in this country to enable their socio-economic development. The brand's affiliates also support women's empowerment in their communities. For example, in FY2025, L'Occitane en Provence in France assisted Empow'Her in its 'Woman Dare' project. The brand seeks to accompany women on their path to empowerment through a tailored entrepreneurship programme (e.g., collective training, workshops, follow-up sessions, networking opportunities) and it carries out events in their feminist space in Paris to create a sense of community and educate on the intersection of entrepreneurship and gender. In FY2025, three projects were funded by the Foundation and nine by the affiliates.

WOMEN AND GIRLS IN BURKINA FASO SINCE 2006, REACHED BY THE BRAND, INCLUDING 320 IN FY2025 (PROJECTED)

62,218

RESPECTING BIODIVERSITY

L’Occitane en Provence has always been dedicated to the preservation of Provence’s natural heritage. To further this commitment, the Foundation and the affiliates support projects devoted to the protection of biodiversity, and threatened areas and species, through the promotion of reforestation and agroforestry in Provence and all around the globe. In 2025, L’OCCITANE Foundation started a partnership with Business for Nature (BfN) on an advocacy project focusing on Africa, Asia and Latin America. Thanks to the actions of leading voices, the creation of a team of more than 100 partners, and the implementation of strategic communications, this BfN project aims at strengthening business engagement on nature in those regions while making sure that the Global South priorities are recognised and integrated in global policies. In FY2025, 24 projects were supported in total.

HECTARES SINCE 2006, REACHED BY THE FOUNDATION AND THE AFFILIATES, INCLUDING 1025 HA IN FY2025

7,300

EMPLOYEE ENGAGEMENT

Philanthropy within L’Occitane en Provence extends beyond financial contributions – it also includes the active involvement of its employees. Each employee is encouraged to participate in volunteering work, with the brand offering between one and four days per year specifically dedicated to volunteering. This initiative not only strengthens social impact but also fosters a strong sense of purpose and engagement among the brand’s teams.

IN-KIND DONATIONS

In addition to volunteering work, L’Occitane en Provence supports non-profit organisations through in-kind donations. The brand regularly provides products to associations whose missions align with L’Occitane en Provence’s values. These donations help meet concrete needs in the community.

L’OCCITANE EN PROVENCE’S
PHILANTHROPIC ACTIVITIES
FOR FY2025 TOTALLED

€5,537,000





ELEMIS

ELEMIS combines scientific innovation with the power of nature to create highly effective formulations, supporting good skin health and positive wellbeing. Recognising that people’s wellbeing is deeply connected with the health of our planet, ELEMIS supports both social and environmental causes, to drive positive change in the world around us.

ELEMIS

ELEMIS’ PHILANTHROPIC
ACTIVITIES FOR
FY2025 TOTALLED

€388,000

ELEMIS collaborated with MIND, the leading mental health charity in England and Wales, as well as the cancer charities, The Eve Appeal, and Look Good Feel Better during FY2025.

As patrons of The King’s Trust, a charity which supports young people to get into work or education, ELEMIS continues to grow its work experience programme, offering on-the-job learning for young people of the Trust.

Proud to support two remarkable charities who are tackling the growing problem of hygiene poverty, ELEMIS became patrons of In Kind Direct in 2024, and sponsored Beauty Banks’ new electric vehicle. The Beauty Banks’ vehicle makes vital deliveries around London, which in FY2025 totalled 1,146 drops to community organisations, preventing the release of up to 3.6 metric tonnes of CO₂ into the atmosphere.

ELEMIS celebrated its second anniversary as a certified B Corp™ by contributing £25,000 to Women for Women International, directly supporting 40 female survivors of conflict in their journey to rebuild their lives through the 12-month, Stronger Women, Stronger Nations programme.

For the environment, ELEMIS continued its collaboration with the Royal Society for the Protection of Birds (RSPB), Europe’s largest conservation charity, advancing vital peatland restoration efforts in Scotland. This project will play a crucial role in carbon sequestration and biodiversity preservation for up to 65 years.

It has been a remarkable year of impact for ELEMIS, with over 900 hours of employee volunteering, plus financial and in-kind donations, totalling € 388,000.

SOL DE JANEIRO

Sol de Janeiro exists to ignite endless self-celebration and connection through the warmth of the Brazilian spirit. This same energy fuels its philanthropic mission: To empower new generations of women with bold confidence and to champion the protection and regeneration of nature, with a special focus on biodiversity in Brazil – one of the most biodiverse places in the world.

SOL DE JANEIRO



In FY2025, Sol de Janeiro brought this mission to life with the launch of the Sol de Janeiro Foundation – ushering in a bold new chapter in its approach to strategic philanthropy. While embedding sustainability into Sol de Janeiro’s operations is a long-term journey, the brand is accelerating action today, through immediate, high-impact philanthropic investments. The brand’s giving is not transactional but transformational – rooted in long-term systems change and powered by authentic, community-led solutions. Through this integrated model, the Foundation drives meaningful progress now, while Sol de Janeiro continues advancing its broader sustainability goals.

ADVANCING BIODIVERSITY AND GENDER EQUITY

The Sol de Janeiro Foundation is proud to partner with transformative organisations advancing biodiversity and gender equity. In Brazil, the Foundation supports Instituto de Pesquisas Ecológicas (IPÊ) with a \$1.5 million, five-year grant to develop biological corridors in the Atlantic Forest – one of the world’s most biodiverse and threatened ecosystems – enabling wildlife movement, ecosystem regeneration, and long-term resilience. The Foundation also funds scholarships for Master’s students from historically underrepresented backgrounds and provides flexible support for IPÊ’s organisational growth. It also invests into the Girls Opportunity Alliance (GOA) through a \$1 million, five-year grant to support grassroots organisations tackling urgent issues such as gender-based violence, menstrual health, and barriers to education. In addition, the funding supports capacity-building for frontline NGO leaders advancing gender equity.

Through these long-term donations, the Foundation supports community-led solutions that protect biodiversity and advance opportunities for girls, recognising both as critical pillars of a more equitable and sustainable future.

LOS ANGELES WILDFIRES

Sol de Janeiro responds swiftly and compassionately in times of crisis. In FY2025, the brand mobilised aid for communities impacted by the Los Angeles wildfires, supporting the LAFD Foundation and donating over 760,000 essential hygiene products through partners like, It’s Bigger Than Us LA, the LA Food Bank, and local YMCAs. The brand also contributed \$71,000 to the Brazil Foundation to assist with emergency relief and long-term recovery efforts following catastrophic floods in Rio Grande do Sul in Brazil.

ESSENTIAL HYGIENE PRODUCTS DONATED BY THE SOL DE JANEIRO FOUNDATION TO SUPPORT COMMUNITIES IMPACTED BY THE LOS ANGELES WILDFIRES IN FY2025

760,000

HANDS-ON VOLUNTEERISM

In FY2025, Sol de Janeiro employees showed their global commitment to community through hands-on volunteerism. In NYC, the brand’s team revitalised Highbridge Park and packed meals with City Harvest. In Rio, the brand’s volunteers distributed hygiene kits, food, and toys to children in a local favela. From mentoring girls in London with Inspiring Girls to supporting food drives in Paris, Sol de Janeiro teams embodied a shared spirit of care and solidarity. For Sol de Janeiro, philanthropy is not a side project – it is a bold expression of the brand.

SOL DE JANEIRO’S PHILANTHROPIC ACTIVITIES FOR FY2025 TOTALLED

€5,479,000



ERBORIAN

Erborian is driven by a clear mission: To create Korean skincare with immediate results to boost both your skin and self-esteem. This belief led to the launch of the Erborian Self-Esteem Club during FY2024.

For FY2025, Erborian expanded its donation scope, moving from 1% of net revenue in France, the UK, the USA and the Schengen Area to 1% of worldwide net revenue over the previous fiscal year (FY2024).



LONG-TERM PARTNERSHIPS WITH PURPOSE

Staying true to Erborian’s commitment to long-term collaboration, the brand renewed its partnerships with five key organisations: Force Femmes, Respect Zone, PSSM France, MHFA USA, and Mind. Beyond financial support, the brand worked hand-in-hand on impactful, mission-driven projects, including:

PSSM France

- two mental health first aid training days for brand teams in Paris and Geneva;
- support for the creation of a podcast on mental health;
- content development on mental health in sports with Olympic athletes ahead of the Paris Games.

Mental Health First Aid (MHFA)

- one mental health first aid training day for the brand team in New York, as well as its public relations agency and local influencers.

Force Femmes

- industry-specific workshops led by Erborian employees;
- full-day event at the brand’s Paris office, for 20 women over-45 years old – featuring self-esteem sessions, beauty preparation, resume photo shoots, professional development workshops – all designed to help participants regain confidence in their career paths.

CELEBRATING SELF-ESTEEM WITH THE COMMUNITY

Erborian created a series of self-esteem-centred events to bring the community together and inspire personal growth in FY2025, including:

Self-Esteem Run

10 km heart-shaped race with 40 participants – hosted by professional athlete Fanny Peltier, promoting empowerment and connection through sport

Self-Esteem Draw

A creative session with Korean illustrator @Yoon_Yves, where participants explored self-expression by designing characters that reflected their personalities

Self-Esteem Cook

A joyful baking workshop, where community members crafted Self-Esteem Bento Cakes to celebrate self-love and creativity

Self-Esteem Tour

To connect deeper with the community, Erborian embarked on a three-city tour themed ‘ERBORIAN K-POP ACADEMY’ – visiting Lyon for a K-POP Idol photo shoot, Marseille for a K-POP x self-esteem dance class, and Paris for a beauty preparation and a K-POP (Tomorrow x Together) concert experience

ERBORIAN SELF-ESTEEM CLUB PART 2

Erborian reopened the doors to the Erborian Self-Esteem Club evening, bringing together over 1,000 influencers and media around the shared values of self-esteem, self-acceptance, and kindness

MORE THAN A PROGRAMME – A MOVEMENT

The Erborian Self-Esteem Club is more than a commitment programme – it’s a global movement for self-esteem, mental well-being, and self-acceptance. Through meaningful, worldwide initiatives, Erborian proves that beauty isn’t just about how you look – it’s about how you feel.



DR. VRANJES FIRENZE

In FY2025, Dr. Vranjes Firenze decided again to focus its efforts on the local communities, as it seeks to build on its philanthropic activities in the future.

Dr. Vranjes Firenze supported Dynamo Camp, which was founded in 2007 from an idea of Vincenzo Manes (Chairman) is part of the SeriousFun Children's Network, a non-profit association that promotes and manages holiday camps worldwide, which are specially structured to host children affected by serious and chronic pathologies for free. Dr. Vranjes Firenze donated €8,000 to Dynamo Camp which funded two Camperships, giving a child with a serious illness and his sibling the opportunity to attend and experience the Camp benefits. To support further, the brand included in its employees' holidays gift packages chocolate from Dynamo Camp, combining a seasonal gift with a charitable contribution totalling €1,800 in support of the Camp's mission. As well as these efforts, Dr. Vranjes Firenze's employees participated in voluntary blood donation initiatives, and donations of products to Organizzazione Non Lucrativa di Utilità Sociale (ONLUS) associations in Italy, which are non-profit organisations that engage in charitable or social activities.

DR.VRANJES
— FIRENZE —

DR. VRANJES FIRENZE'S
PHILANTHROPIC ACTIVITIES
FOR FY2025 TOTALLED

€11,000



LIMELIFE'S PHILANTHROPIC
ACTIVITIES FOR
FY2025 TOTALLED

€249,000

LIMELIFE

LimeLife by Alcone launched the Brighter Together Foundation in 2017 with the mission to help develop women's entrepreneurship, leadership and financial empowerment on a global scale.

The company believes that all women possess the power to improve their lives, and it's the support of communities that can help them fulfil this potential. Since its creation, Brighter Together has partnered with the NGO Global Communities to realise a vision of a world in which women and girls control their futures and are valued as leaders. It has worked to help make the resources available which help women to thrive, and to live in safe and resilient communities where their rights are fulfilled and protected. Brighter Together is a primary funder for Global Communities' Women Empowered initiative.

L LimeLife by Alcone



L'OCCITANE AU BRÉSIL'S
PHILANTHROPIC ACTIVITIES
FOR FY2025 TOTALLED

€111,000

L'OCCITANE AU BRÉSIL

L'Occitane au Brésil seeks to promote local actions to preserve biodiversity in all land and marine environments in Brazil.

In FY2025, L'Occitane au Brésil made a significant contribution to NGOs by volunteering, donating products and cash contributions, and supporting the community following heavy flooding that affected the south of Brazil.

In just four days, the brand's 'Volunteer Week' brought together 193 participants in a powerful movement of solidarity and impact. Partnering with six NGOs, the brand carried out 11 meaningful activities that resulted in 965 hours of volunteer work – from connecting with visually

impaired individuals to renewing urban green spaces, and planting over 700 trees. During the year, the brand also supported women in vulnerable situations by donating more than 100 hygiene kits, as well as aiding waste pickers through targeted initiatives. L'Occitane au Brésil's actions and donations have benefitted programmes that support ocean protection, land regeneration, animal welfare, and emergency relief for the affected communities in the state of Rio Grande do Sul. All of these initiatives reinforce the brand's commitments to regenerate biodiversity, support communities and care for animal welfare.



MELVITA'S PHILANTHROPIC
ACTIVITIES FOR
FY2025 TOTALLED

€148,000

MELVITA

Melvita supports efforts to protect endangered species and preserve natural habitats.

To mark its 40th anniversary, Melvita launched an initiative in 2023 to help protect endangered turtle species. As part of this commitment, Melvita is funding a programme led by WWF France in French Guiana and New Caledonia.

Now in its third year, this initiative aims to reduce the accidental capture of sea turtles and to safeguard nesting habitats in both regions.

The project focuses on two turtle species that are listed as endangered by the International Union for the Conservation of Nature (IUCN): the Olive Ridley turtle in French Guiana and the Loggerhead turtle in New Caledonia. Actions include work in the field, scientific monitoring, and measures to prevent the accidental capture of Olive Ridley turtles and reinforce protection for Loggerhead nesting sites.

In both locations, tracking beacons were attached to turtles' shells to monitor migratory routes, identify nesting areas, and help mitigate bycatch in fishing nets. In 2025, the project recorded 105 nests in New Caledonia and installed eight shaded nurseries, helping to protect around 8,000 eggs. In French Guiana, three antennas were installed, and 44 beacons were deployed to improve future monitoring.



A close-up photograph of white flowers with prominent yellow stamens, partially obscured by a large, curved, semi-transparent white shape that sweeps across the left side of the page.

APPENDICES

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GLOSSARY

A

ASD Action for Sustainable Derivatives

C

- CIP** Corporate Incentive Plan
- CMR** Carcinogenic, Mutagenic, and Reprotoxic
- COP16** 16th Conference of the Parties
- CS3D** Corporate Sustainability Due Diligence Directive
- CSRD** Corporate Sustainability Reporting Directive
- CTI** Circular Transition Indicator

D

- DE&I** Diversity, equity and inclusion
- DMA** Double Materiality Assessment

E

- EAP** Employee Assistance Programme
- EMF** Ellen MacArthur Foundation
- EMEA** Europe, Middle East and Africa
- ESG** Environmental, Social and Governance
- ESRS** European Sustainability Reporting Standards
- ExCo** Executive Committee

F

- FEBEA** La Fédération des Entreprises de la Beauté
- FMNR** Farmer-managed natural regeneration
- FSC** Forest Stewardship Council
- FY** Financial year

G

- GHG** Greenhouse gas
- GOA** Girls Opportunity Alliance
- GPTW** Great Place to Work®

I

- INCI** International Nomenclature of Cosmetic Ingredients
- IRO** Impacts, risks and opportunities
- IUCN** International Union for Conservation of Nature

L

- LCA** Life Cycle Analysis
- LCF3** Livelihoods Carbon Fund 3
- LEAP** Locate, Evaluate, Assess, Prepare

M

- MIF** Mouvement Impact France

N

- Net revenue** Equivalent to net sales, which is net of value-added tax, returns, rebates and discounts and after eliminating intragroup transactions
- NPS** Net Promoter Score

O

- OECD** Organisation for Economic Co-operation and Development
- OP2B** One Planet Business for Biodiversity

P

- PET** Polyethylene Terephthalate

R

- R&D** Research and development
- RBI** Responsible Beauty Initiative
- RSPO** Roundtable on Sustainable Palm Oil

S

- SBM** Strategy and business model
- SBTi** Science-Based Targets Initiative
- SBTN** Science-Based Targets for Nature
- SVHC** Substances of very high concern

T

- TCFD** Task Force on Climate Related Financial Disclosures
- TNFD** Taskforce on Nature-related Financial Disclosures
- TPT** Transition Plan Taskforce
- TRASCE** TRaceability Alliance for Sustainable CosmEtics

U

- UN** United Nations
- UNGC** United Nations Global Compact

W

- WBCSD** World Business Council for Sustainable Development
- WWF** World Wide Fund for Nature

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