

RESPONSIBLE LOBBYING POLICY

MARCH 2026

RESPONSIBLE LOBBYING POLICY

MARCH 2026

OUR VISION

At L'OCCITANE Group, we believe that with empowerment we positively impact people and regenerate nature. As a global B Corp™ certified Group committed to long-term, responsible growth, we recognize that engaging with public stakeholders is a legitimate and necessary part of doing business.

Although there is no single, universally agreed definition of lobbying, L'OCCITANE Group understands it as the act of upholding the integrity of its brands and driving the company's engagement within its ecosystem of partners. This policy sets out the principles and governance framework guiding its interactions with public institutions, trade associations, NGOs, and its participation in consultations and multi-stakeholder platforms.

Anchored in our values - Integrity, Authenticity, Team Spirit and Leading by Example - we are committed to ensuring that all advocacy activities conducted by or on behalf of the Group meet the highest ethical standards and remain fully consistent with our mission and our Code of Business Conduct. Our global B Corp™ certification reflects our dedication to excellence and responsible business, and our proactive role in providing expertise to advance nature and climate goals.

OUR PRINCIPLES

Integrity

We conduct all advocacy activities honestly, responsibly, and in full compliance with all local laws and regulations.

- We do not offer or accept any undue advantages to influence policy decisions.
- We ensure that our public positions are based on robust evidence and scientific data.
- In accordance with our Code of Business Conduct, we manage the acceptance of gifts, entertainment, and hospitality with strict care:
 - we stay within reasonable and proportionate limits;
 - such offers are to be reported to management where appropriate;
 - we always consider the intent behind the offer and assess its legitimacy.

Transparency

We are committed to openness and accountability in all advocacy efforts. L'OCCITANE Group is registered in the EU Transparency Register (TR ID number: 471989147138-46) where we disclose:

- The public policy areas in which the Group engages
- The resources allocated to these activities;

We publicly report on our key advocacy positions, each year, in our Group ESG Report.

Consistency

We seek coherence between our mission and the general orientation of the industry associations and coalitions in which we participate.

- We do not support lobbying activities that run counter to our ethical, environmental, or social principles.
- We seek to build sustainable business relationships with external partners that demonstrate positive social and/or environmental performance.
- We engage constructively in shared dialogue and sectoral collaboration within our coalitions and federations, recognising that these collective platforms represent broader industry perspectives shaped by the diversity of their membership.

This approach enables us to remain engaged in collaborative efforts that support shared progress, while preserving the integrity and clarity of the positions we formally adopt as a Group.

Accountability

We take responsibility for the integrity and the impact of our advocacy activities.

- Any potential breach of this Policy can be reported confidentially via the Speak Up platform.
- We regularly review and assess the alignment of our advocacy practices with our sustainability commitments including DE&I commitments and our Group climate and biodiversity strategies.

Leading by example

- Public policy has a significant influence on our operations and the communities and ecosystems we depend on.
- We therefore consider it both our right and our responsibility to take part in public dialogue - to share our expertise and contribute to building a sustainable, fair, and predictable regulatory environment.

Responsible lobbying is responsible leadership. By leading by example and advocating with integrity and transparency we contribute to building a resilient, inclusive, and responsible future for all.

OUR COMMITMENT IN PRACTICE

Every L'OCCITANE Group employee who interacts with policymakers, regulators, or public officials must:

- Read and understand this Policy;
- Act in accordance with the Code of Business Conduct and apply the principles of integrity, authenticity, team spirit and lead by example in every engagement.

This Policy is overseen by the Chief Sustainability Officer and approved by the Group Executive Committee. It is regularly reviewed to ensure alignment with evolving regulations, international best practices, and the Group's sustainability strategy. The brand's Public Affairs teams provides guidance to ensure that all advocacy is conducted ethically, transparently, and in accordance with this Policy.

Reinold Geiger
Chairman and CEO
L'OCCITANE Group

Raphaëlle Archambeaud
Chief Sustainability Officer
L'OCCITANE Group