

L'ORÉAL

ETHICAL AND RESPONSIBLE PHILANTHROPY POLICY

In order to make a positive contribution with significant impact on society, L'ORÉAL, its subsidiaries and the L'ORÉAL Fondation's priority philanthropic activity is focused on supporting women.

Other philanthropic activities can also include social inclusion activities, humanitarian aid or emergency response.

In addition, each of the Group's brands has been asked to identify and support a cause of its own, in line with its values, as part of our *L'Oréal for the Future* commitments.

This policy aims to clarify the governance of our philanthropic activities and explain our ambitions and activities to all our partners (charitable organisations, NGOs, etc.).

SCOPE

This policy applies to all philanthropic activities carried out and supported by L'ORÉAL Group entities throughout the world, whether they are defined and organised locally or at Group level.

The term "philanthropic", as used here, means the provision of products, technologies, skills or financial support to public-interest causes without seeking any financial gain, while nevertheless recognising that such activities may contribute indirectly to the Group's reputation or the image of its brands or products.

Philanthropy is distinct from sponsorship, whose purpose is to make the Group, its brands or products more widely known.

Philanthropy is also separate from the support L'ORÉAL provides to academic or similar activities (for example, university chairs or institutes), trade associations or other organisations (such as the United Nations Global Compact, Transparency International, etc.).

PRINCIPLES

- We only support non-profit, public-interest organisations that share our Ethical Principles.
- We do not support organisations whose primary aim is to promote religious exclusivism or political convictions.
- We ensure there are no conflicts of interests when selecting partners (charitable organisations, NGOs, etc.) and projects to support.
- We ensure that charitable contributions and other philanthropic activities are not “hidden” acts of corruption and that they do not seek to influence a decision in our favour.
- We choose projects where we can have a proven positive impact.
- We prioritise long-term commitments.
- We ensure that we have the financial, human and technical resources to support our philanthropic projects over the long term.
- We encourage our employees to support L'ORÉAL's philanthropic activities.
- We do not require our business partners to contribute to the philanthropic activities supported by L'ORÉAL.
- We respect our philanthropic partners' projects, strategic decisions and expertise.
- We ask our partners to be transparent in the use of the funding, products or skills we provide.
- We ask our partners to keep us regularly informed of the project's progress and any difficulties encountered while taking into account their size and capacity for monitoring, to ensure that we do not demand a disproportionate level of reporting.

IMPLEMENTATION

The Group's Chief Corporate Responsibility Officer, who is also the Executive Vice President of the L'ORÉAL Fondation, is the lead contact for philanthropic activities, both internally and externally. Accordingly, she is responsible for designing and defining how L'ORÉAL's philanthropy policy is organised and for ensuring that the proper procedures are implemented and ensuring their respect.

Country General Managers or, for Corporate or Zone employees, the member of the Group Executive Committee to whom they report, are accountable for the proper implementation of this policy and compliance therewith.

The Country, or for Corporate or Zone employees, the Division/Zone Sustainability Leaders are responsible for operational day-to-day implementation of this policy and compliance therewith. Employees should refer to their Sustainability Leader if they have questions about the respect of our commitment in this area.

In line with the Group Speak Up policy, in the case of situations, allegations or Speak Up reports relating to philanthropic activities that implicate a member of the Group Executive Committee, the Group Conjunction Meeting, a Group or Zone Management Committee, a Country General Manager or an Ethics Correspondent, the Group's Chief Ethics, Risk & Compliance Officer must be informed immediately.

In the interests of transparency and sharing, we communicate regularly about the implementation of our philanthropy policy, both internally and externally.