



CLARINS' GENDER EQUALITY INDEX

At Clarins, we have always been committed to providing an environment of respect and fulfillment for all our employees worldwide, regardless of their ethnic origins, gender, family situation and profession.

As required by French law since March 1st, 2020, we have just published our annual Gender Equality Index for our French companies with more than 50 employees. This index score is calculated for the calendar year 2020. This obligation is implemented within the framework of the "Loi Avenir" law of September 5th, 2018, which aims to eliminate the pay gap between women and men.

In 2020, we are proud to have achieved an overall score of 94/100! The breakdown by entity is as follows:

YEAR 2020

Clarins (Clarins Holding): 91/100
Clarins France (French subsidiary): non-calculable (1)
Laboratoires Clarins (Clarins Laboratories): 98/100
Clarins Logistique (Clarins Logistics): 94/100

(1) The calculation method employed by the index cannot be used for Clarins France because the staff is not representative in terms of gender balance.