

L'OCCITANE
EN PROVENCE

CULTIVATORS *of* CHANGE

2025 GENDER PAY GAP REPORT



GENDER PAY GAP REPORT 2025

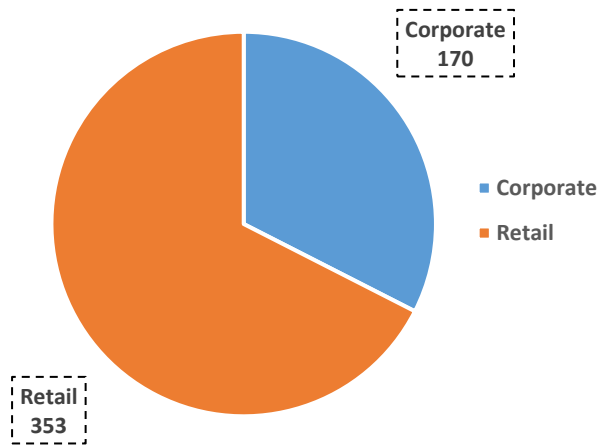
OUR BUSINESS

At L'Occitane, we love the fact that we employ a diverse workforce, and we also pride ourselves on being an equal opportunities employer.

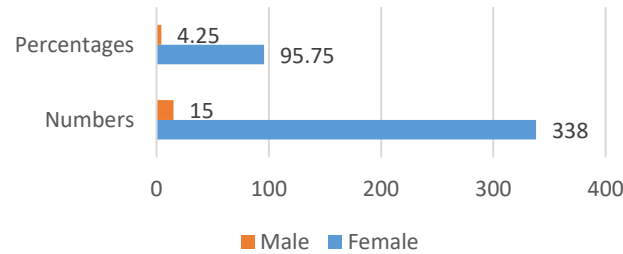
However, as a luxury beauty retailer we attract female applicants for the majority of our roles, especially for those based within our Boutiques.

The illustrations below provide a quick overview of our business (a 'snapshot' of our business on 5th April 2025) and these numbers alone start to reveal the impact that the structure, industry and nature of our business have on our Gender Pay Gap results.

L'Occitane UK Population April 2025

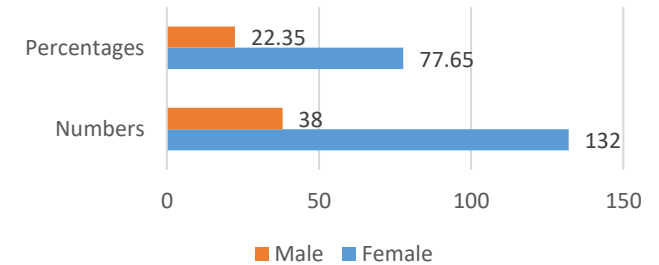


Retail



| Retail | Numbers | Percentages |
|--------|---------|-------------|
| Female | 338 | 95.75 |
| Male | 15 | 4.25 |

Corporate



| Corporate | Numbers | Percentages |
|-----------|---------|-------------|
| Female | 132 | 77.65 |
| Male | 38 | 22.35 |

MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY 2025

| | |
|--|-----|
| Mean gender pay gap using hourly pay | 23% |
| Median gender pay gap using hourly pay | 17% |

MEAN AND MEDIAN GENDER PAY GAP USING BONUS PAY 2025

| | | |
|---|-----------|-------------|
| Proportion of employees receiving bonus | Male: 64% | Female: 89% |
| Mean gender pay gap using bonus pay | 56% | |
| Median gender pay gap using bonus pay | 72% | |

PERCENTAGE OF MALE AND FEMALE IN EACH HOURLY PAY QUARTILE

| | Male | Female |
|---------------------------------|------|--------|
| Upper hourly pay quarter | 17% | 83% |
| Upper middle hourly pay quarter | 10% | 90% |
| Lower middle hourly pay quarter | 5% | 95% |
| Lower hourly pay quarter | 11% | 89% |

GENDER PAY GAP REPORT 2025 – NEXT STEPS

Our mean and median pay gap for hourly pay and our mean pay gap for bonus have narrowed slightly since 2024, while our median pay gap for bonus has widened by 10%. Whilst some level of fluctuation is inevitable and natural given the dynamic nature of a retail workforce, we have identified several areas that may impact our pay gap and which we will be investigating in more depth, including:

- Gender distribution by job grade
- Gender distribution by length of service
- Gender distribution by contracted weekly working hours

The findings from these investigations will help us to determine whether there are any areas in which we can change our policies or practices to address and improve our Gender Pay Gap for the future.