

# L'ORÉAL

FUND FOR WOMEN

2024 ANNUAL REPORT

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# Message from the President



We wish it were no longer a topic of discussion. But looking at the world in 2024 forces us to confront the tragic fate of women globally – and it's more than just a matter of concern, it's a tragedy/living nightmare.

It's a well-established fact that empowering women and achieving gender equality fuels prosperity and progress. Yet, we continue to witness a relentless surge in gender inequality, breaking grim records year after year.

2024 saw a resurgence of armed conflicts, disproportionately impacting women who are often the first victims of abuse, persecution and forced displacement. The number of women living in conflict zones has doubled since 2017, compounded by a dramatic escalation of this 'pink' migration. War zones and climate disasters are exacerbating existing structural inequalities, like extreme poverty, which afflicted one in ten women worldwide in 2024. According to UN Women, eradicating this poverty could take a staggering 137 years.

These inequalities are compounded by pervasive threats of gender-based and sexual violence, coupled with an increasingly systematic erasure of women in countries with deadly, life-threatening laws. 2024 saw no respite from attacks on women's rights and safety; instead, we saw a disheartening regression.

This alarming reality must not deter us; it must fuel our resolve. While global philanthropic efforts are hampered by budget cuts and withdrawals, L'Oréal remains more-than-ever steadfast in its commitment to the cause of women.

In 2024, the L'Oréal Fund for Women reached a record 2.2 million direct beneficiaries, nearly doubling its impact from the previous year. This commitment has enabled us to strengthen our support for existing programs focused on education, integration and support for women in extremely vulnerable situations. We've also launched new initiatives, while continuing to deliver emergency aid to women affected by the 'forgotten crises' in places like Sudan, Lebanon and Ukraine.

Beyond funding, consistent with its mission, the Fund has intensified its efforts to equip those working on the ground to rebuild communities and empower women – critical in enabling women to shape their own futures.

Since its inception in 2020, the Fund has supported over 530 organizations in nearly 100 countries around the world. This is one of the ways in which we contribute to the vital fight for an inclusive society where women can finally occupy their rightful place, so that one day, this is no longer a topic of discussion.

**NICOLAS HIERONIMUS**  
President of the L'Oréal Fund for Women  
and Chief Executive Officer of L'Oréal.

*Supporting  
women in  
situations  
of high  
vulnerability*

**WOMEN, THE FIRST VICTIMS OF SOCIAL AND ECONOMIC CRISES**



Women and girls continue to be most affected by global challenges; disproportionately impacted by social and economic crises and armed conflicts. Their pre-existing vulnerabilities are exacerbated, exposing them to increased violence and dramatic living conditions. They are the first affected by poverty and conflict.<sup>1</sup> These factors are intrinsically linked and tend to reinforce each other with multiplied consequences. Yet, only 4% of bilateral international aid programs have the primary objective of supporting them.<sup>2</sup>

■ **1. Women Disproportionately Affected by Poverty**

Economic hardship disproportionately affects women, and this inequality is amplified by factors such as climate change and conflict. With one in ten women living in extreme poverty – a figure exacerbated in conflict zones – the burden of poverty weighs heavily on them. Climate change intensifies hunger, impacting twice as many women as men by 2030. Despite the potential for economic growth linked to gender equality, investments in this area remain woefully insufficient, increasing women's vulnerability to hardship.<sup>3</sup>

<sup>1</sup> UN Women, 2022.  
<sup>2</sup> OECD, 2020.  
<sup>3</sup> UN Women, 2024.

In 2024, 24.3 million more women than men live in extreme poverty. At this rate, projections suggest eradicating extreme poverty among women could take another 137 years.<sup>4</sup>

## ■ 2. The persistence of gender-based and sexual violence against women and girls

### • An unrelenting scourge

Forced and illegal marriages, gender-based and sexual violence (female genital mutilation, rape, femicide), and prostitution are experiencing a deeply concerning global increase.

Globally, nearly one in three women, or approximately 736 million, has experienced physical and/or sexual violence at least once. This alarming figure, which does not even include sexual harassment, underscores the magnitude of violence against women and girls worldwide.<sup>5</sup>

An estimated 50,000 women and girls were killed by an intimate partner or other family member in 2023 globally.<sup>6</sup> This equates to an average of more than five women or girls killed every hour by a member of their own family.<sup>7</sup>

Today, 650 million women and girls were married before the age of 18, which is one in five young women worldwide.<sup>8</sup> These forced marriages jeopardize their physical and mental health, as well as their future prospects.

### • Gender-based violence as a weapon

Globally, forced displacement continues to intensify. At the beginning of 2024, there were more than 120 million people uprooted due to conflict, violence, or persecution, a trend that has been steadily increasing for over a decade.<sup>9</sup> This situation contributes to the decline in women's fundamental rights and exposes them to greater gender-based violence, further jeopardizing their physical and psychological well-being

During armed conflicts, women are very often subjected to torture and sexual abuse. 257 million women live in countries where conflicts exacerbate sexual violence.<sup>10</sup> Girls are also three times more likely to drop out of school in conflict-affected areas.<sup>11</sup>

Over the past three years, the war in Ukraine has forced more than 6.1 million people to flee their homes: it is the largest displacement crisis since World War II.<sup>12</sup> It is estimated that 63% of them are women and children.<sup>13</sup>



<sup>4</sup> UN Women, 2024.  
<sup>5</sup> UN Women, 2024.  
<sup>6</sup> UN Women, 2024.  
<sup>7</sup> UN Women, 2023.  
<sup>8</sup> UNICEF, 2024.  
<sup>9</sup> UNHCR, 2024.

<sup>10</sup> Care, 2024.  
<sup>11</sup> Global Citizen, 2023.  
<sup>12</sup> UNHCR, 2024.  
<sup>13</sup> UNHCR, 2024.

## THE MISSION OF THE L'ORÉAL FUND FOR WOMEN

### 1. Supporting frontline organizations working to help women in situations of vulnerability

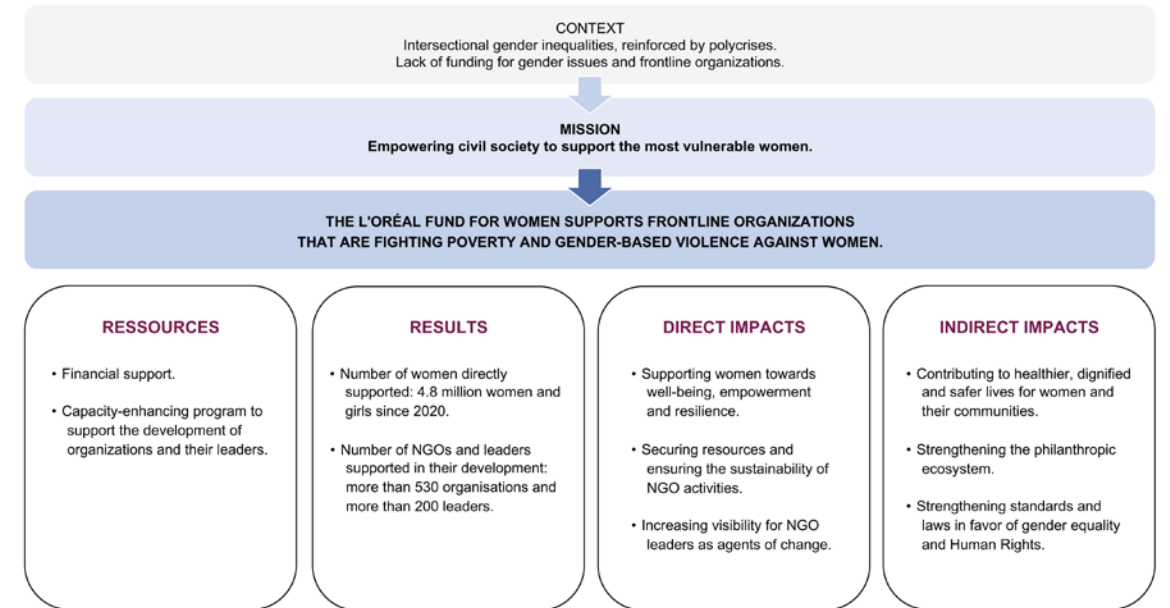
Historically committed to supporting women's rights, L'Oréal sought to strengthen its actions, and provide a response to the consequences of the sanitary crisis, by launching the L'Oréal Fund for Women in 2020. This philanthropic endowment fund, initially endowed with a budget of 55 million euros, was renewed in 2023 with a budget of 30 million euros until 2026. Worldwide, its mission is to promote, accompany, and support non-profit initiatives of grassroots organizations in favor of women in high vulnerability, in particular with regards to the following priorities:

- Helping women to get out of poverty;
- Preventing domestic or sexual violence against women.

Particular attention is given to projects aiming to help women experiencing multiple types of vulnerability, such as is notably the case of women refugees or women with a disability. Beyond emergency support, the L'Oréal Fund for Women aims to actively contribute to the resilience of women and girls by supporting social and professional inclusion projects and fighting against obstacles to education.

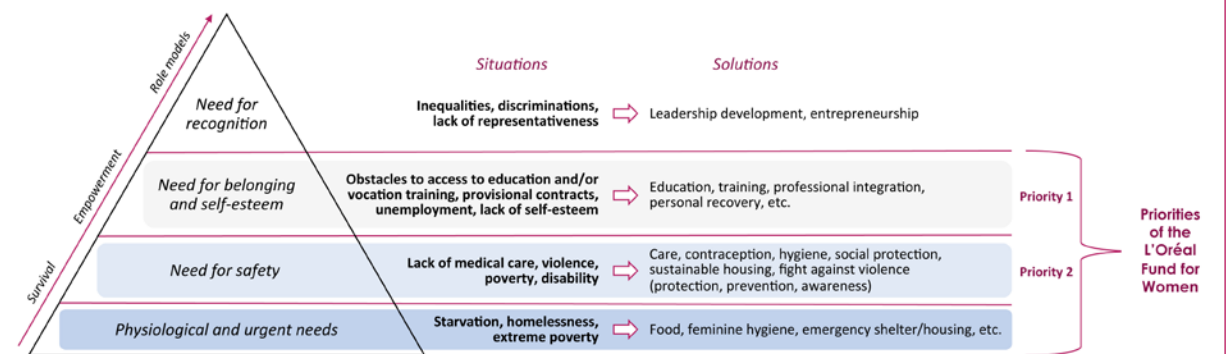


## THEORY OF CHANGE - FORMALIZING OUR ACTION



## PRIORITISING SOLUTIONS FOR RESILIENCE

The needs of women in situations of vulnerability have multiplied due to the health crisis and the urgency is real. The World Bank shows that GDP per resident would be at least 25% higher if these inequalities were reduced in developing countries. In order to create a more inclusive and equal world, the L'Oréal Fund for Women firstly supports short to medium-term solutions, helping to build resilience among the women most affected by the consequences of the crisis.



## ■ 2. Contributing to the capacity enhancing for frontline organizations

Thanks to their agility, grassroots organizations have been on the frontline in the face of the pandemic and its economic and social consequences, particularly in terms of supporting the most vulnerable women.<sup>14</sup>

However, these organizations are fragile, as they often have a small budget with few employees, or may even be directed by volunteers, and must address issues surrounding the management of partners, and administrative or budgetary constraints.<sup>15</sup>

They also face multiple contextual challenges – indeed, they have to operate in continuously evolving conditions, in restrictive political environments, and taking into account the complexity of the sociocultural and economic contexts in which they operate.<sup>16</sup>

With growing needs on the ground, they suffer more strongly the effects of a lack of finance, which has direct consequences on managing employees. The mental and physical health of social workers is therefore under threat. The leaders of associations are increasingly at risk of burning out, as these executive roles are often accompanied by pressure qualified as intangible. This therefore has consequences in terms of organizational efficiency.<sup>17</sup>

Building on the success of its capacity-enhancing program launched in 2022, the L'Oréal Fund for Women is taking a new step forward with the deployment of its dedicated platform in October 2024, aimed at boosting development support for partner grassroots organizations. This online platform offers webinars, training courses and masterclasses on key topics such as leadership, communication, management and fundraising, in line with the needs identified by the associations.

This ambitious program has three key objectives:

- Increasing the professionalization of the organizations supported by the Fund;
- Supporting the upskilling and capacity to act of the leaders supported;
- Developing a global community dedicated to promoting gender equality and combating violence against women worldwide.



In March 2024, the L'Oréal Fund for Women organized a seminar bringing together more than fifty leaders of partner NGOs from 30 countries and representing the five continents. For three days, participants collaborated through interactive workshops focusing on key themes such as leadership, management, ethics and the strategic use of social media platforms. The seminar encouraged peer-to-peer learning and strengthened the creation of a changemakers community.

<sup>14</sup> FAO, 2023.

<sup>15</sup> UN Women and Care, 2022.

<sup>16</sup> UNFPA, 2022.

<sup>17</sup> *Don't reinvent the wheel: possibilities for and limits to building capacity of grassroots international NGOs*, Susan Ape, 2018.

## FIGURES

The Founder allocated a capital endowment of €30,000,000 to the L'Oréal Fund for Women, as stated in the amended bylaws dated 13/03/2023, to be disbursed over a period of 4 years, according to the following schedule:

- €5,000,000 by 12/31/2023,
- €10,000,000 by 12/31/2024,
- €10,000,000 by 12/31/2025,
- €5,000,000 by 03/01/2026.

The Board approved on March 13, 2024, the early payment of the 2026 subscription during the third quarter of 2024.

In 2024, the amount of free provision was €260,329 (personnel, expenses incurred by personnel, premises, and equipment).

## 2025 OUTLOOK

For the activity of the L'Oréal Fund for Women, the third installment of the Founder's endowment is planned to be disbursed, amounting to €10,000,000.

# Governance

## THE BOARD OF DIRECTORS

The role of the Board of Directors is to determine the main orientations of the L'Oréal Fund for Women, to evaluate the initiatives conducted and to approve the budget. It is composed of five permanent members:



**MR. NICOLAS  
HIERONIMUS,**

President of the L'Oréal Fund for Women and Chief Executive Officer of L'Oréal.



**MS. ALEXANDRA PALT,**

Vice-President of the L'Oréal Fund for Women and Executive Director of the Fondation L'Oréal.



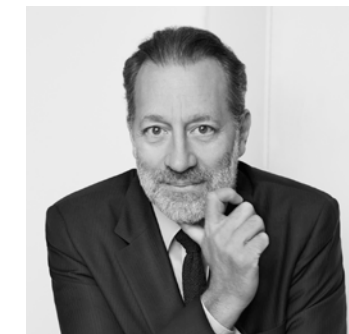
**MR. CHRISTOPHE  
BABULE,**

Chief Financial Officer of L'Oréal.



**MS. MYRIAM  
COHEN-WELGRYN,**

President of L'Oréal Dermatological Beauty.



**MR. JEAN-CLAUDE  
LE GRAND,**

Chief Human Relations Officer of L'Oréal.

The Board of Directors met twice in 2024.

Effective January 1, 2025, Ms. Alexandra Palt was replaced by Ms. Ezgi Barcenas as Vice President

## THE ADVISORY BOARD

The L'Oréal Fund for Women also has an Advisory Board.  
Its main role is to:

- assist the Board of Directors in defining investment policy and allocation of resources by providing an overview of strategic orientations;
- monitor the implementation of the investment policy and allocation of resources;
- provide the Board of Directors with studies and expertise.

It is composed of seven external members and six internal members, appointed for a renewable period of one year.

**THE INTERNAL MEMBERS** are employees of the L'Oréal Group who have roles, experience or expertise related to the purpose of the L'Oréal Fund for Women:



**MR. FERNANDO ALARCON,**  
Sustainability Director for Latin America Zone.

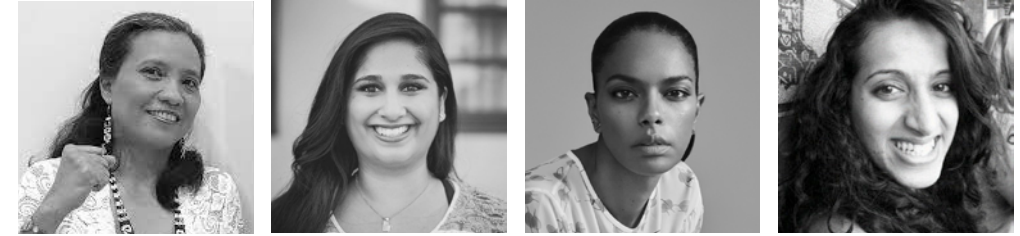
**MS. SYLVIANE BALUSTRE-D'ERNEVILLE,**  
Engagement & Social Innovation Director.

**MS. MARGARET JOHNSTON-CLARKE,**  
Chair of the Advisory Board of the L'Oréal Fund for Women,  
Global Chief Diversity, Equity and Inclusion Officer of L'Oréal  
and Co-Chair of the L'Oréal Global DE&I Advisory Board.

**MR. PAWEL KONIECZNY,**  
Director of Human Relations, L'Oréal Poland.

**MS. JULIE VALLAT,**  
Vice-President Human Rights of L'Oréal.

**THE EXTERNAL MEMBERS** are academics and experts on the issue of vulnerability and gender:



**MS. DEVI ANGGRAINI,**  
President of PEREMPUAN AMAN  
(Association of Indigenous Women of The Archipelago).

**DR. SHONALI BANERJEE,**  
Researcher at the Center for Strategic Philanthropy,  
Cambridge Judge Business School.

**MS. NOËLLA COURSARIS MUSUNKA,**  
Founder and CEO  
of the Malaika Foundation.

**MS. SWATEE DEEPAK,**  
Research Associate at the Cambridge Business School  
on philanthropy in emerging markets.

**MS. BATHYLLE MISSIKA,**  
Head of the Networks,  
Partnerships and Gender Division, OECD.

**DR. V. RUKMINI RAO,**  
Executive Director, Gramya Resource Centre for Women,  
feminist activist.

**MR. MATTHIEU TARDIS,**  
Research Fellow at the Center for Migration and Citizenship,  
French Institute of International Relations (IFRI).

This committee met once in 2024.

## THE EXPERT COMMITTEE FOR FRANCE

The Expert Committee for France is composed of ten external members, who are academic and field experts on the matter of vulnerability and gender in France. They are appointed for a renewable period of one year.



**MS. SOUAD BOUTEGRABET,**  
Director of DesCodeuses.

**MS. FRANCOISE BRIÉ,**  
President of the Fédération Nationale Solidarité Femmes.

**MR. MARC CHEB SUN,**  
Columnist and author, expert on diversity and social inclusion issues.

**DR. GISÈLE DAMBUYANT,**  
Senior Lecturer in Sociology, expert on precarity and vulnerability.

**MR. ABDELAALI EL BADAOU,**  
President of Banlieues Santé, Chief Impact Officer of Educ-Up.

**MR. THOMAS FOEHLÉ,**  
Director of Solidarité Femmes 67.

**DR. SÉVERINE LEMIÈRE,**  
Economist, expert on gender inequality in the workplace.

**MS. SARAH OURAHMOUNE,**  
Founder of Boxer Inside Club.

**MS. SABINE SALMON,**  
President of Femmes Solidaires, Director of Fight for Dignity.

The mission of the Committee is to:

- provide an informed opinion on the Fund's strategic direction;
- monitor the implementation of the investment policy and resource allocation, particularly in France;
- propose studies and expertise to the Fund's operational management.

## THE OPERATIONAL TEAM

The L'Oréal Fund for Women implements the strategic directions decided by the Board of Directors thanks to its operational team:



**MS. PAULINE AVENEL-LAM,**  
Managing Director of the L'Oréal Fund for Women and  
Director of the Inclusive Beauty Program of the Fondation L'Oréal.

**MS. LAURA BARROSO,**  
Program Manager of the L'Oréal Fund for Women.

**MS. CORINNE GENDREAU,**  
Financial Controller of the L'Oréal Fund for Women  
and the Fondation L'Oréal.

Effective January 1, 2025, Ms. Pauline Avenel-Lam will assume the roles of Director of the L'Oréal Fund for Women and Executive Director of the L'Oréal Foundation

*Application process and monitoring of activities*

## APPLICATION PROCESS

Frontline organizations can seek a donation from the L'Oréal Fund for Women by sharing an application form to the operational team. The applications are evaluated based on the eligibility and selection criteria previously defined and communicated to the relevant candidates.

The application takes place in three stages:



The selected organizations are required to submit an annual reporting to assess the impact of the support provided by the L'Oréal Fund for Women. It provides the Fund's governance bodies with the information required for their work. The supported organizations accept that an on-site or documentary audit may be carried out by an authorized Fund's representative.



*Projects and organizations supported in 2024*

Since the launch of the L'Oréal Fund for Women, over **63.4 million euros** have been allocated to more than **530 organizations in 97 countries**, directly helping **more than 4,800,000 women and girls**.<sup>18</sup>

**MORE THAN 530 ORGANIZATIONS SUPPORTED**

**MORE THAN 4,800,000 WOMEN AND GIRLS HELPED SINCE THE LAUNCH OF THE FUND**



<sup>18</sup> According to statements by associations and NGOs receiving support from the L'Oréal Fund for Women.

## EXAMPLES OF PROJECTS

### SUPPORTING WOMEN IN POVERTY TOWARDS PROFESSIONAL REINTEGRATION



In France, the L'Oréal Fund for Women is working with Activ'Action to support vulnerable women seeking employment in Seine-Saint-Denis, Paris, Gironde and Bas-Rhin. The workshops aim to strengthen the resilience of these women in dealing with psychosocial risks and to promote their employability through innovative workshops that enhance their skills.



In India, Empower People is dedicated to reintegrating women victims of trafficking into the workforce, by offering them vocational training in the renewable energy sector.

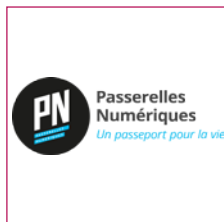


In the United Kingdom, the Baytree Centre works to reintegrate disadvantaged women into the labor force, with the aim of breaking the cycle of intergenerational poverty. The association provides educational tools for the women and girls it supports, including mentoring, language courses and help with finding a job.

### USING TECHNOLOGY AS A TOOL FOR THE REINTEGRATION OF GIRLS AND WOMEN IN VULNERABLE SITUATIONS



The Fund supports Konexio, in France, which fights against the digital exclusion of disadvantaged women, more specifically refugee women, asylum seekers and young dropouts women, both in France and Kenya, by offering them training to develop their digital skills in preparation for their social and professional integration.



The Fund is working alongside Passerelles Numériques, in France, which aims to tackle poverty through digital education. It offers a training program for disadvantaged girls in South Asia and Madagascar, who are supported from their first day at school through to graduation and their first job.

### EDUCATION FOR GIRLS IN SITUATION OF VULNERABILITY, WHO WILL BECOME THE WOMEN OF TOMORROW



The Fund is working with the Oribi Village association, part of the SOS PULSE Group in France, on an entrepreneurship education project for young girls from townships in South Africa. This program, which focuses on the acquisition of entrepreneurial skills and self-confidence, enables them to develop innovative solutions to the problems faced by their community in this vulnerable context.



In Colombia, the L'Oréal Fund for Women has chosen to support Fútbol con Corazón, an association which uses football as a lever for social inclusion for young girls from vulnerable communities. The association also trains feminine coaches in methodologies that use football as a tool for social development.

### SUPPORTING THE RESILIENCE OF VICTIMS OF SEXIST AND SEXUAL VIOLENCE



The Fund is a partner of the organization Les Orchidées Rouges, in France, which offers psychological and physical support to women and girls who are victims of female genital mutilation, early marriage or forced marriage, through specialized institutes in France and Côte d'Ivoire.



In the Democratic Republic of Congo, the Fund has supported the Panzi Foundation, which works to reduce the prevalence and impact of sexual violence by providing high-quality holistic care to survivors. It also provides specialist gynecological care for vulnerable urban and rural populations in the east of the DRC.



In Croatia, the L'Oréal Fund for Women supports SOLIDARNA association, which offers psychological and financial support to women victims of violence.

## SUPPORTING WOMEN IN VULNERABLE SITUATIONS IN THEIR PARENTHOOD



In Uganda, the Fund is partnering with Awamu to ensure access to sexual and reproductive healthcare for young mothers in economically vulnerable situations. At the same time, the association is setting up a back-to-school program for disadvantaged girls, enabling their mothers to return to work.



In Portugal, the Ajuda de Mãe association, supported by the Fund, offers essential support to young mothers in precarious situations by giving them access to personalized social and psychological advice, as well as distributing food and basic necessities for young children.

## THE INCLUSION OF MIGRANT AND REFUGEE WOMEN IN HOST COUNTRIES



The Weavers association in France works to promote the social and professional integration of exiled women in Lyon, Annecy and Grenoble, with the support of the Fund. Weavers offers them French language courses, training to develop their soft skills, and support in overcoming barriers to employment to provide them the tools they require to build a long-term future.



In Netherlands, Forward Inc, with the support of the Fund, encourages the economic empowerment of women from immigrant backgrounds through six entrepreneurship programs by providing mentoring, training and key resources.

## VULNERABLE WOMEN AS AGENTS OF CHANGE FACING ENVIRONMENTAL CHALLENGES



In Burkina Faso, the Georgie Badiel Foundation provides engineering training to women from vulnerable communities so that they can monitor, repair and maintain local water systems, thereby ensuring community autonomy and sustainable access to this vital resource.



In Ghana, SAHA Global trains rural women facing potable water scarcity to start up and manage community water treatment plants, providing them with livelihoods and a central role in ensuring access to clean water for their communities.

## EMERGENCY RESPONSE

### WOMEN AND GIRLS, AT THE CENTER OF THE UKRAINIAN CRISIS

To support the victims of war in Ukraine, the L'Oréal Fund for Women has provided more than €3.6 million to around ten local and international NGOs, including the Red Cross and SINGA, as well as to UN organizations such as United Nations High Commissioner for Refugees and UNICEF. The organization acts in Ukraine and other neighboring countries in response to emergency needs, providing services such as shelter, psychological, legal and health advice, and support following sexual violence. It also fights against trafficking and helps to expand access to education and employment.



### WOMEN AND GIRLS, THE FIRST VICTIMS OF THE FORGOTTEN CRISIS IN SUDAN

While the crisis in Sudan remains largely invisible to the world, women and girls are the primary victims. Forced displacement, gender-based violence, exploitation and food insecurity threaten their daily existence. Today, 53% of internally displaced persons are women and girls, and more than 6.7 million of them are exposed to an increased risk of violence, often without access to essential services and goods. Faced with this humanitarian emergency, the L'Oréal Fund for Women has been working alongside the UNHCR to protect these Sudanese women and girls by providing them with access to essential healthcare<sup>19</sup>.

## ORGANIZATIONS SUPPORTED IN 2024

125 et Après	Association de Soutien à la Fondation des femmes	Coalition against Domestic Violence	Fight for Dignity
Accueil coopération et insertion pour les nouveaux arrivants	Association Femmes Solidaires	Collège Citoyen de France	Fondation l'Élan Retrouvé
Action for Community Transformation India	Association La Salle du Temps	Collège de France	Fonds de dotation infinie
Activ'Action	Association Rêv'Elle Toi	Comitê para Democratização da Informática	Fonds de dotation Môm'artre
Accueil demandeurs d'asile (ADA)	Assodeba	Descodeuses	Forward Inc.
Advancing Girls' Education in Africa, Inc.	Atia	Each One for Society	France Victime
Aide et Action	Autonomous Women's Center (AWC)	Earth Island Institute	FreeFrom
Aides	Awamu	Economic Empowerment for Women	Fundação Amazônia Sustentável
Ajuda de Mãe Associação de Solidariedade	Ayuda en Acción de México A.C.	Educate!	Fundação Darcy Vargas
Akwaba Mouso	Banlieues Santé	Elifelet - Citizens for Refugee Children	Fundação Todavía es Tiempo
Alliance Anti Trafic	Banlieues School	Empow'Her	Fundación Ana Bella
Anafé	Be Aware And Share (BAAS)	Empower People	Fundación Sonarme
Aparajeyo-Bangladesh (AB)	Better with Water	Enactus France	Fútbol Con Corazón
Arte Pro	Bromley and Croydon Women's Aid	Ensemble pour l'Afghanistan	Georges Malaika Foundation
Asian University for Women (AUW)	Businesses United in Investing Tend and Development	Entraide universitaire française	German Colombian Chamber of Commerce
Associação Ajuda ao Recém-Nascido	Campus Croix-Rouge	Face Foundation	Camara de Industria y Comercio, Colombia
Associação Girl Move Portugal	Centar za devojke	Fédération nationale des centres d'information sur les droits des femmes	Girl Up Initiative Uganda
Association Asmada	Circle Women Association	Fédération nationale Solidarité Femmes	Girltalk DK
			Glocal Roots

Hands of Mothers Rwanda	Les Femmes du Plan d'Aou en action	Résonantes	The Solutions Project
Hope 4 Young Girls Tanzania	Les Orchidées Rouges	Rev'elles	The Womanity Foundation
Humana People to People	Lire pour en sortir	Saha Global, Inc.	Tous ensemble
Humanity Diaspo	Loba	Sarstoon Temash Institute for Indigenous Management (SATIIM)	Trickle Up Program, Inc.
ICF Renewal of Ukraine	Mamama	Shareit	Union des étudiants exilés (UEE)
Ikambere	Médecins du Monde	Singa Global	Un village sous les étoiles
Im'pactes	Mexoxo Ank	Sistech	UNHCR
Impulso Universitario A.C.	Moi et mes enfants	Society for Nutrition, Education and Health Action	Unisoap
Institut Bioforce	Nadia's Initiative	Solidarna	Voisinmalin
Instituto Rede Asta	Nudge Lifeskils Foundation	Somaya Stodjour	Wake up Café
Irida Womens Center	Onu Femmes France	Sopevudeco Asbl	Weavers
J'accueille	Oribi Village NPC	SOS Inceste Violences Sexuelles	Whitaker Peace and Development Initiative
Kamer	Passerelles Numériques	Sport dans la ville	Women for Women International UK
Kids Home Development Network Found	Promofemmes Saint Michel	Stem from Dance	Women on Wings
Konexio	Pulse Foundation	Student Partnership Worlwide India Project Strust	Women Safe
Kourtrajmé Marseille	Rebonds	Study Hall 93	Women Without Borders
La maison des femmes	Refettorio	The Action Foundation	Wonder Foundation
La maison des femmes de Saint-Denis	Règles élémentaires	The Circle of Women	Workingfit
Ladies of Virtue	Reinserta Un Mexicano A.C.	The Shamsaha Women's Center Corporation	Yayasan Daya Kreasi Anak Bangsa
Last Mile Education Fund	Res non verba		Yunus France
Les Eaux Vives Emmaüs	Réseau Mens		

L'ORÉAL  
FUND FOR WOMEN

Endowment Fund 'L'Oréal Fund for Women'  
Endowment fund governed by Article 140 of Law No. 2008-776 of August 4, 2008  
Registered Office: 14 rue Royale, 75008 Paris