



L'Oréal Brasil announces maintenance of jobs until the end of June and support for the most vulnerable customers

Rio de Janeiro, April 27, 2020 - L'Oréal Brasil announces that it is implementing another stage of its Solidarity Program to support the fight against COVID-19 in Brazil. In addition to the production of alcohol gel and the donation of other hygiene and personal care products announced in March (see information here: encurtador.com.br/koyHO), the company announces its commitment to protect the jobs of its employees by the end of June 2020 and guarantees the payment of 100% fixed salary to all employees, including those who are unable to fulfill their responsibilities due to the health emergency.

In addition to its commitment to employees, as part of its responsibility for its value chain, L'Oréal is also taking steps to help its most vulnerable customers, who are particularly exposed to the economic crisis resulting from this pandemic.

Below is more information about the new commitments:

• Work protection commitment

During this period, the L'Oréal Group wishes to play its role as a citizen employer. Thus, in line with the initiatives already communicated by the Group in Europe and Latin America, the following measures are being implemented, valid until the end of June 2020:

- o Preserve employees' jobs from the effects of COVID-19.
- o Guarantee the payment of 100% of the fixed salary to employees, including those who are unable to fulfill their professional responsibilities due to COVID-19, such as promoters at the point of sale, dermoconsultores and educators.

• Solidarity with the most vulnerable customers affected by the crisis:

As a way to reinforce the partnership in this challenging moment, we are negotiating invoice payments for independent beauty salons, distributors and independent perfumeries.

For An Verhulst-Santos, President of L'Oréal Brasil, as a world leader in the sector, L'Oréal has the responsibility to contribute to the collective effort to fight the coronavirus. "The keywords are union and solidarity. We need to support our people, ensuring that they keep their jobs; helping our most vulnerable customers, understanding their realities on a case-by-case basis; and to express our solidarity through the donation of alcohol gel and other products to health professionals, heroes who work tirelessly in hospitals to save lives; and to communities, who do not have the financial resources to protect themselves properly. "