

PRESS RELEASE

March, 16th, 2022



GROUPE ROCHER
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Groupe Rocher stands alongside its employees and the Ukrainian people

Paris, March 16th, 2022 – Groupe Rocher, a French family-owned international company present in 115 countries including Russia and Ukraine for over 30 years, stands alongside all its employees and is fully committed to support the Ukrainian people.

Since February 24th, 2022, several million people in Ukraine have been affected by a war that we thought we would never see again in Europe. We are terribly shocked by this tragedy, and it is with the utmost firmness that we condemn this situation which affects us all. Every day we receive heartbreaking testimonies from our teams in Ukraine; our thoughts are with the Ukrainian people and our employees.

Beyond our thoughts, the Groupe Rocher and Yves Rocher teams have joined forces to quickly take action on several levels:

- Yves Rocher Ukrainian office and field teams are our priority. As such, we are actively helping them by:
 - Providing them with personal financial assistance such as guarantying employment, 100% of salary paid and professional psychological support during this period.
 - Emergency Allowance paid in March for all our Ukrainian employees across the world for them to help their families and relatives.
 - Putting them in touch with the teams of subsidiaries located in European countries (Romania, Poland, France, Germany...) who provide housing, transportation, language courses, administrative support and first necessity needs.
 - Helping with employment: job applications from Ukrainian employees are 100% approved in the host country.
- Helping them move around the country or cross the borders to temporarily leave the country (with the help of our partner SOS International)
- First aid donations with Yves Rocher products from Ukrainian warehouse and neighboring countries (more than 60.000 products)
- Donations up to 250 000€ to the UNHCR and other NGOs in the short and medium term for assistance to Ukrainian refugees.

We maintain daily contact with each and every one of our employees to follow up their state, location and any urgent new needs.

Regarding our business activity in Russia, this situation particularly saddens us as we have a significant history in this country in which we have been present for over 30 years. For the moment we have decided to maintain our activity in Russia. Indeed, it is our duty to take care of our 630 employees as well as the more than 2,500 employees of our franchisees who work in Russia and who are not responsible for the current situation. Given the responsibility we owe our teams in Russia, we will try to maintain our basic operations in the country. We are however immediately suspending any investments and media presence.



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Moreover, we are constantly monitoring the situation and we will take the necessary measures if the conditions no longer allow us to continue our activity.

Finally, as a purpose-driven company under French law and with a presence in 115 countries, we must be present for our employees and our customers. Working for the common good even in complex and unstable situations is at the core of our values. We must stay the course and care for all human beings in a spirit of brotherhood.

We sincerely believe in diplomatic efforts to bring this situation to an end as soon as possible. This is our heartfelt wish.

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