

# L'ORÉAL

## Appointment to L'Oréal Group Executive Committee

**Clichy, 22 February 2018 – Jean-Claude Le Grand** succeeds **Jérôme Tixier** as Executive Vice President Human Resources and member of the Executive Committee as of 1 July 2018.

**Jérôme Tixier** began his career with L'Oréal as Internal Auditor, then Sales Manager with Biotherm and later Administrative & Finance Director of the Professional Products Division in France. He was subsequently appointed General Manager of Kérastase. In 1993, Jérôme Tixier embraces the Human Resources function as Human Resources Director for the Professional Products Division, and in 1999 is appointed Human Resources Director for the Consumer Products Division. In 2007, he becomes Senior Advisor to the Chairman in matters pertaining to the governance of L'Oréal. In 2011, Jérôme Tixier was entrusted with the Executive Management of the Group's Human Resources.

During his 7-year tenure at the helm of Human Resources, the HR team positioned L'Oréal amongst the world's most attractive companies and developed the Group's talent pool. Under Jérôme Tixier's leadership, L'Oréal has become one of the most advanced companies in terms of social innovation and performance. Many companies around the world are inspired by the *Share & Care* program, which offers all employees the best social guarantees in each country. The International Labor Organization (ILO) has recognized this program as a model. **Jean-Paul Agon**, Chairman and CEO of L'Oréal, comments this unique career and extremely strong values: *"Jérôme Tixier has reinvented the HR function by adapting it to today's challenges in two strategic areas which are individual performance and collective development. A strong, profound, respectful and visionary colleague who played a major part in the Group's success, Jérôme Tixier has been for me a great fellow companion on the L'Oréal path."*

**Jean-Claude Le Grand** has worked alongside Jérôme Tixier for the last seven years as Director of International HR Development and Corporate Diversity. He has excelled in his missions of detection, recruitment and development of L'Oréal's talents in all countries and across all functions. Jean-Claude Le Grand joined the Consumer Products division of L'Oréal in 1996, and became Human Resources Director of the division in France. In 2000, he is appointed Human Resources Director of the Active Cosmetic Division, then in 2002 International Recruitment Director for the Group. In 2007, he becomes Head of Human Resources for the Consumer Products Division, and creates L'Oréal's Diversity Department. Today, L'Oréal is recognized by Equileap as the #1 company in the world in terms of gender equality among 3 000 companies. Since 2011, he has been in charge of the International Development of Human Resources.

### **About L'Oréal**

*L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 26.02 billion euros in 2017 and employs 82 600 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.*

*Research and innovation, and a dedicated research team of 3 885 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.*

For more information: <http://mediaroom.loreal.com/en/>

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