



Press Release

March 3, 2020

30+ year Industry Veteran Sara Jones Retires – Hands Torch to Experienced Executive Melisa Gill

Joico® Announces Retirement of Sara Jones, and Appointment of Melisa Gill

Culver City, CA

Joico, a Henkel Beauty Hair Care Professional brand, today announced the retirement of Sara Jones, SVP and General Manager, and appointment of Melisa Gill who will be replacing Sara as General Manager effective May 1, 2020.

After 38 years of dedicated service to the professional beauty industry, Sara is retiring. Sara began her career in 1982 as a hairdresser which opened the door to corporate roles in education, sales and marketing. In addition to leading Joico to become a leading company in the industry with annual, profitable growth, Sara has been a champion for the advancement of the professional beauty industry through her involvement in numerous associations. Her leadership was recognized in 2011 when she was honored with one of the industry's most prestigious awards, City of Hope's 'Spirit of Life' award.

"Our entire organization thanks Sara for her outstanding contributions and wishes her happiness and *JOI* in her retirement," said Stefan L. Mund, Regional Head of Henkel Beauty Care Hair Professional for North America. "Her contributions to the industry and her personal impact on those she's touched is evidence that Sara loved her work and made it a priority," added Mund.

Melisa, Vice President, Global Marketing and New Product Development, at Joico, is an experienced executive who has worked at top-tier beauty organizations including L'Oreal and Piidea Canada. Soon after joining Piidea in 2004, Melisa progressed through the organization to roles of increasing responsibility, eventually becoming Marketing Director for Joico and Zotos, before relocating to the U.S. in 2016 to assume her current role. Gill has an MBA in marketing from the Schulich School of Business at York University, Toronto, Canada and is fluent in French and English. Melisa will report to Stefan Mund, Regional Head of Henkel Beauty Care, North America.

"We are excited to announce the appointment of Melisa to this new role," said Mund. "Melisa is a highly skilled professional, with a proven ability to deliver results and drive sustainable growth. Her proven experience, creativity and expertise well-position her to cultivate further momentum and success of our Joico brand portfolio."

About Joico

Joico, a division of Zotos, Inc., a Henkel Beauty Care brand, has been leading the healthy-hair revolution since 1975 and together with the latest innovations in hair care creating beautiful, healthy hair to lift your soul and inspire confidence. "Joi" is not only in our name, it runs through everything we do and every product we make. Each and every one of our product innovations are created to help return hair to its strongest, shiniest, healthiest state, even after one use, and with every use thereafter. Sharing the "'JOI' of Healthy Hair" is more than just a promise, it's a guarantee. For more information please visit www.joico.com.

About Henkel in North America

In North America, Henkel operates and holds leading positions across its three business units: Adhesive Technologies, Beauty Care, and Laundry & Home Care. With sales of around 6 billion US dollars (5 billion euros) in 2018, North America accounts for 25 percent of the company's global sales. Henkel employs approximately 9,000 people across the U.S., Canada and Puerto Rico. For more information, please visit www.henkel-northamerica.com.

About Henkel

Henkel operates globally with a well-balanced and diversified portfolio. The company holds leading positions with its three business units in both industrial and consumer businesses thanks to strong brands, innovations and technologies. Henkel Adhesive Technologies is the global leader in the adhesives market – across all industry segments worldwide. In its Laundry & Home Care and Beauty Care businesses, Henkel holds leading positions in many markets and categories around the world. Founded in 1876, Henkel looks back on more than 140 years of success. In 2018, Henkel reported sales of around 20 billion euros and adjusted operating profit of around 3.5 billion euros. Henkel employs around 53,000 people globally – a passionate and highly diverse team, united by a strong company culture, a common purpose to create sustainable value, and shared values. As a recognized

leader in sustainability, Henkel holds top positions in many international indices and rankings. Henkel's preferred shares are listed in the German stock index DAX. For more information, please visit www.henkel.com.

Photo material is available at www.henkel-northamerica.com/press

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