

L'ORÉAL

L'ORÉAL RECOGNIZED FOR GENDER-EQUALITY BY BLOOMBERG INDEX 2023 FOR THE SIXTH CONSECUTIVE YEAR

Clichy, 31 January 2023 – For the sixth consecutive year, L'Oréal Group was recognized today by Bloomberg Gender-Equality Index (GEI) 2023 for having successfully created an inclusive and equal work environment. This reference index measures gender equality across five pillars: leadership & talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

L'Oréal is one of the 484 companies across 45 countries and regions to be part of the 2023 Gender-Equality Index. The Index is a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender data reporting.

Nicolas Hieronimus, Chief Executive Officer for the L'Oréal Group, said: "We are honored to be recognized in the 2023 Bloomberg Gender-Equality Index. This recognition that we have received for six years running is testament to our inclusive, people-driven culture. At L'Oréal, we strive to maintain a fair and dynamic work environment where people of all genders can thrive, feel empowered and make an impact."

Margaret Johnston-Clarke, Global Chief Diversity, Equity & Inclusion Officer for the L'Oréal Group, said: "Empowering all genders, strengthening an inclusive culture, offering comprehensive support to parents, and offering special training to women in leadership positions is cornerstone to our vision that a thriving and inclusive culture is a key competitive advantage."

"Congratulations to the companies that are included in the 2023 GEI," said **Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club**. "We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics."

L'Oréal submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year's index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies.

Both the survey and the GEI are voluntary and have no associated costs. Bloomberg collected this data for reference purposes only. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal, those that have a market capitalization of USD 1 billion are eligible for inclusion in the Index.

For more information on the GEI and how to submit information for next year's index visit: <https://www.bloomberg.com/gei>.

For more information on Bloomberg's sustainable finance solutions, including the GEI, please visit: <https://www.bloomberg.com/professional/sustainable-finance/>.

About L'Oréal

For over 110 years, L'Oréal, the world's leading beauty player, has devoted itself to one thing only: fulfilling the beauty aspirations of consumers around the world. Our purpose, to create the beauty that moves the world, defines our approach to beauty as inclusive, ethical, generous and committed to social and environmental sustainability. With our broad portfolio of 35 international brands and ambitious sustainability commitments in our L'Oréal for the Future programme, we offer each and every person around the world the best in terms of quality, efficacy, safety, sincerity and responsibility, while celebrating beauty in its infinite plurality.

With 85,400 committed employees, a balanced geographical footprint and sales across all distribution networks (e-commerce, mass market, department stores, pharmacies, hair salons, branded and travel retail), in 2021 the Group generated sales amounting to 32.28 billion euros. With 20 research centers across 11 countries around the world and a dedicated Research and Innovation team of over 4,000 scientists and 3,000 tech professionals, L'Oréal is focused on inventing the future of beauty and becoming a Beauty Tech powerhouse.

More information on <https://www.loreal.com/en/mediaroom>

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This press release may contain forecast information. While the Company believes that these statements are based on reasonable assumptions as of the date of publication of this press release, they are by nature subject to risks and uncertainties which may lead to a discrepancy between the actual figures and those indicated or suggested in these statements."

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