

L'ORÉAL

L'ORÉAL RANKS AMONG WORLD'S MOST GENDER EQUITABLE COMPANIES BY EQUILEAP

L'ORÉAL RANKS NUMBER ONE IN FRANCE

Clichy, 2 March 2023 – L'Oréal received today Equileap's 2023 Gender Equality Ranking number 1 in France. In addition, the Group ranks 11th worldwide among 3,500 companies in 23 countries. Since Equileap's launch 6 years ago, L'Oréal has been recognized in every ranking published.

Nicolas Hieronimus, Chief Executive Officer for the L'Oréal Group, said: "We are honoured to be recognized in Equileap's Gender Equality ranking for the sixth year in a row, and proud to be ranked #1 in France. At L'Oréal, gender equity goes hand-in-hand with our global mission to create the beauty that moves the world. While we are proud of the progress we've made to date, we remain committed to drive change in all aspects of DE&I across our entire ecosystem."

Margaret Johnston-Clarke, Global Chief Diversity, Equity & Inclusion Officer for the L'Oréal Group, said: "Actions speak louder than words. At L'Oréal, we have global policies in place against gender-based violence and more precisely on domestic violence to name only a few. In addition, we continue speaking up against inequalities and discrimination and we do so by being advocates for gender equity, both within our company and externally with our suppliers and partners, to empower women every step of the way."

Diana van Maasdijk, CEO at Equileap, said: "Our sixth global gender equality report brings some good news. Since 2021, average scores have risen 7 percentage points, a significant move in a dataset that covers 102 million employees around the world. In addition, there is rising awareness that better gender equality means better performance. What gets measured gets managed."

At L'Oréal, women represent 50% of Board Members, 32% of Executive Committee members; 57% of all key positions, and 61% of international brand directors.

L'Oréal has a long-standing commitment to achieve gender equity at all levels and functions of the company. The Group continues to establish more inclusive environments in favor of the LGBTQIA+ community everywhere in the world. L'Oréal remains firmly engaged against any type of harassment or violence, particularly sexual harassment, and gender-based violence.

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 36 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 87 400 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 2022 the Group generated sales amounting to 38.26 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 5 500 tech and digital 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>

About Equileap

Equileap is the leading organisation providing data and insights on gender equality in the corporate sector. Our data enables investors to enhance responsible investing with a gender lens and to focus on the social aspect of ESG policies and practices. We research and rank close to 4,000 public companies around the world using a unique and comprehensive Gender Equality Scorecard™ across 19 criteria, including the gender balance of the workforce, senior management and board of directors, as well as the pay gap and policies relating to parental leave and sexual harassment. More information at <https://equileap.com/>

"This press release does not constitute an offer of sale or solicitation of an offer to purchase L'Oréal shares. If you wish to obtain more comprehensive information about L'Oréal, please refer to the public documents registered in France with the Autorité des Marchés Financiers, also available in English on our website www.loreal-finance.com.

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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