

L'ORÉAL

L'Oréal awarded First Prize for Gender Diversity by Ethics & Boards and the Institute for Responsible Capitalism

Clichy, 13 July 2018 – The second edition of the “Grands Prix de la Mixité” by Ethics & Boards Observatory and the Institute for Responsible Capitalism (also known as the “Zimmermann Index”) recognized L'Oréal as #1 among French CAC 40 companies with regards to the presence of women in key positions.

This ranking was marked by the increase in the number of women among the top 100 executives of L'Oréal. The Group also ranked #1 in the category “Consumer Goods and Services” as it did in 2017.

“Gender diversity, like any form of diversity, has always been a strategic priority for L'Oréal because it is a source of innovation and acceleration of performance in the company. This Grand Prix rewards a proactive policy initiated more than 15 years ago and whose objective is to achieve parity at all levels of the organization ” said **Jean-Paul AGON**, Chairman and Chief Executive Officer of L'Oréal.

Women represent 69% of L'Oréal's 82,600 employees worldwide, 33.3% of its Executive Committee and 46% of its Board of Directors.

L'Oréal has a long-standing commitment to workplace gender equality, and aims to ensure equal job classifications and pay for equal skills. In France, where the Group has worked with the French national institute for demographic studies (INED) to analyse the pay gap since 2007, the gender-based pay gap on a like-for-like basis was under 3% in 2017 for management, and nonexistent for other employee categories. In recognition of its progress in workplace gender equality, L'Oréal received both the GEEIS (Gender Equality European and International Standard) and EDGE (The Global Business Certification Standard for Gender Equality) certifications in 30 countries.

The “Grands Prix de la Mixité” are in line with the Copé-Zimmermann Act which aims to establish an objective and independent measure of gender diversity at board and executive level of SBF 120 companies. Structured around 6 sectors based on the MSCI classification (Modern Index Strategy Indexes), it takes into account 3 dimensions: the mixity of the council; the diversity of executive management bodies and the representation of women in the company. Initiated in France, the approach has now extended to Europe with the creation of 3 European Grands Prix.

About L'Oréal

L'Oréal has been devoted to beauty for over 100 years. With a unique international portfolio of 34 diverse and complementary brands, the Group generated sales of over 26 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, with a dedicated research team of 3,885 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations around the globe. L'Oréal's sustainability commitment for 2020 “Sharing Beauty with All” sets out ambitious sustainable development objectives throughout the Group's value chain.

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

About Ethics & Boards

Through its online Corporate Governance DataPlace™, Ethics & Boards monitors the governance data of over 1,000 listed companies daily (CAC, SBF120, FTSE, HDAX, FTSE MIB, IBEX, Stoxx Europe 600, AEX, SMI, BEL, LuxX, ISEQ, OMXNordic, DJIA30, S&P, HSI ... and E&B Sectorial Indices) and the information of over 10,000 Board Members in France and worldwide. Through its indexes and sectorial rankings, Ethics & Boards allows all stakeholders, institutions, investment funds, issuers, etc., to have tools to evaluate their Corporate Governance as well as anticipate and reduce risks.

About the Institut du Capitalisme Responsable

The Institut du Capitalisme Responsable (ICR), founded in January 2017, is an applied research centre dedicated to Integrated Thinking (integration of social and financial performance) for companies, investors, and the broader finance community. The Institute designs, leads and coordinates exchanges of ideas and interactions between corporate leaders, representatives of society, and financial experts who want to work together to advance a more integrated, more responsible, more sustainable approach within companies and the finance community. The Observatoire de l'Équilibre Hommes / Femmes (OEHF, Gender Equality Observatory) seeks to identify, develop and test effective drivers and practical solutions to increase diversity within companies. The Institut du Capitalisme Responsable is an independent non-profit organisation.

"This news release does not constitute an offer to sell, or a solicitation of an offer to buy 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 Internet site www.loreal-finance.com.

This news release may contain some forward-looking statements. Although the Company considers that these statements are based on reasonable hypotheses at the date of publication of this release, they are by their nature subject to risks and uncertainties which could cause actual results to differ materially from those indicated or projected in these statements."

Contacts L'ORÉAL (switchboard + 33 1.47.56.70.00)

Individual shareholders and market authorities

Jean Régis CAROF
Tél: + 33 147 56 83 02
jean-regis.carof@loreal.com

Financial analysts and institutional investors

Françoise LAUVIN
Tél: +33 147 56 86 82
françoise.lauvin@loreal.com

Journalists

Aurélie GASNIER
Tél: +33 147 56 44 48
aurelie.gasnier@loreal.com

Anne-Laure RICHARD
Tél : +33 147 56 80 68
annelaure.richard@loreal.com