

L'ORÉAL

L'ORÉAL RANKED NUMBER FIVE WORLDWIDE AND NUMBER ONE FRENCH COMPANY IN THE FTSE DIVERSITY & INCLUSION INDEX 2024

Clichy, 9th September 2024 – L'Oréal has been recognized for its commitment to diversity, equity and inclusion, securing the fifth position globally in this year's prestigious FTSE Diversity & Inclusion Index Top 100 companies list. L'Oréal is also first among the French companies on the list, out of over 15,500 companies assessed worldwide.

The FTSE Diversity & Inclusion Index evaluates companies against 24 different Diversity & Inclusion indicators across four key pillars: Diversity, Inclusion, People Development and News & Controversies.

Maintaining its position within the top five companies for the second year in a row, underscores L'Oréal's dedication to fostering a diverse, equitable and inclusive workplace environment.

*"We are honoured to have again been ranked among the top five companies worldwide in this year's FTSE Diversity & Inclusion Index Top 100, and proud to be ranked #1 in France", said **Nicolas Hieronimus, Chief Executive Officer for the L'Oréal Group**. "This recognition reflects the hard work and dedication of our teams around the world, and our long-standing commitment to fostering a culture where every individual feels valued, respected and empowered to reach their full potential."*

Elena Philipova, Director, Sustainable Finance at LSEG, said: *"In today's global economy, creating a workplace that is both diverse and inclusive is an important enabler for sustainable growth. At LSEG, we celebrate those companies that top the 2024 leaderboard in our D&I analyses and rank amongst the top 100 most diverse and inclusive companies globally. We are delighted to acknowledge L'Oréal for their incredible D&I leadership and performance."*

"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 website www.loreal-finance.com.

This news release may contain some forward-looking statements. 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."

About L'Oréal

For 115 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 essential, inclusive, ethical, generous and committed to social and environmental sustainability. With our broad portfolio of 37 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 more than 90,000 committed employees, a balanced geographical footprint and sales across all distribution networks (e-commerce, mass market, department stores, pharmacies, perfumeries, hair salons, branded and travel retail), in 2023 the Group generated sales amounting to 41.18 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 6,400 Digital talents, 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>

L'ORÉAL CONTACTS

Individual shareholders and market authorities

Switchboard
+33 (0) 1 47 56 70 00

Pascale Guerin
+33 (0) 1 49 64 18 89
pascale.guerin@loreal.com

Investor relations

Eva Quiroga
+33 (0) 7 88 14 22 65
eva.quiroga@loreal.com

Journalists

Brune Diricq
+33 (0) 6 63 85 29 87
brune.diricq@loreal.com

Christine Burke
+33 (0) 6 75 54 38 15
christine.burke@loreal.com

For more information, please contact your bank, broker or financial institution (I.S.J.N. code: FR0000120321), and consult your usual newspapers, the website for shareholders and investors, www.loreal-finance.com or the L'Oréal Finance app; alternatively, call +33 (0) 1 40 14 80 50.

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