

L'ORÉAL

L'ORÉAL RECOGNISED AS A LEADER IN GENDER EQUALITY

Clichy, 29 January 2021 – For the fourth consecutive year, L'Oréal has been recognised in **Bloomberg's 2021 Gender-Equality Index (GEI)**. The **2021 GEI** highlights 380 companies across 44 countries and regions and is based on criteria including female leadership and talent pipeline, gender pay parity, inclusive culture and sexual harassment policies.

Jean-Claude Le Grand, Executive Vice-President Human Relations at L'Oréal, says: *"This is a recognition of our long-term efforts to empower people of all genders as part of our commitment to Diversity & Inclusion at all levels and in all functions of the company. We are convinced that gender equity is a strategic lever to increase wellbeing at work, fuel creativity and innovation, and boost performance and growth."*

In 2019, women represented 54% of L'Oréal's leadership positions¹, 54% of the Board of Directors and 30% of the Executive Committee.

L'Oréal has also recently been recognised by **European Women on Boards** among the **15 Top companies out of STOXX Euro 600**, as well as ranked 1st by **Humpact Emploi France 2020, in the gender equality category**. Last year, **Equileap** ranked L'Oréal in the top 5 of its ranking which assesses the degree of gender equality of more than 3,500 listed companies.

L'Oréal works with two independent organizations: EDGE (Economic Dividends for Gender Equality) and GEEIS (Gender Equality European and International Standard) that conduct in-depth, rigorous audits of current staff and hiring policies for many of its subsidiaries.

Find out more about L'Oréal's [commitment to Diversity & Inclusion](#).

About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 36 diverse and complementary brands, the Group generated sales amounting to 29.87 billion euros in 2019 and employs 88,000 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, and a dedicated research team of 4,100 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal sets out ambitious sustainable development goals across the Group for 2030 and aims to empower its ecosystem for a more inclusive and sustainable society.

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

"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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¹ Strategic and key positions at the Group level (around 1,300 positions).