

L'ORÉAL

UNIVERSUM 2022 RANKING: L'ORÉAL STANDS OUT IN THE TOP 5 OF THE MOST ATTRACTIVE COMPANIES WORLDWIDE AND AS THE NUMBER ONE EUROPEAN COMPANY

Clichy, 2 November 2022 – For the second year in a row, L'Oréal took the 5th place in the Universum global ranking of business students' favorite companies, thereby positioning the Group as the n°1 European company.

Business students recognise L'Oréal for its people-centric culture that encourages professional and personal growth through job mobility and early responsibility, a diverse and inclusive work environment and a strong entrepreneurial spirit. They also singled out the Group for its social and environmental commitments and its ability to meet the expectations of young people seeking purpose in the face of the current global challenges.

The 2022 ranking reflects the Group's historical commitment to young people, further strengthened by *L'Oréal for Youth*, our global youth employment programme launched in 2021. This puts us on track to create 25 000 professional opportunities for under-30s in 2022.

"We are very honored to be ranked so highly in Universum. Our people-driven culture, which has always been our driving force, resonates with the aspirations of young people who want to grow and have a voice in an inclusive and entrepreneurial environment, while having an impact on society and the planet. At L'Oréal, everyone contributes to a common and unique experience, that of creating beauty that moves the world", says **Michael Kienle, Global Vice-President Talent Acquisition, L'Oréal Group**.

Universum collected data from 89,189 students who were asked about 40 criteria for choosing their future employer. It was carried out in 9 countries (United States, Canada, China, India, Brazil, Germany, United Kingdom, France, and Italy) between October 2021 and May 2022.

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>

About the Universum "World's Most Attractive Employers" ranking

The Universum "World's Most Attractive Employers" ranking compiles the results of surveys carried out in 9 countries: United States, China, Germany, United Kingdom, France, India, Italy, Brazil, and Canada. The data was collected between October 2021 and May 2022.

More information on <https://universumglobal.com/wmae2022/>

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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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