

L'ORÉAL

L'Oréal Among Top 10 in Refinitiv 2020 Diversity & Inclusion Index Top 100 Ranking

Clichy, 16 September 2020 - L'Oréal has been named one of the world's top 10 companies by the 2020 Refinitiv Diversity & Inclusion Index that ranks the top 100 organizations globally on a wide-ranging set of Diversity & Inclusion metrics among the over 9,000 international organizations it assesses. At number 6 on the list, this is the Group's highest-ever ranking for Diversity & Inclusion, after placing 12th in 2019 and 8th in 2018.

The companies in the ranking are evaluated on an extensive array of criteria. Refinitiv bases its scores on 24 Diversity & Inclusion indicators that make up four key pillars: Diversity, Inclusion, People Development and News & Controversies.

"L'Oréal has been deeply committed to Diversity & Inclusion for the past 15 years at every level of our organization. This recognition of our efforts by this globally respected and objective ranking is encouraging and inspires us to accelerate our progress in this critical area of our business," said **Jean-Claude Le Grand, Executive Vice-President for Human Relations at L'Oréal**. *"We firmly believe that Diversity & Inclusion is essential to our success and key to sustaining our innovative spirit."*

The Refinitiv Index assesses Diversity by evaluating gender and cultural diversity in management and boards along with diversity initiatives and goals. L'Oréal advocates parity and equal pay throughout the Group and has long been recognized as a worldwide leader in gender equality.

With regard to Inclusion, L'Oréal welcomes and values people with disabilities through programs that include accessibility, sourcing, recruitment and training along with awareness seminars. In order to go even further, the Group evaluates how its managers leverage Diversity & Inclusion to build a more inclusive workplace and ensure employee development.

Moreover, L'Oréal's hands-on Diversity & Inclusion strategy is an essential part of the Group's policy on Human Rights, published in 2017.

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: <https://mediaroom.loreal.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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