

BLOOMBERG GENDER EQUALITY INDEX 2020

L'ORÉAL ONCE AGAIN RECOGNIZED FOR ITS ACTIONS TO PROMOTE GENDER EQUALITY IN THE WORKPLACE

Clichy, 21 January 2020 – For the third year running, L'Oréal has been ranked among the 325 companies of the Bloomberg Gender-Equality Index 2020 (GEI). This index evaluates and highlights companies that have distinguished themselves by their proactive approach to gender equality in the workplace. This new recognition reinforces the Group's attractiveness to both candidates and investors, at a time where transparency in corporate governance plays a key role.

L'Oréal has a long-standing commitment to gender equality and a firm conviction that it is a strategic lever to increase wellbeing at work, fuel creativity and innovation, and boost performance and growth. In 2019, women represented 54% of the Board of Directors, 30% of the Executive Committee and 54% of the Group's key positions.

L'Oréal is committed to maintain a high gender equality standard subject to regular audit certifications. Since 2011, the Group 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.

For this new edition, the Bloomberg Gender-Equality Index has expanded both in terms of its geographical scope, which now covers 84 countries or regions, and in terms of its evaluation indicators, which have been strengthened. This progress has led to a 41% increase in the number of companies recognized for their commitment, reflecting the growing quality of multinationals' reporting.

For more information on L'Oréal's Diversity and Inclusion: <http://www.loreal.com/group/diversity-and-inclusion>

For more information on Bloomberg 2020 Gender-Equality Index: <https://www.bloomberg.com/company/press/bloombergs-2020-gender-equality-index-expands-to-include-325-public-companies-globally>