

# L'ORÉAL

## L'ORÉAL IS AMONG TOP 10 MOST GENDER-EQUITABLE COMPANIES IN THE WORLD AND RANKS NO. 1 IN FRANCE, ACCORDING TO EQUILEAP

**Clichy, 29 February 2024** – L'Oréal today announced that it has risen to ninth place in the 2024 Equileap Gender Equality Report and Ranking, which evaluated 3,795 publicly listed companies in 27 markets globally, across a number of criteria. In France, L'Oréal is the leading company for gender equity according to Equileap, an independent expert on gender equality, diversity and inclusion metrics.

*"We are very proud to see that the progress we've been making for years, alongside our constant commitment to Diversity, Equity and Inclusion have again been recognized. I want to thank all our teams for their efforts that enabled us this year to be recognized amongst the top ten companies in the world,"* said **Nicolas Hieronimus, Chief Executive Officer, L'Oréal Groupe**. *"I am not only personally convinced, but I know from employee engagement surveys that DE&I is a strength that makes us a better company and is a major contributor to employee satisfaction and engagement."*

*"For seven consecutive years, L'Oréal has achieved Equileap recognition, underpinned by sound policies and concrete actions to promote gender equity both across our business and externally with suppliers and partners,"* said **Margaret Johnston-Clarke, Global Chief Diversity, Equity & Inclusion Officer, L'Oréal Groupe**. *"We will continue to champion DE&I transparency and implement the global policies and protections that are necessary to ensure inclusive, successful and rewarding workplaces."*

The Report ranks companies across several criteria including gender balance in board, executive, senior management and overall workforce positions, as well as the gender pay gap and policies related to parental leave, sexual harassment and the supply chain. At L'Oréal, women represent half of all members of the Board of Directors, 32% of Executive Committee members, 57% of all key positions, and 62% of international brand directors<sup>1</sup>.

Furthermore, the Group extends its philosophy and commitments on gender equity to its ecosystem, through programs like Inclusive Sourcing, which has benefitted more than 93,000 people worldwide, and the work of the Fondation L'Oréal, which helps women and young girls fulfill their potential through programs like For Women in Science.

### 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>

### About Equileap

Equileap is the leading organisation providing data on gender equality and diversity & inclusion in the corporate sector. Our data enables investors to focus on the social aspect of ESG policies and practices and to enhance responsible investing with a diversity & inclusion lens. We research 5,600 companies around the world using the unique and comprehensive Equileap Gender Equality Scorecard™. We cover 21 indicators, including gender balance in the workforce, the gender pay gap, paid parental leave, anti-sexual harassment policies, race & ethnicity, support for gender-diverse employees, and more. More information at <https://equileap.com/>.

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*"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](http://www.loreal-finance.com).*

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<sup>1</sup> L'Oréal Groupe data, 2023

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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