

L'ORÉAL

L'ORÉAL GROUP RECOGNIZED FOR GENDER-EQUALITY BY BLOOMBERG INDEX 2022 FOR THE 5TH YEAR IN A ROW

Clichy, January 26, 2022 – For the 5th consecutive year, L'Oréal Group was recognized by Bloomberg Gender-Equality Index 2022 for having successfully created an inclusive and equal work environment. This reference index measures gender equality across five pillars: female leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, as well as pro-women brand.

L'Oréal is one of 418 companies across 45 countries and regions to be part of the 2022 Bloomberg Gender-Equality Index (GEI) a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting.

Jean-Claude Le Grand, Chief Human Relations Officer for the L'Oréal Group, commented, *“Receiving the BLOOMBERG GENDER-EQUALITY INDEX for the 5th year in a row is a testament to our relentless efforts and continued commitment to empower all genders. We know that an inclusive people driven culture is fundamental for an inspiring, innovative and stimulating environment. But it is much more than that: a thriving culture is a key competitive advantage.”*

Margaret Johnston-Clarke, Global Chief Diversity, Equity & Inclusion Officer for the L'Oréal Group, said, *“We are honored to be recognized again by the BLOOMBERG GENDER-EQUALITY INDEX alongside other companies who prioritize Diversity, Equity & Inclusion. At L'Oréal, our commitment to gender equity takes many forms: From measuring gender pay gap since 2007, to offering special trainings to women in leadership positions, in addition to comprehensive support to parents as part of our Share & Care policy, as well as our commitment against gender-based violence, to name just a few.”*

“We are proud to recognize L'Oréal and the other 417 companies included in the 2022 GEI for their commitment to transparency and setting a new standard in gender-related data reporting,” said **Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club**. *“Even though the threshold for inclusion in the GEI has risen, the member list continues to grow. This is a testament that more companies are working to improve upon their gender-related metrics, fostering more opportunity for diverse talent to succeed in their organizations.”*

L'Oréal submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year's index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies.

Both the survey and the GEI are voluntary and have no associated costs. Bloomberg collected this data for reference purposes only. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal®, those that have a market capitalization of USD 1 billion are eligible for inclusion in the Index.

For more information on the GEI and how to submit information for next year's index visit: <https://www.bloomberg.com/gei>.

For more information on Bloomberg's sustainable finance solutions, including the GEI, please visit: <https://www.bloomberg.com/professional/sustainable-finance/>.

About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 35 diverse and complementary brands, the Group generated sales amounting to 27.99 billion euros in 2020 and employs 85,400 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 4,000 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>

About Bloomberg

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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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