

L'ORÉAL

L'Oréal Recognised By Hewitt Survey For Its Leadership Development Policy

Clichy, September 20th, 2007 – L'Oréal was selected today as one of the best performing companies in terms of spotting and developing leaders in a study of the Top companies for Leaders led by Hewitt, an internationally recognised Human Resources consultancy. L'Oréal is the only French company to appear among the top five companies recognised by this ranking and the only one to have appeared in three consecutive surveys since the initiative was launched by Hewitt in 2003.

The study, conducted by a jury made up of well-known independent authors specializing in leadership, senior academics and business journalists, ranks L'Oréal fifth out of a total 57 European companies responding to a host of very specific criteria.

The ranking recognises L'Oréal for its practices that allow leaders to find fulfilling job opportunities and to evolve within the group. These practices include giving high potential employees exposure and access to the top management team, investing regularly in recruitment and development of the best talents and putting in place tailor-made programmes to constantly improve the training of high-potential staff.

Initiated in 2001 and published every two years, the Hewitt Top companies for Leaders survey, conducted this year for the first time in partnership with FORTUNE magazine and the RBL Group, identifies the most representative companies in terms of leadership on a worldwide level.

Geoff Skingsley, Executive Vice-President, Human Resources, of L'Oréal, declared: "We are proud to be recognised today, for the third time in a row, by the independent Top Companies for Leaders survey as one of the five best companies for leadership development. This recognition provides us with strong proof of our ability to develop real leaders as part of a long-term strategy. Leadership quality is a subject truly at the heart of L'Oréal's innovation and growth strategy".

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About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 25.8 billion euros in 2016 and employs 89,300 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 3,870 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain. www.loreal.com

"This news release does not constitute an offer to sell, or a solicitation of an offer to buy 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 Internet site www.loreal-finance.com.

This news release may contain some forward-looking statements. Although the Company considers that these statements are based on reasonable hypotheses at the date of publication of this release, they are by their nature subject to risks and uncertainties which could cause actual results to differ materially from those indicated or projected in these statements."

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