

L'ORÉAL

L'Oréal's 1st Worldwide Diversity Report

Clichy, 17 December 2015 – L'Oréal launches its 1st Worldwide Diversity Report which highlights the Group's progress between 2010 and 2015 in gender equality, inclusion of people with disabilities and inclusion of people of diverse social and ethnic origins.

The management of diversity is a strategic lever for L'Oréal. According to Jean-Paul Agon, Chairman and CEO of L'Oréal, "A diverse workforce in all functions and levels of a company enhances our creativity and our understanding of consumers, thus allowing us to develop and market products that are relevant to their expectations."

Gender equality

In 30 countries, L'Oréal has been certified either by GEES (Gender Equality European Standard) or EDGE (The Global Business Certification Standard for Gender Equality) for its progress in gender equality. In 2015, L'Oréal has obtained the EDGE gender equality label in Russia, Australia, India, the Philippines, Brazil and Canada either as the first company in the country or as the first company in the cosmetic sector in the country. Another achievement between 2010 and 2015 was the increase of women working in leading positions:

31% women in the Executive Committee in 2015 (21% in 2010)

48% women in Management Committee positions in 2015 (39% in 2010)

55% women in Management of international brands in 2015 (43% in 2010)

Inclusion of people with disabilities

To build awareness and promote the subject of disability in its subsidiaries worldwide, L'Oréal has set up the "Disability Initiatives" Trophies to recognize operational entities for their local initiatives. As of today, 65 subsidiaries have initiated local actions to promote disability in the workplace or marketplace.

- L'Oréal China's plant in Suzhou has provided employment to 141 people with disabilities by working with a packaging subcontractor. In cooperation with Shanghai Disabled People's Federation, L'Oréal China also recruited two people with disabilities in 2015.

- L'Oréal Hong Kong, in partnership with the Hong Chi Association, established a

beauty-hairdressing training program for students with intellectual disabilities. The subsidiary also works with the Hong Chi Association for a product labeling initiative as well as for the organization of its staff lounge Cum café.

- L'Oréal Ghana and the Ghana Federation of Disabled launched a program for 20 physically disabled women to provide them financial and business skills and capital to start up a business activity.

- L'Oréal France's plant in Vichy has a 30-year partnership with the Association for the Development of Socio-professional Insertion of People with Disabilities (ADIS). The partnership includes subcontracting a packaging company that employs 80% of people with disabilities, full time recruitment of two people and part-time recruitment of 17 people with disabilities in the plant, as well as recruitment of four people with disabilities for the maintenance of green spaces.

In 2015, L'Oréal marked a new milestone with the signing of the International Labour Organization (ILO) Global Business and Disability Network Charter. The signing formalizes L'Oréal's commitment to manage the inclusion of people with disabilities and will serve as a guideline for the Group's subsidiaries worldwide, helping to accelerate efforts on the topic.

Inclusion of people with diverse social and ethnic origins

The diversity of origins of L'Oréal employees is an important success factor of the Group. One of the priorities is given to the diversification of recruitment: 50 subsidiaries have partnerships with schools and universities, and 25 subsidiaries have partnerships with associations to recruit talents with diverse ethnic and social origins.

- At L'Oréal U.S, the multicultural work force has increased from 28% to 36% in the past 5 years.

- L'Oréal France builds awareness among employees through sustainable partnerships with associations focusing on social and ethnic diversity. More than 500 employees have volunteered to work with these associations which have benefitted 4 500 individuals in 2015 (1 000 in 2013).

To reinforce the importance of diversity and enhance the internal awareness of this topic, more than 18 000 L'Oréal employees worldwide will benefit from a specific training by the end of 2015.

The online version of the report in English can be found here: www.diversityreport.loreal.com

About L'Oréal

L'Oréal has devoted itself to beauty for over 105 years. With its unique portfolio of 32 international, diverse and complementary brands, the Group generated sales amounting to 22.5 billion euros in 2014 and employs 78,600 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 styling salons, travel retail and branded retail.

Research and innovation, and a dedicated research team of 3,700 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world and attract one billion new consumers in the years to come. L'Oréal's new sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

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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.

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"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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