

EMPLOYEE SHARE PLAN 2025

I'M IN
FROM 11 JUNE TO 25 JUNE!



L'ORÉAL

L'Oréal's ambition is to make employee shareholding more widely available from 2025. By giving you the opportunity to invest in L'Oréal shares every year¹, you can invest at your own pace.

UNDERSTANDING THE EMPLOYEE SHARE PLAN

L'Oréal is pleased to offer you the opportunity to become involved in the Group's success and become a shareholder through the L'Oréal Share Incentive Plan ("SIP"). **By participating in the new Share Incentive Plan, you can purchase L'Oréal shares under preferential terms.**

BEFORE YOU INVEST



BY PARTICIPATING IN THE PLAN, YOU WILL BE A L'ORÉAL SHAREHOLDER

As a result, you will receive any annual dividends paid. These dividends will increase by 10% after you have held your shares for two calendar years - in other words, after 2027.

Like any shareholder, your investment will follow the L'Oréal share price up or down. This means that you may make a capital loss. In order to benefit from tax and NI relief and receive the Matching Shares, the shares must be held in the Plan for 5 years (i.e. until April, 2030).



9 months	Pay through salary deductions over 9 months
Partnership Shares	Get Tax and NI Savings on the shares you purchase ("Partnership Shares")
2 tax-free	Receive up to 2 tax-free Matching Shares delivered for free by L'Oréal

NOTE

As the L'Oréal shares are listed on the Paris stock exchange in euros over the term of your investment, the value of your investment will vary as the exchange rate between the Euro and Pounds Sterling fluctuates.

MATCHING CONTRIBUTION RULE

As part of the SIP, Matching Shares will be delivered as shown in the following table:

If you purchase	You will receive
From 1 to 2 shares	1 free Matching Share
From 3 or more shares	2 free Matching Shares

If you purchase more than 3 shares, you will receive the maximum of 2 free Matching Shares.

¹ Future shareholding offers will be subject to the prior approval of the company's shareholders and Board of Directors, the authorisation of the relevant authorities, in particular AMF in France, the completion of the required procedures with staff representatives and market and economic conditions. In addition, the conditions offered may vary from year to year.



WHO CAN JOIN THE SIP?

Anyone who has been employed by L'Oréal from no later than 1st January 2025.

INVESTING THROUGH THE L'ORÉAL SHARE INCENTIVE PLAN (SIP)

The L'Oréal SIP is an employee Share "Trust" restricted to UK employees wishing to invest in L'Oréal shares. Your shares, including the Matching Shares received from L'Oréal, will be held in the Trust.

You cannot withdraw your Partnership Shares from the Trust without losing favourable tax treatment before the end of this period unless you satisfy one of the early leaver conditions mentioned in the Brochure.

You will also lose the free Matching Shares you are given if you withdraw your Partnership Shares or you leave the company before the end of this period, unless you satisfy one of the early leaver conditions mentioned in the Brochure.

THE SUBSCRIPTION PROCESS

1

VISIT THE
INVEST.LOREAL.COM WEBSITE

2

CLICK ON
THE "SUBSCRIBE" BUTTON

3

REGISTER YOUR DETAILS
AND ACTIVATE YOUR ACCOUNT

4

MAKE YOUR SELECTION BY COMPLETING
THE ONLINE SUBSCRIPTION FORM

5

DO NOT FORGET TO CONFIRM
YOUR SUBSCRIPTION

Only one subscription per employee.



VISIT
To learn more about the offer
To subscribe from 11 June to 25 June 2025
L'Oréal pays the Trustee's fees.



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