

**L'ORÉAL EMPLOYEE SHARE OFFERING 2026
LOCAL SUPPLEMENT FOR AUSTRIA**

*You have been invited to invest in shares of L'Oréal ("**Shares**") in the L'Oréal group employee share plan 2026 ("**Employee Offering**") issued by L'Oréal S.A. with its headquarters in 14 rue royale, 75008 Paris. You will find below a brief summary of the terms of the local offering, the local offering information and principal tax consequences relating to the offering.*

Local Offering Information

Subscription Period

The subscription period starts on June 10, 2026 and lasts until June 24, 2026 (inclusive).

During the subscription period, you may subscribe online at <https://invest.loreal.com>. Username and password will be provided to you by email or mail. You may also subscribe with a paper subscription form should you not have access to internet. Please contact your Human Resources department to receive a subscription form.

Unless you subscribe through Internet, please return your duly completed subscription form together with the requisite enclosures before June 24, 2026 at your company's Human Resources Department.

L'ORÉAL ÖSTERREICH GmbH
zH Sandra MITTERHAUSER
Wiedner Gürtel 9 (ICON Turm 9)
1100 Wien

Subscription Price

The subscription price will be set on June 5, 2026 as the average opening price of the Shares over the 20 preceding trading days minus a 20% discount.

Method of Payment – What are the payment methods available for my subscription?

The following payment methods are available:

- Salary Deduction over 10 months (from August 2026 until Mai 2027)
- Payment by Direct Bank Debit on July 22, 2026

In case of salary deduction: Please note that at least an amount corresponding to the (monthly) statutory minimum living wage needs to remain at your free disposal, so you should not request a salary deduction that exceeds the amount of the difference between the salary and statutory minimum living wage.

Custody of your shares, voting rights, dividends

Your shares will be subscribed and held on your behalf through a *Fonds Commun de Placement d'Entreprise*, or an FCPE, which is commonly used in France. The FCPE is acting in the function as a trustee. You will be issued shares and the employer matching contribution through the FCPE. The employer matching contribution will be delivered to you at the end of the lock-up period subject to the conditions described below.

As long as your L'Oréal shares are held by the FCPE on your behalf « L'OREAL EMPLOYEE SHARE PLAN», the voting rights pertaining to such shares will be exercised by the supervisory board of the FCPE on behalf of the employees.

Any dividends paid by L'Oréal will be automatically reinvested through the FCPE on behalf of the employees in additional shares. Such reinvestment will result in the issuance of additional units or fraction of units.

Lock-up period and Early Exit Events - In which cases may I ask for an early redemption?

Under the L'Oréal employee share plan 2026, your investment must at least be held for a period of five-year, ending on July 30, 2031 (inclusive). **Please note that for Austrian tax purposes, you need to hold your L'Oréal shares until the lapse of December 31, 2031 to be able to benefit from a favourable tax regime.**

In addition, please note that for same reasons, free shares should be held until the lapse of December 31, 2036 if you wish to benefit from the favourable tax regime (please see the “tax information” section below for more details on both treatments).

You may be able to request early release and exit from the plan before the end of the lock-up period in the case of early exit events as described below (please note however that early exit may disqualify you from the favourable tax regime) :

1. marriage or civil union;
2. birth or adoption of a third child (or higher);
3. divorce (if custody of at least one child is retained);
4. domestic violence committed against the employee by his/her spouse, partner, civil partner, or his/her former spouse, partner or civil partner
5. disability of the employee or spouse or child;
6. death of the employee or his/her spouse;
7. use of proceeds for creation by the employee, child or spouse of certain businesses;
8. use of proceeds for the acquisition or enlargement of the principal residence;
9. over-indebtedness;
10. termination of employment;
11. use of proceeds for energy-efficiency renovation work on the main residence; and
12. use of proceeds for the purchase of an electric and/or hydrogen-powered vehicle.

These early exit events are defined by French law and must be interpreted and applied in a manner consistent with French law. You should not conclude that an early exit event is available unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation, upon your providing the requisite supporting documentation.

FREE SHARES

Your investment will be matched by grant of rights to additional shares of L'Oréal S.A. for free ("**Free Shares**"). You would be entitled to Free Shares proportionally to your subscription for the ratio described in the Information Brochure. These shares will be delivered to you at the end of the vesting period, in July 2031, subject to the terms and conditions provided for in the Free Share Plan Rules.

You will find below a summary of certain conditions applicable to the grant, vesting and delivery of the Free Shares. For the full description, please refer to the Free Share Plan Rules made available to you at <https://invest.loreal.com> (in French and English) and upon request from your HR correspondent. Subscription to the L'Oréal employee share plan 2026 implies acceptance of the Free Share Plan Rules.

Eligibility to the grant of Free Shares: in order to qualify for a grant of Free Shares within the framework of the L'Oréal employee share plan 2026, you must satisfy the following conditions:

- you must have validly subscribed in the context of the L'Oréal employee share plan 2026 and must satisfy all the conditions for participating therein;
- your participation in or your subscription or payment for the L'Oréal employee share plan 2026 must not have been rejected or cancelled on (or prior to) the Grant Date (defined below);
- the payment of the subscription must have been fully settled at the Delivery Date (defined below).

Grant Date: The date of the grant shall occur on the date on which the shares subscribed for pursuant to the L'Oréal employee share plan 2026 are issued, i.e., on July 30, 2026, or shortly thereafter. Within weeks of the Grant Date, each beneficiary shall receive a letter or statement electronically confirming that he or she is a beneficiary of the grant of Free Shares and stipulating the number of Free Shares granted to him or her, subject to the conditions of the Free Share Plan Rules (as summarized hereafter).

Delivery Date: Subject to the satisfaction of the conditions stipulated below, the Free Shares will be delivered to you on or around July 31, 2031.

Conditions to be satisfied to receive the Free Shares at the end of the lock-up period (you may refer to article 6 of the Free Share Plan Rules for a detailed and full description of that conditions; stipulations below are only a summary of the applicable conditions and do not supersede provisions of the Free Share Plan Rules):

In order to receive the Free Shares, you must remain an employee or corporate officer of the L'Oréal Group from the last day of the subscription period pursuant to the L'Oréal employee share plan 2026 until the 20th calendar day preceding the Delivery Date (the "**Continued Employment Condition**").

The period between the last day of the subscription period pursuant to the L'Oréal employee share plan 2026 and the 20th day calendar day preceding the Delivery Date shall be referred to hereinafter as the "**Acquisition Period**".

Nevertheless, you will be deemed to have satisfied the above Continued Employment Condition if, at any time during the Acquisition Period, you lose the status of employee of the L'Oréal Group for one of the following reasons (the "**Exceptions to the Continued Employment condition**"):

Death: In the event of death, your heir(s) may request, the delivery of the Free Shares within six months of the death. In such a case, any Free Share granted shall be delivered to the assigns shortly after the submission and validation of their request. The Acquisition Period shall not apply. In the absence of such a request, the Free Shares granted to the deceased beneficiary shall be delivered to the heirs on the Delivery Date.

Disability: In the event of disability, as defined in Article L. 225-197-1 of the French Commercial Code, during the Acquisition Period, the Free Shares granted shall be delivered shortly after the occurrence of the relevant disability event.

Retirement: In the event of retirement at the minimum retirement age stipulated by the law of the relevant country or in the event of retirement pursuant to any retirement scheme, the Free Shares shall be delivered to the beneficiary on the Delivery Date.

Dismissal for a reason other than gross misconduct or serious misconduct: In the event of a dismissal for a reason other than gross misconduct or serious misconduct of the employee, the Free Shares granted shall be delivered to the Beneficiary on the Delivery Date. For the purposes of the plan, dismissal for gross misconduct or serious misconduct entailing the forfeiture of the right to receive the Free Shares shall be assessed having regard to the regulations of the relevant country applicable to the dismissal of the beneficiary.

Termination of the employment contract pursuant to the mutual agreement of the employee and the employer: In the event of the termination of the employment contract of the beneficiary pursuant to a mutual agreement, the Free Shares shall be delivered to the beneficiary on the Delivery Date.

Change of control of your company/employer: In the event of a change of control over your company/employer, those beneficiaries who are employees of the relevant company shall receive their Free Shares on the Delivery Date.

Ownership of the Free Shares: At the Date of Delivery, any Free Shares delivered will become your full property. Your Free Shares will be delivered to and held by the FCPE « L'OREAL EMPLOYEE SHARE PLAN» on your behalf acting in the function as a trustee. In the event that a L'Oréal company is required to pay taxes, social charges or any other governmental charges on behalf of any beneficiary of the Free Shares as a result of the grant or delivery of the Free Shares, L'Oréal reserves the right to delay the transfer of the Free Shares to such person until such person has paid all such amounts, or made arrangements for payment that are satisfactory to L'Oréal, or to cause the sale of the shares and withhold from the proceeds the relevant amounts, as provided for in the article 10 of the Free Share Plan Rules.

Labor Law Disclaimer: Please note that this offering is provided to you by the French company L'Oréal S.A., not by your local employer. The decision to include a beneficiary in this or any future offering is taken by L'Oréal S.A. in its sole discretion. The offering does not form part of your employment agreement and does not amend or supplement such agreement. Participation in the L'Oréal Employee Share Offering 2026 does not entitle you to future benefits or payments of a similar nature or value, and does not entitle you to any compensation in the event that you lose your rights under the offering as a result of the termination of your employment. Benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax Information for Employees Resident in Austria

*This summary sets forth general principles in effect at the time of subscription of the offering, that are expected to apply to employees (“**Participants**”) who are and who shall remain, until the disposal of their investment, resident in Austria for the purposes of the tax laws of Austria and of the tax treaty concluded between France and Austria for the avoidance of double taxation (the “**Treaty**”) and are entitled to the benefits of the Treaty. The tax consequences listed below are described in accordance with Austrian tax law and certain French tax laws and practices, all of which are applicable at the time of the offering. These principles and laws may change over time.*

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. For definitive or more specific personal advice or if the employees are or were not resident, ordinarily resident or domiciled in Austria at any time during the life of the plan, employees should consult their own tax advisors.

Upon subscription

I. Will I be required to pay any tax or social security charges at the moment of subscription?

I.1 Taxation on the difference between the subscription price and the market value of the L’Oréal share at the time of subscription

The granting of shares at a discount is considered a taxable event. Taxation is triggered in the amount of the benefit received by the employee, which is calculated as the difference between the fair market value of the shares on the date the shares are transferred to the employee (acquisition of economic ownership) and the actual subscription price paid by the employee. The tax liability generally arises at the date of transfer of economic ownership of the shares to the employee (irrespective of whether the holding period is subsequently fulfilled), which will generally be the case when the shares are transferred to the FCPE on behalf of the employee acting as a trustee.

Since this benefit is a benefit from employment, wage withholding tax has to be paid (i.e., calculated and withheld) by the employer for the month the benefit is received. The applicable tax rate depends on the income level of each employee and is calculated according to the progressive income tax rates of currently up to 50% (for annual income above € 104,859; a maximum rate of 55% applies to annual income above € 1 million only and should, as the law stands, be applicable until 2029). Please note that the income brackets of the progressive income tax rate will be inflation-adjusted every year.

The benefit received by the employee in 2026 is tax free up to € 3,000 per year and per employee, provided, however, that the shares are kept by the employee for a minimum period of five years. The five-year period is calculated starting on January 1 of the year following the year of the award of the shares (i.e., if the shares are allocated in 2026, the five-year period ends on and includes December 31, 2031). Therefore, please note that for Austrian tax purposes, even though the official lock-up period will have ended on July 30, 2031 (inclusive), the shares will have to be kept until the lapse of December 31, 2031 in order not to forfeit the originally enjoyed tax benefit.

If shares held through the FCPE on your behalf are sold, donated *inter vivos* or redeemed for cash before the lapse of the five-year period, the originally tax free amount will be taxed by an additional imposition of wage withholding tax by the employer, unless the transfer or redemption occurs on or after the

termination of the employment contract. In the latter case the originally tax free amount will not be subject to tax.

Social security contributions are payable at the rate of approx. 18% for the employee (to be withheld and paid by the employer from the employee's gross salary) and approx. 21% for the employer (to be paid by the employer additionally to the gross salary and ancillary labor costs). The maximum assessment base for social security contributions (which does not apply for ancillary labor costs) for 2026 is € 6,930 per month and € 13,860 per year for irregular payments, e.g. the benefit from the shares. Additional ancillary labor costs are to be paid by the employer (taxes and social charges) in the amount of approx. 8.6% to 8.7% of the gross income/benefit.

The tax exemption for a benefit of up to € 3,000 per year and employee applies also for the social security contributions and ancillary labor costs.

1.2 Will the interest-free advance payment be taxable?

Advance salary payments are not subject to Austrian taxation. However, interest-free, or interest-subsidized granted instalments leading to interest savings (compared to interest rates at arm length) principally constitute a taxable benefit in kind. Interest savings resulting from advance salary payments (together with any other interest-free or interest-subsidized loans) up to a total amount of € 7,300 are not subject to Austrian taxation. If the total amount of advance salary payments (together with any other interest-free or interest-subsidized loans granted by the employer) exceeds € 7,300, the benefit from interest-free (or interest-subsidized) financing on the excess amount shall be considered as a taxable benefit in kind.

The difference between the interest rate payable by the employee on any financing (i.e. 0% in case of an interest-free financing) and a published reference rate, as applied to any portion of the reduced-rate or interest-free loans that exceeds € 7,300, is subject to the regular personal progressive income tax rates, social security contributions and ancillary labour costs.

The relevant reference rate depends on whether the financing is granted (a) interest-free or at a fixed rate or (b) at a variable rate. In case of (a) the relevant reference rate is based on a specific rate which is published monthly by the Austrian Central Bank (OeNB; "*Kreditzinssatz im Neugeschäft an private Haushalte für Wohnbau mit anfänglicher Zinsbindung über zehn Jahre*"), reduced by 10%, as of the month in which the financing agreement is concluded. In case of (b) the relevant reference rate is published annually and currently amounts to 3%.

During the life of the Plan

II. Will I be required to pay any tax or social security charges on dividends?

(i) Taxation in France

In the absence of a distribution to employees of the dividends received from L'Oréal, no withholding tax will be levied in France.

(ii) Taxation in Austria

The dividends distributed by L'Oréal to the FCPE with respect to the shares held by the FCPE on your behalf as trustee will be subject to tax in Austria. Even if the dividends are not paid to the employees, but are invested through the FCPE on your behalf for acquiring additional shares, employees will be deemed

to have received these dividends and invested them. Thus, any dividends paid on the shares will be subject to tax.

As the shares will be deposited abroad, dividends, if any, will be subject to a special income tax levied at a flat rate of 27.5% generally without assessing the dividend income together with other income subject to the progressive tax rate. This special income tax is assessed by the tax authority on the basis of the employee's annual income tax return (Form E1kv available at [BMF - Formulare Steuern & Zoll](#)), which has to be filed latest by the end of April, if filed electronically by the end of June, of the year following the year in which the dividends were distributed and invested.

There is an option under Austrian tax law to have the capital income assessed together with any other income at the regular personal progressive income tax rates computed on the basis of the total assessed income (including capital income). We recommend that employees seek professional tax advice to determine whether exercising such option is beneficial.

Regarding the dividends distributed with respect to shares held through the FCPE on behalf of the employees, the employees should receive an itemized annual dividend distribution statement specifying the amount of the dividends paid out by L'Oréal and reinvested through the FCPE on their behalf.

No social security charges apply in respect of dividends.

III. Will I be required to pay any wealth tax on the FCPE units I own?

In Austria, no wealth tax currently exists.

Upon redemption

IV. Will I be required to pay any tax or social security charges when, at the end of the lock-up period (or in the event of an authorized early exit event), I ask the FCPE to redeem my shares for cash?

(i) Taxation in France

You will not be subject to income taxes in France on the gain, if any, realized on the redemption of your units.

(ii) Taxation in Austria

For the tax free benefit of € 3,000 per year and per employee, it is necessary to keep the shares for a five-year period ending on December 31, 2031 (inclusive). If the shares are not kept until the end of this period, the originally tax free amount will be subject to employer withholding tax and social security charges at sale, other disposition or redemption in cash, unless the sale, other disposition or redemption in cash occurs on or after the termination of the employment. In the latter case the originally tax free amount will not be subject to tax and social security charges.

Upon redemption of the shares held through the FCPE on behalf of the employees in cash, a sale or other disposition, capital gains realized (except profits realized due to the discount) will trigger Austrian income tax at a special flat rate of 27.5%.

The taxable amount (i.e., capital gains) is the difference between the fair market value of the shares at the point of delivery upon subscription and the cash received as a consideration for the redemption or

the sale of shares held through the FCPE on behalf of the employee. Such capital gains can only be offset by losses resulting from assets that generated investment income subject to the 27.5% special tax rate.

Generally, in case of taxable gains income tax must be declared by the employee to the tax authority by the end of April, if filed electronically by the end of June, of the year following the year in which the shares held through the FCPE were sold or redeemed in cash.

No social security charges apply in respect of capital gains.

Tax or social security charges that may be applicable if I do not choose immediately to redeem my investment upon the expiration of the lock-up period.

In case the employee does not request the redemption of the shares held through the FCPE on his or her behalf at the end of the lock-up period, there would be no automatic taxation at the end of the lock-up period.

Please refer to our aforementioned comments regarding the taxation upon redemption of the shares held through the FCPE on behalf of the employee after the expiration of the lock-up period.

FREE SHARES

V. Will I be required to pay any tax or social security charges at the Grant Date of the Free Shares?

No.

VI. Will I be required to pay any tax or social security charges at Tax at the Delivery Date of the Free Shares?

Delivery of free shares in 2031 is also subject to taxation. Taxation is triggered in the amount of the benefit received by the employee which is the fair market value of the free shares at the date the shares are transferred to the employee (acquisition of economic ownership).

Since this benefit is a benefit from employment, wage withholding tax has to be paid (i.e., calculated and withheld) by the employer for the month the benefit is received. The applicable tax rate depends on the income level of each employee and is calculated as a progressive rate with currently 50% for annual income above € 104,859 and 55% in the highest tax bracket for annual income above € 1 million only.

Social securities are payable at the rate of approx. 18% for the employee (to be withheld by the employer from the employee's gross salary) and approx. 21% for the employer. The maximum assessment base for social security contributions for 2026 is € 6,930 per month and € 13,860 per year for irregular payments, e.g., the benefit from the shares.

The tax exemption of € 3,000 per year and employee also applies to free shares subject to the conditions described under point I.1. However, please note that also the free shares shall be held for at least five complete calendar years, calculated from the year following the year of delivery of shares. As the free shares schedules to be delivered in 2031, they would need to be held at least until the lapse of December 31, 2036. The tax exemption for a benefit of up to € 3,000 per year applies also for the social security contributions.

VII. Will I be required to pay any tax or social security charges at the date of sale / redemption of the Free Shares?

Upon redemption in cash or a sale or other disposition of the shares held through the FCPE on behalf of the employee, capital gains realized (except profits realized due to the discount) will trigger Austrian income tax at a special flat rate of 27.5%.

The taxable amount (i.e., capital gains) is the difference between the fair market value of the free shares at the point of delivery upon subscription and the cash received as a consideration for the redemption of the free shares. Such capital gains can only be offset by losses resulting from assets that generated investment income subject to the 27.5% special tax rate.

Generally, in case of taxable gains income tax must be declared by the employee to the tax authority by the end of April, if filed electronically by the end of June, of the year following the year in which the free shares held through the FCPE were sold or redeemed in cash.

No social security charges apply in respect of capital gains.

VIII. What are my reporting obligations with respect to the subscription, holding and redemption of the shares held through the FCPE on my behalf as well as the payment of dividends, as applicable?

In order to apply the exemption from taxation of the taxable amount realized by subscription (the exemption being capped at € 3,000 per year and per employee), the employer has to require annual proof from the employee by March 31st of each year that the shares are still in possession of the employee and deposited with a bank within the EU/European Economic Area. Therefore, the employee should receive from the management of the FCPE a corresponding confirmation, which the employee should forward to the employer.

Regarding dividends, the special income tax of 27.5% is assessed as “capital yields” by the tax authority on the basis of the employee’s annual income tax declaration.

Regarding positive investment income on the occasion of a redemption, sale or other disposition of the shares held through the FCPE on behalf of the employee, the special income tax of 27.5% is assessed as “realized increases in value” (capital gains) by the tax authority on the basis of the employee’s annual income tax declaration.

In both cases the employee has to file an annual Income Tax Return to his/her tax authority, generally by the end of April, if filed electronically by the end of June, of the year following the year in which the dividends were distributed or the shares held through the FCPE on behalf of the employees were redeemed or sold.