

# EMPLOYEE SHARE PLAN 2026

I'M IN!

FROM 10 JUNE TO 24 JUNE



L'ORÉAL

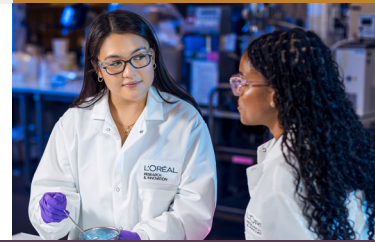
L'Oréal's ambition is to make employee shareholding more widely available from 2026. By giving you the opportunity to invest in L'Oréal shares every year<sup>1</sup>, you can invest at your own pace.

## FIND OUT ABOUT L'ORÉAL'S EMPLOYEE SHARE PLAN

The L'Oréal Employee Share Plan gives you the opportunity to share in the Group's growth results by becoming a shareholder<sup>2</sup> on preferential terms.

### WHO CAN PARTICIPATE?

All employees with 12 months of consecutive employment in a L'Oréal Group company as of 24 June 2026 and who are still employed on 24 June 2026.



## WHAT ARE THE ADVANTAGES OF THIS 2026 PLAN?

### 1 A 20% DISCOUNT ON THE REFERENCE PRICE

The subscription price will be set on 5 June 2026 and will be equal to the reference price minus the 20% discount. The reference price is the average opening L'Oréal shares prices between 8 May and 4 June 2026 (inclusive).

### 2 UP TO THREE SHARES OFFERED BY L'ORÉAL



For a subscription of	+	L'Oréal will contribute in 2031	=	Total amount of your investment in 2031
1 Share		1 Share		2 Shares
2 Shares		1 Share		3 Shares
3 Shares		2 Shares		5 Shares
4 Shares		2 Shares		6 Shares
5 Shares		2 Shares		7 Shares
6 and more shares		3 Shares		9 and more shares

You will receive the free matching share contribution at the end of the lock-in period, around 31 July 2031, provided you are still an employee of the L'Oréal Group on that date.

For 6 or more shares purchased, the maximum number of free shares will be capped at three shares.

### 3 POTENTIAL DIVIDENDS

You will benefit from dividends paid each year (if any). These dividends will be automatically reinvested in the Fonds Commun de Placement d'Entreprise ("FCPE" or Employee Shareholding Fund) and shares held in the FCPE for two calendar years or more will be entitled to receive a 10% loyalty bonus.



<sup>1</sup> 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.

<sup>2</sup> Via an employee share fund (FCPE).

## PLEASE NOTE BEFORE YOU INVEST

### BY PARTICIPATING IN THE PLAN, YOU WILL BE A L'ORÉAL SHAREHOLDER<sup>3</sup>

Your investment mirrors the L'Oréal share price and is contingent upon L'Oréal share price fluctuations. It therefore carries a risk of capital loss.

### YOUR INVESTMENT IS LOCKED-IN FOR 5 YEARS

Your investment is locked-in until 31 July 2031, except in cases of early release (These cases are mentioned in the "Local Supplement" document).

You will receive the shares offered under the matching share contribution at the end of the lock-in period, around 31 July 2031, provided you are still an employee of the L'Oréal Group on that date (unless otherwise specified in the Regulations of the *Plan d'Attribution Gratuite d'Actions* (PAGA) or Free share rules).

### PLEASE NOTE FOR COUNTRIES OUTSIDE THE EUROZONE:

■ **The value of your investment will vary throughout your investment period based on fluctuations in the exchange rate between the Euro and your currency.** This means that if the Euro gains in value against your currency, the value of the shares in your currency will rise. Conversely, if the Euro loses in value against your currency, the value of the shares in your currency will fall.

Account maintenance fees will be covered by L'Oréal.



### DO YOU WISH TO PARTICIPATE?

1

LOG ONTO  
INVEST.LOREAL.COM

2

CLICK ON  
THE "SUBSCRIBE" BUTTON

3

SIGN IN  
WITH YOUR LOGIN DETAILS\*

4

MAKE YOUR CHOICES BY COMPLETING THE  
SUBSCRIPTION SCREEN

5

DON'T FORGET TO CONFIRM  
YOUR SUBSCRIPTION.

Only one subscription per employee is authorized.



MINIMUM SUBSCRIPTION

1 L'ORÉAL SHARE



MAXIMUM SUBSCRIPTION

20 L'ORÉAL SHARES<sup>4</sup> UP TO 25%  
OF YOUR 2026 GROSS ANNUAL SALARY

LOG ONTO

To find out more about the offer  
For investment simulations  
To subscribe from 10 to 24 June 2026



invest.loreal.com



<sup>3</sup> Indirectly via the "L'Oréal Employee Share Plan" FCPE.

<sup>4</sup> This amount may be reduced if the plan is oversubscribed.

# L'ORÉAL