

**L'ORÉAL EMPLOYEE SHARE OFFERING 2026
LOCAL SUPPLEMENT FOR THE SLOVAK REPUBLIC**

*You have been invited to invest in shares of L'Oréal ("**Shares**") in the L'Oréal group employee share plan 2026. You will find below a brief summary of 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 before June 24, 2026 to your HR Director.

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.

It is to be noted that your subscription is in euros.

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

The following payment method are available. You may choose only one payment method:

- Wire transfer to the employer bank account to the account No. (IBAN) **SK09 8130 0000 0020 1144 0318**, between July 10 and July 21, 2026; **or**
- Salary deduction over 10 months as for your salary for July 2026 and ending in April 2027, i.e. first starting in August 2026 from your July 2026 salary.

In case of salary deduction, you must authorize your employer, by written agreement, to withhold from your salary the amount required.

You are responsible for ensuring that your salary in July 2026 and continuing each month until April 2027 will not be less than the local minimum monthly salary in order to permit each monthly salary deduction to be effected.

Salary deductions must meet legal limits set forth in the applicable legislation, e.g. about EUR 400 must be avoided from withdrawal from your salary each month at the very least (please note this sum may increase based on the amount of your dependents).

Custody of your shares, voting rights, dividends

Your shares will be subscribed and held on your behalf by a collective shareholding vehicle, known as a *Fonds Commun de Placement d'Entreprise*, or an FCPE, which is commonly used in France for the conservation of shares held by employee-investors. You will be issued units in the FCPE corresponding to the shares you will have subscribed and those representing the employer matching contribution once 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 "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 in this FCPE. Such reinvestment will result in the issuance of additional units or fraction of units.

Securities Notices

The proposed offering may be made exempt from any securities law or other filing or approval requirements.

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 be held for a period of five years, ending on 30 July 2031 (inclusive).

Nevertheless, 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:

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 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 or corporate officer 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 assignees shortly after the submission of their request and 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, 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 or corporate officers 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 and held through the FCPE «L'OREAL EMPLOYEE SHARE PLAN» and you shall receive units of the FCPE representing those shares. 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.

Tax Information for Employees Resident in the Slovak Republic

*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 the Slovak Republic for the purposes of the tax laws of the Slovak Republic and of the tax treaty concluded between France and the Slovak Republic 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 the Slovak Republic 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 advice, employees should consult their own tax advisors.

Upon subscription

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

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

Subscribed shares held by means of the FCPE are offered to you with a 20% discount from the reference price. The difference between the actual market value of the shares subscribed by your personal investment and the subscription price you paid, at the time of capital increase and delivery of the shares, will be considered a non-monetary part of your salary, i.e. income from dependent activity.

Such income is subject to tax, health insurance and social security withholdings in the same manner any part of your salary would be. This income (the difference between the subscription price and the market value of the shares at the time of their delivery) shall be added to your tax base and taxed at a 19% tax rate provided that the tax base does not exceed EUR 43,983.32, whereas this amount is calculated as follows: EUR 284.13 (the current amount of minimum living wage) multiplied by 154.8. The amount exceeding EUR 43,983.32 is taxed at 25%, then the amount exceeding EUR 60.349,21 at 30% and the amount exceeding EUR 75.010,32 at 35%.

The relevant tax will be withheld by your employer; please note that the minimum living wage may be subject to changes. Please also note that the above income shall be subject to health insurance charges (5% on part of the employee) and social security charges (9.4% on part of the employee), which will likewise be duly withheld by your employer with the exception of certain circumstances such as your disability/invalidity.

Please note that the above will negatively impact your net salary.

Taxation of Free Shares at the time of subscription

No tax or health insurance/social security obligations arise at the moment of subscription with respect to the Free Shares, as Free Shares are only made available to you after a vesting period of 5 years subject to a continuous employment condition.

During the life of the Plan

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

Any dividends distributed by L'Oréal will be automatically reinvested by the FCPE "L'OREAL EMPLOYEE SHARE PLAN" in L'Oréal shares (purchased on the market). Such reinvestment will result in the issuance of additional units or fraction of units.

(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 the Slovak Republic

Since January 1st, 2017 certain dividends have become subject to income tax in the Slovak Republic.

However, taking into account the specific nature of the offering and the fact the dividends will be automatically reinvested and held by the FCPE for you, no tax, social security or health insurance obligations shall arise at the moment of payment of the dividends. Their value added to your investment will increase your taxable amount later, pursuant to section III. 3. below (income from capital assets at redemption).

Upon redemption

III. Will I be required to pay any tax, health insurance 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 units for cash?

1. Obligations at the end of the lock-up period or at an early exit event

(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 the Slovak Republic

(A.) Shares financed through your own funds. At the end of the lock-up period, as the discount on the subscription price of shares subscribed through your own funds has already been taxed, these shares will not be subject to any other means of taxation or charges.

(B.) Free Shares. The full amount equal to the market value of the Free Shares on the day of their delivery, which usually coincides with the first day the investment may be redeemed, is considered an in-kind income from dependent activity, regardless of the fact whether the employee redeems his/her investment for cash at the end of the lock-up period/early exit event.

Such income is subject to tax, health insurance and social security withholdings in the same manner any part of your salary would be. This income (the full value of the Free Shares at the time of their delivery) shall be added to your tax base and taxed at a 19% tax rate provided that the tax base does

not exceed EUR 43,983.32, whereas this amount is calculated as follows: EUR 284.13 (the current amount of minimum living wage) multiplied by 176.8. The amount exceeding EUR 43,983.32 is taxed at 25%, then the amount exceeding EUR 60.349,21 at 30% and the amount exceeding EUR 75.010,32 at 35%.

The relevant tax will be withheld by your employer; please note that the minimum living wage may be subject to changes. Please also note that the above income shall be subject to health insurance charges (5% on part of the employee) and social security charges (9.4% on part of the employee), which will likewise be duly withheld by your employer with the exception of certain circumstances such as your disability/invalidity.

Please note that the above will negatively impact your net salary.

If your employer is unable to deduct the corresponding tax and charges from your salary for any reason, you will be required to file a tax return declaring the income set forth under paragraph B. above gained during the respective year and pay the tax stated in such tax return by March 31st of the year following the respective year. Further social security and health insurance charges may apply based on your current status and applicable legislation at that time.

2. Tax, health insurance 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.

(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 the Slovak Republic

You may be subject to additional income taxes in Slovakia, pursuant to section III. 3. below, whether you choose to immediately redeem your investment or not.

3. Obligations pertaining to the redemption of the investment for cash

Should you decide to redeem your investment for cash, the difference between the subscription price or the price evidently paid (in case of the Free Shares this is zero as the Free Shares were provided for free) and the market value of the L'Oréal share on the day of redemption is considered as a taxable income from capital assets.

You may further be able to deduct other expenses and the value of the subscription discount and Free Shares from the corresponding income, as these items form a part of your investment on which taxes have already been paid. The main part of your gains subject to tax on capital assets consists of dividends, if any, and other increases of your investment's value.

You will be obliged to file a tax return declaring the income from capital assets set forth under this section gained during the respective year and pay the tax stated in such tax return by March 31st of the year following the respective year.

The applicable tax rate is flat, 19% as of today.

Taking the above mentioned into consideration, a risk of double taxation arises, as parts of the income consisting of the subscription discount and Free Shares have already been subject to taxation on the

first day the investment may have been redeemed, but they may not be applicable as tax-deductible expenses on the investment itself.

No social security issues or health insurance charges arise.

Please note that other means of disposal with your FCPE units than redemption may result in other tax treatments, or additional taxes and charges.

FREE SHARES

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

No tax or other charges will be applied at the moment of Grant Date with respect to the delivery of Free Shares after the vesting period of 5 years.

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

Regardless of the Delivery Date, the amount equal to the market value of the Free Shares on the first day the investment may be redeemed is considered an income from dependent activity, regardless of the fact whether the employee redeems his/her investment for cash at the end of the lock-up period/early exit event or later (as described under section III. 1. (ii) (B.).

VI. Will I be required to pay any tax, health insurance or social security charges at the date of sale of the shares / redemption of the units representing the Free Shares?

Regardless whether you decide to redeem your units corresponding to Free Shares for cash on the first day the investment may be redeemed or later, tax, social security and health insurance charges will apply on the value of the Free Shares as detailed in Section III. 1. (ii) (B.) above.

Should you decide to redeem your units corresponding to Free Shares for cash on a later date than the first day the investment may be redeemed, at the very least every further increase in the market value of the L'Oréal Free Shares between the Delivery Date and the day of redemption is considered as a taxable income from capital assets. Please refer to Section III. 3. above.

VII. What are my reporting obligations with respect to the subscription, holding and redemption of the FCPE units as well as the payment of dividends, as applicable?

There is no reporting obligation for subscription and holding of your shares/units. If you have a taxable income according one of above mentioned sections, you will have to prepare your tax statement by the end of March of the following calendar year and pay the relevant tax in the same period of time.

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