

EMPLOYEE SHARE
PLAN 2024

I'M IN!

FROM 5 JUNE TO 19 JUNE, 2024

L'Oréal's ambition is to make employee shareholding more widely available from 2024. By giving you the opportunity to invest in L'Oréal shares every year¹, 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 on preferential terms.

WHO CAN PARTICIPATE?

All employees with 12 months of consecutive employment in a L'Oréal Group company as of 19 June 2024 and who are still employed on 19 June 2024.

WHAT ARE THE ADVANTAGES OF THIS 2024 PLAN?

#1 A 20% DISCOUNT ON THE REFERENCE PRICE

The subscription price will be set on 31 May 2024 and will be equal to the reference price minus the 20% discount. The reference price is the average opening market price of the L'Oréal share between 3 May and 30 May 2024 (inclusive).

#2 UP TO THREE SHARES OFFERED BY L'ORÉAL

You will receive the free matching share contribution at the end of the lock-in period, around 30 July 2029, provided you are still an employee of the L'Oréal Group on that date.

For a subscription of	+	L'Oréal will contribute in 2029	=	Total amount of your investment in 2029
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

In the event of an annual Employee Share Plan and assuming that the current matching share contribution policy is maintained, you could benefit from a matching share contribution of up to three shares each year. By comparison, under previous plans, the maximum matching contribution was four shares every two years, i.e. a theoretical maximum of two shares per year.

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

#3 POTENTIAL DIVIDENDS

Dividends, if any, will be paid directly to you by L'Oréal. Shares held for two calendar years or more will be entitled to receive a 10% loyalty bonus.

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.



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PLEASE NOTE BEFORE YOU INVEST

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

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-UP FOR 5 YEARS

Your investment is locked-in until 30 July 2029, 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 2029, provided you are 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:

As the L'Oréal share is listed in Euros on the Paris Stock Exchange, 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

WWW.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 AUTHORISED

MINIMUM

MINIMUM
SUBSCRIPTION

1 L'ORÉAL SHARE

MAXIMUM

MAXIMUM
SUBSCRIPTION

**20 L'ORÉAL SHARES²
UP TO 25% OF YOUR
2024 GROSS ANNUAL
SALARY.**

Log onto www.invest.loreal.com

- ✓ To find out more about the offer
- ✓ For investment simulations
- ✓ To subscribe from 5 to 19 June 2024



² This amount may be reduced if the plan is oversubscribed.