

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

You have been invited to invest in the L'Oréal Employee Share Plan (FCPE) 2026. You will find below a brief summary of the local offering information and main tax consequences relating to the offering.

The FCPE (Fonds Commun de Placement d'Entreprise in French) is a collective instrument of possession of shares used in France, which will invest in shares of L'Oréal and which will issue unit to the employees.

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/ address of the recipient of the subscription format.

Subscription Price

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

It is to be noted that your subscription is in Euros. Consequently, for purposes of your subscription, the amount of your payment in Colombian pesos will be converted by your employer using the exchange rate, applicable by or around the beginning of June 2026 that will be communicated to you. During the life of your investment, the value of the unit of the FCPE of L'Oréal will be affected by fluctuations in the currency exchange rate between the euro and the Colombian peso. As a result, if the value of the euro revalues vis-à-vis the Colombian peso, the value of the Shares expressed in local currency will increase. On the other hand, if the value of the euro weakens relative to the Colombian peso, the value of the units expressed in Colombian peso will increase. On the other hand, if the value of the euro devaluates vis-à-vis the Colombian peso, the value of the unit expressed in Colombian pesos will decrease.

Terms of Payment – Which are the payment methods available for my subscription?

- The units will be paid as follows:
 - Deduction from the salary: deduction for 10 months taking into account the legal limits.

This deduction (which must be authorized by you in writing) would be done through a discount in the payroll in 10 installments starting in August 2026 payroll, bearing in mind your indebtedness capacity, which cannot be higher than the limits pursuant to the law (Please consult your indebtedness capacity with the payroll area before doing the subscription).

Please note that deductions over salaries during the course of employment are subject to limitations (the deduction cannot affect the minimum legal salary or the portion of the salary that the law considers unseizable (besides the minimum legal salary, 4/5 parts of the balance of the salary cannot be seized)

In the event that your indebtedness does not permit the payment of the total or partial amount by reason of the deduction in 10 installments, you must deposit by July 30, 2026 the entirety or part, whose indebtedness limits do not permit the discount of your salary from the subscription value, into the following bank account: .

For employees working for L'oreal (NIT: 800.212.840) and the plant:

1. Bank: BBVA
Current account number: **00130492000100000021**

9 digits account number: **492000021**
10 digits account number: **0492000021**
16 digits account number: **0492000100000021**

For employees working for Laboratorios de cosméticos Vogue SAS (NIT: 860.029.997):

1. Bank: BBVA
Current account number: **00130298000100000167**
9 digits account number: **298000167**
10 digits account number: **0298000167**
16 digits account number: **0298000100000167**

Through deposit in the bank or transference of the whole amount, between July 10 and July 21, 2026 in the bank account indicated in the paragraph above.

Custody of your units, voting rights, dividends Your units will be subscribed and held on your behalf by a collective shareholding instrument, known as a *Fonds Commun de Placement d'Entreprise*, or an FCPE, which is commonly used in France for the conservation of units held by employee-investors. You will be issued units in the FCPE 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.

The voting right of the units of the FCPE L'Oréal will be exerted by the supervisory board of the FCPE in the name of the employees. By virtue of that voting right, the Supervisory Board will check the financial, administrative and accounting management of the FCPE and the management report and the yearly financial statements, to decide in matters of assignments, splits or liquidation operations and to give the approval for the modifications in the FCPE rules, among others.

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

Control of Foreign Exchange

The employees will give a mandate to the employer in the subscription form so that it fills it out and signs the foreign exchange declaration by reason of international investments through which your financial investment abroad will

be automatically registered once it is filed in front of the commercial bank and convert to euros and transfer abroad the amount of this investment.

Any profit that may result from the redemption of the units must in general be repatriated. However, in some circumstances, this requirement may be disregarded, but the employee will be subject to some report requirements.

Securities Notices

The Offer proposed to the employees by L'Oréal is classified as a private offer since they are not offering shares of free negotiation but instead units that are non-negotiable nor incorporated to values that are traded in a stock market.

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-year, ending on July 30, 2031 (inclusive).

Once that time period ends, you will have two options: (i) to hold your investment in the FCPE or (ii) to redeem your investment in cash.

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 the proceeds for the acquisition or enlargement of the own principal residence;
9. over-indebtedness;
10. termination of the employment contract, whether by resignation termination without justified cause or mutual agreement;
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.

In the events of an early redemption, it will be the responsibility of the employee to inform the local company that you wish to redeem in advance your investment, and to provide the proof that entitles you to request said redemption. This information will be sent to the institution that administers the FCPE and your units, with the profits of the same, until the date of the early redemption, will be redeemed in cash in a time period, as per the established periods by the institution that administers the FCPE

FREE SHARES

Your investment will be matched by grant of rights to additional units of L'Oréal S.A. for free ("Free Shares"). You will be entitled to these Free Shares proportionally to your subscription for the ratio described in your Information Brochure. These units 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 Unit Plan Rules made available to you at <https://invest.loreal.com> (in French and English) and upon request from your Human Resources area. The subscription to the L'Oréal employee share plan 2026 implies acceptance of the Free Share Plan Rules.

The Free Shares (matching contribution), the discount in the price of the units, and in general any direct or indirect benefit of the plan, will not be considered salary nor making part of the same.

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 unit plan 2026, you must meet the following conditions:

- you must have validly subscribed in the context of the L'Oréal employee share plan 2026 and must meet 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 units 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 Unit 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 met to receive the Free Shares at the end of the lock-up period (you may refer to article 6 of the Free Shares Plan Rules for a detailed and full description of these conditions. The stipulations below are only a summary of the applicable conditions and do not invalidate provisions of the Free Unit Plan Rules).

In order to receive the Free Shares, you must remain an employee of the L'Oréal Group as of the last day of the subscription time period pursuant to the L'Oréal employee share plan 2026 until the 20th calendar day preceding the Delivery Date (the "**Continued Employment Condition**"), that is, until or around July 31, 2031.

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

- a. **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 Unit granted shall be delivered to the successors/beneficiaries shortly after the submission of their request and the Acquisition Period shall not apply. In the absence of said request, the Free Shares granted to the deceased beneficiary shall be delivered to the heirs on the Delivery Date.
- b. **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.
- c. **Retirement / Pension:** 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.
- d. **Dismissal for a reason other than wrongful dismissal:** In the event of a dismissal for a reason other than wrongful dismissal, the Free Shares granted shall be delivered to the Beneficiary on the Delivery Date. For the purposes of the plan, the wrongful dismissal entailing the loss 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.
- e. **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.
- f. **Change in the 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: On the Delivery Date, 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 if L'Oréal Colombia S.A.S. is compelled to pay taxes, fringe benefits or any other governmental charges in the name 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 said person, until said same person has paid all such amounts, or has made arrangements for payment that are satisfactory to L'Oréal, or to cause the sale of the units and withholds from the proceeds the relevant amounts, as provided for in the article 10 of the Free Units Plan Rules.

Tax Information for Employees Resident in Colombia

*This summary sets forth general principles in effect at the time of subscription of the offering, that is expected will apply to employees (“**Participants**”) who are and who shall remain, until the disposal of their investment, resident in Colombia for the purposes of the tax laws of Colombia. The tax consequences listed below are described in accordance with Colombia 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. **The proper filing of the income tax returns, their timely payment and the compliance of this and the other tax obligations is the SOLE responsibility of the employee.** For definitive advice, employees should consult their own tax advisors regarding the tax consequences to them of subscribing to L’Oréal units through the FCPE « L’OREAL EMPLOYEE SHARE PLAN»*

Upon subscription

I. Will I be required to pay any tax or social security contributions 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 share price discount (calculated as the difference between the market value of the units on the subscription date and the subscription price (20% discount) is subject to income tax withholding at progressive income tax rates of up to 39%. The employee will have to include this income (discount) when filing his/her income tax return within the year following the subscription.

If for example, the market value of the units on the subscription date is equivalent to the amount of one hundred pesos (COP\$100), the subscription price for the employees will be eighty Colombian pesos (COP\$80), since the discount is 20%. The difference, that is, twenty Colombian pesos (COP\$20) will be the discount and that will be the amount that must be included in the income tax return and over which, income tax must be paid, where appropriate and if the employee is an income tax declarant. Such amount (COP\$20) is also the taxable base for income tax withholding purposes.

The price discount will not be considered as a salaried benefit, and therefore there are no social security charges as a result of the investment or participation on the plan, except in case that all the extra-legal benefits being received by the employee under his/her employment agreement which are not considered as salary or as a constituent part of it (including those derived from the Plan received upon the subscription), which amount exceeds the equivalent to 40% of the total monthly compensation of the employee (for this purpose compensation is equal to salary plus non-salaried benefits) must be considered in the base salary for payment of contributions to social security.

I.2 The discount through payroll for the payment of the units, will it be the interest-free and tax-exempt?

The discount through payroll will be interest-free and tax exempt.

During the life of the Plan

II. Will I be required to pay any tax or social security contributions 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 Colombia

The amount of the dividends must be included in the income tax return of the employee if he/she is obligated to file income tax return, as taxable income and as an asset y and will be subject to the payment of taxes at progressive rates of up to 44,75% on the amount of received dividends in the year the dividends (even reinvested) will be distributed.

The local employer will not be obligated to withhold these taxes from the employee's salary. If the employee is not obligated to file income tax return, he/she must not pay the income tax on the dividends.

Contributions to the social security system by the local employer must not be done but the employee may be liable to pay on his/her own any contribution that were to be generated on the dividends.

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

Yes. However, given the investment limit of 20 units, it does not seem likely that the wealth tax will apply.

Upon redemption

IV. Will I be required to pay any tax or social security contributions 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?

(i) Taxation in France

You will not be subject to income tax in France on the profit, if any, carried out on the redemption of your units.

(ii) Taxation in Colombia

If the units have been kept for two years or more, any profit above the market price before the discount (adjusted by inflation) will be subject to the payment of tax on capital gains, at a rate of 15%.

If the units have been held less than 2 years, the profits would be levied as ordinary income at a progressive tariff of up to 39%.

If the employee is not obligated to file an income tax return, he/she must not pay income tax on this profit.

Contributions to the social security system are not generated (while any benefit derived from the plan has been excluded in writing as making part of the salary, and the local employer is not doing any refund) and neither tax withholdings apply.

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

No.

FREE SHARES

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

No.

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

. Contributions to the social security system on the supplementary contributions must not be done since they are not considered salary nor are they assumed by the local company.

The Free Shares will constitute income to the employee and therefore will be subject to income tax withholding. Free Shares will be subject to income tax on the commercial value of the units when receiving such units. The employee will have to reflect such income in the respective income tax return to be filed the following year.

The Free Shares will not be considered as a salaried benefit, and therefore there are no employer social security charges, except in case that all the extra-legal benefits being received by the employee under his/her employment agreement which are not considered as salary or as a constituent part of it (including those derived from the Plan), which amount exceeds the equivalent to 40% of the total monthly compensation of the

employee (for this purpose compensation is equal to salary plus non-salaried benefits) must be considered in the base salary for payment of contributions to social security.

VII. Will I be required to pay any tax or social security contribution on the date of sale of the shares / redemption of the units representing the Free Shares?

Any profit above the value of the units at the time of their delivery will be subject to the payment of tax on capital gains, as long as the units have been kept for a time period of two or more years at a 15% tariff. If it is less than 2 years, the profits would be levied as if they were ordinary income at a progressive rate of the income tax up to 39%.

If the employee is not obligated to file income tax return, he/she must not pay income tax on this profit.

No withholding tax nor contributions to the social security system must be done.

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

The persons must file a yearly tax return that includes the assets owned abroad on January 1, of each fiscal year, if the amount of your assets abroad as of January 1st of each year is higher than 2,000 UVT (approx. Col\$104,748,000). The limit date is the same of the income tax return. No tax must be paid since it is only an information income tax return.

Individuals are subject to wealth tax if on January 1st of each year their net equity is equal to or greater than 72,000 UVT (Col\$3,770,928,000). The rates are as follows: if the net equity is equal to or greater than 72,000 UVT and less than 122,000 UVT (Col\$6,389,628,000), the rate is 0.5%, if the net equity is equal to or greater than 122,000 UVT and less than 239,000 UVT (Col\$12,517,386,000), the rate is 1% and if the net equity is equal to or greater than 239,000 UVT, the rate is 1.5%.

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