

EMPLOYEE SHARE PLAN 2026

I'M IN!

FROM 10 TO 24 JUNE



L'ORÉAL

L'Oréal's ambition is to give you the opportunity to invest in L'Oréal shares at your own pace¹.

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 3 months' seniority, consecutive or not, in a L'Oréal Group company participating in the Plan d'Épargne Entreprise Groupe (PEEG), between 1st January 2025 and 24 June 2026, and still present on the last day of the subscription period, i.e. 24 June 2026.

Condition for retirees: as a retiree, you benefit from the discounted subscription price like employees, but not from the employer's contribution (in accordance with regulations), and you must pay the subscription amount by direct.



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 to	=	Total amount of your investment
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 shares and more		3 shares		9 shares and more

For six 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.

4 THE OPPORTUNITY TO PAY IN 10 INSTALMENTS

You can opt for 10 monthly payments of up to €220, i.e. a total of €2,200, up to a maximum of 10% of your net monthly salary.

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.

BY PARTICIPATING IN THE PLAN, YOU WILL BE A L'ORÉAL SHAREHOLDER²

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 (inclusive), except in cases of early release, and cannot be transferred to another investment vehicle before that date.

YOU BENEFIT FROM THE PEEG'S FAVORABLE TAX TREATMENT

Your subscription is made within the framework of the PEEG. You therefore benefit from the associated social and tax advantages.

■ **On subscription:**

The discount is exempt from tax and social security charges
The matching contribution is tax-exempt but subject to CSG / CRDS (at the current rate of 9.7%).

■ **During the 5-year lock-in period:**

Any dividends will be reinvested in the "Actions L'Oréal" FCPE and are exempt from income tax.

■ **At exit:**

Your capital gains, if any, are exempt from income tax and subject only to social security deductions (at the current rate of 18.6%).

L'Oréal will cover your account management fees.



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 authorised.



MINIMUM €160

However, the matching contribution offered by L'Oréal does not begin until the subscription of the equivalent of 1 share.



MAXIMUM 20 L'ORÉAL SHARES³

This amount may be reduced in the event of oversubscription.

LOG ONTO

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



invest.loreal.com



² Indirectly via the «Actions L'Oréal - Actionnariat salarié Relais 2025» FCPE.

³ This amount may be reduced in the event of oversubscription.