

L'ORÉAL

PUBLICATION OF THE COMPONENTS OF REMUNERATION OF CORPORATE OFFICERS MADE PURSUANT TO THE AFEP-MEDEF CODE OF CORPORATE GOVERNANCE FOR LISTED COMPANIES OF DECEMBER 2022

Allocation of performance shares to the Chief Executive Officer by the Board of Directors at its meeting on 12 October 2023

Clichy, 13 October 2023 – Within the scope of the authorisation of the Extraordinary General Meeting of 21 April 2022 (resolution 19), and in accordance with the 2023 remuneration policy approved by the General Meeting of 21 April 2023 (resolution 12), the Board of Directors decided, on 12 October 2023, on the recommendation of the Human Resources and Remuneration Committee, to allocate 17,000 shares, subject to performance conditions assessed over 3 full financial years, to Mr Nicolas Hieronimus, Chief Executive Officer of L'Oréal.

The definitive acquisition of all or part of these shares is subject to the achievement of the performance conditions, which will be recorded at the end of an acquisition period of 4 years following the date of allocation. The number of shares definitively acquired will depend, for 40% of the shares granted, on the growth in comparable cosmetics sales as compared to a panel of competitors; for 40%, on the growth in L'Oréal's consolidated operating profit; for 15%, on the fulfilment of environmental and social responsibility commitments made by the Group as part of the L'Oréal for the Future programme, and for 5%, on the fulfilment of a 40% gender balance commitment within strategic positions such as on the Executive Committee.

Mr Nicolas Hieronimus will retain, in registered form, 50% of the shares which will be definitively allocated to him at the end of the acquisition period, until the termination of his duties as L'Oréal's corporate officer. As recommended by the AFEP-MEDEF Code, Mr Nicolas Hieronimus has undertaken not to enter into any risk hedging instruments until the end of the above-mentioned period.

This decision falls within the wider framework of the conditional allocation of 650,580 to 2,763 beneficiaries, representing 0.1 % of the share capital. The allocation in favour of Mr Nicolas Hieronimus represents 2.61% of the total allocation and 0.003% of the share capital on 9 October 2023.

- [2022 Universal Registration Document](#)

"This press release does not constitute an offer of sale or solicitation of an offer to purchase L'Oréal shares. If you wish to obtain more comprehensive information about L'Oréal, please refer to the public documents registered in France with the Autorité des Marchés Financiers, also available in English on our website www.loreal-finance.com.

This press release may contain forecast information. While the Company believes that these statements are based on reasonable assumptions as of the date of publication of this press release, they are by nature subject to risks and uncertainties which may lead to a discrepancy between the actual figures and those indicated or suggested in these statements."

CONTACTS
L'ORÉAL
Switchboard
+33 (0)1 47 56 70 00

Individual shareholders and market regulators
Pascale GUERIN
+33 (0)1 49 64 18 89
Pascale.querin@loreal.com

Financial analysts and institutional investors
Françoise LAUVIN
+33 (0)1 47 56 86 82
Francoise.lauvin@loreal.com

Eva QUIROGA
+33 (0)7 88 14 22 65
Eva.quiroga@loreal.com

Media
Brune DIRICQ
+33 (0)6 63 85 29 87
Brune.dirica@loreal.com

Christine BURKE
+33 (0)6 75 54 38 15
Christine.burke@loreal.com

For further information, please contact your bank, stockbroker or financial institution (I.S.I.N. code: FR000012031) and consult your usual newspapers or magazines or the Internet site for shareholders and investors, www.loreal-finance.com, the L'Oréal Finance app or call the toll-free number from France: 0 800 66 66 66, 0 800 66 66 66

This press release has been secured and authenticated with the blockchain technology. You can verify its authenticity on the website www.wiztrust.com

