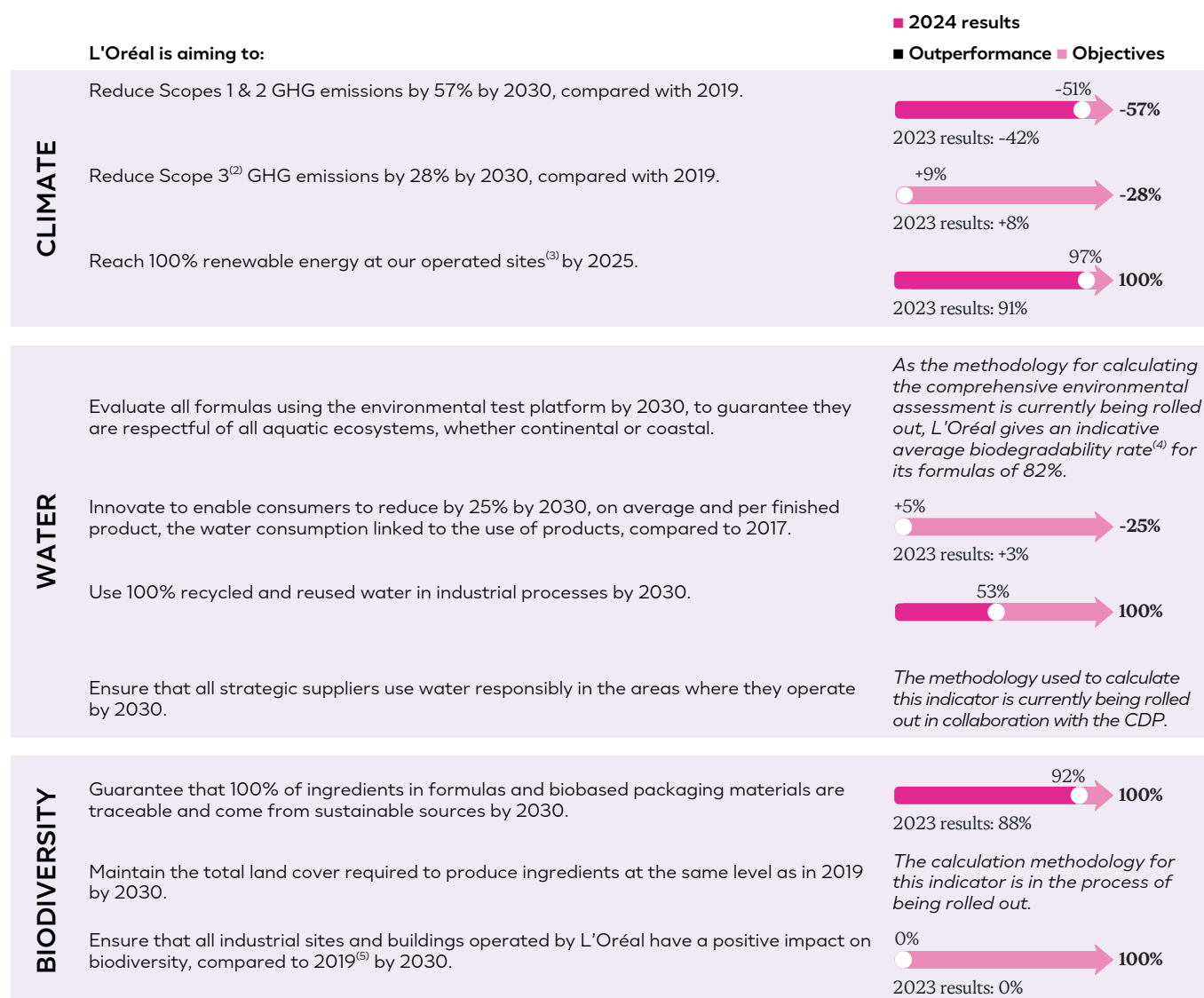


1.4.2 L'Oréal for the Future programme initiated in 2020: 2024 results

The following table summarises the objectives⁽¹⁾ for L'Oréal for the Future, the extent to which they were achieved in 2024 and a reminder of the results in 2023. Further information on the L'Oréal for the Future programme can be found in 4.1.2, particularly with regard to the work in progress for the 3rd era of objectives.

TRANSFORMING L'ORÉAL'S ACTIVITIES



(1) These objectives are presented by L'Oréal on a voluntary basis and do not result from any legal obligations. These targets may be re-evaluated to meet evolving requirements. L'Oréal's ambition is to focus its efforts on the most important and strategic issues, in line with the results of the double materiality analysis carried out in 2024, and to adjust actions and/or targets according to progress made and persistent challenges.

(2) On purchases of goods and services by the Group, business travel, upstream transportation and distribution.

(3) Operated sites, excluding safety and security equipment.

(4) The biodegradability of formulas (excluding make-up) is calculated using OECD 301 methodology or a methodology based on an equivalent ISO standard.

(5) The positive impact on biodiversity is measured by the increase in an internal score (site biodiversity score) as well as a site reaching a 5/5 biodiversity culture level.

RESOURCES

L'Oréal is aiming to:

Ensure 95% of ingredients in formulas are biobased, derived from abundant minerals or from circular processes by 2030.

Use 100% recycled or biobased plastics in packaging by 2030 (with an interim target of 50% by 2025).

Reduce the intensity of the quantity of packaging used for products by 20% compared to 2019 by 2030.

Ensure that 100% of the Group's plastic packaging is refillable, reusable, recyclable or compostable by 2025.

Use eco-design⁽⁶⁾ techniques for all the Group's products by 2030.

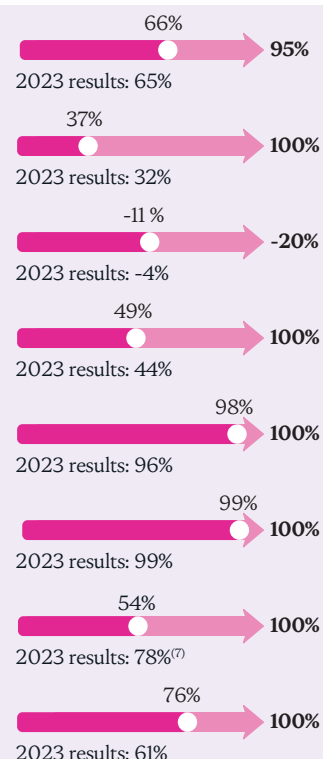
Eco-design 100% of new point-of-sale displays by 2025.

Design and build 100% of new or renovated L'Oréal stores in accordance with the Group's sustainability principles by 2025.

Recover (reuse or recycle) 100% of waste generated on industrial sites by 2030.

2024 results

Outperformance Objectives

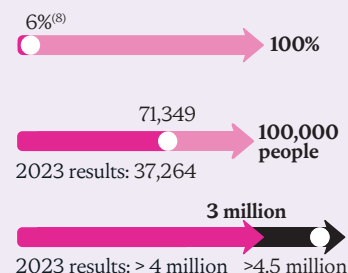


INVOLVING THE ECOSYSTEM IN THE GROUP'S TRANSFORMATION

Ensure that 100% of strategic suppliers' employees are paid at least a living wage covering their basic needs and those of their dependents, calculated in line with best practices by 2030.

Help 100,000 people from deprived communities to find work by 2030.

Involve three million people in L'Oréal brand social engagement programmes by 2030.



CONTRIBUTE TO SOLVING GLOBAL CHALLENGES

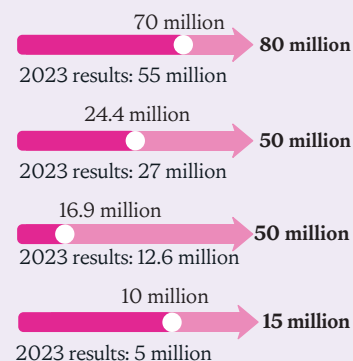
L'Oréal is aiming to:

Allocate €80 million through the **L'Oréal Fund for Women** to support the most vulnerable women by 2026.

Invest €50 million through the **L'Oréal Fund for Nature Regeneration** to help restore one million hectares of degraded ecosystems, capture 15 to 20 million tonnes of CO₂ and create hundreds of jobs⁽⁹⁾ by 2030.

Invest €50 million through the **Circular Innovation Fund** to finance circular economy projects by 2030.

Allocate €15 million through the **L'Oréal Climate Emergency Fund** to increase the resilience of vulnerable communities in the face of climate disasters by 2026.



(6) Eco-designed products are new or updated products that have an improved environmental profile.

(7) 2023 data as restated.

(8) Percentage of suppliers certified to pay at least an adequate (living) wage by the Fair Wage Network.

(9) The impacts in terms of carbon capture and job creation will be measured and published once the projects have matured.