

BENEFITS AND GROWTH

WHAT DOES THE L'ORÉAL BENEFITS PACKAGE LOOK LIKE?

Putting Our People First: A Commitment to Well-Being and Growth

We regularly enhance our social benefits program, ensuring we're there for our employees at every key stage of life. We want to provide our people with a sense of security for themselves and their families through:



Insurance



Health benefits



Financial support (in the event of unexpected life events)



Competitive salary

Empowering Employees with Ownership

In 2024, we launched a new annual [Employee Share Ownership Plan](#) giving our people the chance to be even more closely connected to the Group's growth and success.



Over A Decade of "Share & Care"

In 2013, we introduced the Share & Care initiative, a global program designed to create a strong foundation for social protection in all the countries where we operate. Here's how we continue to support our people across four key areas:

- **Health:** Ensuring health coverage and access to top-tier healthcare for employees and their families.
- **Protection:** Offering financial security through social protection schemes in case of unexpected life events.
- **Balance:** Supporting parenthood, we offer minimum six weeks paid parental leave for all parents, globally.
- **Workplace:** Creating an inspiring work environment where employees are encouraged to grow, connect, and find fulfillment in what they do.

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WHAT ABOUT LEARNING OPPORTUNITIES?

At L'Oréal, we're all about growth—yours, ours, and the world's.

- **Learning Culture:** Our "Connect & Learning" program puts you in the driver's seat of your personal development with:
 - Access to over 20,000 resources, including Coursera, LinkedIn Learning, TED Talks, and more.
 - Opportunities to learn from highly talented peers.
 - Accelerate your growth through new roles, projects, and responsibilities.
- **International Mobility:** Over 1,400 of our employees live and work abroad, gaining invaluable experience in new markets and cultures.
- **Career Flexibility:** We understand that careers aren't linear. Every year, almost 12,000 of our employees change positions within L'Oréal, of which approximately 25% moving into entirely new professional fields.

