

from  
June 8 to  
22, 2022



I'M IN!

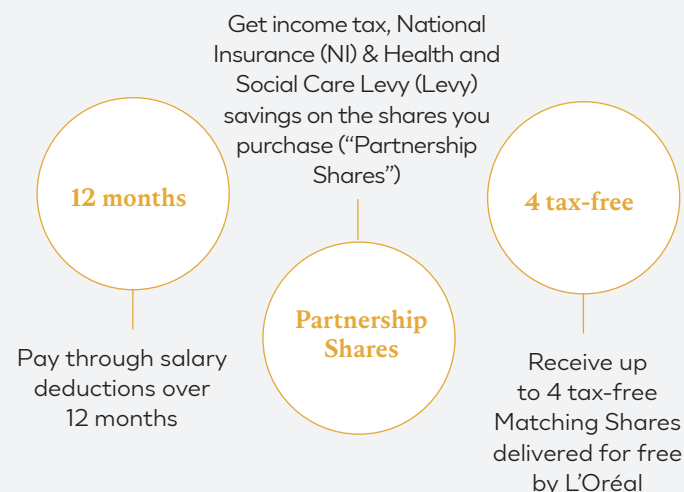
Employee  
Share Plan  
2022

## THE OFFER IN BRIEF

### UNDERSTANDING THE EMPLOYEE SHARE PLAN

L'Oréal is pleased to offer you the opportunity to become involved in the Group's success and become a shareholder through the L'Oréal Share Incentive Plan ("SIP")

**By participating in the SIP, you can purchase L'Oréal shares under preferential terms.**



### BEFORE YOU INVEST

**BY PARTICIPATING IN THE SIP, YOU WILL BE A L'ORÉAL SHAREHOLDER**

As a result, you will receive any annual dividends paid. These dividends will increase by 10% after you have held your shares for two calendar years - in other words, after 2025.

Like any shareholder, your investment will follow the L'Oréal share price up or down. This means that you may make a capital loss.

In order to benefit from tax and NI /Levy relief and receive the Matching Shares, the shares must be held in the SIP for 5 years (i.e. until October 2028).

As the L'Oréal shares are listed on the Paris stock exchange in euros over the term of your investment, the value of your investment will vary as the exchange rate between the Euro and Pounds Sterling fluctuates.

Note

### MATCHING CONTRIBUTION RULE

As part of the SIP, Matching Shares will be delivered as shown in the following table:

If you purchase	You will receive:
From 1 to 2 shares	1 free Matching Share
From 3 to 5 shares	2 free Matching Shares
From 6 to 9 shares	3 free Matching Shares
10 or more shares	4 free Matching Shares

**If you purchase more than 10 shares, you will receive the maximum of 4 free Matching Shares.**

### EXAMPLE

The purchase price payable for L'Oréal shares will be the lower of the share price in October 2022 or the purchase price in October 2023.

**Let's assume that the price of the L'Oréal share is £280, and that you are a basic rate tax payer.**

**You pay for the shares through your gross pay and therefore save both tax and NI.  
The effective purchase price for you of a share would be £187 (i.e. £280 minus 20% tax and 13.25% NI).**

**You pay for 3 shares at an effective price of £561 (3 X £187).**

**L'Oréal contributes 2 Matching Shares.**

**The actual value of your investment in the SIP is £1400 (5 X £280, the share price)**



In this example, you save

**£839**



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## THE SUBSCRIPTION PROCESS

1

VISIT THE  
WWW.INVEST.LOREAL.COM WEBSITE

2

CLICK THE "SUBSCRIBE" BUTTON

3

LOGIN USING YOUR ID AND PASSWORD

4

CHOOSE THE APPROPRIATE OPTIONS  
BY FILLING IN THE ONLINE  
SUBSCRIPTION FORM

5

DO NOT FORGET TO CONFIRM  
YOUR SUBSCRIPTION

## WHO CAN JOIN THE SIP?

Anyone who has worked for a L'Oréal Group company for 6 consecutive months, and is still a Group employee on 1<sup>st</sup> October, 2022.

## INVESTING THROUGH THE L'ORÉAL SHARE INCENTIVE PLAN (SIP)

The L'Oréal SIP is an employee Share "Trust" restricted to UK employees wishing to invest in L'Oréal shares. Your shares, including the Matching Shares received from L'Oréal, will be held in the Trust by Equiniti Share Plan Trustees Limited (the Trustee).

You cannot withdraw your Partnership Shares from the Trust without losing favourable tax treatment before the end of the 5 year period unless you satisfy one of the early leaver conditions mentioned in the Brochure.

You will also lose the free Matching Shares you are given if you withdraw your Partnership Shares or you leave the company before the end of this period, unless you satisfy one of the early leaver conditions mentioned in

L'Oréal pays the Trustee's fees.



## VISIT

[www.invest.loreal.com](http://www.invest.loreal.com)

- To learn more about the offer
- To subscribe from June 8 to 22, 2022 (11:59 pm CET)



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JAG SÄGER JA!

JA TAKK!

I'M IN!

ES SAKU JÄ!

私も参加します!

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Je participe !

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