

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 again offering you the opportunity to share your confidence in the group's financial and extra-financial success by becoming a shareholder through its "L'Oréal Employee Share Plan" Employee Shareholding Fund (*Fonds Commun de Placement d'Entreprise*, or *FCPE*).

The "L'Oréal Employee Share Plan" FCPE is a shareholding fund restricted to Group employees wishing to invest in L'Oréal shares.

**By participating in this new Employee Share Plan, you can purchase L'Oréal shares on preferential terms.**

A 20%  
discount

on the  
reference  
price\*

L'Oréal will offer up  
to 4 free shares,  
depending on your  
investment \*

4 free shares

Payment  
facilities



### BEFORE YOU INVEST

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

As a result, you may be entitled to dividends and these will be reinvested in the FCPE. These dividends will be increased by 10% after 2 years of holding - in other words, in 2025.

As is the case with any shareholder, the value of your investment is contingent upon L'Oréal share price fluctuations. This means that you may realize a capital loss.

#### The value of your investment will vary depending upon exchange rate fluctuations

As the L'Oréal shares are listed in euros on the Paris Stock Exchange, the value of your investment will vary as the exchange rate between the euro and your currency fluctuates over the term of your investment.

#### YOUR INVESTMENT WILL BE LOCKED-IN FOR 5 YEARS

Your investment will be locked-in until July 26, 2027 unless you qualify for early release.

\* The reference price is the average of the last 20 L'Oréal share prices between May 6 and June 2, 2022 and will be fixed on June 3, 2022.

### FREE SHARE RULE

In the Employee Share Plan, employees will benefit from a matching share contribution of up to 4 free shares, as shown in the following table:

If you purchase in 2022	+ L'Oréal will give you the following number of free shares in 2027	= Total number of shares in 2027
1	1	2 shares
2	1	3 shares
3	2	5 shares
4	2	6 shares
5	2	7 shares
6	2	8 shares
7	3	10 shares
8	3	11 shares
9	3	12 shares
10 shares or more <sup>1</sup>	4	14 shares or more

Even if more than 10 shares are purchased, the contribution by L'Oréal in the form of shares will remain capped.

### EXAMPLE

Assuming that the reference price of the L'Oréal share is €350. For you, the purchase price of a share would be €280 (i.e., €350 minus the 20% discount).

You wish to purchase 3 shares

In 2022, you pay 3 shares at a discounted price, i.e.,  
€840 (€280 x 3)



In 2027, L'Oréal will give you 2 free shares  
if the value of the L'Oréal share is €350 in 2027.

The value of your investment in 2027  
will be €1,750 (€350 x 5)



In this example, you would  
realize a capital gain of

€910<sup>2</sup>

<sup>1</sup>You can buy a maximum of 50 shares (unless the shares are oversubscribed).  
<sup>2</sup> Excluding taxes and any dividends.

## 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 SUBSCRIBE?

- All employees with at least 2 years of consecutive seniority in a L'Oréal Group company on June 22<sup>nd</sup>, 2022 (last day of subscription) and who are still an employee on the last day of the subscription period (regardless of the type of employment).

## WHAT HAPPENS AFTER THE SUBSCRIPTION?

- Your shares in the fund are locked-in for five years, meaning that you cannot sell them before the end of the lock-in period except if you qualify for early release (please refer to the "Local Supplement" document).
- You will receive the free shares at the end of the vesting period, around July 26, 2027, provided that you are still an employee of the Group on that date (except in the special cases mentioned in the "Free Share Plan (PAGA) rules" document).

### Minimum subscription

1 L'Oréal share

### Maximum subscription

50 L'Oréal shares<sup>3</sup>  
amounting to up to 25% of your 2022 gross  
annual salary

<sup>3</sup> This number may be reduced if the shares are oversubscribed.

L'Oréal pays the account management fees.



## VISIT

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

- To learn more about the offer
- To perform investment simulations
- To subscribe from June 8 to 22, 2022

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JA TAKK!

I'M IN!

ES SAKU JÄ!

私も参加します!

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