Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
L'OREAL USA, INC. EMPLOYEE RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 02/01/1980

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
L'OREAL USA, INC.

50 CONNELL DRIVE
BERKELEY HEIGHTS, NJ 07922

2b Employer Identification Number (EIN) 22-1539735

2c Plan Sponsor's telephone number 908-673-3498

2d Business code (see instructions) 325600

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2022	ALAN SEFCIK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2022	ALAN SEFCIK
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	12000
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	7629
a(2) Total number of active participants at the end of the plan year	**6a(2)**	7865
b Retired or separated participants receiving benefits	**6b**	60
c Other retired or separated participants entitled to future benefits	**6c**	4363
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	12288
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	62
f Total. Add lines **6d** and **6e**	**6f**	12350
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	11805
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	1058
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2R 2S 2T 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	[X]	**R** (Retirement Plan Information)
(2)	[ ]	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	[ ]	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	[X]	**H** (Financial Information)
(2)	[ ]	**I** (Financial Information – Small Plan)
(3)	[ ] ___	**A** (Insurance Information)
(4)	[X]	**C** (Service Provider Information)
(5)	[X]	**D** (DFE/Participating Plan Information)
(6)	[ ]	**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan	**B** Three-digit plan number (PN) ▶	
L'OREAL USA, INC. EMPLOYEE RETIREMENT SAVINGS PLAN		003
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
L'OREAL USA, INC.	22-1539735	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
JP MORGAN	270 PARK AVENUE NEW YORK, NY 10017

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
METROPOLITAN WEST	865 SOUTH FIGUEROA STREET LOS ANGELES, CA 90017

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
MFS DISTRIBUTORS INC	PO BOX 55824 BOSTON, MA 02205

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
PRINCIPAL INVESTMENTS	PO BOX 8024 BOSTON, MA 02266

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CHARLES SCHWAB INVESTMENT MGMT. INC

94-3106735

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD MARKETING CORP

100 VANGUARD BLVD
MALVERN, PA 19355

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

T ROWE PRICE RPS INC

100 EAST PRATT STREET
BALTIMORE, MD 21202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 21 25 28 33 37 38 49 50 52 55 59 62 64 65 71	NONE	457020	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
99			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

CAPFINANCIAL PARTNERS LLC

PO BOX 60071
RALEIGH, NC 27675

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27 50	NONE	134523	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MORNINGSTAR

22 WEST WASHINGTON STREET
CHICAGO, IL 60602

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 50	NONE	69834	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BDO USA, LLP

PO BOX 642743
PITTSBURGH, PA 15264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	41500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

FINANCIAL ENGINES

1050 ENTERPRISE WAY
3RD FLOOR
SUNNYVALE, CA 94089

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 50	NONE	28086	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CHARLES SCHWAB & CO. INC.

94-1737782

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
33 50 62 71	NONE	2745	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
T ROWE PRICE RPS INC	15 21 25 28 33 37 38 49 50 52 55 59 62 64 65 71 99	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
JP MORGAN MID CAP VALUE L 270 PARK AVENUE NEW YORK, NY 10017	FEE FOR SHAREHOLDER SERVICING BASED UPON 0.1%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ADVISORS PREFERRED 1445 RESEARCH BLVD SUITE 530 ROCKVILLE, MD 20850	RATE OF 0.45% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AKRE 2 W MARSHALL ST MIDDLEBURG, VA 20117	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ALGER FUNDS PO BOX 8480 BOSTON, MA 02266	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ALLIANCEBERNSTEIN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ALLIANZ GLOBAL INVESTORS 1633 BROADWAY NEW YORK, NY 10019	RANGE OF 0.02 - 0.50% OF AVG DAILY BAL OF ASSETS

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ALLSPRING FUNDS MANAGEMENT LLC 525 MARKET STREET 12TH FLOOR SAN FRANCISCO, CA 94105	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMERICAN BEACON 4151 AMON CARTER BLVD FORT WORTH, TX 76155	RANGE OF 0.10 - 0.40% OF AVG DAILY BAL OF ASSETS

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMERICAN CENTURY INVESTMENTS PO BOX 419200 KANSAS CITY, MO 64141	RATE OF 0.35% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMERICAN FUNDS PO BOX 6007 INDIANAPOLIS, IN 46206	RATE OF 0.37% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMG FUNDS 600 STEAMBOAT RD #300 GREENWICH, CT 06830	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BARON CAPITAL GROUP, INC. 767 FIFTH AVE 49TH FLOOR NEW YORK, NY 10153	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BERKSHIRE 8000 TOWNE CENTRE DRIVE SUITE 400 BROADVIEW HEIGHTS, OH 44147	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BLACKROCK 55 EAST 52ND STREET NEW YORK, NY 10055	RANGE OF 0.40 - 0.50% OF AVG DAILY BAL OF ASSETS

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BROWN ADVISORY FUNDS PO BOX 701 MILWAUKEE, WI 53201	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
COLUMBIA THREADNEEDLE 10215 WINCOPIN CIR COLUMBIA, MD 21044	RATE OF 0.35% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
DIMENSIONAL FUND ADVISORS 6300 BEE CAVE ROAD BUILDING ONE AUSTIN, TX 78746	RATE OF 0.02% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
DOUBLELINE 333 S GRAND AVE 18TH FLOOR LOS ANGELES, CA 90071	RATE OF 0.36% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
EATON VANCE PO BOX 9653 PROVIDENCE, RI 02940	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
EVENTIDE FUNDS 4221 N 203RD STREET SUITE 100 ELKHORN, NE 68022	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS PO BOX 770002 CINCINNATI, OH 45277	RANGE OF 0.10 - 0.50% OF AVG DAILY BAL OF ASSETS

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIRST EAGLE FUNDS 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FRANKLIN TEMPLETON INVESTMENTS PO BOX 33030 ST PETERSBURG, FL 33733	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GABELLI ONE CORPORATE CENTER RYE, NY 10580	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GOLDMAN SACHS 101 CONSTITUTION AVE NW WASHINGTON, DC 20001	RATE OF 0.50% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
HARBOR 111 SOUTH WACKER DRIVE 34TH FLOOR CHICAGO, IL 60606	RATE OF 0.10% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
HARTFORD MUTUAL FUNDS 430 W 7TH STREET SUITE 219060 KANSAS CITY, MO 64105	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
HOWARD CAPITAL MANAGEMENT 45 ROCKEFELLER PLAZA NEW YORK, NY 10111	RANGE OF 0.10 - 0.40% OF AVG DAILY BAL OF ASSETS

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVESCO PO BOX 219078 KANSAS CITY, MO 64121	RATE OF 0.50% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
JANUS HENDERSON PO BOX 55932 BOSTON, MA 02205	RATE OF 0.35% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MACQUARIE INVESTMENT MANAGEMENT 2005 MARKET STREET PHILADELPHIA, PA 19103	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MADISON FUNDS PO BOX 219083 KANSAS CITY, MO 64121	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MFS PO BOX 55824 BOSTON, MA 02205	RATE OF 0.45% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MORGAN STANLEY 1585 BROADWAY NEW YORK, NY 10036	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PGIM FUNDS (PRUDENTIAL) PO BOX 9658 PROVIDENCE, RI 02940	RATE OF 0.25% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PROFUNDS PO BOX 182800 COLUMBUS, OH 43218	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PT ASSET MANAGEMENT 500 WEST MADISON ST SUITE 470 CHICAGO, IL 60661	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PUTNAM PO BOX 8383 BOSTON, MA 02266	RATE OF 0.50% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ROYCE INVESTMENT PARTNERS 745 5TH AVE NEW YORK, NY 10151	RATE OF 0.45% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
RYDEX FUNDS 9601 BLACKWELL ROAD SUITE 500 ROCKVILLE, MD 20850	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
SELECTED FUNDS 30 DAN RD CANTON, MA 02021	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
SPROTT 500 FIFTH AVE SUITE 3020 NEW YORK, NY 10110	RATE OF 0.40% OF AVG DAILY BALANCE OF ASSET

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
T ROWE-PRICE 100 EAST PRATT STREET BALTIMORE, MD 21202	RATE OF 0.15% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO. INC.	33 50 62 71	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
THE PACIFIC FINANCIAL GROUP 777 108TH AVE NE BELLEVUE, WA 98004	RATE OF 0.25% OF AVG DAILY BALANCE OF ASSET

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III	**Termination Information on Accountants and Enrolled Actuaries (see instructions)** (complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
L'OREAL USA, INC. EMPLOYEE RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
L'OREAL USA, INC.

D Employer Identification Number (EIN)
22-1539735

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP BLUE CHIP GROWTH TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
80-0470272-004	C	150369265

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2005 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-006	C	6906000

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2010 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-007	C	5194008

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2015 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-008	C	14196902

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2020 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-009	C	58576606

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2025 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-010	C	85830387

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2030 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-011	C	103292077

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2035 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-012	C	104100504

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2040 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-013	C	126029745

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2045 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-014	C	143923473

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2050 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-015	C	65646660

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2055 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-016	C	64095878

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2060 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-018	C	25303039

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIREMENT HYBRID 2065 TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-6785642-019	C	588415

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP STABLE VALUE COMMON TRUST FUND

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
52-1309931-001	C	160450296

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
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b Name of plan sponsor	**c** EIN-PN
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a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
L'OREAL USA, INC. EMPLOYEE RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
L'OREAL USA, INC.

D Employer Identification Number (EIN)
22-1539735

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	326126	245
(2) Participant contributions	1b(2)	0	245
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4839424	7171021
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	171588269	178299708
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	15299120	14034024
(9) Value of interest in common/collective trusts	1c(9)	1001781617	1114503255
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	431709913	497348691
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	6469842	8143550

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	1632014311	1819500739
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	45050	41500
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	45050	41500
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	1631969261	1819459239

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	25455373	
	(B) Participants	2a(1)(B)	61840277	
	(C) Others (including rollovers)	2a(1)(C)	11142291	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		98437941
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	973805	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		973805
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	30534388	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		30534388
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		130943741
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		76344586
c Other income	2c		67463
d Total income. Add all **income** amounts in column (b) and enter total	2d		337301924
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	148956545	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		148956545
f Corrective distributions (see instructions)	2f		3150
g Certain deemed distributions of participant loans (see instructions)	2g		116342
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	48319	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	232444	
(4) Other	2i(4)	455146	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		735909
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		149811946
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		187489978
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: BDO USA, LLP **(2)** EIN: 13-5381590

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a	X		189517

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
L'OREAL USA, INC. EMPLOYEE RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
L'OREAL USA, INC.

D Employer Identification Number (EIN)
22-1539735

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 52-1481931

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

L'Oréal USA, Inc.
Employee Retirement Savings Plan

Financial Statements
and Supplemental Schedules
Years Ended December 31, 2021 and 2020

The report accompanying these financial statements was issued by
BDO USA, LLP, a Delaware limited liability partnership and the U.S. member of
BDO International Limited, a UK company limited by guarantee.

L'Oréal USA, Inc. Employee Retirement Savings Plan

Financial Statements and Supplemental Schedules

Years Ended December 31, 2021 and 2020

L'Oréal USA, Inc. Employee Retirement Savings Plan

Contents

Independent Auditor's Report 3-5

Financial Statements

Statements of Net Assets Available for Benefits as of December 31, 2021 and 2020 6

Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2021 and 2020 7

Notes to Financial Statements 8-16

Supplemental Schedules

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions for the Year Ended December 31, 2021 18

Schedule H (Form 5500), Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 19-22

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622 Third Ave, Suite 3100
New York, NY 10017

Independent Auditor's Report

The Plan Administrator
L'Oréal USA, Inc.
Employee Retirement Savings Plan
Berkeley Heights, New Jersey

Opinion

We have audited the financial statements of L'Oréal USA, Inc. Employee Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA). The financial statements comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

BDO USA, LLP, a Delaware limited liability partnership, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2021 and Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The

information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying supplemental schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

BDO USA, LLP

October 7, 2022

L'Oréal USA, Inc. Employee Retirement Savings Plan

Statements of Net Assets Available for Benefits

December 31,	**2021**	2020
Assets		
Investments, at fair value	**$1,805,466,225**	$ 1,616,389,065
Receivables:		
Notes receivable from participants	**14,034,024**	15,299,120
Employer's contributions	**245**	326,126
Participants' contributions	**245**	-
Total Receivables	**14,034,514**	15,625,246
Total Assets	**1,819,500,739**	1,632,014,311
Liabilities		
Accrued expenses	**41,500**	45,050
Net Assets Available for Benefits	**$1,819,459,239**	$ 1,631,969,261

See accompanying notes to financial statements.

L'Oréal USA, Inc. Employee Retirement Savings Plan

Statements of Changes in Net Assets Available for Benefits

Year ended December 31,	**2021**	2020
Additions		
Investment income:		
Interest and dividends	**$ 30,534,388**	$ 21,180,554
Net appreciation in the fair value of investments	**207,288,327**	202,707,817
Net Investment Income	**237,822,715**	223,888,371
Interest income on notes receivable from participants	**973,805**	1,026,385
Contributions:		
Participants	**61,840,277**	59,985,361
Employer	**25,455,373**	25,437,245
Rollovers	**11,142,291**	11,111,740
Total Contributions	**98,437,941**	96,534,346
Other income	**67,463**	33,485
Total Additions	**337,301,924**	321,482,587
Deductions		
Benefits paid to participants	**149,076,037**	121,888,279
Administrative expenses	**735,909**	680,946
Total Deductions	**149,811,946**	122,569,225
Net Increase	**187,489,978**	198,913,362
Net Assets Available for Benefits, beginning of year	**1,631,969,261**	1,433,055,899
Net Assets Available for Benefits, end of year	**$1,819,459,239**	$ 1,631,969,261

See accompanying notes to financial statements.

1. Description of the Plan

The following brief description of the L'Oréal USA, Inc. Employee Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a participant-directed, defined contribution plan sponsored by L'Oréal USA, Inc. (the Company). As a tax-deferred 401(k) plan, it is a voluntary thrift plan available to eligible employees of the Company, as defined. The Plan provides for immediate eligibility upon completing one hour of eligible service with the Company.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The Plan was amended, effective July 31, 2020, to allow participation of employees of Thayers Natural Remedies who became employees of L'Oréal USA, Inc. on July 31, 2020. For vesting purposes, all years of service with Thayers Natural Remedies prior to acquisition will be taken into account for the employees of Thayers Natural Remedies.

The Plan was amended during 2020 to adopt the hardship distributions provisions under the Bipartisan Budget Act of 2018.

Effective January 1, 2021, certain assets relating to the brand, Baxter of California, were disposed by the Company. For vesting purposes, the employees of Baxter of California are fully vested on January 1, 2021.

The Plan was amended, effective December 29, 2021, to allow participation of employees of Youth to People who became employees of L'Oréal USA, Inc. on December 29, 2021. For vesting purposes, all years of service with Youth to People prior to acquisition will be taken into account for the employees of Youth to People.

Administration of the Plan

The Plan is administered by the L'Oréal USA, Inc. Employee Benefits Plan Committee appointed by the Board of Directors of the Company. T. Rowe Price Trust Company (TRP) is the recordkeeper and trustee for the Plan.

Contributions

Participants are allowed to make tax-deferred 401(k) and Roth elective deferral contributions to the Plan, through payroll deductions, of any whole percentage from 1% to 50% of compensation, as defined in the Plan, subject to certain limitations as prescribed by the Internal Revenue Code (IRC). Participants, upon becoming eligible, are automatically enrolled to contribute 2% of pre-tax annual eligible earnings unless they choose not to participate or change their deferral percentage. Participants who had attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants also may contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Company matches 100% of the first 2% and 50% of the next 4% of the participant's 401(k) contributions up to 6% of the participant's compensation, as defined. Supplemental contributions (i.e., contributions over 6%) are not matched by the Company. On a quarterly basis, the Company makes additional matching contributions (true up) for employees who are employed as of the last day of the quarter, using the aforementioned formula applied to the employee's eligible compensation for the quarter, less the amount of matching contributions previously made on behalf of the participant for that quarter.

Participants direct the investments of their contributions and the Company's matching contributions into various investment options offered by the Plan. The Plan currently offers various equities, mutual funds, warrant, treasury reserve fund, short-term government investment fund, and collective trusts as investment options for participants. The Plan also offers Charles Schwab's Personal Choice Retirement Account, an investment option that allows participants to establish a brokerage account with Charles Schwab, and selected investments from a range of TRP and non-TRP mutual funds. Participants may also invest in units of a separately managed account with Bank of New York Mellon (BNY Mellon). The separately managed account invests in equities, a treasury fund, and a short-term government investment fund.

Participant Accounts

Each participant's account is credited with the participant's contributions and the Company's contribution and allocation of Plan earnings and charged with withdrawals and administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

All participant contributions and the related accumulated earnings or losses are fully vested at all times. Company matching contributions made during the Plan year will vest to the participants as follows:

Years of Vesting Service	Graded Vesting Schedule (%)
Less than 1	-
1 but less than 2	20
2 but less than 3	40
3 but less than 4	60
4 but less than 5	80
5 or more	100

Company matching contributions shall be 100% vested upon death, permanent disability, or at retirement on or after normal retirement date.

Notes Receivable from Participants

The Plan allows participant loans, provided that the loan amount does not exceed the lesser of $50,000, reduced by the highest outstanding balance during the past 12 months, or 50% of the participant's vested balance and not less than $1,000. The notes receivable from participants have

a fixed rate of interest, 2.0% over the prime interest rate at the origination of the loans. The terms of general-purpose loans are from one to five years, and the terms of loans related to the purchase of a principal residence may be up to 15 years. Participants from acquired companies with loans for the purchase of a primary residence may have a term longer than 15 years. Participants are limited to a maximum of two outstanding loans. Principal and interest are paid ratably through payroll deductions.

Notes receivable from participants are stated at their unpaid principal balance, plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Amounts outstanding from the loans are reflected as receivables of the Plan. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. Delinquent notes receivable are reclassified as distributions based on the terms of the Plan document.

Payment of Benefits

Upon termination of service, a participant may elect to receive an amount equal to the vested value in his or her account in either a full or partial lump sum or installment payments.

During employment, a participant may make withdrawals, without penalty, of amounts applicable to participant tax-deferred contributions and certain vested Company contributions if specified hardship criteria are met; accumulated earnings or losses on these contributions are not eligible for withdrawal. Also, while employed, a participant may make withdrawals from rollover accounts, and of vested amounts when the participant is over age 59½.

Forfeited Accounts

As of December 31, 2021 and 2020, forfeited non-vested accounts totaled $696,062 and $362,687, respectively. These accounts will be used to reduce future Company contributions and Plan administrative expenses. During the years ended December 31, 2021 and 2020, the forfeiture account was reduced by the amount applied against Company contributions of $1,223,960 and $1,401,906, respectively, and against administrative expenses of $182,842 and $140,626, respectively.

Other Income

The Company has an agreement with TRP to maintain a Fee Credits account. In accordance with the agreement, the Fee Credits account is credited with revenues in excess of amounts owed to the trustee for services rendered and may be used to allocate to eligible participant accounts. During the years ended December 31, 2021 and 2020, the Plan allocated $67,463 and $33,485, respectively, to eligible participants. As of December 31, 2021 and 2020, the Fee Credits account totaled $2,017 and $2,017, respectively.

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CARES Act

On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) was signed into law. The CARES Act, among other things, includes several relief provisions available to tax-qualified retirement plans and their participants. Plan management has evaluated the relief provisions available to plan participants under the CARES Act and has implemented the following provisions:

- Special coronavirus distributions up to $100,000 through December 31, 2020.
- Increase the available loan amount as described in Note 1 to the maximum amount of $100,000, up to September 22, 2020.
- Extend the period for loan repayments, if applicable, up to one year through December 31, 2020.

2. Summary of Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in accordance with U.S. GAAP requires the Plan's management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. These estimates include fair values of investments. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The investments of the Plan are reported at fair value. See Note 4 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) in the fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Plan Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. The Plan allows for certain expenses to be paid out of the forfeited non-vested accounts. However, the majority of the expenses are allocated to participants and

certain direct expenses incurred by an individual participant shall be deducted from that participant's account only.

3. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

4. Fair Value Measurement

The Plan follows the provisions of Accounting Standards Codification (ASC) 820, *Fair Value Measurement*. Under ASC 820, fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets.
- Quoted prices for identical or similar assets or liabilities in inactive markets.
- Inputs other than quoted prices that are observable for the asset or liability.
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the overall fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value.

Equities - The equities are valued at the closing price reported on the active market on which the individual securities are traded.

Mutual Funds - Mutual funds are valued at quoted market prices, which represent the net asset value (NAV) of shares owned by the Plan at year-end.

Short-Term Government Investment Fund and Treasury Reserve Fund - The short-term government investment fund and the treasury reserve fund are valued at fair value using the NAV per share (or its equivalent) practical expedient. The NAV per share equals the total value of the underlying investments held by the funds less liabilities, divided by the number of units outstanding on the valuation date. The short-term government investment fund and the treasury reserve fund seek to provide as high a level of current income as is consistent with the preservation of capital. The short-term government investment fund can be redeemed daily. The treasury reserve fund is not subject to liquidity fees and redemption restrictions. The Plan has no unfunded commitments with the funds as of December 31, 2021 and 2020.

Self-Directed Account - The self-directed account is valued at quoted market prices of the underlying investments in mutual funds.

Warrant - A warrant provides the holder the right, but not the obligation, to purchase securities from the issuing entity at a specific price and within a certain time period. Warrants are transacted in OTC markets at quoted market prices. The Plan may purchase or receive warrants from its investments in debt or equity of a company. The warrants provide the Plan with exposure and potential gains upon equity appreciation of the company's share price.

The value of a warrant has two components: time value and intrinsic value. A warrant has a limited life and expires on a certain date. As the expiration date of a warrant approaches, the time value of a warrant will decline. In addition, if the stock underlying the warrant declines in price, the intrinsic value of an "in the money" warrant will decline. Further, if the price of the stock underlying the warrant does not exceed the strikes price of the warrant on the expiration date, the warrant will expire worthless. As a result, there is the potential for the Plan to lose its entire investment in a warrant.

Common/Collective Trusts - The common/collective trusts are stated at the NAV of the units of participation owned by the Plan at year-end, as determined by the trustee of the collective trust. The NAV is used as a practical expedient to estimate fair value. For the Stable Value Common Trust Fund, the practical expedient is used for purposes of these statements but is not used in situations when it is determined to be probable that the fund will sell the investments for an amount different than the reported NAV. The NAV is based on the underlying investments held by the collective trust, less its liabilities. The Plan is required to give notice one day in advance to redeem units of participation for purposes of benefit payments, participant loans, participant-directed investment transfers, and payment of administrative fees. In addition, the Plan is required to provide either 12 or 30 months' advance written notice to the trustee prior to withdrawal of trust units in the Stable Value Common Trust Fund. For other common/collective trusts, the Plan is required to provide 30 days' advance written notice to the trustee prior to withdrawal of trust units. The notice period may be shortened or waived by the trustee at its sole discretion. The Plan has no unfunded commitments with the fund as of December 31, 2021 and 2020.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's net assets at fair value:

December 31, 2021

	Assets in the Fair Value Hierarchy			
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Equities	$ 178,299,708	$ -	$ -	$ 178,299,708
Mutual funds	497,348,691	-	-	497,348,691
Self-directed account	8,143,550	-	-	8,143,550
Total, in the fair value hierarchy	$ 683,791,949	$ -	$ -	683,791,949
Investments at NAV*:				
Common/collective trusts				1,114,503,255
Treasury reserve fund				5,771,789
Short-term government investment fund				1,399,232
Total, at NAV*				1,121,674,276
Total Investments, at fair value				$1,805,466,225

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December 31, 2020

	Assets in the Fair Value Hierarchy			
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Equities	$ 171,588,269	$ -	$ -	$ 171,588,269
Mutual funds	431,709,913	-	-	431,709,913
Self-directed account	6,449,912	-	-	6,449,912
Warrant	19,930	-	-	19,930
Total, in the fair value hierarchy	$ 609,768,024	$ -	$ -	609,768,024
Investments at NAV*:				
Common/collective trusts				1,001,781,617
Treasury reserve fund				3,805,603
Short-term government investment fund				1,033,821
Total, at NAV*				1,006,621,041
Total Investments, at fair value				$1,616,389,065

* Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The Plan had no financial assets that were measured on a nonrecurring basis during the years ended December 31, 2021 and 2020.

5. Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds and equities, and units of participation of collective trusts and treasury reserve fund, managed by TRP (or its subsidiaries), the trustee, as defined by the Plan and BNY Mellon, the custodian of the separately managed account, and, therefore, these transactions qualify as party-in-interest transactions. Notes receivable from participants also qualify as party-in-interest transactions.

6. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company contributions.

7. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated April 15, 2017 that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan

administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. Late Remittance

During the year ended December 31, 2020, certain participant contributions and loan repayments in the amount of $189,517 were not remitted within the appropriate time period by the Company. These transactions constitute a prohibited transaction as defined by ERISA. The Company has taken the appropriate corrective actions for late remittances of $189,067 in 2020. The Company has corrected the remaining late remittance of $450 in 2021.

9. Subsequent Events

Effective on July 1, 2022, the Youth To The People 401(k) Plan (the YTTP Plan) was merged with and into the Plan. All benefits accrued under the YTTP Plan were incorporated into the Plan for use solely with respect to the funds transferred from the YTTP Plan, and earnings thereon, to the extent required by law.

There have been no other material subsequent events that occurred through October 7, 2022, the date on which the financial statements were available to be issued, that would require disclosure in these financial statements, as of or for the year ended December 31, 2021.

Supplemental Schedules

L'Oréal USA, Inc. Employee Retirement Savings Plan

Schedule H (Form 5500), Line 4a - Schedule of Delinquent Participant Contributions

EIN: 22-1539735 **Plan No.: 003**

Year ended December 31, 2021

	Participant Contributions Transferred Late to Plan	Total That Constitutes Non-exempt Prohibited Transactions			Total Fully Corrected Under VFCP* and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP*	Contributions Pending Correction in VFCP*	
Check here if late participant loan repayments are included: ☒					
2020	$ 189,517	$ -	$ 189,517	$ -	$ -

* Voluntary Fiduciary Correction Program (DOL)

L'Oréal USA, Inc. Employee Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 22-1539735 Plan No.: 003

December 31, 2021

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Shares or Maturity Value	(d) Cost**	(e) Current Value
	Equities	**Shares**		
	ACADIA HEALTHCARE CO INC	25,090		$ 2,237,685
	AGILENT TECHNOLOGIES INC	21,336		3,406,292
	AGILON HEALTH INC	6,970		188,190
	ALNYLAM PHARMACEUTICALS INC	7,540		1,278,633
	AMEREN CORPORATION	500		44,505
	AMPHENOL CORP-CL A	13,501		1,180,797
	ASSURANT INC	9,416		1,467,578
	AVANTOR INC	70,195		2,958,017
	AVERY DENNISON CORP	8,098		1,753,784
	BWX TECHNOLOGIES INC	20,074		961,143
	BALL CORP	45,311		4,362,090
	BATH & BODY WORKS INC	8,400		586,236
	BILL.COM HOLDINGS INC	2,484		618,889
	BLACK KNIGHT INC	17,970		1,489,533
	BOSTON BEER COMPANY INC-A	1,520		767,752
	BRIGHT HORIZONS FAMILY SOLUT	5,353		673,836
	BROADRIDGE FINANCIAL SOLUTIO	2,899		529,995
	BRUKER CORP	37,330		3,132,360
	BURLINGTON STORES INC	10,083		2,939,295
	CBOE GLOBAL MARKETS INC	10,202		1,330,341
	CASEY'S GENERAL STORES INC	9,899		1,953,568
	CATALENT INC	5,358		4,526,885
	CERIDIAN HCM HOLDING INC	19,065		1,991,530
	CHIPOTLE MEXICAN GRILL INC	1,016		1,776,222
	CITRIX SYSTEMS INC	10,365		980,425
	CLEAR SECURE INC -CLASS A	2,930		91,914
	COGNEX CORP	5,876		456,918
	COLFAX CORP	44,052		2,025,070
	COOPER COS INC/THE	6,077		2,545,898
	CORNING INC	37,207		1,385,217
	COSTAR GROUP INC	19,424		1,535,079
	CROWDSTRIKE HOLDINGS INC - A	4,238		867,731
	DECKERS OUTDOOR CORP	1,190		435,909
	DENTSPLY SIRONA INC	8,437		470,700
	DOCUSIGN INC	8,819		1,343,222
	DOLLAR GENERAL CORP	9,740		2,296,984
	DOLLAR TREE INC	10,374		1,457,754
	DOMINO'S PIZZA INC	2,301		1,298,523
	DOORDASH INC - A	1,700		253,130
	DRAFTKINGS INC - CL A	12,213		335,491
	DOXIMITY INC-CLASS A	5,200		260,676
	ELANCO ANIMAL HEALTH INC	29,906		848,732
	ENTEGRIS INC	14,584		2,021,051
	EQUIFAX INC	6,080		1,780,163
	ETSY INC	5,565		1,218,401
	EVERSOURCE ENERGY	4,649		422,966
	EXACT SCIENCES CORP	7,238		563,334
	EXELIXIS INC	11,500		210,220
	EXP WORLD HOLDINGS INC	4,100		138,129
	FIVE BELOW	3,076		636,394
	FLEETCOR TECHNOLOGIES INC	8,492		1,900,849
	FORTINET INC	6,089		2,188,387
	FORTIVE CORP	22,586		1,723,086
	HASHICORP INC-CL A	301		27,403

December 31, 2021

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Shares or Maturity Value	(d) Cost**	(e) Current Value
	Equities (Continued)	**Shares**		
	HILTON WORLDWIDE HOLDINGS IN	19,041		$ 2,970,206
	HOLOGIC INC	64,304		4,923,114
	HUNT (JB) TRANSPRT SVCS INC	15,253		3,117,713
	IAC/INTERACTIVECORP	5,925		774,457
	ICU MEDICAL INC	4,381		1,039,787
	IDEX CORP	8,030		1,897,650
	INCYTE CORP	3,422		251,175
	INGERSOLL-RAND INC	66,457		4,111,695
	IONIS PHARMACEUTICALS INC	18,166		552,791
	KLA CORP	6,200		2,666,682
	KKR & CO INC	32,761		2,440,695
	KEMPER CORP	6,282		369,319
	KEYSIGHT TECHNOLOGIES IN	13,183		2,722,421
	KODIAK SCIENCES INC	1,412		119,709
	LATTICE SEMICONDUCTOR CORP	5,600		431,536
	LEGALZOOMCOM INC	1,379		22,161
	LEIDOS HOLDINGS INC	5,297		470,903
	LIBERTY MEDIA CORP-LIBERTY-C	21,178		1,339,297
	LITTELFUSE INC	900		283,212
	LULULEMON ATHLETICA INC	930		364,049
	MGM RESORTS INTERNATIONAL	31,997		1,436,025
	MARKETAXESS HOLDINGS INC	2,163		889,577
	MARTIN MARIETTA MATERIALS	2,456		1,081,917
	MARVELL TECHNOLOGY INC	51,117		4,472,226
	MATCH GROUP INC	4,804		635,329
	MICROCHIP TECHNOLOGY INC	55,502		4,832,004
	MOLINA HEALTHCARE INC	2,514		799,653
	MULTIPLAN CORP	75,000		332,250
	NATIONAL INSTRUMENTS CORP	29,585		1,291,977
	NCINO INC	4,223		231,674
	NEUROCRINE BIOSCIENCES INC	7,198		613,054
	O'REILLY AUTOMOTIVE INC	2,187		1,544,525
	OLAPLEX HOLDINGS INC	9,502		276,793
	PTC INC	8,400		1,017,660
	PACKAGING CORP OF AMERICA	1,898		258,413
	PELOTON INTERACTIVE INC-A	5,292		189,242
	PLAYTIKA HOLDING CORP	14,685		253,904
	PROCORE TECHNOLOGIES INC	1,630		130,351
	QUIDEL CORP	8,400		1,133,916
	RPM INTERNATIONAL INC	11,291		1,140,391
	RAYMOND JAMES FINANCIAL INC	5,614		563,646
	REYNOLDS CONSUMER PRODUCTS I	19,498		612,237
	ROPER TECHNOLOGIES INC	3,183		1,565,590
	ROSS STORES INC	8,430		963,380
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	SOFI TECHNOLOGIES INC	35,598		562,804
	SOUTHWEST AIRLINES CO	34,013		1,457,117
	TELEFLEX INC	10,421		3,423,090
	TERMINIX GLOBAL HOLDINGS INC	29,155		1,318,681
	TEXTRON INC	56,778		4,383,262
	TRADE DESK INC/THE -CLASS A	6,300		577,332
	THOUGHTWORKS HOLDING INC	5,200		139,412

L'Oréal USA, Inc. Employee Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 22-1539735 Plan No.: 003

December 31, 2021

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Shares or Maturity Value	(d) Cost**	(e) Current Value
	Equities (Continued)	**Shares**		
	TOAST INC-CLASS A	643		$ 22,319
	TRADEWEB MARKETS INC-CLASS A	20,976		2,100,537
	TRANSUNION	20,602		2,442,985
	TREEHOUSE FOODS INC	16,558		671,096
	ULTRAGENYX PHARMACEUTICAL IN	4,744		398,923
	UPWORK INC	7,000		239,120
	VF CORP	5,785		423,578
	VAIL RESORTS INC	4,015		1,316,519
	VEEVA SYSTEMS INC-CLASS A	7,015		1,792,192
	VERISK ANALYTICS INC	4,049		926,128
	VIMEO INC	17,614		316,347
	WARBY PARKER INC-CLASS A	1,496		69,654
	WEBSTER FINANCIAL CORP	12,303		687,000
	WEST PHARMACEUTICAL SERVICES	3,901		1,829,608
	ZYNGA INC - CL A	98,454		630,106
	VENTURE GLOBAL LNG, INC., SERIES C COMMON STOCK, P	47		279,658
	VENTURE GLOBAL LNG, INC., SERIES B COMMON STOCK, P	7		41,651
	RIVIAN AUTOMOTIVE, INC	38,547		3,797,092
	DATABRICKS INC., SERIES G CONVERTIBLE STOCK, PRIVA	326		71,867
	ARGENX SE - ADR	2,989		1,046,718
	FARFETCH LTD-CLASS A	12,222		408,581
	KIRKLAND LAKE GOLD LTD	6,129		257,112
	WASTE CONNECTIONS INC	7,612		1,037,287
	DELIVEROO PLC	54,591		114,477
	ALKERMES PLC	32,274		750,693
	ATLASSIAN CORP PLC-CLASS A	2,399		914,715
	AXIS CAPITAL HOLDINGS LTD	17,498		953,116
	CLARIVATE PLC	80,961		1,904,203
	APTIV PLC	3,575		589,696
	ORTHO CLINICAL DIAGNOSTICS H	29,071		621,829
	PERRIGO CO PLC	20,753		807,292
	ALCON INC	15,363		1,338,425
	ON HOLDING AG-CLASS A	1,755		66,357
	SPOTIFY TECHNOLOGY SA	6,637		1,553,257
	MAPLEBEAR DBA INSTACART S	342		40,613
	SILA NANOTECHNOLOGIES, INC., SERIES F CONVERTIBLE	4,249		175,368
	Total Equities			178,299,708
	Mutual Funds			
	JP Morgan	Mid-Cap Value L		41,998,010
	Metropolitan West	Total Return Bond Plan		27,407,405
	MFS Trust	Value R6		47,549,742
	MFS Trust	International Intrinsic Value R6		46,422,586
	T. Rowe Price	Government Money		768,467
	Principal	Real Estate Fund		17,526,789
	Vanguard	Extended Market Index		18,314,643
	Vanguard	Institutional Index, Plus		154,981,187
	Vanguard	Total International Stock Index Fund Admiral		16,214,985
	Vanguard	FTSE Social Index		9,604,966
	Vanguard	Total Bond Market Index		38,339,442
*	T. Rowe Price	US Small-Cap Stock Fund		78,220,469
	Total Mutual Funds			497,348,691

L'Oréal USA, Inc. Employee Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 22-1539735 Plan No.: 003

December 31, 2021

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	Self-Directed Account			
*	T. Rowe Price	Charles Schwab Personal Choice Retirement Account		$ 8,143,550
	Common/Collective Trusts			
*	T. Rowe Price	Blue Chip Growth Trust T2		150,369,265
*	T. Rowe Price	Retirement Hybrid 2005 Trust T5		6,906,000
*	T. Rowe Price	Retirement Hybrid 2010 Trust T5		5,194,008
*	T. Rowe Price	Retirement Hybrid 2015 Trust T5		14,196,902
*	T. Rowe Price	Retirement Hybrid 2020 Trust T5		58,576,606
*	T. Rowe Price	Retirement Hybrid 2025 Trust T5		85,830,387
*	T. Rowe Price	Retirement Hybrid 2030 Trust T5		103,292,077
*	T. Rowe Price	Retirement Hybrid 2035 Trust T5		104,100,504
*	T. Rowe Price	Retirement Hybrid 2040 Trust T5		126,029,745
*	T. Rowe Price	Retirement Hybrid 2045 Trust T5		143,923,473
*	T. Rowe Price	Retirement Hybrid 2050 Trust T5		65,646,660
*	T. Rowe Price	Retirement Hybrid 2055 Trust T5		64,095,878
*	T. Rowe Price	Retirement Hybrid 2060 Trust T5		25,303,039
*	T. Rowe Price	Retirement Hybrid 2065 Trust T5		588,415
*	T. Rowe Price	Stable Value Common Trust Fund		160,450,296
	Total Collective Trusts			1,114,503,255
	Treasury Reserve Fund			
*	T. Rowe Price	T. Rowe Price Treasure Reserve Fund		5,771,789
	Short-Term Government Investment Fund			
*	BNY Mellon	US Government Short-Term Investment Fund		1,399,232
	Total Investments, per financial statements			1,805,466,225
*	**Participant Loans**	Interest rates ranging from 4.25% to 11.00%; maturities through January 2036.	-	14,034,024
	Total Assets			$ 1,819,500,249

* Denotes a party in interest, as defined by ERISA.

** Cost information is not required for participant-directed investments.

L'Oréal USA, Inc. Employee Retirement Savings Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 22-1539735 Plan No.: 003

December 31, 2021

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Shares or Maturity Value	(d) Cost**	(e) Current Value
	Equities	**Shares**		
	ACADIA HEALTHCARE CO INC	25,090		$ 2,237,685
	AGILENT TECHNOLOGIES INC	21,336		3,406,292
	AGILON HEALTH INC	6,970		188,190
	ALNYLAM PHARMACEUTICALS INC	7,540		1,278,633
	AMEREN CORPORATION	500		44,505
	AMPHENOL CORP-CL A	13,501		1,180,797
	ASSURANT INC	9,416		1,467,578
	AVANTOR INC	70,195		2,958,017
	AVERY DENNISON CORP	8,098		1,753,784
	BWX TECHNOLOGIES INC	20,074		961,143
	BALL CORP	45,311		4,362,090
	BATH & BODY WORKS INC	8,400		586,236
	BILL.COM HOLDINGS INC	2,484		618,889
	BLACK KNIGHT INC	17,970		1,489,533
	BOSTON BEER COMPANY INC-A	1,520		767,752
	BRIGHT HORIZONS FAMILY SOLUT	5,353		673,836
	BROADRIDGE FINANCIAL SOLUTIO	2,899		529,995
	BRUKER CORP	37,330		3,132,360
	BURLINGTON STORES INC	10,083		2,939,295
	CBOE GLOBAL MARKETS INC	10,202		1,330,341
	CASEY'S GENERAL STORES INC	9,899		1,953,568
	CATALENT INC	5,358		4,526,885
	CERIDIAN HCM HOLDING INC	19,065		1,991,530
	CHIPOTLE MEXICAN GRILL INC	1,016		1,776,222
	CITRIX SYSTEMS INC	10,365		980,425
	CLEAR SECURE INC -CLASS A	2,930		91,914
	COGNEX CORP	5,876		456,918
	COLFAX CORP	44,052		2,025,070
	COOPER COS INC/THE	6,077		2,545,898
	CORNING INC	37,207		1,385,217
	COSTAR GROUP INC	19,424		1,535,079
	CROWDSTRIKE HOLDINGS INC - A	4,238		867,731
	DECKERS OUTDOOR CORP	1,190		435,909
	DENTSPLY SIRONA INC	8,437		470,700
	DOCUSIGN INC	8,819		1,343,222
	DOLLAR GENERAL CORP	9,740		2,296,984
	DOLLAR TREE INC	10,374		1,457,754
	DOMINO'S PIZZA INC	2,301		1,298,523
	DOORDASH INC - A	1,700		253,130
	DRAFTKINGS INC - CL A	12,213		335,491
	DOXIMITY INC-CLASS A	5,200		260,676
	ELANCO ANIMAL HEALTH INC	29,906		848,732
	ENTEGRIS INC	14,584		2,021,051
	EQUIFAX INC	6,080		1,780,163
	ETSY INC	5,565		1,218,401
	EVERSOURCE ENERGY	4,649		422,966
	EXACT SCIENCES CORP	7,238		563,334
	EXELIXIS INC	11,500		210,220
	EXP WORLD HOLDINGS INC	4,100		138,129
	FIVE BELOW	3,076		636,394
	FLEETCOR TECHNOLOGIES INC	8,492		1,900,849
	FORTINET INC	6,089		2,188,387
	FORTIVE CORP	22,586		1,723,086
	HASHICORP INC-CL A	301		27,403

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	Equities (Continued)	**Shares**		
	HILTON WORLDWIDE HOLDINGS IN	19,041		$ 2,970,206
	HOLOGIC INC	64,304		4,923,114
	HUNT (JB) TRANSPRT SVCS INC	15,253		3,117,713
	IAC/INTERACTIVECORP	5,925		774,457
	ICU MEDICAL INC	4,381		1,039,787
	IDEX CORP	8,030		1,897,650
	INCYTE CORP	3,422		251,175
	INGERSOLL-RAND INC	66,457		4,111,695
	IONIS PHARMACEUTICALS INC	18,166		552,791
	KLA CORP	6,200		2,666,682
	KKR & CO INC	32,761		2,440,695
	KEMPER CORP	6,282		369,319
	KEYSIGHT TECHNOLOGIES IN	13,183		2,722,421
	KODIAK SCIENCES INC	1,412		119,709
	LATTICE SEMICONDUCTOR CORP	5,600		431,536
	LEGALZOOMCOM INC	1,379		22,161
	LEIDOS HOLDINGS INC	5,297		470,903
	LIBERTY MEDIA CORP-LIBERTY-C	21,178		1,339,297
	LITTELFUSE INC	900		283,212
	LULULEMON ATHLETICA INC	930		364,049
	MGM RESORTS INTERNATIONAL	31,997		1,436,025
	MARKETAXESS HOLDINGS INC	2,163		889,577
	MARTIN MARIETTA MATERIALS	2,456		1,081,917
	MARVELL TECHNOLOGY INC	51,117		4,472,226
	MATCH GROUP INC	4,804		635,329
	MICROCHIP TECHNOLOGY INC	55,502		4,832,004
	MOLINA HEALTHCARE INC	2,514		799,653
	MULTIPLAN CORP	75,000		332,250
	NATIONAL INSTRUMENTS CORP	29,585		1,291,977
	NCINO INC	4,223		231,674
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L'Oréal USA, Inc. Employee Retirement Savings Plan

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	Total Equities			178,299,708
	Mutual Funds			
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	Treasury Reserve Fund			
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	Short-Term Government Investment Fund			
*	BNY Mellon	US Government Short-Term Investment Fund		1,399,232
	Total Investments, per financial statements			1,805,466,225
*	**Participant Loans**	Interest rates ranging from 4.25% to 11.00%; maturities through January 2036.	-	14,034,024
	Total Assets			$ 1,819,500,249

* Denotes a party in interest, as defined by ERISA.

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