

You may use this form only if you do not have internet access at work or at home



Name of employer:
 L'Oréal identification number (Local ID/Carol ID):

 Mr/Mrs/Ms:
 Last name:
 First name:
 Personal Address:

 Postal code:
 City and country:
 E-mail:

Subscription form for Austria
To be submitted to your employer no later than June 24, 2026

The number of shares	A	<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td> </tr> </table>																				
My payment																						
<input type="checkbox"/> By direct bank debit on July 22, 2026: Please provide along with this Subscription Form (i) a duly signed and completed SEPA Direct Debit Mandate and (ii) a copy of your Bank Account Details, otherwise your subscription will not be taken into consideration. The SEPA Mandate form is available on the website dedicated to the offer: https://invest.loreal.com	B	<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td> </tr> </table>																				
or																						
<input type="checkbox"/> By deduction from my salary in ten equal instalments: I hereby authorise my employer to deduct each month from my salary 1/10 of the total amount, with the first deduction to be made from my salary for August 2026.	C	<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td><td style="width: 5%;"></td> </tr> </table>																				

I confirm that my subscription does not exceed either the equivalent of 20 shares (20 * subscription price) or 25% of my estimated gross annual (fixed and variable) remuneration for 2026.

This is my only subscription and it shall definitive and irrevocable on the close of the subscription period.

I agree to be bound by the representations and undertakings set forth on the back of this subscription form.

Date: 2026

Signature (preceded with the endorsement: "Read and approved")

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REPRESENTATIONS AND UNDERTAKINGS

I represent that I am familiar with the Information Brochure on the 2026 Employee Share Offer (including the risks associated with the investment) of the L'Oréal Group ("the **Offer**"), having read the Key Information Document and information regarding the financial statements and any notifications of the last 12 months regarding the shares of L'Oréal on <https://invest.loreal.com> relating to the "L'Oréal Employee Share Plan Relais 2026" FCPE and hereby agree to subscribe for L'Oréal shares through the above FCPE in accordance with the following conditions:

- I represent that I have an employment contract or that I am a corporate officer with L'Oréal or a subsidiary which is member of the L'Oréal International Employee Shareholding Plan ("IESP") and that I satisfy to the seniority condition to be eligible to the Offer.
- I acknowledge that I have familiarised myself with all the information relating to the Offer made available on the website <https://invest.loreal.com> dedicated to the Offer or in the printed documentation available on request.
- I have been informed that the total amount of my subscription (excluding the free matching shares) in the context of the Offer may not exceed 25% of my estimated gross annual (fixed and variable) remuneration for 2026, up to a limit of the equivalent of 20 shares.
- I acknowledge that I have been made aware, after reading the documents made available to me, that
 - my subscription shall entitle me to a matching contribution, in the form of free shares to be delivered to me at the end of the lock-up period, in accordance with the terms and conditions set out in the Information Brochure and the Local Supplement;
 - the amount of my subscription may be reduced in the event of an over-subscription in accordance with the conditions set out in the Information Brochure;
 - the regulations of the IESP, the FCPE "L'Oréal Employee Share Plan" and the FCPE "L'Oréal Employee Share Plan Relais 2026" are available to me on the website <https://invest.loreal.com> dedicated to the Offer and from my Human Resources Department;
 - the subscription price was set by the Chief Executive Officer of L'Oréal on June 5, 2026 and has been notified by being displayed in the premises of my company and by being published on the website <https://invest.loreal.com> dedicated to the Offer on June 5, 2026.
- I understood that the FCPE "L'Oréal Employee Share Plan Relais 2026" will merge with the FCPE "L'Oréal Employee Share Plan" following a decision by the Supervisory Board and the approval of the French Financial Markets Authority. In consideration of my subscription for L'Oréal shares and the corresponding matching contribution, I will then own shares through the FCPE "L'Oréal Employee Share Plan". The FCPE is acting in the function of a trustee, holding the shares on my behalf.
- I acknowledge that I have been informed that **my investment shall be unavailable for a period of five years**, i.e., until July 30, 2031 (inclusive), unless one of the early release events referred to in the Local Supplement occurs. I have also noted that for Austrian tax purposes, to benefit from a favourable tax treatment, the shares must generally be held until the lapse of December 31, 2031 and for the matching shares at least until the lapse of December 31, 2036 (please see the "Information Notice") for more information.
- I understand that the event of subscriptions both online and using this paper unit subscription form, only my online subscription shall be processed.
- I understand that the investment into the L'Oréal shares is associated with risks and may result in the total loss of my investment.
- I declare that I have retained copy of this unit subscription form.
- My decision whether or not to participate in the Offer is entirely voluntary. I acknowledge that nothing contained on this form, or in any other materials available to me in connection with the Offer shall confer upon me any right or entitlement in respect of my employment. Participation in the Offer is separate from my employment contract and does neither change nor form part of it. I acknowledge that nothing on this form, or on any other materials available to me in connection with the Offer shall confer upon me any right in connection with or in respect of future offers. I further acknowledge that the income derived from

the Offer is not part of my regular compensation or salary, that the Offer is provided on a discretionary and voluntary basis and may be amended, modified or terminated by L'Oréal at any time.

Taking into account the concentration of risk of the investment through the FCPE "L'Oréal Employee Share Plan" on the securities of a single company, L'Oréal SA, it is recommended that subscribers assess whether or not there is a need for them to diversify the investments in their financial savings portfolio. The market value of the shares held via the FCPE in particular depends on the financial situation and the future results of L'Oréal and also more generally on trends in the financial markets.

Payment by deduction from salary:

Should my employment contract be terminated for whatever reason prior to the repayment in full of the total amount of the advance on my salary granted by my employer (which amount is specified in box C on the reverse side hereof), I expressly and irrevocably authorise my employer to deduct the amount of any salary deductions which remain outstanding pursuant to my subscription from my final salary or any other sums which may be owed to me.

Should I continue to owe any sums to my employer pursuant to my subscription, unless I pay such balance, I irrevocably instruct my employer or the account holder of the FCPE "L'Oréal Employee Share Plan" to redeem, without any advance notice or reminder to pay, my units in the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of redemption of my FCPE units to pay the sums which continue to be owed to my employer.

If the total amount of the advance on my salary granted by my employer is not repaid within the period of ten months stipulated on the reverse hereof for any reason whatsoever, I undertake to pay the balance of the outstanding amount of the advance owed to my employer at the end of the tenth month following my subscription.

Should I request the redemption of all or any of my units in the FCPE after the occurrence of an early release event before having repaid in full the advance on my salary granted by my employer, I hereby expressly authorise the custodian of the FCPE to deduct for L'Oréal SA or my employer the balance of the staggered payment which remains outstanding from the proceeds of the redemption of my units.

Direct bank debit:

My bank account will be debited, in accordance with the SEPA Mandate that I signed, in July 2026, for the final amount of my subscription (as the case may be once reduced).

In the event of default of payment, I understand that my subscription may be cancelled for the amount of the corresponding unpaid amount.

This subscription form constitutes an irrevocable instruction to my employer or the account holder of the FCPE "L'Oréal Employee Share Plan" to redeem, without prior notice, my FCPE units in accordance with applicable regulations, and to allocate the necessary portion of the proceeds of such redemption of my units to pay the sums which continue to be owed pursuant to my subscription.

Should the proceeds of the sale be insufficient to cover the sums indicated above, I will remain indebted to my employer for the corresponding amount.

If my subscription has not been cancelled, I will remain indebted to my employer for the amount of my subscription. I acknowledge that my employer may then take all appropriate measures to recover its debt, including, if necessary, deducting the sums due from my salary or my final account balance.

Furthermore, my employer reserves the right to take legal action against me to recover any unpaid amounts.

"U.S person" notice

I understand that the Offer is not open to "U.S. persons" and I certify that I am not a resident of the United States of America. I have duly noted that further information about this restriction is available in the regulations of the FCPEs and on the management company website : www.amundi.fr.

Specific rules for Russia and Belarus

As a result of sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have legal residence or citizenship in the European Union, in a country member of the European Economic Area or in Switzerland may not participate in this offering.

Therefore, I declare:

- I am not a Russian national or resident of Russia, or if I am, I am also a citizen of a Member State of the European Union, of a country member of the European Economic Area or of Switzerland or I have a temporary or permanent residence permit in one of these countries; and
- I am not a Belarusian national or a resident of Belarus, or if I am, I am also a citizen of a Member State of the European Union or I have a temporary or permanent residence permit in one of these Member States.

Personal data – Data protection legislation

The present subscription form is subject to the French modified Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties, the Austrian Data Protection Act and the EU Regulation on Data Protection (2016/679) of the European Parliament and of the Council of April 27, 2016 on the protection of individuals with regard to the processing of personal data and the free movement of such data.

I am aware of the use of my personal data provided in this form for the purpose of the computer data processing by

- L'Oréal, as the data controller responsible for the capital increase reserved for L'Oréal's employees processing, within the 2026 Offer;
- Amundi ESR, as the data controller is the collector responsible for collecting, centralizing and processing the subscriptions, as well as the bookkeeping and account management of the subscriptions of the FCPE "L'Oréal Employee Share Plan Relais 2026", and any other entity expressly authorised by one of the two abovementioned entities to receive and hold such information and to process such information (including the communication agency Butterfly – 14 boulevard du Général Leclerc 92200 Neuilly-sur-Seine, France) to receive, process and store such data for the purposes of the 2026 Offer.

The legal basis for this processing is the execution of the investment contract (i.e., the present subscription request) (and the legitimate interests of the controller respectively).

The information that I provide in this form will be transmitted to Amundi ESR and stored in France. All the personal data requested in this form is mandatory and necessary for me to participate to the 2026 Offer. If I do not provide all of this data, my subscription request will not be taken into account. This data will be used to process my subscription request and manage my investment until the redemption of my FCPE units.

My personal data will be kept for data processing purposes described above for the time necessary for the implementation of the 2026 Offer and for the management of the L'Oréal IESP, at least until the redemption of all my FCPE units, and subsequently for archiving purposes until the expiry of the limitation period for any disputes, unless I use my right of withdrawal.

I acknowledge that I may exercise a right of access, rectification, or erasure (after the redemption of all of my FCPE units) concerning my personal data. I have noted that I also have a right to restriction of processing and to object to processing as well as the right to data portability. I can exercise these rights or request additional information about the processing of personal data by contacting L'Oréal – 14 rue Royale – 75008 Paris, or Amundi ESR – Service Contrôle Interne et Conformité – 26956 Valence Cedex 9.

Each data protection officer can be contacted at the following addresses:

- For L'Oréal: hr-dataprivacy@loreal.com
- For Amundi ESR: dpo@amundi.com

I also note that I have the right to file a complaint with the French supervisory authority, the CNIL concerning the protection of my personal data, whose contact details are CNIL – 3, Place de Fontenoy, 75007 Paris or by e-mail on the website <https://www.cnil.fr> or any other competent Data Protection supervisory authority (e.g. the Austrian Data Protection Agency).

I declare that I keep a copy of this form for my personal record

Signature (preceded with the endorsement: "Read and approved")