



Name of employer:

L'Oréal identification number:.....

Mr./Mrs./Ms.:.....

Last name:

First name:

Taxpayer Identification Number (CPF):

Personal Address:

.....

Postal code:

City and country:

E-mail:

Subscription form for Brazil
To be submitted through the website dedicated to the Offer no later than June 24, 2026.

<p>The amount of my personal investment (expressed in reais and subject to the amount in reais equivalent to the subscription price of at least one L'Oréal share, considering the specific exchange rate previously communicated for the process.)</p>	A							.	0	0	R\$
<p>My payment method:</p>											
<p><input type="checkbox"/> By bank transfer in one single instalment, on the total amount of my personal investment, to my employer's bank account.</p> <p>My bank transfer must take place between July 10 and July 21, 2026.</p>	B							.	0	0	R\$
<p>OR</p>											
<p><input type="checkbox"/> By deduction from my salary in 10 (ten) interest-free, equal and consecutive instalments, in the total amount of:</p> <p>I hereby expressly and irrevocably authorize my employer to deduct (i) monthly from my salary 1/10th of the amount indicated, with the first deduction to be made from my salary of August 2026; and (ii) the balance of the outstanding amount of the salary advance owed to my employer (whose value is specified in item "C" of this chart) from my severance payment.</p>	C							.	0	0	R\$

I confirm that my subscription does not exceed the smaller amount between (i) 25% of my estimated gross annual compensation for 2026 (fixed and variable); and (ii) the amount in reais equivalent to the subscription price of 20 (twenty) L'Oréal shares.

I hereby declare that this is my only subscription and it shall be definitive and irrevocable on the closing of the subscription period.

I duly acknowledge that the maximum amount to be withheld from my salary over a month period, in case I choose to pay through salary deductions, shall not exceed 30% of my estimated gross monthly compensation, and that the total amount of my subscription shall not exceed the smaller amount between (i) 25% of my estimated gross annual compensation for 2026 (fixed and variable); and (ii) the amount in reais equivalent to the subscription price of 20 (twenty) L'Oréal shares.

I duly acknowledge that, in case I have any payroll deductible credit commitment (ex: payroll loan, alimony, among others), the payment of my subscription amount through payroll deductions may be reduced or prohibited, in order to comply with the maximum monthly salary deduction limit of 30%.

I agree to be bound by the representations, conditions and undertakings set forth on the back of this subscription form and in all other documents related to the Offer.

I hereby appoint, irrevocably and irreversibly, my employer as my attorney-in-fact, and expressly authorize my employer to carry out, on my behalf, the remittances of funds abroad related to the payment of my subscription, which will be effected through the closing of a foreign exchange transaction on my behalf, through a financial institution authorized by the Central Bank of Brazil to deal in foreign exchange, contracted by my employer.

I expressly consent to the processing of my personal data under the conditions stated on this subscription form.

In case I choose to pay through salary deductions, I hereby expressly and irrevocably authorize my employer to deduct (i) monthly from my salary 1/10th of the amount indicated in item "C" of the chart provided on the first page of this Subscription Form, with the first deduction to be made from my salary of August 2026; and (ii) the balance of the outstanding amount of the salary advance owed to my employer (whose value is specified in item "C" of the chart available on the first page of the Subscription Form) from my severance payment.

Date: 2026

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

REPRESENTATIONS AND UNDERTAKINGS

I represent that I am familiar with the Information Brochure on the 2026 Employee Share Offer of the L'Oréal Group ("the Offer"), having read the Key Information Document 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 hereby declare 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 the seniority condition to be eligible to the Offer.
- I hereby appoint, irrevocably and irreversibly, my employer as my attorney-in-fact, and expressly authorize my employer to carry out, on my behalf, the remittances of funds abroad related to the payment of my subscription, which will be effected through the closing of a foreign exchange transaction on my behalf, through a financial institution authorized by the Central Bank of Brazil to deal in foreign exchange, contracted by my employer.
- I hereby declare that I have familiarized 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 the smaller amount between (i) 25% of my estimated gross annual compensation for 2026 (fixed and variable); and (ii) the amount in reais equivalent to the subscription price of 20 (twenty) L'Oréal shares, and that the maximum amount to be withheld from my salary over a month period, in case I choose to pay through salary deductions, shall not exceed 30% of my estimated gross monthly compensation.
- I duly acknowledge that, in case I have any payroll deductible credit commitment (ex: payroll loan, alimony, among others), the payment of my subscription amount through payroll deductions may be reduced or prohibited, in order to comply with the maximum monthly salary deduction limit of 30%.
- In case I choose to pay through salary deductions, I hereby expressly and irrevocably authorize my employer to deduct (i) monthly from my salary 1/10th of the amount indicated in item "C" of the chart provided on the first page of this Subscription Form, with the first deduction to be made from my salary of August 2026; and (ii) the balance of the outstanding amount of the salary advance owed to my employer (whose value is specified in item "C" of the aforementioned chart) from my severance payment.
- I am aware that my investment will be held in euros. For purposes of making my investment, the amount of my payment in reais will be converted into euros by my employer. The exchange rate used to determine the amount of my investment in euros will be determined by L'Oréal prior to the beginning of the subscription period. The amount in euros corresponding to my investment in reais will be invested by the FCPE in L'Oréal shares. Any variation between the exchange rate established by L'Oréal and the exchange rate in effect on the date of the actual remittance of funds abroad will not affect the amount of my investment.
- I am aware that any taxes, brokerage fees, transaction costs and other expenses applicable to the remittances of proceeds abroad related to my investment will be borne by me. Similar expenses arising from the repatriation of proceeds to Brazil due to the redemption of my assets will also be borne by me.
- During the life of my investment, the value of my assets will be affected by fluctuations in the currency exchange rate between the euro and the real. As a result, if the value of the euro strengthens relative to the real, the value of my assets expressed in reais will increase. On the other hand, if the value of the euro weakens relative to the real, the value of the assets expressed in reais will decrease.
- My decision to participate in this Offer is entirely voluntary and will have no impact on my employment with the L'Oréal Group. My participation in this Offer is unrelated to and independent from my employment agreement and does not confer any rights with respect to my employment relationship, even upon termination of my employment agreement. I am aware that no material distributed or made available to me in connection with this Offer shall confer me any rights or prerogative with respect to future offers.

- I acknowledge that this Offer is an offer of shares limited to eligible employees of L'Oréal's subsidiaries in Brazil carried out in reliance to the exemption provided under Article 8 of CVM Resolution 160/2022 and, as such, is not registered and will not be registered with the Brazilian Securities and Exchange Commission (*Comissão de Valores Mobiliários - CVM*). L'Oréal's shares cannot be offered or sold in Brazil, except in reliance to an exemption available or in circumstances that do not characterize a public offer or unauthorized distribution of securities in Brazil. I have consulted my own counsel and advisors and/or made my own assessment of the legal and tax impacts and the risks of investing in the L'Oréal shares. There can be no assurance that similar plans will be implemented in the future in Brazil.
- I acknowledge that this Offer characterizes a commercial transaction in which eligible employees may decide to participate at their sole discretion and that this investment opportunity is unrelated to such employees' performance or work activities.
- 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 Informative 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 Informative Brochure; and
 - 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 displayed in the premises of my company and 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 units of the FCPE "L'Oréal Employee Share Plan".
- I acknowledge that I have been informed that **my investment shall be unavailable for a period of 5 (five) years**, i.e., until July 30, 2031 (inclusive), unless one of the early release events referred to in the Local Supplement occurs.

Taking into account the concentration of risk in the portfolio of the FCPE "L'Oréal Employee Share Plan" on the securities of a single company, L'Oréal S.A., 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 asset value of the FCPE shall be closely linked to the listed price of L'Oréal shares, which shall itself depend on the financial situation and the future results of L'Oréal and also more generally on trends in the financial markets.

Payment by salary deduction

Should my employment contract be terminated for whatever reason prior to the repayment in full of the total amount of the salary advance granted by my employer (which amount is specified in box C on the first page of this Subscription Form), I expressly and irrevocably authorise my employer to deduct the amount of any salary deductions which remains outstanding with respect to my subscription from my final salary, from my severance payment or from any other sums which may be owed to me.

Should I continue to owe any sums to my employer with respect to my subscription, unless I pay such outstanding balance, I irrevocably instruct my employer or the account holder of the FCPE "L'Oréal Employee Share Plan" to redeem, without any prior notice or reminder to pay, my FCPE units, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds arising from such redemption of my FCPE units to pay the sums which continue to be owed by me 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 this Subscription Form for any reason whatsoever, I undertake to pay the outstanding amount related to such salary advance at the end of the tenth month following my subscription.

Should I request the redemption of all or any of my FCPE units after the occurrence of an early release event before having repaid in full the salary advance granted by my employer, I hereby expressly authorize the custodian of the FCPE "L'Oréal Employee Share Plan" to deduct the proceeds of the redemption of my FCPE units, on behalf of L'Oréal S.A. and/or of my employer, as the case may be, the amount which remains outstanding.

Default of payment by bank transfer

In case of default of my payment to be made by bank transfer, my subscription may be cancelled for 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 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 such redemption of my FCPE units to pay the sums which continue to be owed with respect 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 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 and hereby authorize the gathering, use, transfer and storage 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 Offer;

- Amundi ESR, as the data controller and the person responsible for collecting, centralizing and processing the subscriptions, as well as for the bookkeeping and account management of the subscriptions of units of the FCPE "L'Oréal Employee Share Plan Relais 2026", and any other entity expressly authorized 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 Offer.

The legal basis for this processing is the execution of the investment contract (*i.e.* the present subscription request).

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 in this 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 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, modification or 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 ask for a limitation of the process or my opposition, a right of portability of my data and to limit the processing of my data for a legitimate interest, and the erasure and the communication of my personal data after my death. I can exercise these rights 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>.

Protection of personal information under Brazilian law

Legal grounds for the processing of personal data, pursuant to Law No. 13,709, of August 14, 2018 (LGPD):

I am aware that the international processing of my personal data provided through this subscription form is necessary and essential for the processing of my participation in the Offer, the formalization of my acquisition of FCPE units and the management of my assets within the Offer.

In accordance with the LGPD, I expressly authorize my employer, L'Oréal, Amundi ESR and any other entities authorized by my employer, L'Oréal and/or Amundi ESR to collect, produce, receive, classify, use, access, reproduce, transmit, distribute, process, including internationally, archive, store, delete, evaluate or control information, modify, communicate, transfer, disseminate or extract my personal data provided in this subscription form and in any other documents related to the Offer, for the purposes of my acquisition of FCPE units within the context of the Offer, the management of my assets within the Offer and any other actions related to my participation in the Offer.

According to the LGPD, I am aware that I will have the right to (i) confirm the existence of processing of my personal data; (ii) access my personal data; (iii) correct incomplete, inaccurate or outdated data; (iv) anonymizing, blocking or eliminating unnecessary, excessive or data processed in non-compliance with the provisions of the LGPD; (v) perform data portability; (vi) delete my personal data; (vii) obtain information about the public and private entities with which my employer has shared my personal data; (viii) obtain information about the possibility of not providing consent for data processing and about the consequences of such denial; and (ix) revoke my consent for data processing.

Before revoking my consent, I am advised to contact my employer so as to fully understand the consequences thereof on the holding of my assets. I may contact my employer via the following phone: +55 (21) 98787-7309, by email via the following address: nathalia.mainardi@loreal.com, or by letter sent to the following address, in attention to Nathalia Mainardi: Av. Barão de Tefé, 27 – 21º andar – Saúde – Rio de Janeiro – RJ (CEP: 20.220-460).

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

In order to exercise my rights regarding the processing of my personal data, I must contact my employer, through the Human Resources Department, and submit any documents related to my request.

Date: 2026

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