

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:.....
Mr/Mrs/Ms:.....
Last name:
First name:
Personal Address:
.....
Postal code:
City and country:
E-mail:

Subscription form for the People's Republic of China
To be submitted to your employer no later than June 24, 2026

The amount of my personal purchase (expressed in local currency and subject to an amount equivalent to at least one share)	$\underline{\hspace{1cm}}.\underline{\hspace{1cm}}\text{RMB} = \underline{\hspace{1cm}}.\underline{\hspace{1cm}}\text{RMB} \times \underline{\hspace{1cm}}$ <p>(Subscription amount) (Subscription Price) (Number of shares)</p>
<p>My payment will be made by deduction from my salary.</p> <p>I hereby authorise my employer to deduct my subscription amount (please tick one box)</p> <p><input type="checkbox"/> at once from my salary for August 2026, (please see the local supplement for certain limitations to that deduction at once)</p> <p><input type="checkbox"/> from my salary over 6 months separately from August, 2026 to January, 2027 based on my subscription amount. If the total subscription amount is not repaid fully within the period of six months, I will pay the balance of the outstanding amount of the advance owed to my employer in the seventh month following my subscription, i.e. February, 2027.</p>	

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 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 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 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 five years**, i.e., until July 30, 2031 (inclusive), unless one of the early exit events referred to in the Local Supplement occurs.
- I understand that the event of subscriptions both online and using this paper unit subscription form, only my online subscription shall be processed.
- I declare that I have retained copy of this unit subscription form.
- I acknowledge that, in the event of the termination of employment contract (including retirement) or my local employer ceases to be a group company of L'Oréal, I'm required to redeem all my investments under all plans of L'Oréal offerings within six months or even a shorter time limit which will be finally determined by my local employer based on requirements from PRC relevant governmental authorities from time to time. If I do not redeem all of my investments within such period, my local employer has the right to redeem such investments on my behalf without my consent.
- I acknowledge that my employer has the right to suspend payment of my proceeds until I provide tax-paid certificate if my employer does not to withhold such taxes for me at its own discretion.

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 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 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 deduction from salary:

In the event that my employment contract is 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 on the reverse side

hereof), I expressly and irrevocably authorise my employer to deduct the amount of any salary deduction which remain outstanding pursuant to my subscription from my final salary or any other sums which may be owed to me. If 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.

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 the total amount of the advance on my salary granted by my employer is not repaid within the period of six months stipulated in my subscription order for any reason whatsoever, I undertake to pay the balance of the outstanding amount of the advance owed to my employer in the seventh month following my subscription, i.e. February 2027.

In the event that I request the redemption of all or any of my units in the FCPE after the occurrence of an early release event (except for my employment contract is terminated) 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.

“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 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).

I agree and authorize my employer and/or L’Oréal (China) Co., Ltd. (“L’Oréal China”) to collect, use or otherwise process my personal data (including sensitive personal data, if any) in a manner as described herein for purposes of implementing the offering.

I understand and agree that my employer and/or L’Oréal China may provide my personal data to relevant government authorities in accordance with applicable laws for purposes of implementing the offering.

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, 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>.

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

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