

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

L'ORÉAL

Name of employer:

"L'Oréal"
identification number (CAROL ID):.....

Mr/Mrs:.....

Last name:

First name:

Birthdate (YYYY/MM/DD):.....

City of Birth:

Country of Birth:.....

Fiscal Address:

.....

Postal code:

City and country:

E-mail:

Bank account number:

Subscription form for Germany

To be submitted to your HR department no later than June 24, 2026.

My personal purchase amount

My personal purchase amount per share is 80% of the reference price of the L'Oréal share. The reference price was set on June 5, 2026, and is an average price of the L'Oréal share over a period of 20 days.

I subscribe to the following number of shares
(minimum of one share):

_____ share/shares

I select the following payment method for my shares:

(I can only select one payment method, i.e. I cannot combine the methods)

1. Bank deposit from my bank account

The direct debit takes place from the account which is specified in the SEPA Direct Debit Mandate. I authorize Amundi ESR to debit my personal purchase amount from my account by means of SEPA Direct Debit Mandate. The debit takes place on July 21, 2026.

I have **completed** and signed the **following SEPA Direct Debit** completely and duly.

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<input type="checkbox"/>	<p>2. Payment by deduction of my salary</p> <p>My employer grants me an interest-free loan in the amount of my personal subscription amount because it pre-finances the subscription amount which I then repay in installments. I authorize my employer to deduct the installments each month considering the limit of exemption from execution. If my salary is insufficient, I am obliged to pay my employer the required amount.</p> <p>If my personal purchase is up to EUR 2,600 it will be deducted from my salary in 10 equal installments. The first deduction takes places in August 2026.</p> <p>According to the current view of the Tax Authorities, no wage tax or social security charges should arise on the interest-free employer loan in this case (if, at the same time, I have not yet been granted another employer loan).</p> <p>If my personal purchase is more than EUR 2,600 it will also be deducted from my salary in 10 equal instalments. The first deduction takes places in August 2026 as well. I am aware that such financing of the subscription price by way of payment in instalments via salary deduction is considered an interest-free loan by my employer and that the interest savings from such employer loan are generally considered a taxable benefit.</p> <p>I have read the respective part of the Local Supplement carefully and I am also aware of exemptions potentially available. The resulting payroll tax and social security charges on the interest-free employer loan, if any, will also be deducted from my salary.</p>
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I confirm that my subscription does not exceed either 20 shares or 25% of my estimated gross annual (fixed and variable) remuneration for 2026.

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

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

Electronic communication and convocation to L'Oréal S.A. shareholders' meetings (tick the box below to accept electronic communication in your capacity as L'Oréal S.A. shareholder)

I, the undersigned, accept notification of shareholders meeting and documentation related to L'Oréal S.A. general shareholders' meetings and communication of documents related to L'Oréal S.A. corporate activities, via electronic means at my e-mail address used for my subscription to the Offer.

I, the undersigned, do not accept any electronic notification.

I have noted that I may decide to revert to receiving my invitation to the general shareholders' meeting and related documents by regular mail by writing at any time to Uptevia (the holder of my securities account) or via my electronic mean.

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REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, represent that I am familiar with the Information Brochure on the employee share offer of the L'Oréal Group ("the Offer"), and hereby agree to subscribe for L'Oréal shares 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 a 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 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 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 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. My L'Oréal shares will be registered in my name on a securities account with Uptevia.
- I understand fully that in 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.

Taking into account the concentration of risk of an investment 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 value of the investment made within the Offer will 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.

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 countries.

Payment by bank deposit

In case my payment cannot be withdrawn (completely) from my bank account, my subscription may be cancelled for the corresponding unpaid amount. I also acknowledge that the data I provide for the purpose of the bank debit may be used by the account holder of the shares in order to manage dividend payment. I authorize my employer or the holder of my securities account expressly and irrevocably to sell my shares in accordance with the applicable provisions without prior notice or solicitation and to use the revenues of such sale for the amounts I owe to my employer.

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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 shares to redeem, without prior notice, my shares in accordance with applicable regulations, and to allocate the necessary portion of the proceeds of such redemption of my shares 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.

SEPA Direct Debit Mandate:

I authorize Amundi ESR to send instructions to my bank to debit my account. At the same time, I authorize my bank to debit my account in accordance with the instructions from Amundi ESR.

Note: As part of my rights, I am entitled to a refund from my bank under the terms and conditions of my agreement with my bank. A refund must be claimed within eight weeks starting from the date on which my account was debited.

I agree that the legally intended prenotification of the debit (prenotification 14 days before debit) lapses due to facilitation of transactions. The notification takes places with the debit indicating our creditor identification number and mandate reference.

Creditor identification number: DE91ZZZ00000926524

Mandate reference: Subscription employee shares [identification number]

_____ DE _ _ | _ _ _ _ | _ _ _ _ | _ _ _ _ | _ _ _ _ | _ _
Credit institute (Name) IBAN)

Place, Date: _____ Signature: _____ / _____
(where necessary, add signature of legal representative of minor apprentice)

Payment by deduction from salary:

I am aware that a financing of the subscription price by way of payment in installments via salary deduction is considered an interest-free loan by my employer and that the interest savings from such employer loan are generally considered a taxable benefit. According to the current view of the German Tax Authorities, no wage tax or social security charges should arise on the interest-free employer loan in a total amount of up to EUR 2,600 (if, at the same time, I have not yet been granted another employer loan). I have read the respective part of the Local Supplement carefully and I am also aware of exemptions potentially available. I am aware that the resulting payroll tax and social security charges on the interest-free employer loan, if any, will also be deducted from my 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, 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.

Should I continue to owe any sums to my employer pursuant to my subscription - unless I pay such balance - I irrevocably instruct my employer to sell, without prior notice or solicitation, my shares, in compliance with the applicable regulations, and to use the revenues of such sale for the amounts I owe to my employer.

If my personal purchase amount is not repaid within the period of repayment I undertake to pay the balance of the outstanding amount of the advance owed to my employer at the end of last month following my subscription.

Should I request the sale (of all or any) of my shares 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 authorize the holder of my securities account to deduct for L'Oréal S.A. or my employer the balance of the payment which remains outstanding from the revenues of the sale of my shares.

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 General Data Protection Regulation (2016/679 (GDPR)) of the

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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 S.A., as the data controller responsible for the capital increase reserved for L'Oréal's employees processing, within the 2026 Offer;
- Uptevia, the account holder of the shares
- Amundi ESR, as the data controller is the collector responsible for collecting and centralizing the subscriptions, and any other entity expressly authorised by one of the three 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 associated share subscription (Art. 6(1)(b) GDPR) as well as the legal obligations (Art. 6(1)(c) GDPR)).

My personal data will be stored in the European Union. 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 sale of my shares.

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 sale of shares subscribed, and subsequently for archiving purposes until the expiry of the limitation period for any disputes, unless I use my right of withdrawal.

I authorize my employer to communicate my bank account details to the account holder of the shares for dividend payment.

I acknowledge that I may, under the respective statutory conditions, exercise a right of access, modification or rectification, or erasure (after the sale of my shares) 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 S.A. – 14 rue Royale – 75008 Paris, or Amundi ESR – Service Contrôle Interne et Conformité – 26956 Valence Cedex 9 or Uptevia : 9 rue Débarcadère, 93500, Pantin, France.

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

- For L'Oréal S.A.: hr-dataprivacy@loreal.com
- For Amundi ESR: dpo@amundi.com
- For Uptevia: <https://www.loreal.uptevia.com/>

I also note that I have the right to lodge a complaint with a data protection supervisory authority, including the French supervisory authority, the CNIL, concerning the processing 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")

Date: 2026