

- I confirm that the remittance of the subscription amount, on my behalf, by my Employer under the Liberalized Remittance Scheme (“LRS”) is within the limit of USD 250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I further confirm that I am, and will remain, solely responsible for ensuring that my subscription does not exceed USD 250,000 and for any breach of applicable laws or regulations.
- For any additional information, I may contact my Human Resources Department.
- My contact information, if required during the subscription period:

Home tel:
Work tel:

Latest reception date: June 24, 2026

Signature.....Date.....

Signature should be preceded by “**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 ("**2026 L'Oréal Employee Share Plan**"), 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 per the following conditions:

- I represent that I have an employment contract or am a corporate officer with L'Oréal or its subsidiary that is a member of the L'Oréal International Employee Shareholding Plan ("**IESP**"). Furthermore, I meet the seniority requirement to be eligible for the 2026 L'Oréal Employee Share Plan.
- I acknowledge that I have familiarised myself with all the information about the 2026 L'Oréal Employee Share Plan available on the website <https://invest.loreal.com>, which is dedicated to the plan or the printed documentation available upon request.
- I have been informed that the total amount of my subscription (excluding the free bonus shares) in the context of the 2026 L'Oréal Employee Share Plan cannot exceed 25% of my estimated gross annual (fixed and variable) remuneration for 2026, subject to a maximum subscription price of 20 L'Oréal Shares.
- I acknowledge that I am aware, after reading the documents made available to me, that:
 - The subscription price was set by the Chief Executive Officer of L'Oréal on June 5, 2026, and has been displayed on the premises of my company and published on the website <https://invest.loreal.com> dedicated to the 2026 L'Oréal Employee Share Plan.
 - My subscription shall entitle me to a matching contribution in the form of free bonus shares to be delivered to me at the end of the 5-year lock-up period, under 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 under 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>, which is dedicated to the 2026 L'Oréal Employee Share Plan and from my Human Resources Department.
- I understand that the FCPE "L'Oréal Employee Share Plan Relais 2026" will merge with the FCPE "L'Oréal Employee Share Plan" following a decision of the Supervisory Board and upon approval from the French Financial Markets Authority. In consideration of my subscription for L'Oréal Shares and the corresponding matching contribution (upon vesting), 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 five (5) years, i.e., until July 30, 2031 (inclusive)**, unless one of the early release events referred to in the Local Supplement occurs.
- In the event of my death, my nominee, as recorded with my Employer under the statutory regulations (PF et al.), will be entitled to request the redemption.
- I understand that in the event of my online subscription and using this paper unit subscription form, only my online subscription shall be processed, and this paper unit subscription form will be ignored.
- I understand that if this paper unit subscription request, comprising this subscription form and/or my payment, is incomplete and cannot be corrected in time, my subscription order cannot be executed.
- I have noted that my participation in the 2026 L'Oréal Employee Share Plan is voluntary, and it does not form part of or constitute an amendment to the terms of my employment. The benefits I may receive under the 2026 L'Oréal Employee Share Plan will not be considered when calculating future rights I may acquire through my employment, including termination benefits. I understand that nothing contained in this document or any other materials distributed or made available in connection with the 2026 L'Oréal Employee Share Plan shall confer upon me any right or entitlement regarding future offerings.
- I acknowledge that the matching contribution in the form of free bonus shares by L'Oréal S.A. will not establish an employer-employee relationship between L'Oréal S.A. and me.
- I acknowledge that I have to bear taxes as a result of my participation in the 2026 L'Oréal Employee Share Plan (including the matching contribution) and hereby irrevocably authorise my Employer to the extent legally permitted to deduct such taxes (including tax collected at source ("**TCS**") and/or contributions from my pay, including all accrued entitlements, and from any redemption amount to which I may be entitled to under the 2026 L'Oréal Employee Share Plan, or sell, or have sold, without any prior notice whatsoever all or part of my units held under the FCPE.
- I acknowledge that I am not relying upon any financial, tax or other advice from my Employer, any L'Oréal group company or any of its officers, employees or agents. I understand that the value of my units and the L'Oréal Shares subscribed by the FCPE may fluctuate. I understand that my investment is denominated in €, and I may face foreign exchange risk if I live outside the eurozone; exchange rate fluctuations between the € and INR can positively or negatively affect my investment.

- I have noted that my participation in the 2026 L'Oréal Employee Share Plan must comply with the applicable Indian laws, including the Foreign Exchange Management Act, 1999, and the rules and regulations, as amended occasionally. The remittance of the subscription amount by my Employer on my behalf under the Liberalised Remittance Scheme (**LRS**) is within the limit of USD 250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I am solely responsible for ensuring that my subscription does not exceed USD 250,000, and I will be solely responsible for any breach of the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder. In case later, it is found that such remittance has led to a breach of the prescribed limit, i.e., USD 250,000 per tax year (or otherwise), I undertake to bring the excess funds back to India and shall *suo motu* apply for compounding and bear full responsibility for any violations of the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder. I understand that the bank has requested my Employer to collect, if applicable, the TCS (tax collected at source) under the LRS and deposit it with the tax authorities. The TCS on LRS will be collected from my payroll in the month my Employer decides.
- For FEMA compliance purposes, I will submit a declaration concerning my outward remittances made during the tax year 2026-27 (until the date of subscription/such declaration) that is available on the subscription website or with my local HR. If I fail to provide the declaration, the TCS (if applicable) will be collected as per the advice of the AD bankers, and it will be deemed that I unconditionally accept the declaration's contents.
- I declare that I have retained a copy of this subscription form.
- Considering the concentration of risk in the FCPE "L'Oréal Employee Share Plan" portfolio on the securities of a single company, L'Oréal SA, it has been recommended that I assess the need to diversify the investments in my financial savings portfolio. I acknowledge that the asset value of the FCPE shall be closely linked to the listed price of L'Oréal Shares, which depends on the financial situation and the future results of L'Oréal and, more generally, on the trends and risks in the financial markets.

Payment by deduction from Salary

If I decide to finance my subscription through salary/payroll deduction, I have authorised my Employer to deduct 1/10th of the amount due from my salary/payroll each month between August 2026 and May 2027.

Should my employment contract be terminated, for whatever reason, before the repayment in full of the amount of the advance on my salary or loan 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 deductions or loan which remain outstanding under my subscription from my final salary or any other sums which may be owed to me. Furthermore, should I continue to owe any sums to my Employer under my subscription, unless I pay such balance, I irrevocably instruct my Employer and the account holder of the FCPE "L'Oréal Employee Share Plan" to redeem, without any advance notice or reminder, 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 or loan by my Employer is not repaid within 10 months stipulated on the reverse hereof for any reason whatsoever, I undertake to pay the balance of the outstanding amount of the advance/loan owed to my Employer at the end of the twelfth month following my subscription.

If my employment contract is suspended or terminated, or my corporate office is terminated before May 2026, I undertake to pay any outstanding amounts before my departure or suspension. As permitted by law, my Employer may take all appropriate measures to recover any outstanding amounts.

Should I request the redemption of all or any of my units in the FCPE after an early release event and before having repaid in full the advance on my salary granted/loan 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 that remains outstanding from the proceeds of the redemption of my units.

My Employer's action to recover my dues would be considered legal, and I unconditionally waive my rights to challenge/object to such action(s). Such an early sale/redemption could have tax implications for me, which I agree to bear entirely.

Default of payment by bank transfer

If I decide to finance my subscription by bank transfer, I will ensure that sufficient funds are available in my account to honour the transfer in my Employer's name. If my payment defaults, my subscription may be cancelled. Furthermore, 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, 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 units to pay the sums which continue to be owed under my subscription. Further, my employer reserves the right to file a claim against me for payment of any unpaid amounts. My Employer's action to recover dues would be considered legal, as set out hereinabove.

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 take all appropriate measures to recover the subscription amount, including,

if necessary, deducting the amount from my salary via a single payroll deduction or from my final salary/account balance.

“U.S Person” notice

I understand that the 2026 L'Oréal Employee Share Plan is not open to “U.S. persons” and I certify that I am not a resident of the United States of America. Furthermore, 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 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 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 2026 L'Oréal Employee Share Plan,
- 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 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 2026 2026 L'Oréal Employee Share Plan.

Per Indian laws, I agree that some personal identifiable information provided in this subscription form may be sent to any authorised person by L'Oréal S.A. for centralised management of the FCPE “L'Oréal Employee Share Plan Relais 2026”, bookkeeping and I.T. storage of such data in France. Furthermore, I understand that L'Oréal S.A. may transfer, process, and store my personal information in a country outside of India that may not have the same data protection laws as India for the purposes mentioned in the 2026 L'Oréal Employee Share Plan.

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

The information 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 the 2026 2026 L'Oréal Employee Share Plan. If I do not provide all of this data, my subscription request will not be considered. 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 2026 L'Oréal Employee Share Plan and 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.

Furthermore, under the (Indian) Information Technology Act, 2000, read with the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011, as amended, I hereby expressly consent to the collection of my personal data and/or transfer my personal data to France to the persons indicated herein or as may be necessary.

I confirm that the online submission of the subscription form is in accordance with the requirements of the laws described above.

I acknowledge that I may exercise the right of access, modification, rectification, or erasure (after the redemption of all my FCPE units) regarding my personal data. I have noted that I also have the right to request a limitation of the processing or my opposition, the right to portability of my data, to limit the processing of my data for a legitimate interest, and the erasure and 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.

You can contact each data protection officer 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 will keep a copy of this form for my personal record.

Signature.....Date.....

Signature should be preceded by **“Read and Approved”**.