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

L'ORÉAL

Name of employer: Loreal UK&I

Payroll
Number:……...

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

Postal code: ……..
City and country: .....
E-mail: ……

Subscription form for Ireland

To be submitted to your employer no later than June 24, 2026

The amount of my personal purchase (subject to an amount equivalent to at least one share)	A						·	0	0	€
My payment										
☐ By direct bank debit on July 21 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**						·	0	0	€
or										
☐ By deduction from my salary in ten instalments in the total amount of: I hereby authorise my employer to deduct each month from my salary 1/10th of such amount, with the first deduction to be made from my salary for July 2026.	C						·	0	0	€
I have confirmed that A = B + C										

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")

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

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 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 Auhtority. In consideration of my subscription for L'Oréal shares and the corresponding matching contribution, I shall receive 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 release 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.

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:

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.

Default of payment by bank debit

I 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.

In case of default of my payment to be made by bank debit, 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 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 processing of personal data contained in the present subscription form in connection with the 2026 Offer is subject to the EU General Data Protection Regulation (Regulation (EU) 2016/679) and national implementing legislation, including French modified Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties and the Irish Data Protection Act 2018.

I am aware that the use of my personal data provided in this form is necessary for the purposes of the processing by L'Oréal, as the controller responsible for the capital increase reserved for L'Oréal's employees within the 2026 Offer. My personal data will also be processed by my employer and by L'Oréal's service provider, Amundi ESR, who is the collector responsible for collecting, centralizing and processing the subscriptions, as well as the bookkeeping and account management of the subscriptions of the "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) for the purposes of the 2026 Offer.

The information that I provide in this form will be transmitted to Amundi ESR and stored in France. My personal data may also be disclosed to legal and regulatory authorities for the purposes of compliance with applicable legal obligations. Any transfer of my personal data outside the EEA to a country or international organisation which is not recognised as providing adequate protection for personal data shall only be carried out in accordance with data protection law, which may include entering into standard contractual clauses and implementing any required supplementary measures. If you want to request a copy of the safeguards used, please contact dpo@amundi.com. 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 redemption of my units.

My personal data will be kept 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 units, and subsequently for archiving

purposes (until the expiry of the limitation period for any disputes), or for such longer period as is required by applicable law or in order to resolve a complaint or dispute that might arise.

The legal basis for this processing include that it is necessary for: (i) the entry into and performance of a contract with a participant (i.e. execution of the investment contract being the present subscription request); (ii) compliance with legal obligations; and (iii) for the purpose of L'Oréal's legitimate interests which include administering the 2026 Offer and operating its business in a responsible and commercially prudent manner (provided that such interests do not override my rights and freedoms).

I acknowledge that I may seek to exercise my right of access, rectification, or erasure (after the redemption of all of my units) concerning my personal data. I have noted that I also have a right to ask for such processing to be restricted and to object to such processing. I may also have a right of portability of my data and to the communication of my personal data after my death. These rights only apply in certain circumstances and are subject to certain restrictions. 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.

I can also exercise these rights by e-mail by contacting:

L'Oréal's data protection officer at the following address: hr-dataprivacy@loreal.com

Amundi ESR's data protection officer at the following address: 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 can also make a complaint to the Irish Data Protection Commission concerning the processing of my personal data, whose contact details can be found on https://www.dataprotection.ie/

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

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