

L'OREAL EMPLOYEE SHARE PLAN
PARTICIPATION CONSENT FORM

The undersigned, _____ ID no. _____ hereby notifies L'Oréal Israel Ltd. (the "**Company**") that I elect to invest a total of NIS _____ (the "**Amount**" or the "**Advance Amount**") for the purchase of shares of L'Oréal SA under the L'Oréal Employee Share Plan for the year 2026 (the "**Plan**"). The Amount shall be deducted from my monthly salary in ____ (*between 1-10*) equal monthly installment of NIS _____ each, as of my August 2026 salary (payable in September 2026) (the "**Investment Period**").

Accordingly, I hereby expressly authorize and request that the Company withhold and deduct an amount of NIS _____ from my monthly salary, throughout the duration of the Investment Period. For the avoidance of doubt, my signature on this consent form shall be deemed as a "written consent from employee to employer" as such term is defined under Section 25 to the Wage Protection Law 1958.

Should my employment contract be terminated for whatever reason prior to the repayment in full of the Advance Amount, I expressly and irrevocably authorize the Company to deduct the amount that is equal to the difference between the Advance Amount and the payments already deducted from my salary by the Company as of the termination date (the "**Advance Amount Balances**") from my final salary or any other sums which may be owed to me. Should I continue to owe any Advance Amount Balances to the Company following the said deduction (the "**Final Balances**"), unless I pay such Final Balances to the Company, I irrevocably instruct the Company 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 Final Balances.

If the Advance Amount Balances and/or the Final Balances is not repaid within the Investment Period, for any reason whatsoever, I undertake to pay the Company the Advance Amount Balances and/or the Final Balances, as applicable, at the end of the Investment Period.

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 Amount Balances, I hereby expressly authorize the custodian of the FCPE to deduct for L'Oréal SA or the Company the balance of the staggered payment which remains outstanding from the proceeds of the redemption of my units.

I acknowledge that I may be responsible for the taxes and/or employee social security charges that the Company is obliged to withhold or pay as a result of my participation in the offering pursuant to the Plan and I hereby irrevocably authorize the Company to deduct any such taxes and social security charges from my salary including all accrued entitlements, and from any proceeds to which I may be entitled under the offering pursuant to the Plan, or to sell, or have sold, without any prior notice whatsoever all or part of my FCPE units and/or L'Oréal shares and deduct the amount due from the proceeds.

Date: _____

Signature: _____

Name: _____

Address: _____