



Therefore, employees must ensure that the subscription amount that will be paid by the salary advance provided is limited to the amount of such employee's wages for May 2026.

As an illustration:

- Employee X's wages in May 2026 is RM5,000 and Employee X wishes to subscribe to a subscription amount of RM10,000.
- Only RM5,000 may be provided to Employee X by way of salary advance for their subscription payment (and to be repaid by Employee X by salary deductions), and Employee X must make an upfront subscription payment for the remaining RM5,000 no later than July 21, 2026.

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.

I acknowledge that the subscription price was set by the Chief Executive Officer of L'Oréal S.A. ("**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.

This is my only subscription and it shall be 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

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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 with or that I am a corporate officer of L'Oréal or a subsidiary which is member of the L'Oréal International Employee Shareholding Plan ("IESP") and that I satisfy the seniority condition as set out in the information brochure to be eligible for the Offer.
- I acknowledge that I have familiarised myself with all the information relating to the Offer made available on the website dedicated to the Offer at <https://invest.loreal.com> 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 dedicated to the Offer at <https://invest.loreal.com> and from my local Human Resources Department;
  - this subscription form shall be made / submitted to my local Human Resources Department at any time during the subscription period (i.e., between June 10, 2026 and June 24, 2026, inclusive) and shall be deemed to be received by L'Oréal on the last day of the subscription period (i.e., June 24, 2026) regardless of the actual date of my submission of this subscription form;
  - the payment for my subscription shall be deemed to be received by L'Oréal on the last day of the subscription period (i.e., June 24, 2026) regardless of the method of payment and the actual date upon which the payment for my subscription is received by my local Human Resources Department; and
  - 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 understand 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 during the Lock-up Period** i.e., until July 30, 2031 (inclusive), unless one of the early release events referred to in the Local Supplement occurs.
- I understand that in the event of subscriptions both online and using this paper subscription form, only my online subscription shall be processed.
- I declare that I have retained a copy of this 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, 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 salary deductions:**

If I have chosen the salary deduction payment method or a combination of both payment methods to pay for my subscription, I understand that the salary advance to be provided by my employer will be capped at my wages for May 2026 (wages as defined under the EA). I confirm that my subscription amount which would be paid by the salary advance provided does not exceed the amount of my wages for May 2026. I duly authorise my employer to deduct from my salary 10 monthly instalments corresponding to the total amount indicated in box C.

Should my employment contract be terminated for whatever reason prior to the repayment in full of the total amount of the salary advance granted by my employer (which amount is specified in box C above on the reverse side hereof), I expressly and irrevocably authorise my employer to: (a) subject to all applicable laws, deduct the unpaid amount from my payroll/salary or any other sums which may be owed to me; (b) instruct 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 in addition to any reasonable administrative expenses; and/or (c) take any other actions / measures it deems fit to recover the unpaid amount.

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 salary advance granted by my employer, I hereby expressly authorise the custodian of the FCPE to deduct for L'Oréal S.A. 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 transfer**

In case of default of my payment to be made by bank transfer, 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 subject to any applicable laws.

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](http://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).

Furthermore, in accordance with the Malaysian Personal Data Protection Act 2010 (“**PDPA**”), I expressly consent to the processing of my personal data and the transfer thereof to France to the persons indicated above. I acknowledge that 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 in 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 or to oppose the processing, 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 and contact numbers:

- For L’Oréal: [hr-dataprivacy@loreal.com](mailto:hr-dataprivacy@loreal.com); +33(0) 1 47 56 70 00
- For Amundi ESR: [dpo@amundi.com](mailto:dpo@amundi.com); + 33(0) 1 76 33 30 30

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 have kept a copy of this form for my personal record.

Signature (preceded with the endorsement: “Read and approved”)