

- I waive my right to file an objection, or appeal before a Dutch tax court, against a tax assessment imposed in accordance with the tax ruling; and
- that, in connection with the discount on the taxable amount (as described in the Local Supplement for the Netherlands), I will not hedge the risk of my investment.

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

By signing this subscription form, I declare that:

- I appoint L'Oréal or a participating subsidiary company of L'Oréal as my representative to conclude a tax ruling with the Dutch tax authorities regarding the tax treatment of the L'Oréal International Employee Shareholding Plan in the Netherlands (the tax treatment is set out in the Local Supplement for the Netherlands);
- I will file my personal income tax return in accordance with the tax ruling;
- I waive my right to file an objection, or appeal before a Dutch tax court, against a tax assessment imposed in accordance with the tax ruling; and
- that, in connection with the discount on the taxable amount (as described in the Local Supplement for the Netherlands), I will not hedge the risk of my investment.

I represent that I am familiar with the Information Brochure on the 2026 Employee Share Offer (including the risks associated with the investment) of the L'Oréal Group ("the Offer"), having read the Key Information Document and information regarding the financial statements and any notifications of the last 12 months regarding the shares of L'Oréal on <https://invest.loreal.com> 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 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 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 Authority. In consideration of my subscription for L'Oréal shares and the corresponding free shares, I will then own units of the FCPE "L'Oréal Employee Share Plan".
- I understand that L'Oreal is a company listed on the Paris stock exchange and that I must observe the prohibitions set out in the EU Market Abuse Regulation (EU/596/2014) and the L'Oreal insider trading policy when trading in the shares.
- 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 redemption events referred to in the Local Supplement occurs.
- I acknowledge that I am responsible for any taxes and/or employee social security contributions that my employer is obliged to withhold or pay as a result of my participation in the Offer and I hereby irrevocably authorize my employer to deduct, to the extent legally permitted, any such taxes and social security contributions from my pay including all accrued entitlements, and from any redemption amount to which I may be entitled under the Offer, or to sell, or have sold, without any prior notice whatsoever all or part of my L'Oréal shares held in the FCPE and deduct the amount due from the proceeds.
- I understand that my decision whether or not to participate in the Offer is entirely voluntary and personal. My decision will have no effect, either positive or negative, on my employment with L'Oréal. Nothing contained in

this form or any other materials distributed or made available to me in connection with the Offer or the FCPE shall confer upon me any right or entitlement in respect of my employment.

- I understand that participation in the Offer is separate from and does not form any part of my employment terms, employment conditions or employment agreement and that it does not give me any rights for the future.
- In addition, I understand that nothing contained in this form or in any other materials distributed or made available to me in connection with the Offer or the FCPE shall confer upon me any right or entitlement respecting future offerings.
- I understand that L'Oréal and my employer have the discretionary right to amend the provisions of the IESP and that any rights or awards under the IESP are not taken into account for the calculation of any future benefit, payments or other entitlements that may be due to me, including, but not limited to, any (future) severance payment, my pensionable salary and holiday allowance.
- I acknowledge that I am not relying on any financial, tax or other advice from any L'Oréal group company or any officer, employee or agent of such a company, and I understand that the value of my investment may go down as well as up.
- 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 after my subscription (as 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 direct bank debit:

In case of default of my direct 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

I am aware that my personal data provided in this form will be processed for the purpose of effectuating my subscription to the 2026 Offer 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;
- Amundi ESR, as the data controller, 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 conclusion and performance of the investment contract (i.e. the present subscription request).

I acknowledge the use and communication of the personal information provided in this document (particularly the transfer of this information to France) by my employer, L’Oréal S.A, Amundi ESR and any other entity expressly authorized to receive it. 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 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 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. 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:

- 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 concerning the processing of my personal data with the relevant supervisory authorities:

- CNIL (French supervisory authority). Contact details: CNIL – 3, Place de Fontenoy, 75007 Paris or by e-mail on the website <https://www.cnil.fr>;
- Autoriteit Persoonsgegevens (Dutch supervisory authority). Contact details: Autoriteit Persoonsgegevens, Postbus 93374, 2509 AJ Den Haag or via the contact form on the website <https://autoriteitpersoonsgegevens.nl/nl>

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

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