

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 Local Supplement for Poland and 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 the seniority condition to be eligible to the Offer (the required seniority condition is 12 months at June 24, 2026; seniority condition includes only period of employment on the basis of employment contract for indefinite period and acting as the corporate officer).
- 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 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 at my request in the Human Resources Department of my employer;
 - 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 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 connection with my subscription for L'Oréal shares and the corresponding matching contribution, I will be granted 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 subscription form.

Taking into account the concentration of risk of the investment opportunity under the Offer 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 value of subscriber's investment is 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 my subscription which was to be repaid by deduction from my salary (which amount is specified on the reverse side hereof), I hereby oblige myself to sign and deliver to my employer a separate consent to deduct the amount which remain outstanding pursuant to my subscription from my salary / payroll and further I expressly and irrevocably authorise my employer to deduct the amount which remain outstanding pursuant to my subscription from any other sums which may be owed to me. Should I continue to owe any sums 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 investment made via the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of the redemption of my investment made via FCPE to pay the sums which continue to be owed from me.

If the total amount of my subscription which was to be repaid by deduction from my salary 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 at the end of the tenth month following my subscription.

Should I request the redemption of total or any part of my investment made via 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 investment.

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 investment made via the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of such redemption 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.

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 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, and repealing Directive 95/46/EC (General Data Protection Regulation), ("GDPR").

I am aware of the use of my personal data provided in this form for the purpose of the computerised 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 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 performance of my subscription contract (legal basis: art. 6.1.b of the GDPR), bookkeeping and performance of legal obligation e.g. arising out of tax provisions (legal basis: art. 6.1.c of the GDPR) and administration of my assets within the framework of the plan i.e. for the purposes of legitimate interests (legal basis: art. 6.1.f of the GDPR).

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 voluntary but is necessary for me to participate to the 2026 Offer. If I do not provide all of these 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 in order to fulfil legal obligations and in case of threatening or existing claims - until the expiry of the limitation period of claims arising from the subscription.

I acknowledge that I may exercise a right of access, modification or rectification, concerning my personal data. I have noted that, within the limits of applicable legislation, I also have a right to ask for a limitation of my personal data processing, a right of portability of my data and right to deletion of my data. I also acknowledge that where my data are processed on the basis of legitimate interest of the controller I may object to such processing of my personal data on grounds relating to my particular situation. I can also provide data controller with instructions for the use of my data in the event of death. I also acknowledge that I have the right to withdraw my consent to the processing of personal data at any time, which will not affect the legality of data processing based on it before its withdrawal. 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 with the French supervisory authority, Commission Nationale de l'Informatique et des Libertés (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> or other competent supervisory authority, e.g., President of the Personal Data Protection Office in Poland (PUODO), whose contact details are: PUODO – ul. Moniuszki 1A, 00-014 Warszawa or by e-mail on the website <https://uodo.gov.pl>.

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

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