



L'Oréal España S.A. and the employee agree to be bound by the representations and undertakings set forth on the back of this participation form.

Date: ..... 2026

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

**Electronic communication and convocation to L'Oréal S.A. shareholders' meetings (tick the box below to accept electronic communication in your capacity as L'Oréal S.A. shareholder)**

I, the undersigned, accept notification of shareholders meetings and documentation related to L'Oréal S.A. general shareholders' meetings and communication of documents related to L'Oréal S.A. corporate activities, via electronic means at my e-mail address used for my participation in the Offer.

I, the undersigned, do not accept any electronic notification.

I have noted that I may decide to revert to receiving my invitation to the general shareholders' meeting and related documents by regular mail by writing at any time to Uptevia (the holder of my securities account) or via my electronic mean.

**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, the undersigned, represent that I am familiar with the Information Brochure on the employee share offer of the L'Oréal Group ("the Offer"), and hereby agree to subscribe for L'Oréal shares in accordance with the following conditions:
- ➔ I represent that I have an employment contract or that I am a corporate officer with L'Oréal España, S.A. 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 participation (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 limit of 20 shares.
- ➔ I acknowledge that I have been made aware, after reading the documents made available to me, that
  - my participation 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 request may be reduced in the event of an over-participation in accordance with the conditions set out in the Information Brochure; and
  - the regulations of the IESP are available to me on the website <https://invest.loreal.com> dedicated to the Offer and from my Human Resources Department.
  - L'Oréal España S.A. has adhered to the L'Oreal Employee Share Offering 2026 of L'Oréal shares to employees of the Group, which will be centrally managed by L'Oréal.
  - once the present participation form is signed and entered, all communications related to the abovementioned Offer will be carried out between the employee and L'Oréal SA.
  - 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 acknowledge that I have been informed that **my shares 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. My L'Oréal shares will be registered in my name on a securities account with Uptavia.
- ➔ I understand fully that in the event of requests both online and using this paper unit participation form, only my online request shall be processed.
- ➔ I declare that I have retained copy of this unit participation form.
- ➔ I am aware that this employee offering has not been approved by nor registered in the Spanish Securities Market National Commission (*Comisión Nacional del Mercado de Valores*), since L'Oréal is relying on the exemption to publish a Prospectus set forth under article 1.4.(i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017.

Taking into account the concentration of risk of a holding of securities of a single company, L'Oréal SA, it is recommended that participants assess whether or not there is a need for them to diversify the investments in their financial savings portfolio. The value of the shareholding received within the Offer will 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.

### **Reductions on gross annual cash salary ("Retribución flexible")**

If I opt for the alternative of acquiring the shares by waiving part of my gross annual cash salary in the terms set out in the Plan, my cash salary after such deduction cannot be lower than the Minimum Interprofessional Salary which amounts to 1,221€ per month and 17,094€ per year for 2026. If at any time the reduction to be made would cause my Minimum Interprofessional Salary to pass below such amounts, all or part of the reduction might be deferred so as to respect the Minimum Interprofessional Salary.

Should my employment contract be terminated for whatever reason prior to completion of the reductions on my gross salary (which amount and schedule is specified in box C on the reverse side hereof), I expressly and irrevocably authorise my employer to deduct the amount of any reductions which remain outstanding from my final settlement of

wages or any other sums which may be owed to me. Should I continue to owe any sums to my employer pursuant to my participation in the Offer, unless I settle such balance, I irrevocably instruct my employer or the holder of my securities account to sell, without any advance notice or reminder to pay, my shares, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of such sale to settle the sums which continue to be owed to my employer.

Should I request the sale of all or any of my shares after the occurrence of an early release event before having completed the gross salary reductions, I hereby expressly authorize the holder of my securities account to deduct in favour of L'Oréal España, S.A. the outstanding amount of the reduction which remains outstanding from the proceeds of the sale of my shares.

In general, if my gross salary is not reduced within the six-month period stipulated on the back of this document for any other reason not previously provided for, I undertake to settle the amount outstanding of the advance due to my employer at the end of the six-month period following my application to participate.

#### **Default of payment by bank debit:**

In case of insufficient funds in my bank account for the direct debit, my participation may be cancelled for the corresponding unpaid amount. This participation form constitutes an irrevocable instruction to my employer or the holder of my securities account to sell, without any advance notice or reminder to pay, my shares, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of such sale to pay the sums which continue to be owed pursuant to my participation.

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.

#### **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, to the Spanish Organic Law 3/2018 of 5 December on the Protection of Personal Data and the Guarantee of Digital Rights, and to 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 ;

- Uptevia, the account holder of the shares

- Amundi ESR, as the data controller is the collector responsible for collecting and centralizing the subscriptions, and any other entity expressly authorised by one of the three 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).

I acknowledge that I communicate my bank account details to the account holder of the shares for dividends payment.

My personal data will be stored within the European Union. 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 sale of my shares.

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 sale of shares subscribed, and subsequently for archiving purposes until the expiry of the limitation period for any disputes, as well as for the period necessary to fulfil L'Oréal's legal obligations and its legitimate interests (such as, being able to protect the company, if a claim related to the share plan was filed for any reason).

I acknowledge that I may exercise a right of access, modification or rectification, or erasure (after the sale of my shares) 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, 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 or Uptevia : 9 rue Débarcadère, 93500, Pantin - France.

Each data protection officer can be contacted at the following addresses:

- For L'Oréal : [hr-dataprivacy@loreal.com](mailto:hr-dataprivacy@loreal.com)
- For Amundi ESR : [dpo@amundi.com](mailto:dpo@amundi.com)
- For Uptevia : <https://planetshares.uptevia.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>, as well as with the Spanish supervisory authority, the AEPD ([www.aepd.es](http://www.aepd.es)).

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