



**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") and have read the Key Information Document relating to the "L'Oréal Employee Share Plan Relais 2026" FCPE and hereby agree to subscribe for L'Oréal SA 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 SA 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 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.
- If I have elected to fund my subscription amount through payroll deductions, I hereby authorize my employer (the relevant L'Oréal Group entity in my jurisdiction) to deduct 1/10<sup>th</sup> of the amount due from my salary each month, such deductions being made from July 2026.
- 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 from my Human Resources Department; and
  - the subscription price was set by the Chief Executive Officer of L'Oréal SA on June 5, 2026 and has been displayed in the premises of my employer 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. 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 for a period of five years**, i.e., until July 30, 2031 (inclusive), during which time it cannot be redeemed, unless I become eligible for one of the early release events referred to in the Local Supplement.
- I understand that in the event I make 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 FCPEs "L'Oréal Employee Share Plan Relais 2026" and "L'Oréal Employee Share Plan" in the securities of a single company, L'Oréal SA, I understand 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. I also acknowledge that the value of my investment will be affected by the fluctuations in the currency exchange rate between the euro and pounds sterling, and will be subject to taxes and social security charges.

### **Payment by deduction from salary**

I understand and agree that if I choose to pay by way of salary deduction, 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, 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 proceeds generated from this redemption are not sufficient to secure the payment in full of the outstanding amounts owed to my employer, I will remain liable to my employer for the corresponding amount.

If the total amount of the advance on my salary granted by my employer 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 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.

#### **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 which is a 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 which is a 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**

This 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 ("EU GDPR") as well as the UK General Data Protection Regulation ("UK GDPR") and the UK Data Protection Act 2018.

I am aware of the use of my personal data provided in this subscription form for the purpose of electronic data processing by:

- L'Oréal SA, as the data controller responsible for the capital increase reserved for L'Oréal's employees on connection with the Offer; and
- 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" within the framework of the L'Oréal IESP,

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) for the purposes of the Offer.

The legal basis for this processing is that it is necessary for the execution of the investment contract (i.e. this subscription request).

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 Offer and more generally for the bookkeeping and administration of my assets within the framework of the L'Oréal IESP. 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 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 relating to such data in relation to the Offer, or for fulfilment of any legal requirements, 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 object to or request a limitation of the processing of my personal data, a right of portability in respect of my data, a right to limit the processing of my data for a legitimate interest, and a right to request the erasure and the communication of my personal data after my death. I understand that if I restrict the processing of my data this will not affect the validity of any processing operations carried out before such restriction. 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](mailto:hr-dataprivacy@loreal.com)
- For Amundi ESR: [dpo@amundi.com](mailto:dpo@amundi.com)

I also note that I have the right to file a complaint with the French supervisory authority, the CNIL, concerning the processing 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 with the UK Information Commissioner's Office, being my supervisory authority.

In this subscription form, "personal data" and "data controller" each have the meaning given in the EU GDPR and the UK GDPR as appropriate.

### **Investment advice**

I hereby certify that in investing in the Offer I have not relied on any investment, tax or other advice from any member of the L'Oréal Group or any of its officers, employees, agents or representatives.

### **Labour law**

I acknowledge that my participation in the Offer is entirely voluntary, and does not form part of, or constitute an amendment to, the terms of my employment. The benefits that I may receive through the Offer will not be taken into consideration in the calculation of future rights that I may acquire through my employment, including termination benefits.

### **Taxation**

*Note: The next three paragraphs set out the text of the "restricted securities" election that you are required to enter into if you choose to subscribe for units in the FCPE "L'Oréal Employee Share Plan Relais 2026" as a term of the Offer (and follows the wording of HM Revenue & Customs' standard form of election).*

- By completing this form I hereby agree with the subsidiary company of L'Oréal SA with which I have my contract of employment (my "**employer**") that, pursuant to section 431(1) of the Income Tax (Earnings and Pensions) Act 2003 ("**ITEPA**"), all of the L'Oréal SA shares which are acquired by the FCPE and represented by units in the FCPE "L'Oréal Employee Share Plan Relais 2026" and the FCPE "L'Oréal Employee Share Plan" in my name and on my behalf pursuant to this subscription form (which are employment-related restricted securities by reason of section 423 of ITEPA), and their market value, will be treated as if they are not restricted securities for the relevant tax and National Insurance purposes and that sections 425 to 430 of ITEPA do not apply.
- **Should the value of the securities fall following their acquisition, it is possible that income tax and National Insurance contributions (where the securities are Readily Convertible Assets) that would have arisen because of any future chargeable event (in the absence of an election) may be less than the income tax/National Insurance due by reason of this election. There is no income tax / National Insurance relief available should this be the case.**

- The above election shall form Part A of a Joint Election and shall become irrevocable upon the acquisition of the securities to which this election relates. In completing this form (which incorporates the above joint election) I agree to be bound by its terms as stated above.

By signing this subscription form I hereby authorise L'Oréal SA and/or my employer to deduct from my pay (or my investment) any tax and/or National Insurance contributions which may be due in relation to the acquisition, holding or disposal of units in the FCPE "L'Oréal Employee Share Plan Relais 2026" and the FCPE "L'Oréal Employee Share Plan" or the acquisition, holding or disposal of shares in L'Oréal SA pursuant to the Offer (the "**Tax Liability**").

If my pay is insufficient to enable L'Oréal SA and/or my employer to deduct the full amount of the Tax Liability, or L'Oréal SA and/or my employer determines that a deduction from pay is not appropriate, I hereby agree to meet the Tax Liability in full by bank transfer within 7 days of notification to me by L'Oréal SA and/or my employer of the Tax Liability. As an alternative to a deduction from pay and/or remittance by bank transfer, I agree that either L'Oréal SA or my employer may arrange for the redemption of sufficient of my units in the FCPE on my behalf in order to meet the Tax Liability and/or for a withholding from my investment (including upon redemption) of a sufficient amount to cover my Tax Liability.

I agree that, following a redemption of my investment, the proceeds of redemption may be remitted to my employer or another member of the L'Oréal Group as my agent in order that my Tax Liability or any amounts owing to my employer may be deducted from such redemption proceeds and, following such deduction, agree that the remaining proceeds will be transferred to me.

**Governing law**

I understand and acknowledge that the terms of my participation in the Offer are governed by French law.

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