

You may use this form only if you do not have internet access at work or at home



L'Oréal Employee Identification Number  
(REQUIRED).....

Last Name: .....

First Name: .....

Preferred E-mail: .....

**Subscription form for the United States (employees of L'Oréal USA and subsidiaries)**  
 You may use this form only if you do not have internet access at work or at home.  
 This form may be submitted by mail to: L'Oréal USA BEST Benefits, ATTN: LOSP Subscription, 2202 N. Westshore Blvd., Suite 250, Tampa, FL 33607. **The Subscription Form must be received no later than 5:00 p.m. (Eastern Daylight Time) on June 24, 2026.**

Capitalized terms used but not defined herein shall have the same meaning as set forth in the Local Supplement.

	Number of Shares	Per Share Subscription Price in U.S. dollars	Total subscription amount in U.S. dollars
<p><b>Your subscription:</b></p> <p>I hereby state that I subscribe to L'Oréal Shares in the amount of:</p>	_____	\$ _____	\$ _____ A

**Your payment:** I wish to pay for my subscription: (Complete the corresponding box)

**If your total subscription amount is greater than U.S. \$10,000, you may only choose options 2 or 3 below.**

<p><b>1. By deduction from my salary in installments:</b></p> <p>I hereby authorize my employer to deduct substantially equal amounts from my payroll over a period of up to <b>10 months</b>, with the first deduction to be made in August 2026 or as soon as practicable thereafter, in the amount of:</p> <p>Notes:</p> <p>(1) In no event may the amount you pay through payroll deduction exceed U.S. \$10,000, and if there are any loans outstanding to you from any member of the L'Oréal Group Companies, the amount you pay through payroll deduction plus the principal amount of all such loans may not exceed U.S. \$10,000.</p>	<p>Total subscription amount in U.S. dollars</p> <p style="text-align: center;">\$ _____ B</p>
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<p><b>2. By wire transfer:</b></p> <p>I will make a wire transfer to <b>L'Oréal USA</b> for the full amount of my subscription.</p> <p>Note: Any wire transfer must be <b>received</b> no later than 5:00 PM (Eastern Daylight Time) on July 21, 2026 Refer to wire instructions found on</p>	<p>Total subscription amount in U.S. dollars</p> <p style="text-align: center;">\$ _____ C</p>
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<https://invest.loreal.com>. IMPORTANT: You may be assessed wire transfer fees by your banking or financial institution.

**3. Through a combination of immediate payment and a loan:**

<p><b>Portion paid by wire transfer:</b></p> <p>I will make a wire transfer to <b>L'Oréal USA:</b></p> <p>Note: Any wire transfer must be <b>received</b> no later than 5:00 p.m. (Eastern Daylight Time) on July 21, 2026. Refer to wire instructions found on <a href="https://invest.loreal.com">https://invest.loreal.com</a>. IMPORTANT: You may be assessed wire transfer fees by your banking or financial institution.</p>	<p>Number of Shares</p> <p>_____</p>	<p>Per Share Subscription Price in U.S. dollars</p> <p>\$ _____</p>	<p>=</p>	<p>Payment by wire in U.S. dollars</p> <p>\$ _____ D</p>
<p><b>Portion paid by a loan:</b></p> <p>I hereby authorize my employer to deduct substantially equal amounts from my payroll over a period of up to <b>10 months</b>, with the first deduction to be made in August 2026 or as soon as practicable thereafter, in the amount of:</p> <p>Notes:</p> <p>(1) In no event may the amount you pay through payroll deduction exceed U.S. \$10,000, and if there are any loans outstanding to you from any member of the L'Oréal Group Companies, the amount you pay through payroll deduction plus the principal amount of all such loans may not exceed U.S. \$10,000.</p>	<p>Number of Shares</p> <p>_____</p>	<p>Per Share Subscription Price in U.S. dollars</p> <p>\$ _____</p>	<p>=</p>	<p>Loan amount in U.S. dollars</p> <p>\$ _____ E</p>
<p>Total immediate payment + loan</p> <p style="text-align: right;"><b>D + E =</b></p>				<p>Total subscription amount in U.S. dollars</p> <p>_____</p>
<p><b>I have confirmed that the amount that I will pay through payroll deduction, plus the amount that I will pay by wire transfer, equals the total amount of my investment</b></p>				

**Your total subscription (A) must be equal to the amount of your payment indicated in (B) or (C) or (D+E)**

I confirm that my subscription does not exceed the lesser of 20 Shares or 25% of my estimated gross annual (fixed and variable) compensation for 2026.

This is my only subscription to the 2026 Employee Share Plan. I acknowledge that my subscription will become definitive and irrevocable on the close of the Subscription Period on June 24, 2026, and that I have the ability to cancel or modify it until that time but not after.

I have read and agree to the representations and undertakings set forth herein.

Date: \_\_\_\_\_, 2026

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

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**Electronic communication and invitations to L'Oréal S.A. shareholders' meetings (tick the box below to agree to receive electronic communications in your capacity as a beneficial owner of the Shares)**

I agree to receive notification of and documentation related to L'Oréal S.A. general shareholders' meetings and communication of documents related to L'Oréal S.A. corporate activities and financial results via electronic means sent to my personal e-mail address indicated on the first page of this Subscription Form; **OR**

I do not agree to receive electronic notification and documentation as indicated above and request the Custodian to forward paper copies of all such documents to me at the address indicated above on the first page of this Subscription Form.

Please note: a failure to check one of the two boxes above will be taken as your consent to delivery of the relevant notifications and documents by electronic means to the personal email address you indicated on the first page of this Subscription Form. You may change your delivery election by written request directed to the Custodian.

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## REPRESENTATIONS AND UNDERTAKINGS

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- I 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 confirm that I am an active employee or a corporate officer with L'Oréal or a subsidiary that is a participating employer in the Employee Share Plan as identified on the Appendix to the Local Supplement and that I satisfy the minimum employment condition set forth in the Local Supplement.
- I have familiarized myself with all the information relating to the Employee Share Plan included in the Local Supplement or otherwise made available on the website <https://invest.loreal.com> dedicated to the Employee Share Plan.
- I have been informed that the total amount of my subscription in the Employee Share Plan (excluding the value of any Free Shares to which I may become entitled) may not exceed the lesser of (i) 25% of my estimated gross annual compensation for 2026 and (ii) the Subscription Price for 20 Shares, and I certify that my subscription amount does not exceed this investment limit.
- I acknowledge that my subscription will entitle me to a grant of rights to Free Shares to be delivered to the Custodian and reflected in my account maintained by the Custodian at the end of the Lock-in Period, in accordance with the terms and conditions set out in the Brochure, the Local Supplement and the Free Share Plan Rules.
- I acknowledge that the amount of my subscription may be reduced in the event of an over-subscription in accordance with the conditions set out in the Local Supplement.
- I acknowledge and agree that **I may not sell or otherwise transfer (including by gift) the Shares that I purchase in the Employee Share Plan for a period of five years**, i.e., until July 30, 2031 (inclusive), unless one of the Early Exit Events as described in the Local Supplement occurs. I acknowledge that my Shares will be held by the Custodian and the Custodian will maintain an account in my name that reflects the number of shares allocated to me.
- I acknowledge that 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.
- In the event that I submit a subscription both online and using this Subscription Form, only my online subscription will be processed.
- I have retained a copy of this Subscription Form.
- I have been advised by L'Oréal and my employer to take into account the risk of an investment in the securities of a single company and to assess the extent to which I should diversify the investments in my financial savings portfolio. I acknowledge that the value of my investment in the Employee Share Plan will be linked to the trading price of L'Oréal shares, which will 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:**

To the extent I have elected payment by salary deduction, I understand that my employer will tender the sum required for this purchase (but not to exceed U.S. \$10,000 together with any other loans extended to me by any member of the L'Oréal Group Companies) which is hereby acknowledged as a short-term personal loan (the "**Loan**") on my behalf subject to the provisions outlined in this election.

I direct my employer to apply equal payroll deductions from my net, after-tax paycheck during the 10-month period following the Subscription Period and commencing in August 2026 or as soon as practicable thereafter in accordance with my payroll cycle. I understand that in the event of any interruption in these regular deductions (for example, in the event of unpaid leave), it will be my responsibility to pay outside of my earned wages and to remain current with this Loan. I authorize my employer to make any necessary adjustments to my payroll deduction amount to recoup any arrears during the period. Further, I authorize deductions from all monies due me from my employer or any other member of the L'Oréal Group Companies, including from my bonus (Employee Performance Incentive (EPI)/Sales Performance Incentive (SPI)/Commission earned during 2026 and forward) payment including any other bonus, wages, vacation pay or other paid time off compensation including Travel & Expense reimbursement (T&E) owed to me to pay down the balance of the Loan and continue to be applied to the Loan principal until such time the balance of the Loan is fully repaid in accordance with this share purchase election, except that no such deduction from other monies due me shall be made that would cause me to incur additional tax or penalties under Section 409A.

Should my employment terminate for any reason prior to the repayment in full of the Loan, I expressly and irrevocably authorize my employer to deduct the then outstanding balance of the Loan from my final payroll or from any other amounts that may be owed to me after my final payroll. Should any portion of the Loan remain outstanding

following such deduction, I shall repay the outstanding principal balance of the Loan within 30 business days of my last day worked, by wire. If I fail to pay such balance within 30 days, I irrevocably instruct my employer or the Custodian to sell, without any advance notice or reminder to pay, all or a portion of my Shares, as it shall determine in its discretion, and to allocate the necessary portion of the proceeds of such sale to pay the sums which continue to be owed to my employer and to remit any balance to me after deduction for the expenses of such sale.

If the total amount of the Loan is not repaid by May 31, 2027, I undertake to pay the balance of the outstanding amount of the Loan promptly following such date. I acknowledge that I may prepay (pay off) the total amount or any portion of the amount due at any time without penalty.

This Subscription Form and the rights and obligations of the parties hereunder shall be governed by, and construed in accordance with, the laws of the state of New York, without any reference to the choice of law provisions of New York law. Any and all claims, disputes and disagreements arising under or in connection with this Subscription Form shall be subject to the exclusive jurisdiction of the Courts of the State of New York and the Federal Courts within the State of New York, to the exclusion of all other Courts.

#### **Security Agreement:**

For valuable consideration, receipt of which is hereby acknowledged, I hereby grant to my employer, in order to secure the payment when due, whether by acceleration or otherwise, of any and all of my present or future indebtedness, liabilities or obligations to my employer in connection with the Loan described above (collectively, the “**Obligations**”), a security interest in, and a pledge and assignment of, any and all of the following property, whenever acquired or arising and wherever located: (i) all of the Shares of L’Oréal to which I subscribe, including without limitation all Shares which are, or will be, held on my behalf by the Custodian; and (ii) all of the products and proceeds of the foregoing and any substitutions or replacements therefore.

#### **Default of payment by wire:**

My subscription will become final and irrevocable as of the end of the Subscription Period. To the extent that following the end of the Subscription Period, I default in paying in full the portion of my subscription amount that I have indicated above to be paid by wire (for example, if my wire is rejected for insufficient funds), I will remain obligated to make payment, and L’Oréal and/or my employer shall be entitled to compel my payment of the amount I owe by any lawful means available to them. Among other remedies, L’Oréal and/or my employer may direct the Custodian to sell all or a portion of the Shares that I purchase in the Employee Share Plan, and my signature on this Subscription Form constitutes my consent to such sale and to the allocation of the proceeds of such sale to pay the sums I owe.

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 – EU 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;
- JP Morgan Workplace Solutions, the account holder of the shares; and
- Amundi ESR, as the data controller is the collector responsible for collecting and centralizing the subscriptions, and any other entity expressly authorized 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).

My personal data will be stored in 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, unless I use my right of withdrawal.

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 JP Morgan Workplace Solutions: West Cork Technology Park, Clonakilty, Cork P85 EY90, Ireland.

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 JP Morgan Workplace Solutions: [privacy.global.shares@jpmorgan.com](mailto:privacy.global.shares@jpmorgan.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>.

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

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