



**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 and Local Supplement of the 2026 Employee Share Offer of the L'Oréal Group ("the Offer"), along with the Key Information Document relating to the "L'Oréal Employee Share Plan Relais 2026" FCPE, and having received the appropriate legal, accounting, and tax advice regarding its effects and consequences, hereby agree to subscribe for L'Oréal shares through the above-noted FCPE in accordance with the following conditions:

- I acknowledge that I have read and understood the documents provided to me in the subscription materials, that I have been duly advised on the effects and consequences of the Offer, that I accept all the terms and conditions of the Offer, and that I hereby freely and voluntarily adhere to the Offer in the terms that arise from the mentioned documents and from this subscription form. My decision will have no effect, either positive or negative, on my employment.

Additionally, I understand that nothing contained in this document, or any other materials distributed or made available to me in connection with this offering or the FCPEs shall confer upon me any right or entitlement respecting future offerings.

By subscribing to the L'Oréal Employee Shareholding Plan, I agree with, and acknowledge having read, the provisions of the local supplement duly provided to me that describe relevant aspects of the Plan.

- 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 applicable 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 acknowledge that L'Oréal does not guarantee any benefit or gain in connection with the shares offered under the Offer. I acknowledge that investing in the Offer involves risks, including the possible loss of my investment, and that the benefits that could eventually arise from the Offer do not constitute a granted right for the future and may be amended, modified, or terminated at any time.
- 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.
- 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;
  - 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.
- I understand that the FCPE "L'Oréal Employee Share Plan 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 matching contribution, 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), 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 acknowledge that I will have to bear and I am responsible for any taxes and/or employee social security charges that my employer may be obliged to withhold or pay as a result of my participation in this Offer and I hereby irrevocably authorize my employer, to the extent legally permitted, to deduct any such taxes and social security charges from my salary (including all accrued entitlements) or any redemption amount to which I may be entitled to under this Offer, or to sell, or have sold,

without any prior notice whatsoever, all or part of my L'Oréal shares held under the FCPE and deduct the amount due from the proceeds.

- ➔ I acknowledge that the L'Oréal Employee Share Plan is being offered to me in my capacity as an employee of L'Oréal Argentina on a confidential basis and that therefore it is not aimed to the general public. By receiving this L'Oréal Employee Share Plan, I am deemed to (i) acknowledge that this L'Oréal Employee Share Plan is not a public offering and the relevant actions have not been and will not be authorized by the National Securities Commission for public offering in the Argentine Republic; (ii) acknowledge the existence of the six-month restriction on the transfer of the securities acquired under this plan, provided in Article 17 of Section 2 of Chapter I of Title XX of the Argentine Securities Exchange Commission (the "CNV") Regulations (the "CNV Rules") which shall commence upon the expiration of the subscription period; and (iii) that this plan constitutes a private offering under the terms of Section II of Chapter I of Title XX of the CNV Rules and, as such, it does not require authorization by the CNV and, therefore, the issuance is not subject to the general and periodic information and supervision regime of the CNV. I further acknowledge that the CNV has not passed judgment on the information contained in any offering document or on the veracity of any accounting, financial and economic information, as well as any other information provided therein, which is the sole responsibility of L'Oréal Argentina. Accordingly, receipt of the L'Oréal Employee Share Plan shall constitute my agreement that the information contained in the L'Oréal Employee Share Plan may not (i) be reproduced or used, in whole or in part, for any purpose whatsoever other than as a representation of your holding of the rights acquired in the L'Oréal Employee Share Plan, or (ii) furnished to or discussed with any person without the express written permission from L'Oréal Argentina S.A.
- ➔ 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 more generally on trends in the financial markets.

#### **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 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.

Finally, my employer reserves the right to file a claim against me for payment of 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 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 the Argentine Data Protection Law No. 25,326.

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. The data will be stored by Amundi, in France.
- Amundi ESR, as the data controller is the collector 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.

By my signature below, I consent to the collection, use and disclosure of my personal data as described in this Subscription Form.

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 to the 2026 Offer. If I do not provide all this data, my subscription request will not be considered. 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 the 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 of portability of my data, and the erasure and the communication of my personal data after my death. I can exercise these rights by contacting DPO at L'Oréal – 14 rue Royale – 75008 Paris, or **DPO** at Amundi ESR – Service Contrôle Interne et Conformité – 26956 Valence Cedex 9. I may also contact the persons referenced above if I have any questions about the collection, use or disclosure of my personal data, including any questions about the collection, use, disclosure, or storage of personal data by my employer's service providers and affiliates outside Argentina, or to obtain written information about my employer's policies and practices with respect to such service providers and affiliates.

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 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 acknowledge that my personal data will be hosted in a database which is duly registered before the Access to Public Information Agency ("APIA").

I noted that the APIA, as the enforcing authority of Argentine Law No. 25,326, has the attribution of attending to any claims and allegations filed by those affected in their rights for non-compliance of the current Argentine Data Protection regulation.

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

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