

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 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 declare 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 meet 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 contribution) 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 units.
- 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, and the FCPE "L'Oréal Employee Share Plan" are available to me on the website <https://invest.loreal.com> dedicated to the Offer and from my Human Resources Department;
 - 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 consideration of my subscription for L'Oréal FCPE units 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 declare that I have retained copy of this unit subscription form.
- I acknowledge and agree that any direct or indirect benefit derived from my participation in the plan, including but not limited to free shares (matching contribution) and the discount in the price of units, will not be considered as salary nor as a constituent part of it.

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 also more generally on trends in the financial markets.

I hereby appoint my employer as agent to file the exchange return related to my investment and the redemption of the same with a commercial bank, make the transfer of my investment abroad, and fulfill all the requirements needed to make the transfer of my investment abroad and the transfer of the redemption of my investment.

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 the interest free loan granted by my employer (which amount is specified in box B on the reverse side hereof), I expressly and irrevocably authorise my employer to deduct the amount of any deductions which remain outstanding pursuant to my subscription from my final salary, social benefits, vacation payment, bonus or indemnification 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 immediately, 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 total amount of the interest free loan 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 loan owed to my employer at the end of the tenth month following my subscription, for which I authorize my employer so that he deducts from my salary the additional monthly amount, which pursuant to the legal limits be deductible until completing the total amount of my subscription.

If at any time during the time period of twelve months in which I authorize my employer so that he discounts from my salary for the payment of the units, which were to exceed the legal limit of my monthly indebtedness, I obligate myself to deposit to L’Oréal the surplus in the indicated account, within the monthly subsequent to the date in which said indebtedness limit is exceeded.

Any which way, my indebtedness level much be checked by me and by the payroll area before making the subscription of units.

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 loan 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.

“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.

Default of payment

I understand and agree that if I ticked the box for immediate payment, and if the amount of my payment is incomplete, my subscription order may be cancelled.

In case I default on the payment of my subscription, in whole or in part, and if my subscription order has not been cancelled, I irrevocably authorize L’Oreal, my employer or the account holder of my L’Oreal shares/units, to sell/redeem all or a portion of my investment and to apply the proceeds to (1) the full satisfaction of my debt and (2) the payment of transaction fees resulting from the sale/redemption.

In addition, in the event that the termination of my employment contract should occur, for any reason, before the reimbursement by monthly instalments of the total amount of the salary advance made by my employer, I irrevocably authorize my employer to deduct the amount of the salary deductions remaining due for my subscription, from my last salary or any other sums due to me.

If I then remain indebted to my employer for sums due as a result of my subscription, unless I pay this balance, I irrevocably authorize L’Oreal, my employer or the account holder to sell/redeem, without prior notice or formal notice, my investment, in accordance with the applicable regulations, and to use the proceeds to pay the sums remaining due to my employer.

If the redemption proceeds are not sufficient, I will remain debtor of my employer for the corresponding amount. In addition, my employer reserves the right to file any claim against me to recover unpaid sums.

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.

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;

- Amundi ESR, as the data controller is the collector responsible for collecting, centralizing and processing the subscriptions 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 92 200 Neuilly-sur-Seine) 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).

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 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 personal data will be kept for data processing purposes described above for the time necessary for the implementation of the 2026 Offer 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 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.

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, 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")