

LRS DECLARATION

Name of Employer:

Employee Code:.....

Mr/Mrs/Ms:

Last name:

First name:

Personal Address & email:

Postal code:

City and Country:

E-mail:

PAN No.:

The Income-tax Act, 2025 specifies provisions relating to tax collected at source (TCS) under Section 394. The TCS rates for remittances under the Liberalised Remittance Scheme (LRS) have been revised, effective 1 April 2026, subject to a threshold limit of INR 10 lakhs per Financial Year per Individual for all remittances made outside India. As per the provisions of Section 394, the applicable TCS rate for remittances under LRS is 20% where the total remittances made outside India by an Individual in an FY (say FY 2026-27) exceed INR 10 lakhs (including the employee's own remittances to be made under the 2026 L'Oréal Employee Share Plan).

Keeping in view the above provisions, I hereby declare that I have remitted amounts specified in the following table outside India during the period starting 1 April 2026 to the date of signing this Declaration.

TOTAL REMITTANCES MADE BY ME OUTSIDE INDIA TO DATE

INR _____

*(*To include all remittances towards family maintenance, gifts, medical, educational fees, investments (excluding my remittance under the 2026 L'Oréal Employee Share Plan, which will be added to the above amount), and other remittances towards all permissible current and capital account transactions permitted under LRS. Payments made through international credit cards while being overseas are not to be considered in the above table.)*

Considering the total value of the remittances outside India during FY 2026-27 (to date), I consent to my Employer recovering TCS as per law from my payroll in August 2026. Such TCS recovered (if any) will be remitted by my Employer to the AD bankers for deposit with the Central Government under my PAN, which can be adjusted against my tax liability to be payable at the end of the financial year.

I understand that:

- If my total remittance under LRS during FY 2026-27 (to date) exceeds INR 10 lakhs, then TCS recovery will be 20% of the value of my contribution under the 2026 L'Oréal Employee Share Plan.
- If my total remittance (including my contribution under the 2026 L'Oréal Employee Share Plan) is less than INR 10 lakhs, TCS is not required to be recovered from your payroll.

I agree that the aforesaid personal information must be disclosed/provided to my Employer, Employer's banker, and any party besides my Employer and L'Oréal S.A., which is expressly authorised to receive, maintain and process this information for Indian tax (TCS) and/or otherwise. I understand that my personal information may be transferred, processed, and stored within and outside India for the purposes set out in the 2026 L'Oréal Employee Share Plan.

I declare that the details and information above are complete and true to my knowledge. I also agree to indemnify my Employer from and against all claims, liabilities, and expenses that may be suffered or incurred by the Employer and that may arise out of or in connection with any incorrect information furnished by me in this or any other declaration.

If this is online, my submission hereof may be considered as my signature. Otherwise, I will physically sign this LRS Declaration as under:

Signed on:/...../2026

Read and Approved:

Signature :