

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



"L'Oréal" identification number:

.....

Mr/Mrs/Ms: .....

Last name: .....

First name: .....

Birthdate (YYYY/MM/DD): .....

City of Birth: .....

Country of Birth: .....

Fiscal Address: .....

Postal code: .....

City: .....

Country: .....

Fiscal Code: .....

E-mail: .....

**Subscription form for Italy**  
**To be submitted to your employer no later than June 24, 2026**

<p>The amount of my personal purchase expressed in number of shares (minimum of one share). The number of shares I am willing to subscribe is indicated in box A.                  The total amount of my subscription (indicated in box C) will be equal to the number of shares subscribed multiplied by the subscription price of one share in Euro. The subscription price of one share, as set on June 5, 2026, is indicated in box B.</p>	<p>A= _____</p>								
<p>The subscription price of one share (in Euro)</p>	<p>B</p>	<p>€</p>							
<p>The total amount of my subscription, equal to the number of shares subscribed (indicated in box A) multiplied by the subscription price of one share (indicated in box B)</p> <p>I have confirmed that A multiplied by B = C</p>	<p>C</p>	<p>€</p>							

**The method of payment will be:**

By bank transfer into the bank account identified in the Local Supplement.

My bank transfer must take place by August 31, 2026.

The bank account the bank transfer must be executed to is:

L'Oréal Italia S.p.A. IT48D0310401600000000402742

Helena Rubinstein Italia S.p.A. IT25E0310401600000000402743

L'Oréal Saipo Industriale S.p.A. IT30B0310401600000000402922

In case of a change of the bank, it will be the responsibility of the company to notify the employee.

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

My subscription shall be definitive and irrevocable on the close of the subscription period.

I agree to be bound by the representations and undertakings set forth on the back of this subscription form.

Date: ..... 2026

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

**Electronic communication and convocation to L'Oréal S.A shareholders' meetings (tick the box below to accept electronic communication in your capacity as L'Oréal S.A shareholder)**

I, the undersigned, accept notification of shareholders meeting and documentation related to L'Oréal S.A general shareholders' meetings and communication of documents related to L'Oréal S.A corporate activities, via electronic means at my e-mail address used for my subscription to the Offer.

I, the undersigned, do not accept any electronic notification.

I have noted that I may decide to revert to receiving my invitation to the general shareholders' meeting and related documents by regular mail by writing at any time to Uptevia (the holder of my securities account) or via my electronic mean.

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

## REPRESENTATIONS AND UNDERTAKINGS

---

I, the undersigned, 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 represent that I have an employment contract with L'Oréal or a subsidiary which is member of the L'Oréal Employee Ownership Shareholding Plan ("ESOP") 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 remuneration for 2026, up to a limit of 20 shares (fixed and variable).
- 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 ESOP 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 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. My L'Oréal shares will be registered in my name on a securities account with Uptevia.
- I understand fully 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.

Taking into account the concentration of risk of an investment 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 value of the investment made within the Offer will 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.

### **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. I also acknowledge that the data I provide for the purpose of the bank debit may be used by the account holder of the shares in order to manage dividend payment.

This subscription form constitutes an irrevocable instruction to my employer or the holder of my securities account to sell, without any advance notice or reminder to pay, my shares, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of such sale 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.

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 – 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, Italian Legislative Decree No. 196/2003, as applicable, 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;

- Uptevia, the account holder of the shares

- Amundi ESR, as the data controller is the collector responsible for collecting and centralizing the subscriptions, and any other entity expressly authorised 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).

I authorize my employer to communicate my bank account for my dividend payment.

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 Uptevia: 9 rue Débarcadère, 93500, Pantin - France.

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 Uptevia: <https://planetshares.uptevia.pro.fr/login>

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")

---