

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



Name of employer: L'Oréal Kazakhstan LLP

BIN: 090140005307 Mr/Mrs/Ms:.....

Last name:

First name:

Personal Address:

Postal code:

City and country:

E-mail:

Subscription form for Kazakhstan
In order to be taken into consideration this form is to be submitted no later than June 24, 2026 at the latest to: Yermek.Akhmetov@loreal.com, the Republic of Kazakhstan, Almaty city, Medeu district, Kunaev street, building 77, Business Center «Park View Office Tower», 2nd floor, postcode 050000

My subscription payment is: tenge.

I hereby authorize my employer to deduct up to 30% of my salary (after deduction of all applicable taxes and charges) each month during 6 months with the first deduction in August 2026 and the last deduction in January 2027 (for repayment of the loan provided to me by my employer for the purpose of my subscription).

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

This is my only subscription and it 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")

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 represent that I have an employment contract a subsidiary of L'Oréal which is member of the L'Oréal International Employee Shareholding Plan ("**IESP**") and that I satisfy the seniority condition to be eligible to the Share Plan and the minimum employment condition of one year prior to the end of the Subscription Period.
- 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 Share plan may not exceed the equivalent of 20 shares and 25% of my estimated gross annual (fixed and variable) remuneration for 2026.
- I acknowledge that I have been made aware, after reading the documents made available to me, that:
 - my subscription shall entitle me to 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 and Local Supplement;
 - 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>;
 - 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 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 30th 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 a copy of this 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 also more generally on trends in the financial markets.

I agree to notify L'Oreal Kazakhstan LLP on any changes related to accrual of dividends, delivery of free of shares and sale/redemption of shares as well as to provide L'Oreal Kazakhstan LLP with necessary documents confirming such changes within 3 business days from the date when I became aware of such changes. In case of failure to do so, L'Oreal Kazakhstan LLP will be entitled to deduct from my salary penalty and fines occurred due to failure to perform or untimely performance of tax obligations.

I grant my permission to L'Oreal Kazakhstan LLP, on a monthly basis within, August, September, October, November and December of 2026 and January of 2027 as well as in other cases triggering obligations of L'Oreal Kazakhstan LLP on calculation, withholding and transfer of taxes and other obligatory payments to the state and other budgets in the framework of the 2026 Employee Share Offer of the L'Oréal Group, to deduct from my salary all due amounts required for reimbursement of expenses of L'Oreal Kazakhstan LLP on payment of taxes and other obligatory payments in the framework of the 2026 Employee Share Offer of the L'Oréal Group, which L'Oreal Kazakhstan LLP, as a tax agent, shall withhold from my salary and transfer to the state and other budgets.

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 debt under the loan agreement with my employer (which amount is specified on the reverse side hereof), I expressly and irrevocably authorise my employer to deduct from my salary any amount which remain outstanding pursuant to the loan agreement or any other sums which may be owed to me. Should I continue to owe any sums to my employer pursuant to my subscription, 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.

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 debt under the loan agreement with 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.

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 Kazakh law dated 21 May 2013 No. 94-V On Personal Data and their Protection.

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 S.A, 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, 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.

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 FCPE units.

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 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 hereby consent to L’Oréal S.A., L’oreal Kazakhstan LLP, Citibank Kazakhstan, and Amundi ESR to the collection and processing of my personal data, *inter alia*, by using information systems, including cross-border transfer of my personal data to any third party, for the purposes of my participation in Share Plan”.

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>.

Legal Disclaimer

L'Oréal Group (L'Oréal Company) shall not be responsible for any changes that may occur in the future due to the legislative amendments of Kazakhstan. L'Oréal Group (L'Oréal Company) shall not be responsible for any possible claims of the tax authorities of the Republic of Kazakhstan.

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

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