

Agreement on Salary Deductions

concluded pursuant to Article 131 (3) of Act No. 311/2001 Coll. Labor Code as amended ("Labor Code") between:

EMPLOYER:

Business name: **L'ORÉAL Česká republika s.r.o.,
organizačná zložka L'ORÉAL Slovensko**
Reg. address: **Nám. 1. mája 18, Bratislava – Staré Mesto 811 06**
ID No.: **54 279 071**
Represented by: **.....**

(hereinafter referred to as the "**Employer**")

a

EMPLOYEE:

Name and surname: **.....**
Residence: **.....**
Date of birth: **.....**

(hereinafter referred to as the "**Employee**")

The Employer and the Employee are collectively referred to as the "**Parties**" for purposes of this Agreement on Salary Deductions (hereinafter, the "**Agreement**").

PREAMBLE

WHEREAS the employee has voluntarily chosen to participate in the L'Oréal 2026 Employee Share Offering (the "**Offer**"), and by signing this Agreement, Employee acknowledges and represents that he/she has duly read and is bound by all of the terms and conditions of the Offer;

WHEREAS, the Parties hereto agree that in connection with participation in the Offer, Employee is obligated to make, among other things, payment for Employee's personal investment in the Offer, for the payment of which Employer has agreed to provide funds to Employee and Employee has agreed to repay such funds in ten (10) monthly installments;

WHEREAS, according to Art. 20(1) of the Labour Code, "*Rights and obligations arising from employment relationships may be secured by agreement on deductions from wages, by liability or by the creation of a pledge*";

WHEREAS, according to Art. 20(2) of the Labour Code, "*Satisfaction of the employer's claim may be secured by agreement between the employer and the employee on deductions from wages. The agreement must be concluded in writing, otherwise it is null and void*";

NOW, THEREFORE, the Parties agree to enter into this Agreement on Salary Deductions:

Article 1
Employer's claims secured by the Agreement

- 1.1 The Parties agree to enter into this Agreement to secure the financial obligations of the Employee that arise during the course of the Employee's employment relationship with the Employer, i.e. the Employer's claims against the Employee. The Employer shall be entitled to deduct from the Employee's wages to satisfy its claim against the Employee as soon as the Employee's financial liability for payment to the Employer has actually arisen, i.e. as soon as the Employee's claim(s) against the Employer have arisen on the basis of the legal title referred to in clause 1.2 of this Article 1 of the Agreement (hereinafter referred to as the "**Claim**").
- 1.2 The Employer and the Employee agree that the Employer will make a payment on behalf of the Employee for a portion of the Employee's personal investment in the Offer in the amount of **EUR [TO BE ADDED]** (in words, EUR **[TO BE ADDED]** and **[TO BE ADDED]** cents), and the Employee agrees to reimburse the Employer for the payment so expended by the Employer, i.e. to satisfy the Claim in full, in ten (10) equal monthly instalments in accordance with this Agreement. For the avoidance of confusion, it is hereby agreed that the Employer is the creditor of the Claim and the Employee is the debtor of the Claim.
- 1.3 The Employee consents to deductions from his/her wages for the purpose of properly satisfying the Claim. The deductions from wages shall be made successively in equal monthly instalments of **EUR [TO BE ADDED]** starting with the deduction from wages for the month of July 2026, made on the pay date of August 2026 and thereafter monthly until the Claim is satisfied in full.
- 1.4 In the event of termination of the employee's employment prior to full satisfaction of the Claim, the employee shall be subject to a deduction for the purpose of full satisfaction of the Claim on the employee's last pay date, in accordance with paragraph 2.6 Article 2 of the Agreement. In the event that the Claim is not satisfied in full by the termination of employment, the Employee agrees to satisfy the Claim no later than thirty (30) days after the termination of the employment relationship between the Employee and the Employer. In the event that the Employee fails to comply with the obligation set forth in the preceding sentence, the Employer shall be entitled to recover the Claim from the Employee.
- 1.5 Deductions from wages may not exceed the maximum amount permissible for the enforcement of the decision. By signing below, the Employee **declares that no deductions are made from his/her salary** which would **jeopardize or prevent the due and full satisfaction of the Claim** in accordance with this Agreement and that, to his/her knowledge, there is no reason why such deductions should arise; in particular, but not exclusively, he/she declares that he/she is not in the position of a debtor in execution proceedings or otherwise subject to enforcement and that he/she has not entered into any other agreement with a third party concerning deductions from wages and other income. The Parties agree that in the event the Employee's representation set forth in this paragraph above is proven to be false and/or it is not possible for any reason other than reasons on the part of the Employer to make deductions from wages pursuant to this Agreement, the Employer shall be entitled to

(i) demand immediate satisfaction of the Claim and to recover the Claim as due in full in accordance with paragraph 2.6 of Article 2 of the Agreement, and/or (ii) make or enforce deductions from wages to the maximum extent permitted by applicable law, i.e., beyond the amount of the monthly wage deduction agreed in clause 1.3 of this Article of the Agreement.

Article 2

Final provisions

- 2.1 The Employer and the Employee agree that if prior to the signing of this Agreement there were prior agreements between them for wage deductions in respect of the Claim referred to in this Agreement, upon the signing of this Agreement the old agreements for wage deductions in respect of the Claim or any part thereof shall cease and be replaced in their entirety by this Agreement.
- 2.2 The Employer and the Employee agree that deductions from wages will be made to the Employer and/or the Employer's bank account.
- 2.3 If an Employee becomes liable to pay to the Employer or a third party a Claim arising under a title referred to above in this Agreement, the Employer shall satisfy the Claim by making a deduction from wages, or part thereof, in accordance with the terms and conditions agreed in this Agreement.
- 2.4 The parties agree that deductions from wages shall be made in accordance with Art. 20(2) and Ar. 131(2) and (3) of the Labor Code. If the individual components of the employee's income are not sufficient to satisfy all or part of the Employer's or third party's Claim under this Agreement, the parties agree that the Employer shall be entitled to make deductions from wages on a monthly basis until the Employer's or third party's Claim has been satisfied in full.
- 2.5 The order of deductions from wages is governed by the provisions of the relevant generally applicable legislation, in particular Article 131 of the Labor Code.
- 2.6 If the employee's employment is to be terminated before the end of the last month for which deduction from wages is to be made, the outstanding balance of the Employer's Claim shall become payable on the date on which the Employer becomes aware that the employee's employment is to be terminated. The Employer is entitled to make a deduction from wages in the amount of the entire outstanding balance of the Employer's Claim from the wages due on the Employee's next pay date or from subsequent wages until the Employer's Claim has been paid in full.
- 2.7 If the employee's participation and investment within the Offer is to be terminated and the Employee's investment paid out to the Employer before the end of the last month for which deduction from wages is to be made (hereinafter "**Early Redemption**"), the outstanding balance of the Employer's Claim shall become payable on the date on which the employer becomes aware of the Employee's Early Redemption. The Employer is entitled to make a deduction from wages in the amount of the entire

outstanding balance of the Employer's Claim from the amount(s) paid out to the Employer based on the Early Redemption, until the Employer's Claim has been paid in full.

- 2.8 The obligation to make deductions from wages also arises for the new employer; the employee is obliged to inform the new employer immediately after the employment relationship begins that deductions from wages have been made and for which claims.
- 2.9 This Agreement shall become effective upon signature by both parties and shall become effective upon the creation of the Claim. This Agreement may only be amended in writing signed by both Parties.
- 2.10 In the event that any provision of this Agreement is or becomes invalid, ineffective or unenforceable, the validity, effectiveness and enforceability of the remaining contents of the Agreement shall not be affected. The Parties shall cooperate with each other to ensure that the invalid, ineffective or unenforceable provisions are replaced by valid, effective and enforceable provisions that preserve, to the greatest extent possible, the purpose intended by the invalid, ineffective or unenforceable provisions.
- 2.11 The Parties have read the Agreement, understand its contents, rights and obligations arising therefrom, and in token of their agreement with its contents and the fact that they have not concluded the Agreement under duress, coercion or on manifestly unfavorable terms, they sign it in good faith, in token of their free and solemn will.

In _____, on __.__.2026

Employer:

In _____, on __.__.2026

Employee:

.....
L'ORÉAL Česká republika s.r.o.
organizačná zložka L'ORÉAL Slovensko
represented by: _____

.....
