

myAL myShare 2025 - Amendment to my labor agreement

The purpose of this Amendment to my labor agreement is to include the Offering, as defined below, in a compensation program provided for in my labor agreement.

In 2025, L’Air Liquide S.A. is offering a share capital increase reserved to its employees and the employees of its direct or indirect majority-owned subsidiaries, which are members of the Air Liquide International Group Share Purchase Plan, under favorable conditions (the “Offering”).

I expressly consent to this Offering being part of a compensation program included in my labor agreement. Any direct or indirect benefit derived for me from the Offering will not be considered as salary nor as a constituent part of it for any purpose under my labor agreement.

I have noted that such Offering has been authorized by the General Shareholders Meeting and is subject to a decision of the Board of Director of L’Air Liquide S.A. or its delegate at the discretion of L’Air Liquide S.A.

The eligibility to this Offering does not create any future or acquired rights for other similar offerings that could be implemented by L’Air Liquide S.A. in the future.

Accepted and agreed as of this

____ day of November 2025.

AIR LIQUIDE COLOMBIA S.A.S.

EMPLOYEE

**AIR LIQUIDE COLOMBIA INDUSTRIAL
S.A.S.**

**Name and surname of the
employee:**

Jean Picot

Signature: _____

Signature: _____