

# Subscription form for L'Air Liquide S.A. shares

Capital increase reserved for employees

Subscriptions are open from November 3 to 13, 2025

## To be completed by the employee or, alternatively, by the employer

Employee's Air Liquide Unique ID: .....

Employee's local ID: .....

Subsidiary's code: .....

Date of birth: [ ]/[ ]/[ ]

Country of birth: .....

Town/City of birth: .....

Mrs     Mr

Last name: .....

First name(s): .....

E-mail: .....

Phone number: .....

Postal address: .....

Postcode: ..... Town/City: .....

Country: .....

## To subscribe online...

Connect to [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com), "Subscribe to myAL myShare 2025" tab, before the last day of the subscription period (i.e. November 13, 2025 before 11:59 pm, Paris time) with your login and password indicated in the letter and/or the e-mail which you were provided.

## ... or subscribe with this form

**(to be received by your HR department by the last day of the subscription period at the latest)**

I acknowledge that I have read the documentation available on the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com), "Download documents" section. I acknowledge that I have been informed of the conditions required to participate in the offer and I accept them. I also consent to the representations and undertakings stated on the reverse side of this form including the terms on the protection of personal data.

Lastly, I accept the terms and conditions of the individual direct registered share account agreement with L'Air Liquide S.A. Shareholder Services, to which I have access on the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com).

**I request to subscribe for the number of L'Air Liquide S.A. shares indicated below, on the following conditions:**

## My subscription request in euros (Minimum subscription amount: 1 share)

**TOTAL AMOUNT (A X B = C)**

<span style="border: 1px solid #ccc; border-radius: 5px; padding: 5px; width: 150px; height: 30px; display: inline-block; margin-bottom: 5px;"></span> <b>A</b>	<b>X</b> <span style="border: 1px solid #ccc; border-radius: 5px; padding: 5px; width: 150px; height: 30px; display: inline-block; margin-bottom: 5px;"></span> <b>B</b>	<span style="border: 1px solid #ccc; border-radius: 5px; padding: 5px; width: 150px; height: 30px; display: inline-block; margin-bottom: 5px;"></span> <b>C</b>
Number of shares desired*	Subscription price per share (communicated by my employer)	<b>=</b>
		<span style="border: 1px solid #ccc; border-radius: 5px; padding: 5px; width: 150px; height: 30px; display: inline-block; margin-bottom: 5px;"></span> <b>(in euros)</b>

\* Subject to a possible reduction (please see the back of this form).

## My payment

or

Over 12 months, by monthly payroll deduction

I authorize my employer to make these deductions from my salary, beginning the month after the shares are registered in my shareholder account. I further acknowledge that each deduction from my salary may not exceed 10% of my net monthly salary.

In full upfront by bank transfer

As expressly authorized by my employer.  
(I can contact my local relay for more information).

**I have kept a copy of this subscription form.**

I will give this original copy to my employer's Human Resources Department (HR). I hereby agree to subscribe for (number of shares I wish to subscribe, in words)

Signed in: .....

On: [ ]/[ ]/[ ]

Signature of subscriber preceded  
by the handwritten words "Read and approved":

**Acknowledgment of receipt by HR**

Form received on:

To be valid, this form must be received before the subscription period ends.

# Representations and undertakings

I subscribe for L'Air Liquide S.A. shares as part of a capital increase reserved for members of a share savings plan.

## Documentation

- I acknowledge that I have read the brochure, the local supplement and the regulations of the International Group Share Purchase Plan available on the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com), "Download documents" section.
- I am informed that the local supplement includes a tax note which describes the taxation in my country (discount, dividends and capital gains, if any, or taxation related to payroll deduction, if any) and specifies whether there is any taxation applicable at subscription.
- I am invited to consult the L'Air Liquide S.A. Universal Registration Document, which contains important information on the company's business, strategy and objectives, as well as on the risk factors inherent to the company and its activities, and on its financial result.

## Eligibility to the Offering

- I declare that I am an employee of a company of the Air Liquide group that is a member of the Air Liquide International Group Share Purchase Plan, for at least three months before the subscription period closing date (i.e., on November 13, 2025) (an «Employee»).
- The shares subscribed under this Offering are strictly reserved to the Employees as defined above. The shares are necessarily held in an account in the name of the Employee and cannot be held in a joint account, even if the co-holder of the joint account is also an employee of Air Liquide. If the Employee has already an individual account opened in the register of registered shareholders of L'Air Liquide S.A., the shares subscribed will be registered in the name of the Employee. Otherwise (no account or a joint account only), a new account in the sole name of the Employee will be opened in order to deposit the subscribed shares. Any subsequent request to convert the individual account into a joint account will be refused.

## Subscription Terms and Conditions

- I have duly noted that for my subscription to be valid I must have subscribed online at the latest on the subscription period closing date (i.e., on November 13, 2025). In case of subscription with a paper form, I undertake to send my subscription form in reasonable time to allow my local HR correspondents to subscribe online on my behalf at the latest on the subscription period closing date.
- Whether I subscribe with a paper form or online, my subscription cannot be canceled after the subscription period closing date (i.e., on November 13, 2025). If I send several paper subscription forms to my local HR correspondents, only the latest form will be processed.
- I have duly noted that my subscription makes me a member of the Air Liquide International Group Share Purchase Plan.

## Subscription Price

- I declare that I am informed of the subscription price of the shares.
- The subscription price of one share is set in euros by the CEO, as authorized by the Board of Directors of L'Air Liquide S.A., and is equal to the average of the opening trading prices over the 20 trading days preceding this decision, discounted by 20%.

## Subscription Limit

- I have duly noted that the maximum amount of my subscription to this offer cannot exceed 25% of my estimated gross annual remuneration for 2025.
- If I choose to pay via 12 monthly instalments, the maximum monthly payment will be 10% of my net monthly salary.

## Lock-Up Period

- I have duly noted that my shares will be held and locked-up in the Air Liquide International Group Share Purchase Plan for at least five years, unless I am eligible for an early exit event (the early exit events are listed in the local supplement).

## Risks Related to My Investment

- I have duly noted that the value of my investment will fluctuate upwards or downwards in line with the L'Air Liquide S.A. share price.
- Given the risk linked to an investment in shares, the French Autorité des Marchés Financiers recommends that subscribers assess the need to diversify the risks of their total financial savings.

## My decision whether or not to participate in this offer is entirely personal and voluntary

- My decision is not based on any financial, tax or other advice from any Air Liquide group company or from its employees or executive officers.
- My decision will have no effect, either positive or negative, on my employment within the Air Liquide group and does not affect my conditions of employment.
- Nothing contained in any materials or information distributed or made available to me in connection with the offer and my subscription to the offer shall confer upon me any right or entitlement in respect of my employment.
- I understand that the offer is made by the French company L'Air Liquide S.A. and not by my employer. The Offering does not form part of my employment agreement and does not amend or supplement such agreement. Further, my participation does not entitle me to future benefits or payments of a similar nature or value and does not confer me any right to participate in similar offerings in the future. Benefits that I may receive or be eligible for under this Offering will not be taken into consideration in determining the future benefits, payments or other entitlements, if any, that may be due to me (including in cases of termination of employment).
- The opportunity to participate in myAL myShare 2025 in no way assumes the existence of future offers or the potential opportunity to participate in them.

## In the event of over-subscription

- I have duly noted that my subscription request for L'Air Liquide S.A. shares may be reduced in the event of over-subscription, that is, if the total number of requests for shares subscribed is greater than 850 000.
- In this event, the highest subscriptions will be reduced to a level that will make it possible to serve

all subscribers, as far as possible. I will be informed by my entity's HR of the reduction a few days after the subscription period closes. The information will also be available on the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com), under the "Subscribe to myAL myShare 2025" tab.

## Payment default

- If I fail to pay the amount due, my subscription may be canceled in whole or in part. In addition, I irrevocably authorize L'Air Liquide S.A. to sell or to proceed with the sale of my shares, without prior or formal notice, in accordance with applicable law, and to allocate the proceeds to the payment of the corresponding amount of my subscription.
- If the proceeds of the sale were not sufficient to pay the above amount, I would remain indebted to my employer for the corresponding amount. In addition, my employer reserves the right to take legal action against me to recover the unpaid amount.

## Payment through payroll deduction

- Each instalment payment made by salary deduction may not exceed 10% of my net monthly salary.
- In the event of termination of my employment contract, for any reason, prior to the end of the monthly payments, I undertake to pay any outstanding amounts due for the full payment of my subscription, and I undertake to immediately pay any outstanding balance. Failing compliance, I irrevocably authorize my employer to deduct the amounts due from any sums owed to me. I also authorize my employer to request the sale of my shares in the proportion necessary to repay the balance plus any commissions and charges, and to receive the proceeds thereof.
- In the event that, before paying the full amount of my subscription, I would request to sell all or part of my shares under an early exit event, the unpaid balance of my subscription will become immediately due and payable on the early release date and I undertake to pay the balance due to my employer without delay, and I authorize my employer to deduct the balance from the proceeds of the sale of my shares.
- I am aware that, according to Belgian law, the benefit that results from the monthly instalment payment method, which is an interest-free advance on salary from my employer repaid by deductions from my salary, may be subject to taxation (see the local supplement under "Will the interest-free instalment payment be subject to tax and/or social security charges"). A benefit in kind will be recorded as a result of the interest not being taken into account.

## Protection of personal data

- This subscription form is subject to applicable regulations on personal data protection, in particular the French law No. 78-17 of 6 January 1978 on data processing, data files and individual liberties, the Belgian law of 30 July 2018 on the protection of natural persons towards the processing of personal data, and the General Data Protection Regulation (EU) 2016/679 ("GDPR").
- The information provided in this subscription form is used within the IT data processing by L'Air Liquide S.A. as data controller.

## In this context, I note that:

- The information provided in this subscription form is necessary and mandatory for my participation in the Air Liquide International Group Share Purchase Plan and without it, my subscription cannot be processed;
- This information will be processed by L'Air Liquide S.A. and Uptrieva for the purposes of management of the shares acquired under the Air Liquide International Group Share Purchase Plan, based on the performance of a contract via my subscription to myAL myShare 2025 and in accordance with L'Air Liquide S.A.'s legitimate interest in organizing a share subscription scheme for its employees;
- I have a right of access, rectification and deletion of personal data that concerns me, the right to object, on grounds relating to my particular situation, to the processing of my personal data and the right to define the guidelines relating to the fate of my personal data post-mortem.
- The personal data provided in this form may be transmitted to any authorized person by L'Air Liquide S.A. for the purposes of centralized management of the Air Liquide International Group Share Purchase Plan, bookkeeping and IT storage of this data in France;
- My personal data may be accessed by my HR correspondent and/or transmitted to other authorized persons of the Air Liquide subsidiary that employs me for the purposes of local management of the Air Liquide International Group Share Purchase Plan, for the purposes of verifying the eligibility of the subscription, as this subsidiary may be located in a country located outside the European Union with a level of protection that may differ from that provided by European legislation on personal data protection. These transfers are covered in particular by the Binding Corporate Rules approved by the competent personal data protection authorities. They may be viewed on the company's website;
- My personal data will be kept for the above-mentioned data processing purposes for the time necessary to implement myAL myShare 2025 and for the management of the Air Liquide International Group Share Purchase Plan, at least until the sale of my shares, and subsequently for archiving purposes until expiration of the term of limitation for any litigation;
- For any question or claim regarding the processing of my personal data and the exercising of my rights, I can write to one of the following addresses:

**L'Air Liquide S.A. / Service actionnaires – Plan d'Epargne France 75, quai d'Orsay – 75321 Paris Cedex 07**

**ou**

**Laurence Thomazeau, Déléguée à la Protection des données 75, quai d'Orsay - 75007 Paris**

- I have the right to file a complaint with the competent supervisory authority, i.e., for France, the CNIL, addressed by post to the CNIL - 3, Place de Fontenoy, 75007 Paris or by email on the website: [www.cnil.fr](http://www.cnil.fr), and for Belgium, the Data Protection Authority, addressed by post to the Data Protection Authority - Drukpersstraat 35, 1000 Brussels or by email on the website: [www.autoriteprotectiondonnees.be](http://www.autoriteprotectiondonnees.be).

- I shall inform L'Air Liquide SA through my HR correspondent of any change in my personal details;
- I declare that I have kept a copy of this subscription form.