

# 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: .....

National Insurance no: .....

## To subscribe online...

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

## ... or subscribe with this form

(which must be received by your HR manager by the last day of the subscription period, 13 November 2025, at the latest)

I acknowledge that I have read the documentation available in the "Download documents" section of the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com). 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 and confirm that I understand the terms relating to 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 pounds sterling (Minimum subscription amount: 1 share)

A		X	B
Number of shares requested*		Subscription price per share (in pounds sterling)**	

TOTAL AMOUNT (A X B = C)	C
£ .....	
(in pounds sterling)	

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

\*\* Equivalent in pounds sterling of the subscription price in euros, as communicated by my employer.

## My payment

Tick the relevant box

### Over 10 months, by monthly payroll deduction

I authorise my employer to make these deductions from my salary, beginning the month after that in which my tax liability is deducted from my pay.

I understand that each instalment made by salary deduction may not exceed 10% of my net monthly salary.

### In full upfront

I will make payment in full by 13 November 2025 into my employer's bank account, details of which will be provided to me by my employer.

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

I will give this original copy to my employer's Human Resources Department (HR).

Signed in: .....

Dated: .....

### 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 agree to 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 in the "Download documents" section of the website [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com).
- I acknowledge that I have been encouraged to review 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, and have been so employed for at least three months between 1 January 2024 and the subscription period closing date (i.e., on 13 November 2025) (an "Employee").
- The shares subscribed under this Offering are strictly reserved for Employees. 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 already has an individual account opened in the register of registered shareholders of L'Air Liquide SA, the shares subscribed will be registered in the sole 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 before 11:59 pm, Paris time, on the subscription closing date.
- Where I complete a paper subscription form, I undertake to send my subscription form in reasonable time to allow my local HR correspondents to subscribe online on my behalf and at the latest on the subscription period closing date.
- I have duly noted that my subscription form may be cancelled if incomplete (including absence of the date and/or of the signature) or if it is not accompanied by the documents required.
- Whether I subscribe with a paper form or online, my subscription cannot be cancelled after the subscription period closing date (i.e., 13 November 2025). If I send more than one paper subscription form 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.
- I acknowledge that my subscription will become final and irrevocable on the closing day of the subscription period.

## Subscription Price

- I declare that I have been informed of the subscription price of the shares in pounds sterling.
- The subscription price of one share is set in euros by the CEO, as authorised 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%. This subscription price is then converted into pounds sterling at the exchange rate set by L'Air Liquide S.A. before the opening of the subscription period.

## Subscription Limits

- I certify that the maximum amount of my subscription to this offer does not exceed 25% of my estimated gross annual remuneration for 2025.

## 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.
- I have duly noted that although I pay the amount of my subscription in pounds sterling, the subscription of the shares is undertaken in euros. During the life of the investment, the value of my shares will be affected by fluctuations in the exchange rate between the euro and pounds sterling. In particular, on sale, the proceeds will be converted from euros to pounds sterling at the then prevailing exchange rate.

## 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. Participation in the offer is separate from and does not form part of any employment agreement.
- 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.
- 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 HR manager 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 cancelled in whole or in part. In addition, I irrevocably authorize L'Air Liquide S.A. to sell my shares, without prior or formal notice, in accordance with applicable law, and to allocate the proceeds to the payment of the corresponding unpaid amount of my subscription plus commissions and any charges.
- If the proceeds of the sale are not sufficient to pay the above amount, I will remain indebted to my employer for the corresponding amount. 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 hereby irrevocably authorise my employer to withhold any amounts that remain outstanding for the full payment of my subscription from any salary or other amounts that may be owing to me, and I undertake to pay any remaining balance immediately. Failing compliance, my employer will be entitled to request the sale of my shares in the proportion necessary to repay the balance plus commissions and any charges and to receive the proceeds.
- In the event that, before paying the full amount of my subscription, I 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 authorise my employer to deduct the balance from the proceeds of the sale of my shares.

## Taxation

- I have read and understood the notes on taxation which apply to UK resident employees set out in the local supplement.

Note: The next three paragraphs set out the text of the "restricted securities" election that you are required to enter into as a term of the Offering (and follows the wording of HM Revenue & Customs' standard form of election).

- I agree with the subsidiary company of the Air Liquide Group with which I have my contract of employment (my "employer") that, pursuant to section 431(1) of the Income Tax (Earnings and Pensions) Act 2003 ("ITEPA"), all of the shares which I acquire pursuant to this subscription form (which are employment-related restricted securities by reason of section 423 of ITEPA), and their market value, will be treated as if they are not restricted securities for the relevant tax and National Insurance purposes and that sections 425 to 430 of ITEPA do not apply.
- Should the value of the securities fall following their acquisition, it is possible that income tax and National Insurance contributions (where the securities are Readily Convertible Assets) that would have arisen because of any future chargeable event (in the absence of an election) may be less than the income tax/National Insurance due by reason of this election. There is no income tax/ National Insurance relief available should this be the case.
- The above election shall form Part A of a Joint Election and shall become irrevocable upon the acquisition of the securities to which this election relates. In signing this subscription form (which incorporates the above joint election) I agree to be bound by its terms as stated above.
- I hereby authorise L'Air Liquide S.A. and/or my employer to deduct from my pay any tax, National Insurance (or similar) contributions which may be due in relation to the acquisition, holding or disposal of shares acquired pursuant to this subscription form (the "Tax Liability"). If my pay is insufficient to enable L'Air Liquide S.A. and/or my employer to deduct the full amount of the Tax Liability I agree to meet the Tax Liability due in full by cheque within 7 days of notification of the Tax Liability by L'Air Liquide S.A. or my employer. As an alternative to a deduction from pay and/or remittance by BACS transfer, I agree that L'Air Liquide S.A. and/or my employer may arrange for a withholding from my investment (including upon redemption) of a sufficient amount to cover my Tax Liability.
- I agree that, following a redemption of my investment, the proceeds of redemption may be remitted to my employer or another member of the Air Liquide group as my agent so that any amounts owing to my employer may be deducted from such redemption proceeds and, following such deduction, agree that the remaining proceeds will be transferred to me.

## 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 that:

- i. I am not a Russian national or resident of Russia, or if I am, that 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 that I have a temporary or permanent residence permit in one of these countries; and
- ii. I am not a Belarusian national or a resident of Belarus, or if I am, that I am also a citizen of a Member State of the European Union or that I have a temporary or permanent residence permit in one of these Member States.

## Protection of personal data

- This subscription form is subject to the applicable regulations relating to the protection of personal data, particularly the General Data Protection Regulation (EU) 2016/679 ("EU GDPR") and the UK General Data Protection Regulation ("UK GDPR") and the UK Data Protection Act 2018.
- The information provided in this subscription form is used within the electronic data processing by L'Air Liquide S.A. as data controller.

### In this context, I note that:

- The basis for the processing of my personal data included in this subscription form shall be that it is necessary for the performance of a contract arising through the submission of this subscription form;

# Representations and undertakings

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

- The information provided in this subscription form is mandatory for the Air Liquide International Group Share Purchase Plan and without it, my subscription cannot be processed;
- I have a right of access to, and rectification and deletion, of personal data that concerns me, a right to object, on grounds relating to my particular situation, to the processing of my personal data and a right to provide guidelines relating to the fate of my personal data after my death;
- The personal data provided in this subscription form will be processed by L'Air Liquide S.A. and Uptevia for the purpose of management of the shares subscribed through the Air Liquide International Group Share Purchase Plan, based on the performance of this investment contract (article 6 (1) (b) of UK GDPR). I note that the personal data provided in this subscription form may be sent to any authorized person by L'Air Liquide S.A. for the purposes of centralized management of the International Group Share Purchase Plan, bookkeeping and electronic storage of such data in France;
- I also agree to my personal data being accessed by my HR manager and/or sent to other authorized persons of the L'Air Liquide S.A.'s subsidiary which employs me in order to validate my eligibility to the offering, such subsidiary may be located in a country outside the European Union where the level of protection may differ from that in European legislation on personal data protection. These transfers are in particular covered 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 as well as to meet legal requirements;
- For any question or claim regarding the processing of my personal data and the exercise of my rights, I can write to one of the following addresses:

**L'Air Liquide S.A. /Shareholder Services – French Share Purchase Plan**

**75, quai d'Orsay – 75321 Paris Cedex 07**

or

**Laurence Thomazeau, Data Protection Representative**

**75, quai d'Orsay – 75007 Paris**

- I have the right to file a complaint with the French supervisory authority by mail to the CNIL – 3, Place de Fontenoy, 75007 Paris (information can be found at: [www.cnil.fr](http://www.cnil.fr)) or with the UK Information Commissioner's Office, being my supervisory authority;
- I must inform L'Air Liquide S.A. through my HR manager of any change in my personal details; and in this subscription form, «personal data» and «data controller» each have the meaning given in EU GDPR and UK GDPR as appropriate.