

# 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 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: .....

Subsidiary's code: .....

Mrs     Mr

Last name: .....

First name(s): .....

E-mail: .....

Phone number: .....

Postal address: .....

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

Country: .....

## Please use the internet site [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com) as the preferred subscription method

(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., on November 13, 2025, before 11:59 pm, Paris time) with the login and password provided to you in the letter/e-mail).

OR

## Subscribe using this Form

**(to be submitted to your HR manager by the last day of the subscription period). Failure to deliver on time shall make this subscription null and void. I understand that if this Form is incomplete and not corrected in time, my subscription order cannot be executed, in which event this subscription cannot be processed.**

I acknowledge that I have read the documentation 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 myAL myShare 2025, 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. Furthermore, I note that the subscription price for one L'Air Liquide S.A. share was set on October 29, 2025, and communicated to me. 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 to the number of L'Air Liquide S.A. shares indicated below on the following conditions:

### My subscription request in Indian Rupees (INR) (Minimum subscription amount: 1 L'Air Liquide S.A. share)

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

<b>A</b>	<b>X</b>	<b>B</b>	<b>=</b>	<b>C</b>
Number of shares*	INR [ ] , [ ] , [ ]	Subscription price per share (in INR)**	INR [ ] , [ ] , [ ]	(in INR)

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

\*\* Equivalent INR of the subscription price in euros, as communicated by my Employer.

## My payment

**Over 12 months, by monthly payroll deduction  
(availing the Finance facility offered by my Employer).**

I irrevocably consent to and authorise my Employer to make payroll deductions from my salary, commencing the month after the shares are registered in my shareholder account. Accordingly, the first repayment instalment will be deducted from my salary for January 2026. I have read the Local Supplement for information on the tax implications associated with this payment option. Each instalment payment made by salary deduction may not exceed 10% of my net monthly salary.

**Bank Transfer (NEFT/RTGS) in the name of my Employer for the amount stated above.**

(I undertake to execute the bank transfer in the name of my Employer for the total subscription amount by December 12, 2025).

or

Before submitting this Form or validating my subscription, I have ensured that I have the financial capacity to invest in myAL myShare 2025 and that I can pay for my investment on a timely basis. **Submitting a subscription order binds me to pay my contribution.** After November 13, 2025, I will be unable to cancel or avoid paying for my contribution.

**I declare that:**

- I have noted that I am responsible for complying with the applicable Indian laws, including the Foreign Exchange Management Act of 1999 and the rules and regulations issued thereunder, as amended.
- I confirm that the remittance of the subscription amount, on my behalf, by my Employer under the Liberalized Remittance Scheme (LRS) is within the limit of USD 250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I further confirm that I am and will remain solely responsible for ensuring that my subscription remains within the limit of USD 250,000 and for any breach of applicable laws or regulations.

For any additional information, I may contact my Human Resources Department.

My contact information, if required during the subscription period:

Home tel: .....

Work tel: .....

**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 the 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 request to subscribe, in my name, to L'Air Liquide S.A. shares as part of the capital increase reserved for the members of the share savings plan within the limit of the maximum amount indicated above.**

## Documentation

- I acknowledge that I have read the Brochure, the Local Supplement and the International Group Share Purchase Plan regulations, which are available on [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com) in the "Download documents" section.
- I am informed that the Local Supplement includes a tax note which describes the tax applicable in India and France (discount, dividends and capital gains, if any, or taxation related to financial assistance, payroll deduction, if any) and generally specifies whether there is any taxation applicable at various stages of your holding the shares.
- I am invited to consult the L'Air Liquide S.A. Universal Registration Document, which contains essential information on its business, strategy and objectives, risk factors intrinsic to the company and its activities, and financial results.

## Eligibility for the Offering - myAL myShare 2025

- 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) ("Employee").
- The shares subscribed under myAL myShare 2025 are strictly reserved for the 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 S.A., the shares subscribed to will be registered in the Employee's name. Otherwise (no account or a joint account only), a new account in the Employee's sole name will be opened to deposit the subscribed shares. Any subsequent request to convert the individual account into a joint account will not be considered.

## Subscription Terms and Conditions

- I know that for my subscription to be valid, I must have subscribed online at the latest on the subscription period closing date. In the case of a paper subscription form, I undertake to send my subscription form in a reasonable time to allow my local HR correspondents to subscribe online on my behalf before the closing date of the subscription period.
- Whether I subscribe with a paper form or online, my subscription cannot be cancelled after the closing date of the subscription period (i.e., on November 13, 2025).
- I understand that in case of submission of a subscription order via the Internet in addition to a paper subscription form, the Internet subscription order shall prevail, and the paper form will not be processed. If I send several paper subscription forms to my local HR manager, only the latest form will be considered final and processed. Failure to deliver the form on time shall cause the subscription to be void. I understand that if the form is incomplete and not corrected in time, my subscription order cannot be executed, in which event the subscription cannot be processed.
- I have noted that my subscription makes me an Air Liquide International Group Share Purchase Plan member.
- My subscription will be invalid if my statements are incorrect (the amount of my subscription and my gross annual remuneration).
- I have noted that my participation in myAL myShare 2025 must comply with the applicable Indian laws, including the Foreign Exchange Management Act, 1999, and the rules and regulations, as amended occasionally. The remittance of the subscription amount by my Employer on my behalf under the Liberalized Remittance Scheme (LRS) is within the limit of USD 250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I am solely responsible for ensuring that my subscription is within the limit of USD 250,000, and I will be solely responsible for any breach of the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder. In case later, it is found that such remittance has led to a breach of the prescribed limit, i.e., USD 250,000 per financial year (or otherwise), I undertake to bring the excess funds back to India and shall suo moto apply for compounding and bear full responsibility for any violations of the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder. I understand that the bank has requested my Employer to collect the TCS (tax collected at source), if applicable, from me under the LRS and deposit the tax with the tax authorities. The TCS on LRS will be collected from my payroll in the month my Employer decides.
- For FEMA compliance purposes, I will submit a declaration concerning my outward remittances made during FY 2025-26 (until the date of subscription/such declaration). If I fail to provide the declaration, the TCS (if applicable) will be collected as per the advice of the AD bankers, and it will be deemed that I unconditionally accept the declaration's contents.
- In the event of my death, my nominee, as recorded with my Employer under the statutory regulations (PF et al.), will be entitled to request the redemption.

## Subscription Price

- The subscription price of one L'Air Liquide S.A. share is set in euros by the CEO, as authorised by the Board of Directors of L'Air Liquide S.A. It is equal to the average of the opening trading prices over the 20 trading days preceding this decision, discounted by 20%.
- I declare that I am informed of the subscription price of L'Air Liquide S.A. shares.
- I understand that my contribution will be converted into euros by applying the exchange rate between the euro and INR on October 29, 2025.

## Subscription Limits

- I have noted that the maximum amount of my subscription to myAL myShare 2025 cannot exceed 25% of my estimated gross annual remuneration for 2025.

## Lock-up Period

- I have noted that my shares will be held and locked up in the Air Liquide International Group Share Purchase Plan for at least five (5) years (ending on December 9, 2030) 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 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 recommend that subscribers assess the need to diversify the risks of their financial savings.
- I also declare that I am informed that my investment is in euros and that I may be subject to currency risk if I live outside the eurozone. The exchange rate fluctuations between the euro (€) and INR (₹) can positively or negatively impact my investment.

## Participation is my Personal & Voluntary Decision

- I acknowledge that I am not relying upon any financial, tax or other advice from my Employer, any L'Air Liquide group company or any of its officers, employees or agents. I understand that the value of my shares may go down and up.
- My decision will not affect my employment within the Air Liquide group, either positively or negatively, and does not affect my conditions of employment. I have noted that my participation in myAL myShare 2025 is voluntary and does not form part of or constitute an amendment to the terms of my employment. The benefits I may receive through myAL myShare 2025 will not be considered in calculating future rights that I may acquire through my employment, including termination benefits. I understand that nothing contained in this document or any other materials distributed or made available in connection with myAL myShare 2025 shall confer upon me any right or entitlement regarding future offerings.
- Nothing contained in any materials or information distributed or made available to me in connection with myAL myShare 2025 and my subscription to myAL myShare 2025 shall confer upon me any right or entitlement regarding my employment.
- The opportunity to participate in myAL myShare 2025 does not assume the existence of future offers or the potential opportunity to participate in them.

## In the event of an Over-Subscription

- I have noted that my subscription request for L'Air Liquide S.A. shares may be reduced in the event of over-subscription, i.e., 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. The Human Resources Department will inform me of the reduction a few days after the subscription period closes. The information will also be available on [myalmyshare2025.airliquide.com](http://myalmyshare2025.airliquide.com) under the "Subscribe to myAL myShare 2025" tab.

## Payment Default

- In the event of default of payment by me, including failure to pay the personal contribution towards myAL myShare 2025 or failure to repay loan/finance facility, I hereby irrevocably and unconditionally authorize my Employer to withhold from my salary or any other amount due to me any unpaid deduction for my subscription. If I remain liable for payment to my Employer as a result of my subscription, unless I settle this amount by my own means, in that case, I unconditionally and irrevocably grant authorisation to my Employer and L'Air Liquide S.A. to sell or to proceed with the sale of my shares, without any prior notice whatsoever and in accordance with the applicable laws, and allocate the proceeds, as appropriate, towards payment of the remaining amount owed by me to my Employer plus reasonable administrative expenses. Any action the Employer takes to recover my dues (as set out above) would be considered legal. I hereby waive my rights to object, protest or challenge such actions taken by those described above in this regard. I further acknowledge that if the sale proceeds are insufficient to cover the amounts listed above, I will remain liable to my Employer for the corresponding amount outstanding, and my Employer will have the right to file a claim against me for payment of such unpaid amount.
- I will not be entitled to the payroll deduction if I am employed on November 13, 2025, but under a termination notice (whether by the Employer or by my resignation). In the event that I do not pay 100% of the subscription amount by November 13, 2025, I agree to be deemed in default of payment and understand that my subscription may be cancelled.
- If my employment contract is suspended or terminated before December 2026, I undertake to pay any outstanding amounts before my departure or suspension. As the law permits, my Employer may take all appropriate measures to recover any outstanding amounts.

## Payment through Payroll Deduction

- Each payment made by salary deduction may not exceed 10% of my net monthly salary.
- I have noted and agree that payment by salary deduction will be applied in twelve (12) equal monthly instalments as reimbursement for the loan made by my Employer for the total amount indicated above. Accordingly, the first repayment instalment will be deducted from my salary for January 2026. I consent to a voluntary payroll deduction from January 2026 for the collection of the subscription amount by my Employer.
- Should I request the redemption of all or any of my shares relying upon an early release event and before having repaid in full the advance on my salary granted/loan by my Employer, I hereby expressly authorise L'Air Liquide S.A. Shareholder Services to deduct/set off for L'Air Liquide S.A. or my Employer the balance of the staggered payment that remains outstanding from the proceeds of the redemption of my shares.

## Default of Payment by bank transfer

- If I decide to finance my subscription through payment by bank transfer, I will make sufficient funds available in my account to honour the transfer in the name of my Employer. If my payment defaults, my subscription may be cancelled. Furthermore, this subscription form constitutes an irrevocable instruction to my Employer or L'Air Liquide S.A. Shareholder Services to redeem, without any advance notice or reminder, my shares and to allocate the necessary portion of the proceeds of such redemption of my share to pay the sums which continue to be owed under my subscription. Further, my Employer reserves the right to file a claim against me for payment of any unpaid amounts. My Employer's action to recover dues would be considered legal, as set out hereinabove.
- If my subscription has not been cancelled, I will remain indebted to my employer for the amount of my subscription. I acknowledge that my Employer may then take all appropriate measures to recover the subscription amount, including, if necessary, deducting the said amount from my salary by way of a single payroll deduction or against my final salary/account balance.
- Furthermore, my Employer reserves the right to take legal action against me to recover any unpaid amounts.

# Representations and undertakings

I request to subscribe, in my name, to L'Air Liquide S.A. shares as part of the capital increase reserved for the members of the share savings plan within the limit of the maximum amount indicated above.

## Taxes

• I acknowledge that I have to bear the taxes my Employer is obliged to withhold or pay due to my participation in myAL myShare 2025. Accordingly, I hereby irrevocably authorise my Employer, to the extent legally permitted, to deduct such taxes (including tax collected at source ("TCS") from my pay, including accrued entitlements, and from any redemption/sale amount to which I may be entitled under myAL myShare 2025 or sell, or have sold, without any prior notice whatsoever all of my L'Air Liquide S.A. shares.

## 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 a legal residence or citizenship in the European Union, in a country member of the European Economic Area or Switzerland may not participate in myAL myShare 2025.

### • Therefore, I declare that:

- i. 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 Switzerland, or 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. If I am, I am also a citizen of a Member State of the European Union or 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 (E.U) 2016/679 ("GDPR").
- The information provided in this subscription form is used within the I.T. data processing by L'Air Liquide S.A. as the data controller.

### In this context, I note that:

- 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 to access, rectify, and delete personal data that concerns me, the right to object on grounds relating to my particular situation, the processing of my personal data, and the right to define the guidelines regarding the fate of my personal data post-mortem.
- L'Air Liquide S.A. and Upstevia will process the personal data provided in this subscription form for the 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 the GDPR). Per Indian laws, I agree that some personal identifiable information provided in this subscription form may be sent to any authorised person by L'Air Liquide S.A. for centralised management of the Air Liquide International Group Share Purchase Plan, bookkeeping and I.T. storage of such data in France. Furthermore, I understand that my personal information may be transferred, processed and stored outside of India in a country that may not have the same data protection laws as India for the purposes mentioned in myAL myShare 2025.
- I also agree to my personal data being accessed by my Employer, including the HR correspondent and/or sent to other authorised persons of L'Air Liquide S.A.'s subsidiary, which employs me to validate my eligibility for myAL myShare 2025, 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 particularly 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 the 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. /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

- Furthermore, in accordance with the (Indian) Information Technology Act, 2000, read with the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011, as amended, I hereby expressly consent to the collection of my personal data and/or the transfer of my personal data to France to the persons indicated above or as may be necessary.
- I confirm that the online submission of this subscription form is in accordance with the requirements of the laws described above.
- I have the right to file a complaint with the French supervisory authority by mail at CNIL –3, Place de Fontenoy, 75007 Paris or by e-mail at [www.cnil.fr](http://www.cnil.fr).
- I shall inform L'Air Liquide S.A. through my HR correspondent of any change in my personal details.
- I declare that I have kept a copy of this subscription form.