



# REPRESENTATIONS AND OBLIGATIONS

- By subscribing to KeringForYou, I agree to be bound by the following representations and obligations.
- I have duly noted that the subscription price for a Kering share within the framework of the KeringForYou offer was set on 17 May 2022, and that it is available on the website [www.keringforyou.com](http://www.keringforyou.com) dedicated to KeringForYou.
- I declare having read and understood the documents in connection with the offer (and in particular the Information Brochure describing the offer and the Local Supplement for Italy), which were available with this representations & obligations on the website dedicated to KeringForYou, and hereby agree to subscribe for Kering share(s).
- I have duly noted that my subscription, after having subscribed online on the website dedicated to KeringForYou, is irrevocable.
- I declare that I am an employee of a Kering Group company and that I have at least six (6) months of service with the Kering Group on the last day of the subscription period, i.e. 9 June 2022. This period is established on a continuous basis, meaning that my contract must be uninterrupted for at least the last six (6) months preceding 9 June 2022.
- My subscription will give me the right to an employer matching contribution, the terms of which are described in the Information Brochure and the Local Supplement.
- I have duly noted that my subscription to the KeringForYou offer is subject to the following limits: (i) my personal contribution is subject to a minimum amount which is equivalent to the price of 0.5 Kering share, (ii) my personal contribution must not exceed 25% of my estimated gross annual income for the calendar year 2022 (see the Information Brochure) and (iii) my subscription is limited to €15,000.

## Information about the KeringForYou offer

- I acknowledge that I have been informed, after reading the material available, that:
  - my investment will be unavailable for three (3) years, except in the case of an early exit scenario, as described in the Local Supplement and/or the Information Brochure;
  - the amount of my investment could be reduced in the event of oversubscription, according to the terms and conditions described in the Information Brochure; and

- the regulations of the Kering International Group Savings Plan (the **"IGSP"**) are available to me on website dedicated to KeringForYou and will be available on request from my HR department.
- I have duly noted that my subscription may be cancelled if incomplete.

## Payment & default of payment

- The amount corresponding to my subscription, which will be made by SEPA Direct Bank Debit, will be equal to the amount I indicated online, except for a reduction in the event of oversubscription, according to the terms and conditions described in the Information Brochure.
- I have duly noted that I may use my TFR for financing my subscription, under the conditions and limits described in the Local Supplement for Italy. This option, if exercised, represents an individual agreement which establishes a more favourable condition for the advance payment of severance pay, in line with the provisions of article 2120, paragraph 11, of the Italian Civil Code. It remains understood that the advance payment of the TFR as a method of payment may be requested by me only provided that (i) the TFR has been maintained in the company (and not transferred into supplementary pension funds or in the INPS treasury fund) and that sufficient funds to fulfil such request exist and (ii) Kering has not been notified any distraint or confiscation of salaries by the competent authorities and/or any request for the assignment of one-fifth of your salary to repay a loan I have taken out with third parties yet.
- In the event of default on payment, my subscription can be automatically cancelled.
- By subscribing to the KeringForYou offer, I irrevocably authorise my employer or the centralising agent for subscriptions to proceed with the redemption, without prior notice or notification, of my Kering shares, in accordance with the regulations in force, and to allocate the proceeds to the payment of any sums that may remain due as a result of my subscription.
- If the proceeds of the redemption of my Kering shares are not sufficient to pay the above-mentioned amount, I shall remain liable to my employer for the corresponding amount and authorise my employer to deduct this amount from my remuneration.

## Information on the investment in KeringForYou

- I hereby declare that, for my investment in KeringForYou, I have not relied on any investment, tax or other advice from any member of the Kering Group or any of their officers, employees, agents or representatives.
- I understand that there is a risk that the value of the Kering share may go up or down, depending on the financial situation and future results of the Kering group.

## Protection of personal data

- I acknowledge that I have been duly informed that my personal data will be processed in compliance with Regulation (EU) n° 2016/679 (the **"GDPR"**), for which Kering S.A. and BNP Paribas S.A., through its business line BNP Paribas Epargne & Retraite Entreprises, are the responsible data controllers, each for the data they collect and store (the **"Controllers"**), in order to assert my rights under the KeringForYou offer reserved for employees of the Kering Group and for the purposes of managing my account within the IGSP.
- The participation in the KeringForYou offer involves, in the ordinary way, the processing of common personal data. Only in case of early redemption for medical reasons (e.g., permanent or temporary disability), the Controllers will collect special categories of personal data within the meaning of Article 9 of GDPR, in particular data which can reveal the state of health of the data subject (together with the common personal data, the **"Personal Data"**).

- Personal Data includes the information provided to participate to the KeringForYou offer and in order to exercise my right of early redemption.
- Personal Data will be processed in order to ensure the participation in and/or the redemption from the KeringForYou offer and the fulfilment of the legal obligations to which the Controllers are subject.
- Common Personal Data are processed by the Controllers in accordance with Articles 6, letter b) and c) of GDPR. Common Personal Data referring to a subject other than the participant (e.g. information related to the marriage), are processed on the basis of the legitimate interest of the Controllers to ensure the exercise of your right of early redemption, pursuant to Article 6, letter f) of GDPR.
- The Controllers will process special categories of Personal Data prior valid consent of the subject to whom the Personal Data refer, according to Article 9(2), letter a) of GDPR. Such consent will be required when the participant will make a request for early redemption for temporary or permanent disability.
- I acknowledge that I have been duly informed that the personal data provided in connection with my participation in the KeringForYou offer may be transmitted by/to Kering S.A., my employer, and BNP Paribas S.A., through its business line BNP Paribas Epargne & Retraite Entreprises as centralising agent for subscriptions, and by/and to any other party expressly authorised to receive and retain this data and to process it for the sole purpose of managing the IGSP, the keeping of accounts and the electronic data processing, for the purpose of asserting my rights under the KeringForYou offer.
- The personal data requested in the context of my subscription to the KeringForYou offer are necessary and mandatory for my participation in the KeringForYou offer and will be retained for the time strictly necessary to pursue the purposes stated above. In the absence of this data, my subscription will not be taken into account.
- I have noted that I may exercise the rights granted to me by the GDPR, in particular the right of access, modification and rectification of my personal data:
  - By contacting the centralising agent for subscriptions BNP Paribas S.A., through its business line BNP Paribas Epargne & Retraite Entreprises by writing to the following address: BNP Paribas Epargne & Retraite Entreprises -TSA 80007 - 93736 Bobigny Cedex 09, France, or by email on the following website: [entreprises.bnpparibas.com/epargnants/Pages/Contact.aspx](https://entreprises.bnpparibas.com/epargnants/Pages/Contact.aspx); and
  - By contacting the DPO of Kering at the following email address: [privacy@kering.com](mailto:privacy@kering.com).
- I acknowledge that I have a right to set guidelines for the storage, deletion, and communication of my personal data after my death (subject to the condition that my assets have all been repurchased), and archiving obligations.
- I also have noted that I have the right to refer to the French supervisory authority, the CNIL, for any questions relating to the protection of my personal data.
- In this representations & obligations, “personal data” and “data controller” each have the meaning given in the GDPR as appropriate.

## Employment rights

- Nothing contained in this representations & obligations or in any other materials made available in connection with KeringForYou shall confer upon me any right or entitlement in respect of my employment. Participation in KeringForYou is separate from, and does not form part of, my employment agreement. In addition, I understand that nothing contained in this representations & obligations or in any materials made available in connection with the KeringForYou offer shall confer upon me any right or entitlement in respect of future offers.

- I acknowledge that KeringForYou is provided by the French company Kering, not by my local employer. KeringForYou does not form part of my employment agreement and does not amend or supplement such agreement.

## Governing law

- I understand and acknowledge that the terms of my participation in KeringForYou are governed by French law.