



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 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 Japan), 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 one (1) year 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 one (1) year 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 double limit: (i) my personal contribution must not exceed 25% of my estimated gross annual income for the calendar year 2022 (see the Information Brochure) and (ii) my subscription is limited to the equivalent of 15,000 euros in Japanese Yen.

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;
 - KeringForYou is limited to less than 100 million Yen in Japan, and a reduction will be made in the event of oversubscription exceeding this ceiling. In this case, the amount of my investment could be reduced, 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 bank transfer, 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.
- 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.
- I understand that as Kering shares are listed on the Paris stock exchange in euros and my investment is made in Japanese Yen, the value of my investment will be subject to fluctuations in the exchange rate between euros and Japanese Yen.

Protection of personal data

- I acknowledge that I have been duly informed that the personal data (including the "Personal Data" defined at Article 2, Paragraph 6 of the Personal Information Protection Act of Japan. The same shall apply hereafter.) I provided when subscribing will be used in the context of electronic data processing, subject to the General Data Protection Regulation (European Regulation n° 2016/679) (the **"GDPR"**) as well as Personal Information Protection Act of Japan, 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, 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.
- 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. 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; and
 - By contacting the DPO of Kering at the following email address: 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.