

INFORMATION ON THE MANAGEMENT BOARD'S COMPENSATION

In accordance with the AFEP-MEDEF Corporate Governance Code regarding the publication of the compensation of executive corporate officers, the Supervisory Board of Elis, during its meeting of May 2, 2019, on the recommendations of the Appointments and Compensation Committee, made the following decisions:

Long-term equity-based compensation

Upon the authorization granted by the extraordinary shareholders' meeting of May 27, 2016, under the terms of the 22nd resolution, and in accordance with the compensation policy for 2019 as approved by the shareholders on May 18, 2018 upon the terms of the 14th and 15th resolutions, the Supervisory Board at its meeting on May 2, 2019, decided the award of performance shares to the President and the members of the Management Board in the following conditions and up to the number of shares listed next to their name:

Name	Number of shares
Xavier Martiré	116 580
Louis Guyto	45 337
Matthieu Lecharny	32 383

The vesting of these shares is subject to the achievement of performance targets provided for the performance shares plan and assessed on a three years period (ie 2019, 2020 and 2021) and conditioned on the presence of the beneficiaries in the Group for the full vesting period.

At the end of the vesting period, each Management Board member has an obligation to retain shares as follows (unchanged vs 2018):

- for the Chairman of the Management Board, one-third of the shares vested to be retained until his Company share portfolio reaches a value representing three times the amount of his annual fixed compensation;
- for the other members, one-third of the shares vested to be retained until their Company share portfolios reach a value representing two times the amount of their annual fixed compensation.

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