

COMPENSATION POLICY OF CORPORATE OFFICERS APPLICABLE FOR 2021

COMBINED SHAREHOLDERS' MEETING HELD ON MAY 20, 2021

Results of voting

(Article R-22-10-14 IV of the French Commercial Code)

In accordance with the Articles L. 22-10-26 II and L. 22-10-34 of the French Commercial Code, the compensation policies of corporate officers for 2021 were submitted to the vote of the shareholders during the combined shareholders' meeting held behind closed doors on May 20, 2021.

During this combined shareholders' meeting, the shareholders approved without modification the resolutions relating to the compensation policies of the executive and non-executive corporate officers for 2021 as detailed in the chapter 2 of the 2020 Universal Registration document available on the Company's website (<https://fr.elis.com/fr/groupe/relationinvestisseurs/information-reglementee>) as follow:

RESOLUTIONS		RESULT OF VOTING
N°	Title	Approved up to :
10	Compensation policy of the President of the Supervisory Board for 2021	97,43 %
11	Compensation policy of the members of the Supervisory Board for 2021	99,80 %
12	Compensation policy of the President of the Management Board for 2021	89,03 %
13	Compensation policy for the members of the Management Board for 2021	89,03 %