



Elisfor.all
2022

ELIS FOR ALL 2022
Employee share ownership plan

Employee shareholder, why not you?

19 September to 5 October 2022
you could become a shareholder indirectly
through the Elis for All 2022 employee investment fund

We empower your day





I am delighted to inform you that the Group is today launching its third employee share ownership plan. In doing so, we hope to establish employee share ownership as a driving force for growth and employee engagement.

Through its resilience, the Group demonstrated its strength during the crisis, bolstering the trust that investors place in it. Thanks to our values, numerous advantages and, above all, thanks to your daily dedication, our industrial know-how and brand image are recognised and together make Elis a global leader. Together, we build the future of Elis on a daily basis.

In recognition of your dedication, the Group is once again this year inviting you to share in its growth by offering you the chance to become a shareholder indirectly through an employee investment fund.

Between 19 September 2022 and 5 October 2022, you will have the opportunity to subscribe for Elis shares on preferential terms via the Elis Group Savings Plan*.

We look forward to welcoming you as one of our shareholders.

Xavier Martiré,
Chairman of the Management Board

**through the Elis For All 2022 employee investment fund*

ELIS IN BRIEF



nearly
53,000
employees



400,000
customers supplied
worldwide



440
production and
distribution centres

€ 3 billion
in consolidated
revenue in 2021



€ 1 052.1 million
in EBITDA in 2021

DETAILS OF THE OFFER

By subscribing to the Elis for All* offer, you will have the opportunity to hold Elis shares indirectly through an FCPE (Fonds commun de placement d'entreprise - an employee investment fund) in Elis's shares.



30% DISCOUNT
on the reference Elis share price⁽¹⁾



MATCHING CONTRIBUTION:
1 free share for every 10 subscribed shares⁽²⁾



Your investment is **LOCKED IN FOR THREE YEARS**, except in cases where early release is permitted (see local supplement)



YOUR INVESTMENT IS LINKED TO THE CHANGES IN ELIS'S SHARE PRICE, both upwards and downwards



DIVIDENDS : You will receive potential dividends on the shares you hold. The dividends will be reinvested in units of the employee investment fund, thereby increasing the amount of your investment



The account fees charged by the employee investment fund are covered by Elis

**Through the Elis for All 2022 employee investment fund. Following the capital increase, the Elis for All 2022 employee investment fund will merge with the existing Elis for all employee investment fund, subject to authorisation from the fund's supervisory board and approval from the AMF (l'Autorité des marchés financiers - the French financial markets authority)*

Examples of investments based on a reference price⁽¹⁾ of €13 and a subscription price of €9.10

| You buy | Value of your shares ⁽¹⁾ |
|--------------------------|-------------------------------------|
| 6 shares ⁽²⁾ | €78 |
| 10 shares ⁽²⁾ | €130 |
| 15 shares ⁽²⁾ | €195 |
| 20 shares ⁽²⁾ | €260 |

SCOPE OF THE OFFER

- › Around 40,000 employees are eligible for the plan.
- › The plan is available in 17 countries: France, Denmark, Germany, the Netherlands, Luxembourg, Belgium, the United Kingdom, Portugal, Spain, Ireland, Norway, Sweden, Switzerland, Poland, Italy, Brazil and Finland.

WHAT YOU NEED TO KNOW

› Discount:

Reference price assumption

€13

-

30%

=

€9.10

Subscription price

- › **Matching contribution:** 1 free share for every 10 subscribed shares

| Reference price | 30% discount | Matching contribution in shares ⁽²⁾ | Your personal contribution | Total portfolio |
|-----------------|--------------|--|----------------------------|-----------------|
| €78 | -€23.40 | 0 | €54.60 | €78 |
| €143 | -€39 | 1 | €91 | €143 |
| €208 | -€58.50 | 1 | €136.50 | €208 |
| €286 | -€78 | 2 | €182 | €286 |

(1) Reference price: the average opening price of Elis shares on the 20 trading days preceding the launch of the scheme

(2) Or the equivalent units of the Elis for All employee investment fund invested on your behalf in Elis shares

HOW MUCH CAN I INVEST?

€50
minimum

The minimum investment amount in Elis for All is set at €50.

The maximum amount is equal to a quarter of your estimated gross annual salary for 2022 and is capped at €50,000.



HOW CAN I PAY?

- ▶ Your subscription must be paid by bank transfer by 5 October 2022 at the latest, in accordance with the terms and conditions outlined in the local supplement. Please refer to this for more information.

WHAT HAPPENS IN THE EVENT OF OVERSUBSCRIPTION?

The Elis for All 2022 offer is for a maximum of 2,000,000 shares. If the number of subscription requests exceeds the number of shares available for the scheme, a reduction will be applied.

A reduction coefficient will be calculated by dividing the total number of shares offered by the number of shares applied for. All subscriptions will be subject to this reduction coefficient so as not to exceed the authorised amount.



SUBSCRIBE TO THE **Elis**for.all OFFER

An opportunity open to everyone

This capital increase is offered exclusively to employees of Elis and its subsidiaries that are members of the International Group Savings Plan (PEGI).

To be eligible, you need to have been an employee of the Group for at least three months as of the opening date of the subscription period.

Subscribe for the offer in just a few clicks*

You can apply in minutes via a simple and secure online platform.

- 1 Log on to the site
<https://uk.elis.com/en/EFA>
- 2 Click on the button
Apply for Elis for All 2022
- 3 Use the username and password sent to you by email
- 4 Check and update your personal information
- 5 Enter the amount you want to invest
- 6 Confirm your subscription

** If you do not have internet access, please contact your HR department.*





TIMELINE OF THE SCHEME

**16 September
2022**

Pricing of the subscription



**From 19
September to 5
October 2022**

Subscription period



**5 October
2022**

Deadline for payment
of your subscription



**3 November
2022**

Capital increase and delivery
of employee investment fund
shares



2025

Assets are released after
three years (except
in cases where early
release is permitted)



After the subscription

The investment will track the performance of Elis's share price, both upwards and downwards. This means that your capital could be at risk.

Depending on the tax system applicable in your country, your subscription, any dividends earned on the subscribed shares and the resale of those shares could be liable to tax, or you could be required to disclose the transaction to the tax authorities.

The investment does not come with a capital guarantee. Given this risk, it is worth considering whether you need to diversify your investment portfolio.

As with any investment, past performance is no guarantee of future results.

For more information:

<https://uk.elis.com/en/EFA>



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elis.com



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