



5th plan

IN 2024,
NEARLY 50,000 EMPLOYEES
WILL BENEFIT FROM **Elisfor·all**

From September 17th to October 3rd 2024,

Elis implements its fifth employee share ownership plan, through Elis for all 2024 employee investment fund, available to 50,000 employees in 18 countries



ELIS IN BRIEF



Our commercial and operational performance gives us full confidence in the future and gives our employees the opportunity to benefit from the Group's success.

For the 5th time, Elis is renewing its Elis For All operation by integrating a new country into the plan: Colombia.

Since 2019, our employee share ownership plans have shown the confidence of our employees in Elis and nearly 50,000 employees will have access to them this year.

They also demonstrate the Group's commitment to a long-term relationship with its teams.

From 17 September 2024 to 3 October 2024, you will have the opportunity to subscribe indirectly* to Elis shares on preferential terms through the employee investment fund.

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

Didier Lachaud,
Group Human Resources Director

**through the Elis For All relais 2024 employee investment fund*



nearly
55,000
employees



more than
400,000
customers supplied
worldwide



466
production and
distribution centres

€ 4,3 billion
in consolidated
revenue in 2023



€ 1 474,8 million
in EBITDA in 2023

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 relais 2024 employee investment fund. Following the capital increase, the Elis for All relais 2024 employee investment fund will merge with the existing Elis Shareholding 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)

SCOPE OF THE OFFER

- > Around 50,000 employees are eligible for the plan.
- > The plan is available in 18 countries: France, Denmark, Germany, the Netherlands, Colombia, Belgium, the United Kingdom, Portugal, Spain, Ireland, Norway, Sweden, Switzerland, Poland, Italy, Brazil, Mexico and Finland.



WHAT YOU NEED TO KNOW

> Discount:

Reference price assumption

€20

-

30%

=

€14

Subscription price

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

EXEMPLES OF INVESTMENTS

based on a reference price⁽¹⁾ of €20 and a subscription price of €14



YOU BUY	VALUE OF YOUR SHARES ⁽¹⁾	30% DISCOUNT	MATCHING CONTRIBUTION IN SHARES ⁽²⁾	YOUR PERSONAL CONTRIBUTION	TOTAL PORTFOLIO
6 shares ⁽²⁾	€120	-€36	0	€84	€120
10 shares ⁽²⁾	€200	-€60	1	€140	€220
15 shares ⁽²⁾	€300	-€90	1	€210	€320
20 shares ⁽²⁾	€400	-€120	2	€280	€440

(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 Shareholding 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 2024 and is capped at €50,000.

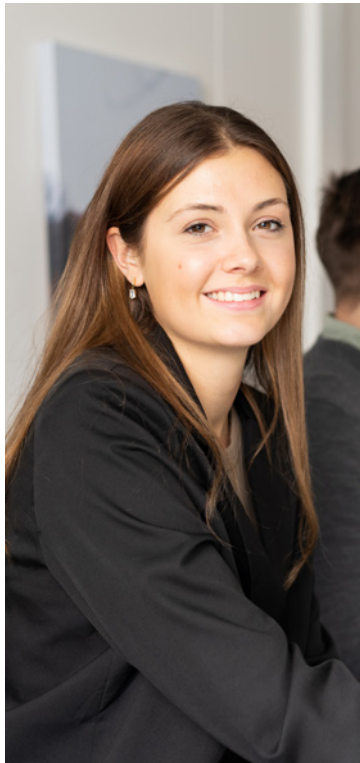
HOW CAN I PAY?

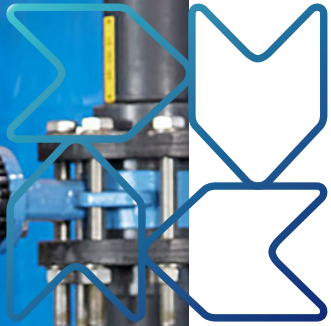
- › If your currency is in Euro: your subscription will be paid by a direct debit from your bank account on or about 31 October 2024.
- › If your currency is in Sterling: you will pay your subscription in your currency by bank transfer to the account indicated on your local supplement by the 3 October at the latest.

WHAT HAPPENS IN THE EVENT OF OVERSUBSCRIPTION?

The Elis for All 2024 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 Elisfor.all OFFER

**An opportunity
open to
everyone from
17 September to
3 October 2024**

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 be an employee of the Group for at least three months as of the opening date of the subscription period and still be an employee of the group on the closing date of the subscription period.

Subscribe to 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://ie.elis.com/en/EFA>

2 Click on the button
Apply for Elis for All 2024

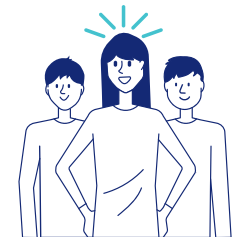
3 Use the username and password
sent to you by email

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.*



**To find out more about
the scheme, visit:**
<https://ie.elis.com/en/EFA>



**All relevant information
for the subscription can
be found here.**



TIMELINE OF THE SCHEME

16 September 2024

Pricing of the subscription



From 17 September to 3 October 2024

Subscription period



31 October 2024

Date of subscription payment by Direct Debit



14 November 2024

Capital increase and delivery of employee investment fund shares



2027

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.



[elis.com](https://www.elis.com)



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