

Subscription form

for participation in the "ELIS FOR ALL RELAIS 2025" FCPE Elis Shareholding created for subscribing for Elis shares to be issued as part of the capital increase reserved for group employees.

To be sent back to: KIM KELLY (kim.kelly@elis.com) before 2 October 2025.

I have duly noted that if I fill in both a paper subscription form given to (to be completed by the country) and an online form, only the online form will be taken into account.

Last name:
First name:
Address:
.....
Email:
Login:
Elis-ID:

I acknowledge that I have been informed on the subscription price. The subscription price is equal to the reference price (the average of the opening price of the Elis share on the 20 days prior to 16 September 2025) minus a 30% discount.

I, the undersigned, hereby place a subscription order in my own name and on my own account, for the "ELIS FOR ALL RELAIS 2025" FCPE Elis Shareholding as part of the subscription of Elis shares to be issued under the Elis capital increase reserved for group employees:

I choose to invest the following amount through the "ELIS FOR ALL RELAIS 2025"
FCPE Elis Shareholding: _ _ _ _ _ . _ _ euros.

For my personal contribution, I will pay through a bank debit: payment will be debited from my account as from 31 October 2025. I have completed the SEPA direct debit authorisation below and have attached my bank details to the subscription form.

I declare that I am an employee of an Elis Group company and I acknowledge that I will have at least three months of employment with the Elis Group as at 16 September 2025. I also must still be an employee at the end of the subscription period, until 2 October 2025, otherwise my subscription will be cancelled.

I declare that I have read, understood and agreed to the Representations and Undertakings of my subscription set forth on the back of this subscription form.

I acknowledge the fact that this subscription order is final

Place: Date: 2025

Signature required (preceded with the endorsement "read and approved"):

Declarations and commitments

Eligibility

I understand that in order to participate in ELIS FOR ALL 2025, I must provide evidence that I have been an employee for at least three months as of the opening date of the subscription period (16 September 2025), and that I still need to be an employee of the Group on the closing date of the subscription period (2 October 2025)

Payment into the Savings Plan:

I understand that my subscription is part of a Savings Plan, of which my subscription makes me a member, and that my subscribed Elis shares will be held by the "Elis For All Relais 2025" employee investment fund (fonds commun de placement d'entreprise – FCPE Elis Shareholding) intermediary, constituted in view of the subscription of Elis shares to be issued as part of the capital increase reserved for employees belonging to a company or group savings plan and agreed by the Management Board on 31 July 2025 in accordance with the authorisation received from the supervisory board on 17 December 2025 and the delegation of powers granted to the Management Board by virtue of the 25th resolution approved at the combined general shareholders' meeting of Elis on 22 May 2025, or the resolution that replaces it.

I will receive a number of units of the "Elis for all relais 2025" FCPE that is proportional to my investment. These FCPE units will be unavailable for a period of three years from the date that the shares are delivered to the FCPE, except in the case of early release as provided for in the regulations and described in the information brochure.

ELIS FOR ALL 2025 offer payment cap

I understand that my subscription is capped at €50,000.

I undertake to ensure that my total payments into the Elis International Group Savings Plan (Plan d'épargne Entreprise International – PEGI), or into any savings plan to which I have access, do not exceed 25% of my gross annual salary.

I understand that the minimum amount for subscription of a unit of the "Elis For All Relais 2025" FCPE is €50. If my subscription is below €50, it will not be taken into account.

Information on the ELIS FOR ALL 2025 offer:

I acknowledge that I have referred to the documents that I obtained from the Human Resources Department or those accessible on the website, and in particular the brochure and the key investor information documents (KIID) for the "Elis For All Relais 2025" FCPE and the Elis PEGI.

I acknowledge that I am aware of the subscription price stated on the subscription site www.ors.amundi-ee.com/a/cp/elisforall2025. This will be set at the reference price (the average price from the 20 trading days prior to 15th September 2025) minus a 30% discount. I understand that the subscription of units of the "Elis For All Relais 2025" FCPE will be matched in the amount of 1 share per 10 subscribed shares by the FCPE intermediary.

I understand that any dividends that may be paid by Elis will be automatically reinvested in the FCPE and new units will be created in my name.

The legal conditions of my reservation and subscription

I understand that the "Elis For All Relais 2025" FCPE is not open to "US Persons" and as such I confirm that I am not a resident of the United States of America. I understand that further information regarding this restriction is available in the regulations of the Fund and on the management company's website: www.amundi.com.

I acknowledge that I have been informed that:

- my subscription cannot be taken into account if my declarations are inaccurate (amount of my subscription and my gross annual salary)

- my subscription cannot be taken into account if I do not satisfy the condition of being an employee for at least three months as on the first day of the subscription period (16 September 2025) - my subscription cannot be taken into

account if I do not satisfy the condition of presence on the last day of the subscription period (02 October 2025)

- in the event of a payment default or insufficient funds, my employer reserves the right to instigate any legal proceedings against me to recover the unpaid amounts. I irrevocably permit my employer or the custodian of the "Elis For All Relais 2025" FCPE to repurchase or order the repurchase of, without prior notice or notification, all FCPE units that I hold, in accordance with the applicable regulations, and to allocate the proceeds therefrom, in the correct amount, to the settlement of the amounts corresponding to my subscription, inclusive of fees for the recovery of said amounts.

The amount of my subscription may be reduced according to the terms and conditions set out in the regulations of the "Elis For All Relais 2025" FCPE.

I acknowledge that my investment is linked to changes in the Elis share price and that, as such, I am exposed to the risk of losing the amount that I have personally invested in the "Elis For All Relais 2025" FCPE.

If paying by direct debit, I undertake to ensure that my account contains, from the day following the final day of the subscription period, an amount equal to at least the amount of my subscription. The direct debit must be in place as of 31 October 2025. The capital increase is scheduled for 13 November 2025.

Processing of personal data

This subscription bulletin is subject to the provisions of French law 78-17 of 6 January 1978 relating to information technology, files and civil liberties, and to Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

I am aware of the use of the information contained in this subscription bulletin with respect to the computerised processing of data, of which Elis is the controller. The legal basis for this processing is the execution of the contract (that is, this acquisition). The information that I provide will be transmitted to Amundi ESR. All of the information requested in this bulletin is necessary for me to participate in the 2025 scheme. If I do not provide certain pieces of information, my subscription request cannot be considered. This information will be used to process my subscription request and to manage my investment until the cession of my FCPE units. I acknowledge that I may exercise my right to access, modify or rectify my personal data. I understand that I also have the right to portability of my data and to restrict the processing of my data. I may exercise these rights by contacting the Elis DPO at the following email address: ie-dpo@elis.com. My personal data will be stored for the purposes of data processing, for the necessary amount of time as of the start of the 2025 scheme, and for managing the Elis PEGI. This will be at least until the cession of all of my units of the "Elis For All Relais 2025" FCPE, and later for the purposes of archiving until the expiry of the limitation period for any dispute relating to this data.

I understand that the data protection commission can be contacted at the following address: <https://www.dataprotection.ie/>. I have the right to make a claim against the supervisory authority Ireland data protection commission, regarding the protection of my personal data. I undertake to retain a copy of this bulletin for my personal records.

Concurrent transactions

The Elis extraordinary general shareholders' meeting of 23 May 2024 authorised the Management Board to issue shares and securities giving immediate or future access to Elis's share capital. As a result, I recognise that Elis may at any time, including the period between the ELIS FOR ALL 2025 subscription and settlement dates, carry out one or more issues of securities giving access to its capital, and I acknowledge that these issues would not compromise my subscription commitment under this ELIS FOR ALL 2025 subscription bulletin.

Société Anonyme à directoire et à conseil de surveillance au capital de 236 664 445€.

Siège social : 5, boulevard Louis Loucheur – 92210 Saint-Cloud – France 499 668 440 R.C.S. Nanterre.

SEPA Direct Debit Mandate

YOUR NAME AND ADDRESS

Last name:

First name:

Address:

.....

Postal code:

City/Township:

Country:

YOUR ACCOUNT NUMBER

IBAN:

BIC: ..

TYPE OF PAYMENT

One-off payment

UNIQUE MANDATE REFERENCE (UMR)

By signing this mandate form, you authorize Amundi Tenue de Comptes to send a single direct debit instruction to your bank to debit your account, and authorize your bank to debit your account in accordance with the instructions from Amundi Tenue de Comptes. As part of your rights, you are entitled to a refund from your bank under the terms and conditions of your agreement with your bank. A refund must be claimed within 8 weeks starting from the date on which your account was debited. Your rights are explained in a statement that you can obtain from your bank.

CREDITOR NAME AND ADDRESS

Amundi Tenue de Comptes - 26956 Valence

Cedex 9 - Frankreich

Identifier of the Creditor: FR84ACA462837

Signed by:

Date: / /

Signature: