



At Elis

1 EMPLOYEE IN 10 IS A SHAREHOLDER

Why not you ?

From September 16 to October 2, 2025

Elis renews its employee share ownership operation through Elis for all Relais 2025 employee investment fund.

 **elis**
Circular services at work



Thanks to solid organic drive and international expansion marked in 2024 by our first acquisition in Asia, our Group continues to chart a fine growth trajectory. We are consolidating our position in strategic markets, and these advances strengthen our trust in the future.

As employees, you are the key contributors to this success. We therefore intend to involve you in the long-term development and performance of Elis.

Since 2019, our employee share ownership plans have met increasing success, and the 2024 edition marked a historic turning point with a record amount invested.

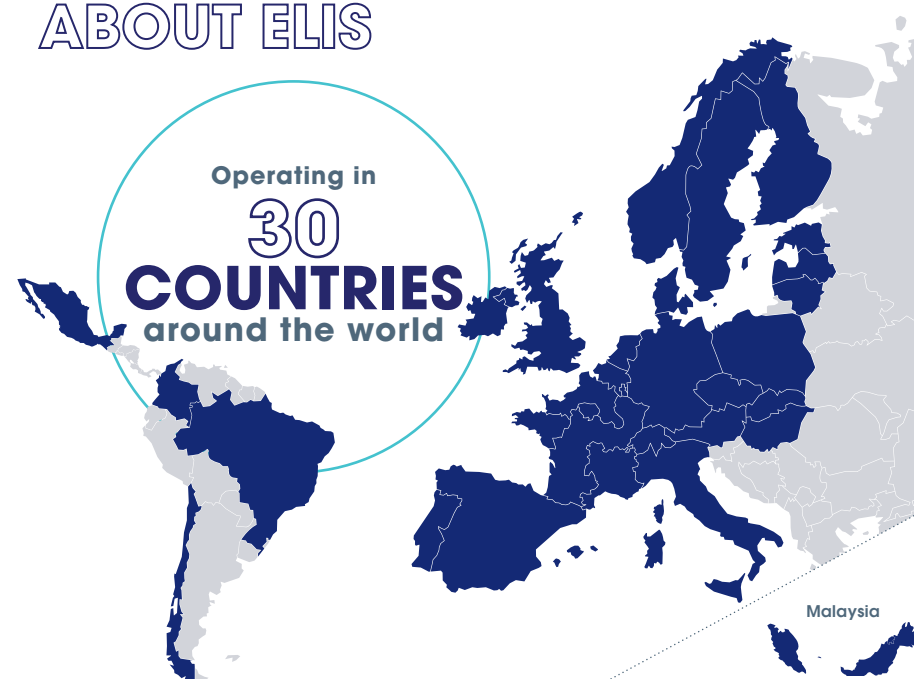
This year, from September 16 to October 2, you will have an opportunity to subscribe to Elis for all 2025, via an indirect investment in Elis shares*, under advantageous conditions as part of the Group Savings Plan.

In 2025, we would be proud to count you among our shareholders.

Didier Lachaud,
HR Director - Elis Group

*through Elis for all Relais 2025 employee investment fund

SUMMARY ABOUT ELIS



nearly
57 000
employees



more than
400 000
customers supplied
worldwide



516
Production and
distribution centers

4,57 Mds€
in consolidated
revenue in 2024



1,60 Mds€
in EBITDA in 2024

DETAILS OF THE OFFER

By subscribing to 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).



You will benefit from a **30% DISCOUNT** applied on the reference Elis share price⁽¹⁾



MATCHING CONTRIBUTION:
1 share is offered to you for every 10 shares subscribed



Your investment is **LOCKED IN FOR 3 YEARS**, except in cases where an early release is allowed (see local supplement)



YOUR INVESTMENT REMAINS LINKED TO THE EVOLUTION ELIS' SHARE PRICE, both upwards and downwards



DIVIDENDS: You will potentially receive 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 employee investment fund maintenance fees are covered by Elis

SCOPE OF THE OFFER

- > Around 53 000 employees are eligible for the plan.
- > The plan is available in 20 countries: Andorra, Belgium, Brazil, Colombia, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, Mexico, the Netherlands, Norway, Poland, Portugal, Spain, Sweden, Switzerland and the United Kingdom.

UNDERSTANDING THE OFFER

> Discount:

Reference price assumption

€20

-

30%

=

€14

Subscription price

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



*Through Elis for all Relais 2025 employee investment fund. Following the capital increase, Elis for all Relais 2025 employee investment fund will merge with the existing Elis Shareholding employee investment fund.

INVESTMENT EXAMPLES

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: average of the opening prices of Elis share over the 20 trading days preceding the launch of the plan

(2) The equivalent units of 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 limited to a quarter of your estimated gross annual remuneration for 2025, and this amount is capped at €50,000.



To assess your investment, you can test different subscription amounts in the **Simulator available on Elis for all website** and see what works best for you.

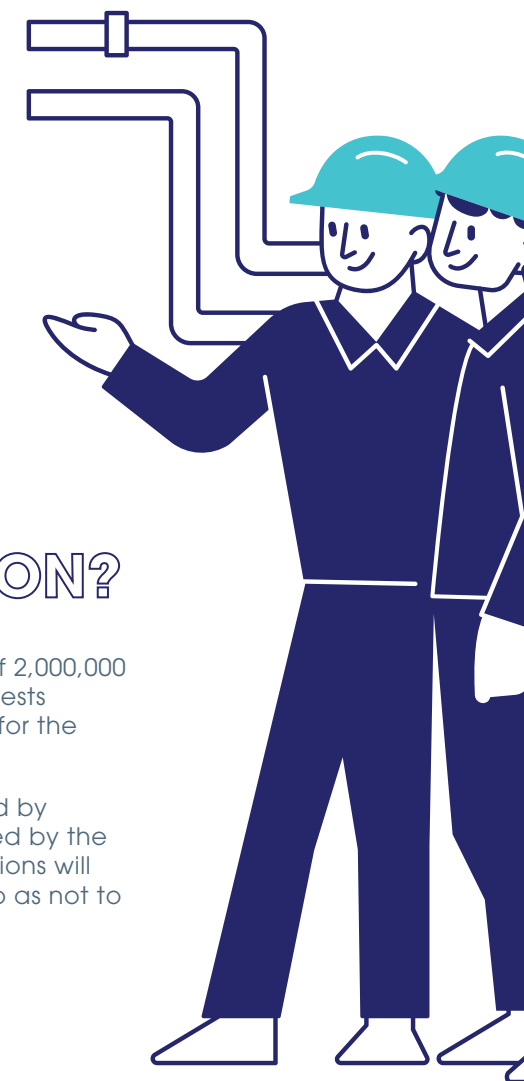
HOW CAN I PAY?

- If your currency is in Euro: your subscription will be paid by a debit from your bank account on or about October 31, 2025.
- 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 no later than October 2, 2025.

WHAT HAPPENS IN THE EVENT OF OVERSUBSCRIPTION?

Elis for all 2025 offer covers a maximum of 2,000,000 shares. If the number of subscription requests exceeds the number of shares available for the plan, a reduction will be applied.

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





SUBSCRIBE TO Elisfor.all OFFER

**An opportunity
open to all from
September 16 to
October 2, 2025**

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

To be eligible to the plan, all you need is 3 months' seniority in the Group on the date of the opening of the subscription period, and to 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 subscribe in minutes via a simple and secure online platform.

1 Go to the website
<https://ie.elis.com/en>

**If you do not have access to the internet, do not hesitate to contact your HR Administrator*

2 Click on the button
"Take part in Elis for all 2025"

3 Use the username and password indicated in the e-mail you received from Amundi*

4 Fill in and verify your personal information

5 Enter the amount you want to invest

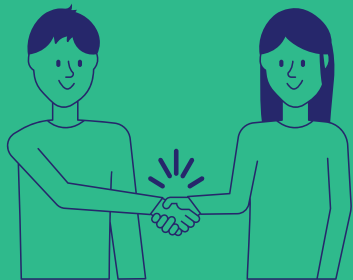
6 Confirm your subscription



**To find out more
about the plan,
visit the website :**



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



TIMELINE OF ELIS FOR ALL PLAN

September 15 2025

Setting of subscription price



**From September 16
to October 2, 2025**

Subscription period



October 2, 2025

Deadline for the
payment of your
subscription if your
currency is GBP

October 31, 2025

Date for payment
of your subscription
if your currency is EUR



13 November 2025

Capital increase and delivery of shares



2028

Availability of assets after 3 years
(except in the case of early release)

After the subscription

Your investment will follow the evolution of the Elis share price 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)



DISCLAIMER

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