



Elisfor.all
2021

ELIS FOR ALL 2021
Employee share ownership plan

**What if you were
more than just
an employee?**



From 6 May to 21 May 2021,
you could become a shareholder indirectly
through the Elis for All 2021 employee investment fund

We empower your day



ELIS IN BRIEF



We are facing an unprecedented health and economic crisis, one which is having a significant impact on our business. However, Elis has numerous advantages: a multi-service offering targeting all business sectors, industrial know-how and a recognised brand image, which together make the Group a global market leader. More importantly, we are able to cope with this extraordinary situation thanks to your commitment and day-to-day involvement.

As employees, you are key players in Elis's future. And it is therefore essential that you become even more involved in the Group's success. That is why I'm inviting you to join the new employee share ownership plan, Elis for All 2021.

Reflecting our Group's international dimension, the plan, launched for the first time in 2019, is open to more than 40,000 employees in 17 different countries. It allows you to subscribe for Elis shares on preferential terms via the Elis Group Savings Plan.

Between 6 May and 21 May 2021, you will have the opportunity to subscribe for Elis for All*, an option that will allow you to invest in the company and become involved in the Group's development on a sustained basis.

Xavier Martiré

**through the Elis for All 2021 employee investment fund*



nearly
50,000
employees



400,000
customers supplied
worldwide



440
production and
distribution centres

€ 2.8 billion
in consolidated
revenue in 2020



€ 947.5 million
in EBITDA in 2020

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 2021 employee investment fund. Following the capital increase, the Elis for All 2021 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⁾	30% discount	Matching contribution in shares ⁽²⁾	Your personal contribution	Total portfolio
6 shares ⁽²⁾	€78	-€23.40	0	€54.60	€78
10 shares ⁽²⁾	€130	-€39	1	€91	€143
15 shares ⁽²⁾	€195	-€58.50	1	€136.50	€208
20 shares ⁽²⁾	€260	-€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

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

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 2021 and is capped at €50,000.

HOW CAN I PAY?

- › Your subscription must be paid by bank transfer by 16 June 2021, 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 2021 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

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 uk.elis.com/en/elis-for-all
- 2 Click on the button **Apply for Elis for All 2021**
- 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,
visit the website:

uk.elis.com/en/elis-for-all



Here you will find
all the relevant
information about
your subscription.



TIMELINE OF THE SCHEME



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:

uk.elis.com/en/elis-for-all



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elis.com



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