



# 5<sup>th</sup> plan

**IN 2024,**  
**NEARLY 50,000 EMPLOYEES**  
**WILL BENEFIT FROM **elis**for.all**

**From 17 September to 3 October 2024,**

Elis launches its fifth employee share ownership plan, through the Elis for all 2024 employee investment fund, involving 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

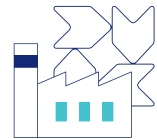
*\*through the Elis For All relais 2024 employee investment fund*



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<sup>(1)</sup>



**MATCHING CONTRIBUTION:**  
1 free share for every 10 subscribed shares<sup>(2)</sup>



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 potentially 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

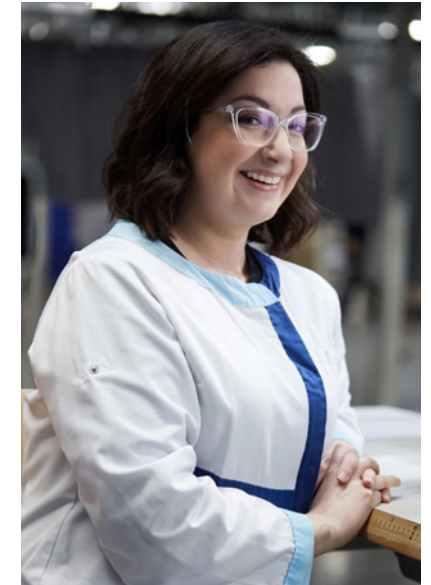


The account fees charged by the employee investment fund are covered by Elis

\*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, Belgium, the United Kingdom, Portugal, Spain, Ireland, Norway, Sweden, Switzerland, Poland, Italy, Brazil, Mexico, Colombia 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

## EXAMPLES OF INVESTMENTS

based on a reference price<sup>(1)</sup> of €20 and a subscription price of €14



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

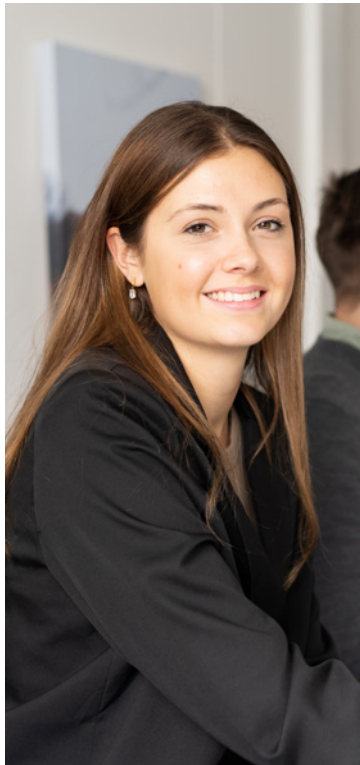
(2) The equivalent units of the Elis Shareholding employee investment fund invested on your behalf in Elis shares

## 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.



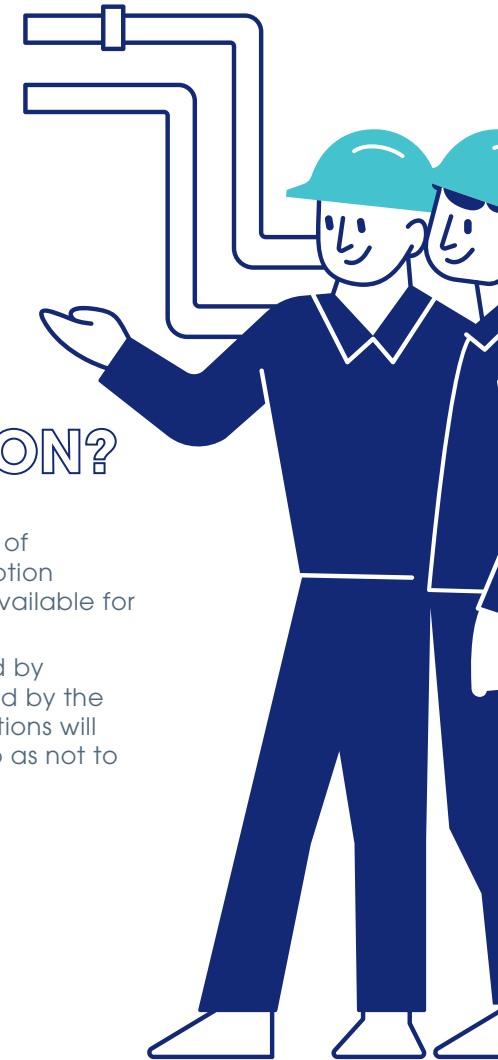
## HOW CAN I PAY?

- › Your subscription must be paid by bank transfer by 3 October 2024 at the latest, in accordance with the terms and conditions outlined in the local supplement. Please refer to this for more information.

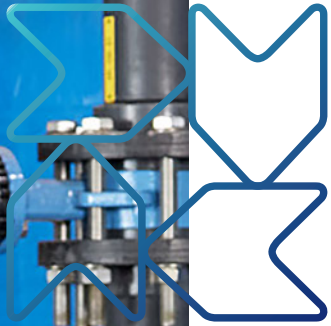
## WHAT HAPPENS IN THE EVENT OF OVERSUBSCRIPTION?

The Elis for All 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 to be an employee of the Group for at least three months as at 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://uk.elis.com/en/EFA>

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

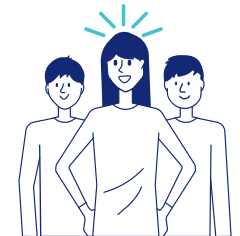
**2** Click on the button  
**Apply for Elis for All 2024**

**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



**To find out more about the scheme, visit:**  
<https://uk.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



**3 October 2024**

Deadline for payment of your subscription



**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



#### DISCLAIMER

This brochure is for the attention of eligible Elis employees only. Elis's Universal Registration Document, as well as other information documents, including the periodic financial reports, are available on the Company's website at [www.elis.com](http://www.elis.com). You are encouraged to read these documents, which contain important information about the Company's business, its strategy and objectives, its financial performance and its inherent risk factors. The information contained in this brochure is for informational purposes only. It does not constitute financial or investment advice on the part of Elis or its subsidiaries. You are reminded that the past performance of Elis shares is no guarantee of future performance and that a stock market investment is not without 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. This offer has been presented to you as an eligible employee of an Elis Group company. This brochure or any other document provided or made available to you in connection with this offer does not alter the terms of your employment contract or the rights and obligations resulting therefrom, or your position within the Elis Group. The benefits contained in this offer are not considered as items of remuneration that can be taken into account in the calculation of future benefits. The right to participate in this offer does not affect any similar offers launched in the future or the right to participate in those offers. Whether you participate or not is entirely at your own discretion.