

## Subscription form

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

To be returned to [deborah.gordon@elis.com](mailto:deborah.gordon@elis.com) by 10am UK time 2 October 2025 at the latest.

I have duly noted that if I fill in both a paper subscription form given to Debbie Gordon (Reward Specialist) and complete an online form, only the online form will be taken into account.

Last name: .....  
First name: .....  
Address: .....  
.....  
Email : .....  
Payroll number: .....

I acknowledge that I have been informed of the subscription price. The subscription price is equal to the reference price (the average of the opening price of the Elis share for the 20 days prior to September 15, 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 Shareholding" FCPE 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 Shareholding" FCPE:**

£ \_ \_ \_ \_ \_ , \_ \_

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

Please sign and return a copy of this subscription form to Debbie Gordon, Reward Specialist, Elis UK, First Floor, Chineham Gate, Crockford Lane, Chineham, Basingstoke, RG24 8NA, to be received by no later than 10am UK time on 2 October 2025. If you return a paper subscription form as well as an online form, your online form will take precedence.

I acknowledge the fact that this subscription order is final.

Place:.....

Date:.....

Signature required (preceded with the endorsement "read and approved" e.g. I have read and approved ... your signature):

## Declarations and commitments

### Eligibility

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. If I am no longer an employee at the end of the subscription period, i.e. 2 October 2025, my subscription will be cancelled.

### 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) 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 2024 and the delegation of powers granted to the Management Board by virtue of the 25<sup>th</sup> resolution approved at the combined general shareholders' meeting of Elis on 22 May 2025 or the resolution that replaces it.

The capital increase is scheduled for 13 November 2025.

I will receive a number of units of the "Elis For All Relais 2025" FCPE that are 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, as converted into pounds sterling using the exchange rate 15 September 2025.

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 (converted into pounds sterling using the exchange rate on 15 September 2025), 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 to update with the new one once it will be updated and in particular the brochure and the key investor information documents (KIIDs) 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](http://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 the date on which the subscription price is set) minus a 30% discount.

I understand that the subscription of units of the "Elis For All Relais 2025" FCPE will be matched at 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](http://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 at the first day of the subscription period (16 September 2025).

- In the event of a default payment or there being insufficient funds in my account, my employer reserves the right to take any action against me in order to recover the outstanding amounts.

I undertake to ensure that at the time of the deduction of funds from my bank account that there will be sufficient funds to satisfy my subscription order.

I acknowledge that any failure to satisfy my bank transfer may result in my not being able to participate in the Offering.

If the total subscription requests exceed the number of shares proposed, the amount of my subscription may be reduced using the procedures described in the brochure.

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.

### My participation in this Offering

I acknowledge that nothing contained in this form, on the website in connection with the offering or in any other materials available to me in connection with the offering shall confer upon me any right or entitlement in respect of my employment. Participation in the offering is separate from and does not form part of my employment agreement. I

acknowledge that nothing in this form, on the website in connection with the offering or any other materials available to me in connection with the offering shall confer upon me any right in connection with or in respect of future offers.

I hereby grant an irrevocable authorization for my employer or the holder of the "Elis Shareholding" FCPE to have redeemed, or to redeem without any prior notice whatsoever, all of my FCPE units, in accordance with the applicable regulations, and to allocate the proceeds, as appropriate, towards the payment of my subscription amount plus the administrative expenses related to my subscription amount.

I confirm that I am investing in the Offering for my own account, and I am not acting on behalf of, or as agent for, any other person. My participation in the Offering is entirely optional.

Neither Elis, my employer, nor any employees, officers or agents of Elis recommends whether I should participate or refrain from participating in the Offering and this document is not intended to be, nor should it be considered, legal, tax or financial advice to me.

I acknowledge that if I am in any doubt as to the decision I should take, I should consult an independent financial adviser who, if I am resident in the United Kingdom, is authorized under the Financial Services and Markets Act 2000.

I understand and acknowledge that the terms of my subscription in the Offering are governed by French Law.

### Processing of personal data:

This subscription form is subject to the provisions of French law 78-17 of 6 January 1978 relating to information technology, files and civil liberties, the UK Data Protection Act 2018 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. (as well as any relevant local law on data processing). I am aware of the use of the information contained in this subscription form 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 form is necessary for me to participate in the 2025 scheme. If I do not provide some of this data, my subscription may not be considered. The data will be used to process my subscription request and manage my investment until the transfer 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 can exercise these rights by contacting Elis UK at the following email address: [Data.Protection@elis.com](mailto:Data.Protection@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 redemption 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 have noted that any queries regarding Data Protection can be addressed to the following address: [Data.Protection@elis.com](mailto:Data.Protection@elis.com). I declare that I will keep a copy of this form for my personal record.

#### **My Tax Liabilities**

I have read and understood the notes on taxation which apply to UK resident employees.

By completing this form I hereby agree with the subsidiary company of Elis with which I am employed (my "employer") that, pursuant to section 431 (1) of the Income Tax (Earnings and Pensions) Act 2003 ("ITEPA"), all of the Elis shares which are acquired through the "Elis Shareholding" FCPE (which are employment-related restricted securities by reason of sections 423 and 424 of ITEPA), and their market value, will be treated as if they are not restricted securities for the relevant tax and National Insurance purposes and that sections 425 to 430 of ITEPA do not apply.

Should the value of the securities fall following their acquisition, it is possible that income tax and National Insurance contributions (where the securities are Readily Convertible Assets) that would have arisen because of any future chargeable event (in the absence of an election) may

be less than the income tax/National Insurance due by reason of this election. There is no income tax/ National Insurance relief available should this be the case. The above election shall form Part A of a Joint Election and shall become irrevocable upon the acquisition of the securities to which this election relates. In completing this form (which incorporates the above joint election) I agree to be bound by its terms as stated above.

By signing this Subscription Form I hereby authorise Elis and/or my employer to deduct from my pay (or my investment) any tax and National Insurance contributions which may be due in relation to the acquisition, holding or disposal of units in the "Elis Shareholding" FCPE or the acquisition, holding or disposal of shares in Elis under the offering (the "Tax Liability").

If my pay is insufficient to enable Elis and/or my employer to deduct the full amount of the Tax Liability, or Elis and/or my employer determines that a deduction from pay is not appropriate, I hereby agree to meet the Tax Liability in full by cheque within 7 days of notification to me by Elis and/or my employer of the Tax Liability and/or agree that and/or my employer may realise sufficient of my investment (including by way of sale of shares on my behalf) in order to meet such liability.

I agree that, following a redemption of my investment, the proceeds of redemption will be remitted to my employer or another member of the Elis Group as my agent in order that my Tax Liability or any amounts owing to my employer may be deducted from such redemption proceeds and, following such deduction, agree that the remaining proceeds will be transferred to me.

#### **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