SUBSCRIPTION FORM

For the subscription of shares in "Elis Shareholding" issued as part of the capital increase reserved for the Group's employees.

To be returned to: UK-reward@elis.com by 10am UK time on 1 October 2026 at the latest

I acknowledge that if I complete both a paper subscription form sent to Debbie Gordon and an online form, only the online form will be taken into consideration.

Surname: ....

First name: ....

Address: ....

....

Email: ....

Username: ....

Elis Payroll ID: ....

I confirm that I have been informed of the subscription price. The subscription price is the same as the reference price (the average of the opening price of Elis shares over the 20 days preceding 11 September 2026, less a discount of 30%).

I, the undersigned, hereby submit a subscription order in my own name and for my own account for Elis shares issued in connection with Elis's capital increase reserved for the Group's employees:

I wish to subscribe for _______ Elis SA shares

Please note that it is only possible to subscribe for a whole number of Elis shares.

I intend to pay my personal contribution using the following payment method:
A one-off payment to the bank account of Elis UK Ltd by 1 October 2026.
Please refer to the local supplement for details of the Elis UK Ltd bank account.

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 1 October 2026. 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: 2026

Signature required (prior to the approval "read and approved"), e.g. I have read and approved.... your signature

You can make your choice quickly and securely and find all the relevant information about Elis for all 2026 at www.ors.amundi-ee.com/a/cp/elisforall2026

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Circular services at work

Elis for all 2026

Declarations and undertakings

Who can participate

I understand that, in order to participate in ELIS FOR ALL 2026, I must have been employed for at least three months by the date the subscription period opens, i.e. 15 September 2026, and I must still be employed by Elis on the closing date of the subscription period, 1 October 2026.

Subscription for Elis shares

I understand that my subscription is made in connection with the capital increase reserved for employees of the Elis Group and that I am subscribing directly for Elis shares to be issued as part of this capital increase.

I understand that, under this direct shareholding structure, my investment will no longer be made through the "Elis For All Relais 2026" company mutual fund (FCPE), and that I will not receive FCPE units in consideration for my investment.

The Elis shares subscribed for under ELIS FOR ALL 2026 will be held in accordance with the account-keeping and shareholding arrangements applicable to participants resident in the United Kingdom.

I understand that my investment may be subject to a lock-up period, except in the cases of early release described in the information brochure and/or in the applicable rules of the offer.

Limits on contributions to the ELIS FOR ALL 2026 programme

I understand that I may participate in the scheme with a maximum amount of 50,000 euros, converted into GBP at the exchange rate applicable on 11 September 2026.

I undertake to ensure that my total contribution to PEGI Elis, or any other savings scheme to which I have access, does not exceed 25 per cent of my gross annual salary.

I understand that the minimum amount required to participate in Elis For All 2026 is 50 euros. If my subscription amount is less than 50 euros (converted to GBP at the exchange rate on 11 September 2026), it will not be approved.

Information about the Elis for All 2026 programme

I confirm that I have familiarised myself with the documents which I have been able to obtain through HR, or to which I have gained access via the website www.ors.amundi-ee.com/a/cp/elisforall2026, including in particular the prospectus, the key investor information documents ("DIC") and PEGI Elis.

I confirm that I have familiarised myself with the subscription price stated on the subscription page www.ors.amundi-ee.com/a/cp/elisforall2026. This corresponds to the reference price (which is the average of the 20 trading days preceding the date on which the subscription price was set) minus a 30% discount.

I understand that the subscription for shares under the 'Elis for all 2026' scheme will be supplemented by a company contribution of approximately 1 share for every 10 shares subscribed for.

The legal terms and conditions of my reservation and subscription

I confirm that I am aware that:

- my subscription may not be approved in the event of inaccuracies in the information I have provided (subscription amount and gross annual salary)
- my subscription may not be approved if I do not meet the condition of having been employed for at least 3 months as of the first day of the subscription period, i.e. 15 September 2026.
- My subscription may not be approved if I am not employed by Elis on the closing date of the subscription period, 1 October 2026.
- In the event of non-payment, my employer reserves the right to take any necessary legal action against me with a view to recovering the outstanding amounts.

My subscription may be reduced in accordance with the method described in the prospectus.

I understand that my investment is linked to the performance of the Elis share price and that I therefore bear a risk in relation to my personal investment.

Payment to Elis for the all-shares must be received by 1 October 2026 at the latest.

The capital increase is scheduled for 10 November 2026.

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 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 2026 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 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.
My personal data will be stored for the purposes of data processing, for the necessary amount of time as of the start of the 2026 scheme and manage my investment, at least until the transfer or disposal of all af my Elis shares and subsequently for archiving purposes until the expiry of the limitation period for any dispute relating to such data.
I have noted that any queries regarding Data Protection can be addressed to the following address: 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" (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 Elis shares 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 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 Combined general shareholders' meeting of 21 May 2026 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 2026 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 2026 subscription bulletin.

Société Anonyme à directoire et à conseil de surveillance au capital de 232 848 588 €
Siège social : 18, rue Hoche – 92800 Puteaux
– France 499 668 440 R.C.S. Nanterre