
What if 2026 was the year you became an
ELIS SHAREHOLDER?
From 15 September to 1 October 2026
Elis renews its employee share ownership plan
Elis for·all
2026
elis

CONTENTS

Thanks to the strong commitment of our teams and the robustness of our business model, our Group continues on its growth trajectory in an uncertain economic environment. In 2025, Elis maintained a strong pace of development, while consolidating its presence in its historical markets and further strengthening its operational performance.

Since 2019, our employees share ownership plans have met with growing success, and the 2025 edition marked a historic milestone, with a record number of subscribers and a record investment amount.

From 15 September to 1 October 2026, you will have the opportunity to subscribe to the "Elis for All 2026" plan*, under attractive terms within the framework of the Group Savings Plans. In 2026, we would be proud to count you amongst our shareholders.

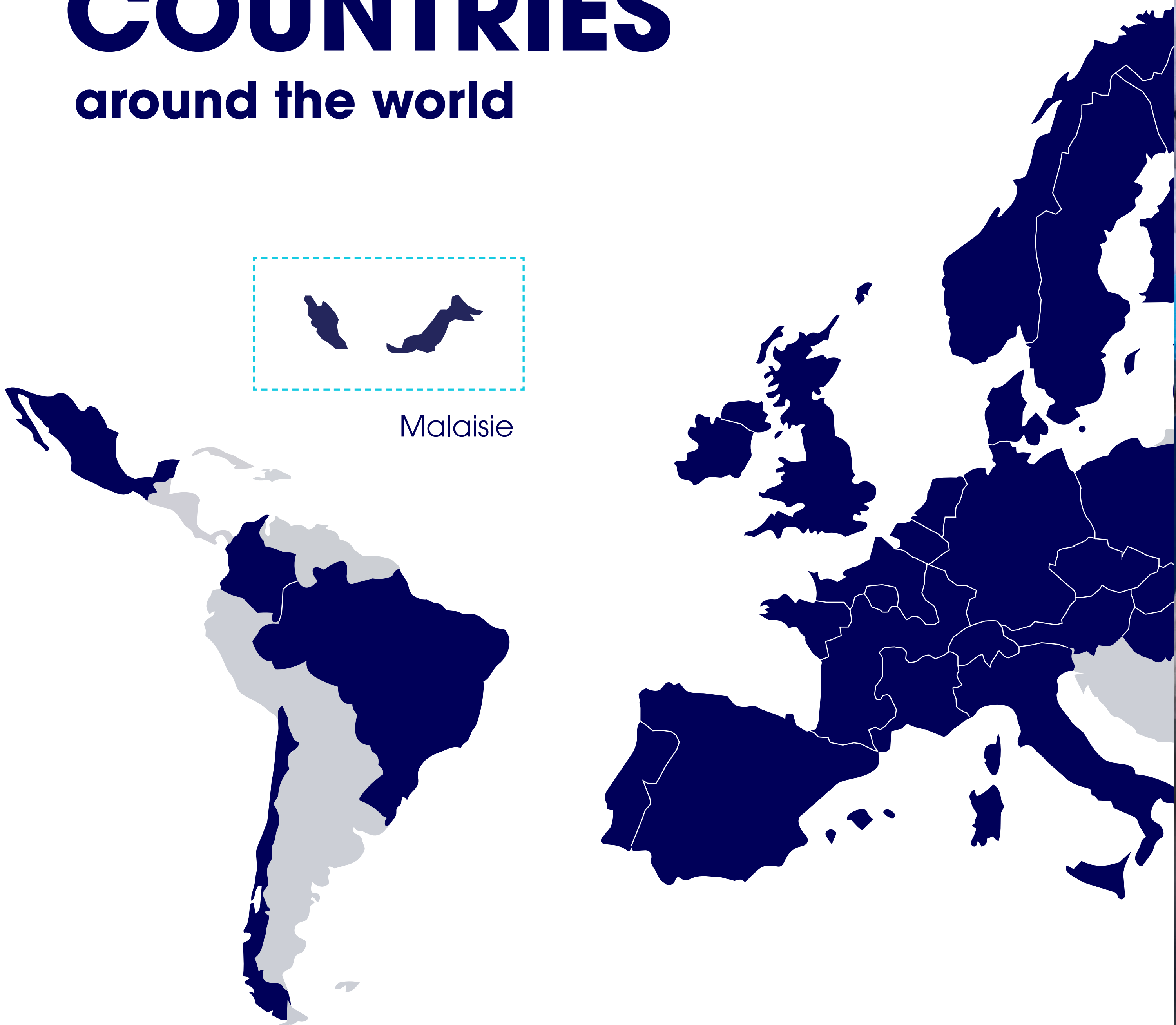
Didier Lachaud,
HR Director – Elis Group

Operating in

31

COUNTRIES

around the world



Nearly
59,000
Employees

More than
400,000
customers supplied worldwide

528
production and distribution centres

€4.80 Bn
in consolidated revenue in 2025

€1.70 Bn
in EBITDA in 2025

ALL YOU NEED TOO KNOW

By subscribing to the Elis for All offer, you will have the opportunity to become a shareholder. From 2026, the plan gives you direct ownership of Elis shares instead of holding them indirectly through an FCPE.

-30%

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

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

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

DIVIDENDS:
You will potentially receive dividends on the shares you hold.

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

Your account maintenance fees are **COVERED BY ELIS.**

AN OFFER FOR ALL

The plan is available in 20 countries:

- Andorra
- Belgium
- Brazil
- Colombia
- Denmark
- Finland
- France
- Germany
- Ireland
- Italy
- Luxemboug
- Mexico
- Netherlands
- Norway
- Poland
- Portugal
- Spain
- Sweden
- Switzerland
- United Kingdom

UNDERSTANDING THE OFFER

Discount:

€25 - 30% = €17.5

Reference price assumption

Subscription price

Matching contribution:

- 1 share offered for every10 shares subscribed

INVESTMENT EXAMPLES

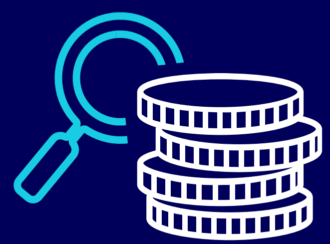
based on a reference price[1] of €25 and a subscription price of €17.5

You buy	Value of Your shares[1]	30% Discount	Matching Contribution In shares	Your personal Contribution	Total Portfolio
6 Shares	€150	- €45	0	€105	€150
10 Shares	€250	- €75	1	€175	€275
15 Shares	€375	- €112.5	1	€262.5	€400
20 Shares	€500	- €150	2	€350	€550

[1] Reference price: average of the opening prices of Elis share over the 20 trading days preceding the launch of the plan

£50

Minimum



HOW MUCH CAN I INVEST?

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 2026,** and this amount is **capped at €50,000.**

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

HOW CAN I PAY?

Your subscription must be paid **in full by bank transfer no later than 1 October 2026** (in a single one-off payment), in accordance with the terms and conditions outlined in the local supplement.

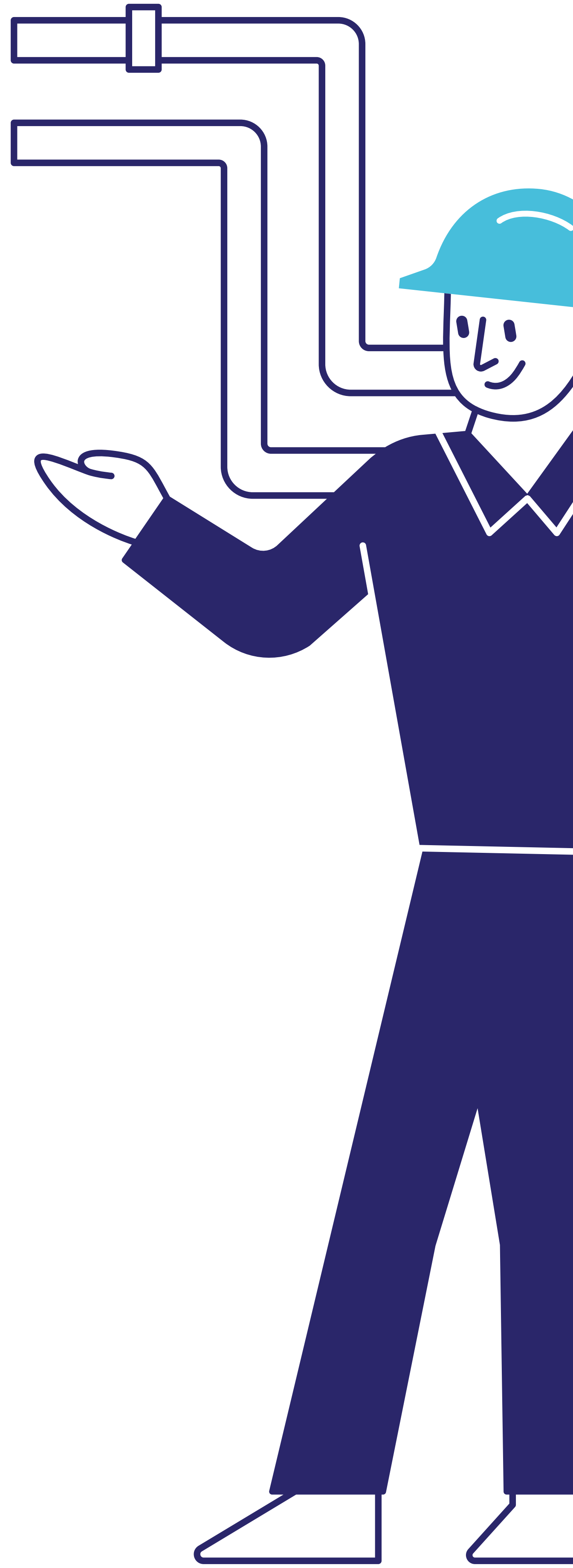
Please refer to this document for more information.

WHAT IF THE PLANS OVERSUBSCRIBED?

Elis for All 2026 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.



I'D LIKE TO SUBSCRIBE

Elis for·all 2026

OFFER

An opportunity open to all from 15 September to 1 October 2026

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

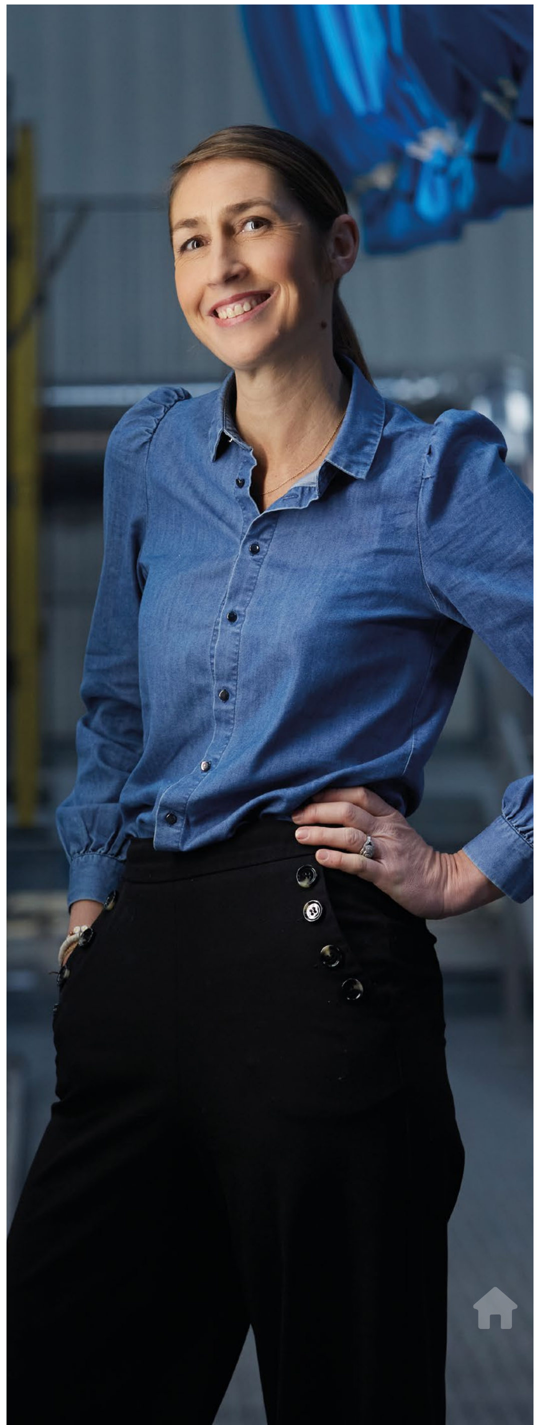
To be eligible for the plan, all you need is 3 months' service in the Group on the date of the opening of the subscription period (15 September 2026) , and to still be an employee of the group on the closing date of the subscription period (1October 2026).

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 **uk.elis.com/en/EFA**
2. Click on the button Subscribe Elis for All 2026
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

Scan the QR code



* If you do not have access to the internet, do not hesitate to contact Debbie Gordon (Reward Specialist) on 07356 197249.

PLAN TIME LINE

11 September 2026
Subscription price set

From 15 September to 1 October 2026
Subscription period

1 October 2026
Deadline for the payment of your subscription
(a single one-off payment)

2029
Date on which funds become available after 3 years
(except in the case of early release)

AFTER 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. Please refer to the local supplement.

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.

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. 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.

A public limited company with an executive board and a supervisory board, with a share capital of €237,553,695
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