

Edenred's 2026 General Meeting approves all resolutions

The Combined General Meeting of Edenred shareholders was held today at Comet Bourse, 35 rue Saint-Marc, 75002 Paris, under the chairmanship of Bertrand Dumazy, Chairman and Chief Executive Officer. Shareholders who were unable to attend the Edenred General Meeting in person were able to follow the live online broadcast, in both French and English. The quorum was met, at 77.90%.

The General Meeting adopted all of the resolutions proposed by the Board of Directors, notably:

- the payment of a dividend of €1.33 per share in respect of fiscal year 2025, entirely in cash, with an ex-dividend date of June 10, 2026 and a payment date of 12 June 2026;
- the renewal, for a term of four years, of Bertrand Dumazy and Bernardo Sanchez Incera as directors;
- the ratification of the co-optations of Kelly Richdale and Augustin de Romanet, for respective terms of three and two years, as Directors.

The Board of Directors is now composed of **11 members**, including two employee-representative directors. Of the nine Directors appointed by the General Meeting (excluding employee-representatives), 44.4% are women (4 out of 9) and 88.9% are independent Directors (8 out of 9), calculated in accordance with the method recommended by the AFEP/MEDEF Code. Directors whose names are followed by an asterisk (*) are independent:

- Cédric Appert, employee-representative director
- Nathalie Balla*
- Sylvia Coutinho*
- Dominique D'Hinnin*, Lead Independent Director and Vice-Chairman of the Board of Directors
- Bertrand Dumazy, Chairman and Chief Executive Officer
- Fanny Mitre, employee-representative director
- Kelly Richdale*
- Kristell Rivaille*
- Augustin de Romanet*
- Bernardo Sanchez Incera*
- Philippe Vallée*

The Board of Directors has decided to renew Bertrand Dumazy as Chairman of the Board and Chief Executive Officer of Edenred.

The Board of Directors has also decided to:

- reappoint Bernardo Sanchez Incera as Chairman of the Audit and Risks Committee and Augustin de Romanet as a member of this Committee;
- nominate Kelly Richdale as a member of the Audit and Risks Committee;
- nominate Philippe Vallée as Chairman of the Commitments Committee and Kristell Rivaille as a member of this Committee.

The committees of the Board of Directors are now composed as follows:

- **Audit and Risks Committee:** Bernardo Sanchez Incera (Chairman), Dominique D'Hinnin, Kelly Richdale and Augustin de Romanet;
- **Compensation, Appointments and CSR Committee:** Dominique D'Hinnin (Chairman), Cédric Appert and Sylvia Coutinho;
- **Commitments Committee:** Philippe Vallée (Chairman), Nathalie Balla and Kristell Rivaille.

Global leader in fast-growing and largely underpenetrated markets

At the General Meeting, Bertrand Dumazy, Chairman and Chief Executive Officer, reiterated Edenred's unique position as a global leader, present in 44 countries. The depth and diversity of its solutions portfolio, combined with a fully integrated critical infrastructure, enable the Group to:

- increase employee engagement (Benefits & Engagement) and improve operational efficiency (Mobility) for more than 1 million corporate clients;
- generate qualified traffic for more than 2 million partner merchants;
- deliver an enhanced daily experience for over 60 million users.

Over the past 10 years, Edenred has undergone a profound transformation, structurally strengthening its business model. Between 2015 and 2025, the Group:

- multiplied its total revenue by 2.8, reaching €3.0 billion in 2025;
- multiplied its EBITDA by 3.4, reaching €1.4 billion in 2025.

Edenred has thus strengthened its leadership positions in meal vouchers and multi-energy cards, while accelerating the expansion of its offer beyond these core solutions. Through its Beyond Food solutions, Edenred has enhanced its Benefits & Engagement offering to better meet companies' needs to improve attractiveness, boost employee engagement and retain top talent. Between 2022 and 2025, Beyond Food increased from 26% to 37% of Benefits & Engagement operating revenue. In Mobility, the Group has also broadened its solutions portfolio for fleet managers (tolls, maintenance, VAT recovery and electric charging). These Beyond Fuel solutions grew at a faster pace than multi-energy cards, increasing their share of Mobility operating revenue from 28% to 33% between 2022 and 2025.

Bertrand Dumazy also highlighted Edenred's unmatched strengths for succeeding in large, structurally growing and still largely underpenetrated markets:

- its leadership position;
- the richness of its solutions portfolio;
- its in-house specific-purpose payment infrastructure;
- a powerful sales organization combined with a multi-local footprint;
- strong investment capacity;
- highly recurring nature of its business model.

Amplify₂₅₋₂₈, the new strategic plan

Constance Le Bouar, Executive Vice President, Strategy and Transformation, presented the key pillars of the *Amplify₂₅₋₂₈* strategic plan announced in early November 2025. The plan aims to continue the Group's trajectory of profitable and sustainable growth, based on a virtuous formula combining an increase in the number of users, with higher average revenue per user (ARPU). Through this plan,

Edenred intends to seize significant opportunities across all its business lines through a common approach built on three pillars:

- **Attract**, to accelerate the acquisition of new clients;
- **Enrich**, to multiply upselling and cross-selling opportunities by leveraging the richness of Edenred's solutions portfolio;
- **Activate**, to increase usage of these solutions and monetize the audience of more than 60 million platform users by developing new services for partner merchants and users.

Constance Le Bouar recalled how Edenred's strategic investments in Data & AI represent a major lever to enhance the Group's value proposition for clients and partner merchants, while maximizing user engagement. These technological advances also significantly improve the Group's productivity, positioning Edenred among the winners of AI adoption.

Record financial and extra-financial performance in 2025

Virginie Duperat-Vergne, Executive Vice President, Finance, reviewed Edenred's 2025 financial performance. Edenred generated operating revenue of over €2.7 billion in 2025, with organic growth of 6.2%, driven by strong momentum in its two main business lines (Benefits & Engagement and Mobility), both for core solutions (Meals & Food and Fuel) and Beyond Food and Beyond Fuel solutions. Excluding the impact of a regulatory change in Italy, intrinsic organic growth in operating revenue reached +8.3%. EBITDA amounted to €1.4 billion, with organic growth of +11.2%, resulting in an EBITDA margin of 45.9%, up +2.3 points year on year on a reported basis. This performance illustrates the strength of Edenred's business model, its operational discipline and its ability to sustain high profitability.

Edenred benefits from a sound financial position, with high liquidity and a robust balance sheet. Thanks to strong cash generation, the Group reduced its net debt by 31% to €1.2 billion at year-end 2025, corresponding to a net debt/EBITDA ratio of 0.9x. In December 2025, Standard & Poor's reaffirmed the Group's A- rating (Strong Investment Grade), with a stable outlook.

Flore Cholley, Edenred's Chief Sustainability Officer, also highlighted how Edenred continued to implement its social and environmental responsibility policy, "Ideal", structured around the People, Planet and Progress pillars. The Group further improved its extra-financial performance in 2025 and received increased recognition from leading ESG rating agencies. For example, Edenred obtained an "A" rating for the first time in the 2025 Climate Change ranking of the Carbon Disclosure Project (CDP). This rating places Edenred among the top 4% of the 22,100 companies assessed worldwide. It positions the Group as the ESG leader in its sector and strengthens its competitive advantage as a partner of choice to support clients in their environmental transition.

Strong growth in the first quarter

Edenred started 2026 in line with 2025, demonstrating its ability to deliver strong intrinsic single-digit growth while mitigating the impact of the new regulatory environment for the Meal & Food business in Brazil and Italy. This performance illustrates the Group's ability to leverage the diversity of its solutions portfolio and its multi-local footprint.

In an uncertain environment, Edenred continues to confidently execute its Amplify²⁵⁻²⁸ strategic plan and confirms its financial targets for 2026, bearing in mind that 2026 will be a rebasing year, ahead of a return to a trajectory of sustainable and profitable growth from 2027 onwards.

A replay of the General Meeting, as well as the detailed results of the votes, can be accessed on Edenred's website (www.edenred.com, Investors/Shareholders section).

A summary will be available online shortly.

UPCOMING EVENTS

July 23, 2026: First-half 2026 results

October 21, 2026: Third-quarter 2026 revenue

About Edenred

Edenred is the global leader in Benefits & Engagement and Mobility.

With more than 1 million client companies across 44 countries, Edenred's platform gives more than 60 million users access to the services and products of more than 2 million partner merchants.

Edenred offers digital solutions dedicated to employees (meal vouchers, commuting, gift cards, wellness, rewards, and preferential offers), fleet managers (multi-energy solutions including EV charging, maintenance services, tolls, and parking), and corporate payments (virtual cards).

Guided by the Group's purpose, "Enrich connections. For good.", these solutions enhance employees' well-being and purchasing power and simplify the lives of professional drivers. They promote access to healthier food, more environmentally friendly products, and more sustainable mobility. Finally, they improve the attractiveness and efficiency of businesses while vitalizing the employment market and local economies.

Edenred's 12,000 employees are committed to making the world of work a connected ecosystem that is safer, more efficient and more responsible every day.

In 2025, thanks to its unique technology platform, the Group generated a business volume of €49 billion, mainly through mobile applications, online platforms, and cards.

Edenred is listed on the Euronext Paris stock exchange and included in the following indices: CAC Next 20, CAC Large 60, Euronext 100, Euronext Tech Leaders, FTSE4Good, DJSI Europe Index and DJSI World Index.

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