

Combined shareholders' meeting of May 21, 2026

Puteaux, May 21, 2026 - The combined shareholders' Meeting of Elis, chaired by Thierry Morin, Chairman of the Supervisory Board, in the presence of the members of the Management Board, was held on Thursday, May 21, 2026, at *Maison des Travaux Publics*, 3 rue de Berri, 75008 Paris, France.

The quorum was 88% and the shareholders approved all the resolutions put to the vote.

The General Meeting approved the annual and consolidated financial statements for fiscal year 2025 and the distribution of a sum of €0.48 per share. The ex-dividend date is May 26, 2026 and the distribution will be paid on May 28, 2026.

The shareholders approved:

- the reappointment of Antoine Burel as Supervisory Board member, for a term of four years, i.e., expiring at the end of the shareholders' Meeting that will be held in 2030 with respect to the approval of the 2029 annual accounts.

The Supervisory Board of Elis counts 12 members, of which 8 are independent, 5 are women and 2 employee representatives and one non-voting member (censor). The composition of the Board offers complementary experiences and reflects the diversity policy pursued by the Group.

The shareholders also approved the compensation policy of the Company's executive officers for 2026 (i.e. the President and members of the Management Board and the President and members of the Supervisory Board), the information referred to in Article L.22-10-9 of the French commercial Code in respect of the ex-post vote on the compensation of all corporate officers and approved the fixed, variable and exceptional elements of total compensation and benefits of any kind paid or awarded for the financial year of 2025 to the members of the Management Board and the President of the Supervisory Board, in accordance with Article L.22-10-34 of the French commercial Code.

The shareholders approved the renewal of the authorization granted to the Management Board with regard to share buybacks.

The shareholders also approved the renewal of authorization and delegation to be granted to the Management Board concerning the issue of shares and other securities, notably reserved for employees who are members of a company's or a group's saving plan and certain categories of foreign employees, as well as the delegation of authority to reduce the share capital by cancellation of shares acquired under the share buyback program.

The results of voting on all resolutions submitted to Shareholders are available on the Company's website: at <https://fr.elis.com/en/group/investor-relations/regulated-information> under "Shareholders Meetings."

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