

Paris La Défense, March 6, 2024

Report on Elior Group's Annual General Meeting

I. Annual General Meeting report

Elior Group's Annual combined General Meeting (hereafter "the AGM") took place on Wednesday February 28 2024, at 3:00 p.m. at the **Derichebourg Multiservices tower, 51 Chemin des Mèches, 94000 Créteil**.

The quorum amounted to 77.78% and 988 shareholders participated physically or by correspondence.

During the AGM, the shareholders approved each of the 24 resolutions proposed by Elior Group's Board of Directors, including:

- Approval of the parent company financial statements and the consolidated financial statements for the year ended September 30, 2023;
- Re-election of two directors and appointment of a new director;
- The appointment of a new statutory auditor;
- Approval of (i) the compensation and benefits paid during or awarded for the year ended September 30, 2023 to the Company's directors and officers and (ii) the compensation policy applicable to the directors and officers (*ex-post* and *ex-ante* say on pay votes);
- Authorizations for the Board of Directors to carry out a share buyback program and to cancel shares thus repurchased;
- Authorizations for the Board of Directors to carry out capital increases for different purposes in accordance with the conditions provided for by law.

Detailed voting results are available on Elior Group's website¹.

II. Composition of the Board of Directors and its committees following the AGM

In addition, the Board of Directors meeting held after the Annual General Meeting decided to:

- Appoint Denis Gasquet as the Company's new Senior Independent Director for the duration of his directorship, to replace Gilles Auffret (whose directorship was not

¹ <https://www.eliorgroup.com/investors/annual-shareholders-meeting>

proposed for renewal at the General Meeting), and after consulting the Appointments and Remuneration Committee;

- Note the change in the permanent representative of the Fonds Stratégique de Participations, with Caroline Grégoire Sainte Marie (whose biography is attached) replacing Valérie Duperat-Vergne; and
- Therefore, to reorganize the Board of Directors' committees as follows:

Audit Committee

- Fonds Stratégique de Participations, represented by Caroline Grégoire Sainte Marie (Chairman)
- Gilles Cojan
- Denis Hennequin

Nominations and Compensation Committee

- Sara Biraschi-Rolland (Chairman)
- Denis Gasquet
- Derichebourg SA, represented by Abderaman El Aoufir
- Emesa Private Equity, represented by Inés Cuatrecasas
- Rosa-Maria Alves, employee representative

CSR Committee

- Denis Hennequin (Chairman)
- Sara Biraschi-Rolland
- Derichebourg Environnement SAS, represented by Catherine Ottaway
- Denis Gasquet
- Dominique Pélabon
- Luc Lebaupin, employee representative

Ad hoc Committee (to monitor Derichebourg's commitments in connection with the contribution of Derichebourg Multiservices to the Company on 18 April 2023)

- Denis Gasquet (Chairman)
- Fonds Stratégique de Participations, represented by Caroline Grégoire Sainte Marie
- Emesa Private Equity, represented by Inés Cuatrecasas

Biography of Ms. Caroline Gregoire Sainte Marie

A graduate of the Institut d'études politiques de Paris, Caroline Grégoire Sainte Marie also holds a degree in Commercial Law from Paris I University.

She began her professional career in 1981 at Xerox France as Financial Controller. In 1984, she joined Hoechst pharmaceutical group, where she successively held several positions in the financial field at Roussel Uclaf SA before being appointed in 1994 as Chief Financial Officer of Albert Roussel Pharma GmbH and a member of the Executive Board. In 1996, she joined Volkswagen France before moving to Lafarge Group in 1997 as Chief Financial Officer of Lafarge Speciality Products (LMS).

In 2000, she was appointed Senior Vice President Mergers & Acquisitions at the Group's Cement Division. In that position, Caroline Grégoire Sainte Marie led the financial strategy for the takeover of Blue Circle. In 2004, she became Chief Executive Officer for Germany and the Czech Republic.

In 2007, she was appointed Chair and Chief Executive Officer of Tarmac France and Belgium, before becoming the Chair and Chief Executive Officer of Frans Bonhomme in 2009.

Caroline Grégoire Sainte Marie was a member of the boards of directors of Eramet (from 2012 to 2016), Safran (from 2011 to 2015), FLSMIDTH (from 2012 to 2019), Wienerberger (from 2015 to 2020) and Groupama (from 2011 to 2022). Caroline Grégoire Sainte Marie is currently a member of the boards of Fnac-Darty, Vinci and Bluestar Adisseo. She is also an investor of Calyos, a Belgian technology company.

She is a Knight of the French Legion of Honor.

About the Elior Group

Founded in 1991, the Elior Group is a world leader in catering and multiservices, and a benchmark in the world of business, education, health, social and leisure. Enjoying robust positions in 9 countries, the Group achieved pro forma revenue of €5.7 billion in 2023. Its 133,000 employees feed 3.1 million people every day in 20,200 restaurants on three continents and provide services in 9 countries.

The Group is based on an economic model built around innovation and social responsibility. In 2004, the Elior Group signed up to the United Nations Global Compact, reaching advanced level in 2015.

For more information: www.eliorgroup.com/ Elior Group on Twitter: @Elior_Group