

Information regarding executive representative's termination benefit

Paris La Défense, July 31th, 2017,

In accordance with the AFEP-MEDEF corporate governance Code, as amended on November 2016, and according to the provisions of Articles L.225-42-1 and R.225-34-1 of the French Commercial Code, Elior Group publishes the decisions of the Board of Directors regarding the conditions for the payment of Philippe Salle's termination benefit.

Acting on the recommendation of the Nominations and Compensation Committee, the Board of Directors has authorized, on July 26th, 2017, the amendment of the conditions for the payment applicable to his termination benefit, which were approved on April 29, 2015, and amended on January 19th, 2017.

The termination benefit is payable in case of dismissal of Philippe Salle as Chairman and Chief Executive Officer or in case of forced departure, such as the decision of the Board of Directors to separate the functions of Chairman and Chief Executive Officer. The amount of the termination benefit equals to 12 months of compensation, this amount being calculated on the basis of the monthly variable and fix gross compensation average (exclusive of long-term variable compensation) earned by Philippe Salle in the last 12 months preceding his departure, namely the sum of the gross compensation earned by Philippe Salle in the last 12 months preceding November 30th, 2017 and the 2016/2017 variable compensation.

The termination benefit would only be payable, in full or in part, if the average (A) of the Chairman and Chief Executive Officer's annual variable compensation for the last two years represents 80% of the corresponding target annual compensation. If this condition is met, the amount of the termination benefit for which Philippe Salle would be eligible would be as follows:

- 20% of the total amount of the benefit if A equals 80%;
- 100% of the total amount of the benefit if A is equal to or more than 100%;
- if A is between 80% and 100%, a percentage of between 20% and 100% of the total amount of the benefit, calculated using linear interpolation applying the following formula: $20 + [(100-20) \times X]$.

Where $X = (A-80) / (100-80)$

In accordance with Article L. 225-42-1 of the French Commercial Code, this amendment to the termination benefit, as authorized by the Board of Directors on July 26th, 2017 will be put forward for shareholder approval at the Annual General Meeting to be held on March 2018.

This information is established and available on the website www.eliorgroup.com, in accordance with the provisions of the French Commercial Code and the AFEP-MEDEF corporate governance Code.