

Information regarding executive representative's termination benefit

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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 amendment to 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 decided to reinforce the conditions for the payment applicable to his termination benefit, which were approved on April 29, 2015, and the payment conditions made more stringent in order to align them more with market practices. For example, the clause could provide that the payment be calculated based on the average of the percentages that the last three years of the Chairman and Chief Executive Officer's annual variable compensation represent compared with the maximum target amount of the corresponding annual variable compensation.

Thus, 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 three 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 will be put forward for shareholder approval at the Annual General Meeting to be held on March 10, 2017.

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.