

**INFORMATION ABOUT THE COMPENSATION OF MR. BERNARD GAULT, INTERIM CEO, AND OF MR GILLES COJEAN, CHAIRMAN OF THE BOARD (BOARD OF DIRECTORS HELD ON MARCH 29, 2022)**

Paris La Défense, March 30, 2022  
7:00PM

Following the appointment of Mr. Bernard Gault as interim Chief Executive Officer announced on March 1, 2022, the Board of Directors of Elior Group on March 29, 2022 decided, on the proposal of the Nominations and Compensation Committee, on the main terms and conditions of Mr. Bernard Gault's compensation, as of the date of his appointment and for the duration of his interim term, and re-evaluated the fixed annual compensation of Mr. Gilles Cojan, Chairman of the Board of Directors, for a fixed period.

Mr. Bernard Gault's compensation will be in accordance with the compensation policy for the Chief Executive Officer approved by the Annual General Meeting of February 28, 2022.

As a preliminary point, it is specified that, in accordance with the recommendations of the Afep-Medef code, Mr. Bernard Gault does not benefit from an employment contract.

**Compensation of Mr. Bernard Gault (interim Chief Executive Officer)**

**Fixed compensation**

Mr. Bernard Gault's fixed annual compensation will be that resulting from the compensation policy of the former Chief Executive Officer (€900,000 gross amount per year for financial year 2021/2022). It will be paid on a *pro rata temporis* basis.

**Short-term variable compensation (annual)**

Mr. Bernard Gault's short-term variable compensation will be that resulting from the compensation policy of the former Chief Executive Officer, *i.e.* a target value of 100% of fixed compensation (75% quantifiable criteria and 25% qualitative criteria), which may vary between 0% and 150% of this same fixed compensation depending on the level of achievement of quantifiable and qualitative criteria.

These elements are described in detail in the Board of Directors' corporate governance report in section 3.1.6.2.3 of the 2020/2021 Universal Registration Document filed with the *Autorité des marchés financiers* on December 17, 2021. These elements remain unchanged.

The amount of variable compensation actually awarded will be determined on a *pro rata temporis* basis and its payment will be subject to the approval by the annual general meeting called to approve the financial statements for the fiscal year ending September 30, 2022 of the compensation paid during or awarded in respect of that fiscal year to Mr. Bernard Gault, in accordance with Article L. 22-10-34 II of the French Commercial Code.

**Discretionary power of the Board of Directors**

The discretionary power with respect to the application of the compensation policy concerning the variable compensation of the Chief Executive Officer, included in the 2022 compensation policy approved by the General Meeting, will continue to apply during the interim period of Mr. Bernard Gault (see section 3.1.6.2.3 of the 2020/2021 Universal Registration Document concerning the terms and conditions of this discretionary power).

### **Long-term multi-annual variable compensation**

Mr. Bernard Gault will not receive any long-term multi-annual variable compensation.

### **Other compensation and severance payments**

#### *Non-competition indemnity*

Mr. Bernard Gault will not receive any non-competition indemnity.

#### *Supplementary retirement benefit under the supplementary pension plan*

Mr. Bernard Gault will not benefit from any additional retirement benefits.

#### *Termination benefit*

Mr. Bernard Gault will not receive any termination benefit in the event of forced departure.

#### *Exceptional compensation*

Mr. Bernard Gault will not receive any exceptional compensation.

#### *Compensation for the mandate of director*

The compensation for Mr. Bernard Gault's directorship will be allocated in accordance with the distribution rules applicable to all directors (see section 3.1.6.2.2 of the 2020/2021 Universal Registration Document concerning the compensation policy for members of the Board of Directors).

#### *Benefits in kind*

Mr. Bernard Gault will benefit from a company car, as is Group practice for persons with the responsibilities of Chief Executive Officer.

### **Compensation of Mr. Gilles Cojan (Chairman of the Board of Directors)**

Exceptionally, and in order to reflect the importance of his role as Chairman of the Board of Directors in supporting the General Management during this transitional phase, the Board of Directors has decided, on the proposal of the Nominations and Compensation Committee, to re-evaluate the fixed annual compensation of Mr. Gilles Cojan, Chairman of the Board of Directors, by increasing it from €300,000 gross amount to €500,000 gross amount as of March 1, 2022 and until February 28, 2023.

The rest of Mr. Gilles Cojan's compensation remains unchanged.