

COMBINED GENERAL MEETING OF JANUARY 28, 2025

Answers to written questions

(free translation from French version)

Question: Why isn't the AGM in La Défense, which would be more convenient than Créteil for most Parisians?

Answer: the choice of Créteil as the venue has a double advantage:

- Operational: to illustrate the recent merger between Elior Group and Derichebourg Multiservices
- Financial: the provision of the premises needed to organize the AGM would be more expensive for the Company at La Défense than in Créteil.

Finally, as last year, the Company has set up free shuttles from the nearest metro station to facilitate shareholder access to the Meeting.

Question: In view of the return to positive results, why not a dividend, even if only of €0.10 per share, in order to restore confidence among the small historical shareholders who have long been frustrated?

Answer: in view of the priority given to debt reduction and the return to operating profitability, the Board of Directors considered, in the interests of all stakeholders, that it was premature to consider the payment of a dividend in respect of the 2023/2024 financial year.

Question: I propose that the agenda be amended to specify that the dividend may be paid in new shares, thereby building shareholder loyalty and avoiding stock market fees.

Answer: In addition to the answer to the previous question, shareholders are reminded that the right to request the inclusion of items or draft resolutions on the agenda of Annual General Meetings is subject to minimum shareholding requirements (detailed in article R225-71 of the French Commercial Code), as well as deadlines and formalities (detailed in the notice of the Annual General Meeting). In this case, these conditions were not met.

Question: In order to make yourself better known to the people of the provinces, why don't you organize an "afterwork" in Bordeaux, like the Aquitaine club of former CGPs of AUREP, and not create a CCA?

Answer: the Company believes that it is preferable, in the allocation of its resources, to give priority to the business lines and results, in the interests of shareholders.