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Information notice regarding the signature of regulated agreements under Article L. 22-10-13 of the French Commercial Code

In accordance with the provisions of Articles L. 225-38, L. 22-10-13 and R.22-10-19 of the French Commercial Code, Elior Group (hereinafter the "Company") hereby discloses the information on the agreements entered into between the Company and entities falling within the scope of Article L. 225-38 of the French Commercial Code.

1. Trademark License Agreement

➤ Board of Directors of the Company having given its authorization and interested party

Following the completion of the strategic combination between Elior and Derichebourg, the Board of Directors on December 16, 2024 authorized the conclusion of a trademark license agreement between TBD Finances (the Grantor), a company controlled by the Derichebourg family, and Elior Participations (the Licensee), whose capital is directly and indirectly wholly owned by the Company.

The trademark license agreement was authorized by the board of directors on December 16, 2024 (Daniel Derichebourg, Derichebourg SA, Derichebourg Environnement SAS and the directors appointed on the proposal of Derichebourg did not participate in the vote) and signed on September 15, 2025.

➤ Subject matter and financial conditions

The purpose of the trademark license agreement is to allow the Licensee the right to adopt the figurative trademarks (the bison logo) used by Derichebourg, for catering and multi-service activities, both in France and internationally.

This contract took effect retroactively on January 1, 2025 for a period of 10 years, with a royalty waiver of 9 months (royalty billed from October 1, 2025).

As a royalty, the Licensee shall pay the Licensor during the term of the License Agreement the total annual sum of 0.037% of the Licensee's consolidated pre-tax revenue.

➤ Ratio between the price paid by the Company and its latest annual profit

With a royalty of 0.037% of the turnover generated by the Elior activities that will adopt the new logo and, based on a projected turnover of around 5 billion euros, the amount of the annual royalty that would be paid by Elior to TBD Finances for the use of the logo would be around 1.8 million euros.

Elior Group's financial statements for the year ended September 30, 2025, showed a profit of 450 million euros.

➤ Reason justifying the interest for the Company

- Establish a unified visual identity to enable the Group's partners and clients to better understand the wide range of services offered and to better highlight the possible synergies for each client;
- The royalty amount is in the lower range of the valuation carried out by an independent expert (and the cost to the Licensee is equivalent to that which it paid for the previous logo).

2. New IT service contract

➤ Board of Directors of the Company having given its authorization and interested party

At the end of the "IT" service contract concluded on April 17, 2023 with Derichebourg SA and Derichebourg Environnement (the Provider), Elio Data (new Beneficiary of the services in place of Derichebourg Multiservice Holding, following an internal restructuring carried out on October 1, 2024) informed the Provider of a need to maintain certain services for a period exceeding that of said contract.

The new "IT" service contract was authorized by the board of directors on December 6, 2024 (Derichebourg SA and Derichebourg Environnement SAS did not participate in the vote) and signed on September 15, 2025.

➤ Subject matter and financial conditions

The services continue to provide support in the area of information systems, for a period not exceeding 12 months, renewable for a maximum of 24 months (in increments of 6 months).

In consideration for the provision of services, Elio Data pays the Provider a monthly cost calculated on the basis of the services and associated tools provided by the Provider.

➤ Ratio between the price paid by the Company and its latest annual profit

The total annual cost billed to Elio Data for the 2024/2025 financial year is 198,370 euros.

Elio Group's financial statements for the year ended September 30, 2025, showed a profit of 450 million euros .

➤ Reason justifying the interest for the Company

In order to allow Elio to take over certain services previously provided by Derichebourg to DMS, Elio wished to be able to benefit from certain services, contracts and contacts of Derichebourg and/or its Affiliates during a transition period.

- The agreement allows Elio to benefit from the support of Derichebourg's infrastructure and solutions during the integration of DMS;
- The agreement was concluded on usual cost and duration terms .