

Publication of remuneration's components of the senior executives corporate officers

Puteaux, April 9 2015

In accordance with the resolution approved by the Ordinary and Extraordinary General Meeting of October 8, 2014, and after authorization, on the proposal of the Appointments and Compensation Committee, of the Company's Supervisory Board dated April 3, 2015, the Management Board decided on April 7 2015 to proceed with the free allocation of 104,108 performance shares to Xavier Martiré, President of the Management Board, 13,253 performance shares to Louis Guyot, member of the Management Board and CFO and 13,253 performance shares to Mattieu Lecharny member of the Management Board and Deputy Managing Director in Marketing and Business Development.

It is stated that the acquisition of these shares will be final only after a vesting period of 2 years and subject to satisfaction of the presence and performance conditions, the performance conditions having been defined by reference to three criteria relating to consolidated revenue, consolidated EBIT and the performance of the Company's share price relative to the SBF 120 index.

The beneficiaries will acquire 20% of shares so awarded if one of the objectives is achieved, 50% if two objectives are achieved and 100% if the three objectives are achieved. No share will be acquired if none of the three objectives is achieved.

Each beneficiary member of the Management Board is also subject to a holding requirement until the termination of its services in the following proportions : for the President of the Management Board, one-third of the acquired shares until reaching three times the fixed remuneration during its term, and for the other members of the Management Board, one-third of the acquired shares until reaching two times the fixed remuneration during their term.

About Elis

Elis is a leading multi-services group in Europe and Brazil, specialized in the rental and maintenance of professional clothing and textile articles, as well as hygiene appliance and well-being services. With more than 19,000 employees spread across 12 countries, Elis consolidated turnover in 2014 was €1.331 billion and consolidated EBITDA reached €429 million. Benefiting from more than a century of experience, Elis today services more than 240 000 businesses of all sizes in the hotel, catering, healthcare, industry, retail and services sectors, thanks to its network of 275 production and distribution centers and 13 clean rooms, which guarantees it an unrivalled proximity to its clients.

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