

COMPENSATION POLICY OF CORPORATE OFFICERS APPLICABLE FOR 2022

COMBINED SHAREHOLDERS' MEETING HELD ON MAY 19, 2022

Results of voting

(Article R-22-10-14 IV of the French Commercial Code)

In accordance with the Articles L. 22-10-26 II and L. 22-10-34 of the French Commercial Code, the compensation policies of corporate officers for 2022 were submitted to the vote of the shareholders during the combined shareholders' meeting held on May 19, 2022.

During this combined shareholders' meeting, the shareholders approved without modification the resolutions relating to the compensation policies of the executive and non-executive corporate officers for 2022 as detailed in the chapter 2 of the 2021 Universal Registration document available on the Company's website (<https://fr.elis.com/fr/groupe/relationinvestisseurs/information-reglementee>) as follow:

RESOLUTIONS		RESULTS OF VOTING
N°	Title	Approved up to :
7	Compensation policy of the President of the Supervisory Board for 2021	99,75 %
8	Compensation policy of the members of the Supervisory Board for 2021	99,66 %
9	Compensation policy of the President of the Management Board for 2021	89,01 %
10	Compensation policy for the members of the Management Board for 2021	89,09 %