



SHAREHOLDERS' MEETING OF JANUARY 12, 2021
Answer to a written question from a shareholder

SODEXO received a written question from a shareholder in accordance with Article L. 225-108 of the French Commercial Code. This written question, dated January 8, 2021, was sent by email to communication.financiere@sodexo.com by Mr. Sébastien Crozier, in the name of the trade union "CFE-CGC" of the company Orange. Pursuant to the provisions, in particular, of ordinance 2020-1497 of December 2, 2020 applicable to shareholders meetings held behind closed doors, the answer to this question is provided herein.

Question:

"What are the conditions under which Sodexo has entered into a contract with the Orange Group to provide foodservices for employees of this Group. Were tenders won by Sodexo, or were these contracts awarded by mutual agreement? When were the contracts signed? When do they expire?

Has Sodexo ensured the right of Orange's management to organize the operation of foodservices, and to award contracts, whereas foodservice is a Social and Cultural Activity under the exclusive jurisdiction of Orange's Workers' Council (CSE)?

Is Sodexo's management aware that in general, its restaurants charge Orange's personnel from €18 to €20, for a non-subsidized meal, provided by its foodservices? Is this a typical rate charged by Sodexo within a group of this size? If not, what is the reason for such overcharging?

Is Sodexo's management aware that the Public Prosecutor at the Judicial Court of Paris has received a complaint of fraud and forgery regarding these billing terms and conditions?

Does the fact of participating in an operation that aims to collect amounts that would be 60% to 80% more expensive than the rates usually charged in large companies for foodservices not raise an issue for Sodexo?"

Answer:

Sodexo currently operates several restaurants for the Orange Group under a master contract signed in January 2014 following a competitive call for tenders and in line with market practice. This contract has been since regularly renewed.

When Sodexo is the operator of the restaurants of Orange's various sites (post-issuance of the call for tenders by these sites), its services are operated in accordance with the contracts which have been negotiated.

As is the case for any employer, the Orange Group determines its own policy for contributing to its employees' meal expenses and it is not for Sodexo, which is committed to maintaining confidentiality with respect to the terms of its contracts with its clients, to disclose the conditions of such contracts and the level of employer contribution to the employee meal expenses contained therein.

It is reasonable for Sodexo to believe that its co-contracting parties are authorized to enter into such contracts and it does not intervene in the management of social matters of the companies for which it operates services.

Sodexo's management has not been informed of the complaint filed with the Public Prosecutor. In any event, Sodexo does not comment on proceedings to which it is not a party.

Lastly, Sodexo reconfirms its commitments to serve good quality meals at competitive prices.