



## Employee Shareplan from 25 November to 9 December 2024



### What are the terms and conditions of the offer?

- 1 You invest your global incentive plan 2024**  
You can acquire OVHcloud Shares through the OVHcloud Shares corporate mutual fund (Fonds Commun de Placement d'Entreprise, or FCPE), using only the funds you receive under the global incentive plan.
- 2 You receive an employer contribution**  
OVHcloud supplements your investment with an employer's contribution calculated from the amount you invest\* in the FCPE.

#### Amount of your global incentive plan that you want to invest

Between €0 to €500  
Between €500 to €1,000  
Between €1,000 to €2,000

#### Your employer's gross contribution

**100%**  
**75%**  
**50%**

- 3 You become an indirect shareholder** and can receive any dividends, which will be reinvested in the OVHcloud Shares FCPE.

The number of shares that will be allocated to you in the OVHcloud Shares FCPE will be known at the end of the operation and depends on the amount you invest, the employer contribution and the net share value of the OVHcloud Shares FCPE on 15 January 2025.



### Who can subscribe?



**All employees in the global incentive plan for FY24**, i.e. employees who have continuously or intermittently worked for the group for more than three months as at 31 August 2024, provided that they are still employed as at 1<sup>st</sup> January 2025.

\*You will be subject to income tax and social charges on these amounts in accordance with local standards. Please refer to your tax notice for more details.



# Advantages & Disadvantages



- ▶ Employer contribution supplementing your investment
- ▶ Management fees borne by OVHcloud
- ▶ Any dividends reinvested



- ▶ Assets are locked in for 5 years i.e. until 15 January 2030
- ▶ Risk of capital loss if the OVHcloud share value falls

## ▶ What happens after you invest?

Your shares are locked in for 5 years...

You hold units in the **OVHcloud Shares corporate mutual fund (FCPE)**, which will itself hold the OVHcloud Shares. You are therefore an **indirect OVHcloud shareholder**.

...unless they are released early

**The regulations specify cases in which your assets can be released within 5 years** as for any investment under the International Group Savings Plan (PEGI).

The list of early release situations and details of how to ask for your assets to be released are available on the

## ▶ What can you do once the lock-in period ends?

Your assets become available and you can choose to either:



**Keep your assets in the FCPE** for as long as you want.



**Ask for some or all of your assets to be redeemed.**

**You have until 9 December 2024, 11:59 p.m. CET, to choose to allocate the funds due to you under the global incentive plan to the offer.**

If you do not wish to invest all of your global incentive plan in the OVHcloud Shares FCPE, you also have the option of receiving the balance in your bank account, in CA\$, and/or to direct it to the Registered Retirement Savings Plan (RRSP) established with Manuvie (subject to membership). In both cases you will not receive the employer contribution.

The amount will be converted into local currency according to the exchange rate determined on 6 January 2025.

After 9 December 2024, 11:59 p.m. CET, if you have not stated your choice, you will receive the funds due to you under the global incentive plan in full in your January 2025 pay, without the employer contribution and net of deductions.

**From 25 November to 9 December 2024**  
Stay tuned for more information on