Country datasheet for

GERMANY

You are eligible to the OVHcloud Group Global Incentive Plan and have been invited to invest your Global Incentive for the financial year ended on 31 August 2025 in shares of OVHcloud ("***ESP 2025***" or "***Offer***").

This document contains local offering information and a summary of principal tax and social security consequences relating to your investment.

This document is provided to you in addition to the documents relating to the Offer and in particular, the presentation of the Offer on the website. For additional details, please refer to the Regulations of the International Group Savings Plan (Plan d'Epargne de Groupe International or "PEGI") of OVHcloud. All documents are made available to you on the Offer website https://esp.ovhcloud.com/

OVHcloud shares are listed on Euronext Paris. The value of your investment will depend on the value of OVhcloud shares and therefore implies a risk. Neither your employer nor OVHcloud can give you investment advice nor any guarantee as to the future price of the OVHcloud share.

If you do not understand the contents of the documents made available to you in the context of the Offer, the nature of the investment, or the comparative risks and benefits associated with the Offer, you should contact an authorised financial adviser.

Local Offer information

SECURITIES LAW NOTICE

The Offer is made in reliance on the exemption from prospectus requirements provided for in Article 1(4)(b) of the EU Prospectus Regulation (EU) 2017/1129. This offer constitutes a private investment, and is not subject to registration with or approval by a local authority

ELIGIBILITY

The Offer is reserved for employees who are eligible to the OVHcloud Global Incentive Plan with respect to the financial year ended on 31 August 2025, i.e., employees who have been employed by the group during more than 3 months on 31 August 2025, on a continuous or discontinuous basis, and who are still on employment on 1 January 2026.

If your employment terminates prior to 1 January 2026, you will no longer be entitled to the Global Incentive and your participation to ESP 2025 will be cancelled.

Participation in this offering is not obligatory and your decision to participate or not will have no impact on your employment with OVHcloud group.

ELECTION PROCESS AND MATCHING CONTRIBUTION

ESP 2025 allows you to invest all or part of your Global Incentive in OVHcloud shares by making an election during the Offering period which is open from 24 November at 10:00 am (Paris time) to 5 December 2025 at 11:59 pm (Paris time).

If you elect to invest your Global Incentive in ESP 2025, you will benefit from a Matching Contribution which increases your investment in ESP 2025. The amount of the Matching Contribution is calculated in proportion to the amount of the Global Incentive that you elect to invest in ESP 2025. Please review the presentation of the Offer on the website for the details of the matching scale.

Your Global Incentive and the Matching Contribution will be applied to purchase OVHcloud Shares on 15 January 2026, at the opening market price of OVHcloud Share on that date.

If you want to participate to ESP 2025, please make your election online on the dedicated website https://esp.ovhcloud.com/, once you have read and accepted the terms and conditions of the Offer. Otherwise, the Global Incentive will be paid to you in cash in January 2026 with your salary payment.

CUSTODY OF YOUR SHARES

Your OVHcloud shares will be held in direct form, in share accounts opened in the name of each subscriber and maintained by the French bank Uptevia.

During the life of your investment, you can exercise the voting rights attached to the shares at the General Shareholders Meetings and you will be entitled to dividends, if any are distributed.

HOLDING PERIOD AND EARLY RELEASE EVENTS

Your investment in ESP 2025 is subject to a mandatory 5-year lock-up period, starting from the date of acquisition of the shares, i.e., 15 January 2026. However, an early release can be requested in any of the following situations:

- ✓ Marriage or civil union agreement (*)
- ✓ Birth or adoption of a third (or more) child provided that your household is already financially responsible for at least two children (*)
- ✓ Divorce or separation when it is accompanied by a court decision specifying that your home is to be the sole or shared ordinary place of residence of at least one child (*)
- ✓ Domestic violence committed against you, acknowledged or giving rise to legal proceedings
- ✓ Termination of employment agreement
- ✓ Use of invested amounts for the purpose of creation of certain type of business by you, your spouse or child (*)
- ✓ Use of invested amounts for the purpose of acquisition or enlargement of a principal residence which includes the creation of new living space (*)
- ✓ Your disability or disability of your spouse or child, which results in the permanent or temporary impossibility to exercise any professional activity
- ✓ Your death or death of your spouse
- ✓ Overindebtedness acknowledged by a commission of overindebtedness or a judge
- ✓ Expenses related to the energy-efficiency renovation of a principal residence; (*)
- ✓ Activity of close caregiver carried out by you, your spouse or partner in a civil union agreement
- ✓ Purchase of a vehicle that meets one of the following two conditions: (i) motorized car, van, two, three or four-wheeled vehicle that “uses electricity, hydrogen or a combination of the two as its exclusive energy source”; or (ii) a new pedal-assist bicycle (*)

Please note that for events marked (*), the request for early release must be submitted within 6 months following the occurrence of the event. Release takes place in the form of a single payment, relating at your choice, to all or a part of your assets, except for the activity of close caregiver, where release can take place in the form of a single payment once per calendar year (relating at your choice, to all or a part of your assets).

Early release events are governed by French law and must be interpreted and applied in a manner consistent with French law. You may not conclude that an early release is available to you unless you have described your specific case to OVHcloud and OVHcloudhas confirmed that it applies to your situation. Supporting documents will be required.

REPORTING REQUIREMENTS IN CONNECTION WITH YOUR INVESTMENT

For statistical purposes, any transfer of more than EUR 50,000 or the equivalent, which you receive from non-residents, must be notified electronically to the German Central Bank (*Deutsche Bundesbank*) in accordance with its formal requirements.

Reports must be made by a German resident to Deutsche Bundesbank electronically in accordance with the forms provided as Annexes to the Foreign Trade Regulation or on the website of Deutsche Bundesbank.

Each German payor/payee is responsible for making the respective notification which must be made immediately and at the latest until the 7th day (5th day for payments related to securities transactions and financial derivatives) of the month following the month of payment. Details apply, please contact your own tax advisor if you receive a payment of EUR 50,000 or higher.

For tax reporting, please see "Tax information" below.

LABOR LAW DISCLAIMER

ESP 2025 does not form part of your employment agreement and does not amend or supplement such agreement. ESP 2025 does not constitute a right granted and participation in ESP 2025 in no way confers any right to participate in similar transactions in the future. There is no obligation for OVHcloud to launch a new plan in subsequent years.

Gains or benefits that you may receive or be eligible for under the ESP 2025 will not be taken into consideration to determine the amount of any future compensation, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax information

This summary sets forth general principles that are expected to apply to employees who participate in the Offer and are and remain during the whole period of their investment resident of Germany for the purposes of the tax laws of Germany.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. The tax treatment that applies to you may differ from the regime described below depending on your personal situation and, in particular, in the case of international mobility. You are encouraged to consult your own tax advisor for definitive advice.

The tax consequences described below are based on tax laws and practices as applicable in September 2025. Tax laws and practices may change over time.

Taxation in France

According to French domestic law, you will not be subject to taxation in France at the time you acquire or dispose of your OVHcloud shares. However, any dividends that may be paid on your OVHcloud shares will be subject to taxation in France. Please refer to the section regarding dividends taxation below.

Taxation in Germany

Will I be required to pay any tax and social contributions at the time of my election to invest my Global Incentive in ESP 2025 or receive it in cash?

→ Taxation of your Global Incentive

Your Global Incentive should be treated as a regular employment income subject to taxation at progressive income tax rates. This applies irrespective of whether you elected to invest your Global Incentive in ESP 2025 or opted for its payment in cash to you.

Depending on the level of progression applicable, income tax rates may be up to 45%, plus a solidarity surcharge of 5.5% thereon (if any) and church tax of 8% or 9% thereon (if applicable).

The solidarity surcharge on progressive income tax is levied only if a taxpayer's personal income tax amounts to EUR 19,950 or higher in 2025 (or EUR 39,900 or higher in the case of spouses / registered life partners assessed together) or as of 2026 amounts to EUR 20,350 or higher (or EUR 40,700 or higher in the case of spouses / registered life partners assessed together). Amounts withheld in excess, if any, should be reimbursed upon request.

Additionally, such taxable benefit should be subject to social security contributions to the extent your other income from employment does not exceed the income assessment limits applicable to social security contributions. These contributions add up to approximately 40% of the assessable income and are borne by you and your employer in almost equal shares.

Social security contributions become payable if and to the extent the total income from employment does not exceed the limits up to which social security contributions are payable. For 2025, these income assessment limits amount to EUR 66,150 for statutory health and nursing care insurance. For pension and unemployment insurance, they amount to

EUR 96,600. Please note that, according to a draft legislative decree, the assessment limits for social security contributions are likely to be increased for 2026: EUR 101,400 for pension and unemployment insurance and EUR 69,750 for statutory health and nursing care insurance. Please note that the tax rates and the amount of the social security contributions may change during the term of the plan.

Wage tax and social security contributions will be withheld by your employer.

→ Taxation with respect to ESP 2025

If all or part of your Global Incentive will be applied to purchase shares, you will nevertheless be taxable on the amount of your Global Incentive in the same manner as your regular employment income (see above).

The additional shares granted via the Matching Contribution should be taxable and subject to social security contributions as employment income based on the fair market value of the shares at the date of delivery.

The fair market value of the shares is generally considered to be the lowest stock exchange price of the company's shares on a stock exchange in Germany (including open market, *Freiverkehr*) on the date of delivery, *i.e.* the date on which the shares are booked into a custodian account in your name[1]. This date is considered to be the date on which the shares are delivered to you (*i.e.*, on 15 January 2026).

In relation to the shares granted via the Matching Contribution, you should benefit from the **tax exemption on income tax and social security contributions up to EUR 2,000 per calendar year**. Only the amount of the Matching Contribution exceeding this allowance should be taxable and subject to social security contributions in the manner described above.

The relevant event for withholding of wage tax is the so-called transfer of economic control (*Übergang der wirtschaftlichen Verfügungsmacht*) over the shares to you. There are good reasons to conclude that economic control of the shares is already obtained by you when the shares are booked into the custodian account opened in your name (*i.e.*, on 15 January 2026).

Taxes so withheld are treated as a prepayment of your individual income tax. As a consequence, you may declare in your personal income tax return, in accordance with the judgement of the German Federal Fiscal Court (*Bundesfinanzhof*) mentioned in the footnote, a different value (*i.e.* the shares' fair market value on the date of the contractual agreement becoming mutually binding, see footnote) which may reduce your tax burden. The difference between the taxes withheld by your employer and the taxes based on your application for a different value would – if not rejected by the tax authorities – be credited against your personal annual income tax liability.

Your employer is obliged to withhold the income tax in the form of wage tax (*Lohnsteuer*) and the social security contributions from your salary payments of the month in which you receive the OVHcloud shares taken into account statutory seizure limits if and as applicable. Should your salary for that month not be sufficient to cover the due tax payments, at your employer's request, you will be obliged to pay the appropriate amount to your employer.

[1] The German Federal Fiscal Court (Bundesfinanzhof) held in a judgment that the relevant point in time for determining the shares' fair market value may also be the date of the contractual agreement becoming mutually binding for both contractual parties, given that the employer's involvement ends at that point in time insofar as any changes in the value of the shares are concerned. Therefore, in general, your employer may apply either the date of delivery or the date of the mutually binding contractual agreement (the end of the election period) for purposes of evaluating the taxable amount. Your employer has decided to retain the date of delivery of the shares.

Will I be required to pay tax and social security contributions on dividends?

→ Taxation in France

Dividends distributed by OVHcloud, if any, to German Beneficiaries during the 5-year lock-up period are subject to withholding tax in France at 12.80%.

→ Taxation in Germany

Dividends distributed directly to you should be considered as investment income in Germany and are subject to taxation at a flat tax rate of 25%, plus a 5.5% solidarity surcharge thereon (the so-called final flat tax, "*Abgeltungsteuer*") and, if applicable, church tax.

As an alternative to the flat tax rate, your individual tax rate may be applied upon request if this would lead to a lower tax burden.

A tax liability should only arise if and to the extent your total investment income (including, but not limited to, other dividend and interest income as well as income from capital gains on disposal of shares) exceeds the “savers’ lump-sum” deduction (*Sparer-Pauschbetrag*) in the amount of EUR 1,000 (or EUR 2,000 in the case of spouses / registered life partners assessed together) per calendar year (in 2025). Expenses actually accrued and related to income from dividends are, in general, not tax-deductible.

The French withholding tax may be credited against your personal income tax in Germany attributable to the dividends (subject to a case-by-case analysis).

As the dividend income should not be treated as employment income, no social security contributions should be due on such income.

You will receive an itemised annual dividend distribution statement that specifies the amount of dividends paid out by OVHcloud. The same applies for tax certificates regarding the withholding of French withholding tax.

Will I be required to pay any tax or social security contributions at the time of sale of my shares?

Sale proceeds accruing from the OVHcloud shares should be treated as investment income under German income tax law.

The full amount of any capital gains is subject to the final flat tax of 25% (plus a 5.5% solidarity surcharge thereon and, if applicable, church tax).

Capital gains accruing when you sell your OVHcloud shares are equal to the difference between (i) the selling price and (ii) the acquisition costs, with the latter comprising (a) the sum paid for the shares (*e.g.* the amount of the Global Incentive used for the acquisition of shares) plus (b) the relevant taxable benefit *(geldwerter Vorteil)* that has been subject to wage tax with respect to ESP 2025 (see above "*Taxation with respect to ESP 2025*"). Such taxable benefit should be factored in for calculating the acquisition costs irrespective of any tax exemption or tax reduction that may have applied.

Such tax is only payable if and to the extent your total investment income (including but not limited to income from interest, dividends and capital gains) exceeds the “savers’ lump-sum” deduction of EUR 1,000 (or EUR 2,000 in the case of spouses / registered life partners assessed together) in the respective calendar year. Expenses incurred for realising such capital gains (other than any expenses directly resulting from the sale of the OVHcloud shares) should not be tax-deductible.

As an alternative to the flat tax rate, your individual tax rate may be applied upon request if this would lead to a lower tax burden.

Capital gains should not be subject to German wage tax and social security contributions since they should not be treated as income from employment, but as investment income.

What are my reporting obligations with respect to the holding of my shares, receipt of dividends and sale of shares?

The receipt of OVHcloud shares alone does generally not oblige you to file an annual income tax return in the year of receipt of OVHcloud shares. If you file an annual income tax return anyway, the taxable benefit resulting from the receipt of OVHcloud shares must be included as income from employment. The relevant amounts (taxable benefit as well as the wage tax withheld in this regard) should already be included in the electronic wage tax certificate which your employer issues to you following the end of the calendar year. In addition, your employer should provide you with a document showing all social security contributions paid (*Meldebescheinigung für den Arbeitnehmer nach § 25 DEÜV*).

In principle, you are required to show any taxable income from shares in OVHcloud in your income tax return for the calendar year in which you received such income. Whenever you receive taxable dividend income and capital gains, you may be obliged to file an income tax return for the respective calendar year if your OVHcloud shares are not kept in an account with a German domiciled bank or financial institution (including German branches of non-German institutes) or if no German withholding tax on dividends and/or capital gains has been withheld for other reasons.