



Employee Shareplan

from November 24 to December 5, 2025



What are the terms and conditions of the offer?

- 1 You invest your global incentive plan 2025**
You can acquire OVHcloud Shares 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 OVHcloud Shares.

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 paid directly to you.

The number of shares that will be allocated to you will be known at the end of the operation and depends on the amount you invest, the employer contribution and the net asset value of the OVHcloud Shares on January 15, 2026. The corresponding number of shares will be rounded down to the nearest whole number. You will receive the cash balance in your pay.



Who can subscribe?



All employees in the global incentive plan for FY25, i.e. employees who have continuously or intermittently worked for the group for more than three months as at August 31, 2025 provided that they are still employed as at January 1st, 2026.



*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
- ▶ Dividends paid directly to your bank account



- ▶ Shares are locked in for 5 years i.e. until January 15, 2031
- ▶ 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 OVHcloud Shares.
You are therefore an OVHcloud shareholder..

...unless they are released early

The list of early release situations and details of how to ask for your shares to be released will be 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 shares in your securities account for as long as you want.



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

You have until 5 December 2025, 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 OVHcloud Shares, you also have the option of receiving the balance in your bank account, in US\$, but you will not receive the employer contribution.

The amount will be converted into local currency according to the exchange rate determined on January 6, 2026.

After 5 December 2025, 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 2026 pay, without the employer contribution and net of deductions.



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Stay tuned for more information on