

Edenred's 2025 General Meeting approves all resolutions

The Combined General Meeting of Edenred shareholders was held today at Comet Bourse, 35 rue Saint-Marc, 75002 Paris, under the chairmanship of Bertrand Dumazy, Chairman and Chief Executive Officer. Shareholders who were unable to attend the Edenred General Meeting in person were able to follow the live online broadcast in French or English. The quorum was met, at 85.99%.

The General Meeting adopted all of the resolutions proposed by the Board of Directors, notably:

- the payment of a dividend of €1.21 per share in respect of 2024, entirely in cash, with an ex-dividend date of June 10, 2025 and a payment date of June 12, 2025;
- the renewal, for a four year mandate, of Nathalie Balla, Sylvia Coutinho, Monica Mondardini and Philippe Vallée as directors;
- the nomination of Thierry Delaporte and Kristell Rivaille, for a three year mandate, as directors.

The Board of Directors is now composed of **13 members**, including two employee-representative directors. It includes five women appointed by the General Meeting (i.e 45.5% of the members appointed by shareholders) and the proportion of independent directors is 90.9% (10/11) based on the calculation method in the AFEP-MEDEF Code, which also excludes employee-representative directors. Directors whose names are followed by an asterisk (*) are independent directors:

- Cédric Appert, employee-representative director
- Nathalie Balla*
- Sylvia Coutinho*
- Dominique D'Hinnin*, Lead Independent Director and Vice-Chairman of the Board of Directors
- Thierry Delaporte*
- Bertrand Dumazy, Chairman and Chief Executive Officer
- Maëlle Gavet*
- Graziella Gavezotti, employee-representative director
- Jean-Romain Lhomme*
- Monica Mondardini*
- Kristell Rivaille*
- Bernardo Sanchez Incera*
- Philippe Vallée*

The Board of Directors also decided to :

- reappoint Sylvia Coutinho as member of the Compensation, Appointments and CSR Committee, Monica Mondardini as member of the Audit and Risks Committee and Philippe Vallée as member of the Commitments Committee;

- nominate Nathalie Balla as member of the Commitments Committee and Thierry Delaporte as member of the Compensation, Appointments and CSR Committee.

The committees of the Board of Directors are now composed as follows:

- **Audit and Risks Committee:** Bernardo Sanchez Incera (Chairman), Dominique D'Hinnin, Graziella Gavezotti and Monica Mondardini;
- **Compensation, Appointments and CSR Committee:** Dominique D'Hinnin (Chairman), Sylvia Coutinho and Thierry Delaporte;
- **Commitments Committee:** Jean-Romain Lhomme (Chairman), Cédric Appert, Nathalie Balla, Maëlle Gavet and Philippe Vallée.

The *Beyond*₂₂₋₂₅ strategy of Edenred continues to bear fruit

Bertrand Dumazy, Chairman and CEO, discussed the deployment of the Group's strategic plan, titled *Beyond*₂₂₋₂₅, during the General Assembly.

In an environment marked by a profound transformation of the working world and a new era of mobility, Edenred strengthens its position as a global reference platform for employee benefits and employee engagement, as well as for the smooth, efficient, and sustainable management of mobility.

Thanks to the successful deployment of its *Beyond*₂₂₋₂₅ strategy, Edenred has exceeded the financial targets of its strategic plan. The Group recorded an average annual growth rate of its total revenue of 20% from 2021 to 2024. The Group's EBITDA, meanwhile, increased by an annual average of 24% over the same period, which is twice the pace of the targets set in the *Beyond*₂₂₋₂₅ plan, even as the Group intensified technological investments in its platform, dedicating a total of €1.4 billion between 2022 and 2024.

The strengthening of the digital platform has notably accelerated the diversification of *Beyond* activities. Between 2021 and 2024, the operating revenue of the *Beyond Food* offering increased from 26% to 34% of the Benefits & Engagement business, while the operating revenue of the *Beyond Fuel* offering rose from 27% to 32% of the Mobility business's operating revenue.

Over the past three years, Edenred generated a cumulative free cash flow of over €2.5 billion, which significantly contributed to financing acquisitions made during this period (totaling approximately €1.8 billion) and also allowed for increased returns to shareholders through dividends totaling around €800 million and a share buyback program of €300 million.

Finally, Bertrand Dumazy reiterated the Group's ambition to reach a total revenue of €5 billion by 2030.

A recurring and diversified revenue model

Constance Le Bouar, Executive Vice President, Strategy, Marketing & Transformation, presented the operating revenue growth model based on acquiring new clients, including large accounts and SMEs, as well as expanding its portfolio. The recent acquisitions of Spirii in Denmark, RB and PagBem in Brazil, and the "energy cards" business from IP in Italy have enabled the Group to strengthen its leadership positions in key underpenetrated markets while also broadening its addressable markets.

2024, a new year of profitable and solid growth for Edenred

Patrick Bataillard, interim Executive Vice President, Finance, reviewed the financial performance recorded by Edenred in 2024. Edenred generated total revenue of nearly €2.9 billion in 2024, with organic growth of 12.4%, driven by a strong momentum in its two main business lines (Benefits & Engagement and Mobility), both for core solutions (Meal & Food and Fuel) and for Beyond Food and Beyond Fuel solutions. EBITDA reached €1.3 billion, up 19.0% like-for-like, resulting in an EBITDA margin of 44.3%, up +1.3 points as reported versus 2023.

Edenred benefits from a robust financial position with a high level of liquidity and a solid balance sheet. In December 2024, Standard & Poor's reaffirmed the Group's rating at A- (Strong Investment Grade), with a stable outlook.

Flore Cholley, Edenred's CSR Director, also highlighted how Edenred continued to implement its social and environmental responsibility policy called "Ideal," through the "People, Planet, Progress" pillars. The Group further improved its non-financial performance in 2024 and received increased recognition from major ESG rating agencies for its commitment to environmental, social, and governance practices. For example, Edenred was included in the Dow Jones Sustainability Index (DJSI) for Europe and the World in 2024 and has been a member of S&P Global's Sustainability Yearbook for the fourth consecutive year. Finally, Edenred's commitments to reducing greenhouse gas emissions by 2030 and 2050 have been approved by the Science Based Targets initiative (SBTi).

2025, a start to the year in line with expectations

Edenred began the 2025 financial year with solid growth, in line with its expectations, highlighting the continued success of its core solutions and Beyond offerings. Despite a more challenging macroeconomic environment, particularly in Europe, Edenred confirms its objectives for 2025. The Group aims to continue its growth in 2025 thanks to the strength of its business model and the recurring nature of its revenues, the diversification of its activity mix and its multi-local presence, the acceleration of its Beyond strategy and the relevance of its offerings. Edenred also aims to improve its operational profitability, notably through the optimization of its operating expenses and the implementation of a performance improvement plan.

A replay of the General Meeting, as well as the detailed results of the votes, can be accessed on Edenred's website (www.edenred.com, Investors/Shareholders section, or by clicking [here](#)). A summary will be available online shortly.

UPCOMING EVENTS

July 23, 2025: First-half 2025 results
October 21, 2025: Third-quarter 2025 revenue
November 4, 2025: Investor Day (Paris)

About Edenred

Edenred is a leading digital platform for services and payments and the everyday companion for people at work, connecting more than 60 million users and more than 2 million partner merchants in 45 countries via 1 million corporate clients.

Edenred offers specific-purpose payment solutions for food (such as meal benefits), engagement (such as gift cards and engagement platforms), mobility (such as multi-energy solutions, including EV charging, maintenance, toll and parking) and corporate payments (such as virtual cards).

True to the Group's purpose, "Enrich connections. For good.", these solutions enhance users' well-being and purchasing power. They improve companies' attractiveness and efficiency, and vitalize the employment market and the local economy. They also foster access to healthier food, more environmentally friendly products and sustainable mobility.

Edenred's 12,000 employees are committed to making the world of work a connected ecosystem that is safer, more efficient and more responsible every day.

In 2024, thanks to its global technology assets, the Group managed close to €45 billion in business volume, primarily carried out via mobile applications, online platforms and cards.

Edenred is listed on the Euronext Paris stock exchange and included in the following indices: CAC 40, CAC 40 ESG, CAC Large 60, Euronext 100, Euronext Tech Leaders, FTSE4Good, DJSI Europe Index, DJSI World Index, and MSCI Europe.

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