

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt as to the action you should take, you are recommended to seek your own personal financial, tax and legal advice immediately from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser who, if you are resident in the United Kingdom, is authorised pursuant to the Financial Services and Markets Act 2000 (as amended) or, if you are resident in a territory outside the United Kingdom, is an appropriately authorised independent adviser in the relevant jurisdiction. This document should be read in conjunction with the accompanying scheme document dated 28 July 2017 (the "Scheme Document") (together with any accompanying documents) and the Elis Prospectus (being the English translation of the French Prospectus) issued by Elis relating to the New Elis Shares. Unless the context otherwise requires, the definitions used in the Scheme Document also apply to this Form of Election. Please read carefully the terms of the Scheme, as set out in the Scheme Document, which are incorporated in, and form part of, this Form of Election.

The Conditions to the Scheme and the Transaction, as set out in Part 3 of the Scheme Document, are deemed to be incorporated herein.

If you have sold or otherwise transferred all of your Berendsen Shares, please send the Scheme Document (in whole or in part), but not this Form of Election (and any other accompanying personalised documents), as soon as possible to the purchaser or transferee, or to the bank, stockbroker or other agent through whom the sale or transfer was effected for delivery to the purchaser or transferee. However, such documents should not be forwarded, distributed or transmitted (in whole or in part) in, into or from any jurisdiction where to do so would constitute a violation of the relevant laws of such jurisdiction. If you have sold or otherwise transferred only part of your holding of Berendsen Shares, you should retain the documents sent to you.

The distribution of this Form of Election in, into or from jurisdictions other than the United Kingdom may be restricted by the laws of those jurisdictions and therefore persons into whose possession this Form of Election comes should inform themselves about, and observe, such restrictions. Failure to comply with any such restrictions may constitute a violation of the applicable laws of any such jurisdiction. To the fullest extent permitted by law, Berendsen and Elis disclaim any responsibility or liability for the violation of such restrictions by such persons. This Form of Election should not be distributed in, forwarded to or transmitted into any jurisdiction where the offering of New Elis Shares or the making of them available for subscription or purchase would breach applicable law.

FORM OF ELECTION FOR THE MIX AND MATCH FACILITY

in respect of the recommended offer by

ELIS SA

for

BERENDSEN PLC

to be effected by means of a Scheme of Arrangement under Part 26 of the Companies Act 2006

ACTION TO BE TAKEN

Before completing this Form of Election, please read carefully the sections headed "FORM OF ELECTION TO MAKE A MIX AND MATCH ELECTION" on page 5 and paragraph 21 of Part 2 of the Scheme Document and the "NOTES FOR MAKING ELECTIONS UNDER THE MIX AND MATCH FACILITY" at Part 15 of the Scheme Document. If you have any queries, please contact Equiniti as detailed on page 4 of this Form of Election.

IF YOU WISH TO RECEIVE THE BASIC OFFER OF £5.40 IN CASH AND 0.403 NEW ELIS SHARES FOR EACH BERENDSEN SHARE (THE "BASIC OFFER") YOU DO NOT HAVE TO TAKE ANY ACTION OR MAKE AN ELECTION UNDER THE MIX AND MATCH FACILITY AND SHOULD NOT RETURN THIS FORM OF ELECTION

- **Berendsen Shareholders who wish to make a Mix and Match Election should ensure that this Form of Election is returned and received before the Election Return Time, which is 1.00 p.m. on 8 September 2017. If this Form of Election is received after the Election Return Time or is received before such time and date but is not valid or complete in all respects at such time and date, such Mix and Match Election shall, for all purposes, be void (unless Berendsen and Elis, in their absolute discretion, elect to treat as valid, in whole or in part, any such Mix and Match Election).**
- To make a Mix and Match Election, please:
 - read the instructions set out on pages 3 and 4 of this Form of Election;
 - complete and sign page 2 of this Form of Election; and
 - return this Form of Election as directed in the instructions summarised below.
- If you hold Berendsen Shares in certificated form and you wish to make a Mix and Match Election, you (and all co-holders, if Berendsen Shares are held jointly) must sign and return this original Form of Election to Equiniti at the address set out on page 4 of this Form of Election. A pre-paid envelope is provided for this purpose for use in the UK only.
- If you hold Berendsen Shares in uncertificated form (that is, in CREST) and you wish to make a Mix and Match Election, you should not complete this Form of Election but instead take (or procure to be taken) the actions set out in Part 15 of the Scheme Document entitled "NOTES FOR MAKING ELECTIONS UNDER THE MIX AND MATCH FACILITY" using an Electronic Election. If you hold Berendsen Shares in both uncertificated and certificated form (that is, both in CREST and not in CREST) and you wish to make a Mix and Match Election, you must complete a Form of Election for those Berendsen Shares held in certificated form and complete an Electronic Election in respect of those Berendsen Shares held in uncertificated form.
- Similarly, you should complete separate Forms of Election for Berendsen Shares held in certificated form but under different designations.
- You can obtain further Forms of Election by contacting Equiniti as detailed on page 4 of this Form of Election or at the address set out on page 4 of this Form of Election.
- The Election Return Time for returning this Form of Election or making an Electronic Election is 1.00 p.m. on 8 September 2017.
- Without prejudice to any other provision of this Form of Election or Part 15 of the Scheme Document entitled "NOTES FOR MAKING ELECTIONS UNDER THE MIX AND MATCH FACILITY" or otherwise, Berendsen and Elis reserve the right (subject to the terms of the Transaction and the provisions of the Takeover Code) to treat as valid in whole or in part any Mix and Match Election which is not entirely in order.
- By signing and returning this Form of Election you represent that you are not an Overseas Shareholder with a registered address in, or a citizen, resident or national of, a Restricted Jurisdiction.

DO NOT DETACH ANY PART OF THIS FORM OF ELECTION

FORM OF ELECTION

PLEASE COMPLETE (IN BLACK INK AND BLOCK CAPITALS) AND RETURN THE ORIGINAL SIGNED AND DATED FORM TO EQUINITI AS EXPLAINED ON PAGES 3 AND 4 OF THIS FORM OF ELECTION

THIS FORM SHOULD ONLY BE COMPLETED IF YOU WISH TO MAKE A MIX AND MATCH ELECTION

Shareholder(s) Name and Address:

No. of Berendsen Shares as at 6.30 p.m. on
25 July 2017

Box 1:

Reference No.:

Daytime telephone number (including area code), for use in the event of a query.

PART 1: Election in respect of your Berendsen Shares under the Mix and Match Facility

In respect of my/our Berendsen Shares I/we hereby elect as set out below:

IMPORTANT: To the extent that elections for New Elis Shares or cash consideration under the Mix and Match Facility cannot be satisfied in full, they will be scaled down on a pro rata basis and Mix and Match Elections not satisfied shall be deemed to be Berendsen Shares in respect of which no Mix and Match Election has been made.

BASIC OFFER:

£5.40 in cash and 0.403 New Elis Shares

If you wish to receive the BASIC OFFER do not return this form.

ELECT FOR MORE CASH UNDER THE MIX AND MATCH FACILITY

This option, if successful, is to elect to receive £7.37 in cash for every 0.403 of a New Elis Share due to you under the Basic Offer.

Enter in Box 2 "ALL" or the number of Berendsen Shares in respect of which you wish to elect to receive cash instead of New Elis Shares.

Box 2:

ELECT FOR MORE NEW ELIS SHARES UNDER THE MIX AND MATCH FACILITY

This option, if successful, is to elect to receive 0.295278154681 of a New Elis Share for every £5.40 due to you under the Basic Offer.

Enter in Box 3 "ALL" or the number of Berendsen Shares in respect of which you wish to elect to receive New Elis Shares instead of cash.

Box 3:

PART 2: Signature(s) – Signature by individual Berendsen Shareholder(s) (in the case of joint Berendsen Shareholders, all must sign)

This Form of Election MUST BE SIGNED in relation to any election for the Mix and Match Facility in order for it to be valid. Berendsen Shareholders who are individuals should complete Box 4A; Berendsen Shareholders who are companies should complete Box 4B in accordance with the instructions printed in note 4 on page 3 of this Form of Election.

Box 4A. Execution as a deed by Individual(s)	Witness (Compulsory: The form will be rejected if it is not witnessed)		
SIGNATURE: Sole or first named registered holder	Signature of Witness	Name & Address of Witness	Date
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
SIGNATURE: Joint registered holder(s) (if any)	Signature of Witness	Name & Address of Witness	
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
SIGNATURE: Joint registered holder(s) (if any)	Signature of Witness	Name & Address of Witness	
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	
SIGNATURE: Joint registered holder(s) (if any)	Signature of Witness	Name & Address of Witness	
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	

Box 4B: Execution by a Company: Executed and delivered as a deed by the company named below:

Acting by: *Delete as appropriate			
Name of company (the "company")	Name of director/authorised signatory*	Signature of director/authorised signatory*	Date
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
	Name of director/secretary/authorised signatory/witness (and address of witness)*	Signature of director/secretary/authorised signatory/witness*	
	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>

*Delete as appropriate
(in the case of a company incorporated in the United Kingdom) acting by a director and its secretary or two directors/acting by a director in the presence of the above named witness/whose common seal was affixed in the presence of a director and its secretary or two directors.*
(in the case of a company incorporated outside the United Kingdom) by the above named person(s) who, in accordance with the laws of the territory in which the company is incorporated, is/are under the authority of the company.*

HOW TO COMPLETE THIS FORM

Please follow these instructions when completing the form on page 2

THIS FORM SHOULD ONLY BE COMPLETED IF YOU WISH TO MAKE A MIX AND MATCH ELECTION

1. TO MAKE A MIX AND MATCH ELECTION

1.1 To elect for more cash under the Mix and Match Facility

To elect for more cash instead of New Elis Shares to which you are entitled under the Basic Offer, you should insert in Box 2 either 'ALL' or the number of your holding of Berendsen Shares in respect of which you wish to receive cash only rather than New Elis Shares and cash.

1.2 To elect for more New Elis Shares under the Mix and Match Facility

To elect for more New Elis Shares instead of cash to which you are entitled under the Basic Offer, you should insert in Box 3 either 'ALL' or the number of your holding of Berendsen Shares in respect of which you wish to receive New Elis Shares only rather than cash and New Elis Shares.

1.3 If you do not insert anything in Box 2 or Box 3, your election will be invalid

If the sum of the numbers in Box 2 and/or Box 3 is less than your holding of Berendsen Shares at the Scheme Record Time you will be entitled to receive the Basic Offer in respect of the shortfall.

2. WHOLE NUMBERS OF BERENDSEN SHARES IN RESPECT OF WHICH MIX AND MATCH ELECTIONS CAN BE MADE

Mix and Match Elections will only be accepted in respect of whole numbers of Berendsen Shares. Any Mix and Match Election which is made in respect of a number of Berendsen Shares which is not a whole number shall be deemed to be made in respect of the nearest whole number of Berendsen Shares when rounded down.

3. SALE OR PURCHASE OF BERENDSEN SHARES AFTER HAVING MADE A MIX AND MATCH ELECTION

If you have made a valid Mix and Match Election and have either bought or sold Berendsen Shares you must read the section set out in Part 15 of the Scheme Document entitled "NOTES FOR MAKING ELECTIONS UNDER THE MIX AND MATCH FACILITY" dealing with this situation which explains how you will be affected.

4. SIGNATURES

All Berendsen Shareholders who are individuals should sign and date this Form of Election in the presence of an independent witness who should sign this Form of Election (copies will not be accepted) and insert their name and address. The independent witness must be at least 18 years of age and must not be your spouse or other immediate family member or any joint holders of Berendsen Shares. If this Form of Election is not signed by the registered holder(s), insert the name(s) and capacity (e.g. executor) of the person(s) signing this Form of Election. The person signing this Form of Election should provide evidence of his/her authority. If this Form of Election is signed under a power of attorney, the original power of attorney (or a duly certified copy) should accompany this Form of Election. This Form of Election shall be a binding legal contract when executed by you (or whoever signs on your behalf) and any joint holders.

A company may execute this Form of Election under its common seal, the seal being affixed and witnessed in accordance with its articles of association or other regulations. Alternatively, this Form of Election may be executed on behalf of a company by two directors of the company, one director of the company and the company secretary or a director of the company in the presence of a witness who attests the signature. A company incorporated outside Great Britain may sign in accordance with the provisions of the Overseas Companies (Execution of Documents and Registration of Charges) Regulations 2009. In all cases, the name of the company must be inserted in Box 4B.

5. EFFECT OF VALID MIX AND MATCH ELECTIONS EXCEEDING THE MAXIMUM

To the extent that Mix and Match Elections cannot be satisfied in full they will be scaled down on a pro rata basis in proportion to the number of Berendsen Shares in respect of which the relevant Mix and Match Election is made (or as near thereto as Berendsen and Elis in their absolute discretion consider practicable) and Mix and Match Elections not satisfied shall be deemed to be Berendsen Shares in respect of which no Mix and Match Election has been made.

Minor adjustments to the entitlements of Berendsen Shareholders pursuant to Mix and Match Elections made under the Scheme may be made by Equiniti with the prior consent of Berendsen and Elis on a basis that Berendsen and Elis consider to be fair and reasonable to the extent necessary to satisfy all entitlements pursuant to Mix and Match Elections under the Scheme as nearly as may be practicable. Such adjustments shall be final and binding on Scheme Shareholders.

6. INVALID MIX AND MATCH ELECTIONS

If your Mix and Match Election is invalid for any reason or is received after the Election Return Time, you will receive your entitlement under the Basic Offer as if you had not made a Mix and Match Election (unless Berendsen and Elis, in their absolute discretion, elect to treat as valid, in whole or in part, any such Mix and Match Election).

7. DATE FOR COMPLETING THE FORM

This Form of Election should be returned by the Election Return Time which is 1.00 p.m. on 8 September 2017. The Election Return Time may be subject to change. Berendsen will give notice of any change to the Election Return Time by issuing an announcement through a Regulatory Information Service.

NOTES REGARDING THE COMPLETION AND LODGING OF THIS FORM OF ELECTION

In order to be valid, this Form of Election must (except as described below) be signed personally by the registered Berendsen Shareholder or by all the joint registered Berendsen Shareholders.

(1) If a registered Berendsen Shareholder is away from home (e.g. abroad or on holiday)

Send this Form of Election by the quickest means (e.g. airmail) to the Berendsen Shareholder for execution (but not into a jurisdiction where to do so would constitute a violation of the relevant laws of that jurisdiction) or, if he/she has executed a power of attorney, have this Form of Election signed by the attorney and follow the instructions in note (4) below.

(2) If the sole registered Berendsen Shareholder has died

If probate or letters of administration has/have been registered with Berendsen, this Form of Election must be signed by the personal representative(s) of the deceased holder and returned to Equiniti. If probate or letters of administration has/have not been registered with Berendsen the personal representative(s) should sign this Form of Election and forward it to Equiniti together with evidence of that personal representative's authority to sign, namely the sealed office copy Grant of Probate by the Election Return Time. However, once obtained, the grant of probate or letters of administration must be lodged before the consideration due under the Transaction can be forwarded to the personal representative.

(3) If one of the registered Berendsen Shareholders in a joint account has died

The surviving registered Berendsen Shareholder(s) should complete this Form of Election and return it to Equiniti accompanied by a copy of the death certificate and the relevant probate or letters of administration of the deceased Berendsen Shareholder.

(4) If this Form of Election is signed under a power of attorney

The completed Form of Election should be returned to Equiniti accompanied by the original power of attorney (or a duly certified copy, as provided in the Powers of Attorney Act 1971) by the Election Return Time. The power of attorney will be noted and returned. No other signatures will be accepted.

(5) If the registered Berendsen Shareholder does not return this Form of Election

If the registered Berendsen Shareholder does not return this Form of Election to Equiniti by the Election Return Time, or does not make or is not deemed to have made a valid election using this Form of Election, he/she will be deemed to have elected for the Basic Offer only.

(6) Form and validity of Forms of Election

Berendsen and Elis will determine all questions as to form and validity, including the timing of receipt, of any Forms of Election in their absolute discretion and may, if they so determine, accept a Form of Election which is received after the relevant time or which is not valid and complete in all respects. None of Berendsen or Elis or any other person will be under any duty to give notice of any defect or irregularity in any Form of Election or incur any liability for failure to give any such notification.

(7) Number of Berendsen Shares held by you at the Scheme Record Time

Box 1 shows the number of Berendsen Shares held by you as at 6:30 p.m. on 25 July 2017, being the last practicable date prior to publication of the Scheme Document for these purposes. If you do not buy, sell or transfer any Berendsen Shares between that date and the Scheme Record Time then this number will be the number of Berendsen Shares you will hold at the Scheme Record Time and for which you may make a Mix and Match Election. If you do buy, sell or transfer any Berendsen Shares you should take care to ensure that your Mix and Match Election is in respect of the number of Berendsen Shares that will be registered in your name(s) at the Scheme Record Time and should refer to paragraph 3 on page 3 of this Form of Election.

(8) Overseas Shareholders

The attention of Overseas Shareholders is drawn to paragraph 19 of Part 2 of the Scheme Document. Overseas Shareholders should consult their professional adviser to ascertain whether the Transaction will be subject to any restrictions or require compliance with any formalities imposed by the laws or regulations of, or any body or authority located in, the jurisdictions in which they are resident. The distribution of this Form of Election or the Scheme Document in certain jurisdictions may be restricted by law. Persons into whose possession this Form of Election or the Scheme Document comes should inform themselves about and observe any legal requirements applicable to their relevant jurisdiction.

(9) Withdrawal and Amendment

If you have returned a Form of Election and subsequently wish to withdraw or amend that Mix and Match Election, please contact Equiniti in writing by no later than the Election Return Time in accordance with the instructions set out in Part 15 of the Scheme Document entitled "Withdrawals".

(10) Conflicting Mix and Match Elections

If you submit a valid Form of Election and validly submit a further Form of Election, the last Form of Election will prevail over the first Form of Election in the case of any inconsistency between the Forms of Election.

(11) Additional Forms of Election: If you would like to receive another Form of Election for any reason you will need to contact Equiniti in writing or by phone.

Helpline

If you have any questions relating to this Form of Election or the completion and return of this Form of Election, please call Equiniti on 0333 207 6536 (from within the UK) or on +44 121 415 0286 (if calling from outside the UK). Lines are open from 8.30 a.m. to 5.30 p.m. (London time) Monday to Friday (excluding public holidays in England & Wales). Calls from outside the UK will be charged at the applicable international rate. Different charges may apply to calls from mobile telephones and calls may be recorded and randomly monitored for security and training purposes. Please note that Equiniti operators cannot provide advice on the merits of the Scheme nor give financial, tax, investment or legal advice.

Equiniti's address is Corporate Actions, Aspect House, Spencer Road, Lancing, West Sussex, BN99 6DA.