

Promotions and appointments: CHARGEURS strengthens its executive management team

To support its change of scale and the implementation of its strategic development program Leap Forward 2025, to be unveiled next February, the Chargeurs group has promoted and appointed the following persons:

- Gustave Gauquelin, who joined the Chargeurs Group, on October 1, as Senior Vice President, Global Performance, will become Chief Operating Officer as of January 1, 2021.
- Audrey Petit is promoted to Chief Strategy Officer, Head of Growth.

"In a year of worldwide crisis that saw both the extreme resilience of our traditional businesses and the creation of a new health protection business line, recruiting and promoting new talent is testament to Chargeur's ambitions of preparing the Leap Forward 2025 development program. This twofold strengthening of our management team symbolizes two key levers of this plan: continuing to constantly improve current activities and optimize capital employed, and exploring new strategic diversification opportunities, which will act as growth drivers to sustain the company's development" said **Michaël Fribourg**, Chairman and CEO.

Gustave Gauquelin, who joined the Chargeurs group on October 1 as Senior Vice President, Global Performance, will become Chief Operating Officer as of January 1, 2021.

A graduate of the Institut d'Etudes Politiques de Paris (2004) and Berlin's *Freie Universität* (2005) and a former student of ENA, the French National School of Administration (Willy-Brandt class of 2007-2009), Gustave Gauquelin began his career at the Treasury Department of the French Ministry of Finance. He then joined the French Government Shareholding Agency, where he was in charge of the automotive sector; between 2013 and 2014 he managed the French government's investment in the capital of carmaker PSA Peugeot-Citroën. Then he became France's representative, as alternate Director, on the permanent Board of Directors of the European Bank for Reconstruction and Development (EBRD) in London.

Since 2017, he had been Chief Operating Officer of ADP International, a subsidiary of Groupe ADP, where he was in charge of all of the company's international activities, before being promoted, in 2020, to Deputy Director of Development of the ADP group.

His wide-ranging international experience, both industrial and financial, will enable him to ensure operational excellence in all Group businesses, by fostering organic growth, carefully monitoring costs, and exercising a steadfast discipline on the sustainable quality of our products.

Audrey Petit is promoted to Chief Strategy Officer, Head of Growth.

A graduate of the Strasbourg School of Management, Audrey Petit began her career with the audit and consulting firm Advolis, where she worked as Engagement Manager on legal audit, acquisition and valuation assignments.

Audrey Petit joined the Chargeurs Group in 2014 as Project Manager at the Head Office; in 2015, she was promoted Project Manager in the Chairman's office. In 2016, she became Chief of Staff to the Chairman and CEO, then Group Strategy Director & Head of Chargeurs Business Solutions. In 2018, she was promoted Chief Strategy and Integration Officer within Chargeurs Fashion Technologies, based in Hong Kong where for 2 years she implemented the integration strategy of PCC within Chargeurs Fashion Technologies, which has since become Chargeurs*PCC Fashion Technologies.

Her thorough understanding of all Group's activities, and her track record in integrating new businesses within the Group, will be major assets in helping her identify and develop the company's future growth drivers.

These two appointments will therefore contribute to the Group's goal, which will be restated in the next Leap Forward 2025 plan, of achieving sales of between € 1 and 1.5 billion by 2025, together with a high ROCE (return on capital employed).

2021 Financial Calendar

Thursday, February 18, 2021 (before market) 2020 Full-year Results

ABOUT CHARGEURS

CHARGEURS offers its customers integrated and differentiated solutions that meet evolving consumer expectations in terms of quality, innovation, environmental sustainability and experience. As leader in all its businesses, the Group, whose commercial tagline is High Emotion Technology®, is showcasing its expertise in four major areas with high value-creation potential: protection of high-end materials, fashion and luxury goods, museum services and health.

CHARGEURS employs more than 2,400 staff on five continents, serving a diversified customer base in more than 90 countries; its revenues in the first half of 2020 amounted to € 518.5 million.