



Press release  
14 January 2021

## ENGIE presents its new Executive Committee

Catherine MacGregor, CEO of ENGIE, announces the appointment, effective February 1, 2021, of the **new Group Executive Committee, which reflects our intention to organize ENGIE around its four strategic businesses**. This committee comprises:

### Four Executive Vice Presidents, in charge of our business activities:

- **Paulo Almirante**, Senior Executive Vice President in charge of **Renewable activities**
- **Sébastien Arbola**, Executive Vice President in charge of **Thermal Generation and Energy Supply activities**
- **Cécile Prévieu**, Executive Vice President in charge of **Client Solutions activities**
- **Edouard Sauvage**, Executive Vice President in charge of **Networks activities**

*Paulo Almirante will also be responsible for Global Energy Management (GEM) and nuclear production activities.*

### As well as:

- **Frank Demaille**, Executive Vice President in charge of **Transformation and Geographies**
- **Jérôme Stubler**, Executive Vice President, **project manager reporting to the CEO, for the multi-technical services organizational project\***

### And four Executive Vice Presidents, in charge of cross-functional activities:

- **Jean-Sébastien Blanc**, Executive Vice President in charge of **Human Resources\***
- **Judith Hartmann**, Executive Vice President in charge of **Finance, Corporate Social Responsibility and Procurement**
- **Yves Le Gélard**, Executive Vice President in charge of **Digital and Information Systems**
- **Claire Waysand**, Executive Vice President in charge of **Corporate Secretariat, Strategy, Research & Innovation, Communication**

Catherine MacGregor commented: *"I would like to thank all the members of the current Executive Committee for their strong involvement and personal contribution to the transformation of ENGIE over the past few years. I also would like to extend my special thanks to Gwenaëlle Avice-Huet, who has decided to leave the ENGIE Group, for the remarkable work she has accomplished in renewable energies and the way she has carried, developed and embodied this activity. I also*



*deeply thank Pierre Chareyre, who has decided to retire after 30 years with the Group, and in particular for his essential contribution to the development of our energy production, management and commercialization activities, after a long career in Finance."*

Each **Executive Vice President** will include his/her action in the Group's transformation project, which will be submitted to the relevant employee representative bodies for information and consultation, starting February 18, 2021, with a provisional timetable for implementation at the end of the first half of 2021.

In addition, **Dominique Wood-Benneteau**, is appointed Director of Communication and Brand, reporting to Claire Waysand, Executive Vice President in charge of the Corporate Secretariat.

*"The scope of responsibilities of the members of the new Executive Committee is aligned with the strategic priorities presented in July 2020: growth ambition in renewable energies and infrastructures, particularly decentralized, increased geographical selectivity and simplification of the Group, as well as the creation of a future entity around multi-technical services activities. The entire leadership team is engaged in executing our strategy and enhancing our performance culture, in order to accelerate the Group's growth. I know that I can count on the professionalism and expertise of our teams to write a new page in the history of ENGIE together and to continue the efforts undertaken to achieve a carbon neutral world," said Catherine MacGregor.*

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*\*The date of their effective arrivals will be announced in the coming days.*

## About ENGIE

Our group is a global reference in low-carbon energy and services. Our purpose ("raison d'être") is to act to accelerate the transition towards a carbon-neutral world, through reduced energy consumption and more environmentally-friendly solutions, reconciling economic performance with a positive impact on people and the planet. We rely on our key businesses (gas, renewable energy, services) to offer competitive solutions to our customers. With our 170,000 employees, our customers, partners and stakeholders, we are a community of Imaginative Builders, committed every day to more harmonious progress.

Turnover in 2019: 60.1 billion Euros. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main financial indices (CAC 40, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe) and non-financial indices (DJSI World, DJSI Europe and Euronext Vigeo Eiris - World 120, Eurozone 120, Europe 120, France 20, CAC 40 Governance).

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## Biographies of ENGIE Executive Committee

### Paulo Almirante

**Paulo Almirante, Senior Executive Vice President in charge of Renewable activities** (*onshore and offshore wind power, solar, hydroelectricity*). In this capacity, he supervises the Renewables Global Business Line and the France Renouvelables Business Unit. He is also in charge of the Nuclear Business Unit and the Global Energy Management (GEM) Business Unit.



After more than 25 years of experience in the energy sector, Paulo Almirante has recognized expertise in power generation, energy infrastructures and energy services. He joined the Group in 2011 following the merger of International Power by ENGIE.

In 2016, he was appointed Executive Vice President of ENGIE in charge of supervising the Northern, Southern and Eastern Europe; Middle East, South and Central Asia and Turkey; Brazil and Generation Europe Business Units. In 2018, became the Group's Chief Operating Officer. From February 24 to December 31, 2020, Paulo Almirante was responsible for the operational management of the Group as a member of a collegial team with Claire Waysand and Judith Hartmann.

Since joining ENGIE, he has contributed to the transformation of the Group's industrial activities to make them more flexible and profitable, while developing these activities, in particular, in Brazil

and the Middle East.

Paulo Almirante holds a Master's degree in Mechanics from the Technical University of Lisbon. He also holds a degree in Management from the Catholic University of Lisbon and a program in Global Leadership Development at the London Business School.



## Sébastien Arbola

**Sébastien Arbola, Executive Vice President, in charge of Thermal Power Generation and Energy Supply.**

*In this capacity, he supervises the Thermal Global Business Line and the Generation Europe and France BtoC Business Units. He is also in charge of the Hydrogen Business Unit.*



Sébastien Arbola began his career at BNP Paribas where he held various positions in finance from 1999 to 2006.

He joined Suez in 2006 before the merger with GDF. After holding various responsibilities within the Corporate finance team of ENGIE, Sébastien Arbola became Group M&A Director in 2011. He was appointed Chief Financial Officer and Senior Vice President of Asian environmental operations for Suez Environnement in 2013 based in Hong Kong.

Since 2016, he was head of the Middle East, South and Central Asia, Turkey and Africa region. In particular, he led the operations and growth of ENGIE in Dubai across the region, from large-scale power generation to water desalination to gas distribution and retail.

Sébastien Arbola is a graduate of the Ecole Supérieure de Commerce de Paris.



## Jean-Sébastien Blanc

**Jean-Sébastien Blanc, Executive Vice President in charge of Human Resources.**



Jean-Sébastien Blanc has successively held the positions of Head of Employee Relations, Human Resources Manager, then Director of Human Resources within the PSA and Danone Groups, and then Alstom as Director of Human Resources for the Transportation branch. He joined Compagnie Plastic Omnium in 2012 as Group Human Resources Director. He was also in charge of the "Act for All" sustainable development program and internal communication.

Jean-Sébastien Blanc has also held positions as a labor court advisor, then President of a regional association for inter-professional occupational medicine. He is also Honorary President of the association "Elles bougent".

Jean-Sébastien Blanc holds a DESS in Human Resources from IAE of Aix en Provence.



## Frank Demaille

**Frank Demaille, Executive Vice President, in charge of Transformation and Geographies.**

*He manages the geographic Business Units: North America; Latin America; Asia Pacific & China; Benelux; Brazil; Northern, Southern and Eastern Europe; Middle East, South and Central Asia, Turkey, Africa; United Kingdom. He is also responsible for the Health and Safety department, the execution of strategic projects and the management of operational performance.*



Frank Demaille has worked in the French administration (Prefecture of Ile-de-France, Interministerial Committee for Industrial Restructuring (CIRI) at the Ministry of Finance), then as technical adviser on economics and finance in the Prime Minister's Office between 2007 and 2009.

He then joined ENGIE to hold various management positions. In particular, he was Managing Director of CPCU (Compagnie Parisienne de Chauffage Urbain), then Deputy Managing Director of the international energy services activities.

From 2016 to 2019, he was CEO of the Group's North America Business Unit. He then headed the Latin America Business Unit to accelerate the development of renewable energy projects and gas and electricity networks.

Frank Demaille is a graduate of Ecole Polytechnique and Ecole des Mines de Paris and holds a Master's degree in Probability and Finance.



## Judith Hartmann

**Judith Hartmann Executive Vice President in charge of Finance, Corporate Social Responsibility and Procurement.**



Judith Hartmann has extensive international experience as a financial and operational executive, in both services and industry. She served in major international groups such as General Electric, Bertelsmann and The Walt Disney Company, and worked in 7 countries, including the USA, Brazil, Germany.

Judith Hartmann was appointed EVP and CFO of GDF SUEZ in 2015. In 2016, she took over the additional responsibility to steer ENGIE operations in the UK and North America. In 2019, she became EVP and CFO, responsible for steering ENGIE publicly listed subsidiaries (supervision of GTT and coordination with Suez) and in charge of Corporate Social Responsibility (CSR).

From February 24 to December 31, 2020 Judith Hartmann ensured the Group's operational management as a member of a collegial management team with Claire Waysand and Paulo

Almirante.

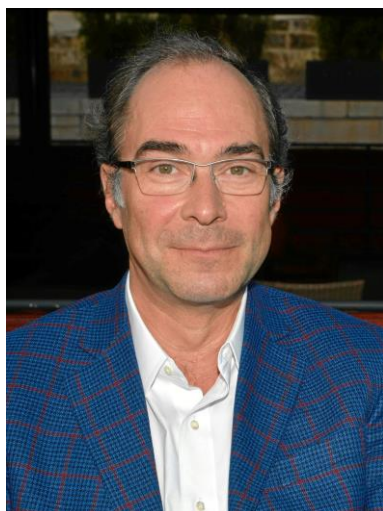
Judith Hartmann holds a Master's degree in International Business Administration and a PhD in Economics from WU Vienna University of Business Administration & Economics.





## Yves Le Gélard

**Yves Le Gélard, Executive Vice President, in charge of Digital and Information Systems.**



Yves Le Gélard has built up his experience in the technology business by working for major international groups such as IBM, Capgemini, Fujitsu and SAP. These positions led him to work in Europe, Japan and the United States.

Appointed in 2016 as Executive Vice President of ENGIE, in charge of Digital and Information Systems, he has since his arrival profoundly reorganized the IT infrastructure, then launched the Group's digital transformation with the creation of the "Software Factory" Engie Digital.

Yves Le Gélard is a graduate of HEC Paris.





## Cécile Prévieu

**Cécile Prévieu, Executive Vice President, in charge of Client Solutions activities** (*decentralized and urban energy networks, energy efficiency services*). *She supervises the Client Solutions Global Business Line, ENGIE Solutions, the Tractebel Business Unit and ENGIE Impact.*



Cécile Prévieu began her career in the French government, notably at the Ministry of Economy, Finance and Industry, as energy advisor to the Minister of Industry, then as transportation advisor to the Prime Minister.

She joined the ENGIE Group in 2010, where she held responsibilities with the Chief Executive Officer in charge of the Group's Networks Division, before being appointed Director of Asset Management at Storengy.

Cécile Prévieu has been Chief Executive Officer of Storengy since 2015. She secured the storage activity in France through regulation and developed Storengy's decarbonated activities: production and storage of renewable gases (biomethane, hydrogen and e-methane) and the supply of heating and cooling through geothermal energy for cities and eco-neighborhoods.

An engineer by training, Cécile Prévieu is a graduate of the Ecole Polytechnique, the Ecole Nationale des Ponts et Chaussées, and the Institut d'Etudes Politiques de Paris.



## Edouard Sauvage

**Edouard Sauvage, Executive Vice President, in charge of Networks activities** (*gas transmission, distribution and storage and electricity transmission*). *He supervises the Infrastructures Global Business Line, as well as the Business Units GRDF, GRTgaz, Storengy and Elengy.*



Edouard Sauvage began his career within the French government, first in the regions and then at the Interministerial Delegation for Regional Planning and Regional Attractiveness (DATAR), before joining the Prime Minister's Office as technical advisor in charge of cities, regional planning and local authorities.

He joined Gaz de France in 1997 at EDF-GDF Services, where he held managerial responsibilities, before being appointed in 2002 as Head of Strategy and European Affairs at Gaz de France headquarters and as Deputy Director of the International Division. He was then promoted as Director of Gas Supply for the Group from 2005 to 2012. As Chief Strategy Officer of ENGIE from 2013 to 2015, he contributed to the Group's strategic shift towards renewables and energy transition.

Chief Executive Officer of GRDF since 2016, he has led the successful deployment of smart meters, introduced a positive client dynamic and accelerated the number of methanation projects connected to the network, thus setting the company's ambition to deliver 100% renewable gas by 2050.

Edouard Sauvage is a graduate of Ecole Polytechnique, Ecole Nationale des Ponts-et-Chaussées and Collège des Ingénieurs.



## Jérôme Stubler

**Jérôme Stubler, Executive Vice President, project manager reporting to the CEO, for the multi-technical services organizational project.**



Jérôme Stubler began his career with Freyssinet in 1989, managing the company's projects for the Normandy Bridge, the Iroise Bridge, the Hibernia offshore oil platform and the Vasco de Gama Bridge in Portugal. Technical Director of Freyssinet in 1996, then in charge of major projects, since 2002 he developed the company's nuclear business and created Nuvia, Soletanche Freyssinet's current nuclear subsidiary.

In January 2009, he became Chief Executive Officer of Freyssinet, Terre Armée and Chairman of Nuvia. In July 2012, he became Director and CEO of Soletanche Freyssinet and Chairman of Soletanche Bachy. He was appointed Chief Executive Officer of VINCI Construction in July 2014. He becomes Chairman of VINCI Construction at the end of 2014.

Jérôme Stubler is a graduate of Ecole Polytechnique and Ecole Nationale des Arts et Métiers.



## Claire Waysand

**Claire Waysand, Executive Vice President, in charge of Corporate Secretariat, Strategy, Research & Innovation and Communication.**



Claire Waysand has spent most of her career working for the French government, and in particular headed the office of the Minister of Finance and Public Accounts. She was previously Deputy Director of the Prime Minister's Office and Deputy Director General of the Treasury.

Claire Waysand has represented France on the European Economic and Financial Committee and was a director of the European Investment Bank (EIB), and worked at the International Monetary Fund.

Claire Waysand joined ENGIE Group in October 2019 as Corporate Secretary. From February 24 to December 31, 2020, she was appointed Acting Chief Executive Officer and, together with Judith Hartmann and Paulo Almirante, was responsible for the operational management of the Group. She brings her in-

depth knowledge of French, European and international economic and financial issues and her experience to the service of the Group's strategy.

Claire Waysand is a graduate of Ecole Polytechnique and ENSAE, holds a Master of Science in Economics (London School of Economics) and a PhD in Economics (Paris X).