

## Compagnie Chargeurs Invest strengthens its governance and organization

- **Ms. Carla Bruni-Sarkozy joins the Board of Directors of Compagnie Chargeurs Invest**
  - The Board of Directors has appointed Ms. Carla Bruni-Sarkozy as a Director, replacing Mr. Nicolas Urbain, who has resigned. Her international experience, deep understanding of the luxury market and recognized leadership will strengthen the Board's expertise and diversity.
- **Promotions and appointments to reinforce the organization and support the Group's strategy**
  - As part of the rollout of its strategic roadmap, Compagnie Chargeurs Invest is adapting its organizational structure and has made several key promotions and appointments.

**Michaël Fribourg, Chairman and Chief Executive Officer**, stated: *"We are deeply honored to welcome Carla Bruni-Sarkozy to our Board of Directors. Her personality, talent, and experience in the creative industries will enhance our decision-making capabilities and strengthen our leadership across several of our core areas of excellence and strategic investment."*

*Alongside me, the Board of Directors would also like to extend its sincere thanks to Mr. Nicolas Urbain, who has successfully supported the Group's major transformations over the past ten years.*

*Furthermore, the promotions and appointments we are announcing today are intended to accelerate the development and active management of our businesses and portfolio of activities, in the context of our expanding international growth. They are part of the operational implementation of our new strategic chapter."*

### Appointment of Ms. Carla Bruni-Sarkozy as director

The Board of Directors of Compagnie Chargeurs Invest met on Friday, July 25, 2025 and unanimously decided, with immediate effect, to appoint by cooptation as a Director:

- **Ms. Carla Bruni-Sarkozy**, an artist and performer of Franco-Italian nationality, internationally renowned for her dual career as a model and singer-songwriter. After collaborating with the most prestigious fashion houses, she turned to music in the early 2000s. Her first album, *Quelqu'un m'a dit* (2002), was a major success and was followed by several others. As First Lady of France from 2008 to 2012, she was actively involved in charitable initiatives, notably through her foundation dedicated to promoting access to culture and education. Her strong leadership, extensive international background, and deep understanding of the luxury market will be valuable assets to the Board of Directors and will contribute to the diversity and complementarity of its members.

This appointment follows the resignation of Mr. Nicolas Urbain, for personal reasons, from the Board of Directors. In accordance with Article L. 225-24 of the French Commercial Code, it will be submitted for ratification at the next Ordinary General Meeting of the Company, which will vote on the financial statements for the fiscal year ending December 31, 2025.

Following this appointment, the Group's Board of Directors is now composed of 7 members, including 4 women, as well as one censor. It is noted that, at the next Ordinary General Meeting, a proposal will be made to convert Mr. Pierre Rambaldi's role as censor into that of a full Director. The Board of Directors would then be composed of 50% men and 50% women.

The Chairman and Chief Executive Officer, together with the Board of Directors, warmly thanked Mr. Nicolas Urbain for his unwavering commitment and the high quality of service he has rendered to the Company over the past ten years. His active involvement on the Board has played a key role in the Group's transformation and its positioning as a builder of global leaders.

The biographies of all members of the Board of Directors can be viewed at: <https://chargeurs.com/compagnie/gouvernance/>.

### **Promotions and appointments within the Compagnie Chargeurs**

To support its strategy, Compagnie Chargeurs Invest has also made several promotions and/or appointments since the beginning of 2025:

- **Mr. Olivier Buquen**, previously Deputy CEO in charge of Financial Affairs and Performance and a member of the Executive Committee since 2016, has been promoted to Deputy CEO in charge of Strategic Development. He will continue to serve as Non-Executive Chairman of Novacel.
- **Mr. Jérôme Angin**, promoted to Group Chief Financial Officer at the beginning of 2024, succeeds Mr. Olivier Buquen in overseeing all of the Group's financial activities. As a member of the Group Executive Committee, he will be responsible for all financial affairs, including financing activities and the implementation of reinvestment strategies.
- **Ms. Frédérique Poulain de l'Etoile** has been promoted to Director of Oversight and Supervision, reporting directly to the Group's Chairman. In her new role, she will oversee the Group's Internal Audit and Inspection activities, Mergers & Acquisitions, as well as the Tax Department.
- **Mr. Pierre André Montjovet** was appointed Director of M&A as of July 1st, 2025.

An engineering graduate, **Jérôme Angin** began his career in supply chain management before joining the Finance teams of L'Oréal's Luxury Division. This role took him to several subsidiaries across Asia (Hong Kong, Japan) and Europe, notably in Italy. He joined the Chargeurs Group in 2019 as Head of Group Financial Control, before being promoted in 2024 to Group Chief Financial Officer.

Ms. **Frédérique Poulain de l'Etoile** holds a Master's degree in Finance and Management (MSG) and a postgraduate degree (DESS) in Corporate Tax from Paris-Dauphine University. She joined Chargeurs in January 2024 as Group Tax Director. Her broad experience, beginning with Arthur Andersen in 2000, has allowed her to address a wide range of issues related to tax consolidation, acquisitions, and integration in international environments. She will now coordinate all resources dedicated to our external growth strategy.

Mr. **Pierre-André Montjovet** holds a Master's degree in Mechanical Engineering, Logistics, and Production Sciences from the École Polytechnique Universitaire de Savoie – Polytech Annecy. He brings over 20 years of international experience in corporate strategy and mergers & acquisitions (M&A).

He began his career in Hong Kong in the transport and logistics sector, before joining LVMH in 2002 to work on post-merger integration projects. In 2004, he moved to Altran, where he worked on restructuring and integration assignments, and later joined ADM International in 2008 to lead M&A activities across the EMEA region. After founding his own M&A advisory firm in Geneva, he successively joined Banque Profil de Gestion in 2016 and Banque Heritage in 2019. Since 2022, he has been Managing Partner and co-founder of SIB Partners, an M&A advisory and family office firm dedicated to entrepreneurial families.

## 2025 Financial calendar

Wednesday, September 10, 2025 (*before market opens*)

2025 First-half results

Wednesday, November 5, 2025 (*before market opens*)

9M and Q3 2025 revenue

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### ABOUT COMPAGNIE CHARGEURS INVEST

Compagnie Chargeurs Invest is a mixed industrial and financial company with a role as an operator and developer of global champions in industry and services, and as an investor with a culture of active portfolio management of high value-added businesses. Active in nearly 100 countries with around 2,600 employees, Compagnie Chargeurs Invest relies on the long-term commitment of Groupe Familial Fribourg, a committed controlling shareholder, and on its portfolio of assets, to meet the major challenges of its markets. Compagnie Chargeurs Invest achieved revenues of €729.6 million in 2024.

The share is listed on Euronext Paris and is PEA-PME eligible.

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