

GOVERNANCE CHANGES AT MERSEN

- Salvador Lamas will be appointed Chief Executive Officer following the Annual General Meeting in May 2026, replacing Luc Themelin
- The Board of Directors will nominate Luc Themelin as successor to Olivier Legrain as non-executive Chairman of the Board on the same date

PARIS, JULY 30, 2025 – Mersen (Euronext FR0000039620 – MRN), a global expert in electrical power and advanced materials, today announced that its Board of Directors has appointed Salvador Lamas as successor to Luc Themelin as Chief Executive Officer of the Group. He will take office following the Annual General Meeting in May 2026.

Salvador Lamas, 52, is currently Chief Operating Officer of Mersen. He was selected by the Board of Directors following a succession process launched several months ago, which included the evaluation of internal and external candidates. Salvador Lamas has 30 years of international experience with major industrial groups such as Valeo, Areva T&D, Exxelia, and Mersen.

Since joining Mersen in July 2021 as VP Business Unit, Salvador Lamas has successfully led the development of the *Electrical Power* business unit's *Solutions for Power Management*. He has played a key role in accelerating growth in traditional power electronics markets as well as in high-potential market segments such as energy storage and infrastructure for electric vehicles. He has recently focused on coordinating operational activities and improving Mersen's profitability.

At the close of the Annual General Meeting in May 2026, the Board of Directors will propose Luc Themelin, an existing Board member, to succeed Olivier Legrain, whose term as Chairman of the Board is expiring. This new structure will allow Luc Themelin to continue to contribute his expertise and experience, including 15 years in the CEO role, to the Board of Directors while supporting Salvador Lamas and his team in pursuing Mersen's strategic roadmap.

Olivier Legrain, Chairman of the Board of Directors, said: "Salvador Lamas has the leadership qualities and strategic vision to support the Group through its next growth phase. He has an excellent understanding of our business and the dynamics of our markets. With the support of the Board of Directors, I am confident that Salvador will successfully continue the Group's development and growth."

Luc Themelin, Chief Executive Officer, said: "I have full confidence and trust in Salvador to carry on our momentum and lead the Group with ambition and responsibility. I am confident in the bold strategy we have put in place for the medium term and beyond, and I will support him and the Executive Committee to ensure a smooth transition between now and May 2026."

Salvador Lamas, designated Chief Executive Officer, said: "I am honored by the trust placed in me by the Board of Directors. I look forward to continuing to work closely with Luc, the Executive Committee and all our teams to pursue and accelerate Mersen's growth plan, leveraging our solid foundations, our values, and the quality and motivation of the Group's employees."

ABOUT MERSEN

Mersen is a **global expert in electrical power and advanced materials** for high-tech industries. With more than 50 industrial sites and 21 R&D centers in 33 countries around the world, Mersen develops **custom-built solutions** and delivers key products for clients in order to meet the new technological challenges shaping tomorrow's world. **For over 130 years, Mersen's teams have focused tirelessly on innovation** to accompany its clients and meet their needs. Be it in solar power, electronics, electric vehicles, aerospace or other sectors, wherever technology is progressing, you will always find a bit of Mersen. We work to constantly contribute to progress, striving daily to improve people's lives and protect the planet. This **corporate commitment** has been recognized by external rating agencies, EcoVadis (Gold Medal) and MSCI (A rating).

MERSEN IS PART OF THE SBF 120 INDEX (EURONEXT PARIS – COMPARTMENT B)

INVESTOR AND ANALYST CONTACT

Véronique Boca
Mersen
Tel.: +33 (0)1 46 91 54 40
Email: dri@mersen.com

MEDIA CONTACT

Guillaume Maujean/Stephan Bürklin
Brunswick
Tel.: +33 (0)6 33 06 55 93
Email: mersen@brunswickgroup.com