

PRESS RELEASE

In Boulogne-Billancourt (France), on 9 October 2025
07:00 AM
Regulated Information



ALTEN ANNOUNCES STRATEGIC EVOLUTION OF ITS GOVERNANCE:

Simon Azoulay will be appointed Chairman of the Board of Directors

Cyril Malargé will join ALTEN and will be appointed Chief Executive Officer

**Danièle Guyot-Caparrros joins the Board of Directors as an independent director
and Chairman of the Audit Committee**

1. Separation of the roles of Chairman and Chief Executive Officer

Simon Azoulay, Chairman and CEO, and the Board of Directors of ALTEN are pleased to announce that, in accordance with Mr. Simon Azoulay's wishes, the Board of Directors has decided on 8 October 2025 to separate the roles of Chairman and Chief Executive Officer of ALTEN. The Board has therefore decided following the recommendation of the Remuneration and Nomination Committee to appoint Mr. Cyril Malargé as Chief Executive Officer. These decisions will be effective no later than 31 January 2026, after Mr. Cyril Malargé has been released from his current duties.

This major step will enable the ALTEN group to continue its development strategy with strengthened governance. Mr. Simon Azoulay will continue to serve as Chairman of the Board of Directors of ALTEN and will support Mr. Cyril Malargé in his transition to the role.

Cyril Malargé, 52, has served as Chief Executive Officer of Sopra Steria since 2022, where he has spent most of his career. A graduate of the Ecole Spéciale de Mécanique et d'Electricité (ESME) and holding a PhD in Electrical Engineering, Cyril Malargé began his career at Bel Groupe before becoming CIO of Lafont. He joined Sopra Steria in 2002 as Director of Major Industrial Accounts Projects. In 2008, he was appointed Director of the France Industry & Services Business Unit. In 2015, he joined the Sopra Steria Executive Committee as Executive Director in charge of Consulting, Systems Integration, and Infrastructure Management. From 2020 to 2022, he served as Chief Operating Officer (COO) of the Sopra Steria Group.

Mr. Simon Azoulay stated: *"After more than 35 years leading ALTEN, I am very pleased to hand over to Cyril Malargé the position of Group CEO. Cyril Malargé has the skills and experience necessary to ensure the continued development of the ALTEN group. I look forward to supporting him in this managerial transition."*

Mr. Cyril Malargé stated: *"I am very happy to join the ALTEN group, a wonderful engineering company founded on entrepreneurial spirit. I sincerely thank Simon Azoulay for his trust, and I look forward to working with him, the Board of Directors, and the entire ALTEN team on the development and future of the Group."*

A new press release will confirm the effective appointments by the Board of Directors of Mr. Simon Azoulay and Mr. Cyril Malargé, respectively as Chairman of the Board and Chief Executive Officer of ALTEN.

2. Changes to the Board of Directors and Audit Committee

At the same meeting, the Board of Directors also acknowledged the resignation of Ms. Aliette Mardyks, independent director and Chairman of the Audit Committee. The Board warmly thanked Ms. Mardyks for her commitment during her eight years of service.

COMMUNIQUÉ DE PRESSE

Following the recommendation of the Remuneration and Nomination Committee, the Board of Directors decided to co-opt Ms. Danièle Guyot-Caparros as an independent director for the remainder of Ms. Mardyks' term, i.e., until the annual general meeting called to approve the financial statements for the year ending 31 December 2028. She was also appointed Chairman of the Audit Committee.

An expert in finance and business operations, Ms. Guyot-Caparros, 66, began her career as an auditor at PwC, where she gained extensive experience in corporate finance. In 1992, she joined Rhône-Poulenc-Rorer (now Sanofi), where she held significant positions, notably as Global R&D Chief Financial Officer, Europe CFO, and Head of Pharmaceutical Operations Planning. She also developed recognized expertise in business development and product portfolio optimization.

From 2008 to 2021, she worked as Senior Advisor at Deloitte Consulting, supporting companies in the health sector on transformation, governance, and mergers & acquisitions.

Since October 2022, Ms. Guyot-Caparros serves on the Board of Directors of DBV Technologies, where she is a member of the audit and compensation committees. Since 2024, she is also a director and Chairman of the Audit Committee of Valneva SE.

Additionally, Ms. Guyot-Caparros has held several other independent director positions in biotechnology and medical technology companies. She has served on the Supervisory Board and Audit Committee of Diaxonhit (2015-2017), chaired the Audit Committee of Supersonic Imagine until its acquisition in 2019, and was a member of the Board of Directors of Valerio Therapeutics (2013-2022), also serving as Chairman between 2019 and 2021.

Her co-optation will be submitted for ratification at the Company's annual general meeting in 2026.

About ALTEN

For more information: <https://www.alten.com/investors/>

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As a European Leader in Engineering and Technology Consulting (ETC), ALTEN carries out design and research projects for Technical and IT divisions of major clients in industry, telecoms and services.

ALTEN's stock is listed in compartment A of the Euronext Paris market (ISIN FR000001946); it is part of the SBF 120, the IT CAC 50 index and MIDCAP100, and is eligible for the deferred Settlement Service (SRD).