

Saint-Quentin-Fallavier, February 9, 2026 - 8:30am

PLAN TO SEPARATE THE ROLES OF CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Since 2011, when the founder of Thermador stepped down from his operational duties, the roles of Chairman and Chief Executive Officer of our group have been held by one and the same person. In order to meet investor expectations and align our governance with best practices, we have guaranteed that independent Board members will hold the majority of voting rights from 2024 onwards.

To take this a step further and with the same objective in mind, the Board of directors has decided to take advantage of the mandate renewal schedule to separate the roles of Chairman and Chief Executive Officer. Thus, if the general meeting confirms the renewal of Guillaume Robin's term of office as Board member for a period of four years, the Board of directors, at its meeting scheduled for 8 April 2026, would also extend his term of office as chief executive officer for the same period and entrust the position of non-executive chairman to Olivier Villemonte de la Clergerie, an independent Board member since 5 April 2016.

The Board of Directors' objective would be to entrust him with this non-executive chairmanship until April 2030, at which point we envisage the operational implementation of the governance succession with the appointment of a person who will embody the group's new long-term management direction. This appointment would be made with the support of Guillaume Robin as non-executive chairman between April 2030 and September 2032, who would then hand over this mandate to an independent Board member.

With his deep understanding of our business and corporate culture, and currently serving as chair of the audit committee, Olivier Villemonte de la Clergerie has the board's full confidence to help Guillaume Robin focus on the operational challenges of the next four years.

If the resolution proposed at the General Meeting of April 7, 2026 is accepted, the roles of Chairman and Chief Executive Officer will be divided as follows:



Olivier Villemonte de la Clergerie
Non-executive chairman

[See the biography of Olivier Villemonte de la Clergerie.](#)



Guillaume Robin
CEO

[See the biography of Guillaume Robin.](#)

