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## MERSEN ENTERS A NEW PHASE OF DEVELOPMENT WITH THE APPOINTMENT OF SALVADOR LAMAS AS CHIEF EXECUTIVE OFFICER

- Salvador Lamas appointed Chief Executive Officer, succeeding Luc Themelin
- Luc Themelin elected non-executive Chairman of the Board of Directors
- Governance transition prepared over several months, following the announcement made in July 2025.

**PARIS, MAY 12, 2026** – Mersen (Euronext FR0000039620 - MRN), a global expert in electrical power and advanced materials, today announced a change in its governance with the appointment of Salvador Lamas as Chief Executive Officer, effective immediately, succeeding Luc Themelin.

At today's meeting, the Board of Directors also elected Luc Themelin as non-executive Chairman of the Board for the remainder of his term.

This change is part of the governance transition announced in July 2025. Luc Themelin and Salvador Lamas have worked closely since then to ensure a gradual, smooth and effective transition, enabling Salvador Lamas to assume his full responsibilities from day one.

Salvador Lamas, 53, brings nearly 30 years of international experience with major industrial groups, including Valeo, Areva T&D and Exxelia. He joined Mersen in July 2021 as Business Unit Vice-President, successfully leading the development of the *Electrical Power* segment's *Solutions for Power Management*. He has been Mersen's Chief Operating Officer since March 2025.

Luc Themelin, 65, served as Chief Executive Officer of Mersen from May 2016 to May 2026, after previously serving as Chairman of the Management Board from August 2011 to May 2016. He joined Mersen in 1993 as an R&D engineer and was appointed Director of the Braking Division in 1998 and Director of the High Temperatures Division in 2004. He joined the Executive Committee in 2005. In July 2008, he was appointed Supervisor of the Electrical Applications division, before becoming a Member of the Management Board in May 2009.

**Luc Themelin, Chairman of the Board of Directors**, said: *"I am deeply honored by the trust the Board of Directors has placed in me. The transition we have been preparing over the past several months with Salvador Lamas has been carried out with rigour, transparency and a strong sense of continuity. Salvador has extensive knowledge of the Group, its markets, its teams and its ambitions. I am convinced that he has all the qualities needed to lead Mersen into this new phase of development. I am pleased to continue supporting the Group as non-executive Chairman and to contribute to its future growth."*

**Salvador Lamas, Chief Executive Officer**, said: *"I sincerely thank Luc Themelin for his support over the past few months and the Board of Directors for its support. I am delighted to continue driving Mersen's development. I will build on solid foundations, a committed Executive Committee, and the quality, expertise and dedication of our teams. Together, we will continue executing our growth plan and further strengthen Mersen's position in its strategic markets."*

### ABOUT MERSEN

Mersen is a **global industrial group** which designs and deploys the technologies at the heart of today's major **energy and industrial transitions**.

A recognized expert in **electrical power** and **advanced materials**, Mersen **enables** the performance and reliability of industrial systems and essential infrastructure across a range of areas, from power management and electric vehicles to renewable energies and storage, aerospace and rail.

With more than 50 industrial sites in 30 countries, the Group combines **local agility** with the strength of a **global organization** to develop and industrialize tailored engineering solutions **at scale**.

Backed by 24 R&D centers worldwide, Mersen partners closely with its customers, providing the best added value whilst accelerating **innovation** and shortening time-to-market, delivering pragmatic solutions by combining **speed** and **reliability**.

Rooted in a 130-year **heritage** and guided by a long-term industrial vision, the Group pursues **sustainable growth** based on responsible practices, while playing a key role in electrification, the climate transition and the resilience of industrial and energy systems.

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