
Governance

EXECUTIVE COMMITTEE

Appointment of Emeline Lauté and Elise Ramin

BOARD OF DIRECTORS

Appointment of Victoire Aubry

Paris, 4 September 2024

1- EXECUTIVE COMMITTEE

At the Capital Markets Day on 30 May, the Pierre & Vacances-Center Parcs Group presented its new ambitions for 2028, with the aim of accelerating its growth dynamic around 5 value-creating pillars:

- Acting for positive impact local tourism
- Investing in an immersive customer experience, based on innovative technology and an enhanced service culture
- Developing the network with a dominant asset-light share
- Reducing our cost structure
- Making our brands autonomous and responsible growth pillars.

To support this new "Beyond Reinvention" dynamic, **Emeline Lauté**, Director of M&A, Investor Relations and Corporate Finance and **Elise Ramin**, Group Human Resources Director, have joined the Group's Executive Committee.

Emeline Lauté, a graduate of the Ecole Supérieure de Commerce de Paris (ESCP), has over 25 years' experience in finance.

After 10 years as an auditor with PricewaterhouseCoopers (1998-2008) and 2 years with the Vivendi Group's Finance Department (2008-2010), she joined the Pierre & Vacances - Center Parcs Group as head of financial communications and relations with financial market players (investors, analysts and regulators). Then, within the Group Finance Department, she was entrusted with other missions such as raising bank and bond financing, opening up Pierre et Vacances' capital to the Chinese group HNA, structuring property financing packages, etc.

From 2018, Emeline Lauté will take over as Head of M&A, in addition to her other duties.

In 2021, it will play an active role in the Group's financial and capital restructuring, contributing to the success of these operations.

Emeline Lauté reports directly to Franck Gervais, Group Managing Director.

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Elise Ramin holds a master's degree in Advanced Human Resources Management from IAE, Université Paris I - La Sorbonne and a master's degree in Human Resources Management from the Institut de Gestion Sociale.

She has recognised experience in Human Resources. She is an expert in managing international HR operational strategies to support business changes, transformations and employee development. Since 2019, Elise has been involved in a number of interim management assignments, notably as HR Director at Studi - a French group (subsidiary of Galileo Global Education) specialising in online training (2021-2022), and at Danone, as Head of People Stream as part of a Group transformation project for the IT function (2021).

Elise previously held the positions of International HR Director at Martur Fompak International - an automotive equipment manufacturer (2016-2019), HR Director Europe & RMEA (2009-2013) and then HR Director Business Unit Financial Services (2014-2016) at Idemia - a French digital security company specialising in biometrics, after 10 years as an HR Business Partner in various companies.

Elise Ramin reports to Stéphane Laugery, Group General Secretary.

The Executive Committee now has 12 members, including 3 women (i.e. 25%). This change reflects the Group's desire to accelerate diversity within its organisation, which currently comprises 62% women, 53% of whom are in management positions.

Franck GERVAIS, CEO

Nicolas BEAURAIN, CEO maeva

Audrey BRAYER, Director of Operational Innovation and Information Systems

Xavier DESAULLES, CEO Adagio

Olivier GARAIALDE, CEO Center Parcs Europe

Stéphane LAUGERY, Group General Secretary

Emeline LAUTE, Director of M&A, Investor Relations and Equity Capital Markets

Philippe LEDERMAN, Group Finance and Performance Director

Olivier MOURRAIN, Group Development and Asset Management Director

Elise RAMIN, Group Human Resources Director

Guillaume ROY, Director of Major Projects France

Grégory SION, CEO Pierre & Vacances

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2- BOARD OF DIRECTORS

On 25 July 2024, the Board of Directors approved the appointment of Victoire Aubry as an independent director and Chairman of the Audit Committee. Her recognised expertise, particularly in finance, will contribute to the Group's growth momentum.

Victoire Aubry holds a Master's degree and a DESS (post-graduate diploma) in Finance from Dauphine, followed by an Executive MBA from HEC. She began her career in 1990 as a trader on the bond markets at Ixis, before joining the General Management of the CDC Group in 1998 as head of competitive financial subsidiaries and major M&A projects (Caisses d'Epargne, Ixis, CDC Entreprises, etc.). In 2005, she was appointed Director of Steering and Performance for the CNP Assurances Group, where she oversaw the performance of the business lines and the Group's major transformation and optimisation projects.

In 2012, she joined the Executive Committee of Compagnie des Alpes, an SBF 120 listed company, where she was in charge of Finance, Risks, Legal and IT. In 2015, she became a member of the Executive Committee of Icade, an SBF 120 listed property company, in charge of Finance, Legal and IT, a position she will hold until March 2024, when she will devote herself fully to her activities as an independent director.

As a reminder, the Group's Board of Directors was completely renewed at the time of the Group's financial and capital restructuring on 16 September 2022, and now comprises 10 members, including Georges Sampeur (Chairman) and Franck Gervais (Group Chief Executive Officer).

Photos on request

About the Pierre & Vacances-Center Parcs Group

Created in 1967, the Pierre & Vacances-Center Parcs Group is the European leader in reinvented local tourism. Today, with its 4 recognised and complementary tourism brands - Pierre & Vacances, Center Parcs, maeva and Adagio - the Group operates a tourism portfolio of 45,800 flats, houses and villas, located in 300 sites across Europe.

In 2022/2023, the Group welcomed nearly 8 million customers and generated sales of €1,915 million.

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