



2 September 2016

Appointments within Groupe ADP

Augustin de Romanet, Chairman and CEO of Aéroports de Paris SA – Groupe ADP has made the following appointments:

Since 1st September 2016:

Renaud Japiot has been appointed Chief Digital Officer.

43-year-old Renaud Japiot is a graduate of the Institut Supérieur Electronique de Paris (ISEP).

He gained his expertise working on the operational and strategic digital development of the Bouygues group between 2000 and 2013. Following this, he was appointed Director of Operations for the digital agency "PureAgency", a position he held for two years. He served as Director of Digital Operations for the AccorHotels group from 2014.

He will report directly to **Laure Baume**, Executive Director and Chief Customer Officer at Groupe ADP. His priorities will be to work on customer relations, customer knowledge and e-business

From 15 December 2016:

Justine Coutard is appointed Director of Finance, Controlling & Strategy.

She is currently Secretary General of the Airport Operations Division and Customer Service Quality Director at Paris-Charles de Gaulle Airport.

30-year-old Justine Coutard is a graduate of the Ecole Normale Supérieure de Cachan and the Institut d'Etudes Politiques (Sciences Po) in Paris. She is also a former student of the Ecole Nationale d'Administration (Class of 2011 - Robert Badinter).

Between 2011 and 2015, Justine worked as an inspectrice des finances and, subsequently, as special assistant to the Head of the Inspection Générale des Finances (the Finance Ministry audit division).

Justine Coutard joined Groupe ADP in April 2015.

She will report directly to **Philippe Pascal**, Executive Director - Finance, Strategy and Administration.

Stéphane Gérard is appointed Human Resources Director at Paris-Charles de Gaulle Airport and Human Resources Director for Airport Operations.

Prior to this appointment he was Groupe ADP's Deputy Human Resources Director.

39-year-old Stéphane Gérard is the holder of a Masters in Company Law and a DESS in Human Resources Management.

Between 2006 and 2014, he served as Human Resources Director at Cofiroute (Vinci Autoroutes) and then as Human Resources Director for Vinci Construction France Sud-Ouest.

He joined Groupe ADP in July 2014.

Stéphane Gérard will report directly to **Franck Goldnadel**, Executive Director, Chief Airport Operations Officer and Managing Director of Paris-Charles de Gaulle Airport. He will pilot Human Resources management at Paris-Charles de Gaulle, will help create the Operations Division and will ensure that HR policies are consistent across the Paris airports.

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Groupe ADP builds, develops and manages airports, including Paris-Charles de Gaulle, Paris-Orly and Paris-Le Bourget. In 2015, Paris Aéroport handled more than 95 million passengers and 2.2 million metric tonnes of freight and mail at Paris-Charles de Gaulle and Paris-Orly, and more than 55 million passengers at airports abroad through its subsidiary ADP Management. Boasting an exceptional geographic location and a major catchment area, the Group is pursuing its strategy of adapting and modernising its terminal facilities and upgrading quality of services; the Group also intends to develop its retail and real estate businesses. In 2015, Group revenue stood at €2,916 million and net income at €430 million.

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