



## PRESS RELEASE

March 2025, 14<sup>th</sup>

### **Appointments within Groupe ADP and evolution in internal governance**



#### **Loïc Aubouin, Mathieu Daubert and Régis Lacote are appointed Executive Vice-Presidents**

Mr. Philippe Pascal, Chairman and CEO of Groupe ADP, has made the following appointments:

- ◆ Mr. Loïc Aubouin\*, Executive Vice-President (EVP) in charge of Simplification, Transformation & Human Resources - General Counsel, member of the Executive Committee;
- ◆ Mr. Mathieu Daubert\*, Executive Vice-President (EVP) in charge of Retail & Hospitality - Chief Customer Officer, member of the Executive Committee;
- ◆ Mr. Régis Lacote\*, Executive Vice-President (EVP) in charge of Operations & Innovation - Managing Director of Paris-Charles de Gaulle Airport, member of the Executive Committee.

It is reminded that Ms. Justine Coutard and Ms. Christelle de Robillard have been appointed Deputy CEO and Executive Vice-President (EVP) in charge of Finance, Strategy & Administration, respectively.

\*Biographical details on page 3 of this press release.

## Groupe ADP's internal governance evolution

At the same time, the group's internal governance is evolving.

This is reflected in the creation of a General Management Committee including the Groupe ADP's Chairman and CEO, the Deputy CEO and the Executive Vice-Presidents. The reporting lines of the departments participating in Groupe ADP's Executive Committee are divided between the Deputy CEO and the Executive Vice-Presidents, as follows:

- ◆ **Development, Environment and Stakeholders cluster**, reporting to the Deputy CEO, which includes Real Estate department, Engineering & Capital Projects department, Communications Department, Paris Platforms Asset Management department, and Planning, Sustainable Development and Public Affairs department;
- ◆ **Operations and Innovation cluster**, reporting to the EVP in charge of Operations & Innovation - Managing Director of Paris-Charles de Gaulle Airport, which includes the management of Paris-Charles de Gaulle & Paris-Le Bourget, of Paris-Orly, Operations department and Innovation department;
- ◆ **Finance, Strategy and Development cluster**, reporting to the EVP in charge of Finance, Strategy & Development, which includes Finance, Management & Strategy department, Accounting department, Service, Logistics & Purchasing department and Development department;
- ◆ **Simplification, Transformation and Human Resources cluster**, reporting to the EVP in charge of Simplification, Transformation & Human Resources - General Counsel, which includes Legal & Insurance department, Digital & Transformation department, Audit, Security & Risk Management department and Human Resources department;
- ◆ **Retail and Hospitality cluster**, reporting to the EVP in charge of Retail & Hospitality, which includes the Customer department.

The Executive Vice-Presidents, appointed to the current Executive Committee, retain responsibility for the departments they already oversee within the divisions they supervise.

The General Management Committee will involve the members of the Executive Committee as necessary, and in addition particularly the Chief Communications Officer and the Chief Human Resources Officer.

*"Our aim is not only to strengthen the agility of the company's internal governance, but also to ensure greater fluidity, collegiality and rapidity in decision-making, as well as consistency in cross-functional issues within the company. The changes in our operating methods are designed to respond more effectively to the Group's challenges, which require a broader, more intensive and soothed dialogue with all stakeholders around a common and a long-term project. Priority is given to reinvestment in the company's core business and the development of a stronger corporate culture. Lastly, these challenges require us to strengthen the clarity of the Group's organization with respect to third parties, by approaching the governance models used in other companies comparable to Groupe ADP", stated Philippe Pascal, Chairman and CEO of Groupe ADP.*

## **Biographical details**

### **Mr. Loïc Aubouin:**

Born in 1978, Loïc Aubouin holds a law degree from the Paris II Panthéon-Assas University and a DESS (Master's degree) in Public Procurement and Concessions from the University of Poitiers.

He began his career in 2000 as a lawyer in Veolia Environnement's legal department.

In 2006, he joined Bouygues Group as a lawyer in Bouygues Construction's legal affairs and internal control Department, before serving as Corporate Legal Director of the Bouygues Construction Group, from 2011 to 2018.

Since March 2018, he has been Groupe ADP's General Counsel and Chief Insurance Officer.

### **Mr. Mathieu Daubert:**

Born in 1971, Mathieu Daubert is a graduate of the French business school HEC. He began his career in strategy consulting in London in 1995.

In 1996, he joined Le Bon Marché store, where he successively held positions in sales, purchasing and organization services.

From 2002 to 2007, he worked at the Printemps central office as collection manager.

In 2007, he joined Groupe ADP as head of the product offering division, and in July 2010, he was appointed Head of Retail. Since May 2018, he has been Chief Customer Officer.

### **Mr. Régis Lacote:**

Born in 1972, Régis Lacote is a graduate of the French engineering school ESIEE and the Ecole Nationale de l'Aviation Civile (ENAC). He began his career in 1998 as head of the operations centre and head of security at Roland Garros airport in Reunion Island.

He joined Groupe ADP in June 2002, where he subsequently held various positions in Paris-Charles de Gaulle Airport: Head of the ground handling services from 2005 to 2008, Head of Terminal 2E/2F/2G, Head of operations at from 2008 to 2010.

Régis Lacote was Director of airport operations at Paris-Orly airport from 2010 to 2011, and Director of aeronautical areas at Paris-Charles de Gaulle airport, from 2012 to 2018.

In 2018, he became Managing Director Paris-Orly Airport and a member of Groupe ADP Executive Committee, then, in November 2020, Chief Operations Officer for GMR Airports in India.

Since November 2022, he has been Managing Director of Paris-Charles de Gaulle airport.

**Press contact: Justine Léger, Head of Media and Reputation Department +33 1 74 25 23 23**

**Investor Relations contacts: Cécile Combeau +33 6 32 35 01 46 and Elliott Roch +33 6 98 90 85 14 - [invest@adp.fr](mailto:invest@adp.fr)**

Groupe ADP designs and operates airports responsibly in Paris and around the world. In 2024, it welcomed nearly 364 million passengers across its network of 26 airports, including more than 103 million at its three airports in the Paris region, Paris-Charles de Gaulle, Paris-Orly and Paris-Le Bourget, where the passenger experience is provided by Paris Aéroport. Boasting extensive expertise thanks to its international workforce – including a team of almost 6,000 in Paris – Groupe ADP strives to offer its passengers the highest standards of service and hospitality, while pursuing a strategy focused on performance and the decarbonisation of all its airport activities. The Group is transforming its airports into multi-energy, multi-modal hubs to pave the way for a low-carbon aviation industry and better connect France's regions. Internationally, Groupe ADP has two strategic partnerships with a complementary geographic presence: TAV Airports in Turkey and the Middle East and GMR Airports in India and South-East Asia. In 2024, Group revenue stood at €6,158 million and attributable net income at €342 million.

Aéroports de Paris is a public limited company (*Société Anonyme*) with share capital of €296,881,806. Registered office: 1, rue de France, Tremblay-en-France, 93290, France. Registered in the Bobigny Trade and Company Register under no. 552 016 628.

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