



Press release  
May 4, 2016

## ENGIE: a new executive management team

ENGIE has launched an ambitious transformation plan whose objective, within three years, is to redesign the Group's contours in light of the energy revolution that is transforming our markets. ENGIE seeks to be a forerunner, a leader in tomorrow's energy world, thanks to rapid change in his activity portfolio, to his innovations and to the development of digital solutions. This transformation plan was transmitted on February 25.

Today, May 4, Isabelle Kocher, Group Chief Executive Officer, announces the establishment of a new executive management team with new responsibilities that will enable the Group to meet the transformation challenges. This marks a new stage in the Group's enterprise project that will strengthen the operational structure of the Business Units and operational métiers, in place since January 1, 2016.

On January 1, 2016, ENGIE established a new organizational structure based on 24 operational entities (Business Units – BU) and on a principle of territoriality along country or country group boundaries. The Group thereby adapted its operations to be more responsive and better connected to customers and stakeholders.

The Group also embarked upon "Lean 2018," an ambitious operational performance program, which aims to reduce net costs by €1 billion within three years, improve efficiency and contribute financing for investments.

A corporate governance solution commensurate with the challenges of the transformation plan is now needed. The solution is based on a four-fold approach:

1. The creation of an "ACCELERATE" task force whose objective is to accelerate the Group's transformation by intensifying the reshaping of the activity portfolio and by simplifying, stripping away procedures weighing down Group operations.
2. Appointment as ENGIE Executive Committee Members of the Executive Vice President in charge of innovation and technology and the Executive Vice President responsible for digital transformation.
3. Assign each Executive Committee Member an operational as well as a functional role engaging their transversal, decompartmentalized and collective responsibility.
4. After consultation with and informing the relevant employee representative bodies, combining the Group's 27 functions.



With respect to corporate governance, a new Group Executive Committee is appointed and presided by **Isabelle Kocher, Chief Executive Officer**. The shared qualities of this executive management team include recognized skills and strong operational legitimacy in each of their respective fields, a collaborative spirit and habit of teamwork and, finally, a shared vision for the transformation of ENGIE.

Four senior managers are newly appointed Executive Vice Presidents and join as Executive Committee Members:

- Paulo Almirante, who served in several operational capacities in Portugal, Brazil and the United Kingdom.
- Pierre Deheunynck, who serves on an interim basis as Head of Communications. During the summer of 2016, Pierre Deheunynck will be named Executive Vice President in charge of Human Resources and supervision of Global Business Services.
- Yves Le Gélard, who through his career and with ENGIE has acquired a high degree of proficiency in information systems and digital technology.
- Thierry Lepercq, entrepreneur, co-founder of Solairedirect, acquired by ENGIE in 2015.

The members of the Group Executive Committee are:

- **Paulo Almirante, Executive Vice President**, in charge of supervision of the Generation Europe; Brazil; North, South and Eastern Europe; Middle East, South and Central Asia and Turkey Business Units; and in charge transversally of the Environmental and Societal Responsibility Division.
- **Pierre Chareyre, Executive Vice President**, in charge of supervision of the Global Energy Management, Global LNG, Exploration & Production International and Latin America Business Units, chairing the Commodities and Related Risks Control Committee (CRME).
- **Pierre Deheunynck, Executive Vice President**, Head of Communications on an interim basis.
- **Henri Ducré, Executive Vice President**, Head of Human Resources, in charge of supervision of Global Business Services, the Group Shared Services Center, and ENGIE University.
- **Judith Hartmann, Executive Vice President**, Chief Financial Officer, in charge of supervision of the United Kingdom and North America Business Units.
- **Didier Holleaux, Executive Vice President**, in charge of supervision of the Gas Chain, Centralized Production of Electricity, Decentralized Solutions for Cities and Territories, Solutions for Businesses, Solutions for Residential and Professional Customers Métiers, in charge of supervision of the Tractebel and Asia Pacific Business Units, and in charge transversally of Strategy, Projects and Purchasing Divisions.



- **Sandra Lagumina, Executive Vice President**, in charge of supervision of the Elengy, GRDF, GRTgaz, Storengy, China and GTT Business Units, and in charge of the Group Real Estate Division.
- **Yves Le Gélard, Executive Vice President**, Chief Digital Officer and in charge of Group Information Systems.
- **Thierry Lepercq, Executive Vice President**, in charge of supervision of the Research & Technologies and of the Innovation.
- **Pierre Mongin, Executive Vice President**, General Secretary, in charge of supervision of the Africa, Benelux, France Networks and France BtoC Business Units and Coordination of Nuclear Safety.
- **Jérôme Tolot, Executive Vice President**, in charge of the ACCELERATE Task Force and supervision of the France Renewable Energy and France BtoB Business Units.

Willem Van Twembeke joins the ACCELERATE Task Force and starting at the end of 2016 will be asked to assume new operational responsibilities.

Effective May 4, 2016, an Operational Management Committee, called ENGIE50, is created and includes, in addition to the members of the Executive Committee and the CEOs of the 24 Business Units, the Heads of the 5 Métiers and the main Functional Divisions.

## About ENGIE

*ENGIE develops its businesses (power, natural gas, energy services) around a model based on responsible growth to take on the major challenges of energy's transition to a low-carbon economy: access to sustainable energy, climate-change mitigation and adaptation and the rational use of resources. The Group provides individuals, cities and businesses with highly efficient and innovative solutions largely based on its expertise in four key sectors: renewable energy, energy efficiency, liquefied natural gas and digital technology. ENGIE employs 154,950 people worldwide and achieved revenues of €69.9 billion in 2015. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main international indices: CAC 40, BEL 20, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe, DJSI World, DJSI Europe and Euronext Vigeo (Eurozone 120, Europe 120 and France 20).*

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