

## PROPOSAL TO THE GENERAL MEETING FOR THE APPOINTMENT OF A NEW DIRECTOR



The Board of Directors has decided to propose the appointment of Caroline Renoux as a new director, for a four-year term, at the General Meeting on April 16, 2024. Caroline Renoux has extensive experience and expertise in ESG and qualifies as an independent director.

Biography: A graduate of ESSCA in Angers and the Collège des Hautes Études de l'Environnement et du Développement Durable (CHEDD) Centrale Paris, Caroline Renoux, 48, founded Birdeo in 2010, a leading recruitment and HR consultancy firm specializing in positive-impact jobs and sustainable development, awarded the B Corp label in 2015 and the Mission Company status in 2021.

Driven by a genuine sensibility to environmental issues and convinced that the new economic, social and environmental challenges at least equivalent to those caused by the digital revolution, in 2019 she decided to take things a step further and created People4Impact by Birdeo, the first community of freelance experts and interim managers specializing in sustainable development issues.

Caroline Renoux also works with Management Committees and Boards of Directors on how to organize CSR skills and functions within companies.

A speaker and author of several articles, she also published a book in 2018 entitled "*Comment faire carrière dans la RSE et le développement durable*" ("How to make a career in CSR and sustainable development").

Current offices:

- President of the edutech Ecolearn Mission Committee
- Member of the "*Enjeux et des hommes*" Mission Committee
- Member of the Havas France Stakeholder Committee

Offices having expired in the last five years: None.