

The RATP Group is nominating Hiba FARES to the RATP Dev Supervisory Board for appointment as CEO and Chairwoman of the subsidiary's Executive Board

December 3, 2021

Following a recruitment process open to both external and internal applications, conducted with the support of a recruitment agency specialized in senior executive headhunting, the Nominations Committee of the RATP Dev Supervisory Board has unanimously recommended the appointment of Hiba FARES as CEO and Chairwoman of the RATP Dev Executive Board.

In accordance with RATP Dev governance, the Supervisory Board will convene for this purpose on December 17, 2021 to endorse the nomination. This process follows Laurence BATLLE's decision to embark on a new professional endeavour as of December 31, 2021.

Graduate of HEC Business School and holding an Executive Program Degree (General Management Program) from Harvard Business School, **Hiba FARES joined RATP group in 2018 as a member of the Executive Committee and Senior Vice President, Customer Experience, Marketing and Services.** Since joining, her mission has been to steer, in the context of opening up to competition, the group's transition towards a customer-centric approach (B2T2C). As such, she led a team of 9 000 employees in the Paris – Ile de France Region, managing overall operational services in Stations and Stops, and developing the group's B2T marketing and sales offering in response to calls for tenders. In 2021, she also developed a digital mobility service within the Group with a MaaS offering through the "Bonjour RATP" app and the takeover of Mappy.

Previously, Hiba FARES worked for almost 11 years at ACCOR Group. She notably held the position of General Manager for the Novotel & Mercure Brands, carrying the P&L responsibility for all mid-range hotels in the Paris - Ile de France Region, in addition to the Novotel brand. She had joined in 2007 as Head of Distribution Strategy & Revenue for Accor France hotels (1 400 hotels nationwide).

Hiba FARES also boasts significant experience in the transport industry, having held various positions at AIR-FRANCE KLM from 2001 to 2008 in the field of revenue management, mainly covering Europe Asia, Africa and Middle East territories.

At the same time, the Group has announced its will to appoint **Mehdi SINACEUR as RATP Dev COO, Deputy CEO, and a member of RATP Dev Executive Board.** A graduate of the École Supérieure de

Commerce de Paris (ESCP), Mehdi SINACEUR joined RATP Dev in 2019 as a member of the Executive Committee after more than 25 years of experience internationally in operations and contract management with Alstom, Bombardier Transport and Lafarge. Prior to joining RATP Dev, Mehdi SINACEUR was a Partner at McKinsey & Company, where he led international teams advising governments on major projects in the public sector, with a focus on transport and on power infrastructure.

He will also continue to oversee the Business Unit in charge of current operations and development in North America, the UK, Asia-Pacific and South Africa.

With these proposals, the RATP Group is resolutely reaffirming the strategic importance of developing RATP Dev and ensuring successful execution of its operations, in the best interests of all customers in France and around the world.

The RATP Group and RATP Dev Supervisory Board would like to sincerely thank Laurence BATLLE for her 14 years with RATP Dev, her commitment to the development of the Group and its employees, and her energy towards the service of our clients. RATP Dev now operates in 14 countries with 27,000 employees, making RATP Group the world's third largest player in urban transport.

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