

APPOINTMENTS

RAIL LOGISTICS EUROPE'S EXECUTIVE COMMITTEE REORGANIZES TO MEET FUTURE CHALLENGES

2024 is a year of major transition for Rail Logistics Europe (RLE), the SNCF Group division in charge of rail freight logistics and transport.

As part of the investigation opened by the European Commission against the French State for unlawful aid to Fret SNCF, the latter will be transformed into two operating companies on January 1, 2025: a shared rail transport company and a rail freight locomotive maintenance company.

On the same date, RLE will become a fully-fledged group within the SNCF Groupe, holding the shared rail transport company, the new locomotive maintenance company, Captrain, Naviland Cargo, VIIA and Forwardis.

RLE's capital will subsequently be opened up to one or more minority shareholders, thus fulfilling one of the essential legal criteria of economic discontinuity for Fret SNCF.

To prepare for these changes, Frédéric Delorme, Chairman of RLE and Fret SNCF, has decided to modify the division's governance and make changes to its Executive Committee.

RAIL LOGISTICS EUROPE EXECUTIVE COMMITTEE

6 members of the current Rail Logistics Europe Executive Committee will continue to sit on the Board without change:

- Frédéric Delorme, Chairman of RLE and Fret SNCF
- Cécile Gourdon, Director of Human Resources ;
- Sabine Parmentier, President of Forwardis Holding;
- Luc Chaumette, Industrial Director;
- Anne-Laure Demory, Communications and Brands Director;
- Benoît Audhuy, Chief Financial Officer.

To prepare for 2025 and "prefigure" the future organization, several new appointments will be effective from February 1, 2024:

- Charles Puech d'Alissac (current Chairman of VIIA and Naviland Cargo) becomes Managing Director of Fret SNCF and will be appointed Chairman of the future Railway Undertaking successor of Fret SNCF on January 1, 2025;
- Jérôme Leborgne, current Managing Director of Fret SNCF, becomes Secretary General of Rail Logistics Europe;

- Nicolas Gindt, current Director of Strategy and Innovation at Rail Logistics Europe, in charge of legal and institutional affairs, becomes Chairman of the Captrain holding company;
- Nicholas Giraud, current Chairman of Captrain Holding, becomes Director of Strategy and Development;
- Tristan Rouzès, current Performance, Transformation and Digital Director, becomes the prefigurator of the future rail freight locomotive maintenance company, of which he will be appointed Chairman on January 1, 2025.

The position of Chairman of Naviland Cargo and VIIA will be filled and announced in the coming weeks.

Frédéric DELORME

« It's not just a question of exchanging positions between members of my management team. With these changes, I want Rail Logistics Europe to benefit from the experience acquired by each of them, which will accelerate its development.

We are entering a new cycle of transformation that will enable customers to benefit from greater synergies between RLE's different areas of expertise, which also create value.

With this new organization, the future RLE group will strengthen its role as a key player in the decarbonization of freight transport on a European scale, to which shippers and society in general aspire. »

ABOUT RAIL LOGISTICS EUROPE

Rail Logistics Europe is the SNCF Group entity dedicated to logistics and rail freight transport. By creating synergies between the group's 5 companies - Fret SNCF, Captrain, VIIA, Naviland Cargo and Forwardis - Rail Logistics Europe offers its customers a range of customized services from end to end, thanks to its 4 core businesses: rail operator, combined transport operator, rail freeway operator and freight forwarder. With its 9,200 employees, Rail Logistics Europe is the number 1 rail logistics hub in France and number 2 in Europe, and is able to offer innovative, reliable and sustainable solutions in France and abroad to meet the challenges of decarbonization in France and Europe.

APPENDICES

RAIL LOGISTICS EUROPE EXECUTIVE COMMITTEE AT FEBRUARY 1, 2024



Frédéric Delorme, President of RLE and Fret SNCF

Benoît Audhuy, Chief Financial Officer ;

Luc Chaumette, Industrial Director;

Anne-Laure Demory, Communications and Brands Director;

Nicolas Gindt, currently Director of Strategy and Innovation at Rail Logistics Europe, in charge of legal and institutional affairs, becomes Chairman of the Captrain holding company;

Nicholas Giraud, current Chairman of Captrain Holding, becomes Director of Strategy and Development;

Cécile Gourdon, Director of Human Resources;

Jérôme Leborgne, current General Manager of Fret SNCF, becomes General Secretary of Rail Logistics Europe;

Sabine Parmentier, President of Forwardis Holding;

Charles Puech d'Alissac (current Chairman of VIIA and Naviland Cargo) becomes Managing Director of Fret SNCF and will be appointed Chairman of the future Railway Undertaking successor of Fret SNCF on January 1, 2025;

Tristan Rouzès, current Performance, Transformation and Digital Director, becomes the prefigurator of the future rail freight locomotive maintenance company, of which he will be appointed Chairman on January 1, 2025.

THE NEW APPOINTEES' CAREER PATHS

CHARLES PUECH d'ALISSAC APPOINTED GENERAL MANAGER OF FRET SNCF



Charles Puech d'Alissac is appointed CEO of Fret SNCF as of February 1, 2024, and will become Chairman of the future rail company specializing in shared transport in 2025.

Charles Puech d'Alissac has been working for the SNCF group for over 30 years in logistics, and has accumulated almost 20 years' experience in road haulage with the STVA group, where he held the positions of Managing Director of subsidiaries

(Ortrans, Valtrans, Téthys), Group Platform Operations Director, and then Executive Chairman of STVA UK.

At the end of 2011, he moved to the SNCF Logistics branch to take charge of Naviland-Cargo and Ermefret in Berlin. He organizes the sale of Novatrans and the profitable development of Naviland Cargo and proposes the creation of Forwardis by integrating Ermefret. On June 15, 2020, he was appointed Chairman of VIIA, the rail motorway operator, while retaining his functions as Chairman of Naviland Cargo, two structures specialized in combined transport, with over 2,000 employees in France, Germany, Belgium, the Netherlands, Luxembourg, Italy and Spain.

JÉRÔME LEBORGNE APPOINTED GENERAL SECRETARY OF RAIL LOGISTICS EUROPE



Jérôme Leborgne has been appointed General Secretary of Rail Logistics Europe. In this role, he will be in charge of institutional and territorial affairs, the corporate project, legal affairs, real estate, Corporate Social Responsibility for Rail Logistics Europe, and Rail Logistics Europe's contribution to the 4F alliance (Fret Ferroviaire Français du Futur).

After starting his career with the Louis-Dreyfus company, Jérôme Leborgne joined SNCF in 1991, where he held various management positions within the Group, including head of Traction and then regional director of Paris Nord in charge of the TGV Nord axis and inter-sector TGVs. He then held the position of Managing Director of Fret SNCF from 2018 to 2024.

NICOLAS GINDT APPOINTED CHAIRMAN OF CAPTRAIN HOLDING



He joined SNCF in 1992, and until 2009 held a variety of positions, from passenger and freight traffic to sales, human resources and plant management. Between 2002 and 2005, he was in charge of the National Social Observatory at SNCF headquarters.

In 2009, Nicolas Gindt turned to logistics, first in rail freight, where he managed VFLI (later Captrain France) for five years, then the Île-de-France region at Geodis Road Transport. At the end of 2015, he became Chairman and CEO of Keolis-Downer Victoria in Australia, the operator of Melbourne's streetcar network.

In 2020, he took over as interim International Sales Director of Keolis, before being appointed Strategy Director of Rail Logistics Europe on October 1, 2020, and also acting as Chairman of Forwardis Holding between February 2021 and September 2023.

NICHOLAS GIRAUD APPOINTED DIRECTOR OF STRATEGY AND DEVELOPMENT OF RAIL LOGISTICS EUROPE



His career with the SNCF group began in 1998 at Fret SNCF's commercial department. He then joined the Antargaz group, where he was appointed Logistics Director in charge of rail, road and sea supplies.

He returned to SNCF in 2005 to manage the Frankfurt-based subsidiary SNCF Fret Deutschland and its offices in Poland and Austria. He was then appointed Sales Director of the combined transport business in 2008, before heading the Ecorail subsidiary and completing the merger with Ermechem, another group entity, which led to the creation of Forwardis SAS.

In January 2020, Nicholas Giraud becomes International Director of the TFMM Division. In this role, he is responsible for coordinating and developing the Captrain network in Europe. At the same time, he continues to oversee Forwardis' activities. In 2021, he becomes Chairman of Captrain Holding.

TRISTAN ROUZES WILL BE APPOINTED PRESIDENT OF THE NEW FREIGHT LOCOMOTIVE MAINTENANCE COMPANY



On February 1, 2024, Tristan Rouzès is appointed prefigurator of the future locomotive maintenance company, of which he will become chairman on January 1, 2025, when it will be officially established.

He joined the SNCF Group in 1998, where he held a number of management positions, including local operations manager for Est Corrèze, TER production manager for Limousin, Director of the Train de Tours commercial establishment, Director of Intercités Est and Centre and then Normandie. He also took on financial responsibilities as head of the internal audit mission and head of the management control department at SNCF, where he prepared the financial aspects of the 1st reform of the railway system.

In 2016, Tristan Rouzès led strategic projects, such as Odyssée 20.30 which aimed at providing a comprehensive multimodal mobility offer in the Normandy region, and then, in 2018, the SNCF group's transformation program to implement the rail reform ("SNCF 2020"). He joined Rail Logistics Europe in 2020 as Performance, Transformation and Digital Director.