

CHANGES WITHIN MERSEN'S EXECUTIVE COMMITTEE

- Matthieu Elriz will be appointed Executive Vice President of the Advanced Materials segment
- Ferran Sacrest will be appointed Executive Vice President of the Electrical Power segment
- Outgoing Executive Vice President of the Electrical Power segment, Gilles Boisseau, will lead the newly created Mersen International to better leverage the Group's global scale

PARIS, DECEMBER 10, 2025 – Mersen (Euronext FR0000039620 – MRN), a global expert in electrical power and advanced materials, announces new leadership for its two segments and the creation of Mersen International to support its growth ambitions.

Matthieu Elriz, 41 years old, joined the Group in 2022. He is currently Senior Vice President of Mersen's Graphite Materials Technologies (GMT) business, part of the Advanced Materials segment. In recent years, he has played a key role in implementing the Group's roadmap and driving GMT's business growth. Before joining Mersen, Matthieu accumulated 7 years of experience at Imerys in product line management and strategy positions, after 4 years at Rothschild bank in Mergers & Acquisitions. He will be appointed Executive Vice President of the Advanced Materials segment, succeeding Éric Guajioty, who will retire.

Ferran Sacrest, 44 years old, joined the Group in 2014 after the Group acquired Cirprotec. A Spanish national, Ferran is currently Vice President Global Sales & Customer Care for the Electrical Power segment. Between 2019 and 2024, he was based in the United States, overseeing Sales and Customer Service for the Americas within the Electrical Power segment. Ferran began his career at Accenture before moving to Schneider Electric, where he held various marketing positions. He will be appointed Executive Vice President of the Electrical Power segment, succeeding Gilles Boisseau.

Gilles Boisseau, 61, will become Executive Vice President of the newly created Mersen International, which will play a pivotal role in delivering the Group's growth plan. He will draw on his experience both in France and internationally to support synergies across various markets and accelerate the company's global expansion. Gilles joined Mersen in 2015 as Executive Vice President of the Electrical Power segment. Over the years, he has successfully expanded the segment through acquisitions and organic growth, while improving its profitability.

These changes will take effect on January 1, 2026.

Luc Themelin, Chief Executive Officer, stated: "I would like to extend my sincere thanks to Eric Guajioty and Gilles Boisseau for their commitment and strong dedication in the Group's development over the years as segment heads. Gilles' experience as a segment leader and his extensive knowledge of our products and markets will now be leveraged in his new role heading Mersen International, which will enhance coordination across our regions and support the execution of our growth strategy."

Salvador Lamas, Deputy Chief Executive Officer, added: "I would like to thank Eric and Gilles for their essential contribution over the past years leading the two Group's segments. I am delighted to welcome Ferran and Matthieu to the Executive Committee. Their strong international experience and deep knowledge of our businesses will strengthen our collective momentum and contribute to the successful execution of our strategic roadmap, with the support of the new Mersen International."



Matthieu Elriz



Ferran Sacrest

As of January 1, 2026, Mersen's Executive Committee will be composed of the following members:

- Luc Themelin, Chief Executive Officer
- Salvador Lamas, Chief Operating Officer
- Thomas Baumgartner, Chief Financial Officer
- Gilles Boisseau, Executive Vice President, Mersen International
- Matthieu Elriz, Executive Vice President, Advanced Materials
- Thomas Farkas, Group Vice President, Strategy and M&A
- Jean-Philippe Fournier, Group Vice President, Operational Excellence
- Sylvie Guiganti, Chief Information Officer
- Delphine Jacquemont, General Counsel
- Estelle Legrand, Group Vice President, Human Resources
- Caroline Levy, Chief Technology Officer
- Ferran Sacrest, Executive Vice President, Electrical Power

ABOUT MERSEN

Mersen is a **global expert in electrical power and advanced materials** for high-tech industries. With more than 50 industrial sites and 21 R&D centers in 33 countries around the world, Mersen develops **custom-built solutions** and delivers key products for clients in order to meet the new technological challenges shaping tomorrow's world. **For over 130 years, Mersen's teams have focused tirelessly on innovation** to accompany its clients and meet their needs. Be it in solar power, electronics, electric vehicles, aerospace or other sectors, wherever technology is progressing, you will always find a bit of Mersen. We work to constantly contribute to progress, striving daily to improve people's lives and protect the planet. This **corporate commitment** has been recognized by external rating agencies, EcoVadis (Silver Medal) and MSCI (A rating).

MERSEN IS PART OF THE SBF 120 INDEX (EURONEXT PARIS – COMPARTMENT B)

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