

2 April 2025

**Guyancourt, France**

## **Appointments and organisational changes in Egis Group**

**As part of the Impact The Future strategic plan, which aims to make Egis one of the world's Top 10 Construction Engineering companies and double its turnover by 2029, Laurent Germain, Chief Executive Officer, is leading a reorganisation of the Group.**

From 1<sup>st</sup> April 2025, in order to boost the Group's development and maintain the strong momentum of our business in the different geographical areas, the Group's regional organisation will change.

As a result, the Group is moving from a 4-region organization to a 5-region organization which now include: France, Europe/Africa, Middle East & South Asia, The Americas (North & South America), and Asia-Pacific (Asia, Australia & New Zealand).

This change will meet our development challenges, particularly in North America and Australia/New Zealand.

At the same time, to meet our ambitions, Laurent Germain is strengthening the Group's resources and management and has announced the following appointments, effective 1st April 2025:

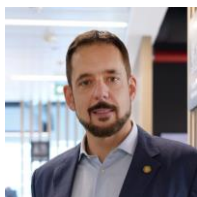
### **Regions**



Alaa Abusiam, previously CEO of the Middle East and South Asia (MESA) region, has been appointed CEO of the Americas region.

He is a member of the Group's Executive Committee.

*Alaa Abusiam set in motion a profound strategic transformation in the MESA region anchored on growth and regional talent development, having successfully led the acquisition and integration of six major regional firms, while fostering organic growth and building teams in complex markets. He joined Egis in 2020 and became CEO of the Middle East in 2021. In less than five years, under his supervision, the company has significantly expanded from 2,000 to nearly 7,000 employees, and has grown by 400% in the Middle East, to become one of the top five consulting and engineering companies in the region, consolidating our position among our international peers.*



Frederico Justus, who served as the Chief Operating Officer of the Middle East & South Asia region, succeeds Alaa Abusiam as CEO of this region. He is a member of the Group's Executive Committee.

*With a distinguished career spanning more than 25 years, Frederico Justus has led multinational organisations across Europe, Middle East, the Americas, Africa and Asia, specialising in performance excellence, large-scale complex project delivery, and strategic market expansion. Moreover, Frederico's global expertise and ability to drive significant commercial growth, in emerging and mature markets alike, deliver significant results through innovation, digital transformation, and decarbonization initiatives. All of which make him exceptionally well-positioned to lead Egis in the Middle East and South Asia through its next chapter of sustainable and profitable growth. He joined Egis in 2024.*

## Business Lines



Pierre Yves Massille, previously Chief Transformation, Digital & Sustainability Officer, has been appointed CEO of the Consulting & Operations Business Line. He is a member of the Group's Executive Committee.

*Pierre-Yves joined Egis in 2020 as Director of Investor Relations and Transformation.*

*Pierre-Yves Massille successfully led the project to change Egis' shareholding structure by 2022, the development of the Impact the Future strategic project, the Group's digital transformation project and the revitalisation of the Group's purchasing, real estate, ESG/climate and innovation functions. He will now take on this operational role with the aim of growing our operations & maintenance activities and continuing the diversification particularly in rail, developing activities in the field of aviation while revitalising concessions and accelerating the internationalisation of our consultancy activities.*

## Support and cross-functional functions



Frédéric Nicolon, previously Director of M&A Integration, has been appointed Chief Transformation, Digital & Sustainability Officer. He is a member of the Group's Executive Committee.

*Frédéric Nicolon has worked for the Group for over 28 years, in Asia, Eastern Europe and France. After successfully completing concession/O&M projects, he held management positions in engineering entities and business units, where he developed the business by exploiting commercial synergies. His focus will be to accelerate the Group's digital transformation and strengthen its ESG/climate and innovation trajectories.*



Robert Hope, formerly Egis Saudi Arabia's Country Managing Director, has been appointed Group Chief Development Officer.

He is a member of the Group's Executive Committee.

*Robert Hope is an experienced business executive who has led the growth of several companies. He joined Egis in 2021 as the Managing Director of Saudi Arabia, tripling the size of the operation in that country and integrating a major acquisition.*

*In his new role, Robert will be fully focused on continued top line revenue growth for Egis leading the commercial, marketing, communications and technical teams of the Group.*



James Chopty has been appointed Chief Operating Officer (COO) of the Group. This newly-created position reflects our ongoing commitment to driving operational excellence and enhancing financial performance at Egis. He is a member of the Group's Executive Committee, further reinforcing his central role in shaping our company's future.

*As COO, James will play a pivotal role in shaping the strategic direction of our global operations, aligning with Egis' overarching vision. His leadership will be critical in optimizing productivity, profitability, and operational growth across the organization.*

*James brings extensive international experience in the engineering sector, with a career that spans Canada, the UAE, the UK, Congo-Brazzaville, South Africa, and France. Since joining Egis in 2019, he has demonstrated exceptional leadership and a deep understanding of our industry, which will be invaluable as he steps into this strategic leadership role.*

*In addition to his new responsibilities, James will continue to lead the Asia Pacific Region until the new regional CEO is appointed.*



Olivier Bouvart, previously Group Chief Development Officer, has been appointed Group Chief Engagement Officer.

*Olivier Bouvart has over 25 years' experience in public and rail transport engineering, both in France and abroad. He joined Egis in 1994, initially managing Egis' activity in rail, before becoming head of the Group's development in 2023.*

*His objective is to strengthen the commitment of our stakeholders (employees, customers, shareholders, etc.) around a common culture and our values, to promote the creation of value for the company.*

*In particular, Olivier will work to improve employee engagement by strengthening retention activity, improving onboarding processes, and the employee experience, aligned with Egis' culture and values to promote*

collaboration and recognition. He will also focus on strengthening the partnership relationship with our current and future customers.

## About Egis

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IMAGINER. CONCEVOIR. CONCRÉTISER.  
*un futur durable*

Egis is a leading global architectural, consulting, construction engineering, operations and mobility services firm. We create and operate intelligent infrastructure and buildings that both respond to the climate emergency and contribute to balanced, sustainable and resilient development.

Our 20,500 employees operate across over 100 countries, deploying their expertise to develop and deliver cutting-edge innovations and solutions for clients. Through the wide range of our activities, we are central to the collective organisation of society and the living environment of citizens all over the world.

[Linkedin: Egis](#) | [Instagram: @egisgroup](#) | [X: @egis](#) | [Facebook: @egisgroup](#)

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