



# Press release



25 January 2023

## France

### Appointments and organisational changes in the Group

**Under the impetus of its corporate project Impact the Future, the Egis group is continuing its transformation and adjusting its organisational structure to support its development. The Group now has three business line, four regions and five large cross-group support divisions.**

These changes aim to help us continue to grow our business in France and expand the Group internationally, simplify organisational interfaces, maintain the powerful momentum of our business development, generate synergies between clients, markets and teams, and create new career path opportunities for our people.

Under this new organisation, the Group today announced the following appointments:

#### Business Lines



**Régis Dumay, previously Deputy CEO for operational coordination and business development, is appointed Chief Executive Officer of the Transportation business line. He sits on the Group's Executive committee.**

Régis Dumay started his career as a hydraulics engineer and joined the Egis Group in 1995. In 2017 he was appointed executive director of Egis' Major Structures, Water and Environment business unit. After spending 25 years contributing to business transformation and to Egis' international expansion, he was appointed Deputy CEO of the Group in 2021, where tasked with operational coordination and business development.



**Thomas Salvant, previously Executive Director Buildings, is appointed Chief Executive Officer of the Energy and Sustainable Cities business line. He sits on the Group's Executive Committee.**

Thomas Salvant began his career in finance before switching to building engineering. He joined the OTH Group in 1994 and occupied a series of managerial positions in the Group's Ile-de-France buildings subsidiary (health, public and overseas territories). After the merger of the OTH and Séchaud & Metz groups, in 2007 he was appointed managing director of the buildings subsidiaries (Ile-de-France and overseas) of the Iosis Group. In 2015 he was appointed executive director of the Egis Group's buildings business unit.



**Renaud Béziade, previously Executive Director, Project Structuring, Operation and New Services, is appointed Chief Executive Officer of the Consulting and Operations business line. He sits on the Group's Executive Committee.**

Renaud Béziade has 25 years' experience in the development and financial structuring of transport infrastructure, and is acknowledged as a leader of business transformation through the challenges posed by digital technology and climate change. After serving with the European Commission as a technical advisor in Ethiopia, Renaud Béziade joined Egis in 1995. Since then, he has occupied a succession of managerial posts in the Group. He was appointed key account director in October 2011, then the Group's business development director until September 2019, when he took charge of the Project Structuring, Operation and New Services business unit.

## Regions



**Cédric Barbier, formerly Chief Integration Officer and Executive Director Aviation, is appointed Chief Executive Officer France. He sits on the Group's Executive Committee.**

Cédric Barbier started his career in applied research in detonics before working in software at Thales, where he then spearheaded the development of a flight plan processing system. He joined Egis in 2007 as Chief Operating Officer Aviation. In 2011, he was appointed head of Egis' Aviation business unit and led strategic structuring and growth projects that positioned the Group as an independent global player in aviation. In January 2021, he was also tasked with drawing up the Group's new operating model and overhauling its IT organisation.



**Alaa AbuSiam, previously Chief Executive Officer Middle East is appointed Chief Executive Officer Middle East and South Asia. He sits on the Group's Executive Committee.**

Alaa AbuSiam had held the position of Chief Executive Officer for the Middle East since 2021, a year after he joined Egis as Chief Operating Officer. With over 20 years of experience in engineering, growth management, business transformation and development in fast-growing, environments, he has occupied senior executive positions in the Middle East, Sub-Saharan Africa, the United States and Latin America.



**Matthieu Loussier retains his current position as Chief Executive Officer Europe-Africa. He sits on the Group's Executive Committee.**

Matthieu Loussier joined the Group in 2006 in BCEOM, first as a chargé d'affaires for the Asia region and later in the Eastern Europe and Central Asia transport department, which he took charge of in 2009. On the creation of Egis International in mid-2011, he was appointed head of the Balkans and CIS zone, which he developed notably by founding the subsidiary Egis Beograd in Serbia and overseeing the development of Egis Ukraine. Appointed director of the Egis Europe and Central Asia region in 2013, he was later promoted to director of the Europe-Africa BU and joined the Excom in 2019.



**James Chopty, previously Deputy CEO International, is appointed Chief Executive Officer Americas & Pacific. He sits on the Group's Executive Committee.**

James Chopty is a French-Canadian national and holds a Master of Science in Civil Engineering. He has spent most of his career with international engineering companies, with positions in Canada, the United Arab Emirates, the United Kingdom, Congo-Brazzaville, South Africa and finally France.

Prior to joining Egis in 2019, James served as Executive Vice President at WSP, where he was responsible for the Energy, Resources and Industry business line. Prior to that, he was based in South Africa where he was responsible for the engineering business for Europe and Sub-Saharan Africa.

## Support and cross-group functions



**Sabine Bonnard, Chief Human Resources Officer, heads up the Human Capital division, encompassing the Human Resources and Security-Health and Safety departments. She sits on the Group's Executive Committee.**

Having spent 15 years in human resources, including 10 at Egis, Sabine Bonnard, appointed deputy HR director in 2013 then Group HR director in 2019, has played an active role in the structuring of human resources at Group level, and has contributed to the discovery and development of many talented individuals who are today a source of great pride to Egis.



**Frédérique Berthier-Raymond, Chief Legal, Ethics and Compliance Officer of the Egis group, heads up the Legal Affairs and Compliance division. She sits on the Group's Executive Committee.**

Frédérique Berthier-Raymond worked for almost 10 years in a law firm as a lawyer specialising in mergers & acquisitions, before joining the Imerys Group, the world leader in mineral specialities for industry, in 2008 as mergers & acquisitions legal manager. She gradually expanded her scope of intervention in the legal department, before being appointed deputy legal director in 2014, to lead the transformation project of the legal department, then general counsel and member of the Executive Committee in 2018.



**Olivier Gouirand, Chief Financial and Strategy Officer, heads up the Strategy and Finance, Risk and Internal Control division. He sits on the Group's Executive Committee.**

Olivier Gouirand began his career with the French ministry of finance and occupied several key financial posts in the private sector before joining Egis in 2021. As group chief financial officer, he was responsible for managing mergers & acquisitions and integration in parallel with functions such as accounting, cash flow, management auditing, taxation and financial management systems.



**Olivier Bouvart, Group Chief Development Officer, heads up the Development division, encompassing the Commercial, Communications, Marketing and Performance departments, the Key Account unit and the Group's Technical department. He sits on the Group's Executive Committee.**

Olivier Bouvart has over 20 years of experience in the field of public transport and railway engineering in France and around the world. He joined the Egis Group in 1994. In 2015 he was appointed managing director of Egis Rail, then executive director of the Rail business unit in 2017. In that position, he led the development strategy and reshaped the business unit and its foreign subsidiaries to establish itself as a major player in the global market for track-guided transport infrastructure.



**Pierre-Yves Massille, Chief Transformation, Digital, Sustainability Officer, heads up the Transformation division, which encompasses the Transformation, IT, Digital Engineering and Purchasing departments, the Real Estate and Facilities Management department, and the Sustainable Development, Innovation and Engagement department. He sits on the Group's Executive Committee.**

Pierre-Yves Massille joined the Egis group in 2020 as director of investor relations and transformation to support it in its growth and development strategy, notably through the formulation of the strategic project Impact the Future and the arrival of the new shareholder Tikehau in the company's capital. Previously, he worked at the French ministry of finance from 2013 to 2017, then in the engineering company Segula Technologies from 2017 to 2020, where he coordinated the group's transformation and was responsible for its business in Northern Europe.

## About the Egis Group

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**IMAGINE. CREATE. ACHIEVE.**  
*a sustainable future*

Egis is a global leader in the consulting, construction engineering and mobility service sectors. We design and operate intelligent infrastructure and buildings capable of responding to the climate emergency and helping to achieve more balanced, sustainable and resilient territorial development.

With operations in 130 countries, Egis places the expertise of its 16,000 employees at the disposal of its clients and develops cutting-edge innovation accessible to all projects. Through its wide-ranging fields of activity,



Egis is a central player in the collective organization of society and the living environment of citizens across the world.

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