



**Frédéric Thrum**, son of Günther Thrum, is a Company Director. Appointed at the Combined Ordinary and Extraordinary General Meeting held on 30 October 2020, his term of office will expire at the end of the General Meeting to be held in 2025 to approve the financial statements for the previous financial year. He was a member of the Company's Supervisory Committee until 30 October 2020. He also holds the following offices and positions in the companies listed below:

<b>Current offices and directorships</b>			
Offices	Company	Country	
Deputy CEO, President of the Energy Division	Fives SAS	France	
Chairman of the Supervisory Board	Fives Cryo SAS	France	
	Fives Cail SAS	France	
Chairman, Director	Fives Cryo Inc.	USA	
Chairman of the Board of Directors, Director	Fives Cryo (Suzhou) Co. Ltd	China	
Chairman of the Board of Directors, Director	Fives Cryomec AG	Switzerland	
	Fives North American Combustion Spain SL	Spain	
Director	Fives Itas Spa	Italy	
Chairman, Director	Fives North American Combustion Inc.	USA	
Director	Fives North American Combustion Netherlands BV	Netherlands	
	Fives North American Combustion UK Ltd.	United Kingdom	
	Fives Pillard Combustion System Equipment Co. Ltd.	China	
	Fives Pillard International Trading Co. Ltd.	China	
Member of the Board	EEIGM (Ecole Européenne d'Ingénieurs en Génie des Matériaux)	France	
<b>Offices and directorships held within the last 5 years</b>			
Offices	Company	Country	End of term
Director	Fives Cail SA	France	2016
<b>Address</b>			
SIDMIA International – 48, quai Alphonse Le Gallo – 92100 BOULOGNE BILLANCOURT			
<b>Expertise and experience</b>			
ACADEMIC BACKGROUND:			
Harvard Business School, P.M.D			2002
ESME–Sudria, Engineering - Telecom option			1996

PROFESSIONAL BACKGROUND:

CEO FIVES - Cryogenics Energy Fives Cryo (France), Fives Cryo Suzhou (China), Fives Cryo Inc. (USA), Fives Cryomec (Switzerland) CEO – Fives Cail Group Fives Cail (France), Fives Fletcher (UK), Fives Lille do Brazil (Brazil), Fives Cail KCP (India), FCFM (Mexico) Product Manager, Sales Director, DGA, DG Aftermarket Commercial Manager – Fives FCB	since 2013    1998-2001
BOUYGUES OFFSHORE Project Engineer, Inspection Manager - Refineries (France), Oil platform projects (Malaysia, Indonesia) Assistant project manager (Nigeria)	1996-1998
ACTIA, Toulouse End-of-studies work placement	1996