

Montrouge, April 16, 2021

Composition of the next Management Board of Bayard Presse SA, parent company of the Bayard group

The four-year term of office of Bayard's current Management Board - Pascal Ruffenach (Chairman), André Antoni, Florence Guémy and Alain Augé - expires on June 19.

The Supervisory Board, on the proposal of Mr. Hubert Chicou, its Chairman, decided to renew the terms of office as members of the Management Board and Chief Executive Officers of Mr. André Antoni, Mrs. Florence Guémy, and Mr. Pascal Ruffenach (Chairman). It also appointed Mr. Jean-Marie Montel as a member of the Board of Directors and Chief Executive Officer. This four-year term of office will take effect on June 20.

The Supervisory Board commended the work accomplished during the current term and particularly emphasized the commitment of the teams that enabled the group to face the health crisis while continuing the transformation of the company and the development of its activities.

Mr. Alain Augé will retire at the end of the current mandate. He joined Bayard in 1984 in the Finance Department, which he subsequently managed. In 2009, he was appointed Chief Executive Officer and member of the Executive Board.

Pascal Ruffenach, 61, joined Bayard's development department in 1992. He successively held the responsibilities of editorial director at Bayard Jeunesse, director of the Culture and Religion department, of Bayard in North America and then of Bayard's Children-Youth-Family department. Since 2017, he has been Managing Director, a member of the Executive Board, of which he is Chairman.

André Antoni, 61, is a member of the Congregation of the Augustinians of the Assumption (Assumptionists) of which he was Provincial of France between 1999 and 2005. He joined the Bayard group as editor-in-chief of *La Documentation catholique* and then of *Prions En Église*. He has been Director General and a member of the Board of Directors since 2005.

Florence Guémy, 56, joined Bayard's Finance Department in 1988, where she held various responsibilities before joining the management of Bayard's Youth sector and Milan Presse. In 2012, she was appointed Director of Human Resources and Project Development. She has been Managing Director and member of the Executive Board since 2017.

Jean-Marie Montel, 53, joined the Bayard group in 2012 to become General Manager of Milan Presse. He had previously held various positions in press groups (including the Le Monde group) and management positions with the Scouts et Guides de France. He has been head of Bayard's "Society Family Spirituality" sector since 2013 and is president of the Catholic Media Federation. He was appointed Deputy General Manager of Bayard in 2017.