



PRESS RELEASE

Paris, 29 August 2023

Keolis Group adapts its Executive Committee: increased balance between business and functional roles and diversification of profiles

Keolis announces the evolution of its governance, notably in relation to its French and international operations, and the development of the range of profiles in its Executive Committee including two external recruitments.

Keolis becomes one of the rare French companies whose Executive Committee is composed mainly of women.

These changes will come into effect early September.

Accountabilities for international operations are assigned as follows:

- **Laurence Broseta**, previously Chief Executive Officer of the international division of the UGI Group, joins Keolis as **Chief Executive Officer, International** with accountabilities for Australia, North America, the UK/Middle-East/India and China. She becomes a member of the Group Executive Committee.

- **Jan Kilström**, previously Managing Director of Keolis Sweden, is appointed **Chief Executive Officer, Continental Europe** with accountability for Belgium, Denmark, the Netherlands and Sweden. He becomes a member of the Group Executive Committee.

The governance of operations in France is also adjusted with accountabilities assigned as follows:

- **Annelise Avril** is appointed **Chief Executive Officer, France, Major Urban Networks** with accountability for the major networks of Bordeaux, Lille, Lyon and Rennes, the Greater Urban Networks¹ and the Hove² & Cykleo³ activities. She was previously Group Director of Marketing, Innovation and New Mobilities. She remains member of the Group Executive Committee in her new role.

- **Clément Michel** is appointed **Chief Executive Officer, France, Paris-Ile-de-France and Territories**. He is also accountable for the Keolis Santé and Kisio Services & Conseil activities. He was previously Group Director of Human Resources and Transformation. He remains a member of the Group Executive Committee in his new role.

¹ French Greater Urban Networks: Amiens, Besançon, Caen, Chambéry, Côte Basque Adour, Dijon, Le Mans, Metz, Nancy, Orléans, Pau, Pays d'Aix, Perpignan, Strasbourg, Tours, Valenciennes.

² Dedicated to the design and deployment of digital tools to boost shared mobility

³ Key player in bike solutions (shared-bike, rented bike, bicycle parking)

Lydie Jallier joins Keolis as **Group Human Resources Director**, replacing Clément Michel. She becomes a member of the Group Executive Committee.

Accountability for Health & Safety, Security and the *Keolis Way* group transformation program are assigned to **Pierre Gosset, Group Director of the Industrial Division** and a member of the Group Executive Committee, in addition to his existing responsibilities.

The accountabilities of Group Executive Committee members **Christelle Villadary, Group Finance and Legal Director**, and **Sophie Durand, Group Communications Director**, remain unchanged.

Accountabilities for Marketing, Innovation, New Mobilities, Sustainable Development and Engagement will be assigned following a forthcoming appointment.

Frédéric Baverez, Chief Executive Officer France and Chairman of EFFIA and **Arnaud Van Troeyen**, Group Deputy International Director, decided to take a new step in their careers and are pursuing new opportunities outside the group.

Under the leadership of Marie-Ange Debon, Group Chief Executive Officer, the Keolis Group Executive Committee is now structured around four operational CEOs and four cross-functional directors, five women and three men – which represent an Executive Committee mainly composed of women.

"In the context of the governance review launched in the spring, I wanted to adjust our strategic decision-making team in order to strengthen the operational character and the diversity of profiles within the Executive Committee. I am confident that this partially-renewed team will remain true to our values and continue to build on the remarkable work already accomplished in Keolis' development. I would like to welcome Laurence Broseta and Lydie Jallier who will bring their invaluable expertise and experience to bear in addressing both our business development goals and its rapid acceleration. I would like to very sincerely thank Frédéric Baverez and Arnaud Van Troeyen for their commitment and the major contribution they have made to Keolis' success over the many years." Marie-Ange DEBON, Chairwoman and Chief Executive Officer of the Keolis Group.



Marie-Ange DEBON
Chairwoman and Group
Chief Executive Officer



Laurence BROSETA
CEO, International



Jan KILSTRÖM
CEO,
Continental Europe



Annelise AVRIL
CEO, France
Urban Networks



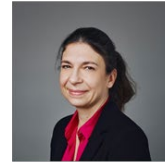
Clément MICHEL
CEO, France
Paris-Ile-de-France
and Territories



Lydie JALLIER
Group Director
Human
Resources



Pierre GOSSET
Group Director
Industrial
Division



Christelle VILLADARY
Group Director
Finance and
Legal



Sophie DURAND
Group Director
Communications

- **Laurence Broseta**



Laurence has a background of more than 25 years in public transport and energy.

In 2008, she joined the Executive Committee of **RATP Dev** as International Director in charge of operations including those in Europe, Asia and the United States.

In 2013, she joined the Executive Committee of **Transdev** as Managing Director France, participating in the transformation of the group following the merger between Transdev and Veolia Transport. In 2016, she became International Director of Transdev in charge of Southern and Northern Europe, Asia, Pacific, South America, Middle East and Africa.

In 2019, Laurence became Managing Director in charge of France and the Benelux of the **American group UGI International**, a world leader in gas distribution which supports customers in their energy transition by offering renewable liquid gases. From 2021, Laurence's responsibilities were extended to include the group's International footprint outside the US.

- **Lydie Jallier**



Lydie Jallier began her career in 1998 at **Delphi**, in charge of continuous improvement and internal communication, then Human Resources for three product lines.

In 2008, she joined **Technip** as Head of Talent for Subsea Activities and Onshore-Offshore Project Management for Europe, the Middle East and Africa. In 2010, she was appointed Director of Human Resources at the headquarters, and in 2013, Director of Human Resources for onshore-offshore activities in Southern Europe, the Middle East, Latin America and Russia.

In 2016, she joined **Zodiac Aerospace** as Director of Training and Talent. In 2017, she was appointed Group Human Resources Director. After the acquisition of Zodiac Aerospace by Safran, she became a member of the integration team in charge of managing human resources.

In October 2018, she joined Safran Landing Systems as Senior Vice President, Human Resources until June 2022, when Lydie was appointed Senior Vice President, Recruitment and Talent Development at **Safran**.

- **Jan Kilström**



After several years in management positions in a number of Swedish industrial companies, Jan became Managing Director of **Nils Hanssons Akeri** in 2002, a company specialising in freight and logistics activities in Sweden and Europe.

In 2006, he joined **Scania AB** as SVP Trucks and VP Long Haulage, and in 2008 took over responsibility for Scania Australia.

In 2010, he joined **Bring Frigoscandia**, a company specialising in food logistics in Northern Europe, as CEO. In this role, he led the acquisition of its largest competitor in Sweden.

In 2013, Jan became CEO of **Green Cargo AB**, the incumbent rail logistics operator for freight transport in Sweden, which he set up in Norway.

In 2018, Jan joined the Keolis Group as **Managing Director of Keolis Sweden**.

A graduate of Lund University in Sweden, Jan has held several directorships in Swedish companies, in particular the LOTS group (a subsidiary of Scania), where he is now Chairman of the Board of Directors.

[About Keolis](#)

Keolis is a pioneer in developing public transport systems and works alongside public authorities who want to enhance shared mobility systems to grow the appeal and vitality of their regions. A world leader in operating automated metro and tramway systems, Keolis and its partners and business units Cykleo, EFFIA, Hove, Keolis Santé, and Kisio support the core business with innovations offering new and bespoke shared mobility solutions for modes including trains, buses and coaches, trolleybuses, on-demand transport, transport for people with reduced mobility, driver and sea shuttle services, shared and long-term bicycle rental services, car sharing and fully electric driverless shuttles. In France, Keolis is the second largest provider of parking management



solutions through its EFFIA business unit, and the country's leader in medical transport since the creation of Keolis Santé in July 2017. The Group is 70%-owned by SNCF and 30%-owned by the Caisse de Dépôt et Placement du Québec (Quebec Deposit and Investment Fund) and employs 68,000 people in 13 countries. In 2022, it posted revenue of €6.7 billion.

* Australia, Belgium, Canada, China, Denmark, France, India, the Netherlands, Qatar, Sweden, the United Arab Emirates, the United Kingdom, and the United States.

Contact :

Laurent Gerbet

Directeur Médias et E-Reputation

06 32 79 38 35

laurent.gerbet@keolis.com