



# GOVERNANCE



At CLASQUIN, the duties of Chairman and Chief Executive Officer have been separated with effect from 1 January 2019:

- > **Yves REVOL** retains his position as Chairman of CLASQUIN's Board of Directors and becomes Executive Chairman;
- > **Hugues MORIN** is appointed Chief Executive Officer.

## A. BOARD OF DIRECTORS

At 31 December 2018, the Board members were:

- > **Yves REVOL**, Chairman and Chief Executive Officer, then Chairman of the Board of Directors from 1 January 2019
- > **Hugues MORIN**, Deputy Managing Director, then Chief Executive Officer from 1 January 2019
- > **OLYMP SAS**, represented by Jean-Christophe REVOL
- > **Philippe LONS**, Deputy Managing Director
- > **Claire MIALARET**
- > **Christian AHRENS**

### IN FIGURES

4

Number of Board meetings held in 2018.

92%

Average Board member attendance (present or represented) in 2018.

**Laurence ILHE** and **Quentin LACOSTE** are Deputy Managing Directors.



Christian AHRENS, Claire MIALARET and Jean-Christophe REVOL.

**Governance at CLASQUIN is based on four main bodies:**

- > The Board of Directors (Board), responsible for Group strategy, overall policy and organisation.
- > The Executive Committee (EXECOM) manages strategy and overall policy.
- > The Monthly General Management Meeting (MGMM) brings together the Executive Committee, operating managers and regional directors. The MGMM sees to the operational implementation of business activities and projects.
- > The World Management Committee Meeting (WMCM), an annual meeting attended by the Executive Committee, country managers and operating managers to work on strategy, overall policy and organisation in order to share best practices and successful achievements, improve economic performance and strengthen the sense of belonging.



## B. EXECUTIVE COMMITTEE

At 31 December 2018, this Group management body comprised the following members:

- > **Yves REVOL**,  
Executive Chairman

> **Hugues MORIN**,  
Chief Executive Officer
- > **Laurence ILHE**,  
Group General Secretary

> **Quentin LACOSTE**,  
Group Chief Operating Officer



**Yves REVOL**  
Executive Chairman

With an M.A. in economics and international experience at the CFAO, Yves REVOL joined CLASQUIN in 1976 and successively held positions as Sales Engineer, Sales Director and Managing Director. He took over CLASQUIN in 1982 and became Chairman and CEO in 1983. He has been Group Executive Chairman since 1 January 2019.



**Hugues MORIN**  
Chief Executive Officer

A graduate of the European Business School, Hugues MORIN joined CLASQUIN in 1992 and was successively posted to Sydney, Osaka and Tokyo. He returned to France in 2002, where he was appointed Regional Director for the South of France and later promoted to Managing Director France, Italy and Germany. Since 2016, he has been responsible for all worldwide front office functions (operations and sales) as Group Executive Vice President. In January 2018, his remit was extended to back office functions (finance, HR, IT, etc.) under the direction of General Secretary Laurence ILHE. He was appointed Group CEO as of 1 January 2019.



**Laurence ILHE**  
Group General Secretary

A graduate of ESSEC, Laurence ILHE began her career as an auditor with E&Y, before joining the finance departments of JC Decaux, then Dell Computer, followed by SFR Mobile and Danone. In 2012 she joined AKKA Technologies as CFO France and took command of all back office functions. She joined CLASQUIN at the end of January 2016 as Group General Secretary, responsible for managing and coordinating support services (legal affairs, finance, information systems, human resources and non-business procurement).



**Quentin LACOSTE**  
Group Chief Operating Officer

A graduate of ESSEC business school and holder of an MBA, Quentin LACOSTE started his career with the German RÖHLIG group in sales and marketing, before joining the group management team in 2005 with responsibility for around a dozen subsidiaries and the air and sea freight product and procurement policy. He joined CLASQUIN at the end of 2015 to head the Group's Operations Department, to manage and develop the North American, Northern Europe, South-East Asian, Indian and Australian regions.