

PRESS RELEASE

Paris, February 3, 2021

Jean Gauthier is appointed Director of Naval Group's transformation program, "Naval 2025"

On February 1, 2021, Jean Gauthier took charge of Naval Group's transformation program. This program sets out the group's five-year aim to achieve the standards expected by the company's customers: to be the benchmark for naval applications and defence systems, especially in terms of health, safety and environment, quality of delivery, and customer satisfaction.

NAVAL The Naval 2025 transformation program is based on four pillars: growth, performance, innovation and talent. These four pillars form the backbone of our roadmaps both at company level and within each of its sites and entities.

2025 Jean Gauthier is now responsible for ensuring the overall management of this structuring program, the consistency of the roadmaps, and the sharing and capitalisation of the results obtained.

Jean Gauthier said: "The operating and competitive environment requires Naval Group to perform flawlessly in all its activities to serve our customers. I am proud to take the lead in the Naval 2025 transformation program, which will drive the company's momentum. I know I can count on the skills and commitment of all our teams in France and internationally to achieve our ambitions."

Biography of Jean Gauthier

Jean Gauthier, 48 years old, has 25 years of experience within Naval Group. After graduating from ENSTA Bretagne, he joined Naval Group in 1996 as a diving safety systems engineer. Jean Gauthier held several positions as a submarine architect, before initiating a forward-looking approach and imagining the first submarine concept ships, the SMX® 21, 22 and 23. In 2004, he launched the program of the third generation SSBN, for which he was the overall architect from 2004 to 2008, and again from 2014 to 2016. In the meantime, he was in charge of the in-service support of the nuclear-powered attack submarines (SSN) in Toulon.

In 2017, he was named director of R&D and innovation. Within the



Technical and Innovation department, he overhauled the R&D management process to ensure that its work meets the customer expectations and the group's strategic challenges. At the same time, he led the implementation of a collaborative and open innovation strategy that fosters innovation cycles and the emergence of breakthroughs. The creation of the Naval Innovation Hub, which was inaugurated in 2018, is a significant achievement.

Following the SNA Perle fire in 2020, he was appointed overall architect for the Perle Operation and led the group's experts in defining the repair solution proposed to the French Ministry of the Armed Forces.

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About Naval Group

Naval Group is the European leader in naval defence. Naval Group uses its extraordinary know-how, unique industrial resources and capacity to arrange innovative strategic partnerships to meet its customers' requirements. As a system-integrator and prime contractor, the group designs, produces and supports submarines and surface ships. It also supplies services to shipyards and naval bases. In addition, the group offers a wide range of marine renewable energy solutions. Attentive to corporate social responsibility, Naval Group adheres to the United Nations Global Compact. The group reports revenues of 3.7 billion euros and has a workforce of 15,168 (data for 2019).

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