

Anne-Brigitte Spitzbarth**Independent Director and Chair of the CSR Committee****Date of birth**

January 7, 1976
French nationality

Business address

4 rue de la Verrerie
92190 Meudon

As of the date of this Universal Registration Document, Anne-Brigitte Spitzbarth is not a corporate officer of any listed company other than Sécché Environnement SA.

As of the date of this Universal Registration Document, Anne-Brigitte Spitzbarth holds two Sécché Environnement SA shares.

PROFILE

Anne-Brigitte Spitzbarth graduated from the École Normale Supérieure de Fontenay-aux-Roses, holds a teaching certificate in history and an MBA from ESSEC Business School. She is also a Doctor of History.

After teaching at John Hopkins University and Université Lille 3 from 1999 to 2004, Anne-Brigitte Spitzbarth began her career in the private sector in 2005 as European Public Affairs Manager at the Lafarge Group, before becoming Audit Director based in Kuala Lumpur (Malaysia) in 2009. From 2012 she served as General Manager of Lafarge Mauritius, before becoming Supply Chain Director at LafargeHolcim France in 2015.

Between 2019 and 2023, Anne-Brigitte Spitzbarth was VP Operations Excellence & Sustainability at Gefco, then SVP HSE & Sustainability at Ceva Logistics, following this CMA-CGM subsidiary's acquisition of Gefco. Anne-Brigitte Spitzbarth subsequently served as Senior Vice President ESG (Sustainability) at Heidelberg Materials (Germany) from 2023 to 2024.

Anne-Brigitte Spitzbarth currently serves as Vice President HSE and Low-Carbon Strategy at Thales.

Anne-Brigitte Spitzbarth brings her knowledge of CSR to Sécché Environnement's Board of Directors.

At the close of the Annual General Meeting of April 28, 2023, Anne-Brigitte Spitzbarth was appointed as a new Independent Director and Chair of the new CSR Committee at Sécché Environnement SA.

CURRENT OFFICES AS OF DECEMBER 31, 2025

Sécché Environnement SA: Director and Chair of the CSR Committee

TERMS EXPIRED OVER THE LAST FIVE FINANCIAL YEARS

N/A

Nathalie Tarnaud Laude**Independent Director and member of the Audit Committee, Compensation and Appointments Committee, and CSR Committee****Date of birth**

August 29, 1972
French nationality

Business address

1 allée Pierre Nadot
31712 Blagnac

As of the date of this Universal Registration Document, Nathalie Tarnaud Laude is not a corporate officer of any listed company other than Sécché Environnement SA.

As of the date of this Universal Registration Document, Nathalie Tarnaud Laude holds one Sécché Environnement SA share.

PROFILE

Nathalie Tarnaud Laude holds an MBA from London Business School, a Master's degree in Finance from the École supérieure de Commerce de Paris, and a diploma from the French Society of Financial Analysts. She also attended INSEAD's General Management Transition course in 2013.

Since joining Airbus in 2005, Nathalie Tarnaud Laude has held a number of positions in the aerospace and defense industry. In October 2019, she was appointed Head of the NH90 program for Airbus Helicopters and President of NHIndustries, responsible for the main NH90 program activities. Previously, Nathalie Tarnaud Laude served as Head of Treasury at Airbus Helicopters, and Director of Operations New Technology Ventures within the Airbus Group's CTO organization, as well as managing operations for the Testia entities (Airbus Group's non-destructive testing subsidiaries).

From 2005 to 2013, Nathalie Tarnaud Laude led a large number of M&A transactions for Airbus Group divisions, notably the attempted merger with BAE Systems in 2012. She previously worked as an equity research analyst with Aurel Leven Securities in Paris and as a financial derivatives risk manager with CCF Securities in Paris.

Since September 17, 2022, Nathalie Tarnaud Laude has served as Executive Chair of ATR, a position to which she was appointed by the ATR Members Airbus and Leonardo.

Nathalie Tarnaud Laude brings her knowledge of management, strategy, negotiation, finance, and project management to Sécché Environnement's Board of Directors.

At the close of the Annual General Meeting of April 28, 2023, Nathalie Tarnaud Laude was appointed as a new Independent Director and member of Sécché Environnement SA's Audit Committee, Compensation and Appointments Committee, and CSR Committee.

CURRENT OFFICES AS OF DECEMBER 31, 2025

Sécché Environnement SA: Director and member of the Audit Committee, Compensation and Appointments Committee, and CSR Committee

ATR GIE: Executive Chair

TERMS EXPIRED OVER THE LAST FIVE FINANCIAL YEARS

Airbus Helicopters NH Industries: Executive Chair