Press release

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The iliad Group makes changes to its management structure, with an executive team specifically dedicated to Free



Nicolas **Thomas**
Chief Executive Officer Free



Thomas **Robin**
Chief Financial Officer Free

In view of its strong business growth and firmly defined European profile, the iliad Group is making changes to its management structure.

Thomas Reynaud, Chief Executive Officer of the iliad Group, has today appointed **Nicolas Thomas** as **Chief Executive Officer of Free**, with **Thomas Robin** becoming **Free's Chief Financial Officer.**

Nicolas and Thomas have held managerial roles within the iliad Group **for over ten years**, in both Italy and France. Their appointments are fully in line with the Group's continuous policy of **furthering its people's careers from within**, across all of its categories of jobs and professions.

From now on, there will therefore be **an executive team specifically dedicated to each of the Group's operators in the different countries where it conducts business – France, Italy and Poland**. This new organization structure will take effect on **March 6, 2023.**

The Executive Management team of the iliad Group – headed by **Thomas Reynaud**, **Chief Executive Officer**, and **Nicolas Jaeger, Deputy CEO**, will oversee all of the Group's operating countries and subsidiaries, will monitor that the strategic plan and climate plan are effectively implemented, and will prepare the Group's future developments.

Quoting Thomas Reynaud, Chief Executive Officer of the iliad Group: *"This change is very logical. It's a good thing – at a time when our Group's headcount is approaching 17,000 people serving some 46 million subscribers – that each operator has its own management structure. Thanks to this change there will be more sharing of best practices between our operators in each different country. And that's the key to affirming our position as a European leader – by being ever-more innovative, ever-more subscriber focused and ever-more attuned to our employees."*

And Nicolas Thomas, Chief Executive Officer of Free, says: "*I am delighted to have this opportunity to lead Free, its teams, and its innovation capacity ever higher, while continuing to convey its fundamental values of liberty, honesty and simplicity."*

Nicolas Thomas joined the iliad Group in 2010 to help work on the launch of the Mobile business in France. In 2016, he contributed to obtaining clearance from the European Union for the Group to enter the Italian Mobile market. Since then, he has successfully set up and developed the Group's operations in Italy as COO working alongside iliad Italia's CEO.

Thomas Robin joined the Group in 2010 as head of financial control at Free Mobile. He has been a driving force behind most of the Group's external growth transactions – particularly Play in Poland – and has worked actively on integrating Play within the iliad Group**.**

About the iliad Group

Created in the early 1990s, the iliad Group is the inventor of the world's first triple-play box and has grown into a major European telecoms player, standing out for its innovative, straightforward and attractive offerings. The Group is the parent of Free in France, iliad in Italy and Play in Poland, has over 16,500 employees serving 45.3 million active subscribers, and generated €7.6 billion in pro forma revenues in 2021. In France, the Group is an integrated Fixed and Mobile Ultra-Fast Broadband operator and had 21.2 million retail subscribers at September 30, 2022 (14.0 million mobile subscribers and 7.1 million fixed subscribers). In Italy – where the Group launched its business in 2018 under the iliad brand, becoming the country's fourth mobile operator – it had over 9.3 million subscribers at end-September 2022. With the acquisition of the Polish mobile operator, Play, in November 2020, the iliad Group became Europe's sixth-largest mobile operator by number of subscribers (excluding M2M). And its acquisition of UPC Polska – which closed on April 1, 2022 – has made the Group a convergence leader in Poland.

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