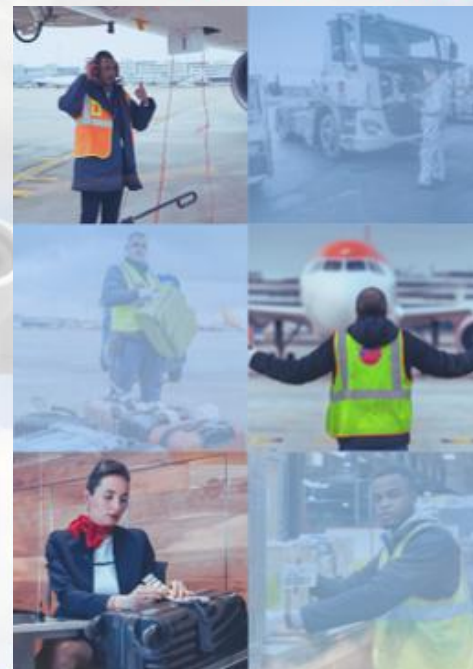


YOUR GROUND HANDLING SOLUTIONS

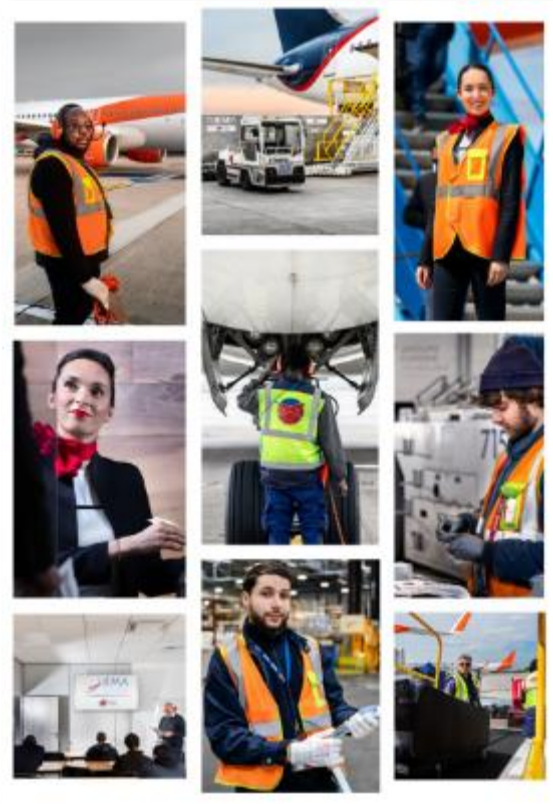


PRESENTATION OF GEH





1. PRESENTATION OF GEH

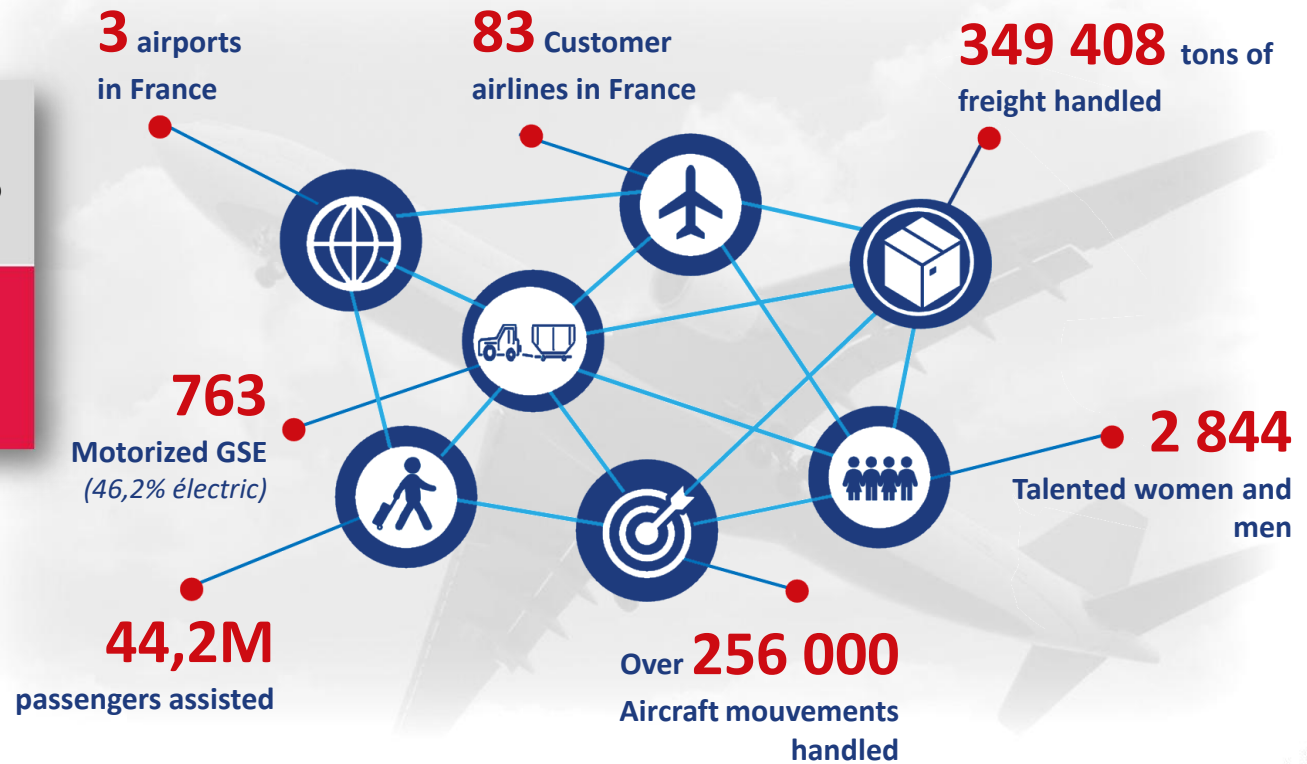




1.1 Experience, Establishment, Local and International Markets, Activity.

GEH is a subsidiary of Groupe CRIT, a multi-service company specializing in human resources, recruitment, and engineering and maintenance consulting.

Since 1994, GEH has been leveraging its expertise in providing dedicated services to airlines, offering a wide range of innovative and highly efficient services while adhering to international airport standards.





● **1.1 Experience, Establishment, Local and International Markets, Activity.** ●

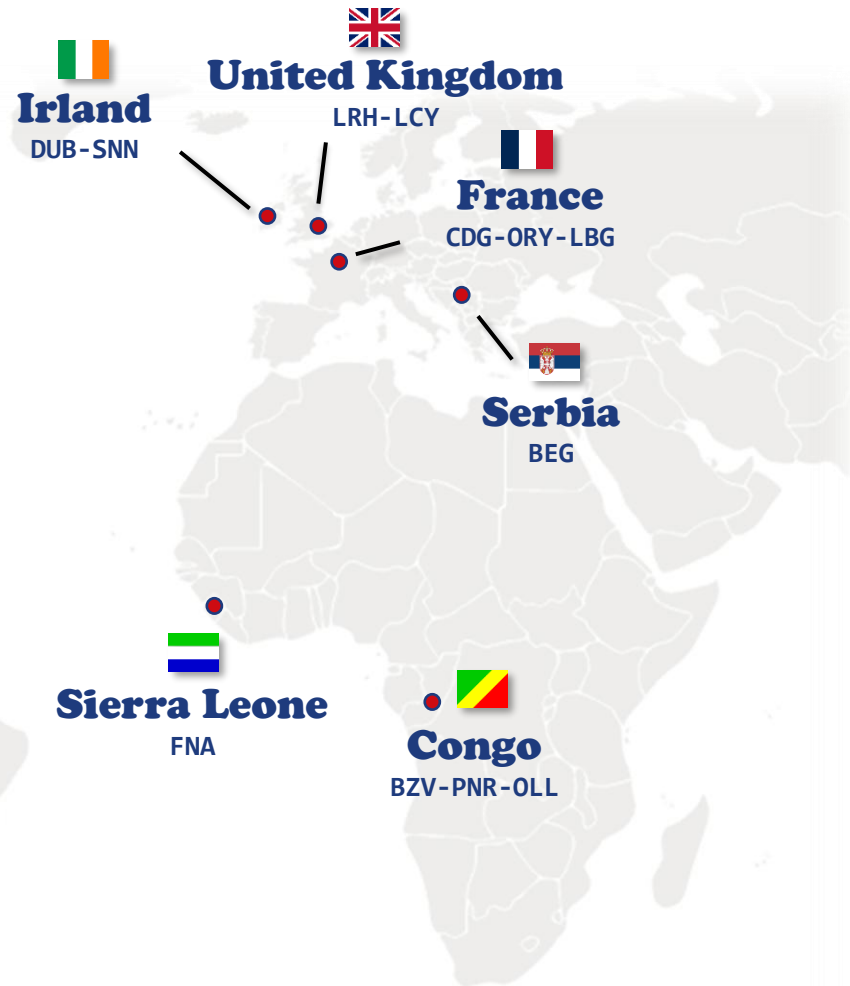
In France, **GEH** is the leader in airport assistance, present at **Paris-Charles de Gaulle** and **Paris-Orly** airports, the most important airport hubs in France. The group strengthened its leadership by establishing itself in 2018 at **Paris-Le Bourget** airport and expanded its operations in the business aviation sector with its new subsidiary **Advanced Air Support International**.

Internationally, the group holds key positions in **England, Ireland, and Africa**.

In England, the group acquired **GEH Cobalt Ground Solutions** at the end of 2016, the 3rd largest operator at London Heathrow Airport, the busiest airport in Europe. With this operation, the group entered the global top 10 in airport assistance and significantly reinforced its positions in England, where it has been providing services at London City Airport since 2011.

In Ireland, **GEH Sky Handling Partner** is one of the leading airport assistance providers at Dublin Airport, the largest airport in Ireland, and operates at Shannon Airport.

In Africa, **GEH Congo Handling** holds the exclusive concession for airport assistance at the airports of Brazzaville, Pointe Noire, and Ollombo, while **GEH Sky Handling Partner Sierra Leone** holds the exclusive concession at Freetown Airport in Sierra Leone.

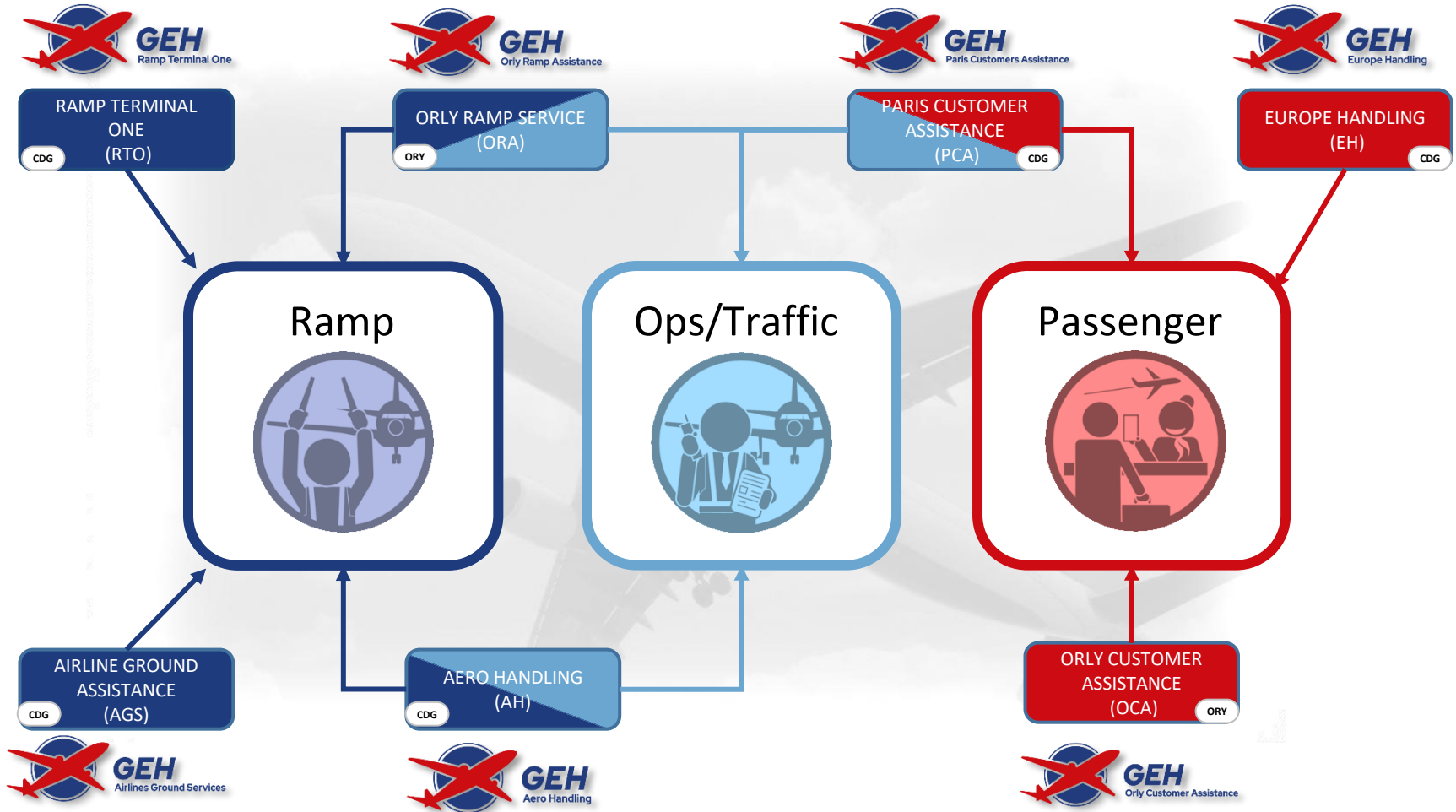




1.3 Current Organization of Our Activities by Subsidiaries

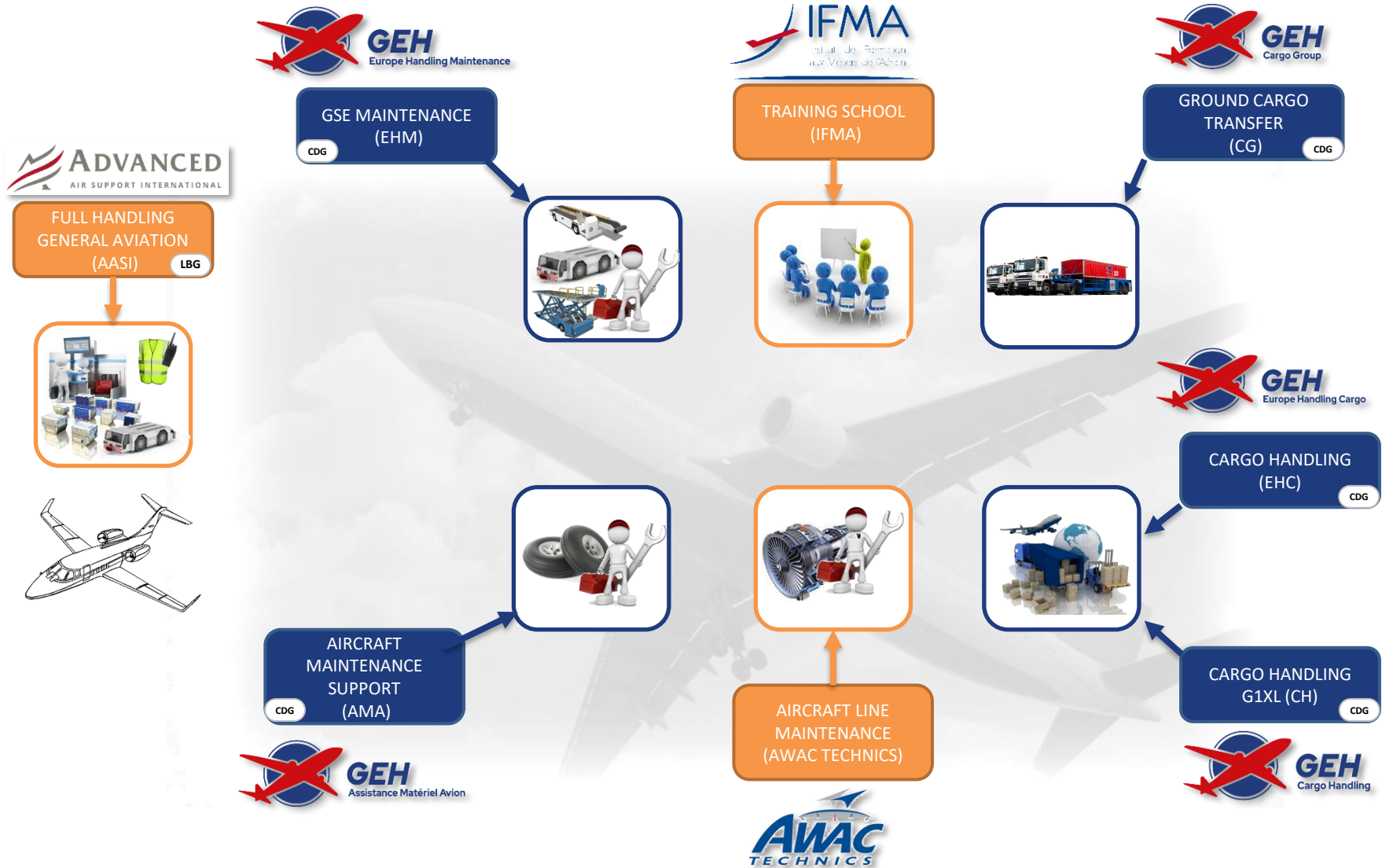
To ensure a complete range of airport services, including Passenger services, Traffic and ramp operations, baggage handling, ramp cargo transportation, and training, GEH is composed of several subsidiaries.

These subsidiaries specialize in different areas to offer a diversified and tailored service to meet our clients' needs.





1.3 Current Organization of Our Activities by Subsidiaries





1.4 Description of GEH activities and workforce

Passenger Assistance Activities



- Check-in, boarding, welcoming, handling passenger arrivals and departures to/from the aircraft, passenger safety on the tarmac, Lost&found service, ticketing, transfer desk, handling special cases (UMNR, PMR, VIP...).

Traffic Operations Activities



- Load sheet preparation, weight and balance calculations, passenger manifest, flight plan and weather communication, updating flight data in the airline's computer system, ground communication. Coordination of ground handling

Ramp Activities



- Handling arrival and departure of passenger and full cargo aircraft, loading and unloading of bulk and mechanized holds, positioning of equipment under the aircraft, guidance and assistance with parking, headset departure, pushback, towing.

Baggage Handling Activities



- ULD and/or bulk trolley assembly and disassembly in baggage galleries, feeding the bingo card system, use of SRTB (Sortation and Reconciliation of Trays and Bags), delivery of baggage under the aircraft at departure and on the carousel upon arrival, handling of connecting baggage, oversized baggage treatment.



1.4 Description of GEH activities and workforce

Aircraft maintenance Activity



- Line maintenance and technical assistance for aircraft during stopovers at Roissy Charles de Gaulle Airport. Commonly serviced aircraft types (Boeing, Airbus, Embraer...)
- Pre-flight Inspection
- Supervision of refueling
- Periodic technical inspection and APRS (Approval for Return to Service)
- Facilitates parts transfer between Air France equipment management (maintenance, repair, and refueling workshops) and aircraft parking positions.

GSE maintenance Activity



- Maintenance and troubleshooting of the ground equipment fleet for various subsidiaries of Groupe Europe Handling and other client airlines (over 1000 motorized vehicles).

Freight and Mail Transport Activity on the Ramp



- Transport of freight from aircraft to warehouses.
- Equipment management.
- Documentation.
- Freight warehouse management



1.4 Description of GEH activities and workforce

Cargo Handling Activity



- Handling trucked flights (Bulk and ULD).
- Sorting and categorizing shipments.
- Palletizing and loading shipments at the Cargo Terminal.
- Management of goods for import, export, and transit for airlines
- Warehousing

Training Activities



- Conducts training engineering activities including needs analysis, diagnostic, design of training projects, coordination, implementation control, and evaluation of training effects and results. This encompasses initial and refresher training, with all programs incorporating modules on safety, security, and environmental aspects.
 - Commercial Training
 - Safety Training
 - Technical Training
 - Regulatory Training



1.5 Executive Committee (CODIR) Presentation



EXECUTIVE COMMITTEE



Franck ROMAND

Deputy Chief
Executive Officer



**Christophe BLONDEL
DEBLANGY**

General Secretary



Juliette VACHON

Director of Human Resources



Hugo EHRHARD

Commercial Director



Gérard GRONDIN

Director of Engineering and
Resource Management



François de TOURNEMIRE

Chief Operations Officer



Jacqueline MÉTON

Chief Administrative and
Financial Officer



Julie CORNET

Quality, Safety and
Environment Manager



Fabien COSSENET

Chief Information Officer

GOVERNANCE

The Executive Committee (CODIR) of GEH is composed of 9 members.



1.5 Executive Committee (CODIR) Presentation

Franck ROMAND - Deputy Chief Executive Officer

28 years of experience in ground handling unit management

Main Mission

The Executive Vice President determines the various policies and strategies (social, economic, partnership, development, etc.) of GEH. In terms of human resources, he carries out forward-looking management of jobs and skills. He negotiates and monitors supplier and subcontractor contracts and is in constant contact with the authorities. Working closely with subsidiary managers, he helps to resolve any problems encountered, while respecting customer expectations and safeguarding the Group's interests. Lastly, he ensures that operational managers are committed to the company's objectives.

Professional experience and achievements

Since January 2010, Deputy Managing Director of GEH (subsidiary of the CRIT group), with sales of €262 million. The group has 3068 employees and 17 subsidiaries at Paris CDG, Paris ORLY and Le Bourget airports.

From 2001 to 2009, he held the position of Logistics Operations Director at GEH, where he was responsible for the overall organization of airport activities entrusted to him by airline customers.

From 1995 to 2001, he successively held the positions of Deputy Operations Manager, Permanent Operations Manager, Operations Supervisor and flight dispatcher within the Europe Handling subsidiary.

Key elements of training

Graduated from ENAC airline pilot ab-initio (1992-1995 in Toulouse)





● 1.5 Executive Committee (CODIR) Presentation ●

François de TOURNEMIRE - Chief Operations Officer

32 years of experience in efficiency-focused management

Main mission

The Director of Operations is responsible for supervising and monitoring the operations of GEH's Operations Managers. He ensures that operational managers adhere to the Group's objectives..

Professional experience and achievements

Since April 2007, he has been Chief Operating Officer of GEH..

From 2005 to 2007, he was Director of the EFS Runway Division (Roissy and Orly) for the WFS Group.

Prior to this, he spent 13 years with SODEXHO as Regional Key Accounts Director for the Ile de France region.

Key elements of training

Graduate in Accounting and Finance (1991)





● 1.5 Executive Committee (CODIR) Presentation ●

Juliette VACHON - Director of Human Resources

25 years' experience in Human Resources management and administration

Main mission

The Human Resources Manager gives legal form to every decision concerning an employee's future with the company, whether it comes from the Operations Manager of a subsidiary or from General Management.

Ms. Vachon organizes recruitment, from the synthesis of needs with the managers of the various subsidiaries to the recruitment strategy taking these needs into account. She draws up procedures for electing staff representatives for each subsidiary, monitors changes in the company's collective bargaining agreements, and liaises with the various social bodies.

she implements the Group's HR policy and ensures that each operational manager is committed to it.

Professional experience and achievements

Since January 2012, Director of Human Resources at GEH, the group has 2,484 employees and 17 sites at Paris CDG and Paris Orly.

From 2004 to 2011, she held the position of Human Resources Manager for GEH.

From 1997 to 2003, she successively held the position of Human Resources and Payroll Assistant at the Europe Handling Roissy subsidiary, then at head office.

Key elements of training

Master's degree in Human Resources Management and Organization





1.5 Executive Committee (CODIR) Presentation

Julie CORNET - Quality, Safety and Environment Manager

20 years' experience in QSE applied to the ground handling business

Main mission

For all GEH subsidiaries, the Quality, Safety and Environment Manager ensures that operations comply with regulatory and operational requirements. Her actions, coordinated with the subsidiaries' directors, are designed to ensure that any malfunctions encountered are dealt with, while respecting customer expectations and safeguarding the GEH's interests.

The QSE Director implements the policy decided by the Managing Director internally, with subcontractors, other interested parties and the customer. She represents him in all matters relating to the area for which she is responsible. Ensures customer satisfaction and continuous improvement of GEH's QSE system. In charge of license monitoring on the Paris platforms, she is also responsible for operational monitoring of subcontractors and the baggage process.

She has been delegated responsibility for safety management by the General Manager. She is assisted by the Operations Safety Manager in piloting the deployment of the SMS.

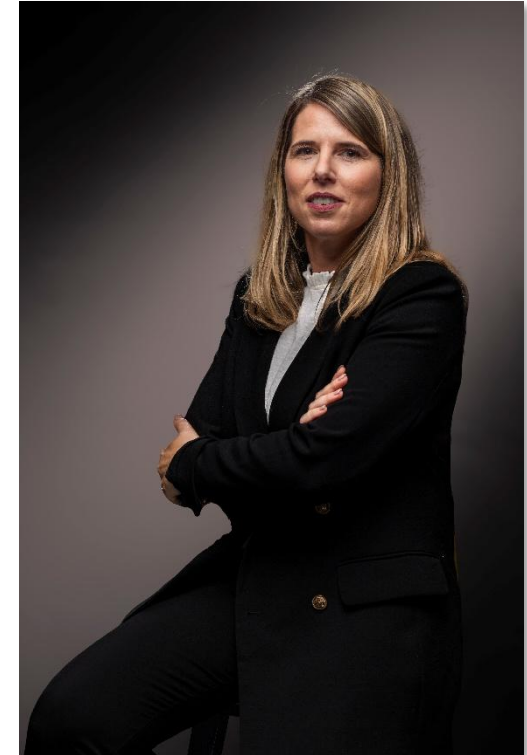
Professional experience and achievements

Since December 2023, she has held the position of Quality Safety Environment Manager for Groupe Europe Handling, after 9 years as Deputy QSE Manager. Responsible for operational monitoring of baggage activities, in 2017 she created the Baggage Flow Supervision department at CDG. For GEH, she participates in the management of projects involving interested parties, such as ADP's Operational Readiness Airport Terminal, the Olympic and Paralympic Games and the DRIETS concerted approach. She manages quality, safety and environmental certification projects, obtaining ISAGO, ISO 9001, ISO 14001 and ISO 45001 certification for GEH.

Key elements of training

Master of Management in International

Trade IRCA third-party auditor





● 1.5 Executive Committee (CODIR) Presentation ●

Hugo EHRHARD - Commercial Director

19 years' experience in air transport and 10 years' experience as GEH Sales Manager

Main mission

The Commercial Director is responsible for the commercial follow-up of GEH's airline customers, prospecting for new customers and developing new markets.

Professional experience and achievements

Since February 2011, Mr. Ehrhard has held the position of Commercial Director at GEH. Prior to this, he worked for the French Embassy in Sweden (January 2001 to March 2003), then as Marketing Manager (April 2003 to December 2004) and Deputy Sales Director (January 2005 to January 2011) for Servair, a subsidiary of the Air France group

Key elements of training

Master's degree in International Marketing at Malardälens Högskolan (Stockholm, Sweden)





● 1.5 Executive Committee (CODIR) Presentation ●

Jacqueline METON - Chief Administrative and Financial Officer

28 years of experience in Financial Management

Main mission

The Chief Administrative and Financial Officer is responsible for overseeing accounting functions, management control, invoicing, and receivables. She supports the company's strategic development through profitability analysis, recommendations, investment decisions, and financing choices. Anticipating risks, she leads budgetary processes and implements management tools to achieve the group's short, medium, and long-term objectives.

Professional experience and achievements

Since 2013, Ms. Meton has been part of the Financial Directorate of GEH.

Previously, she served as the Chief Financial Officer for the MJ MAILLIS group in France and for Compagnie Française d'Ascenseurs, a subsidiary of OTIS and United Technologies Corporation. Concurrently, Ms. Meton taught for 7 years in the Master's 2 Certificate of Aptitude in Business Administration program at Sorbonne University and in a Business School..

Key elements of training

Master 2 in Finance and Management Control

Certified Public Accountant (Diplôme d'Etudes Supérieures Comptables et Financières)

Business School





1.5 Executive Committee (CODIR) Presentation

G rard GRONDIN - Director of Engineering and Resource Management

27 years' experience in air transport (8 years with an airline and 16 years with GEH)

Main mission

The Design Office and Resource Management Manager is responsible for responding to customers' requests for commercial offers. He is also in charge, with his teams, of the human and material sizing of all Group subsidiaries, centrally, according to significant changes in activity. He ensures compliance with sales offer standards and customer SLAs. He ensures that operational processes are optimized, determines requirements, optimizes and plans resources right up to D-day production start-up..

Professional experience and achievements

G rard Grondin began his career with AOM in 1995 in the passenger department, then in the Traffic department in 1997.

From 1998 to 2000, he was station manager for AOM's charter division at CDG terminal 3, where he was responsible for monitoring Handler services, crew management, operational contingencies and customer relations.

In July 2001, he joined Swissair international, at CDG terminal 2B, as permanent station manager. In November 2011, he joined the GEH, with the task of helping to set up and develop GEH's passenger service. In 2007, he was appointed Passenger Service Manager, until 2012, when he joined the head office and support services, as Sizing and Resource Management Manager. In 2015, he took over the design office and commercial offers department. .

Key elements of training

Master of Physics University-Paris





1.5 Executive Committee (CODIR) Presentation

Christophe BLONDEL DEBLANGY - General Secretary

27 years' experience in safety, security and public action

Main mission

The General Secretary is the GEH's representative in dealings with the various authorities, aeronautical bodies and associations at the GEH's Paris hubs and airports. He is also responsible for personal and property safety and security. It participates in the GEH's internal and external communications strategy. He manages the logistics of the GEH's infrastructures.

Professional experience and achievements

Mr. BLONDEL DEBLANGY has a solid background in government administration, first with the Ministry of Justice, where he held the positions of Insertion and Probation Counselor (1997-2001) and then Director of Prison Services (2002-2014). He held operational positions in prisons and in the central administration at the prison administration security headquarters. He then joined the French Ministry of the Interior, where he held management positions at the Seine-Saint-Denis Prefecture and the Paris Police Prefecture. From July 1, 2014 to August 31, 2021, he was Director of Services for the Prefect Delegate for Safety and Security at the Roissy-Charles de Gaulle, Orly and Le Bourget airports. He was responsible for drawing up the State's intervention doctrine in the event of serious events at Paris airports, crisis management, monitoring radicalization, relations with the airport operator, airlines and companies, clearance of personnel accessing restricted areas, and monitoring large-scale demonstrations and events.

Key elements of training

Bachelor's in Political Science and Public Administration

Auditor at the National Institute for Advanced Studies in Security and Justice





1.5 Executive Committee (CODIR) Presentation

Fabien COSSENET - Chief Information Officer

26 years of experience in Information Technology

Main mission

The Information Systems Director is in charge of maintaining all IT infrastructures in an operational state. He is also in charge of developing IS tools and architecture to make them ever more efficient, while maintaining a high level of security, reliability and durability..

Professional experience and achievements

Mr. Cossenet joined the GEH in February 2019. He worked for 15 years in an IT services company as development manager, then for 3 years for an SNCF subsidiary as IT project manager, where he deployed several finance and HR projects.

Key elements of training

Engineering school at the Ecole Supérieure d'Informatique (SUPINFO Paris).

