

PRESS RELEASE

COGELEC expands its Executive Committee to drive growth

Mortagne-sur-Sèvre, France, 5 January 2021 - COGELEC (ISIN: FR0013335742/ticker: ALLEC), the French leader in access control systems for building complexes, is today announcing the appointment of Mr Xavier Benaiteau, Mr Laurent Caramelle and Mr Norbert Marchal to the Group's Executive Committee, effective immediately.

Roger Leclerc, CEO and Founder, notes: *'These appointments to the Executive Committee come as we are reaching critical milestones in the deployment of COGELEC to France and the world. These three new members will make decisive contributions to the Executive Committee in our three growth pathways: innovation, manufacturing efficiency and internationalisation.'*



Xavier Benaiteau, age 48, joined COGELEC in March 2020 as Industrial Manager to develop production resources and support COGELEC as its growth accelerates.

He is in charge of the entire manufacturing scope at the group with responsibility for coordinating support and production team in their developments, while also optimising and monitoring global manufacturing performance indicators.

Xavier Benaiteau is a mechanical engineer and graduate of the Ecole Centrale de Nantes. After a successful start in metalworking, he spent 17 years at a family-owned company in the Vendée that makes farm equipment, helping it grow from 35 to 140 employees. During his tenure, he managed production, methods and industrial IT.

In 2017, he became Industrial Director for a surface treatment subcontractor, where he developed methods and continuous improvement processes for the production site (100 employees). As a site manager for two years, he formed a new team, designed a new pricing solution, upgraded the ERP system and deployed a configuration tool.



Laurent Caramelle, age 54, is a Partner and Founder who has served as Director of the COGELEC Research & Development programme since 2018, overseeing the design of new products in the R&D department. Laurent Caramelle holds a degree in Advanced Specialised Studies in Applied Mathematics from Université de Paris XIII. He previously worked in research and development departments in the fields of oil exploration (CGG) and nuclear energy (FRAMATOME).

He has played a role in COGELEC's growth since 2001, first as a developer working on HexaSoft, the software used by social housing offices and installers. Next, he organised the support offer for the Hexact brand, handling technical aspects. From 2003 to 2005, as the software was being networked, he met with IT and asset management departments at nearly 100 social housing offices to launch a new solution.

Since 2006, he has been actively involved in designing the Intratone range, leading the IT developers and setting up the brand's team of 15 support technicians.



Norbert Marchal, age 57, Co-founder of COGELEC, is responsible for advanced research and mechatronics projects. He is in charge of technical innovation, intellectual property, and the normative and regulatory compliance of COGELEC products. He is also a member of the Board of Directors for the VIGIK association and represents COGELEC in dealings with professional organisations and standards bodies (AFNOR).

He obtained a degree in electronics and electrical engineering from ESIEE Paris before starting his career in 1988 at Schneider Electric, where he created speed controllers for synchronous and asynchronous motors for seven years. He then took charge of biomedical projects at the JOUAN Group in Nantes, where he and his team developed CO₂ incubators and specialised centrifuges. While at university, he filed several patents as an inventor. When COGELEC was founded in 2000, he took the helm of the R&D department to manage product development. In 2004, he shifted his focus to new technologies and innovative projects for the group.

When mechatronics projects emerged in late 2008, he took charge of them. Over these 20 years, Norbert Marchal has filed 45 patent families for the innovations developed at COGELEC.

The Executive Committee now has the following members:

- Roger Leclerc, CEO
- Patrice Guyet, Director of Operations
- Lise Gaschet, International Development Manager
- Véronique Pochet, CFO

- Xavier Benaiteau, Industrial Manager
- Laurent Caramelle, Director of the Research & Development programme
- Norbert Marchal, Responsible for advanced research and mechatronics projects

Upcoming event

Publication of full-year revenue: 11 February 2021, after market close

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About COGELEC

COGELEC is the French leader in access control systems for building complexes. In 2007, COGELEC created the first global wireless interphone with subscription offer, under the Intratone brand.

COGELEC has already outfitted 1 million homes, out of a potential total of 15.4 million homes in France. COGELEC is an international group also offering its solutions in Germany, the United Kingdom, the Netherlands, Belgium and Luxembourg.

Based on an indirect distribution model, combined with very close-knit relations with end clients (social landlords and building complex management associations), COGELEC posted revenue of €40m in 2019.

COGELEC is listed on the Euronext Growth Paris, and is part of the Growth AllShare, Tech Croissance and PEA-PME 150 index.

For more information: www.cogelec.fr