



Governance

We take the governance topics seriously. It ensures the consistency and the sustainability of the company strategy, designing the best framework to serve investors' interest.

Board of Directors of Carmignac Gestion

Structure: 10 internal and external members.

Role: To set strategic direction of the company and oversee its smooth running.

Frequency: Minimum twice per year

Internal members:

Edouard Carmignac, Chairman of the Board of Directors and Managing Director Carmignac Gestion

Maxime Carmignac, Chief Executive Officer and Director of Carmignac UK Ltd.

Rose Ouahba, Managing Director Carmignac Gestion

Christophe Peronin, Managing Director Carmignac Gestion

External members:

Eric Helderlé co-founded Carmignac alongside Edouard Carmignac in 1989 after holding various sales management positions in the financial savings sector. He was General Manager of Carmignac until 2018, where he was in charge of distribution and marketing, before joining Carmignac Gestion Luxembourg as Managing Director. Eric Helderlé retired from his operational functions within Carmignac on 31 March 2024. Eric Helderlé has been a member of the Board of Directors of Carmignac Gestion since its creation.

Gérard Corne is an experienced professional in the fields of property and finance. He is currently the main shareholder and Managing Director of GERIFIM GROUP and GERI INTERNATIONAL. Gérard Corne has been a member of the Board of Directors of Carmignac Gestion since its creation.

Jaime Espinosa de los Monteiros, former vice-president of Kepler Capital Markets, is currently chairman of ATL Gestora and Espinosa Partners Asesores. Jaime Espinosa de los Monteros joined Carmignac Gestion's Board of Directors in 2013.

Eric Le Coz joined Carmignac Gestion in 1998 as Portfolio manager in charge of derivative strategies. He was then promoted to Director of Product Development and Member of Investment Committee in 2004, then appointed Deputy Managing Director in 2011 and Managing Director of Carmignac Gestion Luxembourg from 2012 to 2016.

Habib Achkar was a banker at Morgan Stanley for over 30 years. He has held the following positions: Head of the trading room in Paris, CEO of Morgan Stanley Saudi Arabia, CEO of Morgan Stanley MENA (Middle East and North Africa) and finally Vice Chairman. Habib is currently Senior Advisor to the CEO at M&G Plc in London and founder of Marcory Advisors Limited. He joined the Board of Directors of Carmignac Gestion in 2024.

Pascale Guillier, after practising for 15 years as a lawyer at the Paris Bar and then as Deputy Editor-in-Chief of Agefi Actifs, joined Carmignac Gestion in 2006 as General Counsel before being promoted to General Secretary from 2010 to 2022. She joined the Board of Directors of Carmignac Gestion in 2024.



Remuneration and Appointments Committee

Carmignac's Remuneration and Appointments Committee is in charge of remuneration-related matters. It assists the governance bodies of the group's companies in selecting new directors and assessing the company's Human Resources (HR) policy.

Members :

- Mr Eric Helderlé, Committee Chairman
- Ms Maxime Carmignac
- Mr Habib Achkar

Audit Committee

The audit committee's duties include monitoring matters relating to the preparation and control of accounting and financial information, as well as the monitoring of internal audit systems.

Members :

- Mr Eric le Coz, Committee Chairman
- Mr Jaime Espinosa de los Monteiros
- Mr Alexander Leisten

Strategic Development Committee

Structure: 13 key members of Carmignac staff representing all business lines.

Role: Enforce general strategy and oversee the company's various projects.

Frequency: every two months

13 permanent members:

Maxime Carmignac, Chief Executive Officer and Director of Carmignac UK Ltd.

Christophe Peronin, Managing Director Carmignac Gestion

Rose Ouahba, Managing Director Carmignac Gestion

Caroline Ackermann, General Counsel - Corporate & M&A

Edouard Boscher, Head of Private Equity

Abdellah Bouziane, Global Head of Compliance

Cyril de Girardier, Chief Financial Officer Group, Conducting Officer Carmignac Gestion Luxembourg

Corinne Demeude, General Counsel - Legal & Tax

Sophie Derobert, Head of Human Resources Carmignac Gestion

Frédéric Leroux, Head of Cross Asset

Laurent Mathieu, Chief of Staff

Lloyd Mcallister, Head of Sustainable Investment

Simon Zaks, Head of Communication



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