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Identity is evolving, and so is IN Groupe

The development of new activities, along with an expanded international presence, have reinforced the Group's ambition to defend the identity of all people – whether that identity be physical or digital – as well as ensure the security of different interactions.

To support this goal, the Group relies on a governance structure composed of a Board of Directors and Executive Committee. **The Board of Directors is supported by four committees in charge of monitoring the Group's strategic actions, as well as defining and ensuring the effective use of resources to achieve performance targets.** The Group has also set up six control mechanisms that enable it to advance even further with regard to data protection, cybersecurity and ethical and social commitments.

Board of Directors

The Board of Directors defines the strategic orientation of the Group, based on strategic lines laid down by general management. The Board examines all matters relating to the company's operations and makes decisions in accordance therewith.

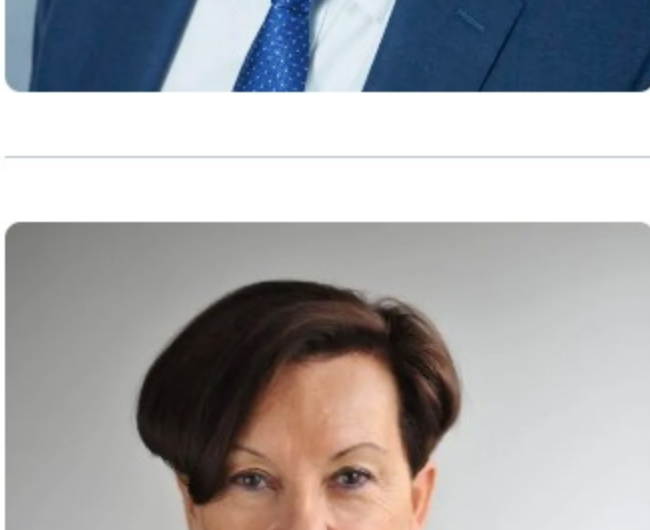
The Board of Directors, in its capacity as the company's governing body, acts in the company's corporate interests. Its role is to deliberate on the strategic, economic, financial, and technological direction of the Group and its subsidiaries, and to ensure that activities aligned with this direction are implemented by general management. This governance role is based on the application of Ordinance 2014-948 of 20 August 2014, pertaining to the governance and management of capital belonging to public shareholding companies.

State-Appointed Director

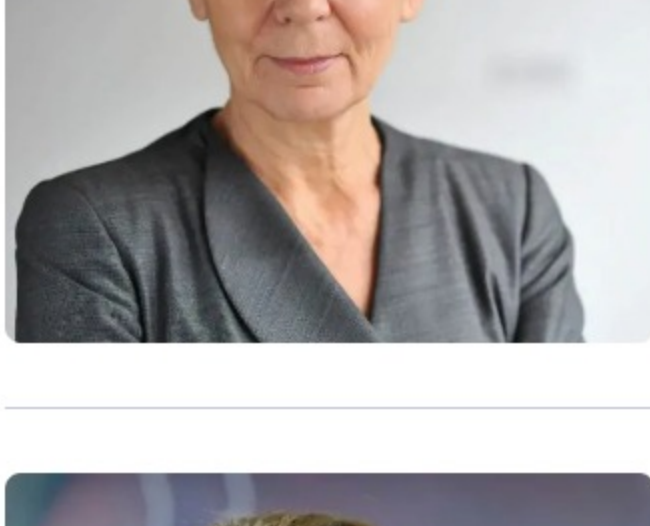
Ludovic Plante

State Representative

Directors appointed by the General Assembly/Independent Directors



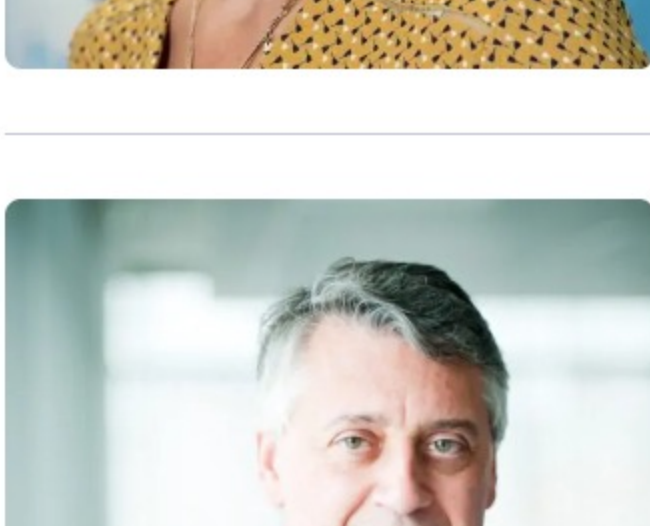
Didier Trutt
President & CEO/Chair of the Strategic Committee



Chantal Lory
Chair of the Audit and Accounts Committee

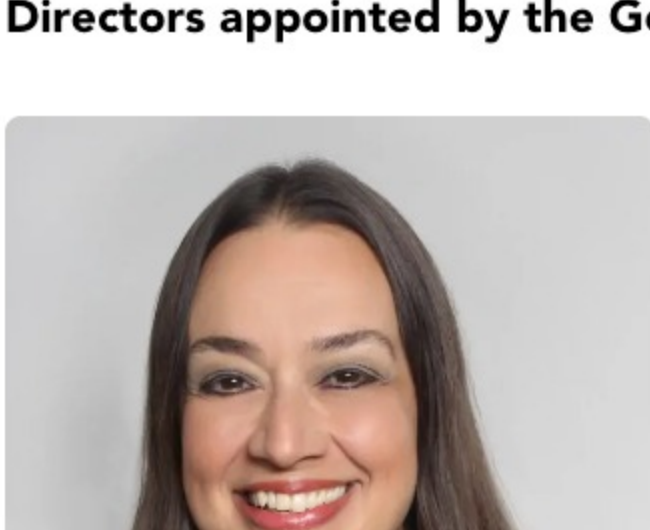


Aurélie Stock-Poef

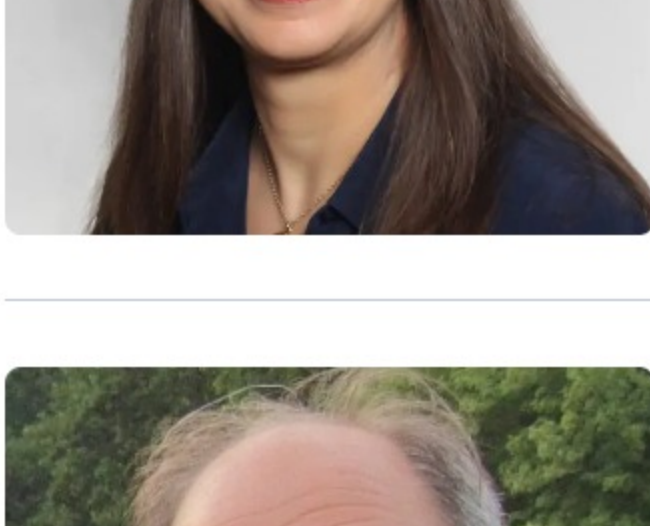


Michel Gonnnet
Chair of the Governance & CSER Committee

Directors appointed by the General Assembly, based on State recommendation



Valérie Théron



Rémi Steiner



Yves Tyrode
Chair of the Offers Committee

Directors representing employees

Céline Gouveia

Annick Eytier

Élodie Ziolkowski

Frédéric Lepetz

The four committees of the Board of Directors

The Board of Directors relies on the proposals, recommendations, and opinions of four committees, defined as follows:

Strategic Committee

The Strategic Committee is tasked by the Board of Directors with improving the quality of information emanating from the directors and Board discussions, with regard to the Group's strategic direction.

The Strategic Committee is composed of the following members:

Didier Trutt

President & CEO/Chair of the Strategic Committee

Ludovic Plante

Director – State Representative

Chantal Lory

Independent Director

Aurélie Stock-Poef

Independent Director

Yves Tyrode

Chair of the Offers Committee/Director appointed by the General Assembly, based on State recommendation

Audit and Accounts Committee

The Audit and Accounts Committee is tasked by the Board of Directors with monitoring issues relating to the preparation and auditing of accounting and financial information.

The Audit and Accounts Committee is composed of the following members:

Chantal Lory

Chair of the Audit and Accounts Committee/Independent Director

Ludovic Plante

Director – State Representative

Valérie Théron

Director appointed by the General Assembly, based on State recommendation

Rémi Steiner

Director appointed by the General Assembly, based on State recommendation

Michel Gonnnet

Independent Director

Governance and CSER Committee

The Governance and CSER (Corporate Social and Environmental Responsibility) Committee is tasked by the Board of Directors with recommending individuals who, apart from the CEO, should be appointed as corporate officers of the Company, proposing policies for the remuneration of corporate officers, and reviewing the Company's Corporate Social Responsibility (CSR) policy.

This committee is composed of the following members:

Michel Gonnnet

Chair of the Governance & CSER Committee/Independent Director

Ludovic Plante

Director - State Representative

Chantal Lory

Independent Director

Rémi Steiner

Director appointed by the General Assembly, based on State recommendation

Offers Committee

The Offers Committee is tasked by the Board of Directors with examining commercial offers that are complex, or that involve acquiring a stake in the capital of a company that IN Groupe or one of its subsidiaries is planning to submit.

This committee is composed of the following members:

Yves Tyrode

Chair of the Offers Committee/Director appointed by the General Assembly, based on State recommendation

Ludovic Plante

Director – State Representative

Chantal Lory

Independent Director

Aurélie Stock-Poef

Independent Director

Valérie Théron

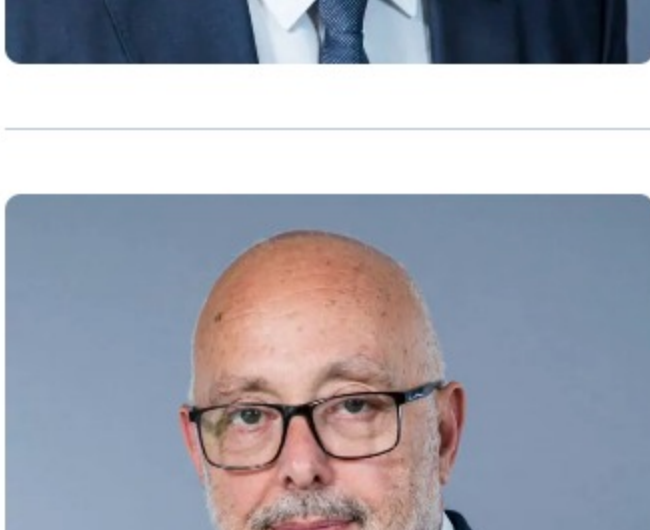
Director appointed by the General Assembly, based on State recommendation

Members of the Executive Committee

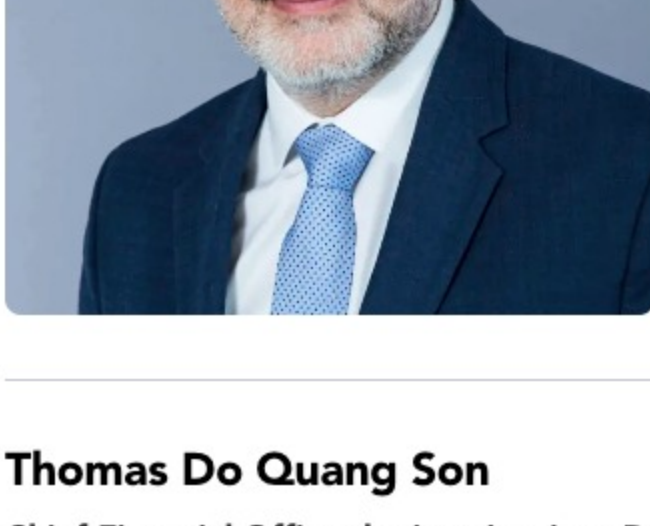
IN Groupe's Executive Committee represents the entirety of the Group's operating divisions and support functions. The Executive Committee analyses performance and results, decides on actions for achieving set objectives and manages the Group's operations.



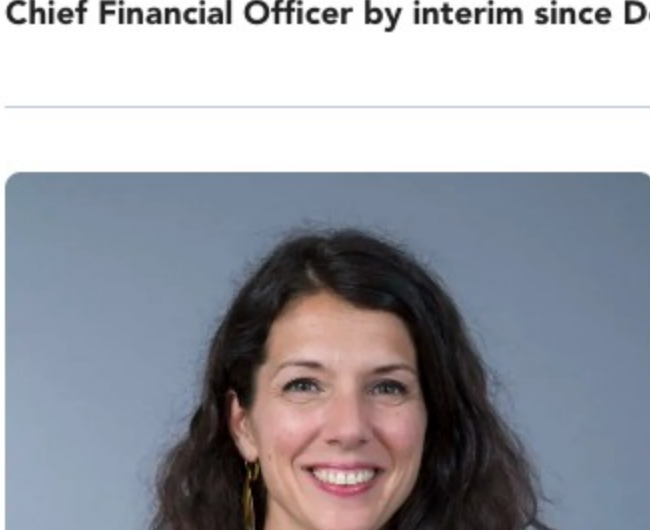
Didier Trutt
President & CEO



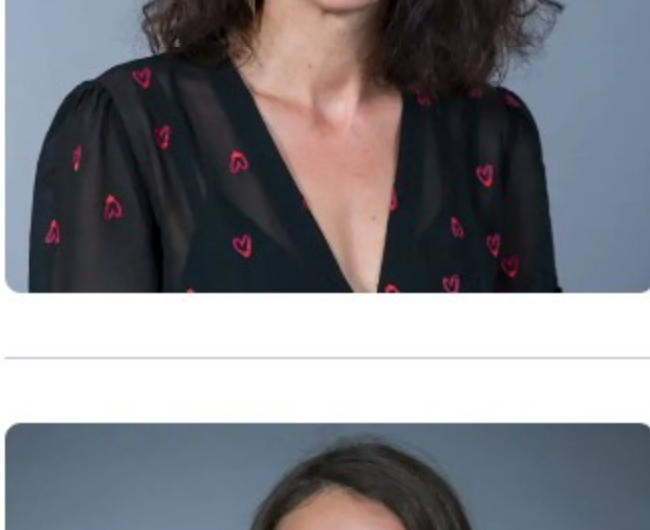
Frédéric Trojani
Executive Vice President Secured Components Division



Yann Haguet
Executive Vice President Identity Division



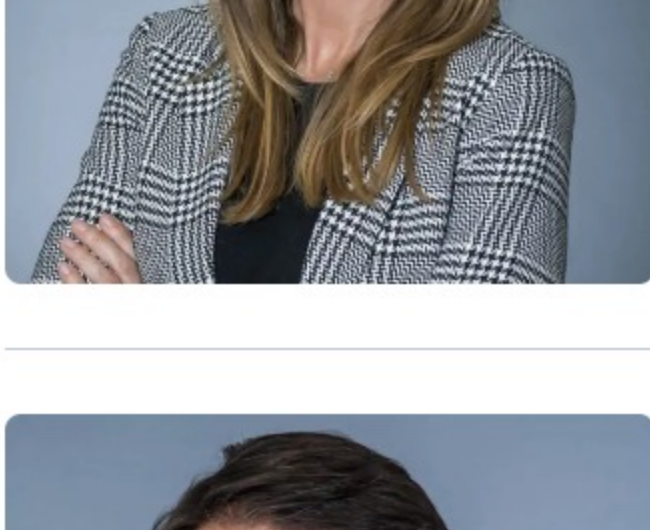
David Concorde
Executive Vice President Digital Services Division



Michaël Zafrany
Vice President Business Performance and Operations

Thomas Do Quang Son

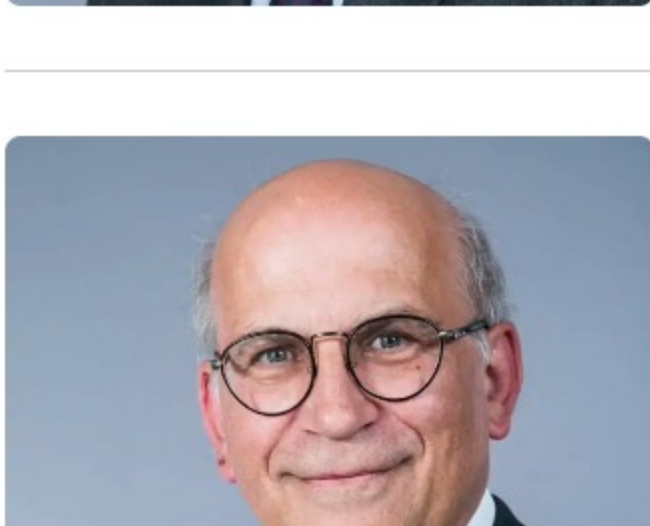
Chief Financial Officer by interim since December 18, 2023



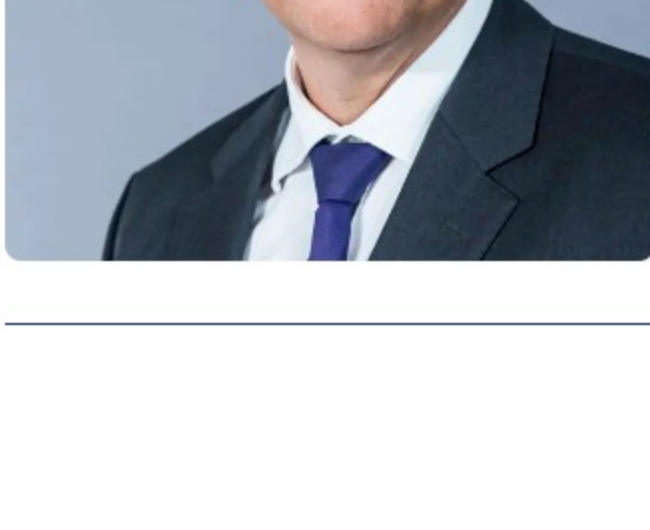
Anne Corbin
Executive Vice President Human Resources



Audrey Mariani
Secretary General



Romain Galesne-Fontaine
Executive Vice President Public Affairs and Communication



Antoine Paoli
Chief Purchasing Officer

Let's build a fairer & more sustainable future

+33 (0)1 40 58 30 00

NAME *

First name Last name

COMPANY *

Company COUNTRY *

EMAIL *

Email PHONE *

YOUR SUBJECT *

Select reason for contact

MESSAGE *

Message

You can read our [GDPR policy](#)

SECURITY CHECK