

Alstom announces key leadership changes

6 May 2025 – Alstom, a global leader in smart and sustainable mobility, is pleased to announce changes to its Leadership Team. These internal moves are part of Alstom's ongoing efforts to adapt to business needs and continue positioning the company for success. Effective 1 June 2025, two of Alstom's longstanding leaders will take on new roles, further strengthening the company's leadership and strategic direction.

- Andrew DeLeone is appointed Europe Region President. He succeeds Gian Luca Erbacci, who has decided to retire after a distinguished career at Alstom.
- Martin Vaujour is appointed AMECA (Africa, Middle East and Central Asia) Region President, and becomes a member of Alstom's Executive Committee.

"I am very pleased to see Andrew, who has successfully established a strong footprint and commercial momentum in Africa, Middle East and Central Asia, take the helm of Europe. His impressive impact on Alstom's growth is a result of his strong commercial acumen and customer-centric approach which he will bring to his new role. I would also like to welcome Martin to the Leadership Team. Martin is a recognised leader with a diverse background in general management, stakeholder relations and finance and will continue the momentum and bring new insights to this important growth region.

Let me pay tribute to the leadership of Gian Luca Erbacci, who has had a significant career with Alstom since 1998, holding many different leadership roles. We thank him for his many contributions over the years and wish him well in his retirement." said Henri Poupart-Lafarge, Chief Executive Officer of Alstom.

Andrew DeLeone has been President of Africa, Middle East and Central Asia Region at Alstom since January 2021. Prior to joining Alstom, Andrew was President Europe, Middle East, Africa & India at Bombardier Transportation, joining the company in August 2019. Before Bombardier, Andrew worked for General Electric's Power business, where he had an impressive track record of generating business growth in complex project environments and boosting financial performance in different international leadership roles. With customer satisfaction as his priority, he also has rich experience in expanding a profitable Services business. Furthermore, Andrew has led large-scale transformations, optimising organisational structures and strengthening employee engagement and accountability. Andrew has lived and worked in various countries, including India, Switzerland, South Africa and the US. He studied Economics at the University of Pennsylvania's Wharton School and holds a Master's degree in Industrial relations from Cornell University.

Martin Vaujour has been Head of M&A and Investor Relations at Alstom since 2021, after he joined the group's headquarter in March 2020 to manage the remedies process of the Bombardier acquisition. He joined Alstom in 2009 and moved then to Moscow, where he held various functions in Finance and General Management, finally leading the Russia-CIS region as a member of Alstom Executive Committee. From 2016 to 2020, Martin was seconded to TMH, where he ended his tenure as CEO of TMH-International, developing TMH business in LATAM, Middle-East and Africa and Central Asia.

Before joining Alstom, Martin started his career at Arthur Andersen – then EY, in 1999, as external auditor and consultant for Industrial and Civil Engineering companies. He is a graduate of ESCP Business School in Paris.

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About Alstom

Alstom commits to contribute to a low carbon future by developing and promoting innovative and sustainable transportation solutions that people enjoy riding. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. With its presence in 64 countries and a talent base of over 84,700 people from 184 nationalities, the company focuses its design, innovation, and project management skills to where mobility solutions are needed most. Listed in France, Alstom generated revenues of €17.6 billion for the fiscal year ending on 31 March 2024.

For more information, please visit www.alstom.com.

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