

03
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ALD announces new managerial appointments

ALD is pleased to announce the following appointments:

- **Pedro Dias** is appointed **Chief Executive Officer** of ALD Automotive in **Bulgaria**. Previously International Key Account Manager at ALD, he replaces Olena Tymofiyiva who was appointed Chief Executive Officer of ALD Automotive in Hungary.
- **Anne-Cécile Huet** is appointed **Chief Executive Officer** of ALD Automotive in **Norway**. Previously Chief of Staff for the ALD Executive Committee, she replaces Annie Pin who was appointed Chief Commercial Officer of ALD and a member of the ALD Executive Committee.
- **Maciej Arwaj** is appointed **Chief Executive Officer** of ALD Automotive in **Poland**. Previously Sales Director in Poland, he replaces Marek Malachowski who was appointed Chief Executive Officer of ALD Automotive in Portugal and Mediterranean Regional Director.
- **Frédéric Hamain** is appointed **North East Europe Regional Director**, in addition to his current role as **Chief Executive Officer** of ALD Automotive in **Russia**, replacing Marek Malachowski. In addition to his new role, Frédéric joins ALD's Operating Board which is comprised of the Group's executive and main operational directors and whose role is to ensure strategic alignment on all business initiatives.

These changes are effective on 1 September 2020.

Biographies

Pedro Dias

Pedro Dias began his career in 1995 at Opel as a Sales, Finance & Insurance Manager before moving to Multirent, a national leasing provider, in 2001 as a Sales Consultant. He joined ALD Automotive in Portugal in 2002 as a Sales executive for both corporate and retail sales and went on to become Marketing and Partnerships Director in 2008 in charge of business development, strategic sales and private lease implementation. In 2018, Pedro was appointed Senior International Key Account Manager for ALD.

He holds a bachelor's degree in Marketing from the Instituto Português de Administração de Marketing (IPAM) and a master's degree in Business Administration (MBA) from ISEG - University of Lisbon.

Anne-Cécile Huet

Anne-Cécile Huet began her career in 2006 as a bank inspector at the French bank Credit Mutuel. In 2009, she joined Société Générale as Head of Assignment within the Internal Audit team where she specialised in reviewing the bank's car leasing businesses. She moved to ALD Automotive in Norway in 2011, holding various roles in risk and project management, before ultimately being appointed Business Development Director for strategic projects, which included the launch of the Group's first subscription pilot in the Norwegian market. In 2019, she was appointed Chief of Staff of the ALD Executive Committee and was made programme manager of ALD Flex, the company's flexible mobility solution.

She holds a master's degree in International Business from Rennes School of Business and an MBA in Entrepreneurship from the University of South Florida.