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## PRESS RELEASE

# TDF ADAPTS ITS ORGANIZATION TO SUPPORT ITS DEVELOPMENT STRATEGY AND RENEWS ITS GOVERNANCE

**On Monday, March 31, 2025, TDF enters a new chapter as Karim El Naggar takes office as Chief Executive Officer. He succeeds Olivier Huart, who now becomes Chairman of the Board.**

**To support its growth ambitions and address the strategic challenges of its markets, TDF is evolving its organizational structure and renewing its Executive Committee.**

### **A new organization centered around three core activities**

To strengthen its position as a neutral operator of digital infrastructure and networks in France, TDF is now structuring its operations around three Business Units. This transformation allows for a better response to the specificities of each sector, taking into account their market dynamics, operational models, and growth prospects.

- **Towerco Business Unit: a key player in mobile infrastructure**

TDF is reinforcing its role in the deployment and operation of telecom infrastructure for mobile networks. With over 8,800 sites (pylons, towers, rooftop installations) across the country, the Group supports operators in expanding and optimizing mobile coverage in response to growing connectivity needs. TDF continues to expand its infrastructure to meet the demands of operators, institutional and corporate customers using all types of technology, and local authorities for improved connectivity. Thanks to its local presence and expertise, TDF plays a key role in reducing coverage gaps, densifying urban networks, and supporting the rollout of 5G.

- **Broadcast Business Unit: a leading operator for TV and radio broadcasting**

As a major player in audiovisual broadcasting in France, TDF ensures reliable, high-quality access to television and radio services for millions of households in mainland France and Overseas territories. A leader in innovation, TDF is committed to the evolution of the DTT (Digital Terrestrial Television) platform with Ultra High Definition (UHD) and is preparing for future services such as mobile television (5G Broadcast) and the virtualization of video services. Additionally, the Group continues the rollout of digital radio (DAB+) nationwide.

- **Connectivity and Edge Business Unit: a new business unit focused on new services**

To meet the growing digital transformation needs of its clients, TDF is creating a third Business Unit dedicated to connectivity services and edge infrastructure. This unit encompasses several rapidly growing strategic activities:

- Indoor: Deployment of mobile networks inside buildings to ensure optimal coverage in complex locations (shopping malls, train stations, subways, office buildings, etc.).
- Edge and Datacenters: Development of trusted proximity infrastructure to process data closer to end-users, reducing latency and improving the performance and security of digital services.
- Private Mobile Networks (PMN): Development and deployment of secure voice and data communication solutions tailored to enterprises (industry, transport, energy, services, etc.) for critical use cases.

With this new structure, TDF strengthens its role as a key industrial player in digital infrastructure and networks. Through its unique infrastructure portfolio, strong local presence, and technical and industrial expertise, the Group supports the digital transformation of regions and businesses across France.

### **Renewed governance within the Executive Committee to support TDF's strategic ambitions and accelerate growth**

With Karim El Naggar assuming the role of Chief Executive Officer of TDF as of March 31, 2025, the Group's governance is evolving to support the new organizational structure.

The new Executive Committee, led by **Karim El Naggar**, CEO of TDF, is composed of the following members:

- **Jean-Louis Mounier**, General Manager, Towerco BU.
- **Pascale Varnière**, appointed General Manager, Broadcast BU; joins the Executive Committee.
- **Karim El Naggar**, acting General Manager, Connectivity and Edge BU.
- **Hélène Kayanakis**, Chief Financial Officer.
- **Christophe Cansell**, Operations Director.
- **Eric Goutard**, appointed Information Technologies Director; joins the Executive Committee.
- **Christophe Maximilien**, Human Resources & ESG Director.
- **Arnaud Lucaussy**, General Secretary.
- **Nicolas Gauthier**, Legal Director; joins the Executive Committee.
- **Robin Phavorin**, appointed Chief of Staff; joins the Executive Committee.

**Roland Chedlivili** will be leaving the company on June 30, 2025. TDF thanks him for his dedication and contribution to the development of the Towerco business unit in recent years.

TDF extends its sincere thanks to **Olivier Huart** for his fifteen years at the helm of the Group, during which he successfully transformed the company. His leadership and vision enabled TDF to strengthen its historical markets and expand into new strategic activities.

Alongside him, **Benoît Mérel**, Deputy CEO, played a key role in the Group's performance and the structuring of its operations. Their dedication helped establish TDF as a reference player in digital infrastructure.

All employees acknowledge their outstanding contributions and wish them all the best in their future endeavors.

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**Karim El Naggar, CEO of TDF**, states:

"TDF is accelerating its development based on a clear strategy and recognized expertise in digital infrastructure and networks. In sectors undergoing profound transformation, we have all the capabilities to anticipate our clients' needs and support their evolution. With a strengthened organization and a committed team, I take on this role with optimism and determination, convinced that we will continue to reinforce TDF's position as a major and essential industrial player in France."

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### About TDF

As a neutral operator of digital infrastructure and networks, TDF supports its clients in addressing their strategic connectivity challenges across mainland France and the overseas territories. Whether in audiovisual broadcasting or ultra-high-speed mobile coverage, TDF delivers industrial expertise, a unique and innovative technology mix, and unrivalled local presence. In an increasingly connected world, TDF has been enabling telecom and media players for 50 years to connect territories and people faster and everywhere, leveraging its portfolio of 8,800 commercialized sites. [www.tdf.fr](http://www.tdf.fr)

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