

November 28th, 2023

**Due to a medical reason,
Philippe Zimmermann hands over the reins to
Thomas Bouret as ADEO Chief Executive Officer**

With the support of shareholder AFM, Thomas Bouret will succeed Philippe Zimmermann as Chief Executive Officer of the ADEO Group from 1 January 2024. Philippe Zimmermann will take over as Chairman of all the companies in France (Leroy Merlin, Weldom, Saint Maclou, Kbane, Quotatis, Bricoman).

Thomas Bouret contributed to build ADEO's strategy as business unit General Manager. He will continue the ADEO project:

- > a human culture based on a unique leadership model, on sharing and, of course, on our customers, who are the focus of our efforts.
- > a powerful structure, with more than 1,000 stores, 6 operational digital platforms, an organisation by challenge and by country that works by combining the local, the common and the global,...
- > a strategy based on our 3 business curves: retail, omnichannel and platform, to create human, economic and environmental value
- > A development plan focused on energetic renovation, new ways to do business and pro market.

"For 7 years, Philippe has been developing the company around an engaging, inspiring purpose for the home, with decisive impetus on our positive impacts. He has developed the framework for a powerful ecosystem, and he has enabled an essential technological and digital shift for ADEO. These are major transformations of which we are all very proud. Beyond the great economic performance during this period, it is above all the inspiration of our project, the development of our human resources, that mark Philippe's action.

On a more personal front, we had a great time working together, each in our own role, in close collaboration. I know that this was a very important period in our respective careers; we both developed through contact with each other. I'd like to express my profound gratitude to Philippe for his commitment to all the ADEO teams.

Thomas has my full confidence in his ability to pursue the ADEO project in service to inhabitants. He embodies the project, he loves the company, he is an entrepreneur of movement, of conquest, and above all, he is a great captain for the teams and for the stakeholders".

**Pierre-Alain Vielvoye
ADEO Chairman of the Board of Directors**

Thomas Bouret

Thomas is 51 years old. After an initial experience as Store Manager for Intersport, he joined Leroy Merlin in 1997 as Area Manager in Le Mans, then as Regional Management Controller in Paris, and finally Store Manager in Sainte Geneviève des Bois. In 2006, Thomas joined Leroy Merlin Brazil as Regional Director, before taking over as Managing Director of Leroy Merlin Italy in 2011 and then of Leroy Merlin France in 2014. In 2023, he joined ADEO as Ecosystem and business development Global Leader.



Philippe Zimmermann

Philippe is 52 years old and has been ADEO's CEO since 2017. Philippe has a strong experience in the company, having started his career in stores at Leroy Merlin in 1993. Over 14 years, he has been involved in every aspect of store management, from decoration department manager to store manager, including logistics, controlling management and customer service. His great understanding of customers and his leadership based on putting "human at the heart" led Philippe to become CEO of Leroy Merlin France from 2007 to 2014. He then became Managing Director of the Leroy Merlin Eastern Europe banners and Managing Director of ADEO Purchasing and Supply-Chain. Since 2017, as Chief Executive Officer of ADEO, Philippe has led the emergence of our purpose "We make Home a positive place to live", he has built and led the Positive Home Platform project and he has initiated a profound generational renewal of the management team.

About ADEO

ADEO is the leader in Europe and the 3rd largest player worldwide in the home improvement and DIY market with a turnover of €37.8 billion in 2022.

Thanks to its network of stores, marketplaces and platform partnerships, ADEO distributes its solutions for positive living in more than 20 countries and is the only player in its market to offer such an international presence.

ADEO is a platform of companies open and connected to partners. Every day, the employees of our companies make products and solutions available in shops or online that are useful for the projects of residents and housing professionals. Living in a healthy, safe, responsible, sustainable, economical and comfortable environment is an essential condition for the well-being of people all over the world. We are all motivated by a shared sense of purpose. Useful to ourselves, to others and to the world. ADEO's organization is geared towards this, starting with local adaptation, because home is local. This is why each Company is responsible for its social, economic and environmental choices in each country, while respecting local cultures.

WE MAKE HOME A POSITIVE PLACE TO LIVE.



Need a contact ?

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