

## Press Release

### Foyer S.A. Annual General Meeting: Marc Lauer hands over to Marie-Hélène Massard and becomes Chairman of the Board



At its Annual General Meeting, Foyer S.A. announced an important milestone in its governance: after 21 years of service within the Group, including 11 as Managing Director, Marc Lauer stepped down from his executive role and was appointed Chairman of the Board. His unwavering commitment and pivotal role in transforming and developing the Group over the past two decades were recognised with deep appreciation by the entire Board.

He succeeds Eric Kleynen, Chairman since 2023 and Board member since 2021, whom the Board sincerely thanks for his dedication.

As part of a transition initiated in early 2024, Marie-Hélène Massard today takes over as Managing Director and CEO of the Group. She will be responsible for continuing the development of Foyer with ambition and responsibility, in a profoundly evolving environment.

Alongside these changes, the Board also acknowledged the departure of Romain Becker, a member since 2000, and expressed its warm appreciation for his active and committed contribution, while welcoming the appointment of Antonio Caño and Hugo Lasat as new Board members.

#### Marc Lauer, Chairman of the Board of Foyer S.A.:

“ It has been the experience of a lifetime. Since 2004, Foyer has seen remarkable growth, but above all, we have preserved what makes us strong: a solid corporate culture founded on strong values. I am proud and pleased to hand over to Marie-Hélène, and I am confident she will take the Group even further.”

#### Marie-Hélène Massard, Managing Director and CEO of Foyer S.A.:

“ It is an honour to succeed Marc, who has left a lasting, rich and inspiring mark on Foyer’s history. Since joining the company, I’ve come to see how unique Foyer is – driven by human values, long-term vision and a strong entrepreneurial spirit. With the teams, I am determined to continue the development he initiated, while staying true to what defines the Group’s strength and identity.”

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#### Foyer S.A.



### **Proven stability in an uncertain environment**

Shareholders also approved the 2024 financial statements of Foyer S.A. In a context marked by high market volatility, persistent geopolitical tensions, and structural challenges for the sector, the Group reported stable results, reflecting its resilience and adaptability.

Revenue, established according to Luxembourg accounting standards, amounted to €3,493.2 million, nearly 70% of which was generated through the freedom to provide services regime, in more volatile, lower-margin markets. Excluding this technical impact, growth reached +7.7%. Consolidated profit after tax totalled €155.4 million, in line with the previous year. Shareholders' equity remains strong, supporting the Group's resilience.

In a rapidly changing world, Foyer's shareholders, Board of Directors, employees and agents reaffirm their confidence in the Group's future, guided by long-term vision, disciplined management and an entrepreneurial spirit embedded in its DNA for over 100 years.

Leudelange, 15 April 2025

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### About Foyer S.A.

Founded in 1922, Foyer S.A. is a leading financial player in Luxembourg. Its solidity lies in the strength of its shareholding, but also in the work of its 1 080 employees in three countries and its 590 agents in Luxembourg. Leader of the local life and non-life insurance, Foyer is active in several European countries through three business lines: insurance, benefit protection insurance and wealth management. Its extended range of products is aimed at individuals, professionals and companies, to whom it offers high-end and innovative services. Conscious of its corporate social responsibility, Foyer Group has also been involved for many years in general interest and solidarity projects.

<https://groupe.foyer.lu/fr>

### About Marc Lauer

#### Chairman of the Board, Foyer S.A.

Born in 1965 and of Luxembourg nationality, Marc Lauer holds degrees in actuarial science and economics from the *Université Libre de Bruxelles*. He began his career at the *Commissariat aux Assurances* in 1989, joining its Executive Committee in 1995.

In 2004, he joined Foyer Group as Chief Operating Officer and became its CEO from 2014 to 2025. He has been a Board member of Foyer S.A. since 2013 and was appointed Chairman at the Annual General Meeting on 15 April 2025.

Active in numerous professional bodies, he chairs the *National Institute for Sustainable Development and Corporate Social Responsibility (INDR)* and the *Federation of Financial Sector Professionals in Luxembourg (PROFIL)*. He is Vice-Chairman of the Board of the *Association of Insurance and Reinsurance Companies (ACA)* and of the *Luxembourg Chamber of Commerce*. He also sits on the Boards of the *Commissariat aux Assurances (CAA)*, the *Luxembourg Stock Exchange*, *Luxembourg for Finance*, and the *Luxembourg Bankers' Association (ABBL)*. He is a founding member of the *Luxembourg Association of Actuaries (ILAC)* and *Hëllef um Terrain (HUT)*.



### About Marie-Hélène Massard

#### Managing Director, Foyer S.A.

An engineer in statistics and holder of a master's degree in information systems and management control, Marie-Hélène Massard began her career in the insurance sector at AXA in Paris in 1996. Rising through the ranks, she moved to Warsaw in 2008 to join the executive committee of AXA's Polish subsidiary. There, she led the group's marketing strategy for Central and Eastern Europe before taking charge of the Retail and SME markets. She was later appointed Director of Distribution for AXA Poland.

In September 2012, she became CEO and Executive Director of AXA Luxembourg. In 2016, she also became CEO of the newly created AXA Wealth Europe. From March 2016 to March 2018, she served as Chair of the Luxembourg Association of Insurance and Reinsurance Companies (ACA). Back in France in 2020, she was appointed CEO of the Western Region of AXA France, and then CEO of AXA Banque in 2022.

Marie-Hélène Massard joined Foyer Group in May 2024 as Deputy CEO and was appointed Managing Director and CEO of Foyer S.A. at the Annual General Meeting on 15 April 2025.

She has also been a member of the *Women in Business* committee since October 2024.



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