

## Cyril Roger

70, rue de la Vallée du Bois  
92140 CLAMART  
Mobile: +33(0)6 17 62 62 62

Age : 55

Born in Aix-en-Provence

Married with 2 children



**SMART4 Engineering Chairman & CEO**

**ALTRAN Deputy CEO for 8 years**

**SEGULA Technologies Chairman & CEO for 7 years**

**Telecom Paris and Ecole Centrale Lyon Engineer**

### Work experience

---

- Since Oct. 19**      **Smart4 Engineering**, Chairman & CEO  
Engineering Company Build-up
- Dec. 06 – Sep. 19**      **ALTRAN Group**, Deputy CEO  
Listed company world leader in Technology Consultancy  
Employees: 47.000; Turnover: 3.000 M€; Profitability: 12%  
12/2006: Group EVP, member of the Executive Committee  
10/2011: Deputy CEO in charge of France and southern Europe  
10/2015: Deputy CEO in charge of Europe
- Dec. 99 - Nov. 06**      **SEGULA TECHNOLOGIES Group**, Chairman and CEO  
Engineering company present in 10 countries including the USA, Spain and Sweden  
1999: 380 employees; Turnover: 23 M€  
2006: 5.600 employees; Turnover: 425 M€
- Nov. 97 - Nov. 99**      **OLSTEN Travail Temporaire**, EVP and member of the Executive Committee  
World #2 in temporary staffing  
Regional Manager, then EVP for Ile-de-France region  
1997: 10 agencies in Ile-de-France region; Turnover: 200 MF  
1999: 70 agencies in Ile-de-France region; Turnover: 1.500 MF
- May 95 - Oct. 97**      **ADIA France then ADECCO**, South-East Regional Manager  
World leader in temporary staffing  
1995: 15 agencies; Turnover: 235 MF  
1997: 30 agencies; Turnover: 400 MF, after merging with ECCO
- 1990 - April 95**      **FRANCE TELECOM**, Key Account Engineer, Lyon  
1993 Sales: 5 MF, in service and consultancy sales  
1994 Sales: 8 MF, in service and consultancy sales
- 1989 - 1990**      **META International**, Manager - Senegal  
Telecommunications Services; Set-up of the subsidiary in Senegal  
1990: 5 employees; Turnover: 2 MF

### Additional skills

---

Fluent English

## Education

---

1989	<b>Telecom Paris</b> Master Degree
1988	<b>Ecole Centrale Lyon</b> Engineering Degree & Postgraduate (DEA) Diploma
1982	<b>C Baccalaureate Degree</b> with honors

## Other positions

---

2020	<b>BCG</b> , Senior Advisor
2019	<b>Valinor</b> , Chairman
2019	<b>Alendia Industries</b> , Senior Advisor
2019	<b>CS Group</b> , Board of Directors
Since 2015	<b>Institut Français des Administrateurs</b> , member

## Corporate sponsorship

---

Ecole Normale de Musique in Cortot, Fondation Vasarely, Musée du Quai Branly

## Honors

---

Order of Merit of the Italian Republic Commander

## Missions

---

### Strategy:

SEGULA build-up in 6 years (53 companies acquired) positioning as a leader in outsourced R&D sector  
ALTRAN: Determine strategy alongside 3 successive CEOs and profoundly develop reputation  
Develop a deep knowledge of industry trends in intimacy with all big industries top management

### Company transformation:

Remodel global sales organization at Altran  
Creation of Morocco Global Shoring organization (2.000 people)  
Develop the innovation dimension (Altran Lab and Altran Research units > 400 engineers)

### Financials:

Negotiation with Banks, funds raising at SEGULA: 60 M€  
Financial culture, Equity operations, M&A  
ALTRAN market value x3 in 10 years  
Strong cash generation (300 M€ H2 2018 at ALTRAN, x5 shareholders equities in 5 years at SEGULA)  
Set-up of fiscal and social operations

### International:

Team of 15.000 people in all European Countries out of France (ALTRAN)  
International partnerships development (Magna, Leonardo)  
New countries units opening (SEGULA: Spain, China, Romania. ALTRAN: Morocco, Middle East)

### Management:

>400 Meur and >5.000 people at SEGULA  
>2.400 Meur and >25.000 people at ALTRAN  
P&L management, profitability at ALTRAN restored and higher than competition