



Press release

Sébastien Graff appointed Chief Executive Officer in charge of Human Resources, Communications, and Strategic Projects for the entire InVivo group



As part of the group's recent evolution and transformation, Sébastien Graff, Director of Human Resources at InVivo since 2008, has been appointed Chief Executive Officer (CEO) in charge of Human Resources, Communications, and Strategic Projects for the entire InVivo group as of November 1st.

Paris, October 26, 2022 – Sébastien Graff joined InVivo nearly 15 years ago as Director of Human Resources. Since 2014, he has been a member of the Executive Committee and assists the CEO, Thierry Blandinières, in developing and implementing the group's strategic plans (*2025 by InVivo* and *2030 by InVivo*). These plans - which are emblematic of InVivo - are co-constructed with all the company's stakeholders, including employees, member cooperatives and social partners. They embody the group's vision, commitments, and objectives, as well as its prime ambition to support and accelerate the transition of the French agricultural sector.

A former top-level athlete, Sébastien Graff says he shares the management principles that guide and unite the group and its general management, which are largely inspired by sports values, including team spirit, a taste for effort, and a performance culture.

His appointment, effective November 2022, as CEO in charge of Human Resources, Communications, and strategic projects for the entire InVivo group comes as the group finalizes, ahead of schedule, the #DaringTogether integration program for employees of the Soufflet group (which InVivo acquired at the end of 2021), and begins a new chapter in its evolution centered around its 4 major business verticals: Trading; Agriculture; Agri-food; and Retail (with the creation last July of the listed company Teract, specialized in sustainable retail, in which InVivo is a majority shareholder).

Born in 1971, Sébastien Graff holds a post-graduate degree in work psychology and is a former athlete. He began his career by supporting the general director of the Alsace potash mines, whose mission was to manage their shutdown. In 1996, he joined the chemical industry in the HR department of the Swiss group Sandoz, which was undergoing a major reorganization (with the Novartis/Clairiant demerger), and then at Rhône-Poulenc, where he participated in the Aventis/Rhodia transformation. He was then assigned to Rhodia's social laboratory in Melle (79) where he negotiated one of the first texts organizing career management through skills assessment, as well as the first 35-hour agreements in the context of pilot schemes.

In 2001, he became Director of Labor Relations at the PSA assembly plant in Aulnay-sous-Bois (93). With 7,200 employees of 90 nationalities, he oversees the HR and labor relations for the launches of the C3 and C2 vehicles. He helps to stabilize the social climate at this plant, which is considered rebellious. This commitment paid off, as Aulnay became the group's most productive plant in 2005.



He joined the InVivo group in June 2008. Upon his arrival, he structured the human resources department and built an HR policy in line with the company's transformation and international development challenges. Since 2014, he has been assisting Thierry Blandinières (current CEO of InVivo) in leading the 2025 by InVivo strategic project, and then in the joint construction of the 2030 by InVivo plan, and its acceleration phase, as the company emerges from the COVID-19 crisis.

In 2021, working closely with the governance and executive board, he initiated the merger of InVivo with the Soufflet group. Completed in December 2021, this operation results in the creation of a global pillar of French food sovereignty.

About the InVivo group

The InVivo group is one of Europe's leading agricultural groups, with a turnover of almost €10 billion, more than half of which is generated in France, and a workforce of more than 13,000 employees, including more than 10,000 in France. Established in 38 countries, it has 90 industrial sites, including 63 in France.

This key figure in food sovereignty operates along the entire value chain, from farm to fork, and is a leader in each of its strategic business lines: Agriculture; Malting; Milling, ingredients, baked goods; Garden centre and food distribution; International grain trade; Wine.

A cross-functional global centre for innovative and digital solutions completes the system for accelerating the transformation of these activities, towards the 3rd agricultural revolution.

For more information: invivo-group.com / Twitter [@InVivoGroup](https://twitter.com/InVivoGroup)

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