Press Release
22 January 2026

STEF Group changes its governance with the appointment of two Operating Chief Executive Officers.

As a result of changes in its size, scope of activity and geographical location, STEF Group has decided to adapt its organisation and governance in order to effectively support its strategic priorities and international development.
Following a decision by the Board of Directors and consultation with the Compensation and Appointments Committee, Damien Chapotot will be appointed Operating CEO France and François Pinto will be appointed Operating CEO International. They will both report to the Chairman and Chief Executive Officer, Stanislas Lemor, and their appointments will take effect after the General Meeting of 23 April 2026.
This change also reflects the decision by Marc Vettard, Deputy CEO, to retire and hand over to a new team to implement the next strategic plan.

Marc Vettard has spent more than 40 years with STEF Group, including 7 years in senior management. His commitment, strategic vision and leadership have helped position STEF as a major player on the European food transport and logistics scene. Under his leadership, the Group has undergone a profound and lasting transformation, marked by increased internationalisation, a strategic structuring around “Care” and Innovation, and a strong customer focus. He leaves the Group just as it reaches its revenue target of €5bn, a year ahead of schedule.

The new governance model, which will be structured around the Chairman and Chief Executive Officer and two Operating CEOs, is designed to provide a differentiated response to the economic, geographical and operational challenges of the Group’s different markets and to the logic of its revenue growth.

Damien Chapotot is appointed Operating CEO France

Damien Chapotot brings to this new role his solid experience of almost 30 years in the transport and logistics sector in management positions. Throughout his career, he has demonstrated his ability to transform the businesses he manages to bring them into line with market evolutions. Recognised for his leadership and professionalism, he will now be responsible for the Group's largest market. His main tasks will be to deploy new growth drivers and modernise operating tools to anticipate the challenges of tomorrow.

Damien Chapotot spent 20 years with XPO Logistics Europe, where he held a number of management positions. In 2017, he joined STEF Group as Deputy CEO of STEF Transport and then became CEO in 2019. Aged 57, he holds a Master's degree from ISGIA.

François Pinto is appointed Operating CEO International

With nearly 20 years' experience in 4 different countries, François Pinto has a very international profile. His in-depth knowledge of the Group, coupled with his vision of developing high-potential markets and improving performance, make him ideally placed to steer the Group's international development strategy. In the 7 countries in his area of competence, his main challenges will be to drive growth, integrate the latest acquisitions and deploy the Group's expertise.

François Pinto began his career with STEF in 1999 as part of the Graduate Program. After eight years in France in operational and then commercial roles, he moved to Spain. In 2015, he was appointed CEO of STEF Portugal and then CEO of STEF Iberia in 2019. In 2024, he returned to France as Deputy CEO of STEF France. Aged 49, he is a graduate of IESE Business School and ESILOG.

Stanislas Lemor, Chairman and CEO of STEF Group, stated: *"I would like to extend my warmest thanks to Marc Vettard for his essential contribution to the Group's development and transformation. He was able to create a collective dynamic and mobilise people with remarkable commitment. His action and strategic vision have enabled us to achieve major milestones. He leaves behind a robust organisation and teams ready to meet the challenges ahead."*

He added: *“I’m delighted to welcome Damien Chapotot and François Pinto to the Group General Management to support this new stage in the Group’s development. Their complementary skills and expertise will be valuable assets in achieving our ambitions for growth and value creation. Together, we will be committed to paying greater attention to our customers, our employees and the Group’s development, while pursuing our commitment to sustainability.”*

François Pinto and Damien Chapotot

Damien Chapotot, Stanislas Lemor, François Pinto

About STEF Group

STEF is a pure player in the food supply chain. Its mission is to ensure people have the food they need, where they need it. We shoulder this substantial responsibility while drawing on a rich history dating back more than 100 years. Today, STEF combines a range of expertise that has made it the European leader in temperature-controlled transport, logistics and packaging services for food products. STEF works closely with its industry, retail and out-of-home catering customers to build an ever more agile, connected supply chain in response to changing consumption patterns and the transformation of distribution channels, from local shops to supermarkets and e-commerce. Its 2022-2026 strategic plan, “Committed to a Sustainable Future”, places care at the heart of its relationships with all its internal and external stakeholders, and at the centre of its climate policy. STEF has 25,000 employees and more than 300 sites in 8 European countries. In 2025, STEF achieved revenue of €5.1 billion.

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