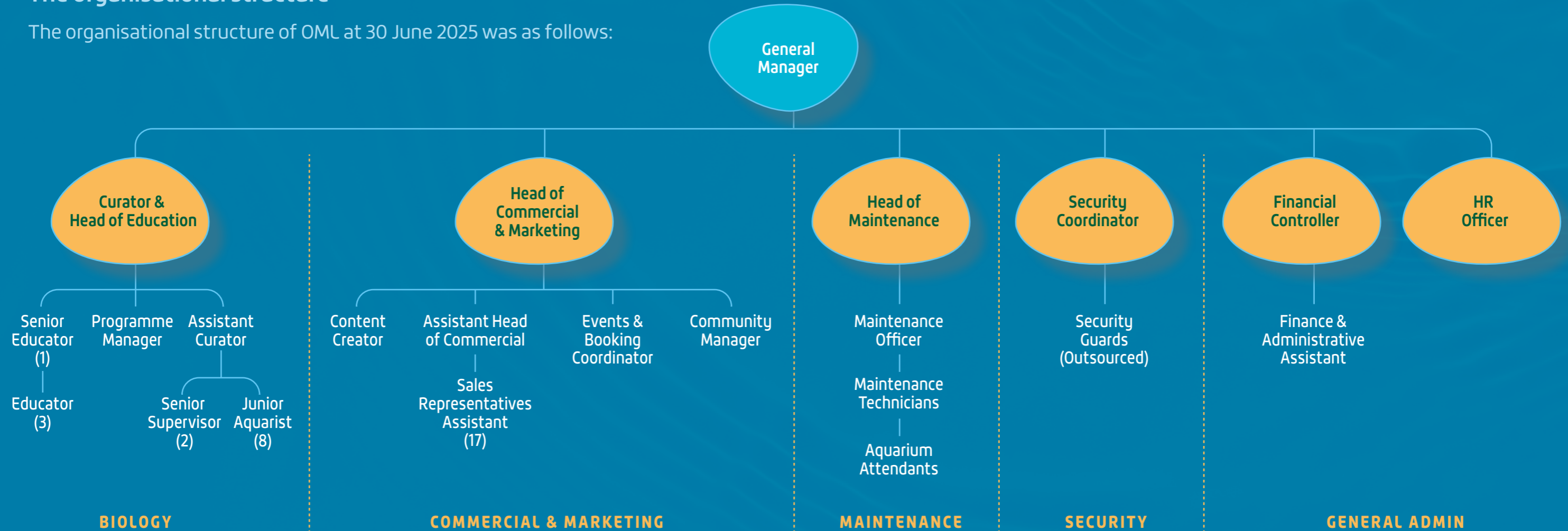




# SHAREHOLDING, GROUP & ORGANISATIONAL STRUCTURES

## The organisational structure

The organisational structure of OML at 30 June 2025 was as follows:





# SENIOR MANAGEMENT

The profiles of the senior management of Oceanarium (Mauritius) Ltd at 30 June 2025 were as follows:



**Stéphane Robert**  
GENERAL MANAGER

Holder of a Master in Ecology and Environment, specialisation in Aquatic Ecosystems from the University Claude Bernard (Lyon 1), France. Holder of 3\* CMAS diving degree. Appointed as General Manager of OML in July 2019.



**Laura Chelin-Goblet**  
HEAD OF COMMERCIAL & MARKETING

Holder of an Executive Masters' in Marketing (with Grade), University of Paris Dauphine, Paris, France 2017. Appointed as Head of Marketing and Commercial of OML in April 2021.



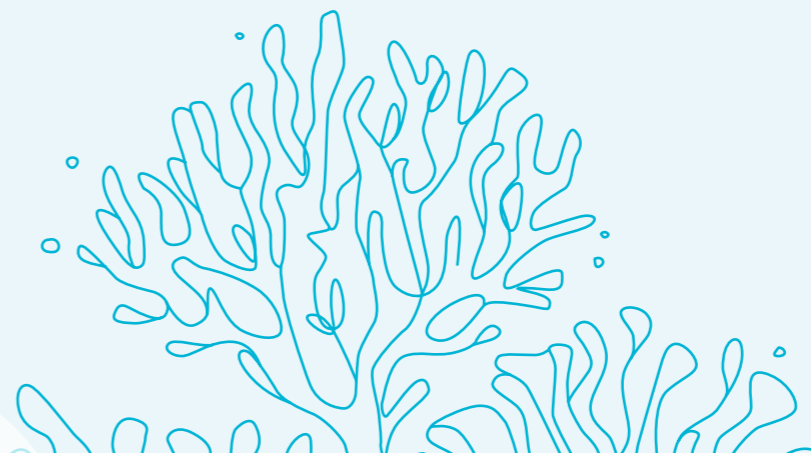
**Nicolas Chong**  
HEAD OF MAINTENANCE

Holder of NTC Level 3 Automotive Mechanic, IVTB. Course Level 1 & Level 2, Bauer Kompressoren (Munich Germany). He is also holder of a CMAS 2 Monitorat 2 Etoiles. Appointed as Head of Maintenance of OML in April 2021.



**Elodie Marc**  
HR OFFICER

BSc (Hons) Tourism Leisure and Recreational Management – University of Mauritius completed in December 2017. Appointed as Human Resource Officer of OML in March 2024.





# SENIOR MANAGEMENT



**Bernardo Nascimento**  
CURATOR & HEAD OF EDUCATION

Holder of a Post-Degree (Graduate Certificate) in Business Management, 2005, Algarve University, Portugal. He also holds a University Degree in Marine Biology and Fisheries, 1997, Algarve University, Portugal. He was appointed as Head of Biology (Curator) and Education of OML in December 2020.



**Estelle Paulen**  
FINANCIAL CONTROLLER

Fellow of the Association of Chartered Certified Accountants, and holder of a Master of Science in Finance 2012 from the University of Mauritius. Appointed as Financial Controller in October 2022.



**Ramachandra Seethapah**  
SECURITY COORDINATOR

Holder of a certificate in Military Observer, Civil-Military Coordination & Commanding UN Peace Keeping Operations from Peace Operations Training institute, United Nations, Special training capsule on VVIP Security. He was appointed as Security Coordinator of OML in September 2021.

The following managers hold shares in the Company:

- **Stéphane Robert:** directly holding 0.0017%
- **Ramachandra Seethapah:** directly holding 0.0349%
- **Estelle Paulen:** indirectly holding 0.0005%

A formal succession planning process has been established through the Eclosia Group "Talent Management" programme, known as the "Organisational and People Review" ("OPR"). The OPR is conducted annually and assists the management in identifying potential internal or external candidates to replace eventual leavers.

The results of the OPR are subsequently submitted to the Company's Corporate Governance Committee for analysis and discussion, and thereafter presented to the Board of the Company.