

2025

Activity Report

FACC Texas



Confidential



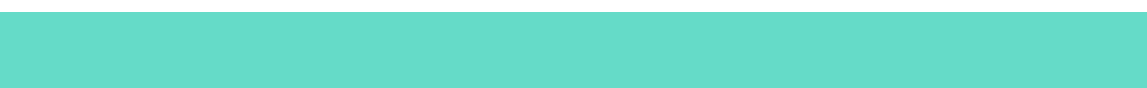
Table Of Content

Executive Summary

I - FACC 2025 Activities & Impacts

II- Internal Organization

III- Financial Reporting 2025



Executive Summary

In 2025, the French-American Chamber of Commerce (FACC) in Texas is focused on structuring the organization to support long-term growth and member services. We have been investing in the right tool and developing the Team, while maintaining financial stability and performance.

- **Membership** - Renewal Rates: The FACC achieved a renewal rate of over 80%, with 83% of 2024 members renewing in 2025, and 91% of new members from 2024 renewing in 2025.
- **Events**: A total of 67 events have been organized in 2025 across Houston, Austin, Dallas, Louisiana, and San Antonio.
- **Business Services**: FACC Texas is a business platform supporting French and international companies in their growth across the U.S. market. Through high-level events, strategic networking, business development support, market intelligence, learning expeditions, and talent services, the Chamber connects executives with key industry leaders, opportunities, and ecosystems across Texas and the United States. Our services are powered by a strong business network and continuous market intelligence, allowing FACC Texas to deliver high-value connections, strategic insights, and concrete business opportunities to its members.
- **Financial Status**: Revenue has been maintained in 2025 following strong growth in 2023-24.





FACC
ACTIVITIES

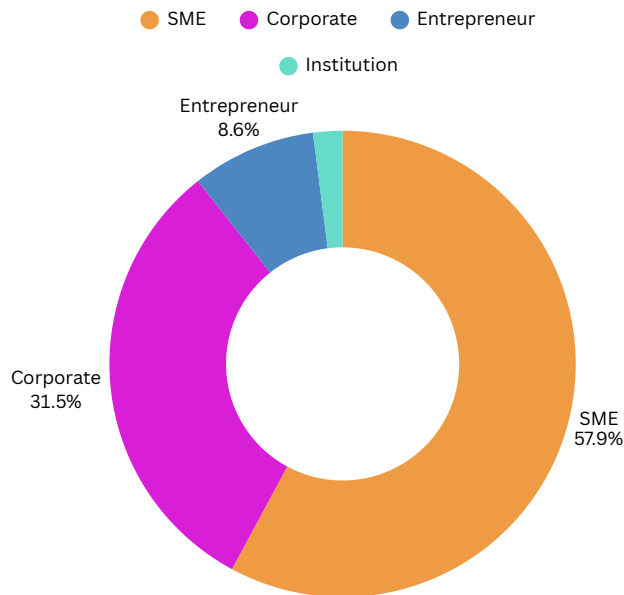


200+ COMPANIES AND 14,000 BUSINESS PROFESSIONALS



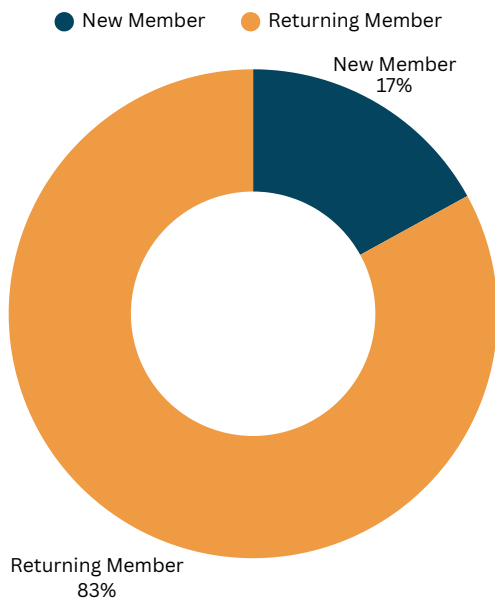
The FACC works with over 200+ companies, and 14,000 businesses fostering a dynamic and diverse network. It is supported by an outstanding Board of Directors composed of high-level French and American executives and business owners, bringing together extensive expertise and leadership. The FACC Network thrives on strong partnerships with key industry players and business hubs, creating valuable connections and opportunities for growth across both French and American markets.

Company Size



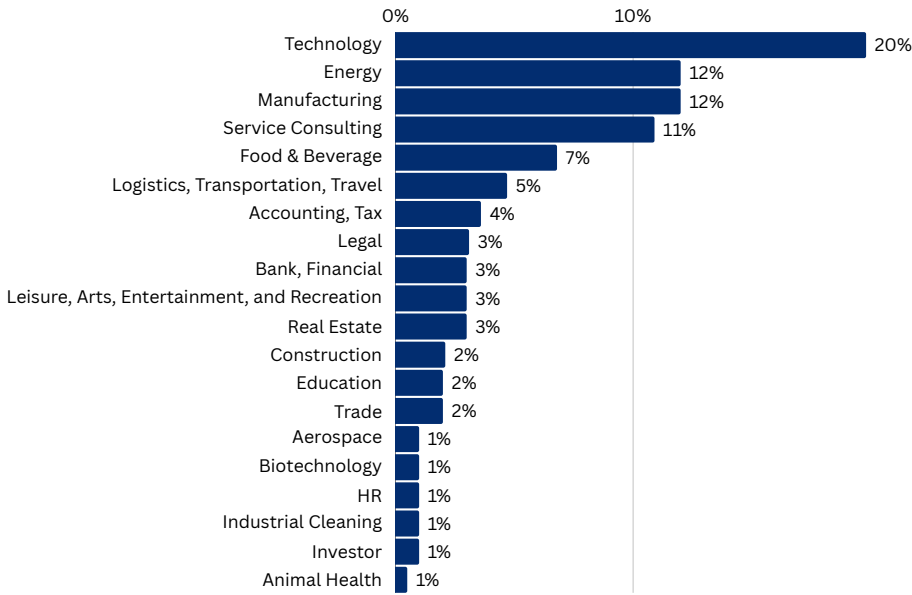
This illustrates our membership primarily consists of small and medium-sized enterprises (SMEs), making up 57.9% of our total membership. Following SMEs, 31.5% are corporate entities, while 8.6% are entrepreneurs, and 2% are institutions. This distribution reflects the diverse range of companies we serve, with the majority being SMEs, followed by a strong representation from corporate entities, entrepreneurs, and institutions.

Part of New Members



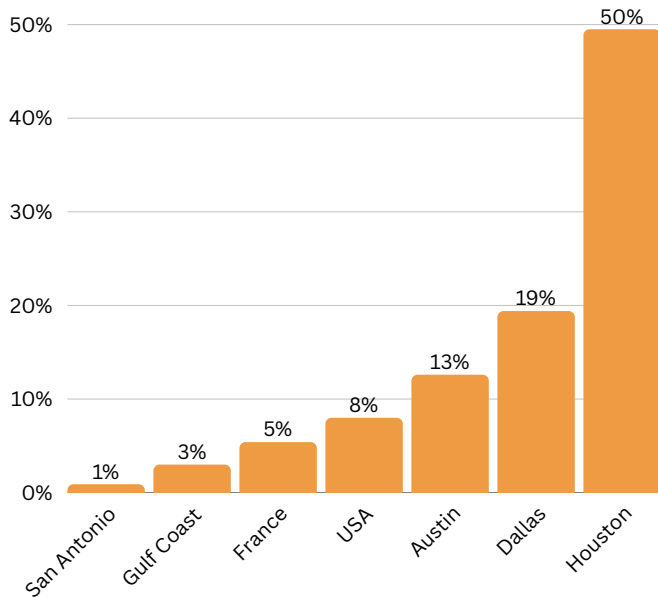
This illustrates the distribution of new and returning members within the organization. 17% of the members are new, while 83% are returning members. This shows that a significant majority of the members have previous experience with the company, while a smaller portion consists of newcomers, suggesting a solid base of returning clientele or participants.

Company Industry



This graph illustrates the distribution of industries within our organization, highlighting the 20 sectors we support. Among these, energy and technology are the two main industries, playing a pivotal role in driving innovation and progress. The graph also showcases the diverse range of other industries we work with, each contributing to our broader mission. This distribution reflects our commitment to fostering growth and collaboration across a wide spectrum of sectors

Company Location



This graph illustrates the company's location distribution, with 50% of its presence in Houston, the largest portion. Dallas follows at 19%, and Austin at 13%. The broader USA makes up 8%, while France represents 5%. Smaller locations include San Antonio (1%) and the Gulf Coast (3%). Overall, the company is heavily concentrated in Houston, with other U.S. cities and a small international presence.



Member Engagement & Events



RENEWAL RATE ABOVE 80% STRONG MEMBER ENGAGEMENT

- **83%** Members 2024 renewed in 2025
- **91%** “New Member 2024” renewed in 2025
- **17%** New members



67 EVENTS IN 2025 HIGHEST NUMBER FOR OUR ORGANISATION

- **31 in Houston, 21 in Austin, 8 in Dallas, 1 in Louisiana, 2 San Antonio**
- **38** events since January 2026
- **30** events in the pipe until December 2026



NEW PROCESSES TO ENGAGE ACCOUNT MANAGER APPROACH

- 1 call per quarter minimum
- goals defined for the year
- personal invitations to events
- Regular follow-up & news with members
- tracking interaction and engagement through our CRM

Magazines 2025



We published 3 magazines in 2025, each highlighting key industry trends, success stories, and upcoming innovations. These publications not only reinforced our commitment to elevated networking and knowledge sharing but also showcased the valuable business service support we provide to our members. As a non-profit organization, the FACC Texas is dedicated to fostering strong business connections between French and American businesses, helping our members navigate and grow in both markets.

In this edition | July 2025



This legacy continues, as Houston became the first international metropolis ever invited to exhibit at VivaTech in Paris last June – a bold step for global innovation. Led by County Judge Lina Hidalgo, the Greater Houston Partnership, and Rice University, the Houston delegation brought space innovation into the spotlight – with Vanessa Wyche, Director of NASA's Johnson Space Center, the Rice Space Institute, The Exploration Company, Interstellar Lab, and the CNES!

These visits further cemented Franco-Texan ties and deepened Texas's most strategic sectors – from culture to space, healthcare to energy and AI, engaging with France and Europe on a trailblazing agenda.

These breakthroughs are the result of an exceptional collaboration between the Consulate General and the entire Team France network: Business France, Expertise France, Villa Albertine, French Tech, the Foreign Trade Advisors, the Embassy of France, CNES, CEA, and the French-American Chamber of Commerce.

Such progress would not have been possible without the active support of the French Embassy in Washington, D.C. Ambassador Philippe Étienne made three regional trips in early 2022, visiting cities like Houston, Dallas, Austin, Oklahoma City, Bentonsville, and Little Rock. His successor, Ambassador Laurent Bill made his first regional visit to Austin shortly after taking office, attending SXSW in March 2023 – the world-renowned innovation and culture festival – alongside French astronaut Thomas Pesquet and a strong delegation of France's cultural and creative industries led by BPiFrance. He returned in Fall 2024, and again in March 2025 for CERAAWeek – the « Davos of energy » – followed by a tour to Laredo and San Antonio, Texas's second largest city, exploring the U.S.-Mexico border.



Ambassador Philippe Étienne with the Chief of the Petawatomí Nation – Oklahoma, March 2022



Consul General Baraban, Dean of the Consular Corps of Houston, with Mayor Pro Tem Martha Coste-Tatum, Mrs. Joanne King Herring, and women diplomats



Ambassador Laurent Bill with the Team France Eco in Austin during the SXSW festival, March 2023

Q: One powerful image was the Ukrainian flag raised in front of your residence. What was the message behind that gesture?

A: The Russian invasion of Ukraine on February 24, 2022, during France's EU Council presidency, prompted immediate action. President Macron rallied European unity and international awareness. Locally, as I was coordinating the group of EU Consuls, I acted quickly to reflect France's and Europe's clear stance.

Together with my Ukrainian counterpart, I raised the Ukrainian flag alongside the French flag at the Residence of France in River Oaks. European consuls joined with their own flags, along with local elected officials, members of Congress, and the media. The message was clear: solidarity with the Ukrainian in defense of sovereignty and international order.

The Ukrainian flag remained until weather wore it down—just as it still flies over the French Residence in Washington D.C., wrapped around the Statue of Liberty.

This moment underscores a Consul General's role: bringing French diplomacy to life regionally, serving as both witness and actor in history. Over the course of my tenure, three major geopolitical events emerged as particularly significant: the Russian aggression in Ukraine; the October 7, 2023 terrorist attacks in Israel; and the re-election of President Trump. Each shaped global dynamics and echoed in our district. I've worked closely with the Consuls General of Germany, Ukraine, Israel, as well as with many other dedicated diplomatic colleagues. I've also had the privilege of awarding the Legion of Honor to Holocaust survivors and to American veterans – men and women who paid the ultimate price to liberate France and Europe from Nazi tyranny – in ceremonies that were always deeply moving.



Q: You've had quite a diplomatic dance card—starting, quite literally, with a waltz with the Mayor of Houston. Can you tell us about that moment and what it symbolizes for you?

A: Indeed! I invited Mayor Sylvester Turner to waltz with me at the very first consular ball I attended in Houston. It was a symbolic gesture of trust, partnership, and personal commitment to building a bold, dynamic relationship with the mayor of the fourth largest U.S. city – soon to become the third, just elected to Congress. Sylvester Turner passed away. Our thoughts are with this remarkable public servant who devoted his life to the public good.

Diplomatic balls are more than social events—they're instruments of influence. Last April 23, the World Affairs Council hosted a gala honoring France, gathering Houston's key partners and the international community represented by its vibrant consular corps—the third largest in the U.S., with nearly 50 accredited officials. As Dean of the consular corps, I was particularly proud that this gala was a tribute not only to France's role but also to the consular corps' importance in Houston, showcasing our shared commitment to cultural and economic exchange.

Recognizing that four of the ten largest U.S. cities are located here, I prioritized rekindling ties with their mayors. The results were positive: in 2022, Mayor Turner chose France for Houston's first post-COVID trade mission to Europe. In 2023, Dallas Mayor Eric Johnson visited Paris and sister city Dijon, Austin, under Mayor Erik Watson, continues to nurture its deep relationship with Angers. Earlier this year, San Antonio led a delegation to France as its basketball team – the Spurs – played there, featuring their rising star Victor Wembanyama. In June, San Antonio established a new sister-city partnership with Le Chesnay-Roquecourc, Victor's hometown, built around shared values of sports and civic engagement. The Minister for Europe and Foreign Affairs endorsed this initiative in person!

These efforts were bolstered by our Honorary Consuls, notably Liz Wiley in Austin and Jeanne Phillips in Dallas, who recently concluded their mandates after years of remarkable service. Thanks to Jeanne Phillips, former U.S. Ambassador to the OECD in Paris, the first French Trade Office in Dallas opened in 2022 alongside Mayor Johnson – a key milestone. With the support of our Honorary Consul Beatrice Moore in Little Rock, we are exploring the possibility of opening the first Alliance Française in Arkansas.

Subnational diplomacy between cities and local government has been a cornerstone of my work – a practical, people-to-people diplomacy anchored in local realities.



Legion of Honor awarded to Mrs. Ruth Steinfeld, Holocaust survivor

- This magazine highlights key opportunities for cooperation between France and Texas, with a focus on strategic sectors and the role of FACC Texas.
- It also showcases Valérie Baraban's work in strengthening Franco-Texan economic, diplomatic, and institutional ties.

Key issues covered:

- Public affairs and influence: Helping French companies better defend their interests in the U.S.
- Nuclear energy: Exploring opportunities linked to the development of advanced nuclear power in Texas.
- Water management: Addressing drought, infrastructure, and population growth challenges.
- Texas business attractiveness: Supporting international companies looking to expand, especially in places like Plano.

In this edition | August 2025



DATA CENTERS:

TEXAS, GATEWAY TO THE DIGITAL ECONOMY

With billions in investment and hundreds of new sites planned, Texas is rapidly becoming a global hub for data centers. As demand surges across AI, cloud, and digital infrastructure, the state offers a unique combination of energy, land, and pro-business policies. France's know-how in tech, energy, and engineering is a strong asset. The FACC is mobilizing to support French companies in exploring this booming ecosystem, connecting with key U.S. stakeholders, and positioning for long-term growth.

Opportunities for French Companies

The rise of data centers in Texas is more than a tech trend. It represents a major shift in economic infrastructure. Between 2018 and 2024, the sector grew by 38 percent and created over 48,000 direct jobs. Nearly half a million jobs are now supported across the state when including indirect impact.

- For French companies, this is a moment to take action.
- They can enter fast-growing value chains in construction, energy systems, cooling technology, cybersecurity, or ESG compliance.
- They can collaborate with major data players or with local governments.
- They can test and deploy innovative solutions in a business environment that rewards efficiency, clarity, and results.

Texas does not just welcome foreign investment: it builds with it. As the digital economy reshapes industries on both sides of the Atlantic, the state offers a powerful platform for long-term growth and strategic positioning.



DCAC LIVE | September 16-18 2025

Join FACC mission on data centers to connect with top U.S. stakeholders in policy, tech, and industry.

► Contact us:
<https://facc.texas.com/contact-us/>

A Business Environment Built for Scale

Texas offers a uniquely attractive environment for digital infrastructure operators and service providers.

The state provides abundant and affordable energy. Its independent grid known as ERCOT and its dynamic mix of wind, solar, and natural gas make Texas the national leader in renewable generation. This is a major advantage for clients seeking low-carbon data solutions.

It also offers generous incentives. Certified data centers can benefit from full sales tax exemptions on equipment, along with property tax abatements, local grants, and streamlined permitting. To qualify, companies must invest at least 200 million dollars over 5 years, create a minimum of 20 jobs, and develop or manage a site of at least one hundred thousand square feet.

Real estate and connectivity are also strengths. Large, affordable plots of land are available near Dallas, Austin, San Antonio, and Houston. These locations are already supported by dense fiber and energy networks, making them ideal for digital infrastructure.

French companies of all sizes and sectors can find real opportunities in Texas's expanding data center landscape, from startups and SMEs to major industrial players in tech, energy, and infrastructure.



A rendering of the data center campus, commonly known as the First StarGate Project, in Abilene, Texas, being developed by Crest Energy.

A Digital Boom Rooted in Texas

Texas has become one of the fastest-growing data center markets in the world. With nearly 400 facilities across the state, including over 185 in Dallas-Fort Worth alone, it now rivals global hubs such as Virginia, Singapore, and Frankfurt. Major players like Google, Meta, Microsoft, Amazon Web Services, and Oracle have already made Texas a strategic base for their digital infrastructure.

This boom is driven by the rise of AI, cloud computing, fintech, and connected healthcare. These are sectors where demand for secure, high-performance data infrastructure is exploding. Flagship initiatives such as StarGate, a five-hundred-billion-dollar AI project currently in development, show the scale of what is coming.

For French companies in tech, energy, engineering, or construction, this momentum opens the door to vast opportunities. They can supply critical infrastructure, design smart energy systems, or provide cloud and cybersecurity services to the growing number of data campuses.

- This issue focuses on **data centers as the infrastructure of tomorrow**, showing how AI, energy, and real estate are reshaping economic growth in Texas.
- It highlights **Audrey Robot, CFO of ENGIE North America**, and explores how French and Franco-American companies can support the growth of digital infrastructure in a more reliable and sustainable way.

Key issues covered:

- **Data center growth in Texas:** Texas is becoming a major hub for AI, cloud, and digital infrastructure.
- **Energy demand:** The rise of AI and data centers is creating major pressure on the electric grid and increasing the need for reliable power.
- **Clean energy solutions:** ENGIE is positioning renewable energy, storage, and 24/7 decarbonized power as key answers to this demand.
- **Grid innovation:** The magazine highlights the need to modernize ERCOT through technology, flexibility, and industry collaboration.
- **Underground energy storage:** Geostock shows how gas, CO₂, hydrogen, and geothermal storage can support a more resilient energy system.
- **Sustainable data centers:** The issue addresses water use, energy consumption, waste heat reuse, and the need to design greener digital infrastructure.

In this edition | November 2025

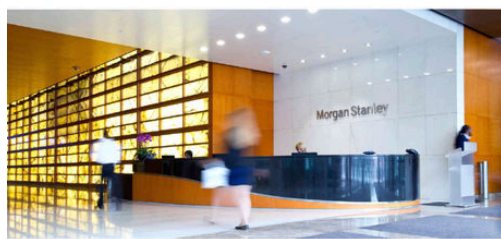
FRENCH-AMERICAN CHAMBER OF COMMERCE
TEXAS NOVEMBER 2025

FRENCH TECHNOLOGY ON STRATEGIC MARKETS

CHRISTOPHE ARMENGOL
CFO AMERICAS AT TECHNIP ENERGIES

Also in this issue: KPMG • LUMAPPS • MORGAN STANLEY • and more

NAVIGATING MODERN WEALTH: INSIGHTS FROM THE COASTAL LEGACY GROUP AT MORGAN STANLEY



This interview with Nelson Murray, Managing Director, Financial Advisor, Karen Jankowski, First Vice President, Financial Advisor, Scott Ecklund, First Vice President, Financial Advisor and Joris Buffa, CFA, Financial Advisor from The Coastal Legacy Group at Morgan Stanley Wealth Management explores their approach to wealth management, current financial market trends, and how they create value for their diverse clientele.

Q: Can you provide insight into what your team does and who it serves?

A: The Coastal Legacy Group at Morgan Stanley Wealth Management works with ultra-high-net-worth (UHNW) individuals, family offices, corporate executives, business owners, and sports and entertainment professionals to craft personalized financial strategies. We go beyond traditional financial advising, with a collaborative and client-centric approach. We leverage Morgan Stanley's extensive resources and our team's deep experience to help deliver tailored wealth management solutions that address each client's personalized needs and priorities.

Q: What are some of the biggest topics in financial markets today?

A: One major topic is the growing interest in alternative investments. Morgan Stanley's platform

provides access to comprehensive opportunities, such as private equity, real estate, and hedge funds. Historically, portfolios relied heavily on public equities and fixed income. Today, there's a shift toward incorporating alternatives to diversify away from traditional assets, potentially reducing volatility and enhancing portfolio stability. This approach can offer flexibility and the potential for higher returns in a dynamic market environment.

Another key topic is tax-efficient investing. This strategy encompasses tax-loss harvesting, concentrated stock management, and other techniques to optimize after-tax returns.

For example, clients can realize losses to offset gains from liquid portfolios, illiquid holdings, or future liquidity events such as business sales or divestitures of concentrated stock positions. With potential tax policy changes in 2025, these strategies are critical for high-net-worth clients.



Q: What are the current needs of your diverse investor base?

A: Our investors seek solutions that provide confidence, save time, and align with their long-term goals. They require tailored strategies to manage complex portfolios, diversify effectively across asset classes (including alternatives), and optimize tax efficiency while reducing the burden of day-to-day financial oversight.

Each one of our clients requires a tailored strategy to manage the complex scenarios that they may face. No situation is the same, but we do notice common trends with some of the following clients.

- **Business Executives:** Executives need solutions to manage single-company stock risk, plan for liquidity events (e.g., IPOs or business sales), and optimize their financial future through retirement and succession planning.

- **UHNW Individuals and Family Offices:** These clients focus on maintaining wealth, creating a legacy, and educating the next generation on financial stewardship. They also seek tax-efficient investing and private market opportunities to complement public equities and fixed income, enhancing portfolio resilience.

- **Sports and Entertainment Professionals:** These individuals need strategies to manage irregular income streams, preserve wealth through market cycles, and plan for a few high-income years to support them for the remainder of their lives. We are also experiencing a new environment and asset class of sports team ownership due to increased investment from private equity firms.

Q: Can you dive into how you create value for entrepreneurs and founders specifically?

A: For entrepreneurs and founders, value creation often stems from building and scaling their businesses. The Coastal Legacy Group creates value by:

- **Supporting Business Growth and Exits:** We collaborate with Morgan Stanley's investment banking division to help provide strategic insights on capital raising, mergers, acquisitions, or IPOs. For founders planning liquidity events, we design tax-efficient strategies to help maximize after-tax proceeds. This planning often starts years in advance of any business transaction. For global businesses, we provide hedging solutions to mitigate interest rate or currency risks, aligning corporate strategies with the owner's personal wealth plan.

- **Tax and Legacy Planning:** We work in tandem with estate attorneys and CPAs to help establish trusts, family limited partnerships, donor-advised funds, and other vehicles to transfer wealth tax-efficiently to heirs or charities, aligning with founders' legacy goals.

- **401k and Corporate Cash Management:** For founders' companies, we help design customized 401k plans with diverse investment options, fiduciary oversight, and employee financial wellness programs to attract and retain talent. We also help optimize corporate liquidity through treasury management, high-yield savings, or short-duration bonds, balancing accessibility and returns.

Q: Finally, how is AI shaping your approach to wealth management?

A: AI is revolutionizing how we serve clients. It enhances portfolio management by analyzing real-time data to optimize asset allocation and implement tax-efficient investing strategies. AI can also help provide up-to-date market research, leveraging economic indicators and sentiment analysis to inform our decision-making for clients. Additionally, AI helps streamline operations, automating tasks such as record keeping, which allows our team to focus on personalized client interactions. This allows us to spend more time giving our full attention to our clients and properly safeguard their wealth.

- This issue focuses on French technology in strategic markets, highlighting how French companies and leaders contribute to key sectors in the U.S. and Texas.
- It features Christophe Armengol, CFO Americas at Technip Energies, and mentions contributions or perspectives from KPMG, LumApps, Morgan Stanley, and others.

Key issues covered:

- **French technology:** Showcasing French expertise in high-value and strategic industries.
- **Strategic markets:** Understanding where French companies can grow and strengthen their position in the U.S.
- **Energy and industry:** Highlighting Technip Energies' role in major industrial and energy-related markets.
- **Transatlantic growth:** Connecting French innovation with U.S. market opportunities.



LEARNING EXPEDITIONS



Events

SPURS DELEGATION

The FACC organized a personalized delegation program in collaboration with Comsport, combining sports, business, and immersive experiences across Texas. The program included exclusive site visits, networking opportunities, and behind-the-scenes access to iconic venues and institutions including the Austin FCQ2 Stadium, NASA Johnson Space Center, and several cultural and innovation-focused destinations.

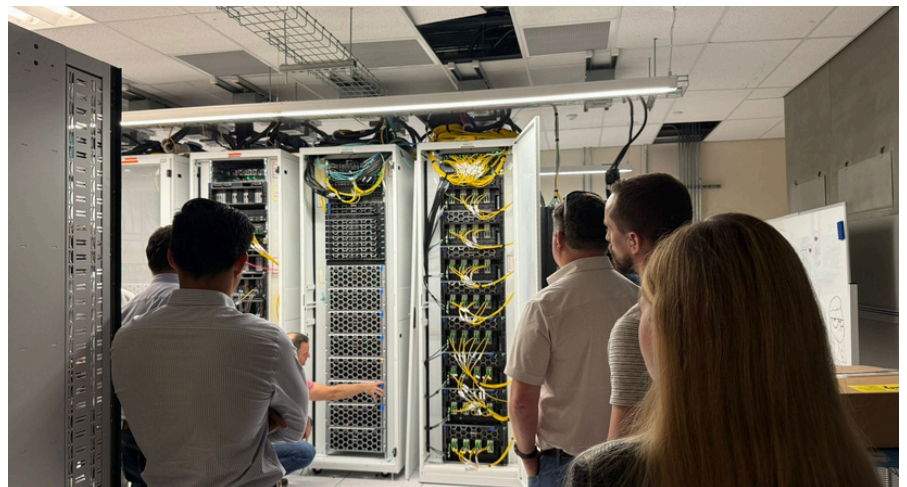
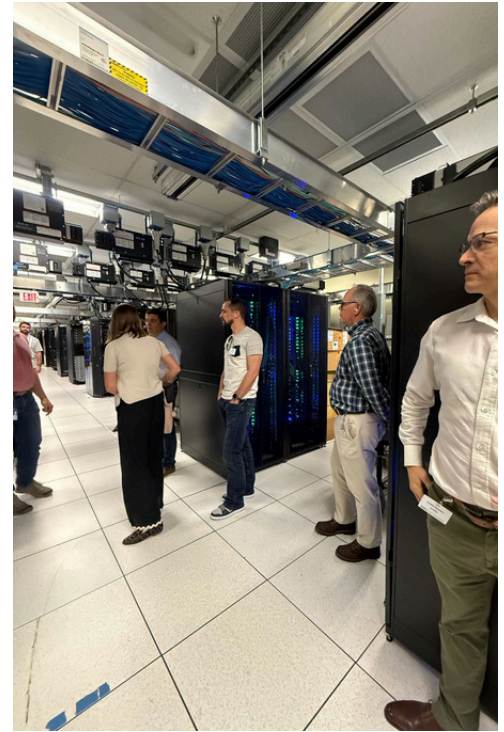
- Customized delegation and immersive business program
- Exclusive site visits and VIP experiences across Austin, San Antonio, and Houston
- Stadium tour and exchanges with Austin FC leadership at Q2 Stadium
- Networking opportunities with local business leaders and partners



Site Visit - Dell Campus

Members had the opportunity to visit the Dell Technologies campus in Round Rock for an immersion into artificial intelligence, high-performance computing, and industrial productivity. The visit provided valuable insight into emerging technologies including Generative AI, AI infrastructure, AI PCs, and HPC datacenters.

- Exclusive access to the Dell campus and innovation ecosystem
- Discussions around AI, industrial productivity, and high-performance computing
- Exchanges with Dell leadership and technology experts
- Networking opportunities for members and partners





**BUSINESS
MISSIONS AND
TARGETED
EVENTS**



**Networking
Events**



MAISON RICHART
CAFÉS RICHART
1892



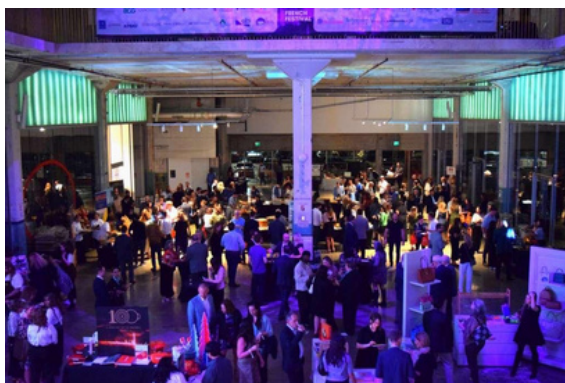
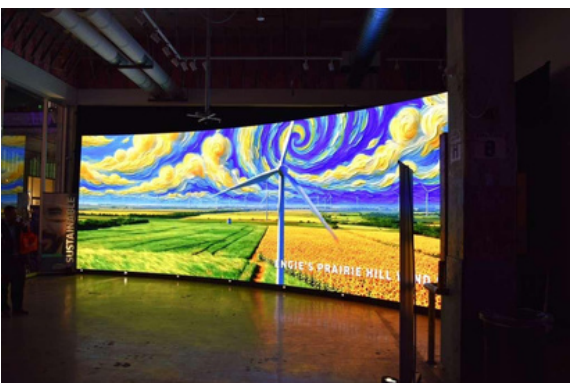
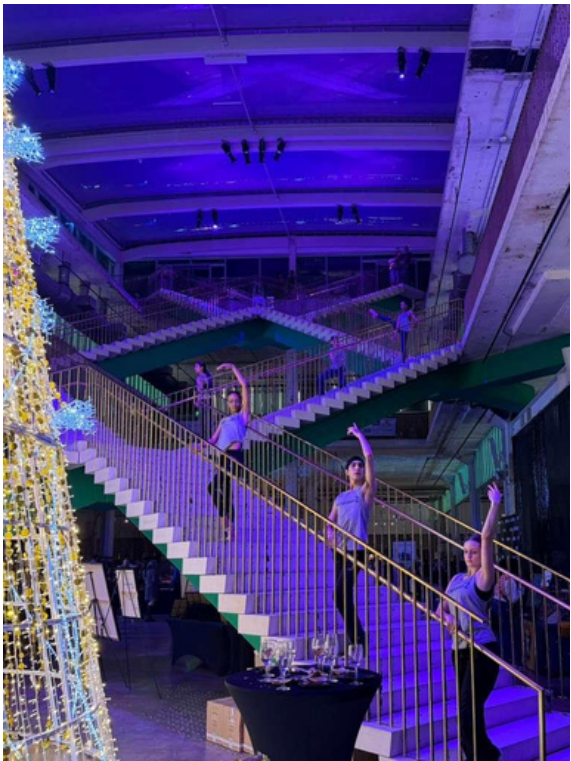
AIRFRANCE
ELEGANCE IS A JOURNEY
90 YEARS OF ELEGANCE.

French Festival 2025

The French Festival is one of the flagship annual events of the French-American Chamber of Commerce, bringing together the French-American business community in Texas around networking, innovation, and transatlantic exchange. The 2025 edition once again highlighted the strength and diversity of the France–American economic relationship.

- More than 600 guests gathered for the event
- Participation from leading companies and partners across multiple industries
- Networking opportunities and immersive partner activations
- Strong visibility for the French-American business ecosystem in Texas

The event continues to strengthen connections within the community while promoting the dynamism and international reach of the FACC Texas network.



SXSW 2025

- **A worldwide event bringing together French key players:** Ambassador of France & his office, La French Tech, La BPI | CEO & his team, Orbiss, Business France, French Consulate
- **An international and qualified audience gathering +2000 participants:** C-level, experts, companies, institutional and enthusiasts of innovation, music, and new trends
- **Contributions to business growth,** supporting Bpifrance and French Tech, through a tailored program centered on innovation, new trends and network.
- **Various event formats including panels, meetups, and networking events featuring renowned speakers & companies:** Artemis Crew, Hugo Travers...ect.
- **Exclusive private events** tour of the Tesla gigafactory, lunch with the director of the Nasa and her team, private visit of the troubles maker studios ect...
- **Customized business meeting for companies with key leaders of the local & international ecosystem**
- **Impactful communication reaching an international audience**



COCA COLA SOUTHWEST BEVERAGES

Site Visit

Our members had the opportunity to visit Coca-Cola Southwest Beverages for an engaging session dedicated to culture and digital transformation. The visit offered a valuable look at how a major organization connects people, operations, and technology to support continuous improvement and long-term growth.

It was also a great opportunity for our members to exchange with local leaders, discover concrete business practices, and better understand how company culture can play a key role in driving innovation and transformation.



SAFRAN

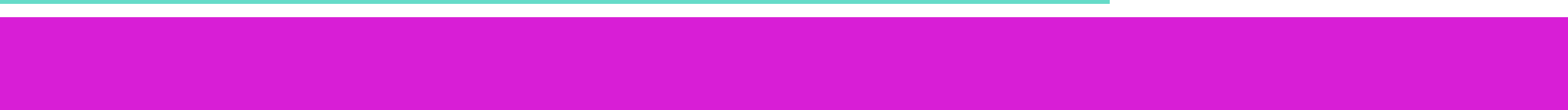
Site Visit



The French-American Chamber of Commerce Texas organized an exclusive site visit to Safran for its members and partners, offering a unique opportunity to discover the company's operations, industrial expertise, and innovation capabilities. The visit also encouraged exchanges and networking within the French-American business community



FACC Internal Org





Board of Directors – Officers



Alexander Adotevi

President -Houston-



John Eldridge

Chairman -Houston-



Frederic Bergeret

Treasurer -Houston-



Guillaume Le Guic

Secretary until October 2024

Board of Directors 2025



Alexander Adotevi
FACC President
CFO American Services, P&R,
Holdings USA
TotalEnergies



John Eldridge
FACC Chairman
Partner
Haynes & Boone



Frederic Bergeret
FACC Treasurer
Chief Financial Officer Americas
Air Liquide



Emmanuel Ricolfi
Partner & Managing
Director
Boston Consulting Group



Bertrand Frischmann
FACC Executive VP
Chief Operations Officer
Vallourec



Abdelmajid Boutayeb
Executive Vice President-
North America Cloud &
Custom Applications
Practice Head
Capgemini



Guillaume Le Gouic
FACC Secretary
Senior Vice President -
Power Systems and Digital
Power
Schneider Electric



**Christophe
Armengol**
CFO Americas
Technip Energies



**Marie-Nathalie Coutou-
Carrere**
Executive Director, Rice
Sustainability Institute
Rice University



Guillaume Lardeux
SVP Head of
Transformation, IT &
Office of the CEO
Genesys



Marie Maitre
Head of External
Relations US
TotalEnergies



Helene Raybaud
Managing IP counsel
SLB



Dixon Schultz
Managing Director
Crédit Agricole NA



Anne-Laure Chassanite
CEO Engie Resources
Engie North America



Jean-François Bonneté
CEO
BCI Bonneté



Stephen Newton
Partner
Russell Reynolds



Mallory Tosch Hoggatt
Partner
A&O *Shearman*



Edward Hirs
Managing Director
*Hillhouse
Resources*



Dennis Petito
FACC Honorary Director
*Montrose Energy Capital
Advisors*



Christophe Dieumegard
Senior Vice President
Subsea Commercial
TechnipFMC



Ludovic Sauvage
Head of Big Data, High
Performance & Quantum
Computing
Atos



Executive Team 2025



Constance Bost *Executive Director*

Experienced in leading teams across various industries, focused on growth and impact. At the FACC, Constance Bost is committed to supporting its members and strengthening French-American exchanges. With her team, she developed a wide range of services to support the FACC companies. Constance holds a Master's from Sciences Po and a Bachelor's in Economics from Dauphine.



Aurore Ladeveze *Regional Director -Austin-*

Aurore joined the FACC in 2017, as a core team member, where she has significantly contributed to the organization's exponential growth. Her role at the FACC involves strategic implementation for both companies and the chamber, developing innovative projects, forging key partnerships with executives, managing business operations, and leading the Austin-San Antonio business community. She has built strong relationships with entities ranging from startups to Fortune 500 companies and institutions across the USA and France, covering industries from energy to technology and aerospace (like Whole Foods, Indeed, NXP, Dell, Genesys, Lumapps). With an entrepreneurial and innovative mindset, Aurore holds a board position with French Tech Austin and Houston since 2019, where she actively contributes to strengthen transatlantic tech relations, amplify French expertise, and expand business opportunities for scale-ups. Prior to joining the FACC, Aurore worked in France and Canada, focusing on business and project development. She developed marketing and events operations, strategic business plans, managed teams, nurtured industry supply chain relationships, and created new business clusters aimed at fostering innovation.



Lea Catanzano *Regional Director -Dallas-*

Lea joined the French-American Chamber of Commerce in 2018 and has been instrumental in expanding its services and network in Texas. Based in Dallas, Lea leverages her extensive experience in international business environments to build a thriving business community. Her expertise lies in business development and strategy, corporate communications, and project management, with a strong focus on cultivating long-term client relationships and driving revenue growth. Lea has successfully managed diverse business programs, including startup scouting, talent acquisition services, and tailored business development missions. She is also adept at organizing and executing high-profile business and social events. Lea has developed strategic relationships with major accounts like TechnipFMC, Schneider Electric, Atos, Virbac, and Richemont, enhancing the Chamber's influence and reach. Before joining the FACC, Lea held significant roles in corporate communications and project management in Europe (France, Finland, Russia). Lea is fluent in French and English. She was a tennis athlete in NCAA Division I in North Carolina and enjoys teaching her kids the sports during her free time.



Audrey Martineau *Project manager - Austin-*

Audrey joined the French American Chamber in 2022. Based in Austin, she focuses on supporting companies leveraging her deep knowledge of local and international networks. Audrey's expertise lies in organizing business delegations between France and the USA, as well as in developing and strengthening a company's commercial activities across the Atlantic. She ensures this growth by connecting businesses with key industry leaders, decision-makers and peers. For example, she has successfully facilitated connections between C-level executives on critical topics like digital transformation and organized delegations of French companies to explore the U.S. tech ecosystem. Audrey is also dedicated to the success of French Tech projects, promoting the French innovation ecosystem in the USA. Before joining the FACC, Audrey was an account executive for international media groups such as Lagardere, Maddynews or GMC media. In this role, she managed a client portfolio representing over \$1,000,000 in revenue.



Samuel Grenon *Business Developer -Houston-*

Samuel Grenon develops and strengthens the FACC's network, supporting business missions and initiatives that benefit members. Prior to joining the FACC Texas, Samuel worked as a business developer for EHP, an Airbus subsidiary specialized in space components, and for Thales near Bordeaux where he assisted the teams in the implementation of a business model for an AI product. Samuel's multiple international experiences in Japan, Canada and Belgium, for academic exchanges or internships, made him able to evolve in unknown and changing environments easily while increasing its social network and interpersonal skills.



Jocelin Guillaume *Business Developer -Houston-*

With a keen focus on new technologies, Jocelin Guillaume develops and strengthens the FACC's network, supporting business missions and initiatives that benefit members. Prior to joining FACC Texas, Jocelin worked for Team Côte d'Azur, where he assisted international companies in establishing their presence in the south of France. He also played a crucial role in developing the Spanish network for an international logistics group. Jocelin's successful international experiences in Spain, Germany, and England have equipped him with a broad perspective and fluency in English, French, and Spanish. He is dedicated to leveraging his diverse background to foster growth and build lasting connections within the FACC Texas community.



Tristan Sakr *Business Developer -Houston-*

Tristan joined the French-American Chamber of Commerce (FACC) in 2024 at the Houston office. His work centers on developing strategic partnerships for the FACC, spanning business development, market studies, learning expeditions, and events to support the business community in the US and North America. Before joining the FACC, Tristan led successfully the go-to-market strategy and implementation for a French tech company. Tristan is fluent in English, French, and Spanish, with proficiency in Italian and Portuguese. In his free time, he follows the NBA and attends Rockets games at the Toyota Center.



Laure Venet *Talent Acquisition Specialist -Houston-*

Laure focuses on engaging and acquiring FACC members, driving business development, organizing events and contributing to the FACC's marketing and communication strategy. As HR and Talent Acquisition specialist, her work is centered on identifying and hiring the best talents for FACC members and developing the FACC HR missions. Before joining the FACC, Laure was a successful HR Manager across industries and dedicated the last few years in the educational services sector.



FACC Texas 2025 Financial Summary

Healthy Financial Structure & Strategic Growth

Financial Overview

Total Revenue: \$1.47M FACC Texas maintained a strong and growing financial position in 2025, with revenue driven by our core business model: membership, events, and business services.

Operating Result: Break-even Our annual result remains close to zero as we strategically reinvest in organizational development and member value creation. This reflects our commitment to strengthening FACC Texas for long-term sustainability.

Revenue Composition

Revenue Stream	Amount	Share
Business Services	\$448.5k	31%
Events	\$529.7k	36%
Membership	\$402.6k	27%
Sponsorship	\$58.7k	4%
J-1 Visa Program	\$27.8k	2%

Key Insight: Business services represent our fastest-growing revenue stream, now accounting for nearly one-third of total revenue. This reflects our strategic pivot toward high-value, member-centric services that drive tangible business outcomes.



Strategic Positioning

- 1. Member-Centric Investment** Our team of 12 professionals (including 2 trainees) is dedicated to delivering exceptional member value. Payroll represents 63% of our budget, reflecting our commitment to talent and service excellence.
 - 2. Events as a Growth Driver** Events revenue reached \$529.7k in 2025, representing 36% of total revenue. This growth reflects our expanded event counting methodology, which now captures the full spectrum of member engagement activities—from large conferences to intimate networking sessions and site visits.
 - 3. Business Services Expansion** Business services revenue grew to \$448.5k, now representing 31% of total revenue. This includes market intelligence, learning expeditions, business development support, strategic introductions, and talent recruitment services.
 - 4. Strong Cash Position** Cash reserves increased to \$302.9k in 2025, providing financial flexibility to invest in new initiatives and member programs.
-

Long-Term Perspective

FACC Texas is positioned for sustainable growth. Our financial model prioritizes:

- **Service-Led Growth:** Revenue increasingly driven by high-value business services rather than transactional membership fees
- **Operational Efficiency:** Lean infrastructure with focused investment in member-facing activities
- **Strategic Reinvestment:** Break-even operations allow us to continuously enhance member value and organizational capabilities
- **Regional Expansion:** Strong financial foundation supports growth across Texas and strategic partnerships with anchor companies

Our 2025 results demonstrate that FACC Texas is building a resilient, member-focused organization capable of delivering measurable business impact while maintaining financial health.



**Join a business community of 200 companies
and 14,000 professionals in Texas**

JOIN OUR BUSINESS NETWORK!

www.facctexas.com