

The curricula vitae of the members of the Board of Directors:

Pierre Alain De Smedt (1944), Chairman
Pierre Alain De Smedt obtained a Master in Business and Administration at the Solvay Business School (ULB), a Commercial Engineer Diploma and a Master in Economic and Financial Sciences at the ULB. Pierre Alain De Smedt was Deputy General of Renault Groupe SA and CEO of Volkswagen Vorst (B.), CEO of Volkswagen South America and CEO of Seat Spain. He also was Chairman of Febiac, the Belgian Automobile Federation and of Avis Europe Plc. He was Chairman of VBO/FEB until the end of April 2014 as well. He is currently Director of Recticel NV and Alcopa NV.

Tom Debusschere (1967), permanent representative of Tom Debusschere Comm. V, CEO
Tom Debusschere is Civil Engineer with a postgraduate degree 'Industrial Engineering'. He began his career in 1992 as Logistics Manager at Deceuninck. Starting in 1995, he worked for 9 years at the American division, Dayton Technologies, where he became Vice President Operations. In 2004, he moved to the Belgian Unilin Group as president of the division Unilin Decor, a supplier of furniture components part of the American Mohawk Group. He came back to Deceuninck as VP Marketing & Sales on 1 December 2008. He was appointed CEO of Deceuninck by the Board of Directors on 6 February 2009. He is a member of the Belgian Corporate Governance Commission, and holds Board positions at EuPC (European Plastics Converters) and Essenscia (Belgian Federation Chemistry and Life Sciences).

Arnold Deceuninck (1950), permanent representative of RAM Comm. VA, Vice-Chairman

Arnold Deceuninck obtained a Bachelor in Accounting and Business Management. Arnold Deceuninck, the permanent representative of RAM Comm. VA, is currently Director of RAM Comm. VA, Binder NV, Deceuninck Auto's NV, Edero BVBA, Hunter & Colman NV and a Non-Executive Director of Didak Injection NV.

François Gillet (1960), Vice-Chairman

François Gillet obtained a Master in Business and Administration at the Leuven Management School (LSM). François Gillet is currently member of the Executive Committee and is Chief Investment Officer of Sofina NV, a financial holding company. As representative of Sofina NV, François Gillet also holds functions as Non-Executive Director in various participations of Sofina NV and in Emakina Group NV.

Francis Van Eeckhout (1968), permanent representative of Holve NV, Vice-Chairman

Francis Van Eeckhout obtained a Master of Commercial Engineering at the Catholic University of Leuven in 1990. In 1991 he obtained a licentiate in Applied Marketing in Aix en Provence. In 1992 he obtained a licentiate in Accountancy at the WHU in Koblenz. From 1992 till 1993 he worked at the marketing department of Bahlsen Keksfabrik in Hannover. From 1994 till 2011 he was managing director of Van Eeckhout NV (concrete), VVM NV (cement), Diamur NV (mortar) and Nivelles Beton NV (concrete). Since 2012 he's managing director of Gramo BVBA (holding) and Trustlube B.V. (lubricants).

Marcel Klepfisch (1951), permanent representative of Marcel Klepfisch SARL

Marcel Klepfisch obtained a Diploma Commercial Engineer at the University of Antwerp. He has extensive experience in crisis management and was Chief Restructuring Officer at Deceuninck NV from February till October 2009. He was a member of the Board of Directors of Nybron Flooring International Switzerland, Chief Executive Officer at Ilford Imaging, member of the Executive Committee at Vickers Plc, Chief Financial Officer of BTR Power Drives and Chairman of the Board of Directors of Pack2Pack. He is currently a member of the Management Advisory Board of Tower Brook in London and Chairman of the Board of Directors of Volution in the UK and Chairman of GSE Group in France.

Paul Thiers (1957), permanent representative of Pentacon BVBA Paul Thiers is an alumnus of the Catholic University of Leuven, where he holds degrees in Master of Law (1980) and in Master in Notaryship (1981), as well as of the Vlerick Management School, where he participated to PUB in 1982-1983. From 1982 till 2005 he was co-CEO and member of the Board of Directors of the Belgian Unilin Group. He is among others member of the Board of Directors of Pentahold NV, Altior CVBA, Accent NV, ION, Vergokan and Origis NV.

Benedikte Boone (1971), permanent representative of Bene Invest BVBA

Benedikte Boone obtained a Master of Applied Economic Sciences at the Catholic University of Leuven in 1994. Benedikte Boone acquired management experience in Lotus Bakeries and in several familial companies such as Bene Invest BVBA, Holve NV and Harpis NV.

Honorary Director
During the meeting of 23 September 2014 Willy Deceuninck, permanent representative of T.R.D. Comm. V., offered his resignation as Director of the Company. Mr Willy Deceuninck worked for more than 40 years at the Company. The Chairman and all Directors wish to thank him for his efforts and valuable contribution to the development of the Company during all those years. Therefore, the Board of Directors decides to name Willy Deceuninck Honorary Director.



f.l.t.r.: Marcel Klepfisch, Tom Debusschere, Arnold Deceuninck, Paul Thiers, Pierre Alain De Smedt, François Gillet, Benedikte Boone, Francis Van Eckhout