

## Curricula Vitae

### Pentacon BV, represented by Paul Thiers (1957), Chairman and Independent Director

- Education: Master of Law (1980), Master in Public Notary Law (1981), Vlerick Management School (1982-1983)
- Professional experience: 1982-2005: co-CEO and member of the Board of Directors of the Belgian Unilin Group
- Current other mandates: member of the Board of Directors of Pentahold NV, Altior CVBA, Accent NV, HOHR ION and Origis NV

### Beneconsult BV, represented by Francis Van Eeckhout (1968), CEO

- Education: Master of Commercial Engineering (KUL 1990)
- Professional experience: 1994-2011: managing director of Van Eeckhout NV (concrete), VVM NV (cement)
- Current other mandates: managing director of Gramo BVBA (holding), member of the Board of Directors of Pollet Water Group

### Marcel Klepfisch SARL, represented by Marcel Klepfisch (1951), Independent Director

- Education: Master of Commercial Engineering (University of Antwerp)
- Professional experience: 2009: Chief Restructuring Officer at Deceuninck NV, former 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, Chairman of the Board of Directors of Pack2Pack and Chairman of the Board of Directors of Volution in the UK
- Current other mandates: member of the Management Advisory Board of Tower Brook in London and Chairman of GSE Group in France

## Bene Invest BV, represented by Benedikte Boone (1971), Non-Executive Director

- Education: Master of Applied Economic Sciences (KUL 1994)
- Professional experience: she has held positions at Creyf's Interim and Avasco Industries
- Current other mandates: member of the Board of Directors at Lotus Bakeries since 2012, director in various family companies (Bene Invest BVBA, Holve NV and Harpis NV)

## Evedec BV, represented by Evelyn Deceuninck (1979), Non-Executive Director

- Education: Bachelor Physiotherapy (Ghent 2001), Osteopathy for horses (Roosendaal, NL), Certificate of Competence in International Passenger Transport; certificate of Public Coach Company (OBO)
- Professional experience: managing director at Deceuninck Auto's NV, a coach company operated by De Lijn (Belgium),
- Current other mandates: managing director at bandenservicecentrum Bandeman

## Alchemy Partners BV, represented by Anouk Lagae (1975), Independent Director

- Education: Master in Business and Engineering (Solvay Management School), Kellogg School of Management, Northwestern University in Chicago, USA
- Professional experience: Coca Cola (Brussels, London and Sydney), Unilever (Brussels), Business Unit President, Core Europe at Duvel Moortgat
- Current other mandates: member of the Advisory Board of Make Sense

## Homeport Investment Management BV, represented by Wim Hendrix (1967), Independent Director

- Education: Master of Commercial Engineering (KU Leuven 1990), Master of Business Administration (Washington University St. Louis, Missouri, USA 1993), Master Wealth Management (Wharton Business School, Pennsylvania, USA 2011)
- Professional experience: Gamma België NV, Siemens NV, Begos, Corelio, Homeport Investment Management
- Current other mandates: Chairman of the Board at XIX-Invest NV; Board Member at Capricorn Sustainable Chemistry Fund