

## **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 Chairman of Febiac, the Belgian Automobile Federation and of Avis Europe Plc. He was also Chairman of VBO/FEB until the end of April 2014. He was Director of Proximus NV, 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 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 EPPA (European PVC Window Profile and Related Building Products Association), EuPC (European Plastic Converters) en Essenscia (Belgian Federation of Chemical Industry and Life Sciences).

### ***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 Beneconsult BVBA, 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 is managing director of Gramo BVBA (holding).

***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 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 Drive, Chairman of the Board of Directors of Pack2Pack and Chairman of the Board of Directors of Volution in the UK. He is currently member of the Management Advisory Board of Tower Brook in London and Chairman of the Board of Directors 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, Hecta, 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.

***Evelyn Deceuninck (1979), permanent representative of Mardec Invest BVBA***

Evelyn Deceuninck obtained a Bachelor Physiotherapy at the Catholic College of Ghent in 2001. She also studied Osteopathy for horses in Roosendaal (NL). She obtained a certificate of Competence in International Passenger Transport and a certificate of Public Coach Company. Since 2003 she is managing director of Deceuninck Auto's NV, a coach company operated by De Lijn (BE). Since 2012 she is also managing director of the tyre service center Bandeman in Roeselare (BE).