

PIETER LOOSE

CEO Ekopak



✉ pieter.loose@ekopak.be

WORK EXPERIENCE

Oct. 2013 – current	Chief Executive Officer (CEO) Ekopak (through Pilovan BV)
Feb. 2010– Oct. 2013	Sales Engineer Ekopak
2005 – Jan. 2010	Technical Office Manager Hertel

EDUCATION

2013	Vlerick Business School, Belgium SME
2004–2005	Pontificia Universidade Católica do Rio de Janeiro, Brazil
2004	Julius-Maximilians-Universität Würzburg, Germany Construction Engineering
2000–2004	KU Leuven, Belgium University of Ghent, Belgium HoGent, Belgium Master Industrial Civil Engineering

OTHER

Vice Chairman of Watercircle

Award: Promising SME of West Flanders 2016–2017 (Ekopak)

Passionate about various sports, including cycling, climbing, and more.

SKILLS

Professional

Business Development
Strategic Management & Leadership
Engineering
Sales Management
Contract Management & Negotiations

Languages

Dutch (native tongue)
English
French



REGINE SLAGMULDER

Regine Slagmulder is a Professor of Accounting & Control at Vlerick Business School (Belgium), and a Visiting Professor at INSEAD (France & Singapore). Prior to joining Vlerick, Regine was a full-time faculty member at INSEAD and Tilburg University, and she also worked for McKinsey & Company's strategy practice. She served as the Knowledge & Research Director of Guberna (a.i.), the Belgian institute for board directors.

Regine graduated from Ghent University (Belgium) with a MSc in Electronic Engineering (1989) and a Master's degree in Management Sciences (1991), and she obtained her PhD in Management from Vlerick Business School (1995). She was a Visiting Research Fellow at Boston University School of Management and the Peter Drucker School of Management, Claremont University (USA). She is also a certified director from INSEAD (IDP-C) and followed Guberna's Board Effectiveness program.

Regine's research and teaching activities focus on the link between board effectiveness, company strategy, and risk & performance management. Her recent work explores how risk governance, risk reporting, and board-level decision-making processes are organized to enable sustainable value creation. She has published several books and numerous articles in both academic and practitioner journals (including *Accounting, Organizations and Society*; *Management Accounting Research*; *MIT Sloan Management Review*; and *Harvard Business Review*) on strategic risk management, performance management, and strategic cost management. Her research has won several international prizes, including the Best Paper Award of the *Journal of Management Accounting Research* (awarded by the Management Accounting Section of the American Accounting Association), the IMA Siegel Award for research with the greatest sustained impact on management accounting (awarded by the Institute of Management Accountants, USA), and twice the European Case Clearing House award for best-selling case.

Regine regularly consults with companies and serves as an invited speaker to both business and academic audiences. She also held several institutional responsibilities at Vlerick Business School, including as the chair of the Competence Center Accounting & Finance and Director of the Executive MBA programs.

She is a non-executive director and audit committee chair of three listed companies headquartered in Belgium (Ekopak NV, since 2021, Euronext Brussels; MDxHealth, since 2020, Nasdaq; and Quest for Growth, since 2011, Euronext Brussels).

Curriculum vitae: Tim De Maet

Personalia

- Naam: Tim DE MAET
- Adres: Middelweg 103
9880 AALTER
- Telefoon: 09/220.75.00 (vanaf 18u30)
- Gsm: 0193/25.81.40
- E-mail: timdemaet@hotmail.com
- Burgerlijke staat: gehuwd
- Nationaliteit: Belgisch
- Geboortedatum: 01/09/1980

Opleidingen

- Diploma Industrieel Ingenieur Chemie optie Biochemie, specialisatie Milieubiotechnologie, Hogeschool Gent
 - 2003-2004: vierde jaar Industrieel Ingenieur Chemie optie Biochemie keuze milieubiotechnologie, Hogeschool Gent
 - 2002-2003: derde jaar Industrieel Ingenieur Chemie optie Biochemie, Hogeschool Gent
 - 2001-2002: tweede kandidatuur Industrieel Ingenieur Chemie, Hogeschool Gent
 - 2000-2001: eerste kandidatuur Industrieel Ingenieur, KaHo Sint-Lieven, Gent
 - 1999-2000: eerste kandidatuur Industrieel Ingenieur, KaHo Sint-Lieven, Gent
- 1998-1999: eerste kandidatuur Chemie, Universiteit Gent
- Diploma Secundair Onderwijs Grieks-Wetenschappen, St-Barbara-college Gent
 - 1992-1998: hoger secundair onderwijs, Sint-Barbaracollege, Gent
 - 1996-1998: derde graad, richting Grieks-Wetenschappen
 - 1994-1996: tweede graad, richting Grieks-Wiskunde
 - 1993-1994: tweede jaar, richting Grieks-Latijn
 - 1992-1993: eerste jaar, richting Latijn

Werkervaringen

- Dec 2011 - ...: Ekopak NV
Operations Manager / COO / Board Member
- Okt 2005 – dec 2010: Micron Nv (lid van de Pollet Water Group)
Technical sales engineer
- Sept 2004 – okt 2005: Entaco NV - BTC, Lokeren – Waver:
projectverantwoordelijke
- 2003-2004: stage gekoppeld aan eindwerk bij VPK Oudegem
papier (VPK Packaging Group)
- Juli 2003: vakantiejob: Arbeider bij Ivago Gent
Bediende bij OBK-bank Gent
- Juli 2002: vakantiejob: Bediende bij OBK-bank Gent
- Juli 2001: vakantiejob: Arbeider bij Ivago Gent

Talenkennis

	Spreken	Lezen	Schrijven
Nederlands (moedertaal)	*****	*****	*****
Engels	***	****	***
Frans	****	****	***
Duits	**	**	**

- 1989-1992:
De Pauw Taalkampen Westende: Nederlands gesproken met Franstalige lessen.
- 1993-1994:
De Pauw Taalkampen Beauvais: Volledig Franstalig gesproken.
- 1994-1995:
Roelandt Taalkampen Bûre en Virton: Volledig Franstalig gesproken.

Overige vaardigheden

- Computerkennis: Internet Explorer, Word, Excel, Power Point
- In het bezit van een rijbewijs categorie B.

Vrijtijdsbesteding

- De meeste vrije tijd gaat naar sport, meestal voetbal maar ook fietsen.
- Ik houd ervan om tijdens de weekends tijd te besteden met mijn gezin.

Valerie Dejaeghere

Brussels, Belgium
[linkedin.com/in/valerie-dejaeghere](https://www.linkedin.com/in/valerie-dejaeghere)

Strategy to Execution | Transformation | Connecting Leadership

Valerie is currently CEO at Qpinch, a cleantech scale up in Antwerp. Qpinch developed a technology to generate carbon neutral energy from industrial waste heat. Valerie joined Qpinch in 2022 in the position of Chief Operating Officer. In January 2023 she transitioned into the role of CEO. Prior to joining Qpinch, she spent 20+ years at ExxonMobil where she held several national and international management positions in Europe and USA, leading business units, developing global strategy and lead business transformation. Valerie participates in several initiatives to support career development and to promote inclusion and diversity.

Skill highlights

Experienced and result-driven business leader with track record in **strategy development to execution** and **managing business units** across different geographies, balancing short-term profitability and long-term **financial results**.

- Developed and implemented strategies resulting in business development, market entries, capital investments and divestments
- Led large organizations with full P&L responsibility - managing people, business, logistical assets and operational risks
- Experienced in maximizing integrated revenues across value chain - manufacturing, supply chain, trading, marketing, sales

Expertise in **transforming** organizations and **managing change** to implement company strategy, such as developing case for action, translating strategic objectives into organizational design, leading **digital transformation** and optimal use of limited resources.

- Managed global re-organization project with objective to enable business strategy, capture additional value, optimize work force, increase accountability. Delivered new organization design, change management plan and implementation roadmap
- Transformed organization from business unit to value chain structure. Implemented new business model. Achieved cost and head-count reduction target through digital transformation, end-to-end process optimization and off-shoring activities to lower cost locations

Authentic leader promoting **collaboration**, diversity, inclusion and **empowerment**. Ability to align stakeholders across all levels of the organization driving execution. Passionate about **developing people** to their full potential and creating high-performing teams.

- 15+ years experience leading cross-functional and virtual teams in Belgium, in USA, across Europe, Middle-East and globally
- Track record of building alignment amongst stakeholders at corporate and business level, to implement strategy, develop business, get capital budget, close commercial and labor agreements
- Led and contributed to numerous initiatives promoting diversity in/outside the company and supporting professional development

Strategy Development
Business Transformation
Change Management
Corporate Governance

Business Development
Business Acumen
Portfolio Management
Integrated Value Chains

P&L ownership
Value Proposition
Crisis, Incident Management
Sales, Marketing, Supply Chain

Connecting Leadership
Inclusion, Diversity and Collaboration
People and Leadership Development
Digital Transformation

Experience

Work History

22 years at ExxonMobil - executive career development track with increasingly complex roles towards senior executive leader

Fuels Pricing, Transformation Manager Europe Africa Middle East

Jun 2020 - Jun 2021 | Brussels, Belgium

- Responsible for pricing strategies and revenues for all fuel products/segments in EAME - Retail, Wholesale, Asphalt, Aviation and Marine - with focus on bio/renewable components
- Designed and implemented future organization, digitally transformed and optimized end-to-end processes, off-shored activities to Budapest/India to realize ~30% headcount reduction

Revenue and Transition Manager US Mid-Atlantic Southeast

Jan 2018 - May 2020 | Houston, USA

- Implemented transition from global business units to value chain structure - maximizing integrated revenues from crude trading, refining, logistics, product trading, marketing to sales, covering geography from Gulf Coast to New York, exports to LatAm, EU
- Led development of first US Gulf Coast strategy, delivered objectives and investments to develop business and secure profits across integrated value chain, ~70 stakeholders

Strategy Development Manager Europe Africa Middle-East, Asia-Pacific

Jan 2015 - Jan 2018 | Houston, USA

- Developed Fuels & Lubes business strategies for EAME and AP, including country portfolio, market entry and business model studies for decision making at president or MC level
- Project manager for global Fuels & Lubes reorganization (5000+ people) - designing and staffing new organization, communication to European Works Council, roadmaps to long term targets and change management plan

Wholesale Fuels Business Unit Manager UK, Ireland, Egypt, Cyprus

Jul 2013 - Dec 2014 | Brussels, Belgium

- Led country business unit teams managing and increasing earnings with \$5M, +~15% P&L
- Flawlessly led business through Cyprus' financial crisis, Egypt's Arab Spring and Ireland's divestment, transferring people, business, assets to new business owner

Supply Chain Officer Europe Africa Middle East

Mar 2011 - Jul 2013 | Brussels, Belgium

- Led Polyolefins supply chain operations, optimized supply/demand, managed multi-cultural teams and ~400 Kton inventories between 6 manufacturing sites in Belgium, France and Saudi Arabia and global/EAME Polyolefins business
- Achieved 10+% working capital reduction during chemical industry 'bottom of cycle'

Retail Operations Company Director Belgium and Luxembourg

Aug 2008 - Mar 2011 | Brussels

- Appointed Director of 4 legal entities covering ~250 retail stations in Belgium and Luxembourg, with direct responsibility over P&L and ~500 employees. Presided Works Councils/CPBW's, negotiated 3 Collective Labor Agreements, implemented 24/7 operations
- Led migration to new business model, from 'Company Owned' to 3rd party 'Wholesaler'

Convenience Retail Support Manager

Jul 2005-Jul 2008 | Washington DC, USA

- Global performance improvement/KPIs system, SAP information system in USA enabling automatic replenishment for ~1000 Retail stations

Financial Reporting, Retail Operations

Jul 1999-Jun 2005 | Netherlands, Belgium

- Financial reporting Benelux; "Esso Express" in France, Belgium, Netherlands, Finland; Motorway/Brussels Retail stations management and P&L ownership

"Prijs van de Minister van Buitenlandse Handel" - 1st Laureate

1998 - 1999 | Wash. DC, New York, USA

- Selected by KU Leuven to participate in Belgian Foreign Trade Board program
- Attached to the Belgian Consulates in New York and in Washington D.C., wrote paper on "Purchase policies of US department stores" to advise Belgian companies on export

Education

- **2022** - Vlerick Take The Lead in Sustainability Management (On-line) and European Women on Board C-Level Program (Hybrid)
- **2017** - Colombia Business School - Embedding Strategic Excellence, Executive Education Program (On-line)
- **2016** - Thunderbird School of Global Management - Advanced Leadership Program (Arizona, USA)
- **2013** - Thunderbird School of Global Management - General Leadership Program (Brussels, Belgium)
- **2008** - UNC Kenan-Flagler Business School - Enterprise Leadership Program (North Carolina, USA)
- **1998** - Masters in Applied Economics - Katholieke Universiteit Leuven (Leuven, Belgium)

Other - Experiences, Interests, Languages

- **Inclusion and Diversity** - Part of Women's Interest Network leadership at ExxonMobil; Focus on coaching and career development; Led the mentoring program for Downstream; Selected by ExxonMobil to participate in 2020 'Women's Forum for the Economy and Society' and to present at 2021 'Women's Society of Engineers' conference. Member of Women on Board and European Women on Boards since 2022
- **Volunteering** - Passionate about youth education and development, I deliver programs fostering work readiness, entrepreneurship and use of experiential learning to inspire students to dream big and reach their potential (Junior Achievement Houston, Brussels)
- **Languages** - Dutch - native; French, English - full professional proficiency; German - professional working proficiency

Jos De Vuyst : CV

Knokke , 30th May 2024

Date of birth: 2 juni 1963
Adress Sparrendreef 6A
Knokke
Mob tel nr : 0473 242402
Email : jos.devuyst@stow-group.com

Married with : Sabine Bral
Children : Celine De Vuyst 29/10/1993, advokaat Loyens & Loeff Brussel
Sophie De Vuyst 4/5/1996, JP morgan London

Languages : Dutch, French, English, German : fluent

Studies Jos De Vuyst :

- Burgerlijk ingenieur RUG , grote onderscheiding 1987
- Vlerick school for management MBA Ghent 1988

Carreer Jos De Vuyst :

- Stow international : start 1989 (www.stow-group.com)
 - 1989 – 1996 : several functions within sales, production and finance
 - 1996 – 2001 : general manager Stow International NV and Stow group
 - 2001 – 2005 : managing director Stow group
- Kardex AG : start 2005 (www.kardex.com)
 - 2005 – may 2015 : CEO KARDEX AG based in Zürich, listed on SWX Zürich, board member Kardex AG
- Stow Group : vanaf Mei 2011 tot vandaag : CEO, President : management buy out in 2013)
 - Stow group is de Europese leider in storage equipment, en won in december 2020 de prijs van onderneming van het jaar 2020 (EY, de Tijd)
 - Omzet 1 mia € in 2023, en ca 2300 medewerkers
- MOVU robotics : President en CEO
 - High tech start up for warehouse automation
 - 100% daughter of the Stow group
- Extern bestuurder Reynaers Aluminium
- Voorzitter raad van bestuur AFIX group (Dovesco participatie)
- Board member FEM : FEM is de associatie van alle Europese material handling equipment producenten

Hobby's Jos De Vuyst :

- Flying, Golf (Member Knokke) ,Piano and synthesizer spelen

Referenties : op aanvraag

Address
Dr. Adriaanmartenslaan 6
9800 Astene, Belgium

BOURGEOIS Pieter

(14/10/1977)

Mobile:
+32 478 54 84 91

Email:
pieter_bourgeois@hotmail.com

06/2022 - Current	CEO Alychlo (Alychlo, Private investment fund of Marc Coucke) <ul style="list-style-type: none">· Responsible for the management of the family office, defining & implementing the investment strategy· Chairman of the board of Ekopak NV, Board member of Versluys Invest NV, SDA Group Srl, EnergyVision NV, OKU Hotels	Merelbeke, Belgium
01/2015 – 06/2022	Investment Manager Alychlo (Alychlo, Private investment fund of Marc Coucke) <ul style="list-style-type: none">· Negotiated & closed successfully several share & asset deals· End to end responsibility; NDA, LOI, Term Sheet, Due diligence, SPA, Post-closing actions· Board Member of Versluys Invest NV, Crescent NV, miDiagnostics (JV with imec) NV, Uest NV (Zembro) & LPM Holding NV	Merelbeke, Belgium
02/2013 – 01/2015	CFO YouBuild (YouBuild, 180 FTE, 70.0 M€ turnover) <ul style="list-style-type: none">· Overall financial responsibility· Integrating recently acquired companies in terms of systems, processes & people· Responsible for all reporting to the Board.· Assisting chairman of the Board in M&A activities	Menen, Belgium
11/2011 – 02/2013	CFO DHL Express Luxembourg (Express logistics & Freight, 150 FTE, 30,2 M€ turnover) DHL Express Luxembourg S.A. <ul style="list-style-type: none">· Responsible for integrity of the accounting records, internal control· Custodian of corporate assets, managing working capital, ...· Responsible for delivering timely & relevant management information· Member of Senior Management Team (executive committee)	Contern, Luxembourg
10/2008 – 11/2011	Financial Planning Manager (Express TD & SD) (Express logistics (TD& SD), 850 FTE, 178.6 M€ turnover) DHL International N.V. <ul style="list-style-type: none">· Managing a team of five controllers/analysts, on the job training.	Brussels, BELGIUM

- Responsible for budgeting & forecasting, statutory & managerial accounting, closing, reporting, annual audit for two legal entities
- Financial advice and follow – up of several significant restructuring projects, resulting in substantial savings.

01/2007 – 09/2008	Responsible Divisional Controlling (financial services, 1001 FTE, 303.5 M€ turnover) Atos Worldline N.V. <ul style="list-style-type: none"> · Managing a team of three divisional controllers, creating more financial insight for line management. Successfully implemented a new Forecasting process. · Providing financial advice for CIO in several special projects leading to better insight in future performance. 	Brussels, BELGIUM
01/2005 – 12/2006	Division Controller (financial services, 1001 FTE, 303.5 M€ turnover) Banksys N.V. <ul style="list-style-type: none"> · Actively involved in Banksys' take-over process. 3 – Year Business plan for RFP, assisted CFO in Q&A sessions with senior management, due diligence and post merge integration · Developed new costing-model creating insight in cost per product, segment & process. Was felicitated upon presentation of the results by Board of Directors; 	Brussels, BELGIUM
08/2002 – 12/2004	Business Analyst Controlling (financial services, 1001 FTE, 303.5 M€ turnover) Banksys N.V. <ul style="list-style-type: none"> · Reporting, budgeting and KPI follow-up; · Worked on a number of business cases mostly in cross-divisional teams. E.g.: launch & pricing of new terminals, large IT-investments, ... · Managed project team: end-to-end responsible for cost allocation tool (Activity Based Costing). Organisation, planning & content received excellent evaluation upon completion; 	Brussels, BELGIUM
07/2001- 06/2002	Co-founder : ATMOSS (start-up company) Worked on a project to start a Sales House for new, highly qualitative media in Belgium; <ul style="list-style-type: none"> · Analysed foreign markets and the use of new payment means for the development of a complete Business Plan; · Negotiated contracts with Business Angels, that agreed to provide us the necessary coaching and funding; · Presented the opportunity to senior management at Banksys NV; 	Brussels, BELGIUM

Education
2015

Vlerick Business School
Structuring & Financing m&a deals

2000-2001

Solvay Business School, Université Libre de Bruxelles
Master of Business Administration
Focus on Finance, Managerial Accounting and New Ventures. Graduated with Honours

1998-2000

GROEP T
Master in Electro-mechanical Industrial Engineering
Completed thesis project in the machine building industry

1995-1998

KHBO
Candidate in Industrial Engineering

1989-1995

Sint-Barbaracollege
Latin-Sciences-Mathematics
Reached finals in national history contest

Computer Skills MS office (Word, Excel, PowerPoint)

Languages Dutch (mother tongue), English (fluent), French (fluent), German (moderate)

Personal Data

- Sports: Cycling, running (half-marathon);
- Gained the ability to live and work together closely with a lot of different people, having been a boarder for six years;

Van Den Haute Nathalie

Born June 14, 1981

Address: Neromstraat 74, 1861 Wolvertem (Meise)

Mobile: +32 (0) 496 57 90 48

E-mail: nathvandenhaute@hotmail.com

Summary:

- Born on 14 June 1981, Oudenaarde. Living in Meise. Married to Frederik and mother of Laura and Quinten, age 9 and 5.
- Graduated in 2004 as a MSc in Commercial Engineering (Free University of Brussels – Solvay Management School) with human resources as a major and marketing as a minor.
- Completed in 2005 a Master in Financial Management at Vlerick Leuven Gent Management School, Belgium
- Joined in September 2005 the corporate finance team of KBC Securities, which is specialized in the structuring and execution of corporate finance solutions that are tailored to meet the individual needs of its clients (listed companies, privately held corporations, SMEs and their managers, directors and shareholders).
- She gathered over 17 years of investment banking experience at KBC Securities, advising on M&A transactions (both buy- and sell-side), Equity Capital Markets transactions (initial and secondary public offerings, rights issues, accelerated bookbuildings, etc.), takeover bid transactions and financial consulting assignments (valuation exercises, etc.), across a broad range of industries including healthcare, power & utilities and media.
- As of March 2019, she held a leadership role within the corporate finance team, co-managing a team of almost 30 corporate finance experts and leading the ECM franchise. In this capacity, she was involved in the IPO of Ekopak in March 2021. At KBC Securities, she was also involved in a number of strategic projects.
- She also represented KBC Securities on the board of directors of FlandersBio, the independent life sciences cluster organisation of Flanders, from May 2016 to Dec 2022. She was a member of the Remuneration and Nomination Committee.
- In February 2023 she joined Alychlo as an Investment Principal. Alychlo NV is the family investment company of entrepreneur Marc Coucke. Alychlo invests in growth companies and provides active support to management. She is on the board of directors of PairiDaiza, SnowWorld and Droia Invest and is an observer to the board of Itineris.

Skills:

Equity Capital Markets - Mergers & Acquisitions - Corporate Finance – Funding - Valuation – Financial forecasting, analysis and reporting – Financial structuring – Negotiation - Project management – Team leadership – Business and strategic analysis – General Management – Investor relations

Professional experience:

- February 2023 – current: Investment Principal at Alychlo
- March 2019 – January 2023: Head of ECM – Executive Director Corporate Finance at Oaklins KBC Securities, the Investment Banking division of KBC Group

- Jan. 2018 – March 2019: Executive Director Corporate Finance at KBC Securities, the Investment Banking division of KBC Group
- Feb. 2013 – Dec. 2017: Director Corporate Finance at KBC Securities
- 2011 - Jan. 2013: Associate Director Corporate Finance at KBC Securities
- 2009 - 2011: Senior Associate Corporate Finance at KBC Securities
- 2005 - 2008: Associate Corporate Finance at KBC Securities

Detailed overview Education

- **2004 - 2005: Master in Financial Management**
 - Vlerick Leuven Gent Management School, Belgium
 - Great distinction – Magna Cum Laude
- **1999 - 2004: MSc in Commercial Engineering**
 - Free University of Brussels – Solvay Management School
 - Great distinction – Magna Cum Laude
 - Major: Human Resources (minor: marketing)
- **1997 - 1999: Science – Mathematics** (Koninklijk Atheneum Ronse, Belgium)
- **1995 - 1997: Modern languages** (Koninklijk Atheneum Ronse, Belgium)

