

Koen Hoffman

Date of Birth: 06/11/1968

Nationality: Belgian

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Mob : 0496/579021

EDUCATION

June 1991 **MBA at Vlerick Management School (Master in General Management)**

June 1990 **Applied Economics, University of Ghent**

June 1986 **High School Diploma in Mathematics, Klein College Aalst**

Other **Guberna Director and Board Effectiveness. At least 5 days of external trainings per year at KBC (on the job and personal development)**

PROFESSIONAL EXPERIENCES

July 1992 - August 1992

Consultant for Prof Bruggeman at Vlerick School. Detailed analysis of cost synergies between Simec (part of Hoogovens Aluminium) and a group supplier.

September 1992 - October 1998

KBC Bank, Corporate Finance

Initial start in the syndicated loan department of KBC Bank. Active in many syndicated loans both as a participant and arranger of a number of syndicated loans. For example, lead arranged the landmark deal for the Yamal pipeline project for Gazprom.

After 2 years moved to the Project Finance department of KBC Bank headquartered in Dublin. Focus on projects in energy sector (Tractebel, National Power, Solvay etc)

October 1998 – June 2016

KBC Securities

Started as an equity sales with a focus on clients in Luxembourg and Switzerland. Moved on to the tier 1 clients in both the US and UK. Became head of the Brussels sales team in 2001.

2003 became managing director at KBC Securities and was actively involved in the restructuring of KBC Securities after the technology bubble. Changed the strategy back to a local broker model in all the countries where KBC Bank has a significant presence. Reduced the headcount by 50% and then started an international expansion. Became the leading broker in most of the countries where KBC bank is active in Central and Eastern Europe.

Responsibilities included sales, sales/trading and equity research. Involvement also included equity capital markets and as such has been involved in over 50 equity capital markets deals. Many of which as a (sole) lead arranger. Examples include the Belgacom, Telenet and Elia IPO.

As of 2008 moved from the trading floor to the corporate finance department of KBC securities worldwide. Focus on strategic advice, mergers and acquisitions, and origination of capital markets deals.

As of 2013, CEO of KBC Securities. Chairman of the Supervisory Board at Patria (Czech Republic) and Board Member at Omnia Travel Belgium.

Next to KBC Securities, also had the responsibility for all Debt Capital Markets and Specialised Finance (export, project and acquisition finance) within KBC Belgium.
Part of the Top40 worldwide at Group Level.

August 2016 – To date

Value Square NV (Gent)

CEO of a boutique asset manager, managing over 900 mln EURO (predominantly equities)

Board Memberships :

- **Fagron** : Chairman of the Board
- **Greenyard** ; Chairman of the Board
- **MDX Health** : Chairman of the Board
- **Fairplay Casino**: member of the Board
- **Former chair of Snowworld and head of the audit ctee at Mithra**

LANGUAGE AND COMPUTER SKILLS

Dutch: mother tongue

English and French: very good speaking and writing

German: scholastic speaking and writing

Very Good Knowledge of Microsoft Office (Word, Excel, Power Point, Outlook), Reuters Kondor+, Bloomberg, Excel,

INTEREST AND ACTIVITIES

Travelling: I like travelling, especially abroad, so I have the opportunity to know different culture and way of living.

Sports: Golf

Reading (non-fiction) and cooking with friends/family

Contact

leanne@everledger.io

www.linkedin.com/in/leannekemp
(LinkedIn)
www.everledger.io (Company)

Top Skills

Software Development
New Business Development
Project Management

Honors-Awards

Fintech 2014: London
25 Most Exciting Bitcoin Startups in the World
Barclays Techstars Accelerator 2015: London
Winner BBVA Open Talent 2015: Europe
Winner Innovation in Fintech: MEFFYS 2015 (London)

Publications

A faceted approach to reputation systems <http://www.chyp.com/thought-leaders/podcasts/>

Patents

RFID - IDENTIFICATION
PRODUCTION AND DISTRIBUTION
METHOD

A Method of Providing Secure
Ownership of an Object

Leanne Kemp .

Everledger; Open UK; Adjunct Professor
Brisbane, Queensland, Australia

Summary

As I embark on my latest startup journey, I bring 25 years of diverse experience navigating the ever-evolving business landscape. Through challenges and successes, I've learned the importance of resilience and adaptability. My focus lies in fostering genuine connections with customers, cultivating collaborative partnerships, and simplifying complexities for the greater good. I'm committed to exploring innovative technologies like blockchain, AI, machine vision, and smart contracts to drive positive change in traceability, sustainability, and circular economy initiatives. With humility and dedication, I aim to lead my team towards meaningful impact and continuous growth.

Experience

Everledger

9 years 2 months

CEO, Founder, Director

April 2015 - Present (9 years 2 months)

Everledger is a technology company that specializes in providing blockchain-based solutions for industries such as diamonds, gemstones, critical minerals and renewable energy infrastructure. The company offers an immutable ledger powered by blockchain technology to securely record and verify asset information, transactions, sustainability, carbon accountability and provenance.

Everledger's solutions increase transparency within supply chains. With its innovative approach, the company has gained global recognition as a key player in leveraging blockchain technology for industry transformation.

CEO & Founder "promises my family it's my last startup ;)"

April 2015 - March 2023 (8 years)

London, United Kingdom

Everledger provides an immutable ledger for diamond identification and transaction verification for various stakeholders, from insurance companies to claimants and law enforcement agencies.

Everledger provides new methods of financing and insuring diamonds, as well as combatting fraud, by providing an application for various stakeholders in the diamond pipeline. Identification of fraudulent claims helps uncover the sale of stolen valuables and can aid their recovery. We work alongside crime agencies to assist in the identification of cross border transactions, money laundering and counterfeit goods. Leanne has over 20 years in emerging technology in supply chain (RFID) and ten years in jewellery, diamonds and insurance claim. In the last 90 days we have added 500,000 certified diamonds, smart contracts for the transfer of ownership and bank grade APIs for high volume transactions to the system. Featured in the Financial Times and BBC Newsnight, we are listed in the top 25 most exciting bitcoin startups globally.

OpenUK

Chief Sustainability Officer (Honorary Appoint)

November 2022 - Present (1 year 7 months)

Our goal is to create lasting value for stakeholders by employing an open source technology strategy that encompasses ethical, social, environmental, cultural, and economic aspects of business. We manage a wide range of initiatives aimed at minimizing our environmental footprint and promoting sustainability principles. Together, we collaboratively design, execute, and assess open source initiatives that foster social, environmental, and economic sustainability goals.

The Sustainable Markets Initiative Taskforce

May 2021 - Present (3 years 1 month)

London, England, United Kingdom

The Sustainable Markets Initiative is committed to driving the global shift towards sustainability by prioritizing Nature, People, and Planet in value creation worldwide. This initiative emphasizes the urgent need to align funding with sustainable solutions, thereby catalyzing transformative change in the marketplace. In January 2021, they introduced the 'Terra Carta,' a charter that establishes sustainability as a core principle for the private sector. This visionary document serves as a roadmap for a recovery plan up to 2030, placing Nature, People, and Planet at the center of global value creation.

OECD - OCDE

4 years 6 months

Trade & Circular Economy Policy Advisory Board

February 2020 - Present (4 years 4 months)

Paris Area, France

Blockchain Expert Policy Advisory Board

December 2019 - Present (4 years 6 months)

Paris Area, France

Blockchain Australia

Fellowship

December 2019 - Present (4 years 6 months)

Australia

World Economic Forum

6 years 3 months

Board of Stewards for Accelerating Sustainable Production

November 2019 - December 2022 (3 years 2 months)

Geneva Area, Switzerland

Each System Initiative is guided by a Stewardship Board comprised of government ministers, CEOs and leading experts, who assume an informal, collective sense of stewardship for the public-private dimension of international cooperation and progress on their issue. Work programmes consist of a portfolio of insight, policy or action-oriented projects that the community chooses to engage

in, whether managed by the Forum or by consortia of institutions within the community. Each is supported by a dedicated Global Future Council of thought leaders as well as the Forum's suite of digital interaction and knowledge integration tools.

Inaugural Member, Global Future Council on Blockchain

October 2016 - December 2022 (6 years 3 months)

The World Economic Forum's Global Future Councils are the world's foremost interdisciplinary knowledge network dedicated to promoting innovative thinking to shape a sustainable and inclusive future for all.

The network convenes more than 700 of the most relevant and knowledgeable thought leaders from academia, government, business and civil society, grouped in expertise-based, thematic councils. It is an invitation-only community, and members are nominated for a one-year period.

Co-Chair Global Future Council for Accelerating Sustainable Production
November 2018 - November 2020 (2 years 1 month)

Driving towards Davos 2019 activation Production activities are responsible for significant social and environmental impacts – for example, over 50% of global greenhouse gas emissions result from the cradle-to-factory journey of goods. Simultaneously, at the frontier of production systems lies an astounding amount of innovation across digital, physical and biological spheres. The combinatorial effects of developments like artificial intelligence, blockchain and genome editing can create realities previously unobtainable. Our current production path of delivering on goals for growth in business and national economies, however, is straining natural capital assets far beyond sustainable thresholds, representing a growing systemic risk.

The work in 2018, will focus on creating tailored economic models and quantitative output of the value presented by Fourth Industrial Revolution technologies for specific economies / countries. The priority geographies have been identified as the US, China and India, due to the systemic importance of their economies. The results of the assessments will indicate value to industry, customers, labour, society and the environment and be linked to UN SDG targets and metrics to highlight potential for positive contribution to the UN's 2030 Agenda for Sustainable Development. Insights and recommendations will be used as input towards the scoping of public-private collaboration efforts aimed at accelerated adoption and diffusion of sustainable innovation across production systems, and policy-making for the transition to a low-carbon global economy.

Australian Federal Government

2 years 5 months

National Blockchain Roadmap (NBR) Advisory Committee
October 2019 - December 2021 (2 years 3 months)

Canberra, Australian Capital Territory, Australia

The principal focus of the Advisory Committee is to provide strategic advice and support the activities of National Blockchain Roadmap (NBR).

Nation Brand Advisory Council

August 2019 - December 2020 (1 year 5 months)

Sydney, New South Wales, Australia

World Trade Symposium

Board Member

February 2017 - April 2021 (4 years 3 months)

London, United Kingdom

The World Trade Board is made up of global leaders, innovative thinkers, influencers and subject matter experts from the different corners of trade and commerce, representing Banks, Corporates, Trade Credit Industry Bodies, Fintechs and Services Firms. The members are the co-creators of an organisation that has the objective of shaping the future – to define the parameters and be an enabling force for global trade. The Board shares a common vision – of a collaborative, connected, inclusive trade and finance, built on a foundation of the latest business technologies – to allow the world and people to prosper.

QUT (Queensland University of Technology)

Advisory Committee QUT Institute for Future Environments

December 2019 - January 2021 (1 year 2 months)

Brisbane, Australia

Queensland Government

Member of Better Regulation Taskforce

March 2019 - January 2021 (1 year 11 months)

Queensland, Australia

The Queensland Government acknowledges the need to simplify regulations for business operations. To support small businesses and foster a competitive environment, the Queensland Small Business Advisory Council has established the Better Regulation Taskforce. Taking over the responsibilities of the former Red Tape Reduction Advisory Council, the Taskforce is focused on analyzing regulatory obstacles, offering advice, and recommending measures to address unnecessary regulations and red tape. Additionally, the Taskforce identifies initiatives to streamline government processes and regularly reports to the Queensland Small Business Advisory Council and the Queensland Government. Currently, the Taskforce is conducting a review of the regulatory environment in the eco-tourism, live music entertainment, and start-up sectors.

The University of Queensland

Member of UQ Entrepreneurship Expert Advisory Panel

March 2019 - December 2020 (1 year 10 months)

Brisbane, Australia

Expert Panel is an advisory body that brings together successful leaders from across the business, academic, research and education sectors who can provide broad-based expertise and independent advice to government in the

implementation of the UQ Entrepreneurship programs within The University of Queensland

Advance Queensland

Queensland's Chief Entrepreneur (Honorary Appoint)

October 2018 - December 2020 (2 years 3 months)

Brisbane, Australia

The Office of the Queensland Chief Entrepreneur is an Advance Queensland initiative funded by the Queensland Government and driven by the state's entrepreneurial community.

Our goal is to cement Queensland's reputation as Australia's #startupstate with the talent, community, outcomes and deal flow to prove it.

Our office is the first of its kind in Australia, and is led by chief entrepreneur Stephen Baxter. We aim to support the development of Queensland's startup ecosystem by

1. working with incubators, accelerators and co-working spaces
2. connect with regional and remote Queensland to encourage and foster state-wide entrepreneurship
3. showcase Queensland startup and entrepreneurial talent to local, national and international audiences
4. stimulate and attract local, national and international investment and venture capital to Queensland
5. support local entrepreneurs, startups, and small businesses across the state by connecting them with the right opportunities, people, places and spaces to help them grow, scale and create jobs.

IBM

IBM Board of Advisors - Blockchain

May 2018 - December 2019 (1 year 8 months)

New York, New York

devoted primarily to the continuing review and articulation of the technical, research and governance structure in advancing blockchain as a core operating fabric whilst connecting globally active economic systems.

Techstars

Blockchain with Barclays Accelerator 2015

March 2015 - June 2016 (1 year 4 months)

London, United Kingdom

Techstars

Absoft Holdings Pty. Ltd.

Founder, Managing Director

January 1996 - December 2014 (19 years)

Australia

Absoft Group Pty. Ltd. was formed in 2004 as the primary operating Company for a number of new trading orientated companies that were formed to either commercialize existing IP or develop new projects. From a peak of around 30 staff in 2003/04 we scaled back R&D activities and moved into a diversification phase, seeding, developing and successfully exiting from a number of corporate ventures, while continuing to support numerous partner companies with back-end logistics support.

From our development centre in Brisbane, we provide expert skills on Microsoft platforms - ASP.net, VB.Net, C#, XML, SOAP, web services and development in PHP Technology. Between 2004 and 2010 the Absoft Group changed orientation from that of a re-seller and support orientated business to a developer of technology-solutions in its own right. This focus led directly to the development of the many platforms that the Absoft Group now holds in its IP portfolio.

The Great Australian Survey

Co-Founder and Technology

October 2004 - December 2011 (7 years 3 months)

Co-Founder & partnering with Aaron O'Sullivan and Jillian Freeman, we started and grew the business to one of the largest and most successful data suppliers for the on-line D.M and market research industries in Australia and New Zealand.

I invested in the company at its inception & forward underpinned all technical elements, software development, branding and resources and day-to-day operations. Worked side by side with Aaron to build out the companies vision and supported the business from start-up through one capital-raising, profitability and sale of the business to Q Limited

Fastcards Pty Ltd Trading as Multicard

Co-Founder and Key Technical Person

March 2003 - July 2011 (8 years 5 months)

As co-founder of Fastcards Pty Ltd www.fastcards.com.au with Scott Austin we developed and patented secure on-line technology and became the leading national issuer of Photo RFID cards. The company continues to hold Issuing Body status for the Australian Maritime Security Identification Card www.msic.com.au, contact-less smart card supply and managed identification services and services a number of high security bodies throughout Australia & South East Asia.

Patent Technology : 2004201620 An Identification Card Production and Distribution Method

The company proceeded with an series of acquisitions by internationally recognised and publicly listed entities. Syscan International Inc. (TSX VENTURE:SYA) purchases Fastcards in June 2007 subsequently Bluehill AG purchases Fastcards in April 2009 from Syscan

Multicard (www.multicard.com) is a worldwide supplier of card solutions for secure identification programs with in-house capabilities for credential issuance, personalization and fulfilment services for the consumer, government and corporate customers. We offer ID systems management and engineering services as well as full implementation and program management to assist you with all your identification related needs

Absoft Queensland Pty. Ltd.
Founder & Managing Director
September 1996 - December 2003 (7 years 4 months)

Absoft Qld P/L's business could best be described as a value-added reseller of ERP (Enterprise Resource Planning) software solutions in Queensland, produced by Australian company System'77 Pty. Ltd. One of the key System 77 products was the SIRIUS Management System, a 'Tier-2' financial software system operating on a UNIX platform with a focus on inventory management and distribution with reporting and control features, gross margin analysis, inventory control among other features. Between 1999 and 2003, working with a number of selected clients Absoft developed a series of innovative solutions across various industry sectors:

1999 - Wireless bar-code scanner warehouse stock-control system using Linux

2001 - 'In-Vehicle' computing system, for real-time inventory look-up, data-input, and invoicing.

2002 - 'Cold-Chain-Management' system and 'mobile-smart RFID reader' in an integrated SOA.

2002 - PDA based Mobile-Property-Management system syching mobile data-entry to SOA

2003 - Heat tolerant RFID tag integration in polymer-moulds for auto-component manufacturing

Education

Griffith University

Adjunct Professor, School of Business Strategy & Innovation · (July 2021)

QUT (Queensland University of Technology)

Adjunct Professor, Blockchain and Future Environments · (2019 - 2022)

Harvard Business School Executive Education

Global Leadership Program, Computer Software and Media Applications · (2017 - December 2022)

Chartered Institute of Loss Adjusters (London)

Certificate of Loss Adjusters · (2014 - 2016)

Gemological Institute of America-New York

Accredited Jewellery Consultant, (Diamond Essentials Completed) · (2014 - 2015)

Nicolas de Beco

347 Dutton RD - Sudbury, MA 01776 - (c) 781-354-0468 - ncbeco@hotmail.com

Senior Executive Leader

Seasoned leader experienced in driving growth and profitability across companies of all sizes. Thrives under pressure, with strong expertise in finance, product management, and multi-channel sales across multiple countries. Track record includes successful ventures in M&A (over \$750m in transactions), private equity, and venture capital. Unique insights into the e-invoicing market. Nominated by the French Prime minister as a trade advisor for North America. Dual French American citizenship.

Core Competencies

Communication Skills
Crisis Management
People Manager

Financial Acumen
Investor Relationship
M&A

Leadership
Resilience
Negotiation

Professional Experiences

Quadient:

2020 to current

\$1B Public Company – www.quadient.com

SVP GTM & Strategy – ICA

Responsible for Quadient software operation globally with P&L responsibilities:

- Leading transformation of Quadient's 400,000 mailing customers to Quadient's Digital Solution.
- Transform the software group from CCM (Customer Communication Management) to a unified business critical platform and address the e-invoicing market.
- Lead acquisition and integration for YayPay, Beanworks and Daylight.
- ARR growth from \$90m to \$220m since joining.
- Redefined strategy from growth at any cost to growth with profitability.
- EBIT from -14% to +7% while spending \$150m in M&A.
- Lead 1,200 employees across the world.
- Built an inclusive culture of trust, accountability and innovation resulting in low attrition.
- Presenting regularly to Quadient Board and main shareholders

Oracle:

2017 to 2020

\$40B Public Company – www.oracle.com

Senior Director – Start Up program.

Ran global team focusing on adding startup companies to Oracle portfolio:

- Global leader for VC relationship for Oracle.
- Multiple M&A activities – Details upon request.
- Reported directly to the office of Larry Ellison.

Parallax Capital Partners – Erwin/Casewise

2016 to 2017

\$300M Private Equity Fund - www.parallaxcap.com

Senior Vice President – Field Sales and Operations (PE Operator)

Hired by Parallax to structure operation before acquisition of Casewise by Erwin.

Dell

2012 to 2016

*\$60B Public Company – www.dell.com***Executive Director– Application Modernization**

Ran Application Modernization team (120 team members):

- Integration of Clarity Solution (Acquired in April 2012) and Make Technologies (Acquired in June 2012) into the Dell Service portfolio.
- Delivered Plan consistently on revenue, booking and EBITA target. (In 2016, booking was \$94M with revenue of \$42M and an EBITA of 29%).
- Held P&L responsibility.

Oracle:

2008 to 2012

*\$32B Public Company – www.oracle.com***Global Senior Sales Director– Oracle Modernization**

Lead the Legacy Modernization Overlay sales practice globally.

- Drove booking in FY09 – \$85M, FY10 – \$120M, FY11 – \$102M and FY12 -\$144M.
- Managed a global team of 70 peoples (Sales, R&D, PSO)

Further Professional Experience

Metaware / COO North America / 2006 to 2008.

Orsyp Software / COO North America / 2003 to 2006.

Orsyp Software / Country Manager (Switzerland) / 2002 to 2003.

Orsyp Software / Key Account Management (France) / 2001 to 2002.

Education**IESEG (France)** Master of Sciences, Finance, Marketing, & International Management - www.ieseg.fr**Juniata College (USA)** Bachelor of Sciences, International Business Management - www.juniata.edu**Languages** French, English, Spanish, Chinese (notions) and Tagalog (notions).***Professional Affiliations & Associations*****CCEF** Conseiller au Commerce Exterieur de la France.
President of New England Committee, Vice President of North America.**Sudbury Soccer** Vice President and coach***Other Interests***

Wine (Especially French Wine), cooking, travel, tennis, and family.

Peter F. Mulroy

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Executive Profile

Highly qualified executive offering more than 40 years of global trade, receivables and supply chain finance experience, with extensive knowledge in factoring, payables finance, reverse factoring, invoice discounting and other forms of open account receivables finance. Proven results-oriented growth leader with particular expertise in developing new distribution channels. Talent for proactively identifying and solving problems, building unit cohesion, controlling costs, delivering key automation improvements, and building brand awareness, leading to enhanced client loyalty and profitability. Multiple year assignments in the Americas, Europe and the Middle East, with extensive travel experience throughout Asia and Africa. Strengths include:

Global Leadership	Strategic & Financial Planning
P&L Management/Economic Feasibility Modeling	Product Placement/Market Research
Credit Analysis/Deal Structuring	Global Business Development

Summary of Accomplishments

- Lead the largest non-profit association representing the voice of the global factoring industry. Implemented 5-year strategic plan and expanded the footprint of the association from 72 to 93 countries, increased membership from 250 to over 400 members, decentralized the organization by creating six regional platforms, exceeded all growth targets and led the merger of the two largest factoring associations to create a single voice representing the interests of the members and stakeholders of the global factoring and receivables finance industry in the world today.
- Organically built an international factoring platform from the ground up with operations in Asia, Europe and the US. Responsible for managing a P&L with over \$60 Million in revenue. Oversaw the development of 2,000+ new client relationships and 300+ global bank partnerships in 60 countries, generating US \$10 Billion in international factoring volume p.a. Diversified the business from a traditionally fragmented, domestically focused mature operation into a global franchise.
- Developed a group of over 60 professionals in the US, Asia, and Europe, creating a dynamic multi-cultural and multi-lingual team. Assisted with the training and development, providing clear goals and consistent coaching. Developed sound operational and credit policies & procedures to ensure acceptable levels of risk. Over the period, business experienced no losses of any significance.
- Elected *Chairman of the FCI Executive Committee* of the leading industry association, based in Amsterdam, Netherlands, serving a two-year term from 2009-2011. Responsible for the growth and promotion of factoring globally. Previously elected Vice Chairman and member of the board during the past decade. As Chairman, travelled to international banking conferences and industry meetings to promote factoring to local governments, corporations, and the media.
- Nominated as a *Member of the Management Committee* of CIT, a fortune 500 Company, one of thirty top executives within the organization, charged to build an international strategic focus. Led multiple strategic outreach sessions with other senior global leaders from CIT's primary business pillars, including the Vendor Finance, Transportation, and Corporate Finance business units.

Experience

SECRETARY GENERAL

2013 - 2024

FCI - Factors Chain International – Amsterdam, Netherlands

FCI is the world's largest association and network of factoring and receivables finance companies, with its headquarters in Amsterdam, Netherlands. As Secretary General, oversaw a staff of 17 and a volunteer group of over 100 executives, supporting the growth of factoring and receivables finance around the world and protecting the interests of the members who are both commercial banks, non-bank financial institutions, factoring companies, fintechs and other related parties, to help spread the seeds of factoring around the world. Worked with legislatures, regulators and governments by educating and introducing the concept of factoring. Addressed audiences around the world on the subject of receivables finance and international trade and was generally regarded as the global ambassador for the factoring industry.

MANAGING DIRECTOR

1998 – 2012

The CIT Group/Commercial Services, Inc. - Atlanta, GA

Lead the international factoring division of CIT Trade Finance group, starting from a base of \$50 Million in volume in 1999, culminating in US\$10 Billion in import and export factoring volume globally in under ten years. Led the successful acquisition of Bank of Ireland's factoring operation based in Frankfurt, Germany in 2006 and the build out of international business development centers in Shanghai, New York, Charlotte, and LA. Developed multiple import and export financial products and new channels of distribution in the open account space in order to diversify the revenue stream. To support the growth, developed and led the search and implementation of a multi currency international factoring system. Initially hired by SunTrust Bank, Receivables Capital Management Division in 1998, promoted from Vice President to Group Vice President in 1999. CIT acquired the factoring company of SunTrust in 2005 and promoted to Managing Director of CIT's global trade finance business that same year.

ECONOMIC CONSULTANT

Economic Research Associates - Los Angeles, CA

1997 - 1998

Economic consultant in the entertainment and retail space, worked on a study for Universal Studios to determine the feasibility of the development concept of a theme park in Song-do, Incheon, Korea. Focused on market research, examining consumer spending habits in Korea, and utilized a financial model to determine future returns and overall feasibility of the project. Also worked on other economic feasibility studies for smaller theme parks and other mixed-use retail/entertainment projects in the US.

VICE PRESIDENT, INTERNATIONAL REGIONAL MANAGER

Wells Fargo Bank, International Division - Nashville TN

1994 - 1996

Marketing manager for the Trade Finance team, responsible for the trade finance activities in the Mississippi basin region, a new region for the bank. Focused on the commodity sector, developing an expertise in cotton and fertilizer export finance programs, generating over \$250 Million in new business. Developed the company's three largest global relationships, including the company's largest, Dollar General Stores. Conducted numerous seminars on trade finance throughout the region. Recognized in the Corporate Newsletter for developing the division's largest international relationship.

ASSISTANT VICE PRESIDENT, INTERNATIONAL TRADE BANKING

Bank of America, International Division - Charlotte, NC and Norfolk, VA

1987 - 1994

Relationship Manager for US subsidiaries of foreign-owned companies in the mid-Atlantic region. Developed profitable borrowing relationships with major European subsidiaries. Also provided trade finance services, cash management, foreign exchange, and other hedging products. Relationship manager for tobacco leaf processors in the Southeast region. Worked closely with international trade organizations such as US Department of Agriculture, US EximBank, FCIA, and AIG. Branch manager responsible retail banking services for two years. Consistently exceeded profitability goals each year.

INTERNATIONAL BANKING OFFICER

Bank of Credit & Commerce International - New York, London, Abu Dhabi

1984 – 1987

Completed one-year international bank training program in London which combined practical experience with classroom education in commercial banking, financial statement analysis, foreign exchange, and marketing. Managed local branch in Abu Dhabi, United Arab Emirates, responsible for loan and deposit growth, letter of credit activity, foreign exchange, performance reviews, and preparation of the annual budget. Later worked as a credit analyst, responsible for a loan portfolio in excess of \$300 Million, with a focus on monitoring and tracking delinquent loans.

Education

MBA – Thunderbird, School of Global Management, Glendale, Arizona 1996 (WTO/EU Studies at Thunderbird's Geneva, Switzerland campus)

BA – Rutgers University, New Brunswick, NJ, 1984. Major: Germanic Studies; Minor: Business Management, New Brunswick, NJ 1984

Junior Year Abroad, Konstanz University, Konstanz, Germany 1983 (Major Focus: Verwaltungs Wissenschaft)

Additional

- Fluent in Conversational German, trained in Dutch, Arabic and Spanish
- Affiliated with the German American Chamber of Commerce
- Board Member, International Chamber of Commerce, Atlanta, Georgia USA
- Site Selection Committee, Free Trade Agreement of the Americas (FTAA), Washington DC
- Cash Flow Analysis Training Program, SunTrust Bank
- Diploma of Proficiency in Factoring, FCI, Netherlands
- Treasurer, World Trade Council, Nashville, Tennessee, USA
- German translator for Virginia Department of Economic Development
- Attended US Department of Agriculture/EximBank training program, Washington, DC
- Goethe Institute Certificate of Proficiency in German
- Computer proficiency in Windows office products, MAC programs, proprietary applications
- Hobbies: Tennis, Music, History, and Travel

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BOURGEOIS Pieter

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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, La Petite Merveille 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).
- 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. 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 Ekopak, PairiDaiza, SnowWorld, Lizy, Comate and Droia Invest and is an observer to the board of Itineris.

Skills:

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

Detailed 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)

