

Koen Dejonckheere

Professional experience

KBC SECURITIES GROUP – 2002 - 2008

Managing Director, responsible for Corporate Finance

Previously, Koen Dejonckheere was active in Corporate Finance and Private Equity

GIMV NV

Chief Executive Officer

Gimv is a European investment company with over three decades of experience in private equity and venture capital. Gimv is listed on Euronext Brussels. Gimv currently manages around EUR 1.8 billion (including co-investment partnerships) of investments in about 50 portfolio companies.

Board Memberships

- AZ Delta vzw (hospital Group)
- Home Invest SA (listed)
- Enternext SA
- Roularta NV (listed)
- Director of VOKA vzw and Chairman of VEV vzw
- Chairman Belgische Vereniging van Beursgenoteerde Bedrijven (Belgian association of listed companies)
- Member of the management committee of VBO-FBE

Education

- Civil Engineer Material Science (University of Ghent, Belgium)
- Master of Business Administration (IEFSI-EDHEC, Lille-France)

Manon Janssen

Major Achievements

Currently, **CEO & Chair of Ecorys Group**.

Previously, as **CEO & Managing Director of Ecofys**, leading a world-reknown consultancy in (sustainable) energy back to healthy growth.

At **Philips Lighting**, led the new customer-focused outside-in mindset to drive sales, profit & market share by better understanding and meeting customers' needs; established strong marketing discipline, process and capabilities.

At **Electrolux**, established a "brand(ed) mindset", led a new brand portfolio and aligned product strategy, significantly changing the way consumers' needs are served.

At **Procter & Gamble**, led several brands in different divisions. Established "customer marketing" as key sales accelerator in EMEA. Significantly boosted sales and profit growth on P&G's Paper division in Belgium while leading several core projects for Europe; led a major business turn-around of Health & Beauty Care in Belgium; led the set-up of the marketing department organisation for P&G's new Belgium/Holland cluster (July 1998). Previously, built P&G France's Paper business including the launch of Always. Over time, successfully developed many young managers.

Professional experience

ECORYS GROUP

CEO and Chair of the Board of Management, Ecorys group - September 2015 ->

ECOFYS GROUP- 2010 - 2015

CEO and Managing Director, Ecofys group

ROYAL PHILIPS ELECTRONICS - 2005 - 2010

Chief Marketing Officer (senior vice-president), Philips Lighting Division worldwide

THE ELECTROLUX COMPANY - 2001 - 2004

Vice-President Brands & Marketing Electrolux Home Products, Europe

THE PROCTER & GAMBLE COMPANY - 1998 - 2001

Director Customer Marketing P&G Europe/Middle East/Africa (August 1998 - July 2001)

Marketing Director Paper Division & new brands P&G Belgium (May 1996 - July 1998)

Marketing Manager/Marketing Director Health & Beauty Care Division P&G Belgium (January 1993 - April 1996)

Marketing Manager Paper Division P&G France (June 1990 - March 1992)

Brand Manager P&G France (April 1987 - June 1990)

Assistant Brand Manager P&G Benelux and P&G France (August 1984 - March 1987)

Board Memberships

- Chair Dutch Top Sector energy, driving the energy transition through relevant innovation programs, in cooperation with industry, knowledge institutions and society - since October 2013
- Member of the advisory commission of the RLI (Dutch counsel for living environment and infrastructure), advising the Ministry of EA on the long-term energy vision for the Netherlands - 2015
- Non-executive Board member at Reynaers Aluminium, Belgium - 2012-2016
- Member of Green Deals Board, advising government on Green Deals with Dutch branch organizations - 2012-2013
- Co-chair in the 2013 National Energy Deal led by the Socio-Economic Council - 2012

Education

(1979-1984)

Business school SOLVAY, VUB, Master of Science Business Engineering. Graduated with distinction (3d in final ranking)

Challenges of Leadership, Insead – 2010

Other activities and achievements

- 2001-2011, assistant professor at the university of Brussels, teaching marketing to MBA students
- In October 2004, awarded with the life-long honorary title of "Master Marketer" by the Belgian Marketing Foundation, recognizing a marketing career that further develops the agenda of marketing. One of 40 people to carry the title.

An Vermeersch

Business Experience

GLAXOSMITHKLINE VACCINES (WAVRE, BELGIUM) – 2008 – DATE

01/2016 – Date

Vice President, Global Health and Corporate Affairs

- Driving the Global Health strategy to increase access and innovation of vaccines for the developing countries
- Lead partnerships and engagement with Global Health stakeholders (Bill & Melinda Gates Foundation, WHO, Gavi, Unicef,...)
- Develop Vaccines Corporate Affairs strategy and policy for headquarter locations

2013 – Date

Member of Steering team of GSK – Save the Children partnership

- Driving the immunization workstream, focusing on interventions to increase immunization coverage for children in the most difficult to reach areas

2014 – 2015

Vice President, Vaccines Integration

- Leading the Novartis Vaccines integration from planning phase up to integration implementation, with transversal team. Managing all aspects of the integration, including value capture, people and organizational restructuring, change management, communication, and the interactions with Novartis.

2011 – 2015

Member Vaccines Executive Team

- Member Vaccines Executive Team
- Member of Belgian Governance Board, Risk & Compliance Board, Investment Board
- Member of Board of Directors of GSK Biologicals

2011 – 2014

Vice President, Vaccines Executive Office, Strategy & Performance

- Responsible for strategy, business performance management, governance and the lean program
- Redesigned the business strategy with the executive team, and led 3-year transformation process through cross-functional teams
- Implemented strategy deployment and performance management approach for GSK Vaccines
- Built a motivated team (initially 2 growing to 70 people). Attracted diverse profiles; focused on career & development planning

2008 – 2011

Director Global Business Operations, Global Vaccines Development

- Led department of 25 people (located in US, Belgium, India), including clinical project management, strategic resourcing, operational excellence and business performance
- Responsible for managing global vaccines development budget
- Built strategic outsourcing strategy and partnership in India to outsource clinical operations
- Designed and delivered new organization structure and behavioral change program

- Member of Global Vaccines Development leadership team

McKINSEY & COMPANY, INC (BRUSSELS) 2000 – 2008

2006 – 2008

Expert Pharma R&D

- Led projects in pharmaceutical, vaccines and medical products industry covering product strategy, market access, sales force effectiveness and operational excellence
- Recognized as expert in portfolio strategy, R&D finance, clinical development excellence, R&D organization and vaccines
- Built view on the future of Belgian healthcare sector and healthcare reforms in Europe

2003 – 2006

Engagement Manager

2000 – 2003

Associate

GLAXOSMITHKLINE BIOLOGICALS (RIXENSART, BELGIUM) 1995 – 2000

1998 – 2000

R&D Finance Business Partner

1997 – 1998

Global Product Manager for pediatric vaccines

1995 – 1997

Management Trainee

Education

- Vlerick School of Management, Belgium 1995
Master of Business Administration
Graduated with great distinction
- University of Ghent, Belgium 1994
Bio-Engineer in Microbiology and Biochemistry
Research thesis at University of Burundi
Graduated with great distinction

Non-Executive Experience

FLOREE (BELGIUM) – 2016 – DATE

Non-executive independent board member