

FAGRON

Company limited by shares, having made a public appeal on savings
Textielstraat 24, 8790 Waregem, Belgium
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RLE Kortrijk

DIRECTOR'S PROFILES

Holdco FV B.V., permanent representative Frank Vlayen: non-executive director (motion for appointment)

Frank Vlayen (Belgian nationality) is group managing partner/CEO of Waterland Private Equity. Frank chairs Waterland's investment committee, is responsible for the daily management of Waterland and for the development of Waterland's overall strategy. He is also responsible for investor relations, for the investment and portfolio activities of Waterland in Belgium and for the management of the Belgian office. Before joining Waterland in 2005, Frank was an Engagement Partner at Accenture UK, advising utility and industrial companies on M&A and corporate strategy. Before that, he was a director of business development at Citigroup Consumer Banking Europe and vice-president at Tractebel's international energy division, where he held a number of senior positions in operational management, business development and corporate and project finance. He started his career at Generale Bank in corporate finance and trade finance. Frank has worked in Belgium, the United Kingdom, Hong Kong and Central and Eastern Europe.

Appointments: Aminolabs Group NV
Attero Holding NV
Bake&Co NV
Best Belgian Special Beers NV
Histogenex Holding NV
Infra Group NV
Ipcom NV
Sarens Bestuur NV
Waterland Private Equity Investments BV
Non-executive director Fagron (motion for appointment)

Matthias Geysens (motion for appointment)

Matthias Geysens (Belgian nationality) is an Investment Manager at Waterland Private Equity in Belgium. Before joining Waterland, Matthias was an Assistant Director at Deloitte Corporate Finance in London where he advised on mergers & acquisitions throughout Europe. Matthias started his career at Deloitte as an auditor and later transferred to the corporate finance department. Matthias holds an honours degree in Management Science and Finance from the University of Kent and holds an MBA from the University of Cambridge. During his MBA studies he worked as a consultant at Warburg Pincus.

Appointments: Non-executive director Fagron (motion for appointment)

WPEF VI Holdco III BE B.V., permanent representative Nathalie Clybouw (motion for appointment)

Nathalie Clybouw (Belgian nationality) is Associate Principal for Waterland Private Equity in Belgium. During the previous ten years, Nathalie fulfilled various CFO, M&A professional and other management positions in a range of industries such as outdoor retail, building materials, telecom and others. Previously, Nathalie was CFO of Latexco, a

world leader in the production of latex mattresses, senior investment manager at Fortis Private Equity (ex-VIV) and auditor at Arthur Andersen. Nathalie holds a master's degree in applied economics with a major in accountancy from the University of Antwerp as well as an executive master in interim management from the University of Antwerp Management School.

Appointments: Bake&Co NV
Infra Group NV
Ipcom NV
Non-executive director Fagron (motion for appointment)

Filip Balcaen (motion for appointment)

Filip Balcaen (Belgian nationality) is the president of Baltisse NV, the family investment vehicle. Filip has a broad experience in growing and leading companies, in particular in the vinyl industry as CEO and later president of the Balta Group, one of the largest manufacturers of textile flooring in Europe (and which was acquired in 2004 by the British private equity group Doughty Hanson, after which Filip Balcaen remained on board as a director until the divestment of the company by Doughty Hanson in 2015) and thereafter as CEO and President of IVC Group, the European market leader in residential vinyl. The IVC Group was acquired in 2015 by the US based public company Mohawk Industries. Filip Balcaen remains involved in the flooring industry as shareholder and member of the board of directors of Mohawk Industries.

Appointments: Mohawk Industries, Inc.
Baltisse NV
Pentahold NV
Stevia One Holding NV
Non-executive director Fagron (motion for appointment)

Aubisque BVBA, permanent representative Freya Loncin (motion for appointment)

Freya Loncin (Belgian nationality) is general counsel at Alychlo NV, the investment firm of Belgian entrepreneur Marc Coucke. Previously, Freya was Head of Legal at Omega Pharma NV and TVH NV after starting her career as a lawyer at Allen & Overy. Freya has a broad experience in corporate law, mergers and acquisitions and commercial agreements. Freya is a graduate of the University of Antwerp (Law).

Appointments: Pharco Innovations NV
ARE Holding NV
Durbuy Adventure SA
Adventure Events SA
Non-executive director Fagron (motion for appointment)

Michael Schenck BVBA, permanent representative Michael Schenck (motion for appointment)

Michael Schenck (Belgian nationality) is Investment Manager at Alychlo, the investment firm of Belgian entrepreneur Marc Coucke. Previously, Michael was Investment Manager at Waterland Private Equity. He started his career in corporate finance in France and has worked both as a volunteer and entrepreneur in Africa. Michael holds Master's Degrees in business and management from Erasmus University Rotterdam and HEC Paris.

Appointments: Sophia Genetics SA
DROIA Invest SA
Pharco Innovations NV
Are NV
Are Holding NV
Non-executive director Fagron (motion for appointment)