

Financière de Tubize  
Société Anonyme  
Allée de la Recherche 60, 1070 Bruxelles  
Company number : 0403.216.429  
[www.financiere-tubize.be](http://www.financiere-tubize.be)

### NOMINATION OF EDOUARD JANSSEN AS DIRECTOR<sup>1</sup>

<b>Edouard Janssen (02/06/1978)</b>
<b><i>Studies</i></b>
<ul style="list-style-type: none"><li>– Commercial Engineer Solvay</li><li>– INSEAD MBA (France and Singapour)</li><li>– Korn Ferry: From Executive to Leader Institute (New York and Paris)</li><li>– IMD: High Performance Boards (Switzerland)</li></ul>
<b><i>Professional experience</i></b>
<ul style="list-style-type: none"><li>– Analyst at Morgan Stanley (IBD and GCM)</li><li>– Deputy Group Treasury &amp; Funding at Solvay SA, Corporate Headquarters</li><li>– Finance Manager at Solvin Belgique, then Finance Director &amp; Senior VP at Solvin</li><li>– Sr. VP &amp; General Manager North &amp; Latin America at GBU Aroma Performance, Solvay USA Inc.</li><li>– Senior VP: Assignments in Strategy and M&amp;A at Solvay SA</li></ul>
<b><i>Main directors' mandates</i></b>
<ul style="list-style-type: none"><li>– Solvay Business School (Advisory Board)</li><li>– Insead Hoffmann Institute (Advisory Board)</li><li>– Trusted Family</li></ul>

#### Recommendation of the board of directors

The board of directors formulates a unanimous favourable advice on the candidature of Edouard Janssen. Mr. Janssen has the qualifications, skills, knowledge, experience and integrity to make a valuable contribution to the functioning of the board. He committed to make sufficient time available for exercising his mandate.

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<sup>1</sup> For a period of four years ending on the ordinary general meeting of 2025.