

Financière de Tubize
Société Anonyme
Allée de la Recherche 60, 1070 Bruxelles
Company number : 0403.216.429
www.financiere-tubize.be

**RENEWAL OF AVO MANAGEMENT BV, REPRESENTED BY MRS ANNICK VAN OVERSTRAETEN
AS INDEPENDENT DIRECTOR¹**

Annick Van Overstraeten (22/04/1965)
<i>Studies</i>
<ul style="list-style-type: none">- Certificat DIMA-2 Management - KU Leuven- Master Economics KU Leuven
<i>Professional experience and current Directors mandates</i>
<ul style="list-style-type: none">- Le Pain Quotidien, CEO since July 2020- Lunch Garden Group, CEO and Member of Executive Board of Directors (01/2010-05/2020)- Quick Restaurants BeLux SA, General Director Operations Quick Belux (03/2004 - 12/2009)- Confiserie Leonidas SA, Commercial and Marketing Director (09/1999 - 03/2004)- Mayerline, Commercial Director, (09/1997- 09/1999)- New-D, Restructuring and daily management (1991- 1997)- Philips NV, Project Manager Human Ressources (1987 – 1991)- ImmoBel SA: Independent Board Member and Member of the Remuneration and Nomination Committee since 2016- EuroShoe Group: Independent Board Member since 2016- Financière de Tubize : Member of the Board of Directors since 2019- MIG Motors Group: Member of the Board of Directors since 2022- FEB (Fédération des Entreprises de Belgique) : Member of the Management Committee

Recommendation of the board of directors

The board of directors formulates a unanimous favourable advice on the candidature of the AVO Management BV with Mrs. Annick Van Overstraeten as permanent representative. Mrs. Van Overstraeten 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. The board confirms that the candidature of the AVO Management BV with Mrs. Annick Van Overstraeten as permanent representative, meets the independence criteria described in article 526ter of the Company code and in Annexe A to the Corporate Governance Code.

¹ For a period of four years ending on the ordinary general meeting of 2027.