

## Ian Gallienne

### Director whose renewal is proposed at the General Meeting

Born on January 23, 1971

**Work address:**

c/o Groupe Bruxelles Lambert  
24, avenue Marnix  
1000 Brussels  
Belgium

**Date first appointed:**

April 29, 2010

**Term of office expires:**

Shareholders' General Meeting in 2025

**Main professional activity:**

Corporate Executive and Director

#### Biography

After completing an MBA at INSEAD, France, Ian Gallienne started his career in Spain in 1992 by co-founding his own company. From 1995 to 1997, he was a member of the management team at a consulting firm specialized in turning around struggling businesses in France. From 1998 to 2005, he served as Manager of Rhône Capital LLC, a private equity fund based in New York and London. In 2005, he set up his own private equity fund, Ergon Capital, in Brussels where he worked as Managing Director until 2012. On January 1, 2012, Ian Gallienne was appointed Managing Director of Groupe Bruxelles Lambert.

#### Offices and positions held at December 31, 2024

**Non-Group listed companies**

- Director – Pernod-Ricard – France
- Managing Director – Groupe Bruxelles Lambert – Belgium
- Director – SGS – Switzerland
- Vice-Chairman – Adidas AG – Germany

**Other non-Group companies**

- Director – Société Civile du Château Cheval Blanc – France
- Manager – Serena 2017 – France
- Director – Compagnie Nationale du Portefeuille – Belgium
- Director – Carpar – Belgium
- Director – Financière de la Sambre – Belgium
- Manager – Essso 2023 – France

#### Offices and positions that have expired in the past five years

**Non-Group listed companies**

- None

**Other non-Group companies**

- Director – Frère-Bourgeois – Belgium
- Chairman – Marnix French ParentCo (Webhelp) – France

## Lucile Ribot

### Independent Director whose renewal is proposed at the General Meeting

Born on November 26, 1966

**Work address:**

10, rue Mayet  
75006 Paris  
France

**Date first appointed:**

May 4, 2018

**Term of office expires:**

Shareholders' General Meeting in 2025

**Main professional activity:**

Director

#### Biography

After graduating from HEC, France, in 1989, Lucile Ribot started her career at Arthur Andersen, where she conducted audits and provided financial advice to a number of major international groups. In 1995, she joined the industrial engineering group Fives and was appointed Chief Financial Officer in 1998 then a member of the Management Board in 2002. She stayed with the group, driving growth and strategic development, until 2017. Since then, she has served as an independent director. She has been a Director of Imerys since May 4, 2018, and Chair of its Audit Committee since May 10, 2023.

#### Offices and positions held at December 31, 2024

**Non-Group listed companies**

- Director and member of the Audit and CSR Committees – Kaufman & Broad – France

**Other non-Group companies**

- Director and member of the Audit Committee – HSBC Continental Europe

#### Offices and positions that have expired in the past five years

**Non-Group listed companies**

- Director – Solocal Group – France

**Other non-Group companies**

- Various directorships within the Acropole Holding group – France

## Nicolas Gheysens

Candidate whose appointment is proposed at the General Meeting

48 years old

**Work address:**

c/o Groupe Bruxelles Lambert  
24, avenue Marnix  
1000 Brussels  
Belgium

**Date first appointed:**

N/A

**Term of office expires:**

N/A

**Main professional activity:**

Managing Director

### Biography

Nicolas Gheysens began his career in M&A at Goldman Sachs, before spending 3 years in Private Equity at Sagard. He then joined KKR in 2004, where he worked for over 15 years across a variety of positions, including as Managing Director for France. He joined GBL's investment team in 2019 and is in charge of France. He graduated from IEP and holds a Master in Management from ESSEC. Nicolas Gheysens is member of the Board at Concentrix, Voodoo and Sienna Investment Managers.

### Offices and positions held at December 31, 2024

#### Non-Group listed companies

- Board member – Concentrix – United States of America

#### Other non-Group companies

- Sienna Investment Managers SAS – Director – France
- Stan Holding (Voodoo) - Director – France
- RPCE Consulting SAS – Managing director – France
- Sienna Private Equity SAS – Managing director – France
- Sienna Venture Capital SAS – Managing director – France

### Offices and positions that have expired in the past five years

#### Non-Group listed companies

- None

#### Other non-Group companies

- Board member – Webhelp – France
- Sienna Investment Managers Luxembourg SA – Director – Luxembourg

## Martin Doyen

Candidate whose appointment is proposed at the General Meeting

34 years old

**Work address:**

c/o Groupe Bruxelles Lambert  
24, avenue Marnix  
1000 Brussels  
Belgium

**Date first appointed:**

N/A

**Term of office expires:**

N/A

**Main professional activity:**

Director

### Biography

Martin Doyen began his career in 2013 in Investment Banking, being part of the M&A advisory team at Leonardo & Co. (now Rothschild & Co). He joined GBL's investment team in 2015, mainly covering France and Spain. Martin Doyen is a member of the Board at Affidea (NL), the Europe's largest provider of Diagnostic Imaging and outpatient services. Martin Doyen was formerly a member of the Board at Webhelp (France), worldwide leader in outsourcing services recently combined with Concentrix (2023). He holds a master degree in Finance and Business Engineering from the Solvay Business School.

### Offices and positions held at December 31, 2024

#### Non-Group listed companies

- None

#### Other non-Group companies

- Board member and member of the compensation committee – Affidea – Netherlands

### Offices and positions that have expired in the past five years

#### Non-Group listed companies

- None

#### Other non-Group companies

- Board member – Webhelp – France