

## **TESSENDERLO GROUP: LEADERSHIP CHANGES**

Tessengerlo Group (Euronext: TESB) today announced several senior leadership changes.

Following the successful merger of Tessenderlo Group and Picanol Group earlier this year, the Board of Directors considers this an ideal time to organize the succession of the Executive Committee (ExCom). An agreement has therefore been concluded between Tessenderlo Group and Mr. Stefaan Haspeslagh whereby his respective executive functions as CFO and COO will end on December 31, 2023. Mr. Haspeslagh will continue to serve as Director and Chairman of the Board of Directors until the next General Shareholders' Meeting.

*“On behalf of the Board of Directors and all the employees of Tessenderlo Group, I would like to extend my gratitude for the many contributions Stefaan has made to the group, and for his dedication, leadership, and efforts during the past many years,”* comments Mr. Luc Tack (CEO Tessenderlo Group).

### **Leadership structure with effect from January 1, 2024**

On January 1, 2024, Mr. Miguel de Potter will join as the new Chief Financial Officer (CFO) for Tessenderlo Group. Mr. de Potter has a Master's degree in Financial Management (Vlerick Business School) as well as a Master's degree in Law (UCLouvain). He also has nearly 20 years of experience in financial positions, including the roles of CFO at Exmar (Euronext: EXM) and Group Chief Value Officer at Van Marcke.

Meanwhile, Mrs. Sandra Hoeylaerts, who started on September 27, 2023, as Chief HR Officer at Tessenderlo Group, will take up the position of Chief Transformation Officer (CTO) on January 1, 2024. Mrs. Hoeylaerts has a Master's degree in Commercial Engineering (EHSAL) and a degree in Human Resources Management (Vlerick Business School). She also has over 25 years of experience in various HR and business functions at, among other companies, Accenture, Huntsman, and Eurofins.

The Executive Committee of Tessenderlo Group will be expanded to include the Chief Transformation Officer and the Chief Financial Officer. Therefore, the new ExCom will be made up of Mr. Luc Tack (CEO), Mrs. Sandra Hoeylaerts (CTO), and Mr. Miguel de Potter (CFO) from January 1, 2024, onwards. As a consequence, the current COO role will cease to exist.

The composition of the Board of Directors will remain unchanged.

**About Tessenderlo Group**

*Tessenderlo Group is an industrial group that focuses on agriculture, valorizing bio-residuals, machinery, mechanical engineering, electronics, energy, and providing industrial solutions with a focus on water. With its headquarters in Belgium, the group is active in over 100 countries and it has a global team of more than 7,000 employees. Its belief that “Every Molecule Counts” is at the heart of the strategy of the group: Tessenderlo Group continually strives to valorize its products and processes to the maximum and to add value to everything it does. In 2022, Tessenderlo Group recorded a consolidated revenue of 2.6 billion EUR, or a pro forma revenue (including Picanol Group) of 3.3 billion EUR. Tessenderlo Group is listed on Euronext Brussels and is part of the Next 150 and BEL Mid indices. Financial News wires: Bloomberg: TESB BB – Reuters: TESB.BR – Datastream: B:Tes. For more information about Tessenderlo Group, its people, its brands, and its results, please visit [www.tessenderlo.com](http://www.tessenderlo.com).*

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