

**PERSONAL DATA**

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**RIKA COPPENS**

**RELEVANT EXPERIENCE**

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**House of HR NV/Accent Jobs**

Roeselare, Belgium  
(operations in Belgium, France, Germany, Luxembourg, Netherlands, Poland, Portugal, Romania, Spain, and Switzerland)

**2016-**

*Member of the Board of Directors until 30/6/2017*

*Chair of the Audit Committee until 30/6/2017*

*CEO – 1/7/2017*

**Sector – Business Services – HR solutions**

House of HR offers a wide range of HR solutions, with business units engineering consulting, specialized staffing and general staffing.

House of HR employs around 3.000 in-house employees and achieves a €17bn turnover. Shareholders are the private equity department of Natixis bank, Naxicap (majority) and one of the original founders.

**Intervias Group Ltd/EFR Group BV/Delek Europe BV**

Breda, the Netherlands/Cergy, France  
(operations in France, Belgium, Netherlands, Luxembourg)

**2017-2010**

*CEO*

2014-2017

*CFO*

2010-2014

**Sector – Fuel Retail**

EFR Group BV (formerly Delek Europe BV) operates ~1,100 petrol service stations in the Benelux and France, with revenues of ~€4bn, and EBITDA c€160m. The service stations are operated under the brands BP and Esso Express in France and Texaco and Firezone in the Benelux. EFR Group BV also operates the convenience stores, bakeries and restaurants across its estate. Its dedicated ~2500 head strong team together with its franchisees and retailers are responsible for the day-to-day operations. EFR partners with known brands in the different countries (e.g. Louis Delhaize in Belgium & Carrefour in France). EFR also developed its proprietary Go Fresh bakery and convenience brand and started partnerships with international food-to-go brands like Starbucks, KFC, Paul and Delifrance. These partnerships underpin the Group's strategy to diversify its income streams from fuel to convenience to 'etail'. Following the 2016 merger with Eurogarages Ltd in the UK, the Intervias Group was created, now managing ~1500 fuel stations, achieving ~€6 bn turnover and ~8000 staff. During the period 2010-2017, EFR's EBITDA grew from €60m to €160m, where 60% of this growth was realised organically, by developing the non-fuel business.

**RealDolmen NV**

Halle, Belgium

**2017-2018**

*Member of the Board of Directors*

*Member of the Audit Committee*

**Sector – IT**

Realdolmen is an independent ICT expert with about 1,250 highly skilled ICT professionals, serving more than 1,000 customers in the Benelux with their strategical, tactical and operational ICT demands. RealDolmen is a listed company.

**Zenitel NV**

Brussels  
(operations in 13 countries across Europe/Asia/Americas)

*CFO*

2005-2010

**Sector - TelCo**

Since its inception in 1901, Zenitel NV has developed into a global leader at the intersection of two domains – communication and safety & security. Communication in situations where safety or security must be maintained, usually environments where human life, money or large assets are at stake.

As a listed company on the Euronext stock exchange, Zenitel NV's statutory headquarters are situated in Belgium, while its operational headquarter is in Norway, with worldwide presence via different subsidiaries and partners.

**Bureau van Dijk Computer Services NV**

Brussels  
(operations in Belgium, France and Luxembourg)

*CFO – MD*

2002-2005

**Sector - IT**

Bureau van Dijk Computer Services NV was active in SAP consulting, a provider in IT interim resources, consulting in internet software applications (.Net and Java). The company had become part of the Solvus Group NV in Belgium, following a partial public2private transaction. The company remained listed with 6% free float until 2005.

**PricewaterhouseCoopers BCVBA**

*Audit Manager*

Antwerp / Ghent

1996-2002

## EDUCATION

**Member of the “Instituut der BedrijfsRevisoren (IBR)/Institut des Reviseurs d’Entreprises (IRE)”**  
Brussels  
*Reviseur d’Entreprises (Chartered Accountant/Belgian CPA)(currently still holding title based on permanent education)* 2001

**K.U.Louvain, FETEW** Louvain  
*Commercial Engineer with honours* June 1996

- Specialized in Accounting and Tax Law;
- Member of “Ekonomika”, as responsible for managing the Cafeteria (negotiations with suppliers, inventory management, staff planning, financial closing);
- Student in the Erasmus exchange program, Uppsala, Sweden. Jan. –June 1995

*Aggregate in Economics (teaching licence)* June 1996

## OTHER INFORMATION

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### Languages

- Fluent in Dutch (mother tongue)
- Fluent in English
- Fluent in French
- Basic knowledge of German

### Leisure

- Sports: skiing, fitness
- Music: piano, concerts (both classical and modern)
- Organizing dinners, weekends, ... with friends and family
- Leader in Girl Scouts in Massemen (1989 until 1992)