

From: Christophe Vanmalleghem and
Mike Hellemans

To: All staff & Agents

Date: 15 October 2021

Nomination Vanessa BORGHMANS and Bart DE SMEDT

Dear employees, dear agents,

We are pleased to announce the arrival of **Vanessa Borghmans** who started last week, and **Bart De Smedt**, who started this week. Vanessa joins our Operations Team as **Competence & Sourcing Director** reporting into Mike Hellemans. Bart joins our team as **Portfolio Director IT Staffing** reporting into Christophe Vanmalleghem.

As a services business and therefore a people business, employee attraction and retention are absolutely key. Finding interesting projects, attracting the right profiles to deliver and retain these profiles are the 3 main challenges to achieve our objectives and realize sustainable growth. The current market context for IT profiles is very competitive.

We wish to install a closer collaboration between the Competence Management Team and the Recruitment & Selection Team. Therefore, we merge them into one team within Operations, in order to be better armed to face the challenges mentioned above.



Vanessa Borghmans will be responsible for personal development, training, internal mobility for the technical staff at Econocom Belux. Communication and developing the sense of belonging continue to be focus areas. The objective of her mission is to increase the overall employee satisfaction of our technical staff. To assist her in this challenge, Vanessa can count on the collaboration of Kenneth, Ivan, Alain, Marie, Julie & Chamberry who will closely work together with the Business Management & Human Resources Teams.

Vanessa has gained extensive experience as Senior HR Consultant, HRBP and HR Manager and this in various sectors: aviation, banking, insurance, logistics, petrochemicals &

retail. During more than 20 years, Vanessa focused on building constructive relationships with customers & teams.



Bart De Smedt will be responsible for boosting the growth of our IT Staffing portfolio. In order to do this, he will build a clear vision on the definition of our offering within this portfolio as well as our go-to-market approach. Special attention will be given to the way we can expand at existing clients and make new clients with interesting and challenging projects for our consultants.

Over the past 20 years, Bart has held similar roles in operations and IT management at companies such as Cheops and Paù. Bart's understanding of the IT Staffing business, experience with talent acquisition and technical skills make him the suitable person to take up this challenge.

Bart will work closely together with Vanessa and the HR department to turn these challenges into success.

Please join us in welcoming Vanessa and Bart and in wishing them a lot of success with their new role.

Christophe Vanmalleghem
Chief Commercial Officer

Mike Hellemans
Chief Operating Officer