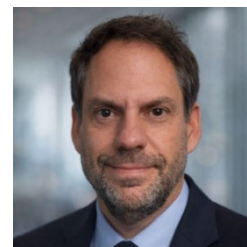


Filip Evenepoel

**Managing Director | General Manager | International Business Leader |
Turnaround & Growth Executive | P&L Leadership**

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Professional Summary

International Managing Director with 20+ years of experience leading industrial, engineering and technology businesses across Europe, Africa, the Middle East and China. Proven track record in business transformation, P&L management, international growth, operational excellence and organizational leadership. Experienced in scaling businesses, improving profitability and building high-performing management teams.

Core Executive Competencies

Strategic Leadership | P&L Management | Corporate Governance | Commercial Strategy | Strategic Negotiations
Market Expansion | Business Development & Scaling | Digital Transformation | Change Management
Cross-Cultural Leadership | High-Performance Teams | Organizational Transformation | Operational Excellence
Turnaround Management | International Business Development | Risk Management | Strategic Partnerships

Work Experience

ECHO PRECAST ENGINEERING

Managing Director

Houthalen, Belgium | Dec 2024 – Present

30+ employees | €15+ million turnover

International technology and engineering company specializing in machinery and equipment for the production of pre-stressed concrete products.

- Lead the company's overall strategy and operations, managing a multidisciplinary leadership team covering Sales, Engineering, Project Management, Production, Software, Finance, HR, Supply Chain and Logistics.
- Delivered an 85% increase in sales through key account development, strategic business development initiatives and targeted customer acquisition.
- Implemented enhanced governance, performance management and reporting structures across the supply chain and project execution functions.
- Strengthened cross-functional collaboration and communication, improving organizational alignment, decision-making and operational efficiency.
- Improved commercial performance and operational excellence, supporting the turnaround from a loss-making position towards sustainable profitability.
- Fostered a customer-centric culture focused on innovation, execution excellence & long-term value creation.

ANTHURA CHINA

General Manager

Shanghai & Kunming, China | Aug 2018 – Jun 2024

500+ employees | €20+ million turnover

Global market leader in breeding and propagation of Anthuriums and Orchids.

- Led the overall business operations and strategic direction of Anthura China, managing a multidisciplinary leadership team covering Sales & Marketing, Young Plants Production, Tissue Culture Laboratories, Engineering, Projects, Finance, HR, IT, Administration and Legal Affairs.

- Drove consistent business growth, increasing EBITDA by an average of 25% year-over-year through commercial excellence, operational optimization and strategic market development.
- Managed annual investment programs exceeding €15 million, delivering major expansion projects, including new production facilities and state-of-the-art tissue culture laboratories, on time and within budget.
- Successfully negotiated with local authorities to secure a 20+20-year lease extension, expand the production site by 35%, and obtain the necessary regulatory approvals for long-term business continuity and growth.
- Built and developed a high-performing management team through organizational restructuring, succession planning, leadership development and performance management initiatives.
- Increased overall productivity by 25% while maintaining stable labour costs through process optimization, automation, digitalization and continuous improvement programs.
- Led the company-wide digital transformation, introducing integrated cloud collaboration platforms, cybersecurity solutions, workflow automation and data-driven management systems.
- Strengthened governance, compliance, risk management, quality, health, safety and environmental standards across the organization.

DSD STEEL GROUP

Managing Director

Cairo, Egypt & Doha, Qatar | Jan 2013 – Aug 2018

1,000+ employees | €200+ million turnover

One of the largest steel manufacturing and steel erection companies in the Middle East, serving major industrial, infrastructure and energy projects.

- Directed the overall business operations and strategic development of DSD Egypt, leading the Management Committee and overseeing Commercial, Finance, Operations and Corporate Services functions.
- Successfully transformed the company from a loss-making operation into a profitable business within the first year through cost optimization, commercial improvements and contract management initiatives.
- Increased EBITDA by 240% during tenure through business development, operational excellence and expansion of the customer portfolio.
- Led a comprehensive organizational restructuring, establishing a new organizational model, performance management framework and incentive-based culture.
- Reduced indirect labour costs by 75% and general & administrative expenses by 65%, while maintaining and improving operational performance.
- Successfully negotiated with labour unions and government authorities, safeguarding the company's competitiveness and operational flexibility.
- Recovered approximately 90% of long-outstanding bad debts through intensive legal, commercial and financial recovery initiatives.
- Successfully negotiated and settled major international claims and variation orders, including the New Doha International Airport project, generating substantial additional revenues.

DENYS

Branch Manager

Accra, Ghana & Niamey, Niger | Dec 2008 – Dec 2012

1,000+ employees | €250+ million turnover

A Belgian multidisciplinary engineering and construction group specializing in water, energy, mobility, civil infrastructure, restoration and industrial projects.

- Directed the overall operations, business development and financial performance of the Ghana and Niger branches.

- Developed and maintained relationships with clients, government authorities, subcontractors and key stakeholders, supporting business growth and project acquisition.
- Oversaw project execution, procurement and contract administration, ensuring operational and commercial objectives were achieved.
- Established organizational structures, management processes and local teams to support sustainable growth and long-term market presence in West Africa.

CORDEEL

Chief Financial Officer

Hoeselt, Belgium | Apr 2007 – Dec 2008

1,600+ employees | €650+ million turnover

One of Europe's leading construction companies, providing integrated solutions across the entire construction value chain, from design and engineering to project delivery.

- Supported the executive management team in driving the financial performance and strategic development of one of Europe's largest construction groups.
- Led financial planning, budgeting, forecasting, cash flow management & consolidated financial reporting activities.
- Strengthened financial controls, management reporting and performance measurement systems to improve decision-making and transparency.
- Partnered with operational management to enhance project profitability, cost control and overall business performance.
- Managed relationships with banks, auditors and other financial stakeholders, supporting financing activities and corporate governance requirements.

Earlier Career

E-POWER INTERNATIONAL | Purchasing & Logistics Manager | Belgium | 2006–2007

UNIVERSITY HOSPITALS LEUVEN (UZ Leuven) | Purchasing Manager | Belgium | 2004–2006

KU LEUVEN / REBUS | Academic Researcher & Tutor | Belgium | 2001–2004

Education & Languages

- **M.Sc. Industrial Engineering**, KU Leuven
- **M.Sc. Applied Economics (International Business)**, KU Leuven / Hasselt University
- **M.Sc. International Relations & Conflict Management**, KU Leuven
- **B.Sc. Business Engineering**, KU Leuven

Languages

Dutch native | English fluent | French fluent | German basic

International Mobility

- Belgian Citizen
- Chinese Permanent Residence Permit Holder
- Extensive leadership experience across Europe, Africa, the Middle East and China
- Available for international assignments and relocation