











Perry de Boer

<p>Personal data</p> 	<p>Address Baron Edouard Empainlaan 97 B2800 Battel - Mechelen – Belgium</p> <p>Tel: +32 15 27 20 77, Gsm: +32 479 27 20 77</p> <p>e-mail pdeboer@q3.be</p> <p>Born: 12 december 1958 in Merksem - Antwerp</p> <p>Children:</p> <ul style="list-style-type: none">▪ Ineke: 2/ 8/1988▪ Joran: 9/ 2/1996▪ Jana: 16/10/1997
<p>Management Cy</p> 	<p>Q3 NV ref BE0444.930.981</p> <p>website: www.q3.be</p> <p>Through Q3 NV, several mandates and projects have been performed:</p> <ul style="list-style-type: none">▪ 1996 – 2002: Mandate of Managing Director of DATAX NV (see below)▪ Several projects were performed for third party companies.▪ 2004-2014: CEO and shareholder of Antenor Payment Systems NV▪ 2015 - : shareholder of APS-Holding, member of board of director APS, APS-H
<p>Exec. Summary</p>	<p>With a background of civil engineering together with a passion for business development and entrepreneurship, Perry developed a successful career as a serial entrepreneur.</p> <p>Turning challenges into opportunities. Tuning medium performing companies into profitable first class champions creates effective dynamics and results in an enormous satisfaction to all stakeholders.</p>
<p>Objectives</p>	<p>To combine my know-how, creativity and positive drive with my experience as entrepreneur in order to contribute effectively to the success and growth of SME's.</p> <p>Preferably my commitment will be sealed with a participation in the capital, an active role in the board of directors and an ad hoc management support for strategic projects.</p>
<p>Skills</p>	<ul style="list-style-type: none">▪ Creative and Analytical mind.▪ Positive thinker and team player.▪ Strong in development of products, markets and business.▪ International Marketing and Sales experience.▪ Management and entrepreneurship

Professional Experience	
	<p>1981–1985 BELL TELEPHONE MFG Co</p> <ul style="list-style-type: none"> ▪ R&D in Adv. Research Lab ▪ My first main project was to design A digital PABX based on innovative multiprocessor technology (iAPX432) and on object oriented programming language (Ada). <p>During the last year of my appointment, I combined this research task with the task of EDP manager for the department.</p>
	<p>1985–1988 SPARNEX NV</p> <ul style="list-style-type: none"> ▪ R&D manager ▪ I coordinated the development of the PMT: a family of Polyvalent Multiplexing Terminals. ▪ With my team (5 people) we performed several studies and projects for ESA/ESTEC.
	<p>1988-2002 DATAX NV</p> <ul style="list-style-type: none"> ▪ Founder and Managing Director ▪ 1988 start-up of the company in partnership with Telindus NV. ▪ 1989: marketing of first product: DX2000: PCM testing gear. ▪ 1990-2000: developing business unit focusing on telecom test equipment. ▪ 1990- 2002: product and int. market development of access equipment. <p><i>DATAX evolved from a start up with 2 people to a professional ISO 9001 certified niche manufacturer of telecom access gear with distribution channels in EMEA.</i></p> <ul style="list-style-type: none"> ▪ 2002 merger with Telindus <p>Mid 2001 DATAX found itself with a strategical dilemma:</p> <ul style="list-style-type: none"> - because of technology and market trends, DATAX and Telindus risked to become competitors in the market of Integrated Access Devices. - To avoid internal competition we concluded the integrate the Datax team into the Telindus team to maximise synergy.
	<p>2003: Sabbatical leave 1:</p> <ul style="list-style-type: none"> - Reload batteries, - reflection on market trends and identification of new opportunities/ objectives.
	<p>2004-2014: Antenor Payment Systems NV</p> <p>When I took over the company in 2003, the business got streamlined. We focused on these value added activities where the company could develop a market leading position.</p> <p>The business got oriented to two activities:</p> <ul style="list-style-type: none"> - the development and manufacturing of self-service payment kiosks. - cashless payment systems to support all micro payments in closed group environments. <p>From 2003 to 2014 Antenor could combine a substantial growth (x4) with a healthy cash flow generation.</p> <p>After enjoying 10 years intensive work together with an enthusiast team, I assured the Antenor's future by finding a sustainable new shareholder (INVALE) and an experienced CEO (Geert Pauwels). With these additional resources I am confident that the company is ready for its next growth cycle to extend its leadership in new markets.</p> <p>My contribution shifts from an operational mission to strategic coaching as shareholder and member of the board of directors.</p>
	<p>2015: Sabbatical leave 2:</p> <ul style="list-style-type: none"> - Continue coaching Antenor as minority shareholder. - Recharging mental and physical buffers. - Reflection on market trends and opportunities.

<p>Education</p>    	<p>Royal Atheneum of Deurne 1970-1976: Latin Mathematics (>80%)</p> <p>Free University of Brussels (VUB)</p> <ul style="list-style-type: none"> ▪ 1976-1981 University Engineer Electronics (> 80%) <p>KVIV</p> <ul style="list-style-type: none"> ▪ 1986 O-cycle (Entrepreneurial skills for Civil Engineers) <p>Vlerick School for Management</p> <ul style="list-style-type: none"> ▪ 1992 Export for SME (Small & Medium Enterprises). ▪ 1995 Advanced Management Course (ADM): executive MBA.
<p>Languages</p>	<p>N: Mother tongue. E: Very well F: Well D: Fair</p>
<p>Interest & hobbies</p>	<p>Family and friends. Sports: Diving, Ski & Snowboard, Yoga, Golf, Sailing,... Technology, Nature and Business</p>