

SAINT-GOBAIN BENELUX STRENGTHENS LOCAL ORGANIZATION TO ACCELERATE GROWTH AND COLLABORATION

- **A new step in Saint-Gobain's transformation**, with a unified leadership structure in Benelux to drive operational excellence and customer-centricity
- **Expanded responsibilities for local CEOs**, aligned with the Group's global strategy to empower countries and unlock synergies

As of July 1, 2025, Saint-Gobain is reinforcing its local organizational model in the Benelux by implementing a new leadership structure that brings together key business units under a more collaborative and agile framework. This transformation is fully aligned with the Group's global strategy to deepen its country-based model and accelerate growth through integrated, sustainable solutions.

Benoit Bazin, Chairman and Chief Executive Officer of Saint-Gobain:

"Our decentralized country-based organization set up in 2019 and rolled out with our "Transform & Grow" and then "Grow & Impact" strategic plans has been key to our success. Today we are taking a new step forward with the deepening of our local organizational model. Country CEOs will now be responsible for the full range of Saint-Gobain's solutions, including those previously managed within High Performance Solutions, such as construction chemicals and industrial solutions. The local management of all product lines is designed to accelerate sales growth in each market segment and address an increasingly fragmented geopolitical environment."

Richard Juggery, Chief Executive Officer of Saint-Gobain Benelux:

"This transformation is about more than structure – it's about mindset. We are building a future-proof organization that is more responsive to our customers, more efficient in our operations, and more united in our purpose. By aligning our teams around customer segments and fostering collaboration across business units, we are unlocking the full potential of Saint-Gobain in Benelux. The new leadership structure will allow us to accelerate innovation, simplify our way of working, and deliver integrated solutions that meet the evolving needs of our markets."

A unified structure to drive performance

The new organization introduces a streamlined leadership team with clear responsibilities across key domains:

- **Bas Huysmans** is appointed **Chief Operating Officer of Saint-Gobain Benelux**. In this role, he will lead the newly established Operational Excellence department, with responsibility for Customer Services, Supply Chain, S&OP, EHS, Product Compliance, and Engineering Project Management. His mission is to drive efficiency, harmonize processes across business units, and support the transformation by aligning operations with customer expectations.



- **Mark van Houten** becomes **Chief Executive Officer of Saint-Gobain Solutions Benelux**. He will oversee the development of market-driven solutions and lead marketing communication, project specification, and key account management across all construction business units. His focus will be on strengthening customer-centricity and fostering collaboration to deliver integrated, high-performance solutions.
- **Frank te Poel** is appointed **Chief Executive Officer of Saint-Gobain GIM Benelux** (GYPROC, ISOVER, Mortars [WEBER, Strikolith, Dalapro]). He will lead the integration of the GIM product lines into a unified business unit, with a strong focus on distribution-driven markets. His responsibilities include streamlining operations, reducing duplication, and enhancing customer satisfaction through aligned commercial and operational practices.
- **Marc Alfonseda Duran** is named **Chief Executive Officer of Saint-Gobain Construction Chemicals Benelux**. He will lead the consolidation of the Group's Construction Chemical activities in the Benelux, including De Neef, Adfil, Weber Flooring, and Civil Engineering Sales. His role is to drive growth through engineered solutions, strengthen the infra and direct sales approach, and ensure alignment with the global Construction Chemicals strategy.

The leadership team will continue to work closely with other key business units in the region to unlock synergies and deliver value across the organization. There is no change in the leadership of these business units:

- **Annie Coppens** remains **Chief Executive Officer of Glass & Glassolutions**
- **Dennis Wertheimer** continues as **Chief Executive Officer of Cultilene**
- **Benoit Rijobert** remains **Chief Executive Officer of SFIC**.

These business units remain integral to Saint-Gobain's mission of providing innovative, customer-focused solutions, and their collaboration with the newly appointed leaders will be essential to the success of the regional transformation.

Management Team of Saint-Gobain Benelux

The following is an overview of the Management Team supporting the new organizational structure, aligned with the leadership.

- Jeroen Diepenmaat – HR Director
- Louisa Maréchal-Fabre – CSR Director
- Thijs Potters – Chief Digital & IT Officer
- Mathilde Jehanno – Strategy Manager
- Liselore van der Schenk – Legal & Compliance Director
- Quentin Walckiers – CFO
- Florence Vroomen – Project Manager Oxygen



Biographies

Bas Huysmans, appointed COO of Saint-Gobain Benelux, joined the Group in 2007. He previously served as CEO of Saint-Gobain Weber Benelux and Managing Director of Weber Beamix. Earlier in his career, he held international roles including International Purchase Director at Saint-Gobain Weber Group SA and Vice President Purchase at Maxit Group.

Mark van Houten, CEO of Saint-Gobain Solutions Benelux, has held this position since October 2023. He joined Saint-Gobain in 2010 and has since held several commercial leadership roles, including as Commercial Director at Gyproc and ISOVER Nederland. With a strong background in marketing, sales, and business development, he has been instrumental in driving customer-focused innovation and developing integrated solutions across the region.

Frank te Poel, appointed CEO of Saint-Gobain GIM Benelux, joined the Group in 2004. He started as Commercial Director and later became Managing Director of Isover Benelux. From 2020 to 2023, he served as CEO of Saint-Gobain Solutions. Since March 2023, he has led the Gypsum & Insulation division in Benelux, with a strong focus on sustainability and system integration.

Marc Alfonseda Duran, appointed CEO of Saint-Gobain Construction Chemicals Benelux, joined the Saint-Gobain Group in 2022 following the acquisition of GCP. From 2023 to 2025, he served as Managing Director for Construction Chemicals across the Benelux and DACH regions. Marc brings a wealth of experience in the construction chemicals industry, having held several leadership and managerial roles prior to the acquisition.

About Saint-Gobain Benelux

Saint-Gobain Benelux designs, manufactures and distributes materials and solutions for the construction and industrial markets in Belgium, the Netherlands and Luxembourg. Through its local business units, the organization delivers integrated solutions for renovation, light construction and sustainable building, tailored to the specific needs of the regional market. Guided by the Group's purpose of "**Making the world a better home**", Saint-Gobain Benelux combines innovation, customer proximity and operational excellence to help build a more sustainable and high-performing built environment.

For more information about Saint-Gobain Benelux, visit www.saint-gobain-benelux.com and follow us on LinkedIn [@Saint-Gobain BENELUX](https://www.linkedin.com/company/saint-gobain-benelux).

9 July 2025



About Saint-Gobain

Worldwide leader in light and sustainable construction, Saint-Gobain designs, manufactures and distributes materials and services for the construction and industrial markets. Its integrated solutions for the renovation of public and private buildings, light construction and the decarbonization of construction and industry are developed through a continuous innovation process and provide sustainability and performance. The Group, celebrating its 360th anniversary in 2025, remains more committed than ever to its purpose “MAKING THE WORLD A BETTER HOME”.

€46.6 billion in sales in 2024

More than 161,000 employees, locations in 80 countries

Committed to achieving net zero carbon emissions by 2050

For more information about Saint-Gobain, visit www.saint-gobain.com and follow us on X [@saintgobain](https://twitter.com/saintgobain).

PRESS RELATIONS

The Netherlands & Belgium – Flanders

Ivo van Rooy

Ivo.vanRooy@saint-gobain.com

Belgium – Brussels & Wallonia

Louisa Maréchal-Fabre

Louisa.Marechal-fabre@saint-gobain.com