

## Henry De Graan – Member of the Supervisory Board

In 1964-1970 Mr. De Graan was employed as a Sales Manager at West Coast Construction Fasteners Inc. He managed a team of people responsible for increasing sales from USD 280,000 to USD 3,500,000.

Founder and owner of Aztec Manufacturing Inc. From 1970 to the present day. Founder of a company producing accessories for the construction industry. Project director with many documented achievements in increasing the company's profit. Ability to identify and address productivity, cost, marketing and commercial operations issues. Documented professional experience in the following fields:

- Sales / development of enterprises,
- Acquisitions of enterprises and negotiations,
- Development and marketing of new products,
- Effective delegation.

Mr. Henry De Graan holds over 5% of shares and votes at the General Meeting of Shareholders.