

PETER ALTHAUS

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REF: NON-EXECUTIVE DIRECTOR | BOARD ADVISOR | GOVERNANCE & TRANSFORMATION LEADER

Dear Members of the Nomination and Governance Committee,

Organizations navigating transformation, international expansion, technological disruption, and evolving stakeholder expectations require board leaders who bring strategic judgement, governance perspective, and the ability to connect long-term vision with practical execution. Throughout my career spanning more than three decades of executive leadership, corporate transformation, international business development, and governance experience, I have consistently supported organizations in creating sustainable value, strengthening operational capabilities, and navigating complex strategic environments.

It is this combination of board perspective, transformation expertise, international leadership, and deep understanding of technology-driven industries that motivates my interest in contributing as a Non-Executive Director and strategic advisor.

Throughout my executive career, I have served as CEO, Managing Director, Non-Executive Director, and strategic advisor, leading organizations through significant periods of change, growth, and repositioning. My experience includes corporate carve-outs, organizational transformation, international market expansion, technology commercialization, and building scalable business platforms across Europe and Asia.

As Chief Executive Officer of Enexio Water Technologies GmbH, I led the company through a major transformation following its carve-out from GEA Group, successfully repositioning the organization into an independent international engineering and environmental technology business. I strengthened organizational structures, developed international capabilities, expanded market positioning, and provided governance oversight as Non-Executive Director for Enexio UK and Liaocheng Xinde Shandong in China.

Beyond executive leadership, I have worked closely with shareholders, boards, management teams, and international stakeholders, providing strategic guidance on growth strategy, business transformation, operational resilience, and sustainable value creation. My ability to evaluate complex situations, challenge constructively, and support informed decision-making enables me to contribute effectively at board level.

My broader experience includes leading international technology platforms, developing cross-border partnerships, supporting market entry strategies, and advising organizations operating within environmental technology, water infrastructure, sustainable energy, and industrial sectors. These experiences have given me a strong understanding of the opportunities and challenges facing organizations operating in rapidly evolving global markets.

In addition, through my role with German Water Partnership e.V. as Regional Head for India & Southeast Asia, I continue to contribute to international collaboration within the water and environmental sector, engaging with industry organizations, governmental stakeholders, and international institutions. This work has strengthened my perspective on sustainability, infrastructure development, stakeholder alignment, and responsible growth. I believe effective board leadership requires the ability to provide independent oversight while also understanding the realities faced by executive teams. My approach is centered on constructive challenge, strategic insight, responsible governance, and supporting leadership teams in making decisions that create long-term value for shareholders and stakeholders.

I would welcome the opportunity to contribute my experience in transformation, international growth, sustainability, governance, and strategic leadership to support your organization's continued development and future objectives.

Thank you for your consideration. I look forward to the opportunity for further discussion.

Sincerely,

PETER ALTHAUS