Luc Van de Steen | Tom Bousmans | Evelyne Heyvaert | Johan Pede | Thomas Claus

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**Luc Van de Steen**
Head of Corporate Investments

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Luc Van de Steen manages the Corporate Investments team of ING and has more than 15 years of experience in Private Equity. He is active within the team since 2001 and is a Board Member of several companies of the portfolio.
Prior to that, he spent over 15 years in banking, first at KBC-Almanij, of which 12 years in Corporate Finance and Private Equity (Investco) and 5 years in credit structuring. He performed advisory work and managed a large number of M&A transaction, both in Belgium and cross-border. He also advised the Belgian Government on privatizations. Luc Van de Steen holds a Commercial Engineer degree from Leuven and an MBA from the Chicago Business School.

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**Tom Bousmans**
Investment Director

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Tom Bousmans holds a Masters Degree in Engineering and Postgraduate in Business Economics. He has held the position of Investment Manager Private Equity at ING Belgium since 2000 with a track record in France and Belgium as lead investor in management buy-out transactions, development capital and venture capital. He is President of the Board in 3 industrial companies in Belgium and France and Board member in 2 companies (industrial and consulting) in Belgium. Before 2000, he has held the position of industrial consultant for ING Belgium Credit Department and he was project manager at Cegelec in industrial automation for the steel and automotive industry for 5 years.

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**Evelyne Heyvaert**
Investment Director

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Evelyne Heyvaert is Investment Manager in the Private Equity of ING since begin 2009 and is a Board Member of several companies of the portfolio.
Prior to that, she worked for the Mergers and Acquisitions department of ING where she managed several sales transactions of SME's and for the incubator EEBIC, where she advised fast growing companies in their capital increases.
Evelyne Heyvaert holds a Master in Commercial Engineering from the Solvay Business School where she also teached 'financial controlling' for several years.

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**Johan Pede**
Investment Director

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Johan Pede joined ING Corporate Investment in 2012, after 10 years of experience in Corporate Finance at ING, advising many belgian families and stock listed companies, private equity firms and international groups from Asia, Europa and North America with their M&A projects (acquisitions, sale and spin-outs).
Between 1998 and 2001, Johan was the finance director of Real Software, following 7 years with KBC as an industry-analyst, sell-side and corporate finance analyst, advising on many IPO's and private placements.
Johan started his career in the audit world, with Andersen/Deloitte.
Johan graduated as a Commercial Engineer Solvay (University of Brussels) and obtained a Masters in Tax and in Financial Analysis.

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**Thomas Claus**
Investment Manager

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Thomas Claus joined ING Corporate investments in 2014, from ING Event Finance in Amsterdam where he was involved in financing pan-European acquisitions and IPO's.
Before joining ING, Thomas worked as M&A analyst in the IBD department of Nomura (former Lehman Brothers) both in Amsterdam and London, and in the Corporate Finance department of Deloitte in Amsterdam. Furthermore, he did a short business development assignment at a Belgian fashion retailer and interned in the IBD department of Lazard and J.P. Morgan in Amsterdam and London.
Thomas holds a degree in Applied Economics from Ghent University (2007) and an Msc in Financial Management from Vlerick Management school (in 2008).

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