

New Captains New Courses

Leadership Transitions
will Steer the
TIC Titans
Through
2024.





Hinda Gharbi – CEO

Bureau Veritas (BV)

Reshaping for Market Agility

In 2023, BV witnessed a historic shift as **Hinda Gharbi** ascends to CEO, becoming the first woman to hold this title within the International Association of Classification Societies (IACS).

Gharbi's immediate impact at BV was marked by a decisive reorganization, which reshaped the executive committee and introduced strategic segmentation. This included splitting APAC operations into two distinct regions – Asia Pacific and the Middle East – and establishing a CSR Committee. Gharbi also promoted **Vincent Bourdil** from SVP South East Asia and Pacific to EVP, thus underscoring BV's dynamic response to evolving market demands and reinforcing its commitment to deeply embedding sustainability within its operations and to accelerating strategic initiatives. Looking ahead to 2024, we anticipate Gharbi will focus on enhancing team cohesion and functionality, building a robust executive team as a cornerstone for new strategic directions and cultural shifts. It is also expected that Gharbi might take strategic risks to venture into new markets and refine business operations, aiming for heightened efficiency.

UL Solutions

Steers Toward IPO with Strategic Board Enhancements

While, the late 2019 appointment of a new CEO, **Jennifer Scanlon** at UL Solutions was a clear signal of the company's need for strategic revitalization; the unanticipated announcement of an IPO, targeted for early 2024, underscores the firm's decisive direction.

Since Scanlon's tenure began three years ago, she has driven UL Solutions towards future with focus on customer-centric, technology-driven solutions, and diversity with women comprising 50% of the Executive and Operating Committees. However, becoming a publicly traded company her focus recently was on strengthening the Company governance structure and enhancing its Board of Directors by enlisting **Elisabeth Tørstad** and The appointments of **Elisabeth** and **George** will infuse the board with profound technical expertise and seasoned industry insight, equipping UL Solutions for its ambitious journey ahead.



Elisabeth-Tørstad



George A. Williams

ALS

A new era Begins

The ALS community received **Raj Naran's** departure announcement with surprise. His exit for family reasons cast a temporary shadow of uncertainty over the company. However, **Malcolm Deane's** subsequent appointment as CEO and the firm's recent financial improvement reflect the strong foundation laid by Naran.



Malcolm Deane

Deane steps into leadership and has committed to ALS's 2027 strategic vision, which includes achieving a significant EBIT uplift. This strategy involves divesting non-core activities, like the Australian NDT business, and actively pursuing acquisitions to expand ALS's laboratory testing services.

A critical question now is whether Deane can navigate the operational and cultural dynamics of ALS to reinforce its standing as a global TIC leader. This challenge is compounded by the need to guide the company past its coal certification scandal and to continue diversifying and innovating in a fiercely competitive market.



Luc Leroy & Paul Hesselink

Kiwa at the Crossroads: A Legacy Honored and a Future Charted

For two decades, **Paul Hesselink** has piloted Kiwa to global acclaim, achieving a turnover exceeding 1.3 billion euros. Now, as he contemplates partial retirement, the stage is set for Kiwa's transition into a new chapter of growth under the SHV umbrella, which took ownership in 2021.

The choice of **Luc Leroy**, a seasoned executive from within Kiwa's ranks, as the incoming CEO underscores SHV's trust in the company's direction and its leadership ethos. This move is indicative of SHV's strategy to ensure a smooth transition, seeking to preserve and leverage Kiwa's robust corporate culture and at least continuing the dynamic growth it has achieved thus far.

Leroy steps into a role filled with opportunity and challenge. He must navigate the legacy left by Hesselink while imprinting his own leadership style. Armed with extensive experience, Leroy is poised to spearhead Kiwa's strategy through an industry landscape marked by consolidation. His leadership will be guided by SHV's enduring philosophy, 'Courage to care for generations to come,' ensuring Kiwa continues to thrive and innovate for the future.



Ian Spaulding

LRQA:

Ushers in New Leadership Era with CEO Ian Spaulding

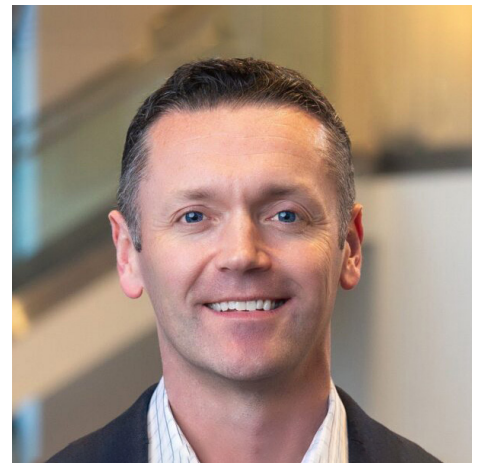
LRQA embarks on a transformative journey as, former CEO of Elevate Global, **Ian Spaulding**, steps into the role of CEO beginning September 2023, replacing **Paul Butcher**, who transitions to an advisory role. This change at the helm marks a strategic shift, focusing on accelerating growth and building upon the company's strong foundations.

Over the recent two years, LRQA has concentrated on internal restructuring, sharpening its strategic focus. Now independent and bolstered by backing from **Goldman Sachs** Asset Management since 2021, the company is poised for expansion. Spaulding's comprehensive experience at ELEVATE positions him well to harness his in-depth market knowledge and dedication to customer focus. His prowess in assurance and ESG is anticipated to catalyze visionary leadership, advancing LRQA's strategy in a sector on the cusp of significant evolution.

FoodChain ID

Embraces New Leadership with Conor Kearney

In an atmosphere of both remembrance and forward-looking resolve, FoodChain ID announces **Conor Kearney** as the new CEO. The company and its community remember **Brad Riemenapp**, a leader of exceptional vigor and warmth, whose untimely passing has left a profound imprint.



Conor Kearney

As FoodChain ID turns a new page, the company reflects on how Conor Kearney will carry the mantle of leadership. Known for his collaborative approach and operational acumen, Kearney is poised to build upon the solid foundation laid by his predecessor. The question at the forefront is how he will lead the charge in driving FoodChain ID forward in an industry that demands constant innovation and unwavering commitment to food safety. His strategic vision for the company's growth is expected to honor Riemenapp's legacy while propelling the company into its next chapter of success.