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CANDIDATE REPORT

HACKING TEAM

VP INTERNATIONAL SALES - DIRK PEETERS

David Vincenzetti – Founder, Chief Executive Officer

Giancarlo Russo - Chief Operating Officer

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CURRICULUM VITAE

NAME Dirk PEETERS
NATIONALITY [REDACTED]
RESIDENCE [REDACTED]
MARITAL STATUS [REDACTED]
TELEPHONE +44 [REDACTED]@outlook.com

EDUCATION

2011 London Business School
Essentials of Leadership
2008 TUDelft, Delft University of Technology
Management of Technology (1 year completed)
1987 KU-Leuven, University of Leuven
MSc, Computer Science

LANGUAGES
English - full professional proficiency
Dutch - native speaker
French - Professional working proficiency
German - limited working proficiency

SUMMARY

COMPANY

POSITION

BAE SYSTEMS AI	<i>Regional Director Europe & Africa, Communications Intelligence (Since 2013)</i>
NETSCOUT	<i>Director Business Development & Sales Security Solutions (2011 - 2013)</i>
FOX-IT	<i>VP Business Development & Sales (2008 - 2011)</i>
ERNST & YOUNG	<i>Director Information Security Risk Management (2006 - 2008)</i>
TELINDUS BELGACOM	<i>Director Managed Services (2002 - 2006)</i>
UBIZEN	<i>Vice president Managed Security Services (1998 - 2001)</i>
OLIVETTI PROFESSIONAL	<i>Senior Architect</i>

SERVICES

(1990 - 1998)

CONSULTANT COMMENTS

Presentation

Dirk Peeters is a level-headed individual who listens attentively and provides animated and relevant answers to any questions asked of him.

Skills and Personality

Dirk Peeters is very much open-minded and has a great deal of experience of working in international and multicultural environments. He demonstrates the ability to think analytically with a strategic approach. Dirk Peeters is very much data driven, his implementation plans are very much focused.

Once the decision has been validated by the board or the executive committee, he expects his boss to empower him and give him latitude to do his job. The candidate will define the overall objectives and formalize individual goals very clearly.

A good communicator who shows respect for others and who cares about people, the candidate knows how to utilize internal resources to achieve set objectives. His approach will be consultative; there will be lots of discussions so that his team takes the ownership of the project.

As a sales leader, even though he has a clear idea of what needs to be done, he expects his team to be a strong contributor in defining the implementation plan. His management style is based on trust and checks.

Dirk Peeters wants his people to be successful in reaching their quotas but he also wants them to have a collaborative attitude; he always adds qualitative aspects in his incentive plans. He is more comfortable in managing autonomous people. As said previously, he expects his team to be very proactive and force proposal.

Dirk Peeters is clearly a team player who wants to take part in the strategic decision and be a contributor in taking a company to a next development stage.

Suitability for the role

- BAE – Applied Intelligence. Since June 2013. Dirk is Regional Director for Europe and Africa. They sell a wide range of solutions exclusively to law enforcement agencies: policies forces, intelligent agencies, secret agencies. He is managing a team of 34 people (6 sales, 7 in support and the rest in delivery).

His mission was to rebuild the business after BAE had cancelled all the contracts with the partners; he diversified the sales team; opened Eastern Europe and resigned or signed new partners. He is responsible for an order booking of 14M€ (+15% this year).

- Fox-IT / Netscout (2008 – 2013). Dirk joined Fox-IT as VP of Sales & Business Development to launch their new monitoring solutions dedicated to Law Enforcement Agencies; he was also responsible for the sales of the legacy product lines (data diodes).

He grew the LEA business from zero to 10M€ in 4 years (40% from the Middle East, 25% in Europe, 10% in Asia and the rest in America). In total, he was responsible for a revenue of 20M€ with 8 sales people.

The LEA division was acquired by Netscout. 6 months after having joined Netscout, the decision was made to drop the LEA strategy. Dirk was already living in Guilford in the UK. BAE/Detica being also based in Guilford, it was easy for him to apply for a job at BAE.

- Previous experiences:
 - Ernst & Young – Dirk was an independent contractor specialized on Information Security Risk Management issues for 2 years
 - Telindus – he was in charge of a Business Unit specialized in Managed Services (outsourcing of infrastructure & networks). He grew the business from 8 people to 65 after a period of 3 years.
 - Ubizen (managed security infrastructure) – joined the company when there were 20 people, three years later there were 650 people. Dirk was responsible of a Business Unit with 4 sales people; most of his staff in the delivery department.
 - He started his career with Olivetti in technical roles.

Decision to join Hacking Team

Having worked for small organizations (Fox-it), for large corporations (BAE Systems) as well as for early stage fast growing start-ups (Ubizen), Dirk Peeters clear feels more comfortable with small companies needing to reach a second level of development.

With his experience at Fox-IT and today at BAE Systems, the candidate is very familiar with Hacking Team's market and challenges. He has done business in many different geographies especially in Middle East & Africa (UE, Dubai, Abu Dhabi, Oman, Saudi, Morocco, Israel, Jordan), in Europe (most of the countries), in Far East (Singapore, China, Malaysia, India). He has not yet done any Law Enforcement business in North America.

The candidate is very keen to know more about Hacking Team. Knowing that you are on a niche market, he would like to understand better what is the plan to develop a broader base of customers and products.

Package given by the candidate

- Base: 115K€ + Variable: 60K€ + benefits

PROFESSIONAL EXPERIENCE

BAE SYSTEMS AI – GUILDFORD, UK **Since 2013**

- **REGIONAL DIRECTOR EUROPE & AFRICA COMMUNICATIONS INTELLIGENCE**

Lead the Regional team (25 team members) responsible for selling, customizing, delivering and supporting our Communications Intelligence portfolio. The portfolio consists of solutions for complex Law Enforcement, National Security and business communications challenges.

Notable Accomplishments:

- ✓ Develop the regional strategy for 2014 with projected Order Intake of £16m and projected Revenue of £14m.
- ✓ Achieved on target OI numbers in 2013 despite a challenging government market.

NETSCOUT – LONDON, UK **2011 - 2013**

- **DIRECTOR BUSINESS DEVELOPMENT & SALES SECURITY SOLUTIONS**

Integrate and redefine portfolio of security products & services after acquiring Fox-IT's Lawful Interception portfolio. Revamp and manage global business development for the newly acquired LI portfolio according to corporate standards and processes. Advocate the portfolio with direct and indirect sales channels.

Notable Accomplishments:

- ✓ Develop the Business Development & Sales Plan for 2012-2013 and report to SVP Worldwide Sales
- ✓ Lead the Sales team for Special Government Security solutions

FOX-IT – DELFT, THE NETHERLANDS **2008 - 2011**

- **VP BUSINESS DEVELOPMENT & SALES**

Transform the Product Portfolio, company processes and sales channels from locally oriented into a truly global approach. Assess worldwide, regional and country markets for go-no go decisions. Build a direct and indirect sales channel for Europe, Middle East and South-East Asia. Redefine the Product Portfolio for regional and local needs and Lead and extend the International Sales team with 8 new account managers and sales engineers in two years. Design and generate monthly qualitative and quantitative progress reports for CEO and colleagues in Executive Management team.

Notable Accomplishments:

- ✓ Drove the transformation from a 'local' company to a truly 'global' company in two years
- ✓ Increased international revenue 35% year-over-year on average over a period of 4 years

- ✓ Championed and contributed to the product Innovation Process by concentrating on the international applicability and potential market size.

ERNST & YOUNG – BRUSSELS, BELGIUM
2006 - 2008

- **DIRECTOR INFORMATION SECURITY RISK MANAGEMENT**

Lead and develop an Information Security Risk Management team advisory team of 25 consultants, managers and senior managers. Align the Advisory Projects with the core audit business and handle potential regulatory and corporate conflicts. Provide quality control for the Projects during execution and sign-off. Grow revenue by conduction business development for new Markets and Clients.

Notable Accomplishments:

- ✓ Increased the revenue contribution to Corporate Audit projects with 10% year-over-year
- ✓ Increased the Advisory Project revenue with 25% year-over-year

TELINDUS BELGACOM, BELGIUM
2002 - 2006

- **DIRECTOR MANAGED SERVICES**

UBIZEN , BELGIUM
1998 - 2001

- **VICE PRESIDENT MANAGED SECURITY SERVICES**

OLIVETTI PROFESSIONAL SERVICES, BELGIUM
1990 - 1998

- **SENIOR ARCHITECT**