



**ETHIAXE, THE STRENGTH OF INDEPENDENT
ADVICE BY EXPERIENCED LEADERS**



ETHIAXE

ABOUT US

Ethiaxe is a totally independent economic actor offering investors and companies the most demanding services in terms of quality, objectivity and ethics.

Through its five families of services, Ethiaxe brings all company stakeholders together in a spirit of open and frank collaboration.



OUR SERVICES

Ethiaxe offers a wide range of services, grouped into five families.

Empowering minority shareholders: Ethiaxe helps to turn small shareholders into partners and assets for the company.

Intergenerational dynamics: Ethiaxe helps you to serenely pass on your business to the new generation by organising the future now.

Ethiaxe corporate: Good governance in all circumstances is essential, even in turbulent times.

Transition management: The arrival of a new owner or general manager is a delicate time for all.

Services to board members: You cannot improvise to be an effective and useful independent member of a Board of Directors; you need to learn to become one.



OUR VALUES

Promote the vision of a progressive Company projected towards the development of its business in an ethical framework, a company including all its partners, also its minority shareholders investors.





EMPOWERING MINORITY SHAREHOLDERS

Ethiaxe helps to turn small shareholders into partners and assets for the company.

Minority shareholders often feel powerless, ill-informed and do not always know their rights, even though they are part of the company, since they have decided to invest in it.

Minority shareholders who feel fully involved in the company will want to stay there, invest more, with a long-term view, and will attract other investors.

Ethiaxe supports and works alongside minority shareholders, particularly in:

1. The exercise of their powers and control rights which are legally granted to minority shareholders.
2. The supervision and representation of minority shareholders in the event of a sale of shares or the exercise of pre-emption rights.
3. For decisions that can only be taken with the agreement of the minority shareholders.
4. To possibly obtain the right to appoint members of the Board of Directors representing the minority.
5. The evaluation of the performance of the Board of Directors.
6. The support and organisation of the transfer of minority stakes in unlisted companies: to a fair price based on objective elements, thus creating a major advantage in making the investment more liquid.

Specifically, for listed companies, Ethiaxe:

7. Represents and accompanies minority shareholders at shareholders meetings, in a constantly constructive attitude.
8. Establishes a positive dialogue with the Board and management.
9. Defends minority groups and helps enforce their rights.
10. Negotiates public or private transactions on behalf of the minority.



INTERGENERATIONAL DYNAMICS

Ethiaxe helps you to serenely pass on your business to the new generation by organising the future now.



Family businesses are the backbone of any country's economy. Their success gradually makes them more important players. However, the corporate culture, methods and structures do not always follow growth and success, weakening the company in the long term.

Many family businesses disappear quite quickly after the departure of the first generation or lose their dynamism and creativity, because they have not prepared for this generational transition, yet inevitable.

Ethiaxe works alongside family shareholders:

1. To raise their awareness and to accompany them in the transition from a strictly family company to a larger entity that fully plays its socio-economic actor role towards all stakeholders.
2. The drafting of a family charter.
3. The creation and management of a family office.
4. The periodic valuation of the company.
5. The search for a buyer or a minority shareholder.
6. The negotiation and closing of the transfer.
7. The takeover by executives and/or managers (management ' buy in ' and management ' buy out ').

ETHIAXE CORPORATE

Good governance in all circumstances is essential,
even in turbulent times.



Ethiaxe acts as an independent consultancy for the establishment and maintenance of a good corporate governance, even in times of difficulties.

Ethiaxes' services include:

1. Service to the Board and/or the Management with preventive actions in order to satisfy the highest standards of ethics towards all shareholders, including minority shareholders.
2. Advice on all ethical and legal aspects.
3. Promote the vision of a company inclusive of all its owners, within an ethical framework towards its minority shareholders, which have to be seen as partners and funders.
4. Accompanying and arranging the sale of minority stakes in unlisted companies. This is a real asset to attract minority investors in a company, because it makes their investment more liquid while maintaining maximum confidentiality towards competitors.



TRANSITION MANAGEMENT

The arrival of a new owner or general manager is a delicate time for all.



The transition to a new management or owner is always a very delicate period that can lead to tensions, misunderstandings and even destruction of value. Arriving in a new company and being the new CEO, the one from which everyone expects answers, is not easy.

It is a time of loneliness: who can be trusted? How to distinguish superficial courtiers from critically needed deep skills? What new blood should be hired and for what? How do to divide the roles into clear responsibilities?

Ethiaxe works alongside the new management or new owners by helping them to successfully negotiate this delicate passage as best possible, in particular by:

1. Accompanying and mentoring new directors/owners/directors in taking over their responsibilities at a time when they were not specifically prepared.
2. Advice and coaching of new CEOs.
3. Advice in setting up a new organization, helping to define roles and clear responsibilities, ..
4. Ensure the successful fusion of cultures by creating a new corporate culture having the support of all stakeholders.



SERVICES TO BOARD MEMBERS

You cannot improvise to be an effective and useful independent member of a Board of Directors ; you need to learn to become one.



Independent directors are often brilliant entrepreneurs in their field, but relatively new to their role as an independent board member in another company.

Being a seasoned expert in his field and an independent director in a company in another field are two very different roles.

Ethiaxe offers various services to independent directors:

1. Mentoring and raising awareness of the independent Board Member on how to act ethically in its role.
2. Support and assistance in complying with legal obligations, including analysis of exposure to Personal Legal Responsibility as a corporate agent.
3. Organizing and conducting Workshops for Board members, among others in decision-making.
4. Self-assessment of the Board.



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