

Capenti strengthens its life sciences expertise with HR One Group

Ghent/Brussels, 13 May 2025 - Capenti, part of Kebek Private Equity, is proud to announce the acquisition of HR One Group, a specialist in executive and interim search for the life sciences sector.

A shared entrepreneurial DNA

With this acquisition, Capenti expands its international reach and expertise in one of the most complex and fast-evolving industries: life sciences. HR One Group brings deep sector knowledge and a dual focus on executive and interim recruitment, making it a natural fit with Capenti's mission to find outstanding leaders on a permanent or temporary basis.

Founded in 2008, HR One Group has built a strong reputation across pharmaceuticals, medical technology, biotechnology, diagnostics and health tech. Their approach is shaped by scientific expertise and entrepreneurial spirit, values that align seamlessly with Capenti's DNA.

"From the start, we recognised the unique strength of HR One's team," says Vanessa Delacourt, CEO of Capenti. "They combine scientific depth with sharp business acumen, which is exactly what this sector demands. By joining forces, we are reinforcing our position as a trusted partner for companies operating at the cutting edge of healthcare and technology."

Complementary strengths, shared ambition

The HR One Group team is led by Charlotte Peters and Sofie Paeps, who have cultivated a multidisciplinary organisation of PhDs, psychologists, computer science experts and industry professionals. This enables them to recruit for highly specialised roles in R&D, regulatory affairs, clinical operations, and emerging domains such as AI in diagnostics.

Charlotte Peters, Founder of HR One Group, highlights the strategic value of the collaboration:

"Joining Capenti allows us to scale our impact, without compromising the focus and quality that define us. We remain true to our mission, connecting

groundbreaking science with exceptional talent, and now with the backing of a group that shares our values and vision for the future."

Sofie Paeps, Managing Partner of HR One Group, adds: *"We felt an immediate alignment with Capenti: a commitment to long-term relationships, an entrepreneurial mindset, and a passion for doing the work properly. We look forward to building the next phase of growth together."*

Added value for clients and candidates

This strategic move strengthens Capenti's offering in several ways:

Life sciences expertise at scale: HR One Group adds deep sector focus and scientific credibility to Capenti's portfolio, with international reach and a strong Belgian base.

Dual strength in executive and interim search: Like Capenti, HR One bridges executive search and interim recruitment, offering clients flexible, high-quality solutions.

Entrepreneurial synergy: Both firms are founder-led and share a pragmatic, hands-on approach tailored to client needs.

Shared values: A commitment to quality, cultural fit, and enduring partnerships lies at the heart of both organisations.

As with other acquisitions, HR One Group will retain its brand identity and client relationships while benefiting from the broader support and network of Capenti.

Vanessa Delacourt concludes: *"At Capenti, we believe in the power of complementary expertise. HR One enhances our ability to serve clients in one of the world's most vital and innovative sectors. This is more than an acquisition. It's a shared commitment to impact."*

About Capenti

Capenti combines the established expertise of executive search and interim management, represented by Schelstraete Delacourt, Minds & More, Apollo Executive Search and HR One Group. What all subsidiaries of Capenti have in common, is finding people, leaders, who make the difference for their clients. Be it

a CXO, a management position or a leading expert, it is crucial that the individuals they assign not only fit seamlessly into their roles, but are also culturally embedded and capable of evolving with the organisation and its context. Capenti's selection of leaders goes beyond experience and knowledge, as they delve deep to find the most suitable fit for the company culture.

About HR One Group

HR One Group is a niche recruitment firm specializing in life sciences. Based in Belgium and serving a global client base, HR One Group is recognized for its scientific expertise, pragmatic approach, and commitment to quality in every search assignment.

As of today, HR One Group is part of Capenti.

About KeBeK Private Equity

KeBeK Private Equity is an independent Belgian investment fund that participates in solid, medium-sized companies with identifiable potential for further value creation. KeBeK actively supports the management team of its holdings in the implementation of the jointly defined business strategy. KeBeK usually takes controlling interests, without, however, taking an operational role. The fund is managed by professionals who have worked together for many years and have a proven track record in the Private Equity sector. KeBeK's funds are provided by recognised institutional investors, family offices and successful entrepreneurs. KeBeK is currently investing from its fourth fund for which the fund raising is ongoing. Previous funds in addition to Capenti include stakes in Tailormade Logistics, Richa, Borek, Polysto and Addestino, among others.