

## CVs OF THE CANDIDATE DIRECTORS FOR THE BOARD OF GR. SARANTIS S.A.

### **GRIGORIS P. SARANTIS**

#### ***Participated in the BoD as Chairman - Executive Member***

Chairman of Sarantis Group BoD for many years and Chief Executive Officer of the joint venture between THE ESTEE LAUDER COMPANIES and GR. SARANTIS S.A.

He was born in Athens and studied at Athens Law School. He is also a graduate of Athens College.

His decisive executive leadership and vision has helped bring accelerated growth for both Sarantis Group and The Estee Lauder JV.

He is a results-focused and effectual leader with a proven ability to deliver improvements to product quality, market positioning, customer relationships and financial performance.

He adopts a motivational management style able to build and retain highly motivated teams.

---

### **KYRIAKOS P. SARANTIS**

#### ***Participated in the BoD as Vice President & Executive member***

He was born in Athens and studied at the Athens University of Economics and Business. He is also a graduate of Athens College.

His vision and business thinking brought significant development in the company making it one of the leading consumer companies in Europe.

He has repeatedly produced sustained revenue, operational performance, and profitability within dynamic and changing markets, building shareholder value, driving vision, and achieving critical strategic goals.

He is renowned for his healthy and practical management style centered on the employees' fulfillment and advancement.

---

### **AIKATERINI P. SARANTI**

#### ***Participated in the BoD as a Non-Executive Member***

She holds a Master degree in Special Education from Lesley College in USA and a Bachelor in Psychology from Deree College in Athens, she is also a Graduate of Moraitis High School. Furthermore, she ensured the immediacy of the Audit Committee's communication with key shareholders and enhanced the expansion of the Audit Committee's expertise, maintaining communication channels during her term that lasted until 2018.

## **KONSTANTINOS P. ROZAKEAS**

### ***Participated in the BoD as Executive member***

Deputy CEO & Chief Financial Officer responsible for all the non-commercial activities of the Group. He has been the CFO of Sarantis Group since 1995, having 12 years of former experience as a Chartered Accountant (at SOL) and Business Consultant (at ARTHUR ANDERSEN). He has also attended the Advanced Management Program (AMP) and Corporate Financial Strategy in Global Markets (CFSGM) executive programs of INSEAD Business School.

---

## **KONSTANTINOS F. STAMATIOU**

### ***Participated as an Executive Member in the BoD***

Currently holds the SARANTIS Group Legal Department Director position and has been with GR. SARANTIS S.A. as in house counsel since 1997.

Graduate (cum laude) of Athens College. Graduate (magna cum laude) of Athens Law School. Holds a postgraduate degree in law (L.L.M.) from the University of London (studied at UCL & QMC).

Apart from his position as Legal Counsel and participation in the Boards of significant private sector companies, has participated to the BoD of “National System for the Quality of Infrastructures” (Greek Organization for Standards and Standardization, National Institute for Measures & Metrology), and of “THEMIS Constructions” as Deputy Chairman.

Foreign languages: English, German

---

## **IOANNIS K. BOURAS**

### **Profile**

A passionate visionary FMCG professional with experiences around different categories (food, personal care, and beauty), different countries and regions. Focus on brands and people in the business and working hard, on a daily basis with everyone in the organization to deliver business objectives and create value for all stakeholders. Experienced with all channels, modern retailers, traditional trade stores and digital. Proven record on leading teams in a volatile environment with effective communication and engagement. Efficient and productive, leading by example with front line leadership style, always positive, energetic, solution and action oriented.

### **Employment History**

#### **Sarantis Group Chief Commercial Officer & Deputy CEO**

September 20 - Present

**PZ Cussons PLC Group Chief Marketing Officer and Regional Managing Director**

APAC - Personal Care, Food and Nutrition, Beauty portfolio

November 19 – July 20

PZ Cussons Asia PAC – Personal Care, Food and Nutrition, Beauty portfolio

**Regional Managing Director** (Singapore)

June 19 – November 19

**Regional Managing Director Asia** (Indonesia)

Aug 15 – June 19

PZ Cussons Greece (MINERVA S.A.) - Food and Nutrition portfolio

**Managing Director**

Sept 11 – July 15

PZ Cussons Greece (MINERVA S.A.) - Food and Nutrition portfolio

**Marketing Director**

June 08 – Sept 11

PZ Cussons Greece (MINERVA S.A.) - Food and Nutrition portfolio

**Brand Manager / Senior Brand Manager**

Sept 01 – May 08

PZ Cussons Greece (MINERVA S.A.) - Food and Nutrition portfolio

**Buyer**

July 99 – Aug 01

**Education and Qualifications**

- INSEAD International Directors Program 2019
- MBA – Staffordshire University Sept 96 – Oct 97
- Chemical Engineering – Aristoteles University of Salonika Greece Sept 91 – July 96

## **Leadership and personal development**

- Top team effectiveness (Jun 16- present)
- Executive coaching in Asia (Jun 17- Dec 18)
- Top team effectiveness (Hay 2012-2013)
- Executive coaching (Hay 2010-2011)
- Leadership development program (Hay 2005-2007)

## **Skills development**

- Budgeting Forecasting and Cash Flow Management (MCE July 11)
- Supply Chain Management Program Cranfield University (June 11)
- Leading your Organization to Innovate (MCE Oct 08)
- Summer School – research in Action (MRS June 05)
- Competitive Marketing Strategies (MCE March 03)
- Negotiating Effectively MCE (March 00)

---

**GEORGE P. KOSTIANIS**

## **Experience / Key Skills**

- **P&L responsibility up to circa £100mn sales**
- **Budget responsibility up to circa £500mn**
- **International consumer goods sector**
- **Experienced Director (x2 JV director roles)**
- **International supply chain & logistics**
- **Innovation / NPD / Continuous improvement**
- **Matrix structures / Delivery via virtual teams**
- **CSR / ESG initiatives / Risk management**

## **External Board Appointments**

**Director [HPZ], [LAGOS ], Nigeria**

**2014 to 2020**

50:50 JV PZ Cussons and Haier of China. Objective market leadership in electrical retail.

Board member responsible for commercial operations. Board structure 3 directors from each company.

**Director [WILMAR PZ], [SINGAPORE]**

**2014 to 2017**

50:50 JV PZ Cussons and Wilmar of Singapore. Objective market entry to margarine grocery category.

Board member responsible for commercial operations. Board structure 3 directors from each company.

**Board Member, Greek Olive Oil Association****1999 to 2011**

Board Member of trade body (x3). Over 3 million metric tonnes of olive oil is produced globally per annum. 60%+ of production comes from three countries; Spain, Italy and Greece. Minerva, PZ Cussons plc's food manufacturing subsidiary in Greece, is a major supplier.

- As Managing Director Minerva elected to Greek trade association
- Elected to European Olive Oil Association (Brussels) / International Olive Oil Association (Madrid)
- Regular reviews of EU common agricultural policies to assess subsidy schemes
- Introduction of olive oil brands to markets outside the EU, e.g. US and Asia

**Executive Career****PZ Cussons plc**

International manufacturer of personal healthcare products and consumer goods.

Listed on the London Stock Exchange. Constituent of the FTSE 250 Index.

Market cap £850mn, revenues £750mn+ and circa 3,500 staff.

Brand portfolio of products including; St Tropez, Carex and Imperial Leather.

**Group Supply Chain Director, Manchester, UK****2011 to 2020**

Report to the plc board on supply chain performance and sustainability KPI's / present at board meetings.

Responsible for the cost of goods sold in the company P&L. A total expense of over £500mn per annum.

Departments include; procurement, R&D, technical, manufacturing, logistics and 3<sup>rd</sup> party sourcing.

2,200 staff in 8 international locations including; Manchester, Lagos, Jakarta and Singapore.

Internal lead on carbon footprint, plastics, waste management and ethical sourcing.

Member of steering committee for SAP implementation across whole business.

**Minerva Foods, Athens, Greece****1998 to 2011**

PZ Cussons subsidiary in Greece. Producer of edible oils, spreads, vinegars, and feta cheese.

**Managing Director and chairman****2004 to 2011**

Promoted to Managing Director and chairman role to lead turnaround of the business.

Full P&L responsibility and leader of operating board for this PZ subsidiary.

- Increased revenues from €50mn to €82mn
  - Grew market share in key categories by scaling both NPD and marketing investment
  - Acquisitions in adjacent categories, e.g. butter, functional margarines and cheese
  - Increased exports from €5mn to €10mn in five years
  - Restructured the business functions to be a modern branded food company
- Profitability improvement of €7mn from €2mn loss to €5mn operating profit
- Secured 1<sup>st</sup> or 2<sup>nd</sup> market share position for all categories the business operated in

**Purchasing / Supply Chain and External Relations Director** **1998 to 2004**

- Led end to end value chain restructure
- Reviewed and restructured all indirect procurement activities
- Appointed to Greek Olive Oil Association

**Project Manager, PZ Cussons, Ghana** **1996 to 1997**

- Led special project for build of a new soap manufacturing facility on green field site

**Various Roles, PZ Cussons, Nigeria** **1990 to 1995**

- Several roles across engineering, production and project management

### **Qualifications / Education**

**Financial Times / Pearson Plc Non-executive Director (NED) Diploma, London, UK** **2019**

**INSEAD International Executive Programme 2003 (six-week course)**

**MCE Brussels 5 weekly seminars in finance and marketing** **2000 to 2004**

**MSc. Mechanical Engineering, UMIST, Manchester, UK** **1986 to 1987**

**BSc. Mechanical Engineering, University of Birmingham, Birmingham, UK** **1983 to 1986**

### **Additional Information**

#### **Languages**

English

---

#### **CHRISTOS I. OIKONOMOU**

***Participated as Independent & Non-Executive Member in the BoD and as a Member of the Audit Committee***

SARANTIS S.A. while at the same time he is a member of the Audit Committee. He has many years of experience in the construction sector, through the companies of Parnon S.A. and Vistonis S.A., and provides his experience in particular on projects and capital expenditures of the Group.

---

#### **NIKOS P. NOMIKOS**

***Participated as Independent & Non-executive member in the BoD***

Holds a Bachelor in Business Management from the University of Surrey and an MSc in Business Innovation, Entrepreneurial Finance and Innovation Management from University of London. He is a graduate of Moraitis School. His most recent work experience is within the financial services advisory area.

---

**DIMITRIOS P. REPPAS**

Mr. Dimitris Reppas was born in Leonidio of Arkadia in 1952. He holds a BSc in Dentistry from the University of Athens. As far as his work experience is concerned, he has worked as a dentist surgeon in Athens. Moreover, he was elected as Member of Parliament representing the region of Arkadia in 1981, while he had also been reelected in subsequent elections until 2012. Within this period he served as Minister of: Press and Government Representative, Labor and Social Security, Transport and Network Infrastructure, Public Administration and e-Government. He has written many articles, research papers and a book: "Face to face with the Media". He is married with two children.

---

**IRENE M. NIKIFORAKI**

Irene (Eirini) Nikiforaki was born and raised in Athens. She was appointed to the Athens Court of First Instance in 1997 and is admitted before the Supreme Court of Greece.

She has a vast experience and expertise in Competition and Regulatory law with a focus on the Telecoms industry and on the Information/Communication/Technology sector (ICT Sector), on commercial contracts, on intellectual and industrial property law, corporate law and on the areas of mergers and acquisitions. She is providing on-going advice to clients from a wide range of businesses, including electronic communications, drink, beverages industries, on the full range of issues arising in the course of their operation.

She represents clients in her fields of expertise before all courts and Regulatory and Competition Authorities, and possess extensive experience in Arbitration and Dispute Resolution proceedings. She specializes in developing tailor made Antitrust Compliance Programs and providing Business Counselling to improve risk management and reduce violations that may arise by being involved in the competitive process and by operating in regulated environments.

For the period 2002 – until present she acts as Expert Legal Counsel/Barrister of the Hellenic Telecommunications and Posts Commission competent for Regulatory and Competition law issues in the Electronic Communications sector, while during the years 2007-2008 she served as expert legal counsel at the Ministry of Infrastructure and Transports. She is the founding member of the law office 'Nikiforaki & Fereti Law' (<https://nikiforaki.onddev.gr>)

She has participated in various legislative committees (working on the drafting of legislation for Telecommunications, transposition of the new Electronic Communications Code) and has represented EETT at the European Competition Network (ECN).

She teaches Electronic Communications Law as a visiting lecturer in the Post-Graduate Programme of the Law Faculty of Athens 'Intangible assets and Competition', and in the Post-Graduate Programme of the University of Piraeus 'Law and Economy'.

She has various publications on issues of electronic communications law in academic journals and various participations in international competition law and communications & technology law fora.

**Education**

University of Athens, Law School (LL.B.)

University of Edinburgh, Faculty of Law, UK (LL.M on European Competition Law,  
Intellectual Property, International Commercial Arbitration)

University of Edinburgh, Faculty of Law, UK (Ph.D “Technology Licensing the evolution of EU  
Competition law”)

Saïd Business School, University of Oxford, Oxford, Leadership Academic Course, Female  
Leadership Programme, 2020-2020

**Languages**

Greek, English, French