



## MEMBERS OF THE BOARDS OF THE DIRECTORS - RESUMES

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Panagiotis Tsinavos, Chairman & CEO

Georgios Kotsambasis, Vice-Chairman & Non-Executive Member

Georgios Tsinavos, Deputy CEO & Executive member

Anastasios Moudios, Independent Non-Executive Member

Anastasios Kyriakidis, Independent Non-Executive Member

Aikaterini Nendou, Non-Executive Member

### **Panagiotis Tsinavos, Chairman & CEO**

Mr. Panagiotis Tsinavos holds a degree in chemistry from the Aristotle University of Thessaloniki. He also holds a postgraduate degree from the University of Milan, specializing him in the dairy's sector.

He joined the Company in 1983, holding various managerial positions. In 1987 he took over the position of Commercial Director. In this context, his contribution to the development of the Company's sales network in the Greek market and the Balkan market was essential. In 1992, Mr. Tsinavos attended a two-year postgraduate degree in business administration.

In 1994, he took over the duties of Chief Executive Officer of the Company, while from 2003 until today he is also the Chairman of its Board of Directors.

During his career in the Company, he has greatly contributed to the formulation of the Company's strategy by taking important business decisions. Those decisions have led and continue to lead the Company's continuous expansion and development. For that contribution Mr. Tsinavos received the Development and Innovation Award at the "Kouros" Entrepreneurship Awards in 2019.

In addition, he has been awarded with the title of "Dynamically Growing Entrepreneur", in the annual award program of Ernst & Young, Greek "Entrepreneur of the Year". Moreover, during his leadership, the Company received several awards such as the "Hellenic Value" awards of the Federation of Industries of North Greece (SBE) and the True Leader of ICAP, dealing under those capacities with the daily management of the Company.

He serves as a member of the Board of Directors of the company 'MELISSA- KIKIZAS SA FOOD'.

Mr. Tsinavos has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).

### **Georgios Kotsambasis, Vice-Chairman & Non-Executive Member**

Mr. Georgios Kotsambasis studied Chemical Engineering at the University of Bologna, Italy and he speaks Italian fluently. He has a total experience of over 35 years in managerial positions, of which 25 years in the Company. For many years, he held the role of the Company's Factory Manager. At the same time and up until today, he has the role of the Vice President of the Board of Directors of the Company. During the 25-year period with the Company, Mr Kotsambasis made the greatest contribution to the formulation of the Company's strategy by taking important business decisions, which led to its continuous expansion and development.

Mr. Kotsambasis has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).

### **Georgios Tsinavos, Deputy CEO & Executive member**

Mr. George Tsinavos studied Business Administration at the University of Macedonia and then he received a Master of Business Administration, direction of Marketing from Pace University, Lubin School of Business in New York. He speaks English fluently.

He has been working for the Company since 2009. He has been a member of the commercial management of the company and a Supply Chain Manager. Finally, Mr. Tsinavos has the role of the Deputy CEO of the Company since early 2022. His role gives him the opportunity to focus on improving the efficiency of the Company's business operations.

Mr. Tsinavos has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).

### **Anastasios Moudios, Independent Non-Executive Member**

Mr. Anastasios Moudios works as a certified auditor - accountant, with more than 15 years of experience in auditing. He was a partner at the multinational audit firms Baker Tilly Greece and Grant Thornton. Currently, Mr. Moudios is a senior partner at MaGrowth & Co. During his career, he has been a member of the audit team of certified public accountants who have audited some of the largest Greek companies, many of which operate within the food processing industry, such as the dairy company Dodone and the wine company Malamatina, as well as other companies which their activities is consistent with that of the Company, leading Mr. Moudios to gain sufficient knowledge of the sector in which the Company operates.

Mr. Moudios has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).

### **Anastasios Kyriakidis, Independent Non-Executive Member**

Mr. Anastasios Kyriakidis has many years of professional experience by working to some of the largest companies in Greece. He has also business financial management knowledge.

Mr. Kyriakidis is a graduate of the Department of Economics of AUTH and holds an MBA from the University of Toledo USA. He speaks English and French. Currently, he holds the position of the General Manager of the company PAKKETO. Previously, he had the role of the General Manager at quite a few companies such as Publishing House of Northern Greece (AGELIOPHOROS), KOUIMTZIS, PYRAMIS, PEGASUS PUBLISHING (ETHNOS-EUROPE-IRIS-

MEGATV), KLEEMANN, KLEFER, VIOZOKAT. Moreover, he was a senior executive of industrial companies PHILKERAM-JOHNSON and BALKAN EXPORT.

Furthermore, Mr. Kyriakidis was an advisor to many successful companies such as ISOMAT, EXPERT, INART, ELITHERM, BIRO. He is a member of the Board of Directors of RODA SA. Previously, he had served as secretary of the SEVIZ Board of Directors (Association of Animal Feed Industries) and as a member of the Board of Directors of the Association of Greek Industries (SBE), secretary of EEDE and president of EIM (Hellenic Marketing Institute) of Macedonia as well as a member of the Board of Directors and first vice president of the Export Association of Northern Greece (SEVE). He was visiting Professor of the Executive MBA at the University of Sheffield at the City College of Thessaloniki. He has also participated to many successful business management seminars as a presenter.

Mr. Kyriakidis has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).

### **Aikaterini Nendou, Non-Executive Member**

Mrs. Aikaterini Nendou has been the Managing Director of the bakery company "Select bakery" since 2012. She started her career as a certified auditor at the multinational audit firms Arthur Andersen and KPMG. She is a member of the Board of the Association of Industrialists of Greece (SBE) since 2009. She is the first female member of the Administrative Committee of SBE since 2015 and the financial supervisor of SBE since 2017. She has received an entrepreneurship award at the "Hellenic Value" awards in 2015. She has attended the "Production Cycle" seminar program (Universita di Perugia- Italy) and the High-Performance Leadership program -IMD Business School (2022).

Mrs. Nendou has attended a training course to gain knowledge of the concepts related to the environment, social responsibility and corporate governance (ESG).