



Curriculum Vitae

PERSONAL INFORMATION

NAME	STEFANOS OKTAPODAS
NATIONALITY	Greek
BIRTHDAY	August 15, 1955

JOB EXPERIENCE

- Date (from – until) 2011 (July) - Present
 - Employer Green Cola Company
 - Position BOD Chairman and CEO

GCC a startup almost three years in operation has shaken up the market of soft drinks in Greece, the Balkans and ME areas and has established a name as a disruptive, innovative and fast growing enterprise.

My contribution on that as an executive and shareholder is that, in a short and highly troubled economic wise for the region period and despite the scarce resources, together with a determined group of people, we have succeeded to achieve a high market penetration rate the fastest growing in the Greek and Israeli market.

Company is already profitable with a solid production base and a fast developing distribution network.

- Date (from – until) 2000 – 2011 (June)
 - Employer Albanian Mobile Communications (Deutsche Telekom group)
 - Position CEO

AMC the leading operator in mobile telephony in Albania since 2000 when the Albanian government privatised 85% of the state owned mobile operator.

Cosmote the Greek subsidiary of OTE group was participating in the international bid where it was outbidding the other two participants Vodafone and Telsim offering US\$85.6M.-

After an intensive almost two months period of negotiations with the Albanian government at the end of July 2000 was signed the agreement that was also ratified by the parliament in September 2000 and Cosmote assumed the management of the company.

In that initial face, due diligence, bid procedure and negotiations I was proxied by Cosmote to lead the project. After that I was assigned as CEO of AMC and promoted as member of the executive committee of Cosmote.

During September 2000 until December 2010 AMC was growing as the most profitable investment of the group leading uninterrupted the mobile telephony market in Albania in many indices like customer base, service revenues, network quality, price and especially profitability and free cash flow generation.

Another important achievement of AMC was that with only US\$5M cash at banks and with a minimum of vendor and bank financing has realised an investment plan of more than E300M

And at the same period generating enough cash flow not only to cover the investment and operation needs but also to extend a loan of approximately E320M to group companies and a

more than comfortable cash position in the banks that generates significant income important those days for the financial performance of the company.

Another significant point is the ebitda margin that still remains the highest amongst DT group companies and probably in Europe starting in high 70's% initially and approximately 57% in 2009.

I think my contribution to all these was important but my most important achievement was the composition of a multicultural quality panel of employees that was creating the success story of AMC all these years in a market where the main competitor is Vodafone and lately another two operators are active despite the limited size of the only 3million potential subscribers of the particular market.

AMC was the company with the most extended commercial network and the most innovative service and value proposal for the customer until the end of 2010.

- Date (from – until) 2005 – 2008 (Double Assignment)
- Employer Cosmofon
- Position CEO

Cosmofon a subsidiary of COSMOTE group as AMC were acquired by OTE in 2002 and it was taken over by Cosmote in august 2005 when I assumed the position of CEO in parallel with AMC until end of 2008.

Cosmofon was operating in the very difficult for a Greek company market of FYR of Macedonia Where the political problem between the two countries was creating a negative environment for the regular operation of the company.

When I was appointed in that position the company was operating for almost two years fighting against the jointly owned by the FYROM state and Deutsche Telecom monopoly.

The penetration rate in the previous eight years of monopolistic operation of MOBIMAC/T MOBILE was very high almost 80% therefore despite the efforts till then the operation was very unsuccessful generating a cumulative loss of E30M until end of 2005 and negative cash flow and even a negative ebitda margin.

My mission was to turn around the negative course of the company and to create value for the shareholder within the next two years.

The great asset of that company was the capable human resources panel that after the entire top management change and leaning on their capacities we succeeded in two years time to really turn around the negative course and at the end of 2007 we realised a modest positive bottom line result of E1.3M an impressive app. 42% ebitda margin and a positive free cash flow despite the extensive investment plan.

Within those two years Cosmofon achieved to build a quality network with if not better at least similar coverage in the whole country, an extensive commercial network and to offer the customer a number of first time quality services and leaving behind the main competitor MOBIMAC/T Mobile and the third operator VIP of Austrian Telecom getting the official award of the Telecom and IT national organisation as the company with best value for money proposition to the customer and the most innovative offering for our triple play plan.

In 2008 the OTE group was partly acquired by DT and therefore the new group's management was obliged to sell one of the two operations in the specific market.

After a successful bid process Cosmofon was sold to Slovenia Telecom for E220M at the end of 2008.

- Date (from – until) 1999 – 2000
- Employer Cosmote
- Position Financial Controller

Cosmote the leading mobile operator in Greece and in the Balkans with more than 22m customers was in 1999 just starting its impressive course in the European market as the third operator after six years of dominance in the Greek market of Vodafone and Wind(STET Hellas at that time).

Where within just three years of operation was climbing to the leading position in Greece and after another two was in the top five European companies in growth and financial performance.

My contribution at headquarters I cannot asses as significant because of the short period I was in charge in projects like enhancing reporting, developing analytical tools and implementing new ERP system.

- Date (from – until) 1996 – 1999
 - Employer TVX Gold S.A.
 - Position CFO

TVX was a Canadian gold mining company investing in the exploration of the gold fields of north Greece in Macedonia.

As CFO I was responsible for the full scale of duties of the financial function, strategic planning, budgeting, accounting, costing, reporting, tax planning and implementation etc.

- Date (from – until) 1992 – 1996
 - Employer Hickson Hellas
 - Position Managing Director

- Date (from – until) 1988 – 1992
 - Employer ING Group Netherland
 - Position Financial Administrator

EDUCATION

- Dates (from – to) 2013 – 2015 (February)
 - Institution Harvard Business School (OPM 46)
 - Qualification Executive Education Certificate
- Dates (from – to) 1983 – 1986
 - Institution University of Amsterdam
 - Qualification Accountancy and Business Administration
- Dates (from – to) 1974 – 1978
 - Institution Athens School of Business and Economics
 - Qualification Business Administration

NATIVE LANGUAGE

Greek

FOREIGN LANGUAGES

English	Excellent
Dutch	Excellent
Albanian	Basic

OTHER FACTS

Honorary citizen of Tirana and Durres since 2003 and golden metal holder of the city of Durres.

Businessman of the Year 2004,2005 and 2006 from the Albanian Chamber of Commerce and Industry.

In 2006 and 2007 awarded by the Albanian Centre of Investigative Journalism, and the Institute of Contemporary Studies, Albania.