

# CURRICULUM VITAE

Nikitas Glykas



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## C-LEVEL LEADER WITH SUCCESS RECORD IN TRANSFORMING AND EXPANDING MULTINATIONAL BUSINESSES

With over 25 years of experience, my expertise lies in leading transformative growth. I have a proven track record of driving growth by opening new markets, strategy design and implementation, creating product opportunities, turning around struggling businesses, in digital transformation, in marketing, sales, in financial and procurement through strategic redirection, talent management, and operational optimization, all with a human approach.

My strong financial acumen and focus on sound corporate governance have enabled me to succeed in a variety of B2B industries, including multinational contexts. Having lived and worked in multiple countries, I have gained valuable international experience that I pay forward in non-executive roles alongside my operational role with XRSPACE.

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## PROFESSIONAL HISTORY

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**XRSPACE** ([xrspace.io](https://xrspace.io)) Athens, Greece

**President EMEA**

**Oct 2018 – Present**

An early member within the leadership team of XRSPACE, founded by Peter Chou (former Co-founder of HTC) in 2017 with a mission to design and deliver the first 5G Social VR platform in Metaverse.

- Identifying and promoting the company to potential global investors.
- Driving the whole European and MEA operations.
- Contributing to the Global GTM Strategy.

**THRACE Group** ([Thracegroup.com](https://thracegroup.com)) Athens, Greece

**Member of the Board of Directors (Non-Executive)**

**April 2016 -Present**

Thrace Group is a publicly traded company (ASE) holding a leading position in innovation, producing and distributing Technical Fabrics and Packaging solutions, present in 9 countries across Europe and the US.

- Expertise lies in technological advancements, M&As, leadership practices, and international markets.
- Actively Participating in the board and the annual planning review meetings.
- Partner with the CEO and other board members to ensure that board resolutions are carried out.
- Serve as a member of the Remuneration and Nomination Committee.

**HTC Corporation** ([htc.com](https://htc.com)) Dubai, UAE; London, UK; Istanbul, TR

**June 2009 – June 2018**

**President of MEA**

Led business and operations of HTC, a global smartphone and VR manufacturer across the Middle East and Africa (Dubai 2015-2018), Europe (London 2013-2015), Southeastern Europe (Turkey 2009-2013) with more than 200 employees and an annual turnover of +\$500M.

- **Member of the Global leadership team** contributed significantly to the Global Sales, Marketing, and Product innovation strategy.
- **Grew the business: Achieved the global leading position by reaching the highest sales revenue and profitability in the Group** as MEA Region for the Q4 2016 of 1M Units and a turnover of 150MM USD (for Q4 the increase YOY was +60%).
- **Achieved an extraordinary result of more than 90% for the brand awareness of HTC.**
- **Demonstrated excellent staff recruitment, training, and management talents.** In 2014 the MEA region received the HTC's excellence award for the highest growth within all regions (+300%).
- **Pioneered the launch of the High-end virtual reality (VR) Technology** in Europe and the MEA market (HTC VIVE)

**SHELMAN SA** Athens, Greece**CEO and Member of the BoD**

July 2006 – Feb 2009

Head of the Greek and Balkan Operations of SHELMAN, a publicly-traded company (ASE) and a leader in the Wood product manufactures' industry with 1200 employees and €120M annual turnover. Engaged regularly with key investors, conducted quarterly earning calls, and ensured SEC compliance.

- **Reduced business costs by 20% (€10M) within the first year of taking on the position.** Renegotiated the company's debt with a consortium of banks to achieve the company's long-term viability and negotiated with the employees' trade union and successfully implemented a voluntary redundancy program for more than 400 employees.
- **Halted a dramatic decline in revenue and led the restructuring of the business.** Recruited top talents, organized a strong management team, reshaped the product line, heavily restructured the procurement processes to reduce costs and improve efficiency, and implemented key process improvements to boost efficiency and productivity. This was achieved during a major period of recession in the wood industry.
- **Following the major three years' restructuring, SHELMAN had become attractive to investors** and was acquired by ALFA WOOD SA in late 2009.

**M. J. MAILLIS SA** ([maillis.com](http://maillis.com)) Athens, Bucharest, Sofia, Warsaw**Regional Manager Eastern Europe**

July 1999 – Nov 2005

Led operations in Eastern Europe of M. J. Maillis, a publicly-traded company (ASE), with 500 Employees and over €110M annual turnover. Member of the leadership team during the aggressive European business expansion of the company from 1999 until 2003 through mergers and acquisitions all over Europe.

- **Successfully integrated the new acquisitions into company channels** in Poland and Italy, resulting in revenue growth of 50M Euro in 3 years.
- **Lead the Eastern European team delivering exceptional results.** Relocated in Romania and Poland (3 years).
- **Organized and drove the IPO process for the Romanian entity in 2001 in the Romanian Stock Exchange and raised over 3M euros.** This achievement was the result of the exceptional performance of M. J. Maillis Romania (from 1.5M in 1999 Euro to 10M Euro in late 2000).

**MOBIL HELLAS A. E.**

Oct 1992 - Jul 1999

Within Mobil I was able to develop my career quickly, with roles in the Finance, Sales, and Marketing departments.

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**EDUCATION & MEMBERSHIPS**


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| • <b>Member of the board of Directors of Harvard business school club of Greece</b>                | since Nov 2021       |
| • <b>Harvard Business School, Boston, MA, USA</b><br>Preparing to be a Corporate Director (online) | Sept 2021            |
| • <b>Harvard Business School, Boston, MA, USA</b><br>AMP (Advanced Management Program) 171         | Sept - Oct 2006      |
| • <b>The American College of Greece, Athens</b><br>Corporate Finance                               | Sept 1994 – May 1995 |
| • <b>University of Lancaster, England</b><br>M.Sc. in Environmental and Ecological Sciences.       | Oct 1989 - Sept 1990 |
| • <b>National and Kapodistrian University of Athens</b><br>B.Sc. in Physics.                       | Oct 1983 - Jan 1989  |

**Hobbies and Interests**

Sailing (holding a relevant license) participated in offshore racing, skiing, traveling, tennis, movies, and bridge.