

CURRICULUM VITAE

Nikitas Glykas

With over 30 years of international leadership experience, I specialize in driving transformative growth and operational excellence across the Telecommunications and B2B sectors in Europe, the Middle East, and African markets. My expertise spans market expansion, business turnaround, strategic redirection, and talent optimization – always with a people-centric, integrity-driven approach.

I have held senior operational roles, notably as Vice President at HTC in Turkey and Europe, as President at HTC MEA based in Dubai and as EMEA President at XRSPACE, leading regional expansion and strategic initiatives. In governance and executive leadership, I have served as CEO and Board Member at Shelman SA, Independent Non-Executive Board Member at Thrace Plastics Group, and currently as Independent Non-Board Member, Member of the Audit Committee at PPC Group.

Combining strong financial acumen with a global perspective shaped by living and working in multiple countries, I bring strategic insight, governance expertise, and a proven ability to align diverse stakeholders toward sustainable success.

PROFESSIONAL HISTORY

Public Power Corporation S.A (ppcgroup.com) Athens, Greece

Independent Non-Board Member, Member of the Audit Committee

Mar 2023 – Present

The PPC Audit Committee (AC) operates, within specific frameworks, with the aim of overseeing:

- the procedures of submission of financial reports and in particular the financial reporting process.
- the process of the statutory audit of individual and consolidated financial statements by independent auditors – accountants, being responsible for their selection process, the monitoring of their performance and the review and monitoring of their independence.
- the corporate governance, risk management, quality assurance and internal audit systems.
- the Internal Audit Department (IAD).
- the Company's Procurement function.

XRSPACE (xrspace.io) Athens, Greece

President EMEA

Oct 2018 – Dec 2024

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) Athens, Greece

Member of the Board of Directors (Non-Executive)

April 2016 -Mar 2025

I have completed my 9 years of independent non-executive Board member service at Thrace Group, 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) Dubai, UAE; London, UK; Istanbul, TR

President of MEA

June 2009 – June 2018

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) Athens, Greece

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.

E D U C A T I O N & M E M B E R S H I P S

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