

Northern Europe Structure Update

Dear all,

As communicated at the beginning of April, the new Colart Northern Europe organization is in place.

In effect I have the pleasure of leading a fully centralized organisation of 31 professionals responsible for owning and delivering our commercial objectives across 20 Northern European countries, with an obvious focus on Germany, Holland, Poland and Sweden.

The Northern Europe structure has been organised into three pillars: namely Sales, Marketing and Sales Operations structured as follows:

1. **Sales** - divided in 2 Sales Teams covering Eastern Europe under the leadership of Jakub Kopek and Northern Europe (including Germany, Holland and Sweden) under the leadership of Gerd Kappes
2. **Marketing** – structured as one virtual team covering the whole region from under the leadership of Astrid Everaard.
3. **Sales Operations** – structured as one virtual team from 4 offices in German, Holland, Poland and Sweden under the leadership of Sabine Siegel

Supporting the region as Financial Controller is Omar Abdelmawla who is based in Head Office reporting directly into Stuart Jell's team. The full structure can be seen in detail overleaf.

As previously communicated, Nordics, distribution markets excluding Sweden have been transferred to CCI under Jake Kersey and Benelux (Belgium and Luxembourg) are now part of the French Team within the Southern European region under Thierry Collot.

Since April I have seen great engagement, collaboration and focus from everyone in the team and I would like to give Gerd, Astrid and Sabine **high fives** for successfully integrating their teams in spite of geographic and remote working challenges. For this reason, I am convinced that the current Northern European structure will be able to deliver our sustainable and profitable ambitions.

Please join me in wishing the entire team all success!

Best regards,

Piet van Nassau

Commercial Director, Northern Europe

Northern Europe Structure

