

NEXUS organizational note

A significant evolution to support N! future growth plans by 2025

Dear Valued Partner,

We are pleased to advise you of the following two key positions being created within our operational organization. These organisational evolutions will strengthen **Nexus** Automotive International's position in line with our disclosed 2025 strategy and be effective from October 1st 2022, with a transition period until end of 2022.

N! Continental Vice President Sales & Business Development

This new position is designed to empower our regional operations and match market evolutions in order to deliver sustainable and proactive SALES and GROWTH opportunities for both Suppliers & Members, as part of the **N!** 2025 Strategy.

The **N!** Continental VP Sales & Business is driven by an entrepreneurial mindset that will sell, promote and implement both commercial and marketing initiatives. This will include a Company loyalty programme, as well as concluding deals, and paying attention to specific new projects and initiatives to increase overall business for Community members.

The new VP Sales and Business Developer responsibilities will report directly to Gaël Escribe and will cover the following areas:

North America - Mexico : Joe Stephen

South America - Mexico : Fernando Passos (coordination with North America VP on Mexico)

Africa - Middle East - Russia (Asia - Pacific transition period till end of 2022): Martin Hendriksen

Asia - Pacific (as from January 1st 2023): Napoleon Cristobal

Western Europe - France, UK, Spain, Portugal and Italy: Audrey Bidart (in addition to her current NA France Managing Director position)

Eastern and Northern Europe, Turkey and Central Asia: Alla Muntian

China, HK and Taiwan: James Zhang

The coordination of the "VP Sales & Business-Development" team will be operated by Martin Hendriksen and Fernando Passos, with two respective "focus areas":

- **Data accuracy** : Martin Hendriksen will focus on ensuring that the quality of Data reporting reflects the VP's needs, together with validating and testing the new Petra developments. To achieve this, Martin will be the Data Key User working as an interface between the Data Center Team in Geneva and the Team on the field.
- **Growth** : Fernando Passos will focus on Business Intelligence. He will coordinate and push new Business Opportunities and benchmark all good initiatives. His role will include setting up relevant processes and ideas, and suggest proactive initiatives.

N! Strategic Planning & Customer Experience Director

This new position is aimed at fully coordinating the **Nexus** 2025 strategy planification and implementation in coordination with all **N!** internal departments.

Coordinating the implementation of our "Strategy 2025" being highly related to satisfying all internal and external Nexus Community members, which remains our priority number one, this new function will include both the strategic planning and the management of customer experience.

This new position will be held by Martin Hendriksen who, in addition to his Africa and Middle East VP Sales and Business Development role, will be appointed **N! Strategic Planning & Customer Experience**. Martin will report directly to Gaël Escribe, **Nexus** Automotive International's CEO

The evolutions highlighted above demonstrate a strong commitment from **Nexus** Automotive International to accelerate growth and lead the transformation of the automotive aftermarket that is ahead of us.

Let us all wish Martin, Fernando, Alla, Audrey, Joe, James and Napoleon great success in their respective future roles.

With best regards,



Chief Executive Officer
Nexus Automotive International