

Constantinos G. Bitros

Date of Birth: 05/03/1972
Citizenship: Dual (EU, USA)
Marital Status: Married, 3 children
Greek Army Status: Fulfilled obligation (2004-2005)

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PROFESSIONAL EXPERIENCE

Inventio Consulting SA, www.inventio.gr

2018-....

Founder, General Manager

Has conceptualized the company and the service offering and has established the platform. Inventio Consulting offers bespoke integrated management services for corporate entities and real estate assets for and on behalf of foreign investors

ELLA HOTELS & RESORTS www.ellaresorts.com

2018-2025

Hospitality Executive | Investor | Founder

Key Achievements

- Co-founded and developed Ella Resorts, a fast-growing lifestyle hotel brand backed by international private equity, expanding a portfolio of resort properties across Greece.
- Played a leading role in partnership with H.I.G. Capital, helping deploy institutional capital into Greek hospitality assets.
- Successfully identified, acquired, and repositioned underperforming hotel assets, transforming them into high-performing lifestyle resorts.
- Built an integrated hotel operating platform, combining development, branding, and management capabilities.
- Contributed to the post-crisis recovery of Greek tourism investment, attracting foreign capital and elevating asset value.
- Established a reputation for strategic asset management and value creation in resort destinations.

OB STREEM www.ob-streem.com

2023-2025

OB Stroom is a Greece-based logistics and supply chain company operating as a large, privately held provider of end-to-end logistics services, including transportation, freight forwarding, contract logistics, and specialized supply chain solutions.

CEO

- Founder of OB Stroom, expanding activity beyond hospitality into tech and digital platforms.
- Advanced digital infrastructure and platform thinking, contributing to data-driven operations and scalability across business verticals.
- Demonstrated cross-sector leadership by bridging hospitality investment with technology-enabled operations.

SECURE PROPERTY Development & Investment plc www.secure-property.eu

2007-2017

Chief Financial Officer

SECURE PROPERTY Development & Investment is a listed (LSE:AIM:SPDI.L, ISIN: CY0102102213) property development and investment company operating in South East Europe (Cyprus, Romania, Bulgaria, Greece, Serbia, Ukraine).

Finance, Treasury, Accounting

- Responsible for accounting, audit and compliance (internal -external)
- Set up and managed a 10 person and 4 3rd party advisor team across 6 countries in financial planning, budgeting, reporting, accounting and compliance, adhering to strict reporting and management requirements
- Ensured the company's smooth financial operations during Ukrainian, Cyprus and Greek capital control regimes, while being accustomed to operate under demanding operating environment (inflationary, banking, political etc)
- Devised and implemented uniform cash flow, budgeting, accounting and reporting platforms and processes across 6 countries(currencies) and 75 reporting entities,
- Achieved one of the lowest administration cost per Special Purpose Vehicle in the region including annual administration accounting and audit expenses, while managing to deliver Group audited results in less than 90 days across the 6 countries while saving on administrations costs more than €400K annually
- Has adopted and implemented an ERP system (Navision)
- Managed the Group's cash flow of ~€4m annual inflows and €6m of outflows with more that €2.5m of liabilities, having less than €200K of cash resources for more than 15 months
- Performed capital budgeting and investment analysis
- Has retrieved more than €1m in VAT refunds and led the company in managing VAT neutrality across the region. Implemented strategies for tax shield and income tax neutrality (achieving an effective tax rate of less than 4%)
- Oversaw the financials of more than 50.000sqm of new developments (commercial, industrial, residential)

- Enabled key business decisions with modeling case studies, projected scenarios and feasibility studies
- Supervised all back-office actions across the region

Capital Structure

- Has negotiated and contracted/restructured more than €100 of debt facilities over the last 10 years, achieving better than market terms. Reduced nominal debt by more than 5% annually
- Oversaw and completed more than €100m of equity capital raising via IPO, Open Offers or private placements (sales and implementation wise)
- Implemented hedging strategies

Acquisitions, Disposal, Business Development

- Identified and managed acquisition opportunities for the Group resulting in more than 10% cash on cash annual returns
- Managed acquisitions and disposals exceeding €50m of asset value over the last 4 years (~150.000 sqm). Had direct oversight of legal technical and financial due diligence, transaction funding, negotiations and post-closing operations
- Integrated from operations perspective two private development and investment companies (SECURE INVESTMENTS I and II) with a listed one
- Led the sale of key subsidiary with little destruction on core operations, no litigations, employee issues or un-addressed liabilities, and with considerable profit, in a country under heavy political and foreign turmoil

Stakeholder relations, Compliance

- Expertly managed delicate relationships with investors, banks and stakeholders and especially during financial stress situations
- Has created and presented investment opportunities, capital raising and marketing materials including pitch books and fact sheets
- Has worked and coordinated various advisors, consultants and personel for instituting and implementing compliance processes
- Member of the Investment Committee
- Has been a Director of more than 40 Special Purpose Vehicles ensuring proper corporate governance
- Prepared material and participated in all the Board of Directors Meetings of the Company
- Supervises all corporate actions including share issuance, registry monitoring, etc

KANTOR MANAGEMENT CONSULTANTS S.A., Athens, Greece.

2005-2007

Senior Consultant

Supervised and implemented consulting projects related to strategy capital budgeting, M&A advisory, Capital restructuring, PPP financing and risk management.

- CONCEPT SA (ARTISTI ITALIANI)- Restructuring
- Emporiki Rent – Sell side advisor
- S&B- Risk Management System (Financial and Corporate risks)
- S&B- Insurance schemes appraisal
- Phone Marketing (Call Center)- Sell side advisory
- Hellenic Exchanges S.A.- Cost Accounting
- Hellenic Bank Association- Industry wide cost appraisal of transfer payments and orders
- Hellenic Exchanges – Key Performance Indicators and Metrics
- Victoria Insurance - Key Performance Indicators and Metrics
- Ethniki Leasing – Business Plan for entering the long term Operating Leasing car segment
- Miloi Thrakis- Sell Side Advisory
- Israel Investment Fund- Greek Wimax Market Evaluation
- Bid for the financial advisor of the dual renovation of Votanikos and L.Alexandras project by the Athens municipality

SPECTRUM AEPEY (Investment Services Firm), Athens, Greece.

2002-2004

Chief Investment Manager

- Head of Trading & Research Operations. Responsible for a €5.000.000 portfolio. Achieved 30% capital appreciation in 2002, 15% in 2003 and -10% in 2004.
- Member of Investment Committee.

MARKET RESEARCH Inc., Nassau, Bahamas (Hedge Fund).

1998-2001

Fund Manager

- Prepared and launched a \$10m equity Long/Short Hedge Fund The fund started with \$10 million, leveraged to 1:20. With a daily turnover of \$15 million in NYSE and NASDAQ futures / stocks the fund outperformed the S&P 500 by 15% during the first 7 months of its operation
- Co-ordinated the research, set-up and allocation of a USD 100m Fund of Funds
- Set up a Venture Capital Fund, USD 50m by selecting 10 initial investments (Cost-Benefit Analysis, Risk Assessment, Business Plan Evaluation)

Trader

- Traded 65 futures markets worldwide (indices, commodities, interest rates, currencies)

OTHER POSITIONS HELD

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|---|---------------------|
| Athens University of Economics & Business (AUEB), Dept of Statistics, Greece. <u>Visiting Lecturer</u> Capital Markets, Cost-Benefit Analysis, Econometrics of Financial Markets, Valuation, Derivatives and Hedging, Risk Management | 2005-2010 |
| LOYOLA UNIVERSITY CHICAGO, Chicago, USA. <u>Research Assistant</u> Department of Economics | 1996-1998 |
| FINODIAMANT LTD, Greece. <u>Business Consultant</u> Consulting on financial management, asset re-deployment & new business development. | 2001-present |

EDUCATION

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| LOYOLA UNIVERSITY CHICAGO, Chicago, IL. Master of Business Administration (Financial Engineering and Business Strategy). GPA: 3,95/4, Top 1%. Graduated with Honors: Beta Gama Sigma, Dean's Honor List, Full Scholarship | 1998 |
| ATHENS UNIVERSITY OF ECONOMICS & BUSINESS (AUEB) Athens, Greece. Bachelor (Business Administration - Finance & Accounting) GPA: 7.5/10. Top 5% of Graduating Class | 1996 |

LANGUAGES

English (native), Greek (native), French (understanding level)

SYSTEMS/SKILLS

Financial Systems: MS Dynamics (Navision), SAP
Business software: MS-Windows/Office: Word, Excel, PowerPoint, MS-Access
Market Analytics: Reuters, Bloomberg, Metastock, Omega Research Tradestation

AWARDS- ACHIEVEMENTS

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| Treasury Management Association of Chicago (TMAC) Scholarship. | 1998 |
| Loyola University Chicago Full Scholarship, Chicago, IL. | 1996-1998 |
| PROCTER & GAMBLE EUROFINANCIAL SEMINAR, selected among 180 candidate students to represent Greece in the annual European P&G meeting | 1995 |
| CHAMP 1994 London Business School, International management contest for university teams. Placed 4th among 200 in the Europe | 1994 |
| Track & Field, Among the top 5 junior athletes of Greece in 100m with a personal best of 10" 92/100 | 1987-1994 |

AFFILIATIONS- ACCREDITATIONS

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| American Management Association Member | Since 1997 |
| Technical Analysis Seminars, Chicago Board of Trade 80 hours | 1998 |
| Market Maker, Athens Derivatives Exchange | 2004 |