



SARACAKIS
GROUP OF
COMPANIES

// Mobility & Women's Leadership

Saracakis Successful Case Study

In Motion for Over a Century





SARACAKIS
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COMPANIES

Key Facts



Year of establishment:
1922

Size of owned premises:
250,000m²

Main business sector:
Automotive

No. of employees:
Circa 600

Countries of operation:
Greece, Bulgaria, Romania, Cyprus

No. of companies:
11

Sales Turnover:
> €230m



About us



We are the exclusive distributors of a very broad range of automotive and machinery products of world-renowned brands.

Established in 1922 and still controlled by the founding family we are an energetic organization aiming to

continue supporting our private, corporate and governmental customers. Right now, we have physical footprints in our home country **Greece as well as in Romania, Bulgaria and Cyprus.**

We represent our brands with professionalism and enthusiasm, while respecting their values to our mutual benefit. We have the responsibility to adapt and apply their international standards in our markets through our own retail operations as well as the brand specific independent dealers we supervise. Our operation is organized in distinct business

and legal entities always respecting and promoting the individuality of each brand.

Striving to exceed our customers' expectations, we provide solutions and the after sales care needed throughout the product lifecycle giving our customers peace of mind and overall an exceptional, high-quality customer experience.

Putting our people at the core, we invest in their constant personal and professional development and we reward their initiatives and efforts while key metrics measure performance in all aspects of our work.

Key Figures



11

The Group's Companies



€230m ↑

Sales Turnover



600

Direct Headcount



350 sites ↑

Retail Footprint

Owned and third party



20 ↑

Global brands handled

Volvo, Honda, Mitsubishi, Komatsu, Massey Ferguson and others





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Brand Portfolio

IMPORT / DISTRIBUTION



PASSENGER CARS



HONDA



MITSUBISHI
MOTORS



AGRI



MASSEY FERGUSON



COMMERCIAL VEHICLES



RENAULT
TRUCKS



IRIZAR



BATTERIES



SIGMA
MOTION



LEOCH
LEOCH BATTERY



MOTORCYCLES



HONDA



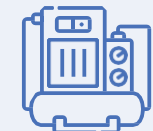
HORWIN
Intelligent Electric Vehicle



SEGWAY



PEUGEOT
MOTORCYCLES



GENSETS



KOHLER



SDMO



HIMOINSA
A YANMAR COMPANY



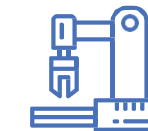
MARINE ENGINES



VOLVO
PENTA



HONDA
MARINE



INDUSTRIAL EQUIPMENT



HELI



MACHINERY



VOLVO
Construction Equipment



KOMATSU



TADANO



DEFENSE EQUIPMENT



BAE SYSTEMS



Drivers for Profitable Share Growth



Ambition

Be a sustainable business with healthy growth having our customers at the driving seat.



Revenue/ Market Share

Grow faster than the markets we compete in.



Profitability/ Margin

Grow in both profit and revenue.



Customer Experience

Passion to satisfy our customers.



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Our Vision

We turn our visions into reality setting as **our top priority the betterment** of our customers' daily lives.

We provide **innovative products** and pioneering services with **added value to our communities.**

As an agile organization, we can quickly **redirect our resources** and priorities toward **value-creating opportunities.**

We pledge to **create solutions** by offering personalized experiences whilst we are committed to operating **in a sustainable way.**





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Our Values



Trustworthiness – Integrity

We always act with integrity respecting our Group's heritage. **We only make promises that can be kept and we deliver them.**



Open Communication – Honesty – Authenticity

We communicate in an **authentic, open, honest, and transparent way.** Our business targets and results are conveyed to all Group associates.



Healthy Growth – Excellence - Togetherness – Teamwork

We pursue healthy growth and excellence striving for continuous **evolution, innovation, and improvement.** We work together towards a common purpose and shared goals adopting a results-oriented mentality. Togetherness and teamwork make us stronger.



Our People First

We put our people at the core. We care for each other whilst our top priority is to build a learning culture that drives our business forward. Investing in our people's constant personal and professional development we provide strong motivation, **we promote fairness, continuous training** and we reward their initiatives and efforts.



Customer Centricity

We want to keep our customers happy. We listen and understand our customers' needs. We provide pioneering solutions that **will give them peace of mind** and overall an exceptional, high-quality customer experience.



Collaboration and Partnership

We are committed to our communities as we value **long-term partnerships.** We represent our brands with professionalism and enthusiasm, while respecting their values to our mutual benefit.



Pledge to Do Good

We pledge to **serve the communities** we live in by adopting environmental, social, and corporate governance practices.





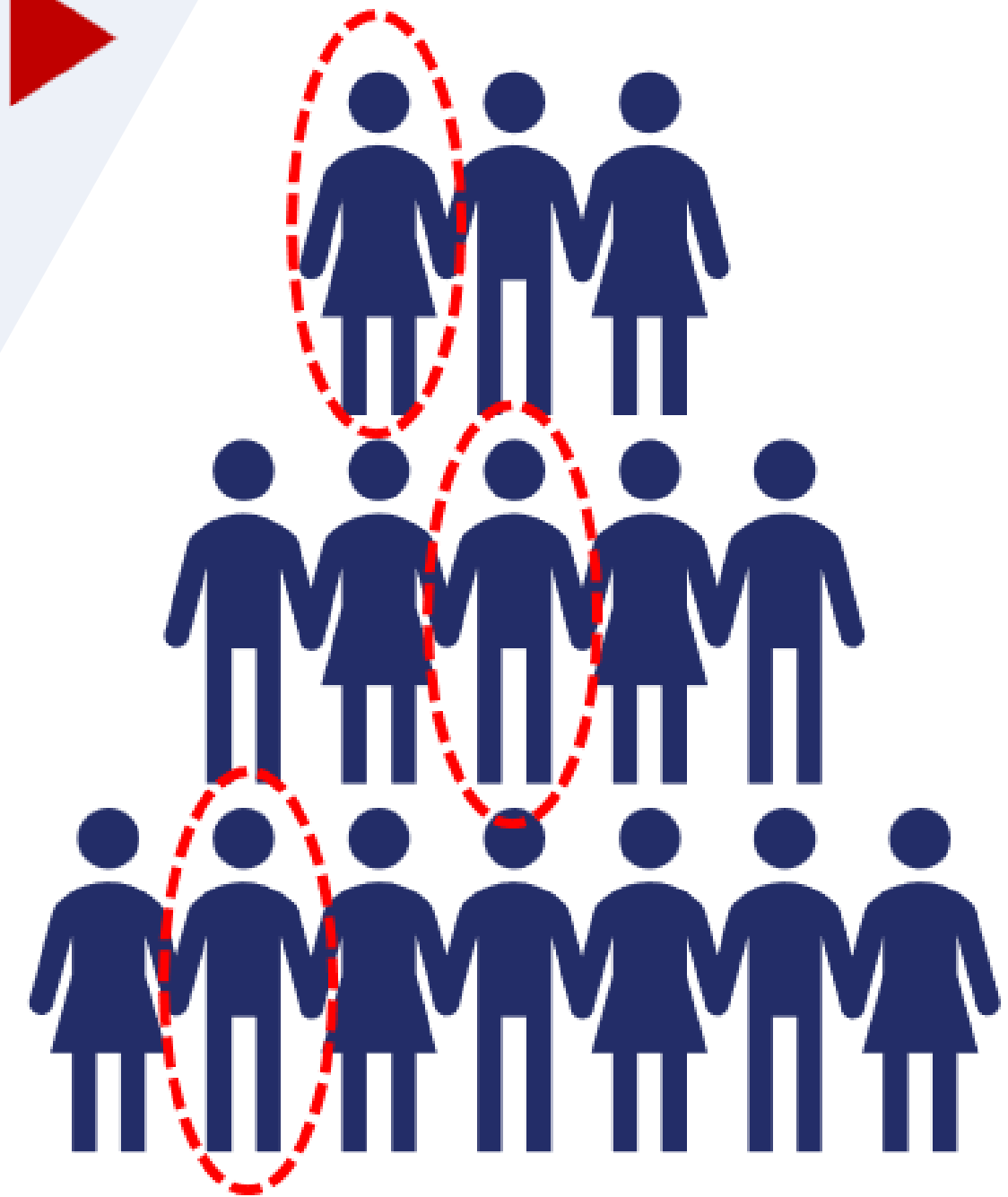
Internal Job
Opening



Candidates
Assessment



Acceptance



Necessary Systems & Processes in place



Diversity – Equity – Inclusion

Provide **equal opportunities**, respecting **different ideas, perspectives, and beliefs**.

Fair Working Environment

Pledge to provide a workplace with **Competitive, Fair & Transparent Compensation and Benefits System** and working hours, in compliance with the law.

Zero Tolerance to Harassment or Discrimination

Extended Maternity Leave Program

Life and Medical Program with incentives for family members



Women on Top

Companies with more than **30% women executives** are more likely to **outperform** companies where this percentage ranges from 10% to 30%.

McKinsey & Company, 2020

Women in Management

Women influence 85% of car buying decisions and are 62% of car buyers in the U.S.

Transportation
Storage and
Distribution
Management
roles

22.4%

Auto Sector
Management
Roles

27.1%

Bureau of Labor Statistics, 2021 (Forbes)



Facts

In 2018, only **16 women (8%)** were **executives** in the **top 20 motor vehicles and parts companies** in the Fortune Global 500.

Over half of the top 20 companies in automotive industry have ZERO women on their executive teams.

In 2020, women in Japan were only **17.9%** of employees in the automobile maintenance service industry.

Women in the US cited multiple reasons for **avoiding a career in automotive industry** in 2020, including a **lack of diversity, equity, and inclusion (64%)**, a **lack of work-life balance (53%)**, and a **lack of flexible schedules (43%)**.

In a 2017 survey, **53% of women in the automotive industry** in the UK reported being **sexually harassed** in the workplace.

In a recent US survey, **65% of women** working in the automotive industry reported **unwelcome sexual advances at work**.

Women in Management Team

Top Level
Management

50%

Middle Level
Management

21%

Supervisors

30%



Women in Management Team

Top Level
Management

25%

Middle Level
Management

50%

Supervisors

67%

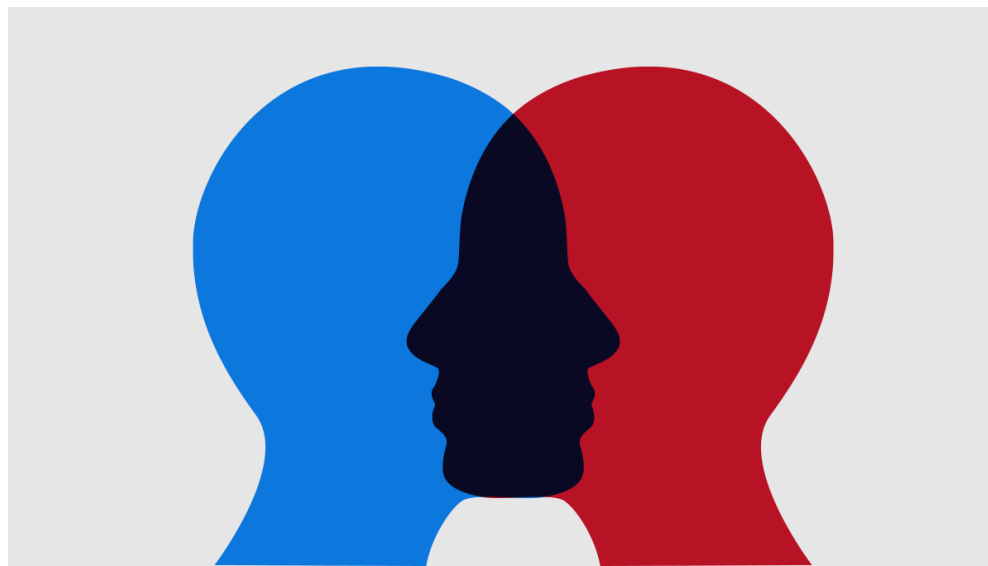




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Leadership & Soft Skills

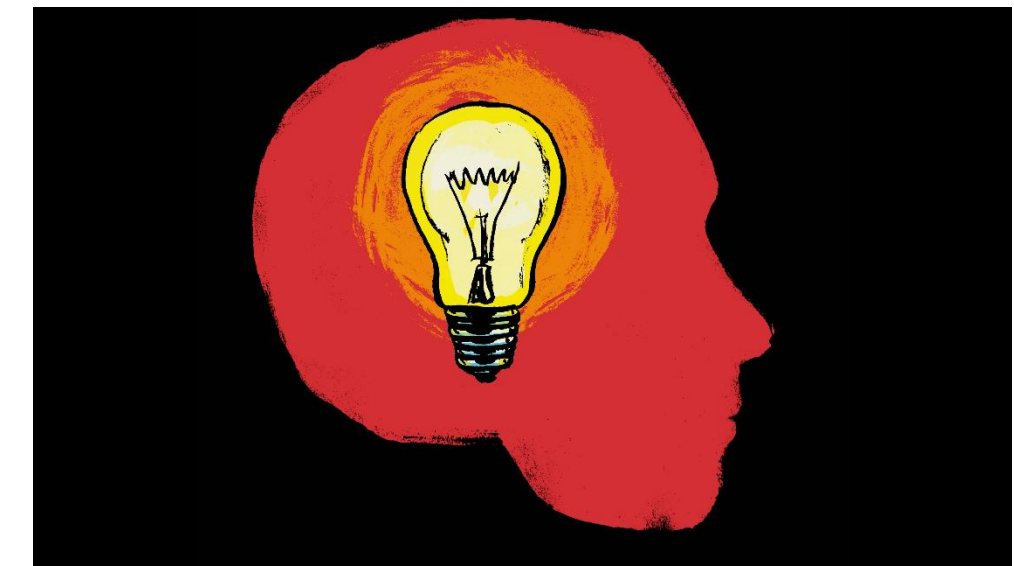
Empathy



Resilience



Ingenuity





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// Thank You

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