

# Curriculum Vitae

## Teodorico Figueiredo Pais

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<b>Quality</b>	<b>Industrial Director of Vista Alegre Porcelain Plants and Crystal</b>
<b>Summary</b>	<p>Industrial Director of Vista Alegre Porcelain Plant since June 2014. Accumulates since August 2018, with the Industrial Direction of Glass (1050 employees, turnover about 50M €).</p> <p>Manager of the branch of Vista Alegre Spain, responsible for the implementation of the commercial strategy, human resources management, real estate and communication. Turnover of 7M € and 50 employees.</p> <p>Brand Manager of "Vista Alegre Hotelware" and manager of international sales for the Horeca channel, responsible for the development and implementation of the marketing plan for the different markets and management of the international sales budget (2 M €).</p> <p>Technical and Production Manager, responsible for products specification and process, teams and equipment management, new product development, operational efficiency and productivity, continuous improvement and lean management in the porcelain unit of Vista Alegre Atlantis Group.</p>
<b>Birth Date</b>	11-03-1968
<b>Professional Experience</b>	<p>Since January 1995, he is an Engineer at the Vista Alegre Porcelain Plant. Main responsibilities attributed to the functions performed:</p> <ul style="list-style-type: none"><li>• Since 2014 he is Industrial Director of the porcelain unit and since August 2018 has accumulated with the Industrial Crystal direction.</li><li>• Since the end of 2005 he has been the Brand Manager for the Horeca channel for the National and International markets.</li><li>• Between 2010 and June 2014 he was Country Manager of the branch of Vista Alegre Spain, one of the group's most important export markets.</li><li>• Between June 2008 and October 2010 he accumulated the quality of Brand Manager of the brand Vista Alegre Hotelware with the management and implementation of the international sales for the channel Horeca.</li><li>• Between March and November 2005, he was responsible for product technical and production in white, with coordination of maintenance, laboratory and innovation. Strong relevance in production planning and Lean Manufacturing.</li></ul>

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- Between 2003 and 2004, he was head department of production of the automatic dish and saucer unit;
  - Coordination of a 60 employees' team on a continuous basis.
- Between 2001 and 2003, he discharged the function of white wholesaler of the pottery unit - hollow pieces;
  - Coordination of a 300 employees' team.
- Between 1995 and 1997, he was the technical head of the Vista Alegre Porcelain Plant (prior to the merger).
- Between 1995 and 1997, he was also responsible for the laboratory.

Paid internship for 2 months at Arte e Vidro - Leiria (Summer 1989).

Internship for 1 month at Irmãos Stephens company - Marinha Grande, (Summer 1988).

### Expertise

#### Business Skills:

- Production Management;
- Team Management;
- Project Management;
- Lean Management;
- Ceramic Technology;
- Brand Management, Communication and Sales;
- Innovation.

#### Computer skills in the user's perspective in:

- Windows 2010;
- Microsoft Office;
- Microsoft Outlook;
- SAP.

### Academic qualifications

1986-1991- Degree in Ceramics and Glass Engineering, University of Aveiro, with an average of 14.4 (best student of the year).

### Main Professional and Academic Education

- International Management Week - Instituto de Empresa (Business School), Madrid (2005).
- MBA Executive in Management at EGP - School of Management of Porto (2004/2005).

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- Course "Develop skills to manage teams - obtain results" (36h), Giagi - Aveiro (2004).
- Course for 4 days "Introduction to the product range of the Business Unit Decoration", Cerdec AG, Frankfurt (2000).
- AMPE- Advanced Management Program for Executives (179 hours), Portuguese Catholic University (1999-2000).
- Course "Finance for non-financial" (32h), Efacec (1997).
- Course "New Production Management Techniques" (35h), SGIE (1996).
- Scanning Electron Microscopy Course (SEM), Aveiro University (1993).
- Internship for 2 months in the Ceramics Division of the Department of Materials Science at the University of Illinois, Champagne-Urbana - USA (1992).
- Course "Computer Aided Design" (225 hours), Aveiro University (1988).
- Between October 1991 and December 1994, he carried out work leading to the PhD degree, integrated in the area of Materials Science (JNICT program), under the title - "Processing of Fine Films of Stabilized Zirconia, by Electrochemical Deposition in Vapor Phase" for application in fuel cells – Aveiro University.
- Paid internship for 2 months at the TNO Institute, Zeist - The Netherlands, integrated in the research group on deposition of ceramic anodes by CVD (1991).
- Collaboration, with initiation grant for research, in the project "Processing and Electrical Characterization of Ceramic Cathodes", Aveiro University (Summer 1990).

**Shares held In VAA** He does not hold any shares representing the share capital of Vista Alegre Atlantis, SGPS, S.A.