



MOELLHAUSEN



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## INNOVATION AND COMMITMENT IN THE NAME OF EXCELLENCE

*After 50 years in business, Moellhausen stands out as one of the world's leading family-run companies in the industry of flavors and fragrances, raw materials, and specialties.*

*My personal history is inextricably bound to that of the company, and I continue to dedicate all my energy to it along with our partners and collaborators who have supported us thus far with dedication, passion, love, and experience.*

*Continuous investments and a professionalism aimed at achieving the highest levels of performance in service and quality, along with that same dedication, passion, love, and experience, have together enabled us to reach the absolute avant-garde level that characterizes Moellhausen today, recognized worldwide for its modernity, innovation, creativity, and respect for the environment and the safety and rights of those who work with us.*

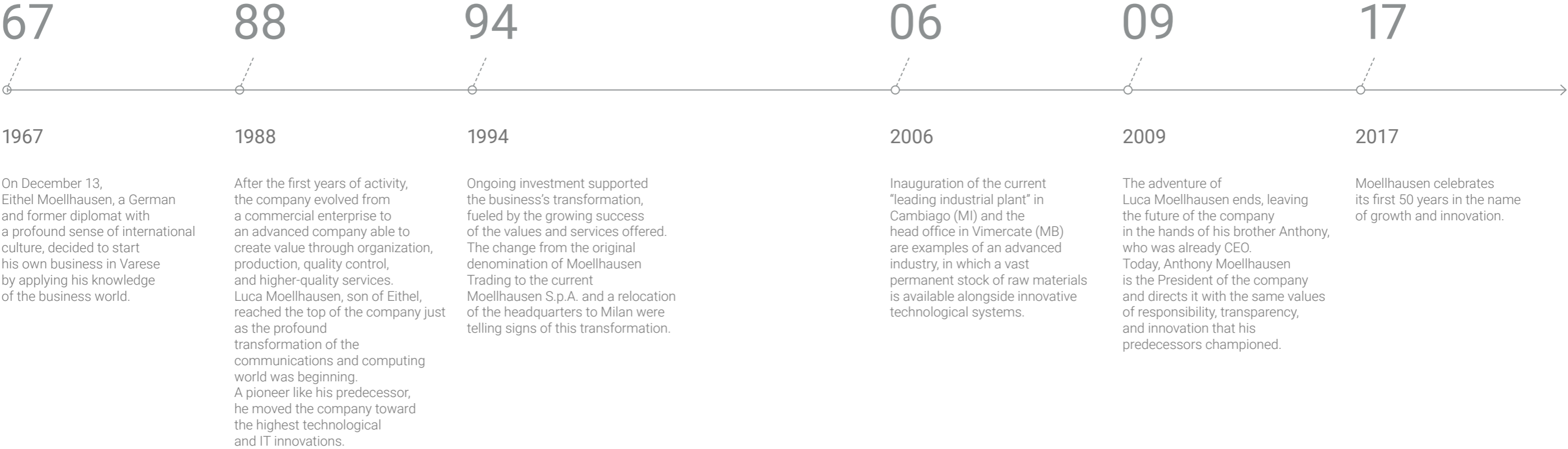
*As President and CEO of the company for 34 years, I offer a well-deserved thank you to all of our numerous customers, suppliers, employees, and company friends for helping to sustain our unstoppable and honorable growth.*

*And it is with the support of all of our stakeholders that we will confidently continue to pursue our commitment to further advancing the excellence that our industry demands.*

*Anthony Moellhausen - President and CEO*



THE TIMELINE



# ALWAYS INTERNATIONAL AND INNOVATIVE



Since its inception, Moellhausen's international and cosmopolitan scope has been its defining trait. These corporate values, handed down by its founder from the beginning, have been kept alive and taken root over time.

Today, Moellhausen sells outstanding ingredients and specialties (both natural and synthetic) on all industrial markets without geographical limits, reliably delivering its products around the world.

As a dynamic and rapidly evolving company, Moellhausen knows how to seize new development opportunities for customers on all global markets while creating scientific-technical value along with economic-industrial value through services and cutting edge resources.

*"Just as the pomegranate symbolizes the universality and prosperity of the earth because of the richness of its seeds within a single fruit, Moellhausen strives to be the ideal partner for those seeking to quickly and easily gain global market share and those who demand the highest quality, broad support, and a solid innovative partner to help their business grow".*

# AT THE GATES OF MILAN AND THE HEART OF THE WORLD

Moellhausen's headquarters are located just outside of Milan, Italy. The head office is in Vimercate, and a few kilometers away in Cambiago lies the "leading industrial unit" of the company, the home base of the services and key manufacturing resources for all external complementary productive processes. The industrial unit in Cambiago is the center of a complex networked manufacturing system that involves over 200 partner manufacturers in 40 countries around the world. Newly revamped in all areas and with a cutting-edge automated plant, this unit is the heart of value creation for the product and the entire production system - a value that grows because of advanced technology and continuous evolution of expertise.



# TRANSPARENT AND EFFECTIVE TO BE TRULY GLOBAL



Transparency and effectiveness drive our innovation and ensure excellent performance.

The Moellhausen corporate culture is always oriented toward customers and customer satisfaction, using lean and transparent methods to meet all needs.

First and foremost, we strive to keep our stakeholders regularly updated on all our endeavors.

Compliance with regulations, adoption of ethical behavior, transparency, and attention to all people play key roles in Moellhausen's ability to be at the center of an ever-changing world and plan - with our customers - solutions and products that meet the new needs of the market.

The pillars of our corporate growth are our determination in pursuing goals and our ability to "intercept" and anticipate current preferences and trends.

This is our way of being truly global. In all senses.



## SOLID PRAGMATISM AND CREATIVITY FOR CONTINUED GROWTH

Moellhausen is an outstanding Italian company that globally manufactures and distributes industrial raw materials and specialty chemicals, thus engaging at different levels in a variety of production chains.

Specialized in creating fragrances and supplying outstanding flavor and fragrance materials, our company boasts strong chemical expertise and a continuing commitment to meeting and increasing operating, quality, and health standards for raw materials and finished products.

We engage in multiple industries and markets, participating in the development and success of fine perfumery products and cosmetics and toiletries, along with flavors, food and beverages, food supplements, herbal specialties, pharmaceuticals, detergents, candles, glues, plastics, and much more.

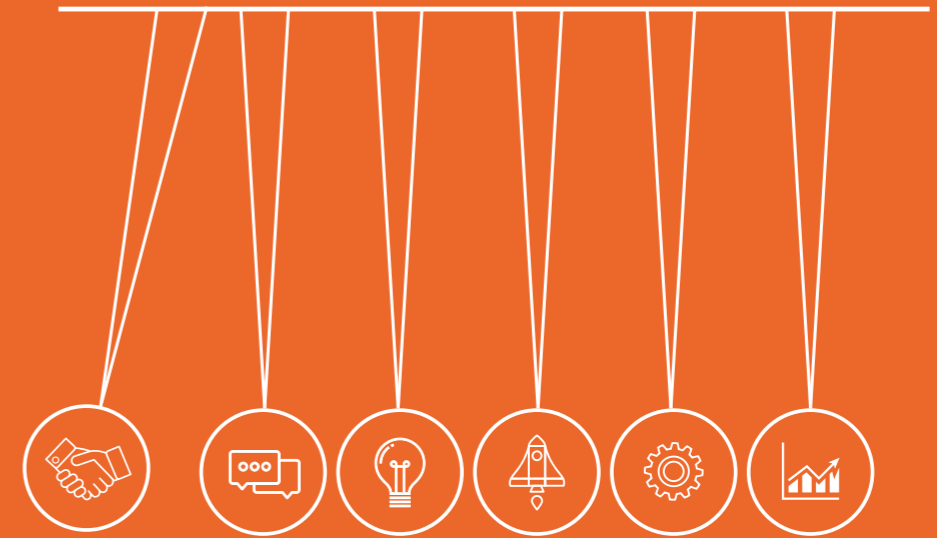
Supported by a tight network of manufacturing facilities, logistic warehouses, businesses, and professional and service providers on every continent, our company evolves constantly with a relentless focus on value creation through key services and cutting-edge internal resources.

The current capacity of the company arises from the integration of state-of-the-art productive technologies, tireless research and development, rigorous quality control, and dynamic strategies for business procurement and development, logistics, marketing, administration, and finance.

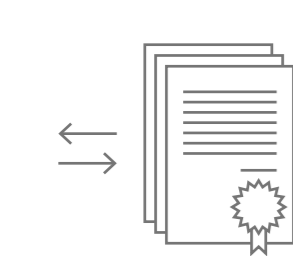
We are a modern and rational organization that stands out for a unique artistic and creative ability to formulate innovative high-profile fragrances, consistent with the customer's idea of marketing and suitable for enhancing the finished product concept.

We have the solid pragmatism and creativity on many levels to be global market leaders and the ideal partner for innovative products and projects.

# EACH PROJECT CAN BE EXCELLENT



Each product development process at Moellhausen is unique, with specific qualities, resources, and time frames, all clearly defined in collaboration with the customer. With Moellhausen, excellence is easily accessible because each project receives the coordinated and committed interaction of all those involved, starting from the codification of project characteristics. With the aim of achieving the best results through effective project partnerships, we enhance all of our resources and those of customers, trying to connect partial or strategic objectives with the project mission. This special way of approaching and achieving new product development is Moellhausen's strength, distinguishing it as the "supplier of excellence" for the largest number of companies.



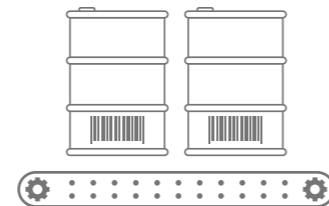
## REGULATORY AFFAIRS

The Regulatory Affairs Office plays an important role in the check and assurance of compliance with industry regulations, ensuring company alignment with safety and health regulations and serving as a qualified interface between the authorities' requests and the needs across all company areas. The Regulatory Affairs Office also works to support specific customer requests with a high level of autonomy and high degree of responsibility. It connects numerous professionals, beginning with those operating in Research & Development and in Production.



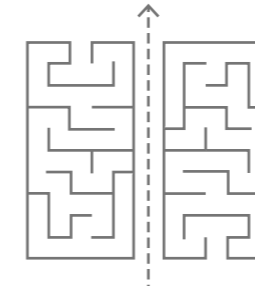
## PROCUREMENT OF RAW MATERIALS

Purchases of raw materials are not simple business transactions for Moellhausen but instead are part of a detailed and complex strategy that requires professional skills: monitoring the financial market and exchange rates, analyzing macroeconomic and political situations, understanding seasonality and abundance of crops in every part of the world, and developing algorithms for the dynamic definition of the minimum stock on an analytical basis. With this depth of skill and understanding - along with our decades-long international experience in all of these areas - Moellhausen can reliably arrange and ensure the widest range of needed raw materials at the most stable and competitive price for the market.



## PRODUCTION, LOGISTICS, QUALITY

The plant in Cambiago is the heart of value creation for our products and entire production system, value that grows because of advanced technology and continuously forward-evolving expertise. A stock of over 2,700 raw materials that come from every corner of the globe is maintained in this production unit, and over 14,000 samples of coded references are available. Quick and precise automatic compounders support the preparation of complex specialties. Our modern and efficient production and supply project-development method is powered by an integrated system of logistics warehouses and large network of providers of external resources, both productive and non-productive, that operate closely with the company. Quality control is essential to the efficiency of this distributed production networking: It is the element that supports and unites Moellhausen's excellence with that of all entities and subjects with which the company interacts.



## SALES AND MARKETING

Our sales force works around the world in close cooperation with Marketing and Quality Control to define, develop, and make easy access to Moellhausen products on the global market. The role of Marketing Intelligence is to consolidate information with in-depth analysis of the market and its dynamics, to interpret consumer trends with creativity, and to introduce - always proactively with our customers - special products in new markets. Our customers can count on full cooperation in the development and identification of real achievable goals and quickly explore new opportunities while working closely with Sales and Marketing.



## FINANCE, ADMINISTRATION, AND CONTROL

This operational function makes use of cross-sector skills for strategy planning and to support the creation of business plans. In particular, it combines cash management with predictive capabilities, risk management with legal and tax compliance, and knowledge of a particular company business with the logic of credit access. All of this deep skill and understanding means the ability to manage changes flexibly, whether they are connected to interest and exchange rates or to bank market strategies and thus to creditworthiness evaluation parameters. In the national and international contexts in which Moellhausen works, adaptability is key, along with the ability to predict future scenarios and reduce the cost of debt capital and associated risks.



## RESEARCH AND DEVELOPMENT

With the primary objective of providing the market with safe and innovative products, Moellhausen is committed to research and uses the latest analytical instruments for chemico-physical characterization and application testing of new fragrances, innovative specialties, and flavor and fragrance materials. In addition to relying on its own cutting-edge equipment, if needed, Moellhausen also has access to the most advanced instrumentation and analytical technologies through ongoing research agreements with select institutes. Organoleptic tests with specific objectives are assigned to groups of qualified professionals who are directly involved daily in new product development. Research & Development laboratories also have the task of identifying critical product- and process-related issues and are an active part of the optimization process. This process is part of a broader quality-management system aimed at offering each customer the best possible product at the most advantageous cost.

## KEY DEPARTMENTS



# PROPRIETARY COMPOUNDING AUTOMATION

## EFFICIENCY WITH MAXIMUM PROTECTION OF PRECIOUS INGREDIENTS AND FORMULAS

Our production process ensures extraordinarily fast, flexible, and economically efficient industrial operations, with total traceability, maximum accuracy in formula compounding, and effective formula and data protection.

In the Cambiago plant, all mixing and packing operations are programmed and supervised by custom-designed software that is integrated with the general ERP and distributes operations between automated mixing lines and those tasks that must be executed manually.

The compounding system comprises three fully automated lines. The lines have different dosing intervals, being fed a total of 30 powders and 700 liquids, which are kept under nitrogen blanketing. This set-up avoids oxidation while preserving the individual characteristics of all ingredients.

The compounding system results from a number of integrated technological solutions, operating algorithms, and internally developed dynamic settings, thus providing a globally unique layout and primary business value.

Of the huge number of ingredients intended for compounding (> 2,700 in permanent stock at the plant), some are directly measured out by the production operator. Factors that make human intervention necessary for measurement include frequency of use in the formulas, high per-kilogram cost, short shelf-life or critical storage requirements, and operating costs of automation technologies for single ingredients.

The procedure follows modern criteria and is assisted, bound, and controlled by our custom-developed software through the extensive use of barcodes. Our excellent production cycles offer maximum protection of formula confidentiality, which is not accessible to any production operator.





*Mezzanine with feeding infrastructures, called the “feeding mezzanine,” serving the automatic compounding system situated on the lower floor. The direct connection of drums can be seen (from drums to dosage line without passage through any hopper) along with the tubing for the nitrogen blanketing necessary to protect the raw materials from oxidation in the halved containers.*



*Detail of the nitrogen blanketing system. The tubing system can be seen, used for maintaining the inert gas padding in the hoppers to preserve raw materials from oxidation while in these devices.*



*Medium- and large-scale liquid dosing and mixing line. In the middle, toward the back, a 500-L tank is moved by the machinery under the tube bundle with the dosing nozzles (on the left). In the foreground, on the left, the barcode reader that identifies tanks and productions is visible (blue box).*





*Element of the liquid dosing and mixing line working in the minimum automated weighting range, with 700 different liquids. Through the compartment’s transparent closure, in the foreground, the circular arrangement of the nozzles is visible, under which moves a rotating arm with a scale.*


COMPOUNDING  
PROCESS  
LAYOUT



**PERMANENTLY  
IN STOCK**

  
~ **1.900**  
Fine chemicals

  
~ **800**  
Plant extracts  
and derivatives

  
**JIT**

- Commodities
- F&F complementary ingredients
- FFM from secured stocks (i.e., actually available in logistical warehouses)

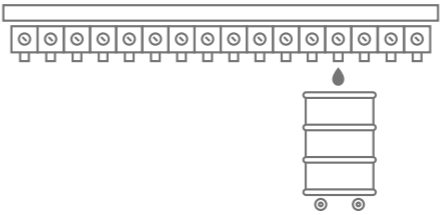


  
**SW**  
PROCESS AND  
RESOURCE  
MANAGEMENT  
planning, supervision,  
reporting software  
fully integrated  
with the ERP.



**LINE L2  
LIQUID**

Line of medium-  
and high-scale automated  
liquid compounding.  
#250 liquid FFM

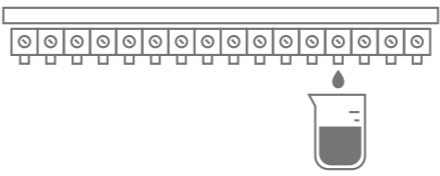


unit dosage: 0.08 kg <-> 100 kg



**LINE L1  
LIQUID**

Line of small-scale  
automated  
liquid compounding.  
#700 liquid FFM

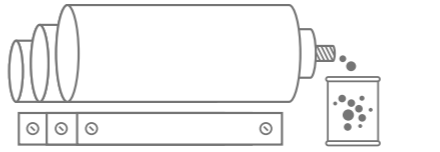


unit dosage: 0.003 g (3 mg) <-> 200 g



**LINE P1  
POWDERS**

Line of automated  
powder compounding.  
#30 powdery FFM

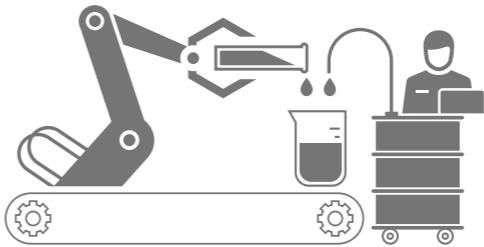


unit dosage: 0.03 g (30 mg) <-> 400 g




**LINE M1  
MANUAL**

Line of manual operations.  
Unit operations  
scheduled by the ERP  
and fully tracked.



**FINAL BATCH**  
(combining of  
complementary  
premises).

  
1L - 12,000 L (~10 TONS)



**PACKING  
AND  
DELIVERY**



PROCESS TRACKED  
THROUGH BARCODE READING



NITROGEN BLANKETING  
IN VESSELS AND HOPPERS



*Receptacles on the automated line for powder dosing; the barcode for batch identification by the system is visible on the containers. The containers are closed with a small metal disk that the machine raises prior to dosing and that it immediately repositions afterwards.*



*Manual weighing operations planned by the programming and production control software. With the barcode reader (on the floor, next to the video terminal), the operator identifies the batch and ingredient to be dosed. After weighing the requested material at his workstation, he validates the operation by reading the scale's barcode. The weights and features of the scale are promptly saved, and the software intervenes immediately in case of any abnormalities.*



*12,000-L mixers for large productions that are optimized through premixes, with intermediate mixes to be combined.*



*Detail of the factory warehouse in Cambiago (Milano, Italy), where permanent stocks of over 2,700 raw materials are stored.*

# LEADING QUALITY TO EXCELLENCE



## INSTRUMENTS AND TECHNOLOGIES FOR ALL TYPES OF ANALYSIS

Directly serving Quality Control and Research & Development, the Moellhausen central chemical laboratory is equipped with instrumentation and technologies for managing the most advanced analytical methods: gas chromatography, liquid chromatography, mass spectrometry, spectrophotometry, and others.

The installed equipment base is large and includes:

- GC/FID with double column (apolar column and chiral column)
- GC/MS with PAL-type autosampler (thermostated trayholder and robotic vial processing; static head space; SPME extraction; liquid injection)
- HPLC/UV-DAD with preparative type autosampler
- Flash GC-based "electronic nose-type" analytical system
- minor but highly useful equipment, such as UV-Vis, RD (densimeter/refractometer), colorimeter, and automatic titrators

The analytical systems in Moellhausen are designed to support a very high daily load and are useful for the characterization of essential oils in terms of authenticity, identification of adulterations, determination of geographic provenance, and rigorous quality control.

Moellhausen avails itself of its own analytical equipment and, through ongoing research agreements with select institutes, can make use if necessary of the most advanced instrumentation and analytical technologies, including GC-MS/MS, LC-MS/MS, and others.



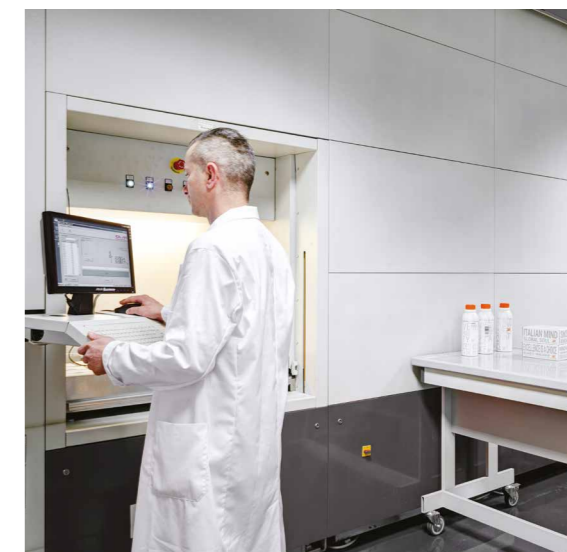
*Detail of a Flash GC-based "electronic nose-type" analytical system for the parametric/comparative characterization of olfactory profiles (through multivariate statistics), both of fragrance compounds and other materials (>14,000 in the corporate library). In the foreground, 20-ml vials for "head space" on large liquid volumes or significantly sized solids.*



*HPLC system equipped with UV-DAD detector and a preparative type autosampler.*



*GC/MS system equipped with a PAL-type autosampler (thermostated trayholder and robotic vial processing; static head space; SPME extraction; liquid injection).*



*Automated warehouse for storing samples (up to 100,000 representative samples of 30 ml).*



# OUTSTANDING FFM COMBINING TRADITION AND INNOVATION



World producers of flavors and fragrances know that we offer a wide range of essential oils, extracts, absolutes, concretes, resinoids and oleoresins, natural and synthetic chemicals, and fixing agents, stabilizers, solvents, and other complementary ingredients. In addition, we also offer alternatives to conventional ingredients that can be more efficient, more compatible with corporate sustainability, and simpler to use.

Our natural raw materials come from every corner of the world, according to their geographical specificity. In this way, we also contribute to protecting the diversity of the plant world and support weak local economies while ensuring maximum competitiveness and supply continuity to flavor and fragrance producers.

The origins of non-natural raw materials that we select are also diverse and global, chosen according to the highest safety standards and sustainability criteria.

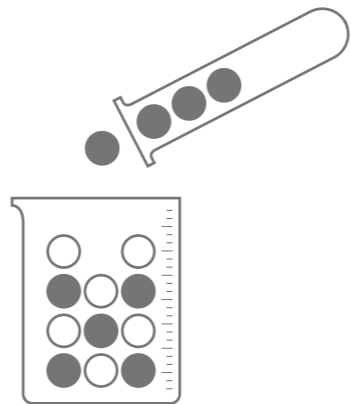
With a strong inclination toward innovation, we explore the use of new ingredients on a daily basis and develop innovative formulas to attain different objectives for both technical application and economic efficiency. For this reason, professionals and the most advanced companies in the world prefer many of our specialties, selected over traditional flavor and fragrance ingredients.



FLAVOR AND FRAGRANCE MATERIALS



AROMA  
CHEMICALS



COMPLEMENTARY  
FFM



ESSENTIAL OILS  
AND PLANT EXTRACTS

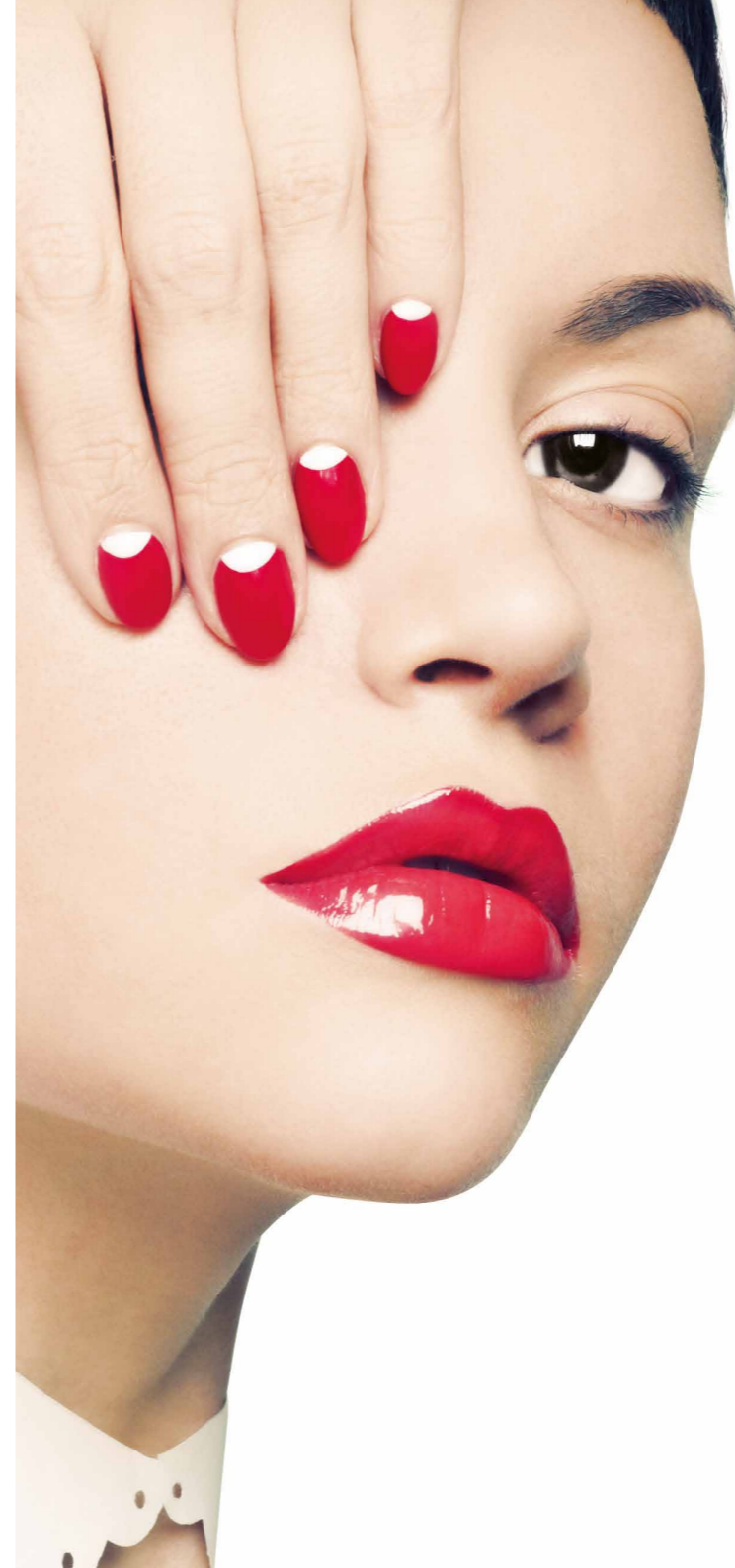


INNOVATIVE  
AND UNCONVENTIONAL  
FFM

# FRAGRANCES

## SILENT MESSAGES FROM

# THE WORLD



Fragrances are much more than combinations of molecules. They are messages.

Fragrances do not need mediation or intermediaries to communicate with ourselves and others. That's why they are always sincere, and can become unforgettable life partners.

To create unique and meaningful fragrances, we combine the expertise of open-minded perfumers with the chemical know-how of our research laboratories, working together in the thrilling search for a more developed olfactory and descriptive language.

Through new fragrances, we express our commitment to ever stronger quality standards and constant attention to people and the environment.

Modern and timeless, created to transcend cultural and territorial boundaries, our fragrances emerge everywhere and in every moment.

Fragrances are cool and inhabit the world. They go straight to the heart. They move us and rekindle our memories.

## CREATIVITY AND TECHNOLOGY FOR FRAGRANCES IN TRENDS AND FASHION

The creativity of Moellhausen in producing innovative formulas and original fragrances rests on strong chemical expertise and decades of international experience in the production of specialty chemicals for the industry. Add the awareness of living in an extraordinary historical moment, in which creativity is a critical element of value.

Fragrances that are imagined, formulated, and produced for any finished product, from fine perfumery (alcoholic and non-alcoholic) to other specific chemical matrices (cosmetics, soaps and detergents, household and many other products with olfactory value).

We have the creative and marketing skills to formulate innovative fragrances that spark new trends. We create new ways of understanding the fragrance and new ways to experience it.

Our creative contribution aligns with the customer's marketing vision, which can also benefit from our marketing intelligence by defining the key features of the new product with the smallest margin of uncertainty and the greatest likelihood of success.





## FRAGRANCES TESTED FOR EVERY APPLICATION

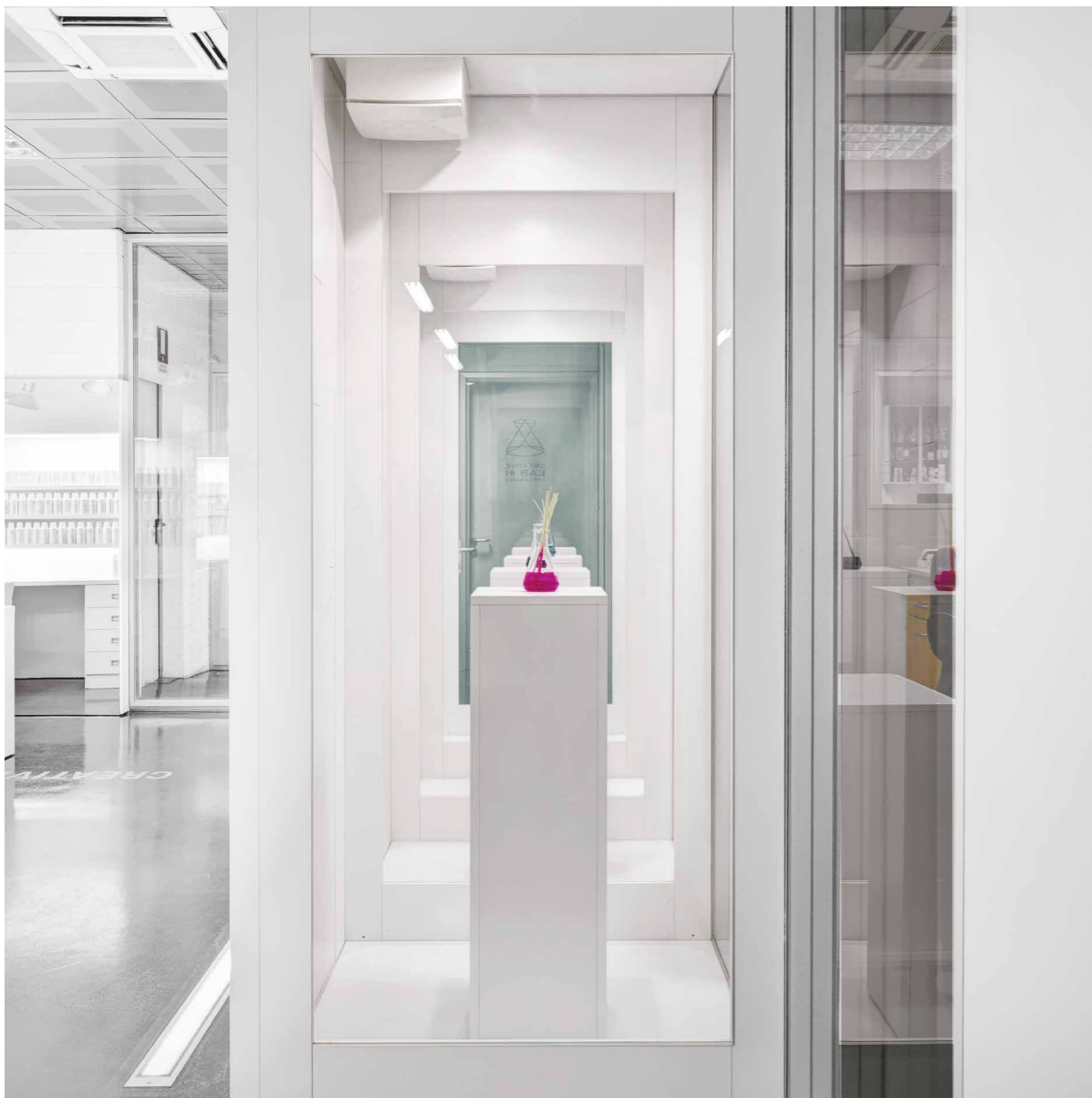
We develop fragrances for any use or end-product:

- alcoholic and non-alcoholic perfumery;
- cosmetics and toiletries;
- home care and household products;
- technical products.

Customers placing their trust in Moellhausen enjoy extremely short development times for renewing their product lines or expanding their range by introducing more fragrances.

Moellhausen tests fragrances while keeping the use of finished products in mind and assesses their real behavior from several points of view, precisely simulating the process of using the finished product.

Our analytical approach even takes into account possible interference of fragrances with the textures and colors of the finished products.



HIGH-LEVEL SKILLS TO REACH EVERY GOAL:  
THE MASTER PERFUMER, THE FRAGRANCE DESIGNER,  
AND THE EXECUTIVE PERFUMER

Moellhausen relies on a team of perfumers with different characteristics and specializations and collaborates with well-known international professionals.

The continuous growth and creative prowess of our perfumers is regularly enriched thanks to contact with various master perfumers from all over the world, who are directly involved in Moellhausen teamwork and tasked with leading workshops for the renewed professional excellence of our team.

All Moellhausen perfumers have high-level knowledge of raw materials, accords and fragrance structure, and perfumery history, and above all are pushed by the desire to create unique fragrances. Based on this drive, our perfumers get involved in different development projects with different roles according to their best abilities and their own culture and creative personalities: sometimes filling the role of Executive Perfumer, sometimes the role of Fragrance Designer, but always as Master Perfumers.

In Moellhausen, the “Fragrance Designer” is a highly qualified perfumer - exceptionally a fragrance-trained marketer - who is entrusted with the creative direction of a project to develop a highly innovative fragrance for a specific end-product. The Fragrance Designer sets olfactory guidelines and highlights the imagery associated with the product

concept to the Executive Perfumer. In other words, the Fragrance Designer coordinates and supervises the fragrance development project by giving creative advice to the Executive Perfumer.

The “Executive Perfumer” creates fragrances based on an olfactory-marketing brief and specifications of technical and economic requirements, working in collaboration with the Quality Control department in the optimization phase of the formula. In projects with an internal artistic direction for specific features or strategic reasons, the Executive Perfumer discusses advancements and olfactory directions with a Fragrance Designer.

In cases in which the customer has already defined appropriate olfactory guidelines, the Executive Perfumer develops the fragrance into its final form before the candidate product undergoes specific project verification processes (e.g., expert panel test for congruence with the brief or selection of the best variant, consumer acceptability tests, direct customer assessment).

In a dynamic environment where experience sets new standards, all perfumers on our team have the task and the privilege of encouraging and training new talents, thus fulfilling their natural roles as Master Perfumers.





## MEASURING QUALITY TO BRING VALUE TO CREATIVITY

In the case of fragrances, a consistent quality-control program including stability and aging tests is associated with each product development project, in addition to eventual application tests in which the fragrance is characterized chemically, visually, and olfactorily in the finished product matrix and in its different stages of use.

The quality of fragrances and their expressive capacity within a finished product concept are assessed by monitoring processes and sophisticated forecasting, which are comprehensive, objective, and reliable in statistical terms.

Organoleptic tests with specific objectives are assigned to groups of expert perfumers who are directly involved with the formulation of fragrances on a daily basis. The olfactory characterization covers all predetermined goals: persistence over time (long-lasting), "radiance" and "bloom," and consistency with the technical brief requirements of the project. In this way, qualitative measurement allows us to "objectify" creativity as well: it is thus possible to parameterize the degree of originality of a fragrance according to "organoleptic difference" tests between the fragrance under investigation and a set of reference fragrances.

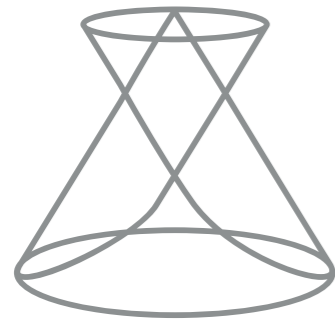
The latter is a standard defined to represent the memory and olfactory sensitivity of the market for which the finished product is intended, and includes the bestselling products on that specific market, recently launched products from benchmark brands, and products considered to be "historic."

The framework of this reference set is complex and an important part of the company's confidential knowledge.

The originality verification framework of our fragrances is completed by an instrumental test (based on two separate Flash GC plots) that through multivariate statistical analysis shows parametric analogies between the olfactory profile of a sample and the equivalent of thousands of fragrances found in our library.

When this test system - which we call the "electronic nose" within the company - extracts a group of fragrances with a significant similarity index, this set is subjected to in-depth analysis by a panel of people.

The information provided by this level of analysis is extremely valuable for us and our customers.



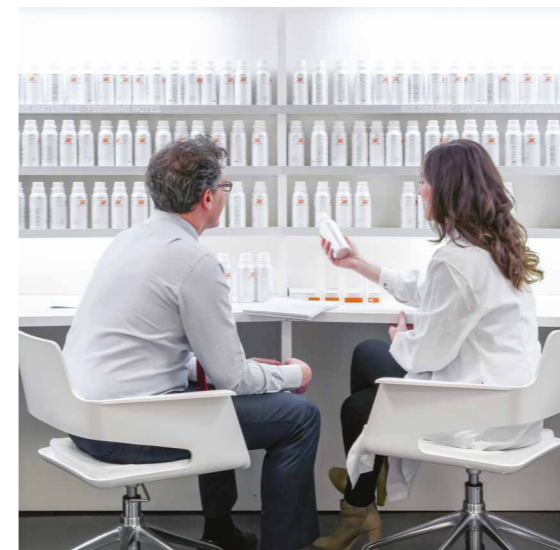
CREATIVE  
LAB #1  
MOELLHAUSEN

Creative Lab#1 is the place where the perfumer either “works the white board” to start a new formula or addresses the critical faceting of partially optimized formulas to complete them and make them brilliant.

Perfumers have at their fingertips a unique selection of materials, including primary natural ingredients, versatile base specialties, captives, typical top notes, and rare and exclusive raw materials.

In this space, perfumers can choose their own ways of working by taking advantage of special materials, operating a modular design, or using single ingredients.

Creative Lab#1 is not only a Moellhausen creative space but also a space for creative dialogue, where talented perfumers from outside the company and VIP customers can find inspiration in excellent raw materials.





# CREATIVE CASES

THE ORIGIN OF EACH FRAGRANCE IS CERTAINLY UNIQUE, BUT ALL DEVELOPMENT PROJECTS CAN TRACE BACK TO #3 EMBLEMATIC CREATIVE CASES

## #1. OPTIMIZED

The "optimized" case refers to the reformulation of an existing fragrance designed to meet specific objectives while preserving the olfactory profile recognized by the user and the target market.

A fragrance - selected from the Moellhausen library or directly supplied by the customer - is thus reformulated to meet a series of requirements such as reducing the number of ingredients, adjusting the production cost, eliminating ingredients that are hard to procure or potentially unhealthy, or other requirements.

All of this is done with the commitment to propose an olfactory profile that is already approved by the customer or established in the specific market.

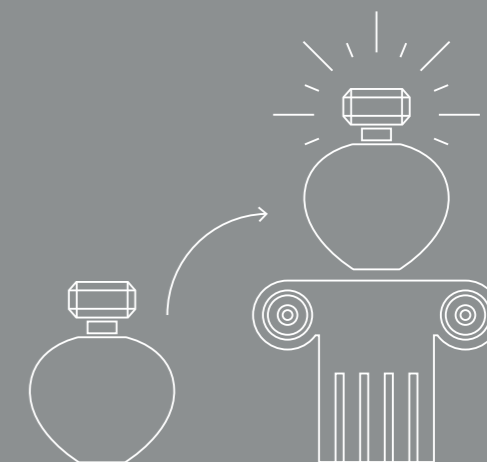
Certainly - and in some ways, fortunately - an identical olfactory profile with two distinct formulas is absolutely unattainable, and there will always be those able to perceive subtle differences where formula differences arise. A certain skill and creative sensitivity are therefore important and necessary even if, for practical reasons, the olfactory constraint results in the accomplishment of a "degree of similarity" that must increase as the sensitivity of the customer or of the specific reference market increases.

All this is directly parameterized in the validated brief by the minimum acceptable consistency score in the final panel test.

On a scale of 1 to 5, the score will be 5 in the case where it is assumed that the target customer is extremely sensitive to differences (differences between the starting product and the reformulated one).

A score of 4 or 3 will be given as an acceptable minimum whenever the target customer is statistically less sensitive to differences.

Regardless, customers always have the final say on the adequacy of the formula according to their wants and those of their market.



### FUNCTIONS AND ROLES OF THE PARTIES INVOLVED:

- *The customer and/or in-house marketing: specification of objectives to be met, including explicit or indirect definition (specific consumer profile) of the olfactory constraints*
- *Executive Perfumer*
- *Procurement for any issue on the critical supply of raw materials*
- *Analytical chemist involved in the instrumental quality control and formula optimization*
- *Regulatory for the documentation assessment and certification of product characteristics in accordance with specific standards and rules*
- *Specific panel test group*
- *R&D manager coordinating and supervising the whole project following corporate procedures and strategies*



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