



Nestlé Skin Health

Memorandum

From: Didier Leclercq

To: All Lausanne

Cc: USNYG: Galderma All; Natalia Nicholls

Date: February 05, 2018

Re: **Organizational Announcement: Apostolos Pappas – Programs Head, SHIELD - Lausanne Site**



Dear All,

I am pleased to announce the appointment of **Apostolos Pappas, Ph.D.** to the position of Head of Programs in the SHIELD organization, effective January 2, 2018.

Apostolos will be based in Lausanne and will report directly to me.

In this role, Apostolos will be responsible for managing upstream discovery in one or several of our forward looking Skin Health themes. Apostolos will help manage the development of scientific and non-scientific communities working with SHIELD towards disruptive innovations, and will liaise with SIG functions as appropriate. In particular Apostolos will continue to enrich SHIELD growing network, driving new thinking, new conversations, and cutting edge approaches through technology innovation and trans-disciplinary communications, the main objective being to discover disruptive ideas.

He will also play a critical role in establishing connections with Nestle Sciences in order to leverage technologies with the potential to serve the Skin Health business.

Dr. Pappas began his professional career as a research biochemist in the Skin Research Center of Johnson & Johnson in 1999 and later, in 2001, served as a group leader at Munich Biotech, where he worked on cancer research. In 2003, he returned to Johnson & Johnson, where he was a Research Manager and Fellow focusing on skin and lipid metabolism research. Recently Dr. Pappas became an adjunct faculty member with the Department of Food Science at Rutgers University (since September 2013) and a member of the Rutgers Center for Lipid Research. He was also appointed as a member of the scientific advisory board of directors of the CARF Society. Dr. Pappas is one of the first to culture cells that were previously not cultured; as human primary sebocytes and more recently human facial preadipocytes.

Dr. Pappas has authored 40 peer-reviewed scientific publications, patent applications, and four books. While at Johnson & Johnson, he collaborated with many experts and KOLs to open a new field within the academic textbook arena and curriculums on “Nutrition and Skin”, which was published by Springer in 2011. The success and wide recognition of this project paved the way for his second academic textbook by Springer in 2014: “Lipids and Skin Health”; which is the very first of its kind. His interdisciplinary training and breadth of experience in lipids, metabolism and skin research has led him to initiate and chair major symposia and lectures in many prestigious societies and universities.

Please join me in welcoming Apostolos to the company and in wishing him every success in his new position. Please also cascade to your teams as appropriate.

Didier Leclercq
SHIELD, Managing Director