

Vincenzo Panza

General

Nationality: Italian
Date of birth: July 25th, 1962
Place of birth: Milan, Italy
Residence: Via C. Cantù, 2 – 20900 Monza (MB) - Italy

Studies

Accademic Year 85/86:

Degree in Finance and Business Administration; specialization in **Administration, Management and Controlling** by **Università Commerciale Luigi Bocconi** Milan – Italy

Military Service

Arma dei Carabinieri 1987/1988

Professional Experiences

(At a glance)

I was born as a Controller to transit to the roles of CFO and CEO in complex multinational environments and in different sectors, from the telecommunications to the consumer electronics, from lighting to construction and industry, to the trade and to the dynamics of the Retail.

This professional path allowed me to develop skills in different business fields over the years, from the sphere of Finance, Administration and Controlling, Commercial, Marketing, Purchasing & Logistics, industrial processes, through the experiences of "carve-out" and "start-up", "Lean Management" and Turnaround, M&A and Project Management..

These skills have been enriched by years of experience in managing human and financial resources, business development, training programs, process analysis, project management, commercial processes management, negotiations, direct relationships with customers and suppliers, group dynamics with shareholders and stakeholders, management and coordination of strategic and organizational activities, working in different business environments with different business models. My act has always been characterized by commitment and passion in everything I do, both professional and extra-professional, always looking for innovation and differentiation as a winning feature.

Author of the book "Pietra o Cattedrale?"

Cavaliere dell'Ordine al Merito della Repubblica Italiana

Current:

Management Consulting:

- Business processes optimization (analysis and redesign)
- Management and organizational coaching
- People Satisfaction Surveys
- Business development
- Customer relationship management
- Development of strategic and industrial plans
- Analysis and development of organizational models and compliance
- Business planning
- Controlling and reporting systems
- Turnaround
- Lean Projects
- M&A Activities

Author of the ***PIT-STOP*** format (addressed to the Small-Medium Companies)

Pit-Stop Classic: a 5 days format to "pit-stop" by identifying the processes improvements to speed up the "race".

Pit-Stop HR : a 2 days format to detect critical areas and training needs through a People Satisfaction Survey

CEO and founder – Contemporary Art Gallery in Milan – Via Ciovasso, 11.

GRUPPO VERDORE SRL

General Manager of the Family Office and board Member in all the Group Companies

Gruppo ICM

Board Member

Among the top five construction companies in Italy

Feb. 2022 – Jan. 2023

Cortem S.p.A

General Manager

A company operating in the business of electronic equipment manufacturing for explosion-proof equipment, located in Milan, Gorizia, Dubai, Singapore, Buenos Aires.

July 2018 – Feb. 2020

Creden spa:

General Manager

A Company integrating the credit engineering, credit management, extrajudicial and legal collection, civil mediation, assisted negotiation, commercial information, working capital management.

May 2013 – June 2018

Town Council Member in Brugherio (MB) – Elected in May 2013

Vice President of the Town Council in Brugherio (MB) – nominated June 2013

Vice President of the City Planning Committee in Brugherio (MB)

Member of the Town Balance Sheet Committee in Brugherio (MB)

Member of the Town charter Committee in Brugherio (MB)

Feb. 2015 - April 2017

CEO - HATRIA srl: Hatria is a Company specialized in the production of ceramic sanitary appliances: washbasins, floor-mounted and suspended toilets and bidets, shower trays, furniture, shelves, accessories, towel rails, racks with an innovative design and Made in Italy production in 80.000 sq.mt plant located in Teramo.

Main tasks and results:

- to rebuilt the team (vision and motivation);
- to redesign the commercial strategies and structure;
- to improve the production processes and reduce the scrap rate.

CONFINDUSTRIA TERAMO:

- **Member of the Board**

- **Member of the Executive Committee**

May 2013 - April 2016

ENERXENIA spa (sale and distribution of GAS, Water and Electrical Power):

- **Vigilance Committee Member**

April 2012 – April 2015

ACSM AGAM spa (sale and distribution of GAS, Water and Electrical Power):

Public Company quoted on Milan Stock Exchange Market

- **Board Member**

- **Vigilance Committee Member**

- **Top Management Remuneration Committee Member**

Jul. 2010 – Mar. 2011:

CEO – Business Development and Strategies by **Wissenlux srl**, italian Company operating in development, production and distribution of **LED lighting** solutions for industrial and commercial areas.

Aug. 2008 – May 2010:

CEO - ElectronicPartner Italia srl, the italian branch of a multinational Company based in Germany (Duesseldorf), present in 7 European countries.

ElectronicPartner Italia is a purchasing and service group dealing 470 (as of Dec. 2009) electronic shops (White / Brown / IT / consumer electronic / Services) all over the Country under the 3 brands owned by ElectronicPartner Handel SE:

SP: ServicePartner → up to 300 sq.mt.

EP: ElectronicPartner → up to 1.000 sq.mt.

MediMax → over 1.000 sq.mt.

Main competitors: Expert – Euronics – MediaWorld/Saturn - Trony – Unieuro – etc.

Results achieved during the mandate:

- + 57% sales increasing year over year (to be compared with a market decrease - 8%),
- margin increase,
- heavy cost reduction,
- Staff motivation,

obtained by an important commercial and logistic processes review in terms of assortment – competitiveness – offering - marketing actions - time to market – services – job rotation, etc.)

- July 2007 – July 2008:** **Consultant** and broker with engagements in M&A, Project Financing, Credit Management. Through the company **Top Plus Consulting srl** (founder and Shareholder).
- Jan. 2007 – June 2007:** appointed as **Liquidator** of the Company **BenQ Mobile Italy SRL in liquidazione**. In this role I have represented the company in front of the Legal and Fiscal Authorities, Trade Unions for unions agreement and labour disputes, customers, suppliers, statutory board of auditors, press, claim management.
- Oct. 2005 – Dec. 2006:** **BenQ Mobile Italy S.R.L. – Milan, Italy**
Chief Financial Officer (CFO), CEO and Board Member
- Sept. 2005 – Oct. 2005:** responsible for the carve-out of the Mobile Devices BU from **Siemens SpA**, including the due diligence, and all the start-up activities of the new company BenQ Mobile Italy SRL born by a share deal from Siemens SpA.
- Jan. 2005 – Sept. 2005:** **Siemens S.p.A. – Milan, Italy**
Senior Vice President Finance and Business Administration for Communication Devices Business Unit which leads 3 sub-Business Units : Mobile Devices, CPE Devices (cordless phones and entertainment), Wireless Modules. *Such responsibility in the consumer market completed the experience done in the communication and industrial world.*
- Oct. 2003 – Dec. 2004:** **Siemens Mobile Communications S.p.A. – Milan, Italy**
Senior Vice President Finance and Business Administration for Mobile Networks Business Unit
- Oct 2002 – Sept. 2003:** **Siemens Mobile Communications S.p.A. – Milan, Italy**
Senior Vice President Finance and Business Administration for Operation and Service Business Unit.
- Jan. 2000 – Sept. 2002:** **Siemens Information & Communication Networks S.p.A. – Milan, Italy**
Vice President Finance & Business Administration - Chief Financial Officer Sales Communication on Air – Domestic Markets
- Jan. 1998 – Dec. 1999:** **Italtel – a Stet and Siemens Company – Milan, Italy**
Head of Finance and Business Administration for Fiber Optic Business Unit, and in parallel **Project Leader** for **SAP implementation** in the Company for Finance, Administration & Controlling, with the coordination of 7 Teams, 45 people involved.
- Jan. 1997 – Dec. 1997:** **Italtel – a Stet and Siemens Company – Milan, Italy**

Head of Finance and Business Administration for Transmission and Access Business Unit.

Sept. 1995 – Dec. 1996: **Italtel – a Stet and Siemens Company – Milan, Italy**
Sales Controller FAR EAST for Microwave, Transmission and Mobile Business.

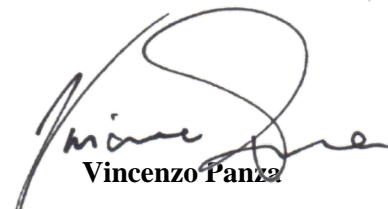
Feb. 1993 – Jul 1995: **Siemens AG – München, Deutschland**
Kaufmännischer Leiter Richtfunksysteme as Product Line Controller (at Group level) for Microwave Systems inside the OeN Marketing KL organisation.

Sept. 1988 – Jan. 1993: **Siemens Telecomunicazioni S.p.A. – Milan, Italy**
Head of Marketing and Sales Control for the Transmission Systems Business Unit.

Languages: **English, German and Spanish**

Others:

- **Cavaliere Ordine al Merito della Repubblica Italiana** (Knight of the Order of Merit of the Italian Republic)
- 1998-2013 **President of Associazione Nazionale Carabinieri – Sezione di Brugherio** (Milan) – 120 Members.
- Until 2005 **Vice President of Croce Bianca and Ambulance driver** – Sezione di Brugherio (Milan) 115 Members.
- **Author and creator** of a format for “**fraud preventing**” created in cooperation with “Striscia la Notizia” – Canale 5
- Member of the board of **MikeroArt** (artistic and cultural association)
- **organizer of historical exhibitions** through my private collection
- **speaker and moderator** for social and cultural events
- **Founder of the Civic Movement PROGETTO BRUGHERIO** (www.progettobrugherio.it) for which I have competed for the chair of Mayor in Brugherio (MB) during the Administrative Elections of May 2013, getting the 3rd place with 9,86%



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