

Gianluca Fabbri

Executive Summary

CIA Certified, Chief Financial Officer with over 20 years of progressive and diversified experience in the FMCG, Agriculture and Oil industry. An outstanding reputation in finance building, leading, and advising corporations through complex assignments (Mergers & Acquisitions & Restructuring Processes), successful International expansion, Treasury/ Bank Relationship and ERP establishment. Uses a commercial approach when executing strategy with Government entities, Advisory Boards and Business Units to facilitate the understanding for change.

Expertise across the International Sector - Consistent expert delivery of forecasting, budgeting and development of strategic plans. Industry known for a robust knowledgeable of SOX and compliance requirements in both IFRS and USGAAP. Solid knowledge of accounting principles with a track record of documented contributions leading to improved financial performance, heightened productivity, and enhanced internal controls.

Career Synopsis

UAE ALDAHRA GROUP

GROUP CFO & Acting Group CEO

OCT 2016 – PRESENT

Key Achievements

Executed large acquisition of farms in Europe and US; Developed end to end process documents by identified shared resources across the Group analyzing the basis of allocation with rationale, considering tax implications, developing process / responsibilities (for budget and actual) and agreed impact with the stakeholders

Proactively closed the largest Agricultural land deal in the EU (2018)

Piloted agile development and execution of a large Pan- European Merger

Implemented a forecast methodology and strategically developed a 5 years growth plan

Implemented Zero Base Budgeting as well as a transfer price methodology;

Core Competencies & Expertise

Strategic planning & development

Business set up and start up development

Financial regulation and tax expertise in different legislations

Mergers & Acquisitions

International Expansion

JV formation & StartUps

Restructuring Processes

Shared Services set up

Projects Feasibility

Growth Strategy

International Tax Planning

Resource Management

Global Operations Efficiencies

Forecasting & Budgeting

Robust knowledgeable of SOX and compliance requirements in both IFRS and USGAAP

H.J. HEINZ COMPANY

CFO HEINZ AFRICA, MIDDLE EAST & TURKEY – CEO OF HEINZ PAKISTAN - CHARIMAN OF HEINZ NIGERIA AND PAKISTAN

DEC 2009 - SEP 2016

Key Achievements

Played a pivotal role in setting and driving all financial strategy, allocating resources and investment allocation, M&A and talent development

Significantly improved the processes within; Corporate/Operational Finance Accounting - Treasury – Taxation - IT, Internal Audits, Risk Management, Costing and reporting. Delivered excellent operating and financial results including significant savings that led to a record NSV, EBITDA and cash delivery for the region.

Key Achievements Continued

Led financial aspects to the transformation of Heinz Africa, Middle East, Turkey and Trading into the Indian Subcontinent into a US\$400MM commercial company with customers in over 40 countries.

Established stronger financial reporting for U.S. GAAP, enhanced cost controls, introducing corporate tax saving initiatives, improved cash flow by expediting international credit and collections.

Enhanced multi-companies financial accounting and reporting systems and gained International finance and regulatory experience by developing key commercial operations. In addition, coordinated Sarbanes-Oxley Section 404 and corporate ethical compliance programs and plans.

Launched a new business in Nigeria and developed a new business model growing to a USD 20 MM revenues on year 1 (EBIDTA over 40%).

Executed smooth process of Kraft Heinz merger in Africa and Middle East:

Launched a new business model in Pakistan and as a result, established new company earnings of USD5MM sales in year 1 of roll out.

Developed improved customer/distributor relationships and introduced the brand across new markets; including the setting up of the business in Nigeria.

Re-distributed profit between Bus to ensure appropriate tax planning; ensuring the new entity benefited from additional resources which assisted the business in achieving 30%+ growth in top and bottom line.

Initiated the set up of new business structure; introducing new products and aligned with Commercial strategy to build an incentive plan for new employees and distributors.

Improved reporting system to drive streamlined decision-making processes.

Established a new ERP system to improve report sales per country/ customer/ product which facilitated business meetings and drive key business decision-makings.

Established local co-packing agreement in collaboration with SC; allowing local production without any Capital investment-achieved over 300% top line growth.

Built and successfully implemented a new tax structure across Africa and Middle East to leverage the Dubai Free Zone status; contributing to multi million dollar savings during the period FY11 – FY15.

Established and oversaw new legal distributor agreements .

Sponsored and stimulated a new forecasting process that integrated finance, supply chain and demand planning; quarterly forecast accuracy improved by over 97.5%.

Created and implemented a new trade spending analysis tool; improved Trade deal efficiency by over 2%

Achieved double-digit growth in more than 20 countries.

General Policies

Company-wide savings and implementation of improved procurement practices. Led efforts to document general accounting and treasury policies and procedures; issued standard, company-wide policy and procedures manual.

Documented cash management function and developed process for reviewing and improving daily cash activities.

Led ERP implementation – Epicor – to establish new tools to align company capabilities with new business requirements

Strategic Planning

Spearheaded the Corporation to design a trajectory to USD500MM.

Led and assisted the team to accurately gathering, analyzing and organizing key information to track industry and competitive trends, developing forecasting models and scenario analysis, examining strategic performance, spotting emerging market opportunities, identifying business threats, looking for novel strategic solutions, and developing final action plans.

Developed M&A proposals and feasibility analysis for the strategic plan FY13-FY15.

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