

Teo Vujčić

Palinovecka 19 i
RH-10000 Zagreb

Mobitel: (+385) 99 3742 509
E-mail:
teo.vujcic@konzum.hr
tvujcic@gmp1.hbs.edu

Sažetak

- 12 godina iskustva na top management funkcijama u FMCG industriji
- Opsežno operativno iskustvo u upravljanju i restrukturiranju poduzeća kao i izvršavanje regionalnih spajanja i akvizicija

Osobni podaci

Datum i mjesto rođenja: 4.svibnja 1969, Imotski, Hrvatska **Državljanstvo:** hrvatsko

Iskustvo

2017- trenutno

Konzum d.d. i Dijamant a.d. **CEO**

Konzum d.d., *regionalna retail kompanija, Godišnji promet €1300m, Hrvatska*
Dijamant a.d., *regionalna proizvodna kompanija, Godišnji promet €130m, Srbija*

2014 - 2016

Zvijezda d.d. **CEO**

Zvijezda d.d., *regionalna proizvodna kompanija, Godišnji promet €110m, Hrvatska*

Radno mjesto

- CEO

Rezultati

- rast EBITDA za € 1.5 m
- optimizacija broja ljudi s 730 na 430 zaposlenika
- optimizacija OPEX-a i COGS-a za € 5 m (vanjska usluga logistike, trošak proizvodnje i sl.)
- potpuna rekonstrukcija proizvodnih objekata (ukupna investicija € 8 m od čega je € 2,5 m sredstava iz EU fondova)

2012- 2014

Zott SE & Co. KG **CEO**

Zott SE&KG, *regionalna proizvodna kompanija, Godišnji promer €950m, Njemačka*

Radno mjesto

- CEO of Zott SEE, Balkan region

Rezultati

- Izgradnja Greenfield tvornice s partnerima i prodaja Zott-u SE&KG
- Plasiranje novog asortimana proizvoda na sva tržišta na prostoru Balkana
- Ostvarenje prometa u prvoj godini € 14 m
- EBITDA rezultat € 2 m godišnje

2008- 2012

Imlek – Salford fond **COO i član Uprave**

Imlek, *regionalna proizvodna kompanija, Godišnji promet of €300m, Srbija*

Radno mjesto

- COO i član Uprave, Direktor projekta Subotica

Rezultati

- rast EBITDA Imlek Grupe s €20 m na €44 m godišnje
- optimizacija proizvodnog pogona i procesa s uštedom od €8 m godišnje
- smanjenje povrata s uštedom od €2.5 m godišnje
- implementacija ključnih pokazatelja u logistici s uštedom od €2 m godišnje
- rast EBITDA poslovanja u Subotici sa €1 m to €5 m godišnje

2006 - 2008	AT Kearney	Senior konzultant
	<i>Projekti– Salford (Bambi, Imlek, Knjaz Milos) regionalna proizvodna kompanija, Godišnji promet €500 m, Srbija</i>	
	Radno mjesto	
	<ul style="list-style-type: none"> • Direktor projekta za klijenta Bambi 	
	Rezultati	
	<ul style="list-style-type: none"> • Smanjenje troška nabave za €5 m kroz restrukturiranje i optimizaciju baze dobavljača • Ostvarenje ušteta od €1 m kroz optimizaciju logističkih operacija • Optimizacija broja ljudi s 2.000 na 1.600 • Ostvarenje ušteta od €6 m godišnje kroz optimizaciju proizvodnje (smanjenje otpisa s 5% na 1.5%, zatvaranje 5 proizvodnih lokacija, uvođenje novih tehnologija) 	
2005. – 2006.	DUKAT d.d.	CEO za BiH, Član IO
	<i>Regionalna proizvodna kompanija, Godišnji promet of €300 m, Hrvatska</i>	
	Radno mjesto	
	<ul style="list-style-type: none"> • Član Izvršnog odbora Dukat d.d. • CEO za BiH, tržište s godišnjim prometom od €35 m i 300 zaposlenika • Član Uprave Somboled d.d., supsidijara DUKAT d.d.-a s godišnjim prometom od €40 m i 300 zaposlenika 	
	Rezultati	
	Dukat BiH	
	<ul style="list-style-type: none"> • Akvizicija i integracija Inmer d.d. 2007. • Preuzimanje pozicije tržišnog lidera kroz akviziciju (40% tržišni udio) • Rast prometa od 20% – organski (2006-2007). • EBITA rast od 25% – organski (2006-2007). 	
	Somboled d.d.	
	<ul style="list-style-type: none"> • Rast tržišnog udjela od 4% na 16% u periodu od 2003 do 2007. • Rast prometa s € 9m na €40m u periodu 2003 na 2007. 	
2001. – 2005.	DUKAT d.d.	Izvršni direktor za nabavu i uvoz mlijeka
	Radno mjesto	
	<ul style="list-style-type: none"> • Član Izvršnog odbora za Mliječnu diviziju • Manager troškovnog centra s nabavnom vrijednosti €90 m, OPEX €10 m i 14.000 dobavljača • Voditelj projekta za optimizaciju supply chain-a • Član tima za pregovore s EU • Član tima za akviziciju I integraciju Somboled d.d. 	
	Rezultati	
	<ul style="list-style-type: none"> • Smanjenje troška za €5 m u period od 2003 do 2005 kroz optimizaciju baze dobavljača, restrukturiranje logistike i reorganizaciju poslovnih procesa • Ostvarenje uštete od € 2,5 m u 2005 kroz pregovore s dobavljačima sirovina • Optimizacija broja zaposlenika s 170 na 77 	
1997.– 2000.	MILS- Split	Član Uprave
	<i>Hrvatska proizvodna kompanija, Godišnji promet od €10 m, 120 zaposlenih – Split, Hrvatska</i>	
	Radno mjesto	
	<ul style="list-style-type: none"> • Član Uprave za prodaju, distribuciju i proizvodnju • Direktor projekta za poslovno restrukturiranje i financijsku konsolidaciju 	
	Rezultati	

- Ostvarenje profita od €1 m u 2000, nakon gubitka od €1 m u 1999.
- Rast prometa od €3 m na €6 m u periodu od 1998 do 2000.

Obrazovanje

- **Harvard Business School, USA:** Executive Education in General Management. 2006.
- Sveučilište u Zagrebu, Agronomija: **PhD** (Agroekonomija) 2005.
- Sveučilište u Zagrebu, Ekonomija: **MBA**. 2003-2004.
- Sveučilište u Zagrebu, Agronomija: **M.Sc.** (Biotehničke znanosti) 2000-2002.
- Sveučilište u Zagrebu, Agronomija: **B.Sc.** 1990-1996.

IT vještine

- Napredno korištenje: Word, Excel, PowerPoint, Vision, MS Project, Outlook

Jezici

- Izvrsnost u engleskom, osnove njemačkog
- Nogomet, skijanje, bilijar

Interesi i aktivnosti

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CRO-10000 Zagreb

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teo.vujcic@konzum.hr

tvujcic@gmp1.hbs.edu

Highlights

- 12 years of experience in top management positions in FMCG
- Extensive operational experience in managing and restructuring of businesses, as well as executing regional mergers and acquisitions.

Personal Data

Date and Place of Birth: May 4, 1969, Imotski, Croatia **Citizenship:** Croatian

**Work
Experience**

2017- present

Konzum d.d. and Dijamant a.d. CEO

Konzum d.d., *regional retail company, annual turnover of €1300m, Croatia*
Dijamant a.d., *regional food company, annual turnover of €130m, Serbia*

Zvijezda d.d. CEO

2014 - 2016

Zvijezda d.d., *regional food company, annual turnover of €110m, Croatia*

Responsibilities

- CEO

Achievements

- Improvement EBITDA result for € 1.5 m
- HC optimization from 730 to 430 employees
- OPEX and COGS reduction for € 5 m (outsourcing of Logistics, production cost, etc.)
- Total reconstruction of production facilities (total investment € 8 m which is € 2.5 m EU funds granted)

Zott SE & Co. KG CEO

Zott SE&KG, *regional food company, annual turnover of €950m, Germany*

Responsibilities

- CEO of Zott SEE, Balkan region

Achievements

- Built up Greenfield factory with partners and sold to Zott SE&KG
- Opened market in all Balkan countries with new range of product
- In first year of work reached revenue of € 14 m per year
- EBITDA results is € 2 m per year

2012- 2014

Imlek – Salford found COO&Exec Committee Member

Imlek, *regional food company part of Salford found, annual turnover of €300m, Serbia*

Responsibilities

- COO of Imlek & Management Board Member, Project leader for Subotica

Achievements

- Improvement in EBITDA results of Imlek group from €20 to €44 annually
- optimization of production plants and processes resulted in €8 m savings annually
- decrease in return of finished goods (Sales department) resulted in €2.5 m savings annually
- implementation of measures in Logistic resulted in €2 m savings annually
- turnaround Subotica business from €1 to €5 EBITDA per year

2008- 2012

AT Kearney Senior Consultant

Project – Salford (Bambi, Imlek, Knjaz Milos) *regional food company, annual turnover of €500m, Serbia*

Responsibilities

- Project leader for the client Bambi

2006 - 2008

Achievements

- Reduced purchasing cost by €5 million through restructuring and optimization of the supplier base
- Achieved savings of €1 m through optimization of logistic operation,
- Optimized headcount from 2.000 to 1.600
- Achieved savings of €6 m per year through production optimization (wastage decrease from 5% to 1.5%, closure of 5 production sites, introduction of new technologies)

2005. – 2006.

DUKAT d.d.

CEO for BiH, Exec Committee for Dukat d.d

Regional Food Company, annual turnover of €300 m, Zagreb, Croatia

Responsibilities

- Member of Executive Board of Dukat d.d.
- CEO of BiH, market with annual turnover of €35m and 300 employees.
- Management Board Member of Somboled d.d., subsidiary of DUKAT d.d. with annual turnover of €40 m and 300 employees.

Achievements

Dukat BiH

- Acquisition and integration of Inmer d.d. in 2007.
- Assumption of market leadership through the acquisition (40% market share)
- Revenue increase of 20% – organic growth (2006-2007).
- EBIT-a increase of 25% – organic growth (2006-2007).

Somboled d.d.

- Market share increase from 4% to 16% between 2003 and 2007.
- Revenue increase from € 9m to €40m between 2003 and 2007.

2001. – 2005.

DUKAT d.d.

Senior Director of Purchasing and Milk Import

Responsibilities

- Member of a five-person Executive Committee for Dairy division.
- Manager of a profit function with a budget of €90 m, €10 m in costs, and 14,000 suppliers.
- Project leader for supply chain optimization of Dukat d.d.
- Member of the EU screening team, negotiating accession of Croatia to the EU.
- Member of the team responsible for acquisition and integration of Somboled d.d. into Dukat d.d.

Achievements

- Reduced unit expenses by €5 million between 2003 and 2005 through optimization of supplier base, restructuring of logistics and reorganization of business unit.
- Achieved savings of € 2,5 m in 2005 through renegotiation of the raw material purchase price.
- Optimized headcount from 170 to 77

1997.– 2000.

MILS- Split

Management Board Member

Croatian dairy company, annual turnover of €10 m, 120 employees – Split, Croatia

Responsibilities

- Management Board member responsible for sales, distribution and production.
- Project leader for business restructuring and financial consolidation of company.

Achievements

- Led the company to yield a profit of €1 m in 2000, after suffering a loss of €1 m in 1999.
- Achieved revenue increase from €3 m to €6 m between 1998 and 2000.

Education

- **Harvard Business School, USA:** Executive Education in General Management. 2006.
 - University of Zagreb, Agronomy: **PhD** (Agricultural Economics). 2005.
 - University of Zagreb, Economics: **MBA**. 2003-2004.
 - University of Zagreb, Agronomy: **M.Sc.** (Biotechnical sciences). 2000-2002.
 - University of Zagreb, Agronomy: **B.Sc.** 1990-1996.
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IT Skills

- Advanced knowledge: Word, Excel, PowerPoint, Vision, MS Project, Outlook
- Fluent in English, German (basic)

Languages

- Soccer, skiing, billiard

Interests and activities

Vladimir Bošnjak (HR)

G.Bošnjak je iskusan menadžer i financijski stručnjak s više od 7 godina iskustva u restrukturiranju *distressed* (neprihodujućeg, rizičnog) kreditnog i leasing portfelja, uključivo i iskustvo u internom restrukturiranju. G.Bošnjak također posjeduje više od 10 godina iskustva na poslovima financijskog savjetovanja i savjetovanja u prodaji i preuzimanju kompanija (M&A) na području jugoistočne Europe s naglaskom na financijski sektor, telekomunikacije i farmaceutiku.

G.Bošnjak je trenutno za vrijeme izvanredne uprave zadužen za područje Financija i strategije u Agrokoru, nakon što se pridružio Agrokoru u svibnju 2016.godine u području Strategije i tržišta kapitala.

Prije nego li se pridružio Agrokoru, g.Bošnjak je od siječnja 2011.godine obnašao funkciju Predsjednika uprave (CEO) HETA Asset Resolution Hrvatska s odgovornosti za centralne funkcije, upravljanje rizicima (CRO) i operacije (COO). G.Bošnjak je bio odgovoran za upravljanje i naplatu preko 1.4 milijarde eura rizičnih potraživanja, te za organizacijsko restrukturiranje bivšeg Hypo Leasing Kroatien s ciljem reorganiziranja u platformu za upravljanje rizičnim potraživanjima, kao i za optimizaciju troškovne baze. Prije obnašanja vodeće funkcije u HETA Asset Resolution, g.Bošnjak je bio zadužen za razvijanje strategija naplate za neke od najvećih rizičnih projekata Hypo Alpe Adria banke (od ožujka 2010.godine), te za poslove financijskog savjetovanja unutar divizije investicijskog bankarstva Hypo Alpe Adria banke od kolovoza 2008.godine.

Prije toga, g.Bošnjak je radio od 2000.godine u CA IB-u, u početku na poslovima analize vrijednosnih papira, a nakon toga na poslovima financijskog savjetovanja (M&A), na različitim pozicijama u kompaniji da bi otišao u drugoj polovini 2007.godine s pozicije člana uprave i Co-Head-a hrvatskog ureda. Tijekom rada u CA IB-u, g.Bošnjak je radio na preko 5.5 milijardi eura ugovorenih transakcija. Nakon završetka MBA programa, g.Bošnjak je radio na Zagrebačkoj burzi od 1998-2000.godine.

G.Bošnjak je završio MBA program na Pennsylvania State University, s naglaskom na financije, i diplomirao je na Conordia College, MN, iz područja ekonomije i matematike, s Summa Cum Laude počastima.

Vladimir Bošnjak (ENG)

Mr. Bošnjak is an experienced manager and finance professional with over 7 years experience in restructuring and work-out of distressed loan and leasing portfolios, including experience in change management. Additionally, Mr. Bošnjak has a 10+ year background in M&A and corporate finance advisory experience in South East Europe in various industry sectors with an emphasis on financial services, telecommunications and pharmaceuticals.

Mr. Bošnjak is currently in the extraordinary administration responsible for Finance and Strategy areas at Agrokor, after joining Agrokor in May 2016 in the area of Strategy and Capital Markets.

Prior to joining Agrokor Mr. Bošnjak was from January 2011 a CEO/CRO/COO at HETA Asset Resolution Croatia (distressed debt platform of now former Hypo Alpe Adria Group) responsible for a recovery of over €1.4 billion on non performing loans, including organisational restructuring of the former Hypo Leasing Kroatian with an aim of turning it into a distressed debt platform and optimising its cost base. Prior to taking this role, Mr. Bošnjak has been responsible for devising recovery strategies for some the largest non-performing cases in Hypo Alpe Adria Bank (from March 2010), and its corporate finance advisory business in the Investment banking division (from August 2008).

Prior to joining Hypo Alpe Adria Group, Mr. Bošnjak has worked from 2000 at CA IB Corporate Finance, initially in equity research, to be followed by work in corporate finance advisory and M&A, holding various positions in the company and leaving as Management Board Member and Co-Head of the Croatian office in late 2007. During the work at CA IB, Mr. Bošnjak has worked on over €5.5 billion in mandated transactions. Following the graduation from the MBA program, Mr. Bošnjak as worked at Zagreb Stock Exchange from 1998 until 2000.

Mr.Bošnjak is a graduate from MBA program at Pennsylvania State University with a concentration in finance, and a Summa Cum Laude graduate from Concordia College, MN with a concentration in business administration and mathematics.

LUKA CVITAN

Datum rođenja: 30. lipnja 1984., Kopar
E-mail: luka.cvitan@agrokor.hr

OBRAZOVANJE (2011.) University of Cambridge, Judge Business School, Cambridge, Ujedinjeno Kraljevstvo
Master in Finance

(2006.) Nottingham Business School, Nottingham, Ujedinjeno Kraljevstvo
Diplomirao s pohvalom: smjer Međunaradno poslovanje i financije

RADNO ISKUSTVO **AGROKOR** 2007. - danas
Izvršni direktor, strategija i tržišta kapitala

BNP Paribas banka (London) 2011.

LUKA CVITAN

Date of birth: 30 June 1984, Kopar
E-mail: luka.cvitan@agrokor.hr

EDUCATION (2011) University of Cambridge, Judge Business School, Cambridge, UK
Master in Finance

(2006) Nottingham Business School, Nottingham, UK
International Business and Finance

WORK EXPERIENCE **AGROKOR** 2007 - present
Executive Director, Strategy and Capital Markets

BNP Paribas Bank (London) 2011
