

Fabio Fanecco

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PROFESSIONAL PROFILE

My professional experience has developed over three phases:

- a) Through the development of marketing activities oriented towards analysis, the introduction of new products and technologies and identification of the combinations that can prove most effective for achieving specific targets;
- b) Acting as director of sales and marketing, through the development of commercial business channels in international industrial contexts characterized by a significant expansion in exports;
- c) Shouldering the responsibilities of full company management, including global responsibilities within the company directed at overseeing not only its industrial and commercial development, but its financial viability as well.

More than 60% of my professional activities have been conducted outside Italy: in EU countries; the US (California, Ohio and Florida); Africa; and the Far East (China and India).

For every project I have run, I have had to learn to bring together and blend human resources with different backgrounds – managing different cultures, characters and ways of thinking – in order to create full participation, involvement and shared objectives within each work team. My approach has always extended beyond simply achieving an “objective,” as I have labored to realize solid human resource foundations that can withstand the tests of time even once the objectives assigned to me have been completed.

In order to further grow and consolidate the knowledge I have acquired over the years as I’ve covered a range of different company positions, with constantly increasing levels of responsibility, two years ago I decided to enroll in a business school that specializes in innovation and business finance management: MIP where I earned a master’s in Executive Business Administration.

Currently I am taking courses in Chinese culture and language (both written and spoken), which will help me as I establish professional relationships with Chinese interlocutors while developing projects in the Far East.

The skills I have acquired include:

- 1) the ability to realize business projects designed to achieve planned results;
- 2) reorganization and turnaround skills that can initiate restructuring processes and sponsor evaluation and risk control instruments aimed at creating value for company shareholders;
- 3) comprehension of the critical elements relative to the evaluation and management of merger and/or acquisition processes, with a resulting development of the skills necessary to conduct effective post-merger integration, as well as establishing the highest possible level of value creation within the company;
- 4) involving and motivating human resources, with analysis and rationalization of their specific talents in order to create team spirit and an optimal atmosphere in each operational sector;
- 5) ability to manage processes and deal with critical issues in generational shifts within family-owned businesses.

CURRENT EMPLOYMENT

Linnet Consultant sas (Italy, Milan). Linnet is my own company which allows myself to discipline the exchange of economy between myself and clients based on temporary manager contract or single projects. Linnet has been created as a management consulting company for small and medium-sized enterprises, working with major industrial companies in the implementation of innovation projects, restructuring of business processes and models, and the revival of industrial activity for business growth and open the door to the new family generation

Main activity developed as temporary manager:

(2013 – actual)) AVIOMETAL SpA- (Arsago Seprio, Italy). AVIOMETAL started its activity as service provider to the main Italian aerospace companies. It is a family business company is market leader in the distribution of aluminium alloys for structural applications where supplies the required material tailoring the service per customer's demand, and additionally provides technical support before and after sale. I respond to the Board with assigned goals to drive the company towards strategic goals for the company's growth and allow the entrance of the new generation of the family.

(2019 – actual) Member of the Board – Chief of Valuation Projects for IBAN Italian Business Angels associations – (Milan – Italy). Italian network of leading early-stage investors, from Seed to Series A, which include angels, VCs, Start up studios, Venture builders, corporates, individual investors, investment platforms, accelerators.

PROFESSIONAL EXPERIENCE

(2015-2019) Vice President Merchant & Investments – Innovative Energies & Materials Division for VALORSEC ANSTALD (Lugano – CH). Merchant bank company addressed to support company in its challenges, working side by side with entrepreneur and company managers. Merchant Services are finalized to maximize company value through a strong and accurate equity evaluation process applying the Valorsec Best Practice assessing all corporate dimensions: financial, marketing, sale, production and organization

(2012-2014) Project Leader – Separation Technologies Division in Costacurta S.p.A.-VICO (Italy, Milan), This company specializes in the design and production of components for the chemical, oil, petrochemical, engineering and architecture industries. I am in charge as temporary manager and report to ownership of the Company. My duty is to develop a project aimed to provide business through the sales of separation solutions and engineering services to the Oil&Gas market.

(2009-2012): Director of Marketing and business Development for Costacurta S.p.A.-VICO (Milan). Beginning with a position as Temporary Manager, I was entrusted to restructure the company and establish a solid, long-lasting and client-centered hierarchy. The structure I established is now fully operational, creating a framework within which members of the owning family chosen to lead the company can now enter and take part in the family business.

In addition to coordinating activities between three company divisions (Div. A – filters and derivatives; Div. B – conveyor belts; Div. C – components for oil, chemical and petrochemical industries), I finalized the company's external sales structure both in Italy and internationally, and

set up appropriate mechanisms for control and incentives that can both measure and stimulate the company's performance.

(2006-2009): Business Consultant for Valente S.p.A. Based in Campodarsego (Padua, Italy), this company designs and realizes engineered solutions for grapevines and orchards. I was hired to help jumpstart sales and reorganize the company's financial structure.

Results obtained:

- For the 2008, 2009 and 2010 exercises, the company began producing profits and positive operating and financial cash flows, with increases of 15% and 30% respectively between the 2009 and 2010 exercises;
- The debt/equity relationship was reduced from 95% to 75%;
- A supply chain was created in order to import raw and partially-completed materials from abroad, allowing the company to reduce costs by 4.3 million euro (2008/2009/2010);
- A second product line was established (cap poles for photovoltaic systems), resulting in the creation of a new company called Struktura srl, founded on January 1st, 2011.

(2004-2006): Business Manager for Steelgroup. I was hired to relaunch industrial activities in the two subsidiaries (Please see points "a" and "b" below) owned by this company based in Tezze sul Brenta (Vicenza, Italy):

a) CB Trafilati Acciai SpA (Vicenza, Italy) – steel production for construction. Here my activities focused on increasing business volume over three years (2004-2007) in order to take full advantage of production capabilities and guarantee adequate profit margins.

Results obtained:

- sales increase (in euro): +6.5 million (2006), +9 million (2005), +8.3 million (2004);
- increase in production volume (in tons): +9,500 (2006), +11,270 (2005), +12,000 (2004);
- optimization of industrial production: full operational capability for all wire, cable and strand production lines (increasing to 20 production shifts per week);
- creation and start-up of the "Wire PCCP Division" (development and sales of steel wire for the construction of pressurized aqueducts);
- acquisition of PCCP wire supply orders for the Libyan GMRA (Great Made River Project) aqueduct for a value of roughly € 4.5 million per commission;

b) Gnechi Srl (Olginate, Italy) – production of steel wire and ribbon for industrial components. In accordance with the company's owners, I assumed full control of the company with the aim of restructuring its board of directors, as well as all its industrial and management activities in order to develop the company's business potential.

Results obtained:

- an increase in sales (+12% in 2004/2005) and net profits (+45% in 2004/2005);

(2003): Member of the Board & General Manager for the Consorzio Coneco Industrie & Tecnologie per l'ambiente (Coneco Industries & Technologies for the Environment Consortium), Bolotana (Nuoro, Italy) – Start-up established by a consortium of companies working together for the selection and recycling of plastic materials, the production of plastic

products from recycled prime materials, and the production of electrical energy from a thermal heat recovery plant.

(1998-2003): Director of Sales & Marketing in Redaelli Tecnasud S.p.A. (Redaelli Tecna Group), Cologno Monzese (Milan), a multinational specializing in the production of steel for the construction sector.

(1995-1998): Business Manager for Coveme S.p.A. in S. Lazzaro di Savena (Bologna, Italy) – a chemical company that produces and distributes plastic films for the packaging, graphic arts and electronic components industrial sectors.

(1992-1995): Marketing Manager in Akzo Nobel Coatings SpA/Sikkens, Cesano Boscone (Milan) – a Dutch multinational belonging to the Akzo Nobel group, specializing in the production of paints (brand name: Sikkens) for the automotive sector.

(1990-1992): Product Manager for CalComp S.p.A. in Assago (Milan) – an American multinational (Lockheed Group) specialized in I.T. production, specifically peripherals for computer graphics and graphic art.

(1986-1990): Account Manager for Mark Com Comunicazione & Marketing S.r.l. (Milan) – a communications agency offering corporate image strategies, marketing services, press office services, fair and convention organization and management.

EDUCATION AND TRAINING

Basic Education

1974-1979: Obtained a diploma in Expertise in Aeronautical Construction from the G. Feltrinelli Technical Institute in Milan, Italy.

1979-1986: Obtained a degree in Aeronautical Engineering, Aerospace Engineering Department, from the Politecnico di Milano University.

1983-1985: Aermacchi S.p.A. (Varese, Italy), earned a study grant for an experimental graduate thesis based on the project “The Development of Graphic Algorithms for the AMX Airplane Flight Simulator.”

2009-2011: EMBA – Executive Master in Business Administration, MIP (School of Management at the Politecnico di Milano university).

2018-2019: Master in Communication, Social Media e Web marketing (Up-Level School – Milan)

Specialized Courses and Training:

- Base Sale Management Training (CalComp Inc., Education Division, Los Angeles)
- Management of the Distribution Network” course (Studio Ambrosetti, Milan)
- The Budget as Management System” training (Studio Ambrosetti, Milan)
- “M.A.P., Management Appraisal Performance” course (Azione Formativa, Milan).
- Training for Business Angels (AIFI – Milan)
- Training Private Equity for CFO (AIFI- Milan)

Languages:

Italian (mother tongue), English (excellent written and spoken), French (good working knowledge), Spanish (good working knowledge), Chinese (currently studying)

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