

# **SANTULIN & PARTNERS**

***MOST SIGNIFICANT***

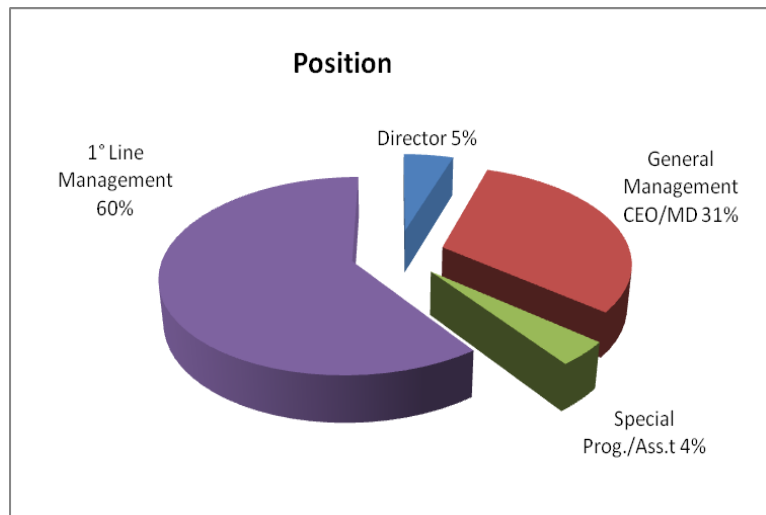
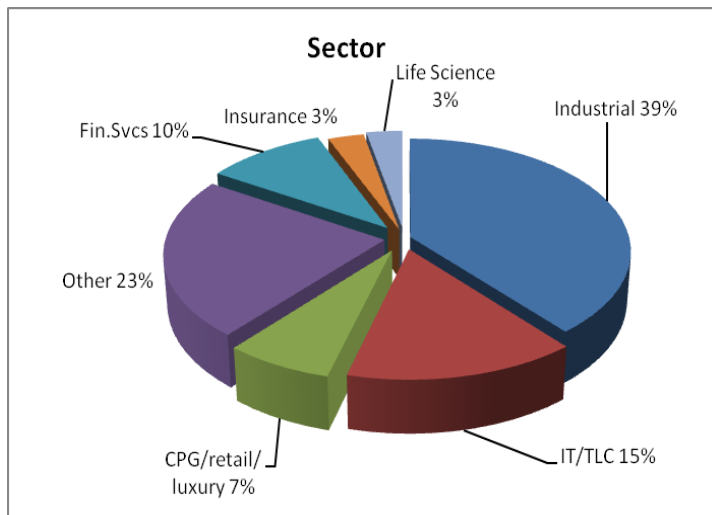
***ASSIGNMENTS***

***BY SECTOR AND POSITION***

***MILAN, JUNE 2024***



Santulin & Partners



### More specifically:

- **More than 80 project for CEO/GM/Country Manager**
- **More than a dozen search projects for Directors/Advisory Board Members**
- **Assessments, Market Intelligence and specific mapping project for more than 10 clients**
- **Approximately 220 searches, evenly splitted, for functional head in the following areas:**

- ✓ **Sales&Marketing**
- ✓ **Administration, Finance and Control**
- ✓ **Operations**
- ✓ **Information Systems**
- ✓ **Human Resources and Organization**
- ✓ **Legal**
- ✓ **Communication**
- ✓ **General Services**
- ✓ **R&D**



# ***SECTORS***

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**MOST SIGNIFICANT ASSIGNMENTS**  
**BY SECTOR**  
(as of June 2024)

**INDUSTRIAL**

<b>INTERNATIONAL GROUP LEADER IN THE DESIGN, DEVELOPMENT AND PRODUCTION OF COMPONENTS AND SYSTEMS FOR AEROSPACE PROPULSION</b>	<i>General Manager, <u>China</u></i> <i>Internal Audit Director</i> <i>Human Resources Director, <u>China</u></i> <i>Corporate Director Legal, Italy</i> <i>Corporate Communication Director, Italy</i> <i>Chief Information Officer</i>
<b>ITALIAN ENTREPRENEURIAL COMPANY ELECTROMECHANICAL SECTOR</b>	<i>General Manager</i>
<b>EUROPEAN INDUSTRIAL GROUP LEADER IN MACHINERY PRODUCTION FOR THE FOOD INDUSTRY</b>	<i>Managing Director, Italy</i>
<b>ITALIAN ENTREPRENEURIAL GROUP LEADER IN OIL&amp;GAS AND NUCLEAR COMPONENTS</b>	<i>General Manager j/v <u>China</u></i> <i>Operating Manager</i>
<b>LISTED ITALIAN COMPANY WORLDWIDE LEADER IN AUTOMOTIVE HIGH QUALITY COMPONENTS</b>	<i>Country Manager, <u>Russia</u></i>
<b>ITALIAN INDUSTRIAL GROUP ACTIVE IN THE RENEWABLE ENERGY SECTOR</b>	<i>General Manager</i> <i>Corporate Human Resources</i> <i>Corporate Relation &amp; Communication Director</i> <i>Corporare Director Legal</i> <i>Human Resources Manager</i>
<b>LISTED ITALIAN INDUSTRIAL GROUP WORLDWIDE LEADER IN CONSTRUCTION MATERIALS</b>	<i>Financial Director</i> <i>Contract Manager</i> <i>Project Estimator Manager</i> <i>Human Resources Director, <u>Asia/Pacific</u></i> <i>Human Resources Director, <u>Kazakhstan</u></i>
<b>LISTED ITALIAN COMPANY LEADER IN GLOBAL POSITIONING SYSTEMS</b>	<i>Operation Excellence Manager</i>
<b>ITALIAN GROUP LEADER IN INDUSTRIAL MECHATRONICS</b>	<i>General Counsel</i>



ITALIAN INDUSTRIAL GROUP WORLDWIDE LEADER IN INSULATING SYSTEMS FOR ELECTRICAL DISTRIBUTION	<i>Chief Executive Office, <u>China</u> Corporate Human Resources Head of Procurement Division General Manager</i>
ITALIAN INDUSTRIAL COMPONENTS COMPANY	<i>Non Executive Independent Director Marketing Director Technical Commercial Director Technical Office Director Division Director</i>
LEADING ITALIAN EDITORIAL AND PRINTING GROUP	<i>General Manager</i>
DIVERSIFIED PRIVATE ITALIAN INDUSTRIAL GROUP ACTIVE WORLDWIDE	<i>Managing Director, <u>Vietnam</u> General Manager, Nuclear Energy Div. Managing Director, Automation Div. <u>France</u> General Manager, Aeronautical Division General Manager, Machine Tools Division VP Marketing &amp; Sales, <u>US</u> General Manager/commercial Textile Sector CFO <u>China</u> Technical Commercial Director</i>
ITALIAN WORLDWIDE LEADER IN HIGH QUALITY COMPONENTS	<i>Country Manager, <u>China</u></i>
ITALIAN GROUP WORLDWIDE LEADER COLD FORMING MACHINERY	<i>Managing Director, <u>Brasil</u> Country Manager, <u>China</u></i>
EUROPEAN LEADER PUMPS MANUFACTURING	<i>Managing Director, Italy</i>
ITALIAN INDUSTRIAL GROUP (HEATING SECTOR)	<i>Country Manager, <u>France</u> Commercial Director, Italy Export Manager Commercial Director, <u>Spain</u></i>
LEADING ITALIAN ENGINEERING CONSTRUCTION HEAVY MACHINERY EQUIPMENT COMPANY	<i>Group General Manager Group Human Resources Group Purchasing Director Operations Director <u>China</u> Operation Director Italy Corporate Controller</i>
ITALIAN HIGH PRECISION COMPONENTS MANUFACTURER	<i>Director of Operations Director of Quality</i>
ITALIAN GROUP ACTIVE IN THE DESIGN OF PLANTS FOR THE	<i>General Manager</i>



LISTED COMPANY LEADER IN AUTOMATION  
AND INDUSTRIAL PROCESS CONTROL

*Chief Executive Officer  
Division General Manager  
Commercial Director  
General Manager, Turkey  
Chief Financial Officer*

ITALIAN COMPANY WORLDWIDE LEADER IN  
THE AUTOMOTIVE INDUSTRIAL DESIGN

*Commercial Director, China*

AUTOMOTIVE COMPONENTS WORLDWIDE  
LEADING GROUP

*Country Manager, Italy*

ITALIAN WHITE GOODS COMPONENTS  
MANUFACTURER

*General Manager, Industrial Div.  
Group's Division Human Resources Director  
Director of Operations, Romania  
Group Human Resources Director  
Chief Information Officer  
Customer Service Director*

EUROPEAN LEADER HEATING SYSTEMS  
MANUFACTURER

*General Manager  
Director of Operations  
Managing Director UK  
Managing Director, NL  
Managing Director, France*

ITALIAN TEXTILE COMPANY

*General Manager*

LISTED ITALIAN INDUSTRIAL  
COMPANY

*Board Member  
Chairman of the Board of Statutory Auditors  
Director of Communication*

ITALIAN GROUP WORLDWIDE LEADER  
IN FURNISHING COMPONENTS

*Board Member  
Site Manager*

CONSTRUCTION/ENGINEERING  
COMPANY

*Managing Director, Brazil  
Chief Operating Officer  
Chief Financial Officer*

LEADING ITALIAN MANUFACTURING  
LISTED GROUP

*TLC & Security Manager  
E-Business Manager*

ITALIAN AUTOMOTIVE COMPONENTS  
MANUFACTURER

*Administration, Finance & Control Director  
Technical Director  
Quality Director  
Production Director  
Head of Design Department  
Managing Director*

INTERNATIONAL PRODUCER OF

*Supply Chain Manager*



ITALIAN GROUP LEADER IN THE WOOD WORKING	<i>Chief Operating Officer</i>
PRODUCER OF INTEGRATED SYSTEMS FOR HEATING AND REFRIGERATING	<i>General Manager, Italy Sales &amp; Marketing Director, Brazil</i>
INDUSTRIAL DESIGNER AND MANUFACTURER OF SPECIAL MACHINES	<i>Procurement Director</i>
ITALIAN GROUP LEADER IN ELECTROMECHANICAL PRODUCTS	<i>Sales Director</i>

## TECHNOLOGY

ITALIAN GROUP ACTIVE IN ENVIRONMENTAL MONITORING SYSTEMS	<i>Managing Director</i>
INTERNATIONAL TLC LEADER	<i>IT Business Transformation Manager</i>
ITALIAN COMPANY LEADER IN THE ELECTRONIC SECTOR	<i>Sales &amp; Operation Manager</i>
LISTED INDUSTRIAL GROUP IN THE ELECTRONIC SECTOR	<i>Chairman <u>China</u></i>
ICT'S ITALIAN LEADING COMPANY	<i>General Manager</i>
WEB GAMES SERVICE PROVIDER LEADER	<i>Chief Financial Officer</i>
LEADING COMPANY ONLINE GAMING	<i>Information Systems responsible DB &amp; System Administrator</i>
INTERNET COMPANY EUROPEAN LEADER IN THE ON-LINE BOOKING	<i>Human Resources Director</i>
LEADING EUROPEAN GROUP ICT SERVICES	<i>Account Manufacturing Director</i>
WORLDWIDE LEADER IT CONSUMER PRODUCTS	<i>Marketing Director</i>
ITALIAN TLC MANUFACTURER	<i>Group CEO General Manager, BU Services</i>
ITALIAN TELECOM OPERATOR	<i>MD J-V Multiutilities Co.</i>



*Director BU Residential Market*

WEB APPLICATION DEVELOPER

*International Marketing VP*

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ITALIAN ASP/OUTSOURCING COMPANY

*Chief Technology Officer  
Commercial Director  
Direct Sales Manager*

LEADING ITALIAN ICT DEALER

*Human Resources Director  
Corporate Development Manager*

EUROPEAN ICT COMPANY

*Chief Financial Officer  
Human Resources Director*

INTERNET SERVICE PROVIDER (B2B2C)

*Commercial Director*

ITALIAN TLC CARRIER

*Human Resources Director  
Customer Base Manager  
Corporate Image & Communication Director  
Chief Information Officer  
Web Architecture Director*

INTERNATIONAL SYSTEMS INTEGRATION  
COMPANY

*BID Manager*

ITALIAN OUTSOURCING/CRM LEADER

*Relationship Manager*

INTERNATIONAL ICT CONSULTING FIRM

*Account Executive Financial Services*

PRIMARY TLC WHOLESALE CARRIER

*Commercial Director  
Strategic Planning Manager  
Regulatory and Contracts Manager*

MULTINATIONAL COMPANY LEADER  
IN TLC AND ICT INDUSTRIES

*Credit Manager*

ITALIAN COMPANY LEADER IN THE  
ICT SERVICES

*General Manager, J/V China*

## FINANCIAL SERVICES

FINANCIAL ADVISORY BOUTIQUE

*Vice President*

LEADING INTERNATIONAL PRIVATE EQUITY  
FUND

*Senior Advisor, Italy*





ADVISOR ALTERNATIVE ASSET MANAGEMENT	<i>Chairman, Italy</i>
INTERNATIONAL PRIVATE EQUITY FUND	<i>Senior Advisor for the Italian Market</i>

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INTERNATIONAL PRIVATE EQUITY FUND	<i>Team Members Build up of the Italian Advisory Board (3 Members)</i>
PRIMARY ITALIAN INVESTMENT BANK	<i>Senior Advisor</i>
ITALIAN INSTITUTIONAL PUBLIC INVESTOR	<i>Senior Partner</i>
INTERNATIONAL FINANCIAL ADVISORY FIRM	<i>Head of Debt Division</i>
EUROPEAN ADVISOR FOR INTERNATIONAL PRIVATE EQUITY FUNDS	<i>Associate</i>

## INSURANCE

GENERAL ITALIAN INSURANCE COMPANY (NORTH ITALY)	<i>Administration, Planning and Control Deputy Director General Accounting and Real Estate Director</i>
ITALIAN MUTUAL INSURANCE COMPANY	<i>Chief Information Officer</i>
ITALIAN INSURANCE COMPANY (CENTRAL ITALY)	<i>Property, Casualty and Civil Liability Director Marketing Manager Senior Consultant</i>
DIRECT INSURANCE COMPANY	<i>Technical Manager Senior Pricing Consultant</i>
INSURANCE BROKERAGE COMPANY	<i>Business Development Manager</i>
MAIN ITALIAN INSURANCE GROUP BU TOURISM/REAL ESTATE	<i>Maritime Commercial Manager</i>



## LIFE SCIENCES- HEALTHCARE

MAIN ITALIAN PRIVATE HOSPITAL GROUP

*CEO J/V  
Organization & Processes Director*

MAIN SOUTHERN ITALY PRIVATE  
HOSPITAL GROUP

*Health Director  
Procurement Director*

MAIN ITALIAN PRIVATE HOSPITAL  
GROUP

*Operations Director*

EUROPEAN LEADER FINE CHEMICALS

*Chief Financial Officer, Canada  
Managing Director  
Supply Chain Manager  
Engineering Manager  
Sales Director, BU Generics*

CHEMICAL AND PHARMACEUTICAL  
PRODUCTION COMPANY

*Chief Executive Officer  
Strategic Sourcing Director  
Quality Assurance Director*

PHARMACEUTICALS' SERVICE COMPANY

*Chief Medical Officer  
Corporate Quality Assurance*

COMPANY THAT DEVELOPS PRODUCE  
AND SELLS INNOVATIVE PRODUCTS  
BASED ON MEDICINAL PLANTS

*Sales & Marketing Director Global  
Sales & Marketing Director Europe*

CHEMICAL AND PHARMACEUTICAL GROUP  
LEADER IN EAST EUROPE

*Sales & Marketing Director Fine Chemicals  
Supervisory Board Member Finance  
BD & Licencing Manager, OTC  
General Manager, API  
BD & Licencing Manager, API*

ITALIAN GROUP, LEADER IN BIOTECHNOLOGIES

*BD Area Manager Agent, US*

## FASHION/LUXURY, CONSUMER GOODS/RETAIL SECTOR



ITALIAN FASHION DESIGN COMPANY	<i>Chief Operating Officer</i>
GLOBAL LEADER RESIDENTIAL LIGHTING	<i>Chief Executive Officer</i>
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WORLDWIDE GROUP (LISTED) LEADER IN CONSUMER PRODUCTS GOODS	<i>CEO <u>North America</u> CEO <u>South Africa</u> CEO <u>Spain</u> Group Human Resources Director Internal Audit Director Human Resources Director, <u>Spain</u> International Development &amp; Licencing Director</i>
WELLNESS WORLDWIDE LEADER	<i>VP, Region <u>Asia Pacific</u> (Shanghai) VP, Region <u>NAFTA</u> (New York)</i>
LEADING ITALIAN UNDERWARE PRODUCER	<i>Sales&amp;Marketing Director</i>
ITALIAN WORLDWIDE LEADER IN THE APPAREL MANUFACTURING AND DISTRIBUTION	<i>General Manager, Division Chief Information Officer Commercial Director</i>
ITALIAN PRODUCER TOP END FURNITURE LEADER WORLDWIDE	<i>Director of Production</i>
ITALIAN FASHION ACCESSORIES AND APPAREL PRODUCER	<i>Controller Commercial Director</i>
LISTED ITALIAN COMPANY LUXURY GOODS	<i>New Channels Director Director of Administration, Finance and Control Director of WEB Division Marketing and Web Responsible International Division- Marketing Specialist</i>
LISTED ITALIAN LUXURY GOODS GROUP LEADER WORLDWIDE	<i>Human Resources Director, <u>Japan</u> Retail Director, <u>Japan</u> MD Accessories Division, Worldwide</i>
ITALIAN LEADING LUXURY RESORT GROUP	<i>Sales &amp; Marketing Manager</i>
SPECIALIZED APPAREL RETAIL GROUP	<i>Head of Visual merchandising</i>
ITALIAN COMPANY LEADER IN THE RETAIL ACCESSORIES	<i>Director of Operation Business Unit Director</i>
RETAIL COMPANY (PERFUMERY)	<i>Chief Executive Officer</i>



## NAUTICAL

HISTORIC SHIPYARD

*General Manager  
Commercial Director*

ICONIC US SHIPYARD

*CEO, US  
Sales Manager, Americas*

ICONIC SHIPYARD, NORTHERN EUROPE

*Group COO*

MAIN ITALIAN BROKERAGE GROUP  
BU TOURISM/REAL ESTATE

*Maritime Commercial Manager*

## OTHERS

*(CONSTRUCTION/ENGINEERING, LOGISTICS, PROFESSIONAL SERVICES,  
NO PROFIT,)*

WORLDWIDE LEADER IN DESIGN  
AND PRODUCTION OF  
CIVIL AND INTERIORS  
INFRASTRUCTURE

*Executive VP Interiors, US  
Head Business Interiors EMEA  
Business Development Manager EMEA  
Project Managers/ Project Directors US  
Project Managers/ Project Directors WW  
Corporate Human Resources Director  
Regional Executive Project Director*

ITALIAN DIVERSIFIED PRIVATE  
OWNED GROUP

*GM Historical Super Yachts Shipyard  
S&M Dir. Historical Super Yachts Shipyard  
CEO Iconic Sportfishing Boat Builder US  
Sales Mgr. Americas- Super Yachts Shipyard  
Chief Information Officer  
Head of Investor Relation  
Technical Director, Infrastructure BU  
Foreign Purchasing Dir., Infrastructure BU  
Controller, United Arab Emirates  
CEO Infrastructure BU, Oman  
COO Infrastructure BU, US  
Project Dir. Infrastructure BU, Botswana  
Project Dir. Infrastructure BU, Middle East  
BD Director Infrastructure BU, North Europe  
General Manager, Engineering Company  
Technical Director Transport BU*



ITALIAN ENTREPRENEURIAL GROUP ACTIVE IN HUMAN RESOURCES SERVICES	<i>HD of International Activities, <u>US</u></i>
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ITALIAN GROUP LEADER IN INFRASTRUCTURES AND CIVIL ENGINEERING	<i>Business Development Director</i>
LISTED ITALIAN INDUSTRIAL GROUP COSTRUCTION/ENGINEERING SECTOR	<i>General Manager - EPC Subsidiary Project Director, <u>United Arab Emirates</u></i>
ITALIAN ENGINEERING COMPANY	<i>Chief Representative <u>China</u> Business Development Director <u>Middle East</u></i>
PRIVATE COMPANY LEADER IN THE AIRPORT INFRASTRUCTURE	<i>Legal Corporate Director</i>
	<i>Independent Director</i>
MANAGEMENT COMPANY WORLDWIDE EVENT (S&P IS A CERTIFIED PARTNER)	<i>Marketing &amp; Sales Director Chief Information Officer</i>
COMPANY IN THE INFRASTRUCTURAL SERVICES	<i>Chairman, <u>J/V Paris</u> General Manager Legal Counsel Director of Operations Director International Business Development Director Internal Audit Division Controller General Counsel Project Managers, Core Business Project Manager, International Division Project Manager Energy Division Construction Manager Operation&amp;Maintenance Manager</i>
ENGINEERING COMPANY GENERAL CONTRACTING (EPC)	<i>Chief Executive Officer BD Manager, <u>Middle East, Africa, East Europe</u> Sales Manager, <u>China</u></i>
INTERNATIONAL CONSULTANCY COMPANY LEADER IN CORPORATE TURNAROUND	<i>Managing Partner Managing Director Executive Directors</i>
INTERNATIONAL CONSULTING AND RESTRUCTURING FIRM	<i>Associates</i>



BUSINESS SERVICES COMPANY

*General Manager  
Purchasing Manager  
Chief Financial Officer  
Marketing Manager*

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LARGEST ITAL. FINANCIAL, LOGISTIC  
& DISTRIBUTION SERVICES  
COMPANY

*Chief Information Officer  
Regional Human Resources Director*

LEADING INTERNATIONAL MANAGEMENT  
CONSULTING FIRM

*Associates  
Associates, Corporate Finance Division*

LEADING INTERNATIONAL LAW FIRM

*Partner*

OLYMPIC GAMES COMMITTEE

*Human Resources & Organisation Director  
Human Resources Deputy Director*

INTERNATIONAL LAW ORGANISATION  
(NO PROFIT)

*Chief Financial Officer*

LEADER INTERNATIONAL CONSULTANCY  
COMPANY

*Partner, Financial Services*

## SPECIAL PROJECTS

INDEPENDENT INVESTMENT COMPANY

*Introduction of Entrepreneurial Manager*

LEADING ITALIAN COMPANY IN RENEWABLE  
ENERGY PLANTS

*Chief Restructuring Officer*

INTERNATIONAL PRIVATE EQUITY FUNDS

*Supporting several MBI/MBO operations  
Management Assessment  
CEO and Senior Management  
introduction*

LISTED HOLDING COMPANY

*Supporting venture capital operations*

ITALIAN LISTED COMPANY

*CEO's Compensation Survey for listed  
companies*

EUROPEAN ICT COMPANY

*Succession Plan for the Italian Subsidiary*

INDUSTRIAL GROUPS

*Assessment C level positions*

CHEMICAL AND PHARMACEUTICAL  
PRODUCTION COMPANY

*Assessment – C and 2<sup>nd</sup> level positions*

LISTED REAL ESTATE  
GROUP

*Market intelligence for Sales & Marketing  
and General Management positions*

INVESTOR WEB GAMES SERVICE

*General Management positions' mapping*



PROVIDER



Santulin & Partners