

**M.Sc.Econ. Marijan Sviličić, B.Sc.Mech.Eng., MBA, from Zagreb, born on 19 January 1968.**

Marijan Sviličić is a highly experienced **Executive** who has demonstrated the ability to lead diverse teams of professionals to new levels of success in a variety of industries and fast-paced environments. Strong technical and business qualifications with years of hands-on experience in strategic planning, business development, project and product management, and business process engineering strategies. Proven ability to successfully analyse an organization's critical business requirements, identify deficiencies and potential opportunities, and develop innovative and cost-effective solutions for enhancing competitiveness, increasing revenues, and improving customer service offerings. Mr Sviličić expressed analytical and proven organisational skills in the most difficult business conditions and in times of crisis.

TEICO d.o.o., Zagreb, 1995 – 1996 (soft drink distribution, marketing)

- Brand Manager

VK VLADIMIR KATIĆ d.o.o. Zagreb, 1997 – 2002 (foreign representation on the markets of the Republic of Croatia and Bosnia and Herzegovina, development and production of own building material)

- Sales Manager

RINOL d.d. (part of Rinol AG), Sveta Nedelja, 2002 – 2004 (industrial floorings)

- Executive Director

KAMGRAD d.o.o., Zagreb, 2004 – 2004 (civil engineering)

- President of the Management Board

GRADIP d.d., Vrbovec (member of BERG GRUPA d.o.o. since 2007), 2005 – 2008 (brick production, construction material trade)

- President of the Management Board – Director

BERG GRUPA d.o.o., Vukovar, Vrbovec, 2007 – 2008 (owner of Gradip d.d., Vrbovec and Berg d.d., Vukovar – concrete and roof tile production)

- Director

M SAN Grupa d.d., Zagreb and ex-Yugoslavia region, 2008 – 2009 (distribution of IT and home appliances, service, logistics, EE waste collection, investment projects)

- Member of the Board for Operations

PIKAS d.o.o., Zagreb, since 2009 (business consultancy, restructuring, interim management, NPLs portfolio evaluations, special situations, acquisitions etc.)

- Director and owner

PIKAS SOLUTIO d.o.o., Zagreb, since 2014. (restructuring of private individuals-*retail* and *SME* debts for various financial institutions)

- Director and owner

Projects and specific work assignments (event management, start-up, product development and production start-up, business models development, *squeeze-out* process, company sale, complex infrastructure and process projects, strategic partnerships and integrations, placement on foreign markets, restructuring).

**Other**

- Master's thesis: "Electronic Procurement System Influence on the Operation of Public Administrative Bodies in the Republic of Croatia", – Zagreb Faculty of Economics and Business, mentor: Prof. Velimir Srića, PhD
- Business programmes: "Corporate Management for Supervisory Board Members" – Zagreb Faculty of Economics and Business, Split Faculty of Economics  
"Fundamentals of Business Administration – Chief Information Officer" - Zagreb Faculty of Economics and Business  
"Advanced Logistics and Kanban" – Globalni sustavi, Split
- Corporate seminars abroad (various)
- Zagreb Faculty of Economics and Business, PhD – in process

**Marijan Sviličić**

e-mail: [msvilicic@pikas.hr](mailto:msvilicic@pikas.hr)

Tel: +385 98 288 501

**Tonči Gabrić B.Sc.Econ.**

Tonči is a highly motivated professional with 18 years of experience on the entrepreneurial, executive, managerial and project management level. I have a proven history of successfully defining company direction, managing the execution of operating plans, improvement of business process and achieving goals.

Present experience he collected working in sectors of construction, real-estate development, hospitality/tourism, renewable energy and FMCG industries.

GABRIĆ COMMERCE d.o.o., Split, July 1999 - February 2006 (exclusive representative of mineral water "Sarajevski Kiseljak"® and producing its own line of hygienic products - zig-zag cotton wool and cotton pads meko®, accessories for manicure and pedicure, private label production and branded production on special orders for promotional purposes of big distributors of cosmetic and hygienic products )

- Director

MUCIĆ&CO d.o.o., Dugopolje, February 2006 - January 2016. (regional SME construction company ( Croatia, Bosnia&Herzegovina, Serbia, Montenegro) acting as General Contractor on "Turnkey" basis, mostly on FIDIC contracts - shopping centers, office buildings, hotels, industrial, logistic and warehousing facilities. Beside construction business, was active in following the Tourism and Renewable energy part of business – development, financing, execution and operations of hotel and solar power plants).

- Chief executive director

Mi GRUPA d.o.o., Beograd, October 2012 – July 2013 ( founding of the company, business development, project contracting and start of business and project operations )

- Board member

LUKA PLOČE GRADNJA d.o.o., Ploče, August 2015 – April 2016 ( special business case assignment – successful pre-settlement process of the company )

- Board member

DUBROVAČKI ZALASCI SUNCA d.o.o., Dubrovnik, August 2015 – December 2015 ( business development assignment – project development of a beach project in Dubrovnik )

- President of the Board

HIDROELEKTRA NISKOGRADNJA d.d., Zagreb, March 2016 - May 2016 ( infrastructure construction company)

- Board member

B.B.G. CONSULTING j.d.o.o., Split, July 2016. - Present ( management consulting, project management and business development services for companies from USA, Austria and Croatia )

- Managing director

**OTHER ACHIEVEMENTS**

- PROJECT MANAGER on behalf of General Contractor on the construction Project ARENA CENTAR Zagreb valued over 100.000.000 EUR. Project was executed in record time schedule of 14 months on the satisfaction of all project participants and on IPMA 2013 World congress was declared Gold Winner according IPMA Model for Project Excellence.
- successfully negotiated SSA and reprogramming of loans with 7 banks and their factoring and leasing subsidiaries, followed up by operational restructuring of business operations – MUCIĆ&CO.
- critical project assignment in tight time schedule (reconstruction and conversion of 2.000 m2 office area to 27 hotel rooms with restaurant facilities in 38 days – HOTEL KATARINA 4\* / 180 keys).
- Active participation in M&A process (due diligence, offers, negotiations, company takeover). The M&A process was managed by Deloitte Croatia and Raiffeisen Bank by order of Luka Ploče d.d. as the Principal.
- Certified internal auditor ISO 9001-2008 Bureau Veritas with successfully established Quality Control system.
- fluent in English and Italian language,
- various project for PIKAS d.o.o. (interim management Tehnika d.d., M&A, evaluations)

**Tonči Gabrić**

e-mail: pikas@pikas.hr

Tel: +385 91 2386 035

**Silvio Galić, B.Sc.Econ. from Zagreb, born on 20 December 1959.**

Silvio Galić has many years of experience in leadership and the management of some of the most complex business cases in small and medium enterprises. His analytical and strategic planning qualities and the ability to implement demanding steps and business measures make Mr Galić a top professional in the area of *turnaround* management. He specialises in finance and controlling with general management. He has achieved results and possesses knowledge in the area of financial (banking) and food industry, distribution and production of various product groups, takeover and acquisition of companies, etc.

PRIVREDNA BANKA ZAGREB d.d., March 1985 to December 1994 (commercial banking)

- Gradual advancement from the position of key account manager to a managing position
- Assistant Administrative Director

RAIFFEISENBANK AUSTRIA d.d. Zagreb, January 1995 to December 1996 (commercial banking)

- Legal Entity Business Administration Director

MAGMA d.d. Zagreb, January 1997 to December 1998 (consumer goods wholesale and retail – food, clothes and footwear, sports equipment, toys)

- Financial Manager, Management Board member and Financial Officer

EUROPAPRESS HOLDING d.o.o. Zagreb, January 1999 to May 2000 (publishing – daily newspapers (Jutarnji list), weekly newspapers and other magazines (Globus, Gloria, Auto-klub, Arena, Playboy, Cosmopolitan etc.)

- Financial and Controlling Manager

Automehanika d.d. Zagreb, June 2000 to April 2001 (representation, sales and post-sales services for passenger and cargo vehicles – Citroen, Peugeot, Volvo, Iveco, Renault; MOT testing station; transport of passengers and goods; commercial vehicle service as part of a wider service programme)

- TM Group Financial Manager and Management Board member

KOESTLIN d.d. Bjelovar, May 2001 to May 2002 (production and sale of confectionery products)

- President of the Management Board

SLJEME d.d. Zagreb, June 2002 to May 2003 (production and sale of meat products – fresh meat and meat products (semi-durable and durable meat products))

- President of the Management Board

KAROLINA d.o.o. Osijek, June 2003 to November 2006 (member of the LURA Group) (production and sale of confectionery products)

- President of the Management Board

EUROBEV d.o.o. Zagreb, December 2006 to November 2007 (member of the LURA Group) (production and sale of soft drinks – juices, sodas; the company was established by the separation of the Beverages Division from Lura d.d. in May 2006)

- Company Director

LIPA MILL d.d. Zagreb, December 2007 to January 2009 (production and sale of office and school supplies)

- Company Director

Working on projects and specific assignments (start-ups, acquisitions and takeovers, company sales, capital increases, strategic partnerships)

Other – specialist postgraduate study course “International Finance, Financial Markets and Banking”, all but the master’s thesis, under the mentorship of Ivo Perišin, PhD and Vladimir Leko, PhD

Company: Aramon d.o.o., Zagreb, Ivekovićeve 2 (established in January 2009)

**Silvio Galić**

E-mail: [pikas@pikas.hr](mailto:pikas@pikas.hr)

Tel: 098 485 897

**Denis Čivgin, B.Sc. oec. from Zagreb, born on September 23, 1974.**

Denis Čivgin is a professional with more than 18 years of management experience in the financial and real sector, which includes expertise in corporate finance, banking, accounting, business organization and sales. Professional experience includes managing commercial banks, strategic (re)positioning, restructuring, project management, analysis, definition and reengineering of business processes.

ZAGREBAČKA BANKA d.d., 1998 - 2003,  
- Assistant Head of Business Relations

PARTING d.o.o., Zagreb, 2003 - 2004, (construction activity),  
- Member of the Management Board for Finance

PROTEKT PROM d.o.o., Zagreb, 2004 - 2005 (production),  
- financial director

VABA d.d. BANKA VARAŽDIN (J&T Banka d.d.), 2005 - 2010,  
- regional Director and member of the Management Board

SBERBANK d.d., 2010-2015,  
- Regional Director

IMEX BANKA d.d., Split, 2015 - 2018,  
- Chairman of the Board

VAKUFСКА BANKA d.d., Sarajevo, 2018 - 2020,  
- Chairman of the Board

SALVIS PRODAJA d.o.o., Zagreb, 2018 - today  
- owner

Management positions in these companies gave him opportunity to work on various fields: forming and introduction of new business procedures, increasing sales efficiency and profitability, takeovers, strategic repositioning, restructuring and recovery of capital, business sale projects.

The rest

- License to perform the activities of an investment advisor - certificate from 21.12.2006. issued by the Croatian Financial Services Supervisory Agency.
- FOIP - preparation and evaluation of investment projects, training program organized by the Institute of Economics
- Educational modules in advanced managerial skills, leadership, coaching
- Member of the Croatian Association of Accountants and Financial Professionals
- Member of the Croatian Association of Financial Analysts

Denis Čivgin  
e-mail: denis.civgin@salvis-prodaja.hr  
Tel: 099-2709-458