

# CURRICULUM VITAE

## Personal information

Name	BORIS GALIĆ		
Address	Tešanjaska 46,31 000 Osijek, Croatia		
Telephone	+ 385 31 272 444	Mobile	+385 98 231 510 +387 63 997 990
E-mail	<a href="mailto:boris.galic@hteronet.ba">boris.galic@hteronet.ba</a> <a href="mailto:boris.galic@t.ht.hr">boris.galic@t.ht.hr</a>		
Nationality	Croatian		
Date of Birth	24 <sup>th</sup> February 1968		

## Education

Date of degree	1993
University	Osijek University, Faculty of Economics
Major	Economics - cybernetics
Degree	Bachelor

## Profile

Problem solving, process improving oriented, wide experience in different organizations, decision making, excellent management skills and priorities setting. Team leader, excellent in task assignment and motivation of team members.

Knowledge of local and international financial standards and experienced in applying standards in organizations. Strategic financial organization and business support.

Goal oriented and focused on accuracy and reliability.

Good network in financial sector in Croatia, Bosnia and Herzegovina

## Key achievements

- **MEPAS GROUP/MARASKA**
  1. Financial restructuring of Maraska: Refinancing of Maraska loans and alignment of payment schedules with EBITDA plans and cash flow plan
  2. Heta negotiations: Negotiated with HETA repayment of Maraska loans and refinancing of Saponia loans with 30% discount
  3. Negotiation with banks: Decrease of average interest rate in all Group companies for almost 2,5 p.p.
  4. Sale of Maraska: coordination of all due diligence processes (financial, tax, legal, production), aligned with planned selling price
  
- **JP HT (Bosnia and Herzegovina)**
  1. Financial reporting process of HT Mostar: Setting of reporting process in order to have flash report on 2<sup>nd</sup> working day and financial report on 5<sup>th</sup> working day. Improvement of accuracy of financial reports.
  2. Planning process: Setting of planning/forecasting process – detailed plans for all organizational units ready by mid of November, Forecasts prepared as 3+9, 6+6 and 8+4.
  3. SAP implementation: Implementation of new ERP SAP by merging of two old ERP systems. Implementation of new efficient processes in order to have accurate and reliable financial data.
  4. Cost efficiency projects: Improvement of processes in cost saving projects related to: procurement of maintenance services, improvement of account receivable process, managing of union/salary calculation legal case, decrease of tax expenses and other expenses.
  
- **HT**
  1. Implementation and monitoring of Internal control system in HT as a responsible person. Coordination and consulting of other operational units in improvement of processes regarding internal control system. Discussion with external and internal auditors about efficiency of Internal control system. Internal control system confirmed as efficient.
  2. Centralization and process improvement in regional finance resulting in staff decrease for 20%. Closing of certain office locations and redefinition of documentation flow as well as duties reassignment.
  
- **MD Profil**
  1. Investment in new sales centre in Zagreb: Financial part of investment managed through negotiations with banks. Communication with building contractors regarding timing and quality. Involved in interior design and supplier negotiations.
  
- **Opeka Osijek**
  1. Investment in new production plant: Financial part of investment managed through negotiations with banks. Production of modern building materials.
  
- **Deloitte & Touche**
  1. Efficient team and time management resulting in achieved targets in profit and growth. Increased presence of Deloitte in the region (Bosnia & Herzegovina). Good relationships with clients resulted in stable client base.

## Professional experience

Date	<b>January 2016 – present</b>
Company name	<b>MEPAS GROUP, MARASKA d.d.</b>
Position	<b>Financial coordinator of MEPAS GROUP (co CFO)</b>
Main responsibilities	<ul style="list-style-type: none"><li>• Financial coordination of companies in Mepas Group</li><li>• Negotiation with banks</li><li>• Coordination with Group Auditors</li><li>• Special projects management</li><li>• Financial restructuring</li></ul>
Main activities	<ul style="list-style-type: none"><li>• Financial restructuring of Maraska d.d.</li><li>• Negotiation with banks for new loans/ decrease of interest</li><li>• Special project – negotiation with HETA for refinance of MARASKA loans</li><li>• Special project – coordination of selling of MARASKA</li><li>• Coordination of Group Auditors</li></ul>
Date	<b>April 2011 – December 2015</b>
Company name	<b>JP HT (JSC) Mostar, (sister company of Croatian Telecom in Bosnia and Herzegovina)</b>
Position	<b>Member of the Board responsible for finance (CFO)</b>
Main responsibilities	<ul style="list-style-type: none"><li>• Responsibility for the company results</li><li>• Cost management in order to achieve EBITDA result</li><li>• Financial reporting and planning</li><li>• Real estate management</li><li>• Logistic and vehicle management</li><li>• Management of staff/employees (180 people)</li></ul>
Main activities	<ul style="list-style-type: none"><li>• Development of financial reporting and planning process</li><li>• Improvement of accounts receivable process</li><li>• Real estate management – setting new efficient office space standards</li><li>• Development of waste management process</li><li>• Negotiation with Ministry of finance for tax return</li><li>• Management of legal case with Union</li></ul>
Date	<b>December 2005 – March 2011</b>
Company name	<b>Croatian Telecom (JSC), (Croatian telecom operator)</b>
Position	<b>Head of Department for internal financial controls and SOX</b>
Main responsibilities	<ul style="list-style-type: none"><li>• Implementation of internal control system in HT</li><li>• Monitoring of efficiency of internal control system and reporting to DT</li><li>• Leading of HT SOX project as a part of DT SOX project</li><li>• Coordination of activities of other organizational parts of HT in process improvement regarding internal control system</li><li>• Management of staff/employees (8 people) and coordination in project of approximately 90 people</li></ul>

Main activities	<ul style="list-style-type: none"> <li>• Coordinated implementation and monitoring of cca 90 processes and 700 controls</li> <li>• Effectiveness of internal control system confirmed by internal and external audit</li> <li>• Implementation of internal control system in ISKON</li> </ul>
Date	<b>June 2003 – November 2005</b>
Company name	<b>Croatian Telecom (JSC), (Croatian telecom operator)</b>
Positions	<b>Regional finance director, Region East</b>
Main responsibilities	<ul style="list-style-type: none"> <li>• Coordination of activities in Controlling, Accounting, Accounts receivable and Treasury</li> <li>• Development of regional financial reports</li> <li>• Improvement of processes with other organizational parts</li> <li>• Management of staff/employees (150 employees)</li> </ul>
Main activities	<ul style="list-style-type: none"> <li>• Development of reporting process for regional directors</li> <li>• Centralization of financial processes in the region from 6 locations</li> <li>• Improvement of processes resulted in decrease of 20% employees</li> </ul>
Date	<b>June 2002 – May 2003</b>
Company name	<b>MD Profil Đakovo (JSC)</b>
Position	<b>Assistant of General Manager for finance area</b>
Main responsibilities	<ul style="list-style-type: none"> <li>• Management of relationships with financial institutions (banks, leasing, insurance)</li> <li>• HR Management - employments</li> <li>• New organization project</li> </ul>
Main activities	<ul style="list-style-type: none"> <li>• Investment in new sales centre in Zagreb</li> <li>• Interviews with new employees</li> <li>• Implementation of a new organization</li> </ul>
Date	<b>January 2002 – May 2002</b>
Company name	<b>Opeka Osijek (JSC)</b>
Position	<b>CFO</b>
Main responsibilities	<ul style="list-style-type: none"> <li>• Financial reporting</li> <li>• Organization of IT, Accounting and finance functions</li> <li>• Management of relationships with financial institutions</li> <li>• People Management (25 employees)</li> </ul>

Main activities	<ul style="list-style-type: none"> <li>• Cash management</li> <li>• Implementation of new ERP system</li> <li>• Investment in new production plant</li> </ul>
Date	<b>November 1994 – December 2001</b>
Company name	<b>Deloitte &amp; Touche Ltd.</b>
Position	<b>Auditor (3 years) – Manager (4 years)</b>
Main responsibilities	<ul style="list-style-type: none"> <li>• Management of cca 30 Audit clients in Croatia and Bosnia &amp; Herzegovina</li> <li>• Due diligence in several financial institutions</li> <li>• Financial consulting for customers</li> </ul>
Main activities	<ul style="list-style-type: none"> <li>• Audit management</li> <li>• Planning of activities for team members</li> <li>• Negotiation, x-sell, up-sell, collection with customers</li> <li>• Due diligence projects in banks for EBRD and HNB</li> </ul>
Date	<b>November 1993 – October 1994</b>
Company name	<b>Slavonska banka Osijek (JSC)</b>
Position	<b>Probationer</b>
Main activities	<ul style="list-style-type: none"> <li>• Two weeks work in each Bank department</li> <li>• Six months work in Accounting</li> </ul>
Date	<b>May 1993 – October 1993</b>
Company name	<b>Croatian Army, Logistic base</b>
Position	<b>Head of IT department</b>
Main activities	<ul style="list-style-type: none"> <li>• IT support for logistics</li> </ul>
<b>Languages</b>	<ul style="list-style-type: none"> <li>• Croatian (native)</li> <li>• English (fluent)</li> <li>• German (beginning, learned unused)</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Fully computer literate</li> <li>• Licence of Croatian Auditors Chamber</li> <li>• Driving licence (B)</li> </ul>

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