

Curriculum Vitae

Personal information

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| First name(s) / Surname(s) | Abílio Jorge / Ferreira Nunes |
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| Nationality | Portuguese |
| Date of birth | 21st June 1980 |
| Marital Status | Married |
| Gender | Male |



Professional summary

- Chief Financial Officer (South Africa)
- Head of North & East Europe Controlling (Germany)
- Financial responsible in NEE Regional Management Team
- Permanent Invitee to Sonae Arauco South Africa, PTY, Ltd Board of Directors as CFO
- Permanent invitee to Supervisory Board Sonae Arauco Deutschland, AG
- Company spokesman to Financial Workers Council
- Permanent Invitee to UK ManCom as UK Financial Controller
- 13 Years international management experience with work residence in PT, UK, DE, ZA
- International Team Management in UK, DE, PT, FR, SP, NL, ZA
- Executive MBA Kellogg – WHU, *Magna Cum Laude*, (3501 / 3700), 2015, USA, DE, HK
- Management Degree, Universidade do Minho, Good, 2003, PT
- Multiple times awarded with best student distinction in High school (7th-11th grade)
- Class speaker: Management Class, 2001 & 2002 and High School, 1996-1998, PT
- Member of Institutes of Directors in South Africa, Membership number 55493517
- President of Students Association High School, 1997, PT
- Member of Portuguese Economist's Order, 2009, PT, License 14442
- Certified Train-the-Trainer, 2004, PT
- Chartered Accountant, 2003, PT, License 78945
- Admissions board member and interviewer for Kellogg WHU Executive MBA
- Kellogg & WHU Alumni Network member
- Native speaking in English and Portuguese and professional proficiency in German
- Work mentor for: UK AAT Qualification, DE Master's Degree Completion, Glunz AG & Sonae Arauco Deutschland Training Program

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| Work experience Dates Occupation or position held | <p>From March 2018 to date Chief Financial Officer Reporting to the group CFO I am a member of the Regional ManCom in South Africa South Africa has two production plants with a total turnover of ZAR 1.3B.</p> |
| Main activities and responsibilities | <p>Main tasks: Manage all regional financial matters including local financing Member of Regional Management Committee (ManCom) Oversee IT function in South Africa</p> |
| Name and address of employer | Sonae Arauco South Africa (PTY) Limited, Johannesburg |
| Type of business or sector | Sonae Arauco is a wood-based alliance between two strong brands: Sonae Indústria and Arauco. This partnership encompasses wood-based paneling, chemical and impregnated paper plants in Europe and South Africa. With over 20 factories in 8 countries and 2 continents, and with circa 2800 employees, Sonae Arauco is one of the largest wood-based panel producers in the world. |
| Work experience Dates Occupation or position held | <p>From April 2013 to February 2018 North and East Europe Controlling Manager Reporting to the group planning and control director, I am a member of the Regional Management team (matrix organization). I work closely with the corporate CITO and CMSO to drive efficiency and business profitability. North Europe region is responsible for 40% of company's turnover (423 Million Euro).</p> |
| Main activities and responsibilities | <p>Main tasks:</p> <ul style="list-style-type: none"> • Supervisory Board participation (Budget, Activity review, Local GAAP accounts presentation) • Company spokesman Financial Workers Council body • CAPEX decisions, feasibility studies, M&A, company re-structuring • Monthly reporting to ExCom (Executive Committee) • North Europe BRM & Leaders call participation • NEE Kick off meeting organization and financial speaker • Manage controlling team (11) and all controlling affairs for 4 particleboard and MDF plants (DE) • Manage Sales controlling for North Europe and export markets (Germany, Netherlands and Switzerland commercial offices) • Responsible for budgeting process (incl. Treasury) and rolling forecast • Monitor and analyze monthly operating results against budget • Responsible for Customer profitability order acceptance • Participation in industrial projects • Prepare financial analysis and ad hoc requests for Management Team • Work closely with departmental managers to control overhead costs <p>Work closely with plant managers to improve business efficiency</p> |
| Name and address of employer | Sonae Arauco, Glunz AG, Germany |
| Type of business or sector | Sonae Arauco is a wood-based alliance between two strong brands: Sonae Indústria and Arauco. This partnership encompasses wood-based paneling, chemical and impregnated paper plants in Europe and South Africa. With over 20 factories in 8 countries and 2 continents, and with circa 2800 employees, Sonae Arauco is one of the largest wood-based panel producers in the world. |
| Dates Occupation or position held | <p>From April 2012 to March 2013 European Particleboard Controller</p> |
| Main activities and responsibilities | <p>Senior Manager in a functional organization responsible for all controlling affairs (12) in seven particleboard plants across Europe (Portugal, Spain, France and Germany), German central functions and sales controlling.</p> <p>Following the extinction of the country CFO position (1Q12), I have assumed the senior financial tasks performed by the CFO:</p> <ul style="list-style-type: none"> • Participation in Supervisory Board • Company spokesman for Workers Council • Leaders Call, Kick off meeting • CAPEX decisions, feasibility studies, M&A • Plant closure and union negotiation (Horn particleboard) |

Reporting to the group planning and control director and working closely with the Particleboard Industrial manager I was part of the senior management team and the most senior financial person for particleboard plants in Europe. I worked closely with the particleboard manager totaling more than 23 plant visits together to drive efficiency and business profitability. In this process, we have closed one mill in Spain. Managing a team in four different countries has been a demanding but very rewarding experience. Raw board capacity is 6.6 million m³, approximately 78% of which is located in Europe; this equates to 600 Million Euro. Particleboard is the core of our product range. As the most common type of wood-based panel in the world, particleboard is suitable for all general uses in furniture and construction.

Name and address of employer
Dates
Occupation or position held

Sonae Indústria, Glunz AG, Germany
From September 2011 to March 2012
Germany Country Controller

Main activities and responsibilities

Manage controlling team (15) and all controlling affairs for industrial operations (5) and sales activity (500 Mio Euro turnover). Reporting to the country CFO and functionally to the group planning and control director, I was part of the senior country management team. My mission was to create a team, improve the standards of reporting, and enforce corporate procedures implementation.

Main tasks:

- Manage Sales controlling (4), German central controlling (3), Plant controlling (8), Trainees
- Responsible for the monthly reporting and consolidated results for Germany
- Responsible for budgeting process and rolling forecast
- Analyze country business performance with Country COO / CITO
- Monitor and analyze monthly operating results against budget
- Follow-up of the customer profitability
- Analyze all investments and divestments requests
- Participation in industrial projects
- Work closely with departmental managers to control overhead costs
- Work closely with plant managers to improve business efficiency

Name and address of employer

Sonae Indústria, Glunz AG, Horn-Bad Meinberg, Germany

Dates

From March 2005 to August 2011

Occupation or position held

UK Country controller

Main activities and responsibilities

Manage **controlling, accounting and treasury teams** (7) for industrial operations (2 production sites in Liverpool and Northern Ireland), sales office (80 Mio GBP turnover) and UK HQ.

Reporting to the country CFO and functionally to the group planning and control director. I was an advisory member to the ManCom and participated in all management team meetings. I was co-project manager for E Invoicing (Pilot project in Sonae Indústria). I've participated in numerous projects as senior financial responsible (e.g. SAP CO, SAP MM, SAP PM, SAP HR roll out, Balanced Scorecard implementation, Cost down project, Profit Improvement Project, Self-billing introduction to finished goods haulage, Profitability analysis, Sales order profitability).

Main tasks:

- Provide leadership to the Accounting (Accounts Payable, Accounts receivable), Treasury and controlling Teams
- Manage budget process
- CAPEX decisions and 5 year master plan
- Treasury: manage cash and liquidity needs
- Sales controlling: monitor profitability analysis and commercial price decisions
- Plant controlling: monitor industrial efficiencies and benchmark with group plants
- Management control: Define and monitor business KPI achievement
- Accounting: Prepare management and statutory accounts (IFRS and UK GAAP)
- Co-ordinate all interaction with both, internal and external auditors

Name and address of employer

Sonae Indústria (UK), Ltd; Liverpool Knowsley Industrial Park, L33 7XQ Merseyside, UK

Dates

From February 2003 to February 2005

Occupation or position held

Senior Accountant in the reporting and consolidation team

Main activities and responsibilities

- Perform IFRS Financial Statements (Balance Sheet, P & L, and Cash Flow)
- Month end closure for German, Swiss and Dutch companies
- Intercompany consolidation (Balance sheet, P&L, Cash flow statement)
- Preparation, review, and recording of general ledger and fixed assets
- Report of social accounts to the Corporate Centre

Name and address of employer

Sonae Indústria Management Services, **Maia, Portugal HQ**

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| Dates | From July 2002 to February 2003 |
| Occupation or position held | Corporate Management Controller (Professional training: Good with distinction) |
| Main activities and responsibilities | <ul style="list-style-type: none"> • Development of management control tools • Improve budget process • Defining the framework of a balanced scorecard • Economic Value Added model introduction |
| Name and address of employer | TEVIZ , Textil de Vizela, SA, Moreira de Cónegos Portugal |