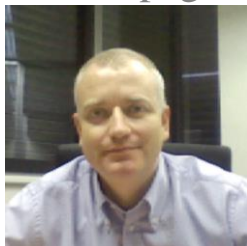


CURRICULUM VITAE

🔗 4 pages



Name:	<u>Pavel Herman</u>
Education:	Tertiary / University of Economics
Title:	Ing.
Date of birth:	29.04.1971
Place of birth:	Prague, Czech Republic
Nationality:	Czech
Marital status:	Married (Sylva)
Children:	Daughter (Sona, 1996) Son (Pavel, 1998)
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Education:

1985 - 1989	High school of Transport (Prague)
1989 - 1994	University of Economics (Prague)
College:	Corporate Economics
Specialization:	Finance, Business Law
Thesis:	Organisation Structure of Multinational Corporation (“Reengineering projects execution”)

Work experience:

1992 – 1994

Private company (Organisational and Accounting Consulting / accounting & tax reform, new CZ legislation application)

1994 – 1998

Master Foods kom. spol. (Mars, Inc.



1994 – 1995 Financial Accountant (Czech Republic)
1995 – 1995 Financial Accounting Manager
(Czech Republic)
1995 – 1996 Financial Accounting and Treasury Manager
(Czech Republic and Slovak Republic)
1996 – 1998 **Financial Controller**
(Czech Republic and Slovak Republic)

1998 - 2004

H. J. Heinz CR/SR a.s.

(Kraft Heinz, Co.



1998 – 1999 Chief Finance Officer (Czech R. & Slovakia)
1999 – 1999 Board of directors member (H.J. Heinz CR/SR
a.s., ESET a.s.*)
1999 – 2001 General Manager (CR&SR)
1999 – 2004 Chairman of Board of directors (H.J. Heinz
CR/SR a.s., Czech Republic and ESET a.s.*,
Czech Republic)
2000 – 2004 Chief Executive (Milksun s.r.o.*, Slovak
Republic)
2001 – 2002 General Manager (CR&SR&Slovenia)
2002 – 2004 **General Manager CE & EEX** (Czech &
Slovak Republics & European Export)

*These legal entities are also members of Kraft Heinz group.

2004 - 2011

Hero Czech s.r.o. (Hero Group



2004 – 2007 General Manager, Central Europe (Czech R.,
Slovakia, Poland, Hungary)
2004 – 2011 Executive Director of all legal entities within the
region (8)

- 2007 – 2011 **Vice-President, Central & Eastern Europe**
(Czech R., Slovakia, Poland, Hungary, Russia, CIS, Baltic countries)
- 2009 – 2011 Member of Hero Group Global Executive Committee (advisory body of Hero Group Board & owner Dr. Arend Oetker)

2011 - 2013

Colas Rail Limited

(Colas Group



- 2011 – 2012 Managing Director (Czech R., Romania)
- 2011 – 2013 Executive Director of legal entities in Romania (ISAF, Colas Rail branch) and Czech Republic (Colas Rail branch)
- 2012 – 2013 **Managing Director, Central & Eastern Europe** (Czech R., Romania, Bulgaria, Greece, Slovakia, Poland, Hungary, other CEE countries)
- 2012 – 2013 Executive Director of all legal entities within the CEE region (Romania, Bulgaria, Greece, Czech Republic, Poland)

2013 – 2014

Molson Coors Europe s.r.o.

(Molson Coors Brewing Company



- 2013 – 2014 **Financial Controller, Europe** (13 countries)
- 2013 – 2014 Executive Director of 5 legal entities in Czech Republic, Holland and Luxemburg

2014 – present

Pivovary Lobkowicz Group a.s.

(Pivovary Lobkowicz Group



- 2014 – present **Executive Director**
(7 breweries in CZ + JVs abroad)
- 2015 – present Chairman / Vice-chairmen of Board of Directors of 12 legal entities in Czech Republic (IDNo: 27258611, 26025248, 49973711, 47455110, 60742917, 46353224, 25146297, 45312435, 28282876, 46581413, 25320840, 28489993)

(PLG) objectives / responsibilities / achievements:

- audit and redesign of all main intercompany processes and procedures,
- complete restructuring of all units / companies / parts of Pivovary Lobkowicz Group (PLG),
- complete replacement of PLG management team,
- preparation of merger and sale of the PLG to new investor (completed in September 2015 => CEFC, J&T),
- aftersales company consolidation and new commercial strategy and company culture implementation (700 FTE employees),
- new NPD projects kick-off, sales department restructuring and setup of new sales and financial KPIs,
- production capacity optimization (7 breweries), crisis management and business continuity system implementation,
- and much more...

Languages:

Czech (native)
English (fluent)
Russian (intermediate)

Other skills and certifications:

Driving licence

PC - Windows applications – MS Office Pro, MS Project
ERP systems - SUN, SAP, SCALA, BPCS, PCS4, Money S3

Member of Mensa Intl. (reg. no. 11144)

10 Key Career Path words:

Responsibility, Leadership, Execution, Ownership, People, Purpose, Structure, Change, Respect, Integrity

Prague, October, CY 2016 (4📄)