

Ing. Adam Šotek

PROFESSIONAL EXPERIENCE

Group CEO and Chairman of the Board of Directors *Feb 2020 – Nov 2025*
(*Since Nov 2025 Vice-Chairman of the Board of Directors*)

CE Industries, a.s.

- ▶ Management of a holding group comprising 25 companies, with consolidated revenues of CZK 16 billion and EBITDA of CZK 1.2 billion, operating in the sectors of freight rail transport, waste recycling, and energy engineering
- ▶ Restructuring of group companies
- ▶ Establishment of the group management structure and implementation of new acquisitions
- ▶ Responsibility for the acquisition and financial restructuring of Duro Daković Grupa and Beohemija Serbia
- ▶ Development of the tolling structure and management of tolling operations for Vítkovice Steel, Liberty Ostrava, and Nová Huť
- ▶ Responsibility for the establishment of an investment fund targeting equity capital of EUR 200 million

Group CFO and Member of the Board of Directors *May 2019 – Feb 2020*

CE Industries, a.s.

Managing Director and Group CFO *Oct 2014 – May 2019*

ALFA PLASTIK, a.s. (*M. L. MORAN investment group*)

- ▶ responsibility for managing the company and processes shared by all plants (strategic planning of purchases, human resources, quality, management, external communication and subsidies) and for communication with stakeholders
- ▶ Full P&L and operational responsibility for the largest plant (280 employees)
- ▶ preparation and realization of a 3-year development strategy including changes to business model, investment of 200 million Czech crowns
- ▶ Led production restructuralization: 5S, TPM, teamwork, lean manufacturing
- ▶ Group-level management of procurement, HR, quality and external communications
- ▶ Banking relations, medium-term/annual/quarterly outlooks, strategic controlling

Finance & Purchasing Director *Jan 2013 – Sep 2014*

ALFA PLASTIK, a.s. *CZK 500 M sales*

- ▶ risk management before technical bankruptcy (sales of 500 million Czech crowns, EBITDA: -70 million Czech crowns, loan
- ▶ workout) in financial sector, cash flow, setting of calculations, setting of contribution margin system
- ▶ restructuralization of supplier portfolio
- ▶ re-engineering of purchasing and logistics processes
- ▶ creation of calculation and controlling system

Finance Director & Deputy CEO *Oct 2008 – Aug 2012*

ZKL, a.s. *Bearings manufacturer · CZK 1.4 B sales · 1 100 employees*

- ▶ Board member at ZKL Bearings CZ and ZKL Klášterec nad Ohří
- ▶ responsible for corporate finances, relations with financial institutions, managing corporate treasury

PERSONAL INFORMATION

Date of birth: 6 September 1977

Nationality: Czech

Marital status: Married, 2 children

Driving licence: A, B

EDUCATION

VŠB – Technical University of Ostrava

Faculty of Economics

Corporate Economics & Management

1997 – 2002

LANGUAGES

English: FCE Certificate

German: Basic

Czech: Native

CORE COMPETENCIES

- ▶ Corporate & project finance
- ▶ Turnaround & restructuralization
- ▶ Strategic planning & controlling
- ▶ Cash flow & treasury management
- ▶ People leadership
- ▶ Banking & stakeholder relations

TOOLS & IT

- ▶ Microsoft Office (Excel, Word, PowerPoint)
- ▶ SAP (IS)
- ▶ Balanced Scorecard

TRAINING & DEVELOPMENT

Practical Use of a Balanced Scorecard (2011)

Academy of Project Management (2008)

Outward Bound – Czech Way (2007)

Benchmarking (2006)

Debt collection & risk management (2005)

E-Commerce Investment Seminar (2001)

- ▶ responsible for medium term plan, annual plan and quarterly operational outlook
- ▶ systematic management of the individual subsidiaries of the company
- ▶ main tasks: refinancing the syndicated loan during the crisis, setting of the process calculations, tripling EBITDA from 50 million to 180 million Czech crowns within 3 years, acquiring finances for and starting up a bankrupt business (bought by the company), centralization of cash flow and accounting

Group CFO *Mar 2007 – Oct 2008*

TART, s.r.o. *Packaging group · CZK 1.6 B sales · 7 companies · 400 employees*

- ▶ responsible for corporate finances, relations with banking and financial institutions, management of corporate cash flow, setting prices, calculations
- ▶ setting annual budgets, cost management in the individual subsidiaries
- ▶ implementation of a unified report procedure and management of the corporate group
- ▶ systematic management of the manufacturing facilities (custom-made products, mass production)
- ▶ coordination of the management of the individual subsidiaries
- ▶ business analyses

Risk Manager / Financial Analyst *May 2003 – Feb 2007*

CASH REFORM, a.s. *Brno · leading Czech non-bank financial company*

- ▶ prepared, revised and assessed business plans, performed due diligence
- ▶ analyzed corporate finances and prepared sector analyses from target segments
- ▶ credit analyses and setting of credit limit, simulation of methods of financing clients
- ▶ devised scoring methodology for individual client financing types
- ▶ proposed principles of contract guarantees

Lead Manager & Partner *2001 – 2002*

MONETO CZ *Internet debt marketplace*

- ▶ KPMG Consulting strategic project partner
- ▶ the Ekonom magazine project coordinator, a project to support university students
- ▶ Led a team of 8; devised strategies and ways of communication with a strategic partner