

CURRICULUM VITAE

Jacek Owczarek



Personal data

Nationality: Polish

Professional Experience

2025 – Present | Family Office of Eurocash UBO | CEO | Lisbon

Led investment strategy, structuring, and ensured regulatory compliance for a family office managing multi-jurisdictional assets.

- Oversaw family investments across diverse asset classes and jurisdictions, aligning with long-term goals.
- Optimized investment structures and legal frameworks for efficiency, risk management, and compliance with financial and regulatory requirements.

2024 – Present | EMPIK | Independent Supervisory Board Member

Delivered strategic oversight and financial expertise to one of Poland's premier retail and e-commerce brands, driving growth and operational excellence.

- Monitored company performance, ensuring corporate governance and alignment with business objectives.
- Contributed to refinancing strategies and capital structure optimization, boosting financial flexibility and sustainability.

2008 – 2024 | Eurocash Group | CFO & Board Member

Leading financial strategy, governance, and investor relations for a publicly listed retail and wholesale group (PLN 32B revenue, 21K employees, 48 legal entities).

- **Financial Leadership:** Led all financial functions (controlling, reporting, accounting, tax, legal, compliance, investor relations) and managed a team of 230 finance professionals across multiple locations in Poland.
- **Public Company Compliance:** Ensured full compliance with financial reporting, stock exchange regulations, and evolving IT and operational requirement.
- **Data Integrity & SAP Optimization:** Supervised accounting and tax teams to maintain data quality; led continuous SAP customization for financial functions.
- **Strategic Planning & Budgeting:** Led the preparation of annual budgets for the Group and 23 business units.
- **Regulatory & Legal Oversight:** Managed relationships with regulatory bodies (UOKiK, Polish SEC, tax authorities) and led the legal department.
- **Corporate Financing:** Secured and managed PLN 4B in funding through various instruments (bank loans, factoring, guarantees and publicly traded bond), navigating high-leverage periods ($>3.5\times$ ND/EBITDA) and successfully reducing debt ($<1\times$ ND/EBITDA).
- **Working Capital Management:** Oversaw credit limits (~PLN 1B in B2B receivables), negotiated payment terms, and optimized reverse factoring costs.
- **Audit & Compliance:** Led relationships with external auditors and ensured rigorous financial controls.
- **M&A Strategy & Integration:** Led ~70 companies acquisitions over 13 years, successfully integrating diverse companies with different cultures and geographies.
- **Operational Efficiency:** Established centralized finance functions, including credit control and accounting.
- **Board & Leadership Role:** Active Board Member, involved in strategic decision-making, HR matters, and general management.
- **Investor Relations:** Managed relationships with Polish and international equity investors.

2005 – 2008 | Sanitec | CFO | Board Member

CFO role for CEE at Sanitec Group, manufacturer of bathroom products, overseeing financial operations for sales in Poland and manufacturing across 6 factories in Poland and Ukraine.

- **Controlling & Reporting:** Oversaw Group reporting, ensuring accuracy and compliance across both controlling and statutory requirements.
- **International Corporate Development:** Participation in establishing a joint venture in Ukraine and process of financing from commercial banks and the European Bank for Reconstruction and Development (EBRD).
- **National Corporate Development:** Contributed to the expansion of Polish manufacturing facilities, securing financing through governmental subsidies and grants to optimize cost efficiency and long-term financial benefits.
- **M&A Strategy and Integration:** Led M&A initiatives, including the evaluation and attempted sale of the Nordic region to private equity, overseeing due diligence, valuation, and negotiations.
- **Financial Leadership & Management:** Led and developed Finance teams across Poland and Ukraine, ensuring efficient financial operations, strong internal controls, and alignment with corporate objectives.

2003 – 2005 | Enterprise Investors | CFO of Portfolio Companies & Fund's Chief Monitoring Officer

CFO role for two portfolio companies, Stolica and Magellan, following promotion to the Fund level.

- **Controlling & Reporting:** Established basic reporting and compliance standards for companies newly acquired by EI Funds, ensuring consistency and alignment with industry best practices.
- **Financing & Operations:** Managed the financing of portfolio companies' operations, optimizing capital structures and supporting sustainable growth.
- **Corporate Development & M&A:** Led due diligence for potential acquisition targets at the fund level, providing financial insights and strategic recommendations.
- **Investment Strategy:** Contributed to exit strategies, playing a key role in the execution and value realization of portfolio investments.
- **Relations & External Partnerships:** Maintained strong relationships with external advisors and auditors.

1998 – 2001 | Netia | Deputy CFO | Group Controller

Started as Group Controller at Netia and was later promoted to Deputy CFO, contributing to the financial strategy of the pioneering independent telecom company founded to compete with the incumbent operator, TPSA.

- **Controlling & Accounting:** Oversaw accounting and controlling, ensuring financial accuracy and compliance with Polish GAAP, IAS, and US GAAP.
- **Corporate Development & Capital Markets:** Contributed to two high-yield bond issuances, exchange offers on the US market, and listings on Nasdaq and the Warsaw Stock Exchange.
- **Risk Management & Treasury:** Managed foreign exchange (FX) hedging strategies to mitigate currency risk and protect financial performance.

1995 - 1998 | Price Waterhouse | Auditor

Began career as an auditor, gaining foundational expertise in financial analysis, auditing standards, and business operations.

Education

- **Warsaw School of Economics (SGH) | Master Degree | Finance Banking Faculty**
- **ACCA | Certified Accountant (Full Program)**

Other Activities

Served as a Supervisory Board member of Magellan, a Warsaw-listed company specializing in non-banking financing for hospitals and public authorities in Poland, and a portfolio company of Enterprise Investors.