



Filip Gorczyca

Summary

Former CFO of Alior Bank, previously with the Medicover Group and PwC. 15+ years in international and dynamic settings across various industries, including banking and healthcare. Profound experience in leading companies through capital market transactions, including IPOs and public M&As, as well as in investor relations. Excellent communication skills, great at managing relationships with both internal and external stakeholders even in the most challenging environment. Harvard Business School executive education program graduate, FCCA, and Polish Chartered Accountant (*biegły rewident*).

Professional Experience

June 2017 -
Jan 2019

CFO and Deputy CEO of Alior Bank (established in 2008, has quickly grown into one of the eight largest banks in Poland with PLN 72bn total assets, innovations & IT leader)

- Directly supervised functions: Investor Relations, Controlling, Accounting, Financial Reporting, Tax, Data Governance (ca. 170 FTEs)
- Developed the financial aspects of the 'Digital Disruptor' 2017-2020 strategy implementation plan, including capital optimisation related to loan book growth and securitisation, and prepared the market communication of the plan (very well received by the market – ca. 50% share price growth from June 2017 till February 2018)
- Successfully co-led the Bank through large transformation projects, including the completion of the Bank BPH merger integration (both synergies and integration costs significantly better than originally planned – PLN 380m of annual net synergies), resulting in significantly improving profitability (ROE up from 6% to 12%) and winning numerous local and international awards in 2017 and 2018 (e.g. The Banker, Retail Banker International, Banking Technology Awards, EFMA & Accenture, Forbes, Newsweek, Computerworld)
- Supervised the compilation of quarterly/annual reports and consolidation packages as well as monthly management reporting for the Management and Supervisory Boards, and the 2018 and 2019 budgeting processes
- Supervised the successful implementation of IFRS-9, IFRS-15 and IFRS-16
- Co-led two M&A projects (including supervision of financial due diligence) – the potential merger with Bank Pekao and the acquisition of SKOK "Jaworzno"
- Co-led liquidity management ('ALCO' committee member)
- Successfully led a PLN 1.5bn synthetic securitisation project with EIF/EIB, as well as PLN 600m subordinated and PLN 250m non-subordinated bond offerings
- Coordinated both the S&P and Fitch rating processes in 2017 and 2018
- Coordinated all investor relations activities, including: the MAR implementation project, holding 100+ meetings with investors and analysts, compilation of investor presentations, co-leading results announcements

July 2017 -
Feb 2019

Chairman of the Supervisory Board of the investment fund company **Alior TFI** (prev. Money Makers TFI, listed on NewConnect until June 2018), member of the Audit Committee

Nov 2016 -
Jun 2017

Senior Investment Director at the Medcover Group (an international healthcare and diagnostic services group operating in Germany, Poland, Romania, Ukraine, India and other countries)

- Successfully led Medcover's IPO on Nasdaq Stockholm which raised €208m net in May 2017; all key dates in the original transaction timetable met despite huge complexity of the project – listing in Sweden, parent entity in Luxembourg, head office in Brussels and Stockholm, the two main business divisions managed from Berlin (diagnostic services) and Warsaw (healthcare services), operations in a number of different countries
- Coordinated all workstreams related to the IPO process, including: pre-IPO preparation; implementation of robust financial and non-financial reporting processes; workshops for key personnel; commercial, financial and legal due diligence; communication with the investment banks, legal advisors, auditors and other working parties; analyst and roadshow presentations; prospectus; post-listing continuing obligations
- Head of Group M&A

2013 - present

Chairman of the Supervisory Board of Magic Brands (a company selling beverages mostly under global brands to distributors in a number of countries)

- Initiated and coordinated the acquisition of a majority stake in the company together with a group of private investors

Jul 2007 -
Oct 2016

Vice Director (until 2011 – Manager) **at PwC** in the CEE Capital Markets and Accounting Advisory Services Team

- Built a centre of excellence relating to capital markets covering the entire CEE region
- Advisory services to companies from across CEE conducting capital market transactions (IPOs, further equity offerings, debt offerings, public M&A, and other)
- Advised on over 40 transactions from the banking, television, telecommunications, real estate, energy and other industries, with listings in Warsaw, London, Luxembourg, Dublin, Bucharest, Sofia, Tallinn, Riga, Vilnius and other markets
- Advised public companies on continuing obligations and investor relations, as well as MAR implementation projects
- Selected clients: the ITI Group, TVN, Multikino, PKO BP, PZU, Atlas Estates, Meridian Properties, HTL-Strefa, Eesti Energia, AS Trigon Farming, Magyar Telecom
- Significant involvement on the business development side with respect to all service lines; advised local private companies on all aspects related to financing
- Held dozens of lectures, presentations and workshops relating to IPOs and other topics across Central and Eastern Europe
- Author of a number of publications relating to capital markets (e.g. quarterly IPO Watch survey, numerous publications on financial information in prospectuses and continuing obligations of public companies, publications prepared for the Warsaw Stock Exchange)
- Group Manager role (HR Leader) for the non-audit services division at PwC Poland for a number of years
- Part of the PwC CEE Key Talent Development Program (regional leadership program organised for a small group of managers selected as future leaders of PwC CEE)

Sep 2004 -
Jun 2007

Senior Associate (until 2006 – Associate) **at PwC** in the Assurance practice

- Audits and reviews of financial statements and other assurance services

2001 - 2004

Internships at DWS Investments (Fund Management) in Frankfurt a.M. (Germany), at Citibank Handlowy (Financial Institutions Department), at BRE Bank (Project Finance Department), at KPMG (Corporate Finance), at the Polish Ministry of Finance, and at Sparkasse Offenburg/Ortenau in Offenburg (Germany)

Professional Qualifications

since 2010 **ACCA/FCCA**
since 2010 **Chartered Accountant in Poland** (*biegły rewident*)

Education

2015 - 2016 **Harvard Business School**, Program for Leadership Development graduate
2004 - 2016 Numerous leadership and managerial programs and trainings at PwC, including the PwC CEE Key Talent Development Program
1999 - 2004 **Warsaw School of Economics (SGH)**, Master's Degree in Finance and Banking
1995 - 1999 Stefan Batory High School in Warsaw

Languages

English: Fluent; LCCI EfB 4th Level (grade: 'pass with distinction')
German: Advanced; ZMP (grade: 'very good')

Personal Interests

Capital markets, investments (an active stock exchange investor since 2000), basketball, tennis, surfing

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