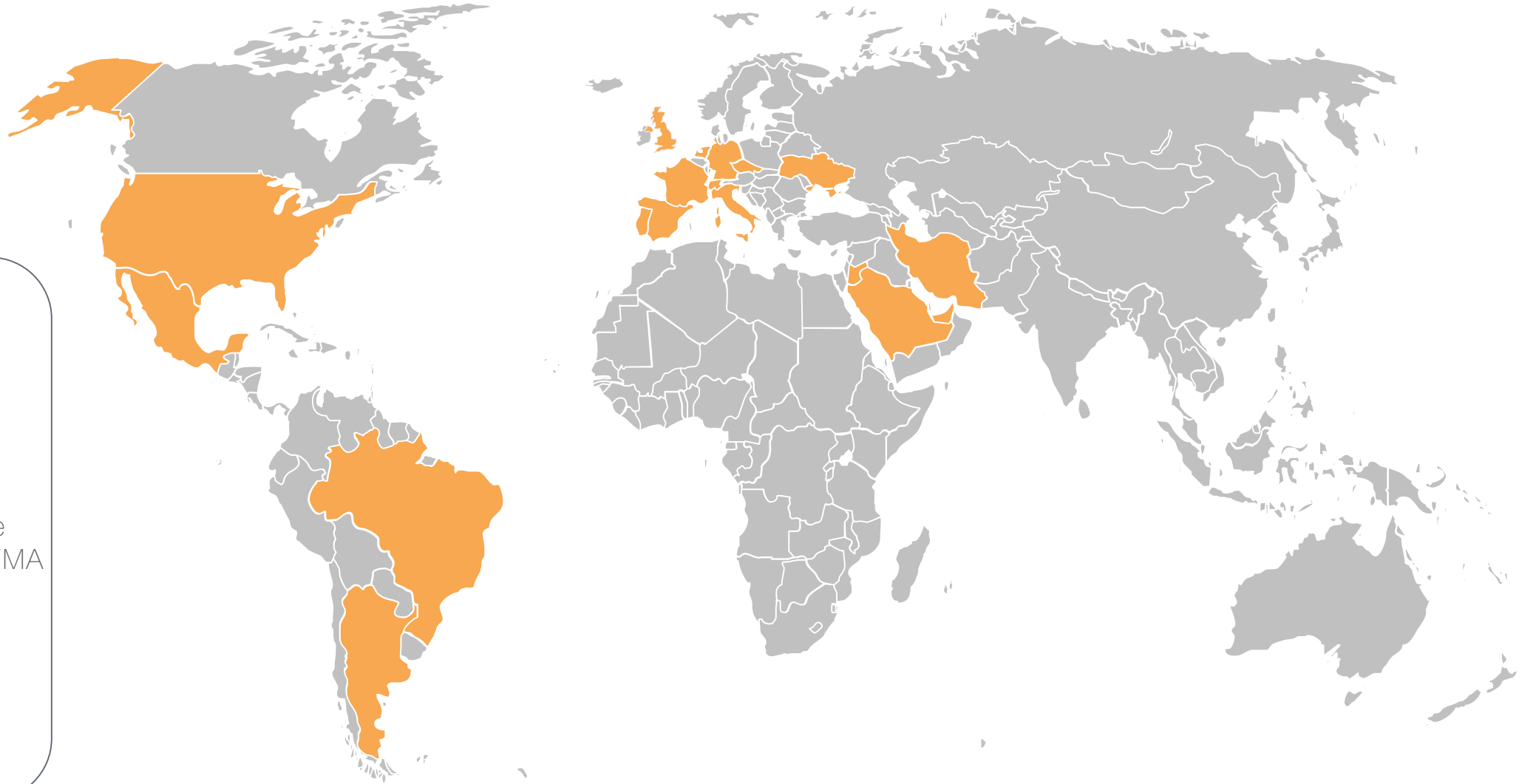




- Markets
- Planning board
- HR Services

performance, growth, profit

Markets



18 member states
27 cities
11 languages

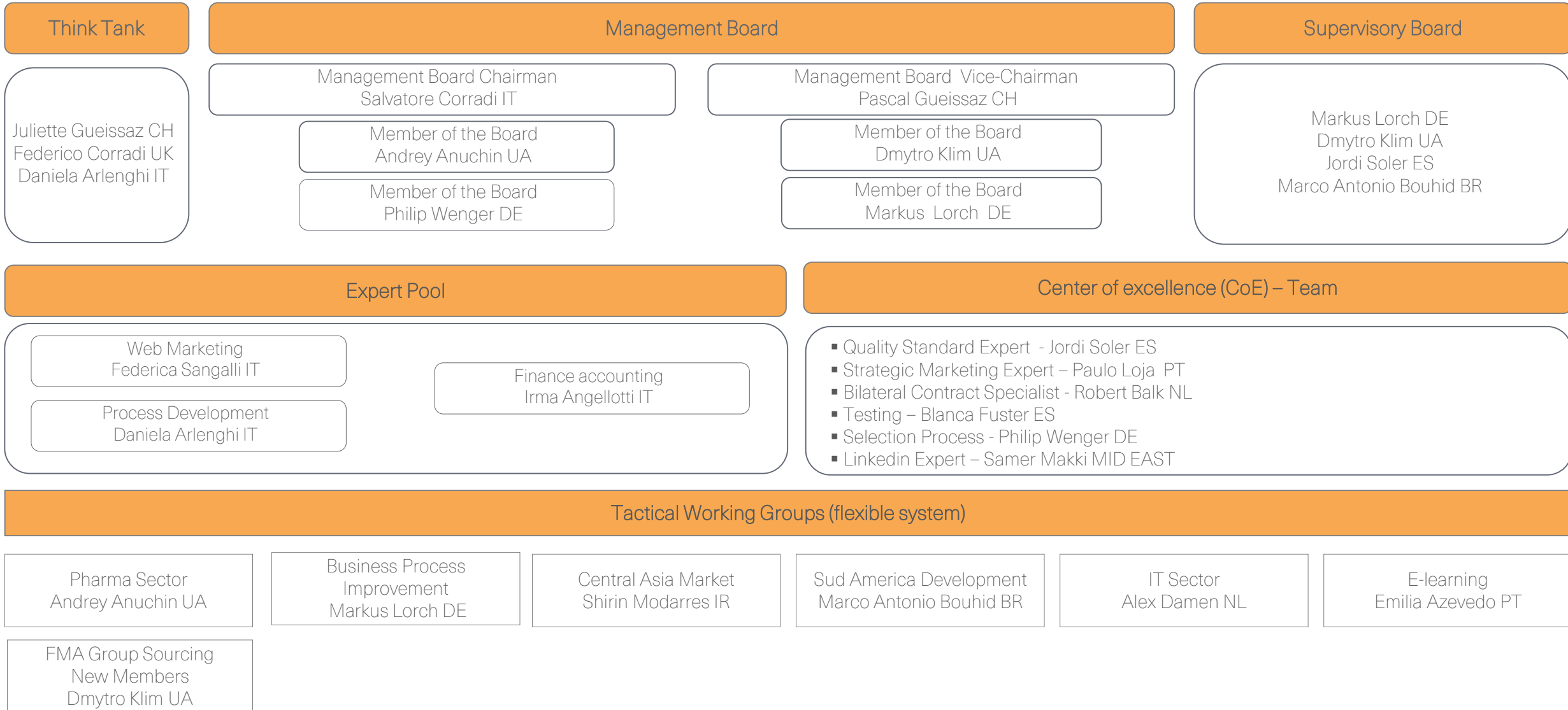
180 M target population

14 M total FMA Revenue
250 people working in FMA

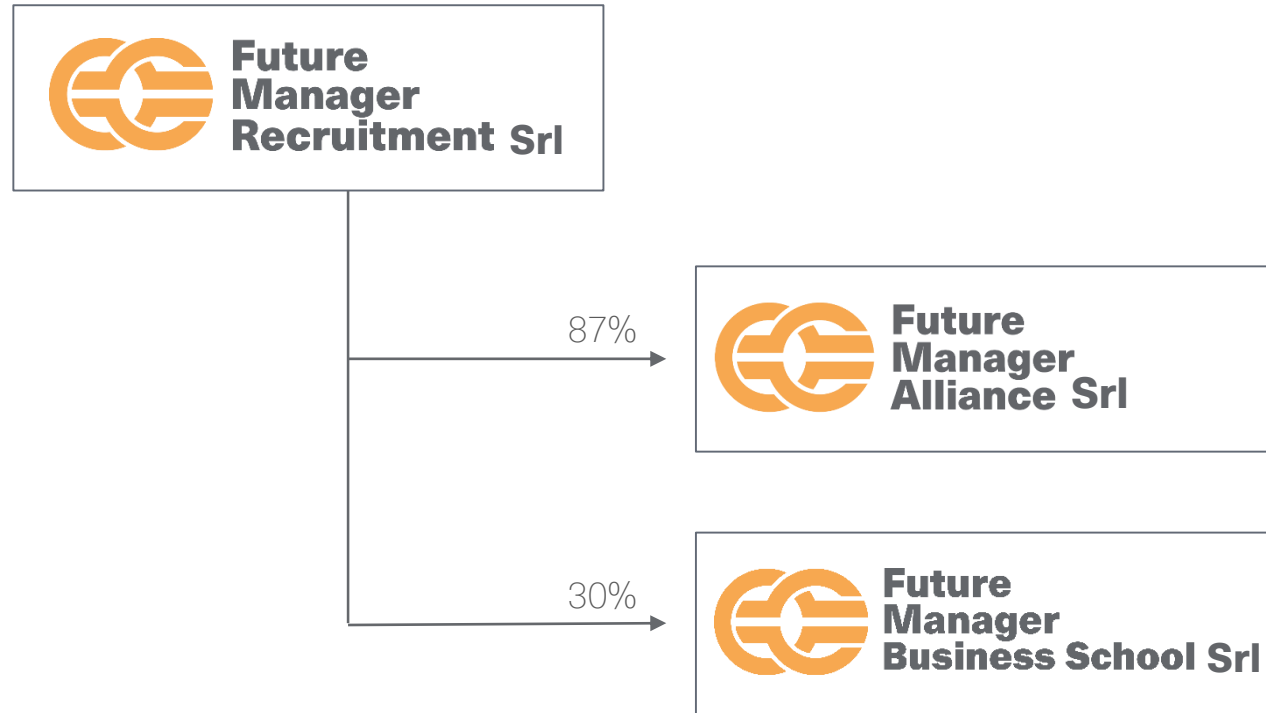
6 member states use
the Euro
12 member states use
own currency



Planning board



Corporate Structure



Updated: January 1, 2017

Structure

Supervisory Board

- A group of individuals chosen by the stockholders to promote their interests through the governance and supervise the general situation

Think Tank

- Create activities for growth: new markets, trends, future activities
- Analyze the situation on strategic topics with long term potential developments
- Drive Strategic Marketing Activities: “What do we need in the future?”

Tactical Working Group

- Define market strategies and track related activities (What information do we need to drive local and worldwide sales activities?)
- Define goals and structure, establish sales oriented mind-set, share product/market and project knowledges
- Establish market & competitor knowledge, provide related information and draw conclusions (What are our competitors doing? What can we learn from them?)

Center of Excellence

- They are teams that provide leadership, best practices, research, support and/or training for a focus area

Expert Pool

- Experts that offer their consultancy on specific technical issues

HR Services

Target Population

First Contract
(0-2 years of expertise –
learn skills)

Expert
(3-5 years of expertise –
learn & release skills)

Next Manager
(6-10 years of expertise –
release & create new skills)

Specialization Areas

- Engineering & Plant Management
- Production
- Operation & Manufacturing
- IT
- Technical Sales & Proposal
- Research & development
- Supply Chain
- Marketing
- Sales
- Accountancy
- Finance
- Product management
- Retail & GDO
- Legal
- HR
- Banking

Recruitment Methodology

- Executive Search
- Head-Hunting
- Temporary
- E-learning
- Consulting
- Outsourcing
- International sourcing program
- International talent program
- Assessment center
- Development & Training