

## CURRICULUM VITAE

### PERSONAL DETAILS:

**Luca SBURLATI**

Date of birth: July 22nd 1970

### PROFESSIONAL:

**2012-Today**

**Pattern Spa - Fashion Engineering & Production**

International Leader on Fashion Luxury Engineering & Production  
300 employees +250 external, Turnover: 65ML+

**CEO – Amministratore Delegato (Turin / Spello / Correggio)**

- In charge of P&L, Complete Organization and Management of company according to the Development Plans defined. Leading the company growth from 12 to 65 ML in 7 yrs.
- Lead the IPO at the Borsa Italiana (July 2019).
- Lead the M&A activities with the acquisition of Atelier Roscini (jul 2017), SMT - Società Manifattura Tessile (mar 2020) and Idee Partners Leather Goods (oct 2021).
- Built management team and define roles, responsibilities and goals.
- Negotiate and define long term agreement with customers and supply chain.
- Active Clients portfolio: worldwide Top Luxury brand. Sales 80% outside Italy. Pattern support his customers from Engineering up to the Runways/Catwalks and from production to the quality control and logistics with “turn keys” long term projects and collaborations.
- M&A: Negotiation, finalization and acquisition of Roscini Atelier (july 2017)
- Strongly act for Social Accountability Certification (SA8000), Sustainability Annual Report (from 2015) and the ESG rating (2020): B- (by CDP)
- Respond to the Board/Owners.

**2006-Dec 2011**

**Azimut-Benetti Yachts**

Luxury Yachts Builder- Worldwide Leader, 2500+ employees, 850ML€

*2010-2011*

**CEO – Amministratore Delegato - Atlantis Yachts (Piacenza)**

Brand specialized in Open Motor Boats 220 employees, Turnover: 30 ML+

- Chief Executive Officer of Atlantis Yachts responsible for the complete “Value Cycle”: Design, Engineering, Manufacturing, Supply Chain (Logistics; Procurement & Purchasing), Sales, After Sales, Marketing, HR & ICT, Safety. Sales mostly outside Italy (+75%).
- Define Budget & Forecast, Product Development and 3yrs Model Range.
- Atlantis is the division of Azimut Group specialized on Open-Sport Boats from 35’ to 60’ feet.
- Plant located near Piacenza with 220 employees and around 35€ Million Turnover. Performed a Resizing and restructuring plan due to the Yacht industry crisis
- Sales mostly outside Italy (+75%)
- Member of the Executive Corporate Steering Committee

*2009-2010*

**ICT, Organization & HR Corporate Director (worldwide)**

- Management of Information Communication & Technologies, Organization and HR across the different Brands, Business Unit and plants worldwide.
- Azimut-Benetti group in Jan. 2009 merge HR and ICT department all together to assess, develop and manage people, processes and tools on the same path. Responsible of ICT & Labor Cost (+80€ Millions).
- Definition of HR, Organization & ICT strategies, policies and implementations with the board
- Management of “economic turnaround team” focused on restructuring, resizing and cost cutting activities from oct.'08

2006-2008

**Corporate Human Resources Director**

- Drive and Develop HR and Organizational strategies & policies together with the President and Divisional' CEOs for the whole Group
- Lead HR teams (30 people) across different Business Units
- Manage top levels hiring, payroll & compensations, training & people development activities

2005-2006

**Fila SpA (Milano)**

Sportswear & Retail

**Human Resources Director**

- Responsible for HR Policies & Procedures. Manage all the EMEA Subsidiaries, Offices and Business (F, D, UK, E +sales and retail)
- Report to Cerberus HR VP, supporting the fund on re-organizational activities and business repositioning. Member of the International Steering Committee

2001-2005

**ArvinMeritor (Novara), (Lindesberg, Sweden) and (Lyon, France)**

Commercial Vehicle Systems, Rockwell Automotive

1.

**Human Resources Manager Europe, Business Unit Axles**

- Leading HR manager and teams of 4 plants around Europe (2 in France, Italy, Sweden) with 2000 Employees.
- Lead CVS HR business at European HR Council.
- Works in the European Merger & Acquisition team during the merger and acquisitions of 2 Renault Trucks Plants in Lyon, France.

1.

**Human Resources Manager – *Direttore del Personale***

- Responsible for Commercial Vehicle Systems Plant (600 People) for all matters such as Hiring, Training & Development; Compensation, Career, Plans, Pension and Benefit programs.
- Manage Unions and Industrial Relations, Diversity and Ethics programs; Safety and Security and Medical issues and law compliance.
- Direct Report to US HR Executives.

1995-2000

**International Rectifier IRCI spa – Turin**

US High Tech Company - 3 plants in Italy - 600 Employees

**Human Resources Personnel Plant Manager**

- Human Resources Responsible for Borgaro Plant (300p.) including direct and in direct people management, industrial and unions relations.
- Manage Italian and Indian facilities for Career Development Activities & Compensation (Staffing and Hiring, Corporate Training & Performance Review System).
- Italian manager for “World Wide Rotation Program”, project finalized to hire best candidates and talent, working together and reporting directly to US HR Manager.

### **Career Development & Training Coordinator:**

- Responsible for Internal Career Development & Training programs (performance evaluation, assessment and career development, job description analysis).
- Training Coordinator for internal and external activities, including Master in Information Technology.

### **Recruiter:**

- Staffing and Hiring Activities, Cv's screening and candidates Interviews, contact and relations with Universities.
- Job description and job analysis.

### **EDUCATION**

**2002- 2004 Executive MBA** at SDA Bocconi, Milan, Italy

**1995 University of Turin:** Bachelor on Political Science & International Relationships, final degree: 100/110.

**1991 - 1992 Erasmus Program:** 1 year Scholarships, University of Barcelona -UAB- Spain.

**1989 High School:** Liceo Scientifico "Segrè", Turin, Final overall mark: 50/60.

### **TRAININGS**

2006 Executive Coaching Model

2005 SOX, SabranesOxley Act Training, Milan

2004 PDI 360° Feedback Training

2003 Trainer Certification for "Cultural Orientation Model" – TMC/ARM, Cameri, Italy

2002 "Continuous Improvement" – ARM - Cameri, Italy

"White Shirt–Kaizen/Lean Manufacturing Concepts" KCG Cons. Troy - Michigan

2001 "Lion do it"- Managerial Ethology workshop- Unione Ind. Torino

2000 MPG "Manage Personnel Growth"- Caltech, CA, USA

1999 Train the Trainer in "FrontLine Leadership"- ZengerMiller, Milan

"Team Building" - Tesi/Cselt, Torino

1998 "8D Problem Solving" - Training Ford/IR-Turin.

1997 "Project Management" - Kepner Tregoe/IR , Los Angeles, USA.

"4P – Position, Performance, Potential & improvement", Sole24ore-Education, Milan.

"FMEA- Failure mode & Effects Analysis", Technicomp/IR, Turin.

1996 "Hiring & Recruitment for High Tech Company", Isper , Milano.

### **LANGUAGES & OTHERS**

**Spanish:** very good

**Fluent French**

**Good English**

**Intermediate Portuguese**

**Sport:** Running, ski & tennis.

### **Social Responsibility:**

Member of the National Board for "Social Responsibility" of Confindustria (2021-today)

Member of the National Board for "made in Italy" of Confindustria (2016-2020)

Member of the PMI Board, Confindustria, Industrial Association Turin (from 2012)

Member of the Italian National Plastic Industrial Committee (from 2009)

Member of Board of Director, Consiglio di Amministrazione of the Foraz, Training Entity of Industrial Association of Novara, Confindustria (2004-2005)