



## Europass Curriculum Vitae

### Personal data

Surname/Name **Nikolić Stojan**  
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Citizenship **Slovenian**  
Date of birth **07/01/1975**

### Work experience

|                                      |   |
|--------------------------------------|---|
| Period                               | <b>since 01/10/2014</b>   |
| Occupation or position held          | Financial director  |
| Main activities and responsibilities | <ul style="list-style-type: none"><li>- as the member of the management responsible for finance, accounting, controlling, marketing and sales, management of the group and information technology</li><li>- restructuring of the group and supervision of restructuring of individual companies in the group, ensuring liquidity, negotiations with banks, accepting and responding to risks, drafting of strategic guidelines in the field of finance</li><li>- we managed to receive the international credit rating BB (S&amp;P) and Ba2 (Moody's) and an improved rating outlook from the rating firm Moody's from stable to positive in 2018. Financial restructuring with the conclusion of the financial plan for the investment in generator 6 of the Šoštanj Thermal Power Plant was implemented and the HSE Group reduced its debt by EUR 400 million</li><li>- renovation of IT and introduction of SAP in the entire group.</li></ul>   |
| Name and address of employer         | Holding Slovenske elektrarne d.o.o., Kopraska ulica 92, 1000 Ljubljana, Slovenia  |
| Type of business or sector           | holding activity – energy   |
| Period                               | <b>since 16/10/2009</b>   |
| Occupation or position held          | Chairman of the Management Board  |
| Main activities and responsibilities | <ul style="list-style-type: none"><li>- management of the company, development and strategy of the company,</li><li>- acquisition and sale of companies at home and abroad, concentration and restructuring of the existing companies owned by the company, introducing new forms of investments, looking for new opportunities and flexibility relative to the market conditions not only in Slovenia but also in the countries of Central and South-east Europe,</li><li>- financial restructuring of the company (approx. EUR 15 million in loans was repaid in 2011, making Triglav Naložbe one of the rare holdings in the country which are not indebted); a multiple increase in cash flow from investments (from EUR 300,000 a year to EUR 1.5 million a year); operations with a profit for the first time since 2006, with profitable operations also being planned in the future</li><li>- active management of companies and management of joint projects in the Zavarovalnica Triglav Group, cooperation with external institutions etc.</li></ul> |
| Name and address of employer         | Triglav Naložbe d.d., Slovenska 54, Ljubljana   |
| Type of business or sector           | Holding activity  |
| Period                               | <b>from December 2008 to July 2009</b>  |

|                                      |   |
|--------------------------------------|---|
| Occupation or position held          | Member of the Management Board  |
| Main activities and responsibilities | <ul style="list-style-type: none"> <li>- as the member of the Management Board responsible primarily for portfolio management of assets of mutual pension funds and for management of capital investments with an emphasis on companies which had financial problems, such as, for example, Casino Ljubljana, Casino Bled and Casino Portorož, Steklarska Nova, Elan, Unior, Adria Airways, Paloma</li> </ul>   |
| Name and address of employer         | Kapitalska družba PIZ, d.d.   |
| Type of business or sector           | Insurance sector  |
| Period                               | <b>from 2003 to October 2008</b>  |
| Occupation or position held          | <ul style="list-style-type: none"> <li>- Worked between April and October 2008 as an advisor to the Management Board of Poteza Skupina d.d.</li> <li>- From 2006 I worked as the President of the Management Board of Poteza, borzno posredniška družba, d.d. From 2003, when I became a procurator responsible for development of the activity, to 2008 operating revenues of the company quadrupled and the number of employees tripled. During this period, an operating loss turned into almost EUR 2 million in profit, while we managed a total of EUR 1.5 billion in assets of our clients.</li> <li>- In addition to procuration in Poteza borzno posredniška družba, in 2004 and 2005 I also performed the post of chief operating officer (COO) at the level of the entire holding Poteza Skupina d.d. and covered the field of corporate finance and was responsible for the company's own venture capital investments in the region. Among the major implemented and realised investments, I would highlight Metalac Srbija (5% stake), Hemofarm Srbija (5% stake), Komercijalna Banka Skopje Makedonija (13% stake), Toplifkacija Makedonija (20% stake) in the buy-out field and Ocean Orchids (50% stake) and Evolve (45% stake) in the field of venture investments.</li> <li>- Started working as a procurator and advisor to the Management Board in Poteza borzno posredniška družba d.d. for the fields of development of services, information technology, risk management and business process optimisation.</li> </ul> |
| Main activities and responsibilities | <ul style="list-style-type: none"> <li>- Establishing a pension fund in Slovenia and the region - Drafting of business plans for the acquisition of licences and drafting of an investment strategy in accordance with laws</li> <li>- E-commerce</li> <li>- Establishing venture capital funds – drafting of the initial investment policy and processes for operation of companies</li> <li>- Renewal of processes and optimisation of operations</li> <li>- Introducing risk management in all fields of operation</li> </ul>  |
| Name and address of employer         | Poteza borzno posredniška hiša, d.d., Poteza skupina d.d.   |
| Type of business or sector           | Financial sector  |
| Period                               | <b>from 2001 to 2003</b>  |
| Occupation or position held          | Head of analysis, corporate finance and investment banking  |

|   |  |
|---|--|
| Main activities and responsibilities  | <ul style="list-style-type: none"> <li>- heading the department and M&amp;A and other consultancy projects (investment and financial consultancy) for companies such as: <ul style="list-style-type: none"> <li>o Slovenske železarne d.d. – financial advisor in the sale of a controlled company in an international tender,</li> <li>o Mlinotest d.d. – acquisition of a company in Croatia,</li> <li>o Iskra Sysen d.d. and Iskra Sistemi d.d. – merger of companies,</li> <li>o Kras d.d. – evaluation of company and consultancy in an attempt at consolidation of the meat processing industry,</li> <li>o Inspect d.d. – negotiations with the acquiring company and ownership consolidation,</li> <li>o Energetika Ljubljana d.d. – optimal structure of capital and investment consultancy with the purpose of restructuring investments worth approx. SIT 9 billion,</li> <li>o Actual IT, Istrabenz d.d. – financial advisor in an attempt to acquire Hermes Softlab d.d.,</li> <li>o Prva pokojninska družba d.d. – investment consultancy in the management of investments by funds and own capital,</li> <li>o and in numerous other smaller projects.</li> </ul> </li> </ul> |
| Name and address of employer  | Poteza skupina d.d.  |
| Type of business or sector  | Financial sector   |
| Period  | <b>from 1998 to 2001</b>   |
| Occupation or position held   | Head of trade and analyst  |
| Main activities and responsibilities  | Performed various tasks, from back office and payment transaction, through analyst and head of trade to project manager in the field of corporate finance and investment banking, where I managed or participated in several projects in the field of financial and managerial consulting for companies such as Iskra Sysen d.d., Loterija Slovenije d.d., Iskra Teling d.d., Delo d.d., Petrol d.d., SPL d.d., Salonit d.d., Skupina Tringrad, Prva pokojninska družba, Belinka d.d.  |
| Name and address of employer  | Poteza, borzno posredniška družba, d.d.  |
| Type of business or sector  | Financial sector   |
| <b>Education and training</b>   |  |
| Period  | 2001   |
| Education in/or National Qualification System                                   | regular master in management study programme (MScBA) with an average exam grade of 9.2 – without master's thesis.  |
| Main courses / acquired knowledge and competences                               | Financial management and investments programme   |
| Title and status of the institution granting the diploma and school certificate | Faculty of Economics, University of Ljubljana  |
| Level of Education According to National or International Classification        | Master's Degree  |
| Period  | 1993–1998  |
| Education in/or National Qualification System                                   | Bachelor of Economics  |
| Main courses / acquired knowledge and competences                               | Banking and finance; An award from Banka Slovenije for the diploma paper and an award from the faculty for study achievements.   |
| Title and status of the institution granting the diploma and school certificate | Faculty of Economics, University of Ljubljana  |

Level of Education According to National or International Classification

Bachelor's Degree

Period

1989-1993

Education in/or National Qualification System

Natural science and mathematics technician

Title and status of the institution granting the diploma and school certificate

Secondary natural sciences school in Šentvid (Gymnasium Šentvid)

Level of Education According to National or International Classification

Level V

### Personal skills and competences

Mother Tongue(s)

Slovenian

Other Language(s)

English, German, Croatian

Self-assessment

European level (\*)

Language

Language

| Understanding |          |         |          | Speaking           |          |                   |          | Writing |          |
|---------------|----------|---------|----------|--------------------|----------|-------------------|----------|---------|----------|
| Listening     |          | Reading |          | Spoken interaction |          | Spoken production |          |         |          |
| C<br>2        | English  | C<br>2  | English  | C<br>2             | English  | C<br>2            | English  | C<br>2  | English  |
| A<br>1        | German   | A<br>1  | German   | A<br>1             | German   | A<br>1            | German   | A<br>1  | German   |
| C<br>2        | Croatian | C<br>2  | Croatian | C<br>2             | Croatian | C<br>2            | Croatian | B<br>2  | Croatian |

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences

Communicational and managerial skills – acquired through education and past experience and improved in management schools (OK Consulting, Gustav Kaser) and individual training courses

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| Organisational and other skills and competences | <p>In addition to the managerial posts, I am or I was the president or a member of several <b>supervisory boards</b>:</p> <p>Cimos d.d. – member of the Supervisory Board, president of the auditing commission<br/> Avrigo d.o.o. – member of the Supervisory Board<br/> Elan d.o.o. (Skimar) – president/member of the Supervisory Board<br/> Energoinvest DVI Sarajevo – president of the Supervisory Board<br/> Info TV d.d. – president of the Management Board<br/> Metro d.d., Celje – president of the Supervisory Board<br/> KB Prvo penzisko društvo a.d. Skopje – member of the Supervisory Board<br/> Evolve d.o.o. – president of the Supervisory Board<br/> Association of Stock Exchange Members – member of the Supervisory Board and member of various working bodies<br/> Mineral d.d. Ljubljana – member of the Supervisory Board</p> |
|   | <p><b>Financial monitoring of investments, drafting of investment studies, appraisals, due diligence</b></p>   |
|   | <p><b>Investment banking</b></p>   |
|   | <p><b>Purchases/sales of companies, mergers and acquisitions</b></p>   |
|   | <ul style="list-style-type: none"> <li>- Acquiring the licence for a member of the management board of a brokerage firm / asset management company in 1999 (the Ljubljana Stock Exchange and the Securities Market Agency);</li> <li>- banking seminars / conferences in the field of investment banking and securities organised by the Ljubljana Stock Exchange, the Bank Association of Slovenia, the Faculty of Economics etc.;</li> <li>- seminars and practical training in the field of mergers and acquisitions in Slovenia and abroad (between 2003 and 2008);</li> </ul>   |
|   | <p><b>Organisation and restructuring</b> – most of the work experience in the last 10 years is connected with financial and business restructuring of companies or starting new companies</p>  |
| Computer skills and competences                 | <p>Excellent knowledge of Microsoft Office (Windows, Word, Excel), programming in VBA, SPSS</p>  |
| Other skills and competences                    | <p>B category driving licence</p>  |

Some of the important projects in the last 5 years

**Slovenian Sovereign Holding (SSH)** – at the invitation of the Ministry of Finance of the Republic of Slovenia, I participated in the drafting of the starting points for unification of management of the state assets. With representatives of the ministry and the Slovenian Restitution Fund (SOD), we prepared a plan for the establishment of the Slovenian Sovereign Holding, which was based on unification of management, improved structure of corporate management with clear responsibility of the executive branch of power, fulfilment of all existing obligations /commitments from these assets and determination of the purpose of the assets.

**Bank Asset Management Company (BAMC)** – proposed to the Ministry of Finance of the Republic of Slovenia to establish a bad bank and created the initial concept of the bad bank. Under the initial concept, the bad bank was conceptualised as a "development" company with the basic and key objective of restructuring of over-indebted Slovenian companies. Under the basic plan, it was planned that the bank would conclude the majority of restructuring activities in approx. 2 years, and then gradually transfer the assets to the SSH.

**PDP** – as a member of the Management Board of Kapitalska družba, I participated in the establishment of Posebna družba za podjetniško svetovanje (PDP), which as a manager was intended for more active management of state-owned companies which had difficulties even before the start of the financial crisis.

**Cimos**: 7,000 employees in 30 companies in the group with approx. EUR 400 million in revenue and the same amount of debt – as a representative of the owner and later a member of the supervisory board, I participated in negotiations with buyers, banks and state representatives. In my work in the Cimos case I see primarily two key points - I initiated and implemented the replacements of the management bodies of Cimos (the long-time president of the supervisory board and the chairman of the management board) and created a proposal for resolution which would simultaneously include state aid, expropriation and conversion of a part of the liabilities, which would enable the key part of restructuring - business restructuring and consolidation of operations of the entire group. Due to different interests, all proposed parts of the plan were eventually realised, but not simultaneously, which is why restructuring was unfortunately unsuccessful.

**Elan**: The group had almost 1,000 employees, more than EUR 100 million in revenue, 26 companies in the group and more than a EUR 10 million loss. We consolidated the group in two years (closed or sold a majority of non-core companies) into less than ten companies, almost halved the number of employees and rescheduled all financial liabilities. If it was not for the decision of the European Commission to label the latest recapitalisation in the amount of EUR 10 million as state aid, the company would have been salvaged with sustainable operations and capital structure.

**Energoinvest DVI Sarajevo**: at the time when I became the president of the supervisory board, the company had 70 employees who had not had their social security contributions and health insurance paid for more than two years, wages were seven months late and the employees were on strike. We managed to convince the striking workers to continue to fulfil their contractual obligations, and at the same time we managed to sell a part of non-core assets and conclude some legal disputes about ownership, which enabled the company to pay all obligations and, in agreement with the trade union, dismiss all employees and then re-employ only urgently necessary employees (approx. 15 employees for the scope of work at the time) under new, more flexible conditions. In 2013, the company operated with profit for the first time in almost ten years, and now it employs more than 30 people.

**Avrigo**: Triglav Naložbe bought a 100% stake in the company in 2012 for EUR 9.3 million. The group had EUR 14 million in revenue in 2011 and approx. EUR 3 million in EBITDA, and less than EUR 3 million in net financial debt, and with the organic growth and acquisitions the company will have more than EUR 45 million in revenue, EUR 9 million in EBITDA and EUR 13 million in net financial debt in 2014. In the same period, the company paid out EUR 5.8 million in dividends to Triglav naložbe.