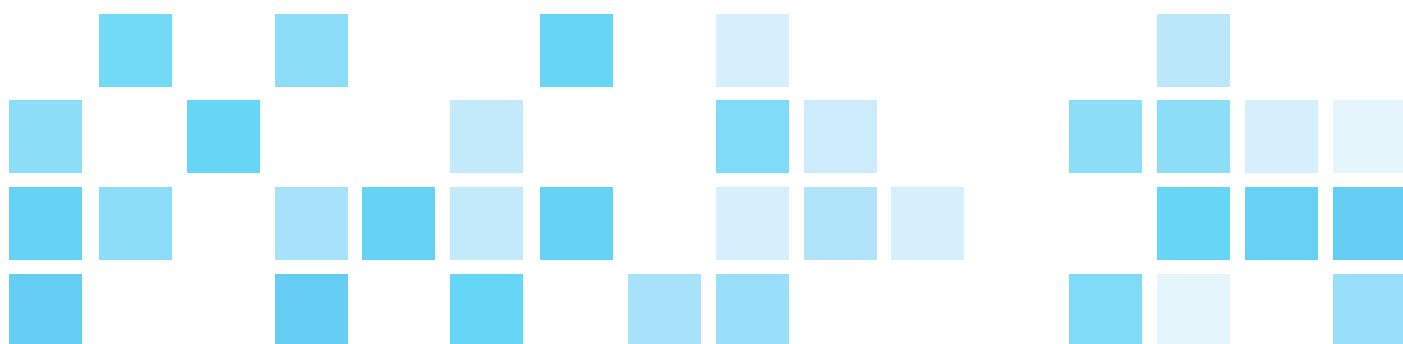


Customer Facing Employees

September 2016





SERGIO RINZIVILLO

Assistant Vice President

Head of Commodity Trade Finance Operations

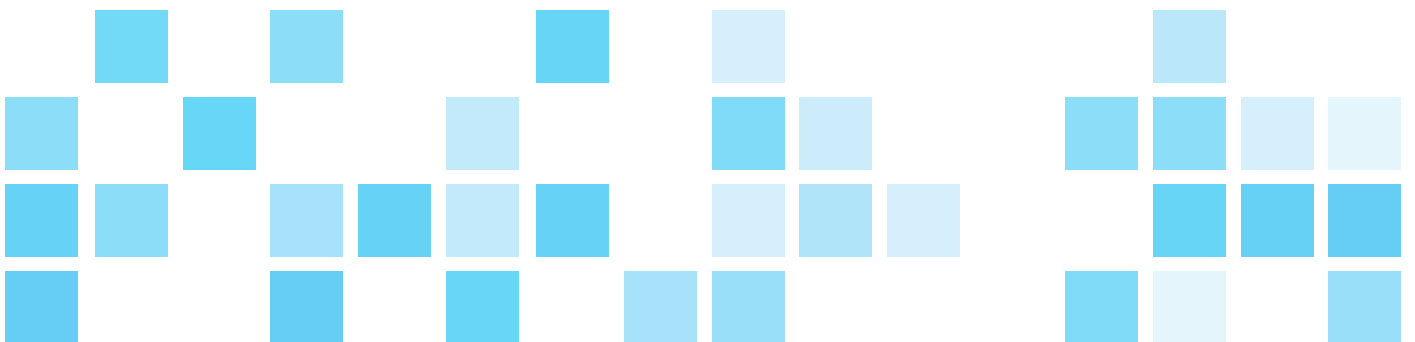
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sergio.rinzivillo@fimbank.com

Sergio joined FIMBank's Trade Services Department in 2008. He is currently responsible for the management of the Commodity Trade Finance Operations Department which effectively may be considered to be the bank's Middle Office. The team currently consists of 5 members and is geared towards managing the trading client's portfolio of deals. The department also acts as a point of reference to all internal and external customers.

Sergio has started his career in a local bank but moved on to other sectors including foreign exchange and import/export before joining FIMBank p.l.c. In the interim, he has obtained his Bachelor's Degree BSc (Honours) Banking and Finance from the University of Malta in 2000 and has completed his Masters in Finance from the University of Leicester (MSc Finance) in 2016.



**RODERICK AZZOPARDI***Assistant Vice President*

Commodity Trade Finance Operations

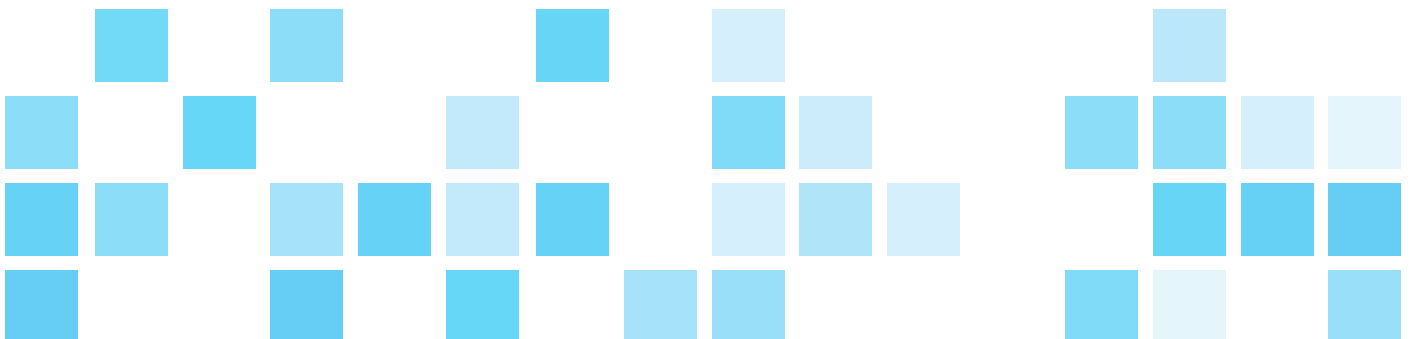
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roderick.azzopardi@fimbank.com

Roderick Azzopardi has begun his banking career with FIMBank and joined Trade Services Department in 1999 as a junior clerk. After some years he moved on to Payments Department in which he was responsible to lead a number of personnel to execute transfers, handle related issues and develop IT systems related to Customer transfers.

He joined again Trade Services and obtained the 'Certificate for Documentary Credit Specialists'.

After fifteen years of experience in Trade Finance, in February 2016 he joined Commodity Trade Finance Operations in which he is responsible to report new Corporate transactions to Risk Management, monitor and control on-going trade transactions related to Corporate Trade Finance.





ALISON BORG

Supervisor

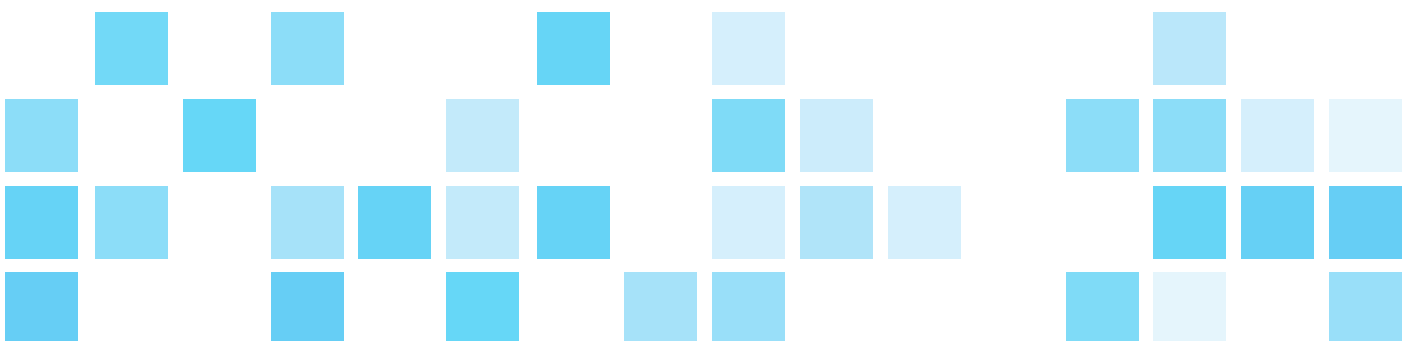
Commodity Trade Finance Operations

Tel: (+356) 23280146
alison.borg@fimbank.com

Alison Borg joined FIMBank in November 2006, and is currently a supervisor within the Commodity Trade Finance Department. She initially formed part of the Trade Services Department and during her role within this department, Alison gained a solid experience on Letters of Credit and other Trade related transactions. She was responsible for the handling of business transactions with particular exposure on business emanating from Dubai and was also involved in a number of system testing development projects to keep in line with the business growth strategies.

In May 2015 she moved to Commodity Trade Finance Department and she is currently responsible for managing the financing of a portfolio of customers.

Alison Borg is a Certified Documentary Credit Specialist and also holds a B.Sc. in Banking Practice and Management (Hons).





MAGDALEN WEST

Officer

Commodity Trade Finance Operations

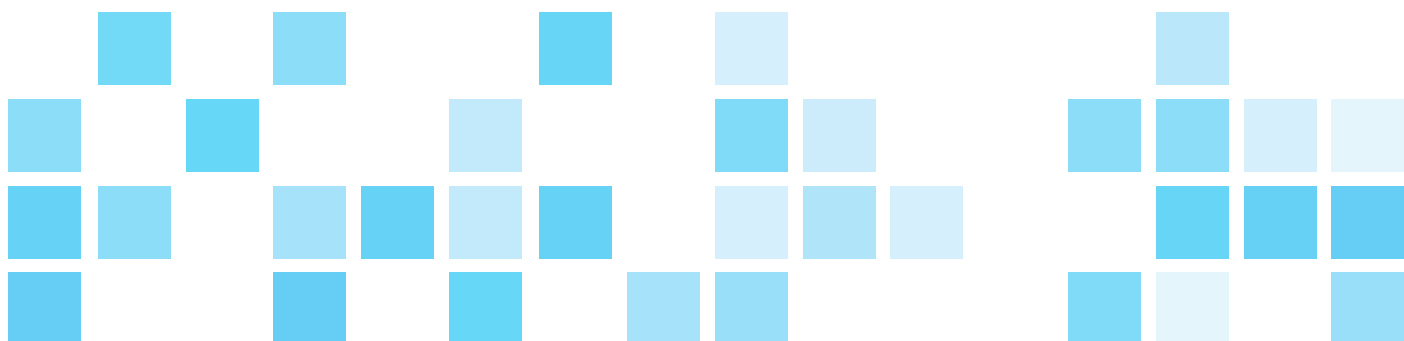
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magdalen.west@fimbank.com

Magdalen West is a Maltese national and joined the FIMBank in June 2012 and is currently part of the Commodity Trade Finance Operations Department. After graduating from the Malta College of Arts, Science and Technology, with an IFS Diploma in Banking and Financial Services, she joined the FIMBank as an associate in the Shipping and Support team within the Trade Finance Department. After being with the support team for over a year, Magdalen moved to the Commodity Trade Finance section where she started handling various Trade Finance facilities of corporate clients

and also Structured Trade Finance facilities.

During 2015 Magdalen was given higher duties and promoted to Senior associate. In early 2016, she was given 'B' signatory designation and promoted to Officer. In her current role in the Commodity Trade Finance team, Magdalen manages a number of client portfolios specialising mainly in Steel products and other Metals, Cocoa, Fast moving consumer goods and Energy products.





ANASTASJA MICALLEF

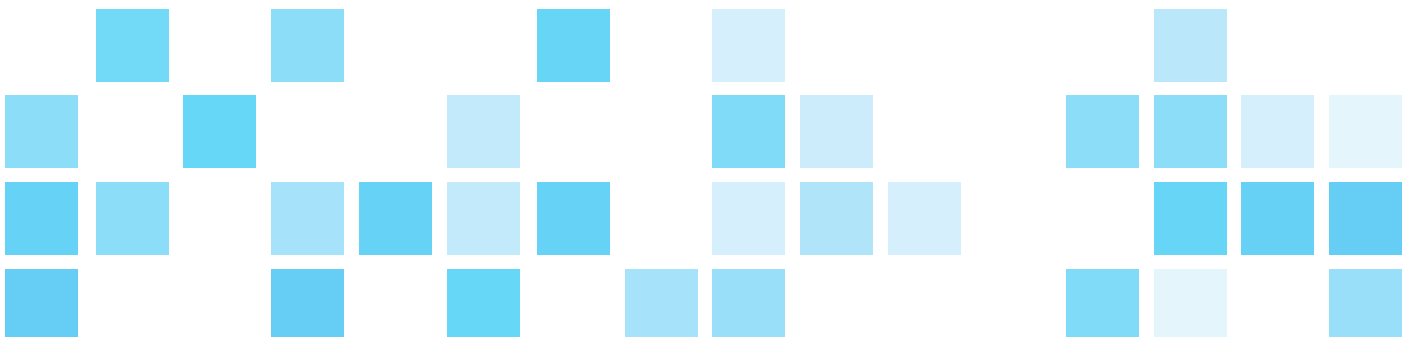
Officer

Commodity Trade Finance Operations

Tel: (+356) 23280134
anastasja.micallef@fimbank.com

Anastasja Micallef commenced her banking career at FIMBank in November 2010 after obtaining the IFS Diploma in Banking and Financial Services. She first joined the Payment Orders Department within FIMBank whereby she was responsible for the processing of payments of corporate clients and correspondent banks. In 2014, she attained her Foundation Degree in Banking Practice and

Management (FdSc) awarded by the IFS University College in collaboration with the University of Kent. In the interim she continued her studies to obtain a BSc (Hons) in Banking Practice and Management with the IFS University College. In March 2016 she joined Commodity Trade Finance Operations Department.





JESSICA TABONE

Senior Associate

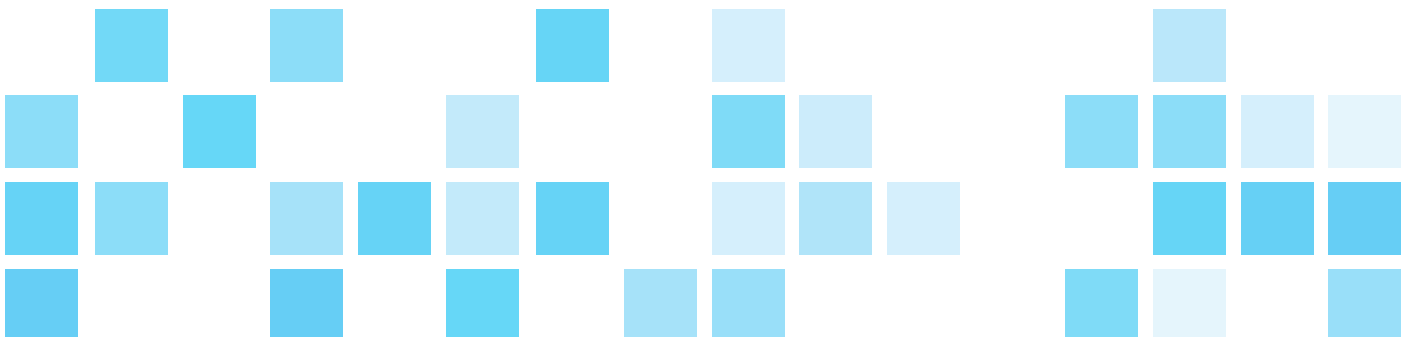
Commodity Trade Finance Operations

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jessica.tabone@fimbank.com

Jessica Tabone began her career at FIMBank back in 2012, after obtaining the IFS Diploma in Banking and Financial Services. Jessica commenced her career within FIMBank, as a member of the Trade Finance Payment Queries team, which at the time formed part of the Trade Finance Department. A few months after her enrolment, she joined the Transactional Trade Finance and Shipping team, whereby she gained a good experience in the

trading sector and enhanced her knowledge on trading facilities. After some time she transferred to the Shipping team, where she continued to develop her knowledge on Shipping facilities. Today, Jessica forms part of the Commodity Trade Finance team, where she is responsible, for the monitoring of several Commodity Trade Finance facilities.





DAVID COLEIRO

Assistant Vice President

Acting Head of Global Factoring Operations

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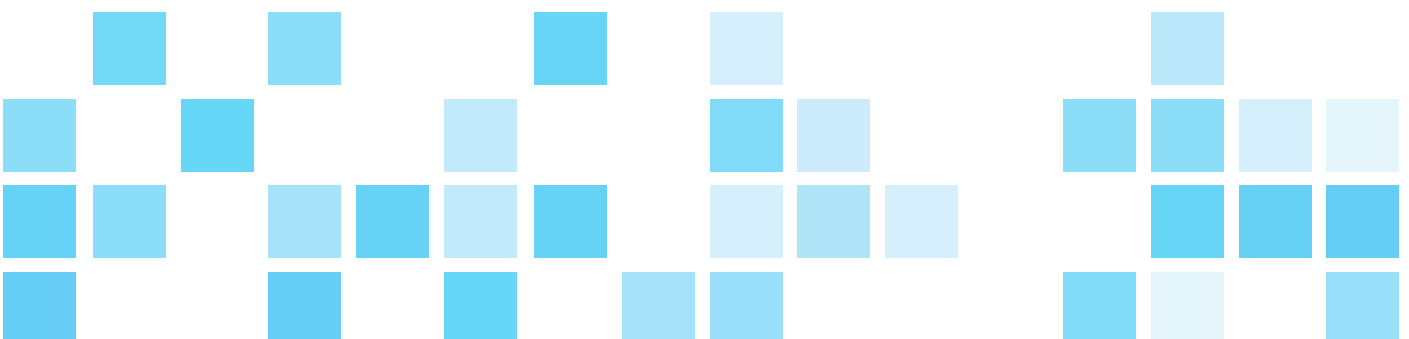
david.coleiro@fimbank.com

David Coleiro is a Maltese national and joined FIMBank Group in January 2001 and is the current Global Factoring Operations Acting Head. He is responsible for all factoring operations-related functions within FIMBank Malta, as well as system support and product advisory across the whole group.

After graduating from the Malta College of Arts, Science and Technology, he joined FIMBank Group as an associate helping in establishing the Payments Order section within the Trade Finance Department before progressing to fully concentrate on Trade Finance functions. A period in Client Management followed until in 2006, when FIMBank Group introduced Factoring as one of its core products.

David was part of the original team chosen to set-up the Factoring Department within FIMBank Group, obtaining knowledge from FCI and other factoring professionals along the way in order to establish proper and functional systems, policies and procedures, which have become a blue print for all of FIMBank Group's Factoring affiliates and subsidiaries. He has now been heading the team since 2015.

His banking career spans over 15 years, focusing mainly on Factoring and Trade Finance.





GOPAL CHATURVEDI

Supervisor

Global Factoring Operations

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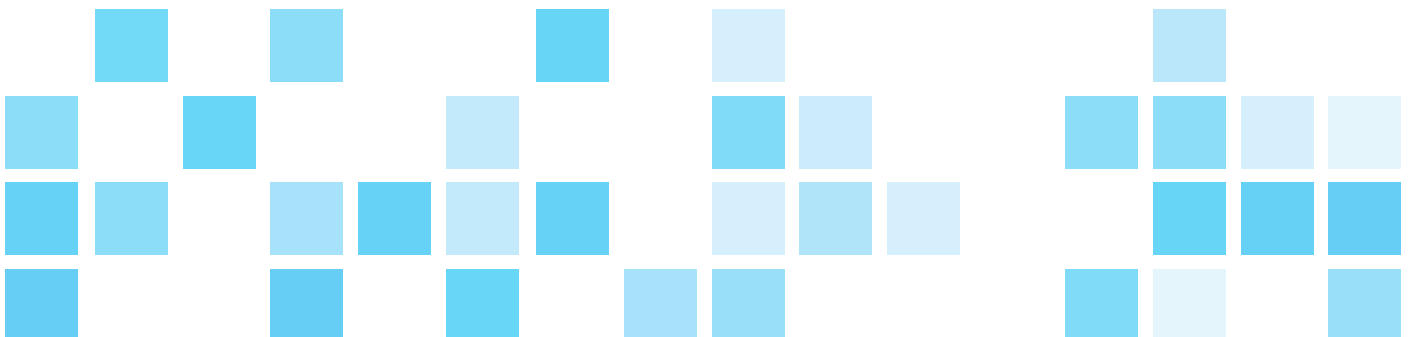
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gopal.chaturvedi@fimbank.com

Gopal Chaturvedi joined FIMBank Malta in December 2014 as a supervisor within the Global Factoring Operations Department. His role includes providing ongoing system and operational support and product advisory to the Group's Factoring affiliates and subsidiaries. Gopal also assists the Global Factoring Operations Head in any new system developments, monitoring and handling day to day operational functions within the Factoring Back Office while managing Client relationships with the aim of giving a good service to clients.

Gopal previously worked with Global Trade Finance (India), forming part of the Operations Department. Subsequently Gopal joined india factoring finance solutions pvt Ltd, a subsidiary within the FIMBank, as a Senior Officer. Gopal was part of the original team chosen to set up the Operations Department and outline their operational day to day processes and procedures.

He holds a Master's degree in Financial Management and has 8 years' experience in the Factoring field.





ANNALISE SARGENT

Officer

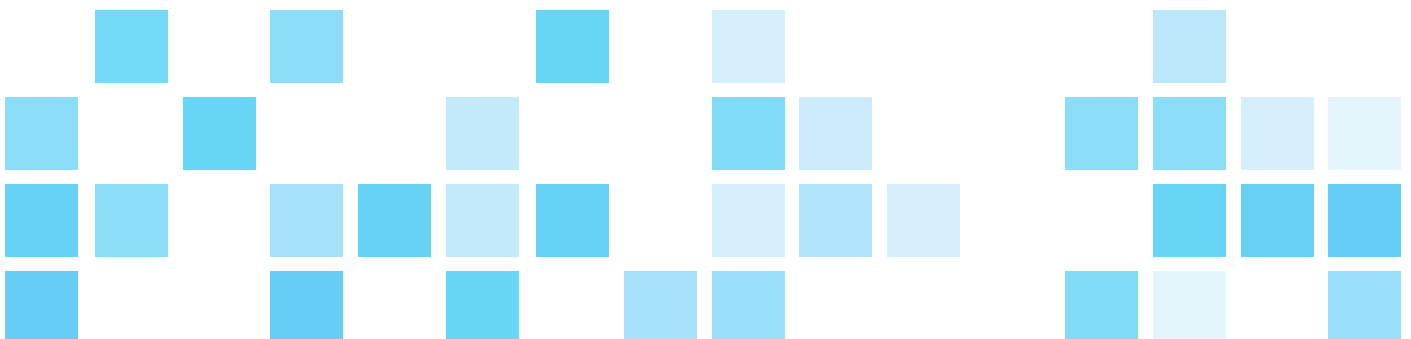
Global Factoring Operations

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annalise.sargent@fimbank.com

Annalise Sargent is a Maltese national and joined FIMBank in June 2011 and is now the current Factoring Back Office Team Leader at FIMBank Malta. She is currently responsible for supervising all day-to-day operational functions within the department, managing client relationships while assisting the Global Factoring Operations Head in any regulatory reporting tasks.

As a student and trainee, she was employed with Banif Bank plc in various roles for 2 years. Annalise

studied Banking and Finance prior to joining, and graduated in May 2011. She expanded her factoring and trade knowledge through hands-on experience and also through specific courses with Factors Chain International, the main governing body of the international factoring network. Through FCI she was also part of an educational workshop on International Factoring held in Vienna in May 2016 while also obtaining factoring certifications.





MARIOSA GRECH

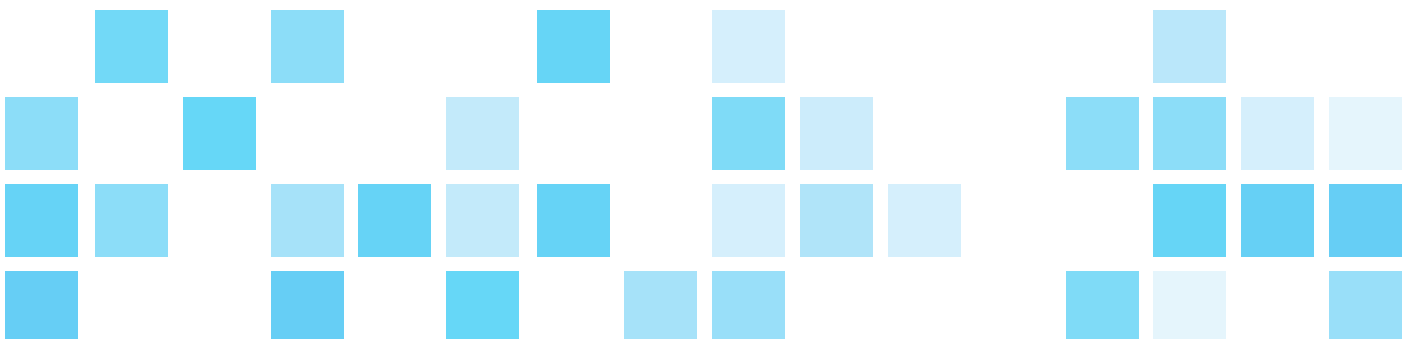
Officer

Global Factoring Operations

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mariosa.grech@fimbank.com

Prior to joining FIMBank Mariosa worked as an accounts clerk with an established local company. Mariosa joined FIMBank in 2001 as a receptionist where after three years at the front office she joined London Forfaiting Company. Eventually she moved on to the Customers Services Department

where she worked for the next ten years before moving on to the Human Resources Department. In 2016 Mariosa joined the Factoring Operations Department. Mariosa holds a Diploma in Management Studies obtained from the University of Malta.



**STEPHEN PORTELLI***Senior Associate*

Global Factoring Operations

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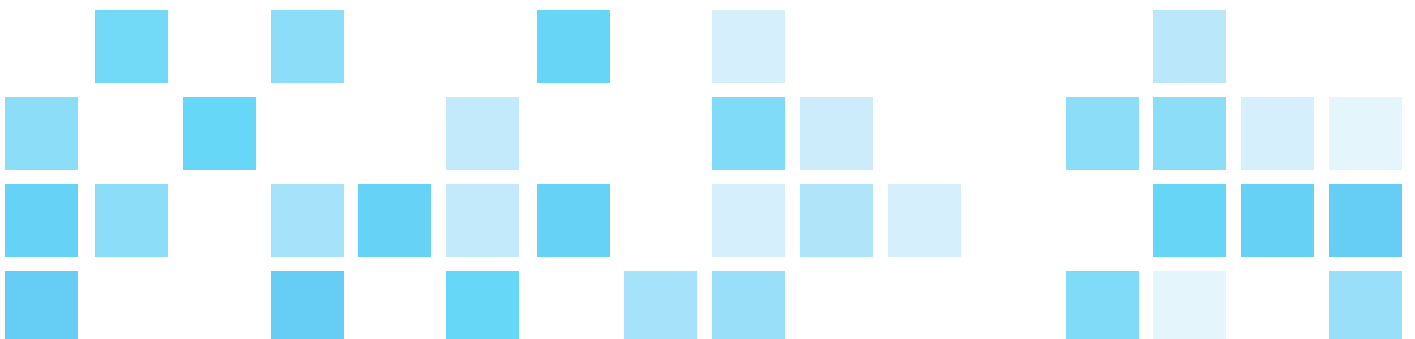
stephen.portelli@fimbank.com

Stephen Portelli joined the FIMBank in 2013 and is currently part of the Factoring Operations Department.

After graduating from the Malta College of Arts, Science and Technology and obtaining an IFS Diploma in Banking and Financial Services he

joined the Group as an associate forming part of the Factoring System Support team assisting all the Group's affiliates and subsidiaries.

He furthered his development in factoring by joining the factoring back office handling all day-to-day operational functions.





NICOLAS HENRION

Vice President

Head of Mediterranean Factoring

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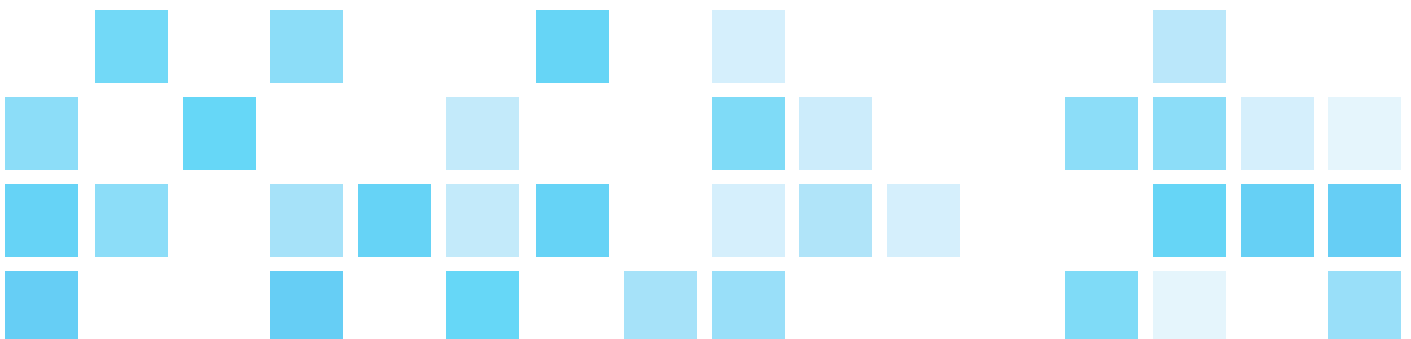
nicolas.henrion@fimbank.com

Nicolas joined the FIMBank Group in May 2013 as Deputy Head of Mediterranean Factoring, to spearhead the development of Med Factors. He has thirteen years of experience in the factoring field, having held executive roles for the implementation of various international operations.

Prior to joining FIMBank, he was Country Manager within the International Division of Credit Agricole Leasing & Factoring. His role as Board Member included the supervision of Leasing and Factoring subsidiaries located in the UK, Spain, Poland and Portugal. Highlighting his contribution to this role, are the sale of a Factoring Company in the UK and the setting up of a Factoring Entity in Poland.

He was engaged by the Credit Agricole as Deputy Head of the Corporate Department, specialising on cross border deals and cooperation with the Investment and Commercial Banking bodies of the Credit Agricole group.

Nicolas graduated with a Master's Degree in Business and Finance from France Business School in 2001, starting his career in Factoring and Credit Insurance with Atradius. During his tenure there he was in charge of a portfolio and profit centre in the south of France, his role later developing into managing the pan-European segment of the clientele dealing with various factoring facilities across eleven European countries.





TIAGO TREPÁ TORRES

Vice President

Mediterranean Factoring

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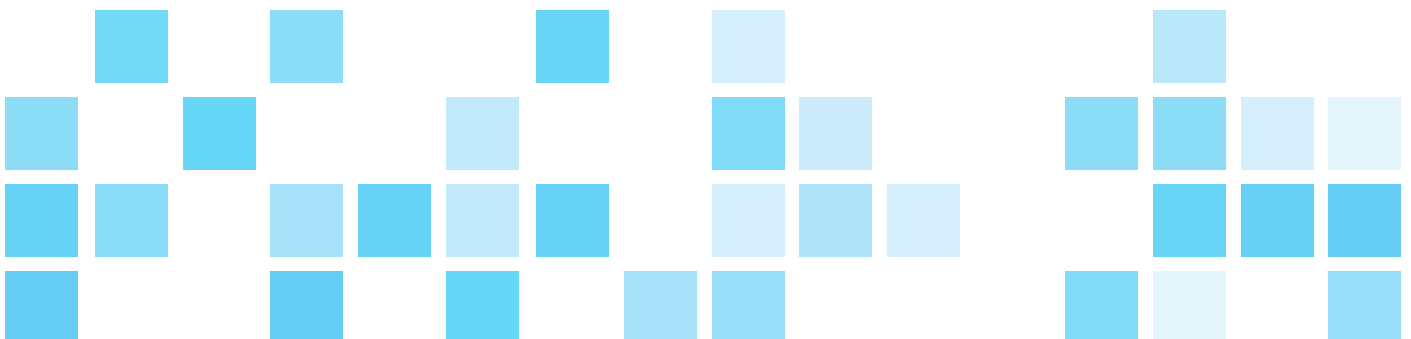
Tiago Trepá Torres joined FIMBank in January 2016 and is currently a Vice President of Factoring.

His role at FIMBank includes ongoing client relationship and portfolio management. Tiago is also responsible for business development in both the local and international markets, providing clients with Factoring solutions and other bank services.

Tiago previously worked in the oil and gas sector at BP PLC, in the company's Finance and Accounting function, after which he joined HSBC as an International Manager working in the bank's London based Global Securities

Services. Subsequently Tiago joined the Global Trade Finance team at HSBC in New York. As Vice President of Global Trade and Receivables Finance Tiago's responsibilities included leveraging HSBC's global network to develop business opportunities, with a focus on the USA, Asian and Latin American markets, as well as structuring, implementing and managing Receivables Financing facilities.

Tiago is an ACCA accountant with a Bachelor of Science (Hons) Degree in Applied Accounting from Oxford Brookes University, an MBA from IE Business School in Madrid and a Business Management Degree from the Portuguese Catholic University in Lisbon.



**DION FAVA**

Officer
Mediterranean Factoring

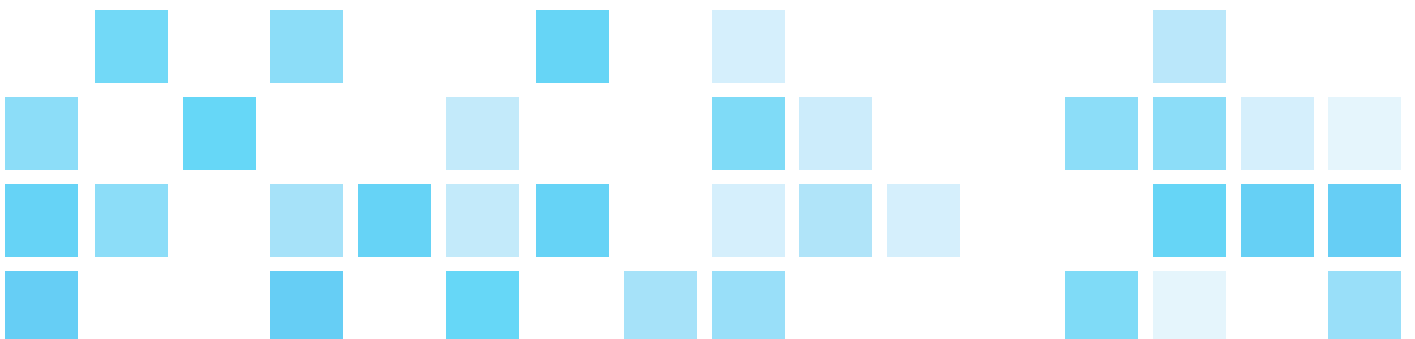
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dion.fava@fimbank.com

Dion Fava joined the factoring business at FIMBank in December 2015, bringing additional knowledge of the local market to the team. As a Factoring Officer, he manages an existing portfolio of clients, dealing with clients on a day-to-day basis, conducting business development and marketing initiatives, whilst supporting a wide range of other business and operational activities.

Previously, Dion worked for 3 years at Banif Bank as a relationship officer, responsible for managing a portfolio of both individuals and small corporate

clients. In his role at Banif, Dion dealt with clients on a day-to-day basis, making credit applications and cross selling bank products.

Dion holds a Diploma in Financial Services from MCAST and will be starting his Master's from the Edinburgh School of Business.





ALY SIBY

Executive Vice President

Chief Banking Officer

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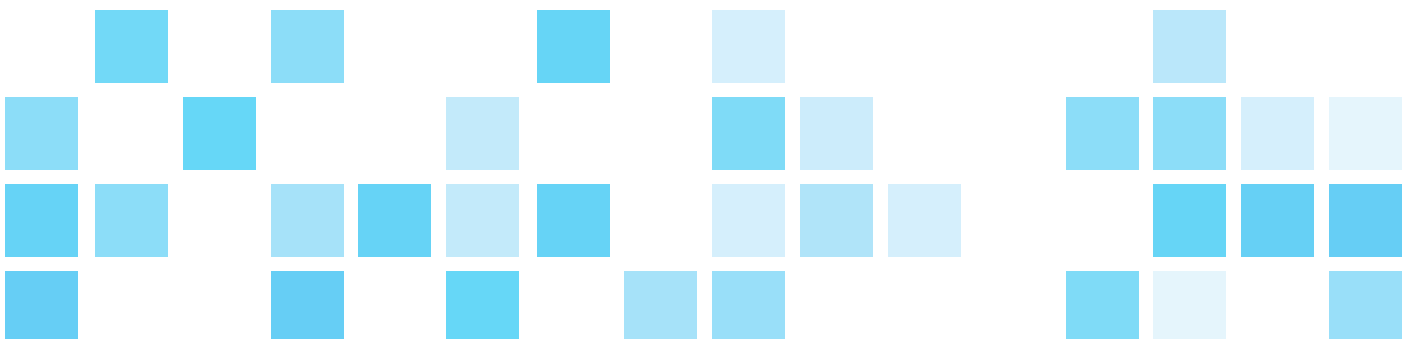
aly.siby@fimbank.com

Aly Siby, Executive Vice President and Chief Banking Officer, is responsible for the development of strong relationships and streamlined commercial strategies that deliver trade finance capabilities and profitable growth for the Institution.

Aly started his banking career as financial analyst specialising in the oil industry at Banque Trad Credit Lyonnais, in France, subsequently moving on to a managerial position in the soft commodities department of Credit Lyonnais. He then took up a senior position within the corporate and correspondent banking department at Banque Belgoise during which he was in charge of the Sub-Saharan African Region.

Aly joined FIMBank in 2006 with a mandate to develop the Bank's activities with all correspondents and predominantly those located in the African continent. In 2011 he was promoted to Head of Corporate and Institutional Banking and a year later assumed responsibility of the Financial Institutions & Deposits department. In September 2013, he was promoted to Executive Vice President and currently heads the FI & Corporate departments.

Aly has a Master's Degree in Economics and a 'Diplôme D'Etudes Approfondies' from the University of Rennes I, France as well a Master's of Business Administration Degree from the University of Rochester, New York, USA.





CORINNE LANFRANCO

First Vice President

Head of Financial Institutions
& Deposits

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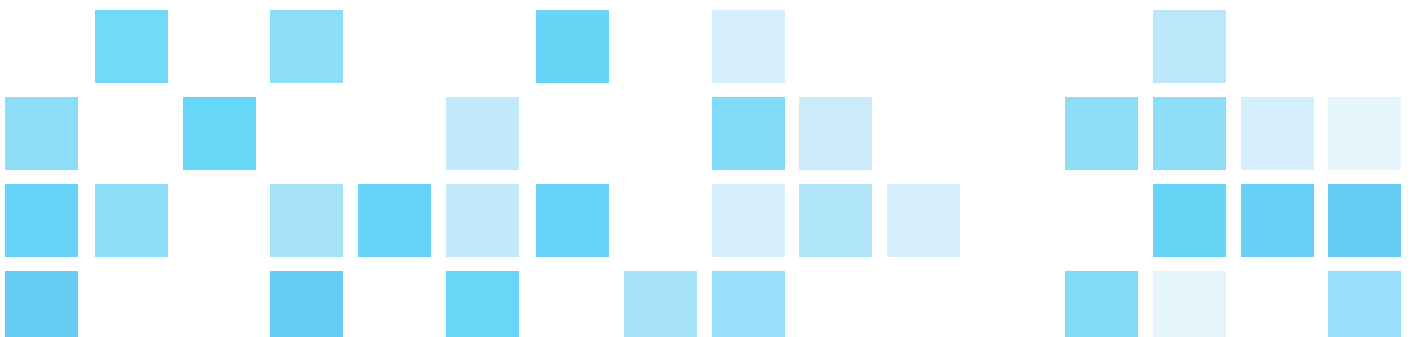
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corinne.lanfranco@fimbank.com

Corinne Lanfranco, joined FIMBank in December 2005 as Vice President in order to assist in the build-up of global correspondent banking relations. She focused on enhancing and optimising the network of correspondent banks particularly in developed countries with a view to streamline costs and rationalise operations. She has also assisted in establishing new relationships with correspondent banks from emerging markets particularly in the on-boarding process and ensuring operations are run smoothly. In 2009, Corinne was appointed as Head of the Financial Institutions Unit within the newly established Transaction Management & Control Department, where she was entrusted with the handling of all middle office functions in relation to Financial Institutions. She joined again the front office team in 2010, heading its middle office unit and taking on the role of relationship officer for upstream correspondents.

Corinne was promoted to First Vice President in 2013 and was tasked to head the Financial Institutions & Deposits Department which is a role she holds to date.

Corinne has a legal background and is a qualified Lebanese lawyer who has been involved in the financial services sector for a number of years. She was previously employed with prominent law firms in Lebanon and Malta offering special legal expertise in corporate advisory services. Corinne is fluent in Arabic, French, English and Maltese and has a law degree from St Joseph University in Beirut and a Masters degree in International Maritime Law from the IMO International Maritime Law Institute (IMLI – Malta).





ZIADE ZOUBEIRI

Vice President

Financial Institutions & Deposits

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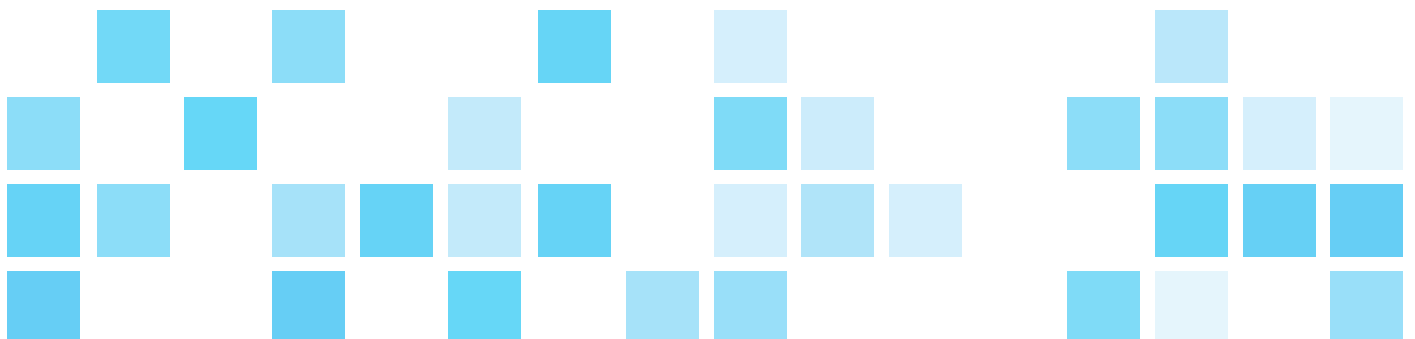
Ziade Zoubeiri joined FIMBank plc in January 2013, as Vice President of Financial Institutions, to carry on the development of the bank's activities with correspondents located in the African Continent.

Ziade started his banking career as Business Analyst at BNP Paribas UAE, assisting the management with the implementation of internal cost control tools, subsequently moving on to a Senior Credit Analyst position handling a portfolio of obligors throughout the Middle East.

He then took up a Relationship Manager position within the Financial Institutions department at BMCE Bank International plc, in London, during

which he was in charge for providing correspondent banking services (Trade Finance, Cash Management, Foreign Exchange) to Financial Institutions based in 12+ countries in Francophone (including Cote d'Ivoire, Benin, Mali, Senegal) and Anglophone Sub-Saharan Africa (including Nigeria, Ghana, Kenya).

Ziade has a Master's Degree in "International and Corporate Finance" from the ISC Paris School of Management in Paris, France as well as an Islamic Finance Qualification from the Chartered Institute for Securities & Investment UK.





NADER YAHIA

Senior Supervisor

Financial Institutions & Deposits

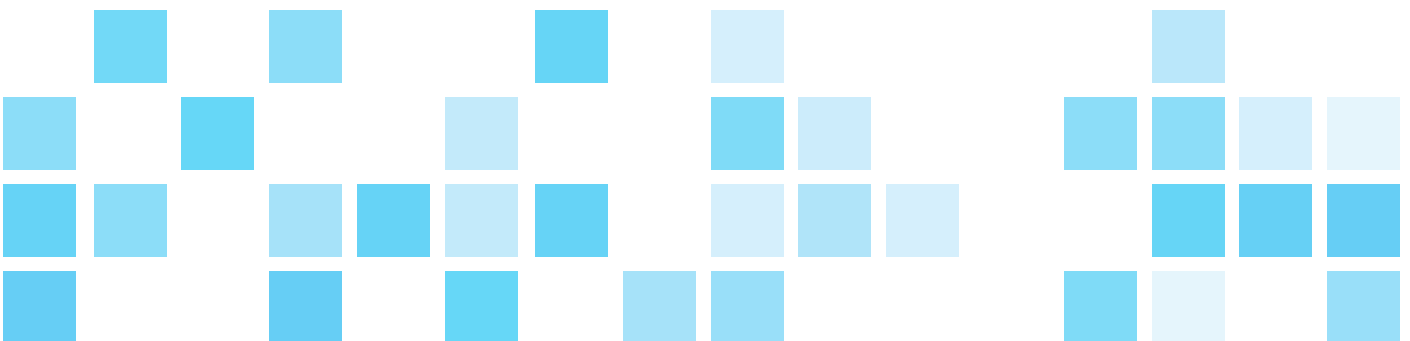
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Mob: (+356) 79828246

nader.yahia@fimbank.com

Nader Yahia joined FIMBank in October 2008. Nader is a senior supervisor in the Financial Institutions department, and he is in charge of maintaining relations with downstream correspondents with particular emphasis on the Libyan market. Nader also provides support and general middle office functions in relation to all Financial Institutions customer base, including handling queries related

to Letters of Credit, payments and compliance matters. His contribution has been crucial in developing the deposit base from Libyan banks. He has a Business Administration Degree from a high institute in Libya. He was previously employed with ENI Group Company for 6 Years in Libya. Nader is fluent in Arabic, English, and Italian.



**ALEXANDRA MICALLEF***Officer*

Financial Institutions

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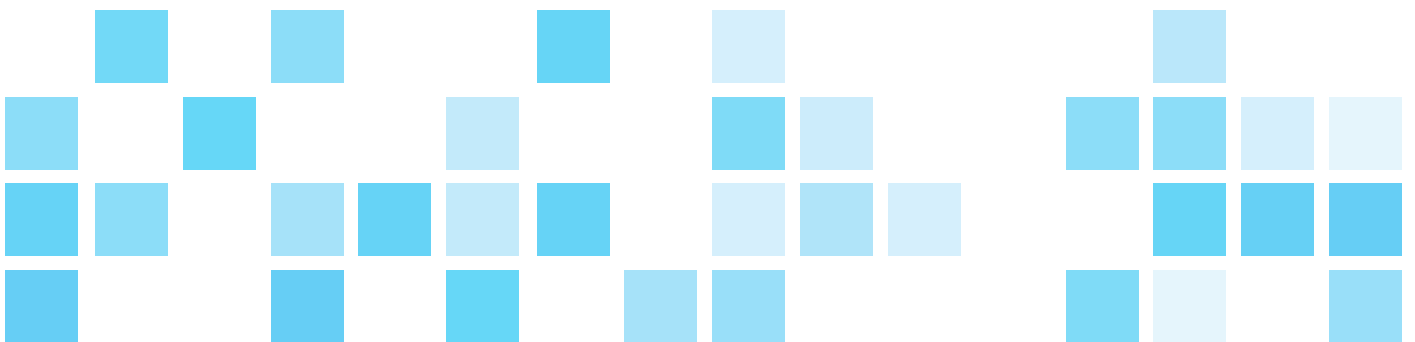
alexandra.micallef@fimbank.com

Alexandra Micallef joined FIMBank in March 2011 as a PA to the Head of the Corporate & Institutional Banking Dept. Later that same year Alexandra moved over to the 'banking' side of the department, now Financial Institutions, and was responsible for the daily position of all downstream correspondent bank accounts, which was eventually automated. She is in charge of handling all queries of deposit customers and Vostro banks alike, as well as providing assistance to the Head of Department and remaining FID staff mainly consisting of middle office functions and Compliance issues.

Alexandra's work experience started with an Italian Television station working in the news room. She

was then moved to the local TV station and was responsible for customers' advertising accounts and advertising schedules. She later moved on to join the Maltese-Italian Chamber of Commerce as the Administrative Secretary.

Prior to joining FIMBank she was employed for a number of years with a leading Group of Companies, holders of various motor vehicle franchises, ship owners, offshore and maritime services, as a PA to 5 directors. She was responsible for all Government Tenders, Motor Vehicle Orders and shipping and maritime affairs amongst others.





NICOLAS MORCELET

Senior Associate

Financial Institutions

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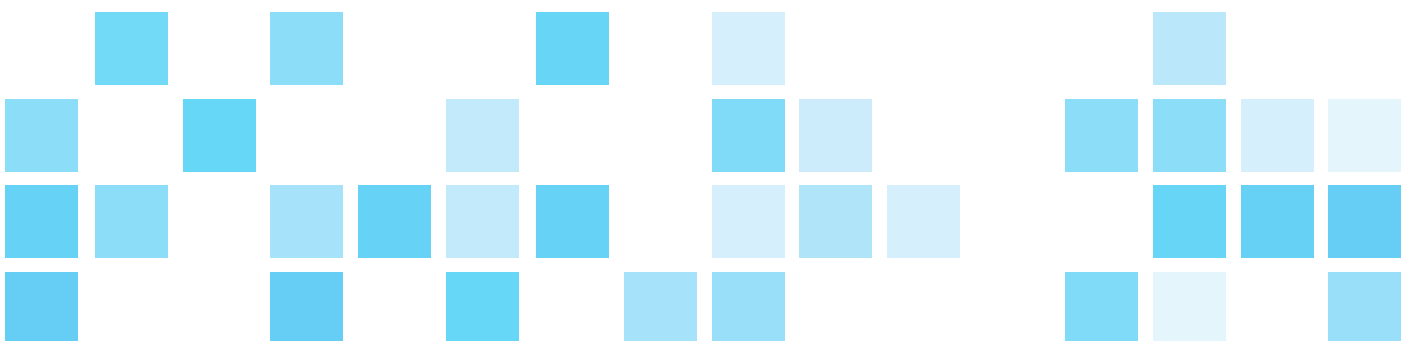
nicolas.morcelet@fimbank.com

Nicolas Morcelet joined FIMBank in November 2014 as a Senior Associate within the Financial Institutions team.

He is in charge of handling all middle office functions and addressing correspondent banking queries with the aim to provide efficient customer services to correspondent banks. Nicolas's task is to ensure punctual and accurate follow up of all payment and LC queries and coordinate as necessary to ensure smooth and prompt execution of client's instructions. He also handles compliance duties as assigned to the department, particularly

ongoing live monitoring requests, as well as assist in compiling documentation for yearly reviews of account holders.

Nicolas's work experience started in Malta 9 years ago with leading local Import/Export companies as an Administrative Marketing Manager and later taking on the role of Assistant Country Manager. Prior to joining FIMBank, he was employed for a number of years with a leading Group of Companies in the Gaming sector.





MAARTEN VAN ALKEMADE

Senior Vice President

Senior RO
Trade & Commodity Finance

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Maarten van Alkemade joined FIMBank in April 2014 as Head of Trade & Commodity Finance, based in Malta. Maarten has almost 30 years of experience in banking and commodity trade, working on both sides of the fence' both in commercial & management roles in banks and as Finance Director with several Commodity Trading companies.

He grew up in Holland, graduated as a Lawyer , and choose for a commercial career in Finance as a Management Trainee in one of the oldest finance institutions in Trade & Commodity Finance named Bank Mees & Hope , which later evolved in to Fortis Bank (nowadays merged into ABN-Amro Bank) , a very dedicated & specialised player in the global Trade Finance business .He co-managed the office for MeesPierson in Hong Kong , and pioneered setting up one of the first dedicated Trade Finance Offices in Singapore , from where he ultimately was appointed as Regional Manager Asia for Trade & Commodity Finance. Later on Maarten joined Rabo Bank and started the subsidiary Bank office in Shanghai, China, with a strong focus on

Agri Commodities , followed by several years in Bangkok , Thailand as the Head of Finance for a large International Agri Commodity Trading Group .In 2000 he went back to Europe and worked for 5 years in London as the Finance Director for a specialist Steel & Aluminium Trading group, dealing with all the London based banks in the metals-industry .

In 2005 he left the UK for South Africa and joined Standard Bank and re-started a dedicated department in Johannesburg as Director& Head of Structured Trade & Commodity Finance with a mandate to originate business across Africa in close cooperation with the various Standard Bank offices in 20 African countries. After a short stint of 2 years at a Johannesburg based Metals & Mining Group, he became a partner in 2 different mining ventures one in Namibia for Manganese and the other focussed on Coal in South Africa. In 2013 Maarten was asked to join FIMBank first in his capacity as consultant to develop the African market, which resulted in his appointment in 2014 to head up FIM Bank's Trade & Commodity Finance in Malta.





DENNIS CAMILLERI

First Vice President

Trade & Commodity Finance

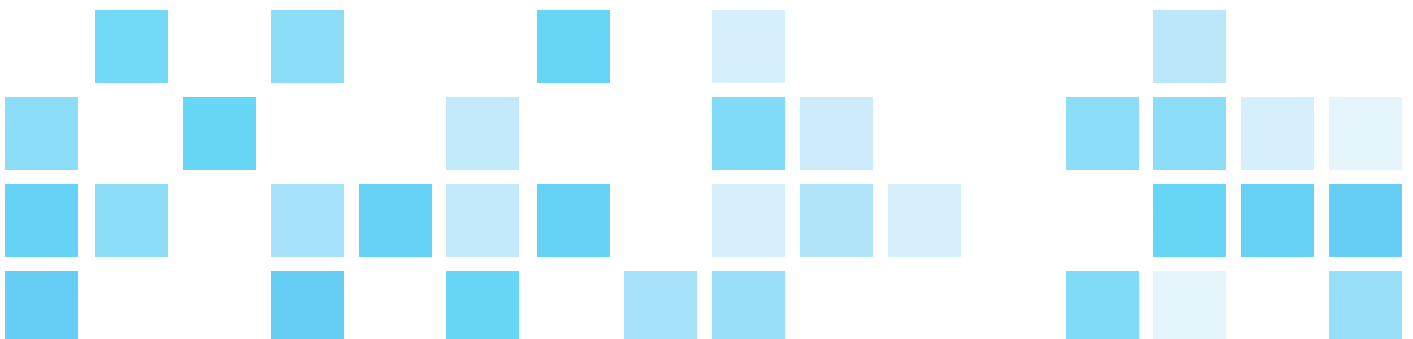
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dennis.camilleri@fimbank.com

Dennis Camilleri joined FIMBank sixteen years ago from Bank of Valletta p.l.c. At the time of joining FIMBank, Dennis occupied the post of Assistant Manager within the Bank's Trade Services Department. In 2005, he moved to the newly established Business Development Team, where together with the rest of the team, he was responsible for corporate business development.

Dennis is well-versed in international trade finance and structuring. He graduated from the University of Manchester where he obtained a degree in Financial Services. Dennis currently occupies the post of First Vice President within the Trade & Commodity Finance Department focusing on the Mediterranean region.





MUHAMMAD IMRAN

Vice President

Trade and Commodity Finance

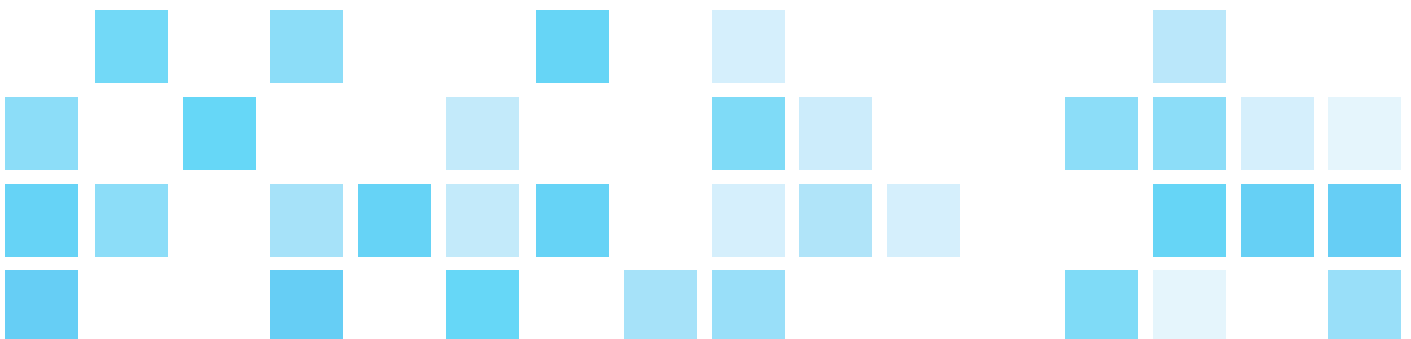
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Muhammed Imran joined FIMBank on 2nd February 2016, after extensive experience spanning over 14 years in the banking and commodity trading sectors. Prior to joining FIMBank, he worked as a Trade Finance and Risk Management Manager with a reputable commodity house.

In the past he has also been associated with organisations of certain stature such as such as Stemcor, Mashreq Bank, National General Insurance and Emirates Bank, having held a number of different positions in both Dubai and United Arab Emirates. Imran holds an MBA Degree, specialising in Finance.





JONATHAN AZZOPARDI

Assistant Vice President

Trade and Commodity Finance Department

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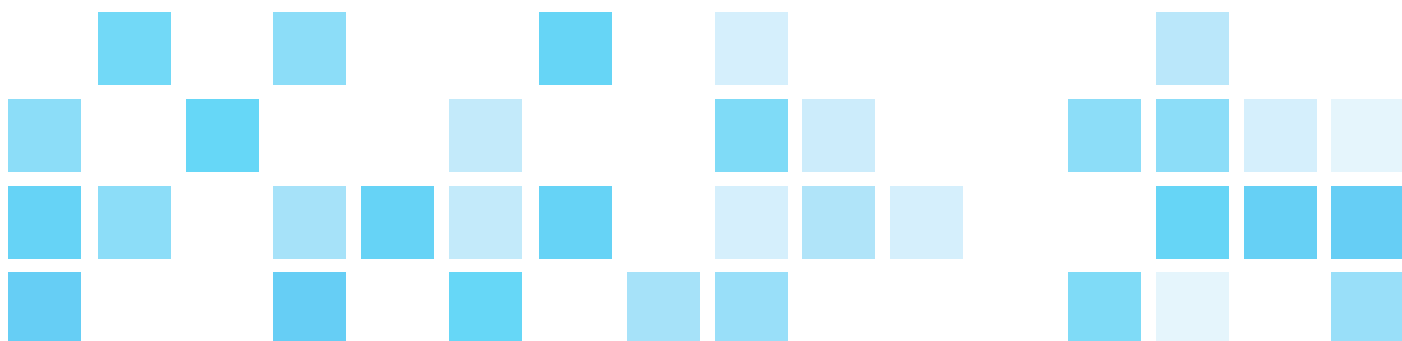
jonathan.azzopardi@fimbank.com

Jonathan Azzopardi joined FIMBank in 2004 and is currently a Relationship Officer within the Trade and Commodity Finance Department responsible for corporate business development.

Throughout his career at FIMBank, Jonathan held roles within different departments including Trade Services, Risk Management and Commodity Trade Finance Middle Office. The role in Middle Office was of particular importance given that Jonathan was responsible for setting up a new concept within FIMBank which enabled the Bank to deal with

structured commodity trade finance. This allowed Jonathan to gain experience in different trade finance structures and in devising ways of how these structures can be tailored to the customers' needs.

Jonathan holds an Advanced Diploma in Money Laundering (University of Manchester), an Honours in Banking and Finance (University of Malta) and a Masters of Science in Financial Services (University of Leicester).





KATERINA PASHCHENKO

Officer

Trade and Commodity Finance Department

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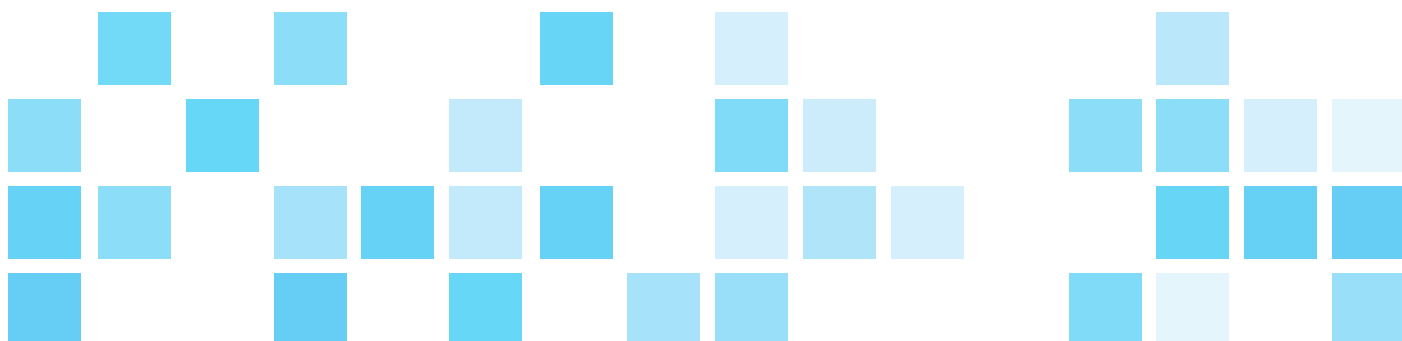
katerina.pashchenko@fimbank.com

Katerina joined FIMBank in April 2015 as an assistant Relationship Officer, previously being in the retail industry in Malta with a specific focus on luxury goods where she was in charge of sales and brand management; handling relationships with customers and suppliers.

She is fluent in Russian and holds 2 Masters Degrees: firstly in Global Economics and Business relations and secondly in Professional Translations, both from Samara State University of Economics in Russia. During her studies she undertook a number of internships in various industries related to finance namely: customs clearance agency, Bank

and also Financial and Analytical departments within the largest car factory in Russia providing benchmarking.

Currently she supports the FIMBank Trade and Commodities Finance Team in managing customers and works on various projects with an aim of improving effectiveness of internal processes within the department and with other teams in the Bank. Katerina also monitors current accounts within the business team and contributes in enhancing FIMBank's image amongst stakeholders by consistent delivery.





DAVID VELLA

Assistant Vice President

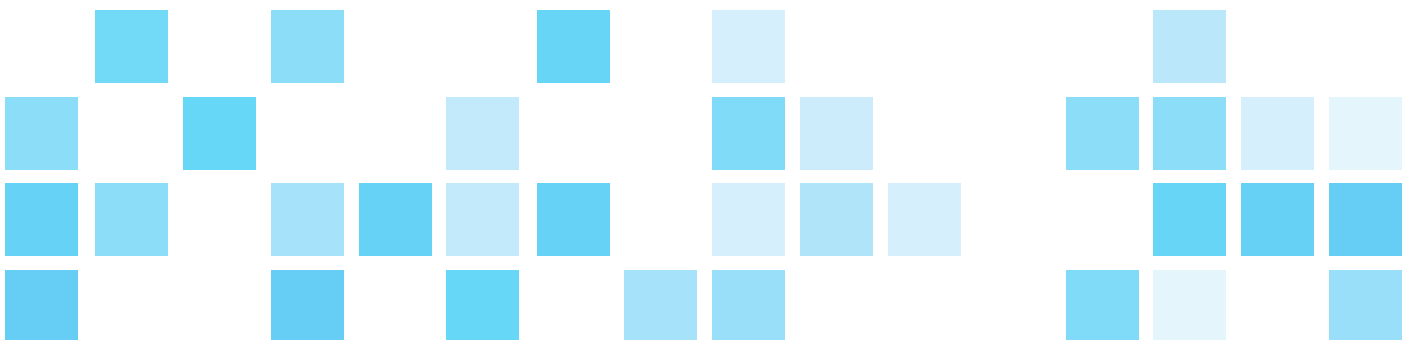
Head of Trade Services

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david.vella@fimbank.com

David Vella commenced his banking career with FIMBank plc in 2002 after obtaining the IFS Diploma in Banking and Financial Services. He was immediately placed in the Payment Orders Department processing international transfers for both corporate and correspondent banks. 10 months later he moved to Trade Services Department (TSD) where he was involved primarily in back to back letters of credit relating to emerging markets. In 2010 after a two year spell on higher duties he was promoted to supervisor. In 2011 he was given 'A' signatory designation and promoted to Senior Supervisor.

In 2009 he qualified as an ICC Certified Documentary Credit Specialist (CDCS) which is a qualification specific to documentary trade finance business with emphasis on the ICC rules and regulations governing them. A Recertification every 3 years is

required to maintain the ICC Certified Documentary Specialist (CDCS) qualification. In November 2015 David was promoted to Head of Trade Services Department (TSD) leading a team of 13 trade finance specialist in processing all the banks trade transactions including letters of credit, collections and guarantees. David Vella is an authority on documentary letters of credit and has conducted lectures for corporates corporate customers on document checking, UCP 600 and ISBP.





NATASHA FARRUGIA

Vice President

Head of Trade Finance Operations

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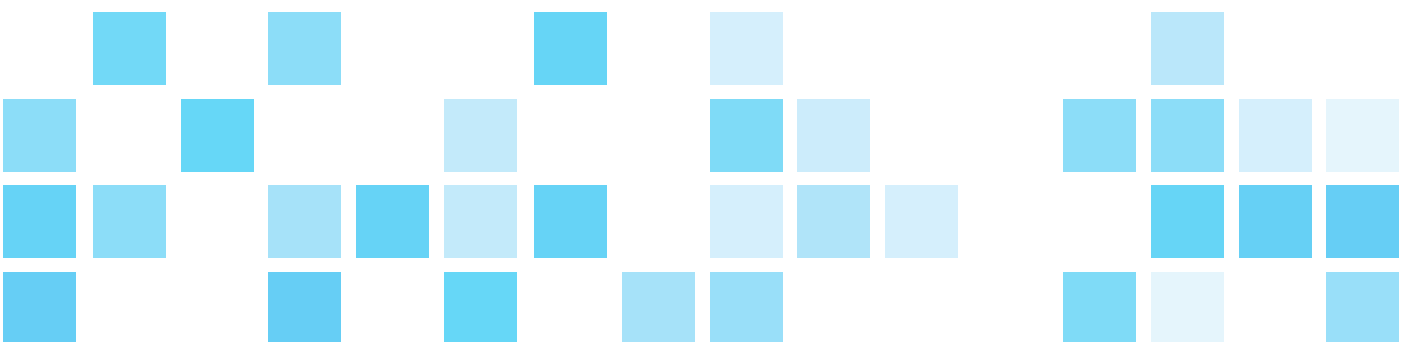
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natasha.farrugia@fimbank.com

Natasha Farrugia is a Vice President and is currently heading the Trade Finance Operations. Natasha joined FIMBank in February 2001 and commenced her career as a team member within the Trade Services Department, whereby she was responsible for processing payments and trade related instruments. Subsequently she was entrusted the role of a Team Leader within the same department, supporting all business emanating from our Dubai office. In 2014 she moved to Trade Finance Middle Office whereby she was responsible for the transactional trade finance desk. Later on during

that same year she was responsible for the setting up of a new team handling trade finance operations which related amongst others to the Emerging Market Trade Finance Fund, Funded/Unfunded participations, Ship Financing and authorisation of payments under JVs & Subsidiaries facilities. In November 2015 she was assigned Head of Trade Finance Operations.

Natasha Farrugia is qualified as a Certified Documentary Credit Specialist and holds a BSc. in Financial Services and Associateship (Hons).





CHARMAINE FARRUGIA

Assistant Vice President

Trade Finance Operations

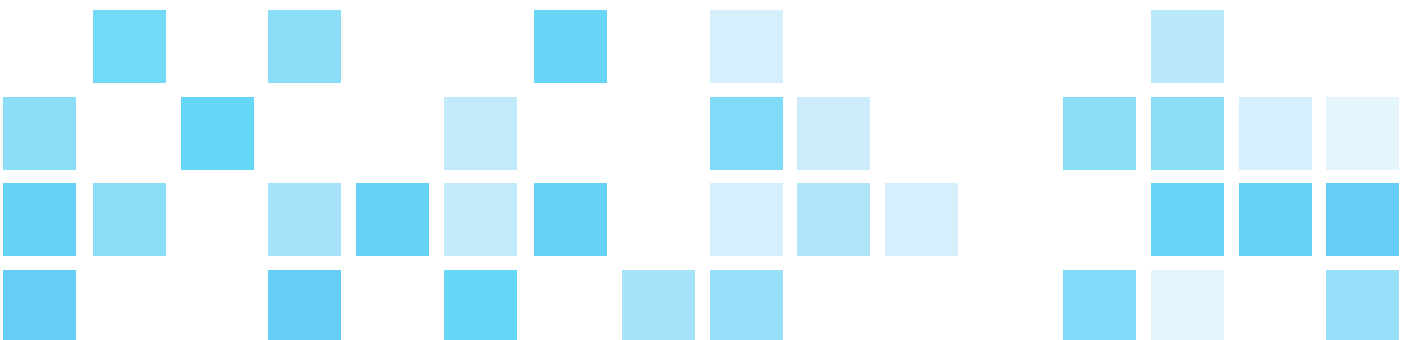
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charmaine.farrugia@fimbank.com

As the Assistant Vice President within the Trade Finance Operations Department, Charmaine Farrugia (BSc (Hons) AIFS) is the key contact for the Ship Financing transactions in Malta. She is operationally responsible for the whole process of ship financing facilities, from the initiation of new transactions, facility drawdowns, monitoring and reviews, until final settlement of facilities.

Charmaine brings with her over 10 years of financial services experience, where her expertise spans across lending, treasury administration, deposits, letters of credit and trade commodity finance amongst others. She joined FIMBank

in 2011 as a Supervisor and was eventually promoted to Assistant Vice President in 2016. Prior to joining FIMBank, Charmaine served as an Operations Executive at MFC Merchant Bank Limited (previously Bawag Malta Bank Ltd), a credit institution specialising in a range of structured finance solutions.

Charmaine holds a BSc (Hons) in Financial Services and Associateship awarded by the University of Manchester, as well as a BTEC Higher National Diploma in Business from MCAST Institute of Business and Commerce.





GWENDOLYN SAMMUT

Assistant Vice President

Trade Finance Operations

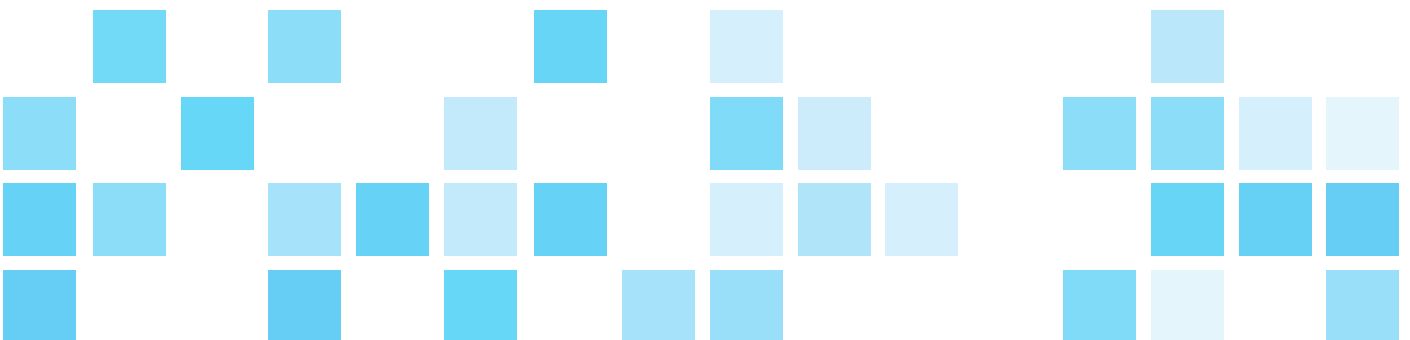
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gwendolyn.sammut@fimbank.com

Gwendolyn Sammut is an Assistant Vice President in the Trade Finance Operations Department. She joined FIMBank in April 2002. Gwendolyn started her career in the Payment Orders Department and shortly after moved to the Trade Services Department where she developed and advanced to a supervisory position, also being assigned the role of a team leader, whilst collecting 9 years of experience in the Trade Finance field. At the end of 2011 she moved to Trade Finance Middle Office where she was a team leader responsible for the processing and monitoring of Transactional Trade Finance Facilities. In 2014 Gwendolyn was selected as part of a new team for a project in relation to the

Emerging Market Trade Finance Fund. In 2015 she was promoted to Assistant Vice President and she now still forms part of the same team which has evolved in Trade Finance Operations Department handling not only Fund operations but also amongst others Funded/Unfunded Participations.

Gwendolyn holds an Advanced Diploma in Retailing Financial Services. She followed several online courses on Trade Finance related topics in order to gain knowledge and keep updated in her field of work. In 2015 she also attended a Fund Administration course to support her during her project.





SILVAN MIZZI

Assistant Vice President

Trade Finance Operations

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silvan.mizzi@fimbank.com

Silvan Mizzi commenced his banking career with FIMBank plc in 2005, after obtaining his Bachelors of Commerce (Hons.) Degree in Banking and Finance from the University of Malta.

He worked in the Payments Department and Trade Services Department for four years. His responsibilities included the processing of payments, letters of credit, documentary collections and bank guarantees.

Silvan recently re-joined FIMBank plc after a seven year experience with a local retail bank where he worked as a supervisor in the credit administration department and later as a manager responsible for the banking operations of the organisation. His duties included the financial and regulatory reporting, management and monitoring of credit facilities and security, representing the bank in legal contracts of loans, daily management of banking operations (payments, trade services, clearing,

customer on-boarding documentation and legal related matters), organising and planning of tasks and projects for his team and the setting up and updating of rules, procedures and processes related to his areas of operation. Silvan represented the bank on various committees seated by the Malta Bankers Association, Central Bank of Malta and PSUG.

Silvan currently occupies the position of Assistant Vice President in Trade Finance Operations. His duties include the day-to-day management and monitoring of trade finance operations which relate amongst others to the Emerging Market Trade Finance Fund, funded/unfunded participations and authorisation of payments under JVs' & subsidiaries' facilities.

Silvan is also qualified as a Certified Documentary Credit Specialist.



**ROBERTA PICCIONE***Senior Associate***Trade Finance Operations**

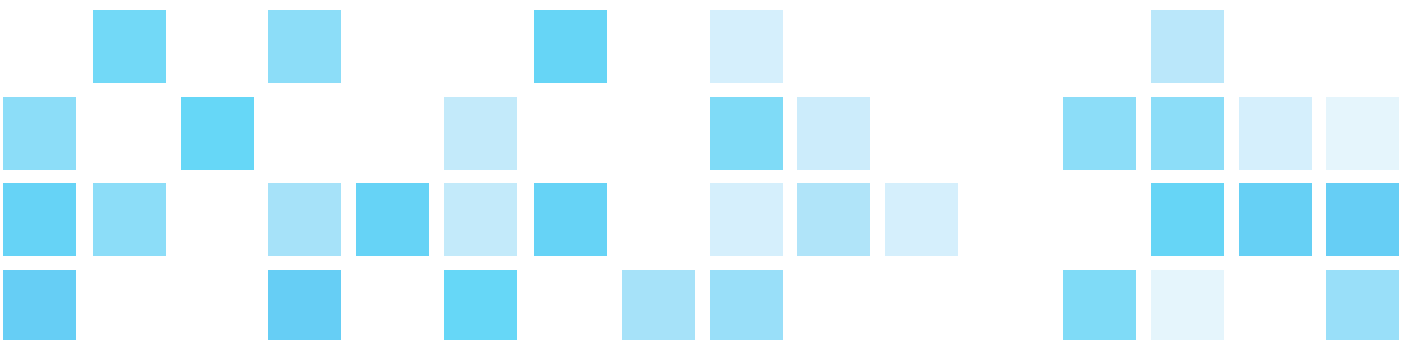
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roberta.piccione@fimbank.com

Roberta Piccione started her career in 2004 at a local Financial Services company. She joined FIMBank's Finance Department as a clerk in 2007 where she formed part of the procurement team. Upon joining the Finance department, Roberta was responsible for Bank reconciliations and later she started handling daily payments to suppliers and also preparing VAT returns for FIMBank.

In November 2014, she moved to Trade Finance Operations department which was initially formed in June 2014. She is currently responsible for the Fund services – EMTFF where she handles day to day transactions of the Fund. Whilst working at FIMBank she studied and obtained her IFS Diploma in Retailing Financial Services.





GRETA ANN GALEA

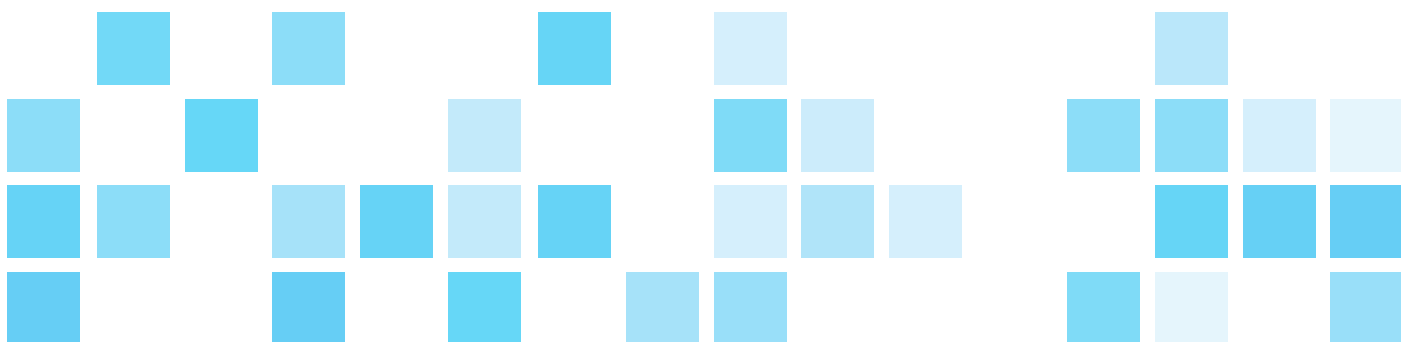
Senior Associate

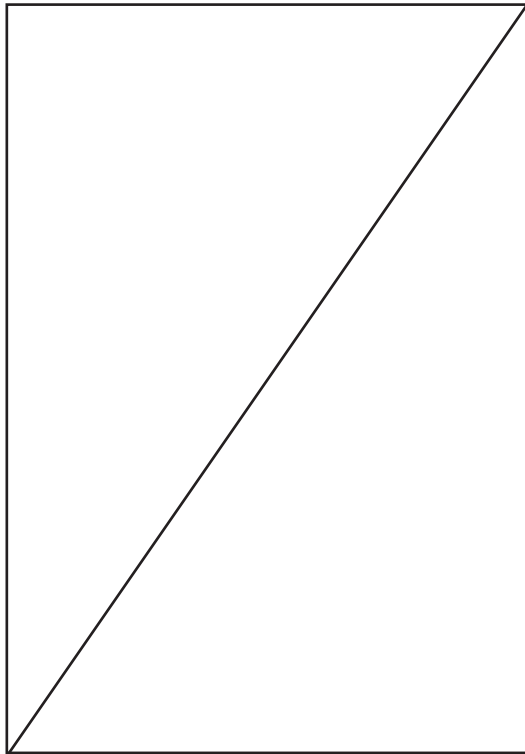
Trade Finance Operations

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Greta Ann Galea commenced her banking career as a Credit Administration Officer, right after obtaining her IFS Diploma in Banking and Financial Services in 2010. During these 6 years, the job entailed processing and reviewing all facilities,

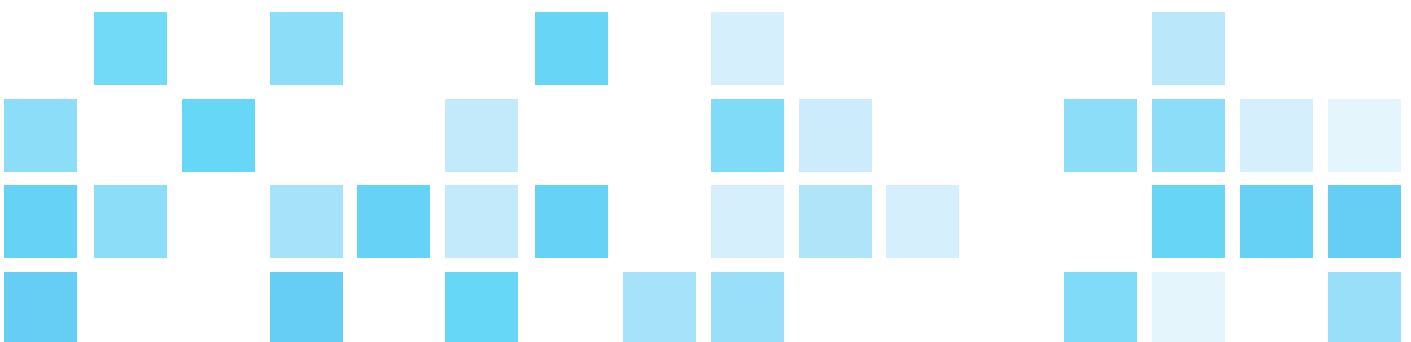
managing security, training new recruits, regulatory reporting and testing of new systems. Greta joined FIMBank's Shipping Unit within the Trade Finance Operations team in April 2016.



**ANTOINE SPITERI***Associate***Trade Finance Operations**Tel: (+356) 21322100
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After completing his studies and obtaining a B.A. Hons. in Business Enterprise, Antoine commenced his banking career with Banif Bank Malta p.l.c. He joined Banif in June 2014 and held the post of Administrative Officer in the Credit Department. His responsibilities included Issuing of Credit Agreements both for Personal and Corporate

Loans, doing drawdowns, liaising with architects and notaries and maintaining the securities report. On October 2015 he joined FIMBank p.l.c. the post as an Associate within the Trade Finance Operations Department handling Bank Loan Participations, Insurances and also an Emerging Markets Fund.





CHRISTINE SCHEMBRI

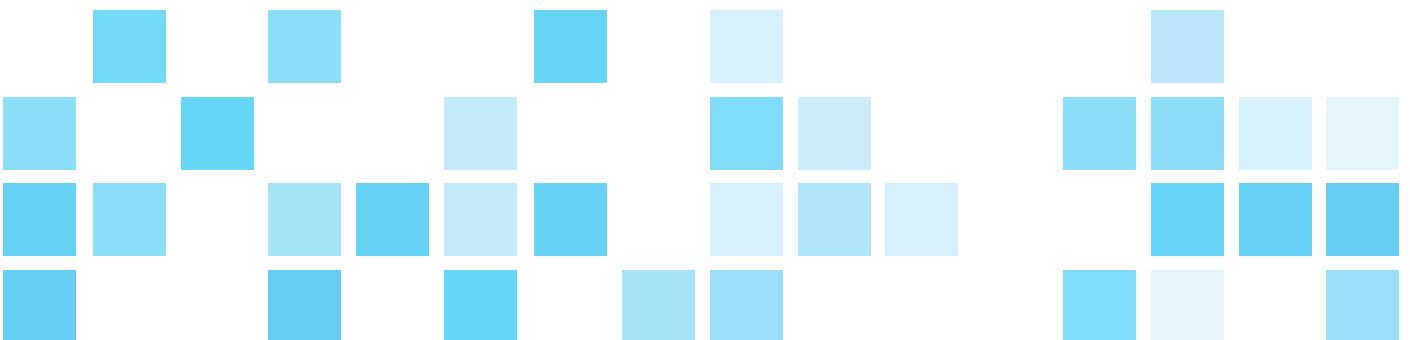
Associate

Trade Finance Operations

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christine.schembri@fimbank.com

Christine Schembri has started her career in a local bank after graduating from her IFS Diploma in Banking and Financial Service. She joined FIMBank Group in November 2015 and is currently part of the Trade Finance Operations team. Christine is

responsible for the handling of Subsidiary and Joint Ventures accounts and other client within TF Operations portfolio, coordinating back office for risk participation agreements and monitoring the Emerging Market and Trade Finance Fund (EMTFF).





SAVIOUR DEGUARA

Supervisor

Trade Services

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Saviour Deguara is a Supervisor within the Trade Services Department.

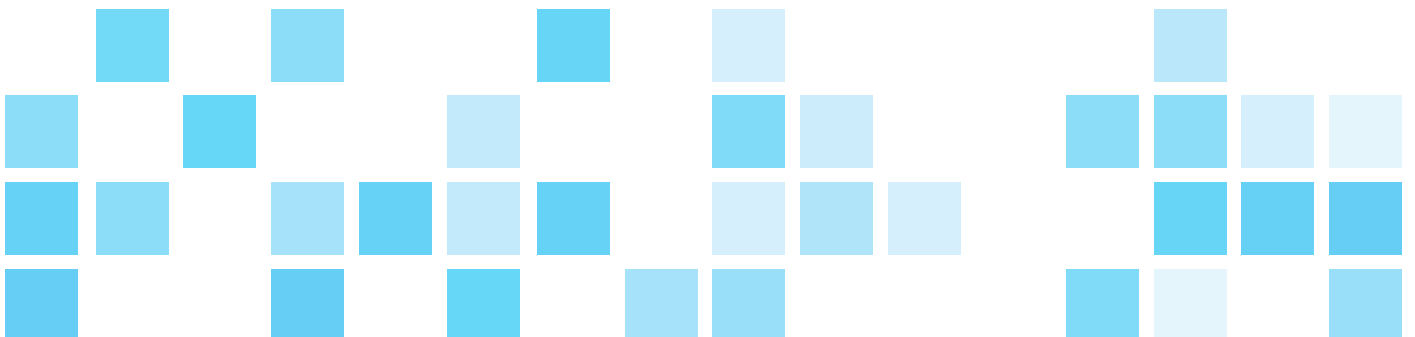
Saviour joined FIMBank in September 2006 as a team member within the Trade Services Department whereby he was responsible for transactions involving a variety of trade related instruments.

In 2011, Saviour joined the factoring business at FIMBank as a Factoring Officer, whereby he managed a portfolio of clients, dealing with clients on a day-to-day basis, conducting business development and marketing initiatives, whilst

supporting a wide range of other business and operational activities. After a 3 year stint, he re-joined Trade Services and was eventually entrusted the role of a Team Leader within the Trade Services Department, supporting all business emanating from our account holders.

Before joining FIMBank, Saviour worked for 3 years at Lombard Bank in various front office roles.

He is qualified as a Certified Documentary Credit Specialist and holds a Diploma in Credit Management from the UK Institute of Credit Management.





LETIZIA CAUCHI

Senior Supervisor

Trade Services Department

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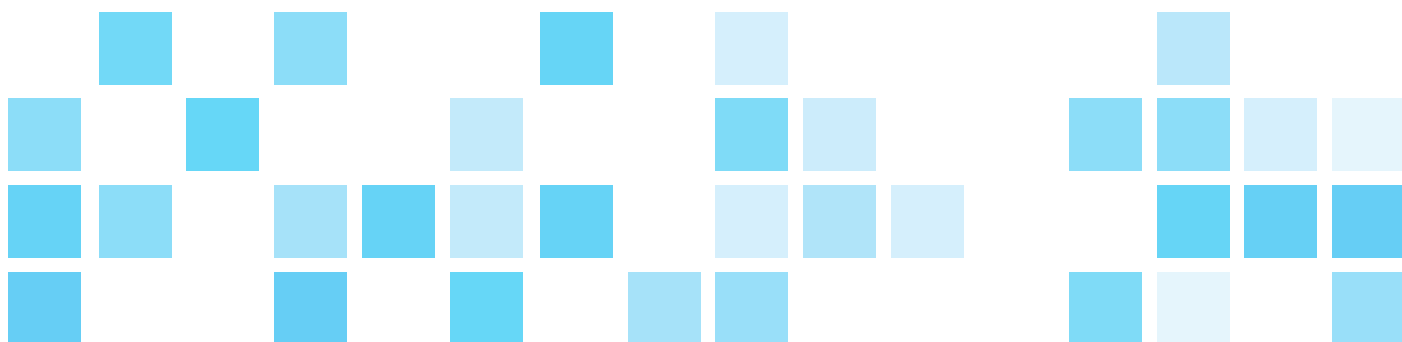
Letizia Cauchi commenced her banking career with FIMBank in 2002 after obtaining the IFS Diploma in Banking and Financial Services. She started in Payment Orders Department processing international transfers for both corporate and correspondent banks. In 2006 she moved to Trade Services Department (TSD) where she was involved in Letters of Credits, Collections and Guarantees.

In 2007 she successfully achieved an IFS Advanced Diploma in Retailing Financial Services.

In 2009 she was promoted to Supervisor and given the 'A' signatory designation. Later on that year she qualified as an ICC Certified Documentary

Credit Specialist (CDCS) which is a qualification specific to Documentary Trade Finance Business with emphasis on the ICC rules and Regulations governing them. A recertification of the CDCS qualification every 3 years is required to maintain the ICC Certified Documentary Specialist(CDCS) qualification.

In 2012 she was promoted to Senior Supervisor, and since July 2015 she acts as a team leader in one of the teams within Trade Services Department, focusing in Corresponding Banking mainly West African Business, and assisting LFC related transactions.





NEIL GERMAN

Senior Supervisor

Trade Services Department

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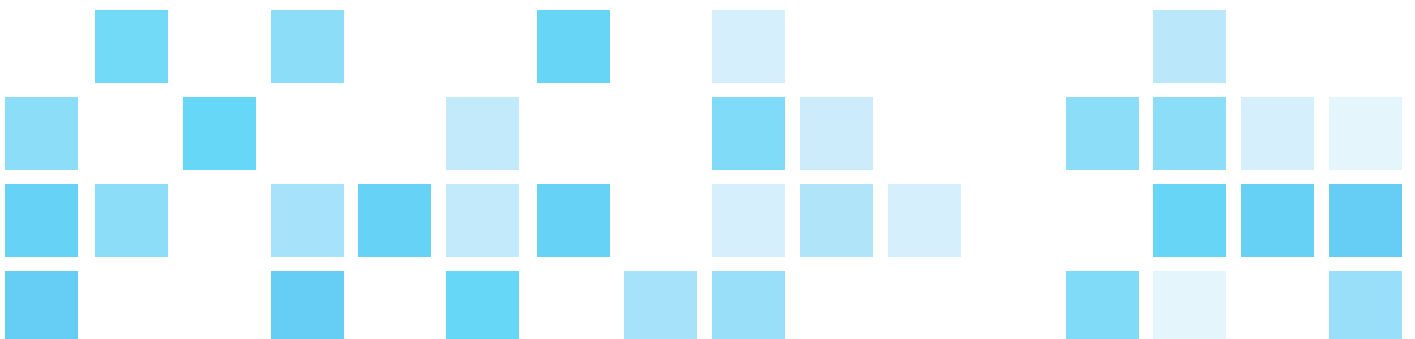
Neil German is a Senior Supervisor within the Trade Services Department.

Neil joined FIMBank in December 2006 and commenced his career as a team member within the Trade Services Department whereby he was responsible for transactions involving a variety of trade related instruments.

Subsequently he was entrusted the role of a Team Leader within the same department, supporting all business emanating from our Dubai Office.

Neil now forms part of a team within the Trade Services Department which handles all business emanating from Dubai Office as well as the trade business of our account holders.

Neil German is qualified as a Certified Documentary Credit Specialist and holds a Bachelor of Commerce degree from the University of Malta with honours in Management and Banking and Finance.





NIGEL HARRIS

Senior Vice President

Head of Dubai Branch

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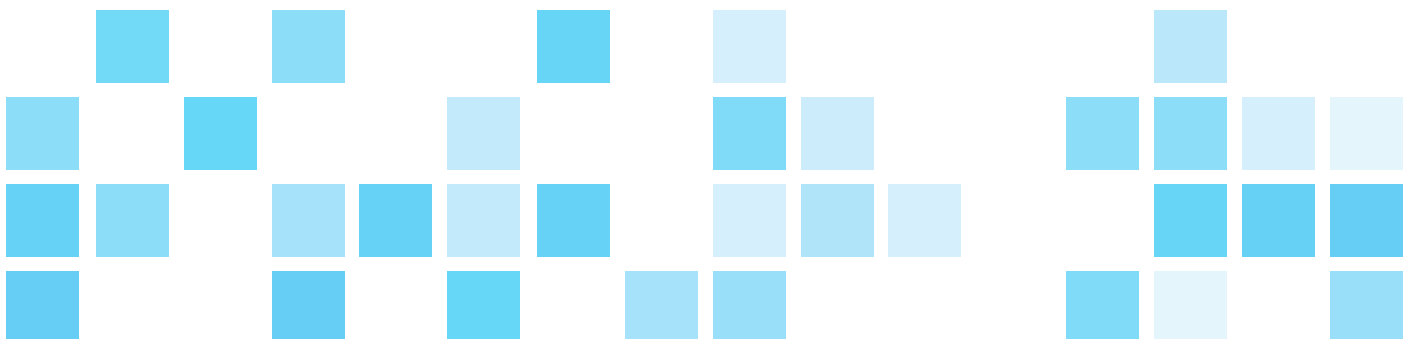
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nigel.harris@fimbank.com

Nigel Harris, Senior Vice President, joined FIMBank plc in 1995 and was in charge of FIMBank's representative office in London for a number of years before moving to Dubai in 2006 to establish and head the Bank's Branch Office in DIFC.

Mr Harris was educated in the UK and began his banking career in 1982 with Lloyds Bank

International Ltd in London. He later held management positions with both Fidelity Bank NA and Standard Bank London Ltd, prior to joining FIMBank. Nigel has over 34 years in UK and Dubai banking experience in the trade and commodity finance sector and has particular expertise in the specialist area of shipping finance.





JOSEPH RODGERS

First Vice President

Transactional Commodity Finance

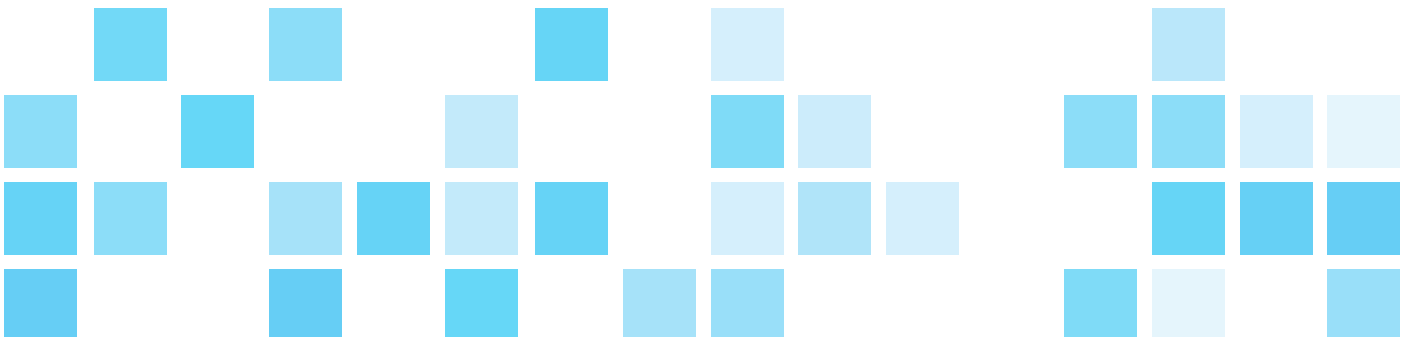
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joe.rodgers@fimbank.com

Joseph Rodgers commenced his banking career with Bank of Valletta plc in 1985. Over a period of 17 years he gained vast experience in handling international business. Upon joining FIMBank, he took on a managerial position within the Trade Services Department. Joseph possesses a Degree in Financial Services from the University of Manchester, as well as an Executive MBA Degree from the University of Malta.

Joseph has also obtained his credentials from the University of London in Letters of Credit as a Certified Documentary Credit Specialist. Joseph currently occupies the role of First Vice-President within Trade Finance at FIMBank's Dubai office, located within the Dubai International Financial Centre.





FAISAL ASIF

Relationship Manager

FIMBank, Dubai Branch

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Mobile: (+971) 566553322

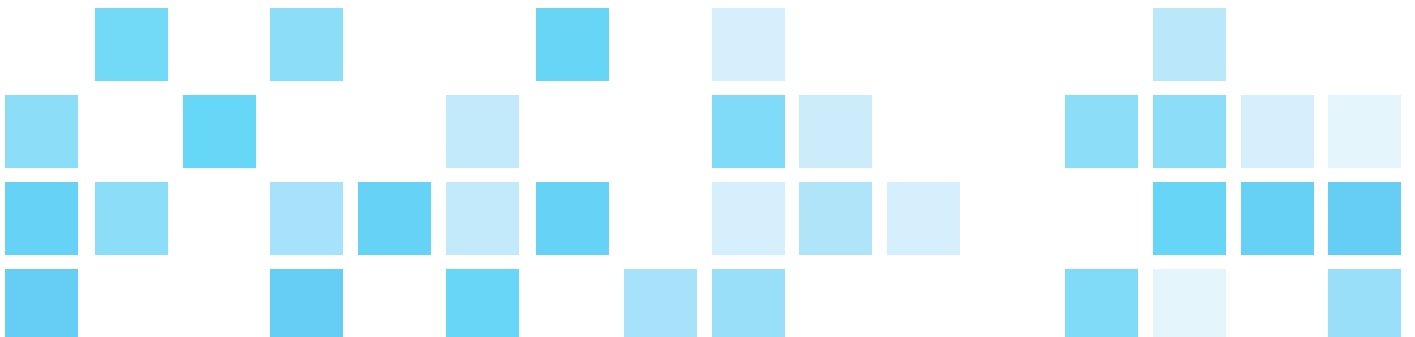
faisal.asif@fimbank.com

Faisal Asif joined FIMBank in August, 2011 Bank's Branch Office in DIFC Dubai United Arab Emirates as Manager Trade Finance.

He started his career in banking in April, 2004 with Habib Bank Limited in Pakistan & United Arab Emirates till September, 2007. He later joined

Mashreqbank psc in October, 2007 till August, 2011.

Faisal has over 12 years in Pakistan and United Arab Emirates banking experience in the trade finance sector.





JEENA MATHEWS

Senior Associate

Trade Finance Department-Dubai Branch

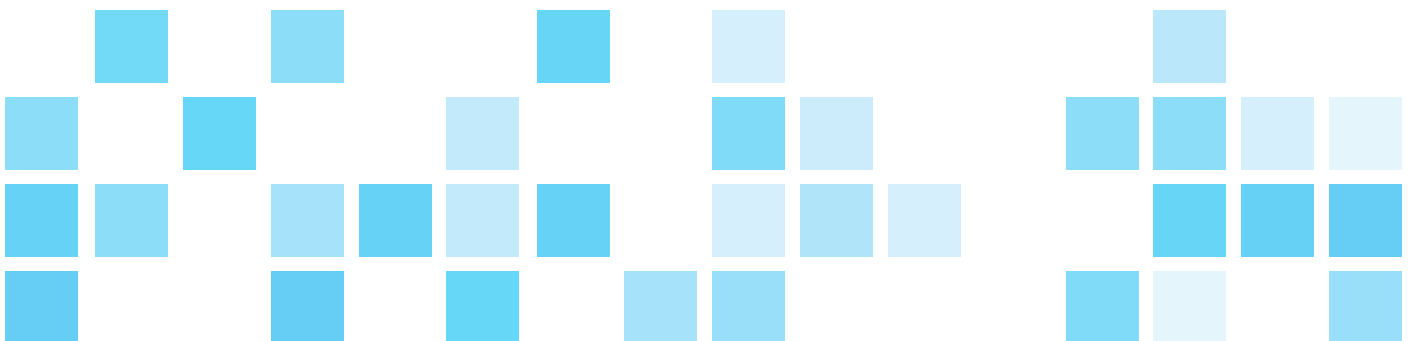
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jeena.mathews@fimbank.com

Jeena Matthews graduated from Mahatma Gandhi University in India with a degree in Chemistry. She started her career in the financial sector working with CitiCorp, Bangalore and India Bulls, Mumbai.

She moved to Dubai in 2005 to take up a sales/event co-ordinator position with Basel Consulting

and subsequently joined FIMBank DIFC Branch in 2007. She is currently assisting Senior RO's with client on boarding, compliance liaison, trade finance and administrative assistant for the branch.





DEMETRIS ZOUZOUKIS

CEO

Hellenic Branch

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Demetris Zouzoukis, a Greek origin Factoring and Forfaiting professional joined FIMBank in June 2013, to establish and Head the Hellenic Branch in Greece. The Hellenic Branch of FIMBank was incorporated in November 2014.

Following a career in the Telecommunications sector, Demetris Zouzoukis has spent the last 15 years in the Banking sector, focusing on Factoring and Forfaiting. In 2002, he joined EFG Eurobank Factors, in order to establish the first Forfaiting desk within a Greek financial institution, as Forfaiting & International Projects Manager.

Between 2004 and 2005 he also worked together with IFC, under their SEED (Southeast-Europe Enterprise Development) program, to create an appropriate legislative environment for Factoring in Serbia, Albania and FYR of Macedonia.

In 2007, he took the challenge to participate in the set-up of a Factoring and Forfaiting subsidiary of the Marfin Group, named Marfin Factors & Forfaiters, as Deputy General Manager and Head

of Forfaiting, whilst also being a Member of the Board of Directors.

During all these years he took part in the set-up of foreign Branches in Bulgaria, Turkey and Serbia for both Eurobank and Marfin Bank Groups.

He also served as Executive Board Member in the International Trade & Forfaiting Association (ITFA) from 2009 till 2014.

He spent all his Academic period in the UK. After receiving a Diploma in Economics from University of London (London School of Economics), he moved to the University of Swansea, where he obtained a BSc. in Economics. Further to that, he finished his studies at the University of Leicester, getting an MSc. in Finance.

Demetris has taken part as a speaker in various conferences throughout the years, addressing topics in relation to Factoring and Forfaiting, as key financial tools for growing business through managing and financing trade flows.





GEORGE GOUMASSIS

First Vice President

Head of Business Development - Hellenic Branch

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george.goumassis@fimbank.com

George Goumassis joined FIMBank as a member of the Greek Team that was entrusted with the establishment and development of the Hellenic Branch in October 2013. Since the official establishment of the Branch, he is responsible for the development and coordination of the Hellenic Branch Business in the region concerning Front Office and Client Relationship Management as a Head. His major tasks are to develop the Branch's client portfolio by new business acquisition, explore cross selling opportunities with other FIMBank's Entities, enhance networking within Factors Chain International (FCI+) to support International Factoring business, assure efficient management of the Branch's existing client portfolio as well as explore new opportunities to increase business with existing clients and strengthen FIMBank brand in the region.

George is an International Factoring professional with an experience of more than 20 years in four factoring entities, having participated in the setup of 2 factoring entities and 2 foreign branches.

Prior to joining FIMBank, George had spent 7 years at Marfin Factors & Forfaiters SA as Deputy General Manager and Head of International Factoring Business and before that another 7 years at Eurobank Factors SA holding the position of International Factoring Manager. George's career in commercial finance started in 1996 as a Client Relationship Officer at FACT Hellas SA (Ionian Bank). He was principal delegate to FCI to all three companies and his participation in developing and managing business relationships internationally led to distinctions and awards including Fastest Growing Company in the World in Import Factoring in 2003 (Eurobank Factors), 6th Best Factoring Company in the World and 3rd in Europe in International Factoring in 2005 (Eurobank Factors SA) and 11th Best Factoring Company in the World in International Factoring in 2010 (Marfin Factors & Forfaiters SA).

He holds a Master's degree on Business Administration with Specialization in International Finance from Leicester University (UK).





KOSTAS GEORGAKOPOULOS

Vice President

Head of Operations - Hellenic Branch

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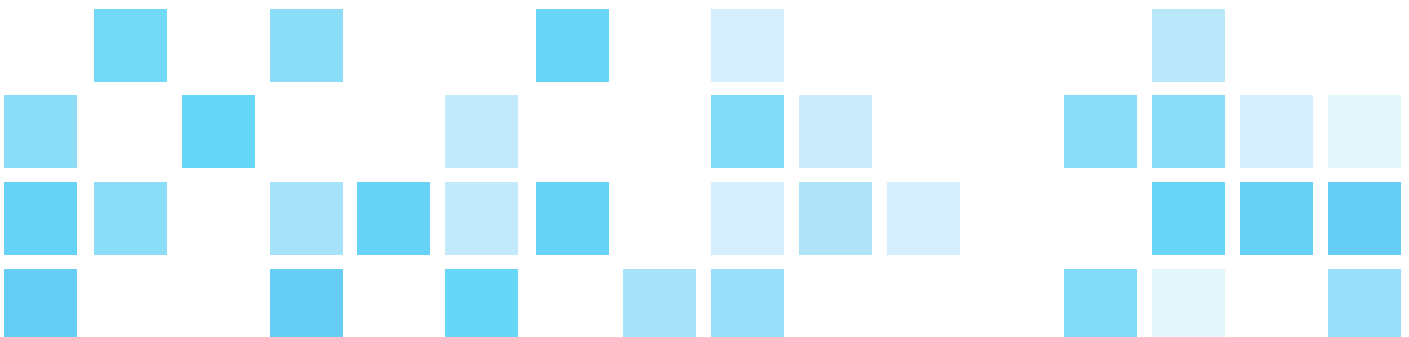
kostas.georgakopoulos@fimbank.com

Kostas Georgakopoulos joined FIMBank plc as a member of the Greek Team that was entrusted with the establishment and development of the Hellenic Branch in October 2013. Since the official establishment of the Branch, he is responsible for the operations department as a Head. Under his major tasks is to manage the day to day operations of the branch, together with the organisation of the function, monitor & control of Service quality and Client satisfaction and review of policies and procedures.

Prior to joining FIMBank plc, Kostas had spent 7 years at Marfin Factors & Forfaiters SA, holding the position of Domestic Factoring Deputy Manager,

responsible for the coordination and monitoring of Client & Buyer Relations functions, and the development of existing clientele. Previously, he spent 4 years at EFG Eurobank Factors as Buyer Relations Manager.

Kostas' career in factoring industry counts for over 13 years. His involvement in various projects related to factoring, operations and IT factoring systems, but also his participation in strategy and credit committees, enhanced his professional experience dedicated in factoring and receivables management. He holds a Bachelor's Degree in Business Administration from London Metropolitan University (UK).





IOANNA TZANIDAKI

Assistant Vice President

Relationship Manager Business Department

Hellenic Branch

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ioanna.tzanidaki@fimbank.com

Ioanna Tzanidaki, 34 years old, joined FIMBank as a member of the Hellenic Branch team in March 2016. Her professional career started back in 2004 when she worked for two years in a multinational food and beverage Company, first as a Sale Representative with main task the development of new customer relationships and thereafter as an Assistant Accountant and Treasurer with main tasks the daily administration of bank transactions, payments, collections and the monthly preparation, analysis and review of cash flows.

In the end of 2006, she was recruited by Eurobank Factors SA, the 1st raking factoring company in Greece, in the role of Client Relations Officer for domestic services. From this position she managed and developed a customer portfolio of almost forty groups from various industries, performed financial and credit analysis, prepared factoring annual reviews and new credit proposals and administered customers' assigned receivables.

After gaining an important experience and knowledge in factoring for six years, she moved to the bank Eurobank Ergasias Sa, as an Account Officer of the corporate banking department. Her main tasks were expanded, including the management and development of more than fifty groups of companies from various industries, a more in depth financial and credit analysis, the preparation and

presentation of new credit proposals and annual reviews regarding various types of financing (real estate, bonds, working capital, factoring, leasing) and the daily service provided to clients.

For the last semester of 2015 and in the early 2016, she moved to Internal Audit division of the bank as an Auditor, where she participated in audit engagements and assisted in audit planning process as well as in the preparation and issuance of audit reports.

In March 2016, Ioanna joined FIMBank Hellenic Branch team and she was appointed the role of Relationship Manager. Among her main responsibilities is to develop the branches' client portfolio by new business acquisition, cross selling with other Fimbank entities, assure efficient management of the existing clientele and assist Head of Business Development Department in business and marketing plan implementation.

She holds a BSc in Banking and Finance as well as an Executive MBA, both from University of Piraeus (GR). She is fluent in English and she has attended several professional seminars regarding Finance, Treasury, Credit principles, Lending products, Corporate and Transaction Banking, Legal, Audit, Crisis Management and Negotiations.



**MARIA STEFANIDOU***Assistant Vice President*

Operations – Hellenic Branch

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Maria Stefanidou, Assistant Vice President, Operations of the Hellenic Branch, joined FIMBank as a member of the Greek Team since April 2014 in order to provide customer support and assist in factoring operations, with main responsibility to handle customer requests and manage day-to-day business with local clients.

Maria has 15 year experience in Factoring and Forfaiting and has attended several courses and seminars organized by Factor Chain International (FCI) and International Trade & Forfaiting Association (ITFA).

Prior to FIMBank, Maria spent 8 years at Marfin Factors & Forfaiters SA, a Greek Financial Institution, holding the position of Senior Forfaiting Officer. She was responsible for the evaluation and processing of Forfaiting transactions, by handling

day to day operations and reporting also to the Group's Risk Management and company's Financial Department. Prior to that, she spent 6 years in Laiki Factors SA, where she gained factoring expertise and was appointed International Factoring Supervisor.

Throughout the years Maria gained factoring and forfaiting expertise and her main responsibilities included customer service and client satisfaction, but also the setup of functional Factoring & Forfaiting Systems, as well as the Accounting Setup and Reporting to Central Banking Authorities.

Maria holds an MBA in Banking, Finance & Risk Management from University Paris XIII in Paris, France. On a professional level, Maria has been accredited with the FCI Diploma of Proficiency in International Factoring.





DIONYSIA KANTZARI

Senior Supervisor

Operations Hellenic Branch

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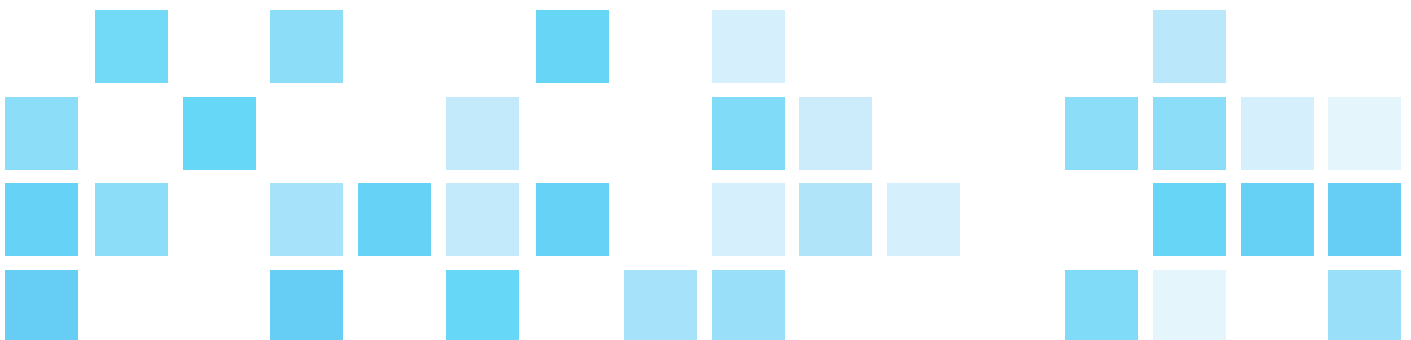
dionysia.kantzari@fimbank.com

Dionysia Kantzari joined FIMBank Hellenic branch in June 2016 as a Senior Supervisor in the Operations Department. She is responsible for monitoring and financing clients' trade receivables on a day-to-day basis, as well as collaborating with FIMBanks' main office on reports and procedures.

Prior to joining FIMBank, Dionysia had spent 7 years at Marfin Factors & Forfaiters SA, holding the position of Senior Client Relations Officer, responsible for the administration and financing of trade receivables as well as supporting the clientele on planning and applying factoring solutions based on their needs. Prior to that, she spent 5 years at Laiki Factoring, starting her career as Operations officer,

responsible for controlling trade receivables. Over the years she was appointed Financial Payments Supervisor and was also responsible for monitoring legal procedures.

Dionysia's career in factoring industry counts for over 12 years. During this period her experience was enhanced by participating not only in a number of seminars focusing on banking, trade financing and shipping, but also in projects as a member of various task forces, focusing on establishing written procedures & policies, training new employees etc. She holds a Bachelor's degree in Law from National and Kapodistrian University of Athens.





SANDEEP MATHKAR

Chief Executive Officer

INDIA Factoring

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Sandeep Mathkar is a factoring product specialist with 25 years of experience in Banking and Finance, out of which 21 years have been in Factoring and Open Account Trade Products.

During his career, he has worked within the factoring set-ups of HSBC, GTF and DBS Bank. Sandeep has handled various products pertaining to Factoring, Invoice Discounting and Supply Chain Financing.

Over the years, Sandeep has developed a core competence in managing all the Operational activities which included setting up and implementing policies, procedures and workflows pertaining to Operations, Debt Management and Operational Risk Control. In addition to this, Sandeep had a major role of providing primary product knowledge to different departments, mainly to Risk, Legal, Finance and IT (for Business Systems) for drafting legal agreements, setting up

risk mitigation policies, structuring of products, etc. for Factoring and other Open Account Trade Products.

Sandeep graduated from Mumbai University with two graduation degrees, one in Science and another in Chemical Technology, a post-graduate Masters Degree in Financial Management and a Diploma in International Factoring.

Sandeep first joined FIMBank in February 2007 as Vice President – Global Factoring Operations. His main role involved setting up and controlling the Factoring Operations for Malta and all Joint Ventures taking in to consideration different types of products and country specific regulations and market practices. Sandeep's brief also includes being a prime interface between Business and IT for development of systems for the factoring business. Sandeep was appointed CEO of India Factoring in April 2016.





GANESH NALAWADE

*Executive Vice President
Chief Operating Officer*

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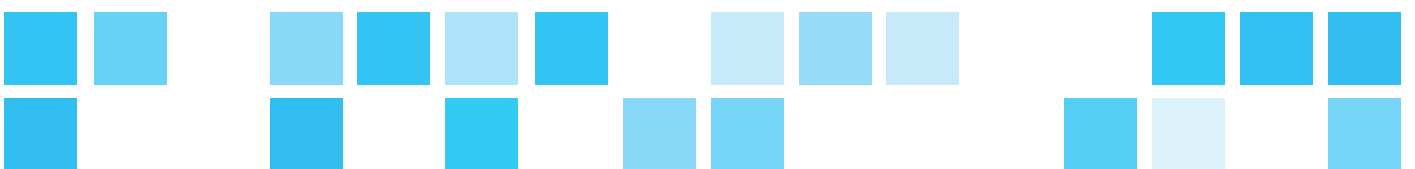
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Ganesh Nalawade joined India Factoring in July 2010 as Head – Operations. He has strong experience in Factoring operations that led him to independently setup the entire factoring operations for India Factoring. He implemented payment integration of the Factoring Software with the Banks for smooth payment flow to the customers, developed customized MIS reports. He was a member of 'Technical Committee on Services/Facilities to Exporters' formed by RBI in 2013. Ganesh was appointed as COO of India Factoring in January 2016.

Prior to joining India Factoring Ganesh was Assistant Vice President at the FIMBank, Malta.

He had been involved in setting up the Global Factoring Operations for different Joint Ventures of FIMBank. He played a key role in obtaining the ISO 9001:2008 certification for the Factoring Back Office Operations.

Ganesh has over 14 years of experience in the Banking & Financial services. He has been associated with organisations like HSBC, DBS Bank, Global Trade Finance Ltd (now SBI Global Factors Ltd.). He has a Bachelor's degree in Commerce, Diploma in Import Export Management and a Post Graduate Management Degree (MFM) with a specialisation in Finance.





RAVI VALECHA

Executive Vice President

Head Product and FI Network

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Ravi Valecha joined India Factoring in January 2015 as Executive Vice President – Head Product and FI Network. He is responsible for Product Development and Management besides developing strong relationship with Financial Institutions under FCI realm. He is part of senior management in India in developing profitable and sustainable Indian franchise.

Ravi is an experienced Banker and Factoring Product Professional. Before joining India Factoring he had 9 years experience with HSBC where he led various roles under Factoring and Supply Chain Finance in India, Philippines and Hong Kong where he was part of Regional Product team overseeing development and implementation of the Open Account Products in Asian countries.

Ravi started his career with largest Indian Private Sector Bank, ICICI Bank Ltd. where he held various roles over 6 years before moving on to HSBC.

Ravi has a Masters in Management degree from Asian Institute of Management, Manila, Philippines and Bachelor's degree from Mumbai University, India.

Ravi chairs one of the verticals under Young Bombay Forum, a part of Bombay Chambers of Commerce and also delivers guest lectures in few Business Schools in Mumbai.





K. SENTHIL KUMAR

Business Development

Regional Head - South

Relationship Department

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K. Senthil Kumar has more than 17 years of experience in Banking – in SME, Mid Markets & Corporate Banking, with a strong focus in Asset Sales, Credit Processing & Administration. Within his current role as First Vice President – Regional Business Head – South, he is instrumental in leading his team to generate Business and promote Sales.

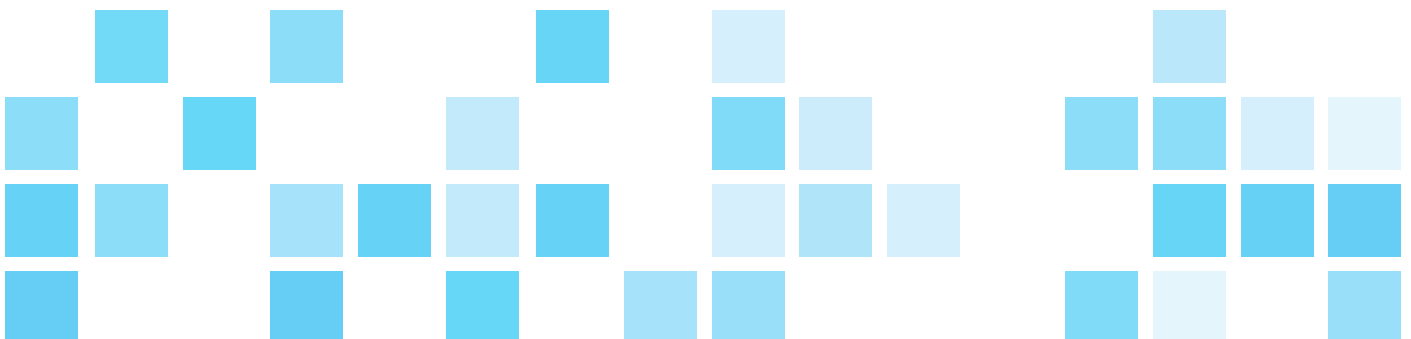
In the past he played an active role in the implementation of credit monitoring mechanisms for Union Bank of India at Jabalpur, UTI Bank, Tirupur, and in The Royal Bank of Scotland N.V., South India and has served as Probationary Officer in Union Bank of India.

His skills set includes, the effective management of Sales and Credit Channel, interpretation & analysis

of financials, identifying the need & extent of credit limits and delivering the loan products after intensive processing & critical risk scrutiny.

From a Managerial perspective he has experience in the implementation of corporate strategies and budgets for achievement of top line and bottom line targets. He is involved in the projection of monthly sales, setting targets for his team and revenue reporting.

He is a Post Graduate in Science, Certified Associate in Indian Institute of Banking & Finance (CAIIB), Post Graduate Diploma holder in Management with specialisation in Finance from IGNOU & Graduate in Legislative Law (LLB).



**BALASUBRAMANIAN JAYARAMAN***Regional Head – West*Relationship Department
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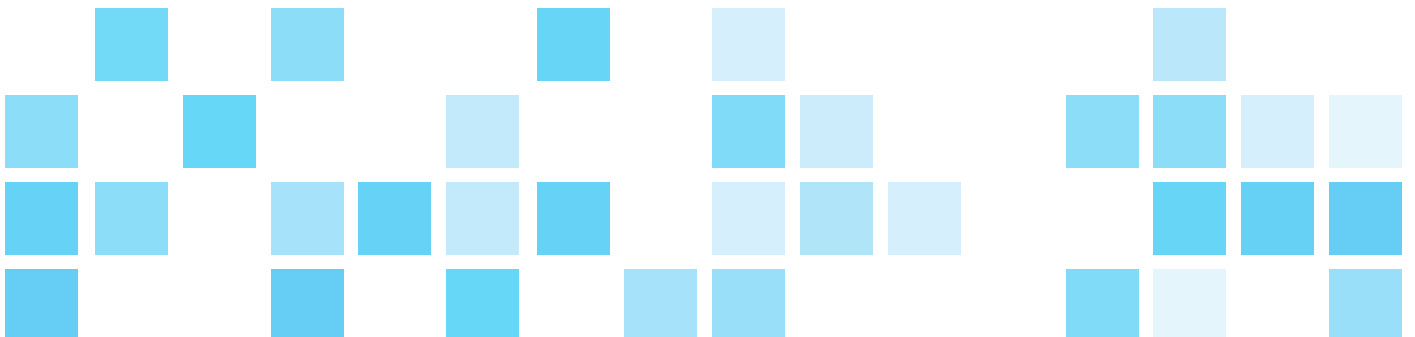
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Jayaraman is a Banking professional with 15 years of experience in overall sales in the Financial Services Industry. He has worked for reputable organisations such as Kotak and Standard Chartered Bank.

Having spent over 8 years with Standard Chartered Bank, he has varied experience in retail and corporate sales. During his tenure there, he was part of their transaction Banking group dealing with mid and large corporates, and further specialised in the sale of cash and trade products.

Through this role he worked on numerous markets and gained significant exposure in different market segments. Such include the Pune, Chennai and Mumbai markets where he had the opportunity to work with large corporates.

Throughout his stint at Kotak he was promoted to a leadership role, contributing to his wide array of expertise.





ALEKH GANDHI

Vice President

Relationship Department
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Chartered Accountant with nearly 13 years of experience primarily into Business Development alongwith Credit Administration, Client Relationship Management and Team Management.

Currently associated with India Factoring and Finance Solutions Pvt Ltd, Mumbai as VP – Relationship. I am currently heading Mumbai Team. Previous worked with organisations like Kotak Mahindra Bank, Barclays Bank and ICICI Bank in the customer acquisition profile.

Hands on experience of the local market and penetrating the high quality accounts by offering innovative products.

Gained sufficient knowledge of scrutinizing relevant documents like before sanctioning / disbursing various kinds of loans ensuring compliance with organisational credit policies.

Proficient in assessing needs of clients and accordingly charting out viable finance portfolios

after considering their financial aspects including tax planning, investment analysis, funds arrangements, etc.

Expertise in recommending credit facilities for SMEs/Mid Size Corporates after assessing them on parameters like industry outlook, management evaluation and financial assessment.

Extensive knowledge of financial services and operations.

Ability to quickly adapt to changes, excellent problem-solving skills, experienced in all aspects of customer service, able to handle multiple tasks simultaneously, self motivated, team player, well organized and detail oriented.

An effective communicator with honed interpersonal, analytical, planning, presentation and motivational skills.





PRAVIN DIWALE

Head- Operations

Operations
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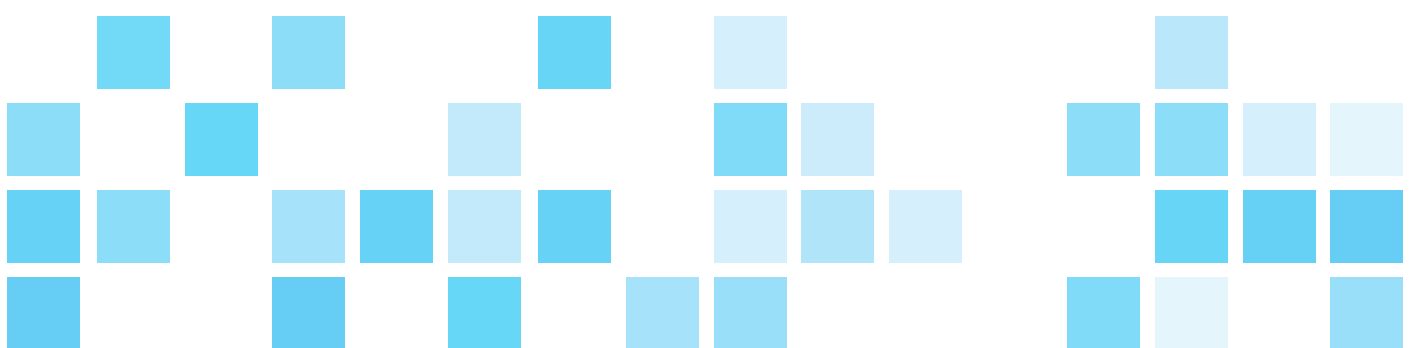
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pravin.diwale@indiafactoring.in

Pravin Diwale joined India Factoring in December 2011 as an Operations Manager. He has 12 years experience in Factoring Operations and also expertise in Trade Credit Insurance. Pravin was elevated as Head of Operations of India Factoring in January 2016 where his responsibilities are to handle the key areas such as operational systems, process, policies and effective system of controls.

Prior to joining India Factoring, Pravin has been associated with Global Trade Finance Ltd (now SBI Global Factors Limited). His key responsibilities at this financial institution included the overall Operational and Trade Credit Insurance functions.

He has a Bachelor's degree in Commerce, Diploma in Import Export Management, Certificate Examination in Trade Finance (Indian Institute of Banking & Finance) and an MBA with a specialisation in Finance.



**VINOD BHAKUNI***Assistant Vice President*Relationship Department
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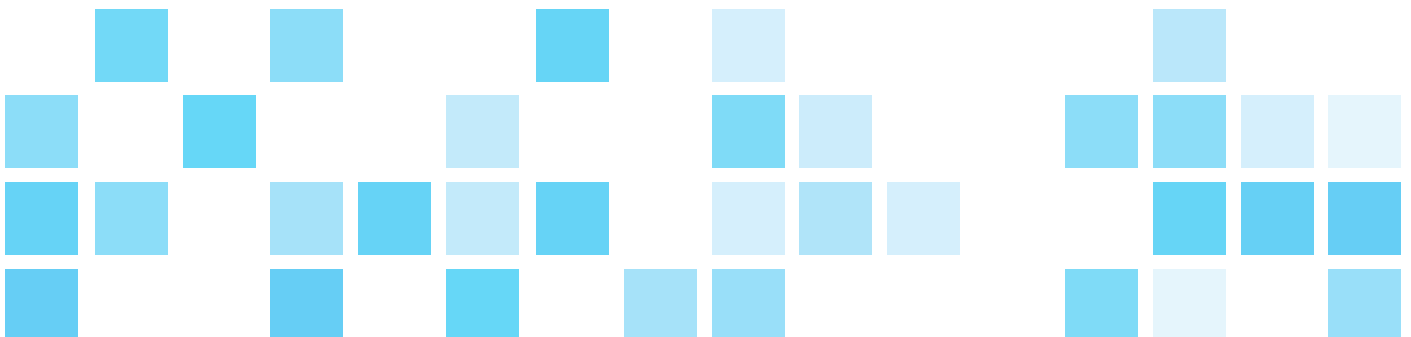
vinod.bhakuni@indiafactoring.in

Vinod Bhakuni has joined India Factoring & Finance Solutions Pvt. Ltd. in 2010. Vinod is currently located at New Delhi Branch (India), where he is working as an Assistant Vice President – Relationship & looks after formulations & implementation of Sales / Market Strategies for Delhi/NCR Market.

Vinod has 11 years of experience in Factoring Industry & prior to joining India Factoring, he was

associated with HSBC & CanBank Factors Ltd., wherein he was responsible for building new business relationship in Delhi/NCR market.

Vinod is an Indian Citizen & has a Master's degree in Business Administration from UP Technical University, Lucknow (Uttar Pradesh, India) & second Master's degree in Commerce from Kumaun University, Nainital (Uttarakhand, India).





SIVAKUMAR PABBISSETTY

Assistant Vice President

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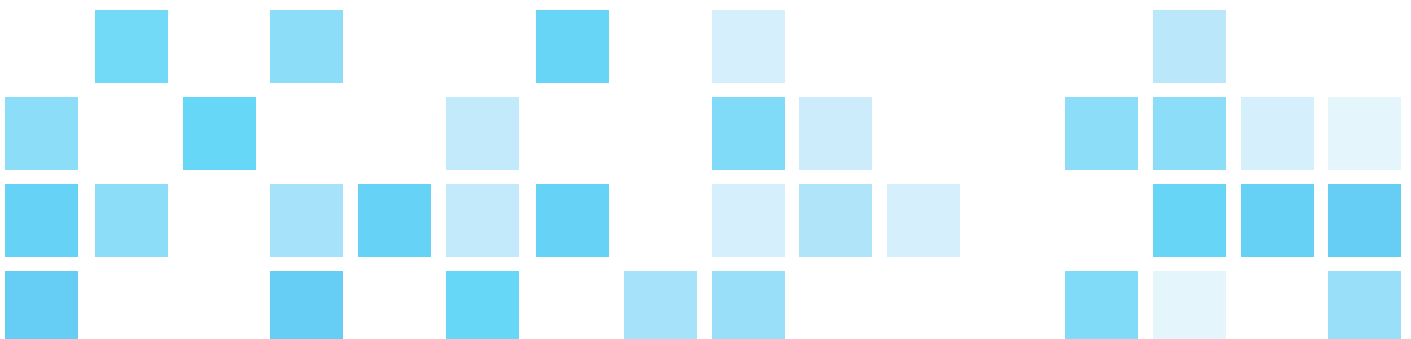
sivakumar.pabbisetty@indiafactoring.in

Sivakumar Pabbisetty joined with India Factoring and Finance Solutions p ltd in January 2012. Presently he is working as AVP-Relationship and taking care of Hyderabad Branch located in Telangana State, India.

He has over 10 years of experience in Banking and Financial Sector and positions in other banks. previous assignments associated with various

banks. His career started with ICICI Bank where he worked in SME Credit. Then he moved to HDFC Bank as a Relationship Manager and ING Vysya Bank.

Sivakumar completed his degree in Bachelor of Commerce from Sri Venkateswara University and completed his Post Graduate in MBA Finance from Pondicherry University.





VINOTHVASAN CHOCKALINGAM

Senior Manager

Relationship Department
INDIA Factoring

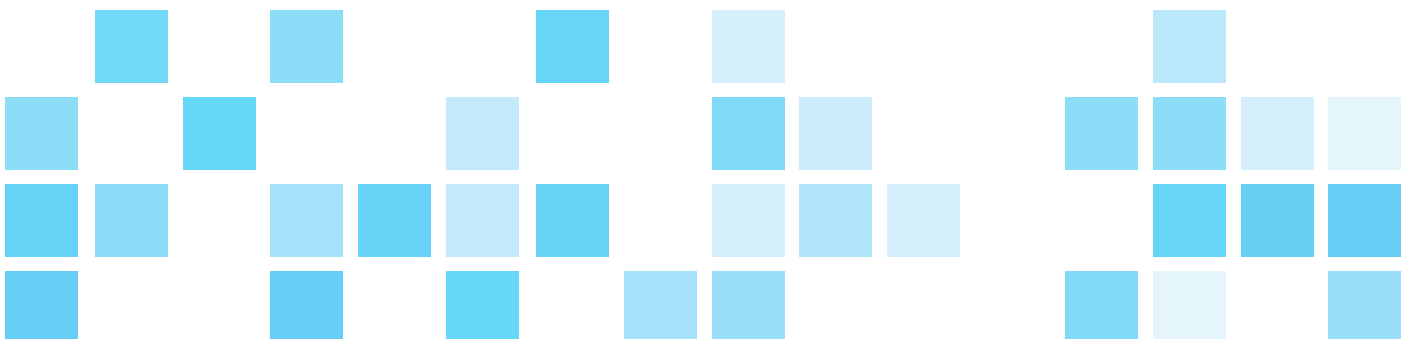
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vinoth.vasanc@indiafactoring.in

Vinothvasan Chockalingam has extensive experience in Trade Finance, spanning over ten years. Within India Factoring, he has been engaged with leading region business development, increasing assets significantly over the first year.

He has been involved with companies such as SBI Global Factors, Adept fm and RJ enterprises. Throughout his career he has undertaken the management of relationships and the sourcing of new business involving a varied clientele. His ability in working with highly sensitive corporate relationships has enabled him to develop an excellent rapport with various clients, delivering high quality solutions and exceeding expectations.

He has been awarded Employee of the year for the FY12 Pan India basis and has also achieved RM of the quarter for the 2 consecutive quarters in FY 2011-12 ON pan India basis. – India Factoring.

His expertise includes the preparation of credit proposals through the analysis of financial standing and business operations. He has a Master's Degree in Business Administration and a Bachelor's Degree in Engineering.



**JOSEPH ANNAPALLI***Senior Manager*

INDIA Factoring

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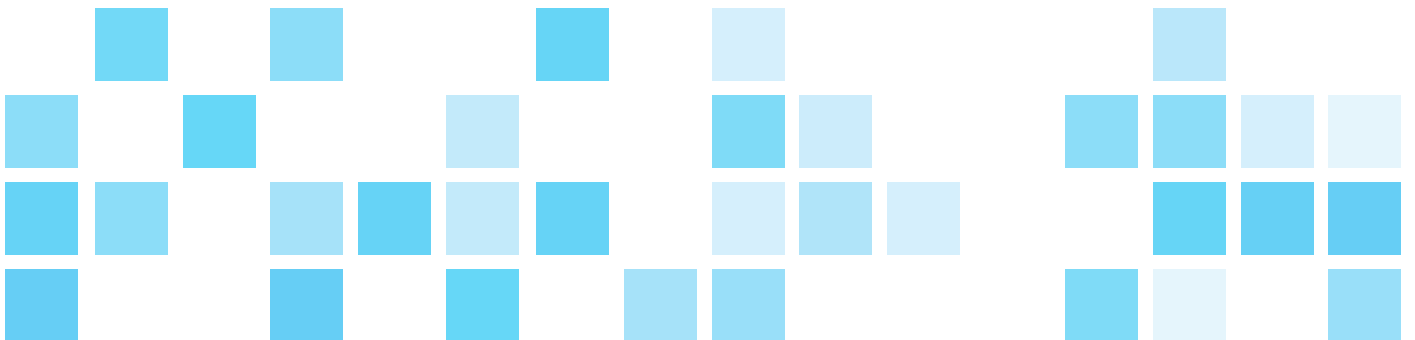
joseph.annapalli@indiafactoring.in

Joseph Annapalli joined India Factoring and Financial Solutions Pvt Ltd (IFFL) in 2015. Joseph is currently in Bangalore, India where he is acting as Senior Manager- Marketing.

Joseph has worked extensively in marketing of financial products, with 10 years of experience in Business Development Handling SME's and Large Corporates and offering them financial solutions such as Factoring and Corporate Term Loans. Joseph has also worked for Aditya Birla Finance,

Reliance Capital, Industrial Finance Corporation of India, primarily focussing on Bill Discounting and Factoring.

Joseph is a Permanent Resident of India. He has Masters in Business Administration with Marketing and Human Resource as specialisation from Sri Venkateswara University and a Degree in Mechanical Engineering from Jawaharlal Nehru Technological University





NIRAV VYAS

Senior Manager

Relationship Department

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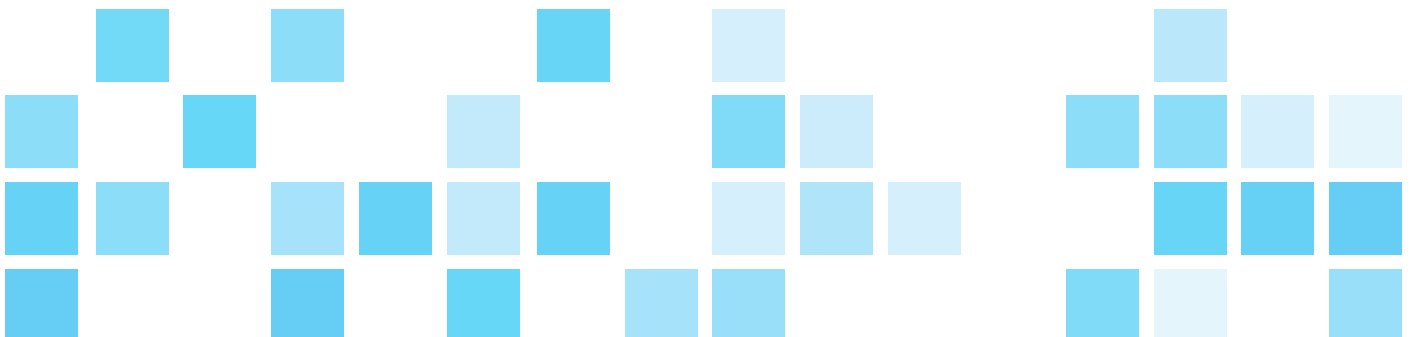
Nirav Vyas works at India Factoring & Finance Solutions Private Ltd. (India Factoring) since June 2016. He is in charge of Relationship Management and Business Development.

Nirav is a Corporate Finance professional with versatile experience in Accounting, Finance, Taxation, Corporate Banking & the Financial Services sector.

He has worked extensively in corporate finance, trade finance and corporate banking through his work assignments with ICICI Bank Ltd, HDFC Bank Ltd, Aditya Birla Financial Services Group and Batliboi Ltd.

Prior to joining India Factoring, he worked as a co-founder of investment boutique firm Advise Capital with a focus on debt syndication mandates for working capital, project finance and structured finance requirements of SME and MME clients in Mumbai, Pune and rest of Maharashtra.

Nirav is an Indian citizen and a permanent resident in Mumbai. He is Commerce Graduate from the University of Mumbai with a Post Graduate Degree in Financial Management from JBIMS, Mumbai.





SUCHITRA RAMDURG

Senior Manager

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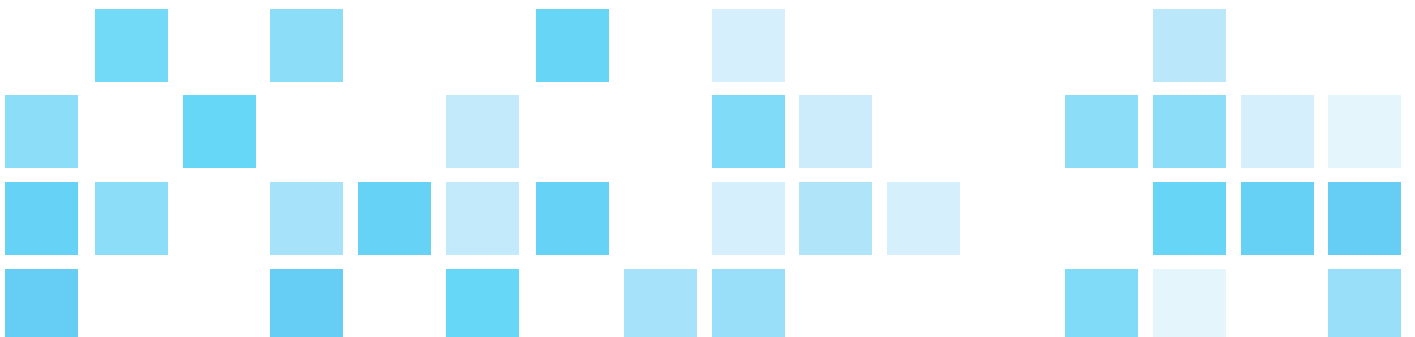
suchitra.ramdurg@indiafactoring.in

Suchitra Ramdurg joined India Factoring and Finance Solutions in November 2011 as Senior Manager- Operations. She is part of the Operations Team for over 4 years.

Prior to joining India Factoring, she was associated with Andhra Bank, an Indian Public Sector Bank. She brings with her a rich experience of over 26 years in the Indian Banking Sector. During her tenure with the bank, she has handled Trade Finance and other banking functions.

She is a Commerce Graduate from the University of Mumbai. She is a Certified Associate of Indian Institute of Bankers (CAIIB), certified by IIBF (Indian Institute of Banking and Finance) and she has completed a Certificate Examination in Trade Finance (CTF) conducted by IIBF.

She is also a Certified Documentary credit Specialist (CDCS) in 2013'.





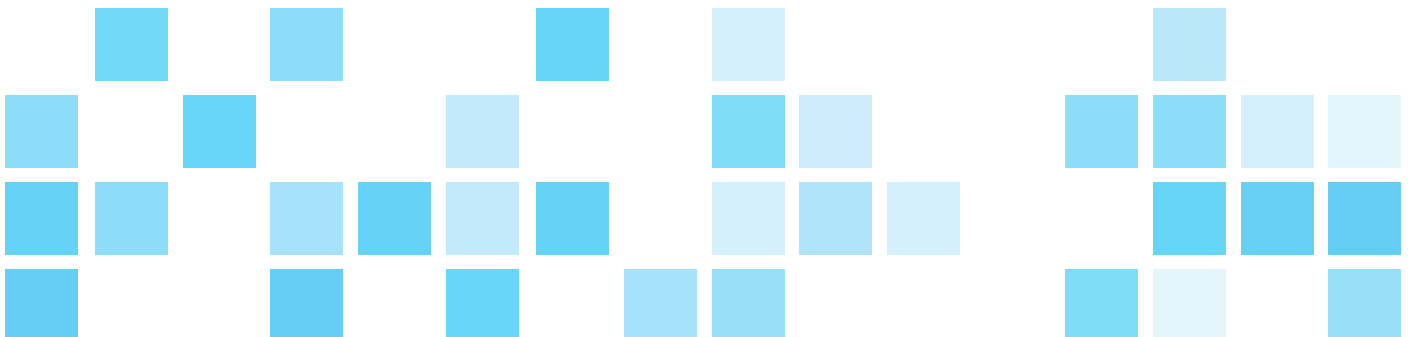
SUNIL SUTHAR

Manager

Relationship Department
INDIA Factoring

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Sunil Suthar is a dynamic professional with experience in Foreign Institutional Investment (FII) and Desk for Equity trading. He also has 5 years of experience in Working Capital strategies for growing businesses. His area of expertise lies in identifying pivotal business procedures to deliver optimal results for clients. He is a post graduate from NMIMS(Mumbai) with a passion for Technology.



**ASHISH SOMANI***Assistant Manager*Relationship Department
INDIA Factoring

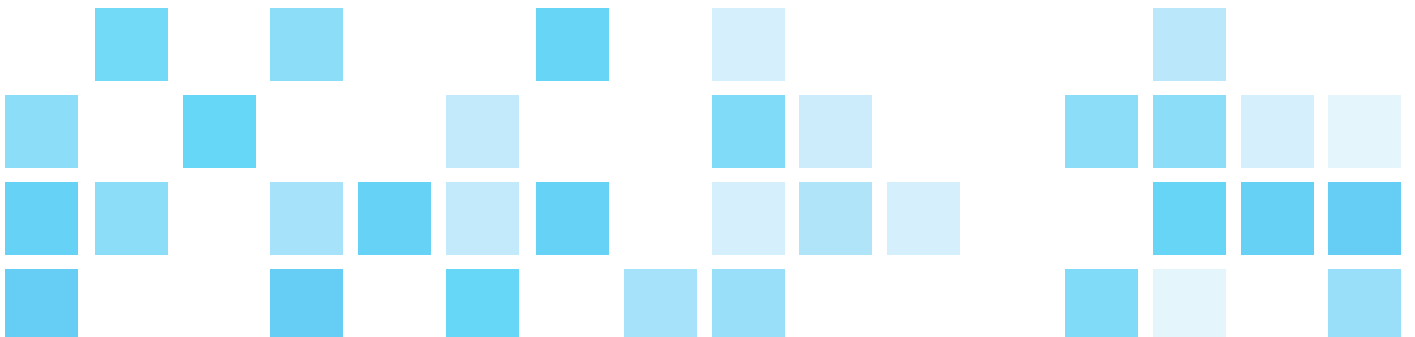
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Ashish Somani is an Engineering graduate with post-graduation in Financial Management. He has over five years of experience and specializes in Trade Finance and Working Capital Loan. Before joining India Factoring, he has worked with Cholamandalam Investment and Finance Company Ltd for three years.

Ashish handles the portfolio of around INR 4000 mn for Corporates and Mil Corporates. He achieved his targets proposed by Cholamandalam every year. Implemented product for PreShipment Credit and Post Shipment credit for Cholamandalam.





MAHABIR SINGH MEHTA

Assistant Manager

Relationship Department
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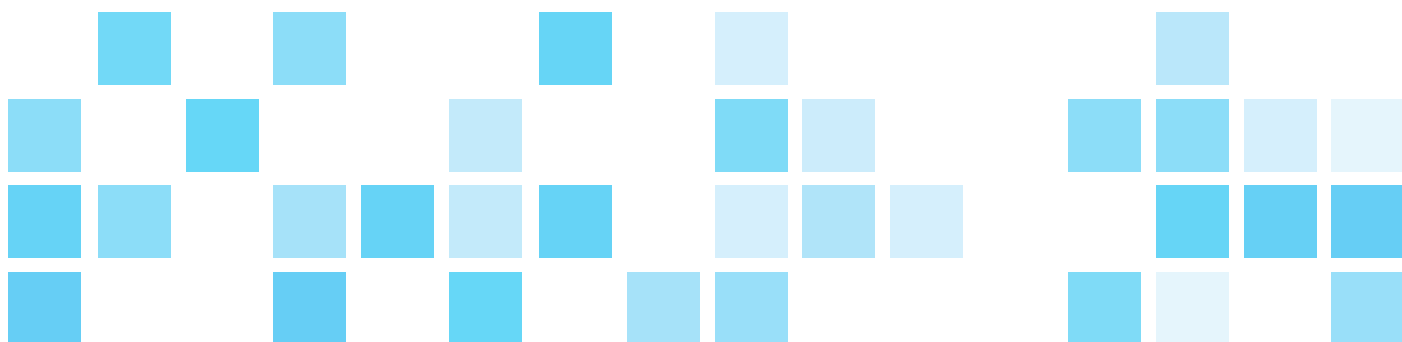
mahabir.mehta@indiafactoring.in

Mahabir Singh Mehta joined India Factoring and Finance Solutions Pvt Ltd, in April 2016 and currently serves as Assistant Relationship Manager at Delhi (India) Branch. He is responsible for the implementation of marketing strategies and the development and management of new business, focusing on both client retention and acquisition.

Before joining India Factoring he was engaged with Deutsche Bank Ag and Steria India Pvt Ltd as a Sales Manager. During his tenure there he was responsible for directing strategic customer

supporting campaigns and the management of marketing operations. Mahabir is also a certified investment and insurance adviser.

Mahabir has completed his Bachelors in Commerce from Kumaon University, Nainital and MBA in Finance, in HR & Hospitality Management from Kishan Institute of Information Technology, Meerut.



**CARLOS BAUDRAND***CEO*

LATAM Factors

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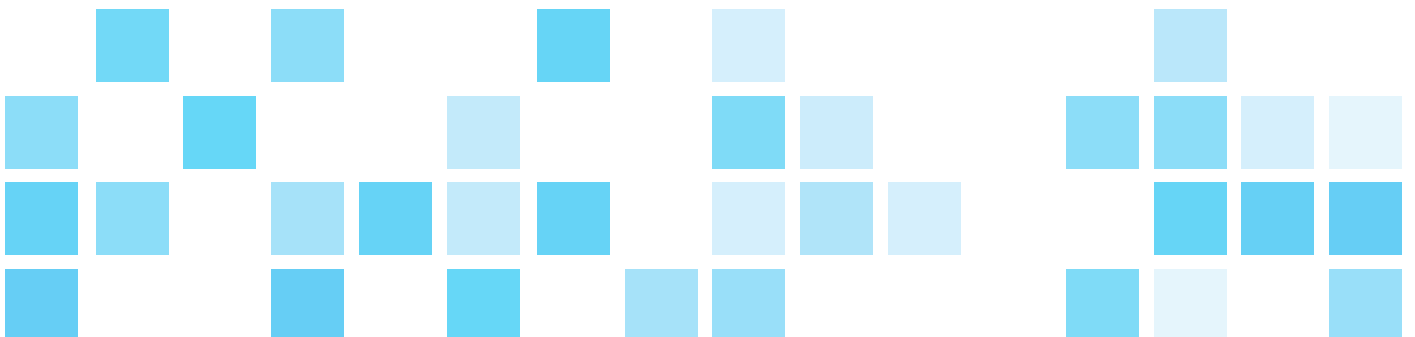
c.baudrand@latamfactors.cl

Carlos Baudrand Saavedra is the CEO of LATAM Factors, a Chilean factoring company which forms part of the FIMBank Group. Carlos' career in Factoring, Leasing and Vendor Finance goes back more than twenty years, most of which were spent with Heller Financial and GE Capital in Chile and Latin America.

His first major appointment was as Chief Commercial Officer at factoring firm Finersa. With the acquisition of Finersa by the Heller Group in 1996, Carlos was tasked with the running of its Global Vendor Programme, where he registered remarkable results. In 2001 the Heller Group was acquired by GE Capital leading to his appointment as Commercial Manager of a newly set up niche banking concern, HNS Bank, a niche bank focused on small and medium sized enterprises. A few

years later Carlos was responsible for setting up First Factors S.A., with the support of strong and reputable Chilean shareholders. In 2014, FIMBank plc acquired a controlling interest in the company, which later changed its name to LATAM Factors S.A.

Carlos graduated as a Commercial Engineer from the Universidad Central, Chile and obtained his Finance Certification from the Universidad Padre Hurtado, Chile. He pursued further studies at the ESE Business School and successfully completed the PADE programme for senior executives with over 20 years business experience. Carlos was a board member of International Factors Group from 2009, and Chairman of the Latin American Chapter from 2007, until January 2016 when the merge with Factors Chain International occurred.





RUBEN VASQUEZ

Chief Commercial Officer

LATAM Factors

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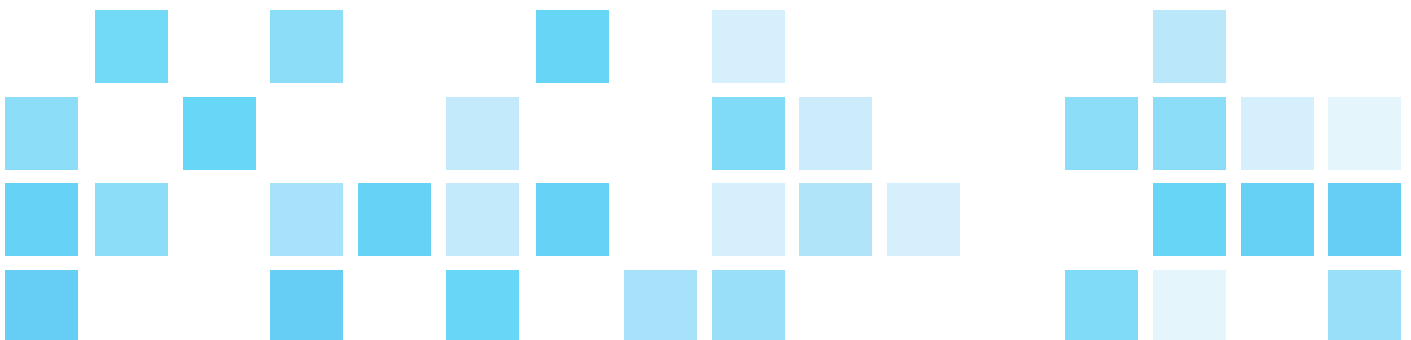
r.vasquez@latamfactors.cl

Ruben Vasquez joined LATAM Factors on January 2016 as Chief Commercial Officer. He is Business Administrator with a Magister in Finance and with more than 22 years of professional experience all of them on multinational and local financial companies in Chile.

After he graduated he worked for 13 years with Citibank as Relationship Manager at the beginning and then he was appointed as Vice President

in charge of GTS (Global Transaction Services) Business in Chile and responsible for a successful team in charge of multinational companies' relations mainly.

After Citibank, he joined Corpbanca for 4 years and subsequently in Banco Estado where he was in charge of SME Business for the whole country. He lives in Santiago, married with 4 children.





PABLO FREI

Chief Financial Officer

LATAM Factors

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Pablo Frei is a versatile professional with over 21 years of experience in Finance. He started at Citibank at the Credit Risk Department dealing with Credit Limit approvals for SMEs.

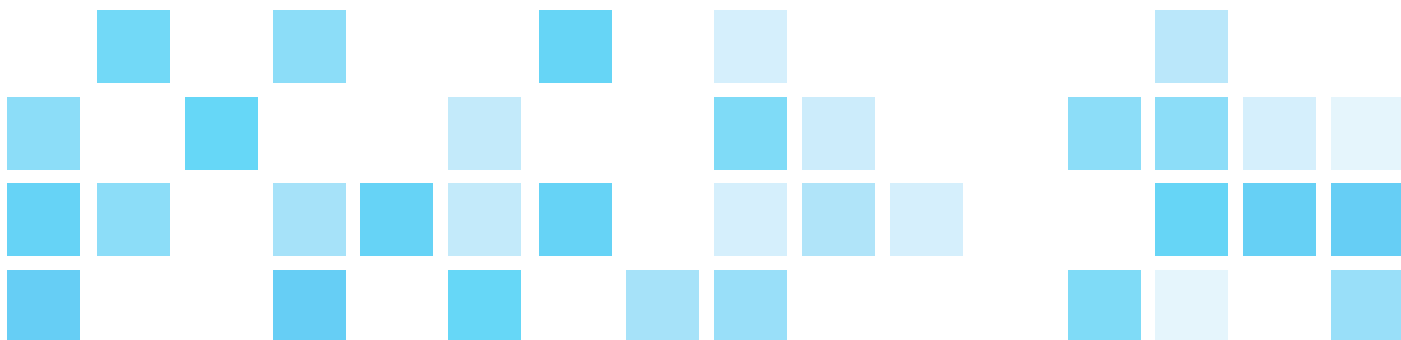
After 5 years at Citibank Pablo moved to Alcatel-Lucent (AL) Chile as Financial Engineer then he was appointed Financial Controller for AL Chile after he managed also AL Perú, after that he was appointed as CFO for AL Venezuela. Pablo worked also at the mining Industry initially as CFO at Naxos Services and after 1 year he was appointed CEO. From there he close the deal to incorporate a new partner at Naxos Services.

With a background in corporate finance, skills in financial planning, he is a proactive and goal oriented professional, constantly searching for improvements.

He joined Latam Factors in 2014. As Chief Financial Officer Pablo is responsible for the financial planning, budget control and regulatory reporting, He also provides company performance information to the Board for the decision making process and is also responsible for treasury, accounting and external auditor relationship.

He sits on Latam Factors Asset-Liability Committee and he is also member of Latam Factors Executive Committee.

Pablo holds a Master's in Finance Degree from the Adolfo Ibañez School of Business (Chile), and an Industrial Engineer Degree from the Physics and Mathematics Faculty at the University of Chile.





ANITA JOSIPOVIC

International Manager & Business Development

LATAM Factors

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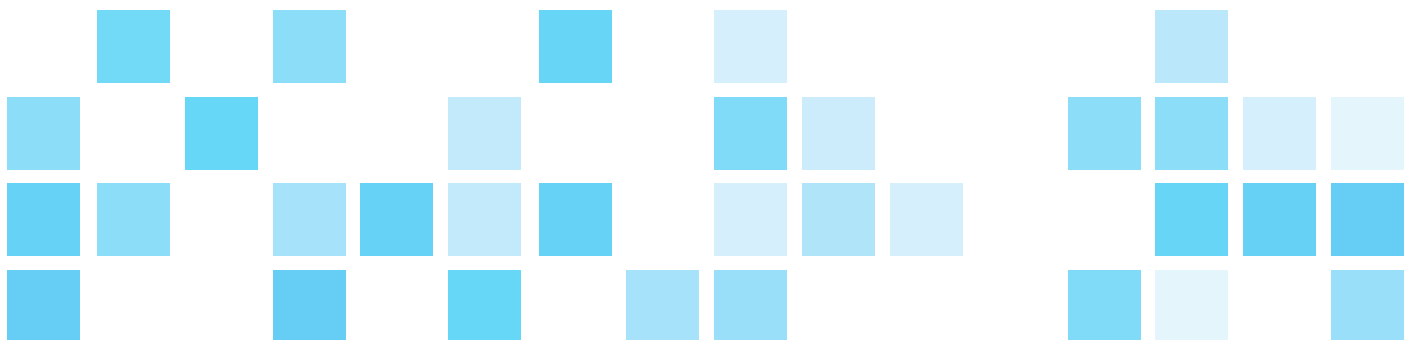
anita.josipovic@latamfactors.cl

Anita Josipovic has been with Latam Factors since July 2013 when she moved to Chile and joined the company to work on the international business development.

Previously she had been a member of the factoring team in the Serbian subsidiary of the French Société Générale Group. Her educational background (BA in International Relations from the University

of Bologna, Italy and Executive MA in Economics and Management from HEC, Paris) as well as work experience, have been greatly anchored to international environments and provided her with insight into different markets and operational frameworks.

Currently, her focus is on the Latin American region and its trade potential.





MONICA ROSALES

Credit Manager

Credit Department

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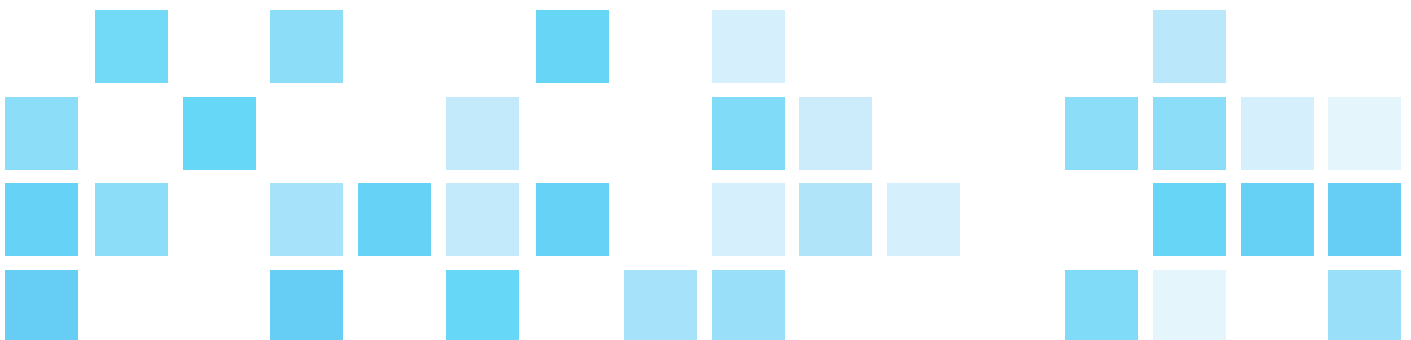
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Monica Rosales Carreño is the Credit Manager of Latam Factors since 2008 up to date, she currently manages the Credit Risk Assessment Department and Collection Department as well. She has a Business Management degree from Pontificia Universidad Católica de Chile. Monica has more than twenty years of experience working for important financial companies in areas of Business and Credit Risk.

Her professional career started in Banco de Chile as a Credit Analyst and afterwards as an Account

Manager for small and medium size enterprises. She worked in Banestado Leasing, the Leasing subsidiary of BancoEstado as a Deputy Manager of Regional branches and afterwards she worked in Corporación de Fomento de la Producción (public entity of production development) in Credit Risk Assessment Department.

Monica Rosales is also part of the teacher staff in a banking studies institute of the National Bank Association working in training programs of risk assessment and finance subjects.





FRANCISCO HORMAZÁBAL

Operation Manager (COO)

Operations

LATAM Factors

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Francisco Hormazabal has 25 years of experience in Finance, Accounting, Credit, Collection, Trading, and HR Departments. He has worked in national and multinational companies. Francisco has led and developed operations, logistics and administrative processes and the implementation of internal audits in companies.

His professional experience started in Banco Edwards as a Head of Current Accounts, afterwards he worked in Finersa (Heller Group) the first company of factoring in Chile, as a Head of Operations and Accounting, he worked as a Deputy Manager of Processes and Operations company division in Atlas financial institution, afterwards as

the Accounting Manager and Controller in Pioneer Chile (Dupont) a chilean seed company.

He is the Operations Manager of Latam Factors Chile since 2005 up to date.

Francisco Hormazabal is an Auditor and Accountant from Universidad Tecnologica Metropolitana (UTEM). He has a Management Control and Finance Degree at Universidad de Chile, Six Sigma Green Belt Dupont Brazil, Certified in SOX Dupont USA and Management and Leadership Dale Carnegie Associates, Inc.



