

# DANIELE DEMARTINI

## SUMMARY

Senior Finance Executive with 30 years of experience in Entertainment and Real Estate industry increasing operational and financial leadership responsibility with companies, ranging from startups to large public companies. Extensive experience in finance and administration strategy increasing bottom-line profitability. Team player, drive and determination. Focus on proactively influencing business decisions through financial and strategic analysis.

## PROFESSIONAL EXPERIENCE

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**from 07/2006**

**Universal Music Group – Milan**

*EVP, Chief Financial Officer & HR Director (from 06/2009)*

*Financial Controller (from 07/2006 to 06/2009)*

- Responsibility of Accounting, Finance, Treasury, Management Control, IT, Royalties, HR, Tax and Compliance areas
- Member of Board of Directors of Universal Music Group legal entities;

**from 10/2004 to 07/2006**

**Edizioni Curci Srl – Milan**

*Finance Director*

- Head of accounting and treasury offices of group of companies in Italy, France, Benelux, Spain, Germany, USA, UK and Canada;
- Annual fiscal closing of audited accounts of a group of companies;
- M&A operations;
- Management control, budget, forecast and Tax consolidation as per Italian GAAP;
- HR, property and facility management of Real Estate companies.

**From 05/2003 to 09/2004**

**Norman 95 Spa - Milan**

*Chief Financial Officer*

- Head of finance, administration and treasury of a real estate group of companies resident in and outside Italy;
- Cash flow management: agreements with banks and third party to find cash resources, relationship with minority partners;
- Risk management and project company start up in Italy and in other countries;
- Company listing at London Stock Exchange (AIM segment) with responsibility of financial relationship with auditors and Nominated Advisors;
- Drafting Log Form, Short Form and Working Capital for AIM/LSE listing;

**From 06/2000 to 01/2003**

**Zomba Records Italia Srl – Milan**

*Chief Financial Officer*

- Head of finance, administration, treasury and HR;
- Monthly closing of accounts and reporting results to the UK headquarter. Yearly budget and forecasts;

- Annual fiscal closing of audited accounts;
- Business Affairs, drafting and managing contracts with artists, contacts with collecting firms and category associations, risk management, management of Italian and international copyright;
- Managing company start up;

**From 09/95 to 06/00**

**PolyGram Italia Srl/Universal Music Italia Srl**

*Management Control Director*

*Member of the Board of Directors*

- Head of Licence: responsible for contacts with SIAE, collecting firms and business associations, management of Italian and international copyright.
- Responsible of management control and reporting: monthly international reports (US/UK GAAP), preparing budget and forecast for HQ, strategic planning, managing royalties and copyrights, market research.
- Member of the Board of Directors.

**From 11/93 to 09/95**

**CEE Revisione Sas/Guerard Vialà Sas – Milan**

*Senior Auditor*

- auditing and certification of financial statements of commercial and industrial firms.
- Acquisition evaluation, due diligence and M&A.
- Administration consulting, drafting fiscal balance sheets, consolidated balance sheets of medium and large industrial and groups.

**From 01/93 to 11/93**

**Banca Popolare di Abbiategrasso – Milan**

*Business Analyst – Internship*

- internship as business analyst for bank Credit Department drafting reports on credit capacity and index evaluation using CBIL software.

## ORGANIZATIONS

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Assolombarda - Board of Media, Communication and Entertainment Group

President of the Board (March 2024 – Present)

Vice President of the Board (February 2015 – 2024)

Assolombarda - Board of Video Phonograph Group

President of the Board (March 2012 – 2024)

Member of the Board (June 2009 – February 2012)

## TEACHING ACTIVITIES AND LECTURE

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Adjunct Professor at Economics, Management, and Statistics School, Second cycle degree programs (LM) in Innovation and Organization of Culture and the Arts (GIOCA) in Bologna University. Course: “Reporting, Budget and Business Plan” – Academic Years 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23, 2023/24, 2024/25

Teacher at Master MMCM Università La Sapienza of Rome: "Finance and Economics of videophonographic product", 8/9 September 2022

Lecture at master's in music communication, Catholic University of Milan: "Organization and structure of Record and Music Publishing companies", 2 and 15 February 2022

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "New challenges in Italian and worldwide Record Market", 1 October 2021;

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "New challenges in Italian and worldwide Record Market", 29 September 2020;

Lecture at Master in Music Communication, Catholic University of Milan: "Organization and structure of Record and Music Publishing companies", 22 and 29 January 2020;

Lecture/interview with JETN at University of Trento on music business, 2 December 2019;

Lecture at Bocconi University of Milan: "Organizational changes in Universal Music Italy", 7 May 2019;

Lecture at Master in Music Communication, Catholic University of Milan: "Organizational changes in a Record Company during streaming revolution", 7 March 2019;

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "New challenges in Italian and worldwide Record Market", 1 October 2018;

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Development of Italian and worldwide Record Market", 26 September 2017;

Lecture at Bocconi Art Campus BSMA - Bocconi University of Milan: "From Music to Net Income. Finance and Innovation in a major Record Company", 5 April 2017;

Lecture at Bocconi University of Milan: "Digital impact of UGC on Italy Record Market", 1 March 2017;

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Italian Record Market & Opportunities", 28 September 2016;

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Italian Recording Market – Digital evolution", 24 September 2015

Lecture at Master "Publishing and Music Production" – IULM University of Milan: "Finance and Economics in the Record Industry", 17 April 2015

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Setup of a recording product: scouting, marketing and distribution", 5 December 2014

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Budget process in a Record Company", 3 December 2014

Lecture at Università degli Studi Milano Bicocca - School of Economics: "Economics in an Entertainment company", 27 May 2014

Teacher at Master MMCM Università La Sapienza of Rome: "Finance and Economics of videophonographic product", 22 May 2014

Lecture at GIOCA - School of Economics, Management and Statistics University of Bologna: "Forecasting and Reporting in a Record Company", 17 December 2013

## EDUCATION

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1986–1992      Università Cattolica del Sacro Cuore, Milan

- Doctor's Degree in Economia e Commercio (Business and Economy) with thesis: "Information Technology and organizational change in Credit firms", with Ch.mo Prof.ssa Cecilia Rossignoli.

1980–1985      Liceo Scientifico GB Vico di Corsico (Mi) (Scientific High School)

- High School Scientific Degree.

#### FOREIGN LANGUAGES

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Good knowledge of English and French. Scholastic of Spanish.

#### COMPUTER SKILLS

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Good knowledge of main Windows - MS Office applications and of Mac OSX. Implementation and good knowledge of JD Edwards for AS400, Hyperion Solutions, Navision Financial and SAP - BW.