

CRISCI & PARTNERS
SHAREHOLDERS AND BOARD CONSULTING



“The price of greatness is responsibility.”

[Winston Churchill]

An independent professional firm with long and significant experience in the area of consultancy, aimed at the continuous improvement of the structure and practice of corporate governance, of the composition, functioning, performance evaluation and formation of the Board of Directors and its Committees, and the development of corporate leadership.

Experts on the specific issues in Family Businesses, relating to management and its generational succession.



Improving Corporate Governance



The role and effectiveness of Board actions depend on the quality of people involved, their leadership, mix of skills and personal qualities, the amount of time they dedicate to their Board Member activities, their behaviour, team spirit and the interaction dynamics among Directors.

The values of the Chairman, Executive and Non-Executive Directors, their responsibility, personal commitment and approach to good governance practices are at least as important as the faithful application of rules and regulations.

The depth and ease of interaction between the Board and Top Management is another key success factor for companies.

Crisci&Partners carries out searches for the various members of Boards of Directors, conducts Board and Committee performance evaluations, advises on strategic development plans for the Board, its Committees and individual Directors.

Corporate Leadership

Thanks to the significant experience acquired by its team in top Executive Search, Crisci&Partners offers professional research and evaluation services for executive positions at Board level - Chairmen, CEOs and Directors - that report directly to the Board - General Managers and Chief Financial Officers - and who liaise with the Board of Directors on specific areas - Board Secretaries, Chief Corporate Governance Officers, General Counsels, Compliance, Audit and Risk Managers.

Crisci&Partners helps in the formation and refining of Boards of Directors, boasting unique experience in the search for Chairmen, CEOs and Independent Directors.



Our values

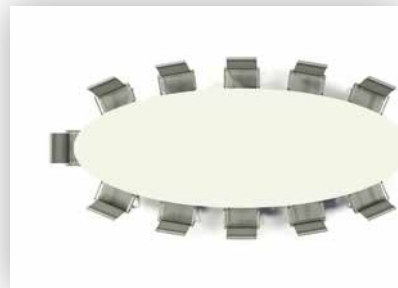


- Preserve and enhance the value of the choices already enacted by the Shareholders and Top Management of our Client companies.
- Recognise and promote the values of entrepreneurship, leadership, commitment, integrity and expertise within the Top Management and the Board of Directors.
- Appreciate and stimulate, in our Clients and in ourselves, the ambition and the capacity to grow, engaging all stakeholders in creating value.
- Focus our commitment and actions as independent and constructive advisors entirely on our Clients, always prepared and updated, to respond to their requirements, through our creativity and standards of professional excellence.

Areas of activity



■ Shareholders Consulting



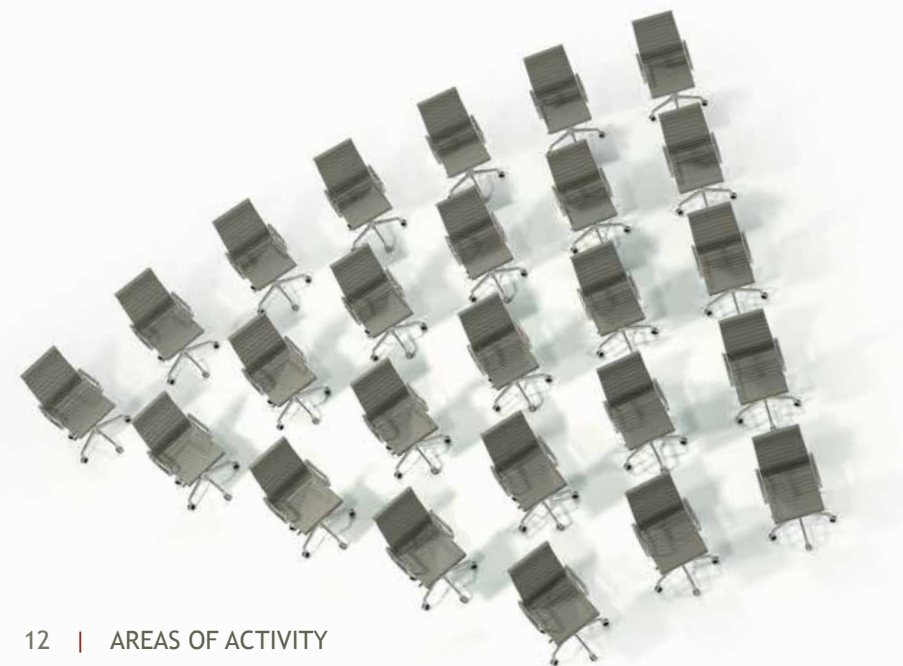
■ Board Consulting



■ CEO Search and Consulting

Shareholders Consulting

Crisci&Partners advises Shareholders with regard to the composition and internationalisation of company Boards and Committees and the development of diversity within the same; in the constitution of strategic Advisory Boards, in succession planning, also in Family Businesses, and in the search for the Top Management reporting to the Board.



■ Long-lasting relationships
with Family Businesses

Board Consulting

Crisci&Partners assists Boards of Directors and Committees in their quest to improve their performance and functioning. It carries out performance evaluation processes, develops induction and educational programs for the Board and individual members, advises Committees on remuneration practices and all other areas that require review.

It carries out these services independently, with professionalism and objectivity, ensuring that Board evaluation and induction are not merely formal fulfilments.

The Crisci&Partners team has consolidated experience in these areas, which is fundamental for achieving client high-standard corporate governance.

■ Advisor to some of Italy's
largest Corporations



CEO Search and Consulting

The CEO is the strategic leader of the company.

Crisci&Partners conducts executive search for Chief Executive Officers on the mandates of Shareholders, the Chairman of the Board and the Nomination Committee. For several years, it has also supported company management in the search for Top Managers, to be approved by the Board, such as: General or Divisional Managers, Chief Financial Officers, General Counsels and Corporate Secretaries, Compliance, Audit and Risk Managers.



- A trusted discussant for leading Shareholders, Chairmen and CEOs

Professionals

The professionals at Crisci&Partners boast considerable experience in services aimed at improving corporate governance architectures and practices, in the search and development of corporate leadership and expertise, also with regard to generational succession in Family Businesses.

- Professionals with long-standing experience in Board composition and evaluation and search for Chairmen, CEOs and General Managers



In the heart of Milan

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Shareholders and Board Consulting

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