

MARÍA CATALINA INÉS CLAVÉ ALMEIDA

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Profile

- Experienced senior executive with a professional career of more than 30 years with a solid reputation in Mexican financial markets.
- Proven results in different strategic, operational and senior vice president positions.
- Highly effective delivering business goals, budget forecast and performance budget to ensure profitability targets and revenue growth.
- Successfully defined and executed business strategies that have led profitable operations, increasing market share and achieving high customer satisfaction in Mexico, Colombia, Chile, Perú, and Costa Rica.
- Always looking for customer's needs, partner relationships and for the best solution at the right time. Lead sales and operational teams and support them to ensure they meet company's and personal goals.
- Strong interpersonal and network relationship, customer oriented, business process improvement, team leadership and mentorship, sales leadership, planning & forecasting.

Professional Experience

2002-2021 Bolsa Mexicana de Valores, S.A.B. de C.V.

Senior VP of Mexican Stock Exchange Clearing House (CCV and Asigna). 2018-2021

- Strong engagement with relevant authorities such as the Central Bank of Mexico, the National Securities and Banking Commission, and with the main brokerage firms, and pension funds among other financial participants.
- Reached a competitive EBITDA in both Central Counterparties; CCV above 35% and Asigna above 45%
- Worked together with the principal Mexican brokerage firms and the financial authorities to create different endeavors that seek to modify the clearing methods benefiting the clients.
- Managed Central Counterparty treasury with funds greater than \$5 billion dollars.
- Maintained the acknowledgment of the European Securities and Markets Authority (ESMA) and earned the recognition of the Commodity Futures Trading Commission and the Bank of England as an international clearing house.
- Generated and maintained an EBITDA of 45% of revenue for the CCV and 32% of revenue for Asigna.

Senior VP Valmer (Mexican Stock Exchange Subsidiary). 2012-2018

- Led Mexican Stock Exchange price vendor for financial instruments, as well as comprehensive calculation, reporting, analysis, and risk management.
- Responsible for daily operations of business; sales; operations; and compliance.
- Created a great communication channel with our clients and financial associations, negotiating key agreements with the financial authorities to meet our client's needs,
- Led the development of a web-based financial risk management software and enhanced the platform to comply with 7 different regulations in Latin America: over 300 portfolios and +US \$100B in AUM.
- Managed the strategy to increase market share in México, Panamá and Costa Rica.
- Worked closely with Colombian Stock Exchange, to help them to open a price vendor based on Mexican model.
- Achieved revenue goals for five years in a row, increasing the EBITDA from 27% to 51%.
- Growth in market share from 40% to 60% in 4 years.

Senior Vice-President of Market data and Indices. 2000-2012

- Developed marketing strategies and product segmentation that contributed to increase revenue share growing annual sales budget from 5 MUSD to 15MUSD in a period of 5 years.
- Signed a profitable joint venture with *Bolsas y Mercados Españoles* that lead to launch *Sibolsa* real time market data product for retail investors. Advise Colombian Stock Exchange in Market Data strategies in order to grow their revenues based on this important asset.
- Launched more than 15 securities market indices, and 7 of those were used for listed ETF.
- Negotiated with the largest banks in Mexico for licensing customized indices as benchmarks for their investment funds portfolios

- Designed a campaign that pointed out the importance of sustainability actions, we were able to motivate Mexican listed companies to report annually their progress on ESG initiatives.
- Worked closely with ERIS and Universidad Anahuac to launch the first ESG index for the Mexican Stock Exchange.
- All these initiatives led Mexican Stock Exchange to sign a commitment with United Nations to become a Sustainable Stock Exchange.

Frustrum Group. 1997-2001

Senior Vice President for Latin America sales and marketing.

- Led the regional team to enter in the Latin America market with OPICS software solutions and services.
- In charge of sales targets, marketing, client prospectus.
- OPICS representative in main financial regional events such as FELABANC, Banking National Convention, among others.
- After 5 years of working in the region signed agreements with clients in Chile, Argentina, Peru, Colombia, Brazil, Panamá and Mexico.
- Managed global accounts including Marril Lynch, Bank of America, JP Morgan, Banorte, Banco de Colombia, Santander, Scotia Bank, Dresner Bank, Bank of Boston.
- Sold and implemented treasury and back-office software solutions to Colombian Central Bank.

Reuters 1994-1997

Sales team leader.

Led a group of sales team to promote and sale Mexico's real time market data products and solutions.
Supervised a group of sales representatives and guide, motivate them to achieve personal and company goals.
Managed annual forecast and pipeline.

EDUCATION

Mexican Stock Exchange Education, 2011 – Investment strategy Advisor Program

Universidad Anahuac, 2010 - Corporate Governance Program

IPADE Business School, 2006 – Business Management D1 Program

Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), 2004 - Management Development Program

Universidad Autónoma de Chihuahua and Atlantic International University, 1988 - Business Management bachelor's degree

LANGUAGES

- Spanish - native
- English - fluent