



Fred Steunou
Chief Financial Officer

Frederic "Fred" Steunou is a seasoned global finance executive with extensive leadership experience in multi-billion-dollar businesses across consumer goods, agriculture, and manufacturing sectors. He most recently served as CFO, vice president and board member at NatureSweet, the leading snacking tomato brand in the U.S., where he led Finance, IT, Procurement, Supply Planning, and S&OP. Under his leadership, the company achieved B Corp certification (as a pillar of the ESG value creation), restored profitability, delivered a successful exit valuation, while securing strategic refinancing with JP Morgan.

Fred previously held key CFO roles at Mars Inc., overseeing major regions and business units including Latin America and North America Petcare. He led the financial integration of Procter & Gamble Pet (IAMS, Eukanuba brands) in PetCare North America, managing SAP transformations, executing multi-country restructurings, and driving EBITDA growth across markets. He played pivotal roles in strategic planning, cost optimization (including the delivery of the integration model synergy), and building high-performing finance organizations across regions, while managing large teams and complex operations.

Fred's career spans finance roles across Valeo, Castel Group, and PwC, with successful turnaround and M&A experience in Europe, Asia, and Africa. He holds advanced degrees in Finance and Information Systems from Paris-Dauphine, ENS Paris-Saclay and completed his capabilities at MIT and the HBS. Fred is trilingual (English, French, Spanish) and holds dual citizenship in the U.S. and France.