

## Supervisory Board Erste Group Bank AG – Annual Report 2018



@ Daniela Beranek

### **Friedrich Rödler**

#### **Chairman of the Supervisory Board**

First elected: 2004

Term expires: 2022

#### **Personal information:**

Year of birth: 1950

Nationality: Austrian

#### **Career:**

2011 – 2013: Member of the Management Board, PwC Europe AG, Frankfurt

2001 – 2013: Senior Partner, PwC PricewaterhouseCoopers Austria

1990 – 2001: Partner, Price Waterhouse Austria

1976 – 1990: Arthur Andersen Austria

since 1982: admitted as tax advisor and certified auditor

#### **Education:**

Postgraduate course in International Studies at the University of Vienna degree awarded 1976

Business administration and tax law at the University of Economics and Business Administration, Vienna degree awarded 1976 (MA)

Applied mathematics and computer sciences at the University of Technology, Vienna degree awarded 1975 (Diplomingenieur)

#### **Committee representation:**

Executive Committee: Chairman

Nomination Committee: Chairman

Remuneration Committee: Chairman and compensation expert

Risk Committee: Chairman

Audit Committee: Member and finance expert

IT Committee: Vice Chairman

#### **Memberships in statutory supervisory boards and similar functions:**

Erste Bank Hungary Zrt.

Erste Bank der oesterreichischen Sparkassen AG (Vorsitz)

Sparkassen-Prüfungsverband (Chairman)

Abschlussprüferaufsichtsbehörde



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## **Jan Homan**

### **1st Vice Chairman of the Supervisory Board**

First elected: 2004

Term expires: 2022

#### **Persönliche Daten:**

Year of birth: 1947

Nationality: Austrian

#### **Career:**

02/2011 – 12/2013: Member of the Supervisory Board, Constantia Flexibles Group GmbH

2004 – 2011: Chairman of the Management Board, Constantia Flexibles Group

1991 – 2004: Chairman of the Management Board, Constantia Teich Group

1984 – 1991: Director, Sun Chemical, Vienna

1978 – 1984: Head of Finance and Administration, Sandvik Austria

1977 – 1978: Bank Société Générale Alsacienne, Vienna

1972 – 1977: Chase Manhattan Bank, Frankfurt/New York/Düsseldorf

#### **Education:**

University of Economics, Vienna degree awarded 1972 (MA)

#### **Committee representation:**

Executive Committee: Vice Chairman

Nomination Committee: Vice Chairman

Remuneration Committee: Vice Chairman

Risk Committee: Vice Chairman

Audit Committee: Chairman

IT Committee: Substitute

#### **Memberships in statutory supervisory boards and similar functions:**

Constantia Flexibles Holding GmbH

Frapag Beteiligungsholding AG (Chairman of the Supervisory Board)

Slovenská sporiteľňa, a.s.



## **Maximilian Hardegg**

### **2nd Vice Chairman of the Supervisory**

First elected: 2015

Term expires: 2020

### **Personal information:**

Year of birth: 1966

Nationality: Austrian

### **Career:**

2012 – 2014: Honorary Chairman, DLG Fachzentrum Land- u. Ernährungswirtschaft (German Agricultural Society for Agriculture and Food)

2009 – 2014: Board of Directors, DLG Frankfurt

since 2004: Supervisory Board Member, Erste Stiftung

since 1995: Proprietor, Gutsverwaltung Hardegg

since 1992: Family-owned company, Gutsverwaltung Hardegg

1991 – 1993: AWT Handels- u. Finanzierungs AG

### **Education:**

Agricultural science at the Technical University Munich at Freising-Weihenstephan, degree awarded 1990 (Dipl.-Ing.agr.)

### **Committee representation:**

Executive Committee: Member

Nomination Committee: Member

Remuneration Committee: Substitute

Risk Committee: Member

Audit Committee: Vice Chairman

IT Committee: Chairman

### **Memberships in statutory supervisory boards and similar functions:**

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Česká spořitelna, a.s.



**Elisabeth Bleyleben-Koren**

**Member of the Supervisory Board**

First elected: 2014

Term expires: 2019

**Personal information:**

Year of birth: 1948

Nationality: Austrian

**Career:**

2008 – 2010: Chairwoman of the Management Board, Erste Bank Oesterreich

1999 – 2008: Vice Chairwoman of the Management Board, Erste Bank

1997 – 1999: Member of the Management Board, ERSTE

1977 – 1997: Managing positions (Commerce, Corporates, Director with full power of attorney, Commerce and Institutional Clients), ERSTE

1973 – 1977: Staff function within Depository and Private Banking, Creditanstalt

**Education:**

Legal science at the University of Vienna, degree awarded 1972 (LL.D.)

**Committee representation:**

Risk Committee: Member

Audit Committee: Member

**Memberships in statutory supervisory boards and similar functions:**

none



## **Gunter Griss**

### **Member of the Supervisory Board**

First elected: 2014

Term expires: 2019

### **Personal information:**

Year of birth: 1945

Nationality: Austrian

### **Career:**

since 01/1975: Attorney-at-law and senior partner, Rechtsanwaltskanzlei Griss & Partner, Graz

1970 – 1974: Associate, Graz

### **Education:**

Postgraduate studies (economics and law) at the University of Chicago, degree awarded 1970 (Master of Comparative Law)

Postgraduate studies (private international law) at the University of Paris, degree awarded 1969 (license for the doctorat d'université)

Legal studies at the Faculté Internationale de Droit Comparé, Strasbourg/Pescara and the Academy for International Law, Den Haag

Language and legal studies at the University of Oxford and City of London College Legal science at the University of Graz, degree awarded 1967 (LL.D.)

### **Committee representation:**

Remuneration Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

AVL List GmbH (Chairman)

Steiermärkische Bank und Sparkassen AG (Chairman)

Bankhaus Krentschker & Co. AG (2nd Vice Chairman of the Supervisory Board)



## **Jordi Gual**

### **Member of the Supervisory Board**

First elected: 2017

Term expires: 2022

### **Personal information:**

Year of birth: 1957

Nationality: Spain

### **Career:**

since 2016: Chairman of CaixaBank

2005 – 2016: Chief Strategy Officer and Chief Economist of “la Caixa” Group

1987 – 2016: Professor of Economics of IESE Business School, Barcelona, Department of Economics

since 1989: Researcher of Centre for Economic Policy Research (CEPR), London

### **Education:**

Doctor of Philosophy in Economics (Ph.D.), University of California, Berkeley, degree awarded in March 1987

Executive Development Program (PDD), IESE Business School, University of Navarra, degree awarded in June 1988

Licenciatureship in Economics, Universitat de Barcelona, Spain, degree awarded with highest honors in 1979

### **Committee representation:**

Remuneration Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

Repsol S.A. (Member Board of Directors)



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## **Marion Khüny**

### **Member of the Supervisory Board**

First elected: 2017

Term expires: 2019

### **Personal information:**

Year of birth: 1969

Nationality: Austrian

### **Career:**

2015 – 2016: Divisional Board Member for Market, Counterparty and Liquidity Risk, Commerzbank AG, Frankfurt

2008 – 2014: Division Manager for Market and Operational / Reputational Risk, UniCredit Bank AG, Munich

2003 – 2008: Co-head for Credit Proprietary Trading, UniCredit Group / Bank Austria AG, Vienna

1997 – 2003: Senior Fund Manager, Deutsche Asset Management, Frankfurt

### **Education:**

International Business Administration, Leopold-Franzens-Universität, Innsbruck/Austria, Marquette University, Milwaukee/USA, degree awarded in 1993

Chartered Financial Analyst (CFA), German Association of Investment Professionals

Financial Analyst (DVFA), German Association of Investment Professionals

### **Committee representation:**

Risk Committee: Member

IT Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

KA Finanz AG (Member Board of Directors)



## **Elisabeth Krainer Senger-Weiss**

### **Member of the Supervisory Board**

First elected: 2014

Term expires: 2019

### **Personal information:**

Year of birth: 1972

Nationality: Austrian

### **Career:**

since 2010: Co-founder of Zirkel Familienunternehmen exklusiv - Generationen im Gespräch

since 2004: Attorney-at-law, Vienna

2001 – 2004: Associate, Freshfields Bruckhauser Deringer, Wien

1998 – 1999: Associate and Head of London Office, Steel Hector & Davis MNP, Miami, FL and London, GB

1997 – 1998: Associate, Kavanagh Maloney & Osnato LLP, New York, NY

### **Education:**

Austrian notaries' supplementary examination

Governance Excellence/Program for Supervisory Board Members, WU Executive Academy, Vienna

Admission to the New York State Bar and the Austrian Bar

Legal studies at Fordham University, New York, NY, degree awarded 1997 (LL.M. cum laude)

Legal science at the Universities of Vienna and Paris, degree awarded 1996 (LL.M.) degree awarded 2001 (LL.D.)

### **Committee representation:**

Nomination Committee: Member

Risk Committee: Substitute

IT Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

Gebrüder Weiss Gesellschaft m.b.H. (Vice Chairwoman of the Supervisory Board)

Gebrüder Weiss Holding AG (Vice Chairwoman of the Supervisory Board)





## **Brian D. O'Neill**

### **Member of the Supervisory Board**

First elected: 2007

Term expires: 2022

### **Personal information:**

Year of birth: 1953

Nationality: U.S. American

### **Career:**

since 2013: Senior Advisor, Lazard Frères & Co

09/2009 – 12/2012: Vice Chairman, Lazard International (Lazard Frères & Co)

2008: Acting US Director, Inter-American Development Bank

2007 – 2009: Deputy Assistant Secretary, US Department of the Treasury

1977 – 2007: Managing and executive positions, JP MorganChase

### **Education:**

Executive Program, Amos Tuck School of Business, NH

Thunderbird School of Global Management, AZ, degree awarded 1976 (MBA)

University of San Diego, CA, degree awarded 1975 (BA)

### **Committee representation:**

Remuneration Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

Banca Comercială Română S.A.

Emigrant Bank

Aqua Venture Holdings, LLC



## **Wilhelm Rasinger**

### **Member of the Supervisory Board**

First elected: 2005

Term expires: 2020

### **Personal information:**

Year of birth: 1948

Nationality: Austrian

### **Career:**

since 1999: Chairman IVA Interessenverband für Anleger, Lecturer at Universities of Applied Sciences at Krems and Vienna

2004 – 2014: Managing Director, „Am Klimtpark“ Liegenschaftsverwaltungs-GmbH

1993 – 2014: Managing Partner, Inter-Management Unternehmensberatung GmbH

1982 – 2007: University lecturer, Dep. for Construction Management and Engineering, University of Technology Vienna

1983 – 1993: Authorised Officer (Prokurist), Wiener Allianz Versicherung

1977 – 1983: Management consultant

### **Education:**

Juridically certified expert on accounting, balancing and business consulting (1995)

Honorary professor for Business Administration at the University of Technology, Vienna (1992)

Business administration at the University of Economics and Business

Administration, Vienna, degree awarded 1972 (Mag.rer.oec.et.soc.), degree awarded 1976 (Doc.rer.oec.et.soc.)

### **Committee representation:**

Executive Committee: Substitute

Risk Committee: Member

Audit Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

Friedrichshof Wohnungsgenossenschaft reg.Gen. mbH (Chairman of the Supervisory Board)

Haberkorn Holding AG

Haberkorn GmbH

S IMMO AG

Wienerberger AG

Gebrüder Ulmer Holding GmbH



## **John James Stack**

### **Member of the Supervisory Board**

First elected: 2007

Term expires: 2021

### **Personal information:**

Year of birth: 1946

Nationality: American

### **Career:**

since 2008: Member of the Board of Directors at Mutual of America and Ally Bank

2000 – 2007: Chairman and Chief Executive Officer, Ceska Sporitelna, a.s.

1996 – 1999: Executive Vice President, Chase Bank

1977 – 1995: Managing positions, Chemical Bank

1970 – 1976: New York City and State Governments

### **Education:**

Harvard Graduate School of Business Administration, degree awarded 1970 (MBA)

Mathematics and economics, Iona College, degree awarded 1968 (BA), magna cum laude

### **Committee representation:**

Remuneration Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

Ally Bank

Ally Financial Inc.

Mutual of America Capital Management

Česká spořitelna, a.s. (Chairman of the Supervisory Board)

## Delegated by the employees' council:



### Barbara Pichler

#### Member of the Supervisory Board

Employee Representative

Chairwoman of the Employees' Council

First delegated: 2008

Delegation expires: until further notice

#### Personal information:

Year of birth: 1969

Nationality: Austrian

#### Career:

since 2015: Chairwoman of the Employees' Council, Erste Group Bank AG

2008 – 2015: Vice-Chairwoman of the Employees' Council, Erste Group Bank AG

since 2006: Procurement Services GmbH

1999 – 2006: BMG Warenbeschaffung GmbH

1997 – 1999: Erste Bank der oesterreichischen Sparkassen AG

1992 – 1997: GiroCredit Bank

1989 – 1992: Austrian Credit Institute

#### Education:

Employees' Representatives Academy, magna cum laude 2012

Vienna Business School

#### Committee representation:

Executive Committee: Member

Nomination Committee: Member

Remuneration Committee: Member

Audit Committee: Member

IT Committee: Substitute

#### Memberships in statutory supervisory boards and similar functions:

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## **Andreas Lachs**

### **Member of the Supervisory Board**

Employee Representative

Vice Chairman of the Employees' Council

First delegated: 2008

Delegation expires: until further notice

### **Personal information:**

Year of birth: 1964

Nationality: Austrian

### **Career:**

since 2011: Vice-Chairman of the Employees' Council, Erste Group Bank AG

since 2008: Member of the Supervisory Board, Erste Group Bank AG

since 2007: Member of the Employees' Council, Erste Bank

since 1997: Market Risk Manager, Erste Bank

1994 – 1997: Asset and stock analyst, Creditanstalt Group

1991 – 1992: Alliance Capital Management, London and New York

1985 – 1990: Bohmann Printing and Publication, Vienna

### **Education:**

Finance and International Business at Columbia University Business School, NY, degree awarded 1993 (MBA)

Business informatics at the University of Vienna, degree awarded 1991 (MA)

### **Committee representation:**

Executive Committee: Substitute

Nomination Committee: Substitute

Remuneration Committee: Member

Risk Committee: Member

Audit Committee: Substitute

IT Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

VBV-Pensionskasse Aktiengesellschaft



## **Karin Zeisel**

### **Member of the Supervisory Board**

Employee Representative

Vice-Chairwoman of the Employees' Council

First delegated: 2007

Delegation expires: until further notice

### **Personal information:**

Year of birth: 1961

Nationality: Austrian

### **Career:**

since 11/2013: Operative Head of Erste Time Bank

since 01/2012: Jurywoman, Court of Labour and Social Law, Vienna

since 11/2010: Member of the Federal Executive Board of ÖGB (Austrian Federation of Trade Unions), Deputy Head of Trade Union GPA – djp (Federation of Private Employees)

since 06/2003: Vice-Chairwoman of the Employees' Council, Erste Group Bank AG

since 08/1979: Erste Group Bank AG

### **Education:**

Lay judge training, Court of Labour and Social Law, Vienna

Slovakian Labour and Social Law, Central European Trade Union College

Certificate for Gender Mainstreaming und Diversity, AK Vienna Leadership program training, BTS Plus Basic and advanced training for employee representatives, GPA-DJP/ÖGB/AKA-Levels

### **Committee representation:**

Executive Committee: Member

Nomination Committee: Member

Remuneration Committee: Member

Risk Committee: Substitute

Audit Committee: Substitute

IT Committee: Member

### **Memberships in statutory supervisory boards and similar functions:**

none



## **Jozef Pinter**

### **Member of the Supervisory Board**

Employee Representative

Vice Chairman of the Employees' Council

First delegated: 2015

Delegation expires: until further notice

### **Personal information:**

Year of birth: 1974

Nationality: Slovak

### **Career:**

since 2008: Specialist / Risk Manager, Erste Group Bank AG (Vienna)

2001 – 2008: Senior Relationship Manager / Head Transaction Banking, Slovenska

1998 – 2001: Senior Relationship Manager, Bank Austria Creditanstalt Slovakia

1997: Account Manager, Tatrabanka a.s. (Raiffeisen Group, Bratislava)

### **Education:**

International Management Training Program, Erste Group (PDPM), certificate awarded 2006

International Training Program, Creditanstalt Academy (CEET), certificate awarded 1998

Specialist for Financial Systems and Banking, University of Economics (Bratislava) degree awarded 1997 (Ing.)

### **Committee representation:**

Executive Committee: Substitute

Nomination Committee: Substitute

Remuneration Committee: Substitute

Risk Committee: Member

Audit Committee: Member

IT Committee: Substitute

### **Memberships in statutory supervisory boards and similar functions:**

none



## **Markus Haag**

### **Member of the Supervisory Board**

Employee Representative

First delegated: 2011

Delegation expires: until further notice

### **Personal information:**

Year of birth: 1980

Nationality: Austrian

### **Career:**

since 2002: Trading, Risk Management, Financial Markets, Mid Office/Products & Valuation Markets  
– P&L Analyst; current position in Credit & Rates Trading, Government Bond & Collateral Trading,  
Group Data Steward for treasury products, Erste Group Bank AG

1991 – 2001: Technical Engineering, Lauda Air Luftfahrt AG

1998 – 1999: Delphi Automotive Systems Vienna GmbH

### **Education:**

Finance, Accounting and Taxation, College of Higher Education, degree awarded 2003 (Mag. (FH))

Mechanical Engineering, Technical College Eisenstadt

### **Committee representation:**

Risk Committee: Member

Remuneration Committee: Substitute

### **Memberships in statutory supervisory boards and similar functions:**

none





## **Regina Haberhauer**

### **Member of the Supervisory Board**

Employee Representative

First delegated: 2015

Delegation expires: until further notice

### **Personal information:**

Year of birth: 1965

Nationality: Austrian

### **Career:**

since 2010: Product Management Securities Products, Erste Group Bank AG

2003 – 2010: Marketing & Event Management, ERSTE-SPARINVEST Kapitalanlagegesellschaft m.b.H.

2000 – 2003: Production Assistant PR & Events, GESCO Medien

1998 – 2000: Sales Assistant, s Bausparkasse

1997 – 1998: Marketing Assistant, Mautner Markhof AG

1996 – 1997: Assistant of the Management Board, Michaela Frey

1992 – 1996: Marketing and PR-Assistant / Junior Product Manager, Unilever Österreich

1985 – 1992: Assistant of the Director of Purchase / Marketing-Assistant and Controller, Gerngross Kaufhaus AG

### **Education:**

European Economy and Business Management Course at the University (EWUF Wien), degree awarded 2002 (Magistra (FH))

Advertising academy, degree 1990

Vienna University of economics and business, 1984 inscription, focus business studies

Vienna Business School, Matura 1984

### **Committee representation:**

Audit Committee: Member

Risk Committee: Substitute

### **Memberships in statutory supervisory boards and similar functions:**

ERSTE-SPARINVEST Kapitalanlagegesellschaft m.b.H.