

Board of directors Erste Group Bank AG - Annual Report 2020



Bernd Spalt

Chairman of the Management Board

Appointed until 30 June 2023

Personal information:

Year of birth: 1968

Nationality: Austrian

Career:

since January 2020: Erste Group Bank AG, Chairman of the Management Board

July 2019 - December 2019: Erste Group Bank AG, Deputy Chairman of the Management Board

2018 – June 2019: Erste Bank Oesterreich, Chief Risk Officer

2017: Banca Comercială Română, Chief Risk Officer

2015 – 2016: Slovenská sporiteľňa, Chief Risk Officer

2012 – 2015: Erste Bank Hungary, Chief Risk Officer

2006 – 2012: Erste Group Bank AG, Chief Risk Officer

2002 – 2006: Erste Bank Oesterreich, Head of Group Risk Management

1999 – 2002: Česká spořitelna, Head of Corporate Restructuring & Workout

1997 – 1999: Erste Bank AG, Company Secretariat

1991 – 1997: Erste Bank AG, Legal Department

Education:

Studied Law at the University of Vienna, graduating with a Master of Laws degree in 1992

Responsible for:

Group Strategy

Group Investor Relations

Brand Management and Company Transformation

Group Human Resources

Group Diversity Management

Group Secretariat

Group Audit

Group Board Support & Corporate Affairs

Social Banking Development

Employees' Council

Memberships in statutory supervisory boards and similar functions:

SB-Board Deputy Chairman: Česká spořitelna, a. s.

SB-Member: Banca Comercială Română S.A.

Advisory Board member: Erste Social Finance Holding GmbH



Ingo Bleier

Chief Corporates and Capital Markets Officer

Appointed until 30 June 2022

Personal information:

Year of birth: 1970

Nationality: Austrian

Career:

since July 2019: Erste Group Bank AG, member of the Management Board

2015 – June 2019: Erste Group Bank AG, Head of Group Corporates

2010 – 2014: Erste Group Bank AG, Head of Investment Banking

2009: Erste Group Bank AG, Deputy Head of Investment Banking

2008: Erste Group Bank AG, Head of Corporate and Acquisition Finance

2006 – 2007: UniCredit Markets and Investment Banking (Vienna), Head of Loan Syndication

2002 – 2006: HVB Group (Vienna), Head of Loan Syndication in International Finance Department

2000 – 2002: Bank Austria Creditanstalt (Vienna), Head of Telecom Finance in Project Finance Department

1998 – 1999: Banca Creditanstalt (Romania), Head of Corporate Banking

1994 – 1997: Creditanstalt, International Project and Acquisition Finance, as well as CA Romania project

Education:

Studied Law at the University of Vienna, graduating with a Master of Laws degree in 1993

Studied Commercial Sciences at the Vienna University of Economics and Business (WU Wien), graduating with a Master's degree in 1994

Responsible for:

Group Corporates

Group Commercial Real Estate & Leasing

Group Markets

Group Product and Business Management C.a.M.

Group Research

Memberships in statutory supervisory boards and similar functions:

SB-Member: Erste Bank der oesterreichischen Sparkassen AG

SB-Member: Oesterreichische Kontrollbank AG

SB-Member: Erste&Steiermärkische Bank d.d. Rijeka

SB-Board Chairman: Erste Bank a.d. Novi Sad

George Labs Advisory Board



Stefan Dörfler

CFO

Appointed until December 2023

Personal information:

Year of birth: 1971

Nationality: Austrian

Career:

since July 2019: Erste Group Bank AG, member of the Management Board

2016 – June 2019: Erste Bank Oesterreich, Chairman of the Management Board

2015 – 2016: Erste Group Bank AG, Head of Group Markets

2009 – 2015: Erste Group Bank AG, Head of Group Capital Markets

2007 – 2009: Erste Group Bank AG, Head of GCM Sales & Equity Markets

2004 – 2007: Erste Bank AG, Head of Capital Markets Trading & Sales

2000 – 2004: Erste Bank AG, Head of Fixed Income (Trading & Sales)

1999 – 2000: Erste Bank AG, Head of Interest Rate and FX Derivatives

1997 – 1998: Erste Bank AG, Interest Rate Derivatives Trader

1995 – 1997: GiroCredit Bank AG, Interest Rate Derivatives Trader

Education:

Vienna University of Technology (TU Wien), graduating with a “Diplom-Ingenieur” degree in 1995

Continuous participation in professional development programmes since 1995

Responsible for:

Group Asset Liability Management

Group Data Management and Reporting

Group Accounting and Group Controlling

Group Services

Memberships in statutory supervisory boards and similar functions:

SB-Member: CEESEG AG

SB-Member: Wiener Börse AG

SB-Member: Wien 3420 Aspern Development AG

SB-Board Chairman: Tiroler Sparkasse Bankaktiengesellschaft Innsbruck

SB-Board Deputy Chairman: Allgemeine Sparkasse Oberösterreich Bankaktiengesellschaft

SB-Member: Steiermärkische Bank und Sparkassen Aktiengesellschaft

SB-Member: Sparkassen Haftungs GmbH

SB-Member: Sparkassen IT Holding AG

SB-Board Chairman: s IT Solutions AT Spardat GmbH

Deputy Chairman of the Advisory Board: Haftungsverbund GmbH



Alexandra Habeler-Drabek

CRO

Appointed until 30 June 2022

Personal information:

Year of birth: 1970

Nationality: Austrian

Career:

since July 2019: Erste Group Bank AG, member of the Management Board

2017 – June 2019: Slovenská sporiteľňa, Chief Risk Officer

2014 – 2016: Erste Group Bank AG, Head of Group Enterprise-wide Risk Management

2012 – 2014: Erste Bank Oesterreich, Head of Operative Risk Management

2010 – 2011: Erste Bank Oesterreich, Head of Workout & Restructuring

1998 – 2010: Bank Austria Creditanstalt / Unicredit Bank Austria, management roles in Credit Risk/Restructuring & Workout

1995 – 1998: Creditanstalt, Restructuring & Workout manager

Education:

Studied Economics and Business Administration at the Vienna University of Economics and Business (WU Wien), graduating with a Master's degree in 1993

Trainee programme at Creditanstalt

Responsible for:

Group Liquidity and Market Risk Management

Enterprise wide Risk Management

Credit Risk Models

Group Compliance

Group Credit Risk Management

Group Legal

Group Sustainability Office

Memberships in statutory supervisory boards and similar functions:

Supervisory Board (SB) Member: Erste Bank Hungary Zrt

SB-Member: Prva stavebna sporitelna, a.s.

SB-Member: Erste Bank der oesterreichischen Sparkassen AG



David O'Mahony

COO

Appointed until 31 December 2022

Personal information:

Year of birth: 1965

Nationality: Irish

Career:

since January 2020: Erste Group Bank AG, Member of the Management Board, Chief Operations Officer (COO)

2016 – 2019: Erste Group Bank AG, Head of Holding IT

2015 – 2016: Erste Group Bank AG, Head of COO Group Governance

2012 – 2015: Sberbank Europe AG (formerly Volksbank International), Chief Operations Officer / Chief IT Officer

2009 – 2011: Unicredit S.p.A. Zweigniederlassung Wien, Head of Department Global Banking Services Business Partners CEE

2007 – 2009: Bank Austria, Head of Unit Global Banking Services CEE

2006 – 2007: Bank Austria – Creditanstalt, Head of Unicredit CEE Integration Program

2004 – 2006: HVB Bank Czech Republic a.s., Chief Information Officer

2001 – 2004: WAVE Solutions for IT, Principal Consultant

1993 – 2001: Creditanstalt Management Systems Consulting, Consultant

1991 – 1993: Creditanstalt London ISSG, Consultant

1990 – 1991: Terence Chapman Associates, Consultant

1987 – 1990: International Banking Information Systems (IBIS), Consultant

1985 – 1987: Bank of Ireland, Analyst-Programmer

Education:

Studied Computer Science and Mathematics at the National University of Ireland, graduating with a Bachelor of Science degree in 1985.

Responsible for:

Holding Banking Operations

CIO Group Functions

Governance and Steering

Memberships in statutory supervisory boards and similar functions:

SB-Member: Erste Bank a.d. Novi Sad

SB-Member: Erste Group IT International GmbH



Maurizio Poletto

Chief Platform Officer

Appointed until 31 December 2023

Open Curriculum Vitae

Personal information:

Year of birth: 1973

Nationality: Italian

Career:

since 2021: Erste Group Bank AG, Member of the Management Board

2012 – 2020: Erste Group Bank AG; Managing Director & Head of Design of George Labs (previously BeeOne)

2003 – 2020: Collettiva Design; founder/Creative Director

1996 – 2003: Nofrontiere Design; Designer/Art Director

Education:

1992 – 1996: Studied design at Istituto Superiore per le Industrie Artistiche (ISIA)

Responsible for:

Platform Organisation

Platform Architecture

Innovation Hub (Erste Hub)

Platform Governance

Supervisory Board positions and positions in comparable functions:

Member of the Board: Mobey Forum (non-profit industry association for digital finance)



Thomas Schaufler

Chief Retail Officer

Appointed until 31 December 2023

Open Curriculum Vitae

Personal information:

Year of birth: 1970

Nationality: Austrian

Career:

since 2021: Erste Group Bank AG, Member of the Management Board

since 2016: Erste Bank der oesterreichischen Sparkassen AG, Member of the Management Board

2013 – 2016: Member of the Board, Erste Asset Management

2002 – 2016: Erste oesterreichische Spar-Casse, various executive functions, in particular in the area of retail banking

1997 – 2002: Erste oesterreichische Spar-Casse, Sales Structured Treasury Products

1993 – 1997: Giro Credit Bank AG, Retail Sales Manager

Education:

Studied Management at the University of Applied Sciences; obtained Masters degree in 2002

Certificated European Financial Analyst CEFA (2002)

Responsible for:

Group Retail Strategy

Supervisory Board positions and positions in comparable functions:

SB-Board Chairman: Salzburger Sparkasse Bank AG

SB-Board Chairman: Bausparkasse der oesterreichischen Sparkassen AG

SB-Board Deputy Chairman: Erste Asset Management GmbH

SB-Member: Steiermärkische Bank und Sparkassen AG

SB-Member: Kärntner Sparkasse AG