

The most significant management changes 1st half of 2019

(Alphabetical order)

Company	Name	Position
Allianz	Petr Sosík	CFO
Astratex	Ladislav Bárta	CEO
ATALIAN CZ	Marek Feltl	Country Manager
Bonami	Pavel Vopařil	CEO
Centropol	Jiří Matoušek	Sales Director
CETIN	Juraj Šedivý	CEO
ČEPS	Martin Durčák	CEO, Chairman of the Board
České dráhy	Soňa Schwarzová	Human Resources Director
České radiokomunikace	Vít Vázan	CEO
DHL Express	Luděk Drnec	CEO
DPP	Petr Witowski	General Manager
DRFG	Juraj Černička	Board Member
DRFG	Pavel Vyhňálek	Board Member
Erste Leasing, sAutoleasing	Radka Turková	CRO, Member of the Board
ERV Evropská pojišťovna	Libor Dvořák	CEO
Heatex	Pavel Jaša	Plant Manager
Home Credit International	Renata Mrázová	Group HR Director
Chytrý Honza	David Kantor	CEO
Komerční banka	Ctirad Lolek	Executive Director of Human Resources
Leo Burnett Praha	Zdeněk Mikeš	Managing Director
Metro Cash & Carry	Olivier Langlet	CEO
Modrá pyramída	Pavel Jiráek	CEO, Chairman of the Board
Moneta Money Bank	Jan Friček	CFO and Member of the Board
NetBrokers holding	Ivan Vodička	CEO
O2	Dana Tomášková	Digital and O2 TV Director
O2	Pavel Milec	Human Resources Director
OKD	Michal Heřman	CEO
PPL CZ, DHL Parcel Slovensko	Petr Horák	CEO
Prague Airport	Marie Martinková	Human Resources Director
Rohlik.cz	Aleš Malucha	COO
Rohlik.cz	Tomáš Jakoubek	CFO
Sanofi CZ/SK	Paul Francois Cossa	General Manager CHC and Country Chair
Schneider Electric	Vladimír Tichý	Country General Manager
Tatra Trucks	Pavel Lazar	General Manager
The Coca-cola company	Natalia Stroe	Country Manager CZ/SVK
T-mobile	Juraj Bona	Chief Country Commercial Officer
T-mobile, Slovak Telekom	Pavel Hadrbolec	Finance Director CZ/SK
TRINITY bank	Miroslav Kohout	CFO, Member of the Board
TV Nova	Klára Brachtlová	Executive Director/CFO
TV Nova	Jan Vlček	Executive Director/CSO
UniCredit Bank	Jakub Dušilek	CEO
Zentiva	Nick Hagger	CEO

Senior management changes

2019: 373
2018: 304

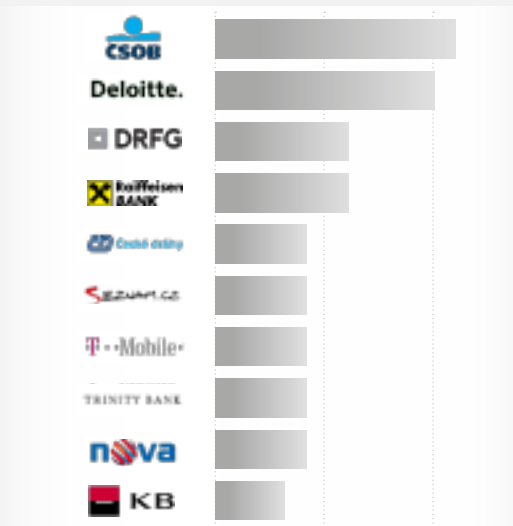
CEOs

2019: 93
2018: 55

Board

2019: 43
2018: 50

Companies that changed their management the most

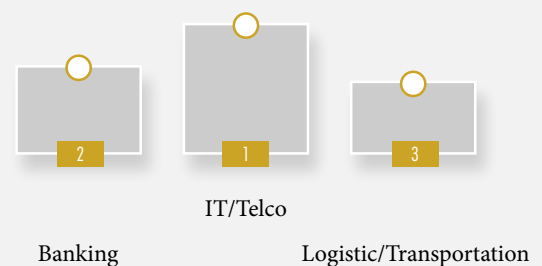


The most significant management Changes announced for the 2nd half of 2019

(Alphabetical order)

Company	Name	Position
Avast	Ondřej Vlček	CEO
Česká pojišťovna	Jiří Doubravský	COO
Česká pojišťovna	Roman Juráš	CEO
Česká pojišťovna	Pavel Mencl	CSO
T-mobile	Jitka Adámková	HR Director

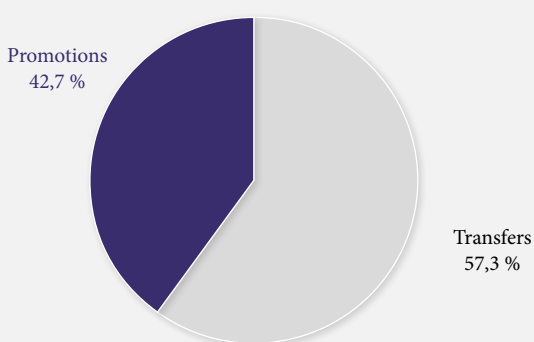
TOP Industries with the highest number of management changes



- 01 Rise of Data and Digital Roles in the 1st half of 2019
- 02 Appearance of roles connected to Agile management (e.g. Agile Coach, Product Owner, Tribe Leader) especially in Banking
- 03 Financial Services and Logistics - sectors with highest number of internal promotions
- 04 The number of expats in top management is decreasing (from 20% in 2018 to 6% this year)

- 4 Financial Services
- 5 Real Estate Development
- 6 Big Four
- 7 FMCG
- 8 Insurance
- 9 Media-TV, Radio, Internet
- 10 Advertising/Marketing

Top management ratio transfers vs. promotions



Transfers to different industries

