

Top Management Changes in September 2020

TOP Changes Czech Republic

(Alphabetically ordered by companies)



Filip Haering
CEO
Bankovní identita



Martin Škop
CEO
CETIN



Dan Timotin
CEO
Coca-Cola HBC CZ/SK



David Chour
Vice-Chairman of the Board
Czechoslovak Group



Miroslav Dorňák
Vice-Chairman of the Board
Czechoslovak Group



Petr Dvořák
Vice-President
European Broadcasting Union



David Kříž
General Manager
Iveco



Serdar Güngör
Director of Product
Engineering & Validation
Iveco



Jan Záhumenský
CFO Central Europe
Mars



Martin Hanáček
Board Member
PORR



Veronika Brázdilová
Director Commercial Operations
Vodafone

OTHER SIGNIFICANT CHANGES

(Alphabetical order)

NAME	COMPANY	POSITION
Jakub Jirousek	Interim Sales Director	Atalian
Aleš Zachoval	Dir. Customer Service, Logistics, Planning Europe	Heineken
Vladimír Soukup	Marketing Director	Linat Group
Zdeněk Dundr	Board Member	MERO
Jiří Cívka	Marketing and Communication Director	OK Holding
Lukáš Krch	Chief Executive Officer	Potten & Pannen – Staněk group
Zlata Ulrichová	Chief Marketing Officer	Rohlik.cz
Marek Smrž	Commercial Director	Roche
Tomáš Wolf	Head of Procurement – Central Europe	Tesco

FIRST HOT NEWS from October

(Alphabetically ordered by companies)



Miroslav Umlauf
Chief Data Officer
Avast



Didier Stoessel
CEO CZ/SK/RO/SI
CME



Luboš Jetmar
CEO BG
CME



Michiel Kernkamp
CEO CEE
Nestlé



Vítězslav Šantrůček
Chief Product Officer
Avast



Erik Fortgens
Head of Wholesale Banking
ING

TOP CHANGES SLOVAKIA

(Alphabetically ordered by companies)



Andrea Chudá
CEO
CEIT



Eva Bourdeau
CFO
Orange



Peter Laco
Head of Corporate Sales
Slovak Telekom



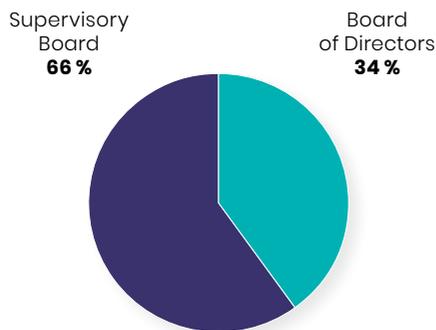
Juraj Káčer
CEO
Sociálna poisťovňa

3 TAKEAWAYS

1. Number of changes in Board of Directors vs. Supervisory Boards

Strong increase in changes in **Supervisory Boards**.

Shareholders want to increase control and strengthen the company's reputation and influence.



2. Number of changes in Regions

Hiring has significantly moved **outside the capital** (55 % in Prague, 45 % in other regions).



3. Number of changes according to the company size

Majority of changes happened in **small and medium - sized companies (91%)**.



What else is going on?

- > The key players in senior management changes are **Czech companies**, especially in the segment of **manufacturing, energy solutions, and agriculture**.
- > Middle-Management Roles changed the most in **Banking and FMCG**.
- > Within **international companies**, the majority of changes happened in **IT and Services**.
- > According to our research, progressive companies are beginning to **explore the market for new talents** with an innovative approach outside their industry to prepare for the post-crisis period.

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