

Frank Schwab
Frank@FrankSchwab.de

Curriculum Vitae

Married
2 children

*"Strategy & technology-driven
turnaround, transformation &
growth of financial service
companies"*



As of February, 2nd, 2026

Since Aug 2024

Tawrid, Kingdom of Saudi Arabia, Member of the Board of Directors

Achievement: Establishment of a new Supply Chain Finance Company in Saudi Arabia

Since Apr 2022

Hauck & Aufhäuser Innovative Capital GmbH, Germany, Member of the Supervisory Board

Achievement: Establishment of Germany's first Bitcoin fund and first mixed Crypto Currencies fund

Since Nov 2020

Addiko Bank, Austria, Member of the Supervisory Board

- Chairman of Digitalization & IT Committee
- Chairman of Remuneration Committee
- Member of Nomination Committee
- Member of Audit, Compliance & AML Committee
- Member of the Credit & Risk committee
- Member of the Committee for Management Matters
- Lead of the Business Transformation Working Group

Achievement:

Successful turnaround of a break-even, branch-driven universal bank into a focused, profitable digital-driven consumer and SME finance specialist. Share price tripled since 2020.

Addiko Bank is a public listed bank at the Vienna stock exchange and operates in 8 countries with 2,500 employees, a balance sheet of EUR 6 billion, and achieved a profit after tax of EUR 45.4 million in 2024

Since Aug 2018

Gulf International Bank, Bahrain, Member of the Board of Directors

- Chairman of Innovation & Digitalization Committee
- Member of Risk Committee, including Credit Risk
- Member of Audit Committee
- Member of Governance, Nomination & Remuneration Committee
- Member of the Transformation Task Force

Achievement:

Turnaround from net loss of USD 227.0mn in 2018 to a net profit in 2024 of USD 134.8 million

Gulf International Bank operates across all GCC countries, UK and US with more than 1,200 people and a balance sheet of more than \$40bn

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- Since Aug 2018 Public Investment Fund, Kingdom of Saudi Arabia, Board Representative
- Since Nov 2015 Investor in several German & European FinTech & Blockchain startups
- Since Aug 2013 FinTech Forum, Co-founder, Germany
Learning: Review of more than 1,200 FinTech business models
- Jan 2017 – Mar 2024 PayU, Netherlands, Member of the Independent Risk Advisory Committee
Establishment of the risk function for a global payment service provider across 30+ countries in Eastern Europe, Africa, Asia, and Latin America
Valuation in 2017: \$50mn. Exit of PayU Eastern Europe, Africa and Latam for \$610mn. PayU India prepared for IPO
- Jan 2022 – Dec 2022 Advanced Bitcoin Technologies AG, Germany, Chairman of the Supervisory Board
Achievement: Strategic turnaround towards a crypto payment focused specialist
- Nov 2020 – Dec 2021 Token, Germany, Managing Director (Interim)
Achievement: German Payment Service Provider license
Token.io is an US/UK-based FinTech startup focused on open banking / access to account / payment initiation across all Europe
- 2016 – 2019 Hufsy, Denmark, Chairman of the Supervisory Board
Key Accomplishments as Founding Chairman:
Business banking reinvented for startups, freelancers, and businesses. Hufsy integrates accounts, accounting, and tax
Market entry in Q4 2018 in Berlin
The decision to close down was taken in July 2019
- 2016 – 2018 GIZS (Sparkassen-Finanzgruppe / paydirekt, German PayPal competitor), Germany, CEO
Achievements:
Integrated all 400 savings banks, acquired over 800 new merchants. Won over 750,000 additional paydirekt users
Successful market Entry in April 2016
Company Growth:
Established the company and team from scratch, growing to 25 team members. Secured an annual budget of €35 million
- 2015 – 2018 Sberbank, Russia, Member of Technology Advisory Board
Contributions:
Design of Sberbank's IT/innovation strategy: Innovations, Sberbank's VC in US and core banking system transformation program

Review and advisory of Sberbank's multi-billion USD IT transformation program: core banking and underlying core technologies
(200 million customer accounts, 20,000 bank branches)

2013 – 2015

Fidor, Germany, CEO

Fidor, the world's first neobank, enables disruptive digital banking by reshaping the customer relationship through technology

Achievements:

Setup and growth of Fidor from 8 to 60+ employees
Developed the fidorOS brand – a middleware on top of a local Core Banking System that seamlessly bridges traditional and new banking (P2P, crypto, crowd)
Launched the first open RESTful API infrastructure (today called open banking) in banking, globally
Launched 2 new banks in Russia and the UK
Launched Community Karma, a social bank user scoring system
Launched the first combined credit and debit Maestro/Mastercard
Launched Germany's first payday loans
Developed the first white-label mobile bank for a tier 1 telecommunications provider



Model Bank of the Year 2015 - awarded by Celent, USA

2012 – 2013

Wiesbaden Business School, Germany, Lecturer
Information Systems, Finance & Insurance

Learnings:

Megatrends in Banking IT
Business Processes & IT Landscapes in Banking

2010 – 2013

McKinsey, Germany, Senior Advisor to McKinsey

Contributions:

Definition of the Top 5 German Bank Transformation Masterplan across all business and IT lines including retail banking, corporate banking, investment banking and finance. 1.0 Billion Euro program.
Definition of the future IT-landscape, selection of a new core bank system, performance of RfP and preparation of the transformation program of a medium sized Middle East Bank, which operates in ten countries (Oracle Flexcube). 100 Million Euro program.

2007 – 2012

Mannheim Business School, Germany, Lecture
Creativity and Innovation Management

Learnings:

100 ways to personal and group creativity
Innovation management best practice of top 100 global organizations

2005 – 2010

Deutsche Bank, Germany, Director for Strategy
Architecture, Business Development and Innovation,
Group Technology & Operations

Achievements:

Conceptual design of an ASP model for Retail Banking based on SAP banking services and Intel x86 GRID computing
Definition of the target IT landscape for Deutsche Bank and Postbank, pre- merger; objective: reduction of CIR by 10 basis

points.

Envisioning, planning and preparation of Deutsche Bank IT transformation based on SAP banking services 8.0 and Intel x86 GRID computing. 1,3 Billion Euro Program

Member of "Q110 -Deutsche Bank of the Future" Management Team
Design of Multi-Channel-Bank 2.0 (Q110 2.0, Berlin)

Launch of the first German Innovation Laboratory for Banking IT
Design of a European Online Banking business model and process & IT platform

Set up of a global innovation initiative for Deutsche Bank's Group Technology & Operations unit (15,000 employees across 30 countries)

2002 – 2004

Deutsche Bank, Germany, Head of Strategy,
Investment & Cost Control and European Co-ordination

Achievements:

Development of the IT strategy

Introduction of a European IT management scorecard

Preparation of the transformation of Deutsche Bank's polish IT landscape and core banking replacement, enabled the bank to triple its local footprint

Set up of the German and European IT investment and cost control function

Execution of a cost reduction program, 100 million Euro per year

The coordination of the European locations

Development of a European "Business Architecture Blueprint"

1999 – 2001

Bank 24 / Deutsche Bank 24, Germany, Head of
Internet & E-Commerce Technology

Achievements:

Merging the online areas of Deutsche Bank and Bank 24: launch of Deutsche Bank 24's new websites, including online broker maxblue

Increasing the number of Deutsche Bank 24's online customers from 300,000 to 1.5 million, reducing the Internet access speed from 30 to 7 seconds and establishing a modern, chip-card based access system according to latest security standards

Co-operation Deutsche Bank and Nokia: launch of "Mobile Banking"

Co-operation Deutsche Bank and Yahoo: launch of Yahoo Credit Card.

1998

Deutsche Bank, Germany, Project Leader for Structured
Currency Products

Achievements: Introduction of 21 new structured foreign exchange products.

1997

Deutsche Bank, Germany, Analyst for Innovations

Learnings: Analysis of "voice-over-IP" technologies, chip-card based access systems, object-oriented database systems and agent technologies on the Internet

1991 – 1996

Deutsche Bank, Germany, Programmer, Trading

Education

2018	Henley Business School, UK, The Board Directors' Program
2009	AACSB Bridge Program, Babson Graduate School, Boston, USA
2001 – 2003	Ashridge / City University, UK, Executive MBA
1991 - 1998	University of Mannheim, Germany, Computer Science and Business Administration, Diploma
1989 - 1991	Deutsche Bank, Germany, Apprenticeship

Awards

2024	Gulf International Bank: 7 🏆 Awards: Best API Initiative, Best Virtual Account Initiative, Best Digital Treasury Management Initiative, Best ERP Integration Initiative, Best Bank for Payments & Collections (Middle East), Best Bank for Cash Management (Bahrain), Best Bank for Payments & Collections (Bahrain), Best Bank for Supply Chain Finance (Bahrain) by THE DIGITAL BANKER 2024
2023	Gulf International Bank: Best API Banking Initiative for Global Transaction Banking by Global Finance Innovators Awards 2023
2020	"Top Minds in Digital Finance", Germany, July 2020
2015	Fidor: Model Bank of the Year 2015 - awarded by Celent, USA
2015	EditFAST COMPANY: Fidor Bank is amongst the World's Top 10 Most Innovative Companies of 2015 in Personal Finance
2014	FinTech Forum: 40 Innovators Shaping the Future of Finance
2014	Banking IT Innovation Award for Fidor Community Karma
2010	Deutsche Bank: Winner "Best use of IT in retail banking"
2010	Deutsche Bank: "Best use of CRM technology" - Touch Banking
2009	Deutsche Bank: Winner "Most Innovative Use of IT" – Mobile Banking
1999	"Best Major Broker", Deutsche Bank 24
1999	Deutsche Bank 24, Winner Website Trend