

Curriculum Vitae: SAVA IVANOV DALBOKOV

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PERSONAL DATA

DATE & PLACE of BIRTH: 12.07.1973 – Sofia, Bulgaria

GENDER: Male

MARITAL STATUS: Married with three children

HIGHER EDUCATION

05/1995 - 08/1996 UNIVERSITY OF SOUTH CAROLINA, Columbia, USA in cooperation with WIRTSCHAFTSUNIVERSITÄT - WIEN, Austria.
International Master of Business Administration (MBA)
Final grade: 4.00 / 4.00 (top 2%). Graduated with honors.

09/1992 - 12/1994 UNIVERSITY OF MASSACHUSETTS, Boston, USA.
Bachelor of Science in Economics and Finance
Final grade: 3.93 / 4.0 (top 2%). Graduated with honors.

PROFESSIONAL EXPERIENCE

ADDIKO GROUP BANKING SUBSIDIARIES IN CROATIA, SERBIA AND MONTENEGRO

12 / 2021 – present **Supervisory Board Member:** control, steer and support the strategic development of several subsidiaries of the Addiko Group (a leading consumer finance and SME specialist in South-Eastern Europe) in the following functions:

- Addiko Bank d.d. Zagreb, Croatia – *Deputy Chairman of the Supervisory Board*
- Addiko Bank a.d. Belgrade, Serbia – *Deputy Chairman of the Supervisory Board*
- Addiko Bank AD Podgorica, Montenegro – *Deputy Chairman of the Supervisory Board*

WEITZER HOLDING GMBH, WEIZ, AUSTRIA

05 / 2021 – present **Location Manager Croatia:** general management responsibility for the Croatian unit of Weitzer Group, Austria's leading wooden floor manufacturer (top 5 in Europe).

G.L. PHARMA GMBH, LANNACH, AUSTRIA

06 / 2019 – 01 / 2021 **Adviser to the CEO (interim assignment):** Support the CEO of Austria's leading pharmaceutical manufacturer with interim management tasks and strategic initiatives.

STEIERMÄRKISCHE BANK UND SPARKASSEN AG, GRAZ, AUSTRIA

10 / 2010 – 05 / 2019 **Member of the Management Board, International Business:** Top-management leadership and segment responsibility for the banking and leasing operations in the Western Balkans, including strategic business development, local performance management and achievement of strategic and financial targets.

Key strategic role in the expansion of the Group's business and profitability in South-Eastern Europe, strengthening capital, asset quality and market positions in all local markets. Successful track record in the leadership and supervision of the major regional subsidiaries of the Erste and Sparkasse Group, in the following local supervisory board functions:

- Sparkasse Bank BiH d.d. Sarajevo, Bosnia and Hercegovina: President of the Supervisory Board (2010 – 2019)
- Sparkasse Bank Macedonia a.d. Skopje, North Macedonia: President of the Supervisory Board (2010 – 2019)
- Erste & Steiermärkische Bank d.d. Rijeka, Croatia: Deputy President of the Supervisory Board (2010 – 2019)
- Erste Bank a.d. Novi Sad, Serbia: Member of the Supervisory Board (2010 – 2018)
- Erste Bank a.d. Podgorica, Montenegro: Member of the Supervisory Board (2011 – 2019)
- Banka Sparkasse d.d. Ljubljana, Slovenia: Member of the Supervisory Board (2011 – 2018)

GOOD.BEE HOLDING GMBH, VIENNA, AUSTRIA (ERSTE GROUP INCLUSIVE FINANCE INITIATIVE)

01 / 2009 – 09 / 2010 **Chief Executive Officer:** led the strategic development and Central European operations of the newly established „financial inclusion“ initiative of the Erste Bank Group and its largest shareholder, the ERSTE Foundation. Launched several innovative, accessible and people-centered financial-service ventures, enhancing economic development at the micro level.

ERSTE BANK A.D. NOVI SAD, SERBIA

10 / 2006 – 12 / 2008 **CEO and President of the Executive Board:** led the post-acquisition integration and transformation of the bank, including: reorganisation and new management team appointment; implementation of a new IT core banking system; introduction performance-based remuneration & promotion; branch network modernization. Successfully completed the turn-around, with and significantly increased market share and profitability.

ERSTE & STEIERMÄRKISCHE BANK D.D. RIJEKA, CROATIA

03 / 2002 – 09 / 2006 **Member of the Managing Board (IT & Operations, as well as partly Risk Management and Treasury):** top management function at the Croatian subsidiary of the Erste Bank Group. Co-led the acquisition and integration of Riječka banka d.d., a strong regional bank, which positioned Erste Bank Croatia as one of the top three banks in the country.

ERSTE BANK DER OESTERREICHISCHEN SPARKASSEN AG, VIENNA, AUSTRIA

09 / 1997 – 02 / 2002 **Manager Central & Eastern Europe:** support strategic development activities, particularly M&A executions in Central and Eastern Europe. Key member of the acquisition team for the largest retail banks in the Czech Republic and Slovakia, which propelled Erste Bank to retail banking leadership in the region.

MOELLENDORF & COMPANY, BUDAPEST, HUNGARY

09 / 1996 – 07 / 1997 **Analyst:** analysis and project management in the execution of corporate finance / M&A projects in Hungary, Poland, Romania, Bulgaria and Ukraine at a small investment banking boutique.

LANGUAGES

Bulgarian	Native
English / German / Croatian & Serbian	Fluent
Russian / Spanish	Advanced
French / Italian	Intermediate

HOBBIES

- Music (piano & guitar; amateur rock band charity projects)
- Sports (football, skiing, swimming)
- Volunteer activities in supporting various social initiatives

I hereby certify that the above information is true and accurate in all material respects.



Sava Dalbokov
Graz, March 2022