

# Leadership of the Hungarian Bankholding



MAGYAR  
BANKHOLDING



## Zsolt Barna

Chairman of the Board of Directors

He began his career at the National Money and Capital Markets Supervisory Authority; *from 1998*, he was Head of Department, then Head of Division at the Hungarian Financial Supervisory Authority (PSZÁF). *Between 1998 and 1999*, he was a member of the Board of Directors of the Investor Protection Fund. In 2004, he was appointed Head of Division, *then in 2006*, the Managing Director of the Supervisory Directorate of PSZÁF. *From 2006 until 2010*, he was a member and permanent invitee of the management bodies and professional committees of the European CESR and CEBS. *Between 2008 and 2009*, he was a leading figure of the banking sector's crisis management. He started working at OTP Group *in 2010*. He was a Director first, and became the Chair of the Board of Directors of CKB Bank in Montenegro, where he managed the bank's reorganisation. Following his several management positions at OTP Group, *between 8 June 2016 and 31 August 2018*, he was President-CEO of OTP Ingatlan Befektetési Alapkezelő Zrt., and *from September 2016 to 31 August 2018*, the Chair of the Board of Directors of OTP Alapkezelő Zrt.. *From 8 June 2016*, he was also Chair of the Board of Directors of OTP Ingatlan Befektetési Alapkezelő Zrt.. *In 2017–2018*, he was in charge of the first significant subsidiary bank integration of OTP Bank in Croatia. He was Chair of the Supervisory Board of OTP Ingatlan Zrt. *from 10 September 2018*. *On 1 September 2018*, he was appointed General Deputy CEO of OTP Bank. *From 2019 until 20 July 2020*, he was Chair of the Board of Directors of OTP Ingatlan Zrt., and a member of the Supervisory Board of the OTP Group's Croatian subsidiary bank. *In December 2019*, he was appointed Chair of the Board of Directors of the Slovenian subsidiary bank of the OTP Group. He was OTP Bank Nyrt.'s General Deputy CEO *until 20 July 2020*.



## József Vida

CEO

He is Chairman-CEO of Takarékbank Zrt. and MTB Magyar Takarékszövetkezeti Bank Zrt., and Chairman of TakarékJelzálogbank Nyrt. His career in the banking sector started at Citibank Zrt. *in 1999*. *In 2003*, he left the position of Head of Division at the Magyar Savings Cooperative Bank to join the Szentgál és Vidéke Savings Cooperative, of which he became the Managing Director *in 2006*, and then the President-Managing Director. *In 2015*, under his leadership, the B3 Savings Cooperative was established with the merger of ten savings cooperatives. He became President of the Integration Organisation of Cooperative Credit Institutions *in July 2016*. *In December 2016*, he was elected Chairman-CEO of the central bank of Takarékbank Group (today: MTB Magyar Takarékszövetkezeti Bank Zrt.). He managed the process of FHB Kereskedelmi Bank Zrt. and FHB Jelzálogbank Zrt. (Takarék Kereskedelmi Bank Zrt. and TakarékJelzálogbank Nyrt. *since 2018*) joining the Integration Organisation of Cooperative Credit Institutions. He is behind the largest ever transformation the Hungarian banking system—the history of which started *in 1987*—has seen: *in 2017*, twelve regional credit institutions were established via the merger of fifty-two savings cooperatives, and *in 2019*, in two steps, these credit institutions merged into one national, universal commercial bank, Takarékbank Zrt. He is a Board member of the Hungarian Banking Association.



## Ádám Egerszegi

Head of the Merger Office

He obtained a degree in economics at the College of Finance and Accounting *in 1997*, then passed the stock exchange qualifying exam at the training of the Budapest Stock Exchange and the Central European Broker Training Foundation *in 1998*. He began his career at the German Customers Department of Takarékbank *in 1998*, where he first worked as a customer relations manager and was later promoted to Deputy Head of Department. *From 2003*, he was Head of the Department of Network, then Director of the bank's Savings Cooperatives Division *between 2005 and 2014*, and from **February 2014 until March 2015** he was Deputy CEO of Polgári Bank Zrt. Afterwards, he became the Managing Director of Duna Takarékbank Zrt. and a member of its Board of Directors. *Since February 2017*, he has been the Deputy CEO of Takarékbank and the Vice President and General Deputy CEO of MTB Magyar Takarékszövetkezeti Bank. He has also been managing the consolidation process of savings cooperatives and the establishment of Takarékbank as a universal commercial bank *since 2017*.



## Dr. András Csapó

Head of Legal and Group Control

He graduated from the Faculty of Law of Eötvös Loránd University *in 2001*, and at the same time, completed the Business Communications programme at Westchester Community College, New York. *From 2001*, he worked at the Dezső, Réti and Antall LANDWELL Law Firm (in cooperation with PricewaterhouseCoopers), the Dezső and Partners Law Firm, and Andrékó LINKLATERS (Budapest, London). *In 2010*, he became Senior Attorney at Andrékó LINKLATERS (KINSELLAR), and *in 2012*, Senior Attorney and the Head of the Real Estate Group at Gide Loyrette Nouel Budapest. *From 2013*, he was the Legal Director of the Hungarian Branch of AXA Bank Europe SA, and became a member of the Board of Directors *in 2014*. He was Executive Director of Legal and Corporate Governance at MKB Bank Zrt. *from 2015*, Deputy CEO for Legal and Operations *from 2016*, and Deputy CEO responsible for Legal, Government and High Priority Affairs and a member of the Board of Directors *from 2017*. *Since 2019*, he has been the Deputy CEO responsible for Legal, Corporate, Group Management and High Priority Affairs and a member of the Board of Directors. *In 2006*, he participated in the training programme of PWC-Landwell, and *between 2008 and 2009*, he completed the Linklaters Managing Associate trainings. He has taught at the Institute of Continuing Engineering Education of the Budapest University of Technology and Economics and at the WIFI Hungary Adult Training Institute, founded by the Austrian Chamber of Commerce.



## Antal Martzy

Head of Strategic Control

He is the Deputy CEO for Strategy and Finance at Takarékbank Zrt. and MTB Magyar Takarékszövetkezeti Bank Zrt. He began his banking career *in 1997* at MKB Bank Zrt. in the field of international financial reporting and supervisory reporting. From 2005, he was in charge of all financial and supervisory reporting. *Between 2008 and 2011*, as Head of Capital Management, he played an important role in stabilising the capital position of the MKB Group. *In 2014*, he established the Business Intelligence Directorate, on which the efficient use of information is based at the Bank Group. *In 2014*, he became the Managing Director, and later the Deputy CEO of Takarékbank, where he developed and managed the central financial and controlling processes of the Cooperative Credit Institutions sector. As part of this, he participated in the consolidation of the FHB Bank Group as Financial Deputy CEO *in 2017*, which resulted in long-term profitability. *From 2017*, as Deputy CEO for Strategy and Finance at Takarék Group, he managed the financial and accounting processes of the migration of the cooperative sector.

He has been the Chair of the Supervisory Board of MPT Security Zrt. *since 2016*, and he has been a member of the Board of Directors of Diófa Alapkezelő Zrt. and a member of the Supervisory Board of Takarék Invest Kft. *since 2017*.



## Olga Dinók

Head of Compensation  
and HR Administration

She graduated from the International Relations programme at the Budapest University of Economic Sciences *in 1997*. She started her career at Westel *in 2000* as an HR controller, and mainly dealt with remuneration systems. *In 2002*, while working at Erste Bank Hungary Zrt., she supported the merger of Postabank through job title harmonisation, job title comparison and wage plan development. *Between 2004 and 2011*, she was the Head of the HR Department at K&H Leasing. During *the 2008* crisis, she gained management experience in the reorganisation of the leasing group and the parent company integration of certain supporting functions. *Between 2014 and 2015*, she supported the introduction of the new HR IT system enabling unified regional compensation decisions at Ernst & Young. *Since 2017*, she has been the Head of the HR Compensation and Operations Department at MKB Bank Zrt., where she participates in the modernisation and digitisation of remuneration.



## Kitti Dobi

Head of HR and the development  
of the planned operations model  
and organisation

She graduated from the Corporate Finance programme of the Budapest University of Economics. She began her career *in 2003* at Procter & Gamble in the position of Regional Manager responsible for various HR processes. She broadened her international HR management experience at HR and management trainings in Geneva and Cincinnati. *Between 2008 and 2010*, she managed the establishment of the Vodafone international operations centre, then held the position of Manager responsible for HR processes. She obtained her international OPP MBTI coaching qualification in Oxford. She taught at the International Business School, where she was also HR management module leader. *From 2010 to 2014*, as HR Director of the European and African service centres of BP Zrt. (a subsidiary of British Petrol), she managed the establishment of the company's international HR service units in Europe and Asia. Around this time, she completed the HR management training of Cornell University in London. *Between 2014 and 2016*, as the Eastern European Manager of Alexander Mann Solutions, she worked in the fields of HR service management, account management and customer management. *Since 2016*, she has been the HR Managing Director of MKB Bank Nyrt. and the MKB Financial Group.



## Ákos Monostori

Head of Controlling and  
Business Performance Management

He obtained a degree in finance at the Corvinus University of Budapest *in 2003*, and started working at OTP Bank the same year. In the planning, controlling and reporting field, he worked as a specialist first, then as Head of Department *between 2005 and 2012*, and later as Deputy Head of Division. *In 2012*, he was promoted to Head of Division of the Human Resources management field. *In 2016*, he became the Director of the Presidential Cabinet Office. At the same time, he took part in the management of the OTP Group: *Between 2010 and 2013*, he was a member of the Supervisory Board of OTP Bank Romania, *between 2013 and 2018*, a member of the Supervisory Board of OTP Mobil, and *between 2013 and 2018*, a member of the Board of Directors of OTP Bank Russia. During his career at OTP, he participated in several acquisition and integration projects, including the Croatian integration project, and the agile transformation of OTP. *From 2018*, he was the Controlling Director of MKB Bank Zrt., and *since 2020*, he has been the bank's Managing Director for Accounting, Finance and Capital Management.



## Dr. Boldizsár Szabó

Head of legal tasks related to the merger

He graduated from the Faculty of Law at the Janus Pannonius University *in 1991*, then obtained a degree as a lawyer specialising in economics at the Budapest University of Economic Sciences *in 1994*. He began his career *in 1991* as a Business Management, Banking Management and Reporting Regional Senior Associate at Magyar Hitelbank Rt. He worked as a Customer Relations Associate at Creditanstalt Rt. *in 1994*. He was the legal adviser of the central bank of the savings cooperatives (today: MTB Magyar Takarékszövetkezeti Bank Zrt.) *from 1994 until 2000*, and held the same position at Hypo-Vereinsbank Rt. *between 2000 and 2001*. He returned to MTB Zrt. *in 2001*, where, *between 2001 and 2014* he was, and *since 2016* has been a Senior Legal Adviser. Currently, he is the Managing Director of MTB Zrt., Takarékbank Zrt. and Jelzálogbank Nyrt., and, in addition to these responsibilities, he is a member of the Supervisory Board of Magyar Posta Zrt., and of the Permanent Arbitration Court associated with the Hungarian Chamber of Commerce and Industry.



## Henrik Tóth

Head of Strategy

Before joining Bankholding, he was Head of Strategy at Takarék Group. After graduating from the Faculty of Economics at the Janus Pannonius University and spending some time studying abroad, *from 1994* he took part in the consolidation and privatisation of banks, and then in the transformation of the system of monetary policy objectives and instruments at the Hungarian Central Bank (MNB). He worked on country studies and financial analyses at the Paris Headquarters of OECD. *In 2002*, he took up a position at the strategy division of MKB Bank, where, as a manager, he participated in several national and international restructuring projects, and managed the development of the bank's first independent strategy during the resolution process. He joined Takarék Group *in 2017*, and, following the development of the first integration strategy, he became Controlling Director, responsible for planning and senior management information. *Since 2019*, he has been leading the Strategy Division as Executive Director.



## Péter Darazsacz

Head of Finance,  
Accounting and Taxation

He graduated from the Faculty of Economics of the University of Szeged *in 2010*, specialising in finance. In the same year, he joined the Audit Department of Deloitte, where he dealt with the separated and consolidated audit of credit institutions and businesses. *In 2014*, he became the head of the department. Furthermore, he participated in the work related to the reorganisation, efficiency improvement and due diligence of several credit institutions. Following his seven years at Deloitte, *in July 2017*, he became the CFO of B3 Saving Cooperative, where he addressed several integration challenges, such as centralising functions, rationalising costs, and he also gained IT migration experience. Since 2019, he has been the Head of Finance at MTB Magyar Takarékszövetkezeti Bank Zrt., managing the financial, accounting, taxation and procurement departments. Moreover, during the merger of Takarékbank, he conducted the integration of departments and development of functions. The merger involved the integration of the processes of 15 credit institutions with the joint effort of nearly 100 accounting, taxation and finance employees.



## Dr. Eszter Borsányi

Head of Company Culture and  
Change Management

She graduated from the Faculty of Law of the University of Szeged *in 1998*, and from the Faculty of Economics of the same university *in 2002*. She started her career in Szeged as a junior associate attorney. *From 2000*, she was Head of the Director General's Office in the Central Claims Office. Afterwards, *between 2006 and 2011*, she was a legal and HR adviser at Diagon Kft., then, *between 2011 and 2012*, she was Head of the Legal Department at ESZA Nonprofit Kft., where she was responsible for the professional management and supervision of the legal, procurement, public procurement and objection management fields. *From 2012 until 2014*, as Head of HR of OHÜ Nonprofit Kft., her tasks included the complete development of the company's HR and labour law tasks, the establishment of its management and organisational development system, and the establishment of its process-based operation. Then, *between 2014 and 2018*, she was Head of HR at Magyar Fejlesztési Bank Zrt., where she was responsible for satisfying the HR needs according to the HR strategy and operational plans of the companies belonging to the bank and the bank group. *Between 2017 and 2018*, she continued her career at Magyar Posta Zrt., first, as adviser, then as Head of Recruitment and Selection. *Since 2018*, she has been the Organisational Development and Training Manager at Budapest Bank Zrt.



## Kristóf István Hegedüs

Head of the Merger Master Plan

He obtained a Mechanical Engineer and Teacher of Engineering degree at the College of Dunaújváros *in 1998*, then graduated as an economist specialising in finance at the same institution *in 1999*. *In 2008*, he obtained a Specialised Economist degree as part of the Corvinus University's Project Management postgraduate training programme. He started his career as Project Manager and IT Specialist at Generali Biztosító Zrt. *in 1999*, where he held different positions for 15 years. *Between 2006 and 2008*, he was responsible for project and project portfolio management as Head of the PMO. *In 2008*, he became Head of the Corporate Development Department, then was promoted to Managing Director *in 2009*, where he gained experience in strategy planning and corporate organisation. *Since February 2015*, he has been Head of the Project Management Office of Budapest Bank Zrt. His greatest achievement is the implementation of the IT transformation programme at Budapest Bank, which was required by *the 2015* change in ownership.



## Dániel Koczka

Head of Technological Transformation

He obtained a Masters degree in IT in the joint training programme of the Budapest University of Technology and Economics and the Technische Universität Kalsruhe. He committed himself to the then quite new field of E-business as an Erasmus student at the University of Bremen. At the beginning of his career, he worked as a software developer and system engineer, and was involved in spreading and supporting the latest development methodologies and banking and corporate solutions that support digitisation. In the **last 15 years**, he has held many leading positions where he has managed internal and outsourced IT services, and the optimisation and digitisation of business processes. Besides a number of digitisation projects, as CIO and COO he played an important role in the establishment of a modern financial business as a green field investment. **From 2016**, as Chief Digital Officer, he managed the Digital Managing Directorate, which encompasses the Digital Client Experience, IT Development and Operation, Data Asset and CRM fields and is responsible for developing and implementing MKB Bank's digital strategy. As Head of IT, he had a decisive role in the successful realisation of the bank's transformation programme. Currently, he is the President-CEO of MKB Digital Zrt.



## Zoltán Zsolt Nagy

Head of Integrated Risk Control

He obtained a degree in Applied Mathematics at the Faculty of Science of the Eötvös Loránd University *in 2001*, completed the economics programme of the College of Finance and Accounting *in 2002*, then obtained an actuary degree at Corvinus University *in 2008*. He began his career at the Allianz Insurance Company as a controller. Later, he joined Budapest Bank, from where, after almost three years at the end of *2006*, he changed jobs as a Retail Risk Analysis Team Leader. *In 2007*, he supported four regional countries in the private individual risk management and Basel 2 preparations as Senior Regional Portfolio Manager in the Vienna office of Raiffeisen International. He returned to Budapest in September *2010*, and managed the Retail underwriting team, consisting of 80 employees, and the retail risk policies team at CIB Bank. Afterwards, at MKB Bank Zrt., he supported Basel 2 internal ratings based projects from the risk side, and dealt with corporate impairment modelling and model validation. *Between February 2013 and November 2016*, he gained operational risk experience as Head of the Analysis and Modelling Department at the OTP Group, all the while supporting risk reporting in eight countries. He returned to Budapest Bank *in May 2017*, where he is Head of the Retail risk area.



## Patrícia Seprődi

Head of Strategy and Value Creation

She began her career in the telecommunications sector *in 1994* at Westel Zrt., which later became Magyar Telekom Zrt. She dealt with sales and customer service process management, and also gained considerable experience during the integration of Magyar Telekom. *From 2009 until 2011*, as an adviser of Stratis Tanácsadó Kft., she dealt with efficiency and digital development projects, mainly in the state administration sector. *Between 2011 and 2018*, she worked for Erste Bank Zrt., where she was first Head of the Central Customer Service Department, then conducted transformation projects as Head of Quality and Process Management. Furthermore, as stream leader, she gained experience in the acquisition and migration of the retail portfolio of Citi Bank, and, *from 2017*, she managed the fields of Customer Experience, Retail Segment Management and Market Research. *Since 2018*, she has been Head of Quality, Organisation and Client Journey Management at Budapest Bank Zrt. She has been mainly conducting customer experience and organisational efficiency projects, and, as a project manager of Budapest Bank, has helped establishing the Magyar Bankholding Group.



## Orsolya Tölgyes

Head of Communications of the merger

She graduated from the Institute of Art History of the Eötvös Loránd University *in 1998*, then, after obtaining PR Manager qualifications, started her career in the business communications field. *In 2000*, she worked as an Account Executive at Live PR Agency, then, *in 2002*, she was promoted to Client Service Director, which position she held *until 2010*. Afterwards, she became the Senior Communications Manager of Budapest Bank Zrt., where, *between 2010 and 2017*, she was responsible for the bank group's external communications. *From November 2017*, she was Head of External and Internal Communication at Stelius Zrt., which also includes BÁV Zrt. and Főtaxi Zrt. She returned to Budapest Bank Zrt. *in July 2019*, where she now manages the bank group's external and internal communications as Head of Communication.



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