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## SHAPING THE FUTURE OF YOUR BANK

**EXECUTIVE PROGRAMME: A STRATEGIC BANK MANAGEMENT REVIEW**  
*dedicated to C-level executives, their direct reports and board members*

**LUXEMBOURG, MAY 29 - JUNE 02, 2017**

### LECTURERS' SHORT BIOGRAPHIES

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#### Luxembourg Financial Center

**Mr Tom Théobald** as the Deputy CEO of Luxembourg for Finance, assists the agency in its strategic mission to develop the Luxembourg Financial Centre and promote its expertise and diversity abroad. Tom previously worked as Adviser at the Luxembourg Bankers' Association (ABBL), where he was in charge of Communication and Press relations. He also held the position of Secretary of the ABBL Board of Directors. Prior to joining the ABBL in 2008, he served as an attaché to the Permanent Mission of Luxembourg to the UN in New York. Tom holds a PhD in English Literature from the University of Newcastle-upon-Tyne.

#### Meetings with CEOs

**Mr Yves Stein** serves as Group CEO of KBL European Private Bankers (KBL epb), the Luxembourg-headquartered private banking group. With over €42 billion in assets under management and €41 billion in assets under custody (as of December 31, 2013), KBL epb is widely recognized as a private banking leader.

Stein joined KBL epb in 2013. Previously, he held the position of CEO of Union Bancaire Privée, Europe, in Luxembourg. He earlier served as General Director, Private Banking, at BNP Paribas, Switzerland.

Before this, he held a range of senior positions at MeesPierson, the private bank of Fortis Group, where he rose to the post of Group CEO, Fortis Private Banking. He began his professional career at Banque Générale du Luxembourg, where he served for over a decade.

Stein holds a degree in business and financial sciences from the ICHEC Brussels Management School in Belgium. In 2014, he was recognized by ICHEC for his outstanding professional achievements at the biannual ALICHEC Awards.

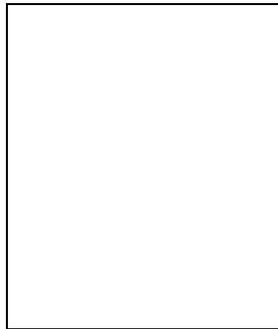
**Ms Françoise Thoma** joined the Bank in 1999 as a legal adviser, she became Secretary General in 2004, then Member of Excom in 2009. She was appointed CEO in June 2016. Before entering the financial sector, she worked as a lawyer at the Luxembourg Bar, then as Référéndaire at the European Court of Justice.

Ms Thoma was a Member of the Luxembourg Council of State from 2000 to 2015, and eventually Vice President of this institution which takes part in the law making process in Luxembourg.

Ms Thoma is also assistant professor at Luxembourg University.

#### Leadership

**Mrs Viviane Harnois** (retired Senior Vice President of HR) has a 35-year career as HR Director and Line Manager, leading People Strategy



and Talent Development across a variety of businesses and countries in complex multicultural environments.

In addition she was a key contributor leading or participating in global projects: Leader of the Global Talent Management redesign, Member of the Strategic HR Transformation Team, HR leader for the Private Banking business unit, Leadership Feedback coach for top executives, Leader of several outsourcing projects, integration of acquisitions, creation of a new bank and a major merger. During this time she was also a Board Member of the IFBL (Luxembourg Financial Training Institute) and is an official HoT (ATTF) Senior Expert (since 1997).

**Banking  
Strategy and  
Organisation**

To be defined

**Information and  
Communication  
Technologies**

To be defined

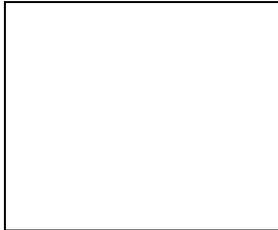
**Risk  
Management**

**Mr Thierry López** has a professional experience of more than 20 years in risk. He is Managing Director & Advisor to the Management Board as Head of BIL Group Risk Management at Banque Internationale à Luxembourg (BIL). He has been/is member of various consultative committees for the CSSF and the ABBL. He is the founder (1997) and board member of ALRIM, the Luxembourg association for Risk Management Professionals. Thierry is also member of the IIF (Institute of International Finance, [www.iif.com](http://www.iif.com)) Committee on the Liquidity Risk. He is involved in the academic circle and research as ALM/GRC/Risk Management Professor/speaker at a.o. the HEC-Business School of the University of Liège, the ATTF and the IFBL. He wrote articles and well-known books in English with John Wiley & Sons and in French with De Boeck Université.

**New Distribution  
Channels &  
Strategy**

**Mr Pierre Voos** is currently Chief Administrative Officer and member of the Executive Committee at the Banque Privée Edmond de Rothschild (Europe) that he joined on the 1<sup>st</sup> of January 2017.

Pierre started his career as lawyer in Brussels before joining the group ING in Belgium in 1985. After two years of financial training, he worked as Branch Manager during 3 years in the south of Brussels and joined ING Luxembourg in 1990 to launch the Commercial Banking department. In 1996 he became Head of Retail for ING Luxembourg and joined the Executive Committee in 2001 in charge of Retail Banking, Marketing and Direct banking. In 2005 he left the bank to become Managing Director of ING Life Luxembourg and then CEO of ING Trust Luxembourg. He moved in 2007 to be General Manager of ING Monaco, subsidiary of ING Switzerland fully dedicated to Private Banking. He came back to ING Luxembourg in 2010 to be in charge of the strategy and the project management. Up to the end of 2016 he



was Head of Corporate Administration of ING Bank Luxembourg in charge of the Strategy, Product Management, 1st Line of Defense and Business Intelligence.

He has a master degree in law from the University of Louvain (Belgium). He has been teaching Retail Banking and New Distribution Channels as well as Banking Strategy at House of Training Luxembourg as Senior Expert for more than 10 years.

### Cybersecurity

**Mr Pascal Steichen** holds a master degree "astrophysics" and, in parallel of having his first work experience at Canal+ Belgium as software engineer, he graduated in "applied information technology". In 2002 he joined the Luxembourg government, first at the "Task Force eLuxembourg" and afterwards at the Ministry of the Economy as project manager in the area of network and information security. Today, Pascal is CEO of SECURITYMADEIN.LU, the structure behind the three main information security initiatives of the Luxembourg government: CIRCL, CASES and BEE SECURE and the future *cybersecurity competence center*. He is also lecturer in information security at the University of Luxembourg, vice-president of the CLUSIL (an association representing the information security landscape of Luxembourg) and was for 11 years member of the management board of ENISA (the European Network and Information Security Agency).

### Corporate Governance

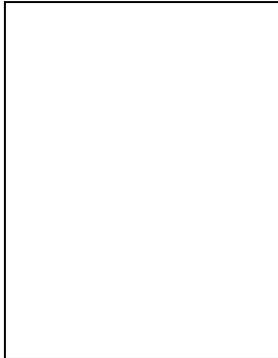
**Mrs Anne-Marie Nicolas** partner with the Banking and Finance department of the international law firm Loyens & Loeff. She specialises in international banking and finance transactions and regulatory matters relating to the financial services industry. She also advises on insolvency, structured finance and corporate governance matters.

Previously, she was a banking and finance lawyer with a magic circle law firm in Luxembourg and headed the EMEA and India corporate and banking legal practice of a USD13 billion industrial group listed on the NY stock exchange, where she also acted as an executive board member for a number of the group's entities and advised subsidiary board members in 33 countries.

Anne-Marie is Luxembourg law and New York law qualified and a member of the ILA Banking Committee and the ILA Marketing and Communication Committee. Anne-Marie is also a member of the Business Finance Forum of the ABBL (Bankers and Banks Association of Luxembourg).

Anne-Marie holds masters in French and German Law from the University of Paris I-Panthéon-Sorbonne and the Universität zu Köln and an LL.M. in American law from Boston University.

**Mr Michael Schweiger** is Senior Subsidiary Governance Officer, EMEA and is responsible for all subsidiary governance matters within that region for Royal Bank of Canada. Based in Luxembourg, he is also Head, IT&S Legal, Continental Europe and leads a legal team with accountability for RBC's Investor & Treasury Services platform in the region. He serves as Company Secretary to multiple group companies



and is a member of the Executive Committee of RBC's subsidiary bank in Luxembourg which is regulated by the Luxembourg CSSF and the European Central Bank.

He is active in professional associations, including the Banking Committee of ILA, the Luxembourg Institute of Directors, where he has been instrumental in developing training and increasing dialogue for directors of banks in Luxembourg. Additionally, he is a member of the Legal Affairs Committee of the ABBL, the Luxembourg Bankers' Association. Michael is a barrister and solicitor qualified in Nova Scotia (Canada). Prior to joining RBC, Michael practiced corporate, commercial and insolvency law in Canada.

**Coordinator and Moderator**

**Mr Roger Hartmann**, experienced Senior Banker with over 35 years of exposure to various financial centers in Europe, Middle-East, Africa, Asia and Americas. As Group CEO, Roger collected numerous experiences with growth strategies, development of new markets (including new frontier markets), hub strategies, mergers & acquisitions, transformation of the business model, outsourcing (including BPO and offshoring), cost management (fit for future programs), as well as acute crisis management and spin-offs/liquidations.

Roger is teaching Banking strategy since 1980 in various Universities and Banking Schools, and is a HoT (former ATTF)P expert since 2010.

Today, Roger is the Group Strategy Leader of an important family-owned financial institution rooted in Luxembourg. He is also an Independent Director in several family businesses in Europe.