

## **István Havas**

### **Work history and Management experience**

2019 May - Corvinus-Studiumház Kft, Managing director

2016 July - Wáberer Hungária Insurance Zrt, Board of Directors member and Audit Committee Chair,

2016 July - Regillus Consulting Kft, Owner-director

2015-2016 Ernst & Young Hungary, Senior Partner

2006-2015 Ernst & Young Hungary, Managing Partner (CEO of Hungarian practice)

2002-2010 Ernst & Young Hungary, Partner, Advisory Division Leader, Energy/Utilities/Chemicals Sector Leader Hungary

1998-2002 Arthur Andersen Central-Europe - Partner, Energy and Utilities Sector Leader for Central Europe

1990-1998 Arthur Andersen Hungary - Staff, consultant, manager,

1985-1990 EGI Institute of Energetics - Design engineer (power plant cooling systems)

### **Governance experience (business)**

2019- Capital Community Zrt Supervisory Board - Chairman

2017- EGIS Pharmaceuticals Zrt Supervisory Board/Audit Committee - member

2013-2014 Ernst & Young Global Governance Council - member

2008-2014 Ernst & Young EMEA Governance Council - member

2006-2014 Ernst & Young Central and Southeast Europe Governance Council - Chairman

### **Other governance or leadership roles (social)**

2016- Foundation for Leadership Development (Corvinus University) – Chairman of Curatorium

2016- Neumann János Society of Computer Science, Supervisory Board - Chairman

2016- VTMSZ (Management Consulting Association) Supervisory Board - member

2011-12 Janus Pannonius University of Science and Semmelweis Medical University – Economic Council - member

2010-12 American Chamber of Commerce in Hungary - President

### **Education and Professional Qualifications**

- Chartered Auditor (registered by Hungarian Chamber of Auditors) – licensed in IFRS, Banks, Public Issuers, etc

- MSc Economics (Budapest University of Economics)

- MSc Mechanical Engineering (Budapest Technical University)

- Certified Management Consultant (CMC)

- Registered Expert at Arbitration Court by the Hungarian Energy Office

### **Professional experience – 29 years of experience in auditing, transactions and management consulting**

- Auditing the largest Hungarian public companies, government owned companies and subsidiaries of multinational groups

- Transaction support projects: IPO-s, de-listings and private transactions, due diligence, dispute resolution, w/c adjustments, comfort letters, fairness opinions, PPA allocations, business valuations, SPA reviews, vendor side support

- Regulatory consulting: business plan reviews, regulatory valuations, cost reviews, unbundling

- Management consulting: organizational development, strategy, control systems, efficiency, process reengineering, risk

- Fraud prevention, detection and dispute projects

### **Sector experience (Energy and Utilities)**

- Consulting and audit projects along the whole energy/utility value chain (mining, generation, transmission, distribution, supply and trading, decommissioning) and, also the oil/gas value chain (upstream, midstream, downstream, retail)

- Key audit clients in the sector: MOL Group, MVM Group, MAVIR, DÉMÁSZ, ÉDÁSZ, ENI, GDF, BERT, TIGÁZ

- Key consulting clients in the sector: MVM, MOL, EDF, EON, RWE

## **Istvan Zsigmond Bakács**

### **Education:**

1968-1974 Moscow Institute of Energy (MEI) (M.Sc nuclear engineering)

1986-1987 National Centre for High Level Mgmt Education (Diploma In Business Administration)

2006-2009 Econovum Mgmt School. MBA (Newport University, USA)

2011 Interim Manager (IMA-Budapest)-Nyenrode University (NL)

### **Work Experience:**

2018- **MVM Zrt**, Advisor to the Chairman & CEO

2011- 2013 **Accenture** Budapest Office, Senior manager, Director for business development in the Resources (Energy & Utilities) area

2000 -2010 **E.ON Hungária Zrt.** Deputy CEO and Member of the Board of Directors,

1998-2000 **MVM Rt** CEO

1989-1998 **MVM Rt** Director for Strategy, Development, Capital Projects

1983-1989 **ERBE** (engineering company) chief engineer (system planning, nuclear Projects, foreign procurement for Paks (i.a „with Atomenergoexport)

1979-1983 Chief engineer & head of staff, Office of the Government Comissionaire for the Paks nuclear power plant project, high level on site management of the works and related issues, like QA

1976-1979 Paks NPP, engineer, later head of the radiation protection department

1974-1976 Budapest Technical University Studies and practices

### **Non executive functions**

Chairman of the SB ALTEO Nyrt

Member of the BOD E-Sol Global Zrt, (Miskolc, Hungary)

Membership in international bodies

Member of the BOD, EURELECTRIC (Brussels)

### **Additional function**

2001- Chairman of the Scientific Society of Energy Economics (ETE)