



Paweł Bartusch

Member of Management Board in charge of the Digital Transformation Division

Paweł Bartusch is a graduate of the Faculty of Electronics, Telecommunications and Informatics at Gdańsk University of Technology and of the Information Management Leadership Program, GE's international management development programme. He brings extensive experience in the IT and banking sectors, combining strong technical expertise with leadership capabilities. He has a proven track record of translating business needs into effective technology solutions.

Professional background

- Led the Bank's integration with Erste Group, including operational separation from Santander Group, reorganisation of technology, cybersecurity, investment banking and risk areas.
- Served as Chief Information Officer at Santander Bank Polska S.A. from 2019, with responsibility for the development, maintenance and operation of IT services, including core banking systems and digital channels.
- Served as Director of the IT Services Area at Santander Bank Polska S.A. (2017–2019), overseeing IT infrastructure, application management, quality assurance and change management.
- Served as Head of IT Operations at LUX MED Group (2016–2017), responsible for application and infrastructure management as well as end-user support.
- Held various roles at General Electric (2004–2016), building experience across operational and technology functions.
- Began his professional career in the telecommunications sector.

Paweł Bartusch is not involved in any activity outside the Bank or competitive to that of the Bank, either as a partner to a civil law partnership or a partnership, or a member of a body in a company or participant in any other competitive legal entity as a member of its body, and neither does he appear in the Insolvent Debtors Register kept under the National Court Register Act of 20 August 1997.

Roles and responsibilities

Management of the Digital Transformation Division



Bernhard Leder

Management Board Member responsible for Finance and Accounting Division

Bernhard Leder is a graduate of the Social and Economic Faculty at Karl-Franzens Universität Graz (master's degree in Business Administration). He is a holder of Chartered Financial Analyst designation (CFA). He completed a number of courses in leadership and risk management.

Professional experience

Bernhard Leder has over 25 years of experience in the banking industry and has been with Erste Group since 2000 where he worked in key finance areas including liquidity, ALM, capital management, securitization and capital markets. He enhanced the Group's capital markets performance by leading DCM and ECM activities, overseeing liquidity management and the implementation of the Group-wide FTP model. Since 2025 in Erste Group Bank AG (Vienna) as a Head of Poland Branch, he has been engaged in the acquisition and integration processes of Erste Group Bank AG with Santander Bank Polska S.A.

On 1 June 2026, Bernhard Leder will join Santander Bank Polska S.A. (soon Erste Bank Polska), where he will perform the role of the Chief Financial Officer and Management Board Member in charge of the Finance and Accounting Division.

- Since 2019 he has served as Supervisory Board Member in Erste Securities Polska S.A. and since 2023 he has been Chair of the Supervisory Board, where he is responsible for approval and oversight of financial statements. He also served as Supervisory Board Member sWohnbaubank in Erste Bank der österreichischen Sparkassen AG (from 2008 to 2015),
- 2016-2025 – Head of Group Markets Origination and Funding in Erste Group Bank AG, under his management the teams delivered significant P&L growth by enhancing DCM and ECM franchise; he also fostered Erste's prime issuer standing and enlarging global investor reach and managed the establishment of Erste's securitization platform,
- 2012-2016 – Head of G-ALM Analytics & Coordination in Erste Group Bank AG – he was involved in the group-wide strategic planning processes,
- 2007-2012 – Head of Balance Sheet Management / ALM in Erste Bank der österreichischen Sparkassen AG,
- He served as Head of Asset and Liability Management Savings Banks in Erste Bank der österreichischen Sparkassen AG (2006-2007).

He also held various roles within Erste Group, including Erste Bank Novi Sad in Serbia, and previously worked as an IT Consultant at KPMG Management Consulting.

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Roles and responsibilities

Management of the Finance and Accounting Division

As the CFO he is responsible for managing the banks' capital, liquidity and balance sheet.