

## NOMINATIONS PANEL REPORT TO GENERAL ASSEMBLY

I am pleased to present to the General Assembly the report of the Nominations Panel (NP) covering the period from the previous meeting of the General Assembly in Utrecht on 21 September 2018 to 25 July 2019. In this period the NP met four times (in person and by conference call).

An update will be provided orally at the General Assembly meeting in Vienna on 11 October 2019.

The NP is tasked under Article 11 of the Statutes to consider nominations for appointment as Officers to be submitted to the General Assembly for approval. The relevant paragraphs of Article 11 are set out in Appendix 1. The Terms of Reference of the NP can be found on the AAE website and through this [link](#).

When a call for Nominations is issued Member Associations are requested to respond with the following information:

1. Name of person and/or association making the proposal
2. Name of individual(s) proposed
3. Confirmation that each individual has been approached and is willing to accept the position if recommended to the General Assembly
4. Professional profile of the individual(s)
5. Relevant experience (including experience in local and/or international actuarial associations)

### Composition of the Nominations Panel 2018/19

The Terms of Reference also set out how the membership of the NP is determined. After the voting of the General Assembly 2018 the composition of the NP is as follows:

Name of association	Country	Name		Position	Represents MAs	Term starts	Term ends
Institut des Actuaire	<b>France</b>	Thomas	Béhar	Chairperson ex-officio		21-Sep-18	2019
Suomen Aktuaariyhdistys	<b>Finland</b>	Esko	Kivisaari	Member ex- officio		21-Sep-18	2019
Koninklijk Actuarieel Genootschap	<b>The Netherlands</b>	Falco	Valkenburg	Member ex- officio		21-Sep-18	2019
Deutsche Aktuarvereinigung	<b>Germany</b>	Michael	Renz	Member	1201+	2016	2019
Instituto de Actuarios Españoles	<b>Spain</b>	Manuel	Peraita	Member	1201+	31-Oct-17	2021
ISOA	<b>Italy</b>	Giampaolo	Crenca	Member	601-1200	31-Oct-17	2019
Association Suisse des Actuaire	<b>Switzerland</b>	Olivier	Steiger	Member	601-1200	31-Oct-17	2020
IA BE	<b>Belgium</b>	Karel	Goossens	Member	151-600	31-Oct-17	2020
Svenska Aktuarieföreningen	<b>Sweden</b>	Malcolm	Campbell	Member	151-600	2015	2019
Instituto dos Actuarios Portugueses	<b>Portugal</b>	Onofre	Simões	Member	0-150	2018	2021
Lietuvos Aktuarių Draugija	<b>Lithuania</b>	Evaldas	Valeisa	Member	0-150	31-Oct-17	2019

## Process

### *Approval of the AAE Vice-Chairperson, new Committee Chairpersons and of the Nominations Panel*

At the General Assembly in Utrecht on 21 September 2018, the Chairperson of the Nominations Panel announced that the following persons were appointed as:

Vice-chairperson 2018-2019:

- Falco Valkenburg (The Netherlands)

Chairperson of an AAE Committee:

- Henning Wergen (Germany) – Education Committee
- Christophe Heck (Switzerland) – Professionalism Committee

And the following five persons were proposed for the positions in the Nominations panel:

- Manuel Peraita (Spain)
- Onofre Simões (Portugal)

A call for Nominations for the position of AAE Board Member, which became vacant at the end of the General Assembly in Utrecht as a consequence of the election of Falco Valkenburg as Vice-Chairperson of the AAE, was issued to Member Associations on [24 October 2018](#). Member Associations were requested to respond by 4 December 2018.

It was agreed at the General Assembly meeting that Member Associations would be asked to approve this proposal by electronic vote within a four week period.

On 20 December 2018 the request was sent to Member Associations to approve the [proposed candidate](#) and to respond by 20 January 2019.

As no objections had been received by 20 January 2019 the appointment of Gunn Albertsen was confirmed on [21 January 2019](#).

### *AAE Board and Members of the Nominations Panel*

A call for Nominations for the Vice-Chairperson position (for a one year term starting October 2019), for two Members of the AAE Board (both 3-year terms starting October 2019) and for four members of the Nominations Panel (3-year terms starting October 2019) was issued to Member Associations on [4 March 2019](#). Member Associations were requested to respond by 1 April 2019.

Following the transitional measures approved in the General Assembly held in Copenhagen in September 2017, the Nominations Panel reviewed Article 10.8 of the Status, which state:

*‘All other members of the Board are elected by the General Assembly, normally for a term of three years, starting directly after the election by the General Assembly, with two members retiring each year. A term of office may **normally** only be renewed if a member is elected Vice-Chairperson. ‘*

Based on the wording used in the Statutes (Art.10.8) the NP agreed that a term of less than three years can be defined as not 'normal'.

The NP unanimously agreed to allow Wilhelm Schneemeier (coming to the end of his two-year term) and Gunn Albertsen (coming to the end of a nine-month term) to qualify for a new three-year term.

Mutatis mutandis, the same principle must apply to NP members. So Evaldas Valeisa and Giampaolo Crenca, both coming to the end of a two-year term, were allowed to qualify for a new three-year term.

### ***Names to be formally proposed to the General Assembly on 11 October 2019***

The nominations of the NP for the vacant positions are:

- Vice-Chairperson - Wilhelm Schneemeier\* (Germany)
- Member of the Board of Directors (2<sup>nd</sup> term) - Gunn Albertsen (Norway)
- Member of the Board of Directors - Luis Saez de Jauregui (Spain - Instituto)
- Member of the Nominations Panel (2<sup>nd</sup> term) - Evaldas Valeisa (Latvia)
- Member of the Nominations Panel (2<sup>nd</sup> term) - Giampaolo Crenca (Italy)
- Member of the Nominations Panel - Richard Deville (France)
- Member of the Nominations Panel - Jacek Skwierczinski (Poland)

*\*) In April 2019 Wilhelm Schneemeier informed the Nominations Panel that he was not available for a 2<sup>nd</sup> term as Member of the Board of Directors as soon as he was candidate for the vice-chairperson position.*

Below overview lists the categories/countries of NP members.

	<b>Category 1 0-150</b>	<b>Category 2 151-600</b>	<b>Category 3 601-1200</b>	<b>Category 4 1201+</b>
Previous NP **)	Latvia, Portugal	Belgium, Sweden	Italy, Switzerland	Germany, Spain
Proposed NP **)	Latvia, Portugal	Belgium, Poland	Italy, Switzerland	France, Spain

*\*\*)* Not including the ex-officio positions

### ***EIOPA Stakeholder Groups***

On 4 July 2019 EIOPA issued a [call for candidates](#) to join a Consultative Expert Group on Digital Ethics in insurance.

A call for suggestions for AAE nominees was issued to Member Associations on [8 July 2019](#). Member Associations were requested to respond by 21 July 2019.

Having considered the candidates proposed, the Nominations Panel submitted their recommendation to the Board of Directors and set out their preferred candidate.

The Board of Directors considered the recommendations of the Nominations Panel and decided to follow these recommendations. Consequently the AAE has proposed to EIOPA the following nominations:

- Esko Kivisaari (Finland)
- Lutz Wilhelmy (Switzerland)

The Member Associations were informed about this decision on [25 July 2019](#).

### *Diversity*

It is part of the requirements of the Nomination Panel to consider a number of aspects of diversity in relation to

- Geography
- Size of the association
- Gender
- Range of skills and practice areas

Looking at geography, the current Board members provide a decent representation of the different regions and of native English speaking persons among the Committee Chairpersons on behalf of the other regions.

The proposed names for the General Assembly in 2019 bring further balance to the representation of the regions. It should be noted that "Western Continental Europe" in addition to several medium and smaller associations covers both Germany, France and The Netherlands.

Region	Board	Committee Chairpersons	Board and Committee Chairpersons
Western Continental Europe	5 -> 3	2 -> 2	7 -> 5
Nordics and Baltics	1 -> 2	0 -> 0	1 -> 2
UK and Ireland	1 -> 1	2 -> 2	3 -> 3
Mediterranean	1 -> 2	1 -> 1	2 -> 3
Central and Eastern Europe	1 -> 1	0 -> 0	1 -> 1

Diversity in terms of size of association is relatively strictly governed by the statutes in terms of representation in the Board. Regarding Committee Chairpersons, it is expected that the larger association will be able to provide a high proportion of Committee Chairpersons. On the other hand, the UK currently has an unusually strong representation.


Looking at gender, the appointments made last year resulted in some gender diversity, but on the other hand, there is still significant room for improvements, and it would be desirable if the Nomination Panel were to receive more female candidates.

The proposed candidates will not alter the gender balance of the AAE leadership.

Gender	Board	Committee Chairpersons	Board and Committee Chairpersons
Female	2 -> 3	1 -> 1	3 -> 4
Male	7 -> 6	4 -> 4	11 -> 10

Diversity on terms of skills and practice areas is hard to evaluate since the skills of the Committee Chairpersons are supposed to reflect the substance of the material covered by the Committee.

However, we note that the proposed Vice-Chairperson of the Board and new AAE Board member have most significantly worked within the insurance area. It is in continuity with their predecessors. Among the 3 senior officers, you would have people with pension and insurance experiences, risk management and actuarial practices.



Thomas Béhar  
Chairperson, Nominations Panel

30 September 2019

## **Appendix 1**

### **Provisions of the Statutes**

#### **Article 11**

1. Nominations for appointment as member of the Board of Directors or the Nominations Panel or as Chairperson of a Committee shall be considered in the first instance by a Nominations Panel.
2. The Nominations Panel shall comprise eleven persons and include the Senior Officers.
3. The members of the Nominations Panel, except the Senior Officers, are elected by the General Assembly, normally for a term of three years, with two or three members retiring each year.
4. The Terms of Reference of the Nominations Panel are approved by the General Assembly.
5. The Nominations Panel shall submit its recommendations to the General Assembly.

## Appendix 2

### Biographical details

3.1 [Curriculum vitae Wilhelm Schneemeier](#)

3.2 [Curriculum vitae Luis Saez de Jauregui](#)

3.3 [Curriculum vitae Richard Deville](#)

3.4 [Curriculum vitae Jacek Skwierzinski](#)