

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 Vienna on 11 October 2019 to 7 May 2020. In this period the NP met four times (by conference call only).

An update will be provided orally at the virtual General Assembly meeting on 9 October 2020.

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 2019/20

The Terms of Reference also set out how the membership of the NP is determined. After the voting of the General Assembly 2019 the composition of the NP is as follows:

Name of association	Country	Name		Position	Represents MAs	Term starts	Term ends
Suomen Aktuaariyhdistys	Finland	Esko	Kivisaari	Chairperson ex-officio		11-Oct-19	2020
Koninklijk Actuariel Genootschap	The Netherlands	Falco	Valkenburg	Member ex-officio		11-Oct-19	2020
Deutsche Aktuarvereinigung	Germany	Wilhelm	Schneemeier	Member ex-officio		11-Oct-19	2020
Instituto de Actuarios Españoles	Spain	Manuel	Peraita	Member	1601+	31-Oct-17	2021
Institut des Actuares	France	Richard	Deville	Member	1601+	11-Oct-19	2022
ISOA	Italy	Giampaolo	Crenca	Member	601-1600	31-Oct-17	2022
Association Suisse des Actuares	Switzerland	Olivier	Steiger	Member	601-1600	31-Oct-17	2020
IA BE	Belgium	Karel	Goossens	Member	151-600	11-Oct-19	2020
Polskie Stowarzyszenie Aktuariuszy	Poland	Jacek	Skwierczynski	Member	151-600	11-Oct-19	2022
Instituto dos Actuarios Portugueses	Portugal	Onofre	Simões	Member	0-150	22-Sep-18	2021
Lietuvos Aktuarijų Draugija	Lithuania	Evaldas	Valeisa	Member	0-150	11-Oct-19	2022

Note: on 20 February 2020 Giampaolo Crenca resigned as member of the Nominations Panel.

Process

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

At the General Assembly in Vienna on 11 October 2019, the Chairperson of the Nominations Panel announced that the following persons were appointed as:

Vice-chairperson 2019-2020:

- Wilhelm Schneemeier (Germany)

AAE Board 2019-2020:

- Gunn Albertsen (Norway)

And the following persons were proposed for a position in the Nominations panel:

- Jacek Skwierczynski (Poland)
- Richard Deville (France)
- Evaldas Valeisa (Lithuania)

AAE Board, Committee Chairpersons and Members of the Nominations Panel

A call for Nominations for the Vice-Chairperson position (for a one year term starting October 2020), for two Members of the AAE Board (both 3-year terms starting October 2020), for three Committee Chairpersons (3-year terms starting October 2020) for two members of the Nominations Panel (3-year terms starting October 2020) was issued to Member Associations on [22 January 2020](#). Member Associations were requested to respond by 23 March 2020.

An extended Call for Nominations was issued on [6 April 2020](#) to fill all positions in the Nominations Panel. Member Associations were requested to respond by 6 May 2020.

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 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.

The Membres Titulaires were informed of the proposed candidates on [14 May 2020](#).

Names to be formally proposed to the General Assembly on 9 October 2020

The nominations of the NP for the vacant positions are:

- Vice-Chairperson – Mária Kamenárová (Slovakia)
- Member of the Board of Directors - Philippe Demol (Belgium)
- Member of the Board of Directors – Inga Helmane (Latvia)
- Chairperson of the Insurance Committee – Lauri Saraste (Finland)
- Chairperson of the Pensions Committee – Tatiana Bitunska (Bulgaria)
- Chairperson of the Risk Management Committee (2nd term) – Malcolm Kemp (UK)
- Member of the Nominations Panel - Kristoffer Bork (Denmark)
- Member of the Nominations Panel - Jeroen van den Bosch (The Netherlands)
- Member of the Nominations Panel – Olivier Steiger (Switzerland) to continue Giampaolo Crenca's term
- Member of the Nominations Panel - Jacek Skwierczinski (Poland)

Below overview lists the categories/countries of NP members.

	Category 1 0-150	Category 2 151-600	Category 3 601-1200	Category 4 1201+
Previous NP **)	Lithuania, Portugal	Belgium, Poland	Italy, Switzerland	France, Spain
Proposed NP **)	Lithuania, Portugal	Denmark, Poland	Netherlands, Switzerland	France, Spain

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

EIOPA Stakeholder Groups

On 3 March 2020 EIOPA issued a [call for candidates](#) for EIOPA's Stakeholder Groups IRSG and OPSG.

A call for suggestions for AAE nominees was issued to Member Associations on [9 March 2020](#). 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:

For IRSG:

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

For OPSG:

- Falco Valkenburg (Netherlands)

The Member Associations were informed about this decision on [6 April 2020](#).

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 2020 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	3 -> 4	2 -> 2	5 -> 6
Nordics and Baltics	2 -> 2	0 -> 1	2 -> 3
UK and Ireland	1 -> 0	2 -> 1	3 -> 1
Mediterranean	2 -> 1	1 -> 0	3 -> 1
Central and Eastern Europe	1 -> 1	0 -> 1	1 -> 2

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	3 -> 3	1 -> 1	4 -> 4
Male	6 -> 5	4 -> 4	10 -> 9


Note: if Mária Kamenárova is elected Vice-Chairperson a vacancy will arise which will need to be filled after the General Assembly of 9 October 2020.

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.

Terms of Reference

The Nominations Panel worked on updating the Terms of Reference noting that there was an overlap with the AAE Statutes. The revised Terms of Reference will be presented for approval by the General Assembly on 9 October 2020.

A handwritten signature in black ink, appearing to be 'Esko Kivisaari', written on a white rectangular background.

Esko Kivisaari

Chairperson, Nominations Panel

24 September 2020

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 Mária Kamenárová](#)

3.2 [Curriculum vitae Philippe Demol](#)

3.3 [Curriculum vitae Inga Helmane](#)

3.4 [Curriculum vitae Lauri Saraste](#)

3.5 [Curriculum vitae Tatiana Bitunská](#)