

Thomas R. Zeeb



PERSONAL INFORMATION

Citizenship:	Canadian / Swiss	Languages:	English – Mother-tongue German – Mother-tongue Italian – Very Basic French – Very Basic
Date of Birth:	10 February 1964		

SUMMARY

Skilled and experienced industry leader with exceptional business, technology, financial and cultural turnaround expertise.

Growth-oriented strategic thinker and practitioner who has demonstrated ability in developing both strategic and operational roadmaps and implementation plans for the securities value chain as well as the skills to successfully execute against these plans.

Strong operational manager who consistently delivers strong financial results significantly ahead of budgeted targets while developing value systems, staff, and corporate culture within the organisation.

ACHIEVEMENTS

General

- Consistently delivered above-budget results from 2009 through 2021 while re-aligning strategic priorities and right-sizing the business areas to increase efficiency and productivity and reduce costs
- Attained and retained highest scores in the Group Client Survey, Staff and Culture Surveys versus other SIX entities over the last 7 years. Awarded top scores by Global Custodian Magazine for CSD and ICSD services for 7 consecutive years from 2013
- Negotiated and acquired stakes in various digital ecosystem players (Custodigit, Daura, Omnex)
- Achieved industry recognition for SIX Swiss Exchange: “Best European Exchange for listing Cryptocurrency ETPs 2022”, “Best Structured Products and Derivatives Exchange” (2021, 2022), “Exchange of the Year 2022”

Swiss Exchange

- Launched SME Segment SPARKS and went live with first listings - 2022
- Launched Switzerland-China Stock Connect - 2022

Spanish Exchanges

- Drove business integration of the BME Exchange businesses into the SIX organization. Established the blueprint and received regulatory approvals for a substantial platform replacement project being implemented from 2021-2024

SIX Digital Exchange (SDX)

- Founded SIX Digital Exchange (SDX), which received its fully-regulated FMI License in September 2021 and went live with the first listing the same year

- Established AsiaNext in Singapore as a joint venture between SBI Bank and SDX to deliver derivatives trading on digital underlying securities (MAS Licenses are expected in H1 2023 for Go-Live)
- Negotiated and established a Digital Innovation Hub together with the Swiss National Bank and the BIS to examine the implications and possible implementation models of tokenized payments (CBDC) in the securities and interbank areas

WORK EXPERIENCE

March 2023 – Present	Bain External Advisor , Bain & Company
March 2023 – Present	<p>Various Non Executive Board memberships of Private and Listed Companies</p> <p>Chair – Advisory Board, Fintica AI</p> <p>Board Member – AsiaNext (“Asia Digital Exchange Holdings Pte Ltd”), Singapore</p>
October 2008 – January 2023	<p>SIX Group AG, Zurich</p> <p>Member of the Group Executive Board, SIX Group AG</p>
Jan 2021 – Jan 2023	<p>Global Head - Exchanges</p> <p>Responsible for all Trading businesses in Switzerland and Spain. Founded and launched SIX Digital Exchange (SDX). Established AsiaNext in Singapore as a joint venture between SBI Bank and SDX.</p> <p>SIX Board Memberships</p> <ul style="list-style-type: none"> • SIX Swiss Exchange (Chair) • SIX Digital Exchange (Chair) • Central Depository - SIX SIS AG • Central Counterparty - SIX x-clear AG • SIX Trade Repository AG (Chair) • SIX Repo AG (Chair) • SIX Nominee AG (Chair)
Feb 2018 – Dec 2020	<p>Head - Securities & Exchanges</p> <p>Responsible for all Trading and Post-Trade businesses in Switzerland, including trading, clearing, and settlement/custody for the domestic and cross-border markets.</p>
Oct 2008 – Jan 2018	<p>CEO - Division Securities Services</p> <p>Responsible for all Swiss Post-Trade Businesses (Central Counterparty and domestic/international custody and settlement) and Interbank Payments.</p>
June 2004 – August 2008	<p>Clearstream Banking S.A., London and Luxembourg</p> <p>Member of the Executive Board, Clearstream Banking S.A.</p>
May 2006 – Aug 2008	<p>Executive Director – Client Relations – Europe and the Americas</p> <p>Responsible for all client relationships in Europe and the Americas.</p> <p>Clearstream Board Memberships</p>

- Board Member, Clearstream International S.A.
- Supervisory Board Member (Aufsichtsrat), Clearstream Banking Frankfurt

Jan 2006 – May 2006	Director – Head of Department - Client Relations Europe and the Americas
Jun 2004 – Dec 2005	Director – Head of Section UK, Ireland, Scandinavia and The Americas General Manager – Clearstream Banking London
May 1995 – April 2004	The Bank of New York Company, Inc., London Responsible for a team of senior relationship managers, salespeople and credit officers charged with managing the company's major European non-bank client base (investment managers, insurance companies, and broker dealers). Developed and implemented comprehensive marketing, sales and country-specific product strategies. Significantly improved return on sales figures, focusing on high margin products and top 120 clients throughout Europe.
Jun 2002– Apr 2004	Managing Director – Non-Bank Client Executives
Dec 1998 – Jun 2002	Managing Director – Head of Sales
Oct 1996 – Dec 1998	Vice President – Sales Manager Continental Europe
May 1995 – Oct 1996	Assistant Vice President – Salesperson Italy & Iberia
June 1994 – January 1995	Sim & Fed SpA, Florence, Italy Associate Posted by Deutsche Bank to Florence to evaluate the opportunity for acquiring this asset manager and fund distributor and, if implemented, oversee its integration into the existing Deutsche Bank infrastructure in Italy. Recommended that Deutsche not pursue the acquisition.
June 1992 – June 1994	Deutsche Bank AG, Frankfurt Prokurist – Head of Global Custody Operations Responsible for delivering Global Custody services to Deutsche Bank's diverse client base throughout Europe. Instituted efficiency and automation programme to reduce costs and bring Deutsche Bank closer to Anglo-Saxon service levels.
September 1987 – May 1992	Toronto-Dominion Bank, Toronto and London
Jun 1990 – May 1992	Assistant Vice President – Securities Manager London Managed a small Securities operation in London responsible for issuing & paying agency functions as well as

