

## **CURRICULUM VITAE**

Name: ELVIRA GONZALEZ SEVILLA

Residency: Bonn, Germany

Place, Date of Birth: Madrid, 20th December 1975

Nationality: Spanish

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## **EDUCATION**

1993-1999: University Master's degree in Telecommunication Engineering at ETSI Telecomunicación, Universidad Politécnica de Madrid

2003-2005: Postgraduate MBA at EOI, Madrid

## **WORK EXPERIENCE**

### **SVP B2B Growth Europe, Deutsche Telekom (April 2022- present)**

Responsible for the Business Customers across Segment Europe. Steering all countries performance and ensuring the right portfolio across fixed, mobile and ICT services is developed in line with our customer needs. Responsible for ~€3.5bn revenue

### **Global Head of SOHO and SME Segments at Vodafone Business Group, London, UK (Dec 20- Dec 21)**

Leading the Vodafone Business strategy and the commercial performance for the SOHO and SME segments globally for all countries. Leading cross-functional teams including Group and local markets to define the vision and commercial strategy for the segments, operating as one single Vodafone team across all countries and functions. Responsible for the introduction on new SOHO and SME propositions in markets covering the full portfolio of products and services across the entire ICT spectrum, extending the organisation's leadership position and delivering revenue, margin and market share growth across all markets. Driving and steering sales performance in the countries and defining the go to market approach, the distribution strategy and the channel optimization activities across retail, digital, indirect partners and direct sales teams. Owning the segment performance across all countries, products and channels. Responsible for >€6bn revenue for Vodafone Business

### **Global Head of Commercial and Customer Experience at Vodafone Business Group, London, UK (Feb 19- Dec 20)**

Owning the definition and execution of the Vodafone Business commercial strategy for all segments in order to deliver growth for Vodafone Business across all countries. Driving commercial strategies and best practices for the countries with regards to revenue growth, pricing, channel, go to market and portfolio activities. Responsible for identifying and analysing new business opportunities and areas of growth. Leading in addition the Insights and the Customer Experience teams within my department.

### **Director Business Products, Enterprise Business Unit, VodafoneZiggo, Amsterdam, The Netherlands (Jan 17- Feb 19)**

Accountable for the Dutch B2B P&L (€1bn), leading an anchor department for the Enterprise Business Unit. Defining and enabling the enterprise strategy in The Netherlands in good sync with Vodafone Group and Liberty Global's visions. Responsible for all enterprise products across all segments, roadmap and portfolio including mobile, fixed, unified comms, IoT, cloud and SaaS. Determining commercial priorities and execution plan via the enterprise segments. In charge of commercial planning and budgeting processes. Driving and articulating the customer experience program for enterprise to improve NPS and deliver an improved service to the customers.

Part of the small 'clean team' that successfully negotiated the JV between Vodafone and Liberty Global in the Netherlands. Responsible for the definition of the new company vision and strategy for Business and Consumer units and for creating a new organisational design to be best set up to maximise the growth opportunities of the new company.

**Head of Commercial Management and Sales for Enterprise Business Unit, Vodafone Netherlands, Amsterdam, (July 15- Jan 17)**

Responsible for enabling Enterprise Sales strategy, redefining commission models to optimize sales performance amongst all channels and segments. In charge of Commercial planning activities for the Enterprise Unit, ensuring right opex and capex trade-offs are made in spite of enlarging a sustainable profitability for the Business Unit.

**Head of Wholesale Business Unit, Vodafone Netherlands, Amsterdam (April 12- July 15)**

Leading the Wholesale Business Unit, responsible for sales, negotiations and commercial relationships with other carriers and operators nationally and internationally and managing the MVNO business, Interconnect, Roaming and Transmission. Owing a P&L of €150 mio revenue

**Senior Manager Interconnect, Vodafone Netherlands, Amsterdam (Jan 09 - April 12)**

Responsible for all National and International Interconnect activities within the company, providing the best solutions to our customers (for voice, data, messaging, etc) in the most profitable commercial terms for the company, the most suitable technical means and in line with the regulation. Being one of the Top talents of the company, I was asked to lead a special project to define and implement a new organizational design for Vodafone in The Netherlands, driving and coordinating cross functional teams to transform and evolve the company organization and culture.

**Senior Business Development Manager, Consumer Business Unit, Vodafone Group, Newbury, UK (Jan 06- Jan 09)**

Responsible for creating the vision and action plan for Consumer segments with regards to partner strategy across all markets, leading multidisciplinary projects and team across the Vodafone footprint

**Senior Strategy Manager, Vodafone Spain, Madrid (July 2004- Jan 06)**

Driving the definition of the Vodafone Spain Strategy as well as the annual strategic planning process and Long Range Plan, working closely with the CEO and the general management board at Vodafone Spain and Vodafone Group

**Interconnect Manager Vodafone Spain, Madrid (Nov 2001 - June 2004)**

Managing the negotiations of voice and data interconnect agreements with carriers, fixed and mobile operators in Vodafone Spain. In charge for the relationship with Vodafone Group and the implementation in Spain of the agreements negotiated at a Group level.

**Carrier relations Manager at Ola Internet S.A., Madrid (Dec 1999 - Oct 2001)**

During this period I had the opportunity to work in a start-up company, the first Spanish All-IP Fixed Operator and the most innovative at that time, covering all commercial agreements with Telefonica as well as the technical design of the network and points of presence in the country.

**SKILLS AND COMPETENCES**

- Strong leader, critical thinker, results driven, persistent in achieving the objectives. Solution mind-set.
- Capacity to communicate effectively, building up connections and trust. Ability to negotiate assertively.
- Strong people management skills, motivational and inspirational.
- Excellent abilities to coordinate complex project and cross-functional and cross-country activities
- Big picture, helicopter view, strategic vision whilst having strong attention for detail.
- Creative, visionary, innovation hungry, continuously looking for new ways of achieving the goals
- Business view, economic and financial analytical capabilities
- Enthusiastic, optimistic, positive, can do attitude
- Extensive experience working successfully with people from different nationalities, backgrounds and cultures

## CURRICULUM VITAE

**Mr. Marc Stehle** studied business economics and graduated at the University of Applied Science, Duesseldorf, Federal Republic of Germany.

He started his career with Ernst&Young in the audit department. Since 1996 he has been working for Deutsche Telekom Group at various positions at managerial levels and different areas like Group Headquarters, Sales and Service and IT-Services.

From 2008 to 2014 he held several executive positions at T-Systems International GmbH, where he was the Senior Vice President of Finance and Controlling as well as the Chief Financial Officer of the T-Systems GEI GmbH.

Mr. Stehle is currently Vice President Financial Controlling Europe at Deutsche Telekom AG, where he is responsible for the Finance and Controlling Areas like Cashflow-Management, Accounting, Planning, Reporting and Investor Relations.

**Number of meetings attended by Supervisory Board member, Mr. Marc Stehle, during his previous term of office**

<b>Period</b>	<b>Meeting / Decision making out of session</b>	<b>Attendance</b>	<b>Attendance rate in %</b>
<b>2022</b>	Supervisory Board session	4/5	80%
	Supervisory Board voting out of session	3/3	100%
	Audit Committee session	5/5	100%
	<b>Total</b>	<b>12/13</b>	<b>92%</b>
<b>2021</b>	Supervisory Board session	5/5	80%
	Supervisory Board voting out of session	4/4	100%
	Audit Committee session	5/5	100%
	<b>Total</b>	<b>14/14</b>	<b>100%</b>
<b>2020</b>	Supervisory Board session	4/5	80%
	Supervisory Board voting out of session	4/4	100%
	Audit Committee session	4/4	100%
	<b>Total</b>	<b>12/13</b>	<b>92%</b>
<b>2019</b>	Supervisory Board session	6/6	100%
	Supervisory Board voting out of session	3/3	100%
	Audit Committee session	5/5	100%
	Audit Committee voting out of session	2/2	100%
	<b>Total</b>	<b>16/16</b>	<b>100%</b>