

ANDRÉ LENZ

KEY ACCOMPLISHMENTS

Combining profound understanding of telco market dynamics and efficient financial processes and their contribution to the company's success

- Orchestrating CFO/F-LT crisis monitoring in a x-segment-mode to manage the financial implications for DT (wrt. corona crisis & inflation)
- Key role in Magenta AT's turn-around by forming a sustainable growth path – led business plan throughout the UPC Austria M&A project and established an integrated monthly planning & steering process (24 month FC) with full system integration.
- Successfully lead various change processes (e.g. integration of German mobile and fixed line sales controlling, AT Controlling & Customer finance, DT GC Business & Functional Controlling).

EXPERIENCE

Deutsche Telekom AG, Vice President Group Performance Controlling, Mar 2021 – present

- In addition to previous role: Business controlling Technology & Innovation, innovation controlling, Capex controlling, HR controlling.
- member of advisory board of Telekom Innovation Pool GmbH
- member of supervisory board of Deutsche Telekom Strategic Investments GmbH
- chairman of supervisory board of Deutsche Telekom Venture Funds GmbH

Deutsche Telekom AG, Vice President Group Business Controlling, May 2018 – Feb 2021

- Business controlling responsibility for Deutsche Telekom's strategic business units Germany, T-Systems, Europe, Group Development and Group Headquarter Service.

T-Mobile Austria GmbH, Vienna, Senior Vice President Controlling & Customer Finance, Jul 2016 – Apr 2018

- Responsibility for T-Mobile Austria controlling (s. below) and customer finance comprising credit check, billing-management, revenue assurance, payment & collection and fraud-management.

T-Mobile Austria GmbH, Vienna, Senior Vice President Controlling, Jan 2014 – Jun 2016

- Responsible for financial controlling with regards to entire financial planning and steering, supplying business insights and decision support for board of management.

Telekom Deutschland GmbH, Bonn, Vice President Planning & Reporting, Mar 2013 – Dec 2013

- Responsible for monthly closing, forecast and iPF mass market, analyzing deviations and trends, supplying business insights for responsible sales and marketing decision makers, financial reporting and CFO briefings.

Telekom Deutschland GmbH, Bonn, Vice President Functional Controlling Sales Retail, Apr 2010 – Feb 2013

- Controlling support for sales units concerning business cases within projects or decision boards (MLT, PMT, GF) as well as advancing steering model in German mass market with respect to direct and indirect sales channels.

T-Mobile Deutschland GmbH, Bonn, Vice President Sales Controlling, Mar 2009 – Mar 2010

- Sales controlling for consumer and business customers, responsible for monthly closing, forecasts and iPF as well as continuous development of the steering model and member of business deal office, deciding on individual sales offers.

E-Plus Mobilfunk GmbH & Co. KG, Düsseldorf, Team Manager Sales Controlling, Jul 2006 – Feb 2009

- Sales controlling for consumer and business customers for E-Plus and sub-brands like Base and aldi talk, responsible for monthly closing, forecasts and budget as well as development steering model, monthly analyzing of business figures and reporting to board of directors and kpn.

E-Plus Mobilfunk GmbH & Co. KG, Düsseldorf, Revenue Controlling, Mar 2002 – Jun 2006

- Revenue controlling in monthly closing, forecasting and budgeting, monthly analyzing of business figures and reporting to board of directors and kpn.

EDUCATION

Ruhr Universität
■ Diploma, Economics

Bochum, Germany

- Curriculum Vitae -

Mr. Ivica Mišetić, Ph.D., graduated from the Faculty of Economics and Business of the University of Zagreb in 1983. He earned his Masters' degree with the thesis "Marketing in Travel Agencies" and his Doctor's Degree with the dissertation "Air Carrier Marketing Management".

Mr. Mišetić started his career as Regional Sales Manager of Slovenian air carrier Adria Airways, where he was employed from 1985 to 1991. He then moved to Croatia Airlines in March 1991 as one of the founders of the Croatian carrier and was promoted to Senior Vice President for Marketing and Sales the following year.

In early 1995, Mr. Mišetić was appointed Head of State Protocol for the Republic of Croatia and Ambassador, simultaneously holding Ambassador status. Upon his return to Croatia Airlines in 1997 he took the position of Chief Executive Officer.

Under the leadership of Mr. Mišetić, Croatia Airlines became one of the first airlines to fulfill the requirements of the IATA Operational Safety Audit (IOSA). Mr. Mišetić also initiated the modernization of the fleet and took the airline into the Star Alliance in 2004. As a result, Croatia Airlines is now a leading airline in the region.

Since 2002 until 2010, Mr. Mišetić has been a Member of the Presidents' Committee of the Association of European Airlines (AEA). and in 2009, he became Chairman of the AEA and Member of the IATA Nominating Committee. He was also a Council Member of the Croatian Tourist Board in the period from 1997 until 2012.

In October 2010, he joined Atlantic Grupa d.d. as General Secretary, at the time of the acquisition of Droga Kolinska. In 2010, Mr. Mišetić was also elected Lecturer at the University of Zagreb. In November 2011, he was appointed, for the second time, to the National Council for Higher Education.

Mr. Mišetić has received several decorations from the Republic of Croatia for his contribution and achievements and has been awarded the French Legion of Honor Medal.

Number of meetings attended by Supervisory Board member, Mr. Ivica Mišetić, Ph.D., during his previous term of office

Period	Meeting / Decision making out of session	Attendance	Attendance rate in %
2023	Supervisory Board session	4/4	100%
	Compensation and Nomination Committee session	2/2	100%
	Compensation and Nomination Committee voting out of session	1/1	100%
	Total	7/7	100%
2022	Supervisory Board session	5/5	100%
	Supervisory Board voting out of session	3/3	100%
	Compensation and Nomination Committee session	3/3	100%
	Compensation and Nomination Committee voting out of session	2/2	100%
	Total	13/13	100%
2021	Supervisory Board session	5/5	100%
	Supervisory Board voting out of session	4/4	100%
	Compensation and Nomination Committee session	3/3	100%
	Compensation and Nomination Committee voting out of session	1/1	100%
	Total	13/13	100%
2020¹	Supervisory Board session	4/4	100%
	Supervisory Board voting out of session	2/2	100%
	Audit Committee session ²	2/2	100%
	Compensation and Nomination Committee session ³	1/1	100%
	Total	9/9	100%

¹ Member until 24 April 2020 and again from 20 July 2020

² Audit Committee Member until 24 April 2020

³ Compensation and Nomination Committee Member from 20 July 2020

Eirini Nikolaidi

General Counsel - OTE Group Chief Legal and Regulatory Affairs Officer

Ms. Eirini Nikolaidi is the General Counsel and Chief Officer for Legal & Regulatory Affairs of OTE Group and joined the Group in 1996.

Ms. Nikolaidi is a member of the Management Board of OTE, member of the Board of Directors of GERMANOS and Telekom Romania Mobile Communications, and member of the Supervisory Board and the Audit Committee of Croatian Telecom Inc.

She holds a law degree from the University of Athens, as well as a master's degree (LLM) in International Business Law from the University of London (UCL), where she specialized, among others, in international finance and international trade law.

She is a telecommunications expert and member of the Athens Bar Association.

Number of meetings attended by Supervisory Board member, Eirini Nikolaidi, during her previous term of office

Period	Meeting / Decision making out of session	Attendance	Attendance rate in %
2023	Supervisory Board session	3/4	75%
	Audit Committee session	5/5	100%
	Total	8/9	89%
2022	Supervisory Board session	4/5	80%
	Supervisory Board voting out of session	3/3	100%
	Audit Committee session	4/5	80%
	Total	11/13	85%
2021	Supervisory Board session	5/5	75%
	Supervisory Board voting out of session	4/4	100%
	Audit Committee session	5/5	100%
	Total	14/14	100%
2020 ¹	Supervisory Board session	3/4	75%
	Supervisory Board voting out of session	2/2	100%
	Audit Committee session	4/4	100%
	Total	9/10	90%

¹ Member until 24 April 2020 and again from 20 July 2020

PROF. DR. SC. VEDRAN BILAS

University of Zagreb

Faculty of Electrical Engineering and Computing

**Full professor, Department of Electronic Systems
and Information Processing**

Function: **dean**

Web: <http://www.fer.hr/vedran.bilas>

BIOGRAPHY

Vedran Bilas was born in Makarska in 1968. He obtained Dipl.Eng., M.Sc. and Ph.D. degrees in electrical engineering from the University of Zagreb, Faculty of Electrical Engineering and Computing (FER), Zagreb, Croatia, in 1991, 1995 and 1999, respectively.

From January 1992 he is working at the Department of Electronic Systems and Information Processing at FER. In June 2010 he was promoted to Full Professor.

He participated in 7 scientific projects financed by the Ministry of Science, Education and Sports of the Republic of Croatia, 1 PoC BICRO project, 1 COST project and 2 EU FP7 projects. Currently he is a project leader of research projects: "Enabling Inductive Metal Characterisation in Non-cooperative Soils" financed by the Find a Better Way foundation from United Kingdom and „Enhancing research and development of energy-efficient networked sensor systems“ funded by Swiss National Science Foundation. He published more than 100 papers in journals and conference proceedings in the area of electromagnetic inductive methods, electronic systems for harsh environment and smart sensors and sensor networks.

Prof. Bilas is a member of IEEE and a member of the Croatian Society for Biomedical Engineering and medical Physics. He participated in 10 conference international programs committees; he is member of a journal editorial board, and he serves as a technical reviewer for various international journals.

He is one of the initiators of the Sensors, Electronics and Emerging Applications (SEA) international workshop in 2022. He is a member of the Scientific Council of HCR-CTRO. He is the initiator of the national section of the IEEE Association for Measurement and Instrumentation and a member of the IEEE IMS Administrative Committee for the period 2023-2026.

As dean of FER, he participates in the Committee for Innovation and Technology Transfer of the University of Zagreb from September 2023. He has been a member of the Partnership Council of the City of Zagreb since October 2022.