

Ask the DG: Members' Update Information on Elections

24.03.2025



A close-up photograph of several wooden chess pieces on a checkered board. The pieces are light-colored wood, and the background is dark and out of focus. A large teal diagonal shape covers the bottom half of the image, serving as a background for the text.

Board, Chair & Exec Policy Advisory Group elections

As presented in the DG call

Election timelines

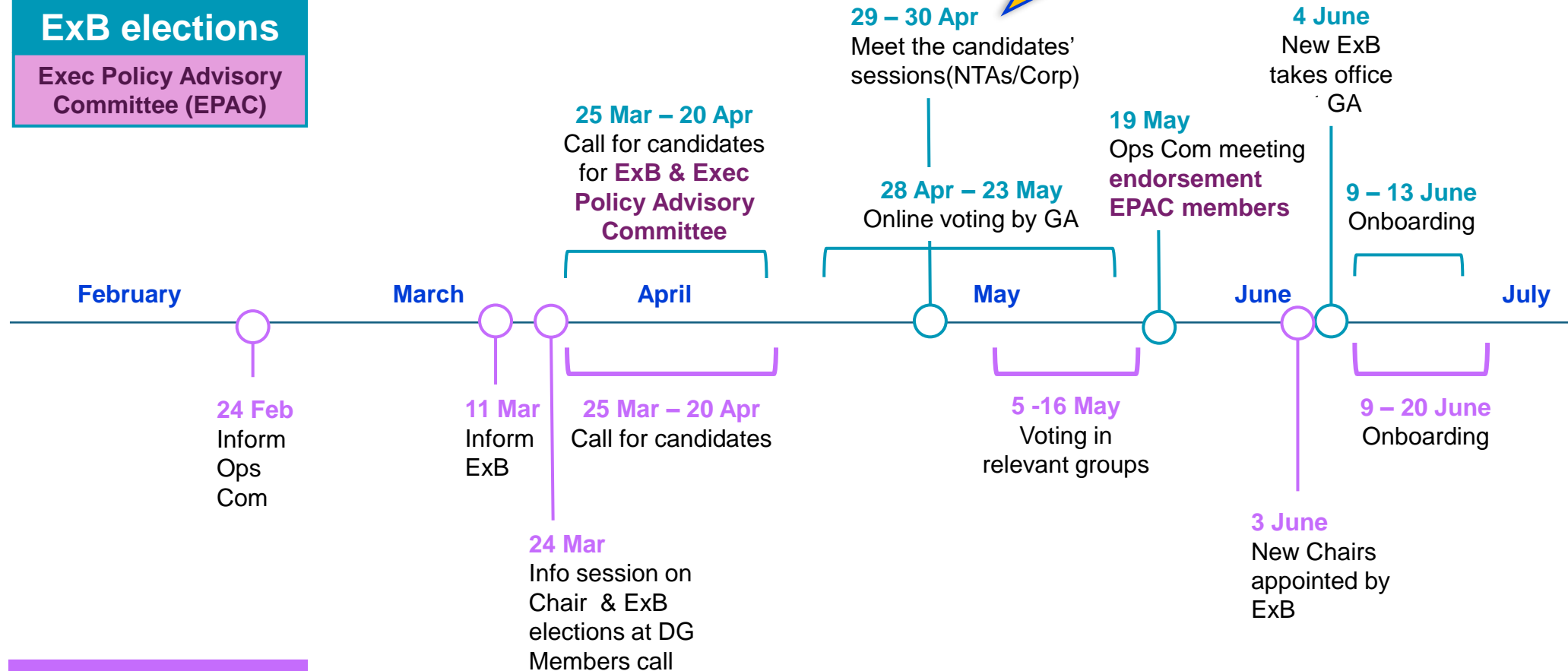


ExB elections

Exec Policy Advisory Committee (EPAC)

Corporate: 30 April, 11:00 – 12:30

NTA: 29 April, 15:00 – 16:30



Chair elections

Executive Board election

There are 8 open positions this year.

Members in
office until
June 2026:

12

Total available
positions for
Corporate
Chamber:

3

Total available
positions for
NTA Chamber:

5

Corporates



Peter Weckesser
Schneider Electric
(President)



Annika Hauptvogel
Siemens



Chris Gow
Cisco



Hendrik Bourgeois
Intel



Kathrin Watson
Bosch



Uwe Heckert
Philips



Marc Vancoppenolle
Nokia



Volkmar Lotz
SAP



Karen Massin
Google



Mikael Bäck
Ericsson



Nanna-Louise Wildfang Linde
Microsoft

Shared term

Last
term

Last
term

Up for re-
election

NTAs



Doris Pold
ITL
(Vice-President)



Bart Steukers
Agoria



Jaromir Hanzal
AAVIT



Julian David
techUK



Pilar Roch Gonzalez
Ametic



Yota Papparidou
SEPE



Francesco Giuffrè
Anitec-
Assinform



Minna Helle
TIF



Isabelle Zablit-Schmitz
NUMEUM



Sarah Bäumchen
ZVEI

Up for
election

Up for re-
election

Up for
election

Up for
election

Up for re-
election

Nanna Louise Linde replaced Casper Klynge (Nov 2022, elected June 2023), Pilar Roche replaced Luis Pardo (31 Jan 2025), Isabelle Zablit Schmitz replaced Michel Combet (1 Oct 2024), and Minna Helle replaced Matti (1 Mar 2025). In 2024, Marc V. and Volkmar L. tied in votes and agreed to share their term.

Executive Board elections

Must-know fact

Board members drives DIGITALEUROPE's strategic priorities

- **8 open positions** (3 corporate, 5 NTA)
- **2-year term** with possibility of re-election
- **Call for candidates:** March 24 - April 20
- **Voting period by GA:** April 28 - May 23
- **ExB takes office:** June 4 at GA meeting

Eligibility criteria & diversity guidelines

- Part of the “**Senior executive management**” (art. 15.b.) of their organisation (i.e. Level 2 or 3 to Global CEO or Level 2 to EU/EMEA CEO)
- **Diversity**, we aim for:
 - **Gender** balanced Board (50/50 target)
 - **Sectorial** diversity
 - **Geographical** diversity
 - **Function** diversity
- **Meet the candidate's session:**
 - NTA: 29 Apr, 15:00
 - Corp: 30 Apr, 11:00

All the info on our member platform, if eligible and interested please submit via online form by Apr 20, EOB

NEW! Executive Policy Advisory Committee

Must-know fact

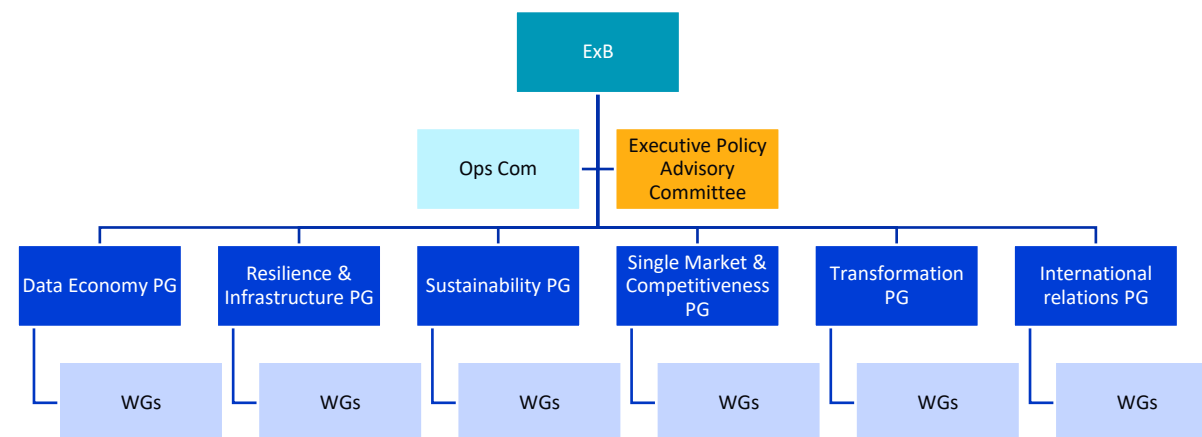
Provide guidance on strategic policy decision to DG & ExB

(same role as Ops Com that does it on Operational decision)

- **Up to 10 open positions**
- **2-year term** with possibility of re-election
- **Call for candidates:** March 24 - April 20
- **Selected by Ops Com on 19 May with aim for diversity** (gender, sector, geo)

Eligibility criteria & diversity guidelines

- Must be the highest representative towards the European institution for their organisation



All the info on our member platform, if interested please submit via online form by Apr 20, EOB

Policy elections

Must-know fact

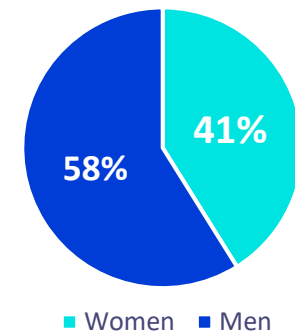
Chair lead their groups' policy development, facilitate member consensus, and manage group activities & work plan.

- **23 open positions across PGs & WGs**
- **2-year term** with possibility of re-election
- **Call for candidates:** March 25 - April 20
- **Voting in relevant groups:** May 5-16
- **Takes office:** June 3 by at ExB meeting

Diversity guidelines

- Each group **should have:**
 - **Gender** diversity
 - **NTA & Corp** representation
 - **Geo** diversity
- **Max 5 chair / VC positions across groups per member organisation**

Current gender representation:



All the info on our member platform, if interested please submit via online form by Apr 20, EOB



Annex – additional information on DIGITALEUROPE rules applicable to both elections

Rules for ExB elections

Rules on composition, terms & process

- **Composition:** 10 corporate & 10 NTA members
- **Term:** Elected for two years – one extra consecutive term possible (2+2)
- **Process:**
 - General Assembly representatives votes online the Executive Board candidates
 - Each chamber (Corporate & NTA) votes for the candidates within their own constituency
 - Each chamber (Corporate & NTA) also votes for the President and Vice-President
 - **In the event of a tie:** The candidates should agree on which of them will serve the full term. In case no agreement is reached, a lottery will be organised (*Board decision #408, September 2024*)

Eligibility criteria


- President & Vice-President shall come from **different constituencies** (Corp / NTA)
- **Only employees from member organisations** can become a Board member
- **For NTAs:** no more than one Board member per country is allowed


Board diversity recommendations


We've consistently improved our diversity targets – now we want to raise seniority

New rules to increase the seniority of our Board


- As per Article 15(b) of our Statutes, Board **members must be part of their organisation's senior executive management**. Accordingly, candidates must be:
 - Level 3 or higher** to the Global CEO (reporting directly to the Global CEO or to someone who does).
 - Level 2** to the EU/EMEA CEO (reporting directly to the EU/EMEA CEO).
 - For NTAs**: The candidate must be the CEO of their association or, by exception, the President or a management team representative.


	Gender	
	M	50% (10)
	F	50% (10)


Gender
Target: 50% female – 50% men 

	Geo (corp. only)	
	Europe	60%
	USA	40%
	Asia	0%


Geography
Target: solid European presence 

	Sector (corp. only)	
	Digital	60%
	Digitising	40%
	Manufacturing	30%
	Health	10%
	Financial	0%
	Mobility	0%

Sectors
Target: digital sector & digitising industries (manufacturing, health, financial services & mobility) 

	Function (corp. only)	
	Business	40%
	Policy	60%

Function
Target: include top business & policy executive-level 

	Level	
	Corporate	30%
	NTA	40%

Level
Target: E- and C-level experience 

Policy Chair elections

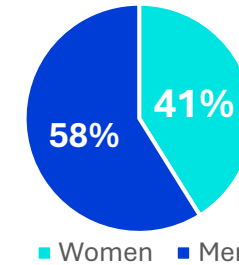
There are 23 open positions available this year & we want to improve on gender balance.

In office until June 2026: **67**

Up for re-election: **12**

Last term / Vacant: **11**

Current gender representation:



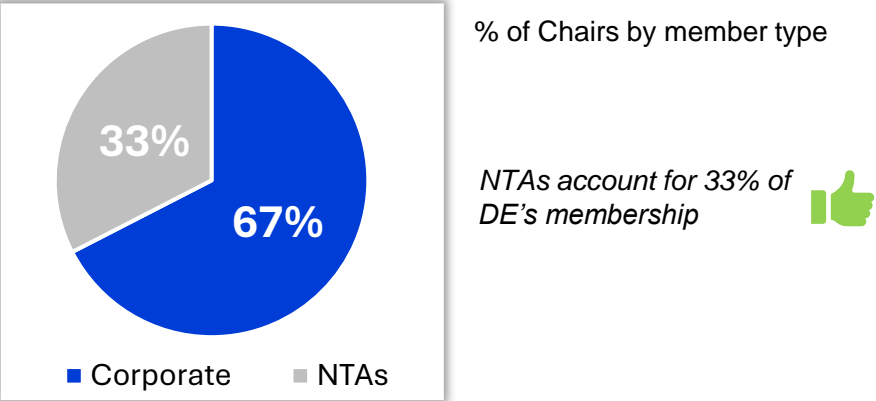
Sustainability					
- Ecodesign					
Ecodesign	Chair	Alexander Rowlett	Mitsubishi Electric	Corporate	Up for re-election
Ecodesign	Vice-Chair	Thomas Barillot	Apple	Corporate	Up for re-election
- Waste					
Waste	Chair				Vacant
Waste	Vice-Chair				Vacant
- Chemicals					
Chemicals	Vice-Chair	Estelle Augarde	Epson	Corporate	Last Term
Chemicals	Vice-Chair	Frans Loen	Dell	Corporate	Up for re-election
International Trade & Relations					
International Trade & Relations	Chair	Kevin Verbelen	Agoria	NTA	Last Term
International Trade & Relations	Vice-Chair	Daniel Nord	Ericsson	Corporate	Last Term
Digitally Enabled Transformation					
- Green Transition					
Green Transition	Chair	Diane Mievis	Cisco	Corporate	Last Term
Green Transition	Vice-Chair	Loïc Delorme	Schneider Electric	Corporate	Up for re-election
- Finance					
Finance	Chair	Daniel Pujazón	Banco Santander	Corporate	Up for re-election
Finance	Vice-Chair	Jean Diederich	APSI	NTA	Last Term
Finance	Vice-Chair	Audrey Douspis	Apple	Corporate	Up for re-election
- Healthcare					
Healthcare	Vice-Chair	Mariane Cimino	Numeum	NTA	Up for re-election

Single Market & Competitiveness							
Single Market & Competitiveness		Vice-Chair				Vacant	
- Investments & Innovation							
Investments & Innovation	Vice-Chair	Erkki Ahola	TIF	NTA	Up for re-election	31/05/23	04/06/25
Resilience & Infrastructure							
Resilience & Infrastructure	Vice-Chair	Leo Baumann	Nokia	Corporate	Up for re-election	05/09/24	04/06/25
- Strategic & Secure Connectivity (inc)							
Strategic & Secure Connectivity	Vice-Chair	Iván Rejón	Ericsson	Corporate	Up for re-election	24/09/24	04/06/25
- Defense							
Defense	Vice-Chair				Vacant		
Defense	Vice-Chair				Vacant		
Data Economy							
- Artificial Intelligence & Data							
Artificial Intelligence & Data	Chair	Anissa Kemiche	Numeum	NTA	Last Term	16/06/21	04/06/25
Artificial Intelligence & Data	Vice-Chair	Aleksandra Appelfeld	Philips	Corporate	Up for re-election	31/05/23	04/06/25
- Consumers							
Consumers	Vice-Chair	Benedikt Blomeyer-Bartenstein	Apple	Corporate	Up for re-election	26/08/24	04/06/25

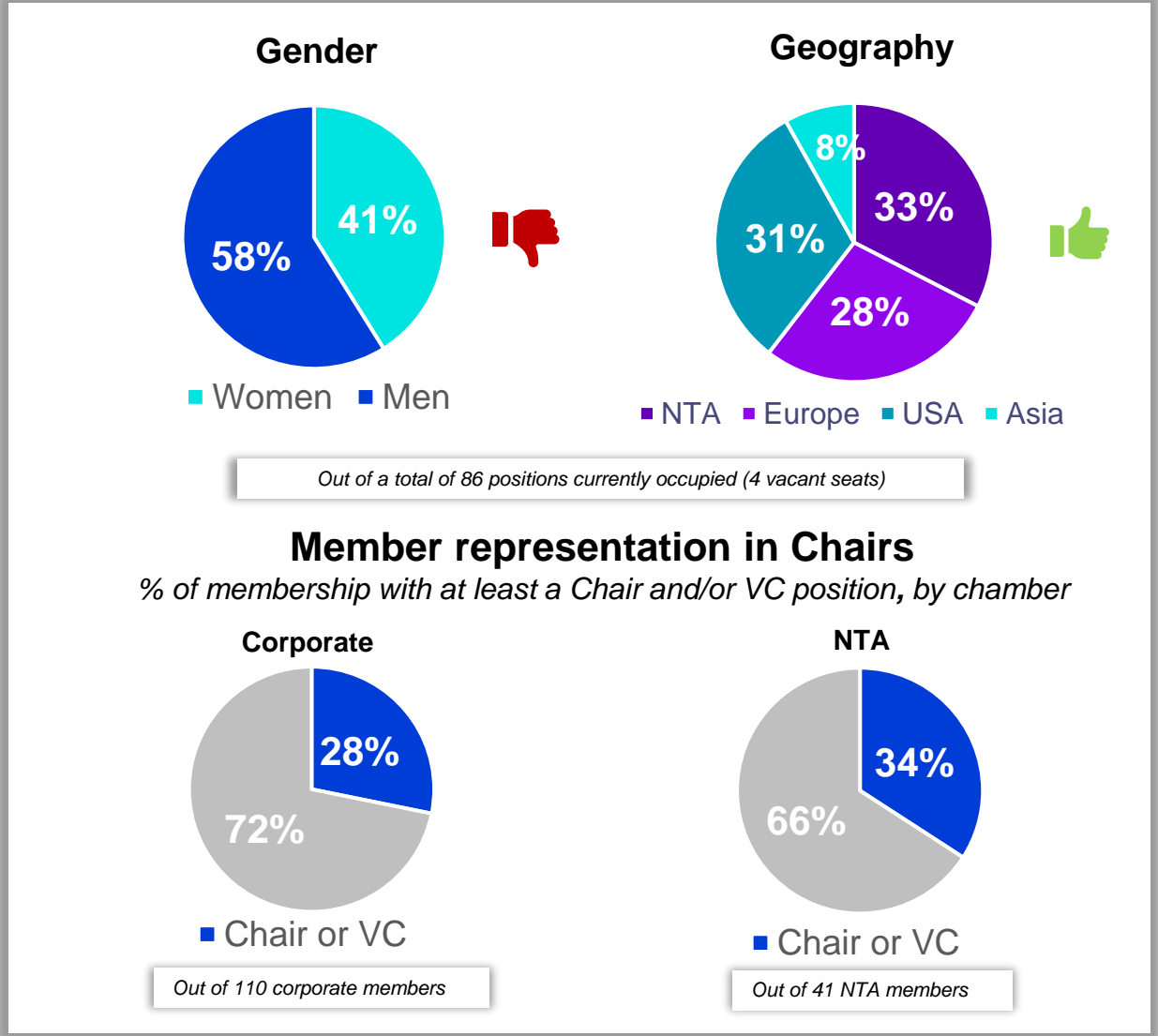
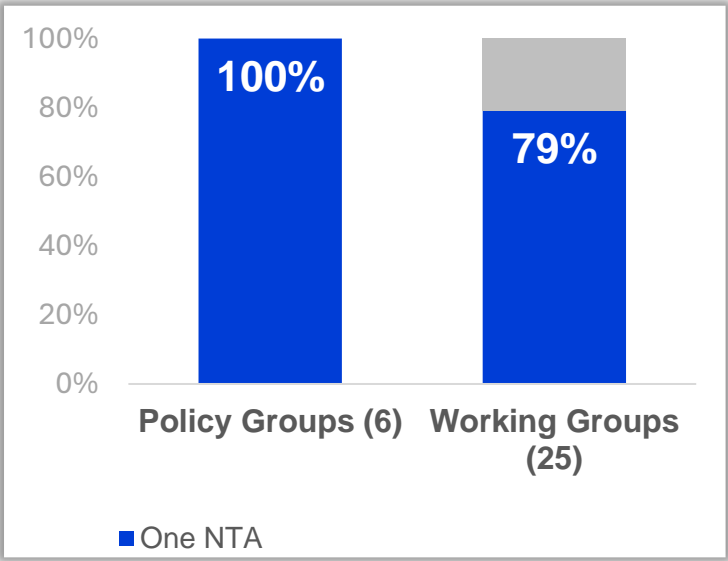
Check the Member Platform

Diversity in the current policy structure

We've made progress on our diversity targets, but there's still work to do on gender representation



% of PG/WGs with **at least one NTA** in the Chairmanship



Updated rules on diversity for Chair elections

Rules on composition & maximum positions per member

- Max **5 Chair or Vice-Chair** positions **across all** policy & working groups
- Max **2 Chair or Vice-Chair** positions across the **6 policy groups**
- Max **1 Chair** position across the **6 policy groups**
- Each policy or working group shall have an **NTA & Corporate in the Chairmanship**
- **All chairmanships shall reflect gender diversity(*)**
- **It is recommended** that all chairmanships also reflect **geographical diversity(*)**

Rules on terms and process

- Elected for **two years** – re-election possible for another 2-year term – cooling period after 2 consecutive terms (2+2) - changing position within the same group does not reset term
- If **only one candidate** for a position => **endorsement** within relevant group
- If more candidates than available positions => **nomination within the relevant group** (1 vote per member) – Board appoints them in June
- If a candidate **drops out** during nomination process => position offered to the 2nd most voted candidate
- If a Chair/VC **leaves before end-of-term** => member organization can propose someone for group endorsement until next election

(*)ExB decision n0 #409 of 13 September 2024 during Strategy Days.

New operational rules to enforce gender diversity

Gender balance target & transparency considerations

- DIGITALEUROPE aims to achieve **50% representation of women across its policy and working groups**, up from 42% at present. This is in line with Board's Decision #409.
- Before each election cycle, the Secretariat will publish the latest gender representation per group and inform candidates and voters (via DG membership call & Extranet).
- **Proactive outreach** initiatives will be organised to encourage more women to apply.

Application of gender criterion in election results

- **Tie-breaking mechanism for equal votes:** If a man and a woman receive an equal number of votes for the same position, the position will be awarded to the woman, provided she meets the eligibility and competency requirements.
- **If a woman candidate receives fewer votes than a man:**
 - If the group does not have any female in the leadership, the position will be awarded to the woman, provided she meets the eligibility and competency requirements.
 - If the group already has at least one female in the leadership, the standard voting outcome applies.
- **Cases where not female candidate is available:** If no women run for a position, the standard voting outcome applies.
- **Priority for NTA representation:** In the event of a conflict between gender and NTA representation, priority will be given to the latter. In practice this means that if a woman and a man compete for a position and the group lacks an NTA representative, the NTA candidate will be given preference, regardless of gender.