

Ask the DG: members' update *Information on Elections*

1 APRIL 2026

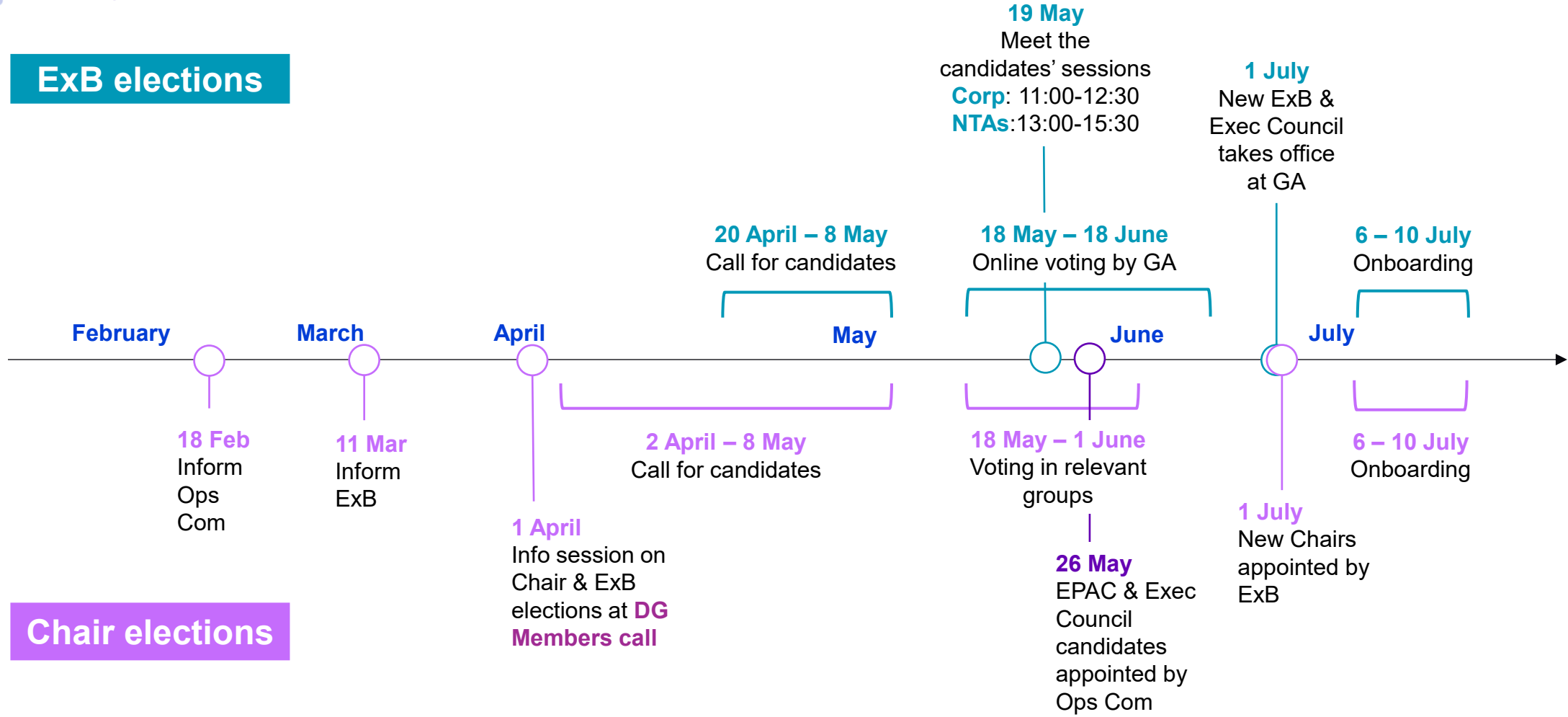


Board & Chair elections



Elections timeline

ExB elections



Chair elections

Executive Policy Advisory Committee (EPAC)
 Call for candidates: 20 April – 8 May
 Reviewed & endorsed by Ops Com: 26 May

Executive Councils
 Call for candidates: 20 April – 8 May
 Reviewed & endorsed by Ops Com: 26 May

Executive Board election

There are 6 Corporate positions & 7 NTA positions open

Corporates



Peter Weckesser
Schneider Electric
(President)

Re-election



Andrea Falleni
Capgemini

Ongoing



Nanna-Louise Wildfang Linde
Microsoft

Ongoing



Robert Condon
Ericsson

Ongoing



Robert Jozic
Schwarz digits

Ongoing



Chris Gow
Cisco

Re-election



Kathrin Watson
Bosch

Re-election



Marc Vancoppenolle
Nokia

Re-election



Martijn Hartjes***
Philips

For election



Marielle Ehrmann****
SAP

For election



Mirjam Storim*
Siemens

Re-election

NTAs



Doris Pold
ITL
(Vice-President)

Last Term



Stella Morabito
AFNUM


Shared term
Ongoing




Valérie Dagand
Numeum

Ongoing




Francesco Giuffrè
Anitec-Assinform


Ongoing



Sarah Bäumchen
ZVEI


Ongoing



Bart Steukers
Agoria


Re-election



Francisco Hortigüela Martos**
Ametic


Re-election



Jaromir Hanzal
AAVIT


Re-election



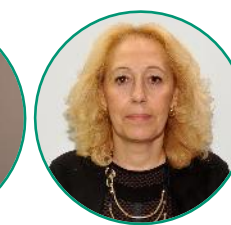
Julian David
techUK


Re-election



Taina Susiluoto*****
TIF


For election



Yota Paparidou
SEPE


Re-election

* Mirjam Storim replaced Annika Hauptvogel in July 2025 following Annika's decision to step down
 ** Francisco Hortigüela replaced Pilar Roch in October 2025 following Pilar's departure from the association
 *** Martijn Hartjes replaced Uwe Heckert in Feb 2026 following Uwe's departure from the company
 **** Marielle Ehrmann replaced Volkmar Lotz in Feb 2026 following Volkmar's departure from the company
 ***** Taina Susiluoto replaced Minna Helle in March 2026 following Minna's departure from the company



Executive Board elections

Basic information

Board members drives DIGITALEUROPE's strategic priorities

- **13 open positions** (7 corporate, 6 NTA)
- **2-year term** with possibility of re-election

Key dates:

- **Call for candidates:** 20 April – 8 May
- **Voting period by GA:** 18 May – 18 June
- **ExB takes office:** 1 July at GA meeting

Diversity guidelines

- Part of the “**Senior executive management**” (art. 15.b.)
 - Corporate: $\geq n-2$ to global CEO or $n-1$ to EU CEO
 - NTA: CEO or President
- **Diversity**, we aim for:
 - **Gender** balanced Board (50/50 target)
 - **Sectorial** diversity
 - **Geographical** diversity
 - **Function** diversity
- **Meet the candidate's** session:
 - Corporate: 19 May, 11:00–12:30
 - NTA: 19 May, 14:00–15:30

All information is available on our member platform. If eligible and interested please submit candidacy via online form by 8 May, EOB

Policy elections

Basic information

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

- **61 open positions across PGs & WGs**
- **2-year term** with possibility of re-election

Key dates:

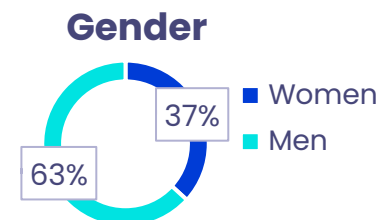
- **Call for candidates:** 2 April – 8 May
- **Voting in relevant groups:** 18 May – 1 June
- **Takes office:** 1 July after ExB meeting

All information is available on our member platform. If eligible and interested please submit candidacy via online form by 8 May, EOB

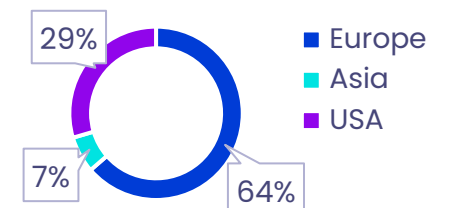
Diversity guidelines

- Each group **should have:**
 - **Gender** diversity
 - **NTA & Corp representation**
 - **Geographical** diversity
- **Max 5 chair / VC positions across groups per member organisation**
- **Incompatibilities:**
 - No parallel ExB seat
 - An individual cannot simultaneously serve as Chair or VC of a WG & related PG.

Current diversity across the PG:



Geography



Executive Policy Advisory Committee (EPAC)

Basic information

Provide guidance on strategic policy decision to DG & ExB (same role as Ops Com which advises on operational decision)

- **10 positions total – 1 open position**
- **2-year term** with possibility of re-election

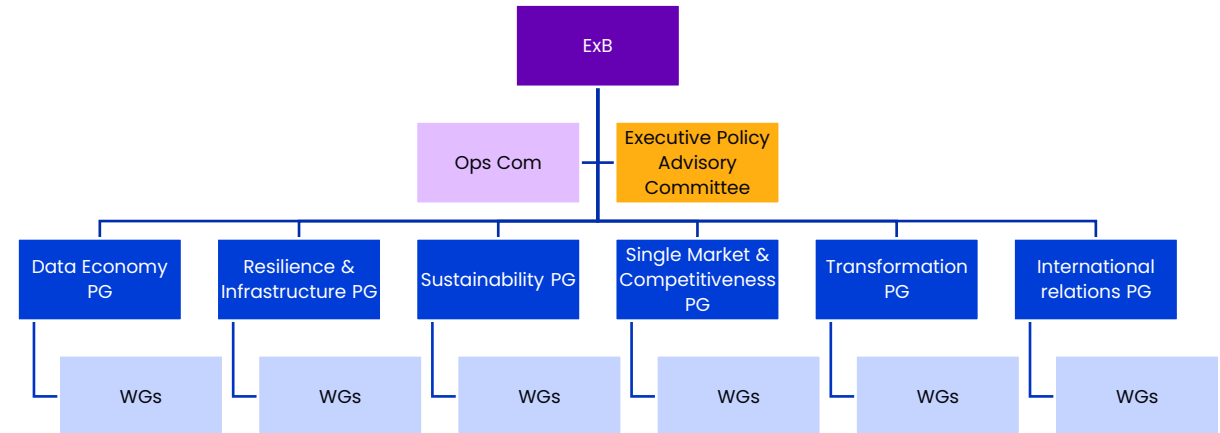
Key dates:

- **Call for candidates:** 2 April – 8 May
- **Endorsement by Ops Com:** 26 May
- **Take office:** immediately

Eligibility criteria & diversity guidelines

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

All information is available on our member platform. If eligible and interested please submit candidacy via online form by 8 May, EOB



Alberto Zilio
Head of European Government Affairs
Ericsson



Carlo Didonè
Senior Public Policy Manager
Anitec-Assinform



Elisa Gastaldi
Head of EU Office; Government Affairs & EU
Siemens Healthineers



Elisa Molino
Head of European Policy
Apple



Jana Gaulke
Head of Brussels Office
bitkom



Karen Massin
Head Government Affairs and Public Policy EU Institutions
Google



Lars Bruckner
Director EU Affairs Office
NEC



Patrik Gayer
Director Government Affairs, EMEA
AMD



Raquel Jorge
Director for EU Affairs and Brussels Office
Adigital

Executive Council call for candidates

DIGITALEUROPE 

On 11 March, the Board approved governance rules for DIGITALEUROPE's Executive Councils

Basic information

Launched in 2025 to increase our advocacy impact by complementing our WG work through business-driven perspectives

- **4 open positions**
(1 in the Finance ExCo & 3 in the Public Sector ExCo)
- **2+2 year maximum mandate**

Key dates:

- **Call for candidates:** 20 April – 8 May
- **Endorsement by Ops Com:** 26 May
- **Take office:** immediately

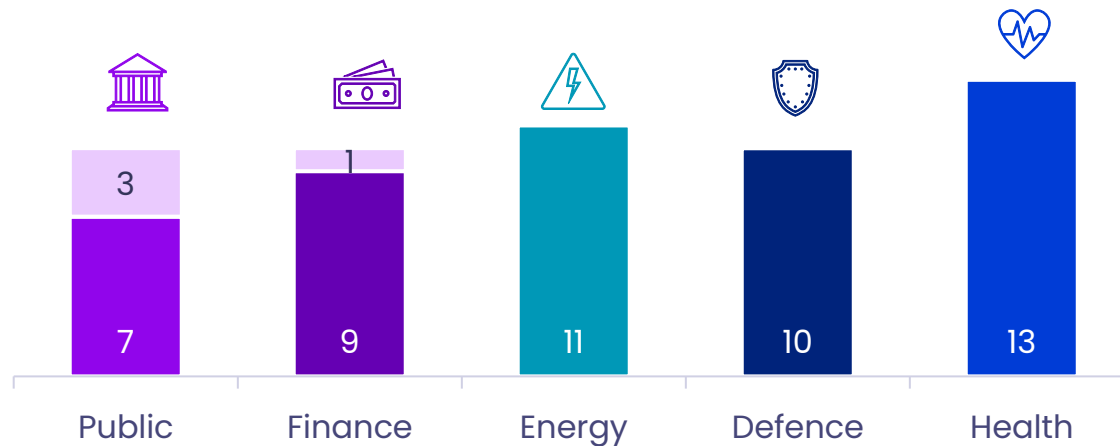
If eligible and interested, please submit candidacy via online form by 8 May

Eligibility criteria

- **10** members per Council
- **Max 2** seats per company across our Councils
- **Diversity targets:**
 - **Gender** parity (50% women)
 - **Value chain** diversity
 - **>50% European** members per Council
- **Eligibility:**
 - SVP/EVP or N-2 from CEO
 - Business P&L responsibility required
 - Max 1 leadership role per company
 - Chair must be European
- **Attendance:**
 - Personal capacity; no delegation allowed
 - Seat may be reassigned if member is inactive

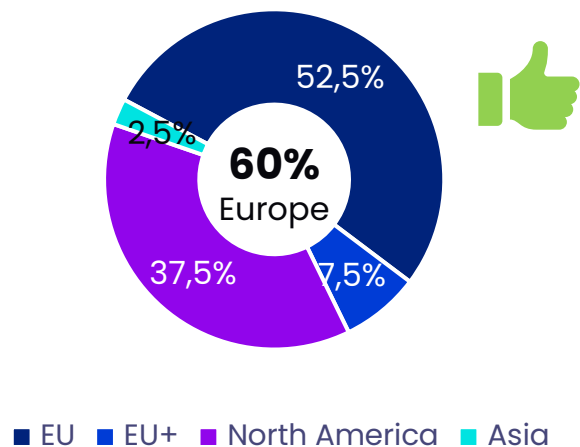
Executive Councils composition & diversity

N0 members per Council
Target= 10



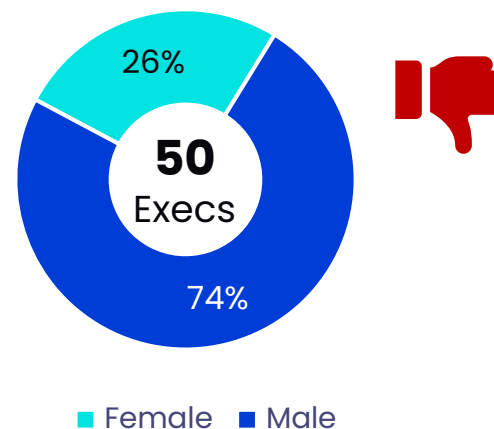
Geographical diversity

% of geography across all five Executive Councils



Gender diversity

% of gender across all five Executive Councils



Finance Council – open positions

Finance Council – 9 members, 1 seat



Daniele Tonella CHAIR
Chief Technology Officer (CTO)
ING Group



Hazel Diez VICE-CHAIR
Global Chief Information Security
Officer (CISO)
Banco Santander



Caroline Louveaux VICE-CHAIR
Chief Privacy, AI & Data Responsibility
Officer
Mastercard



Alex Godingen
Chief Technology Officer, LCH SA
London Stock Exchange Group



Ayman Awada
Head of Financial Services Industry
Sopra Steria



Julia López
Vice President & General Manager,
Continental Europe, Global Merchant
Services
American Express



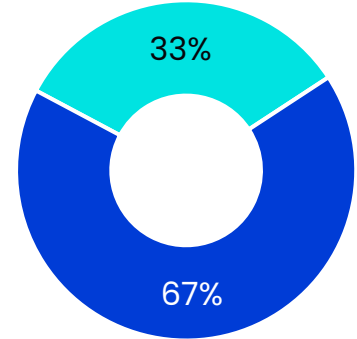
Christopher Woolard CBE
Partner at EY, Financial Services
Ernst & Young



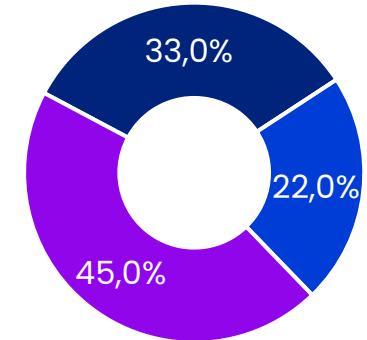
Stephen Topliss
Vice President, Market Planning, Global
Fraud & Identity
LexisNexis (RELX)



Thomas Trenner
Regional Sales Director & Community
Lead for Financial Service Institutions
Cisco



■ Female ■ Male



■ EU ■ EU+ ■ North America

Public Sector Council – open positions

Public Sector Council – 7 members, 3 seats



André Rogaczewski CHAIR
Co-founder and CEO
Netcompany



Michel Lorget VICE-CHAIR
Executive Director, Group Strategic
Client Office & European Institutions
Sopra Steria



Andres Raiste
Senior Vice President Public Sector
Nortal



Marc Reinhardt
Executive Vice President/Global Public
Sector Lead
Capgemini



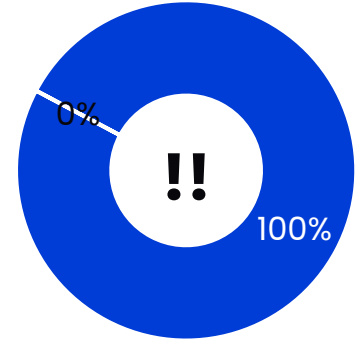
Hervé Hellez
Head of Strategy Europe for Secure
Power Europe
Schneider Electric



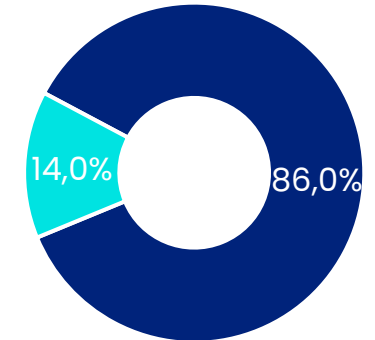
Olivier Duroyon
Head of Public Sector Segment
Nokia



Miguel Angel Gomez
Head of European Organisations
NTT Data



■ Female ■ Male



■ EU ■ North America

WE WANT WOMEN TO APPLY!

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	60% (13)
	F	40% (9)


Gender
Target: 50% female – 50% men

Geo (corp. only)		
	Europe	80%
	USA	20%
	Asia	0%


Geography
Target: solid European presence

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

Sector
Target: digital sector & digitising industries

Function (corp. only)		
	Business	50%
	Policy	50%

Function
Target: include top business & policy executive level

Level		
	Corporate	50%
	NTA	80%

Level
Target: E- and C-level experience

Policy Chair elections

There are 61 open positions available this year & we want to improve on gender balance.

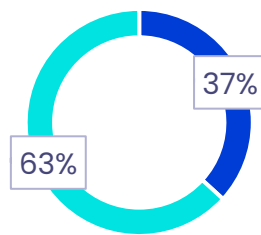
In office until June 2026: **26**

Up for re-election: **50**

Last term / Vacant: **11**

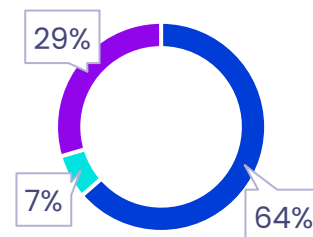
Current diversity across the PG:

Gender



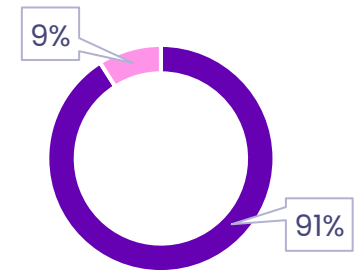
■ Women ■ Men

Geography



■ Europe ■ Asia ■ USA

NTA representation



■ NTA representation ■ NTA missing

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.

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.