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## Andrei Gusev

Member of the Board of Directors



Andrei Gusev is Managing Director of LetterOne Technology. Prior to joining LetterOne Technology, Mr. Gusev served as Managing Director at Altimeo (2013 – 2014).

In 2011 and 2012, Mr. Gusev was Chief Executive Officer of LSE-listed X5 Retail Group N.V., and from 2006 to 2010, Mr. Gusev was Director of Business Development and M&A of X5. From 2001 to 2005, Mr. Gusev served as Managing Director of the Alfa Group with overall responsibility for Investment Planning. Mr. Gusev has also worked at Bain & Company and Deloitte Consulting. In 2000 Mr. Gusev received an MBA from the Wharton School at the University of Pennsylvania (USA). Mr. Gusev graduated with a Diploma with Honors from the Department of Applied Mathematics and Computer Science at Lomonosov Moscow State University.

## Augie Fabela

Member of the Board of Directors



Augie K Fabela II is Chairman Emeritus and Co-Founder of VEON Ltd. He is Executive Chairman and Co-Founder of FastForward.ai, a Silicon Valley startup, with a mission to transform how brands and marketers engage with consumers inside social media channels. He is a serial entrepreneur, innovative global leader and #1 bestselling author of “The Impatience Economy”. Augie graduated from Stanford University with a B.A. and M.A. in International Relations and International Policy Studies.

## Gunnar Holt

Chairman of the Board of Directors



Mr. Holt held a Group Finance Director position at Telenor ASA from 2000 to 2005. From 2006 to 2017 he was a Senior Advisor in Telenor ASA. From 1995 to 1999 he served as Executive Vice President and CFO of Aker ASA and Aker RGI ASA. Prior to this Mr. Holt held various leadership positions in the Aker Group, including Deputy President of Norwegian Contractors AS, Executive Vice President and CFO of Aker Oil and Gas Technology AS, President of Aker Real Estate AS, and Finance and Accounting Director of Aker Norcem AS. From 1978 to 1986 he served as Executive Officer and Special Advisor in the Negotiation Department in the Norwegian Ministry of Petroleum and Energy.

Mr. Holt holds a Doctor of Business Administration degree (DBA from Henley Management College/Brunel University in the UK, an MBA from the University of Queensland in Australia, and an MBA in finance from the University of Wisconsin in the US. He has also studied at Northwestern University and the Wharton School/University of Pennsylvania in the US and IMD in Switzerland. Mr. Holt has served on a number of corporate boards.

## **Hans-Holger Albrecht**

Member of the Board of Directors



Mr Albrecht currently serves as Chief Executive Officer of Deezer. He was born in Germany and studied law, earning a Ph.D. at the University of Bochum, before undertaking a variety of management roles in the media, technology and telecommunications industries including as Chief Executive of Millicom International Cellular S.A. (from 2012 to 2015 and Modern Times Group MTG AB (from 1998 to 2012).

## **Irene Shvakman**

Member of the Board of Directors



Irene Shvakman is co-founder and Chairman of Revo Technologies and has more than 25 years of experience in fintech, financial services and technology development. Since 2017, Ms. Shvakman has served on the Board of Directors of MTS Bank PJSC, prior to which she was a Senior Partner at McKinsey & Company, where she advised top executives at leading banks, insurers, and regulators across emerging markets on strategy, organisation and performance transformation.

Ms. Shvakman holds an MBA from Harvard Business School and a Bachelor of Science in Biochemistry from Brown University in the United States.

## **Karen Linehan**

Member of the Board of Directors



Karen Linehan was appointed to the VEON Group Board as a non-executive director on 5 January 2022.

Karen spent more than 30 years at Sanofi, a leading international healthcare company, in different legal roles, including more than a decade as General Counsel, leading the Legal, Ethics and Business Integrity function. With the global team, she effectively safeguarded the company and its stakeholders from the many challenges of the pharmaceutical sector's rapidly evolving environment.

As one of the first women of Sanofi's Executive Committee, and a founding member of the company's Gender Balance Board, Karen also passionately promoted diversity, gender balance and personal development. Her prior working experience includes practicing law in the New York firm Townley & Updike, and serving on the congressional staff of the Speaker of the US House of Representatives.

Karen graduated from Georgetown University with a Bachelor of Arts in American Studies and a Juris Doctorate.

## **Michiel Soeting**

Member of the Board of Directors



Michiel spent more than 30 years at KPMG, a leading audit firm, in different roles across EMEA, APAC and the Americas, where he became a partner in 1998. He has extensive financial expertise, as well as a strong governance, risk management and regulatory compliance background. Michiel is a Chartered Accountant qualified in both the Netherlands and the United Kingdom and the former Chairman of KPMG's Global Energy and Natural Resources practice.

Michiel graduated from Vrije University in the Netherlands as a Chartered Accountant where he completed his Doctoral in Economics. He holds an MBA from Georgia Southern University in the United States.

## **Morten Lundal**

Member of the Board of Directors



Morten Lundal has over 20 years' experience as an executive in the telecoms sector with extensive experience in emerging markets, having held key positions at Telenor Group in Oslo and Vodafone Group in London as well as CEO of Maxis Bhd and Digi.Com Bhd in Malaysia. Morten completed his Master of Business and Economics at the Norwegian School of Management and holds an MBA from IMD in Lausanne.

## **Stan Miller**

Member of the Board of Directors





Stan Miller has over 30 years of experience in the start-up, turnaround and running of companies in both the telecommunication and electronic media industries - experienced executive (CEO), NED, INED of listed companies on JSE, NYSE, MOEX, AEX, NASDAQ bourses.

He is currently member of the board of MTN Group -2016- largest telecommunication company in Africa & JSE listed Member of the board VEON Group Ltd – June 2022- Telecom operator CIS – 220 million subs (NASDAQ /AEX); CEC and Owner of Athena Investment Holdings SPF SA (Luxembourg); Leaderman NV ( Belgium); Leaderman SARL (Luxembourg); Investor, shareholder & director of other companies & senior advisor to large PE / Hedge funds- Telecoms & Media.

In the past he was member of the board MTS Russia- NY / MOEX listed -largest telecom company Russia CIS (retired June 2019- serving 9 years) Executive Chairman of AINMT AB (Telecom) Now Ice Group Oslo listed (retired October 2018)

From 1999 till 2010 he was a member of the board of Royal KPN and CEO of the Mobile International Business and was responsible for business in The Netherlands, Germany, Belgium , France, Spain and further abroad. He also served as Chairman of E-Plus and BASE where he introduced a “Challenger” strategy – changed the business model, creating significant value Euro 12 Billion for KPN and its’ shareholders.

He also served as Chief Executive Officer & chairman of BASE N.V. in Belgium, a company that he, successfully launched as KPN- Orange in 1998.

Prior to joining KPN, he held leading positions in the pan-European Pay TV operator Nethold (DSTV, MultiChoice) his last assignment being as Chief Executive Officer of its operations in Italy, where the first European digital satellite offering was launched at Telepiu.

Stan held several senior management positions at M-Net / DSTV / MultiChoice (pay) television in South Africa (part of Naspers -Prosus).

Stan has a diploma in law and administration (UNISA / Technicon RSA- SA), Intermediate diploma Institute of certified bookkeepers (SA), London Business School ( UK ) - Proteus Advanced Leadership Programme & Private Equity Programme. Graduate School of Business University of Cape Town (SA) – Advanced Management Programme for senior executives & Finance for non- financial managers Programme,& Advanced Marketing Programme & Managing in changing environment Programme. He has also completed 18 subjects towards Diploma HR management IAC ( SA).

## **Vasily Sidorov**

Member of the Board of Directors



Vasily Sidorov has over 25 years' experience in top management and non-executive directorship roles in telecoms, digital and other industries. His executive roles include President and CEO of MTS from 2003-2006; CFO of Svyazinvest (Russia) in 1997-2000; and First VP for Finance & Investments at Sistema-Telecom (Russia) in 2000-2003. He was also a key investor and founder of a number of telecoms-related businesses and non-executive director at a number of tech ventures.

Mr. Sidorov has also served on boards of large public and non-public corporations, such as Russian Railways, Aeroflot and Russian Post. He is currently a principal venture capital, private equity and special situations investor in Russia, Continental Europe, the US, as well as in several frontier markets.

## **Yaroslav Glazunov**

Member of the Board of Directors



Yaroslav Glazunov is a Senior Advisor at LetterOne Technology.

He has been in the global leadership advisory business for 20 years focusing on CEO and top team performance and organizational transformation. Being a senior partner of 2 top global consulting companies he has worked with corporate boards, private equity investors and business founders in 11 countries.

He is active in philanthropy chairing the boards of 2 NGOs and advising philanthropic, education, arts and other nonprofit organizations amplify their social impact and achieve better performance.

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