

**ORGANISATION NOTICE NR. 2303-TPZB-048**

Notice is hereby given that, effective from 1<sup>st</sup> April 2023, the following organisational changes are in place:

- The O.U. **Operations**, under the responsibility of **Massimiliano Mascia**, reports directly to the **CEO, Federico Rossi** and it includes also the Procurement and IT & Cybersecurity O.U.
- The O.U. Security & Compliance Management changes its scope into **Industrial Security**, always assigned to **Serge Del Calzo**. The Compliance function is included in the HR, Legal and Communication O.U. led by **Amélie Revers**.
- **Amélie Revers** shall support the CEO for all the local **Institutional Relationships** in coordination with group level function.
- As per the acquisition of the shares of **EarthLab Luxembourg**, the General Manager **Thomas Friederich** reports directly to the **CEO, Federico Rossi**.

All other responsibilities within Telespazio Belgium remain unchanged.

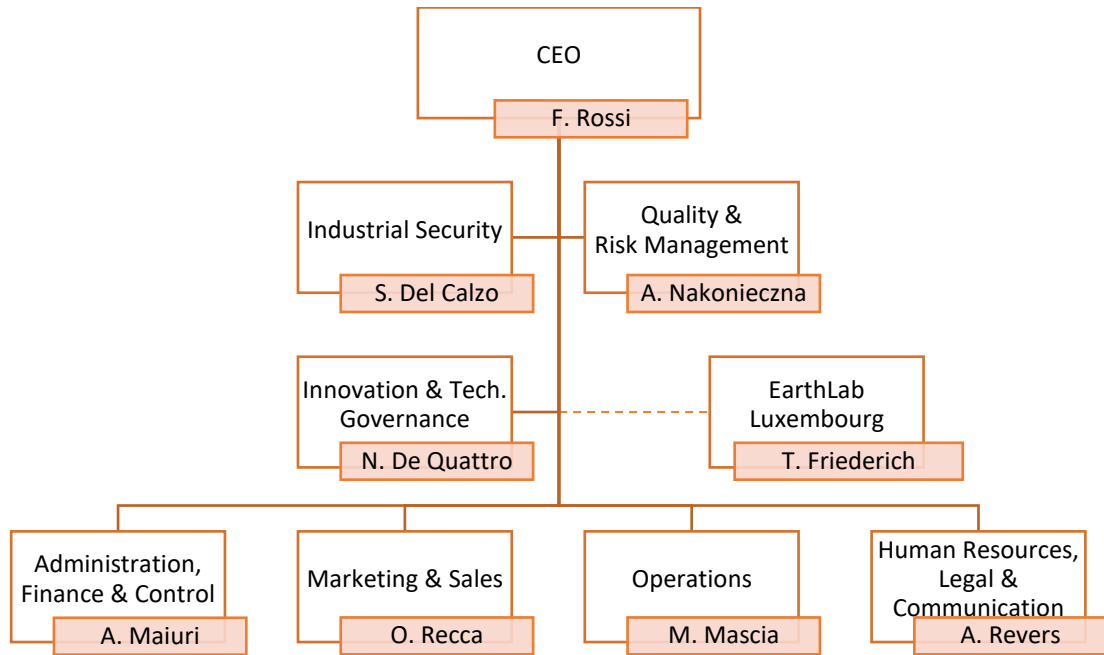
Updated organisation chart is in the following page,

Updated Terms of Reference and detailed organisation of all the organisational units will follow.

Transinne, 31/03/2023

**TELESPAZIO Belgium SRL**  
**Federico Rossi**  
*President & CEO*





TELESPAZIO Belgium SRL Organization Chart