

Press Release

Thomas Gottschlich appointed Chief Human Resources Officer of Vantage Towers AG

Düsseldorf, 10 June 2025 – Thomas Gottschlich has been appointed Chief Human Resources Officer ("CHRO") of Vantage Towers AG ("Vantage Towers") effective 1 June 2025. In this role, Thomas Gottschlich is responsible for driving Vantage Towers' HR strategy to support the tower company's business objectives. In his function as CHRO, he is a member of the Vantage Towers Executive Committee and reports directly to CEO Christian Hillabrant. Gottschlich succeeds Leigh Ann Schell, who departed the company in January 2025.

Christian Hillabrant, CEO of Vantage Towers: "We are pleased to welcome Thomas Gottschlich on board as new CHRO of Vantage Towers. With impressive experience in leading various HR functions across the telecommunications and technology sectors, Thomas adds a strong strategic perspective on the role of HR in driving our business development. We are excited to have him join our ranks and to further accelerate Vantage Towers' growth."

Thomas Gottschlich, CHRO of Vantage Towers: "Joining Vantage Towers at this pivotal stage of its growth is an exciting opportunity. I look forward to help shaping a strategic HR function that enables everyone at Vantage Towers to contribute to our joint success, so we can advance in our role as the backbone of Europe's digital transformation."

Thomas Gottschlich brings more than three decades of leadership experience in HR departments across the IT, telecommunications, and retail sectors. Most recently he worked as an independent HR advisor. From 2018 to 2021, he served as CHRO at 1&1 Drillisch AG, following a five-year tenure as Managing Director Human Resources at Telefónica Germany. Prior, he held senior HR roles at EDEKA, 1&1 Internet AG, and SONY Germany.

About Vantage Towers

Vantage Towers is a leading tower company in Europe with more than 86,000 sites in ten countries, connecting people, businesses and devices in cities and rural areas. The company was founded in 2020 and is headquartered in Düsseldorf.

Vantage Towers' portfolio includes towers, masts, rooftop sites, distributed antenna systems (DAS) and small cells. By building, operating and leasing this infrastructure to MNOs or other network providers such as IoT companies or utilities, Vantage Towers is making a significant contribution to a better-connected Europe.

While already 100% of the grid electricity that Vantage Towers uses to operate its infrastructure is obtained from renewable energy sources, green energy generation is piloted directly on site with the help of solar panels and micro wind turbines, and also hydrogen solutions are under testing. This fits well into the overall strategy of the company to drive a

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sustainable digitalisation in Europe and to support partners through technological innovation in decarbonisation and achieving their climate goals.

For more information, please visit our website at <https://www.vantagetowers.com/en> or connect with us on LinkedIn at <https://www.linkedin.com/company/vantagetowers>.