

## Thomas Panhans

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Thomas Panhans was born in Würzburg, Germany. He finished his studies at the Polytechnical University (FH) in Würzburg in 1994 with a diploma in business studies, specializing in marketing and media / information management. In 1997 he joined Deutsche Telekom, after working in the marketing departments of various IT companies. His international career started in 2001 in the marketing department of Slovak Telekom.

In 2005 he joined Magyar Telekom as Senior Advisor of New Business Development, during this time he led the rebranding project of Crnogorski Telekom.

In 2007 Thomas Panhans returned to T-Home Germany and has been working for the commercial management of IPTV.

From 1st April 2010 he has held the position of Country Manager, Montenegro.

From 2010 he is member of the Board of Directors of Crnogorski Telekom and Chairman of the Compensation Committee.