

## Annual Declaration of Interests

**Tom MANNES**

Position: alternate Member of the Board of regulators

hereby declares to have the following direct interests of relevance to BEREC or the BEREC Office:

1. Work and activities in organisations relevant to the operating area of BEREC. During the past 3 years, all activities performed for or on behalf of an organization operating in a related field, whether related to the substance of BEREC mandate or to its operational support, and whether or not these activities have been subject to regular or occasional remuneration in cash or kind, by the declaring member, i) participation in the internal decision-making of a company (e.g. Board membership, executive or non-executive directorship), ii) permanent or temporary member of the personnel of a company/institute (Other activities performed within a company (e.g. traineeship) are also subject to declaration.), iii) work contracted out by companies/institute, through consultancy or otherwise. Indicate names of organisation/Position/Period:

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2. From the moment of taking the post of the Member of the Board of Regulators, any financial interests in a company relevant to the operating area of BEREC and/or voting rights in a company, including holding of stocks and shares, equity, bonds, partnership interests<sup>1</sup> in the capital of a company, one of its subsidiaries are according to article 14 (8) of the **Loi modifiée du 30 mai 2005 portant:**
- 1) organisation de l'Institut Luxembourgeois de Régulation;
  - 2) modification de la loi modifiée du 22 juin 1963 fixant le régime des traitements des fonctionnaires de l'Etat.

**Art 14 (8)** Les membres du personnel de l'Institut doivent être juridiquement distincts et fonctionnellement indépendants de toutes les organisations ou entreprises tombant sous la surveillance de l'Institut. Ils ne peuvent avoir aucun intérêt dans ces organisations ou entreprises autrement que comme consommateurs finaux ou dans le cadre d'une gestion normale de leur patrimoine personnel, sous peine des sanctions prévues à l'article 245 du Code pénal.

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3. Other links with the field of activity of BEREC during the preceding 3 years, including the participation in relevant activities supported by EU grants or contracts. All assistance and support received from stakeholders of BEREC, whether associated with direct pecuniary or material benefits, including: i)

<sup>1</sup> When declaring financial interests e.g. stocks and shares, only the kind, number and company name need be stated.

grants for study or research, ii) fellowships or sponsorships endowed by a company operating in the related business and iii) any other relevant activity related to EU grants and contracts. If such assistance or support is still subject to compensation in any form then declaration of any activity independently of granting period:

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4. Any membership role or affiliation, or any other links with the organisations relevant to BEREC. During the preceding 3 years, interests of non-pecuniary or material benefit to the declaring member, arising from professional activities or affiliation with national or international organisations or bodies with tasks similar to BEREC. It also includes the participation in public interest groups, professional societies, organisations which have an agenda or an interest or involvement in BEREC's work:

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5. Other interests or facts whether or not related to such organisations which you consider should be made known to BEREC:

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To the best of my knowledge, the only direct interests I have in organisations relevant to the operating area of BEREC related to my position referred to above are those listed above.

I further declare that should any changes occur and should it appear that I have or acquire additional interests that should be made known to BEREC I shall forthwith declare them and complete a new declaration of interests detailing the changes.

I understand that this Declaration will be published on BEREC's website and entered in a register held by the Office, which is accessible to the public, on request at the seat of the Office.

(S.) Tom MANNES

Chef de Service

Luxembourg le22 juillet 2013