Vice Chair Application ESAC

Zdenka Hrubesova Legal Director at DELL





Education & positions prior to Dell



- Master Degree in Computer Science from Technical University, Kosice
- Master Degree in Law from Comenius University, Bratislava
- Doctor Degree in Law from Pan European University in Bratislava



Work Experience

- Junior lawyer (1 year)
 - Local law firm
- Managing Director (6 years)
 - International Sports Agency purchase of TV, advertising and other rights on international level (football, tennis) including 1year assignment in Switzerland
- Commercial Director and Co-owner (6 years)
 - Responsible for sales strategy in providing TV graphics and statistics during broadcasting of sport events
- Commercial Director (2 years)
 - Leading sales team of 15 people –hardware division
- Operation Manager (2 years)
 - Leading team of 51 people to process a voucher privatization



Journey at Dell including ESAC Amcham

2006

Contract Manager General Procurement

2008

Sales Contract Manager based in Czech Republic 2009

EMEA Retail Contract Manager

2010

Sr. Manager, Legal
Counsel

Slovakia, Czechia, Poland, EN EA Proc. and Vendor Funding 2014

Director, Legal Counsel, promotion in role 2023

Director, Legal Counsel From regional to global rep. line

- Support of various categories (Marcom, HR, IT, Facilities, Services)
- Launch of EMEA procurement contract support from Bratislava
- managing the entire contract process of setting up a new factory in Poland
- First engagement with US legal team and first support of negotiation of global contract

Supporting public deals

- Implementing new contract process and playbook
- supporting a broad range of EMEA retail deals from a contracts and governance perspective
- New role in EMEA, adopting contract process
- Mediamarkt, Tesco
- Junior team members coaching
- Effectively provide
 legal support to a
 diverse range of
 clients based primarily
 in Bratislava, Warsaw,
 Lodz and Prague sites
 covering all segments,
 EMEA Procurement
 and Vendor Funding
- ESAC- the member of negotiation team
- trusted legal advisor in locations which are supported remotely, managing conflicts to get win-win resolutions bearing in mind various local differences/ mentalities

- EMEA MRA template
- engagement with global stakeholders
- Amcham Chair of Employment and Social Affairs Committee
- Privacy support for Procurement
- EMEA Probono lead

- Escalation Legal Counsel for HC, Software for IU, EMEA Procurement (all categories)
- Supporting sharing best practices
- Playbooks
- Employment law in Slovakia
- CBA negotiation

D¢LLTechnologies

3 of Y

Internal Use - Confidential

Experience, Values & Focus opportunities



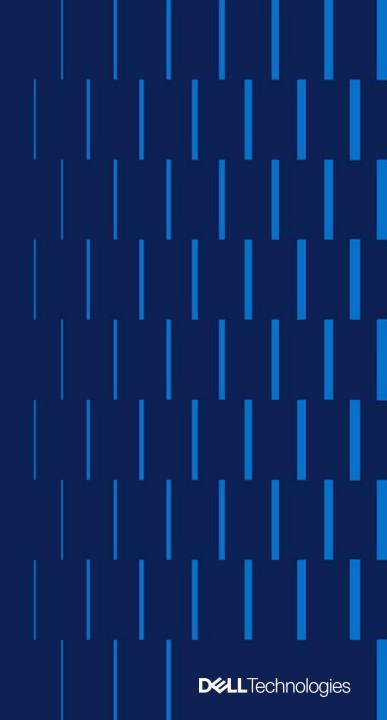
Experience and values proven/gained

- **Strategic Thinking** seeks pragmatic solutions to complex issues in alignment with the company's strategy.
- Problem solving strong ability to take ownership, manage the stakeholders and drive to resolution.
- Drive for results
- Engaging others
- Positive "can do" attitude
- Integrity and trust
- Strong crisis management



To be focused on opportunities in ESAC

- Government relationship continue building a relationship with MoL and SA in order to have a relevant impact on Labor legislation
- Innovation and Labor Code formulate creative solutions to new ways of working including digitalization in labor market, AI and help to create suggestions for MoL and SA
- •Sharing best practices continue to create ESAC environment for sharing best practices



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