

Dr. Markus Keddi

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Professional Profile

- 25 years of professional experience in Human Resources
- 15 years in global executive HR roles at leading industrial companies such as ElringKlinger AG, Voith GmbH & Co. KGaA, Brose Fahrzeugteile SE & Co. KG, and Freudenberg SE
- Proven leadership in both centralized and decentralized HR structures – serving as HR executive at corporate, divisional, and regional levels
- Led global Centers of Expertise in Compensation & Benefits and HR Strategy, driving international alignment and strategic impact across diverse business units

Industry Experience

- Mechanical and capital equipment
- Automotive supply
- Service industry in the B2B segment
- Chemical industry

Professional Background

2022 - 12/2024	**Chief Human Resources Officer (CHRO)** - ElringKlinger AG (employees: 10.000; sales: EUR 1,9 bn.), **Dettingen a.d. Erms**, Germany At the same time: - Member of the digital transformation steering committee of the ElringKlinger Group; Head of respective HR workstream
2019 - 2022	**Chief Human Resources Officer (CHRO)** - Voith GmbH & Co. KGaA; (employees: 20.000; sales: EUR 4,3 bn.), **Heidenheim,** Germany At the same time: - Chairman of the University Council of the Duale Hochschule Baden-Württemberg (Cooperative State University) - Chairman of the Advisory Board of the Graduate School Ostwürttemberg - Member of the Compliance Committee of the Voith Group - Designated member of the Employers Association Südwestmetall Members' Council
2016 - 2019	**Head of HR-Strategy and Compensation & Benefits** - Brose Fahrzeugteile GmbH & Co. KG; (employees: 25.000; sales: EUR 6,5 bn.), **Coburg**, Germany At the same time: - Deputy to the Group Executive Vice President HR - Member of the Brose Group Digitalization Board
2014 - 2015	**Global Head of HR** - Group Division Freudenberg Chemical Specialities; (employees: 3.400; sales EUR 0,9 bn.), **Munich**, Germany At the same time: - Member of the HR Executive Team of the Freudenberg Group
2011 - 2014	**Global Head of HR** - Group Division Voith Industrial Services, (employees: 25.000; sales: EUR 1 bn.), **Stuttgart**, Germany At the same time: - Member of the HR-Steering Committee of the Voith Group - Head of HR-Panel Europe of the Voith Group - Member of the Human Resources Working Group of the German Association for Industrial Services (WVIS)
2008 - 2010	**Global Head of HR** - Division Voith Paper Fabrics / Fabric & Roll Systems (employees: 4.000; sales: EUR 0,8 bn.), **Heidenheim**, Germany At the same time: - Member of the divisional management
2006 - 2007	**Head of Human Resources Region Europe** - Division Voith Paper Fabrics (employees: 1.20; sales EUR 0,4 bn.), **Heidenheim**, Germany At the same time: - Member of the Management Team Europe
2000 - 2005	**HR Generalist** - employee support / senior management development & executive development, Voith AG, **Heidenheim**, Germany
1998 - 1999	HR-Trainee Voith AG with deployment in the UK, **Heidenheim**, Germany
1985 - 1998	**Officer´s career German Army,** integrated master studies; service as an officer in various assignments, **Munich / Kassel**, Germany last assignment: Captain and company commander