

CANDIDATES FOR THE BOARD OF DIRECTORS



Claus Bayer (1957)

Director, Capitellum. Independent member of the Board of Directors.

Claus Bayer holds an Academy Economist degree from Niels Brock Copenhagen Business College and an MBA from Harvard Business School.

Since 2012, Claus Bayer has been providing independent Corporate Finance advisory services, assisting in mergers and acquisitions, valuations and ownership restructuring. From 2007 until 2012, he was employed as a Vice President and Head of M&A at Royal Unibrew, where he was an integral part of the company's successful turnaround. Previously, Claus Bayer was a partner at Capitellum for a number of years and was employed as a consultant at McKinsey & Company.

Claus Bayer's knowledge of the brewery industry, experience in turnaround, restructuring and strategy development will be an important contribution to the work of the Board of Directors and the implementation of initiatives to ensure that Harboes Bryggeri can again deliver strong performance and business momentum.

DIRECTORSHIPS:

Tømmerhandler Johannes Foghs Fond



Bettina Køhlert (1964)

Directorships:

Tømmerhandler Johannes Foghs Fond

Director/partner, Guidance. Non-independent member of the Board of Directors (has been providing advisory services to Harboes Bryggeri A/S within the last five years).

Bettina Køhlert holds an MSc in Social Science (business economics/public relations) from Roskilde University and has completed the CBS Executives Board Leadership Education (Corporate Governance & Board Leadership).

In 2013, Bettina Køhlert was a co-founder of Guidance, an advisory firm focused on financial communications and investor relations. Over the years, she has advised executive boards and board of directors of a broad range of listed companies in areas such as financial reporting, strategy preparation and follow-up, Corporate Governance, CSR and has also advised a number of clients on mergers and acquisitions and other financial transactions. From 2001-2012, Bettina Køhlert was a partner at Bottomline Communications, and for a number of years she was employed as a Corporate Communications Officer at the listed parent company of the ISS Group and, for a period of time, she served on the ISS Board of Directors as an employee representative.

Bettina Køhlert's long-standing experience in strategic consulting and knowledge of financial communications and investor relations, strategy formulation and rollout as well as Corporate Governance and compliance at listed companies will be an important contribution to the Board of Directors' efforts towards taking Harboes Bryggeri to the next level with a focus on improving shareholder value creation.

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Ruth Schade (1951)

Non-independent member of the Board of Directors (former CFO of Harboes Bryggeri A/S).

Ruth Schade originally qualified as a primary and lower secondary school teacher, she holds a diploma in specialised business studies and has studied business administration, sustainability and the UN Sustainable Development Goals and has completed the CBS Executives Board Leadership Education (Corporate Governance & Board Leadership).

Ruth Schade has been employed at Harboes Bryggeri since 1980 and has held a number of executive posts. In 1995, she was appointed financial officer, and in 2001 she was appointed CFO – a position she left on 30 April 2020. Ruth Schade has been involved in all aspects of Harboe's commercial and strategic development, including development of customer relations, management of strategic development projects and general business development. During the past year, Ruth Schade has been a driving force in formulating a new CSR strategy and establishing operational structure and the reporting framework for the group's corporate social responsibility initiatives.

During her long tenure with Harboes Bryggeri, Ruth Schade has gained considerable insight into the group, and her experience will ensure continuity and be an important contribution to the Board of Directors' future efforts with a focus on strategy, business development, customer relations and financial management, while at the same time facilitating the embedding of the group's corporate social responsibility initiatives at Board level.

DIRECTORSHIPS:
SUND OG BÆLT HOLDING A/S
Harboe Ejendomme A/S



Bernhard Griese (1941)

CEO. Non-independent member of the Board of Directors since 1986.

Bernhard Griese is a qualified electrical engineer and joined Harboes Bryggeri in 1973, where he came into contact with all parts of the company during the following years.

He was appointed director in 1981 and CEO in 1986 – a position he held until 31 August 2019.

Bernhard Griese's broad experience within production and management combined with a strong focus on innovation makes him an asset to the Board of Directors, and he has been a driving force in the group's approach to new growth markets, ongoing efficiency improvements, upgrading of production and development of new products and brands.

DIRECTORSHIPS
Harboe Ejendomme A/S
Visbjerggården A/S (Chairman)
Keldernæs A/S
Danfrugt Skælskør A/S (Chairman)
Bernd Griese Holding ApS

EXECUTIVE POSTS
Harboe Ejendomme A/S
Keldernæs A/S
Bernd Griese Holding ApS
Agrar Produktion Niendorf GmbH, Germany

CANDIDATES FOR THE BOARD OF DIRECTORS



**Mads Ole Krage
(1944)**

CEO. Non-independent member of the Board of Directors since 2007 (has served on the Board of Directors for more than 12 years).

Mads Ole Krage has long-term experience within the retail sector, e.g. as CEO of the retail chain Netto from 1980 to 2005, during which time the company implemented an ambitious growth strategy.

Mads Ole Krage provides insight into the retail sector's development, terms and expectations for its suppliers – also seen from an international/European perspective. The Board of Directors also benefits from Mads Ole Krage's experience within the strategic development of markets, sales and marketing.

DIRECTORSHIPS

Harboe Ejendomme A/S (Chairman)
Fair Trade Mærket Danmark
F.A. Thiele A/S
Thiele Partner A/S
Holdingselskabet af 17. december 2004



**Poul Calmer Møller
(1949)**

CEO. Independent member of the Board of Directors since 2016.

Poul Møller has long-standing experience of manufacturing companies, and from 1983 to 2002, he served as sales and marketing director and managing director, respectively, for Basta Låsefabrik in Denmark and Germany. During this period, Poul Calmer Møller was part of the company's international management team. In addition, Poul Møller has held board positions in a number of companies and was chairman of the Business and Knowledge Centre of West Zealand (Erhvervs- og Videncenter Vestsjælland) from 2005 to 2008 and chairman of the West Zealand Business Development Council (Vestsjællands Erhvervsråd) from 2007 to 2013.

With his knowledge and experience of international manufacturing companies, Poul Calmer Møller contributes to the continued strategic development of Harboes Bryggeri A/S.

OTHER EXECUTIVE FUNCTIONS

Owner and manager of Poul Calmer Møller Markeds Consult
Udlejningsejendommen Nygade 4 I/S