

## **Candidates for the Board of Directors – Profiles and overview of their managerial duties with other Danish and foreign commercial enterprises:**

### Walther Thygesen

Born 1950. Danish. Member of the Board of Directors since 2010, Chairman since January 2018. Professional board member in a number of enterprises since 2014.

The Board of Directors proposes re-election of Walther Thygesen due to his special expertise in general management with experience from both Denmark and abroad as well as sales and marketing expertise, especially in the business to business market.

Walther Thygesen is Chairman of the Board of Directors of Sonion Holding A/S and Kartago Development ApS and member of the Board of Directors of German High Street Properties A/S (GERHSP).

Walther Thygesen is nominated as an independent member of the Board of Directors in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance.

Walther Thygesen is Chairman of the nomination committee and the remuneration committee.

### Jais Valeur

Born 1962. Danish. Member of the Board of Directors since 2013, Deputy Chairman since 2018. Group CEO of Danish Crown since 2015.

The Board of Directors proposes re-election of Jais Valeur due to his special expertise in general management of international enterprises within FMCG (Fast Moving Consumer Goods).

Jais Valeur is member of the Board of Directors of FOSS A/S.

Jais Valeur is nominated as an independent member of the Board of Directors in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance.

Jais Valeur is Deputy Chairman of the nomination committee and the remuneration committee.

### Karsten Mattias Slotte

Born 1953. Finnish. Member of the Board of Directors since 2013. Professional board member in a number of enterprises, primarily in Finland and Sweden, since 2013.

The Board of Directors proposes re-election of Karsten Mattias Slotte due to his special expertise in general management, including of international enterprises within FMCG (Fast Moving Consumer Goods).

Karsten Mattias Slotte is member of the Board of Directors of Ratos AB (publ.), Sweden, and Scandi Standard AB (publ), Sweden, Onvest Oy, Finland and Finsk-Svenska Handelskammaren.

Karsten Mattias Slotte is nominated as an independent member of the Board of Directors in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance.

### Hemming Van

Born 1956. Danish. Member of the Board of Directors since 2004. Executive officer of HV Invest ApS since 2016.

The Board of Directors proposes re-election of Hemming Van due to his special expertise in retailing and marketing as well as production and general management.

Hemming Van is CEO of Easyholding ApS, Executive officer of HV Holding ApS, Chri Van ApS, Ka Van ApS, Se Van ApS and The Van ApS, Chairman of the Board of Directors of Easyfood A/S, GOG Holding A/S, Halberg A/S and HV Holding (Thailand) Co., Ltd, Thailand, and a member of the Board of Directors of Great Dane A/S, HV Invest ApS, Pro Natural Harvest Co., Ltd., eHUBnordic ApS and NORD Gourmet ApS.

Hemming Van is not considered independent in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance due to the fact that Hemming Van has been a member of the Board of Directors for more than 12 years.

### Election of Lars Vestergaard as new board member

Born 1974. Danish. Group EVP and CFO of FLSmidth & Co. A/S since 2014 with responsibility for Finance, IT and Procurement.

From 2004 to 2014 Lars Vestergaard was employed by Carlsberg holding several executive positions within finance and IT, most recently as Chief Information Officer. From 2000 to 2004 Lars Vestergaard worked in the treasury department of ISS.

The Board of Directors proposes election of Lars Vestergaard due to his special expertise within IT, M&A as well as finance and risk management in international corporations, including his experience within FMCG (Fast Moving Consumer Goods).

Lars Vestergaard is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

### Election of Floris van Woerkom as new board member

Born 1963. Dutch. Self employed/independent consultant since 2013. From 2005 until 2012, Floris van Woerkom was Chief Control & Accounting Officer and member of the Executive Committee of Heineken N.V. From 1987 to 2005,



Floris van Woerkom was employed by Unilever in a number of leading positions within finance and supply chain management. The Board of Directors proposes election of Floris van Woerkom due to his broad international experience, including experience within FMCG (Fast Moving Consumer Goods) as well as his special expertise within finance, strategy and management of international corporations.

Floris van Woerkom is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

#### Election of Christian Sagild as new board member

Born 1959. Danish. Christian Sagild is a professional board member.

From 1992 to the end of 2017 Christian Sagild worked for Topdanmark A/S in a number of leading positions and from 2009 as CEO of the company. The Board of Directors proposes election of Christian Sagild due to his special expertise within general management of listed enterprises, including in-depth insight within finance and risk management.

Christian Sagild is a member of the Board of Directors of Ambu A/S and SDG Invest.

Christian Sagild is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

The above information on the background and duties of the candidates is also available at [www.royalunibrew.com](http://www.royalunibrew.com), see "Investor".