

CANDIDATES FOR HARBOE'S BOARD OF DIRECTORS



BERNHARD GRIESE (1941)

Chairman of the Board

Dependent member of the Board since 1986. Re-elected in 2010, 2014, 2015, 2016, 2017, 2018, 2019 and 2020. The election period expires in 2021.

Bernhard Griese is a trained electrical engineer and was first employed at Harboes Brewery in 1973. In the following years, he worked in all areas of the company. He joined the Executive Committee in 1981 and was made CEO in 1986 – a position he held until 2019. Bernhard Griese's broad production and

management experience, combined with a strong focus on innovation, is a significant asset to the Board of Directors, and has been a driving force in the Group's targeted approach to new emerging markets, ongoing efficiency improvements, production upgrades and the development of new products and brands.

Member of the Audit Committee, the Nomination Committee and the Remuneration Committee.

Holdings of Harboe shares: 336,022 shares.

BOARD MEMBERSHIPS

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

BOARD OF DIRECTORS

Keldernæs A/S
Bernd Griese Holding ApS
Agrar Produktion Niendorf GmbH, Germany



CLAUS CHRISTIAN BAYER (1957)

Independent member of the board since 2020. The election period expires in 2021.

Claus Bayer has an Academy Profession Degree in Financial Management from Niels Brock Copenhagen Business College and an MBA from Harvard Business School. Claus Bayer has run an independent consulting business within the field of corporate finance since 2012, assisting with corporate transactions, valuations and ownership restructuring.

From 2007 to 2012, he was employed as deputy director and Head of M&A at Royal Unibrew, where he was heavily involved in the company's successful turn-around. Claus Bayer's knowledge of the brewing industry and experience with turn-around, restructuring and strategy work are important contributions to the work of the board.

Chairman of the Remuneration Committee.
Member of the Audit Committee and the Nomination Committee.

Holdings of Harboe shares: 10,000 shares.

OTHER MANAGEMENT POSITIONS

CEO, Pinehill ApS

BOARD MEMBERSHIPS

Tømmerhandler Johannes Fogs Fond (Foundation)



BETTINA KØHLERT (1964)

Dependent member of the board since 2020. (Has provided advisory services to Harboes Bryggeri A/S over the last 5 years). The election period expires in 2021.

Bettina Køhlert has a cand.scient.soc (business economics/public relations) from Roskilde University and completed CBS Executive's board training. For a number of years, Bettina Køhlert has run a consulting business focusing on financial communication and investor relations, and has advised a wide range of listed companies on their investor communication and

in connection with a large number of business transfers and financial transactions. Bettina Køhlert has previously been employed by the ISS Group's listed parent company and served as the employee-elected member of ISS' Board of Directors. Bettina Køhlert's experience with financial communication and compliance in listed companies is an important contribution to the work of the Board of Directors.

Chairwoman of the Nomination Committee.
Member of the Audit Committee.

Holdings of Harboe shares: 1,402 shares.

OTHER MANAGEMENT POSITIONS

Director/partner of Guidance ApS

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RUTH SCHADE (1951)

Dependent member of the board since 2020. (Former Group Chief Executive of Harboes Bryggeri A/S). The election period expires in 2021.

Ruth Schade originally qualified as a school teacher and has a Bachelor's degree in Economics. She has completed a diploma in business administration, sustainability and the UN's Global Goals, as well as CBS Executive's board training. Ruth Schade has been employed with Harboes Bryggeri since 1980 and has held a number of management positions, most recently as Group Chief Executive until April 2020.

Ruth Schade has been involved in all aspects of Harboe's commercial and strategic development, and before her resignation was a driving force in the formulation of a new CSR strategy. Ruth Schade's experience and significant insight into the group ensures continuity and an important contribution to the work of the Board of Directors.

Chairman of the Audit Committee, Member of the Nomination Committee and Remuneration Committee.

Holdings of Harboe shares: 5,440 shares.

BOARD MEMBERSHIPS

Sund og Bælt Holding A/S
Danfrugt Skælskør A/S
Visbjerggården A/S
Keldernæs A/S



SABINE DISSE (1976)

Independent, German citizen

Sabine Disse holds an MSc in Business Administration from Friedrich-Alexander University and has completed the General Management Programme at Cambridge University. Since 2020, Sabine Disse has been CFO of Intersnack Germany, a subsidiary of the Intersnack Group which produces and markets savory snacks across Europe. Between 2013-2018 she was acting as CFO for the German nut business and supported the financial blueprinting towards a harmonized ERP-landscape roll out for Intersnack

Group between 2018-2020. From 2008-2013 she was acting as Financial Director for the international brewery business of the Warsteiner Group which is one of the largest privately held breweries in Germany. In her function she took managerial and board positions on Warsteiners' subsidiaries worldwide. Sabine Disse has a deep insight into the German market for FMCG within food & beverages and brings a broad international experience from the industry. In addition, her strong financial background as CFO and member of management in the companies, she has worked for will be a valuable addition to Harboe's Board of Directors.

OTHER MANAGEMENT POSITIONS

CFO, Intersnack Germany



JAKOB SKOVGAARD (1974)

Independent

Jakob Skovgaard has an MSc in Engineering from the Technical University of Denmark and completed INSEAD's Executive Board Programme. Since 2020, Jakob Skovgaard has run an independent consulting business dealing with e.g. strategy, marketing and digital transformation. From 2004 to 2017, he was employed by Arla Foods, where he worked on

international strategy development, and has since been given global responsibility for growth and sales of the group's cheese category. In 2017, Jakob Skovgaard joined Danish Crown Foods, where he became the managing director of the group's activities in Denmark. Jakob Skovgaard's extensive knowledge of global sales and marketing, consumer trends and innovation, as well as experience with the Danish retail market, business development and digital transformation will be a valuable contribution to Harboe's Board of Directors.

OTHER MANAGEMENT POSITIONS

CEO, Skovgaard Mgt.

BOARD MEMBERSHIPS

Casefair