

CANDIDATES FOR THE BOARD OF DIRECTORS



Constantijn Antoine Josef Deelen (1972)

Dutch citizen

Independent member of the Board of Directors.
Elected in 2022. Re-elected in 2023 and 2024.

Stijn Deelen is a Dutch citizen and has an MSc in Business Administration from Erasmus University Rotterdam.

Stijn Deelen has run an independent consulting business since 2016 and holds investments and board positions in several companies within the craft beer industry, as well as other industries. He was Chair of the Dutch Brewery Association from 2019–2022. From 2009–2016, Stijn Deelen was CEO of United Dutch Breweries, which markets a wide range of beer brands in around 100 markets worldwide. Prior to that, he held a number of different management positions in the Dutch subsidiary of brewing company AB InBev from 1999–2009. Stijn Deelen's long career in the brewery sector and not least his extensive commercial experience with international sales and marketing of beverages, is a valuable contribution to the Board of Directors and the efforts to create renewed growth and realise the Group's strategic goals.

Holding of Harboe shares: 0 shares
Change since 1 May 2024: 0 shares

Other management positions

- Owner of BBE bv

Board memberships

- Co-founder of Stadshaven Brewery in Rotterdam



Sabine Disse (1976)

German citizen

Independent member of the Board of Directors since 2021.
Re-elected in 2022, 2023 and 2024.

Sabine Disse is a German citizen and has an MSc in Business Administration from Friedrich-Alexander Universität. She has also completed Cambridge University's General Management Programme and holds a Board Certificate from AVT Business School. Sabine Disse has been CFO of Gerolsteiner Brunnen, Germany's largest mineral water producer, since the beginning of 2023. Prior to that, she held a number of management positions, most recently as CFO at Intersnack, which produces and markets snack products across Europe. From 2008–2013 she was CFO of the brewing company Warsteiner Group, one of Europe's largest privately owned breweries in Germany.

Sabine Disse has significant insight into the German market for FMCG in the food and beverage sector, as well as broad international experience from the industry. Furthermore, her strong financial background as CFO is a valuable contribution to Harboe's Board of Directors.

Holding of Harboe shares: 0 shares
Change since 1 May 2024: 0 shares

Other management positions

- CFO, Gerolsteiner Brunnen

Board memberships

- Arbeitgeberverband Ernährung Genuss Hessen/Rheinland Pfalz/Saarland e.V.
- Vereinigung Trierer Unternehmer in der Region Trier e.V.

CANDIDATES FOR THE BOARD OF DIRECTORS



Bettina Køhlert (1964)

Danish citizen

Dependent member of the Board of Directors since 2020.
(Has had a business relationship with Harboes Bryggeri A/S within the past year).

Re-elected in 2021, 2022, 2023 and 2024.

Bettina Køhlert has an MSc in Social Science (business economics/public relations) from Roskilde University and completed CBS Executive's board Leadership Programme. Bettina Køhlert has run a consulting business focusing on financial communication and investor relations since 2001 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 workforce-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.

Holding of Harboe shares: 1,402 shares

Change since 1 May 2024: 0 shares

Other management positions

- Director/partner at Guidance ApS
- Director, Bettina Køhlert Kommunikation ApS



Martin Lavesen (1969)

Danish citizen

Independent member of the Board of Directors.
Elected in 2024.

Martin Lavesen holds a master's in law from the University of Copenhagen and a graduate diploma in management and organisation from CBS. He is a lawyer with a right of audience before the Supreme Court. Martin Lavesen has been Managing Partner at DLA Piper since 2017 and has overall responsibility for the law firm's organisational and strategic development in Denmark.

For 30 years, Martin Lavesen has represented Danish and international clients in various sectors with a special focus on intellectual property law, commercialisation and licence agreements. Martin Lavesen regularly chairs general meetings of listed companies, including previously for Harboes Bryggeri.

Martin Lavesen's considerable insight into company law and corporate governance, combined with his management experience and many years of experience in advising businesses, including concerning legal, financial and risk issues, is a valuable asset for Harboe's Board of Directors.

Holding of Harboe shares 0 shares.

Change since 1 May 2024: 0 shares

Other management positions

- CEO of DLA Piper Denmark Advokatpartnerselskab og DLA Piper Denmark Komplementar ApS
- Director of Manila Invest ApS and Nordic Cooking and Catering A/S
- President of the Council of the Danish Bar and Law Society

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CANDIDATES FOR THE BOARD OF DIRECTORS

Board memberships

- Algiecel ApS
- Carliis ApS, Fil de Fer A/S and Liisberghus ApS
- FORE Birkerød I ApS (C), FORE Brabrand ApS (C), FORE Elmehaven Holding ApS (C), FORE Elmehaven ApS (C), FORE Kvistgårdshusene ApS (C), FORE Lind Holding ApS (C), FORE Lind ApS (C), FORE Lindehaven Holding ApS (C), FORE Lindehaven ApS (C), FORE Odense I Holding ApS (C), FORE Odense I ApS (C), FORE Senior I Holding ApS (C), FORE Senior I ApS, FORE Tilst Holding ApS (C), Ejendomsselskabet Havkær, Tilst ApS (C), Teglgårdshave ApS (C) ICW Holding ApS (C), Cinas A/S and Holse & Wibroe A/S (C)
- Jesper J. Linde ApS (C), FEJ ApS (C), Jesper J. Linde Invest ApS (C), KlejngaardbAngels ApS (C), and Steynsburg Denmark ApS (C)
- Medical Scandinavia A/S (C)
- AI Power ApS
- Nordic Compliance Services A/S
- Ossiform ApS and Ossiform Limited
- Sifred Holding ApS (C), Accutech ApS (C), 2F Ventures ApS (C), Scansupply Batteries ApS (C), Sifred Administration ApS (C) and Sifred Ejendomme ApS (C)
- SØM – Over Hornbæk Holding ApS (C) and SØM – Over Hornbæk ApS (C)



Vibeke Harboe Malling (1972)

Danish citizen

Dependant candidate for the Board of Directors. Vibeke Harboe Malling is a qualified nurse and has run her own business for a number of years. From 1996–2008, she was a member of the Board of Directors of Harboes Bryggeri. In 2019, she joined Harboes Bryggeri as HR partner. In 2022, she was appointed HR Director, and in 2023, she was appointed Chief People Officer and member of the management team.

Vibeke Harboe Malling has completed a Board of Directors training programme at the Board Institute and a number of HR and ESG programmes at CBS and the Confederation of Danish Industry (DI), among others.

As a member of the 6th generation of the Harboe family, Vibeke Harboe Malling is a strong representative of the family's values and wishes for the future. At the same time, she brings considerable experience from her most recent position as CPO in Harboe, where she has made a significant contribution to the development and roll-out of the group strategy as a member of the top management. She has also been in charge of building a strong HR organisation and, together with her team, established a solid platform for the strategic HR work with high employee satisfaction and anchoring the group's values throughout the group. Vibeke Harboe Malling has previously been a member of the Board of Directors of Harboes Bryggeri, and with her return as a non-executive member, she will continue to make an important contribution to the group's strategic development.

Holding of Harboe shares 204.233 shares.

Change since 1 May 2024: 0 shares

CANDIDATES FOR THE BOARD OF DIRECTORS



Ruth Schade (1951)

Danish citizen

Dependent member of the Board of Directors since 2020.
(Former Group Chief Executive of Harboes Bryggeri A/S).
Re-elected in 2021, 2022, 2023 and 2024.

Ruth Schade originally qualified as a primary school teacher and has an academy foundation degree in business economics. She has completed studies in business administration, sustainability and the UN's Sustainable Development Goals, as well as CBS Executive's Board Leadership Programme.

Ruth Schade was previously employed at Harboes Bryggeri since 1980, where she has held a number of management positions, most recently as Group CEO until April 2020. Ruth has been involved in all aspects of Harboe's commercial and strategic development and, prior to standing down, was the driving force behind the formulation of a new sustainability strategy. Ruth Schade's experience and significant insight into the Group ensures continuity, as well as being an important contribution to the work of the Board of Directors.

Holding of Harboe shares: 5,440 shares.

Change since 1 May 2024: 0 shares

Board memberships

- Danfrugt Skælskør A/S
- Visbjerggården A/S
- Keldernæs A/S