

# CANDIDATES FOR THE BOARD OF DIRECTORS OF HARBOES BRYGGERI A/S



## **Bernhard Griese (1941)**

Chairman of the board

Dependent member of the board since 1986. Elected in 2010, 2014, 2015, 2016, 2017, 2018, 2019 and 2020. The election period expires in 2022.

Bernhard Griese is a qualified 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 growth markets, ongoing efficiency improvements, production upgrades and development of new products and brands.

### **Board positions**

Visbjerggården A/S (Chairman)

Keldernæs A/S

Danfrugt Skælskør A/S (Chairman)

Bernd Griese Holding ApS

### **Executive positions**

Keldernæs A/S

Bernd Griese Holding ApS

Agrar Holding ApS

Agrar Produktion Niendorf GmbH, Germany



## **Sabine These (1976)**

German citizen

Independent member of the board since 2021. The election period expires in 2022.

Sabine These holds an MSc in Business Administration from Friedrich-Alexander Universität and completed Cambridge University's General Management Programme. Since 2020, Sabine These has been the CFO of Intersnack in Germany, a subsidiary of Intersnack Group which produces and markets snack products throughout Europe. From 2013 to 2018, she was CFO of the snacks business in Germany, and from 2018 to 2020, she played a key role in the financial planning and roll-out of a common ERP system for the Intersnack Group.

From 2008 to 2013, she was CFO of the international brewing company under the Warsteiner Group, one of Europe's largest privately owned breweries in Germany. In relation to this, she held a number of management and board positions in Warsteiner's subsidiaries worldwide.

Sabine Disse has significant insight into the German FMCG market in the food and beverage sector, as well as broad international experience of the industry. In addition, her strong financial background as CFO and as a member of management of the companies she has worked for is a valuable addition to Harboe's board of directors.

### **Other management positions**

CFO, Intersnack Germany

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## **Bettina Køhlert (1964)**

Dependent member of the board since 2020. (Provided advisory services to Harboes Bryggeri A/S within the past 5 years). Re-elected in 2021. The election period expires in 2022.

Bettina Køhlert holds 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 been operating a consulting business focused 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 corporate trades 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.

### **Other management positions**

Director/partner of Guidance ApS



## **Ruth Schade (1951)**

Dependent member of the board since 2020. (Former Group Chief Executive of Harboes Bryggeri A/S). Re-elected in 2021. The election period expires in 2022.

Ruth Schade originally qualified as a school teacher and has a Bachelor's degree in Economics. She has completed a graduate diploma in business administration, sustainability and the UN Sustainable Development 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 managerial positions, most recently as Group CEO 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, as well as being an important contribution to the work of the board of directors.

### **Board positions**

Danfrugt Skælskør A/S

Visbjerggården A/S

Keldernæs A/S

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## Jakob Skovgaard (1974)

Independent member of the board since 2021. The election period expires in 2022.

Jakob Skovgaard holds 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 positions

Trivision A/S



## Stijn Deelen (1972)

Independent. Dutch citizen.

Stijn Deelen has an MSc in Business Administration from Erasmus University in Rotterdam. Stijn Deelen has run an independent consulting business since 2016 and has investments and board positions in a number of companies within the field of craft beer, spirits and football. He was chairman 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 brewing sector and his extensive commercial experience in international sales and marketing of beverages will be a valuable contribution to the Board of Directors and the efforts to create renewed growth and realise the Group's strategic goals.

### Other management positions:

Owner of BBE bv

### Board positions:

EA Sheer Master Blenders (rum)

Co-founder of Stadshaven Brewery in Rotterdam