
ANNUAL GENERAL MEETING OF HARBOES BRYGGERI A/S

THURSDAY, 20 AUGUST 2020

Appendix for item 4 b on the agenda: Remuneration policy

Appendix for item 5 on the agenda: Election of members to the Board of Directors

*The board of Directors proposes that the following be elected new members of the board of directors:
Claus Bayer, Bettina Köhlert and Ruth Schade.*

*The board of Directors proposes that the following be re-elected to the board of directors: Bernhard Griese, Mads Ole Krage
and Poul Calmer Møller.*

For information about the candidates' executive functions, please see the enclosed description.

After the election, the Board of Directors intends to establish a nomination committee to continue the work of strengthening the group's competencies and strategic management.

This means that, in future, the Board of Directors will have an audit committee, a remuneration committee and a nomination committee.

Kind regards,
Harboes Bryggeri A/S

*Bernhard Griese
Chairman of the Board*