

CANDIDATES FOR HARBOE'S BOARD OF DIRECTORS



Constantijn Antoine Josef Deelen (1972)

Dutch citizen

Independent member of the Board of Directors since 2022. Re-elected in 2023. The election period expires in 2024

Constantijn Antoine Josef Deelen is a Dutch citizen and holds 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 craft beer, spirits and football. From 2019–2022, he was chairman of the Dutch Brewery Association. 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, from 1999–2009 he held a number of different management positions in the Dutch subsidiary of brewing company AB InBev.

Constantijn Antoine Josef Deelen's long career in the brewing sector and not least 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 realize the Group's strategic goals.

Other management positions:

- Owner BBE bv

Board positions:

- Non-Executive Director Board EA Scheer Master Blenders (Rum)
- Co-Founder Stadshaven Brewery Rotterdam



Sabine Disse (1976)

German citizen

Independent member of the board since 2021. Re-elected in 2022 and 2023. The election period expires in 2024.

Sabine These holds an MSc in Business Administration from Friedrich-Alexander Universität and completed Cambridge University's General Management Programme.

Since the beginning of 2023, Sabine These has been the CFO of Gerolsteiner Brunnen which is Germany's largest producer of mineral water. Before this, she had a number of managing positions and latest the position as CFO of Intersnack which produces and markets snack products throughout Europe. 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.

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. 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.

Øvrige ledelseshverv

- CFO, Intersnack Germany

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Bettina Køhlert (1964)

Danish citizen

Dependent member of the board since 2020. (has provided advisory services to Harboes Bryggeri A/S within the past 5 years). Re-elected in 2021, 2022 and 2023. The election period expires in 2024.

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, reporting and compliance 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, compliance and Corporate Governance in listed companies is an important contribution to the work of the board of directors.

Other management positions

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



Martin Lavesen (1969)

Danish citizen

Independent candidate for the Board of Directors. 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 Harboes Bryggeri.

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

Management positions

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

Board memberships

- Algiecel ApS
- Carliis ApS, Fil de Fer A/S and Liisberghus ApS

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Martin Lavesen, continued

- 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 Holve & Wibroe A/S (C)
- Jesper J. Linde ApS (C), FEJ ApS (C), Jesper J. Linde Invest ApS (C), Klejngaard Angels ApS (C), and Steynsburg Denmark ApS (C)
- Medical Scandinavia A/S (C)
- MR Invest II ApS (C)
- Nordic Compliance Services A/S
- Ossiform ApS
- 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)

Over the past year, Harboes Bryggeri has had a business relationship with DLA Piper, including at the company's general meeting, where Martin Lavesen acted as the meeting chairperson. The Board of Directors of Harboes Bryggeri has discussed the Corporate Governance recommendations, section 3.2.1., and has assessed that the nature and limited financial scope of the business relationship is not considered material in relation to the issue of independence, and therefore does not conflict with Martin Lavesen being put forward as an independent member.



Ruth Schade (1951)

Danish citizen

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

Ruth Schade originally qualified as a schoolteacher and holds a Bachelor's degree in Economics. She has completed a diploma in business administration, sustainability and the UN's 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 parts of Harboe's commercial and strategic development and, prior to her resignation, was the driving force in the formulation of a new strategy for sustainability.

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