

## Appendix 1

### **Candidates for the Board of Directors – Profiles and overview of their managerial duties with other Danish and foreign commercial enterprises:**

#### **Peter Ruzicka**

Born 1964. Norwegian. Member of the Board of Directors since 2021 and Chair since 2022. Peter Ruzicka is a professional board member.

The Board of Directors proposes re-election of Peter Ruzicka due to his extensive international experience within the food and beverage industry as well as FMCG (Fast Moving Consumer Goods). In addition, broad operational expertise with strategy execution and transformation.

#### Listed companies:

Peter Ruzicka is Chair of the Board of Directors of Pandora A/S, Denmark, and member of the Board of Directors of Axfood AB, Sweden.

#### Non-listed companies:

Peter Ruzicka is Chair of the Board of Directors of Aspelin Ramm Gruppen AS and AKA AS, both in Norway, and Chair of The Nutriment Company, Sweden.

Peter Ruzicka is recommended election as an independent board member in accordance with section 3.2.1 of the Recommendation on Corporate Governance.

Peter Ruzicka is Chair of the Nomination and Remuneration Committee and member of the Audit Committee.

#### **Jais Valeur**

Born 1962. Danish. Member of the Board of Directors since 2013 and Deputy Chair since 2018. Jais Valeur is a professional board member.

The Board of Directors proposes re-election of Jais Valeur due to special expertise in general management and transformation of international enterprises within FMCG (Fast Moving Consumer Goods) and within the food and food ingredient industry. Has led the Danish governments Advisory panel on a green transition of the Danish Food and Agricultural sector.

#### Listed companies:

Jais Valeur is member of the Board of Directors of Alm Brand A/S, Denmark.

Jais Valeur is not considered independent in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance due to the fact that Jais Valeur has been a member of the Board of Directors for 12 years.

Jais Valeur is member of the Nomination and Remuneration Committee.

#### **Torben Carlsen**

Born 1965. Danish. Member of the Board of Directors since 2021. Torben Carlsen is President & CEO of DFDS since 2019 with prior positions as Executive Vice President and CFO of DFDS since 2009.

The Board of Directors proposes re-election of Torben Carlsen due to his Broad international expertise and knowledge within finance, risk management, M&A and management of international corporations

#### Listed companies:

Torben Carlsen is Group CEO of DFDS and part of the management in 30 fully owned non-listed subsidiaries of DFDS, Denmark.

#### Non-Listed companies:

Torben Carlsen is Chair of Copenhagen Infrastructure Partners: CI II, CI III and CI IV K/S. Gro Capital Partners: Fund I and II K/S (Chair of the Investment Committees), Danish Shipping, all in Denmark. Member of the Board of Directors of Dyal 1 ApS, P/S Dyal Investments and PPC Ejendomme A/S, all in Denmark.

Torben Carlsen is recommended election as an independent board member in accordance with section 3.2.1 of the Recommendation on Corporate Governance.

**Catharina Stackelberg-Hammarén**

Born 1970. Finnish. Member of the Board of Directors since 2019. Catharina Stackelberg-Hammarén is Senior Vicepresident of Knowit Oy.

The Board of Directors proposes re-election of Catharina Stackelberg-Hammarén due to her broad international experience within fast moving consumer goods and management consulting. Special expertise in strategy, innovation, commercial excellence, technology and ESG.

Listed companies:

Catharina Stackelberg-Hammarén is Chair of the Board of Directors of Alma Media Plc, Deputy Chair of the Board Directors of Harvia Plc, both in Finland.

Catharina Stackelberg-Hammarén is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

**Lise Mortensen**

Born 1968. Lise Mortensen is professional board member.

The Board of Directors proposes re-election of Lise Mortensen due to her extensive experience and competencies within finance, sustainability, digital technologies and cybersecurity, and international leadership including change and transformation, business development, strategy and M&A.

Listed companies:

Lise Mortensen is Member of the Board of Directors at GN Store Nord A/S, Denmark.

Non-listed companies:

Lise Mortensen is Member of the Board of Directors at Seasalt Group ApS and Dovista A/S, both in Denmark, and Vizrt Group, Sweden.

Lise Mortensen is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

Lise Mortensen is Chair of the Audit Committee.

**Inge Plochaet as new board member**

Born 1968. Inge Plochaet is professional board member and managing director of Tower Consulting BV in Belgium.

The Board of Directors proposes election of Inge Plochaet due to her solid background with more than 20 years' experience in the beverage industry, her broad knowledge with FMCG and consumer sectors, extensive knowledge with business strategy and international profile from operations throughout Europe.

Listed companies:

Inge Plochaet is Member of the Board of Directors at Sligro Food Group N.V. in the Netherlands and What's Cooking N.V. in Belgium.

Non-listed companies:

Inge Plochaet is Chair of the Board of Directors at B-Steel in Belgium and Member of the Board of Directors of De Hoop Terneuzen B.V. and Faber Group B.V., both in the Netherlands.

Inge Plochaet is recommended for election as an independent board member in accordance with section 3.2.1 of the Recommendations on Corporate Governance.

The above information on the background and duties of the candidates is also available at [www.royalunibrew.com](http://www.royalunibrew.com).