

## Appendix 1

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

#### **Peter Arne Ruzicka**

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

The Board of Directors proposes re-election of Peter Arne Ruzicka due to his extensive international experience within the food and beverage industry and FMCG (Fast Moving Consumer Goods), his substantial operational expertise in strategy execution and transformation, change management, and M&A, and also his expertise in sustainability and ESG matters, including reporting and compliance, safety, culture, and people leadership

#### Listed companies:

Peter Arne 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 Arne Ruzicka is Chair of the Board of Directors of Aspelin Reitan Eiendom AS and AKA AS, both in Norway, and Chair of Board of The Nutriment Company AB, Sweden.

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

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

#### **Jais Stampe Li Valeur**

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

The Board of Directors proposes re-election of Jais Stampe Li Valeur due to his extensive expertise in general management and transformation of international enterprises within FMCG and the food and food ingredients industries, his deep knowledge of procurement, production processes, and innovation, experience with M&A and change management and knowledge of key ESG themes, including experience with ESG reporting.

#### Listed companies:

Jais Stampe Li Valeur is member of the Board of Directors of Alm Brand A/S, Denmark, and member of the Board of Directors of Yara International ASA, Norway.

#### Non-listed companies:

Jais Stampe Li Valeur is Chair of the Board of Directors of BKI Foods A/S, Chair of the Board of Directors of Food Nation and Deputy Chair of the Board of Directors in Alm. Brand Forsikring A/S, all in Denmark.

Jais Stampe Li Valeur is considered non-independent in accordance with item 3.2.1 of the Danish Recommendations on Corporate Governance due to the fact that Jais Stampe Li Valeur has been a member of the Board of Directors for 13 years.



Jais Stampe Li 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. However, he will step down from his position no later than July 1, 2026.

The Board of Directors proposes re-election of Torben Carlsen due to his extensive experience in finance, risk, audit, and regulatory compliance, his executive leadership in talent, diversity and inclusion, safety, and culture and also his expertise in M&A and change management, including strategy transformation and proven operational experience in strategy execution and commercial performance.

**Listed companies:**

Torben Carlsen is Group CEO of DFDS and part of the management in 30 fully owned non-listed subsidiaries of DFDS, Denmark from which he will resign no later than July 1, 2026.

**Non-Listed companies:**

Torben Carlsen is Chair of the Board of Danish Shipping, Chair of Investment Committees of Copenhagen Infrastructure Partners: CI II, CI III, CI IV, CI ETF, CI ABF K/S, Chair of Investment Committees of Gro Capital Partners: Fund I and II K/S, Member of the Board of PPC Ejendomme A/S, Member of the Board of Dyal 1 ApS, P/S Dyal Investments, Member of the Executive Management of R1612 ApS and T1612 ApS, 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.

**Anna Catharina von Stackelberg-Hammarén**

Born 1970. Finnish. Member of the Board of Directors since 2019. Anna Catharina von Stackelberg-Hammarén is Senior Vicepresident of Insight Oy, Finland.

The Board of Directors proposes re-election of Anna Catharina von Stackelberg-Hammarén due to her extensive international FMCG experience, with deep beverage industry expertise, proven strength in strategy execution, change management, innovation, and commercial excellence, her strong expertise in technology and digitalization and her understanding of risk management and key ESG themes, including climate transition and reporting.

**Listed companies:**

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

Anna Catharina von 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 Skaarup Mortensen**

Born 1968. Danish. Member of the Board of Directors since 2024. Lise Skaarup Mortensen is professional board member.

The Board of Directors proposes re-election of Lise Skaarup Mortensen due to her strong knowledge of the international food industry, her expertise in change management, including strategy execution, strategic transfor-



mation, and M&A, her extensive experience in finance, risk management, regulatory compliance with understanding of key ESG themes, including climate transition and ESG reporting and broad knowledge of digital technologies and cybersecurity.

Listed companies:

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

Non-listed companies:

Lise Skaarup Mortensen is Member of the Board of DOVISTA A/S, Member of the Board of Seasalt Group ApS and Saltfoss Energy ApS, Member of the Board of InstallatørGruppen A/S, Member of the Executive Management of LSM Consulting ApS and LSM Invest and Advisory ApS, all in Denmark, and Member of the Board of Vizrt Group, Sweden.

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

Lise Skaarup Mortensen is Chair of the Audit Committee.

**Ingeborg Plochaet**

Born 1968. Belgian. Member of the Board of Directors since 2025. Ingeborg Plochaet is professional board member and managing director of Tower Consulting BV in Belgium.

The Board of Directors proposes election of Ingeborg Plochaet due to her extensive international experience across FMCG, including the food and beverage industry, her strong operational expertise in strategy execution, manufacturing processes, innovation, and commercial excellence, her proven experience in change management, including strategy transformation and organizational change and solid experience with people management and culture.

Listed companies:

Ingeborg 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:

Ingeborg Plochaet is Chair of the Board of Victor Buyck Steel Construction and Chair of the Board of Groven+, both in Belgium, and Member of the Board of De Hoop Terneuzen B.V. and Member of the Board of Faber Group B.V., both in the Netherlands.

Ingeborg 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).