



NOTICE OF ANNUAL GENERAL MEETING AT HARBOES BRYGGERI A/S

We are pleased to invite the company's shareholders to the annual general meeting at Harboes Bryggeri A/S.

Friday 21 August 2026 at 10:00 in Harboes Auditorium at the company's address at Spegerborgvej 34, DK-4230 Skælskør.

The general meeting starts at 10:00 with consideration of the agenda (see subsequent page) and in accordance with the company's articles of association.

You can order access cards or submit a proxy using the attached documents, which contain additional information.

Kind regards,

Harboes Bryggeri A/S
Martin Lavesen
Chairman of the Board

AGENDA FOR THE GENERAL MEETING IN ACCORDANCE WITH THE COMPANY'S ARTICLES OF ASSOCIATION

1. Report by the Board of Directors on the Company's activities over the past year.
2. Presentation of annual report with auditor's report for adoption.
3. Resolution on the appropriation of profits or the cover of losses in accordance with the approved annual report.
4. Presentation of, and advisory vote on the remuneration report.
5. Consideration of proposals from the Board of Directors or shareholders.
6. Election of members to the board of directors.
7. Appointment of auditor.

Re. item 3, Resolution on the appropriation of profits or the cover of losses in accordance with the approved annual report

The Board of Directors proposes that this year's profits, totalling DKK 27,028,000 are distributed as follows:

Dividends for the financial year, DKK 2.00 per share:	DKK 12,000,000
Carry over to next year as retained earnings:	DKK 15,028,000

Re. item 5, Consideration of proposals from the Board of Directors or shareholders

- a) Proposal from the Board of Directors to adopt the new Remuneration Policy for members of the management.
- b) Proposal from shareholder regarding cancellation of 592,447 shares.
- c) Proposal from shareholder that the company's holding of treasury shares be written down so that the company's holding of treasury shares thereafter amounts to 0.

Re. item 5 a)

The Remuneration Policy presented has been amended from the previous version, which was adopted at the 2025 Annual General Meeting, as part of the process of aligning with the coming EU Pay Transparency Directive and adjusting the remuneration of the chairpersons and members of the committees under the Board of Directors (Audit Committee and Nomination and Remuneration Committee).

Re. item 5 b)

The Board of Directors has received a proposal from the shareholder Hans Kisku and the Board of Directors has reproduced the shareholder's proposal and reasoning verbatim below.

Proposal:

592,447 (corresponding to 1/3) of Harboe Bryggeri A/S' own shareholding is proposed to be cancelled at the general meeting 2026.

Reasons:

- 1) Improve corporate governance.*
- 2) The proposal is in accordance with the strategy up to 2027/28.*
- 3) Harboe Bryggeri A/S has sufficient funds to manage operations and funds to fulfill the needs of the business.*
- 4) Acquisition and cancellation of own shares is an attractive way to create shareholder value, especially for companies with low valuations.*
- 5) The strategic preparedness is maintained with 1,184,895 treasury shares.*

For further reasoning behind the proposal, please see Appendix 1.

If the shareholder proposal is adopted, the general meeting must at the same time resolve to carry out a capital reduction and authorise the necessary notifications and registrations with the Danish Business Authority, including amendment of article 3.1 of the articles of association regarding the size of the share capital.

For the purpose of the consideration of the shareholder's proposal, it should be noted that, under company law, the cancellation of treasury shares is effected as a capital reduction. A capital reduction must state the amount of the reduction and whether the amount will be used for (i) the cover of losses, (ii) distribution to the shareholders or (iii) transfer to special reserves, see section 188(1) of the Danish Companies Act (Selskabsloven).

The Board of Directors considers the shareholder's proposal to be a proposal for a directed capital reduction whereby the capital is reduced by nominally DKK 5,924,470 (corresponding to 592,447 shares of nominally DKK 10 each) at a price of 100, so that the reduction transfers DKK 5,924,470 from the share capital either for payment to the shareholders or to the Company's distributable reserves.

A capital reduction for distribution to the shareholders or for transfer to distributable reserves can only be made if the company's Board of Directors proposes or approves a proposal on this, see section 189(1) of the Danish Companies Act.

The Board of Directors can already at the time of this notice convening the general meeting announce that the Board of Directors does not wish to approve the shareholder's proposal for a capital reduction by cancellation of own shares. In the opinion of the Board of Directors, the proposal may therefore be discussed at the general meeting, but the general meeting will not be able to vote on the proposal, as the proposal for capital reduction has not been approved or otherwise accepted by the Board of Directors, cf. section 189(1) of the Danish Companies Act.

Re. item 5 c)

The Board of Directors has received a proposal from the shareholder Ole Steffensen, and the Board of Directors has reproduced the shareholder's proposal and reasoning verbatim below.

Proposal:

It is proposed that the company's holding of treasury shares be written down so that the company's holding of treasury shares thereafter amounts to 0.

Reason:

The proposal is motivated on the grounds that the value and net asset value per share are significantly higher than the market price.

This will therefore increase both the net asset value per share and earnings per share (EPS), to the benefit of all of the company's shareholders.

There is no point in selling the shares or using them as payment, as this would dilute the holdings of existing shareholders in Harboes Bryggeri A/S. Since the Annual General Meeting in 2025, the disparity between the net asset value per share and the market price has widened further.

If the shareholder proposal is adopted, the general meeting must at the same time resolve to carry out a capital reduction and authorise the necessary notifications and registrations with the Danish Business Authority, including amendment of article 3.1 of the articles of association regarding the size of the share capital.

For the purpose of the consideration of the shareholder's proposal, it should be noted that, under company law, the cancellation of treasury shares is effected as a capital reduction. A capital reduction must state the amount of the reduction and whether the amount will be used for (i) the cover of losses, (ii) distribution to the shareholders or (iii) transfer to special reserves, see section 188(1) of the Danish Companies Act (Selskabsloven).

The Board of Directors considers the shareholder's proposal to be a proposal for a directed capital reduction whereby the capital is reduced by nominally DKK 5,924,470 (corresponding to 592,447 shares of nominally DKK 10 each) at a price of 100, so that the reduction transfers DKK 5,924,470 from the share capital either for payment to the shareholders or to the Company's distributable reserves.

A capital reduction for distribution to the shareholders or for transfer to distributable reserves can only be made if the company's Board of Directors proposes or approves a proposal on this, see section 189(1) of the Danish Companies Act.

The Board of Directors can already at the time of this notice convening the general meeting announce that the Board of Directors does not wish to approve the shareholder's proposal for a capital reduction by cancellation of own shares. In the opinion of the Board of Directors, the proposal may therefore be discussed at the general meeting, but the general meeting will not be able to vote on the proposal, as the proposal for capital reduction has not been approved or otherwise accepted by the Board of Directors, cf. section 189(1) of the Danish Companies Act.

Re. item 6, Election of members to the Board of Directors

In accordance with the articles of association, 15.2, all board members elected by the general meeting are up for election.

The Board of Directors proposes the re-election of Martin Lavesen, Bettina Køhlert, Sabine Disse, Vibeke Harboe Malling and Constantijn Antoine Josef Deelen.

Ruth Schade has chosen not to run for re-election.

For a presentation of candidates and information on directorships, please refer to the attached presentation.

Re. item 7, Appointment of auditor

In accordance with the articles of association, 17.1, a state authorised public accountant must be elected for the period until the next annual general meeting.

In accordance with the Audit Committee's recommendation, the Board of Directors proposes re-election of Beierholm Statsautoriseret Revisionspartnerselskab (CVR: 32 89 54 68).

The Audit Committee has not been influenced by third parties and has not been subject to any agreement with a third party that limits the general meeting's choice of certain auditors or audit firms.

Requirements for adoption

If the Company's Board of Directors changes its position on the proposals made by shareholders for a capital reduction by cancellation of treasury shares and subsequent amendment of the Company's Articles of Association, cf. item 5b and 5c on the agenda, and approves the proposals, adoption of the proposals requires that 2/3 of the share capital is represented at the general meeting and a qualified majority of at least 2/3 of both the votes cast and of the share capital represented at the general meeting, cf. section 186 of the Danish Companies Act, cf. section 106(1) and article 14.8 of the Articles of Association.

Adoption of the other items on the agenda requires a simple majority of votes.

The size of the share capital and the voting rights of shareholders

The company's share capital has a nominal value of DKK 60,000,000 and consists of DKK 6,400,000 worth of A shares and DKK 53,600,000 worth of B shares.

In connection with votes at the Company's general meeting, each A share of DKK 10 carries 10 votes and each B share of DKK 10 carries 1 vote.

Attendance at the general meeting and voting

Shareholders have the right to participate in and vote at the general meeting based on the shares held by them at 23:59 on the registration date, which is Friday 14 August 2026. The shares held by the individual shareholder are determined on the registration date on the basis of the information on their shareholding in the Company's register of shareholders and notices of ownership that the Company has previously received for entry into the register of shareholders, but that have not yet been entered.

Shareholders wishing to attend the general meeting must inform the Company of their participation in writing, and this notification must be received no later than 23.59 on Monday 17 August 2026. The notification can be made electronically via Euronext Securities at <https://www.euronext.com/cph-agm> or via www.harboe.com under the Investor Portal or by writing to Euronext Securities, Nicolai Eigtveds Gade 8, 1402 DK-Copenhagen.

Shareholders who do not expect to be able to attend the general meeting may submit their vote in writing by post or submit a proxy to the Board of Directors or to a person appointed by the shareholder to attend the general meeting. Voting by proxy or written vote can be done via www.harboe.com under the Investor Portal or by using the enclosed proxy and voting form. The signed proxy and voting form must be sent to Euronext Securities, Nicolai Eigtveds Gade 8, DK-1402 Copenhagen.

Please note that proxies must be received by Euronext Securities no later than 23.59 on Monday 17 August 2026, and written votes must be received by Euronext Securities no later than noon on Thursday 20 August 2026. Written votes cannot be revoked.

Admission card

Harboe will send out admission cards via email. This requires that your email address is registered on the Investor Portal. After registration, you will receive an electronic admission card. Bring the electronic admission card to the general meeting on your smartphone or tablet.

Alternatively, you can choose to pick up your admission card at the entrance on the day of the general meeting.

If you forget to bring your admission card, you will be able to gain access to the general meeting by presenting your ID. Your voting forms will be handed out during registration for admission at the general meeting.

Participation via webcast

The general meeting will be broadcasted live via webcast, which can be accessed via www.harboe.com under the Investor Portal.

Information about the general meeting

Information about the general meeting, including the total number of shares and voting rights on the date of the notice, the annual report for the 2025/2026 financial year, the remuneration report for the 2025/2026 financial year, the notice with complete agenda proposals, and proxy and voting forms for use at the general meeting can be found under "Investor" on the Company's website www.harboe.com. This material has also been submitted for inspection at the

Company's office at Spegerborgvej 34, DK-4230 Skælskør.

Questions from shareholders

Prior to the general meeting, shareholders may submit questions about the agenda or documents, etc. for use at the general meeting by contacting Harboes Bryggeri A/S at the email address: sm@harboe.com.

Affiliation agreement with VP Securities A/S

Harboes Bryggeri A/S has entered into an affiliation agreement with VP Securities A/S (Euronext Securities). Class B shareholders can exercise their financial rights through VP Securities A/S or through the shareholder's account holding institute.

Skælskør, 20 July 2026