

CANDIDATES FOR THE BOARD OF DIRECTORS OF HARBOES BRYGGERI A/S



Constantijn Antoine Josef Deelen (1972)

Dutch citizen

Independent member of the Board of Directors since 2022.
Re-elected in 2023, 2024 and 2025.

Stijn Deelen is a Dutch citizen and has an MSc in Business Administration from Erasmus University Rotterdam. Stijn Deelen has run an independent consulting business since 2016 and holds investments and board positions in several companies within the craft beer industry, as well as other industries. He was Chair of the Dutch Brewery Association from 2019–2022. 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, he held a number of different management positions in the Dutch subsidiary of brewing company AB InBev from 1999–2009. Stijn Deelen's long career in the brewery sector and not least his extensive commercial experience in the international sales and marketing of beverages is a valuable asset to the Board of Directors.

Holding of Harboe shares: 0 shares
Change since 1 May 2025: 0 shares

Other management positions
Owner of BBE bv

Board memberships
Co-founder of Stadshaven Brewery in Rotterdam



Sabine Disse (1976)

German citizen

Independent member of the Board of Directors since 2021.
Re-elected in 2022, 2023, 2024 and 2025.

Sabine Disse is a German citizen and has an MSc in Business Administration from Friedrich-Alexander Universität. She has also completed Cambridge University's General Management Programme and holds a Board Certificate from AVT Business School. Sabine Disse has been CFO of Gerolsteiner Brunnen, Germany's largest mineral water producer, since the beginning of 2023. Prior to that, she held a number of management positions, most recently as CFO at Intersnack, which produces and markets snack products across Europe. From 2008–2013 she was CFO of the brewing company 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. Furthermore, her strong financial background as CFO is a valuable contribution to Harboe's Board of Directors.

Holding of Harboe shares: 0 shares
Change since 1 May 2025: 0 shares

Other management positions
CFO, Gerolsteiner Brunnen

Board memberships
Vereinigung Trierer Unternehmer in der Region Trier e.V.

CANDIDATES FOR THE BOARD OF DIRECTORS OF HARBOES BRYGGERI A/S



Bettina Køhlert (1964)

Danish citizen

Dependent member of the Board of Directors since 2020.
(Has had a business relationship as an advisor for Harboes Bryggeri A/S within the past year).

Re-elected in 2021, 2022, 2023, 2024 and 2025.

Bettina Køhlert has an MSc in Social Science (business economics/public relations) from Roskilde University and completed CBS Executive's board programme. Bettina Køhlert has run a consulting business focusing on investor relations, financial communications and corporate governance since 2021 and has advised a wide range of listed companies, including in connection with large number of business transfers and financial transactions.

Bettina Køhlert was previously employed by the ISS Group's listed parent company and, for a period, served as the workforce-elected member of the Board of Directors of ISS A/S. Bettina Køhlert's experience in financial communications, corporate governance and compliance at listed companies is a valuable contribution to the work of the Board of Directors.

Holding of Harboe shares: 1,402 shares

Change since 1 May 2025: 0 shares

Other management positions

Director/partner at Guidance ApS

Director, Bettina Køhlert Kommunikation ApS



Martin Lavesen (1969)

Danish citizen

Independent member of the Board of Directors since 2024.
Re-elected in 2025.

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

Holding of Harboe shares: 5,600 shares

Change since 1 May 2025: 5,600 shares

Other management positions

CEO of DLA Piper Denmark Advokatpartnerselskab and DLA Piper Denmark Komplementar ApS

Director of Manila Invest ApS and Nordic Cooking and Catering A/S

President of the Council of the Danish Bar and Law Society

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CANDIDATES FOR THE BOARD OF DIRECTORS OF HARBOES BRYGGERI A/S

Board memberships

AI Power ApS, Algiecel ApS, Carliis ApS, Fil de Fer A/S and Liisberghus ApS, The Danish Bar and Law Society (C), Fonden Collegium Juris, FORE Birkørød 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), Teglårdshave ApS (C), FORE Østerbrogade Holding ApS, Ejendomsselskabet Østerbrogade 190 ApS, ICW Holding ApS (C), Cinas A/S and Holse & 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), Nordic Compliance Services A/S, Nuteri ApS (C), Ossiform ApS and Ossiform Limited, Pandektes ApS (C), 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), Vokalo ApS (C), Ossiform ApS and Ossiform Limited, 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), SØM – Over Hornbæk Holding ApS (C) and SØM – Over Hornbæk ApS (C) and SØM – Over Hornbæk ApS (C)



Vibeke Harboe Malling (1972)

Danish citizen

Dependent member of the Board of Directors since 2025. (Member of the Harboe family and holder of class A shares in Harboes Bryggeri A/S). Term of office expires in 2026.

Vibeke Harboe Malling is a qualified nurse and has run her own business for a number of years. From 1996–2008, she was a member of the Board of Directors of Harboes Bryggeri. In 2019, she joined Harboes Bryggeri as HR partner. In 2022, she was appointed HR Director, and in 2023, she was appointed Chief People Officer and member of the management team. She resigned from this position on 31 July 2025.

Vibeke Harboe Malling has completed a Board of Directors training programme at the Board Institute and a number of HR and ESG programmes at CBS and the Confederation of Danish Industry (DI), among others.

As a member of the sixth generation of the Harboe family, Vibeke Harboe Malling is a strong advocate of the family's values and aspirations for the future. She also brings with her considerable experience from her most recent role as CPO at Harboes Bryggeri, where she made a significant contribution to the development and roll-out of the Group's strategy as a member of the senior management team. She also spearheaded the development of a strong HR organisation and, together with her team, established a solid platform for strategic HR work, characterised by high employee satisfaction and the embedding of the Group's values throughout the organisation.

Vibeke Harboe Malling was previously a member of the Board of Directors of Harboes Bryggeri and having rejoined as an ordinary member, she continues to make an important contribution to the Group's strategic development.

Holding of Harboe shares: 204,913 shares

Change in shareholding since 1 May 2025: 680 shares

(C)=Chairman