

Company announcement no 2025-10

9 October 2025

Niels B. Christiansen, Chair of the Board of Demant, will not stand for re-election

Niels B. Christiansen, Chair of the Board of Directors of Demant, has informed Demant's Board of Directors that he has decided not to stand for re-election to the Board of Directors of Demant at the annual general meeting on 5 March 2026.

Niels B. Christiansen joined Demant's Board of Directors in 2008, and he will step down after having chaired the Board since 2017. After having served 17 years on the Board, he has decided to turn his board efforts in a new direction and has accepted to be proposed for election to the board of directors of Coloplast A/S.

Demant's Board of Directors will now start the search for a new candidate to be proposed for election. Niels B. Christiansen will continue as Chair of the Board of Directors of Demant until the annual general meeting on 5 March 2026.

"I'm proud to have served this fantastic hearing healthcare company for almost two decades. With a strong purpose of creating life-changing differences through hearing health, Demant will continue its growth journey and keep helping more people hear better, and I'm confident that Demant's leadership and the Board of Directors will steer Demant successfully forward and continue to create long-term growth, as we have done for decades. There is seldom a good time to step down. However, following the company's recent sharpening of its hearing healthcare focus through an ambitious and well-executed strategy – most recently marked by the announced acquisition of KIND Group – I have decided to turn my board efforts in a new direction," says Niels B. Christiansen, Chair of the Board of Directors of Demant.

"In March next year, we will tie up and thank Niels for almost two decades of strong contribution to the Board of Directors. For many years, he has played a key role as Chair, where his outstanding leadership and strong commitment to Demant's ambition to improve as many lives as possible have been instrumental in driving the company's success," says Lars Nørby Johansen, Chair of the Board of Directors of William Demant Foundation, majority shareholder of Demant.

Facts

Niels B. Christiansen currently holds the following positions:

- LEGO A/S, CEO & President
- LEGO Holding A/S, CEO
- Demant A/S, Chair
- William Demant Foundation, Vice Chair
- William Demant Invest A/S, board member
- Tetra Laval S.A., board member

Demant's Board of Directors

Name	First elected	Role	Independence
Niels B. Christiansen	2008	Board Chair since 2017. Chair of the remuneration and nomination committees.	Not independent
Niels Jacobsen	2017	Board Vice Chair. Member of the audit, remuneration and nomination committees.	Not independent
Katrin Pucknat	2025	Board member.	Independent
Sisse Fjelsted Rasmussen	2021	Board member. Chair of the audit committee.	Independent
Kristian Villumsen	2021	Board member. Member of the audit committee.	Independent
Thomas Duer	2015	Staff-elected member.	N/A
Heidir Hørbye	2023	Staff-elected member.	N/A
Anders Højsgaard Thomsen	2024	Staff-elected member.	N/A

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