

Company announcement no 2026-03

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Inside information

Changes to Demand's Board of Directors

The Board intends to appoint Kristian Villumsen as new Chair of the Board

Thomas Hofman-Bang will be proposed for election to the Board at the upcoming annual general meeting

As previously announced, the current Chair of Demand's Board of Directors, Niels B. Christiansen, has decided not to stand for re-election to the Board at the upcoming annual general meeting on 5 March 2026, after having served 17 years on the Board.

The Board will propose Thomas Hofman-Bang for election. He brings international leadership experience and a strong background from accounting and manufacturing companies. He serves on the boards of William Demant Foundation and William Demant Invest A/S, which will satisfy the Foundation charter requirement for representation on Demand's Board.

After the annual general meeting, the Board intends to appoint Kristian Villumsen as new Chair. Kristian Villumsen is already a member of Demand's Board, which he has been since 2021. He has deep insights into the healthcare industry and extensive international leadership experience from executive management and board positions.

"We will ensure continuity in Board leadership by appointing Kristian Villumsen as Chair. He brings strong listed-company leadership experience and extensive insight into Demand. We also welcome Thomas Hofman-Bang, who brings relevant experience that will support Demand going forward," says Lars Nørby Johansen, Chair of the Board of Directors of William Demant Foundation, majority shareholder of Demand.

Kristian Villumsen, who is expected to become Chair of Demand's Board of Directors, comments: *"I look forward to leading Demand's Board and supporting the company's strategy and purpose of improving the lives of people with hearing loss."*

The other members of the Board elected at the annual general meeting, Niels Jacobsen, Sisse Fjelsted Rasmussen and Katrin Pucknat, will all stand for re-election. Niels Jacobsen will continue as Vice Chair, a role he has held since 2017. The Board of William Demant Foundation supports the proposals.

Kristian Villumsen currently holds the following positions:

- Evido ApS, chair
- UV Medico A/S, vice chair

Thomas Hofman-Bang currently holds the following positions:

- Industriens Fond, CEO
- William Demant Foundation, board member
- William Demant Invest A/S, board member
- Tryg A/S, board member and chair of the Audit and Risk Committees
- Fabriksejer, ingenør Valdemar Selmer Trane og hustru, Elisa Tranes Fond, chair
- Fonden CBS Academic Housing, chair
- Foreningen Roskilde Festivalen, board member

The intention to appoint Kristian Villumsen new Chair of the Board is deemed inside information pursuant to Article 17 of the Market Abuse Regulation.

Further information:

Søren Nielsen, President & CEO
Phone +45 3917 7300
www.demand.com

Other contacts:

René Schneider, CFO
Peter Pudselykke, Head of Investor Relations
Gustav Høegh, Investor Relations Officer
Henrik Axel Lyngé Buchter, Manager of External Communications