

## Appendix 1: Candidates for the board of directors



### THOMAS KÄHLER

Chairman

Date of birth: 2 November 1970

Elected to the Board: 2008

Not independent according to the corporate governance recommendations

Nationality: Danish

#### **Education**

2021: Board Education programme, Copenhagen Business School, Denmark

2016: High performance Boards, IMD, Switzerland

2008: MBA, Copenhagen Business School, Denmark

1998: Business Diploma, 1st part, Copenhagen Business School, Denmark

1993: Electrical / Mechanical Engineer, DIA, Technical University of Denmark

#### **Main points of career**

2015-2020: Senior Vice President, Head of Systems Division, ROCKWOOL International A/S

2009-2015: Managing Director of ROCKWOOL Scandinavia

2004-2009: Managing Director of RockDelta A/S

2001-2004: Sales Director at RFS Denmark A/S (Alcatel Group)

1998-2001: Regional Sales Manager at RFS Denmark A/S (Alcatel Group)

1996-1998: Regional Sales Manager at Howden Denmark A/S

1994-1996: Area Sales Manager at Ametek Denmark A/S

#### **Other positions related to the company**

Member of the Chairmanship

Member of the Audit Committee

Chairman of the Remuneration and Nomination Committee

Member of the Kähler Family Meeting

#### **Positions in other Danish companies**

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#### **Other positions**

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## Appendix 1: Candidates for the board of directors

### **Re-election motivation**

Thomas Kähler has experience with management, marketing, sales and business development in international businesses and has a close relationship with major shareholders.

### **Remuneration for 2021/2022 as determined by the general meeting April 2021**

Chairman of the Board DKK 1,080,000

Supplement for members of the Audit Committee DKK 180,000

Supplement for members of the Remuneration and Nomination Committee DKK 90,000



### **CARSTEN BJERG**

Deputy Chairman

Date of birth: 12 November 1959

Elected to the Board: 2011

Independent according to the corporate governance recommendations

Nationality: Danish

### **Education**

1985: Advanced Course in Production Methods and Management, Cambridge University

1983: Engineering degree from the Technical University of Denmark

### **Main points of career**

2013-: Board member

2007-2013: CEO of Grundfos Holding A/S and President of the Grundfos Group

2003-2006: Deputy CEO, Grundfos Management A/S

2000-2002: EVP, Group Production Director, Grundfos Management A/S

1997-1999: SVP, International Production, Grundfos Management A/S

1994-1997: Product Line Director, Danfoss A/S

1989-1994: Production Manager / Plant Manager, Danfoss A/S

1985-1989: Project Manager, Danfoss A/S

1983-1984: Production Rotation Engineer, Danfoss A/S

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### **Other positions related to the company**

Member of the Chairmanship

Member of the Remuneration and Nomination Committee

### **Positions in other Danish companies**

Chairman of the Boards of Hydrema Holding ApS, Arminox Investment A/S (and one fully owned subsidiary), Bjerringbro-Silkeborg Håndbold A/S, Bogballe Investment A/S (and one fully owned subsidiary), CapHold Guldager ApS (and one fully owned subsidiary) and Robco Engineering Investment A/S (and one fully owned subsidiary)

Member of the Boards of Agrometer Investment A/S (and three fully owned subsidiaries), TCM Group A/S\* (and one fully owned subsidiary), Aarhus Universitet and COWI Holding A/S

\* Listed companies

### **Other positions**

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### **Re-election motivation**

Carsten Bjerg has extensive experience in strategic management of an international company (the Grundfos Group) and extensive knowledge of R&D, production and sustainability.

### **Remuneration for 2021/2022 as determined by the general meeting April**

#### **2021**

Deputy Chairman of the Board DKK 720,000

Supplement for members of the Remuneration and Nomination Committee DKK 90,000

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### JØRGEN TANG-JENSEN

Date of birth: 5 August 1956

Elected to the Board: 2017

Independent according to the corporate governance recommendations

Nationality: Danish

#### **Education**

1997: MBA from Stanford University, USA

1989: IMD, Switzerland

1981: MSc (International Business), Aarhus Business School

#### **Main points of career**

2001-2017: CEO of VELUX A/S, Denmark

1990-2000: Group Director of VELUX Industri A/S, Denmark

1984-1990: Managing Director of Novelco A/S, Denmark

1981-1984: Product Manager of VELUX International A/S, Denmark

#### **Other positions related to the company**

Member of the Audit Committee

#### **Positions in other Danish companies**

Chairman of the Board of Strøjer Tegl A/S (and two fully owned subsidiaries)

Member of the Boards of VKR Holding A/S, VILLUM FONDEN and Maj Invest Holding A/S (and two fully owned subsidiaries)

#### **Other positions**

Chairman of the Board of Tænketanken Europa (Think Tank Europe)

#### **Re-election motivation**

Jørgen Tang-Jensen has a long term experience from the building materials industry and a vast understanding of corporate governance due to his active role in several organizations.

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### **Remuneration for 2021/2022 as determined by the general meeting April 2021**

Other members of the Board DKK 360,000

Supplement for members of the Audit Committee DKK 180,000



### **REBEKKA GLASSER HERLOFSEN**

Date of birth: 26 July 1970

Elected to the Board: 2020

Independent according to the corporate governance recommendations

Nationality: Norwegian

Independent consultant, investor and professional board member

### **Education**

2004: CFA (Certified Financial Analyst Programme) from Norwegian School of Economics and Business Administration, Norway

1994: Degree in economics ("siviløkonom") (Economics and Business Administration, Finance and Strategy) from Norwegian School of Economics and Business Administration, Norway

1993: Literature, Undergraduate Level, from University of Bergen, Norway

### **Main points of career**

2017- 2020: CFO of Wallenius Wilhelmsen Logistics ASA, Norway

2012-2017: CFO of Torvald Klaveness, Norway

2011-2012: CFO of Norwegian Energy Company ASA (=Noreco), Norway

2009-2011: Own investments, Professional Board member (Cermaq, Handelsbanken Norge, Klaveness, Sin-Oceanic and Noreco), Norway

2005-2009: Director Business Development of BW GAS ASA / Bergesen d.y. ASA, Norway

2003-2005: Head of Corporate Planning of BW GAS ASA / Bergesen d.y. ASA, Norway

1999-2003: Project Manager, Business Development of BW GAS ASA / Bergesen d.y. ASA, Norway

1997-1999: Associate, Corporate Finance of Enskilda Securities, England

1995-1997: Analyst of Enskilda Securities, Norway

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### **Other positions related to the company**

Chairman of the Audit Committee

### **Positions in other Danish companies**

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### **Other positions**

Chairman of the Board of Norwegian Hull Club and Handelsbanken Norge, Norway

Chairman of the Council, DNV, Norway

Member of the Boards of Equinor ASA and Wilh. Wilhelmsen Holding ASA, Norway

Member of the Boards and Chairman of Audit Committees of SATS ASA, BW Offshore ASA and Klaveness Combination Carriers ASA, Norway

Member of the Nomination Committee of Orkla ASA, Norway

### **Re-election motivation**

Rebekka Glasser Herlofsen has extensive international experience from executive positions in large Norwegian companies and board positions in Norwegian and foreign companies. Over many years, Rebekka Glasser Herlofsen has developed financial competencies that will be useful in both general Board work as well as in the Audit Committee.

### **Remuneration for 2021/2022 determined by the general meeting April 2021**

Other members of the Board DKK 360,000

Supplement for Chairman of the Audit Committee DKK 300,000



### **CARSTEN KÄHLER**

Date of birth: 23 September 1980

Elected to the Board: 2021

Not independent according to the corporate governance recommendations

Nationality: Danish

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### **Education**

2012: Attorney (Advokat) with the Danish Bar and Law Society (currently the license is deposited with the Danish Ministry of Justice)

2007: Cand.Jur, Copenhagen University, Denmark

### **Main points of career**

2019-2021: Tax Manager, Deloitte Tax and Legal, Denmark

2017-2019: Chief Operating Officer, Seger Group, New Zealand

2013-2017: Own investments and forestry, Denmark

2012-2013: Tax Manager, Accura Tax, Denmark

2011-2012: Assistant attorney (Advokatfuldmægtig), Accura Advokatpartnerselskab, Denmark

2008-2011: Tax Consultant, Ernst & Young, Denmark

### **Other positions related to the company**

Member of the Kähler Family Meeting

### **Positions in other Danish companies**

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### **Other positions**

Member of the Board of the Fahu Foundation, Denmark

### **Re-election motivation**

Carsten Kähler has competencies and experience gained within both global and Danish legal and accounting companies that will be useful in general Board work. He has a close relationship with major shareholders.

### **Remuneration for 2021/2022 as determined by the general meeting April 2021**

Other members of the Board DKK 360,000

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### ILSE IRENE HENNE

Date of birth: 3 October 1972

Proposed elected to the Board: 2022

Independent according to the corporate governance recommendations

Nationality: Belgian

Chief Transformation Officer (CTO) thyssenkrupp Materials Services

#### **Education**

2019: Strategic Program for female non-executive directors, HWR Berlin

2014: Breaking New Grounds, Harvard Business School

2013: Maximizing Leadership Impact, Thyssenkrupp Academy

2012: Executing Strategy for Results, London Business School

2005-2006: International Business Management (Postmaster), "Vlerick Business School" Gent, Belgium

2000-2001: Solution-oriented Management (Postmaster), "Saxion University of Applied Sciences" in Enschede, The Netherlands

1998-1999: Business Management (postgraduate course), University Leuven, Belgium

1994-1995: Spanish Philology(Postmaster), University León, Spain

1990-1994: Master in Roman philology (final grade: Cum Laude) University Gent, Belgium

1984-1990: High school diploma, "Koninlijk Atheneum Voskenslaan" in Gent, Belgium

#### **Main points of career**

2020- : Chief Transformation Officer (CTO) thyssenkrupp Materials Services

2019-: Member of the Executive Board of the Business Segment thyssenkrupp Materials Services GmbH, part of ThyssenKrupp AG

2016-2018: CEO thyssenkrupp Schulte (thyssenkrupp Materials Services)

2012-2016: CEO Operating Unit Materials Western Europe/ Asia Pacific (thyssenkrupp Materials Services)

2002-2012: CEO thyssenkrupp Materials Belgium

1995-2002: Various positions at Sadel NV, Belgium (Business Development,



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(Sales and Supply Chain Management)

### **Other positions related to the company**

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### **Positions in other Danish companies**

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### **Other positions**

Member of the Baden-Badener Unternehmer Gespräche e.V., Klasse 135,  
Germany

Member of the Board and member of the Audit Committee of Arkema S.A., France  
Chairman of the Supervisory Board of thyssenkrupp Services, Essen, Germany

### **Election motivation**

Ilse Irene Henne has extensive managerial experience within the global building materials industry just as she is strong within strategical renewal, performance improvement, supply chain and sales excellence.

### **Remuneration for 2021/2022 as determined by the general meeting April 2021**

New candidate – no remuneration received for 2021/2022