



Lene Skole



Andrew Brown

Board member since	Member and Deputy Chair since 2015	2023
Independent	Yes	No ¹
Nationality and year of birth	Denmark, 1959	Great Britain, 1962
Board committees of the Company	Nomination & Remuneration Committee	
Executive positions in other enterprises – apart from the Company's wholly-owned subsidiaries	<p>CEO: Lundbeckfonden and Lundbeckfond Invest A/S</p> <p>Chair of the board of directors: LFI Equity A/S*</p> <p>Deputy Chair of the board of directors: ALK-Abelló A/S*, H. Lundbeck A/S*, Falck A/S*, and Nordea Bank Abp</p> <p>* Board positions included in the position as CEO of Lundbeckfonden</p>	
Board committees of other enterprises	<p>Falck A/S: Audit Committee and Remuneration Committee</p> <p>ALK-Abelló A/S: Nomination & Remuneration Committee and Scientific Committee</p> <p>H. Lundbeck A/S: Nomination & Remuneration Committee and Scientific Committee</p> <p>Nordea Abp: Audit Committee</p>	
Other	Deputy Chair of the Danish Committee on Foundation Governance	Advisor of ZeroAvia Inc. and Vice President & Honorary Secretary of the council of the Energy Institute (EI)
Experience	Highly experienced in managing listed companies from her previous position as CFO of Coloplast and current position as CEO of Lundbeckfonden where she serves as a non-executive director of the portfolio companies of Lundbeckfonden	Extensive international executive experience from leading positions in large global organisations, operations, and projects with both Shell (ExCom) and Galp (CEO) and from his current position as interim COO of the Company. Also, non-executive experience as Vice Chair of SBM Offshore
Competences	<p>Management: General • Financial • Risk • Stakeholder</p> <p>Other: Safety • Investor and capital market relationships</p> <p>ESG: Environmental • Social • Governance</p>	<p>Management: General • Project • Stakeholder</p> <p>Other: Safety • Investor and capital market relationships</p> <p>ESG: Environmental • Social • Governance</p>

¹ As Andrew Brown is serving, expectedly until the end of March 2024, as interim Chief Operating Officer and member of the Group Executive Team, he is currently not considered independent, cf. Section 3.2.1 of the Recommendations on Corporate Governance issued by the Danish Committee on Corporate Governance. The Company has taken special precautions to protect the distribution of roles and responsibilities in the Board of Directors and between the Board of Directors and the Group Executive Team.



Peter Korsholm



Dieter Wemmer

Board member since	2017	2018
Independent	Yes	Yes
Nationality and year of birth	Denmark, 1971	Switzerland, 1957
Board committees of the Company	Audit & Risk Committee	Audit & Risk Committee (Chair)
Executive positions in other enterprises – apart from the Company's wholly-owned subsidiaries	<p>CEO: DSVM Invest A/S, DSV Miljø Group A/S, Togula ApS, and Totalleverancer Sverige AB</p> <p>Chair of the board of directors: Flügger group A/S, Nymølle Stenindustrier A/S, Totalleverancer Sverige AB, Too Good to Go Holding ApS, Lion Danmark I ApS, and two wholly-owned subsidiaries of Lion Danmark I ApS (Lomax Group)</p> <p>Member of the board of directors: DSVM Invest A/S and eight wholly-owned subsidiaries of DSVM Invest A/S, BCHG Holding A/S and two wholly-owned subsidiaries of BCHG Holding A/S, and Projektselskabet Teglbuen A/S</p>	<p>Chair of the board of directors: Marco Holding, plc and one wholly-owned subsidiary of Marco Holding, plc</p> <p>Member of the board of directors: UBS Group AG and UBS AG</p>
Board committees of other enterprises	<p>Flügger group A/S: Nomination & Remuneration Committee</p> <p>Too Good to Go Holding ApS: Remuneration Committee and Finance, Risk and Audit Committee</p>	<p>UBS Group AG and UBS AG: Audit Committee and Compensation Committee</p>
Other	<p>Chair of the Investment Committee: Zoscales Partners</p>	
Experience	<p>Extensive M&A experience from his time as Partner and Head of EQT Partners Denmark and from private investments. Also experience with financial reporting, risk management, and capital markets from CFO position at AAK AB</p>	<p>Highly experienced in capital markets, investments, and risk management from leading positions within the finance sector, including as CFO of Allianz</p>
Competences	<p>Management: General • Financial • Risk • Stakeholder Other: Investor and capital market relationships ESG: Environmental • Governance</p>	<p>Management: General • Financial • Risk • Stakeholder Other: IT and digitalisation • Investor and capital market relationships ESG: Social • Governance</p>



Julia King



Annica Bresky

Board member since	2021	2023
Independent	Yes	Yes
Nationality and year of birth	Great Britain, 1954	Sweden, 1975
Board committees of the Company	Nomination & Remuneration Committee	
Executive positions in other enterprises – apart from the Company's wholly-owned subsidiaries	<p>Chair of the board of directors: The Carbon Trust, STEM Learning Ltd, and Frontier IP Group Plc</p> <p>Non-Executive Director: Ceres Power Holdings Plc (Senior Independent Director)</p>	
Board committees of other enterprises	<p>Ceres Power Holdings Plc: ESG Committee (Chair) and Remuneration and Nomination Committee</p> <p>Frontier IP Group Plc: Remuneration Committee</p>	
Other	<p>Crossbench Peer in the UK House of Lords, Chair of the House of Lords Science and Technology Select Committee, and Chair of the Adaptation Committee of the Committee on Climate Change</p>	<p>Member of the Executive Committee of the World Business Council for Sustainable Development (WBCSD) and member of the Royal Swedish Academy of Engineering Sciences (IVA)</p>
Experience	<p>Strong international background within engineering in both industry and academia, including Rolls-Royce plc, Cambridge University, and Imperial College. A deep knowledge of renewable energy and government policy perspectives from positions, among others, as member of the Committee on Climate Change and Non-Executive Director of the Green Investment Bank</p>	<p>Extensive industrial and leadership experience from global listed companies within the forestry, paper, and packaging industry, from positions as President and CEO of Stora Enso, and as CEO of Holmen Iggesund Paperboard. A deep knowledge of sustainability transformation and policy development in the EU and globally</p>
Competences	<p>Management: General • Financial • Project • Stakeholder Other: Safety • IT and digitalisation • Innovation ESG: Environmental • Social • Governance</p>	<p>Management: General • Financial • Risk • Project • Stakeholder Other: Safety • IT and digitalisation • Investor and capital market relationships • Innovation ESG: Environmental • Social • Governance</p>