

# Schedule 1: Candidates for the board of directors



## BJØRN HØI JENSEN

Chairman

Date of birth: 6 October 1961

Elected to the Board: 2009

Independent according to the [corporate governance recommendations](#)

Nationality: Danish

CEO of Zeno ApS

### **Education**

1985: MSc in Economics, University of Copenhagen

### **Main points of career**

2011- : CEO of Zeno ApS

2008-2011 : Non-executive Director at EQT

1995-2008: Senior Partner at EQT

1985-1995: Investment banker in Copenhagen and London

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

Member of the [Chairmanship](#).

Chairman of the [Remuneration Committee](#).

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

Deputy Chairman of the Board of Erhvervsinvest Management A/S.

### **Other positions**

Chairman of the Board of CEPOS.

Member of the Board of the Bevica Foundation.

### **Re-election motivation**

Bjørn Høi Jensen has extensive experience within general management and financing matters from previous employments in the private equity and banking sectors.

### **Remuneration for 2015/2016 determined by the general meeting April 2015**

Chairman of the Board DKK 900,000

Supplement for Chairman of the Audit Committee DKK 250,000 (until 18 November 2015)

Supplement for members of the Remuneration Committee DKK 75,000

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## CARSTEN BJERG

First 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

### Other positions related to the company

Member of the [Chairmanship](#).

Chairman of the [Audit Committee](#).

Member of the [Remuneration Committee](#).

### Positions in other Danish companies

Chairman of the Board of PCH Engineering A/S.

Vice Chairman of the Board of Højgaard Holding A/S.

Member of the Boards of Vestas Wind Systems A/S, MT Højgaard A/S and K. Nissen International A/S.

### Other positions

Chairman of the Board of the Market Development Fund.

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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 2015/2016 determined by the general meeting April 2015

Deputy Chairmen of the Board DKK 600,000

Supplement for Chairman of the Audit Committee DKK 250,000 (as of 19 November 2015)

Supplement for members of the Remuneration Committee DKK 75,000



## SØREN KÄHLER

Second Deputy Chairman

Date of birth: 25 July 1950

Elected to the Board: 2013

Not independent according to the [corporate governance recommendations](#)

Nationality: Danish

## Education

1977: MSc. (Engineering) (chemistry), Technical University of Denmark

## Main points of career

1994-2005: Finance Manager of ROCKWOOL Engineering, ROCKWOOL International A/S

1988-1993: Vice President, Finance of ROCKMENT A/S

1984-1987: Technical Project Manager of F. L. Smidth & Co. A/S (Denmark)

1980-1983: Project Leader of F. L. Smidth & Co. A/S (Iraq)

1977-1979: Sales Engineer of F. L. Smidth & Co. Ltd. (UK)

## Other positions related to the company

Member of the [Chairmanship](#).

Member of the [Remuneration Committee](#).

Member of the [Audit Committee](#).

Member of the Board of the [ROCKWOOL Foundation](#).

Member of the Kähler Family Meeting.

## Positions in other Danish companies

Chairman of the Board of A/S Saltbækvig.

## Other positions

Member of the Board of the Foundation Sagnlandet Lejre.

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## **Re-election motivation**

Søren Kähler has experience with management in international businesses and has a close relationship with major shareholders.

## **Remuneration for 2015/2016 determined by the general meeting April 2015**

Other members of the Board (until 30 September 2015) DKK 300,000 annually

Deputy Chairman of the Board (as of 1 October 2015) DKK 600,000 annually

Supplement for members of the Remuneration Committee (as of 1 October 2015) DKK 75,000 annually

Supplement for members of the Audit Committee DKK 150,000 annually



## **ANDREAS RONKEN**

Date of birth: 8 May 1967

Proposed elected to the Board: 2016

Independent according to the **corporate governance recommendations**

Nationality: German

CEO of Alfred Ritter GmbH & Co.KG

## **Education**

2002: Executive Master of Business Administration, University of Bremen, Germany

1993: Ph.D. in Mechanical Engineering, University of Dortmund, Germany

1991: MSc. in Industrial Engineering, and CIMS Certificate, Georgia Institute of Technology, Atlanta, Georgia, USA

1990: Bachelor (Vordiplom), Mechanical Engineering, University of Dortmund, Germany

## **Main points of career**

2015- : CEO of Alfred Ritter GmbH & Co.KG

2005-2014: Managing Director/Vice President, Production and Technology, Alfred Ritter GmbH & Co.KG, Germany

2002-2005: Site Director Supply Chain, Masterfoods/Mars Inc., Breitenbrunn, Austria

1997-2002: R&D Manager, Masterfoods/Mars Inc., Minden, Germany

1996-1997: Shift-/Production Manager, Masterfoods/Mars Inc., Bruck, Austria

1995-1996: Process Engineer, Masterfoods/Mars Inc., Verden, Germany (Dry Petfood Production)

1994-1995: R&D Assignment, Masterfoods/Mars Inc., St. Denis L'Hotel, France

1993-1994: Management Trainee, Masterfoods/Mars Inc., Verden, Germany

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## Other positions related to the company

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## Positions in other Danish companies

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## Other positions

- Member of Advisory Board of Otto Cosmetic GmbH, Groß Rohrheim, Germany.

## Election motivation

Andreas Ronken has extensive experience in strategic management in international companies (Mars Inc. and Alfred Ritter Group) and profound knowledge of marketing, branding, supply chain management and R&D.

## Remuneration for 2015/2016 determined by the general meeting April 2015

New candidate – no remuneration received for 2015/2016



## LARS FREDERIKSEN

Date of birth: 9 September 1958

Elected to the Board: 2014

Independent according to the [corporate governance recommendations](#)

Nationality: Danish

## Education

2014: International Directors Programme, INSEAD, France

1998: Advanced Management Programme, INSEAD, France

1983: MSc in Economics and Business Administration, Copenhagen Business School

## Main points of career

2013-: Board member and non-executive director

2005-2013: CEO, Chr. Hansen Holding A/S

2001-2005: Executive Vice President, International Operations, Chr. Hansen Holding A/S

1999-2001: Executive Vice President, Bio Ingredients Division, Chr. Hansen Holding A/S

1996-1999: Executive Vice President, Dairy Ingredients Division, Chr. Hansen A/S

1990-1996: Vice President, Dairy Ingredients Division, Chr. Hansen A/S

1989-1990: Corporate Strategic Planning, Chr. Hansen Holding A/S

1986-1990: Directeur Commercial, Chr. Hansen France SA

1984-1986: Attache de Direction, Chr. Hansen France SA

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## Other positions related to the company

Member of the **Audit Committee**.

Lars Frederiksen is the member of the Audit Committee who is independent and possesses the required insight and experience in financial, accounting and audit aspects of a company listed on the stock exchange.

## Positions in other Danish companies

Chairman of the Board of Matas A/S.

Member of the Boards of Falck A/S, Widex A/S, Hedorf Holding A/S, Hedorf Foundation, and Augustinus Industri A/S.

## Other positions

Chairman of the Board of the Danish Committee for Good Corporate Governance.

Member of the Supervisory Board of PAI Partners SA, France.

## Re-election motivation

Lars Frederiksen has extensive experience in global and technology-intensive business-to-business activities (Chr. Hansen Holding A/S).

## Remuneration for 2015/2016 determined by the general meeting April 2015

Other members of the Board DKK 300,000

Supplement for members of the Audit Committee DKK 150,000.



## THOMAS KÄHLER

Date of birth: 2 November 1970

Elected to the Board: 2008

Not independent according to the **corporate governance recommendations**

Nationality: Danish

Senior Vice President, Head of Systems Division, ROCKWOOL International A/S

## Education

2008: MBA, Copenhagen Business School, Denmark

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

1993: Electrical / Mechanical Engineer, Technical University of Denmark

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## **Main points of career**

2015- : 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 **Group Management**, and Senior Vice President, Head of Systems Division.

Member of the Kähler Family Meeting.

## **Positions in other Danish companies**

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## **Other positions**

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## **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 2015/2016 determined by the general meeting April 2014**

Deputy Chairman of the Board (until 30 September 2015) DKK 600,000 annually

Other members of the Board (as of 1 October 2015) DKK 300,000 annually

Supplement for members of the Remuneration Committee (until 30 September 2015) DKK 75,000 annually



## **LARS ELMEKILDE HANSEN**

Born 25 December 1960

Elected to the Board of Directors: 2014

Elected by employees

Nationality: Danish

Senior Project Manager, ROCKWOOL International A/S

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## **Education**

1989: Business Diploma, Logistics, Copenhagen Business School

1986: MSc. (Engineering) (Machine), Technical University of Denmark

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

Member of the Board of the ROCKWOOL Foundation.

## **Positions in other Danish companies**

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## **Other positions**

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## **Remuneration for 2015/2016 determined by the general meeting April 2015**

Other members of the Board of Directors DKK 300,000



## **DORTE HANNE PAGE LARSEN**

Date of birth: 15 May 1955

Elected to the Board: 2014

Elected by employees

Nationality: Danish

Senior Transport Coordinator, ROCKWOOL International A/S

## **Education**

1982: Professional Training in Procurement/Shipping/Logistics/Insurance

1973: Roskilde Business School

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

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## **Positions in other Danish companies**

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## **Other positions**

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## **Remuneration for 2015/2016 determined by the general meeting April 2015**

Other members of the Board DKK 300,000



## **CONNIE ENGHUS THEISEN**

Date of birth: 20 November 1960

Elected to the Board: 2006

Elected by employees

Nationality: Danish

Corporate CSR and Sustainability Director, ROCKWOOL International A/S

## **Education**

1994: Graduate Diploma in Business Administration (HDA), Odense University

1985: Master of Art, Odense University - Cand. Mag.: principal subject: German, subsidiary subject: English

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

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## **Positions in other Danish companies**

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## **Other positions**

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## **Remuneration for 2015/2016 determined by the general meeting April 2015**

Other members of the Board DKK 300,000