

Schedule 1: Candidates for the board of directors



HENRIK BRANDT

Date of birth: 29 September 1955

Proposed elected to the Board: 2017

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

Nationality: Danish

President & CEO of Royal Unibrew A/S

Education

1985: MBA from Stanford University, USA

1980: MSc (Economics and Business Administration) from Copenhagen Business School

Main points of career

2008- : President & CEO of Royal Unibrew A/S, Denmark

2003-2008: President & CEO of Unomedical A/S, Denmark

1999-2002: President & CEO of Sophus Berendsen A/S, Denmark

1992-1999: Group Exec., House of Prince A/S and CEO of Scandinavian Tobacco A/S, Denmark

1989-1992: President & CEO of Fritz Hansen A/S, Denmark

1987-1988: President & CEO of Kevi A/S, Denmark

Other positions related to the company

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Positions in other Danish companies

Chairman of the Boards of Toms Gruppen A/S and Uno Equity ApS.

Member of the Boards of Gerda and Victor B. Strands Fond & Gerda and Victor B. Strand Holding A/S, Denmark

Other positions

Member of the Boards of Ferd Holding as, Norway and Hansa Borg Bryggerier as, Norway

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Election motivation

Henrik Brandt has extensive international experience from executive positions in large Danish companies and board positions in Danish and foreign companies.

Henrik Brandt has long industrial experience and extensive expertise within, among others, strategic management.

Remuneration for 2016/2017 as determined by the general meeting April 2016

New candidate – no remuneration received for 2016/2017



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

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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, Ellegaard A/S and Guldager 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, K. Nissen International A/S and Agrometer A/S.

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 2016/2017 as determined by the general meeting April 2016

Deputy Chairmen of the Board DKK 660,000

Supplement for Chairman of the Audit Committee DKK 275,000

Supplement for members of the Remuneration Committee DKK 82,500



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

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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.

Re-election motivation

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

Remuneration for 2016/2017 as determined by the general meeting April 2016

Deputy Chairman of the Board DKK 660,000

Supplement for members of the Audit Committee DKK 165,000

Supplement for members of the Remuneration Committee DKK 82,500 annually

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JØRGEN TANG-JENSEN

Date of birth: 5 August 1956

Proposed elected to the Board: 2017

Independent according to the **corporate governance recommendations**

Nationality: Danish

CEO of VELUX A/S

Education

1997: MBA from Stanford University, USA

1989: IMD, Switzerland

1981: MSc (International Business), Aarhus Business School

Main points of career

2001- : 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

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Positions in other Danish companies

Member of the Board of Coloplast A/S, Denmark

Other positions

Member of the Board of Geberit AG, Switzerland

Chairman of the Danish Green Investment Fund

Member of the Confederation of Danish Industry's (DI) Committee on Business Policy

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 2016/2017 as determined by the general meeting April 2016

New candidate – no remuneration received for 2016/2017



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

2016: IMD, High performance Boards

2008: MBA, Copenhagen Business School, Denmark

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

1993: Electrical / Mechanical Engineer, Technical University of Denmark

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

Member of the Board of Energy Technology Development and Demonstration Programme (EUDP), Denmark.

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 2016/2017 as determined by the general meeting April 2016

Other members of the Board DKK 330,000 annually



ANDREAS RONKEN

Date of birth: 8 May 1967

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: Dipl. Ing. 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)

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Production)

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

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

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 2016/2017 as determined by the general meeting April 2016

Other members of the Board DKK 330,000

OTHER MEMBERS OF THE BOARD (NOT UP FOR ELECTION):



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

Education

1989: Business Diploma, Logistics, Copenhagen Business School

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

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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 2016/2017 as determined by the general meeting April 2016

Other members of the Board of Directors DKK 330,000



CONNIE ENGHUS THEISEN

Date of birth: 20 November 1960

Elected to the Board: 2006

Elected by employees

Nationality: Danish

Head of Stakeholder Engagement, 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

Member of the Board of Active House Alliance, Belgium.

Member of the Advisory Committee of AktivPLUS, Germany.

Remuneration for 2016/2017 as determined by the general meeting April 2016

Other members of the Board DKK 330,000



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

Member of the Working Environment Committee of ROCKWOOL International A/S, elected by employees

Positions in other Danish companies

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Other positions

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Remuneration for 2016/2017 as determined by the general meeting April 2016

Other members of the Board DKK 330,000