

ABOUT NIELS[®]

NIELS JACOBSEN

ACADEMIC BACKGROUND

1978–1983

Aarhus University, Denmark

Degree: Master of Science in Economics

PROFESSIONAL EXPERIENCE

Since 2017 | CEO

William Demant Invest A/S, Smørum, Denmark

1998–2017 | President & CEO

William Demant Holding A/S

(now Demant A/S), Smørum, Denmark

1992–1998 | Executive Vice President

William Demant Holding A/S

(now Demant A/S), Smørum, Denmark

2008–2022 | Deputy Chairman of the Board of Directors

KIRKBI A/S, Billund, Denmark

2007–2018 | Member of the Board of Directors

(from 2009 Deputy Chairman), A. P. Møller-Mærsk A/S, Copenhagen, Denmark

2008–2017 | Chairman of the Board of Directors

LEGO A/S, Billund, Denmark

2000–2008 | Member of the Board of Directors

Novo Nordisk A/S, Copenhagen, Denmark

MEMBERSHIP OF THE SUPERVISORY BOARD OF ABOUT YOU

Since June 2021 | Member and Deputy Chairman of the Supervisory Board

of ABOUT YOU Holding SE (former ABOUT YOU Holding AG)

■ current term until the end of Annual General Meeting 2026

Since June 2021 | Member

of the Presidential and Nomination Committee

Since June 2021 | Member

of the Audit Committee

CURRENT MEMBERSHIPS IN GERMAN STATUTORY SUPERVISORY BOARDS

Since June 2021 | Member of Supervisory Board

of ABOUT Verwaltungs SE, Hamburg, Germany, being the general partner of ABOUT YOU SE & Co. KG, not listed (Group company of ABOUT YOU)



CEO of William Demant Invest A/S

PERSONAL INFORMATION

Year of birth: 1957

Place of birth: Fredericia, Denmark

Nationality: Danish

Residence: Copenhagen, Denmark

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CURRENT MEMBERSHIPS IN COMPARABLE GERMAN AND FOREIGN CONTROLLING BODIES

Since July 2020 | Member of the Board of Directors of EKF Danmarks Eksportkredit (Denmark's Export Credit Agency), Copenhagen, Denmark, not listed (state-owned)

Since April 2017 | Deputy Chairman of the Board of Directors and member of its Audit Nomination, Remuneration and IT Security Committees of Demant A/S, Smørum, Denmark, listed

Since April 2017 | Chairman of the Board of Directors of Jeudan A/S, Copenhagen, Denmark, listed

Since February 2005 | Chairman of the Board of Directors of Össur hf., Reykjavík, Iceland, listed

OTHER ACTIVITIES

Since 2011 | Chairman of the Board of the Danish Industries Employers' Federation, Copenhagen, Denmark, not listed

Since 1999 | Member of the Central Board of the Confederation of Danish Industries, Copenhagen, Denmark, not listed

INFORMATION ACCORDING TO THE RECOMMENDATION OF THE GERMAN CORPORATE GOVERNANCE CODE (GCGC)

In the assessment of the Supervisory Board, Niels Jacobsen is to be considered independent. According to the Supervisory Board's assessment, Niels Jacobsen has no personal or business relationships with the Company, its Group companies, its governing bodies or any shareholder with significant holdings in the Company that are to be disclosed as per Recommendation C.13 GCGC.



CEO of William Demant Invest A/S

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