

## Appendix 1 - Board of Directors - individual candidates proposed for re-election



**Jukka Pekka Pertola**

(Chair)

M.Sc. (Electrical Engineering)  
Professional board member. Former  
CEO of Siemens A/S. Chair since 2023.



**Klaus Holse**

(Deputy Chair)

M.Sc. (Computer Science).  
Professional board member. Former  
CEO of SimCorp A/S. Deputy Chair  
since 2023.



**Lise Skaarup Mortensen \*\***

M.Sc. BA & Econ  
Professional board member. Former  
CFO of Chr. Hansen Holding A/S.

Board & Committee positions	Chair of the Boards of Tryg A/S* <sup>1)</sup> , Tryg Forsikring A/S <sup>1)</sup> , Cowi Holding A/S, and Siemens Gamesa Renewable Energy A/S. Committee memberships: Technology & Innovation (Chair), Remuneration & Nomination (member); in Tryg A/S: Remuneration (Chair), Nomination (Chair), and IT-Data; in Cowi Holding A/S: Nomination and Remuneration (Chair).	Chair of the Boards of Danish Industry, Vizrt Group AS, EG A/S, and SuperOffice AS. Deputy chair of the Boards of Thomas B. Thriges Fond, Terma A/S, and IAD - Industriens Arbejdsgivere i Danmark. Member of the Boards of Macrobond Financial AB, Thrigs Holding A/S, and Zenegy ApS. CEO, Khaboom ApS. Committee memberships: Audit (member), Remuneration & Nomination (member), and Technology & Innovation (member); in Vizrt Group AS: Remuneration (member); in SuperOffice AS: Remuneration (member).	Member of the Boards of Dovista A/S, Vizrt Group AS, Royal Unibrew A/S*, Saltfoss Energy ApS, Seasalt Group ApS, and InstallatørGruppen A/S. Executive director of LSM Consulting ApS. Committee memberships: Audit (Chair), Remuneration & Nomination (member). Audit (Chair) in Dovista A/S, Royal Unibrew A/S*, and Vizrt Group AS.
Special competencies	Broad international background with more than 20 years of management experience in the ICT, energy, industry, infrastructure, and healthcare sectors, solid experience with various business models stretching from B2C to complex project business, IT outsourcing solutions, technology services, and professional services.	Broad international background with more than 20 years of management experience in the IT and software industry and brings to the Board a vast experience and insight into the green agenda, ESG/sustainability, and digitalization.	Broad international leadership experience from the field of finance, strategy, and M&A. Executive leadership accomplishments within global and end-to-end finance functional leadership, ESG, and IT/digital governance and cybersecurity. Industry knowledge primarily from digital and biotech innovation.
Board member since	2020	2023	2025
Term	2025/2026	2025/2026	2025/2026
Considered independent	Yes	Yes	Yes
Nationality/gender	Finnish/male	Danish/male	Danish/female
Year of birth	1960	1961	1968
No. of GN shares	12,354 (+2,354)	39,126 (unchanged)	4,100 (+4,000)
Total remuneration 2025 (DKKt)	2,163	1,631	871
Chairmanship	C 9/9	DC 9/9	
Audit Committee		5/5	C 4/4
Remuneration & Nomination Committee	7/7	4/4**	4/4
Technology & Innovation Committee	C 4/4	4/4	
GN Store Nord A/S Board	C 15/15	DC 15/15	12/12



**Jørgen Bundgaard Hansen**



**Charlotte Johs \*\***



**Kim Vejlby Hansen**

B.Sc. (Mechanical Engineering);  
B.Sc. (International Commerce).  
CEO, Aspen Surgical Products Inc.

M.Sc. International Business. Board  
Certification  
Professional board member and  
advisor, co-owner and advisor of JO-  
HS LLC

Civil Engineer (E), Ph.D.  
CEO at FOSS A/S (including at  
FOSS Analytical A/S and FOSS af  
24. august 1998 ApS<sup>2)</sup>.

<b>Board &amp; Committee positions</b>	Member of the Boards of Siren Care Inc., AdvaMed Accel, Gravitas Medical Inc., and Lifelens Technologies Inc. Committee memberships: Audit (member).	Member of the Boards of Center for internationale strukturraliseringer ApS and Fællesskabet af januar 2024 ApS. Committee memberships: Technology & Innovation (member)	Chair of the Boards of Ibsen Photonics A/S, Au2mate A/S, FOSS Ejendomme SLG A/S <sup>2)</sup> , N. F. Falcon Blocker Inc., and Wasatch Photonics LLC. Member of the Boards of SPIO Systems ApS, Graspian ApS, FOSS Analytical A/S <sup>2)</sup> and FOSS af 24. august 1998 ApS <sup>2)</sup> . Committee membership: Technology & Innovation (member).
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<b>Special competencies</b>	Experienced international leader of large organizations for more than 20 years with a global agenda of growth and major transformation. Has led public, private equity, and venture capital owned companies, primarily within health care in the U.S., E.U., and Asia. Has led transformational turnarounds, change management, and major restructurings. Extensive global expertise within strategy, M&A, sales, marketing, R&D, operations, ESG/sustainability, supply chain, public company leadership, and investor relations as well as private equity and venture capital markets.	A senior international executive with extensive experience in large global corporations in the consumer goods and consumer electronics industries. Over a decade of experience on the executive team at Logitech and further past leadership positions with Cadbury, DANDY, Sara Lee, l'Oreal, and Cherry SE. Expertise within general management, consumer centric innovation and brand & marketing strategies driving increased customer value.	Extensive executive leadership career with globally operating FOSS since 2002 (Vice President R&D, Executive Vice President Business & Product Development, COO and member of Executive Management, and CEO since 2016). Deep expertise within general management, business development, M&A, product development (software, hardware, digital signal processing, including in hearing aids), quality, service & sales support, production, procurement, and logistics.
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<b>Board member since</b>	2024	2025	2024
<b>Term</b>	2025/2026	2025/2026	2025/2026
<b>Considered independent</b>	Yes	Yes	Yes
<b>Nationality/gender</b>	Danish & American/male	Danish/female	Danish/male
<b>Year of birth</b>	1967	1964	1964
<b>No. of GN shares</b>	14,000 (+7,000)	3,270 (+3,270)	0 (unchanged)
<b>Total remuneration 2025 (DKKt)</b>	730	512	682
<b>Chairmanship</b>			
<b>Audit Committee</b>	5/5		
<b>Remuneration &amp; Nomination Committee</b>			
<b>Technology &amp; Innovation Committee</b>		3/3	4/4
<b>GN Store Nord A/S Board</b>	14/15	12/12	15/15

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Please visit [www.gn.com](http://www.gn.com) for more elaborate descriptions of the board members' competencies and management duties.

#/# signifies the number of Board and Committee meetings in which each member has participated followed by the total number of Board and Committee meetings.

-  Chair
-  Deputy Chair
-  Member

\* Company listed on a regulated market

\*\* Was not a member of the Board or the Committee for the full year

1) Will be resigning from the Board of Directors of Tryg A/S and Tryg Forsikring A/S as of March 18, 2026

2) Will be resigning from the positions as CEO of FOSS A/S, FOSS Analytical A/S, and FOSS af 24. august 1998 ApS, as well as from the board positions in FOSS Ejendomme SLG A/S, FOSS Analytical A/S, and FOSS af 24. august 1998 ApS, effective March 11, 2026. At the same time, will be joining as CEO of N. Foss & Co. A/S and is nominated for election to the Board of Directors at the Annual General Meeting of FOSS A/S.

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