



Kirsten Ebbe Brich

ELECTED BY THE EMPLOYEES

CHAIRMAN OF FINANSFORBUNDET I DANSKE BANK

Born	July 1973
Nationality	Danish
Gender	Female
Joined the Board	18 March 2014
Most recently re-elected	2022
Term expiration	2026
Committee	Conduct & Compliance Committee (member)

Competencies

- Knowledge of corporate values and behaviour and experience with driving cultural transformation and change management processes
- Extensive experience with negotiation and communication
- Knowledge of compensation issues and models such as collective bargaining agreements
- understanding of IT systems and digital transformation
- Board experience as employee-elected board member

Former employment

2017 - Chairman, Finansforbundet i Danske Bank

2010 - 2017 Member of the Board of Danske Kreds, Finansforbundet i Danske Bank

2004 - 2010 Organisational Change Manager, Danske Bank A/S

2001 - 2004 IT-specialist, Decentral Teknik, Danske Bank A/S

1998 - 2001 Implementation Consultant, Danske Bank

1995 - 1998 IT Developer, Danske Bank

Formal training

2022 Diploma Degree in Management

2019 Master Class, Strategic Negotiation

2012 NLP Master

2009 Certified in Prosci ADKAR Model, Change Management

1995 Datamatiker (Academy Profession Graduate in Computer Science) IT Project Management

Directorships and other offices

Finansforbundet i Danske Banks Jubilæumsfond (chairman)

Danske Unions/Finansforbundet i Danske Bank (transnational association of local Danske Bank Group staff unions) (member of the board of directors)

Danske Banks Pensionskasse for Førtidspensionister (member of the board of directors)

Danske Banks Velfærdsfond af 1993 (member of the board of directors)

Finansforbundet (the Financial Services Union in Denmark) (member of the executive committee)
