

## Curriculum Vitae

### 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 expires in: 2026



### Competencies

- Corporate values, conduct and behaviour
- Experience with driving cultural transformation and change management processes
- Negotiation and communication
- Compensation structures and models, such as collective bargaining agreements
- Technology and digital transformation, balancing AI potential with ethical safeguards
- Extensive board experience as employee-elected board member

### Former employment

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 Academy Profession Graduate in Computer Science, IT Projekt Management

### Directorships and other offices

Finansforbundet i Danske Banks Jubilæumsfond (chairman)  
Danske Unions/Finansforbundet i Danmark [transnational association of local Danske Bank Group staff unions] (chairman)  
Danske Banks Velfærdsfond af 1993 (member of the board of directors)  
Finansforbundet (the Financial Services Union in Denmark) (member of the executive committee)