UIE PLC.

SELSKABSMEDDELELSE
Nr. 09/2021

Malta, den 7. april 2021

INDKALDELSE TIL GENERALFORSAMLING

Der indkaldes herved til Selskabets 40. ordinære generalforsamling, der afholdes på hovedkontoret, Blue Harbour Business Centre Level 1, Ta' Xbiex Yacht Marina, Ta' Xbiex XBX 1027, Malta, den 20. maj 2021 kl. 12.00.

DAGSORDEN FOR GENERALFORSAMLINGEN

1. LEDELSENS BERETNING FOR 2020

Præsentation af Koncernens aktiviteter for regnskabsåret 2020.

2. GODKENDELSE AF ÅRSRAPPORTEN

Bestyrelsen foreslår, at Selskabets aktionærer godkender den reviderede årsrapport for 2020.

3. BESTYRELSENS FORSLAG OM ANVENDELSE AF OVERSKUD

Bestyrelsen foreslår, at årets overskud disponeres som følger:

a.	Ordinært udbytte USD 6,25 pr. aktie	USD	20.632.000
b.	Overførsel til egenkapital	USD	93.433.000
		USD	**114.065.000**

Det ordinære udbytte på i alt USD 6,25 pr. aktie vil blive udbetalt den 26. maj 2021 til aktionærer, der er registreret i ejerbogen den 25. maj 2021. De relevante datoer for udbetaling af udbytte er:

Udbytte	**Dato**
Eksklusive udbytte	21. maj 2021
Registreringsdato	25. maj 2021
Betalingsdato	26. maj 2021

4. GODKENDELSE AF VEDERLAGSRAPPORT

Bestyrelsen foreslår godkendelse af Selskabets vederlagsrapport. Venligst se vederlagsrapporten i appendiks 1.

5. VALG AF BESTYRELSESMEDLEMMER

Alle bestyrelsesmedlemmer er på genvalg i 2021:

a. Carl Bek-Nielsen har erklæret sig villig til genvalg
b. Martin Bek-Nielsen har erklæret sig villig til genvalg
c. John Goodwin har erklæret sig villig til genvalg

d. Bent Mahler har erklæret sig villig til genvalg
e. Jørgen Balle har erklæret sig villig til genvalg
f. Frederik Westenholz har erklæret sig villig til genvalg
g. Harald Sauthoff har erklæret sig villig til genvalg

Bestyrelsesmedlemmerne er beskrevet i appendiks 2.

6. FASTSÆTTELSE AF HONORAR TIL BESTYRELSEN SAMT REVISIONSUDVALGET I 2021

a. Bestyrelsen foreslår godkendelse af Bestyrelsens honorar for 2021, som foreslås uændret i forhold til 2020:

i.	Bestyrelsens formand:	USD 75.000 p.a.
ii.	Bestyrelsens næstformand:	USD 60.000 p.a.
iii.	Øvrige medlemmer af bestyrelsen:	USD 47.500 p.a.

b. Bestyrelsen foreslår godkendelse af revisionsudvalgets honorar for 2021, som foreslås uændret i forhold til 2020:

i.	Revisionsudvalgets formand:	USD 15.000 p.a.
ii.	Øvrige medlemmer af revisionsudvalget:	USD 10.500 p.a.

7. BEMYNDIGELSE TIL NEDSÆTTELSE AF AKTIEKAPITALEN

Bestyrelsen foreslår, at aktionærerne ved den ordinære generalforsamling giver Selskabet bemyndigelse til at nedsætte Selskabets udstedte aktiekapital ved at annullere 20.000 af Selskabets beholdning af egne aktier.

8. VALG AF REVISORER SAMT BESTYRELSENS BEMYNDIGELSE TIL AT FASTSÆTTE REVISORHONORARET FOR 2021

Bestyrelsen foreslår genvalg af Ernst & Young Malta Limited, samt at revisorernes honorar fastsættes af Bestyrelsen.

9. ÆNDRING TIL SELSKABETS VEDTÆGTER (MEMORANDUM OF ASSOCIATION)

Bestyrelsen foreslår, at aktionærerne ved den ordinære generalforsamling vedtager følgende tilføjelser til paragraf 3 og 7 i Selskabets vedtægter (markeret i rød i teksten nedenfor):

Clause 3: Objects
It is proposed that the following is included or a new sub-clause b: To receive from the assets mentioned in paragraph (a) above dividends, capital gains, interest, and any other income derived from investments including income or gains on their disposal, rents, royalties and similar income whether arising in or outside Malta, and profits or gains attributable to a permanent establishment (including a branch) whether situated in or outside Malta.

Clause 7: Management and administration
Legal and judicial representation of the company shall be vested in Carl Bek-Nielsen acting jointly with any other director or Martin Bek-Nielsen acting jointly with any other director or the Company Secretary (Walter Cutajar) acting jointly with the Managing Director (Ulrik Juul Østergaard) or in addition and without prejudice to the aforesaid, in any person or persons authorised by the Board from time to time, for this purpose.

ØVRIG INFORMATION

AKTIEKAPITAL OG GODKENDELSESBETINGELSER

UIEs udstedte aktiekapital beløber sig til USD 33.727.690, bestående af 3.372.769 udstedte aktier á USD 10,00.

Ingen beslutninger kan træffes på en generalforsamling uden tilstedeværelsen af et beslutningsdygtigt antal. Et beslutningsdygtigt antal eksisterer, såfremt mere end 10% af de stemmeberettigede aktionærer er til stede, enten ved personligt fremmøde eller i form af deres stemmefuldmagt.

STEMMEFLERTAL

Alle forslag stillet af Bestyrelsen vedtages ved simpelt stemmeflertal på den ordinære Generalforsamling bortset fra dagsordenen punkt 9, som kræver to tredjedels flertal.

AKTIONÆRERNES STEMMERETTIGHEDER

Aktionærer, der ejer aktier i Selskabet på registreringsdatoen, som er tirsdag den 20. april 2021, er berettigede til at deltage og stemme på den ordinære Generalforsamling.

Stemmerne baseres på princippet om en stemme pr. aktie.

FULDMAGT/BREVSTEMME

Af hensyn til alles sikkerhed og for at mindske risikoen for spredning af Covid-19 opfordrer Selskabet aktionærer til ikke at møde op personligt til den ordinære Generalforsamling. Bestyrelsen opfordrer aktionærer til at afgive fuldmagt eller brevstemme for at tilkendegive deres stemme til de respektive punkter på dagsordenen.

Der er mulighed for at afgive fuldmagt til stemmeafgivelse (enten til Selskabets bestyrelse eller til tredjemand, som ikke behøver at være aktionær i Selskabet) eller brevstemme, men ikke begge dele.

Vær opmærksom på, at det årlige aktionærmøde, som normalt afholdes i København, vil blive live-streamet fredag den 28. maj 2021 kl. 09:00, og vil derfor ikke blive afholdt fysisk grundet risiko for spredning af Covid-19.

Afgivelse af fuldmagt:
Aktionærer har mulighed for at afgive fuldmagt frem til **torsdag den 13. maj 2021 kl. 23:59**.

Fuldmagter kan afgives:

- elektronisk via UIEs Aktionærportal, som kan tilgås fra Selskabets hjemmeside på www.uie.dk/invester-relations/shareholder-portal/ eller på Computershare A/S' hjemmeside, www.computershare.dk; eller
- skriftligt ved at udfylde, underskrive og sende en fuldmagtsblanket, der kan hentes på Selskabets hjemmeside via www.uie.dk/annual-general-meeting/, via email til gf@computershare.dk eller via almindelig post til Computershare A/S, Lottenborgvej 26, 2800 Kgs. Lyngby, Denmark

Afgivelse af brevstemme:
Aktionærer har mulighed for at brevstemme frem til **tirsdag den 18. maj 2021 kl. 23:59.**

Brevstemmer kan afgives:

- elektronisk via UIEs Aktionærportal, som kan tilgås fra Selskabets hjemmeside på www.uie.dk/ invester-relations/shareholder-portal/ eller på Computershare A/S' hjemmeside, www.computershare.dk; eller

- skriftligt ved at udfylde, underskrive og sende en fuldmagtsblanket, der kan hentes på Selskabets hjemmeside via www.uie.dk/annual-general-meeting/, via email til gf@computershare.dk eller via almindelig post til Computershare A/S, Lottenborgvej 26, 2800 Kgs. Lyngby, Denmark

Bemærk venligst leveringstid ved afgivelse af fuldmagt eller brevstemme med almindelig post.

En afgivet brevstemme kan ikke tilbagekaldes.

AKTIONÆRERNES RET TIL AT STILLE SPØRGSMÅL

Forud for generalforsamlingen kan aktionærer stille spørgsmål, som er relevante og vedrører dagsordenspunkterne på generalforsamlingen. Disse kan stilles skriftligt via e-mail til gf@computershare.dk eller uie-info@plantations.biz, eller med almindelig post til Computershare A/S, Lottenborgvej 26, 2800 Kgs. Lyngby, Danmark eller UIE Services A/S, Vandtårnsvej 83A, 2860 Søborg, Danmark.

UIE PLC.

BESTYRELSEN

Malta, den 7. april 2021

APPENDIKS 1 - VEDERLAGSRAPPORT, UIE PLC (PÅ ENGELSK)

REMUNERATION REPORT

2020

REMUNERATION REPORT

At UIE Plc. ("UIE"), we work to align the remuneration of the Board of Directors and Management with the long-term interests of our shareholders. The remuneration of the Board of Directors and Management in 2020 is fully in line with our remuneration policy.

This remuneration report provides an overview of the total remuneration received by each member of the Board of Directors and the Management of UIE for the financial year 2020 with comparative figures for the past four financial years.

The remuneration of the Board of Directors and Management for 2020 is provided in accordance with the remuneration policy of UIE, which was presented and approved by the Annual General Meeting ("AGM") on 19 May 2020, pursuant with section 139 b(3) of the Danish Companies Act.

The remuneration policy of UIE is available on the Company's website www.uie.dk/remuneration-policy/.

The information included in the remuneration report has been derived from the audited annual reports of UIE for the financial years 2016-2020, which are available on the Company's website; www.uie.dk. All amounts are included in USD.

1. Overview - Financial Performance

Despite most challenging market conditions, UIE's investments performed well in 2020, and the net profit increased by 69% reaching USD 114.1 million. The significant increase is primarily due to a strong operating performance and record-high result from UP, as well as the fair value of our investment in Schörling increasing by USD 61.6 million.

2. General Remuneration Policy

UIE's remuneration policy for the Board of Directors and the Management is designed to attract, motivate and retain qualified members of the Board of Directors and the Management as well as to support sustainable value creation for the benefit of UIE's shareholders.

According to the remuneration policy, the remuneration of UIE's Board of Directors and Management comprises the following elements:

Board of Directors
- Fixed fee

Management
- Fixed salary
- Pension contribution
- Cash bonus (performance-based salary)

The object of the remuneration policy is to ensure that the remuneration level is kept at a reasonable level relative to the achieved results and the particular situation of the Company. Furthermore, the remuneration of the Board of Directors and the Management shall support the strategic goals of UIE and promote long-term sustainable value creation for the benefit of the Company's shareholders.

The remuneration policy aims to provide the Board of Directors and Management with a competitive financial package, which is reviewed regularly against external benchmarks.

FIVE-YEAR OVERVIEW OF REMUNERATION AND COMPANY PERFORMANCE (USD)

	2020	2019	2018	2017	2016
Total remuneration of the Board of Directors	372,500	302,500	302,500	302,500	222,500
Development of remuneration (index 2016 = 100)	167	136	136	136	100
Total remuneration of the Management	741,000	700,000	503,000	854,000	505,000
Development of remuneration (index 2016 = 100)	147	139	100	169	100
Average remuneration of UIE Services A/S	110,057	121,530	112,558	120,860	108,740
Ratio - Managing Director vs. average remuneration above	6.7	5.8	4.5	7.1	4.6
Profit before income tax (USD million)	189.8	121.1	107.5	141.5	93.2
Net profit (USD million)	163.8	103.3	78.8	116.1	82.2
Net profit attributable to owners of the Company (USD million)	114.1	67.5	30.4	67.6	39.5

3. Remuneration of the Board of Directors

3.1 Fixed remuneration

The remuneration of the Board of Directors comprises a fixed annual fee, which is determined in relation to the Board's scope, character and responsibility.

Board members receive a fixed base fee approved by the shareholders at the AGM. The Chairman and Deputy Chairman receive a higher remuneration (each receives a multiplier of the annual base fee of 1.58 and 1.26, respectively) for their extended board duties and responsibility.

The following fees for the financial year 2020 were approved at the AGM on 19 May 2020:

Board	Fixed fee (USD)
Member	47,500 (base fee)
Chairman	75,000 (1.58 x base fee)
Deputy Chairman	60,000 (1.26 x base fee)

The Board of Directors assesses the fixed fees paid to the Board annually, according to the recommendations of the Remuneration Committee. The fees are routinely benchmarked against other comparable listed companies.

As the Board fee had not been adjusted since 2017, it was proposed to increase the remuneration by USD 10,000 for each Director in 2020 (i.e., Board member fee to be increased from USD 37,500 to USD 47,500, Chairman fee to be increased from USD 65,000 to USD 75,000 and Deputy Chairman fee to be increased from USD 50,000 to USD 60,000). The increase in the remuneration level was approved at the AGM on 19 May 2020.

The Board of Directors' remuneration in 2020 was in accordance with UIE's remuneration policy, which stipulates that the Board of Directors receives a fixed annual remuneration and that it does not receive incentive-based remuneration or share-based incentives.

3.2 Committee Remuneration

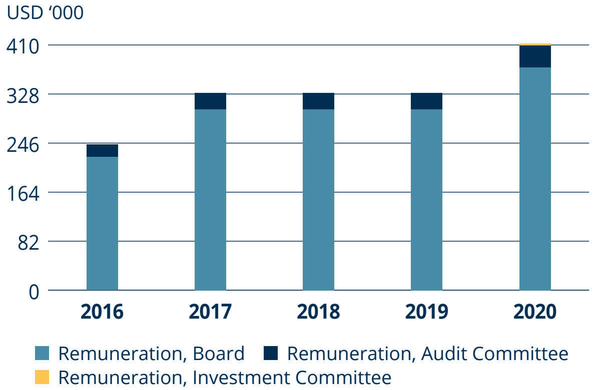
In addition to the previously mentioned remuneration, a separate fixed annual fee is paid to members of the Audit Committee. The basic remuneration for the Audit Committee members constituted USD 10,500 for the financial year 2020 (an increase of USD 3,000 compared to the remuneration level in 2019), which was approved by the shareholders at the AGM on 19 May 2020.

The Chairman of the Audit Committee received an additional remuneration of USD 4,500 of the basic committee remuneration (USD 15,000 in total) for the financial year 2020. Thus, this fixed fee increased by 25%, from USD 12,000 in 2019 to USD 15,000 in 2020.

A fixed fee is also paid to members of the Investment Committee. The Investment Committee members receive a basic remuneration of USD 1,000 per annum, while the Chairman receives a remuneration of USD 2,000 per annum for his extended duties and responsibility.

Members of the Nomination Committee and Remuneration Committee are not paid any fees in addition to the ordinary Board fee.

FIVE-YEAR OVERVIEW OF BOARD REMUNERATION



3.3 Reimbursement of expenses

The Board of Directors' reasoned expenses held in connection with participating in board and committee meetings and exercising their responsibilities as a director or Committee member are reimbursed upon submission of valid receipts.

3.4 Other matters relevant to the employment

There are no extraordinary retention and redundancy schemes for the members of the Board of Directors.

Members of the Board of Directors are up for election each year at the AGM. No special termination terms apply to the members, including regarding resignation from the Board of Directors.

Members of the Board of Directors may be entitled to an additional fee for undertaking operational tasks on an ad-hoc basis outside the scope of the Board of Directors' ordinary duties. In such a case, the Board of Directors shall approve such tasks and determine such additional fees based on the tasks' nature. In 2020, none of the members of the Board of Directors or the Committees received any additional fee for carrying out specific ad hoc tasks.

3.5 Board fee from other related companies

Some Board members also receive remuneration for their work as Board members in companies, which UIE has invested in:

REMUNERATION FROM RELATED COMPANIES (USD)

Board Member	2020	2019	2018	2017	2016
Carl Bek-Nielsen					
from UP	32,141	32,428	33,577	24,232	25,457
from Schörling	11,003	10,676	8,253	8,782	8,743
Martin Bek-Nielsen					
from UP	30,955	31,218	32,338	23,067	24,251
Jørgen Balle					
from UP [1]	25,499	25,652	15,931	-	-
Total	**99,598**	**99,974**	**90,099**	**56,081**	**58,451**

1) Jørgen Balle joined UP's Board in 2018

3.6 Development of Remuneration

The development in the remuneration paid to the Board of Directors over the past five financial years is shown in the right table. As can be seen from the table, the remuneration level for the members of the Board of Directors increased by approximately 27% from 2019 to 2020, while the remuneration level for the Chairman and Deputy Chairman of the Board increased by approximately 15% and 20%, respectively, in the same period.

Furthermore, the remuneration level for the Audit Committee members increased by 40% from USD 7,500 in 2019 to USD 10,500 in 2020, while the remuneration level for the Chairman of the Audit Committee increased by 25% in the same period.

Before 2019, there had been no adjustments in the fee for the Board of Directors nor the Audit Committee since 2017, and before that, since 2009.

The remuneration levels are regularly reviewed to ensure that these are market conforming and competitive, and at the same time reflect the duties and responsibilities of the members of the Board and the Committees.

3.7 Incentive schemes

The Board of Directors does not receive variable remuneration and is not part of any share-based incentive schemes.

FIVE-YEAR OVERVIEW OF REMUNERATION OF THE BOARD OF DIRECTORS (USD)

Member of the Board of Directors	2020	2019	2018	2017	2016
Carl Bek-Nielsen, Chairman	75,000	65,000	65,000	65,000	47,500
Martin Bek-Nielsen, Deputy Chairman	60,000	50,000	50,000	50,000	37,500
John A. Goodwin	47,500	37,500	37,500	37,500	27,500
Bent Mahler	47,500	37,500	37,500	37,500	27,500
Jørgen Balle	47,500	37,500	37,500	37,500	27,500
Frederik Steen Westenholz	47,500	37,500	37,500	37,500	27,500
Harald Sauthoff (joined in 2017)	47,500	37,500	37,500	25,000	-
John Madsen (retired in 2017)	-	-	-	12,500	27,500
Total remuneration	**372,500**	**302,500**	**302,500**	**302,500**	**222,500**

DEVELOPMENT OF REMUNERATION (CHANGE COMPARED TO THE PREVIOUS YEAR)

	2020	2019	2018	2017	2016
Chairman	15%	0%	0%	37%	0%
Deputy Chairman	20%	0%	0%	33%	0%
Board members	27%	0%	0%	36%	0%

FIVE-YEAR OVERVIEW OF REMUNERATION OF THE AUDIT COMMITTEE (USD)

Member of the Audit Committee	2020	2019	2018	2017	2016
John A. Goodwin, Chairman	15,000	12,000	12,000	12,000	9,000
Jørgen Balle (joined in 2015)	10,500	7,500	7,500	7,500	6,000
Appalanaidu Ganapathy (joined in 2017)	10,500	7,500	7,500	7,500	-
Alison Treco (retired in 2017)	-	-	-	-	6,000
Kjeld Ranum (retired in 2015)	-	-	-	-	3,000
Total remuneration	**36,000**	**27,000**	**27,000**	**27,000**	**24,000**

FIVE-YEAR OVERVIEW OF REMUNERATION OF THE INVESTMENT COMMITTEE (USD)

Member of the Investment Committee	2020	2019	2018	2017	2016
Martin Bek-Nielsen, Chairman	2,000	-	-	-	-
John A. Goodwin	1,000	-	-	-	-
Ulrik Juul Østergaard	1,000	-	-	-	-
Total remuneration	**4,000**	**-**	**-**	**-**	**-**

UIE'S BOARD OF DIRECTORS 2020

Name	Born in	Board member since	Term expires	Position	Independency
Carl Bek-Nielsen	1973	1998	2021	Chairman	Non-independent
Martin Bek-Nielsen	1975	2003	2021	Deputy Chairman	Non-independent
John A. Goodwin	1944	1983	2021	Board member	Non-independent
Bent Mahler	1960	2011	2021	Board member	Independent
Jørgen Balle	1964	2013	2021	Board member	Independent
Frederik Steen Westenholz	1971	2015	2021	Board member	Independent
Harald Sauthoff	1955	2017	2021	Board member	Independent

SHAREHOLDING OF UIE'S BOARD OF DIRECTORS 2020

Board of Directors	No. of shares at 1 Jan 2020	Purchased shares 2020	Sold shares 2020	No. of shares at end year	% of share capital
Carl Bek-Nielsen	61,196	-	-	61,196	1.81
Martin Bek-Nielsen	20,174	-	-	20,174	0.60
Frederik Steen Westenholz	330	-	-	330	0.01
Jørgen Balle	100	-	-	100	0.00
Bent Mahler	11	-	-	11	-
John A. Goodwin	-	-	-	-	-
Harald Sauthoff	-	-	-	-	-
Jointly:					
Jointly owned by Carl Bek-Nielsen and Martin Bek-Nielsen via Brothers Holding Limited	1,692,543	-	-	1,692,543	50.18
Total shareholding	**1,774,354**	**-**	**-**	**1,774,354**	**52.61**

4. Remuneration of Management
The Managing Director's remuneration is determined by the Chairmanship and the Remuneration Committee based on a careful review of market levels for similar companies, UIE's financial position and results, as well as the competencies and performance of the Managing Director. In addition, the Company's interest in attracting, motivating and maintaining a qualified Managing Director should, in general, be taken into account.

The Managing Director's remuneration comprises a fixed salary, pension contributions, a cash bonus scheme (performance-based salary) and personal benefits (car, phone, internet and newspaper). Thus, the annual remuneration, which is in accordance with the Remuneration Policy, consists of both fixed and variable remuneration components, creating a well-balanced remuneration package that reflects the Managing Director's performance and responsibility as well as the Company's overall performance.

The Managing Director does not participate in any share, option, nor warrant schemes.

4.1 Fixed remuneration
The remuneration for the Managing Director consists of a fixed salary, which is adjusted once a year. The fixed salary is assessed and determined annually by the Chairman and Deputy Chairman as well as the Remuneration Committee based on the achievement of the Managing Director's individual targets and meeting UIE's financial targets.

In 2020, the Managing Director received a fixed salary of USD 344,000, which was an increase of 11% compared to 2019.

The fixed salary, pension contributions, cash bonus as well as work-related benefits are fixed in DKK and thereafter converted to USD, which is UIE's reporting currency. Fluctuations from one year to another in the reported remuneration are partly due to fluctuations in the exchange rate.

4.2 Pension contribution
The Managing Director is entitled to receive a pension contribution of 10% of the fixed salary.

The Managing Director is not covered by performance-based pension schemes.

In 2020, the Managing Director received a pension contribution of USD 36,000 compared to USD 33,000 in 2019.

4.3 Performance-based salary (cash bonus)
In addition to the fixed annual salary, the Managing Director also receives a performance-based salary. The performance-based remuneration consists of a cash bonus scheme based on UIE's profit before tax for the year. The Managing Director is measured on UIE's result for the year (profit before income tax) with targets determined by the Chairman and Deputy Chairman. However, the

total maximum for the ordinary bonus component is 50% of the fixed annual salary (including pension).

The Managing Director's ordinary cash bonus amounted to USD 217,000 in 2020, corresponding to 100% of the maximum pay-out as UIE achieved a profit before tax that was higher than the target for achieving the maximum ordinary bonus.

For the financial year 2020, the Managing Director received an extraordinary cash bonus of USD 124,000 relating to the successful completion of some internal projects as well as a pleasing return generated on the portion of the cash reserves invested in a liquid and diversified portfolio of fixed income products and equities.

4.4 Comparative information on remuneration
Compared with other mid-cap companies, the Managing Director's total remuneration is below average.

The Managing Director is the only employee of UIE. However, in UIE Services A/S, a wholly-owned subsidiary of UIE, there are four employees. In 2020, the ratio of the Managing Director's total remuneration to the average remuneration for employees in UIE Services A/S was 6.7 to 1.

4.5 Work-related benefits
The Managing Director has access to work-related benefits, including company car, company paid telephone and internet access and newspaper subscription, as approved by the Board. Furthermore, the Managing Director is covered by the Company's insurance scheme.

4.6 Reclaiming variable remuneration
In the event of serious misconduct, or if a cash bonus is made based on accounts that prove to be materially misstated, the Company may reclaim, in full or in part, any overpayment from the cash bonus to the Managing Director.

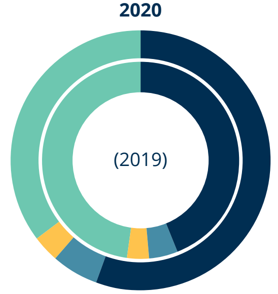
During the financial year 2020, no overpayment of the cash bonus was reclaimed.

4.7 Other matters relevant to the employment
If the Managing Director is terminated by the Company, the Managing Director is entitled to a fixed salary, pension contributions and ordinary cash bonus during the notice period, which is nine months.

4.8 Development of remuneration
The below table provides an overview of the Managing Director's development in remuneration over the past five financial years.

TOTAL REMUNERATION COMPOSITION OF THE MANAGING DIRECTOR

%



- Fixed salary – **55.8%** (44.1%)
- Pension contributions – **5.8%** (4.7%)
- Work-related benefits – **3.2%** (3.6%)
- Cash bonus (ordinary and extraordinary) – **35.2%** (47.6%)

FIVE-YEAR OVERVIEW OF REMUNERATION (USD) OF THE MANAGING DIRECTOR

Remuneration component	2020	2019	2018	2017	2016
Fixed salary	344,000	309,000	270,000	223,000	218,000
Pension contributions	36,000	33,000	50,000	51,000	49,000
Work-related benefits	20,000	25,000	28,000	24,000	15,000
Cash bonus (ordinary and extraordinary)	341,000	333,000	155,000	556,000	223,000
Total remuneration	**741,000**	**700,000**	**503,000**	**854,000**	**505,000**
Fixed remuneration	54%	52%	69%	35%	56%
Variable remuneration	46%	48%	31%	65%	44%
Total	**100%**	**100%**	**100%**	**100%**	**100%**

APPENDIKS 2 - BESKRIVELSE AF BESTYRELSESMEDLEMMERNE

CARL BEK-NIELSEN

Carl Bek-Nielsen, født i 1973 og dansk statsborger med permanent opholdstilladelse i Malaysia, er formand for bestyrelsen i UIE.

Han tog afgangseksamen som bachelor i landbrugsvidenskab ved den Kongelige Veterinær- og Landbohøjskole i 1997.

Han startede sin karriere i United Plantations Berhad ("UP") i 1993 som cadet planter, hvor han også blev oplært på plantagen UIE (M) Sdn. Bhd. Han forlod firmaet i 1994 for at tage en højere uddannelse i Danmark. Efter endt uddannelse genoptog han i 1998 sin karriere i UP som Assistant Corporate Affairs. I 2000 blev Carl Bek-Nielsen forfremmet til Executive Director (Corporate Affairs) i UP. Den 9. november 2004 blev han derudover udnævnt til direktør i datterselskabet Unitata Berhad, og den 1. januar 2013 blev han udnævnt til sin nuværende stilling som administrerende direktør i UP.

Carl Bek-Nielsens øvrige ledelseserhverv og organisationsopgaver omfatter medlemskab af blandt andet The Malaysian Palm Oil Association (MPOA). Desuden var han bestyrelsesmedlem i The Malaysian Palm Oil Council (MPOC) i 18 år, i perioden 2002-2020. Han blev udnævnt som medformand for RSPO Board of Governors den 17. november 2014.

I 2012 blev han valgt ind i bestyrelsen i Schörling AB.

Han blev første gang valgt ind i UIEs bestyrelse i juni 1998, og den 14. juni 2005 blev han forfremmet til sin nuværende stilling som bestyrelsesformand i UIE.

Carl Bek-Nielsen er søn af Ybhg. Tan Sri Dato' Seri B. Bek-Nielsen (grundlægger af UIE) og bror til Martin Bek-Nielsen, som er næstformand i UIEs bestyrelse.

MARTIN BEK-NIELSEN

Martin Bek-Nielsen, født i 1975 og dansk statsborger med permanent opholdstilladelse i Malaysia, er næstformand for bestyrelsen i UIE.

Martin Bek-Nielsen gjorde militærtjeneste i Danmark ved "Jydske Dragon Regiment" i perioden 1994 til 1995.

I 1995 startede han som cadet planter i United Plantations Berhad ("UP").

I 1996 startede han på den Kongelige Veterinær- og Landbohøjskole i København og tog derefter afgangseksamen som bachelor i jordbrugsøkonomi i 1999. Efter afsluttet uddannelse vendte han tilbage til Malaysia for at gøre karriere i UP.

I august 2000 blev han valgt ind i UPs bestyrelse, og i 2001 blev han forfremmet til direktør. I februar 2003 blev Martin Bek-Nielsen forfremmet til sin nuværende stilling som finans- og marketingdirektør i UP, og i november 2004 blev han udnævnt til salgsdirektør for Unitata Berhad, som er et af UPs datterselskaber. I 2019 blev han også udnævnt til salgsdirektør for UniFuji Sdn Bhd, som er et fælles joint venture selskab (50/50 ejerskab) mellem UP og Fuji Oil.

I 2004 blev han valgt ind i UIEs bestyrelse, og i juni 2005 blev han forfremmet til sin nuværende post som næstformand i UIEs bestyrelse.

Martin Bek-Nielsen er medlem af The Working Committee for Marketing and Promotion of Malaysian Palm Oil, der hører under the Malaysian Palm Oil Association (MPOA).

Martin Bek-Nielsen er søn af Ybhg. Tan Sri Dato' Seri B. Bek-Nielsen (grundlægger af UIE) og bror til Carl Bek-Nielsen, som er formand for bestyrelsen.

JOHN GOODWIN

John Goodwin er født i Sydafrika i 1944. Efter at have afsluttet sin skolegang i Cape Town, tog han en universitetseksamen i økonomi og blev i 1968 optaget på Sydafrikas skole for statsautoriserede revisorer (South African Institute of Chartered Accountants).

I 1969 emigrerede han til Storbritannien. Efter to år hos et internationalt revisionsfirma arbejdede han i investeringsbanker i 12 år, hvor han specialiserede sig i virksomhedsfinansiering. I den periode arbejdede han for Accepting House Arbuthnot Latham & Co i London, derefter som administrerende direktør for Chartered Merchant Bankers og i Australien som chef for Standard Chartered Banks Corporate Finance-rådgivningsaktiviteter i landet.

I 1983 sluttede han sig til koncernen i København som administrerende direktør for koncernens holdingselskab International Plantations & Finance Ltd. ("IPF"). I 2002 fusionerede IPF med UIE, og samme år blev han udnævnt til administrerende direktør for det fortsættende selskab.

I 1984 blev han valgt ind i bestyrelsen for Aarhus Oliefabrik A/S (som i dag hedder AAK), og i 1993 blev han tildelt posten som administrerende direktør for selskabet; en stilling han trådte tilbage fra i 1997. Mens han var hos Aarhus United A/S lærte han sig at tale flydende dansk.

John Goodwin sad i bestyrelsen hos Fediol i perioden 1993-95. Han var desuden direktør i the Federation of Oils and Fats Association i perioden 1996-97 og blev udnævnt som formand for the International Association of Seedcrushers ("IASC") - en paraplyorganisation, der arbejdede for den globale oliefrøindustri. Han blev i 2003 valgt for en treårig periode.

John Goodwin var bestyrelsesmedlem i Mariana Resources Limited, et mineselskab noteret på AIM, London indtil juli 2018.

Ved selskabets ordinære generalforsamling den 10. juni 2009 gik John Goodwin af som administrerende direktør efter mere end 26 år i selskabet. John Goodwin blev valgt ind i UIEs bestyrelse i 1983.

BENT MAHLER

Bent Mahler er født i 1960 og er dansk statsborger.

Efter endt militærtjeneste hos den kongelige livgarde i 1980 startede han på det internationale MAST-program (et to-årigt udvekslingsprogram i USA inden for landbrug sponsoreret af University of Minnesota), hvilket han afsluttede i 1983.

I 1989 færdiggjorde han en fire-årig uddannelse som eksportingeniør inden for landbrug fra Nordisk Landbrugs Akademi i Odense. I 1997 bestod han sin MBA-grad fra Henley Management College/Brunel University i Storbritannien.

Han påbegyndte sin karriere som Assistant Manager i UIEs daværende datterselskab United International Enterprises (M) ("UIEM") i Malaysia i 1989. Fra 1990 til 1992 var han ansat som Field Manager i UIEM, hvorefter han blev forfremmet til direktør; en stilling som han bestred frem til 2003. I løbet af hans tid hos UIEM var han desuden repræsentant for selskabet i Perak State Planting Association fra 1997-2003.

Bent Mahler blev i 1994 udnævnt til bestyrelsen for Howard Alatpertanian Sdn. Bhd. (malaysisk producent af landbrugsmaskiner); et hverv han bestred indtil 2014.

Fra oktober 2003 til 2006 var han rådgivende General Manager (Asien-Pacific) hos Anitox Corporation, et ledende amerikansk selskab inden for fremstilling af tilsætningsstoffer til foderprodukter. I 2006 blev han udnævnt til selskabets General Manager for Asien-Pacific; en stilling han bestred frem til 2007, hvor han blev en del af selskabets globale ledelsesteam og blev direktør for Asien-Pacific-området. Han bestred denne post frem til august 2010.

Bent Mahler blev første gang valgt ind i UIEs bestyrelse i 2011.

Bent Mahler er stadig aktiv inden for den agroindustrielle sektor, naturressourcer og fødevareingredienser samt servicesektoren i Asien-Pacific og Mellemøsten fra sin base i Kuala Lumpur, Malaysia.

JØRGEN BALLE

Jørgen Balle er født i 1964 og er dansk statsborger.

Efter endt bankuddannelse og fem års arbejde med økonomistyring startede han i 1990 som Raw Materials Trader hos Aarhus Oliefabrik A/S, hvor han arbejdede med handel af vegetabilske olier på globalt plan. I 2000 trådte han ind i selskabets ledelse, hvor han bestred stillingen som Trading Director. I 2004 blev han forfremmet til administrerende direktør, og selskabet skiftede navn til Aarhus United A/S.

I 2001 færdiggjorde Jørgen Balle sin MBA i Food & Beverage Innovation fra SIMI i København.

Da Aarhus United A/S og det svenske selskab Karlshamns AB fusionerede under navnet AAK AB i 2005, blev Jørgen Balle udnævnt til selskabets vicedirektør, og som en del af koncernledelsen var han globalt ansvarlig for forretningsområdet Chocolate & Confectionery Fats.

I 2010 forlod han AAK og tiltrådte en stilling i det danske, privatejede logistikselskab Frode Laursen A/S, hvor han havde en ledende position i adskillige holding- og datterselskaber.

Jørgen Balle blev første gang valgt ind i UIEs bestyrelse i 2013.

I 2019 fratrådte Jørgen Balle sin stilling i Frode Laursen A/S, og varetager nu bestyrelsesposter i flere selskaber.

I 2018 blev Jørgen Balle valgt ind i bestyrelsen i United Plantations Berhad.

FREDERIK STEEN WESTENHOLZ

Frederik Steen Westenholz er født i 1971 og er dansk statsborger. Han indtrådte som menigt medlem af bestyrelsen i UIE i 2015.

Frederik Steen Westenholz gjorde militærtjeneste som sergent i Gardehusarregimentet i perioden 1992 til 1993.

I 1994 startede han på Handelshøjskolen i København, hvor han i sommeren 1997 afsluttede HA Almen i Business Administration.

I perioden september til december 1997 gennemførte han et internship i henholdsvis United Plantations Berhad og United International Enterprises i Malaysia.

I 1998-1999 gennemførte han sin Master i Financial Management fra University of Queensland i Australien.

Han har efterfølgende arbejdet i det amerikanske konsulentfirma Accenture i perioden 2000-2002, og som International Marketing Manager hos det danske medico-selskab Coloplast i perioden 2003-2005.

Frederik Steen Westenholz tiltrådte som direktør i EFT i perioden 2006-2014, et selskab med fokus på import/eksport af flyvemaskiner i EU samt formidling af finansierings- og forsikringsløsninger.

Han arbejder på nuværende tidspunkt hos Environment Solutions i Danmark som salgsdirektør. Selskabet er ledende udbyder af mobile barrierer til bekæmpelse af oversvømmelse og vandstigninger.

Frederik Steen Westenholz er på nuværende tidspunkt bestyrelsesmedlem i Environment Solutions A/S, Mermaid Asset Management Fondsmæglerselskab A/S og UIE.

Frederik Westenholz blev første gang valgt ind i UIEs bestyrelse i 2015.

Han har kompetencer indenfor internationalt salg, marketing & finans samt erfaring med opstart og styring af virksomheder.

HARALD SAUTHOFF

Harald Sauthoff er født i Tyskland i 1955.

Efter at have taget en uddannelse inden for virksomhedsledelse begyndte Harald Sauthoff i 1974 sin professionelle karriere som indkøbschef for Henkel KGaA i Tyskland, hvor han arbejdede indtil 2000.

Da han efterfølgende blev ansat i det kapitalfondejede kemiselskab Cognis fra 2000-2010, blev han en del af ledelsesteamet og var bl.a. ansvarlig for logistik og indkøb i Care Chemical-divisionen.

I 2010, da BASF opkøbte Cognis, blev han udnævnt til Vice President Global Procurement i selskabets Personal Care-division for vegetabilske olier.

Han har desuden været President hos FOSFA International fra 2004-2006 og bestyrelsesmedlem i AAK.

Hans erfaring med og ekspertise inden for international handel med vegetabilske olier, og hans fokus på bæredygtighed i forsyningskæden for tropiske olier har gjort ham til en hyppig taler ved bl.a. internationale konferencer i palmeolieindustrien og multiinteressentgruppen Roundtable on Sustainable Palm Oil.

I oktober 2017 trak Harald Sauthoff sig fra sin stilling som Vice President Global Procurement hos BASF efter at have arbejdet 45 år inden for den kemiske - og forbrugsvareindustrien.

Harald Sauthoff blev første gang valgt ind i UIEs bestyrelse i 2017.