

Description of the candidates proposed by the Board of Directors

Marcello Vittorio Bottoli was born in 1962, is an Italian citizen and currently lives in Surlej-Silvaplana, Switzerland.

Marcello Vittorio Bottoli has been a member of the Board of Directors of Pandora A/S since August 2010 and is not regarded as an independent board member due to the fact that for a period in 2011 and 2012 he acted as interim Chief Executive Officer of Pandora A/S. Marcello Vittorio Bottoli has been Chairman of the Board of Directors since July 2013 and is also Chairman of the Remuneration Committee.

The special skills possessed by Marcello Vittorio Bottoli that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his profound knowledge and experience in branding and marketing luxury and consumer goods, particularly in the Asia-Pacific region.

Marcello Vittorio Bottoli holds an Italian Doctorate in Business Administration from Bocconi University, Milan, Italy. Currently, Marcello Vittorio Bottoli is Chairman of Pharmafortune SA, as well as Non-Executive Director of International Flavour & Fragrances Inc., and Blushington LCC. Further, Marcello Vittorio Bottoli is Operating Partner of Advent International, a global private equity firm, and member of the advisory board at Aldo, a Montreal-based privately held footwear retailer operating worldwide.

Christian Frigast was born in 1951, is a Danish citizen and currently lives in Klampenborg, Denmark.

Christian Frigast has been a member of the Board of Directors of Pandora A/S since August 2010 and is also Deputy Chairman of the Board of Directors, chairman of the Nomination Committee and member of the Remuneration Committee.

Christian Frigast is not regarded as an independent board member due to his position as Managing Partner of Axcel Management A/S.

The special skills possessed by Christian Frigast that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his extensive experience in general management and active involvement in a number of retail and other companies obtained through his numerous directorships.

Christian Frigast holds an MSc in Political Science and Economics from the University of Copenhagen. Currently, Christian Frigast is Managing Partner of Axcel Management A/S and Chief Executive Officer of Axcel III KS Invest ApS, Axcel IndustriInvestor A/S, CCTC Invest ApS, MNGT1 ApS, MP-AX I Invest ApS, MP-AX II Invest ApS and AXII Holding ApS. Further, Christian Frigast is currently chairman of the boards of directors of AX IV Exhausto Invest ApS, AX No Invest ApS, AXNO Invco ApS, Axcel II A/S, Axcel II Management A/S, AXIII MP Holding ApS, Junckers Holding A/S, KIFU-AX II A/S, Management Invco A/S and MNGT2 ApS. In addition, Christian Frigast is deputy chairman of the boards of directors of DVCA Danish Venture Capital and Private Equity Association and Royal Scandinavia A/S. Christian Frigast is also a member of the boards of directors of Axcel Management A/S, Royal Scandinavia Invest A/S and Nordic Waterproofing AB.

Björn Gulden was born in 1965 in Switzerland, is a Norwegian citizen and currently lives in Hattingen, Germany.

Björn Gulden has been a member of the Board of Directors of Pandora A/S since August 2013 and is also member of the Remuneration Committee. Björn Gulden is not regarded as an independent board member due to the fact he served as CEO of Pandora A/S during the period from 21 February 2011 until 1 July 2013.

The special skills possessed by Björn Gulden that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his substantial skills related to global sourcing, consumer sales and retail and comprehensive insight into the affordable goods industry.

Björn Gulden holds a BBA from the University of Rogaland, Norway and an MBA from Babson Graduate School of Business in Boston, USA. Currently, Björn Gulden is CEO of Puma SE. Further, Björn Gulden serves on the boards of Tchibo GmbH, Ekornes AS and Deichmann SE.

Andrea Dawn Alvey was born in 1967, is an American citizen and currently lives in Raleigh, North Carolina, USA.

Andrea Dawn Alvey has been a member of the Board of Directors of Pandora A/S since August 2010 and is also member of the Audit and Remuneration Committees. Andrea Dawn Alvey is regarded as an independent board member.

The special skills possessed by Andrea Dawn Alvey that are important for the performance of her duties as a member of the Board of Directors of Pandora A/S are her solid experience and insight in global supply chains, IT operations and retail financing.

Andrea Dawn Alvey holds a Bachelor of Science in Business Economics/Statistics from Southern Connecticut State University. Currently, Andrea Dawn Alvey is President of Kitabco Investments, Inc. and Regional Developer for Peak Franchising.

Torben Ballegaard Sørensen was born in 1951, is a Danish citizen and lives in Højbjerg, Denmark.

Torben Ballegaard Sørensen has been a member of the Board of Directors of Pandora A/S since March 2008 and is also a member of the Remuneration Committee. Torben Ballegaard Sørensen is regarded as an independent board member.

The special skills possessed by Torben Ballegaard Sørensen that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his extensive experience within international sales and marketing and within branded goods, combined with his knowledge of Pandora.

Torben Ballegaard Sørensen holds an MBA from Aarhus School of Business and is an adjunct professor in the Faculty of Organization and Management at Aarhus University. Currently, Torben Ballegaard Sørensen is chairman of the boards of directors of AS3 Companies A/S, CAPNOVA A/S Venture Fund, Tajco Group A/S and Realfiction ApS. Torben Ballegaard Sørensen is deputy chairman of Systematic A/S and a member of the boards of directors of AB Electrolux, Egmont Fonden, and Egmont International Holding A/S.

Nikolaj Vejlsgaard was born in 1971, is a Danish citizen and currently lives in Vedbæk, Denmark.

Nikolaj Vejlsgaard has been a member of the Board of Directors of Pandora A/S since March 2008 and is also a member of the Audit Committee. Nikolaj Vejlsgaard is not regarded as an independent board member due to his position as Partner of Axcel Management A/S.

The special skills possessed by Nikolaj Vejlsgaard that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his extensive experience in general management and active involvement in a number of retail and other companies obtained through his numerous directorships, combined with his knowledge of Pandora.

Currently, Nikolaj Vejlsgaard is a Partner of Axcel Management A/S and Managing Director of Royal Scandinavia Invest A/S, Waldorf & Statler ApS, AXIII MPH Invest ApS, UIM Holding ApS and subsidiaries. Further, Nikolaj Vejlsgaard is currently chairman of the boards of directors of IP Gruppen Holding ApS, IP Development A/S and AX IV LP Holding ApS and is deputy chairman of the boards of directors of F. Junckers Industrier A/S and IP Administration A/S. Nikolaj Vejlsgaard is also a member of the boards of directors of, Royal Scandinavia Invest A/S, Royal Scandinavia A/S, ERA Biler ApS, ERA A/S, ERA Ejendomme A/S, Partsplexer ApS, IP Online A/S, Royal Scandinavia II A/S, MNGT2 ApS, , AXIII MP Holding ApS, Axcel II Management A/S, Axcel II A/S, KIFU-AX II A/S, ALDF-Junckers ApS, Junckers Holding A/S and Axcel-Junckers Invest A/S.

Ronica Wang was born in 1962, is a citizen of Hong Kong and is currently based in Asia, where she spends most of her time in China.

Ronica Wang has been a member of the Board of Directors of Pandora A/S since March 2012 and is also member of the Nomination and Remuneration Committees. Ronica Wang is regarded as an independent board member.

The special skills possessed by Ronica Wang that are important for the performance of her duties as a member of the Board of Directors of Pandora A/S are her extensive international experience within general management in listed companies, consumer sales and retail marketing, global and cross platform branding and the affordable goods industry.

Ronica Wang holds an MBA from The Wharton Business School, University of Pennsylvania, and a Bachelor Degree in Applied Science and Engineering (Industrial Engineering) from the University of Toronto. She has also studied multinational management at The London Business School. Currently, Ronica Wang is Managing Director of The InnoGrowth Group, Ltd., which she co-founded in 2007.

Anders Boyer-Søgaard was born in 1970, is a Danish citizen and lives in Charlottenlund, Denmark.

Anders Boyer-Søgaard has been a member of the Board of Directors of Pandora A/S since March 2012 and is also Chairman of the Audit Committee and member of the Nomination Committee. Anders Boyer-Søgaard is regarded as an independent board member.

The special skills possessed by Anders Boyer-Søgaard that are important for the performance of his duties as a member of the Board of Directors of Pandora A/S are his experience within general management in listed companies, financial management in listed companies, as well as global supply chain and manufacturing.

Anders Boyer-Søgaard holds an M.Sc. (finance and accounting) from Copenhagen Business School from 1997. Currently, Anders Boyer-Søgaard is CFO of GN Store Nord A/S, GN ReSound A/S and Scanning Technology A/S and Managing Director of Beltone Europe Holdings ApS. Furthermore, Anders Boyer-Søgaard is member of the boards of directors in GN Ejendomme A/S, GN GROC Ltd., GN Hearing Benelux B.V., GN Hearing s.r.l., GN Otometrics A/S, GN ReSound AB, GN ReSound China Ltd., GN ReSound Japan, K.K., GN ReSound Norge as, GN ReSound Shanghai Ltd. and Scanning Technology A/S.

Per Bank was born in 1967, is a Danish citizen and lives in Århus, Denmark. Per Bank graduated as an industrial engineer from the University of Southern Denmark in 1992. Currently, Per Bank is the Managing Director of Dansk Supermarked A/S.

Per Bank has previously been employed as Plant Manager at Danfoss, as Group Logistics Manager at Inwear Group and as Head of Logistics Scandinavia in Masterfoods. In 2001, Per Bank joined Coop and, in 2004, he was appointed Managing Director of Coop Danmark A/S and, in 2007, he was appointed Managing Director of Coop Norden. In 2009, Per Bank joined Tesco where he was a member of the management until 2012 when Per Bank was appointed Managing Director of Dansk Supermarked A/S.

Per Bank is also an executive officer of F. Salling Holding A/S, chairman of the boards of directors of F. Salling A/S and Dansk Supermarked Ejendomme A/S, and he is a member of the boards of directors of D.S. Forsikring A/S, Dansk Supermarked A/S, Købmand Herman Sallings Mindefond and IC Companys A/S.

Per Bank is regarded as an independent board member.

The special skills possessed by Per Bank are his experience within general management in listed companies, consumer sales and retail marketing and manufacturing.

Michael Hauge Sørensen was born in 1973, is a Danish citizen and lives in Hong Kong. Michael Hauge Sørensen graduated from the business college in Randers, Denmark, and has since then attended numerous management programmes at INSEAD, IMD and the Stanford Graduate School of Business.

For a number of years, Michael Hauge Sørensen has been an employee of the ECCO Group where he has held various executive positions, including as the CEO of ECCO Asia Pacific Limited, Executive Vice President, Global Sales of ECCO Sko A/S and, most recently, as COO of the ECCO Group.

Michael Hauge Sørensen is a member of the board of directors of Zebra A/S.

Michael Hauge Sørensen is regarded as an independent board member.

The special skills possessed by Michael Hauge Sørensen are his experience within consumer sales and retail marketing, global and cross platform branding and the affordable goods industry.