

Description of the candidates proposed by the Board of Directors

Allan Leslie Leighton was born in 1953, is an English citizen and currently lives in London, United Kingdom. Allan attended Harvard University's Advanced Management Program. He has an Honorary Degree from Cranfield University and an Honorary Fellowship from the University of Lancashire. Currently, Allan is chairman of Pace PLC, Office Ltd. and Music Maqpie.co.uk, chairman of the board of directors of Matalan Ltd., non-executive director of Bighams Ltd., and he is a patron of Breast Cancer Care. Allan has been Chairman of the Board of Directors of PANDORA A/S since August 2010 and is also Chairman of the Board of Directors' Remuneration Committee and Nomination Committee. He is regarded as an independent board member.

The special skills possessed by Allan 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 general management in listed companies, financial management in listed companies, global supply chain and sourcing, consumer sales and retail marketing, and global cross platform branding.

Marcello Vittorio Bottoli was born in 1962, is an Italian citizen and currently lives in Surlej-Silvaplana, Switzerland. Marcello holds an Italian Doctorate in Business Administration from BOCCONI University in Milan, Italy. Currently, Marcello is chairman of the board of directors of Pharmafortune S.A., non-executive director of International Flavour & Fragrances Inc., True Religion Apparel, Inc. and Blushington LCC. Furthermore, he is operating partner of Advent International, a global private equity firm. Marcello has been a member of the Board of Directors of PANDORA A/S since August 2010, and is also a member of the Board of Directors' Remuneration Committee. Marcello is not regarded as an independent board member as he has acted as interim Chief Executive Officer of PANDORA A/S for a period.

The special skills possessed by Marcello 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 general management in listed companies, consumer sales and retail marketing, global cross platform branding, and the affordable goods industry.

Torben Ballegaard Sørensen was born in 1951, is a Danish citizen and currently lives in Højbjerg, Denmark. Torben holds an MBA from Aarhus School of Business and is an adjunct professor at the Department of Organisation and Management at Aarhus University. Currently, Torben is managing director of Investeringselskabet af 1. juli 2008 ApS. Furthermore, he is chairman of the boards of directors of AS3 Companies A/S, CAT Forsknings- og Teknologipark A/S, Realfiction A/S and Tajco Group A/S. Torben is a member of the boards of directors of Fonden CAT, Fonden Invest Zealand, Egmont Fonden, Egmont International Holding A/S, Ejendomsselskabet Vognmagergade 11 ApS, Ejendomsselskabet Gothersgade 55 ApS, LEGO A/S, Systematic A/S and AB Electrolux. Torben has been a member of the Board of Directors of PANDORA A/S since March 2008 and is also a member of the Board of Directors' Remuneration Committee. Torben is regarded as an independent board member.

The special skills possessed by Torben 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 general management in listed

companies, financial management in listed companies, consumer sales and retail marketing and global cross platform branding.

Andrea Dawn Alvey was born in 1967, is an American citizen and currently lives in Raleigh, North Carolina, USA. Andrea holds a Bachelor of Science in Business Economics/Statistics from Southern Connecticut State University. Currently, Andrea is president of Kitabco Investments, Inc. and regional developer for Peak Franchising. Andrea has been a member of the Board of Directors of PANDORA A/S since August 2010 and is also a member of the Board of Directors' Audit Committee. Andrea is regarded as an independent board member.

The special skills possessed by Andrea that are important for the performance of her duties as a member of the Board of Directors of PANDORA A/S are her extensive experience within general management in listed companies, financial management in listed companies, global supply chain and sourcing, as well as consumer sales and retail marketing.

Povl Christian Lütken Frigast was born in 1951, is a Danish citizen and currently lives in Klampenborg, Denmark. Christian holds an MSc in Political Science and Economics from the University of Copenhagen. Currently, Christian is managing partner of Axcel Management A/S and chief executive officer of Axcel Industriinvestor A/S, CCTC Invest A/S, Axcel II Management A/S, Axcel II A/S, Axcel III KS Invest ApS, Axcel Management A/S, MP-AX I Invest ApS, MP-AX II Invest ApS and MNGT1 ApS. Furthermore, he is currently chairman of the boards of directors of AX Cimbria Invest ApS, Prometheus Invest ApS, Axcel Prometheus NewCo 4 ApS, AX NO Invest ApS, Junckers Holding A/S, AX MITA Invest ApS and AX Investment Invest ApS. In addition, Christian is deputy chairman of the boards of directors of Royal Scandinavia A/S, DVCA Danish Venture Capital and Private Equity Association. He is also a member of the boards of directors of Axcel Management A/S and Royal Scandinavia Invest A/S. Christian has been a member of the Board of Directors of PANDORA A/S since August 2010 and is also a member of the Board of Directors' Remuneration Committee and Nomination Committee. He is not regarded as an independent board member due to his position as managing partner of Axcel.

The special skills possessed by Christian 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 general management in listed companies, financial management in listed companies, consumer sales and retail marketing, and the affordable goods industry.

Nikolaj Vejlsgaard was born in 1971, is a Danish citizen and currently lives in Vedbæk, Denmark. Nikolaj holds an MSc in Economics and Business Administration from Copenhagen Business School. Currently, Nikolaj is a partner of Axcel Management A/S and managing director of Prometheus Invest ApS, Royal Scandinavia Invest A/S, Waldorf & Statler ApS, AXIII MPH Invest ApS, UIM Holding ApS and 3 subsidiaries. Furthermore, he is currently chairman of the boards of directors of IP Gruppen Holding ApS and IP Development A/S and is deputy chairman of the board of directors of F. Junckers Industrier A/S. Nikolaj is also a member of the boards of directors of, Axcel Prometheus Newco 4 ApS, Royal Scandinavia Invest A/S, Royal Scandinavia A/S, ERA Biler ApS, ERA A/S, ERA Ejendomme A/S, IP Online A/S, IP Administration A/S, Prometheus Invest ApS, Royal Scandinavia II ApS, MNGT2 ApS, MNGT Komplementar ApS, AXIII MP Holding ApS, Junckers Holding A/S and Axcel-Junckers Invest A/S. Nikolaj has been a member of the Board of Directors of PANDORA A/S since March 2008 and is also a member of the Board of Directors' Audit Committee. He is not regarded as an independent board member due to his position as partner of Axcel.

The special skills possessed by Nikolaj 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 general management in listed companies, financial management in listed companies, consumer sales and retail marketing and the affordable goods industry.

Anders Boyer-Søgaard was born in 1970, is a Danish citizen and lives in Charlottenlund, Denmark. Anders holds a M.Sc. (finance and accounting) from Copenhagen Business School from 1997. Currently, Anders is CFO of GN Store Nord A/S. Anders has been a member of the Board of Directors of PANDORA A/S since March 2012 and is also Chairman of the Board of Directors' Audit Committee. He is regarded as an independent board member.

The special skills possessed by Anders 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.

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 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 is managing director of The InnoGrowth Group, Ltd., which she co-founded in 2007. She has been a member of the Board of Directors of PANDORA A/S since March 2012 and is also member of the Board of Directors' Remuneration and Nomination committee. Ronica is regarded as an independent board member.

The special skills possessed by Ronica that are important for the performance of her duties as a member of the Board of Directors of PANDORA A/S include 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.