



Carl Bek-Nielsen, Chairman

Born: 1973
Nationality: Danish
Resident: Malaysia
Position: Chief Executive Director,
 United Plantations Berhad

No. of shares: 9,292,279¹

UIE Plc.

Positions

- 1998 Elected by the Shareholders for the first time.
Re-elected in 2026.
- 2005 Promoted to his present position as Chairman of
the Board of Directors
- 2013 Chairman of the Remuneration Committee and
Nomination Committee
- 2020 Member of the Investment Committee

Independence

Considered non-independent in accordance with the Danish
Corporate Governance Recommendations

Competencies essential to UIE Plc.

Carl Bek-Nielsen brings extensive experience in international business and the palm oil industry, supported by strong regional expertise. His key areas of competence include:

- Experience and in-depth knowledge of the culture as well as the business environment in South East Asia
- International management and operational experience within the palm oil and refinining industries
- Board experience in international and listed companies
- More than three decades of hands-on experience in agriculture and sustainability

Board positions

- United Plantations Berhad (Deputy Chairman)
- Schörling AB
- Unitata Berhad (Chairman)
- The Malaysian Palm Oil Council (Chairman)
- The Malaysian Palm Oil Association
- UniFuji Sdn Bhd

Other commercial duties

- Director-in-Charge of Unitata Berhad, Malaysia

Education

Bachelor's degree in agricultural science from the Royal
Danish Veterinary and Agricultural University

1) Carl Bek-Nielsen holds 611,960 shares directly and 8,680,319 shares indirectly via joint ownership (5:50) of Brothers Holding (Brothers Holding owns 17,360,638 shares in UIE as of 31 December 2025)