

## Remuneration of the Supervisory Board

The fees for the Supervisory Board members for the financial year 2013 are set out below.

The number of shares in Carlsberg A/S held by the Supervisory Board members at the beginning of the financial year and movements to 31 December 2013 are also shown here.



### REMUNERATION OF THE SUPERVISORY BOARD

DKK million	2013	2012
Flemming Besenbacher (Chairman of the Supervisory Board and of the Nomination Committee)	1.30	1.08
Povl Krogsgaard-Larsen (former Chairman of the Supervisory Board and of the Nomination Committee)	-	0.33
Jess Søderberg (Deputy Chairman, Chairman of the Audit Committee)	1.20	1.20
Richard Burrows (Chairman of the Remuneration Committee)	0.75	0.75
Donna Cordner	0.55	0.30
Elisabeth Fleuriot	0.55	0.30
Kees van der Graaf	0.70	0.70
Niels Kærgård	0.10	0.40
Søren-Peter Fuchs Olesen	0.40	0.30
Nina Smith	0.31	-
Lars Stemmerik	0.40	0.40
Per Øhrgaard	0.40	0.40
Hans Andersen	0.40	0.40
Thomas Knudsen	0.40	0.40
Bent Ole Petersen	0.40	0.40
Peter Petersen	0.40	0.40
<b>Total</b>	<b>8.26</b>	<b>7.76</b>

### THE SUPERVISORY BOARD'S HOLDINGS OF CARLSBERG A/S SHARES<sup>1</sup>

		Number				DKK million
		1 Jan. 2013	Additions	Sold	31 Dec. 2013	Market value
Flemming Besenbacher	B shares	1,250	600	-	1,850	1.11
Jess Søderberg	B shares	6,900	-	-	6,900	4.14
Richard Burrows	B shares	1,540	500	-	2,040	1.22
Donna Cordner	B shares	-	-	-	-	-
Elisabeth Fleuriot	B shares	-	-	-	-	-
Kees van der Graaf	B shares	950	-	-	950	0.57
Søren-Peter Fuchs Olesen	B shares	252	200	-	452	0.27
Nina Smith	B shares	-	-	-	-	-
Lars Stemmerik	B shares	-	-	-	-	-
Per Øhrgaard	B shares	2,401	-	-	2,401	1.44
Hans Andersen	B shares	1	-	-	1	0.00
Thomas Knudsen	B shares	27	-	-	27	0.02
Bent Ole Petersen	B shares	54	-	-	54	0.03
Peter Petersen	B shares	-	-	-	-	-
<b>Supervisory Board, total</b>		<b>13,375</b>	<b>1,300</b>	<b>-</b>	<b>14,675</b>	<b>8.80</b>

<sup>1</sup> The holdings also include the holdings of the related parties of the Supervisory Board. No members of the Supervisory Board own shares or bonds in any of the subsidiaries or associated companies of Carlsberg A/S.