

FOR IMMEDIATE RELEASE

Press Statement 16/2019

26 April 2019

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## Carlsberg Malaysia Welcomes New Managing Director Ted Akiskalos

### Outgoing Managing Director Lars Lehmann thanks everyone for Probably The Best Partnerships and Friendships

Kuala Lumpur, 26 April 2019 – Carlsberg Malaysia welcomed its new Managing Director Ted Akiskalos with much fanfare and conveyed farewell wishes to outgoing Managing Director Lars Lehmann who has been promoted to the Executive Committee (ExCom) of Carlsberg A/S (Carlsberg Group) as Executive Vice President of Eastern Europe and also as CEO of Baltika, Carlsberg Group's company in Russia effective 1 May 2019.

Held at Brixton 23 at Jalan Sultan Ismail, Bukit Bintang, around 350 customers, business partners and media guests were feted to an evening of sumptuous food while enjoying Carlsberg Malaysia's portfolio of beers, stouts and ciders as they conveyed their congratulations to Lehmann while getting to know Akiskalos for the first time.

Inspired by the concept of Brixton 23 after the "Kingsman" movie series, Lehmann and Akiskalos made a dapper appearance on stage, igniting a beer fountain with dazzling pyrotechnics in the spirit of *semper ardens* (Carlsberg's motto in Latin meaning "always burning") before joining Carlsberg Malaysia Chairman Datuk Toh Ah Wah, Independent Non-Executive Director Chew Hoy Ping, and the management team to thank guests for their continued support that saw the company through "Probably The Best Year" for the 2018 financial year.

As incoming Managing Director, Akiskalos brings with him nine years of experience within the Carlsberg Group where his first role was as Vice President of Group Strategy with a proven track record in driving growth and leading various transformational projects throughout the Group.

At 40 years of age, this appointment is Akiskalos' third role as Managing Director within the Carlsberg Group. Currently the Managing Director of Carlsberg Sweden, Akiskalos has led the company to return to double-digit growth, and the highest reputational scores among all beer companies in Sweden. As Managing Director for Carlsberg's operations in Hong Kong, Taiwan and Macau, he, together with the team, transformed Hong Kong to be the market leader whilst improving its profits significantly in three years.

Akiskalos said, “I am most honoured and humbled by this appointment because Malaysia, which covers Singapore and an associate company in Sri Lanka, is one of the top three markets in Asia, in terms of profitability and growth. Taking over the helm from Lars, my intent is to continue our growth with our strong brand portfolio and win with our winning customers.”

In delivering his farewell speech, Lehmann said, “It has been Probably The Best three years for me and the Company. Together, we had an unprecedented financial year in 2018 with strong growth in revenue, net profit and free cash flow, allowing us to declare the highest dividends in the history of Carlsberg Malaysia. None of these would be possible if it wasn’t for our customers and consumers’ support towards our brands, our people and our businesses.”

Both the outgoing and new Managing Directors pledged the company’s commitment to continue delivering excellence in great innovations, excellent product quality and relevant consumer activations in the times ahead.

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## 马来西亚 Carlsberg 集团迎接新任董事经理泰德. 艾天赐上任 卸任董事经理雷盟为堪称最佳伙伴关系和情谊表示不胜感激

吉隆坡 26 日讯 – 马来西亚 Carlsberg 集团在充满欢愉的气氛中，迎来了新任董事经理泰德. 艾天赐，同时欢送即将卸任的董事经理雷盟，后者被擢升为 Carlsberg 集团 (Carlsberg A/S) 执行委员会 (ExCom) 成员，出任东欧执行副总裁兼 Carlsberg 集团俄罗斯公司波罗的海啤酒 (Baltika) 首席执行官，并将于 5 月 1 日正式走马上任。

350 名客户、商业伙伴及来自媒体的嘉宾云集于武吉免登苏丹伊斯迈路的 Brixton 23，向雷盟道贺亦藉此认识艾天赐。大家在这一个晚上畅饮马来西亚 Carlsberg 集团旗下的啤酒、黑啤和果酒之余，也享受了丰盛的一餐。

Brixton 23 设计概念取材自皇家特工 (Kingsman) 系列电影，这也启发了雷盟与艾天赐，他们以一副精干的形象登上舞台，手持炫目烟火并启动了啤酒喷泉，象征 Carlsberg 的拉丁语座右铭 *semper ardens*，意即‘永远燃烧的精神’。他们随后和马来西亚 Carlsberg 集团董事长拿督卓亚华、独立非执行董事周海滨以及管理团队一起感谢来宾们的支持，令集团的 2018 财政年成为“堪称最佳一年”。

即将走马上任的董事经理艾天赐，拥有 9 年的 Carlsberg 集团从业经验，他在集团内的首个职位便担任集团策略副总裁，成绩显赫，并催化了集团的成长及推动多项变革性计划。

现年 40 岁的艾天赐，此次来马出任董事经理，亦是他在 Carlsberg 集团内的第三个担任董事经理职务。在此之前，他担任瑞典 Carlsberg 董事经理，并领导公司取得盈利增长，同时亦提升了公司的声誉评分。而出任香港、台湾及澳门董事经理之时，在群策群力之下，三年之内便成功让 Carlsberg 领先香港市场，大幅度提升盈利。

艾天赐说：“我非常荣幸能够前来马来西亚任职，并兼管新加坡及斯里兰卡附属公司，这是亚洲最具收益及成长潜能的其中三大市场。从雷盟手中接任此职后，我的目标更是继续推动品牌组合增长，以及赢取消费人的欢心。”

雷盟在其告别辞中说道：“对我和集团而言，这是堪称最佳的三年。在团队的群策力之下，我们在 2018 财政年创造了空前的表现，带来强劲成长、高额净利和丰沛自由现金流量，让我们有能力派发马来西亚 Carlsberg 集团史上最高的股息。而如果没有客户及商业伙伴与消费者对我们品牌、人员和经营的支持，这一切都不可能实现。”

两位董事经理皆异口同声重申集团对追求卓越革新、优越产品质量及相关消费人活动的承诺。

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