

FACT SHEET

Goodbye Lars, Welcome Ted! Friday, 26 April 2019 Brixton 23, Kuala Lumpur

THEODORE “TED” AKISKALOS

40, Greek and US Citizen

- Carlsberg Malaysia’s new Managing Director Ted Akiskalos has been with the Carlsberg Group since 2010 when he joined as Vice President of Group Strategy. Throughout his 9 years with the Carlsberg Group, he has a track record in driving growth and leading various transformational projects.
- At 40 years of age, this will be Akiskalos’ third role as Managing Director within the Group. Prior to his posting to Malaysia, he was Managing Director of Carlsberg Hong Kong, Taiwan & Macau from 2014, then of Carlsberg Sweden from 2016.
- Under his leadership as MD, Carlsberg Sweden returned to double-digit growth and improved reputational and engagement scores whilst Carlsberg Hong Kong became the market leader, built its premium portfolio and doubled its profits in 3 years.
- Prior to joining the Group, Akiskalos was with McKinsey & Company based in Boston, USA where he became Associate Principal in 5 years working with consumer goods companies and private equity firms.
- Akiskalos holds a degree in mechanical engineering from Massachusetts Institute of Technology (MIT), USA, and an executive MBA with distinction from INSEAD in France.



LARS LEHMANN

52, Danish

- Outgoing Managing Director of Carlsberg Malaysia Lars Lehmann has been promoted to the Executive Committee (ExCom) of Carlsberg Group as Executive Vice President overseeing the Group's Eastern European markets as well as CEO of Baltika in Russia effective 1 May 2019.
- He has been with the Carlsberg Group since 2003 and has undertaken various senior positions in the area of sales, marketing and general management for the Western and Eastern Europe markets.
- Prior to his Malaysian posting, Lehmann was the Regional CEO, Western Europe Challenger Markets from October 2012 overseeing Germany, Italy, Greece, Bulgaria, Serbia, Croatia, Portugal, Estonia, Latvia, Lithuania and Carlsberg's ExLiD (Export, License and Duty Free) business.
- Before joining the Carlsberg Group, he was with an advertising agency, Action Nordic for 3 years and subsequently at Unilever Denmark for 8 years in sales and marketing.
- Under Lehmann's stewardship, Carlsberg grew its Malaysian and Singapore businesses and share of profit in Sri Lanka, achieving "Probably The Best Year" in FY2018 with a 25.3% growth in net profit, 14.6% growth in revenue, and a 7.4% improvement in free cash flow – resulting in a total dividend payout of 100.0 sen per ordinary share. As of April 2019, Carlsberg Malaysia's share price has also doubled since he joined in June 2016.
- Lehmann holds a Master of Science in International Marketing and a Bachelor of Business Administration from Copenhagen Business School.

