

CV Henrik Hübner



CONTACT:

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BIOGRAPHY: Born April 27th, 1962 in Århus. Relocated to Copenhagen since 1990.

Wife: Liselotte Panduro, VP at LEGO Group. Proud father to: Olivia (1994), Rikke (1997).



INDUSTRIES: BtB. Industry and Building Industry.

Businesses: Listed & privately owned companies and Privately owned Funds.
Production - Assembly - Construction - Service - After Sales Service and Logistics.



COMPETENCES: Robust Top Management and Corporate Governance toolbox. Business Transformation. Business and Concept Development. Commercial, Marketing and Category Management. Supply Chain and Logistics. Digital transformation and E-Commerce. CSR/ESG. Commercial and Operational Excellence and Execution. P&L Leadership in KPI-driven technical people-business operations.



PERSONAL STYLE: Strong believer in diverse teams with a clear commitment to the common purpose. Passionate and positive people-person. Value-driven leadership with a strong record of follow-ship. Known as a great strategic thinker, an intelligent negotiator and moderator in both people and business contexts.



MANAGERIAL EXPERIENCE LEVEL:

Senior Executive in complex organization with +2.000 employees. P&L responsibility. +350 direct reports, +6 bDKK sales and EBIT +150 mDKK.



INTERNATIONAL EXPERIENCE: Board & Executive roles in Germany and The Baltic Countries. Engaged with the strongest global suppliers and partners in my industry for years.

PROFESSIONAL BOARD EXPERIENCE:

- 2025- Migatronik A/S (Welding production)
 - Chairman Of The Board
- 2025- Migatronik Automation A/S (Welding technology production)
 - Chairman Of The Board
- 2023- Børge Nielsen A/S (Building Contractor)
 - Chairman Of The Board
- 2020 - Høyrup & Clemmensen A/S (Building Automation & Elect. Solutions)
 - Chairman Of The Board
- 2019- Brd. Kier A/S (Wholesale Industrial Products & Services)
 - Chairman Of The Board
- 2018-23 Brd. K Hansen A/S (Construction Contractor)
 - Chairman Of The Board
- 2017- Bo Michelsen A/S (Building Contractor)
 - Chairman Of The Board
- 2016-22 Acrimo A/S (Sun protection. Production and Service)
 - Chairman Of The Board

BOARD PROFILE:

- Experienced Board Professional and Senior Executive with a modern industry mindset.
- Solid insights into privately owned companies' DNA, framework conditions and challenges.
- Sharp sparring partner that facilitates strategic and business development insights, optimization of business processes and identification of needed competences & culture.
- I have proven to be successful at transforming and setting up businesses for sustainable growth & long term success in both good and challenging times.
- Solid experience in Turnaround Management
- Record of achieving results in complex businesses with multiple stakeholders under commercial and/or financial pressure.
- Transforming businesses from product & technical focus into value-adding customer driven solution providers.
- Ability to build and be part of professional and aligned board teams to pursue value for both companies and shareholders.

EDUCATION AND DEVELOPMENT:

- INSEAD Executive Management Program (2012) – INSEAD Paris
- Master of Science, Economics & Strategic planning (1989) - Aarhus University
- Bachelor, Economics (1986) – Aarhus University
- AS3's Transition Coaching Programme Practitioner level awarded the EQA conferred by the European Mentoring and Coaching Council (2017)

EXECUTIVE EXPERIENCE:

- 2009-2016 Sanistål A/S (Wholesale Products & Services)
 - EVP Executive Management Group
- 2003-2009 Sanistål A/S (Wholesale Products & Services)
 - Vice President Industrial Division
- 2000-2002 PMC Technology A/S (Power & Motion Controls)
 - Sales & Marketing Director
- 1995-1999 Sophus Berendsen A/S (Power & Motion Controls)
 - Various Director positions
- 1991-1994 VN Component Gruppen – Vilhelm Nellesmann A/S (Production & Wholesales Auto-parts)
 - Sales & Marketing Director
- 1990-1991 Hyldahl Direct Marketing - Dun & Bradstreet Int. (Marketing Agency)
 - Head of Division