

Board Resume

Charlotte Blou Sand

Green Transition & Energy | Start-up & Growth | Digital Transformation



Core Competences

- Leadership roles in 18 years, 11 years as CEO
- Board member experiences
- Strategic Planning & Goal Setting
- Business Development & Continuous Improvements
- Start-up Leadership & Growth Scaling
- Expertise in E-Mobility & Energy Industries
- Digital Transformation & Solution Development

Experiences

Digitalization

I founded two companies which develop digital solutions: *True Energy A/S* spearheaded digital solutions for climate friendly EV charging and efficient power grid utilization.

Sandgården Udlejning was letting entrepreneurial equipment via digital platforms.

The first 15 years of my career I spent in digital agencies managing the development of a vast number of digital solutions.

Are your company looking for digital transformation, the use of more digital tools or the development of digital services, I can help you based on my +20 years of experience.

Start up & Growth

Founded *True Energy A/S* in 2018. The company was exited to global leader of meter manufacturing *Landis+Gyr*. I stayed as CEO for three years within *Landis+Gyr*.

In 2013 I established and managed a successful entrepreneurial equipment rental company, *Sandgården Udlejning*, which I was running for five years.

As a founder of two companies, I can advise your company on development plans and structured growth.

Green transition & Energy

Being a pioneer within smart use of energy I have a deep knowledge of the electricity industry, e-mobility, the different players and business models. I can assist your company expanding in these industries or support your company's general development in a more sustainable direction.

Board Experiences

- Board Member, *Crestwing* (2024-): Advising the founders on their journey of growth including strategy, funding, go to market strategy and organizational development.

- Board Member, *iEnergi* (2020-2024): Contributed to strategic initiatives across the industry for intelligent energy solutions.
- Board Member, *True Energy A/S* (2019-2024): Leveraged CEO insights to provide strategic direction and governance oversight, driving the company's growth and eventual acquisition.
- Member, Business Council & Climate Advisory Board, *Fredensborg Kommune* (2021-Present).
- Chairman, *Karlebo Forældreforening* (2015-2021): Led turnaround strategies for a local school.

Selected Jobs

Founder & CEO, *True Energy* (2018-2024):

Green tech company developing the world's first smart charge app to electrical vehicles and being the first company to be approved for stabilizing the Danish electricity grid with EVs.

Achieved successful funding rounds, and company acquisition to *Landis+Gyr*, in 2021. Market entry in Denmark, Norway, Sweden, Finland and preparing for the US, India and New Zealand. BtBtC business model with 80% of Danish utilities being partners. Grew the organization to 30 people incl. distributed teams.

Founder & CEO, *Sandgården Udlejning* (2013-2018):

Established and managed a successful entrepreneurial equipment rental company.

COO, *Responsive* (2012-2014):

Directed operations, leading the company to significant growth and enhanced project effectiveness.

Various Roles, *Creuna* (today: *Knowit*) (2005-2012):

Held positions including Project Director, Portfolio Manager, and Account Manager, driving tripled turnover and staff expansion.

Education Highlights

- Executive Program: Bound for the Boardroom, *Board Network*, Copenhagen (2024).
- M.Sc. in Economics and Business Administration, *CBS*, Copenhagen (2000).
- MBA studies, *York University*, Toronto, Canada (1998).

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Personal Details

Born 1974
 Married to Jakob Sand
 Mother of three teenage sons