

PRESS RELEASE

CardLab enters its next growth phase with new CEO and strengthened leadership

CardLab today announced a new leadership structure that marks the beginning of the company's next stage of growth. Effective **1 July 2026**, **Jan Bisgaard** has been appointed Chief Executive Officer (CEO), while company founder **Frank Sandeløv** continues as Chief Operating Officer (COO), focusing on operations, technology, and production.

The appointment comes at a pivotal moment for CardLab. Following the successful scale-up of production of the **CardLab Access FIDO** biometric smart card and the launch of the company's **FIDO Certified Authentication Platform**, CardLab has evolved from a technology-driven development company into a commercial provider of complete passwordless authentication solutions.

This new organizational structure strengthens CardLab's ability to accelerate international growth while maintaining the company's strong focus on innovation, product quality, and customer success.



"CardLab has reached an exciting milestone. We now have a mature product portfolio, certified authentication technology, and increasing market demand. I look forward to building on this strong foundation together with our talented team, partners, and customers as we expand internationally," says **Jan Bisgaard, CEO of CardLab**.

Jan Bisgaard joined CardLab in the autumn of 2025 as Chief Sales Officer. During his onboarding, he worked closely with co-founder Frank Sandeløv and the entire CardLab team across every aspect of the business, combining his extensive international B2B sales experience with a deep understanding of CardLab's technologies, products, and customers.

"Working closely with Jan over the past months has confirmed that we share the same vision for CardLab's future. This transition allows me to dedicate my time to what I enjoy most — driving technology, production excellence, quality assurance, and innovation —while Jan leads our commercial expansion. Together and with Katrine Bjarni, VP Operations, we are creating the ideal leadership team for the next phase of CardLab's journey," says **Frank Sandeløv, COO and Co-Founder of CardLab**.

As CEO, Jan Bisgaard will lead CardLab's strategic direction, commercial organization, international sales, partnerships, and business development. Frank Sandeløv will continue leading technology development, manufacturing, quality assurance, and operational excellence, ensuring CardLab continues to deliver world-class biometric authentication solutions.

Strengthening the Board of Directors

As part of the company's continued development, CardLab has also strengthened its Board of Directors.

After many years of dedicated service, **Kim Wagner Jørgensen** has stepped down as Chairman of the Board. CardLab extends its sincere gratitude for his valuable contribution throughout the company's development.

CardLab welcomes **Jesper Kjær-Christensen** as the new Chairman of the Board. Jesper brings extensive experience in branding, marketing, and international business development. At the same time, **Lars Svane Hansen** joins the Board, contributing significant experience in scaling technology companies from start-up to international growth businesses together with an extensive industry network.

These appointments further strengthen CardLab's strategic capabilities as the company prepares for its next phase of expansion.

Looking ahead

The leadership changes introduced on **1 July 2026** represent the first step in building a stronger and more scalable organization. Additional organizational initiatives will be implemented as CardLab continues to expand its global presence.

Join us in celebrating

As the organizational changes coincide with the summer holiday period, CardLab has chosen to celebrate this important milestone after the holidays.

We are pleased to invite employees, customers, suppliers, partners, and friends of CardLab to join us on: **Wednesday, 2 September 2026 at 15:00**

CardLab Innovation ApS

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Please confirm your attendance by contacting:

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About CardLab

CardLab develops next-generation biometric smart cards and certified authentication platforms that enable secure, passwordless access to digital services, physical facilities, and critical infrastructure.

Combining advanced biometric technology, secure elements, tokenized identities, and FIDO-certified authentication, CardLab delivers high-assurance identity solutions for enterprises, governments, and financial institutions worldwide.

Headquartered in Denmark with manufacturing facilities in Thailand, CardLab is committed to making secure authentication simple, trusted, and user-friendly.

Learn more at www.cardlab.com.

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