

## Position on Privacy and Data Protection

<b>Introduction</b>	<p>Handling personal data with care is a keystone in gaining and maintaining the trust of our employees, customers and suppliers.</p> <p>Protecting the confidentiality and integrity of personal data is a responsibility we take seriously at all time.</p> <hr/>
<b>Scope</b>	<p>Chr. Hansen's position on Privacy applies to all aspects of the business worldwide.</p> <hr/>
<b>Statements</b>	<p>Chr. Hansen's activities must be performed in consistency with all applicable data protection laws and privacy principles in Chr. Hansen.</p> <hr/>
<b>Explanation of Statements</b>	<p>Our position on Privacy encompasses:</p> <p><b>Legitimacy</b></p> <ul style="list-style-type: none"><li>• We collect and process personal data only when we have a legal basis for doing so. The essential legal bases are;<ul style="list-style-type: none"><li>• Performance of a contract</li><li>• A legal obligation or requirement</li><li>• Legitimate interest pursued by Chr. Hansen, or</li><li>• Consent from an individual (e.g. employee, customer).</li></ul></li></ul> <p><b>Proportionality</b></p> <ul style="list-style-type: none"><li>• We ensure that the scope of personal data collected is adequate, relevant and not excessive in relation to the purpose.</li></ul> <p><b>Data quality</b></p> <ul style="list-style-type: none"><li>• We make sure that the stored personal data is accurate and kept up-to-date. We take reasonable steps to ensure that inaccurate or incomplete data is deleted, completed or corrected.</li></ul> <p><b>Retention Period</b></p> <ul style="list-style-type: none"><li>• We do not store personal data longer than necessary for the purpose for which the data is obtained.</li><li>• We securely delete data that is no longer needed for the purpose.</li></ul>

**Access Management**

- We ensure that employees have access to personal data only on a need-to-know basis. This means that employees have access to personal data only depending on the type and scope of the task in question.

**Transparency**

- We inform individuals about how their personal data is processed.
- We inform the individuals on;
  - The purpose for which data is being collected
  - With whom data may be shared
  - The existence of rights of access, rectification and erasure

**Transfer of personal data**

- We enter into data processing agreements with all vendors who process personal data on behalf of Chr. Hansen.
- We only transfer personal data to recipients in third-countries, when we have ensured an adequate level of protection of the privacy rights of individuals.

**Security measures**

- We will implement appropriate and reasonable technical and organizational measures to protect individuals against unauthorized or unlawful processing, and against accidental loss, destruction or damage.

**Personal data security breach incidents**

- Personal data security breach incidents are reported on the service portal on C-Net. A Data Protection Response Team will investigate and respond appropriately to any security breach, including notifying affected individuals and reporting to authorities.

**Audits**

- Regular internal audits are performed to ensure compliance with the privacy program.

**Internal complaint mechanism**

- Any individual can report a non-compliance issue to the Global Privacy Officer at [privacyofficer@chr-hansen.com](mailto:privacyofficer@chr-hansen.com).

**National legislation**

- We are aware that national legislation may impose additional or other requirements regarding the content and scope of this Position. If applicable national legislation requires a higher

level of protection for personal data, we will comply with such stricter requirements.

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**Governance** This Position on Privacy is related to the Business Integrity Policy.

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**Management Training and audits:**

Chr. Hansen's policy of non-infringement of data protection law is actively supported by mandatory procedures, guidelines and audits and other appropriate safeguards that ensure compliance and enhance the employees' awareness of the importance of complying with data protection laws and Chr. Hansen's procedures on this matter.

All employees receive relevant training in the above.

Furthermore, all employees are required to make themselves acquainted with the rules and procedures on privacy that apply to their job.

For all new processes, systems or applications where personal data is processed involvement from the Global Privacy Officer is needed in order to perform a privacy impact assessment.

The Global Privacy Officer shall be notified in the event of a potential data breach or any other concern about a potential violation. Furthermore, all employees are encouraged to seek advice from their people manager, Global Privacy Leads or Local Data Protection Responsibles when in doubt about a privacy compliance matter.