

# The five Chr. Hansen Diversity Targets: Definitions and 2025 targets

## FOCUS AREAS

## DEFINITION

## TARGET FY25



**Diversity Ambition for the Board of Directors**

- The Board of Directors aims at having three shareholder-elected members of each gender and maintain a strong diversity of skills, experience and nationalities.
- The diversity ambition for the Board of Directors covers the members elected by the general meeting, i.e., not the employee representatives

**3 of each gender**



**Women in Directors+ Positions**

- Directors+ position is defined as being in the pool of Director, Senior Director, Vice President, Senior Vice President, Corporate Vice President, Executive Vice President or CEO. This group includes both managerial as well as specialist roles

**35%**



**Women in Management**

- The definition of management is broad and includes employees with managerial/people responsibility, from a team supervisor to the CEO

**1:1**



**Gender Pay**

- Gender pay identifies the difference in average for base salary between women and men in Chr. Hansen
- The data includes countries where there are 250 or more employees to ensure a sufficient data set
- Currently, four countries are included (DK, US, DE and FR) and these make up app. 85% of the total workforce

**Reduce**



**Retention for employees under 30**

- Retention of employees for minimum three years, who were 29 or younger at the time of hire
- Only included permanent and open-ended employment contracts (excluding student worker, time limited contracts)
- Aspiration is to have a better retention percentage of this population compared to average turnover in Chr. Hansen

**90%**