

## People, Knowledge and Organization Policy

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Chr. Hansen strives to be an attractive workplace by providing a fair, respectful, inclusive, safe, healthy and attractive work environment. We have a strong and meaningful purpose that is expressed in everything we do, for and with our people. We provide opportunities for development to our employees consistent with the needs of the business, thereby enabling employees to deliver on Chr. Hansen's ambitious goals.

Knowledge is our key competitive advantage and essential for Chr. Hansen to deliver on our Strategy, create organizational excellence and remain competitive. We work to continuously improve the employability of our people by developing their competencies and knowledge.

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### **Learning & Development**

- We strive to have highly qualified, resourceful and ambitious employees. We invest in their continued development as we believe that leveraging and increasing knowledge and competencies in our company is a key competitive advantage.

### **Leadership**

- We strive to have leaders who motivate, inspire and support our employees in achieving and developing their potential and performing at their very best. Leaders who show their own unique leadership style and act as role models for our company and its culture.

### **Employee Engagement**

- We strive to have engaged and motivated employees who enjoy their work, feel appreciated and challenged.
- We strive to have employees who are proud of working at Chr. Hansen and feel aligned with the overall purpose of the company.

### **Organizational excellence**

- We strive to have an adaptive, efficient and scalable organization that enables the business reaching its ambitious goals..
- We strive to have a flat organization allowing agile decision making.

### **Reward and remuneration**

- We provide market competitive remuneration to all employees based on the local market conditions in the country they work, and consistent with the Chr. Hansen compensation principles and structure. The remuneration has a clear link to job levels, experience and performance. We comply

with local legal and industry standards.

### **Diversity and Inclusion**

- We strive to ensure a diverse workforce that fosters an inclusive environment, where employees have equal opportunities and are led by leaders who embody the Chr. Hansen culture, and are unique in their leadership style.

### **Health and safety**

- We strive to have a healthy and safe work place that continuously improves both our physical and psychological work environment, so employees feel and are safe while working
- We encourage all employees to contribute to “Theme Based Observations”, thus helping to prove work safety, and we have clear measures to reduce Lost-Time Incidences (LTI) and learn from these.

### **Governance**

Chr. Hansen’s People, Knowledge & Organization Policy is further detailed in our positions on:

- Learning & Development
- Employee Engagement
- Leadership
- Organizational Excellence
- Global Mobility
- Reward & Remuneration
- Health & Safety

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The principles apply to all employees, directors and officers in Chr. Hansen.

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