

Reward and Remuneration Position

Introduction

Chr. Hansen is committed to provide market competitive terms and conditions of employment, which reflect the skills and performance of our employees, as well as their contribution to the company.

The ways in which we reward and recognize our employees are an important part of the employment relationship and employee engagement. The main objective of our remuneration policies and practices is to attract, engage and retain employees with the experience and competencies needed to execute on our strategic ambitions in a sustainable and purpose-driven way, in line with our Culture Model.

Guiding Principles

We aim to have remuneration policies and practices that follow the guiding principles below:

Total Reward perspective

- Our remuneration balances financial and non-financial reward elements, and both types are considered when determining the value of an employment offer.
- Our remuneration is supplemented by a strong leadership culture of setting direction, providing feedback and giving recognition.

Internally aligned and Externally competitive

- Our remuneration is aligned with our Chr. Hansen Corporate and Human Resources strategy.
- Our remuneration is competitive in the relevant reference markets and industry segments.
- Our leaders take ownership of pay decisions adhering to our principles and policies.

Linked to Performance

- Differentiation in our remuneration is driven by clearly defined performance requirements.
- Annual and short-term targets are set for each individual employee
- Five-year and long-term strategic targets are identified for the company.

Legal compliance and governance

- Our remuneration is governed in a transparent, sustainable and ethical way.
- All remuneration programs comply with external and internal, global and local, governance requirements.

Scope

The principles of this position apply to all Chr. Hansen sites and subsidiaries.
