

Resolutions passed at the Annual General Meeting of Chr. Hansen Holding A/S

At the Annual General Meeting of Chr. Hansen Holding A/S held on Wednesday November 27, 2019 all proposals set out in the agenda were adopted, including the following:

- The Annual Report 2018/19 was adopted.
- It was resolved to pay a dividend of DKK 7.07 per share of DKK 10.
- It was resolved to maintain the same remuneration level in 2019/20 for the members of the Board of Directors and board committee members as in 2018/19. In addition to the fees for board and committee work, it was resolved that the board and committee members shall receive a fixed travel allowance of EUR 3,000 in connection with travel to board and/or committee related meetings outside their country of residence. Previously, travel allowance has only been received in connection with overseas travel.
- The revised Remuneration Policy was adopted as outlined in the notice to convene the Annual General Meeting. As a consequence, the Board of Directors have adjusted the 2019/20 long-term incentive program (matching shares) for the Company's Executive Board and other members of the Corporate Leadership Team, in total 9 members, announced in the 2018/19 Statements of Results, company announcement no. 16/2019, to the following:

In accordance with the adjusted program, the participants are required to acquire a number of existing shares in Chr. Hansen Holding A/S (investment shares) and retain ownership of such shares for a predefined holding period of three (3) years (the holding period). Upon expiration of the holding period and subject to fulfillment of certain predefined performance targets, the participants will be entitled to receive up to seven and a half (7.5) additional shares, in Chr. Hansen Holding A/S (matching shares) per investment share against no consideration.

The defined performance targets are related to the development of organic growth, EBIT as well as the Total Shareholder Return defined as the relative return compared to a predefined group of peer companies.

The total number of matching shares which the participants will be able to receive based on the grants made is 48,570. The theoretical market value of the grants amounts to DKK 15,597,987 based on likely level of achievement of the performance targets, i.e. 4.64 matching shares per investment share with three (3) years of estimated dividends of 1.5% per year deducted.

- Dominique Reiniche was re-elected Chair of the Board of Directors.

- Jesper Brandgaard, Luis Cantarell, Heidi Kleinbach-Sauter, Niels Peder Nielsen, Kristian Villumsen and Mark Wilson were re-elected as members of the Board of Directors.
- PricewaterhouseCoopers, Statsautoriseret Revisionspartnerselskab was re-elected as auditor of the Company.
- The Chairman of the Annual General Meeting was authorized to file the resolutions passed with the Danish Business Authority and to make any such changes as the Danish Business Authority may require as a condition for registering or approving the resolutions passed.

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About Chr. Hansen

Chr. Hansen is a leading, global bioscience company that develops natural ingredient solutions for the food, nutritional, pharmaceutical and agricultural industries. We develop and produce cultures, enzymes, probiotics and natural colors for a rich variety of foods, confectionery, beverages, dietary supplements and even animal feed and plant protection. Our product innovation is based on around 40,000 microbial strains – we like to refer to them as ‘good bacteria’. Our solutions enable food manufacturers to produce more with less – while also reducing the use of chemicals and other synthetic additives – which make our products highly relevant in today’s world. Sustainability is an integral part of Chr. Hansen’s vision to improve food and health. In 2019 Chr. Hansen was ranked as the world’s most sustainable company by Corporate Knights thanks to our strong sustainability efforts and our many collaborative partnerships with our customers. We have been delivering value to our partners – and, ultimately, end consumers worldwide – for over 140 years. We are proud that more than one billion people consume products containing our natural ingredients every day.