



Proposal of candidates to the Board of Directors

In the election of Novozymes' board members to be held at the Annual Shareholders' Meeting on March 2, 2023, the Board of Directors proposes the reelection of six members. All candidates are standing for one-year terms.

After 12 years as a member of the Novozymes' Board of Directors, Jørgen Buhl Rasmussen has decided not to seek re-election at the Annual Shareholders' Meeting on March 2, 2023. Through the past six years, Jørgen has served as the Chair of the Novozymes' Board of Directors. During his tenure, Jørgen has played a pivotal role in developing and transforming the company by establishing a more well-founded growth journey. This includes a greater focus on portfolio prioritization and a stronger commercial agenda, as well as a more aligned nomination and remuneration strategy. The Board is highly appreciative of Jørgen's instrumental role in the process leading up to the proposed combination of Novozymes and Chr. Hansen. Additionally, the Board also wishes to express its gratitude for Jørgen's strong commitment to sustainability and his long-standing impact on Novozymes.

The Board proposes the election of Cornelis (Cees) de Jong as new Chair of the Board. Cees has been the Vice Chair of the Board since 2020. The Board proposes Cees based on his extensive international business and management experiences from the food, food ingredient and industrial biotech industries, latest as the CEO of Chr. Hansen.

The Board is proposing the election of Kim Stratton as Vice Chair. Kim has served on the Board since 2017. Throughout her tenure, Kim has served on the Nomination and Remuneration Committee, and she has also served on the Innovation Committee since 2020. The Board proposes Kim based on her broad global commercial experience, including across emerging markets. Her skills also span innovation pipeline management, sustainability integration and external affairs.

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Contact information

novozymesIR@novozymes.com

Tobias Cornelius Björklund
+45 3077 8682
tobb@novozymes.com

Ludmila Cebanov
+45 3077 0554
ldnv@novozymes.com

Anders Enevoldsen
+45 5350 1453
ahev@novozymes.com

About Novozymes

Novozymes is the world leader in biological solutions. Together with customers, partners and the global community, we improve industrial performance while preserving the planet's resources and helping build better lives. As the world's largest provider of enzyme and microbial technologies, our bioinnovation enables higher agricultural yields, low-temperature washing, energy-efficient production, renewable fuel and many other benefits that we rely on today and in the future. We call it Rethink Tomorrow. www.novozymes.com

Novozymes A/S

Krogshøjvej 36
2880 Bagsvaerd
Denmark

Phone: +45 4446 0000

Consequently, the following candidates will be proposed for the Board of Directors at the Annual Shareholders' Meeting on March 2, 2023, all serving a one-year term:

- Cornelis (Cees) de Jong as Chair of the Board (currently Vice Chair)
- Kim Stratton as Vice Chair of the Board (currently Board member)
- Heine Dalsgaard as member of the Board (currently Board member)
- Sharon James as member of the Board (currently Board member)
- Kasim Kutay as member of the Board (currently Board member)
- Morten Sommer as member of the Board (currently Board member)

The following employee representatives were elected as members of the Board on February 2, 2021, for a four-year term:

- Anne Breum, Laboratory Technician
- Anders Hentze Knudsen, Senior Operator
- Preben Nielsen, Science Manager
- Jens Øbro, Senior Professional