



Ester Baiget appointed new CEO of Novozymes

On 1 February 2020, Ester Baiget will take up the position as President & CEO of Novozymes. Ester joins from a position as Business President for Dow's Industrial Solutions and is a member of the executive leadership team. She is an experienced international leader with a strong track-record.

Novozymes' Board of Directors has appointed Ester Baiget as President and CEO of Novozymes from 1 February 2020. Ester will succeed Peder Holk Nielsen who, as previously announced, will be leaving Novozymes in early 2020.

Ester is currently business president for Dow's Industrial Solutions business unit and a member of the executive leadership team. She joined Dow in 1995 as an engineer in Tarragona, Spain. Since then, she has held manufacturing, technical, commercial and strategic roles in a company that has undergone tremendous change over time. In her years as Business President for Industrial Solutions, the business has expanded the market, improved its market-leading position, delivered double-digit growth and strong earnings. She is credited with implementing a clear growth, innovation and operational strategy to produce strong financial results.

"Ester is an experienced international leader with a very strong track-record within transformational change and driving profitable growth. Her experience is broad and global, and she is known for combining strong commercial credentials, technical expertise and an engaging, motivational leadership style," said Jørgen Buhl Rasmussen, Chairman of the Board of Directors.

"Ester is a leader who is used to running businesses with complex product portfolios and diverse groups of customers. Her ability to set the direction and operate in an R&D-driven environment together with her passion for the sustainability agenda makes her a great fit for Novozymes. The Board and I look forward to working with Ester and build on the updated strategy Better Business with Biology," Buhl Rasmussen added.

"I am looking so much forward to joining Novozymes - a company with a very strong purpose and an impressive product portfolio that bodes well for the future. As a person, I have always strived to make a difference, make the world a better place and help people grow. I see a very strong match between that and Novozymes," said Ester Baiget.

Ester has a passion for sciences and inspires colleagues and future generations through her role as a STEM ambassador, and as an active proponent of WIN (Women's Innovation Network).

Ester Baiget is a Spanish national, currently living in Switzerland. She plans to relocate to Denmark together with her family after joining Novozymes. She holds a chemical engineering degree and an MBA from the University of Tarragona (Spain).

The appointment has no impact on the financial outlook for 2019.

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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

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