



Morten Enggaard Rasmussen appointed new Executive Vice President of People, Sustainability & Brand

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Morten Enggaard Rasmussen has been appointed Executive Vice President of People, Sustainability & Brand at Novozymes and will take up his new position on 1 April, 2021. Morten will report to President & CEO Ester Baiget and will serve on the Executive Leadership Team. As a result of this appointment, and as previously announced, Thomas Videbæk will after transitioning the role leave the company during the second quarter of 2021.

Novozymes A/S
Krogshøjvej 36
2880 Bagsvaerd
Denmark

Phone: +45 4446 0000
www.novozymes.com

Ester Baiget, President & CEO: *"I'm very pleased to announce that Morten Enggaard Rasmussen will be joining Novozymes as Executive Vice President of People, Sustainability & Brand. Morten has a strong international profile and is an experienced business-oriented human resources executive. He also has a profound understanding of the meaning and purpose of sustainability in driving business performance. This makes him very well suited to support and expand Novozymes' access to markets and new opportunities. We are very much looking forward to having Morten join the team."*

Morten currently serves as Vice President of People & Culture at Vestas, in charge of Asia Pacific and China, and is based in Singapore. He joined Vestas in 2008 and has a strong track record of building and developing high performing teams across North America, Europe, Africa and Asia with a particular focus on sustainable business. Morten has proven to be capable of managing complex, international development projects and has operated as a trusted business partner across various functions and geographies.

Morten Enggaard Rasmussen, new Executive Vice President of People, Sustainability & Brand: *"I'm very excited to join Novozymes, the world leader in biological solutions, and together with employees and the Executive Leadership Team I look forward to developing the organization and its people, the sustainability agenda and positioning, all being strong pillars on which to build future growth."*

Morten is a Danish national, currently living in Singapore. He plans to relocate to Denmark together with his family during the spring. Morten holds a Master of Science degree from the Aarhus School of Business.

Thomas Videbæk, who is the current interim EVP of People, Sustainability & Brand, will transition this role to Morten. The transition is expected to conclude during the second quarter of 2021 and after the transition Thomas will leave the company.

"I would like to extend my gratitude to Thomas for his hard work and remarkable dedication to Novozymes. He has had a long and impressive career, and his contribution to both the company and the industry overall is admirable," said Ester Baiget, and she continued: *"With the latest changes we have now finalized the changes to the Executive Leadership Team that we announced back in September. I look forward to working with the full team and the rest of the organization to reach our growth goals and expand the use of sustainable biological solutions."*

The appointment has no impact on the financial outlook for 2020.

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 to 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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Denmark

Phone: +45 4446 0000

Contact information

Investor Relations

Tobias Bjorklund	+45 3077 8682	tobb@novozymes.com
Carl Ahlgren	+1 919 702 6144	cxal@novozymes.com
Ulrik Wu Svare	+45 3077 3187	ulms@novozymes.com

Media Relations

Rene Tronborg (DK)	+45 3077 2274	retr@novozymes.com
Frederik Bjoerndal (U.S.)	+1 646 671 3897	tfbh@novozymes.com