

Reward and Remuneration Position

Introduction

Chr. Hansen is committed to provide terms and conditions of employment which reflect the effort and performance exercised by our employees and their value to the company.

Reward is an important part of managing people. The ways in which we value and reward our employees is an important part of the employment relationship. The main objective of our reward and remuneration is to attract, retain and motivate employees with the experience and knowledge needed to reach our business goals while supporting our company values.

Statements

We aim at having a motivating and competitive remuneration and reward system which:

Matches market and competitors

- We are competitive compared to relevant markets and competitors.

Looks at total reward

- We use both financial and non-financial remuneration and reward elements to appraise individual performance and motivate extraordinary efforts.

Relates to performance

- We want remuneration and reward to be closely linked to assessed individual performance. We combine payment for the job, with payment for competencies and capabilities and payment for individual/team efforts and results.

Follows legal and industry standards

- As a minimum, we comply with local legal and industry standards for remuneration and reward practices.
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Scope

The principles apply to all Chr. Hansen sites and subsidiaries.
