

Ester Baiget

President & Chief Executive Officer

- for the future combined company

Background

Ester Baiget holds more than 25 years of global experience. As an international leader with a strong track record, Ester has driven transformational change, enhanced profitability, and set a strong foundation for sustainable growth across a diverse range of industries. Through her leadership, she nurtures a diverse culture of inclusion, engagement, and commitment to delivering strong results.

She joined Novozymes in 2020 after serving as president for Dow's Industrial Solutions business and member of Dow's executive leadership team.

Ester is a compelling advocate of the power of biotechnology and the positive change biosolutions can have for a healthy planet. She represents Novozymes in key global arenas and brings the voice of sustainability and innovation as member of several external boards of directors.

Ester holds a chemical engineering degree and an MBA from the University of Tarragona in Spain.



Rainer Lehmann

Chief Financial Officer

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Background

Rainer Lehmann has spent more than 20 years at Sartorius including six years as CFO and a member of the Executive Board, where he has played a key role in transforming the company into a leading international partner of life science research and the biopharmaceutical industry.

He was responsible for Finance, IT, Data and Business Process Management, Corporate Sourcing, and the Post-Merger Integration Office. Rainer commands strong international experience and has spent roughly 17 years in the United States.

Rainer holds a degree in business administration from the University of Cologne, Germany.



Jacob Vishof Paulsen

Executive Vice President, Food & Beverage
Biosolutions

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Background

Jacob Vishof Paulsen brings a strong Food & Beverage background and heritage from Chr. Hansen, as well as a wealth of industry insight and experience. Jacob has a proven track record of driving growth and value creation into food & beverage segments, by leveraging innovative solutions from microbes and enzymes combined with establishing long-term customer partnerships. In addition, Jacob has played a key role in Chr. Hansen's approach to customer centricity and sales excellence, and he will be instrumental in bringing this experience and know-how to the future combined company.

Jacob joined Chr. Hansen in 2006 and became a member of the Corporate Leadership Team in 2013. During his 17 years tenure in Chr. Hansen, he has held multiple Global Sales and Business Unit leadership positions and has been in his current position responsible for the Food Cultures & Enzymes business unit since 2019.

Jacob holds an MSc. in Applied Economics and Finance from Copenhagen Business School, Denmark.



Amy Byrick

Executive Vice President, Human Health Biosolutions
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Background

Amy Byrick has profound experience from the food and health sector and a strong track record driving profitable growth as a global business leader. She has been building high performing teams and businesses through integrations, with strong strategic and commercial acumen, and a strong focus on execution. Furthermore, she brings her extensive market-driven business experience to the future company's Executive Leadership Team. Her capabilities will be instrumental in our collective effort to become a more customer-centric company with better commercial capabilities and a portfolio diversification that drives higher, sustainable growth.

Amy Byrick joined Novozymes in April 2021 from DuPont Nutrition & Biosciences, where she led the Global Food & Beverage business. Prior to her time at DuPont, Amy spent more than a decade at Amcor holding various strategic, marketing, and general management positions.

Amy holds a Bachelor's degree in Chemical Engineering from Queen's University, Canada, and an MBA from INSEAD.



Tina Sejersgård Fanø

Executive Vice President, Planetary Health Biosolutions
- for the future combined company

Background

Tina Sejersgård Fanø has a solid track record of delivering growth and has been instrumental in Novozymes' transformation of Bioenergy business. Besides being an inclusive people leader, Tina brings a strong strategic acumen and cross-industry background to the future Executive Leadership Team.

Tina has been with Novo Nordisk and Novozymes since she graduated in 1993. She has held several positions in applied research, production, marketing, sales and business development. Prior to becoming part of the executive management team in 2016, she was Vice President of Business Operations, Europe, Middle East and Africa. Tina has significant experience in developing and managing global partnerships and has been instrumental in negotiating major business deals for Novozymes over the years.

Tina holds a master's degree in Biochemistry from the Technical University of Denmark.



Claus Crone Fuglsang

Chief Scientific Officer

- for the future combined company

Background

Claus Crone Fuglsang has a long track record in creating and leading a best-in-class R&D organization. Claus has significant experience in creating breakthrough innovation programs as well as innovating for efficiency and productivity globally, with expertise in both enzymes and microbes. As CSO of Novozymes, he has built a strong innovation pipeline to support business growth.

Since joining Novozymes in 1993, Claus has been in several different leadership roles in R&D both in Denmark and the US and has spent the past seven years leading Novozymes' core research and technology developments.

Claus holds a Master's degree in Biochemistry from the University of Copenhagen, Denmark, and a MBA from Herriot-Watt University in Edinburgh, United Kingdom.



Anders Lund

Chief Operating Officer

- for the future combined company

Background

Anders Lund has both a strong commercial background and the supply chain experience to create a strong connection between the commercial functions and Operations and lead and optimize the complex asset footprint of our future combined company.

Anders's experience will be central to elevate the strategic foundation of the future company's operations and ensure reliable and relevant production.

Anders has been with Novozymes since he graduated in 1999, in a career spanning multiple leadership positions. Before joining Novozymes' Executive Leadership Team, he led Business Operations in North and South America, Global Marketing and Global Supply Chain. Anders has a solid commercial and strategic background and has been a significant part of shaping Novozymes' strategies over the last 10 years. He also brings strong customer relationships, especially in the Household Care and Biofuel areas.

Anders holds a Master's degree in Economics from Aarhus University, Denmark.



Henrik Jørck Nielsen

Executive Vice President, Strategy & Integration

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Background

Henrik Jørck Nielsen comes with a strong technical and commercial background and acumen, having set the foundation of the Agriculture and Animal Health business in Chr. Hansen and more recently taken up the role of Chief Science Officer in Chr. Hansen. Henrik has been an instrumental part of the Integration Leadership since announcement of the combination and will continue to bring strong leadership to the post-merger integration work and synergy realization.

In his role as responsible for Strategy & Integration, Henrik will be responsible for leading the future company's strategy, Strategic Opportunity Areas and Commercial Excellence.

Henrik joined Chr. Hansen in August 2014 as Vice President of Plant Health from a position as Associate Partner at McKinsey & Company focusing on pharmaceuticals and medical products. Henrik did his post-doctoral research fellow at the National Cancer Institute in the US and then joined the Technical University of Denmark as Associate Professor.

Henrik holds a Ph.D. in Biotechnology from the Technical University of Denmark and National Institute of Health in Maryland.



Morten Enggaard Rasmussen

Executive Vice President, People & Stakeholder Relations

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Background

Morten has a strong international profile and is an experienced business-oriented human resources executive. He has a profound understanding of the meaning and purpose of sustainability in driving business performance and a strong track record of building and developing high performing teams with a particular focus on sustainable business.

Morten joined Novozymes in April 2021 from a position as Vice President of People & Culture at Vestas where he oversaw Asia Pacific and China, 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 holds a Master's of Science degree from the Aarhus School of Business, Denmark.



Winnie Bügel

General Counsel, Legal

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Background

Winnie Bügel is an international senior executive with strong legal experience and business understanding. She has a track record of building global functions and robust corporate governance structures and compliance frameworks. Through the years, Winnie has been instrumental in several transformative mergers and acquisitions.

In her role as General Counsel she will be responsible for all legal matters including the legal work following the closure of the merger.

Winnie joined Chr. Hansen in 2000 and started her career as Manager of the Legal & Regulatory Affairs department. Later she assumed the responsibility for Corporate Affairs and became Executive Vice President, Compliance & Corporate Affairs in 2022. In addition, Winnie served as CEO of Chr. Hansen A/S (Denmark) and Chair of the Works Council. Prior to joining Chr. Hansen, Winnie was with Carl Bro Group (now Sweco Danmark), a consulting engineering company.

Winnie has a Masters in Law (LL.M) from the University of Copenhagen and a Bachelor of Commerce, International Trade, from Copenhagen Business School.



Until Day 1 Novozymes and Chr. Hansen continue to operate as two separate companies as we await authority approvals of the proposed combination, which we continue to expect to be in the fourth quarter of calendar year 2023 or the first quarter of calendar year 2024.