

Long-term incentive program

Pursuant to the Company's overall guidelines for incentive-based remuneration and the matching shares program, the Board of Directors has today made grants to the Company's Executive Board and certain other senior employees.

In accordance with the program, the participants are required to acquire a number of existing shares in Chr. Hansen Holding A/S (investment shares) and retain ownership of such shares for a predefined holding period of three (3) years (the holding period). Upon expiration of the holding period and subject to fulfillment of certain predefined performance targets, the participants will be entitled to receive up to five and a half (5.5) additional shares in Chr. Hansen Holding A/S (matching shares) per investment share against no consideration.

The defined performance targets are related to the development of organic growth, EBIT as well as the Total Shareholder Return defined as the relative return compared to a predefined group of peer companies.

The total number of matching shares which the participants will be able to receive based on the grants made is 42,664. The theoretical market value of the grants amounts to DKK 14,618,819 based on likely level of achievement of the performance targets, i.e. three and a half (3.5) matching shares per investment share with three (3) years of estimated dividends of 1.5% per year deducted.

For further information please contact:

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The announcement has been prepared in Danish and in English. In the event of discrepancies, the Danish version prevails.

About Chr. Hansen

Chr. Hansen is a leading global bioscience company that develops natural ingredient solutions for the food, nutritional, pharmaceutical and agricultural industries. We develop and produce cultures, enzymes, probiotics and natural colors for a rich variety of foods, confectionery, beverages, dietary supplements and even animal feed and plant protection. Our product innovation is based on more than 30,000 microbial strains - we like to refer to them as "good bacteria." Our solutions enable food manufacturers to produce more with less - while also reducing the use of chemicals and other synthetic additives - which makes our products highly relevant in today's world. We have been delivering value to our partners - and, ultimately, end consumers worldwide - for more than 140 years. We are proud that more than 1 billion people consume products containing our natural ingredients every day.