

# BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT



**Steen Riisgaard**

Born 1951. President and CEO.

**Board positions**

**Member:**

Rockwool International A/S, Egmont International Holding A/S, the Egmont Foundation, and World Wide Fund for Nature (WWF) in Denmark



**Arne Juul Hansen**

Born 1951. Operator. Employee representative. Member of the Board since 2001. Elected for four years at a time.



**Per Falholt**

Born 1958. Executive Vice President, Research & Development.

**Board positions**

**Member:** IT Practice A/S



**Jerker Hartwall**

Born 1952. CEO, AarhusKarlshamn AB (Sweden). Member of the Board since 2000. Member of the Audit Committee. Elected for one year at a time.

**Other board positions**

**Chairman:** Aarhus United A/S

**Special competencies:**

Extensive international management experience



**Peder Holk Nielsen**

Born 1956. Executive Vice President, Enzyme Business.

**Board positions**

**Member:** Hempel A/S



**Henrik Gürtler\***

Born 1953. CEO, Novo A/S. Chairman of the Board since 2000. Elected for one year at a time.

**Other board positions**

**Chairman:** Copenhagen Airports A/S and COWI A/S  
**Member:** Novo Nordisk A/S

**Special competencies:**

In-depth knowledge of Novozymes' business, and experience in managing and working in an international biotechnology company



**Mathias Uhlén**

Born 1954. Professor, the Royal Institute of Technology (Kungliga Tekniska Högskolan), Stockholm (Sweden). Member of the Board since 2007. Elected for one year at a time.

**Other board positions**

**Member:** KTH Holding AB, Atlas Antibodies AB, Biotage AB, Affibody AB, SweTree Genomics AB, Nordiag AS, and Skanditek Industriförvaltning AB

**Special competencies:** Broad experience in research and biotechnology

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**Thomas Nagy**  
Born 1963. Executive Vice President, Stakeholder Relations.



**Walther Thygesen**  
Born 1950. CEO, Thrane & Thrane A/S. Member of the Board since 2000. Member of the Audit Committee. Elected for one year at a time.

**Other board positions**  
**Chairman:** Hewlett-Packard Denmark and the Growth Foundation (Vækst-fonden)  
**Member:** Investea Holding A/S

**Special competencies:** In-depth IT expertise and wide-ranging international experience



**Thomas Videbæk**  
Born 1960. Executive Vice President, BioBusiness.



**Kurt Anker Nielsen\***  
Born 1945. Deputy Vice Chairman of the Board. Chairman of the Audit Committee. Member of the Board since 2000. Elected for one year at a time.

**Other board positions**  
**Chairman:** Reliance A/S  
**Member:** The Novo Nordisk Foundation  
**Member and Chairman of the audit committee:** Novo Nordisk A/S, ZymoGenetics, Inc. (USA), Vestas Wind Systems A/S, StatoilHydro ASA (Norway), and LifeCycle Pharma A/S

**Special competencies:** Expertise in financial matters and in-depth knowledge of Novozymes' business



**Søren Henrik Jepsen**  
Born 1947. Manager. Employee representative. Member of the Board since 2005. Elected for four years at a time.



**Paul Petter Aas**  
Born 1946. Senior Vice President, Yara International ASA (Norway). Member of the Board since 2000. Elected for one year at a time.

**Special competencies:** Extensive international management experience



**Benny Loft**  
Born 1965. Executive Vice President and CFO.

**Board positions**  
**Member:** The Blue Planet



**Ulla Morin**  
Born 1954. Laboratory Technician. Employee representative. Member of the Board since 2001. Elected for four years at a time.

\* These board members are not regarded as independent in the sense of the definition contained in the Nørby Report.