Statutory report on gender diversity for the financial year 2022, cf. Section 99 b of the Danish Financial Statements Act

This statement forms part of the management's review in the Novozymes Annual Report covering the period January 1 – December 31, 2022.

Commitment to gender diversity

Novozymes is committed to nurture a culture of diversity, equity and inclusion, and we have a policy for diversity and equal opportunities, which covers our workforce and the Board of Directors.

In accordance with our values, we want to build on our heritage as a socially responsible company that recruits, promotes and develops people based on merit and in a way that supports diversity. Recruitment, terms of employment, promotion, and termination of employment are practiced without any distinction on the basis of race, color, ethnic, national or social origin, gender, religion, age, disability, political opinion, sexual orientation, or family responsibilities.

For more information about Novozymes' position (policy) on diversity, please see "Position on diversity and equal opportunities" here.

Every year, we report on the company's gender diversity in our annual report in line with applicable law and recognized international standards.

This statement reports on gender diversity with respect to Novozymes' Board of Directors and Other Management levels, as required by Section 99 b of the Danish Financial Statements Act.

The Board of Directors

Novozymes has established a Nomination and Remuneration Committee ("NomRemCo") to assist the Board of Directors with the oversight of e.g. composition of the Board of Directors and the Executive Leadership Team as further described in the NomRemCo Charter. Among the responsibilities of this committee is to review the composition and competency profile of the Board of Directors with respect to required and desired diversity aspects, including gender diversity, in relation to nomination of candidates.

Novozymes previously had a target that one-third or more of the shareholder-elected board members should be female, and that one-third or more of the shareholder-elected board members should be male, which target was met for 2021. Novozymes has since further increased the gender target regarding our shareholder-elected board members so that 40% or more of the shareholder-elected board members shall be female and 40% or more of the shareholder-elected board members shall be male.

Novozymes will not meet this target by the Annual Shareholders' Meeting in 2023, as Novozymes for now has decided to postpone the addition of new board members until completion of the proposed combination of

Novozymes and Chr. Hansen. However, as of the date of Novozymes' Annual Shareholders' Meeting in 2023, Novozymes will further improve the gender balance of the shareholder-elected board members from 29% in 2022 to 33%, due to a male board member resigning from the board of directors.

Despite not meeting our own gender diversity target, the composition of the Board of Directors meets the gender diversity requirements set out in Danish legislation. For the board members elected at the Annual Shareholders' meeting, the board is composed of two women and five men, which according to the Danish Business Authority's interpretation of Section 139c is considered an equal gender distribution.

Other management levels

In Novozymes, we have a policy for diversity and equal opportunities, including gender diversity, which covers the entire workforce, and it has the purpose of increasing diversity, including the share of the underrepresented gender, at all management levels.

In 2022, we have set a new long-term target for the gender diversity for all professionals and senior management. By 2030, we aim to achieve gender balance across all professionals and in senior management. This means that, we will strive for a minimum of 45% women and 45% men across all professionals and in senior management. To deliver on this long-term ambition, we work with milestone targets, where we aim to achieve a minimum of 35% women in senior management and of 45% women across all professionals by 2025. The performance against these targets is linked to our long-term incentive programs.

Measurements and impact:

The Executive Leadership Team is included in the monitoring and targets set for gender diversity.

The gender diversity targets are anchored in KPI's across the organization, and there is quarterly follow-up on gender diversity in promotions and new hires. Focus on gender diversity is included in core HR processes and regional roadmaps. Generally, we see an increased focus on gender diversity across the leadership teams, and as an example in 2021 and 2022 the share of women with academic background have exceeded 50% of new hires for positions below management levels, which provides a gender balanced pipeline for the future.

Furthermore, to promote gender diversity among leaders in the company, we have introduced specific requirements in our succession management systems to monitor diversity among the potential successors for leadership positions.

For monitoring progress on representation of gender and nationality in management layers, Novozymes has developed a "Diversity Index". The Diversity Index measures the ratio of 1) women compared to men and 2) international employees compared to Danish employees in Novozymes management layers.

Taking the ratio of women and international employees in Novozymes' total academic population globally as calculated end of 2019 as index 100, the Diversity Index measures the relative representation of women and international employees in Novozymes management layers and thereby its impact on diversity. If women and international employees are equally represented in leadership at all management levels and the total global academic population, the index would be 100.

Currently, Novozymes scores 86,1 on the Diversity Index and thereby we met our 2022 target at 86.

At current 33% of Senior Management are female compared to 34% in 2021.

At current 43% of all professionals are female compared to 41% in 2021.