COPENHAGEN, DENMARK – January 21, 2013 - The Board of Directors of **Novozymes** has appointed
Peder Holk Nielsen
as
President
and
Chief Executive Officer
with effect from
April 1, 2013
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"I am pleased to announce that Peder Holk Nielsen will succeed Steen Riisgaard as President and Chief Executive Officer," says Henrik Gürtler, Chairman of the Board at Novozymes. "Peder Holk Nielsen's ability to couple market insight and research capabilities is key to deliver innovation and to continue our growth strategy. He was a clear first choice in our international search process. I thank Steen Riisgaard for his 12 years of successful leadership in building the company, and I am sure that Peder Holk Nielsen will ensure the continued expansion of our position as world leader in bioinnovation."
Peder Holk Nielsen, 56, has played a central role in the development of Novozymes in its current form. He is currently serving as Executive Vice President and head of Enzyme Business, a position he has held since 2007. Prior to this, Peder Holk Nielsen's career spans management positions in Novozymes and Novo Industri/Novo Nordisk across business development, R&D, quality management and sales & marketing.
Peder Holk Nielsen holds a M.Sc. and Ph.D. in Chemical Engineering from Technical University of Denmark and a B.Com. in International Business Management from Copenhagen Business School. Peder Holk Nielsen is also member of the Board of Directors of Hempel A/S and of LEO Pharma A/S. "I look forward to leading Novozymes and our 6,000 fantastic colleagues," says CEO-elect Peder Holk Nielsen. "With our sustainable solutions and close customer relationships, we have a very strong position for expanding our business, and I am convinced we will deliver on our long-term growth targets in the coming years.
I am happy that all EVPs in the current executive management will continue in the new leadership team". Steen Riisgaard steps down after 12 years at the company's top post and 33 years in Novozymes and Novo Industri/Novo Nordisk. "It has been 12 fantastic years and a privilege to lead Novozymes in becoming the leading global provider of enzymes, and now it is time to pass the baton," says Steen Riisgaard, President and CEO of Novozymes. "The Board's appointment of Peder Holk Nielsen is a testimony to our success and strategic direction, and I sincerely congratulate him."

Since 2000, the company has delivered average annual growth rates of 7-8% and increased returns of invested capital from 10% to 20%. Novozymes today holds 47% of the global market for industrial enzymes and spearheads the increasing use of microorganisms and industrial

biotechnology products across a range of industries. **New executive leadership team as of April 1, 2013** Novozymes executive management will organize into a functional structure with all current Executive Vice Presidents and joined by Andrew Fordyce. Today VP of Sales and Customer Solutions, Andrew Fordyce, 49, has been with the company since 1993, holding positions in commercial operations, R&D and production in Denmark, Switzerland and the US.

- President & CEO: Peder Holk Nielsen
- Business Development: EVP Thomas Videbæk
- Business Operations: EVP Andrew Fordyce
- Supply Operations: EVP Thomas Nagy
- Research & Development: EVP and CSO Per Falholt
- Corporate Functions: EVP and CFO Benny D. Loft

Find biographies and photos here: http://www.novozymes.com/en/about-us/organization/Pages/new-CEO.aspx

About Novozymes

Novozymes is the world leader in bioinnovation. Together with customers across a broad array of industries we create tomorrow's industrial biosolutions, improving our customers' business and the use of our planet's resources. With over 700 products used in 130 countries, Novozymes' bioinnovations improve industrial performance and safeguard the world's resources by offering superior and sustainable solutions for tomorrow's ever-changing marketplace. Read more at **www.novozymes.com** .

Planned leadership transition effective April 1, 2013