

# Novonesis business integrity policy

Novonesis is committed to conducting business with honesty, fairness and adherence to responsible and ethical practices. Our goal is to maintain high standards of business integrity worldwide.

To meet our objectives, we have adopted the following principles:

## Compliance with laws and regulations

- We advance and protect our business interests in compliance with the laws and regulations governing our activities.

## Zero tolerance for violations

- We have a strict policy of zero tolerance for any violation of competition, anti-trust and anti-corruption laws.

## Anti-corruption measures

- We have implemented anti-corruption principles prohibiting bribery, facilitation payments, participation in money laundering, political donations and excessive gifts and hospitality.
- We follow internal rules and guidelines for giving and receiving gifts, hospitality and donations to avoid undue influence or the appearance of the same.

## Fair business practices

- We avoid conflicts of interest and conduct business fairly, honestly and openly in all markets.
- We do not tolerate fraud, and appropriate actions are taken against offenders.

## Compliance with international trade sanctions

- We conduct our business in accordance with international trade sanctions laws and regulations applicable in the jurisdictions where we operate.
- We regularly screen our business partners to ensure that we do not trade with sanctioned parties.

## Data ethics, privacy and protection of personal data

- We protect the personal data we process in the course of our business and respect the privacy rights of individuals.
- We maintain an ethical and responsible approach to data handling, emphasizing security, transparency, quality, respect and ethical design.

## Human rights, labor rights and equal opportunity

- We act in accordance with national and internationally recognized conventions and principles with respect to human rights, labor rights, anti-discrimination and equal opportunity.

### Engagement with business partners

- We engage trustworthy and reliable business partners who share our commitment to conducting business with high integrity.

### Adherence to principles

- We maintain internal standards, procedures, guidelines and other appropriate measures to ensure awareness of and compliance with the principles of this policy.
- We are committed to investigating illegal or unethical misconduct promptly, independently and objectively, and we take appropriate action in the event of violations. To support the early detection and efficient management of potential violations, we provide a third-party hosted whistleblower hotline for secure, confidential and anonymous reporting.

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#### Novonesis is leading the era of biosolutions.

By leveraging the power of microbiology with science, we transform the way the world produces, consumes and lives. In more than 30 industries around the world, our biosolutions are already creating value for thousands of customers and benefiting the planet. Our 10,000 people worldwide work closely with our partners and customers to transform business with biology. Let's better our world with biology.

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