

Novonesis diversity, equity, and inclusion policy

The Novonesis diversity, equity and inclusion policy is essential to successfully implement Novonesis' purpose to better our world with biology and will be used to guide our actions and make our intentions transparent. Diverse teams fuel our creativity, ingenuity and resourcefulness. Our community of trust acknowledges everyone's unique perspectives and value-adding contributions. And together we navigate challenges as opportunities to redefine and innovate.

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

- We foster an inclusive workplace where employees genuinely feel accepted for who they are. Our positive workplace culture shows respect for a diversity of opinions.
- We ensure an environment where employees feel comfortable and supported in expressing their thoughts.
- We prioritize ensuring fairness and equity in our remuneration practices across all levels of the organization, and we work actively towards equity through structured reviews and analysis.
- We make every effort to provide equal opportunities for individuals by ensuring that our practices, processes and programs are impartial and fair. We continuously work to address unconscious bias in our efforts to ensure equal opportunities.
- We expect all our leaders to lead by example and foster a positive work environment by focusing on attracting, retaining and engaging with all their employees equally across the full spectrum of diversity.
- We report Novonesis' diversity data in our annual report in line with applicable laws and recognized international standards. We regularly review and share our diversity, equity and inclusion initiatives for all employee groups, as well as the Board of Directors, through the Nomination and Remuneration Committee and the Board of Directors, respectively.

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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