

Novonesis people policy

Novonesis strives to be an attractive workplace with an engaging, inspiring, respectful and inclusive work environment. Employees feel valued here and connected to our purpose to better our world with biology.

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

- We are guided by four key, interlinked culture commitments: Explore, Impact, Ownership and Care. We commit to explore new possibilities. We create positive impact for customers and the world. We take ownership. And we care for others in a community where we all belong and thrive.
- We continuously focus on the ongoing development and growth of every employee. Development paths align seamlessly with the evolving needs of our business. Development empowers individuals to unleash their full potential and contribute to our collective success.
- We foster a workplace that prioritizes the safety, well-being and optimal work-life balance of all employees.
- We attract, retain and develop people from diverse backgrounds. Knowledge is a key competitive advantage and essential to our innovative edge, employee capabilities and employee engagement. Our inclusive and diverse environment provides equitable opportunities for realizing each employee's full potential.
- We expect our leaders to set direction and provide clear priorities for their teams. Our employees can expect to receive feedback on performance and behavior.
- We believe that every employee deserves equal pay for equal work. Our remuneration structure is designed to ensure parity and fairness across all levels of the organization. Through proactive monitoring and regular reviews, we continuously strive to identify and address any disparities.
- We expect our employees to act in accordance with company policies and global procedures within their local practices. We comply with our commitment to the United Nations Global Compact and respect labor and human rights as defined in the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the core conventions of the International Labor Organization (ILO) and the OECD Guidelines for Multinational Enterprises.
- Our compensation to Executive Management is competitive compared to relevant markets and peers in our industry. In addition, both the short- and long-term incentive plans align executive performance to financial and non-financial performance, and to shareholder value.

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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