

# Novonesis sustainability policy

In Novonesis, sustainability is how we do business. It is at the core of who we are. And it is what we enable for our customers.

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

## Our biosolutions

- We innovate solutions based on biology to support healthy lives and a healthy planet.
- We validate the health and environmental impacts of our biosolutions over the full product lifecycle through quantitative assessments where relevant.
- We enhance our customers' understanding of how biosolutions can support their financial success and improve the environmental and/or health profile of their products.

## Governance

- We anchor sustainability at both the Board of Directors and Executive leadership level.
- We set ambitious sustainability targets and communicate transparently on our performance.
- We assess and monitor environmental, social and governance risks and opportunities that are material to our business, considering both the short and long terms.
- We honor our commitment to the United Nations Global Compact.
- We respect and operate in accordance with the commitments we have made to globally recognized principles on the use of genetic resources according to the United Nations Convention on Biological Diversity.

## Environmental resilience and social responsibility

- We respect the biosphere in which we operate by addressing our dependencies and opportunities associated with nature, such as water, biodiversity and climate change.
- We ensure resilience in our operations by continually improving our resource and energy efficiency, preventing pollution, and minimizing emissions and waste through investments, regular assessment and maintenance.
- We promote a circular economy by prioritizing waste generation prevention and promoting re-use, recycling and other recovery methods.
- We respect labor and human rights in the countries where we operate as defined in the UN 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.

- We maintain robust management systems to monitor and control any material social and environmental impacts of our business, and continually improve these systems to enhance our performance.
- We identify and comply with all relevant statutory and legal requirements.

#### Stakeholder engagement

- We build close relations in the communities in which we operate and act as a good neighbor and member of society.
- We communicate expectations on sustainability to our business partners and actively seek dialogue with key stakeholders to gain insight into their expectations and to promote sustainable development.
- We are committed to responsible sourcing with high ethical standards and engage our suppliers to minimize the environmental and social impact of our supply chain by considering sustainability, quality, and commercial aspects when choosing suppliers.

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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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