

Novonesis anti-corruption position

Novonesis is committed to conducting business with integrity and transparency and has zero tolerance for bribery and corruption.

Novonesis has adopted principles to prevent bribery, fraud and other corrupt activities. In Novonesis, we follow these anti-corruption principles globally and in everything we do.

The anti-corruption principles are also outlined in our internal anti-corruption commitment valid for all individuals working at all levels of Novonesis, and supported by relevant procedures, training and controls.

Novonesis does not accept or offer bribes in any form.

Accordingly, compensation paid and received by Novonesis must be appropriate and justifiable remuneration for legitimate services rendered.

Novonesis does not make facilitation payments.

Novonesis does not accept the practice of making facilitation payments. Similarly, the use of third parties to make facilitations payments or engaging in transactions where facilitation payments are suspected is not accepted.

Requests for a facilitation payment must be rejected and reported through designated internal channels.

Novonesis does not participate in money laundering.

Novonesis shall not receive or process financial transactions derived from or intended for criminal activities.

All business relationships involving financial transactions shall be documented, and accurate books and records, documenting all financial transactions must be maintained. Any suspicious activity related to money laundering or illicit finance must be reported through designated internal channels.

Novonesis does not allow employees offering or accepting excessive gifts or excessive hospitality.

Offering or accepting gifts and hospitality to/from third parties is only acceptable to the extent that:

- It is made openly as a gesture of goodwill
- It is generally accepted, reasonable and proportionate according to local tradition and business context
- It cannot reasonably affect any specific decision of Novonesis, business partners, potential business partners or public officials/authorities
- It does not take the form of cash or cash equivalents (e.g., gift certificates or vouchers)
- It is in accordance with local rules
- it is in compliance with Novonesis' internal global policy for gifts and hospitality, which defines limits, approval and reporting requirements for giving and receiving gifts and hospitality.

Novonesis does not give money to political parties but occasionally contributes to charities.

Novonesis will only support causes, which are in line with Novonesis commitments.

The following restrictions apply to all contributions made by Novonesis:

- We do not make financial contributions to political parties or to party political campaign efforts.
- We do not make grants to individuals, except through scholarships, sponsoring of research activities or authorized award programs.
- Charitable donations must follow approval and reporting requirements defined by Legal Compliance.

In Novonesis, we avoid conflicts of interest: Private interests must not impact business judgment.

A conflict of interest is when an employee carrying out an activity in or making a decision on behalf of Novonesis has a potential personal interest in such activity or decision. A conflict of interest can impact an employee's objectiveness and integrity and therefore must be avoided.

All Novonesis' employees are obliged to report actual, perceived, or potential conflicts of interest through designated internal channels to ensure responsible management of the situation as described in Novonesis' internal conflict of interest policy.

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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