

## DATA ETHICS POLICY

Novozymes has an ethical and responsible approach to the data handled by the organization. As an innovation-driven, knowledge-based company, data is key and it enables Novozymes to innovate, interact and build better lives with biology. Novozymes recognizes the key role that data plays in personal lives, society, business, and science.

For ethical management of data in Novozymes and supplementing the organization's general commitment to integrity and compliance, Novozymes has developed a policy on data ethics based on five key principles.

- **Security:** Novozymes maintains a high level of IT security to protect confidential information, know-how, and personal data processed by the organization against unauthorized use and disclosure.
- **Quality:** Novozymes maintains a high level of data quality. That applies to all data, including the data on which the organization bases its decisions, the data which the organization publishes and on which authorities, customers, investors, consumers and other stakeholders rely.
- **Transparency:** Novozymes is transparent with individuals about the personal data collected about them, how it is being used and with whom it is being shared.
- **Respect:** Novozymes respects confidential and proprietary information, know-how and trade secrets belonging to customers, partners, suppliers etc. and only uses it as allowed or authorized. Novozymes respects data privacy rights and the integrity and confidentiality of personal data.
- **Ethical Design:** Data processing technologies, including technologies such as machine learning, artificial intelligence and similar, shall be designed and used in respect of the principles of this policy.