

Priority Focus Areas

Material Topics Policy

Novus International is the intelligent nutrition company. We combine global scientific research with local insights to develop innovative, advanced technology to help protein producers around the world achieve better results.

To get to our sustainability priority focus areas / material topics, we reviewed sustainability reporting standards including frameworks from the Value Reporting Foundation's Sustainability Accounting Standards Board (SASB), Corporate Sustainability Reporting Directive (CSRD) and Global Reporting Initiative (GRI). We also support and align our reporting to the United Nations Sustainable Development Goals (UN SDGs), and continue to monitor California, Europe, Asia and global reporting requirements.

We assessed our commercial landscape and engaged our leadership team, Board of Directors and ESG Core Team and select customers and suppliers to prioritize issues based upon pertinence to our industry, business and stakeholders. Our list of priority topics reflects these inputs and align with our three key ESG pillars. The topics listed below reflect our dynamic business landscape and were updated in 2024.

This priority-based approach to sustainability ensures that we can continue to build a meaningful strategy that responds to external events, business priorities, stakeholder expectations and our own performance results. Our priority issues are:

- ✓ Environmental performance of operations
- ✓ Use case efficiency of our products
- ✓ Sustainability in product design and lifecycle management
- ✓ Safety and environmental sustainability of chemicals
- ✓ Supply chain management
- ✓ Worker health and safety
- ✓ Human capital management
- ✓ Risk management and business continuity
- ✓ Cybersecurity and data management

We work with third party partners to validate "lifecycle management." As we establish our environmental operating baseline, we will further refine our Scope 1 and 2 emissions, and energy, water and waste in our operations. This data will be released as part of our 2025 sustainability report.

Policy Created by: Gavin Bowman
Last Updated: April, 2025

