

# NOVUS Cybersecurity Policy Statement

## Safeguarding Trust Through Governance, Integrity, and Digital Resilience

Updated March 2026

### Our Commitment

As a global leader in intelligent nutrition, NOVUS integrates cybersecurity into the foundation of our sustainability commitments. Cyber resilience is essential not only to protect data and systems but also to uphold trust with our customers, employees, partners, and stakeholders. Ensuring the integrity of our digital infrastructure supports our broader mission—advancing science-based solutions that improve animal performance and producer sustainability across the globe.

We view cybersecurity as an operational imperative that contributes to ethical governance, business continuity, and responsible innovation. As threats evolve, our commitment remains constant: to anticipate, prevent, and mitigate cyber risks in alignment with regulatory expectations and stakeholder values.

### Governance and Oversight

Cybersecurity is a shared responsibility across NOVUS and is overseen by our senior leadership. Governance includes:

- **Board-Level Accountability:** Cybersecurity risk is reviewed regularly by the Board and executive leaders as part of our enterprise risk management framework.
- **Dedicated Cybersecurity Leadership:** NOVUS' Cybersecurity program is led and managed by our Global IT team, under the accountability of the Director of IT, in close coordination with executive leadership.
- **Integrated Risk Alignment:** We align our practices with globally recognized frameworks (e.g., NIST Cybersecurity Framework, ISO/IEC 27001) to ensure adherence to evolving standards and best practices.
- **Cross-Functional Collaboration:** Risk assessments, audits, and controls are conducted in coordination with Legal, Compliance, and sustainability teams.
- **Ongoing Training and Awareness:** Employees receive regular cybersecurity education to foster a proactive security culture across all global functions.

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## Operational Security Practices

To ensure strong protection of sensitive data and operational systems, NOVUS employs the following strategies:

- **Data Protection and Privacy:** Safeguarding personal and proprietary data is central to our trust-based relationships. All systems are protected by layered security protocols that support confidentiality, integrity, and availability of information.
- **Incident Detection and Response:** We maintain a global incident response plan that supports early detection, rapid mitigation, and transparent escalation procedures.
- **Third-Party Risk Management:** NOVUS works with all suppliers and partners to assess cybersecurity risk, with controls to secure our broader digital ecosystem.
- **Business Continuity and Resilience:** Redundant systems and recovery protocols are tested regularly to ensure continuity of service across regions and operations.
- **Technology Safeguards:** Security measures include endpoint protection, identity and access controls, multi-factor authentication, encryption, and network segmentation.
- **System Access:** Provide only appropriate access required for job duties including employees, contractors, and essential third parties.

## Sustainability Integration and Transparency

As part of our governance, cybersecurity metrics are included in internal reporting, risk disclosures, and—where applicable—external frameworks. This reinforces our commitment to:

- Promoting operational transparency
- Upholding data stewardship
- Supporting regulatory compliance across global regions

## Statement Review and Update

- This statement will be reviewed on an annual basis to ensure its continued relevance, accuracy, and effectiveness. Updates will be made as necessary to reflect changes in laws, regulations, best practices, and common operations.

NOVUS is Made of More™ – more science, more insight, and more responsibility. Our cybersecurity program reflects this by protecting the integrity of our operations and enabling trusted relationships with customers and partners around the world. We will continue to invest in digital resilience as a cornerstone of our mission to deliver intelligent nutrition solutions for a better future.

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