

RISK MANAGEMENT POLICY

Novo acknowledges the importance of effective risk management in relation to the overall performance and success of the company. Novo has developed and implemented a company-wide risk management framework to support the achievement of its strategic objectives through the systematic identification, analysis, evaluation, monitoring, and management of risks and opportunities.

The framework enables Novo to effectively manage risks across our operations and deliver better business outcomes for all our stakeholders while meeting corporate and regulatory governance requirements.

The Board is responsible for overseeing risk management and for setting the Company's risk appetite.

In meeting our commitment to managing risk, we will:

- Apply risk management practices and methodologies to ensure that risks are consistently identified, analysed, ranked, communicated, and monitored.
- Operate within the Board defined risk expectations, tolerances and thresholds.
- Ensure risk management is embedded in all aspects of our business, supported by policies, procedures and processes.
- Provide training and adequate resources to ensure risk is managed efficiently within the business.
- Ensure appropriate mechanisms are in place for reporting risks to the Board.
- Consider risk and opportunities in operational and strategic decision making.
- Monitor economic and business markets to identify emerging trends and continuously review performance to identify areas for improvement.
- Implement fit for purpose crisis management, business continuity and emergency management plans to allow the company to efficiently respond to significant risk events.

The Audit, Risk and Corporate Governance Committee is responsible for overseeing the Company's risk management strategy which includes monitoring the effectiveness of the risk management framework and making recommendations to the Board where appropriate.

This policy is to be reviewed annually by the Board. Revisions to the policy will be referred to the Audit, Risk and Corporate Governance Committee which will review and revert to the Board for approval.

A handwritten signature in black ink, appearing to read "Mike Spreadborough", is written over a horizontal line. The signature is stylized and cursive.

Mike Spreadborough
Executive Co-Chairman

Issue Date: 16/05/2024
Review Date: 15/04/2024