

PRIVACY NOTICE

For Website Visitors

24 August 2026

This Privacy Notice explains how Novo Holdings A/S (“Novo Holdings”, “we”, “us” and “our”) processes personal data collected through our website, novoholdings.dk (the “Website”). This notice is separate from, and does not apply to, our processing of employee personal data, which is described in our Privacy Notice for HR Administration.

Our processing of your personal data is carried out in accordance with the EU General Data Protection Regulation (GDPR) and the Danish Data Protection Act (Databeskyttelsesloven).

1 Data Controller and Contact

The entity responsible for the processing of your personal data is:

Novo Holdings A/S

Tuborg Havnevej 19

DK-2900 Hellerup

Denmark

CVR no. 24257630

E-mail: NHCompliance@novoholdings.com

Telephone: +45 35276500

If you have questions about this notice or wish to exercise your rights (see the section on Your Rights and Complaints below), please contact us at NHCompliance@novoholdings.com or by post at the address above.

2 Purposes of Processing, Categories of Data and Legal Basis

We process personal data collected via the Website for the following purposes.

General Website Visits, Security and Performance

When you visit the Website, we and our service providers automatically collect technical data, including IP address, browser type and version, device information, pages visited and time stamps, for the purpose of operating, securing and improving the Website. This processing is based on our legitimate interest in ensuring the Website functions correctly and securely, cf. Article 6(1)(f) GDPR. Strictly necessary cookies used for this purpose do not require your consent; further detail is set out in our separate Cookie Policy.

Website Analytics and Marketing (Cookies)

With your consent, we use cookies and similar technologies to measure how the Website is used (statistics/performance cookies, including Google Analytics) and, through third-party platforms such as Google DoubleClick, Meta/Facebook, LinkedIn and YouTube, to deliver and measure the effectiveness of content shared on or linked to social media and advertising platforms (targeting cookies). Novo Holdings does not run advertising or marketing campaigns, and Google Analytics is used solely for website usage statistics, not for advertising or profiling purposes. This processing is based on your consent, cf. Article 6(1)(a) GDPR, given and managed through the cookie consent banner on the Website. You may withdraw your consent at any time as described in our Cookie Policy.

Contact by E-mail

If you contact us by e-mail (for example at NHCompliance@novoholdings.com or another Novo Holdings e-mail address), we process the personal data you submit (such as your name, e-mail address, company and the content of your message) in order to respond to your enquiry. This processing is based on our legitimate interest in responding to enquiries directed to us, cf. Article 6(1)(f) GDPR, or, where your enquiry concerns a potential contractual relationship, on the necessity of taking steps prior to entering into a contract, cf. Article 6(1)(b) GDPR. E-mails sent to NHCompliance@novoholdings.com are logged by our Compliance function.

3 Cookies

The Website uses cookies and similar technologies. Full details of the cookies used, their purpose, provider and duration, and how to manage your preferences, are set out in our separate Cookie Policy, available at [\[novoholdings.dk/cookie-policy/\]](https://novoholdings.dk/cookie-policy/).

4 Sharing and Transferring Your Data

Sources of Personal Data

We collect personal data primarily directly from you, for example when you contact us by e-mail or interact with the Website in a way that generates cookie data. Technical and analytics data may also be generated automatically through your use of the Website and shared with us by our service providers.

Recipients of Personal Data

We may share personal data collected via the Website with:

- Service providers who host, maintain, analyse or support the Website (including analytics and marketing technology providers such as Google, Meta and LinkedIn);
- Group entities and subsidiaries, where relevant to your enquiry;
- Public authorities, where required by law.

We do not sell personal data. All service providers acting as data processors on our behalf are bound by written data processing agreements requiring appropriate security and confidentiality.

International Data Transfers

Some of our service providers, including certain analytics and marketing technology providers, are located in or transfer personal data to countries outside the EU/EEA. In accordance with Novo Holdings' Data Privacy Policy, any such transfer will only take place where an appropriate safeguard is in place to ensure a consistent level of protection, such as an adequacy decision, Standard Contractual Clauses (SCCs) together with additional security measures, or, in exceptional, case-specific situations and subject to strict conditions, a permitted derogation. Where required, a Transfer Impact Assessment (TIA) will be carried out to evaluate the level of protection in the destination country. The specific safeguard relied on may vary by service provider and is determined on a case-by-case basis. You may request further information about the safeguards applied to a particular transfer by contacting us using the details in the Data Controller and Contact section above.

5 Data Retention

We retain personal data collected via the Website only for as long as necessary to fulfil the purpose for which it was collected, or as required by law, in accordance with the principles set out in this Privacy Notice. E-mail enquiries and general website analytics data are deleted once they are no longer necessary for the purpose described above, unless a longer period is required to comply with a legal obligation or to establish, exercise or defend a legal claim. Cookie-specific retention periods are set out in our Cookie Policy.

6 Your Rights and Complaints

Your Rights

Subject to the conditions set out in the GDPR, you have the right to:

- request access to and a copy of your personal data;
- request rectification of inaccurate or incomplete personal data;
- request erasure of your personal data;
- request restriction of the processing of your personal data;
- object to processing based on our legitimate interests;
- receive your personal data in a structured, commonly used and machine-readable format (data portability), where applicable; and

- withdraw your consent at any time, without affecting the lawfulness of processing carried out before withdrawal, where processing is based on consent.

There may be conditions or limitations on these rights depending on the circumstances and the legal basis for processing. To exercise your rights, please contact us using the details in the Data Controller and Contact section above.

Complaints

You may lodge a complaint with a data protection supervisory authority. In Denmark, the relevant authority is the Danish Data Protection Agency (Datatilsynet), www.datatilsynet.dk.

7 Changes to this Notice

We may update this Privacy Notice from time to time, for example to reflect changes to the Website or applicable law. The current version will always be available on the Website, with the date of the last update shown below.

Last updated: 24 August 2026