



Sustainability strategy

2020-2025



PERFECT SOLUTIONS

Many CSR initiatives cannot be measured in profits, but can be converted to profits when implemented

Dear business partner

We are so proud to be able to present our thoughts and goals towards being a sustainable company.

Our opinion is that sustainability simply becomes a "license to operate" for very many companies globally. It is also important that everyone takes responsibility.

We are not naive and we firmly believe that behaving properly and having a sustainability strategy should not be a philanthropic undertaking. Our small

contribution aims to make the world a better place to live.

We export our products all over the world, so there are many other stakeholders who also have to get on board, but we are happy to be able to take a small step with this newly developed strategy.



Lars Skou



Peter Skou

We will develop and contribute to **more life**

On the basis of knowledge, actions and circular products we want to develop and contribute to more life. This will be done through solutions that provide value for our customers combined with a genuine sustainable production and respect for our employees.

Current debate is becoming more and more about sustainability. Companies have to take a stand on the challenges facing modern society. Challenges also bring opportunities that can give competitive advantages if you are able to offer attractive and sustainable solutions when dealing with them.

R2 Agro wants to be part of the solution

This is why we have established a strategy for our sustainability initiatives through to 2025.

It is based on an overall vision, which forms the framework for the three specific focus areas, which also address our specific contribution to the UN Global Goals for Sustainable Development. This strategy focuses on our products and the difference we can help to make.

The three focus areas that come from this vision are that our products create value for farmers and that we must produce the products sustainably and circularly with respect for our employees. The three focus areas are listed on the following pages.

Our vision for sustainability

We specialise in feed and functional nutrition. We develop and sell products that provide value for our customers by contributing towards more efficient and thus sustainable agriculture. We want to develop and sell natural circular products and aim to be an attractive workplace where our employees thrive.





Increased productivity in agriculture

2.4

Make food production more sustainable

We are dedicated to developing and selling products that increase productivity, so that we can ensure a more robust and sustainable agriculture.

Our products are part of a larger system that needs to supply food to a growing population around the world. The animal feed and supplement products that we supply play a positive role in this system by helping to improve the utilisation of nutrients and thereby minimise feed consumption for production livestock. This increases productivity in agriculture.

This is deeply necessary to ensure that our food system will be sustainable in the future, so we are therefore also addressing Global Goal No. 2.4, which is about making food production more sustainable.

Goals for 2025

40% of our turnover in 2025 comes from products that make agriculture more productive and thus sustainable



Responsible consumption and production

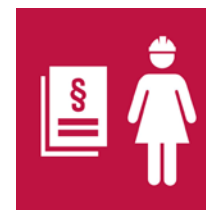
Natural, circular products and responsible production

We aim to develop and sell natural products that are beneficial to both the animals and our health. We strive to utilise resources efficiently through a circular and responsible production that is considerate of our impact on environment and climate.

One of our focus areas is developing and selling natural products, which at the same time utilise left-over products from other production, so that we get the most value from the limited resources we have available. For example, using citrus peel and pulp from wine production to make supplement products helps us to make sure that it is not wasted or just incinerated, instead producing results by taking full advantage of nature's own raw materials.

Goals for 2025

- Increase the amount of products that utilise natural left-overs from other production to min. 15% of our turnover
- 100% GMO-free products
- By 2025, we need to be using 100% certified /sustainable soy in line with FEFAC recommendations
- In 2025, 100% of our packaging will either be made of recycled material or can be recycled



Attractive workplace

8.8

Protect labour rights and promote safe working environments

We take pride in offering a workplace where the individual employee's ability to thrive and enjoy job satisfaction is highly valued and where there is room to develop.

Our employees are an extremely important driving force for our work, and we go to great lengths to ensure decent working conditions and to be a safe and healthy workplace where people want to come and work. We do this through our cultural values, which permeate everything we do and which help us to attract and retain skilled and competent employees. We aim to create a diverse workforce, in terms of e.g. gender and nationality. Thus, we achieve the benefits of operating in local contexts in a global market.

Cultural values

- Professionalism
- Leadership
- Focus on people
- Freedom with responsibility

Goals for 2025

- We prioritise employee well-being
- We want to ensure diversity among our employees
- We want a healthy and safe working environment



Focus areas



Productivity instead of ecology

If all crops were to be based on ecology, there would simply not be enough food in the world. We adopt the approach that if we are to contribute to the fine balance of having enough food to feed the growing population, then ecology alone is not enough. Productivity, circular raw material consumption, technological processes, digitisation and not least behavioural changes in our raw material consumption towards more regional coverage are the way forward if we are to ensure a better world. Our products can contribute towards reduced consumption of proteins, chemical products and lower methane emissions, and we believe this is the way forward.

No purchased certifications

We want to make it clear to our partners that our contribution, small as it may be, is measurable and that we are not just indulging the fact that we are from a part of the world where you can afford to pay for a better conscience. We want to do this with our own contribution.

Strategy with ownership

A strategy is worth nothing without ownership. We want to break the overall goals down into sub-goals which everyone can relate to and we want to engage all employees in working with and following up on the goals. Sustainability is a team effort – not just at R2 Agro, but all over the world.

Information sharing and insight

A strategy is worth nothing without communication and information. Sustainability will be on the agenda at internal information and status meetings, and we will incorporate these themes in our daily dialogue with each other and with our customers and suppliers. We will create a visual platform to give everyone ongoing insights in the progress.



Specialists in feed and functional nutrition

Our history reaches back to 1884. Over the years, R2 has been a conglomerate of companies with focus on agriculture, the food industry and the chemical/technical business. During the latest app. 15 years, the company has focused on agriculture and thus, through innovative approach, knowledge and safety R2 Agro today develop and improve functional products for the agriculture.

This external sustainability report is based on a more comprehensive internal report. The internal report is the result of a process involving an internal CSR group and the consultancy company Green Network. The internal report has been shared with all employees.

R2 Agro A/S

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