

BioMar Group Environmental Policy

01 March 2022
Ver 01/2022



As a global manufacturer of high performance aquafeeds, BioMar strives to meet its customers' needs in an environmentally responsible and sustainable way. We are committed to operating responsibly in the direct operations we control, and throughout the wider supply chain that we influence.

BioMar strives to minimise our impact on the surrounding environment and promote the long-term environmental and economic sustainability of our operations. We also strive to demonstrate care for communities where we operate, and the health and welfare of our employees.

At BioMar, we will:

- Comply with all legal and regulatory requirements governing environmental management in the countries where we operate. We will implement environmental management practices and monitor compliance with them
- Understand our impacts on the environment in which we operate, and proactively put in place management plans to minimise these impacts
- Monitor our operational performance through a set of key metrics and set targets for continuous improvement and publish our targets and performance on an annual basis through our Sustainability Report
- Ensure that the responsibility of environmental matters is properly assigned, accepted, and fulfilled at all levels of the organisation and that all practical steps are taken to safeguard the environment in the processes under its control
- Raise awareness, encourage participation, and train employees in environmental matters
- Minimise the generation of emissions and waste (process, odour, GHG emissions, packaging and energy waste) and their associated environmental impact, as well as control our use of water and effluent discharges
- Consider the environmental impact in the design of new products, or improvements to facilities, equipment, systems and processes
- Work with supply chain partners to promote the continuous improvement of environmental impacts of our products and services

This policy applies to all BioMar Group operating companies in which BioMar maintains operational control. It will be periodically reviewed by the BioMar Executive Committee and updated as appropriate to ensure our objectives are achieved. Revisions will be published and brought to the attention of all employees and relevant parties.

BioMar Group A/S

Carlos Diaz, CEO

A handwritten signature in black ink, appearing to read "Carlos Diaz", with a date "10-2-22" written below it.