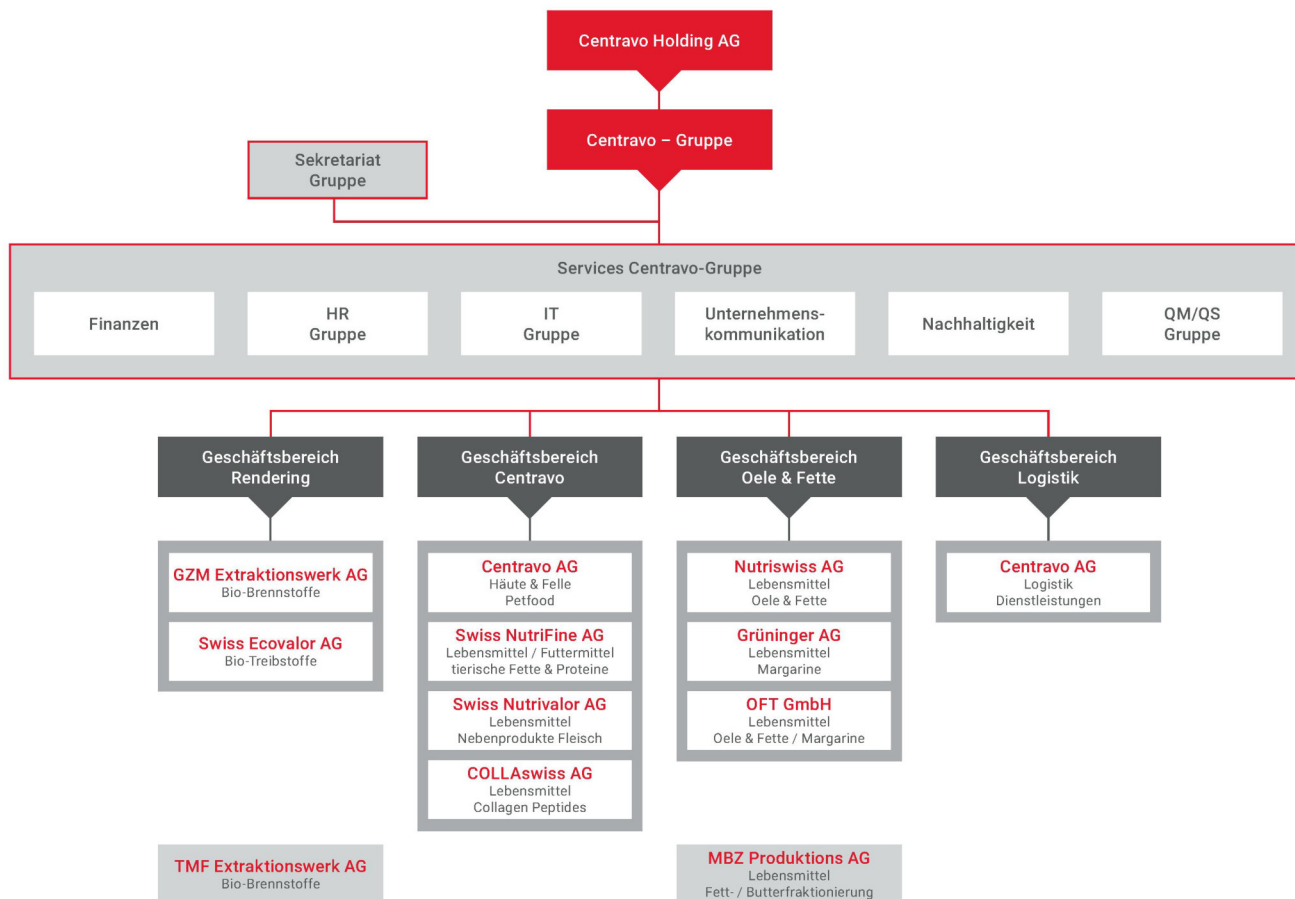


Code of Conduct for Responsible Business and Marketing Practices

1) Presentation of Centravo Group

Our Organisation:



Stand September 2022

Our shareholder structure:

Three major shareholders and various small shareholders:

- Micarna
- Bell Food Group
- Ernst Sutter AG / Fenaco
- various small shareholders

Our performance:

As an organisation of the Swiss meat industry, the Centravo Group plays a central role in the recycling, processing and upcycling of organic by-products. With state-of-the-art technology, we achieve excellent and sustainable added value in the market. Our core competencies lie in the professional disposal, optimal recycling and worldwide marketing of slaughter by-products. Our competent, well-coordinated and efficient logistics are another strength of the Centravo organisation.

Originally founded as a self-help organisation for butchers, the Centravo Group is now a combination of logistics company, highly specialised industrial enterprise, trading house and raw materials broker - and the largest recycling company of its kind in Switzerland.

Centravo's business area covers the entire cycle, from the production and marketing of food and pharmaceutical products to the processing of by-products for animal feed and the use of residual materials for energy production.

The distribution of the shareholders roughly corresponds to the market shares in the meat industry as a whole. The group achieves a turnover of approximately CHF 250 million and employs about 400 people.

Our Values:

Centravo operates with 6 values and says yes to:

- ... commitment to sustainability
- ... transparent information and open communication
- ... conscious customer orientation
- ... entrepreneurial thinking and action
- ... role model function and integrative leadership
- ... respect and trust

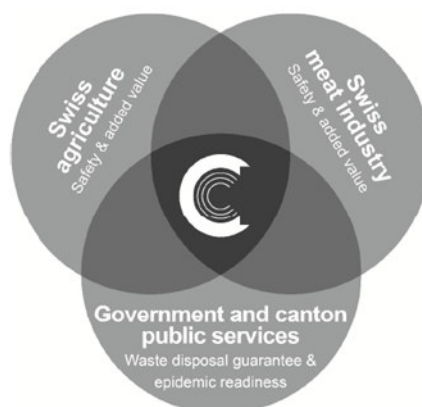
Our vision:

We are the leading and most comprehensive service provider for circular economy within the Swiss agricultural, meat and food industry with a global market presence in the food/pharma and feed/energy sectors.



Our mission:

We are initiator, partner, service provider and producer. As an initiator, we promote partnership-based cooperation within the Swiss meat and food industry in all those tasks where separate involvement would generate no or only insufficient added value. As a partner of various federal offices, the Swiss cantons and agriculture, we support the prevention and control of animal diseases and ensure regulated domestic disposal at all times. As a service provider and producer, we develop new business potential in by-product re- and upcycling with and for other industries at home and abroad, thereby creating additional added value in the interests of shareholders, suppliers and customers.



2) Why Centravo decided to sign the Code

As a future-oriented, Swiss group of companies Centravo works closely together with its various stakeholders.

Centravo Group of companies develop and shape more sustainable the value-added chains of Food, Pharmaceutical raw materials, Feed, renewable Fuels, Oleochemicals and Fertilizers.

Centravo Group provides its stakeholders (shareholders, employees, industry associations, Swiss cantons, Swiss government, neighbors, consumers and customers) with a clear and transparent statement of its key contributions to achieve the sustainability goals formulated by the United Nations (United Nations Sustainable Development Goals (UN SDGs))

Centravo Group is well positioned and established as a leader in the up-cycling processing of animal by-products. It plays an essential role in Switzerland for the transition to a sustainable, low-carbon and circular future, based on renewable and natural resources. It brings advantages such as synergies bundling, maximizing value, optimal use of resources, minimizing waste, reducing greenhouse gas emissions and minimizing the use of fossil fuels.

Centravo Group offers creative and innovative services, especially for the Meat and Food industry, in order to achieve a sustainable, resilient and inclusive future.

Centravo's production facilities are operated in accordance with management systems to address environmental, quality, health, occupational safety and energy management aspects. Where possible, accredited systems are applied according to recognized international Standards.

Due to its strong and continuous interactions with EU stakeholders and the need to identify solutions beneficial for the entire European continent, Centravo decided to sign the Code of Conduct. The Centravo Group initiates and implements various activities and measures to promote sustainability. Both bilaterally with its European business partners and in European industry organizations such as CLITRAVI and EFPPA.

We hope to make a contribution to decarbonization of Europe and be a source of inspiration for other EU businesses.

Centravo's sustainability contribution

Centravo Group interacts indirectly with most of the 17 UN SDGs. However, there are 7 UN SDGs where Centravo Group has the greatest impact in relation to the three sustainability topics "Economy", "Environment" and "Society". To make a long-term impact as Centravo Group and to make contribution to Sustainability and support of its stakeholders in the value chains:

1. Our vision is a climate-neutral Economy in which the value-added chains are optimized and continuously improved through optimal recycling of by-products, the use of our natural products, ongoing process optimization and renewable energy sources.



- Centravo Group is committed to the highest standards in compliance with all relevant legal regulations, protecting human, animal and environmental health and providing safe products.



- Bundling and using Centravo Group products in the value chain contributes to less dependency on the supply of imported products, e.g. on fossil basis. This improves Sustainability, but also secures the employment and reduces the effects of climate change through short distances. Thus, the best possible utilization of the animal and plant based raw materials by the Centravo Group contributes to this on Food, Pharmaceuticals, Feed and Energy products.



3) Our Commitment

As a highly specialized processing company of the Swiss meat industry, the Centravo Group aims for climate neutrality by 2030.

Through circular economy and the most optimal resource usage in its production facilities the CO₂ emissions will be reduced by 50% - compared to 2018 - by 2030. We will provide reports on our achievements.

The attached case studies give two examples of Centravo Group measures already implemented and significant invested to reduce the CO₂ footprint.

