



Code of Conduct



Introduction Board of Directors

Topigs Norsvin's history goes back more than a century. We are proud of what we have achieved over the years and the strong reputation we have built.

Throughout the last decades we grew tremendously, and we now operate all over the world in more than 50 countries. We are globally well known for our top-class products and services. We have both large integrators and family farms as partners and customers. We are committed to adding long-term and sustainable value to our stakeholders, to animal health and welfare, to the environment and society at large. Our company operates in a changing environment with increasing demands from employees, customers, suppliers and governments. All this would not have been possible without our committed colleagues.

By having the attitude to always put our partners and customers first and having pig breeding in our DNA, we should not look away from all the responsibilities we have in our daily practice. We understand our responsibility for our people, animals, stakeholders and the planet.

With our daily actions and decisions, we shape our company culture. A culture in which we are all ambassadors of our values and role models to work responsibly and with integrity.

We are committed to maintaining a corporate culture of honesty and accountability. A culture where we all do the right thing, 'even when nobody is watching'. This Code of Conduct provides the principles and

guidance for our day-to-day behavior and decisions, for our interactions with each other, with customers and partners and for our responsibilities within and on behalf of our organization.

In a changing and complex world around us, doing business in multiple jurisdictions, it is not always easy to apply the principles included in this Code of Conduct. When you find yourself in an unfamiliar situation or when you have questions, we encourage you to stop, think, raise your questions, or share your concerns. Ask for guidance, try to discuss your dilemma with a colleague or talk to your manager. If you are still in doubt, reach out to a next level manager or contact Human Resources (HRM@topignorsvin.com). Never feel pressured to concur with a decision or action that is not in accordance with this Code of Conduct. If you have any concerns after reading this Code of Conduct, talk with your manager or reach out to HRM.

Together we are responsible to further build on our solid foundation and to conduct our business in a responsible way.

We look forward to taking our business further and thank you for being part of our global team!

Hans Olijslagers and Pieter van Sundert



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What do we stand for?

Our Mission

We help to feed the world with a nutritious and sustainable protein source, by accelerating our genetic progress in a balanced way. We deliver our partners and customers the highest quality and the most innovative pig breeding solutions.

Our Vision

To be the most preferred porcine genetic company. With this goal in mind, we have defined our core values and translated these to desired actions in our day-to-day activities. These values are applicable to all employees in all departments of our organization and all countries where we do business.



Our Core Values

Commitment
We are committed to collaborate with our partners and customers to achieve the best results.

Responsible
We take responsibility not only for our products and services, but also for the welfare of people, animals and planet.

Inventive
We think ahead, invent solutions before problems arise and create practical solutions.

Performance
We deliver added value products and services to our partners and customers so they can perform.

Aside from our core values, we have established three additional values for generating our compass to do the right thing in our day-to-day behavior:

Respect
We create a work environment that encourages input and opposing views from all perspectives. We are committed to creating an environment of inclusion for everyone to feel comfortable.

Compliant
We comply with internal and external laws and regulations to protect our company and staff against legal cases, financial damage and reputational loss.

Fair
We act in a safe, honest, impartial and consistent manner.

With these values in mind, we all contribute to establishing an ethical work environment and help ensure the continuous improvement of the organization. It is up to each of us to live up to this responsibility. Our Code of Conduct guides us how to operate in our daily work; it is our compass.



Our responsibilities

Together we are Topigs Norsvin and together we are responsible for the right behavior.

In general

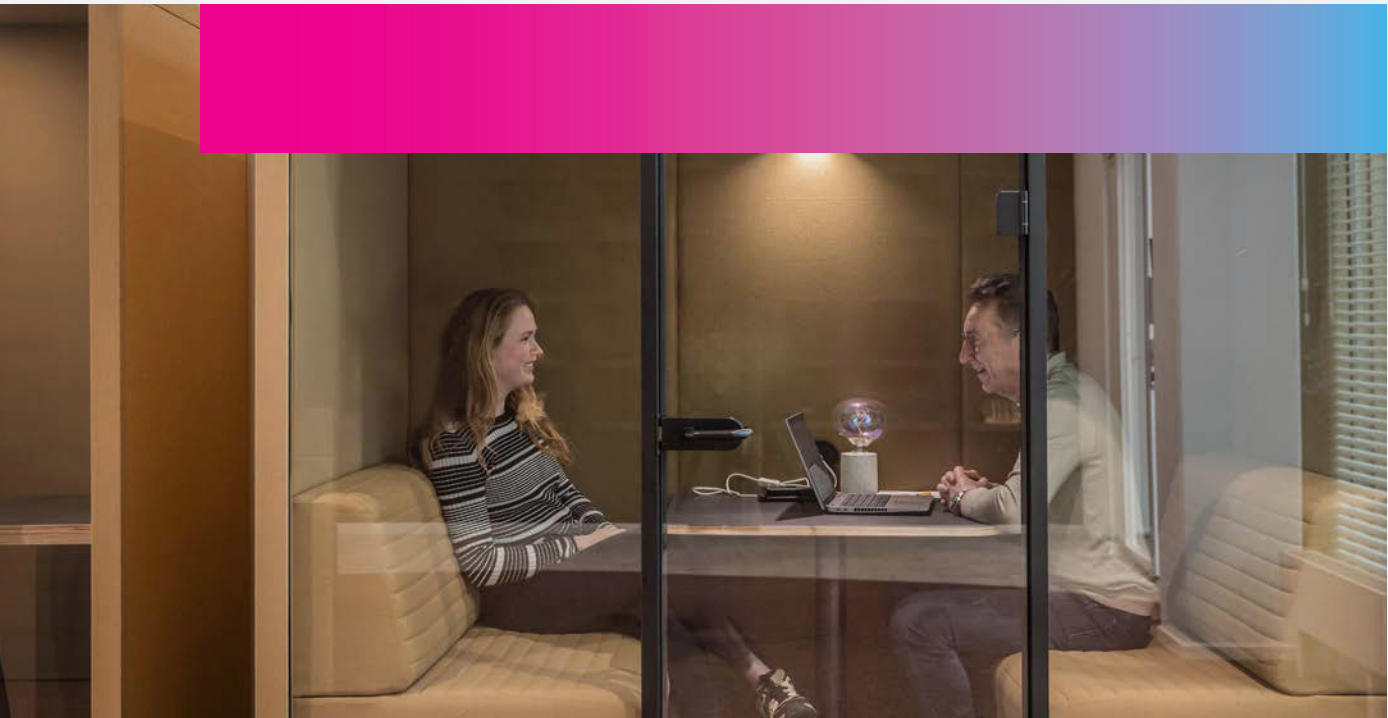
We are all responsible for the way we conduct our business, for our decisions and actions. For using our moral compass to ensure we do the right thing and always act in accordance with applicable laws and regulations. Together we are responsible for creating an attractive, open company culture where we are encouraged to speak our mind, challenge ourselves and each other, ask questions and discuss dilemmas relating to the way we work.

This Code of Conduct applies to everyone who conducts business on behalf of Topigs Norsvin, whether full-time, part-time, permanent or temporary. This includes employees, interim staff,

consultants, agents or others who handle Topigs Norsvin matters. In this Code of Conduct the term ‘we’ refers to all of the above.

We all must familiarize ourselves with this Code of Conduct and act in accordance with the principles it describes. We are also responsible for becoming familiar and complying with our company policies and applicable laws and regulations, wherever we do business. It is our collective responsibility to set the example of acting with integrity. We are all ambassadors for doing the right thing.

We are committed to creating an open and honest company culture where constructive feedback is



accepted and appreciated. We do not wait to speak up when we are faced with a dilemma, an undesirable situation or observe improper or questionable behavior. Speaking up will prevent potential issues from developing into harmful incidents. When we do speak up, we do so with respect and care.

Topigs Norsvin will ensure that employees will not be penalized, due to reporting in good faith a (suspected) breach of this Code of Conduct, our company policies or local applicable laws and regulations. Nevertheless violation of this Code of Conduct, company policies or applicable laws and regulations by any employee could lead to corrective consequences and in severe cases even ending the employment.

Social Responsibilities

With the size of our company we play a vital role in providing nutritious and sustainable animal protein to help to feed the world. We are therefore committed to ethical breeding practices. This involves selection for more traits that not only enhance productivity but also promote the health and well-being of the animals. This concept we call ‘balanced breeding’ and with this we increase the overall enhanced robustness of our animals.

From a sustainability perspective we are committed to breeding for traits that contribute to sustainability, especially on disease resistance, enhancing overall robustness and feed efficiency. This is not only beneficial for the producer but it also reduces the environmental impact of pork production. In general we deliver improvement through our genetic progress, typically 1% less feed required per pig marketed per year.

We provide educational resources and training programs both for our employees and for farmers on best practices in pork production, therefore promoting responsible food production and enhancing the overall industry standards.

Animal welfare is the cornerstone of our company. Our newly built nucleus in Norway and Canada are built according to the highest animal welfare standards. The breeding blueprint of Topigs Norsvin is

designed to the latest standards of sustainability, animal welfare and biosecurity.

We installed a global ethical committee, applying Topigs Norsvin’s ethical framework related to animals, in order to initiate, stimulate and support the ethical dialogue and ethical consciousness within Topigs Norsvin with the aim to further develop and safeguard our animal welfare standards (including amongst others the Five Freedoms, an internationally accepted standard of care that affirms every living being’s right to humane treatment).

The Five Freedoms for animals

- 1. Freedom from hunger and thirst by ready access to fresh water and diet to maintain health and vigor.
- 2. Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area.
- 3. Freedom from pain, injury, or disease by prevention or rapid diagnosis and treatment.
- 4. Freedom to express normal behavior by providing sufficient space, proper facilities, and company of the animal’s own kind.
- 5. Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering.

We engage in regular assessments with external stakeholders, in the form of NGOs, animal welfare organizations, interest groups and universities to ensure that we remain the frontrunner of ethical practices.

As a responsible pig genetics company, we recognize our role in the broader community. We engage with local stakeholders like farmers and consumers by implementing channels for community members to share their concerns, suggestions and experiences and boost local economies by hiring locally.

We support local agricultural initiatives to ensure that benefits from the business reaching the community can lead to positive socio-economic impacts.

Our people and our workplace

Topigs Norsvin is committed to creating an attractive and fair workplace where we all feel valued and safe.

In general

In all circumstances we treat each other and others fairly and with dignity and respect. Respect is vital, both externally and internally within the organization. Together we create a work environment that encourages input and opposing views from all perspectives so we can speak our mind.

Diversity is valued by Topigs Norsvin. We welcome and respect differences and jointly adopt and apply our common principles. We are committed to creating an environment of inclusion for everyone to feel comfortable. We strongly reject and will act against any form of discrimination, intimidation or (sexual) harassment within our organization as well as in our relationships outside our organization.

We are objective and fair in our employment related decisions, and we conduct these decisions in accordance with local labor law. We create equal opportunities for individual and professional development. Employees are hired and evaluated based on

objective factors, including qualifications, experience, merit, performance and business considerations.

Health & safety

We are all responsible for creating and maintaining a safe and healthy work environment, for ourselves, for each other and for others such as visitors. This includes acting in accordance with safety standards and guidelines, as well as keeping the workplace clean and organized. This also applies to health and safety while travelling for Topigs Norsvin related activities. In order to conduct our work activities safely and effectively we refrain ourselves from being under influence of any substance like drugs and alcohol.





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Our relationships

Topigs Norsvin is committed to long-term, sustainable relationships, built on trust and to do the right thing.

In general

We will avoid any business that could seriously damage Topigs Norsvin’s reputation or the reputation of our stakeholders. We will avoid doing business with companies that intentionally or continuously violate laws. We will not ask or expect anyone to perform illegal or unethical activities on our behalf or use third parties to do so. We create fair and transparent (contractual) arrangements and always live up to our

obligations. We make and are accountable for impartial and fair business decisions.

In general we expect any third party we establish a material business relationship with, to uphold and comply with the standards of business conduct compatible with those of Topigs Norsvin.

Conflict of interest

When doing business, we are aware of the interests of our various stakeholders. A conflict of interest can arise when your personal interests are (or appear to be) conflicting with the interests of our organization or our stakeholders. We will avoid any personal commitments or relationships that may (appear to) create a conflict of interest or influence our own or someone else’s objective and impartial business decisions. Situations that may lead to a conflict of interest can be personal relationships, and ancillary activities or positions.

Corruption and bribery

We will not offer, ask, expect, promise, authorize, solicit, pay or accept any (facilitation) payment, gift, personal or business advantages that may (appear to) potentially influence anyone’s professional judgement or a commercial or governmental decision. Any corruption- or bribery-related behavior for any person or institution, whether public or private, directly or indirectly, is not permitted. Possible situations that may lead to corruption or bribery are doing business in high-risk regions, gifts and invitations, sponsoring and charitable donations.

Gifts and hospitality

Relationships with suppliers, (government) officials, local agents and any other parties, will always be conducted in a transparent manner. Offering and receiving gifts and invitations may be common courtesy practice when doing business but may never generate expectations of any business advantage or (appear to) influence any objective and impartial business decision. Gifts and hospitality will always be

reasonable and for legitimate business purposes only. Gifts may never involve cash or an equivalent, such as gift cards.

Procurement and contracting

We are committed to fair and transparent procurement and contracting. We treat our suppliers fairly, and any procurement process will be done openly based on cost, quality, value and sustainability.

Fair competition (antitrust)

We support the principles of free enterprise, as it creates honest competition and transparent markets in which to do business. Therefore, we pursue our business in a fair way and in accordance with the international principles of fair competition and applicable antitrust regulations, maintaining a professional relationship of respect and cordiality with our competitors. We reject any activities to fix or control prices with competitors, divide markets, boycott any suppliers or clients, or unfairly control or restrict trade in any other way.



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Diligence when doing business with customers and third parties

At Topigs Norsvin we are responsible and diligent in our relationships and how we exercise our business activities with others.

In general

We always seek to preserve the integrity, the good reputation and relationships of our company. When establishing and throughout the duration of a business relationship with a third party, we must ensure that we know who we are dealing with. This is to avoid doing business with third parties that conduct unethical or even criminal business activities, such as money laundering or financing terrorism. For this reason, we verify the information available about the organization, ownership and business activities of a third party, to ensure that they are reputable and legitimate.

Sanctions and embargoes

We will not engage in activities that may jeopardize international peace and security. Therefore, we will not be involved in, support or facilitate business relationships, transactions or dealings with sanctioned or embargoed governments, organizations or individuals. Verifying information about the organization, ownership, and business activities of a third party will enable us to respect international sanctions and embargoes.

We will respect the
confidentiality of information and
knowledge of our stakeholders.

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Transparency

We take responsibility for open communication and transparency in our intentions, decisions, and actions. Our activities, communications and records are truthful, accurate and not misleading.

In general

We conduct business fairly and with integrity. Therefore, we communicate in an open, honest, accurate and timely manner, regardless of the method we use to communicate.

Recordkeeping

We ensure that we retain proper records of our business activities and that all our business transactions and financial records are accurate, up-to-date, truthful and not misleading. We take responsibility for transparent financial recording, in accordance with applicable accounting principles and local laws. We will ensure that these can be subject to review or audit where appropriate.

Fraud

Fraud, in whatever form, is not tolerated within our organization. Fraud is defined as the deliberate misleading, falsification, misappropriation or unlawful acquisition of assets, data or benefits for personal or business gain. Each of us is responsible for acting with integrity and reporting suspected fraud cases through the appropriate reporting channels. Violations may result in disciplinary action, including termination of employment and legal action.

Risk Management

When making decisions, risk management is essential to ensure the integrity and continuity of our organization. We expect employees to identify and report potential risks in a timely manner. This includes compliance with all applicable laws and regulations. We do not shy away from responsibility and strive to deal with risks proactively and transparently.



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Use of resources and information, communication

We must ensure to safeguard our resources, information and knowledge and to protect the data we use and record (our own and the data of others).

In general

Topigs Norsvin's business is technical and highly information driven. Our research and in-depth knowledge enable us to be successful and to add value to our stakeholders. Therefore we will use all our company resources, systems, property and information responsibly, appropriately and for legitimate business purposes. We protect them from being compromised and safeguard them against misuse at all times. This includes the protection of the confidentiality of information and knowledge of our stakeholders.

Protecting information

We protect company and confidential information and do not disclose this publicly at any time. To this end we protect documents and IT devices when we are in as well as outside our workplace and when we are traveling. This means that devices with access to company data may never be left unattended, that company related information may not be saved on personal media and that company data will never be sent via publicly open transferring channels.

Intellectual property

We protect our knowhow, technology, patents, brands, trademarks and any form of intellectual property against any use without our consent. We also respect any intellectual property rights of others.

Personal data

We have a duty to protect the personal data from internal and external stakeholders. To this end we collect, process and record personal data lawfully, accurately, securely and in a fair and transparent manner.

Communication

We communicate with each other and with others in different ways, using various systems, tools and apps. We are aware of the confidentiality and reputational risks relating to the use of communication tools and use them properly and responsibly. Therefore, we use secured tools and channels for our online meetings and business communication. We ensure that our communication is fair, accurate, timely and understandable. On social media we apply the same principles for our behavior as we do offline.

Dealing with the Code of Conduct

This Code of Conduct describes the most common principles for our business conduct. These principles are the foundation for our decisions and actions. It might not always be easy to apply these principles, as they do not address every possible situation we may encounter and do not cover all possible circumstances in which you need to decide what to do.

When you find yourself in an unfamiliar situation or when in doubt, take a moment and think before making a decision. You can start by answering the following questions to determine your course of action.

- Is what I am about to do legal?
Y / N / I am not sure
- Will my action comply with Topigs Norsvin’s values and internal policies?
Y / N / I am not sure
- Will my action reflect the culture and reputation of Topigs Norsvin?
Y / N / I am not sure
- Am I being truthful and honest?
Y / N / I am not sure
- Will anyone (possibly) be harmed by my action?
Y / N / I am not sure
- Will my action be consistent with how I would like to be treated?
Y / N / I am not sure
- Will my decision and action feel right?
Y / N / I am not sure
- If my decision or action would be posted online, shared in the media or with my family, would I still feel good about it?
Y / N / I am not sure

Ask for guidance, try to discuss your dilemma with a colleague or talk to your manager. If you are still in doubt, reach out to a next level manager or contact Human Resources (HRM@topignorsvin.com). Never feel pressured to concur with a decision or action that is not in accordance with this Code of Conduct.



