



CSR REPORT

TRIPLENINE GROUP 2021

TripleNine



CSR Report TripleNine Group

Statutory Statement on Corporate Responsibility, cf. Section 99a of the Danish Financial Statements Act and Statutory Report on the Gender Composition of Management, cf. Section 99b of the Danish Financial Statements Act. This statement on corporate responsibility is part of the management's report in the annual report for the financial year 01.01.2021 - 31.12.2021.

The TripleNine Group's main activity is the manufacture and sale of fishmeal and fish oil. This is done through companies in Denmark, Norway and Chile. A more detailed description of the group and our business model can be found in the Annual Report 2021 and in our website (www.999.dk)

TripleNine has the clear mission of adding value to marine resources in a responsible way. Therefore, we want to act responsibly when purchasing marine raw materials and produce high quality nutritional and functional ingredients, which contribute to feed people all over the world in a healthy and sustainable way.

TripleNine wants to grow responsibly and seeks to continuously develop and operate the company in an economically, socially and environmentally responsible manner. We wish that our activities contribute positively to the society today and in the future, for that reason we seek to work closer to our local communities, which we are part of.

Following development of TripleNine's overall strategy in 2018, the task of formulating policies for supplier management, anti-corruption and local communities have been initiated. Likewise, TripleNine's CSR strategy has been reviewed in 2020, where this has been treated in the Group Management Team as well as the Board. The ambition is that this work will continue to be improved and developed further with the purpose of securing a more sustainable organization through transparency.

TripleNine's current CSR activities are focused within these areas: Sustainability, Environment and Climate, Quality, Employees and Social Conditions, Anti-Corruption and Bribery, Human Rights and Diversity. The areas have been linked to UN Sustainable Development Goals – and objectives have been defined, and where we are now measuring our targets within the focus areas below. Some of these results and developments are commented in this report.

For 2021, we have added Data Ethics to our focus and as a part of the CSR Report.

Sustainability

To help ensure a sustainable use of marine resources, TripleNine follows the recommendations of IFFO (The Marine Ingredients Organization), FAO (Food and Agriculture Organization of the United Nations) and ICES (International Council for the Exploration of the

Sea). Consequently, TripleNine is certified according to the industry's Marine Trust standard for "Responsible Sourcing" and "Improver Programme" regarding blue whiting. We refer to our website (www.999.dk).

Environment and Climate

In TripleNine, environmental efforts are guided by the company's environmental policy, which defines the overall approach to the area, including energy and climate change. Environmental policy covers, among others, reduction of emissions to air and water, use of environmentally friendly technology, training of employees and compliance with environmental legislation. The most significant risks are related to our energy consumption and emissions from our production. Therefore, there is a constant focus on implementing initiatives in these areas.

In TripleNine, we continuously seek to reduce our impact on surroundings and climate as well as to ensure that we are always capable of documenting our compliance with statutory environmental requirements. Moreover, we have a goal of being among the most energy efficient producers of fish meal and fish oil. Therefore, we continuously dedicate work to improve the energy consumption per unit produced, considering the technological and economical aspects as well as customers' and public authorities' demands.

We believe the efforts made during 2021 have supported our target of continuous reduction of our environmental and climate impacts.

In 2020, we have set targets for some of these environmental aspects linked to UN SDG #12 in relation to reduce 1) Carbon footprint, 2) Energy and 3) Water used per ton produced.

We have used 2010 as the "Basic year", and measured per production site within the last 6 years.

We can see that we still have some way to go but in general, we see fine improvements per site in all these KPI's. Our production in Norway has improved and reached the targets during 2021, whereas we are still behind in relation with the water used in Thyborøn. Here we have made plans to improve. In the future, we can consolidate and illustrate this on a group level. However, on the positive side, we have managed to meet the target in Thyboroen for the kwh/ton in 2021 through optimized energy efficiency.

In general, when the targets are reached and maintained, we will revisit these and possibly set even more ambitious targets.

This work will continue in 2022 where focus on continued improved collection of data and obviously improvement of the KPI's through our focus on optimizing the production flow.



Quality

TripleNine's quality policy is the overall framework for our ongoing efforts to improve quality and addresses issues such as product safety, technological developments and compliance with relevant legislation and industry standards. We have high standards regarding quality and traceability of our products and want to ensure that we always deliver the specified products on time. The quality of our products must reflect that we, as a supplier to the feed industry, are part of the food chain.

TripleNine comply with the rules on food safety and the rules for GMP+ (Good Manufacturing Practice incl. HACCP) in Denmark and FEMAS in Norway. Through our management system, we continuously work to

meet targets regarding the quality of our products, including meal yield, oil yield, freshness, (Total Volatile Nitrogen level) and customer complaints.

We trust our efforts during 2021 have supported our goals regarding producing and supplying high quality products matching the specifications agreed with our customers. In 2021 we have not had any recalls of products. There were no major complaints filed by customers and we find it important to secure the feed safety through our value chain.

In 2022, we continue to measure that we send no unsafe products to the markets and always deliver high quality products to our customers.



Data Ethics

TripleNine wants to ensure the company is treating data in an ethical way, both in our daily work as well as a secure mean of communicating. We have in our internal intranet updated "Data Policy" and "Guidance" in the use of IT. If any doubts, our employees are requested to contact our IT Manager.

TripleNine's employee handbook and data/IT policies are always distributed to new employees to secure a uniform and safe way of handling data.

The responsibility of the embedded data ethics is placed at the Group CFO, who is responsible for IT.

We are working on expanding our policy, so that Ethical data considerations are included in our IT-policy which describes the guidelines for employees on how to treat, use and share data already in TripleNine's possession, considerations for bringing in new data as well as confidentiality that goes beyond GDPR regulation which is also covered in the policy. The policy will also describe how to deal with new types of data and sets standards for how suppliers and third parties are expected to comply with our responsible data management, including data ethics. This work will be completed in Q4 2022.



Working and Social conditions

TripleNine wants to ensure competent and motivated employees, which is why continuous efforts are being made to create an optimal framework for the employees to continuously develop and thereby continuously ensure a high operational standard. The most significant risks are related to the physical working environment, where measures are continuously implemented to reduce risks.

TripleNine's employee policies are compiled in the employee handbook, which provides information about employment conditions such as e.g. education, alcohol, insurance and pension. TripleNine protects and upholds its employees' basic human rights by other means as for example through a clear zero-tolerance policy regarding discrimination and harassment. Moreover, we work continuously to ensure an inclusive, open workplace based on respect for each other and for our company. In 2022, we expect to implement a "whistleblower" set up in accordance with governance in this area.

TripleNine fully recognizes our employees' rights to freedom of association and collective bargaining. It is stated in our local agreement in Thyboroen, that an employee will additionally receive 10 DKK per hour, if the employee is a member of a union under LO (Danish Labor Organization).

Likewise, we recognize our employees' rights to privacy and a healthy work-life balance.

Separate policies and processes have been developed in relation to working environment and safety to ensure that TripleNine continuously works to improve the physical and psychological working environment, as well as the cooperation between employees. This work is concentrated around a safety and cooperative organization whose primary task is to plan, lead and coordinate working environment and safety matters. This is supported by a wide range of safety procedures in production, education courses, information and communication about new initiatives. In 2021, this work has been intensified further through a more structured approach and set up in each location.

Efforts are made to recruit more trainees and apprentices to the company. In 2021, we have expanded the positions for apprentices also to include white collar trainees. Likewise, we cooperate with public authorities to bring long-term unemployed people into internships and trial work programmes at TripleNine.

We have a target of no working accidents and this is recorded locally in each business unit. We see the development on a group level from 2017-2021. In 2021, we had a small increase in both Thyboroen, Esbjerg and Chile, whilst a decrease in Norway makes the group total stable.

We believe our continued efforts will support our objectives about ensuring competent and motivated employees as well as a healthy and safe working environment.

Anti-Corruption and Bribery

TripleNine is a professional and trustworthy player in the international business environment. Therefore, we do not accept corruption and bribery. We consider the biggest risks are related to gifts and events for customers, suppliers and other business partners. Therefore, we will develop an employee policy for giving and receiving gifts, as well as participating in and arranging events. This work is expected to be done by the end of 2022. The purpose of the policy is, inter alia, to prevent and avoid that business decisions can be influenced

by individual and/or non-business considerations and interests, but also to make it easier for our employees to operate in this area.

No breaches were found in this area in 2021.

We will continue the work around formulating and implementing a "Code of Conduct" in 2022 with focus on securing the behavior of our suppliers to comply with this policy.





Human Rights and Diversity

TripleNine respects and acts in accordance to the internationally recognized human rights and it is our goal not to violate these. Based on the UN Guidelines for Human Rights, we regularly follow up continuously on what human rights TripleNine may have challenges with - in addition to what is legally expected of us in the individual countries. The significant risk in this area is considered to be the risk of discrimination against employees. We have currently no distinct policy for this subject, however, in connection to the revision of our CSR strategy, guidelines will be developed to make it easier for our employees to navigate within this area on a daily basis. The reason why there is no policy for this today is that TripleNine follows the policies and laws of the countries in which we operate as well as the UN Guidelines for Human Rights.

In 2021, no violations related to human rights have been detected in TripleNine.

Triple Nine values diversity – also when it comes to gender balance in management. TripleNine targets that the underrepresented gender should comprise

at least 25 percent of the Board by the end of 2023. In 2021 the Board consisted of three men and hence the target has not been reached yet. As it is not considered necessary to add new competencies to the Board at present, the current Board members are expected to continue in the coming years. The target of the under-represented gender to comprise minimum 25 percent of the Board is set for the end of 2023.

In TripleNine's day-to-day management organization, the gender distribution has changed in 2019, where the senior management now consist of 2 women and 8 men. TripleNine wishes a more even gender distribution in all management teams, but holds the policy of hiring and promoting based on qualifications and abilities. If candidates have a similar level of qualifications, the candidate whose gender is underrepresented in the management group will be preferred. As TripleNine operates in an industry which has traditionally attracted men, we have worked with removing any barriers to women with leadership potential as well as designed job advertisements to address both sexes. There will continue to be focus in this area in the future.

