

TripleNine Group A/S

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 01.01.2019 - 31.12.2019.

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 2019 and in our website.

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 is being under review combine with updates of related policies. This is expected to be finalized in 2020.

TripleNine's current CSR activities are focused within this areas: Sustainability, Environment and Climate, Quality, Employees and Social Conditions, Anti-Corruption and Bribery, Human Rights and Diversity.

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 IFFO RS standard for "Responsible Sourcing".

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 that focus on 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 dedicated work to improve the energy consumption per unit produced taking into account technologically and economically aspects as well as customers' and public authorities' demands.

We believe the efforts made during 2019 have supported our target of continuous reduction of our environmental and climate impacts.

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). 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 2019 have supported our goals reading producing and supplying high quality products matching the specifications agreed with our customers.

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 has not considered relevant to have a specific policy on human rights. However, 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. TripleNine fully recognizes our employees' rights to freedom of association and collective bargaining. It is stated in our local agreement in Thyborøn, that an employee will additionally receive 10 DKK per hour, if the employee is a member of an union under LO (Danish Labour Organisation).

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 cooperation 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 Denmark efforts are made to recruit more trainees and apprentices to the company. Likewise, we cooperate with public authorities to bring long-term unemployed people into internships and trial work programmes at TripleNine.

We believe our efforts made in 2019 have supported 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 are developing an employee policy for giving and receiving gifts, as well as participating and arranging events. This work is expected to be done by the end of 2020. 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 2019.

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 2019, 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 2021. In 2019 the Board consisted of four men. 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. deadline for achieving the target of the underrepresented gender to comprise minimum 25 percent of the Board continues to be the end of 2021.

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 9 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 in 2019 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.