

DIVERSITY AND INCLUSION POLICY



FirstFarms

I. PURPOSE OF THE POLICY

Following Section 139c of the Danish Companies Act and the Danish Corporate Governance Recommendation, as well as Section 99b of the Danish Financial Statements Act, FirstFarms A/S has developed FirstFarms' diversity and inclusion policy (The Policy).

The purpose of the Policy is to describe how FirstFarms relates to and acts upon to ensure diversity and inclusion across the entire organisation.

II. KEY PRINCIPLES

FirstFarms is an international company with employees with different cultures and backgrounds. We believe that diversity and inclusion in our organisation are preconditions for our development and help us to reach our strategic ambition. As a company, we strive to create an open and inclusive organisational culture, where everybody is recognised and respected for who they are. One of our values is Respect. We are committed to conducting business with respect for people and surroundings.

III. OUR TARGETS

Based on the organisational and local social context as well as the local labour market FirstFarms has set the following gender diversity targets:

Board of Directors

FirstFarms' Board of Directors covers a wide range of experiences from both Danish and international business as well as deep insight into the agricultural industry. FirstFarms' Board of Directors consists of six members elected by the General Assembly. In 2023, the proportion of underrepresented gender in FirstFarms' Board of Directors was 17%.

In 2023, FirstFarms has set a target to increase the proportion of the underrepresented gender to 33%, that at least two members of the company's Board of Directors shall be of the underrepresented gender by 2027^{*1}.

Group Management

Group Management in the mother company FirstFarms A/S consists of four members with no members of the underrepresented gender. FirstFarms has also set a target to increase the proportion of the underrepresented gender in Group Management (mother company FirstFarms A/S) to 25%, that at least one member shall be of the underrepresented gender by 2027^{*1}.

All employees

FirstFarms has set a target to increase the proportion of underrepresented gender among all employees across the FirstFarms Group to 30% by 2028.

^{*1} cf. Section 139c of the *Danish Companies Act*

IV. DIVERSE AND INCLUSIVE WORKPLACE

Diversity has a lot of dimensions. FirstFarms strives to create a workplace, where all employees regardless of their race, nationality, gender, sexual orientation, age, education, or religious belief feel respected and valued. We believe that it is a fundamental principle for reaching our goals and ambitions.

We may also admit that local social norms and context have an impact on the fulfilment of FirstFarms' intentions.

To ensure a diverse workplace we implemented the following initiatives:

- In our recruitment process, we have a strong focus on diversity and encourage candidates with different backgrounds to apply. If it is possible, we strive to create a wide pool of candidates with different backgrounds to conduct interviews with.
- In collaboration with different educational institutions and participating in career fairs, we are promoting working in farming among the young generation of men and women in the communities, where we operate.
- Our leaders are trained to build and work in diverse teams, where diverse backgrounds and different perspectives are valued and respected and used as a company's strength. Through communication, FirstFarms builds an open-minded organisational culture and creates an inclusive workplace.
- FirstFarms strives to have remuneration equal to the median of the local employment markets, in which we operate. We offer salaries to our employees based on their experience and competencies regardless of gender, age, or social background.
- FirstFarms' Code of Conduct defines expectations for ethical behaviour within the organisation. FirstFarms does not accept any kind of unethical and disrespectful behaviour, discrimination, bullying, and sexual harassment. All our employees are obliged to promote friendly and respectful behaviour to their colleagues. Responsibility and Respect are our common values, which we promote and share.


V. SCOPE OF THE POLICY

The Policy enters into force and affects all companies in the FirstFarms Group (Appendix 1).

The Policy also applies to the highest governing body (Board of Directors) and the other management levels (other management levels) of FirstFarms A/S (parent company), as defined in the Danish Companies Act section 139 c.

- The other management level in FirstFarms refers to the Group Management of FirstFarms A/S.
- Group Management of FirstFarms A/S consists of the Executive Management and the level under it.
- All members of the Group Management are employed by FirstFarms A/S and are two levels under the Board of Directors in the governance structure.

In Billund, on March 2024


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Anders Holger Noergaard

APPENDIX 1: Companies in the FirstFarms Group

FirstFarms A/S, a Danish joint-stock company, registered with the Trade Registry under the no. CVR 28312504, headquartered in Majsmarken 1, 7190 Billund, Denmark.

FirstFarms Agra M s.r.o., with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 34 122 087, registered in the Commercial Register maintained by the City Court Bratislava III, Section Sro, Insert No. 13205/B, the Slovak Republic.

FirstFarms Mlyn Záhorie a.s., with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 34 104 071, registered in the Commercial Register maintained by the City Court Bratislava III, Section Sa, Insert No. 4869/B, the Slovak Republic.

FirstFarms Mast Stupava a.s., with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 36 529 401, registered in the Commercial Register maintained by the City Court Bratislava III, Section Sa, Insert No. 2375/B, the Slovak Republic.

FirstFarms s.r.o., with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 35 916 346, registered in the Commercial Register maintained by the District Court Bratislava III, Section Sro, Insert No. 34492/B, the Slovak Republic.

Obilná s.r.o., with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN: 53 084 438, registered in the Commercial Register maintained by the City Court Bratislava III, Section Sro, Insert No. 145035/B; the Slovak Republic.

MORAVA AGRO, s.r.o. with its registered seat at Vinohrádok 5741, 901 01 Malacky, the Slovak Republic, BIN: 35 920 653, registered in the Commercial Register maintained by the City Court Bratislava III, Section Sro, Insert No. 34880/B; the Slovak Republic.

FirstFarms Gabčíkovo, s.r.o., with its registered seat at Patašská 586, Gabčíkovo 930 05, BIN: 35 844 761, registered with Commercial Register of the District Court Trnava Section: Sro, entry no.: 15266/T, the Slovak Republic.

Gabčíkovo City land, s.r.o. with its registered seat at Patašská 586 Gabčíkovo 930 05, BIN.: 36 264 881, registered with Commercial Register of the District Court Trnava Section: Sro, entry no.: 15353/T, the Slovak Republic.

FirstFarms Slovakia A/S, registered with the Trade Registry under the no. CVR 26753015, headquartered in Majsmarken 1, 7190 Billund, Denmark.

FirstFarms Granero, s.r.o. with its registered seat at Vlasatice 419, 691 30 Vlasatice, BIN: 454 78 295, recorded with the Commercial register maintained by the regional court Brno, Section C, Insert No. 5080, Czech Republic.

FirstFarms Czech A/S, registered with the Trade Registry under the no. CVR 29146276, headquartered in Majsmarken 1, 7190 Billund, Denmark.

FirstFarms Hungary Kft. with its registered seat at Gádoros, (5932 Gádoros, Tanya hrsz. 073/8.) recorded with the Commercial register maintained by the regional court Gyula Insert No. 04-09-005726, Tax number: 12851157-2-04, Hungary.

FirstFarms HunAgro Kft. with its registered seat at Orosháza, (5900 Orosháza, Tatársánc utca 36.) recorded with the Commercial register maintained by the regional court Gyula, Insert No. 04-09-005205, Tax number: 12626137-2-04, Hungary.

FirstFarms Hungary A/S, registered with the Trade Registry under the no. CVR 26156270, headquartered in Majsmarken 1, 7190 Billund, Denmark.

FirstFarms Agro East SRL with its headquarters in Surdila-Greci village, Surdila-Greci Commune, No. 1 Garii Street, Braila County, zip code 817160, Romania, registered with the Trade Registry under reference number J09/220/2009 Braila, unique registration code (CUI) RO 15104360, Romania.

FirstFarms SRL with its headquarters in Surdila-Greci village, Surdila-Greci Commune, No. 1 Garii Street, Office no. 2, Braila County, zip code 817160, Romania registered with the Trade Registry under reference number J09/265/2022 Braila, unique registration code (CUI) / fiscal code RO 21795228, Romania.

FirstFarms Agro Trade SRL with its headquarters in Faurei town, No. 87 Depozitelor street, Braila County, Romania, zip code 815100, Romania, registered with the Trade Registry under reference number J09/292/2023 Braila, unique registration code (CUI) / fiscal code RO 48025298, Romania.