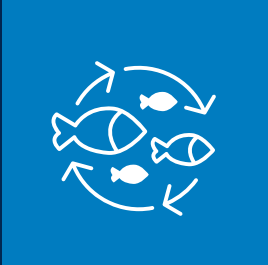
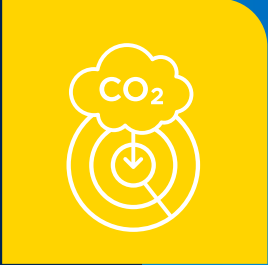


Growing sustainably

2020 SUSTAINABILITY PLAN



Responsibility is part of everything we do

At Scoular we believe:

that the health of our planet is important, and climate plays a vital role

in maintaining resilient ecosystems that produce safe, nutritious, and high-quality ingredients

it is critical to support socially diverse and prosperous communities that protect, manage, and restore local resources

we should connect the needs of our employees and partners with innovative solutions that deliver feed & food worldwide

Planet

Ecosystems & Products

Communities

People



Maintain



Support



Connect



Restore



Protect



Build



Reducing Our Carbon Footprint



Fostering Responsible Product Sourcing



Engaging in Our Communities



Promoting Diversity & Inclusion

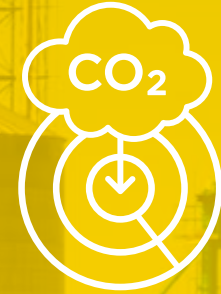


Upholding Workplace Health & Safety

and we are committed to addressing our most material issues by

We do this by creating safe, reliable, & responsible supply chain solutions

Reducing Our Carbon Footprint



At Scoular we believe the health of our planet is important and climate plays a vital role in our collective success. We have a history of integration in nearly every agricultural supply chain, so we understand the effects and impact of carbon emissions.

As stewards of our industry, we are committed to addressing our own environmental impacts and safeguarding our action for the next generation.

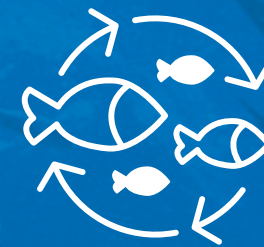
Our path to reducing our carbon footprint includes the following milestones:

- Baseline current environmental impact by conducting a corporate carbon footprint assessment for operations (carbon for which we're directly responsible) and upstream supply chain (measurable carbon use we're connected to).
- Analyze current facility portfolio and identify opportunities to reduce footprint or install renewable generation.
- Integrate impacts of carbon into risk protocols and investment decisions using internal carbon pricing or climate risk scores.
- Set reduction goals in line with science-based targets.
- Disclose impact through standard reporting methods / frameworks protocols (i.e., CDP, GRI).
- Develop collaborative relationships with sustainability leaders and partners.

BY 2025, WE STRIVE TO:

- Reduce our total greenhouse gas emissions.
- Reduce our greenhouse gas intensity.
- Reduce our value chain carbon footprint.
- Increase our renewable energy percentage of electricity consumed.
- Implement a pilot program focused on reducing our freshwater consumption.

Fostering Responsible Product Sourcing



We understand the importance of maintaining resilient ecosystems that produce safe, nutritious, and high-quality food and feed ingredients.

On land and in oceans our ecosystems face potential losses to biodiversity and animal habitat that could lead to food supply disruptions.

We are committed to creating supply chain solutions that reduce ecosystem impact and encourage the responsible management of natural ecosystems.

Our path to fostering responsible product sourcing starts with marine products and includes the following milestones:

- Analyze current marine product portfolio and identify opportunities to expand MSC-certified and sustainable product offerings.
- Identify potential third parties for direct partnerships in sustainable fishing products.
- Increase marine-focused community engagement opportunities (i.e., NGO led fish stock restoration).
- Assess the need for producer programs focused on carbon for climate smart agriculture and land-based aquaculture.

BY 2025, WE STRIVE TO:

- Increase our total volume of marine products sourced from sustainable processors or aquaculture sources.
- Increase our percentage of sales for responsibly sourced and certified marine products.
- Establish strategic relationships with marine sustainability NGOs and support additional NGO led impact programs.
- Develop producer programs that are carbon focused for climate smart agriculture and land-based aquaculture.

Engaging Our Communities



We know it is critical to support socially diverse and prosperous communities that protect, manage, and restore local resources.

Scoular has the privilege of operating in a diverse range of communities in North America, Asia and beyond. As a company that deeply values partnership, we strive to build prosperous communities where we work, live, and operate.

We are committed to creating a positive impact by collaborating with local communities, leveraging resources from The Scoular Foundation, and harnessing the community spirit of our employees.

Our path to engaging communities includes the following milestones:

- Conduct a critical issues assessment to identify high impact opportunities in our communities, with a focus on rural communities and cultivating soil health.
- Benchmark current set of activities to identify gaps, highlight location successes, and scale best practices across locations.
- Implement community engagement programs in all offices and facilities.
- Multiply reach by extending programs to customer groups and third parties with a shared community interest.

BY 2025, WE STRIVE TO:

- Invest 2% of annual profits (before taxes) in high impact community investment areas, with focus on rural communities and cultivating soil health.
- Complete a milestone number of annual company volunteer hours.
- Develop strategic partnerships with local organizations, customers, and third parties.

Promoting Diversity & Inclusion



We believe that creating a diverse and inclusive culture allows us to better understand and connect the needs of our employees and partners with innovative solutions that deliver feed & food worldwide.

With a global, multi-cultural mindset, we respect the many cultures represented across the company and ensure that inclusive perspectives are seen and heard.

Inclusion is a core value at Scoular, and we are committed to integrating it into our business strategy.

Our path to promoting diversity and inclusion includes the following milestones:

- Grow our implementation of internal training and messaging that builds awareness on how to transcend unconscious bias.
- Engage in a policy benchmarking and implementation plan.
- Modify hiring processes to protect information related to diversity and inclusion and ensure inclusive hiring practices.
- Implement relevant sustainability practices across the value chain.
- Continue to enhance our HR-led resources with DE&I-focused programs around diversity, inclusion, gender equality, health, and well-being.

BY 2025, WE STRIVE TO:

- Develop and implement an internal and external method for transparency on diversity and inclusion progress.
- Develop a recruitment pipeline and retention program for BIPOC on which we will make milestone progress.
- Reach milestone goals for gender parity.
- Create annual executive leadership coaching program with affiliated key performance indicators.
- Implement a system for and completion of annual pay parity reviews.



Upholding Workplace Health & Safety

Our people are the inspiration behind our innovative solutions and the foundation of everything we do at Scoular, which is why ensuring the safety and well-being of our employees will always be our top priority.

We are committed to working with industry safety organizations and remaining in line with the best-in-class safety practices across all levels and functions at Scoular.

Our path to upholding workplace health and safety includes the following milestones:

- Establish cross-functional safety committee.
- Actively monitor leading and lagging safety indicators.
- Create targeted improvement plans based on insights from our safety dashboard.
- Implement safety culture training for senior leadership and officers.
- Closely track safety practices using technology tools, as well as expanding safety culture questions in our employee engagement survey.
- Extend depth of safety culture to all operations, including office-based locations.

BY 2025, WE STRIVE TO:

- Reduce our percentage of days away restricted or transferred injuries.
- Increase our safety engagement at the below manager level.
- Reach milestone improvements on key performance indicators, established by a company cross-functional committee.



LET'S WORK TO SHAPE THE FUTURE. TOGETHER.

Visit [Scoular.com](https://scoular.com) to learn more about how we're defining what's possible for a sustainable agriculture supply chain.

