

## BIOTALYS VISION STATEMENT

The sustainability of our planet is our highest priority to secure the well-being of our families and future generations. With transformative innovation, we strive to provide safe and sustainable alternatives to protect our food, ensure productivity and quality while preserving our environment, our soils and our health.

As a frontrunner in agricultural innovation, we aim to create choice and value for the growers, the food industry and society. Through excellence in execution, we forge our growth and deliver value for our company, our employees, our shareholders and customers.

The foundation of our ambition comes from the greatness, diversity and passion of our team as well as from the alliances we forge with global partners. Our distinctive power is the solid science of our unique technology platform, which is rooted in nature to deliver high performing biological products. We learn and grow each step of the way. Our collaborative mindset allows us to design today the solutions for the future of a sustainable food production.

## BIOTALYS VALUES



### Teamwork

We seek strong collective outcomes by leveraging our diversity and expertise. We work together to understand and integrate different points of view to achieve superior results. We respect each other and create an atmosphere of trust and urgency. We ensure each person feels safe to express their opinion. We learn from each other, challenge and support colleagues and deal respectfully with any difference.



### Accountability

We take action to reach the goals and objectives set ahead of time, asking for help when needed and escalating any difficulties. We show commitment to the agreed vision, strategy and goals and embrace decisions made. We frequently monitor progress of the achievement of our objectives and what we've learnt along the way.



### Well-being

We participate in creating a supportive work environment that fosters trust and healthy interpersonal boundaries. We act with authenticity and consistency, looking out for each other. We provide opportunities for connection and actively contribute to building an inclusive workplace.



### Innovation with Impact

We cultivate curiosity and explore new ideas before deciding the course of action. We question, challenge and manage ambiguity and certainty. We balance out-of-the-box thinking with scientific rigor, focusing on impact for our customers and for Biotallys value. We value ideas for their potential, leaving our ego and bias aside.



### Passion

We are connected by the vision and mission of our company. We stay connected to ourselves and to what drives us and inspires us. With our knowledge and enthusiasm, we inspire others to act. We embody the company values on a daily basis and work towards realizing the company vision. We stand for Biotallys' mission in our external contact and are the ambassadors of our values.

# LIVING OUR VALUES

## Desired Behaviors



### Teamwork

- Contribute your expertise and talents to the company goals
- Embrace multiple perspectives
- Communicate with transparency and vulnerability
- Listen with the intention of understanding and learning something new
- Give and ask feedback in a respectful and constructive manner
- Seek for clarity and do not rely on assumptions



### Innovation with Impact

- Ask questions, challenge each other respectfully and share ideas
- Develop and exploit meaningful data
- Be open-minded, develop your ideas with an impactful goal in mind
- Take calculated risks, accept to fail and learn fast
- Motivate each other to think innovatively



### Well-being

- Lead by example, take care of your own well-being first
- Actively seek to support other's well-being by encouraging a healthy work-life balance and lifestyle
- Create connection with others, showing interest in each other and celebrating successes
- Create trust by your actions
- Contribute to making Biotlys a fun place to work
- Participate in creating an atmosphere of positivity and enthusiasm



### Accountability

- Pro-actively take initiative to achieve your personal and company goals
- Discuss and align on objectives, boundaries, roles, desired outcomes and expectations ahead of time
- Once an action is agreed, take responsibility for the outcome
- Expose early any difficulties or roadblocks and look proactively for solutions
- Be decisive and act within the frame of your role



### Passion

- Be an ambassador of the company vision
- Show your energy and positive mindset, transform your passion into conviction whilst maintaining a cool head
- Work with focus, prioritize your work with the company goals in mind
- Make every day an opportunity to learn, improve and grow
- Go the extra mile to achieve your individual and company goals