

Global philanthropy and social participation guidelines

Introduction

Well-designed charitable activities and social participation programs can contribute to a better standard of living and increase social stability. Marel's charitable giving and social participation guidelines align with our pledge of corporate social responsibility. Our guidelines are designed to support the company in being the partner, neighbor, employer, customer and supplier of choice around the world. Through partnership, Marel aims to empower external organizations, our customers and employees to support the communities in which we operate.

Our values and vision

Marel is the leading global provider of advanced processing systems and services to the poultry, meat and fish industries. We offer the convenience of a single supplier to meet every processing need. Our state-of-the-art equipment and systems help food processors of all sizes, in all markets, to operate at peak productivity.

With over 6,000 employees worldwide, Marel operates offices and subsidiaries in over 30 countries and has a network of more than 100 agents and distributors across six continents. In partnership with our customers, we are transforming the way food is processed. Our vision is of a world where quality food is produced sustainably and affordably.

UNITY

We are united in our success

INNOVATION

Innovation drives the value we create

EXCELLENCE

Excellence is what differentiates us

Scope

These guidelines apply to all Marel entities and subsidiaries and are designed to clarify the organization's objectives in charitable giving and social participation. The company's local office or representative handles support for local projects. Global projects are handled directly by the CEO's office.

Guidelines

Innovation and education serve as the main areas of Marel's social participation. Our goal is to support sustainable development through the following areas:

- **Reading and STEM education**
 - Innovation is the cornerstone of Marel's business. By supporting education in the fields of reading and STEM activities we are not only supporting the foundations of societies that plan to prosper in the long run, we are also supporting something we believe is valuable to all companies that, like Marel, want to lead through innovation.
- **Food, nutrition and water**
 - Marel is the leading global provider of advanced processing systems to a large segment of the global food industry. Helping the food industry supply its consumers with products that maintain their nutritional values is one of Marel's key contributions to its partners. Marel is also concerned with preserving valuable resources needed for food processing with water being one of the most heavily used resource. Therefore, we want to support research and causes that directly influence the use and treatment of water, nutrients and food.

In order to be eligible for support applicants should adhere to the following:

- The applicant needs to be a representative of a non-government or non-profit organization, educational organization or a civic or a charitable activity.
- Only one application will be reviewed per year from any single applicant
- Applying organizations need to be operating in areas or communities where Marel has an active status.
- Applicants need to state the objectives and indicators of success and show how they will measure the outcome of the project.
- An organization applying for support needs to accept and consent to Marel's Code of Conduct as if it was their own.