

NH Foods Group

Animal Welfare Code of Conduct

Our belief is that animals are blessings of life, and we recognize that conducting business in consideration of the best practices for the respectful and humane treatment of animals, is of vital importance.

NH Foods Group (NH), as a supplement to its Animal Welfare Core Values, has established this Animal Welfare Code of Conduct (Code), to guide us on animal health and welfare standards throughout our business processes.

Chapter 1 – Introduction

1. Scope

This Code applies to group companies that are majority owned by NH.

2. Compliance

We will continue to monitor operational compliance with this Code and make periodic improvements as necessary.

3. Training

We will provide training and education on this Code, as well as our Core Values, while promoting animal welfare, and improving the technology necessary for the proper execution of our business practices.

4. Localization

We will utilize our best efforts to comply with laws and regulations of the countries and regions in which we do business and be mindful of their diverse cultures.

Chapter 2 – Production

1. Management

We will endeavor to be cognizant of the health conditions of our livestock and treat them in a way so as not to cause unnecessary stress or injury. When performing potentially painful medical procedures, we will strive to take measures to alleviate pain and prevent infectious diseases.

If any injured or ill livestock are identified, we will promptly address the injury or, if necessary, report them to a veterinarian for assistance. We will consider euthanasia as an option when appropriate if it is determined that medical treatment will not lead to recovery, or if there is no prospect of normal or continued growth due to birth defects or frailty,

respectively.

To reduce the risk of pathogens entering farms and barns and to prevent the spread of pathogens, we will comply with the "Animal Health Management Standards" established for each animal species based on the Livestock Infectious Diseases Prevention Act.

2. Nutrition

At each stage of development, we will consider the nutritional requirements for each animal species and strive to ensure that livestock have enough food and drinking water to meet their physiological requirements.

3. Holding

In addition to creating a comfortable environment for livestock, we will equip holding pens with the necessary equipment to prevent infestation of pathogens and pests.

Chapter 3 – Transportation

1. Basics

All persons involved in the transportation of livestock will take appropriate measures to ensure a comfortable environment.

2. Preparation

We will create an appropriate transportation plan in consideration of the species to be transported. The manager or the breeder will check the health status of the livestock, consult with a veterinarian if necessary, and exclude any livestock that are not in proper condition for transport.

3. Management

In the case long-haul transport, we will make every effort to ensure proper feeding, water supply, and rest, where excessive hunger, thirst, and fatigue are to be expected.

Chapter 4 – Processing

1. Basics

We will handle livestock carefully without creating unnecessary stress or injury. The holding pens where livestock are housed will be kept clean and comfortable. Livestock will be inspected by appropriate, licensed personnel in each country, and epidemic prevention measures and hygiene management systems will be established according to species, to prevent the spread of pathogens.

2. Guiding

Guiding and movement shall be conducted to ensure that livestock do not panic by maintaining proper distance between animals and auxiliary tools will be used so as not to

cause stress or pain to livestock.

3. Stunning

Stunning will be performed by persons with sufficient skills and appropriate training and the equipment used will be appropriately maintained and managed.