



*Our
corporate culture*



Development

In 2011, employees, farmers and shareholders jointly developed the philosophy of the OIKOPOLIS Group. The guiding principles of our actions were formulated at that time under the headings of "Agriculture", "Fair Cooperation", "Social Interaction" and "Education".

In autumn 2016, we addressed this matter again, updated the philosophy without significantly changing the content and key messages, and developed our mission statement by including some precise and prioritised values.

These three core elements – "philosophy, values and mission" – now represent our "corporate culture" and are the basis for all strategic decisions taken by the management of the OIKOPOLIS Group.

Since 2011 until the present day, the focus has always been on vigorously supporting eco-friendly farming and fostering cooperation between everyone while operating within sustainable and healthy economic structures.

With our corporate culture we have drawn up not only guidelines for our interaction with customers and business partners but also for the interaction between our employees. Our guidelines help us become aware of each and everyone's interests and make us treat each other with respect. We try to apply our values in our everyday work environment and see them as an expression of our commitment to an associative economic culture.



In an intensive brainstorming session OIKOPOLIS employees compiled a list of the Group's values and ranked them according to priority.

Preamble

We are committed to a way of sustainable farming which is not only eco-friendly and resource-efficient but also lives up to the concept of agri-“culture”, and which produces healthy food for the consumer.

We set out in 1988 to promote and support organic and biodynamic farming by creating and making use of new processing methods and marketing opportunities.

Today we are a group of companies (with BIOG, BIOGROS and NATURATA as our core businesses) that brings together all the different actors of the value chain from farmer to consumer under the name of OIKOPOLIS. We strive for an associative economic culture.

● *Agriculture*

Organic and biodynamic agriculture is the basis for future-proof farming throughout the world. It provides healthy, abundant food and is a sphere for everyone to explore with all senses. Such agriculture is the goal of our business initiatives.

● *Fair cooperation*

Our goal is to achieve collaborative and fair cooperation between all the stakeholders of the value chain from farmer to consumer. The form that such cooperation actually takes is shaped in market and roundtable discussions in which the various interests of all actors along the value chain are coordinated.

In this sense, our goal is not to maximise profits but to enable all parties involved to achieve sustained success together.

This associative interaction is in line with our aspiration to combine entrepreneurship with solidarity.

● *Social interaction*

Our commitment to fair and collaborative cooperation requires mindful and respectful interaction in-house.

We provide room for professional and personal development, give employees the opportunity to become shareholders of our Group and let them benefit from the Group's profits.

● *Education and culture*

Ecology, economy, society and culture are interwoven according to our holistic understanding of sustainability. We see it as our duty to play active part in this both within our Group as well as within a broader social context. In that respect, we encourage self-reflection, awareness, responsibility, competence, power of judgement and mindfulness.

*A single man does not help but
those who join together with many
at the right time*

from "The Fairy Tale" (Das Märchen) by J.W. Goethe



Mission

● *Agriculture*

- ✓ We assume responsibility for an eco-friendly, resource-efficient and diverse agriculture.
- ✓ We produce, market and trade organic food.
- ✓ We are committed to biodiversity (diversity of species and varieties) because we want to preserve the potential of soil, plants, animals and humans.
- ✓ We support the expansion of organic farming.
- ✓ We seek new social forms in farming.
- ✓ We provide land for agriculture.
- ✓ We bring agriculture to society and make it something to discover.

● *Fair cooperation*

- ✓ We care about our partners' needs and circumstances and strive for binding and associative forms of cooperation.
- ✓ We initiate, organise and participate in market and round table discussions and incorporate the results and ideas in our work.
- ✓ Through our social and environmentally conscious involvement we promote the common good.



● *Social interaction*

- ✓ We promote community building.
- ✓ We support each other and help new employees to integrate quickly.
- ✓ In our interaction with each other we seek a balance between objectivity and emotions.
- ✓ We facilitate personal encounters and empower the individual to understand the overall context.
- ✓ We respect our mutual needs.
- ✓ We communicate openly and honestly with each other, creating clarity and direction in all areas of cooperation.
- ✓ We offer the opportunity to contribute ideas and help shape processes and procedures.

● *Education and culture*

- ✓ We provide information and educational training tailored to each individual's needs. This includes both professional and personal training and development.
- ✓ We offer cultural events and activities and make information accessible to people within and outside of our Group.
- ✓ When designing buildings, rooms and products, we pay attention to their aesthetic impact on people.