

## Values - How do we think and act?

### **1. Together we can do more**

We act as one team with each other, with our partners and with our customers. We acknowledge the fact that we as humans and as a business are dependent on each other, our partners, and our customers. We team up with the best, and we always contribute to our collaborators with the very best of our ability. Our team spirit ensures that we listen to each other, acknowledge each other, exhibit mutual respect and exploit each other's competences.

### **2. Customers are our first priority**

We do our best to make our customers happy, help them achieve their objectives, and support their sustainable development. We listen to them, improve ourselves for them, and we always aim to make their life easy. By helping customers become more sustainable, we make small and yet important steps towards a better world as we contribute to the UN Sustainable Development Goals.

### **3. Great ideas can come from anyone**

We are a small organisation on a big mission. Therefore, we must all contribute by improving our working methods and results. The responsibility to do so does not belong in one particular department or in certain job titles - everyone is encouraged and empowered to come up with great ideas. The ideas may as well come from an employee within the organisation as from partners or customers. The company is ready to support great ideas financially and with other essential resources.

### **4. We make things happen**

There are no excuses not to take action. Taking the responsibility to solve the tasks we face every day is a demand – not an option. We have liberty and the competences to handle issues quickly – both for each other and for our customers. We appreciate great ideas and thoughtful strategies, but the best part is to see it come to life. Action always wins over words. We have the capability to move fast and execute projects as soon as we make a decision about initiating the project. We deliver great results and we celebrate our successes no matter the size of them. When setbacks happen, we rise to the occasion and deal with it responsibly and resolutely.

### **5. We cultivate change**

We regard ourselves as pioneering leaders in our field. We are willing to take the first steps into unknown and new territory. We do not fear exploring new areas or using different approaches. We are moving forward, preferably always one step ahead of the world surrounding us. We seek and cultivate opportunities instead of waiting for the phone to ring. Our curiosity gives us the desire for progress, and our competence gives us the confidence. We always set up new objectives and define new standards. We always have the long term in mind while creating great results as we move along.

### **6. We take the lead**

We assume the responsibility to mature the biogas sector. Therefore, we have no other option than delivering at the indisputably highest level of quality, ingenuity and sustainability, while delivering a great return of investment. We constantly raise the bar, and we work in a data-driven and methodical way to keep on improving products, services, processes and results.

## Mission: Why do we exist?

**We lead innovation and efficient operation to improve the sustainable utilization of organic waste**

- **Lead innovation:** We act as world leader in biogas, and we take responsibility for developing technologies and maturing markets. We will not advocate for "more of the same", but will continuously improve the business by challenging the status quo.
- **Efficient operation:** We have the right technology, an efficient way of working, and the ability to scale our operations.
- **Improve the sustainable utilisation of organic waste:** There is always more value to extract from organic waste products. We continuously develop new ways to extract the value in sustainable ways.

## Vision: What will we accomplish?

**We will become the most successful and respected biogas company in the world - acknowledged for our positive impact on the environment**

- **The most successful and respected:** We create compelling results financially and in terms of market shares, but it is to the same extend our ambition to gain widespread recognition for our competence and way of working – and ultimately on our positive impact on the environment.
- **Biogas/ Bio economy - company:** This is our domain and where our business operates. This simple understanding makes sense to everyone and is easily communicated to and by our stakeholders.
- **In the world:** We begin in Denmark but in the long term, we aim to become worldwide leaders in the area of biogas.
- **Positive impact on the environment:** Biogas and Biomethane are recognised as an inevitable part of the entire future energy system. This means that our success is critical in order for the world to decarbonise its energy consumption.