



People Globally and a Common Language

Novus International, Inc., St. Charles MO

Novus International, Inc.



Agenda

- Introducing Novus
- Trust and Clarity:
Linking Individual Accountabilities to Organizational Goals
- Managerial Practices:
Creating a Common Language and Toolset
- Structure and Staffing:
The Right People in the Right Roles



The Novus Story

- Born in 1991 out of the **Scientific Heritage** of Monsanto
- **Growing** under Mitsui and Co. (USA) Inc. and Nippon Soda Co, Ltd.
- **Multiple Product Families** Based on Science
- Portfolio Leveraged **Across Multiple Species in Global Markets**
- Team of **Industry Experts** with Deep Market Knowledge
- Programs Designed to **Address Customer ROI and Challenges**





About Novus

- Sales totaling near \$1 billion USD
- Over 600 employees around the world
- Conducting business in over 90 countries
- Serving more than 2,500 customers globally





Global Footprint



GLOBAL HEADQUARTERS

REGIONAL HEADQUARTERS

MANUFACTURING PLANT

MAJOR SALES OFFICE

RESEARCH FACILITY

NOVUS



Vision, Mission & Core Values

Vision

*To help feed the world
affordable, wholesome food
and achieve a higher
quality of life.*

Mission

*Make a clear difference in
sustainably meeting the
growing global needs for
nutrition and health.*

Core Values

Maximize Long-Term Customer Satisfaction

Provide Products with Demonstrable Value

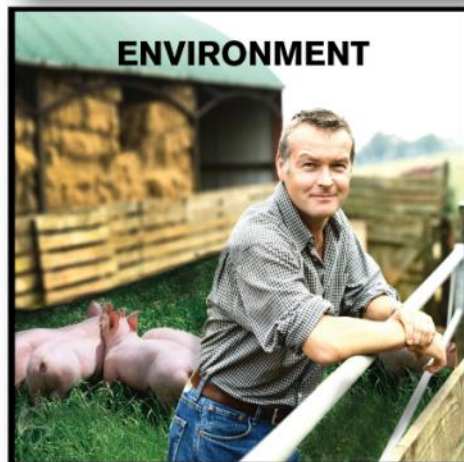
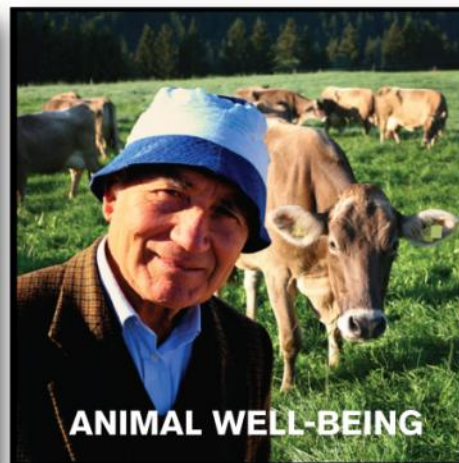
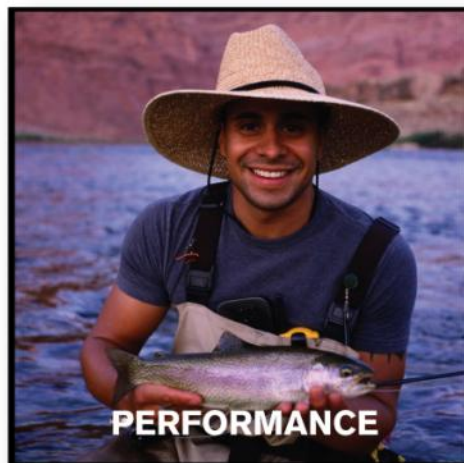
Act with Integrity

*Protect Our Employees, the Public
and the Environment*

Seek Excellence from all Employees



Market Drivers





Novus Graduate Scholar Program

Novus Scholar Program Around the World:

Novus scholarships and partnerships support research and work of students and professors who are leading the agriculture industry:

- China—8 leading agricultural universities, four graduate scholarships
- India—Bombay Veterinary College partnership
- Mozambique—Sponsor of AWARD program
- South Korea—Pukyong National Universities College of Fisheries, two scholarships
- Thailand—Kasetsart University scholarship for Masters in Poultry Nutrition
- Vietnam—Nog Lam University two scholarships through Aqua Research Faculty
- United States—University of Arkansas: endowed Chair in Poultry Science and Auburn University scholarships



Case Study: Graduate Student Career Development

- Novus and Texas A & M
- Career Opportunities Provided to Graduating, Master's-Level Students
 - Students Selected Based on Academic Achievement and Panel Interview
- 6 Graduated Students Successfully Pursuing Careers at Novus Today
 - Variety of Academic Disciplines Represented in Talent Pool
 - Working in a Diverse Range of Roles at Novus

The background is a solid dark blue color. Overlaid on this are several large, semi-transparent, lighter blue shapes. These shapes consist of overlapping circles and arcs, creating a sense of depth and movement. The text "Introducing Novus" is centered in the middle of the image in a white, bold, sans-serif font.

Introducing Novus

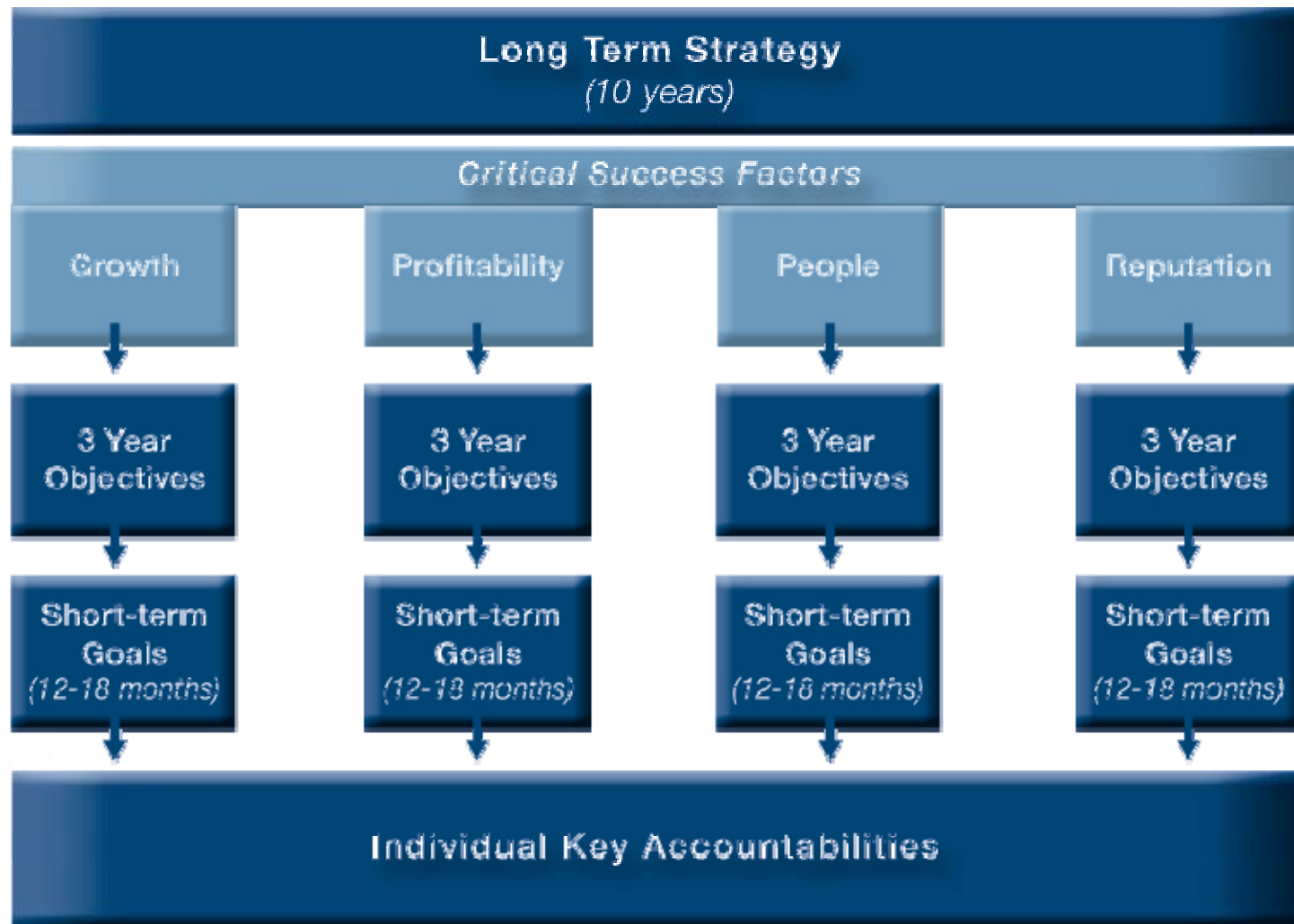


Trust and Clarity: Linking Individual Accountabilities to Organizational Goals

- Emphasis on Clarity About Roles and Responsibilities
- Strategic Goals Link Directly to the Individual Level
- Novus Management System (NMS) Supports Individual Understanding of How to Navigate within Goal Framework
- NMS Provides a Common and Consistent Global Framework for Individual Accountability, Communication & Achieving Common Goals
- NMS Has Been in Place for 20 Years and Provides a Platform for Continued Global Growth and Diversification



Long-Term Strategy & Critical Success Factors





Trust and Clarity:

Linking Individual Accountability to Organizational Goals



Managerial Practices: Creating a Common Language and Toolset

- NMS Establishing Framework for Employees to Understand How They Fit in the Organization
- Systematic, Consistent Approach for Communicating within Hierarchy of Novus
- NMS with Support from the Novus Integrity System provides Common Culture of Ethical Behavior, Globally
- Training and Development Reinforces NMS and Builds Skills
- Technology Bridges the Global Gap:
eLearning, Online Collaboration, SAP in the Future

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Managerial Practices:

Creating a Common Language and Toolset



Structure and Staffing: The Right People in the Right Roles

- Processes for Selection and Talent Pool Management Critical to Sustained Organizational Success
- At Novus, This Begins with Role Definition
- Complexity of Information Processing Tool Aligns Individual Capability with Roles
- Individual Responsibilities Related to Roles Defined Through Key Accountabilities Document
- All Key Accountabilities are Built on a Foundation of: Quantity, Quality, Time and Resources Required for Completion
- Personal Effectiveness Appraisal Provides Ongoing Evaluation Based on Progress Towards Key Accountabilities

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Structure and Staffing:

The Right People in the Right Roles



Thank You!

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Merci

Gracias

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Obrigado

Asante sana

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