



Culture Manifesto

At Agros, our culture is rooted in trust, impact, and continuous learning—this manifesto captures the values and ways of working that guide how we grow together.

www.agrosglobal.com

Discover Agros' Culture →





Why defining our culture?

Company culture refers to the set of **values, ethics, and beliefs** that define the day-to-day operations and atmosphere at an organization.

At Agros, **our culture is the heartbeat of our company.**

This manifesto is our commitment to building a work environment where every employee feels valued, respected, and empowered to do their best work.

We believe that a **strong, ambitious culture is key** to delivering exceptional results, driving innovation, and maintaining long-lasting relationships with our customers, partners and colleagues.





Agros' Values: The Foundations of our Culture



Our four key values are the guiding principles behind every decision, action, and interaction at Agros — they define who we are and what we stand for.



Our Values

Farmers first

Never forget they put food on our table three times a day and pay our salaries. Be humble and put yourselves in their shoes: at Agros we only sell products that we are confident will benefit them.

Transparency

Information is power – if we share it, we can do more together. Everyone should be comfortable sharing operational or personal difficulties. That's not finger-pointing or weaknesses, that's collaboration.

Solutions oriented

Our CEO always says “Don't bring me problems, bring me solutions”. We will always face challenges and make mistakes: don't be afraid to try and fail, that's the best way to learn!

Sustainability

If we build a long lasting company – meaning financially sustainable – we'll be able to support farmers with solutions that serve their farm on the long-term, financially and environmentally.





Employee experience at Agros



From your first day to your long-term growth, the employee experience at Agros is designed to support, challenge, and empower you at every step.





Work environment Never a boring day

As a start-up, Agros works in a **fast-paced environment**.

Be ready to work hard when needed: we don't give up when facing the first obstacle.

High involvement will drive **high rewards**.



Employee Experience
at Agros





Work organization **You're the owner**

At Agros, we will **not monitor how many hours** you spend at your desk.

We **offer flexibility** in working hours and allow remote work.

Where you work from or when matters less than **if hit your KPIs, are responsive and take initiatives.**



Employee Experience
at Agros





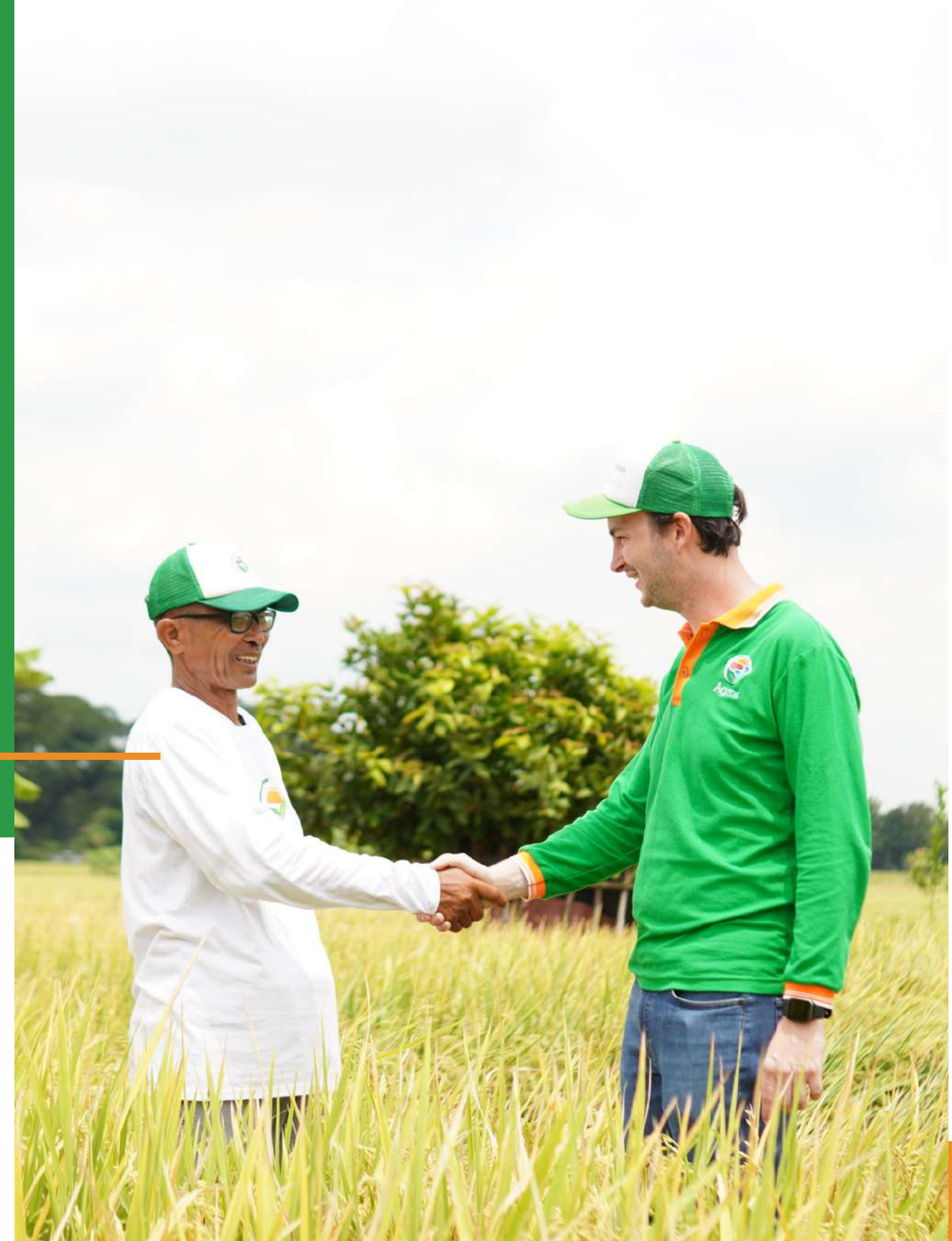
Communication

Don't overthink, just reach out

We're **respectful but not formal**. We laugh hard, and work hard.

You can reach out to anyone in the company – up to the senior management, who are always ready to answer any questions or go to the field with the team.

You'll notice soon that **our offices are open spaces, without dedicated desks** for specific team members: everyone is always reachable.



Employee Experience
at Agros





Management style

Firm but friendly

At Agros, **managers lead by example.**

They **encourage autonomy** within their team and make them accountable.

When working on a new project, your manager will give you full explanations and **support you, but then will let you lead it and take initiatives.**



Employee Experience
at Agros





Collaboration Be a Swiss Army knife

Sentences you'll never hear at Agros include "It's **not my problem**" or "It's not in my job scope so I don't care".

We're ready to support each other when needed, **even if it means going beyond our usual tasks.**

There's no room for ego at Agros. When we open a new hub, the Country Director can be the one cleaning the floor before opening to ensure everything is perfect.



Employee Experience
at Agros





Objectives

Be outcome-driven

At Agros, we recognize efforts **but don't stop there.**

We want to see tangible results: don't spend time listing what you've done so far, **explain how it impacted the business** (did we reach more clients? save costs?).

If it's not directly contributing to company KPIs, **why are you still working on this task?**



Employee Experience
at Agros





Analysis

Stop thinking, start acting

We **collect a lot of data** at Agros, notably because we use digital systems whenever possible.

Thinking before doing is great, and we aim to take data-driven decisions, but **don't fall into the "NOTO" mode** - *No actions, thought only.*

Once you have some data to back your intuition, **act on it.**



Employee Experience
at Agros





Opportunities for growth Be a go-getter

Sky is the limit in our org chart.

As a young company continuously expanding, **there will always be room for high performers** to take on new roles and get promoted.

We prioritize internal promotions, as we know our employees fit with Agros' DNA and have shown track record in operations.



Employee Experience
at Agros





Behaviors that define Agros' culture



Our culture comes to life through the way we work every day — these key behaviors reflect what we expect from one another and how we succeed together.





Proactiveness

Don't be afraid to **take initiatives**, learn and fail. If it's not a success, it will be a learning for you and the team!

Follow company processes but **feel free to suggest and experiment new things**, especially if guidance is not clear enough for you.

Being resourceful will take you a long way at Agros.



Behaviors
that define Agros' culture



Independence

Don't wait for your manager to lay out a detailed to do list for you: **go and get these tasks done.**

As a start-up we sometimes lack processes or detailed guidance: you'll need to **manage a lot by yourself.**



Behaviors
that define Agros' culture



Flexibility

Leverage your past experiences **but let your background go**. Sometimes we won't work how you're used to, and that's ok.

Be open to feedback, and to trying things that don't seem intuitive.

You'll experience many pivots in your journey at Agros. **Be ready to let go of some projects**, even if you put efforts into them – remember, **results are what drive us**.



Behaviors
that define Agros' culture



Accountability

It's normal to make mistakes. As a transparent company, we **expect you to fully own them.**

Take responsibility for the consequences of your actions – or of your team's actions if you're a manager – and **suggest a solution** if needed.



Behaviors
that define Agros' culture



Empathy

Understand how other teams work. Go to the field with your colleagues. Adapt to local culture.

Everyone job's is difficult in a way: by acknowledging this and putting ourselves in our colleagues' shoes, **we collaborate smoothly.**



Behaviors
that define Agros' culture



Voice

We **value everyone's feedback**, no matter the position.

Don't be afraid to speak up and say "I believe you're wrong because..." or "we need to do it this way as ...".



Behaviors
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Thank You

For being part of Agros

At Agros, culture isn't just words on paper—it's how we work every day.

Let's live it, shape it, and grow it together!

