



Corporate Social Responsibility Policy

GreenChem Holding B.V. is one of Europe's largest AdBlue® producers and distributors and is part of Agrofert a.s., which is globally active in the chemical industry, agriculture, food industry, forestry and wood industry, land technologies, transport technology, renewable resources and media. We produce AdBlue® locally in more than 50 production facilities and 2 Urea production sites with sister companies across Europe. This provides us with a very flexible and reliable asset for the production of AdBlue®. We are aware that our business has a direct and indirect impact on the economy, the environment, the community and our employees, and our success also depends on a high level of social responsibility.

Our mission is to be a customer oriented, reliable partner for AdBlue® solutions. We want to be efficient, stand for high standard quality and always deliver a suitable solution for our clients.

We want to stay one of the biggest parties in producing and distributing AdBlue® in Europe for trucks & busses, passenger cars & vans, non-road mobile machinery, retail & dealer networks and marine industry, and maintain our position in Europe with possible growth and a stable export policy.

Company Vision

The vision of our company is to be a 'green' company, helping to improve the environment by reducing NOx emissions of diesel-powered engines in a wide range of industries. In this market, we aim at reaching sustainable growth with the ultimate target to be one of the best players in producing and selling AdBlue® and therefore helping to reduce NOx emissions worldwide.

We are committed to complying with sustainability and basic values according to recognized globally valid principles and to Agrofert Compliance program, which are the compliance with legislation, human rights, environmental protection, safety at work and ethical behaviour. These principles are required also from our business partners and are also in line with them.

Compliance with national and international legal and other requirements

We see our success in maintaining the company's business compliance with national and international legal requirements and other obligations that we are committed to complete, in accordance with the principles of ethical conduct and transparency.

We implement ISO standards into our Integrated Management System, while the effectiveness of management systems is regularly reviewed by independent certification body. Our goal is to be 100% in compliance with legal requirements. Our products, but also the raw and trade materials which we are buying, must comply with European chemical legislation. We respect the requirements of our stakeholders, which we review and implement into processes.

Labour and human rights

We are consistently supporting democratic values and respect for human rights according to the Charter of Fundamental Rights and Freedoms. Violations in human rights are unacceptable for us, we do not tolerate child labour, illegal or forced labour, physical punishments and any form of mental or sexual abuse. We enforce equal rights and opportunities for all employees, in accordance with the principle of equal treatment established in the field of employment relations, without any restrictions or discrimination of women and minorities. We take care of an ethical approach to the recruitment and selection of employees, respect diversity and ensure the equal inclusion of all employees in GreenChem. All employees have the right to fair employment, equal opportunities and decent working conditions, fair and non-discriminatory remuneration. We enforce a healthy and safe working environment and we ensure professional growth of employees. Our aim is to create an atmosphere in the workplace free of stress and fear, to encourage our employees to communicate openly, to have social dialogue and to report identified injustices and discrimination. For this, is created the "Tell us "tool.

Environmental protection, nature consideration

We aim to reduce waste, emissions, and resource consumption through efficient processes and continuous improvement. Ensure proper handling, storage, and disposal of hazardous substances to prevent pollution and spills. We collaborate with suppliers who share our values of environmental protection. All suppliers comply with environmental principles and even part of them are certified according to ISO 14001 as well.

Location of workplaces are not situated in a protected EU area (NATURA 2000 – SPA, SAC) or in protected area according to local national legislation.

Occupational safety and health protection

Our priority is to protect the lives and health of our employees, suppliers, and surrounding communities. By introducing a risk management system in the field of safety, health protection at work and fire protection, we reduce potential risks arising from our activities in order to prevent incidents and accidents.

Compliance with ISO 22241-1 standards within the framework of GreenChem's social responsibility

We guarantee purity because our products meet the strict chemical and physical specifications of ISO 22241-1, including precise urea concentration and absence of harmful contaminants. By using AdBlue®, diesel engines achieve their designed NOx emission reductions efficiently and safely. We ensure proper storage, handling, and transportation to maintain its integrity and effectiveness. Our products undergo regular testing and verification to maintain compliance with ISO 22241-1 and to guarantee consistent performance for our customers.

Ethical behaviour, non-corruption business, transparency

In business relationships with customers and suppliers, we insist on strict compliance with applicable laws and ethical rules. We follow the rules of ethical conduct, which are summarised in the **AGROFERT Group's Code of Ethics**. Within the group, an ethical line "**Tell us**" is established, to which any employee or partner can report suspected unethical behaviour in the company. Transparent business is a necessary condition for good relations with business partners. We are also expecting a fair negotiation with equal approach with providing of truthful information. We are requiring from our employees to not negotiate with business partners in violation of competition rules and to be in compliance with the rules governing fair competition rules, to be impartial and objective in dealing with matters, and to reject coercion, influence, wishes, gifts or benefits that could jeopardise impartiality. We do not accept corruption and bribery, nor do we offer gifts, entertainment or other economic benefits. Our aim is maximum transparency and zero corruption.

Social media is an important part of modern life as a tool for communication and dissemination of information. We respect the principles of protection of privacy, intellectual property, confidentiality, reputation and interests of our partners. We also expect such behavior from stakeholders towards GreenChem Holding B.V. We strongly refuse to use or comment on any defamatory, discriminatory, racist or political statement about another person, company, community or country on social networks on behalf of GreenChem Holding B.V.

Sustainable procurement, rules on ethical behaviour of suppliers

GreenChem considers its suppliers as long-term trading partners and is committed to conduct its business in a fair and ethical manner that promotes open and fair competition in the best interests of GreenChem Holding B.V. and its business partners. The supply chain is a key contributor to the development and implementation of our Social Responsibility programme. We expect business partners to respect and adhere to our Responsible Business policy and incorporate its principles into their business, production processes, safety and fire protection processes. Based on this policy, we request that our business partners will perform due diligence on their supply chain. In our purchasing process, we prefer partners who show social and environmental responsibility, GHG emissions reduction and decarbonisation activities when carrying out their business. Our preferences are to purchase sustainable, safe, environmentally friendly and energy-efficient products and services. Business relations are shaped only with partners for whom there is no doubt about their reputation, the legality of their business. Our goal is to monitor the behaviour and performance of our suppliers and to clearly communicate our attitudes and requirements.

Suppliers must comply with applicable privacy and information security laws and must adequately implement the measures to protect the confidential information and personal information we provide to them from loss and unauthorized access or use.

Partners are obliged to ensure that their operations and products delivered to GreenChem comply with all national and other applicable laws and regulations. The raw materials, which we are buying from suppliers, must comply with the European **REACH** Regulation.

Suppliers must source minerals, mineral derivatives and other raw materials in accordance with applicable laws and regulations and in a manner that respects human rights. Suppliers must avoid direct or indirect funding for armed groups in conflict areas. Tenders regarding to the supplies of goods and services are provided transparently.

We actively engage with our stakeholders, including employees, guests, suppliers, and the local community, to understand their concerns and incorporate their feedback into our CSR initiatives. We continuously seek innovative solutions and best practices to enhance our CSR efforts, adapt to changing circumstances, and address emerging social and environmental challenges.

This policy will be made available to all employees and stakeholders. It will be published on the company's website and integrated into our business practices and training programs.

Breda, January 15th, 2026

Guy Flochlay - Managing Director

