



Whistleblowing Procedure & Protection

In 2023 a new EU directive for whistleblowers was passed by EU Commission (whistleblower being a person who informs on a person or organization regarded as engaging in an unlawful or immoral activity). In our compliance program, whistleblowing was already covered. However, following this article we would like to give you a short summary with all the relevant contact details included.

All employees of the GreenChem Group, if they have any concerns or if there are other reasons on their part and if the Code of Conduct was violated, may submit a confidential Compliance complaint to GreenChem Holding's Compliance Officer (HR Manager) or to the **Tell Us mail box** in the company set up for this purpose: **COMPLIANCE@GRENCHEM-ADBLUE.COM**

All such submitted complaints shall be registered by the company's Compliance Officer in the Tell Us database according to GDPR legislation. The complaints shall be confirmed within 7 days and handled within 3 months.

If an employee of the GreenChem Group company decides to handle his/her Compliance complaint fully outside of his/her company, he/she may contact the Chief Compliance Officer of the Group directly by phone or using the Tell Us Ethics Line web application. This **anonymous TELL US Ethics Line** is available to all Group employees as well as to all entities and persons outside of the AGROFERT Group and therefore also to GreenChem Group companies. Everyone can communicate his/her possible knowledge or suspicion of unethical behaviour in any of the AGROFERT Group companies.

The TELL US line is available in the form of a website here:

<http://www.agrofert.cz/compliance>

or at the phone number +420 272 192 999.

Every complaint recorded at any level of the Compliance Officer team or at the TELL US ethics line shall be investigated in detail and corrective actions shall be taken where necessary. No person handling a complaint may be in conflict of interest with regard to the complaint and the persons under investigation (i.e. may not be involved in the case, may not be in conflict in terms of subordination to the persons under investigation and the persons involved, have close personal relations with the persons under investigation, etc.). The Chief Compliance Officer of the Group shall check that all complaints have been closed, has the right to request additional documents and steps regarding the complaint investigation or even directly intervene in the investigation of the complaints, where appropriate.

Retaliatory measures, in any form, against the person who submitted a complaint for investigation in good faith shall not be allowed or tolerated. Such person may not be disadvantaged in any manner for submitting the complaint for investigation.

The Group employees shall be obliged to provide cooperation in the investigation of a Compliance complaint, deliver the requested underlying materials, documents and provide true information.

Insufficient cooperation, wilful presentation of false information, information taken out of their context or concealment of information, misrepresentation of documents, creation of duplicate documents with different contents or not providing all information, as well as retaliatory measures against the person who submitted a complaint for investigation in good faith or any other disadvantages imposed on that person can be qualified as a violation of obligations arising from legal regulations by a given employee. The Chief Compliance Officer of the Group shall inform the Board of Directors of AGROFERT, a.s.a.p. about these cases and must handle them as a new Compliance complaint.

This information can be made available in your local language, feel free to send a request to astridvandenaker@greenchem-adblue.com HR Manager.