

STATEMENT ON

Forced Labor and Child Labor in Supply Chains



Introduction

This Report relates to the 12-month period from January 1, 2024 through December 31, 2024 and describes the actions Albaugh and its subsidiaries have taken to assess the risks of forced labor and child labor in Albaugh's business operations and supply chain and the steps implemented which are aimed at ensuring products are not produced using forced labor and child labor. This Report is in addition to the Statement on Transparency in Supply Chains that is available on Albaugh's website at [Responsible Operations | Albaugh LLC](#).

This annual forced labor and child labor statement is made as required under the

Australian Commonwealth Modern Slavery Act 2018, UK Modern Slavery Act 2015, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act and the California Transparency in Supply Chains Act of 2010 (SB657) on behalf of Albaugh, LLC a limited liability company organized and existing under the laws of the State of Iowa, United States, with its headquarters in Ankeny, Iowa.

This report was approved on behalf of Albaugh's Board on the date of attestation and addresses all of Albaugh's subsidiaries.



A message from our CEO

At Albaugh, we provide solutions that protect the crops that feed the world. Our core values of Sustainability and Integrity reflect our mission to maintain high standards of ethics and model responsible behaviors in conducting our business and our commitment to ensuring that our business operates with integrity and respect for human rights.

We recognize that forced labor and child labor, in all its forms, is a serious issue that impacts millions of people globally, and we are dedicated to taking the necessary steps to prevent it within our own operations and supply chains. To reduce the risks of these issues in our operations and supply chains, we enforce our global Supplier Code of Conduct and Statement on Transparency in Supply Chains which foster open communication with our suppliers about their practices and obligations. As part of our ongoing efforts, we will continue to review and enhance our practices to ensure that our policies and actions reflect the evolving nature of this issue.

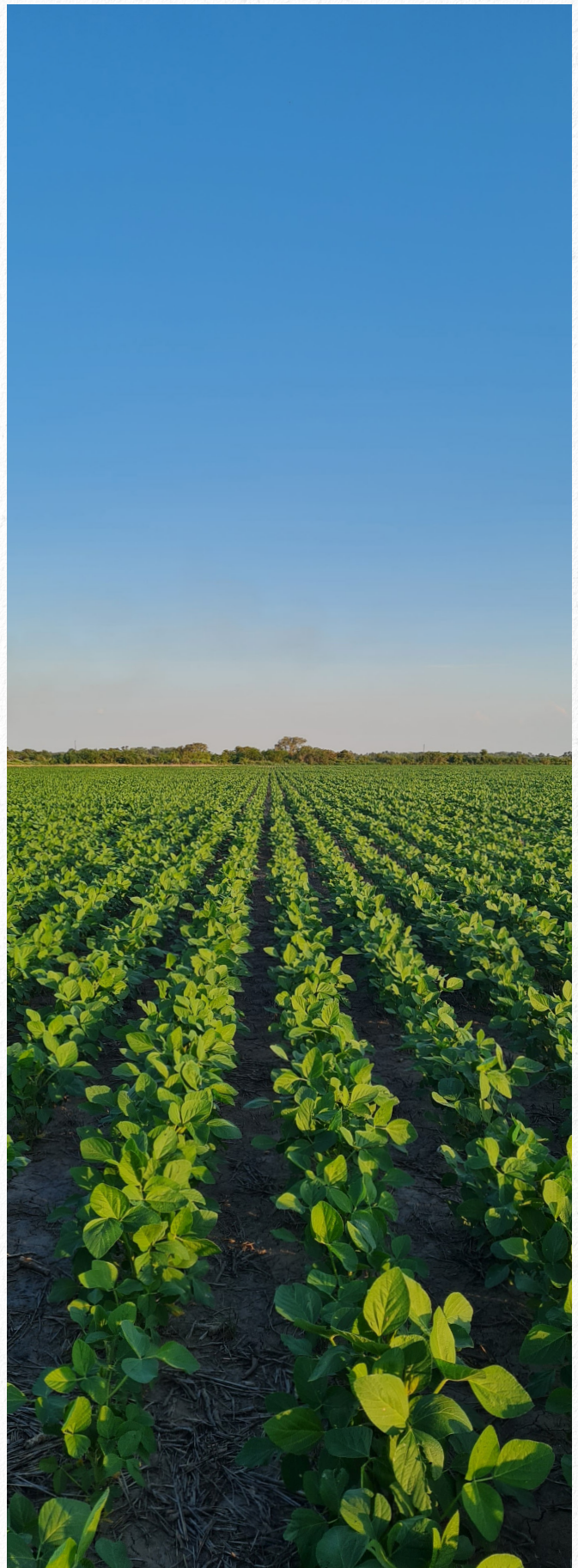
We believe that businesses have a critical role to play in the fight against forced labor and child labor in all forms. We take this responsibility seriously and will continue to be committed to working collaboratively with our partners, suppliers, and stakeholders to promote a culture of transparency, accountability, and respect for human rights.

Albaugh understands and communicates about the impacts of our operations and works proactively to mitigate social risks and generate positive outcomes for the communities in which we operate. This report will provide insight into the work we have done and the work we have in front of us to ensure responsible supply chains.



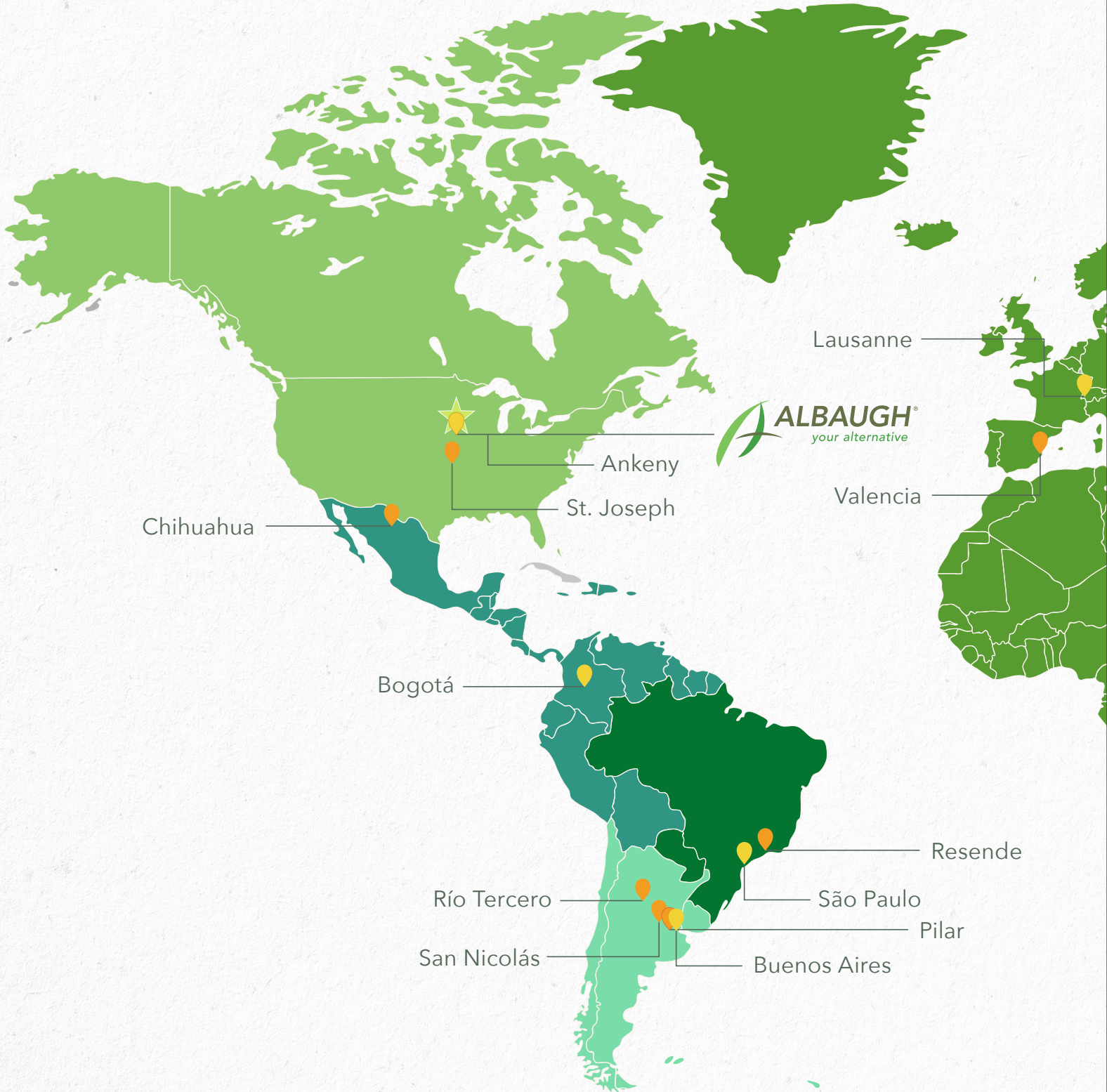
Kurt Pedersen Kaalund

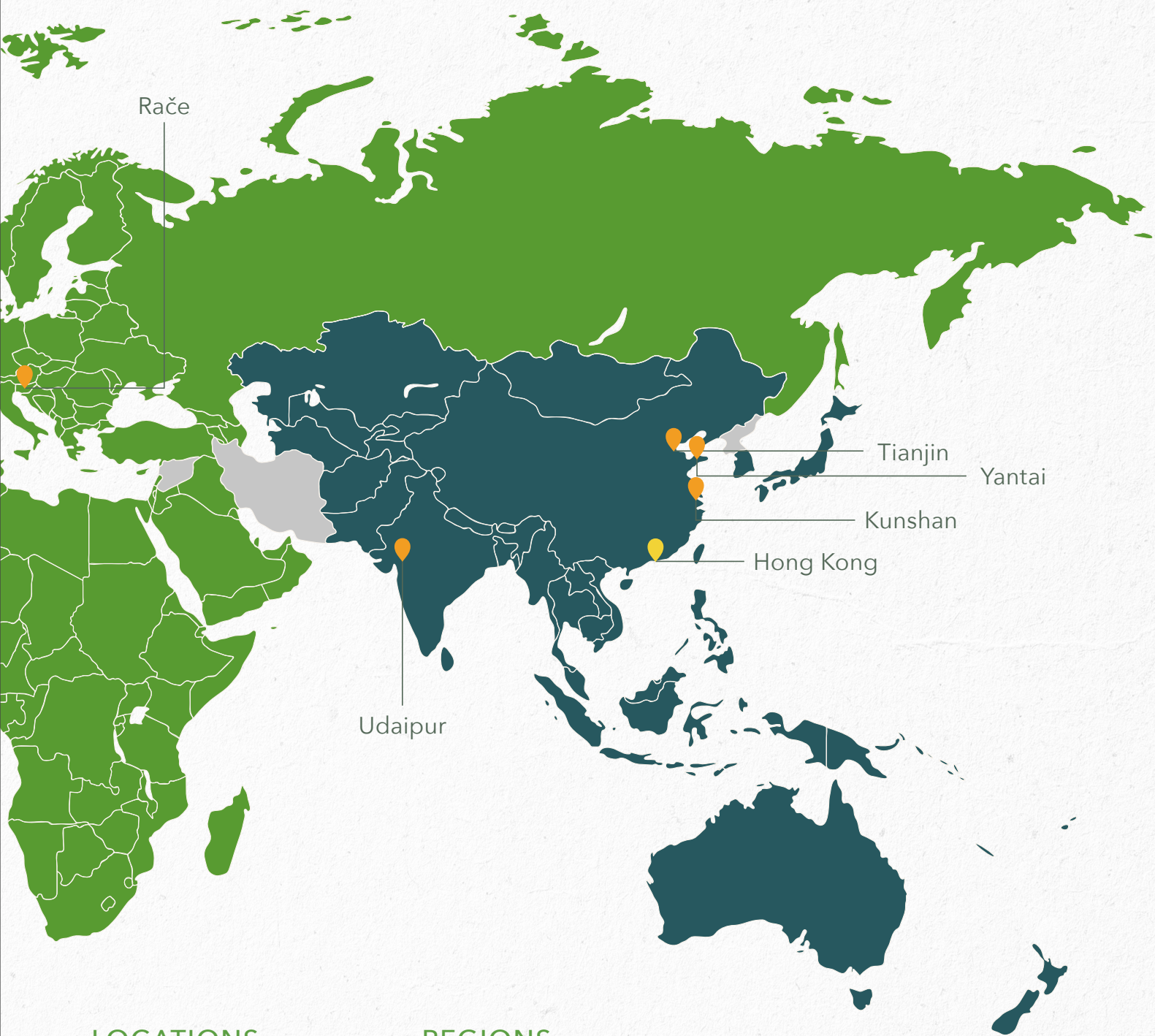
Chief Executive Officer



Company Overview

OUR GLOBAL FOOTPRINT





About Albaugh

Albaugh is a privately-held global supplier of crop protection products, seed treatments and other specialty solutions based in Ankeny, Iowa. Albaugh's global reach has been built to provide scale and reliability that gives farmers solutions they can count on. Our vision is to be the leading alternative for crop protection products globally, and our mission is to create value for farmers by applying our unique efficiencies to provide a broad and sustainable portfolio of high quality, competitively priced crop protection products. Albaugh's vision and mission are built on core values that drive its focus, including the commitment to sustainability and integrity.

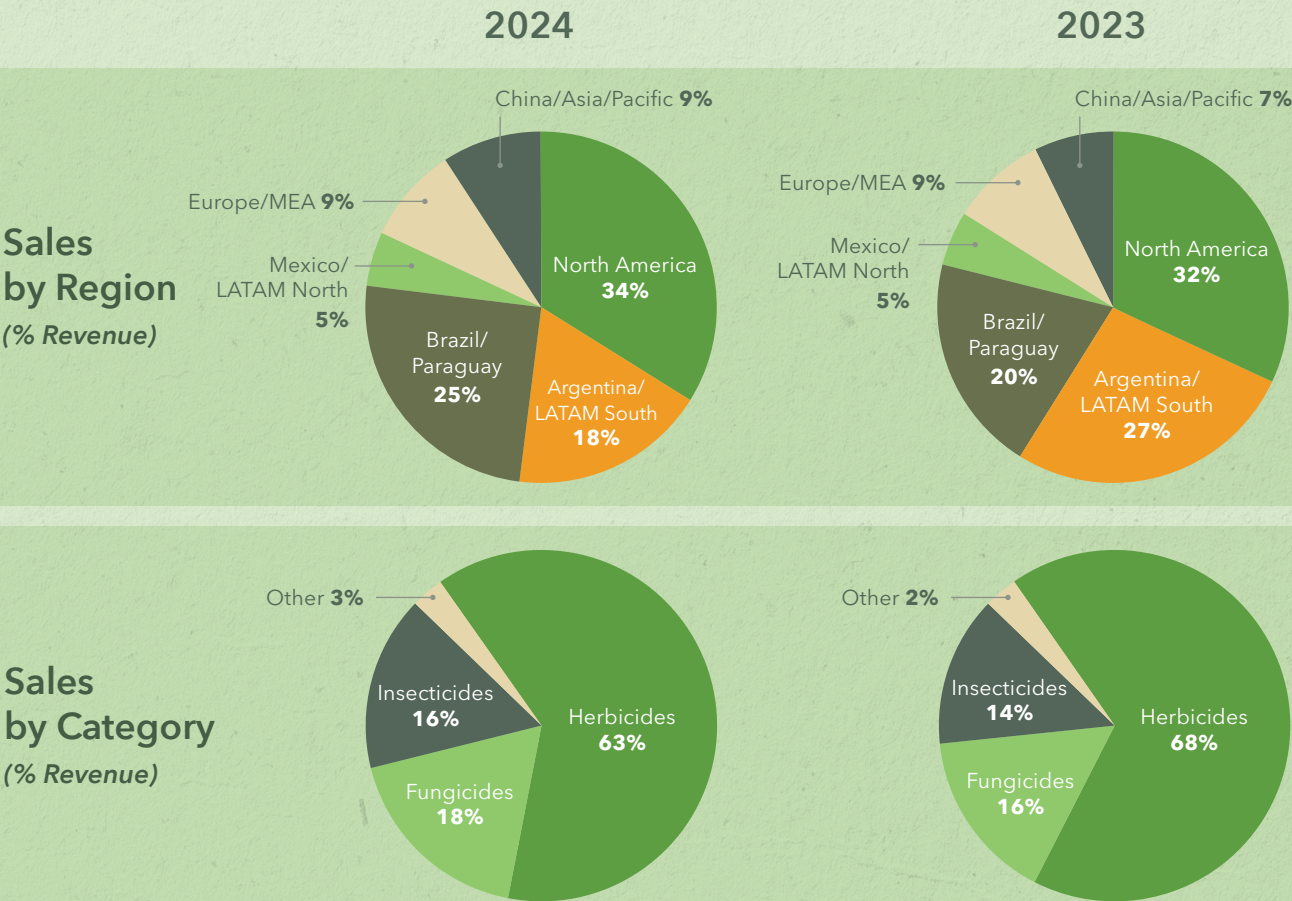
We maintain a high standard of ethics in conducting our business. As such, Albaugh is firmly against any form of forced labor, child labor, human trafficking, and slavery and does not condone any type of this prohibited, unlawful conduct by its employees, suppliers, or other business partners. Albaugh is dedicated to making a positive impact on the world by balancing the needs of the present with the requirements of the future where agriculture thrives, the environment flourishes, and communities prosper.

Structure, Activities, and Supply Chains

Albaugh is a manufacturer of crop protection products that are used by farmers worldwide. The primary Regions in which Albaugh operates are the United States, Mexico, Argentina, Brazil, Spain, Slovenia, China, and India. Albaugh's supply chains are managed by its Group Operations team. Albaugh sources raw materials, active ingredients, inert ingredients such as adjuvants, and packaging and labeling components necessary for producing finished products, along with some finished products from third party suppliers. Albaugh's products are provided to farmers through established agricultural inputs distribution channels, which includes distributors, cooperatives, dealers, and retailers. Albaugh imports raw materials, finished products, active ingredients, inerts, and packaging materials globally and sells its products to distributors and farmers.



Revenue by Region and Category



Supplier Code of Conduct

Albaugh requires all suppliers to abide by the company's Supplier Code of Conduct and Statement on Transparency in Supply Chains. The Code lays out our expectations for suppliers in areas such as labor practices, environmental and safety policies, and confidentiality and intellectual property protection. Compliance with these expectations is required for current and new suppliers. Suppliers are also required to prohibit all forms of forced and child labor, human trafficking and slavery in their operations. Adherence to the Supplier Code of Conduct is included as a contractual obligation in the company's agreements with suppliers and on purchase orders.

Policies

Albaugh's Worldwide Code of Ethics contains the policies and principles by which Albaugh commits to the safe, ethical, and responsible operation of all our businesses and facilities. This policy applies to all employees and management. Albaugh has also promulgated a Supplier Code of Conduct, which among other things articulates the policy that Albaugh's suppliers must prevent forced labor and child labor. Albaugh reserves the right to terminate relationships with Suppliers that violate the Supplier Code of Conduct. Albaugh discloses its due diligence efforts in its Statement on Transparency in Supply Chains that is published on our website.

Supplier Risk Identification

In 2025, we began a process that would help us identify and mitigate risks such as forced labor and child labor in our supply chain. This process allows us to consider various risk factors and implement strategies to reduce them by considering aspects such as the geography where we source materials and the types of products that are exposed to greater risk of slavery practices. Factors assessed include but are not limited to:

- **Labor Rights and Standards**
 - Reported incidences of Forced Labor
 - Freedom of association and collective bargaining
 - Young workers
 - Working hours
 - Wages
 - Regularity of Employment
- **Environment**
 - Waste and pollution
 - Water consumption and quality
 - Energy consumption and Emissions
- **Health, Safety and Hygiene**
- **Standards of Business Ethics**



Due Diligence

Albaugh has instituted anti-forced labor and anti-child labor policies in our Worldwide Code of Ethics that applies to all Albaugh employees and in our Supplier Code of Conduct that applies to Albaugh's suppliers by agreement.

Albaugh trains all of its managers and supervisors on its Worldwide Code of Ethics to ensure our employees understand our standards of conducting business with the highest degree of ethical behavior and in compliance with the law. All employees of Albaugh and its subsidiaries, including those with direct responsibility for supply chain management, are expected to know and abide by this Code.

The Supplier Code of Conduct is communicated to all current and new suppliers. We have updated the template for purchase orders in some Regions including Canada and the United States, and are in the process of updating our templates in the remainder of our Regions over the next two years. Additionally, we expect suppliers to implement systems and controls to promote compliance with applicable laws and the principles set forth in our Supplier Code of Conduct, including policies, training, monitoring and auditing mechanisms.

Albaugh's Sustainability Committee is preparing to address the risk of forced and child labor through reporting on the topics under the Global Reporting Initiative ("GRI") Standards 408 (Child Labor 2016) and 409 (Forced or Compulsory Labor 2016).

Additionally, we maintain a 24-hour hotline via telephone and the internet in multiple languages to register reports, which can be anonymous, of behavior contrary to the Worldwide Code of Ethics or Supplier Code of Conduct and our policy precludes retaliation against personnel who file hotline reports. We have appointed compliance officers in each of our Regions that respond to all reports made via the compliance hotline. We are also continuing our efforts to strengthen and promote our policies and provide assurance that our supply chains are free of child or forced labor.

Assessment

Between January 1, 2024, and December 31, 2024, Albaugh did not receive any complaints or reports regarding forced labor or child labor in its operations or supply chain. Albaugh will update its Statement on Transparency in Supply Chains and this Report as its risk assessment and mitigation program develops.

Remediation Process

Between January 1, 2024, and December 31, 2024, Albaugh did not receive any complaints or reports regarding forced labor or child labor that would require remediation.

Training

Albaugh provides annual training to managers and supervisors on Albaugh's Worldwide Code of Ethics which includes training on forced labor and child labor. New hires are also provided such training. In 2024 we expanded our training on forced and child labor. This was a separate mandatory training for identified employees that included testing to ensure understanding of the training which will be updated annually.



Conclusion

Albaugh remains committed to operating with integrity and transparency in all areas of our business and preventing modern slavery and human trafficking within our operations and supply chains. Through efforts including ongoing due diligence, a Supplier Code of Conduct and internal training, we strive to ensure that forced labor and child labor have no place in the company.

Our efforts are a core part of our ethical responsibility, and we will continue to strengthen our practices, raise awareness and engage with our suppliers and stakeholders to ensure human rights are respected.




Attestation

In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, and the UK Modern Slavery Act 2015, I attest that I have reviewed the information contained in the report for Albaugh, LLC and its subsidiaries. Based on my knowledge, and having exercised reasonable diligence, I attest that I have the authority to bind Albaugh, LLC and that the information in the report is true, accurate and complete in all material respects for the purposes of the Acts, for the reporting year 2024.

Kurt Pedersen Kaalund

Chief Executive Officer



May 29th, 2025



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