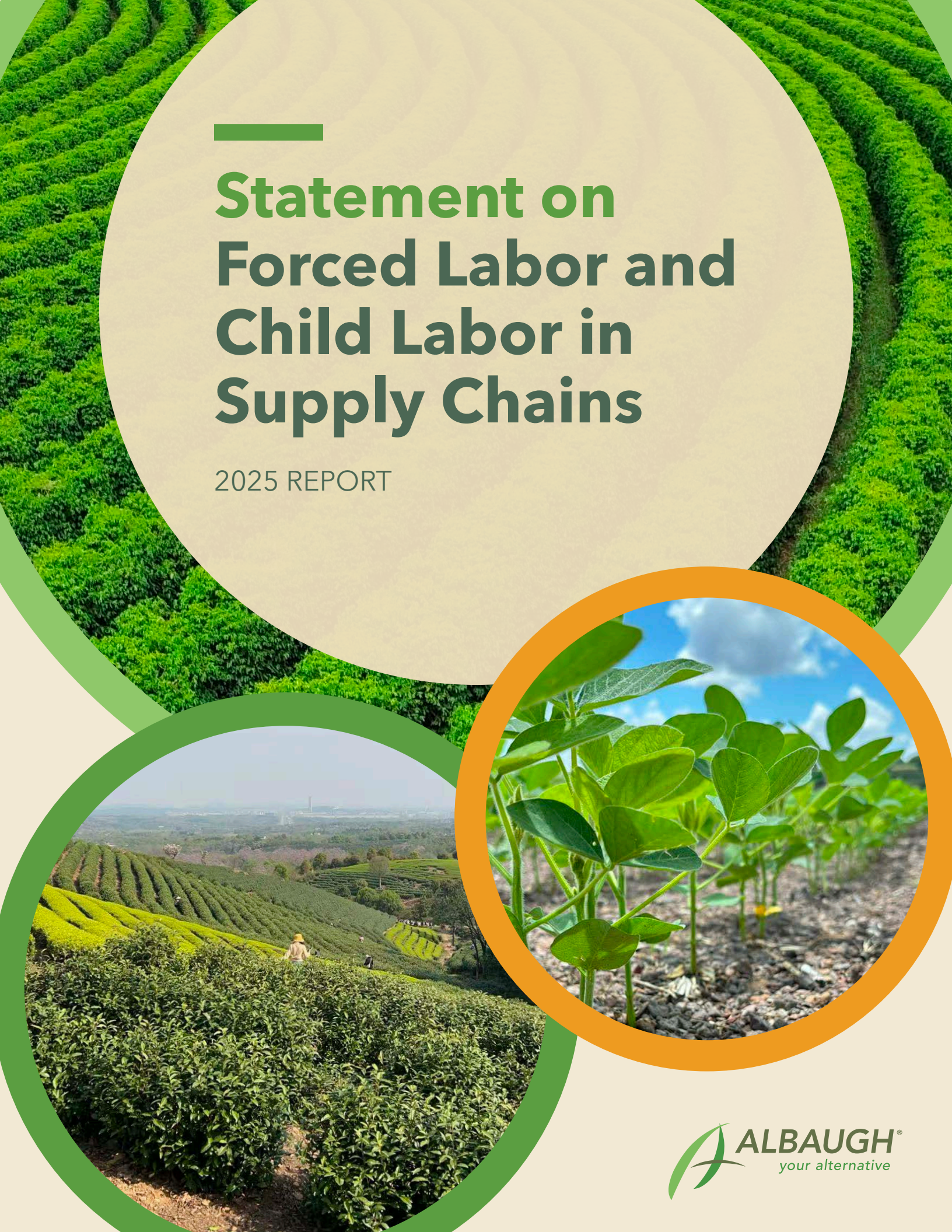

Statement on Forced Labor and Child Labor in Supply Chains

2025 REPORT





Introduction

This Report relates to the 12-month period from January 1, 2025 through December 31, 2025. The report 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 which is available on Albaugh's website available at [Responsible Operations | Albaugh LLC](#).

This annual Statement on Forced Labor and Child Labor in Supply Chains is made as required under the UK Modern Slavery Act

2015, Canada 2023 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act and 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 our headquarters in Ankeny, Iowa, United States.

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

Letter from the CEO



At Albaugh, we are firmly committed to operating our global enterprise with the highest standards of integrity and respect for human rights. Our commitment is rooted in our deep respect for human dignity and fairness, and it informs how we deliver services to our customers, seek partnership, and continue to build success and community across our global team. Modern slavery, in all its forms, remains a significant challenge, affecting millions of individuals worldwide, including those connected to global agricultural supply chains. Through our operational, legal, risk management and workforce development, we continue to be vigilant in preventing these practices within our operations and supply chains.

Our commitment is reflected in the actions we take every day. We have taken decisive steps to ensure that forced labor and child labor has no place in our business. These efforts include implementing policies and maintaining open, transparent dialogue with our suppliers regarding our expectations and their responsibilities and practices. We will continue to listen, learn, and strengthen our approach to ensure meaningful and lasting impact. As our industry evolves, so will our efforts to continuously strengthening our practices that protect the people who grow, harvest, and support the world's food systems.

This report highlights both the progress we've made and the work ahead as we continue to build responsible supply chains.

Kurt Pedersen Kaalund | *Chief Executive Officer*

About Albaugh

Albaugh is a privately held global provider of crop protection products, seed treatments, and other specialty solutions headquartered in Ankeny, Iowa. Our international presence enables us to deliver reliable solutions at a scale that farmers can rely on. We aim to be the leading global alternative in crop protection products and to create value for farmers by leveraging our efficiencies to offer a diverse, sustainable portfolio of high-quality, competitively priced products. Albaugh's vision and mission are grounded by core values that

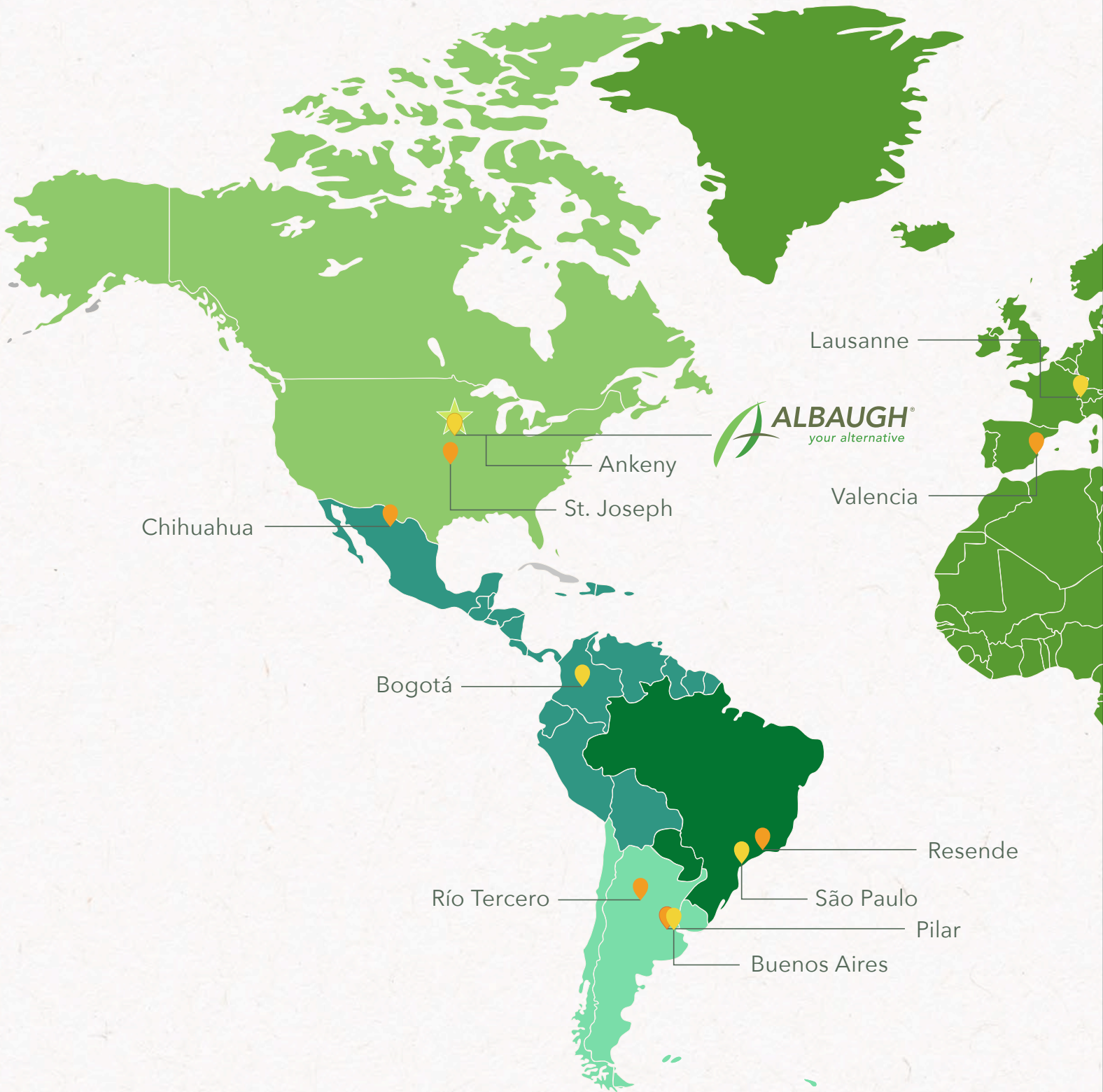
guide our focus, including a strong commitment to sustainability and integrity.

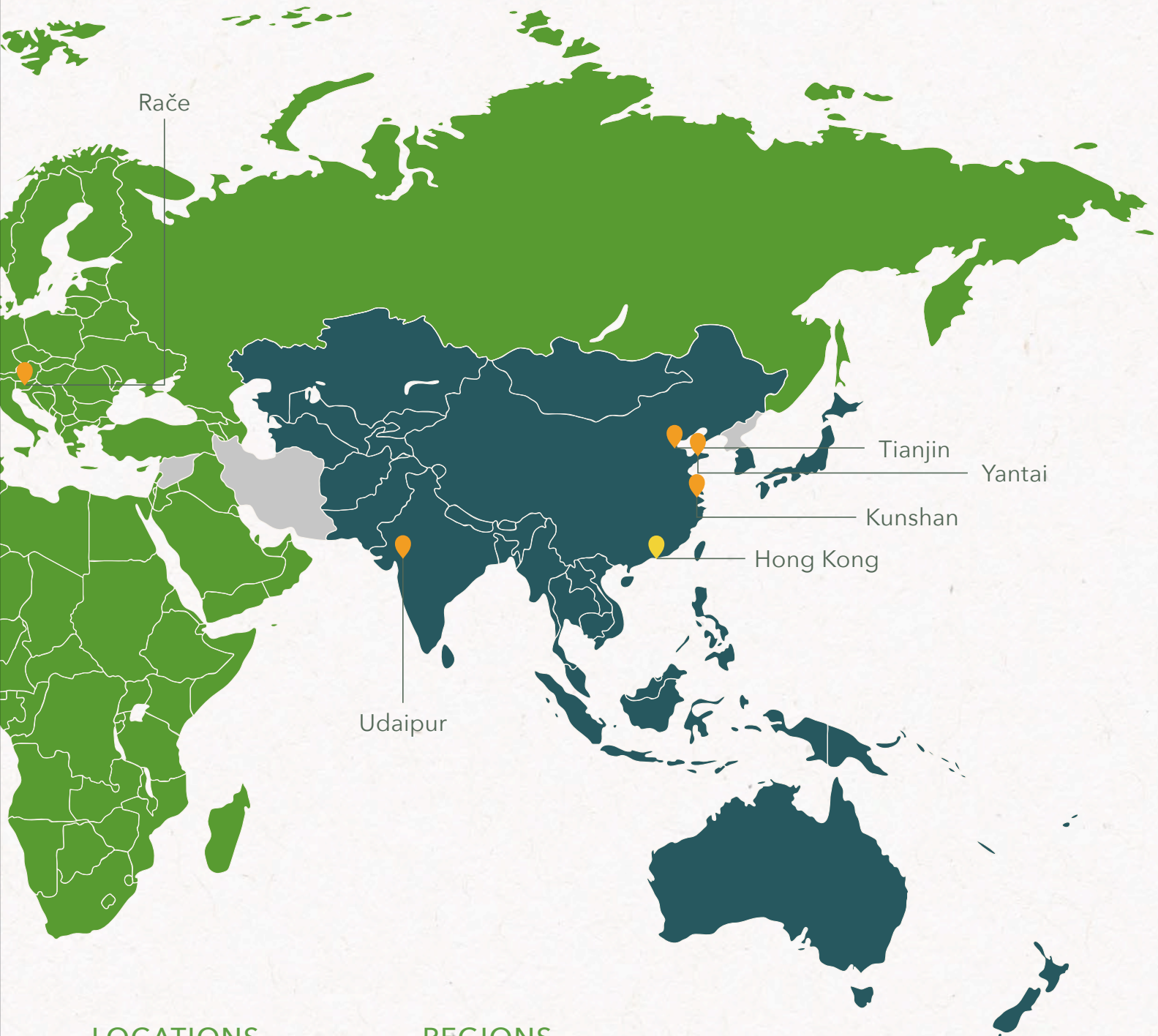
We uphold rigorous ethical standards in all aspects of our business. As such, Albaugh strictly opposes forced labor, child labor, human trafficking, and slavery, and we do not accept these unlawful practices among our employees, suppliers, vendors, or business partners. We are committed to making a positive global impact by balancing present needs with future priorities and supporting thriving agriculture, a healthy environment, and prosperous communities.



Company Overview

OUR GLOBAL FOOTPRINT





LOCATIONS

- ★ Global Headquarters
- 📍 Regional Headquarters
- 📍 Production Facilities

REGIONS

- North America
- Mexico/LATAM North
- Brazil/Paraguay
- Argentina/LATAM South
- Europe/MEA
- China/Asia/Pacific

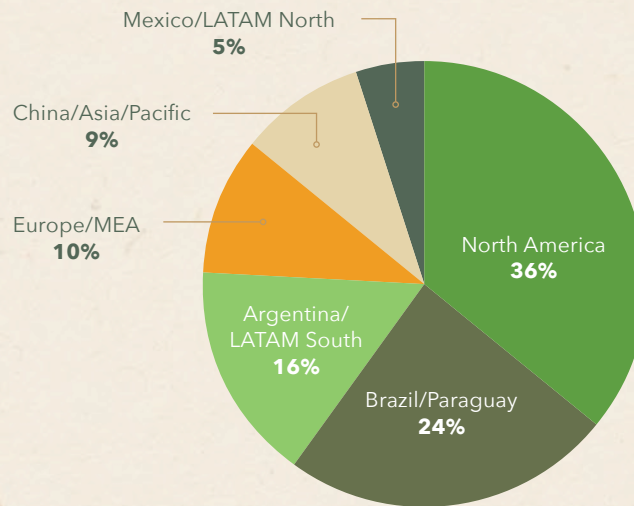


Structure, Activities and Supply Chains

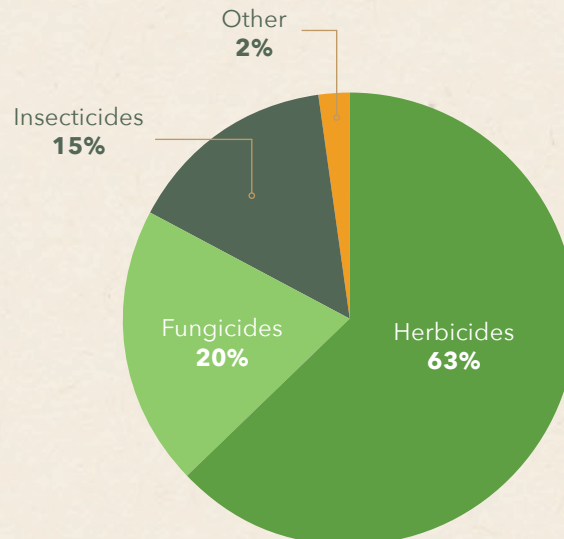
Albaugh, LLC is a manufacturer of crop protection products that are used by farmers worldwide. The primary regions in which we operate are North America, Brazil/Paraguay, Argentina/LATAM South, Europe/MEA, China/Asia/Pacific and Mexico/LATAM North. Albaugh's supply chains are managed by our Group Operations team. We source raw materials, active ingredients, inert ingredients

such as adjuvants, and packaging and labeling components necessary for producing finished products. Albaugh purchases some finished products from third party suppliers. Our products are provided to farmers through normal agricultural inputs distribution channels, which include distributors, cooperatives, dealers, and retailers.

2025 Sales by Region



2025 Sales by Category



Policies

Albaugh's Worldwide Code of Ethics contains the policies and principles by which we commit to the safe, ethical, and responsible operation of all our businesses and facilities. This policy applies to all employees and sets expectations for topics such as ethical behavior and legal compliance. 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 annually discloses our due diligence efforts in our Statement on Transparency in Supply Chains which is published on our website.

Albaugh requires all suppliers to comply with our Supplier Code of Conduct and Transparency in Supply Chains ([Supplier Code of Conduct](#)) which covers topics such as labor topics, ethics, environmental and safety. Albaugh reserves the right to terminate relationships with non-compliant suppliers.

Albaugh's Worldwide Code of Ethics and Supplier Code of Conduct are underpinned by the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct and International Labour Organization (ILO) guiding principles.

We continue to strengthen our commitment to preventing forced labor and child labor across our global operations and supply chain by updating our Worldwide Code of Ethics and Procurement Policy.

Due Diligence

Albaugh's Supplier Code of Conduct is communicated to current and new suppliers. We are in the process of updating our purchase order templates to ensure all purchase orders reference our Supplier Code of Conduct. Purchase orders have been updated for the United States and Canada, and we continue work to complete this globally. The Supplier Code of Conduct requires that suppliers 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.



Effectiveness

Albaugh is working to expand supplier risk screening, enhancing supplier engagement, continued updates to the annual training on forced and child labor and refining policies to align with evolving international standards. Albaugh has not identified any forced labor or child labor in our activities and supply chains.

Commitment and Enforcement

We communicate our ethical and human rights expectations through our Worldwide Code of Ethics and enforce compliance with this code through annual mandatory training. Albaugh maintains a 24/7 anonymous ethics hotline and multilingual reporting website, allowing employees, suppliers, or any other stakeholder to confidentially report misconduct, concerns, or violations of policies. A link to the hotline is posted on our website.

Supplier Risk Identification

Albaugh has established partnerships with industry trade organizations and external experts on topics such as Labor Rights and Standards.

In 2025, Albaugh strengthened our process to identifying supply chain risks across key topics such as violations of labor rights and standards, environmental impacts, health, safety and hygiene and business ethics.

Albaugh identifies and assesses forced labor and child labor risks using a combination of desk-based research, supplier reviews, external risk analytics and grievance mechanisms. Our approach integrates international guidance, independent review, and internal expertise.

Albaugh has developed a roadmap, informed by external experts, to further strengthen supply chain transparency and responsible sourcing practices. This includes a focus on expanding supply chain mapping and enhancing supplier transparency. This structured, multi-year risk mitigation approach emphasizes deeper supplier engagement and the continued development of enhanced monitoring mechanisms.

Responsibility for identifying, assessing, and addressing forced labor and child labor risks is delegated to the Chief Operations Officer, who provides oversight of Supply Chain and Procurement.

Procurement is involved in supply chain risk assessment and implementation of supplier due diligence processes. Procurement and Legal are involved in policy reviews and the Executive Committee provides governance and oversight.



Stakeholder Engagement

Albaugh directly engages with suppliers and workers to support the identification and management of forced labor and child labor risks. Workers across our operations can raise concerns via Albaugh's multilingual, anonymous ethics hotline, which serves as an early warning mechanism for potential risks.

In addition, Albaugh has collaborated with external experts to review due diligence processes and provide independent insights that strengthen our approach.

Training

Albaugh provides regular training to employees on Albaugh's Worldwide Code of Ethics. Starting in 2024, Albaugh requires annual training for relevant employees on forced labor and child labor that includes testing to ensure understanding of the training

Albaugh's training on forced labor and child labor was developed and delivered internally referencing external globally recognized guidelines and best practices. This training is updated annually.

Assessment

Between January 1, 2025, and December 31, 2025, Albaugh did not receive any complaints or reports regarding forced labor or child labor in our operations or supply chain. Albaugh will update our Statement on Transparency in Supply Chains and this Report as our risk assessment and mitigation program develops.

Progress

Albaugh engaged in a supply chain risk assessment process in 2025, enabling the organization to better identify and mitigate forced labor and child labor risks within our supplier base. This work evaluated geography and industry risk factors, as well as practices related to labor rights, working hours, wages, and freedom of association. Albaugh also expanded our annual mandatory training on forced labor and child labor to a broader group of employees. Albaugh will continue maturing our supply chain risk framework with a structured, multi-year approach.

Challenges

Challenges that exist in responding to legislative requirements include but are not limited to mapping complex global supply chains, supplier data limitations, and managing evolving disclosure requirements. Steps intended to be taken include continued work on supply chain risks, internal training, and deepened supplier engagement.





Conclusion

Albaugh remains committed to conducting our business with integrity and transparency and preventing forced labor and child labor across our operations and supply chains. We believe businesses play a vital role in addressing forced labor and child labor and have the responsibility to drive positive change.

Through our ongoing due diligence, our Supplier Code of Conduct, and internal training, we continue to work to ensure that forced labor and child labor have no place within our organization.

We take this responsibility seriously and remain committed to working together with our partners, suppliers, and stakeholders to foster a culture of transparency, accountability, and respect for human rights. We will continue to strengthen our practices, increase awareness, and collaborate with our suppliers and stakeholders, taking a proactive approach to reducing social risks and creating positive outcomes for the communities where we operate.

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 2025.



Kurt Pedersen Kaalund
Chief Executive Officer

May 27th, 2026



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