ALBAUGH®
your alternative

Our Future is Rooted in Action

2024 Sustainability Report

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Kurt Pedersen Kaalund

Group Chief Executive Officer

A message from our CEO

For Albaugh, our future is rooted in action and in 2024 our people accomplished significant positive actions across the company. We made solid progress implementing our strategies in key areas relating to sustainability, including safety, environmental protection, sustainable product development, governance, ethics, and opportunities for growth and development for our employees. We recognize and celebrate the achievements we've realized – working together across our company – but are mindful of areas where we can do better.

We acknowledge that we did not meet our year one safety target of a 20% year over year reduction in employee injury rate. We continue to actively build a strong, safety-first culture across the company, focusing on global reporting standards, site-level awareness, and a strong commitment to continuous improvement. In addition, we have launched our new Global Safety Audit Program, described in greater detail in this report, which is providing visibility and structure to create safer Albaugh workplaces worldwide. Together, we believe these meaningful actions will help us meet future safety goals.

We continue to make progress on emissions quantification, which remains at the heart of our overall sustainability strategy. In 2024, we began to internally quantify our Scope 3 emissions (which are emissions from activities and assets not owned or controlled by Albaugh) and to implement a new platform that enables greater transparency and accountability.

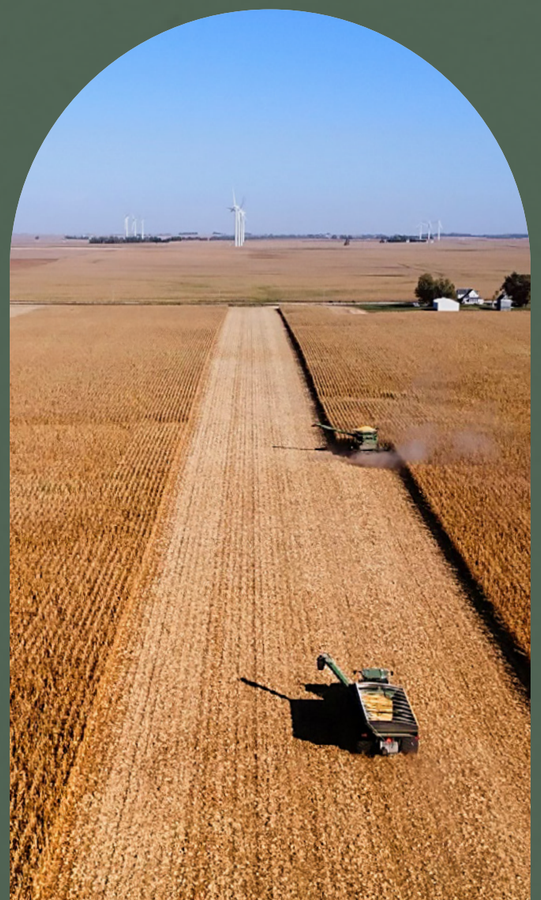
High ethics in our business operations remains a top priority at Albaugh and we continue to find ways to further this commitment and make it an integral part of our company culture. In 2024, we released our Statement on Forced and Child Labor in Supply Chains, which makes clear the steps we are taking to prevent the risk of utilizing this kind of labor in our own operations and supply chains worldwide.

Looking ahead, we are optimistic about the many exciting opportunities for our company to feed the world, using products that boost yields. We acknowledge that the regulatory landscape is evolving rapidly and Albaugh is evolving with it. We remain committed to meeting legal requirements along with proactive governance and ongoing education that engages stakeholders. To this end, we want to acknowledge and thank our employees who are the true engines of action at Albaugh. Thanks to them, our company is on the path to a strong and sustainable future.

Who We Are

Get To Know Albaugh

Based in Ankeny, Iowa, USA, Albaugh is a privately-held global producer of crop protection solutions, seed treatments, and other agrochemical products. Our vision is to become the leading global alternative in crop protection by delivering a wide-ranging portfolio of high-quality, competitively priced solutions. Through unique operational efficiencies, we aim to create lasting value for growers while supporting the long-term well-being of the communities we serve and the planet. Albaugh's scale ensures that growers across the globe have consistent, reliable access to the tools and resources they need. At the foundation of our mission and purpose are core values guiding our work—chief among them, a steadfast commitment to sustainability.



Our Beginnings

From our founding in 1979 by Dennis Albaugh in Ankeny, Iowa, and throughout our continued global expansion, Albaugh, LLC has maintained our commitment to the highest levels of integrity, personal and professional standards of responsibility, and compliance with nationally and internationally recognized health, safety, labor, ethics, and environmental principles.

Our People

Through their daily work and interactions, the people of Albaugh embody our vision, mission, and core values. Our people understand that the future requires us to be purposeful in our approach – ensuring that we equip our customers with the resources they need to support the health of their communities in a safe and thriving environment.

Our Vision

Our vision is to be the leading alternative for crop protection products globally. We strive to drive better results for our customers by providing high-quality products and great service at competitive prices, unlocking the power of choice.

Our Mission

Our mission is to create value for our customers by applying our unique efficiencies to provide a broad and sustainable portfolio of high-quality, competitively priced products for the industries we serve.

We are the company that re-imagined the role of post-patent suppliers and put smarter business practices in the spotlight. Our products and business model work together to deliver more flexibility and more choices to our customers around the world.

The customer experience is of the utmost importance to us. As "Your Alternative", Albaugh offers a better way to improve our customers' operations and empower them to reach higher levels of success.

Our Values

Entrepreneurship & Focus

At Albaugh, we approach our jobs with a sense of ownership and accountability. We establish ambitious growth objectives, seek innovative solutions, and act decisively to achieve them.

Efficiency & Competitiveness

We recognize that we offer compelling value to our customers by maintaining a keen focus on product quality and cost-efficiency. We strive for continual improvement in all of our processes.

Sustainability & Integrity

We provide solutions that protect the crops that feed the world. We understand and communicate about the impacts of our operations and work proactively to mitigate the risks to the environment and generate positive outcomes for the communities in which we operate. We maintain high standards of ethics and role-model responsible behaviors in conducting our business.

Respect & Teamwork

We believe that our most important asset is our people. Our commitment is to make our employees proud to work at Albaugh by creating an environment of fairness, empathy and respect, and to maintain a safe and healthy working environment. Our strength is in combining our many talents in a coordinated effort to achieve our common goals, and with a shared determination to overcome obstacles.

Our Alignment with United Nations Sustainable Development Goals

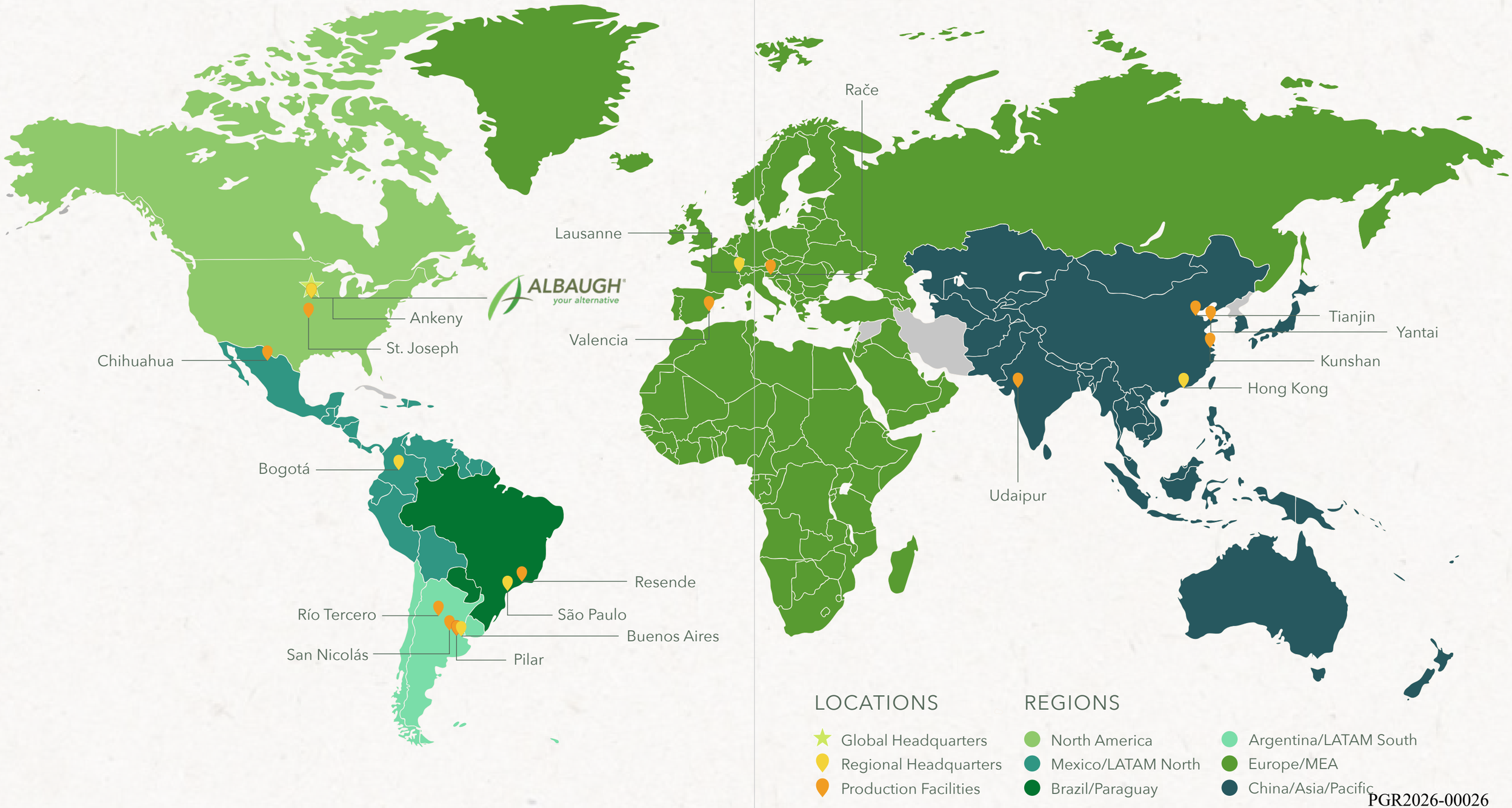
Growers employ our affordable alternatives for crop protection to support healthy and more bountiful food crop yields. Albaugh is helping to make growers more efficient while advancing sustainable practices like no-till and regenerative farming. Making more food available to a growing world population is one step toward combating global food insecurity and achieving zero hunger.

We quantify and evaluate our Scope 1 (emissions from sources owned or controlled by Albaugh) and Scope 2 (emissions associated with the purchase of electricity, steam, heat, or cooling by Albaugh) carbon footprint and waste impacts across our global sites. We are working to identify opportunities to improve operational efficiencies and reduce our resource intensity, emissions, and waste output to support the health and biodiversity of the land.

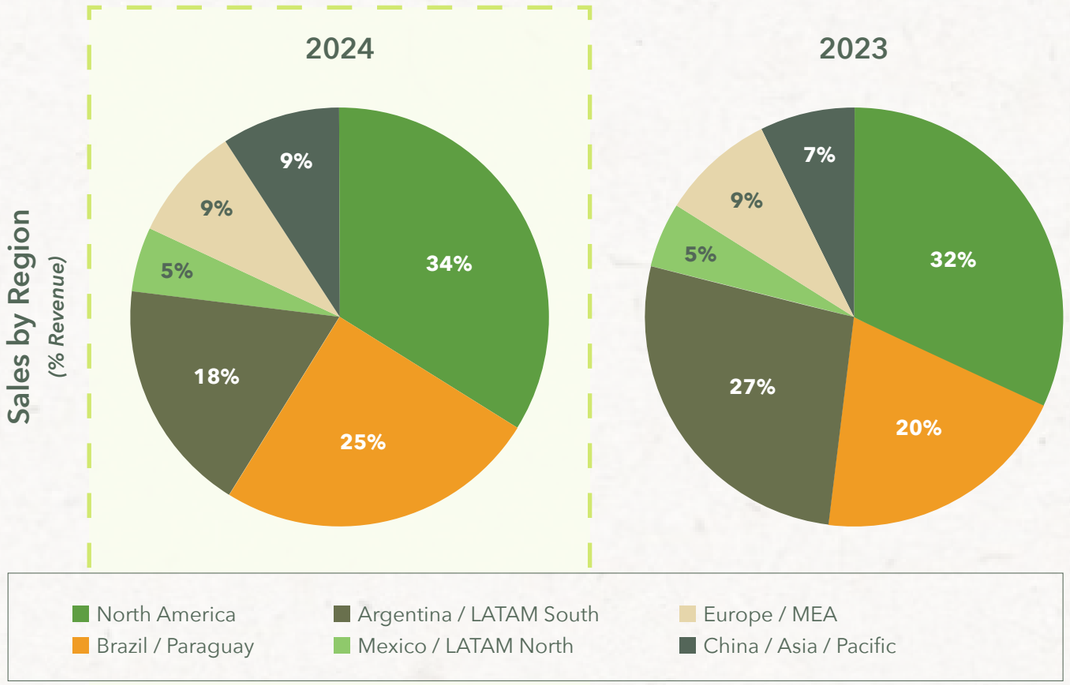
For more information, visit the official website at: https://www.un.org/sustainabledevelopment
The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

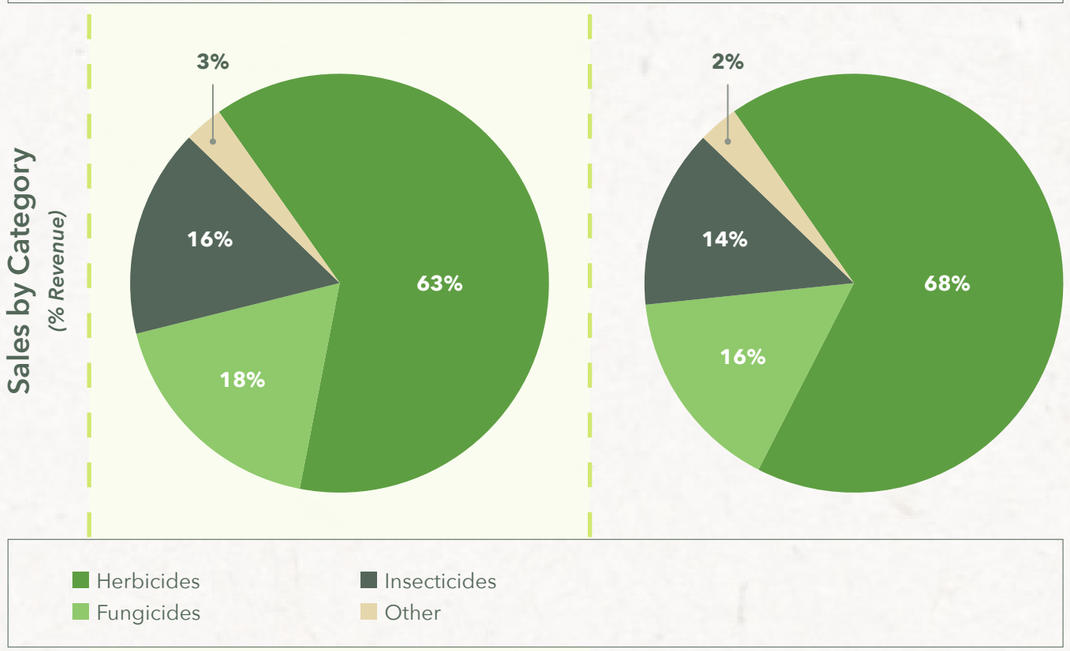
Company Overview

OUR GLOBAL FOOTPRINT



Revenue by Region and Category





Our Approach to Sustainability

Laying the Groundwork for Sustainable Growth

As we sharpen our long-term vision at Albaugh and drive forward our sustainable growth, we have begun operationalizing our planning in support of future goal setting. A key focus of this work is establishing baseline data and outlining operational and environmental objectives in the years ahead.

Reflecting this commitment, our 2022 Sustainability Report identified key opportunities to enhance our safety practices. In 2023, the Board of Managers established a corporate goal to reduce our employee total recordable injury rate to 0.10 by 2030. Although our injury rate in 2024 increased due in part to a process safety incident at our San Nicolás manufacturing plant, the event underscored the critical importance of our safety initiatives. Safety remains a top priority across our organization, and we continue to focus on both near- and long-term improvements.

Our Materiality & Supply Chain Approach

Our sustainability efforts are shaped by a materiality assessment survey conducted with participation from our Board of Managers, Executive Committee, management-level employees, and the Albaugh Sustainability Committee. This cross-functional group of employees, including those with Regional expertise, assessed the importance of 30 topics related to both our business and stakeholders. We identified the most material issues for disclosure with reference to the Global Reporting Initiative framework.

Each material topic is overseen by a Regional subject matter expert or experts, with support from a global-level reviewer, and a designated member of the executive committee provides approval. The associated data is collected and evaluated by the responsible global team, with a validation process in place to ensure accuracy and integrity through an internal system of checks and balances.

Procurement Practices

Global sourcing is often necessary for our active ingredients. We actively seek out and support local suppliers whenever they are available and meet our quality and compliance requirements. For non-active ingredients and other materials needed for the manufacturing and packaging of our products, Albaugh utilizes (where possible) a supply base that is in the same geography where our manufacturing facilities are situated. We have a vested interest in supporting the economic health of the communities where our facilities are located by utilizing local vendors. We disclose our due diligence efforts in this area in our Statement on Forced Labor and Child Labor in Supply Chains, which is published on our website.

Region	2024 Spend with Local Suppliers	2023 Spend with Local Suppliers	2022 Spend with Local Suppliers
North America	70%	67%[1]	58%[1]
Mexico/ LATAM North	47%	52%[1]	77%
Argentina/ LATAM South	43%	50%	40%[1]
Brazil/ Paraguay	37%	48%[1]	43%[1]
Europe/MEA	66%	58%[1]	68%
China/Asia/ Pacific	99%	99%	99%

[1] With improvements in our data collection and accuracy, we have revised reported data from 2022 and 2023.

Methodology and assumptions: Data is reported for Albaugh facilities over which we have operational control, excluding Argistar Mexico. Percentage reported is the proportion of spend with local suppliers. Local is defined as a supplier located in the same geography as the manufacturing facility.

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 our 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.

Supply Chain Risk

Albaugh recently initiated a process to help us identify and mitigate risks such as forced labor and child labor in our supply chain. This process allows us to assess various risk factors and implement strategies to reduce them by considering criteria such as suppliers' clearly articulated policies, location of our suppliers, and types of products that may pose a greater risk of slavery practices.

Training

In 2024, we expanded our training on forced labor and child labor, making it a separate mandatory course for employees in key functions and positions who make procurement and/or supplier relationship decisions. It includes a testing requirement to ensure employees have a clear understanding of the training, which is updated annually.

Environmental Stewardship

At Albaugh, our dedication to environmental stewardship is rooted in our core purpose as a company. We operate at the intersection of several critical responsibilities, including empowering growers to achieve greater crop yields to nourish a growing global population, and advancing efforts to boost efficiency, safeguard natural resources, and drive innovation toward more sustainable products and practices. By addressing these priorities together, we aim to preserve vital land, water, and air resources for generations to come, while helping to ensure people around the world have access to the nutritious food they need for healthy, meaningful lives.

Packaging and Circularity

Preparing for Packaging Waste Regulation

The European Union Commission has adopted revised rules on Packaging and Packaging Waste, which include:

- Restrictions on certain single-use plastics.
- Minimizing the weight and volume of packaging and avoiding unnecessary packaging.
- 2030 and 2040 targets for a minimum percentage of re-used and recycled content in packaging.
- Minimizing substances of concern, including restrictions on packaging containing per- and polyfluoroalkyl substances (PFAS) if they exceed certain thresholds.

Albaugh complies with current regulations and, in anticipation of new requirements, is actively working to further reduce the amount of packaging we use for our products and to increase recycled content.

Albaugh Spotlight

Waste Water Reuse

JRC Manufacturing Facility in Kunshan, China

In 2024, our JRC manufacturing plant in Kunshan, China, invested in a new water system for treatment, purification, and reuse of production waste water. This system includes pretreatment, low-temperature evaporation, and reverse osmosis membrane treatment capabilities. After passing inspection, the water is used in our suspension concentrate formulations. This is estimated to represent approximately 20% of the total wastewater generated.

Waste Management

Global Waste Handling Approach

Albaugh complies with local rules and regulations - along with regional and global guidelines and procedures - for the handling and tracking of all waste. We continuously look for opportunities to recycle, reuse, and/or reduce the amount of waste that we generate. We also partner with third parties for end users to return our packaging containers for recycling and/or proper disposal in our Regions.

Albaugh Spotlight

Eliminating Single Use Cups | Argentina

At our corporate office in Argentina we implemented an initiative to reduce our environmental impact by eliminating the use of plastic cups. This action resulted in an estimated saving of 1,500 plastic cups per month, which translates to a reduction of 7.5 kg of plastic per month and 90 kg per year. This is the equivalent of diverting 4,500 500ml PET bottles from the landfill.

Above

Ignacio Marcovecchio Legal Intern holding the reusable cup that replaced the plastic single use cups.

Waste[1] Management			
	Type	2024 (metric tons)	2023 (metric tons)
Waste Generated	Hazardous[2]	6,369	4,209
	Non-Hazardous[3]	7,048	7,167[6]
Waste Disposed	Hazardous[2]	5,093	3,202[6]
	Non-Hazardous[3]	4,816	5,268
Waste Diverted from Disposal	Hazardous[2]	1,276	1,007[6]
	Non-Hazardous[3]	2,232	1,899[6]

Waste[1] Disposed			
	Type	2024 (metric tons)	2023 (metric tons)
Landfill	Hazardous[2]	1,207	4[6]
	Non-Hazardous[3]	4,490	5,030
Incineration without Energy Recovery	Hazardous[2]	3,150	2,678
	Non-Hazardous[3]	150	120
Incineration with Energy Recovery	Hazardous[2]	154	122
	Non-Hazardous[3]	176	118
Other Disposal[4]	Hazardous[2]	582	398[6]
	Non-Hazardous[3]	0	0

Albaugh Spotlight

Recycling Participation | Canada

For the past ten years, Albaugh Canada has participated in a successful recycling program sponsored by Cleanfarms, a non-profit environmental stewardship organization. Cleanfarms partners with agri-retailers and municipalities across Canada to make recycling programs available to growers in every region. Participants return containers, bags, or totes of used agricultural packaging and products to local collection sites, and Cleanfarms arranges the pick up of the materials for reuse or incorporation into new products.

Small and bulk containers are converted into a clean flake that is shipped to manufacturers in Alberta, Ontario, and Quebec, as well as the US. It is used in the manufacture of various plastic items such as agricultural fence posts, composite dimensional lumber used in industrial construction, plastic pallets, drainage tile, guard rails, and parking lot curb stops.

Through this program, in 2024 Albaugh successfully diverted approximately 74,000 kg of material from local landfills, which equated to 102,900kg of CO_2e saved according to Cleanfarms. This diverted material was recycled into new products, converted into energy-from-waste, or sent for safe disposal. Click here to learn more.

Waste[1] Diverted from Disposal			
	Type	2024 (metric tons)	2023 (metric tons)
Recycled	Hazardous[2]	509	331[6]
	Non-Hazardous[3]	2,116	1,839
Reuse	Hazardous[2]	337	423[6]
	Non-Hazardous[3]	116	60[6]
Other Recovery[5]	Hazardous[2]	430	253[6]
	Non-Hazardous[3]	0	0

With reference to GRI 306 Waste: 2020:

[1] Waste is defined as anything that the holder discards, intends to discard, or is required to discard which includes defining waste according to national legislation at the point of generation.

[2] Hazardous Waste: Waste that is considered to be hazardous by national legislation.

[3] Non-hazardous Waste: Waste that is not considered to be hazardous by national legislation.

[4] Other Disposal: Waste that is sent to transfer stations.

[5] Other Recovery: The recovery of energy from waste into an industrial process.

[6] With improvements in our data collection and accuracy we have corrected reported data from 2023 along with adding a new category for other recovery.

Methodology and assumptions: Waste quantities and disposal type are determined by invoices and inventory reports. Waste is reported for Albaugh manufacturing facilities over which we have operational control, excluding Agristar Mexico. Non-manufacturing facilities and warehouses are excluded as they are deemed not to be material at this time.

Albaugh Spotlight

Empty Container Recycling and Training

LATAM North

In support of environmentally responsible practices relating to empty agrochemical containers, Albaugh LATAM North is partnering with organizations such as COLECTA GESTIÓN AMBIENTAL, AgroUniversal and campo limpio Amocali A.C. to collect and recycle these materials. In 2024, we collected 140 tons of empty agrochemical containers across our LATAM North region. As part of our work with campo limpio Amocali A.C. in Mexico, we took an active leadership role as vice chair of the board, helping to drive initiatives to improve collection targets and support circular economy practices in agriculture. In 2024, we trained more than 5,000 people as part of this initiative on topics such as safe handling of empty containers, triple rinsing, proper collection, and container storage.

Albaugh Spotlight

Albaugh – ATANOR® "Bring Your CampoLimpio Certificate" Contest | Argentina/LATAM South

At the beginning of 2024, Albaugh – ATANOR®, together with FEDIAP (the Argentine Federation of Agricultural Technical Schools), launched the "Bring Your CampoLimpio Certificate" Contest to promote and encourage the return of empty phytosanitary containers. A CampoLimpio certificate is a document awarded to participants in the CampoLimpio program, which focuses on the responsible disposal and recycling of empty crop protection product containers.

Producers who present their CampoLimpio return certificates earn points that they can allocate to an agricultural or rural school of their choice. The five schools with the highest scores will receive a donation from Albaugh consisting of a laptop and a projector.

The contest is also supported by industry associations and other sponsoring companies, amplifying its reach and impact.

This initiative reflects our belief that sustainable agriculture starts with simple, concrete actions—like returning empty product containers.

More than just immediate results, the contest aims to raise awareness among growers and inspire the next generation to adopt responsible agricultural practices.

Scope 3 Emission Tracking Using a New Global Platform

Albaugh is actively advancing the process of quantifying our Scope 3 emissions, which are indirect emissions that occur across our value chain, both upstream and downstream, but are not directly controlled by us. We have invested in a global platform which streamlines the collection, validation, and calculation of key sustainability metrics that include our Scope 3 emissions.

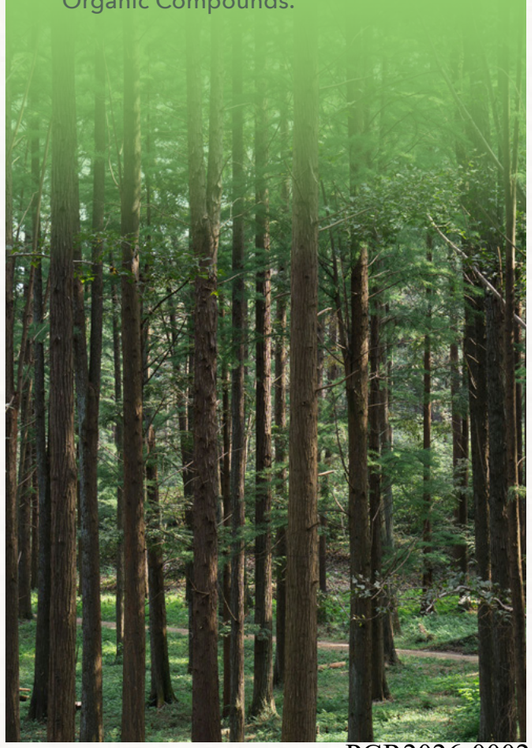
We recognize that Scope 3 emissions account for the majority of a company's carbon footprint, and we are committed to refining our data sources and methodologies to ensure accuracy and accountability. Our platform also supports third-party data assurance and audit readiness, reinforcing our commitment to transparency and compliance.

Albaugh Spotlight

Exhaust Gas Treatment

JRC Manufacturing Facility in Kunshan, China

Our JRC manufacturing facility in China invested in two sets of exhaust gas treatment systems, which went on-line in September 2024. The systems are used for the collection, disposal, and compliant discharge of exhaust gas generated by the production of suspension concentrate formulations as well as the QC laboratory. Among other benefits, this project is expected to significantly reduce our Volatile Organic Compounds.



Emissions

Scope 1, Scope 2, and Other Air Emissions

In this report, we have quantified our Scope 1 and Scope 2 carbon emissions. Scope 1 carbon emissions are the direct emissions that occur from the combustion of fuels from sources that are controlled by Albaugh, along with other air emissions including nitrogen oxides (NOx), sulfur oxides (SOx), persistent organic pollutants (POP), volatile organic compounds (VOC), hazardous air pollutants (HAP), and particulate matter (PM).

Our Scope 2 carbon emissions are indirect emissions that come from electricity and steam purchased by the company, for both location-based emissions (applying emissions factors associated with geographic location) and market-based emissions (applying emissions factors using purchase contracts or agreements for electricity or steam) according to guidance from the Greenhouse Gas (GHG) Protocol.

Scope 2 Emissions

	2024	2023
Scope 2 GHG Emissions (tons of CO_2e)[1] Location Based	55,164.24	48,642.97
Scope 2 Emissions Intensity[2] Location Based	0.10	0.11
Scope 2 GHG Emissions (tons of CO_2e)[1] Market Based	36,690.12	31,449.31
Scope 2 Emissions Intensity[2] Market Based	0.07	0.07

[1] Carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O) are included in the calculations of carbon dioxide equivalents (CO_2e) reported.

[2] Intensity is calculated using tons of production as the denominator.

Methodology and assumptions: Scope 2 location-based emission factor sources include the International Energy Agency (IEA) Emission Factors 2024 and United States Environmental Protection Agency (US EPA) eGRID 2023.

Scope 2 market based emission factor sources include the International Energy Agency (IEA) Emission Factors 2024 and the United States Environmental Protection Agency (US EPA) eGRID 2023. Where residual mix factors, Energy Attribute Certificate (EACs), or supplier emission factors were not available, location-based emission factors were applied.

Scope 2 indirect greenhouse gas emissions are reported for purchased electricity and steam at Albaugh manufacturing facilities over which we have operational control, excluding Agristar Mexico. Offices and equipment at manufacturing facilities are included. Non-manufacturing facilities are excluded as they are deemed not to be material at this time. Warehouses over which we do not have operational control are also excluded.

Scope 1 Emissions

	2024	2023	2022
Scope 1 GHG Emissions (tons of CO_2e)[1]	55,236.44	47,066.86	53,828.90
Scope 1 Emissions Intensity[2]	0.10	0.11	0.11

[1] Carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O) are included in the calculations of carbon dioxide equivalents (CO_2e) reported. Albaugh's processes do not emit hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), or nitrogen trifluoride (NF_3).

[2] Intensity is calculated using tons of production as the denominator.

Methodology and assumptions: Emission factors and Global Warming Potential (GWP) used are from relevant regulatory authorities and the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), 2013, and conversion factors and assumptions and estimations are applied.

Scope 1 direct greenhouse gas emissions are reported for Albaugh manufacturing facilities over which we have operational control, excluding Agristar Mexico. Offices and equipment at manufacturing facilities are included, as well as vehicles associated with inter-facility transportation or business operations at manufacturing facilities. Non-manufacturing facilities are excluded as they are deemed not to be material at this time. Warehouses over which we do not have operational control are also excluded.

Other Air Emissions

	2024	2023	2022
Other Air Emissions	Tons/Year		
Nitrogen Oxides (NOx)[1]	63.88	45.34	46.98
Sulfur Oxides (SOx)[1]	8.74	0.67	0.59
Persistent Organic Pollutants (POP)[2]	0.00	0.00	0.00
Volatile Organic Compounds (VOC)[3]	38.94	26.28	31.42
Hazardous Air Pollutants (HAP)	0.17	0.14	0.25
Particulate Matter (PM)[3]	14.03	7.12	3.88

[1] NOx and SOx increased in 2024 due to a temporary change in fuel sources.

[2] Albaugh's processes do not emit persistent organic pollutants (POP).

[3] VOC and PM increased in 2024 due to increase in production volumes.

Methodology and assumptions: Other air emissions are calculated by a combination of direct measurements and engineering calculations based on our operation hours, throughput, and/or estimations.

Other emissions factors used are from the United States Environmental Protection Agency AP 42, Fifth Edition, and assumptions and estimations are applied.

Other air emissions are reported for Albaugh manufacturing facilities over which we have operational control, excluding Argistar Mexico. Offices and equipment at manufacturing facilities are included. Non-manufacturing facilities are excluded as they are deemed not to be material at this time. Warehouses over which we do not have operational control are also excluded.

Sustainable Innovation & Products

At Albaugh, our expanding crop protection product portfolio addresses the challenges of pests, unpredictable climatic conditions, and increasing regulations. Innovation and adaptability are key as we maintain our strategic vision, respond to customer needs, and build our business. We provide growers with innovative solutions to boost productivity and meet growing food needs.

Albaugh is making progress toward the important United Nations Sustainable Development Goal (UN SDG) of zero-hunger. We offer a comprehensive portfolio of herbicides, fungicides, insecticides, plant growth regulators, and biostimulants that can be used in global markets to maintain both organic and conventional agriculture. We are continually innovating our products to boost crop yields while protecting the environment. To achieve this, we place a high priority on the registration of alternative chemistries and formulations to better address regulatory environments and meet unique customer needs.

Innovative Products

Afiado®

Afiado® in Brazil is an insecticide used with various crops, especially soybeans, for stink bug control. Benefits include a lower toxicity profile compared to other products. We use proprietary adjuvants that contribute to this lower toxicity – a claim that has been independently verified. Afiado® is classified as Category 4 (blue ribbon), which officially means "low toxicity" in Brazil. Our unique liquid formulation is more precise in dosing and offers easier handling in the field compared to powder-based formulations.

Albaugh's Commitment to Removing Potentially Hazardous Products

Using criteria set by the Food and Agriculture Organization of the United Nations, we evaluated our entire portfolio and identified six active ingredients that could have hazardous attributes. In 2024, these active ingredients have been phased out and the remaining stock destroyed as a voluntary precautionary action. Albaugh continues to review its portfolio against these criteria to identify other opportunities for improving the safety profile of our portfolio.

Emerging Product Lines

Sustainable Chemistries

Albaugh continues to expand our portfolio to include natural biological products, such as organic fatty acids, natural pyrethrins, pelargonic acid, paraffin oil, and spinosad. We offer various forms of copper-formulated fungicides, which are valuable tools for organic growers and have a wide variety of agricultural applications.

Digital Innovation

Argentina: ATANOR® PRO

In March 2024, we launched our ATANOR® PRO tool in our Argentina/LATAM South Region. ATANOR® PRO is our WhatsApp-based platform that supports growers directly from their phones, offering diagnoses, technical recommendations, and real-time support. This tool determines the level of compatibility of selected products before tank mixing takes place, analyzing over 240 product combinations and suggesting appropriate improvements, including alternative products or adjuvants.

Albaugh Spotlight

Certified Sustainable Products | China

China has renewed certificates for five of Albaugh's pesticide products to be used in the production of Green Food, a Chinese standard similar to organic certification in other Regions but with specific local regulations. The Green Food Production Materials Certification is an official accreditation granted to agricultural inputs, such as fertilizers, pesticides, feed, veterinary drugs, and additives, that comply with stringent ecological and safety standards for sustainable food production.

The certification ensures that these inputs do not contain harmful chemicals or excessive pollutants in support of environmentally friendly farming practices and food safety. The China Green Food Association also closely regulates genetically modified organisms (GMOs) as part of the certification process.

Our People & Communities

Our dedication to people and society covers a broad spectrum of priorities and activities. It includes providing high-quality products that promote the sustainable growth of abundant crops to help nourish populations around the world. It also involves safeguarding the health and well-being of our employees, the communities where we live and work, and the people who rely on our products. Albaugh team members are deeply involved in their communities, giving back through volunteerism and mentorship. Just as important, our commitment to people and society inspires us to cultivate a workplace culture that values inclusion and belonging.

Occupational Health and Safety

Albaugh's Safety Culture – Rooted in Continuous Improvement

At Albaugh, our culture of safety is based on continuous improvement. We have put in place extensive processes and practices – including training in and audits of process safety management - with one goal in mind: keeping our people safe.

Global Safety Audits

Launched in 2024, our global safety audit program consists of an Environmental, Health and Safety manager from each Region conducting an audit of the manufacturing facility or facilities in another Region. Audits include, but are not limited to, policies and procedures, training, proper personal protective equipment, and chemical management. Auditors evaluate both documentation and implemented procedures, identifying good practices, observations, non-conformities, and opportunities for improvement. This program has proven beneficial by facilitating the sharing of best practices and ways to reduce health and safety risks at our facilities. We plan for this be an annual event to foster continuous safety improvement.

Albaugh Spotlight

Clothing Donation Drive | Colombia

As part of ongoing social responsibility efforts, Albaugh Colombia launched the "Ropatón 2024" clothing donation drive in partnership with a local charity. Thanks to the generous participation of our employees, we collected gently used clothing, which was donated to local communities in need. The initiative also encouraged voluntary participation in community support activities and responsible consumption practices.

Left to Right
Claudia Gutierrez Castillo - Stewardship Specialist LATAM North, Steven de la Pava Ladino - Product Development LATAM North, Carlos Alberto Saavedra - Market President LATAM North, Diana Lizarazo Dueñas - Human Resources Director LATAM North, Vivian Peñaloza - Employee of Fundación Minuto de Dios, Mónica Pinzón Triana: Regulatory Manager LATAM North

Management of Occupational Health and Safety

Albaugh's occupational health and safety management systems are implemented in accordance to applicable local laws and regulations, and are analogous to US Occupational Safety and Health Administration standards.

Operational practices at our facilities align with the standards set by the Responsible Care Management System®, which utilizes the "plan, do, check, act" continuous improvement cycle philosophy. Employees are required to report work-related incidents via the Regional reporting and accident recording process in our global safety platform by either direct conversation with supervisors/managers and safety committees, or submitting reporting forms.

Albaugh Spotlight

Fire Safety & Precaution Training

India

At the Albaugh manufacturing facility in Udaipur, India, employees are receiving valuable training on fighting fires. The 2024 instruction involved more than 30 employees who were briefed and drilled on the hydrant system as well as precautions to take in the event of a fire.

During these training sessions, which include a practical live demonstration of a mock fire drill, participants are taught evacuation routes and instructed on how to use a fire extinguisher by a professional safety officer.

Employees may remove themselves from work situations that they believe could cause injury or illness, without fear of reprisal. This is ensured by local laws and Convention No. 155 of the International Labour Organization. An anonymous ethics line is available for all employees to report critical concerns. The line is monitored by a third party 24/7 and available in several languages.

In 2023, our Board of Managers approved a goal to achieve an employee injury rate of 0.10 by 2030. This target reflects not just a number, but a commitment to the safety of every person in our organization.

While we have taken on aggressive projects to reach this goal, 2024 presented challenges for us. We had 15 employee recordable injuries, of which four were high-consequence injuries. These numbers remind us that safety is not a static achievement—it's a continuous journey. We learn from these incidents and find solutions that prevent their recurrence.

We recognize that we have work to do in the safety area. The Global Safety Committee is stepping up with renewed urgency, launching aggressive, high-impact projects aimed at reducing risk and reinforcing safe behaviors across the organization.

With this concept in mind "Think Safe. Be Safe." was launched in mid-December 2024 at our St. Joesph, Missouri, USA manufacturing facility to remind employees to not to get complacent about day-to-day tasks. It encourages everyone to take small, mindful actions that help keep them safe.

In addition the Global Safety Committee launched a comprehensive global Behavioral Safety Program in 2025, to embed behavioral safety into the fabric of operations. The program consists of foundational elements such as cleaning and organization standards, audits, behavior management, and training.

This program is not just about reducing numbers, it is about changing culture, empowering employees to take ownership of safety, encouraging proactive behavior, and creating a shared language around risk and responsible behaviors across the organization. While challenges remain, we look forward to positive outcomes from the program.

Safety Performance

Our safety performance over the past two years has shown positive results in some areas, but it is still not where we want it to be. We are pleased that the fatality rate for employees and contractors, as well as the injuries rate for contractors, remained zero in 2023 and 2024. However, our number of employee injuries increased in 2024, preventing us from meeting our safety target for the year.

	2024		2023		2022	
Employee Safety Performance	Number	Rate[1]	Number	Rate[1]	Number	Rate[1]
Employee Work-Related Fatalities	0	0.00	0	0.00	0	0.00
Employee High-Consequence Work-Related Injury[2]	4	0.15	1	0.04	1	0.04
Employee Recordable Injuries	15	0.56	12	0.43	22	0.84
Contractor Safety Performance	Number	Rate[1]	Number	Rate[1]	Number	Rate[1]
Contractor Work-Related Fatalities	0	0.00	0	0.00	1	0.23
Contractor High-Consequence Work-Related Injury[2]	0	0.00	0	0.00	0	0.00
Contractor Recordable Injuries	0	0.00	0	0.00	1	0.23

[1] Rate is calculated by total injuries/total number of hours worked*200,000.

[2] High-consequence injury is a work-related injury resulting in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Reporting boundary excludes Agristar Mexico.

Albaugh Spotlight

Brazil Leadership Academy | Brazil

Albaugh Brazil firmly believes that sustainable growth is deeply rooted in the development of our people. The Brazil Leadership Academy embodies this commitment by equipping employees with the skills, knowledge, and strategic perspective needed to navigate an evolving agricultural landscape. Developed in partnership with the respected Harven Agribusiness School, the Academy offers a structured curriculum focused on key business disciplines such as administration, logistics, marketing, finance, and people management. This investment in human capital not only enhances individual competencies, but also supports a culture of continuous learning and improvement, enabling employees to take a more holistic and strategic approach to their careers.

The program is designed to strengthen managerial capabilities across Albaugh's business areas. Participants gain a deeper understanding of decision-making tools, financial analysis, and market dynamics, as well as practical techniques for demand forecasting and people development. These learnings help our managers and, more recently, our sales representatives to adopt broader, more strategic perspectives in serving clients and supporting the agribusiness chain. With 25 Albaugh Brazil participants in the first cohort, the Academy has already begun to strengthen our company's ability to innovate, foster high-performing teams, and build long-term value.

Above
Patric Calliari Missel, Sales Manager, received his Leadership Academy graduation certificate from Cesar Rojas, President & CEO of Albaugh Brazil/Paraguay.

Albaugh Spotlight

Community Engagement

Europe/EMEA

For the second year in a row, our Slovenian plant, Albaugh TKI, has donated funds to the Rače-Fram municipality to enable it to establish and operate an outdoor ice-skating rink for the community. Thanks to our support, the citizens of Rače-Fram and nearby villages are able to rent ice skates and use the ice rink for free.

The rink has become very popular in the community as a place where children can learn new skills on the ice while parents enjoy the family-friendly atmosphere. It reinforces the importance of creating spaces where people can spend quality time together as a community, especially during the cold winter months.

Learning and Development

Lean Six Sigma Certification

In 2022, Albaugh launched Lean Six Sigma Certification training. Now in its third year, the program is gaining momentum. For the 2024–2025 cohort, 23 employees are actively participating—20 pursuing Green Belts and 3 advancing toward Black Belts. These individuals are not only learning the technical skills of process improvement, but are also becoming champions of efficiency, quality, and innovation within their teams.

Diversity and Equal Opportunity

Updating Our Performance Review Process

Following the introduction of our new Human Resource Information System, we improved and simplified the performance review process used at the close of 2023. The streamlined approach involves both the employee and their manager completing evaluations that address key performance indicators, core competencies, successes, areas for improvement, and development planning. After both parties complete their assessments, the manager's manager reviews the content, offering feedback and final approval. The results are then discussed in a face-to-face meeting between the manager and employee. We remain committed to using this system and are continuing to broaden the reach and impact of our performance evaluations.

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	Board of Managers[1]	Executive Committee[2]	Managerial Employees[3]	General Employees[4]
Gender	Percent (%)			
Female	20%	10%	29%	25%
Male	80%	90%	71%	75%
Age Group	Percent (%)			
Below 30 years old	0%	0%	0%	15%
Between 30–50 years old	20%	20%	70%	64%
50+ years old	80%	80%	30%	21%

[1] Board of Managers is the highest governance level of the company.

[2] Executive Committee consists of the corporate officers and the presidents of the company Regions.

[3] Managerial Employees are employees in the Regions and/or part of the global group of the company who have managerial responsibilities

[4] General Employees are employees who support the operation and/or business and do not have direct managerial responsibility.

Methodology and assumptions: Numbers are reported based on headcount of full-time and part-time employees as of December 31, 2024, excluding Agristar Mexico.

	Total	North America	Mexico/ LATAM North	Argentina/ LATAM South	Brazil/ Paraguay	Europe/ MEA	China/Asia/ Pacific
Total Number of Employees	2593	360	151	520	280	270	1012
Female Full-Time[1] Employees	658	124	48	56	51	100	279
Male Full-Time[1] Employees	1928	235	103	464	229	170	727
Female Part-Time[2] Employees	5	0	0	0	0	0	5
Male Part-Time[2] Employees	2	1	0	0	0	0	1
Female Hourly[3] Employees	76	70	0	3	0	0	3
Male Hourly[3] Employees	459	135	29	294	0	0	1
Female Salaried[4] Employees	588	54	48	53	51	100	282
Male Salaried[4] Employees	1470	101	74	170	229	170	726

Referencing GRI definitions:

[1] Full time: An employee whose working hours per week, month, or year are defined according to national law or practice regarding working time.

[2] Part time: An employee whose working hours per week, month, or year are less than the number of working hours for full-time employees.

[3] Hourly: An employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required.

[4] Salary: An employee who receives a fixed, minimum amount for performing his or her duties.

Methodology and assumptions: Numbers are reported based on headcount of full-time and part-time employees as of December 31, 2024, excluding Agristar Mexico.

Recognition and Awards

José Rocha de la Cruz
Warehouse Supervisor
Recognition for his career, work, and seniority in the crop protection industry

Mexico

A longtime Albaugh employee in Mexico has been honored by PROCCYT, the leading trade association representing the crop protection industry in that country. PROCCYT is part of the CropLife Latin America network of 25 associations, representing 85 companies in 18 countries involved in research and development, distribution, and marketing of agricultural inputs in the region.

José Rocha de la Cruz, a 35-year veteran at the company's Chihuahua facility, was recognized by PROCCYT in 2024. José joined Albaugh Mexico in June 1989 as a packer and quickly began learning new skills and taking on greater responsibilities. These included work on projects such as improvement in the handling of copper loading in reactors and cleaning of the reactors, resulting in a reduction of hazardous waste. His dedication and quest for knowledge resulted in his promotion to analyst in the laboratory, where he remained for 10 years. Currently, he is the warehouse supervisor in Chihuahua. José notes that even without a college degree, he has been afforded valuable opportunities to grow and succeed at Albaugh.

North America

The Manufacturing Institute of the National Association of Manufacturers aims to close the gender gap in the industry and inspire future success by bestowing the **Women MAKE Award** on women leaders in manufacturing. The award celebrates achievements of women at various levels who have demonstrated exceptional contributions and dedication to mentoring and inspiring the next generation of women in manufacturing. In addition to the Women MAKE Award, the Manufacturing Institute also presents an Emerging Leader Award to rising stars under the age of 30 who have made significant contributions and excelled early in their manufacturing careers.

In 2024, Ann Orth was Albaugh's first Women MAKE Award honoree. In 2025, Jamie Eagan was a Women MAKE Award honoree and Kali VanDiest received an Emerging Leader Award. All three Award recipients participated in a two-day conference in Washington, DC, where they attended sessions on maintaining a healthy work/life balance, negotiation skills, and how to be a good mentee. They were also recognized at a gala dinner attended by leaders of the organization as well as awardee spouses.

Dr. Ann Orth
Group Regulatory Director
2024
Women MAKE Honoree

Jamie Eagan
CFO North America
2025
Women MAKE Honoree

Kali VanDiest
Group IT Functional Operations Manager
2025 Emerging Leader

Governance & Risk

At Albaugh, we define good governance broadly to also encompass strong ethics as well as robust assessment of the risks facing our company and the world in which we operate. Good governance is key to realizing our deep commitment to compliance, transparency, and corporate responsibility.

To help us govern in these important areas, we have put in place a number of related policies and processes covering a wide range of company operations. These include properly labeling and marketing of our products, enhancing data security and IT privacy, upholding the highest standards of ethics across the company, and much more. At Albaugh, we take a whole-of-company approach to good governance to ensure that we always are doing the right thing in the right way.

Labeling and Marketing

At Albaugh, we are fully committed to ensuring that the information provided on our product labels and packaging complies with legal requirements in each Region where we operate. We offer clear, detailed, and precise information about our products. This same level of care and responsibility is applied to all our marketing communications, ensuring clarity and technical accuracy in every message we share.

Albaugh has established a dedicated global communication committee that actively upholds best practices in marketing. This committee operates under a comprehensive global manual that governs responsible communication standards across all Regions.

IT Governance and Security Tools

Albaugh is committed to securing the data that we manage, including customer data. We assess and refresh our global data security strategy and continuous improvement plan on an annual basis.

Our processes and procedures for data protection align with the US National Institute of Standards and Technology Framework. This framework includes guidelines for addressing organizational cybersecurity risks in five steps: identify, protect, detect, respond, and recover.

Global Data Privacy Program

Albaugh employees are required to have a good understanding of our company's personal information protection culture and commitment as well as their rights and responsibilities in this important area.

In 2024, we made improvements to our Global Data Privacy Program that is managed by our cross functional Global Privacy Team, reporting to the Deputy CEO. With the creation of internal privacy teams across our six operating Regions as well as the company headquarters, we have put in place consistent policies and procedures for the management of personal information.

Several training courses on data privacy are available to our employees to ensure their compliance with local privacy regulations and industry best practices. The training cover topics such as: Data Privacy Basics; What is Personal Information?; Incident Response: First Steps; and An Introduction to Data Protection. As privacy concerns continue to rise, particularly in this time of greater use of artificial intelligence, Albaugh will continue to provide training on personal information privacy and protection to employees, especially recent hires.

In 2024, there were no confirmed incidents of substantiated complaints concerning breaches of customer privacy.

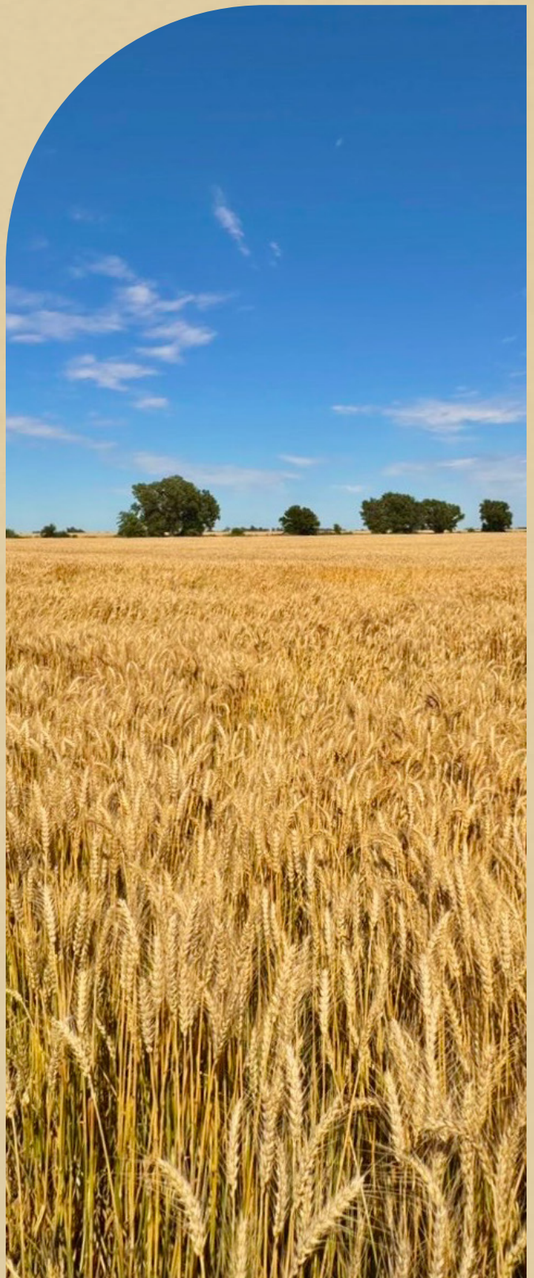
Anti-Corruption, Code of Ethics

Albaugh's commitment to integrity is anchored in our Worldwide Code of Ethics, first introduced in 2015. The Code strictly prohibits bribery and corruption, offering clear guidance on recognizing and reporting concerns, and helping employees navigate ethically challenging situations. To ensure alignment employees undergo frequent Code of Ethics training.

We maintain a 24/7 anonymous ethics line, available in multiple languages, and have appointed dedicated compliance officers in each of our Regions.

In 2024, there were no confirmed incidents of corruption at Albaugh.

Looking Ahead



For all of us at Albaugh, sustainability is much more than a word – it's a long-term commitment that touches every aspect of our business strategy and operations worldwide. We hold ourselves to the highest standard, not just in our sustainability actions and initiatives, but in our ethical and regulatory compliance, and our accountability to our customers and communities. It is through our everyday actions – in our offices, manufacturing facilities, farm fields, communities, and families – that we make an impact. Together, these actions form a blueprint of progress that we measure ourselves against every day.

As a company rooted in continuous improvement, our path forward is defined by stronger systems and deeper transparency. A good example of this is our commitment to safety as a strategic priority. This includes embedding a culture of safety across the organization using robust new tools, such as our Global Safety Audit Program, as well as facility-specific safety initiatives.

We continue to work toward our 2030 employee injury rate goal of 0.10 as part of our comprehensive safety initiative. Future plans include implementing a globally harmonized behavioral safety program. Building on our first global safety audits that took place in 2024, we are planning annual reviews to foster best practice sharing and continued safety improvements.

We also aim to strengthen the impact of our sustainability efforts through Regional ownership of programs and additional stakeholder engagement. This includes expanding our efforts of measuring Scope 3 greenhouse gas emissions, and tracking them through our new platform. To enhance the accuracy of this data, we are laying the groundwork for integrating it into our enterprise resource planning platform.

Finally, as part of our commitment to transparency, we will be reporting in the near future using the Task Force on Climate-Related Financial Disclosures recommendations, which provide a framework to disclose how climate change impacts our business and how we can manage climate-related risks and opportunities. These include scenario-based climate risk planning, stress testing, and deeper integration with enterprise risk management systems. By leveraging these tools and others, our businesses can thrive while making a lasting, positive impact on the world.

Where to Learn More

Visit our Sustainability Page to learn more.

Safe Harbor Statement for Forward-Looking Statements and Forecasts: This report contains forward-looking statements concerning the condition, operations and businesses of Albaugh. These statements may be identified by words such as "aim", "ambition", "anticipate", "believe", "could", "estimate", "expect", "goals", "intend", "may", "milestones", "objectives", "outlook", "plan", "probably", "project", "risks", "schedule", "seek", "should", "target", "will" or similar terms, including also the negatives of such terms. These statements are based on current estimates and projections of Albaugh and currently available information. Forward-looking statements are not guarantees of the future developments and results outlined therein. Forward-looking statements are dependent on a number of various factors, they involve various risks and uncertainties and they are based on assumptions that may not prove to be accurate. In light of these risks, results could differ materially from those stated, implied or inferred from the forward-looking statements contained in this report or otherwise stated by Albaugh. Neither Albaugh nor any of its subsidiaries undertake any obligation to publicly update or revise any forward-looking statement as a result of new information, future events or other information and assume no liability whatsoever regarding forward-looking statements.

Closing Thoughts, Assurance Statement, & GRI Index

We extend our heartfelt thanks to everyone who contributed to our 2024 Sustainability Report, especially those employees across our Regions who submitted images, data, and content. Together, we've created a report that reflects our shared values and our heartfelt commitment to sustainability.

Some of the photos featured in this publication were submitted as part of the Albaugh Photo Contest. Capturing authentic moments from our people and landscapes around the world, these images reflect the spirit of our sustainability journey and the pride our teams take in their work. Each winning photo was selected not only for its visual impact but also for the story it told about our shared mission and values. We gave award recipients in each category (people and landscape) the opportunity to nominate a charity or cause for a donation that Albaugh made on their behalf – reinforcing our commitment to both visual storytelling and meaningful community impact. We plan to hold the photo contest annually.

Our Photo Contest Winners:

Submitted by: **Francesco Taschini**
Customer and Technical Support Manager Italy

Submitted by: **Daniel Friedlander**
Communications Manager Brazil/Paraguay
With the cooperation of Lopes Midia

SGS

ASSURANCE STATEMENT- US25/00000358

SGS North America's REPORT ON ASSURANCE of Albaugh's FY2024 KPIs in their 2024 Sustainability Report.

NATURE OF THE ASSURANCE/VERIFICATION
SGS North America (hereinafter referred to as SGS) was commissioned by Albaugh LLC (hereinafter referred to as Albaugh) to conduct an independent assurance of selected FY2024 KPIs in their 2024 Sustainability Report (hereinafter referred to as the Report).

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all Albaugh's Stakeholders.

RESPONSIBILITIES
The information in the Report and its presentation are the responsibility of the directors and management of Albaugh's. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on selected KPIs within the scope of verification with the intention to inform all of Albaugh's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The purpose of this assurance engagement was, by review of objective evidence, to independently verify whether the KPI data is as declared by Albaugh and included in the Report, is accurate, complete, consistent, transparent and free of material error or omission.

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised assurance guidance and standards including the principles of the reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards).

Assurance has been conducted at a limited level of assurance. The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options		Level of Assurance
A	ISAE3000	Limited

SCOPE OF ASSURANCE
The scope of the assurance included the evaluation of quality, accuracy and reliability of specified performance information as detailed below:

Reporting Criteria Options	
1	Specified Performance Information
2	GHG Protocol: "A Corporate Accounting and Reporting Standard"

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SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

KPI	KPI Verified Data 2024	Notes
GRI 305: Emission 2016 GRI 305-1 Direct (Scope 1) GHG emissions in Tonnes CO_2e GRI 305-1 Indirect (Scope 2) GHG emissions in Tonnes CO_2e	55,236.44 55,164.24 (Location based) 36,690.12 (Market based)	Based on actual data
GRI 305- Emission 2016 GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions in kilograms/year	Nitrogen oxides (NOx) – 63.88 Sulfur oxides (SOx) – 8.74 Volatile Organic Compounds (VOC)- 38.94 Hazardous Air Pollutant (HAP) - 0.17 Particulate Matter (PM) – 14.03	Including estimations
GRI 403: Occupational Health & Safety 2018 GRI 403-9 Work-related injuries in TRIR	Employee High-Consequence Work-Related Injury- 0.15 Employee Recordable Injury- 0.56 Contractors work-related fatalities- 0 Contractor Recordable injury- 0	Based on actual data
20% Year over Year Reduction with a Total Injury Rate of 0.10 by 2030 for Employees	0.56	Based on 2023 baseline

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant KPI data owners, conducted virtual audit at Valencia, Resende, JRC, and on-site audit at St. Joseph, examination of processes and platforms used for collection, collation and calculation of data for relevant KPIs; documentation and record review.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to the source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social, sustainability and ESG report assurance. SGS affirms our independence from Albaugh's, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and included the following individuals:

Harsh Vasoya	Lead Auditor	Canada
Alexis Guerin	Auditor	Argentina
Pamela Castillo	Technical Reviewer	Peru

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FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

During the assurance engagement, some examples of good practices as well as some opportunities for improvement in underlying processes were identified and reported to Albaugh with the aim of enabling a process of continual improvement in the collection and reporting of KPI data. It may be possible to roll out examples of good practice to other KPIs, or parts of the business and the opportunities for improvement identified may be considered for implementation during future reporting cycles.

Good Practice:

- Albaugh's transition of the data collection to digital platform has improved the accountability and controls for data monitoring
- Albaugh's KPIs are based on sound definitions that are clearly communicated and followed at contributing locations
- Albaugh has good practices for injury data to record, monitor and maintain on a regular basis

Improvement Opportunities for Future Reporting Cycles:

- Uncertainty analysis of GHG inventory at category level can be initiated
- SOPs could be reviewed and updated in the coming reporting cycles.

Signed:
For and on behalf of SGS North America

Mohammed Viq
SGS North America

September 2025

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Statement of use	Albaugh, LLC has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

GRI STANDARD	DESCRIPTION/RESPONSE
2-1 Organizational details	**Legal name:** Albaugh, LLC **Nature of ownership and legal form:** Privately held limited liability company **Location of headquarters:** 1525 NE 36th St Ankeny, IA, 50021-6754 **Countries of operation:** See website for details at albaugh.com
2-2 Entities included in the organization's sustainability reporting	Albaugh, LLC and its consolidated subsidiaries, including all of its operating subsidiaries located in its North America, Argentina/LATAM South, Brazil/Paraguay, Mexico/LATAM North, Europe/MEA and China/Asia/Pacific Regions, excluding Agristar Mexico.
2-3 Reporting period, frequency, and contact point	**Reporting period:** 1/1/2024–12/31/2024 **Frequency of reporting:** Annual **Publication date:** September 2025 **Contact point for questions on report or reported information:** Stuart Feldstein, Executive Vice President/Deputy CEO, or Mollie Tjelmeland, Director, Group Sustainability, +1-515-964-9444
2-4 Restatements of information	Sustainability Report (SR) pg. 12, 15, 16
2-5 External assurance	SR pg. 38-40
2-6 Activities, value chain and other business relationships	**Sector(s) in which active:** GICS Sector 15 Materials **Value chain:** Manufacture and sale of crop protection products (herbicides, insecticides, and fungicides) in six Regions: North America, Argentina/LATAM South, Brazil/Paraguay, Mexico/LATAM North, Europe/MEA, and China/ Asia/Pacific. In some cases Albaugh uses contract manufacturers to produce its products. Albaugh sources its raw materials, active ingredients, packaging materials etc. from suppliers of such products. In some cases, Albaugh purchases finished products ready for sale. Albaugh's products are provided to farmers through normal agricultural inputs distribution channels, which include distributors, cooperatives, dealers, and retailers. **Relevant business relationships:** None to note beyond the previous response. **Significant changes compared to the previous reporting period:** See disclosure 2-2.
2-7 Employees	SR pg. 30
2-8 Workers who are not employees	**Total number of workers who are not employees and whose work is controlled by the organization:** 317 temporary or contract workers. **Methodologies and assumptions:** Numbers are reported based on headcount as of December 31, 2024.
2-9 Governance structure and composition	**Governance structure, including committees of the highest governance body:** Board of Managers. **Committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people:** Board of Managers. **Composition of the highest governance body and its committee:** The Board of Managers is composed of five individuals - one member of the executive team and four non-executive team members. All of the Managers represent stakeholders including shareholders and/or employees; none of the Managers are independent. The tenure of the Managers includes three Managers who have served for 10 years, one Manager who has served for two years and one Manager for less than one year. The Managers include four Males, one Female, and no member of an underrepresented group. Four of the Managers have long backgrounds and careers in the sector in which Albaugh operates.
2-10 Nomination and selection of the highest governance body	This information is confidential.
2-11 Chair of the highest governance body	Dennis Albaugh is the Chair of the Board of Managers; he is not a senior executive of the Company.

GRI STANDARD	DESCRIPTION/RESPONSE
2-12 Role of the highest governance body in overseeing the management of impacts	See disclosure **2-13**
2-13 Delegation of responsibility for managing impacts	**Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people:** Delegation of responsibilities to the Chief Executive Officer (Strategy, Risk, Compliance) and further to the Chief Operations Officer (Supply Chain and Procurement), Chief Technology Officer (Production, Health, Safety and Environmental), Chief Finance Officer (Finance and IT), Chief Marketing Officer (Registration and Product Development), and Deputy Chief Executive Officer (Human Resources and Legal), all of whom participate with the Presidents of each Region on the Company's Executive Committee. **Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people:** The Chief Officers of each Function attend all meetings of the Board and report regularly on these topics. Further, the Board has designated one of its members to act as a liaison to the Sustainability Committee, which meets monthly and reports to the Executive Committee on a regular basis.
2-14 Role of the highest governance body in sustainability reporting	**Whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information:** The Chief Executive Officer along with the Board-appointed liaison to the Sustainability Committee reviews and approves the reported information and informs the Board. **If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this:** See disclosure **2-13**
2-15 Conflicts of interest	**Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated:** The Company's Code of Ethics prohibits conflicts of interest, and all employees are required to acknowledge the policy during onboarding. Training in the requirements of the Code of Ethics, including but not limited to the conflicts of interest provisions, is regularly conducted within the Company. **Report whether conflicts of interest are disclosed to stakeholders:** Disclosures by members of the Board of Managers of actual and potential conflicts of interests are updated annually and distributed to the Board.
2-16 Communication of critical concerns	**Describe whether and how critical concerns are communicated to the highest governance body:** An anonymous ethics line is available for all employees to report critical concerns, and any material concerns involving serious violations of senior management would be brought to the Board of Managers. **Total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period:** This information is confidential.
2-17 Collective knowledge of the highest governance body	The Executive Committee manages the Company's sustainability strategy, the Chair of the Sustainability Committee is on the Executive Committee and actively updates the Committee, and sustainability is on the agenda of all Board of Managers meetings.
2-18 Evaluation of the performance of the highest governance body	This information is confidential.
2-19 Remuneration policies	This information is confidential.
2-20 Process to determine remuneration	This information is confidential.
2-21 Annual total compensation ratio	This information is confidential.

GRI STANDARD	DESCRIPTION/RESPONSE
2-22 Statement on sustainable development strategy	SR pg. 2
2-23 Policy commitments	SR pg. 12, 34
2-24 Embedding policy commitments	SR pg. 12, 34
2-25 Processes to remediate negative impacts	The Company's Human Resource policies and its Code of Ethics provide for procedures and systems for reporting, investigating, and redressing policy violations.
2-26 Mechanisms for seeking advice and raising concerns	The Code of Ethics provides guidance for reporting policy violations to Regional Human Resources, Compliance Officers, the Global Compliance team, and/or via the anonymous ethics line. We also provide continued ongoing training sessions on the Code of Ethics, with question and answer sessions and opportunities for informal consultation with the designated Compliance Officer and the Group Compliance Coordinator.
2-27 Compliance with laws and regulations	SR pg. 12, 34
2-28 Membership associations	Albaugh, LLC belongs to many industry associations offering sustainability resources, including: CropLife America, American Chemistry Council (ACC), CropLife Brasil, China Crop Protection Industry Association (CCPIA), Asociación de Industrias Farmacéuticas en Colombia (ASINFAR), Protección de Cultivos, Ciencia y Tecnología A.C. (PROCCYT), Cámara de la Industria Química y Petroquímica (CIQyPQ), Cámara de Sanidad Agropecuaria y Fertilizantes (CASAFE), CampoLimpio Chile, and CampoLimpio Argentina.
2-29 Approach to stakeholder engagement	SR pg. 11
2-30 Collective bargaining agreements	**Report the percentage of total employees covered by collective bargaining agreements:** 62% **Employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations:** This information is confidential. **Methodology and assumptions:** Numbers are reported based on headcount as of December 31, 2024.

GRI 3: Material Topics 2021

GRI STANDARD	DESCRIPTION/RESPONSE
3-1 Process to determine material topics	SR pg. 11
3-2 List of material topics	SR pg. 44-47
3-3 Management of material topics	SR pg.12-47

GRI 204: Procurement Practices 2016

GRI STANDARD	DESCRIPTION/RESPONSE
204-1 Proportion of spending on local suppliers	SR pg. 12

GRI 205: Anti-corruption 2016

GRI STANDARD	DESCRIPTION/RESPONSE
205-1 Operations assessed for risks related to corruption	This information is confidential.
205-2 Communication and training about anti-corruption policies and procedures	SR pg. 34
205-3 Confirmed incidents of corruption and actions taken	SR pg. 34

GRI 305: Emissions 2016

GRI STANDARD	DESCRIPTION/RESPONSE
305-1 Direct (Scope 1) GHG emissions	SR pg. 20
305-2 Energy indirect (Scope 2) GHG emissions	SR pg. 19
305-3 Other indirect (Scope 3) GHG emissions	Information not available.
305-4 GHG emissions intensity	SR pg. 19-20
305-5 Reduction of GHG emissions	Information not available.
305-6 Emissions of ozone-depleting substances (ODS)	Albaugh's processes do not emit ozone-depleting substances (ODS).
305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	SR pg. 20

GRI 306: Waste 2020

GRI STANDARD	DESCRIPTION/RESPONSE
306-1 Waste generation and significant waste-related impacts	SR pg. 14-16
306-2 Management of significant waste-related impacts	SR pg. 14-16
306-3 Waste generated	SR pg. 15
306-4 Waste diverted from disposal	SR pg. 16
306-5 Waste directed to disposal	SR pg. 15

GRI 403: Occupational Health and Safety 2018

GRI STANDARD	DESCRIPTION/RESPONSE
403-1 Occupational health and safety management system	SR pg. 24-26
403-2 Hazard identification, risk assessment, and incident investigation	SR pg. 25-26
403-3 Occupational health services	SR pg. 25-26
403-4 Worker participation, consultation, and communication on occupational health and safety	SR pg. 24-26
403-5 Worker training on occupational health and safety	SR pg. 24-26
403-6 Promotion of worker health	SR pg. 24-26
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR pg. 24-26

GRI STANDARD	DESCRIPTION/RESPONSE
403-8 Workers covered by an occupational health and safety management system	SR pg. 25-26
403-9 Work-related injuries	SR pg. 26
403-10 Work-related ill health	Information not available.

GRI 405: Diversity and Equal Opportunity 2016

GRI STANDARD	DESCRIPTION/RESPONSE
405-1 Diversity of governance bodies and employees	SR pg. 29
405-2 Ratio of basic salary and remuneration of women to men	Information not available.

GRI 416: Customer Health and Safety 2016

GRI STANDARD	DESCRIPTION/RESPONSE
416-1 Assessment of the health and safety impacts of product and service categories	SR pg. 34
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	It was brought to our attention that our 2024 information is unavailable/incomplete. Albaugh will address these data gaps further in future reporting.

GRI 417: Marketing and Labeling 2016

GRI STANDARD	DESCRIPTION/RESPONSE
417-1 Requirements for product and service information and labeling	SR pg. 34
417-2 Incidents of non-compliance concerning product and service information and labeling	It was brought to our attention that our 2024 information is unavailable/incomplete. Albaugh will address these data gaps further in future reporting.
417-3 Incidents of non-compliance concerning marketing communications	It was brought to our attention that our 2024 information is unavailable/incomplete. Albaugh will address these data gaps further in future reporting.

GRI 418: Customer Privacy 2016

GRI STANDARD	DESCRIPTION/RESPONSE
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR pg. 34

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