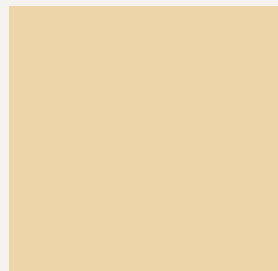




Our Purpose Is Rooted In Protection

2022 Sustainability Report





A Message From Leadership

To Our Employees, Partners, and Stakeholders,

It is my honor to share Albaugh's inaugural sustainability report highlighting the commitment and progress we have made towards creating a more sustainable and resilient future. Our journey has taken us from humble beginnings to what is now a global business, offering an ever-expanding portfolio of crop protection products in the Americas, Europe, Africa and Asia. Along the way, we have stayed true to our values of sustainability and integrity, recognizing the impact we have in the world and knowing that our purpose is rooted in protection.

The agricultural sector plays a pivotal role in ensuring global food security, while also facing environmental challenges. With this in mind, we recognize the importance of not only providing products and innovations that improve crop yields, but also advancing sustainable practices that support the long-term health of our planet.

Albaugh is committed to sustainability, and it starts with making smarter choices, every day, in everything we do. This focus defines and drives our efforts as we build sustainable practices on key pillars:

- Environmental - responsible use of energy and water resources, reducing waste, promoting sustainable farming practices, and advancing the worldwide initiative of lowering carbon emissions.
- Social - supporting food security, ensuring the health and safety of people, and fostering equitable workplace opportunities and diversity.
- Governance - facilitating compliance in business activities, holding ourselves to high ethical standards, and engaging transparently across the organization.

These efforts are advanced at Albaugh by our Sustainability Committee, working with our talented and dedicated employees located around the globe. I am inspired by the work they are doing in leading our company forward in this important work. While we take pride in the progress we have made thus far, we acknowledge that there is much work ahead, work that will be accomplished by embracing creative solutions to drive positive change in our industry.

This, our first-ever report, is a snapshot of where we are in our sustainability journey, and where we are going as we move into the future. Thank you to our employees, customers, suppliers, and other stakeholders for your support in making our world better and for always remembering that our purpose is rooted in protection.

Sincerely,

Kurt Pedersen Kaalund
Chief Executive Officer





Contents

The information in this report provides an overview of our mission to conduct business in a sustainable manner, highlighting our approach and actions toward the creation of a more resilient future. Contents of this report include:

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Get To Know Albaugh

Albaugh has grown to become a global leader in the agricultural chemical industry. It's a story that began nearly 45 years ago with Dennis Albaugh launching a crop protection business in Ankeny, Iowa, where we are still headquartered.

The history of our company is highlighted by a combination of organic growth, strategic acquisitions and partnership ventures. With the acquisitions of Rotam and Afrasa in 2022, Albaugh now has 12 manufacturing sites around the world. Our global reach has been built to provide scale and reliability that gives growers solutions they can count on.

Our vision and mission are built on core values that drive our focus. Among these, none is more important than our commitment to sustainability and integrity. We are 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.

Vision

To be the leading alternative for crop protection products globally

Mission

To create value for our customers by applying our unique efficiencies to provide a broad and sustainable portfolio of high quality, competitively-priced crop protection products



Values



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.



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.



Entrepreneurship & Focus

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.



Respect & Teamwork

We believe that our most important asset is our people. We create an environment of fairness, empathy and respect, and are committed to maintaining a safe and healthy working environment. Our strength lies in combining our many talents in a coordinated effort to achieve our common goals, and with a shared determination to overcome obstacles.





Working To Grow A Better World

Albaugh is a leading privately-held global supplier of crop protection products with strong access in the most important agricultural markets. The core of our industry-leading product portfolio consists of some of the most widely-used crop protection products globally including: glyphosate, 2,4-D, dicamba, atrazine, and copper fungicides. These products are complemented with a diversified "growth portfolio" of herbicides, insecticides and fungicides based on over 200 active ingredients. Core products are synthesized by Albaugh, and growth portfolio products are formulated and packaged in our facilities located in the markets in each Region.



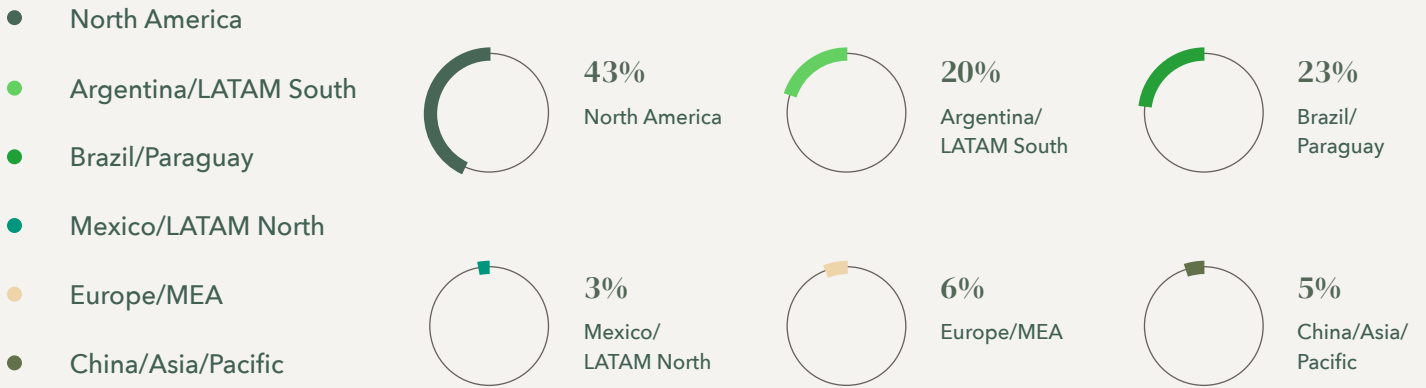
Locations

- Offices
- Production Facilities

Regions

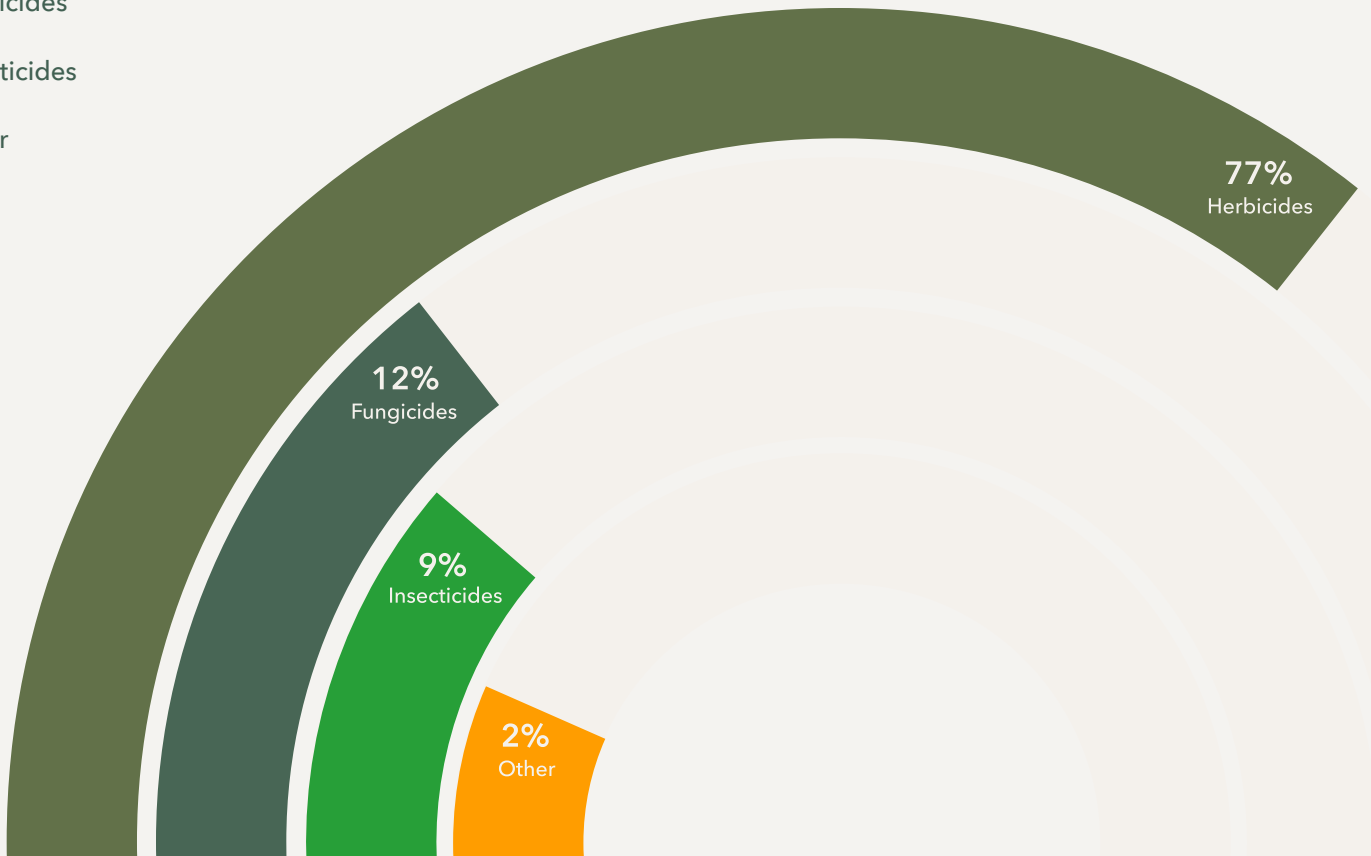
- North America
- Mexico/LATAM North
- Brazil/Paraguay
- Argentina/LATAM South
- Europe/MEA
- China/Asia/Pacific

Regional Split 2022 (% Of Revenue)



Product Split 2022 (% Of Revenue)

- Herbicides
- Fungicides
- Insecticides
- Other



Our Story



The Beginnings Of Albaugh

1979

Dennis Albaugh mortgages house to start supplying his crop protection products with the purchase of a used truck and thousands of gallons of “products”.

1979

Albaugh Chemical Corp. is incorporated in Iowa, USA.

1981

Albaugh begins producing its first crop protection products at a formulation plant. This is the first venture into production at a formulation plant on Creekview Drive in Ankeny, Iowa.

1991

The company purchases the St. Joseph, Missouri, USA production facility to grow and diversify operations.



Operations And Geographic Expansion

1997

Albaugh raises the funds to purchase the Argentine company, Atanor.

1999

When the patent for glyphosate expired, Albaugh began producing what is now the world’s most widely-used herbicide – first at its Pilar facility in Argentina and later in St. Joseph.

2003

Albaugh acquires a facility in Mexico for the production of innovative formulations of copper fungicides.

2005

The company acquires a plant in Brazil for the production of copper fungicides with capacity for expansion into a wide variety of other products.

2011

Albaugh expands its North American business into Canada.

2015

Albaugh enters into a strategic partnership in India for the production of dicamba using Albaugh technology.



Focus On Becoming A Global Crop Protection Company

2015

Albaugh acquires a Slovenian plant site with formulation and logistic capabilities to serve the markets in Europe.

2016

The Albaugh global brand is launched.

2017

Albaugh acquires a diversified portfolio of products for the Brazilian market from Consagro.

2020

Albaugh acquires the specialty product company Prime Source in the United States which expands its offerings into the turf, ornamental and golf course markets.

May 2022

Albaugh completes the acquisition of Rotam, adding new products to its portfolio and new manufacturing and commercial capabilities in China/Asia/Pacific Region as well as globally.

December 2022

Albaugh completes the acquisition of Afrasa in Spain, adding its 12th manufacturing facility globally and offering new commercial access to the Iberian Peninsula and southern Europe.

Where We Are In Our Sustainability Journey

As a company, we recognize that sustainability is critical for the future of our business, our stakeholders, and the planet. This report demonstrates our commitment to transparency, accountability, and continuous improvement as we embark on our sustainability journey.

We formalized our sustainability efforts in August 2022, with the formation of Albaugh's Sustainability Committee to provide guidance on sustainability initiatives and to promote progress. This Committee is represented by team members from each Region and each business function who provide broad and diverse perspectives on these initiatives. A member of Albaugh's Board of Managers also participates on our committee as a liaison from the top governance body.

This inaugural report will discuss where we currently are in our sustainability journey. Albaugh is committed to a long-term sustainability focus, and future reports will communicate our progress annually.

Materiality Assessment

To guide our journey, materiality assessments were completed by internal groups (our Board of Managers, Executive Committee, managerial employees, and the Sustainability Committee) evaluating the potential impacts these topics have on our company and stakeholders.

The materiality assessment started in August of 2022, with a focus on 30 topics from the Global Reporting Initiative (GRI), the United Nations Global Compact and expert recommendations. Topics included are: Environment, Labor & Human Rights, Ethics, Sustainable Procurement, Governance, Waste and Effluent Management, Workplace Environment and Culture, and Accident and Emergency Management.

Results from the materiality assessment were reviewed by the Sustainability Committee and the Executive Committee. The feedback was used to identify the core material topics that have been prioritized in our sustainability program and that are reported here. Albaugh will continuously build upon the assessment through communication with additional stakeholders to further shape our ongoing efforts.

Our Material Sustainability Topics

Our sustainability efforts have focused on selected material topics, aligning with our vision to drive sustainable growth while meeting the expectations of the global community we serve.

Environment



- Air quality
- Environmental compliance
- Greenhouse gas (GHG) emissions

Social



- Employee health and safety
- Supply chain management
- Process safety management

Governance



- Security practices
- Ethics and anti-corruption
- Product safety and communication



GRI Standards Overview

In our commitment to transparency and accountability, we reference the Global Reporting Initiative (GRI) Standards, widely recognized as the leading framework for sustainability reporting. The GRI Standards provide a comprehensive set of guidelines for reporting on our environmental, social, and governance (ESG) performance, allowing us to effectively communicate our sustainability efforts to our stakeholders.

This report provides a narrative description of our efforts with reference to GRI Standards. A detailed table of activities sorted by the GRI numbering system can be found in the GRI Content Index of this report.



Chad Shelton, Director of Proprietary Projects, explains to a customer group the importance of observing stewardship requirements for the CoAXium Wheat Production System in order to preserve the long-term use of this technology to help growers manage tough weeds like downy brome.

Our Commitment To The Environment

Environment Commitment Focus By Region

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

Albaugh is deeply committed to protecting and preserving the environment, recognizing the needs to address climate change, continue to understand our carbon footprint, and promote sustainable practices. This commitment starts with an understanding of the impacts of our operations and manufacturing processes. Our base year for emissions reporting is 2022, when we adopted a global approach to the collection and reporting of data on Scope 1 GHG emissions and other air emissions with reference to the GRI frameworks.

Base Year	2022
Scope 1 GHG Emissions (metric tons of CO ₂ e)*	53,828.90
Scope 1 Emissions Intensity**	0.11

*Carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) are included in the calculations of carbon dioxide equivalents (CO₂e) reported, Albaugh's processes do not emit hydrofluorocarbons (HFCs) or perfluorocarbons (PFCs).

** Intensity is calculated using metric tons of production as the denominator.

Methodology and assumptions:

Emissions factors and Global Warming Potential (GWP) used are from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), 2007, relevant authority conversion factors, and assumptions and estimations are applied.

Scope 1 greenhouse gas emissions are reported for sites over which Albaugh has operational and financial control. Excluded from the reporting boundary is the Afrasa manufacturing location in Europe/MEA that was acquired at the end of the reporting period in December of 2022.

Base Year	2022
Other air emissions	Metric Tons
Nitrogen oxides (NO _x)	46.98
Sulfur oxides (SO _x)	0.59
Persistent organic pollutants (POP)*	0.00
Volatile organic compounds (VOC)**	51.65
Hazardous air pollutants (HAP)**	0.25
Particulate matter (PM)	3.88

*Albaugh's processes do not emit persistent organic pollutants (POP).

**Excluded from the reporting boundary for volatile organic compounds (VOC) and hazardous air pollutants (HAP) are: Río Tercero, San Nicolás and Pilar manufacturing locations in Argentina/LATAM South Region where the information is unavailable.

Methodology and assumptions:

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

Other air emissions factors used are from the United States Environmental Protection Agency AP 42, Fifth Edition, Volume 1, Chapter 1: External Combustions Sources, and assumptions and estimations are applied.

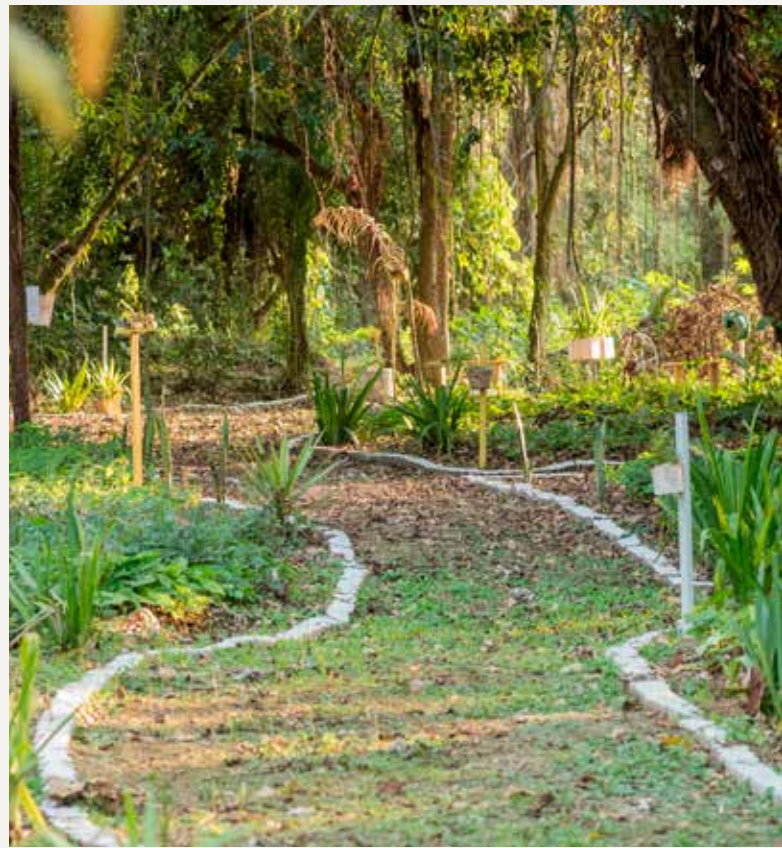
Other air emissions are reported for sites over which we have operational and financial control. Excluded from the reporting boundary is the Afrasa manufacturing location in Europe/MEA that was acquired at the end of the reporting period in December of 2022.

Brazil/Paraguay



Making Smarter Production Choices With Renewable Energy

At our production facility in Resende, Brazil, virtually all of the energy used in production comes from renewable sources. We source energy from Free Energy Market specialized vendors whose main sources are solar, biomass and wind energy. Utilizing these sources of energy, we have avoided emissions of almost 200 metric tons of CO₂e in 2022. To put this in perspective, per the United States Environmental Protection Agency the typical passenger vehicle emits about 4.6 metric tons annually in tailpipe greenhouse gas emissions.



Walkway into the Bosquinho, Resende, Brazil.



Certificate of Renewable Energy

Bosquinho - Our Most Precious Neighbor

Our facility in Brazil, located in the Industrial Complex of Resende, Rio de Janeiro, includes a large forested area which we call our "Bosquinho" ("small grove") and which houses many native species. Many of our meetings and events take place in the Bosquinho, connecting our employees and visitors to the beautiful essence of nature.

Argentina/LATAM South



Reducing The Carbon Footprint Of Transportation

In Argentina, Albaugh participated in a multi-industry study from October 2021 to October 2022 of the CO₂ emissions associated with transportation of our glyphosate POWER PLUS to understand the best way to reduce our the carbon footprint. By transporting materials using trucks that have 6 axles and 2 attached semi-trailers instead of a standard semi-trailer, they can carry more cargo, use less fuel per transported metric ton and reduce empty backhauls. Albaugh is increasingly working to convert the utilization of such vehicles for transportation of products.

Claudia Benedetti, Accounting Manager, at the tree planting event that took place in June 2022 at our production site in San Nicolas, Argentina.



Community Care For The Environment

In April 2022, Albaugh organized an event where 500 native tree species were planted in a 1.5-hectare plot of land adjacent to our plant in Río Tercero, Cordoba, Argentina. Participants in the event included our employees and their families, along with people from the community, including representatives from the municipality and environmental Non-Governmental Organizations (NGOs). Similarly in June 2022, employees of Albaugh planted trees outside the manufacturing plant San Nicolás. Additional events are planned to foster a culture of environmental protection and conservation among our employees and our local communities.

Mexico/LATAM North



Beekeeping And Biodiversity

We encourage biodiversity conservation in agriculture and beekeeping. We do this by promoting best practices that include scheduling the application of crop protection products based on flowering and pollinating seasons, and establishing buffer zones to protect the habitats of pollinators such as bees, butterflies, insects, hummingbirds, and nectar-eating bats.



Diego Silva Garnica, Environmental Engineer with a Master's in Sustainable Projects, leads "Las Abejas y la Agricultura" (Bees and Agriculture) training with local agricultural technicians.

We conduct pollinator classes that are attended by both internal and external agronomists, agricultural technicians, farmers and beekeepers, providing education on pollinator impacts on crop yields and the important interdependence of agriculture and beekeeping. Our goal is to provide information on how agriculture can avoid negative impacts on pollinator ecosystems.

China/Asia/Pacific



Reducing Emissions And Improving Safety With The “Milk Run” Model

At Albaugh’s facility in Kunshan, China, the forklifts for moving raw materials and products to and from the production facilities and warehouses have been replaced by a milk run train. The electric milk run train is a more efficient method of transporting materials from one location in the plant to another. By using this method, we reduce forklift traffic and lower the safety risks caused by forklift congestion. At the same time, the fuel efficiency of moving raw materials and products is improved by moving greater quantities via fixed routes. The milk run delivery model was implemented in early 2022, and has replaced 25% of the forklift use for the warehouse operation alone.

The milk run logistics model of transport got its name from the dairy industry practice, where one tanker was used to collect milk from several dairy farms for delivery to a milk processing company.



Milk Run Delivery Train

Europe/MEA



Reusing Water

Our production facility in Rače, Slovenia, utilizes an incinerator to thermally dispose of hazardous waste. The flue gases from the incineration have to be cleaned with water scrubbers before they are emitted into the air. In 2020, a two-year project was started to optimize the operation of the flue gas scrubber of the incinerator with a closed loop water treatment process, which resulted in the reuse of process water from desalination of a steam boiler and the waste water from softeners and reverse osmosis. With this optimization we are able to recycle an expected 90% of the water used in the scrubbers.

North America



Ag Container Recycling Council (ACRC)

ACRC is a nonprofit trade association that facilitates the collection and recycling of one-way rigid high density polyethylene (HDPE) containers used in agriculture and animal health. Albaugh is one of the member companies that funds ACRC. Launched in 1992, the organization’s efforts have saved more than 1.135 million cubic yards of landfill space.

(Source: <https://agrecycling.org/about-acrc/>)



Our Social Commitment

Social Commitment Focus

- ✔ Occupational Health And Safety Management
- ✔ Total Recordable Incident Rate (TRIR) Reporting
- ✔ Hazard Risk Monitoring And Reporting
- ✔ Employee Health And Wellness
- ✔ People Development
- ✔ Diversity Of Governance Bodies And Employees
- ✔ Responsible Chemicals Management
- ✔ Promoting And Protecting People In Our Supply Chains

Our social commitment focuses on offering products that support the sustainable production of plentiful food crops, protecting the health and safety of employees, our communities and the farmers who use our products, and providing inclusive places to work where diversity and opportunity align.

As we work to feed a growing population with shrinking farmland, a key to success is increasing crop yields. With the use of crop protection products such as glyphosate, yield losses are reduced and farmers are able to utilize practices like no-till farming. No-till farming protects soil from erosion due to wind and water and reduces the usage of heavy tillage equipment, thereby reducing fuel consumption and soil compaction.

Occupational Health And Safety Management

Albaugh is committed to maintaining a safe and healthy working environment, promoting a strong safety culture, and preventing work-related injuries and illnesses. Albaugh's newly formed Global Safety Committee adopts a global approach in matters of safety. Our Occupational Health and Safety Management System (OHSM) is implemented in accordance with local laws and regulations for each Region where we operate. This system applies to all employees and is also used to promote safety for contractors and subcontractors as part of their qualification process.

Albaugh's long term goal is eliminating incidents and reducing hazards through continuous improvement programs and active participation of our workers in the development, implementation and evaluation of health and safety systems. Albaugh uses the Total Recordable Incident Rate (TRIR) metric to track its performance.

Total Recordable Incident Rate (TRIR) Reporting

In 2022, our TRIR for employees was 0.84 and for contract workers was 0.23. Regrettably, we had one contractor fatality and one high-consequence injury. Investigating and learning from all incidents is critical to improving safety and reducing our TRIR going forward. We recognize that the global pandemic reduced person-to-person contact and limited in-person safety training opportunities, which impacted safety performance. The pursuit of safety excellence is a critical focus for our organization, as evidenced by the formation of our Global Safety Committee which is working to enhance and improve our global incident management system.

Employees	Number	TRIR*
Employee Work-Related Fatalities	0	0.00
Employee High-Consequence Work-Related Injury**	1	0.04
Employee Recordable Injuries	22	0.84

Contractors	Number	TRIR*
Contractor Work-Related Fatalities	1	0.23
Contractor High-Consequence Work-Related Injury**	0	0.00
Contractor Recordable Injuries	1	0.23

*TRIR = number of incidents X 200,000 hours / total number of hours worked

**High-consequence injury is a work-related injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months

Methodology and assumptions:

TRIR is reported for sites over which Albaugh has operational and financial control. Excluded from the reporting boundary is the Afrasa manufacturing location in Europe/MEA that was acquired at the end of the reporting period in December of 2022.

Hazard Risk Monitoring And Reporting

Assessing and addressing potential hazards and risks in our operations is a key protective measure. Albaugh conducts ongoing hazard and risk assessments both internally and with qualified third parties for additional validation. Our workplace policies require all employees and contractors to report work-related hazards or hazardous situations through our Regional reporting process. We also have a stringent process to address any identified hazards, with the goal of eliminating the hazard or mitigating associated risks. Hazard and risk assessments are also incorporated into the development process for new products and new chemical manufacturing processes.

We regularly conduct internal or third-party Process Hazard Analysis (PHA) utilizing conventional methodologies, such as Hazard and Operability Studies (HAZOP), bowtie analyses for risk management (a visual depiction of the causes and effects of a hazard), What-If, and/or Recognized and Generally Accepted Good Engineering Practices (RAGAGEP).





Recommendations are put through a process to analyze the best way to address any identified hazards, with assignments made to appropriate personnel to take action. Reassessments are performed either as part of routine evaluations, as part of the Management of Change process, or in response to specific incidents.

Albaugh's operating policy requires an investigation of all incidents resulting in an injury. Conditions that have the potential for incidents are reported and investigated in our near miss program. Methods used for root cause analysis include but are not limited to 5 Whys, Ishikawa (aka Fishbone), and Systematic Cause Analysis Technique (SCAT). Corrective and preventative actions utilize the hierarchy of controls.

Worker participation in the development, implementation, and evaluation of the occupational health and safety management system is achieved through various means. These include safety committees involvement in the hazard/risk assessments using tools such as Job Safety Analysis (JSA), creation and revision of Standard Operating Procedures (SOP), Key Performance Indicator (KPI) meetings, and safety rounds.

Occupational health and safety training is provided to workers regionally covering general and site-specific work-related hazards, hazardous activities, or hazardous situations. Training needs are identified through Regional requirements and through hazard/risk assessments. Training is conducted internally by qualified persons or outsourced to a subject matter expert and is delivered through online/computer-based training, person-to-person, in a classroom setting or as recorded presentations. General health and safety and process training that is not otherwise regulated or expired is repeated annually after the initial training.

Employee Health And Wellness

Occupational health services are offered to employees. Some sites like Río Tercero in Argentina have on-site medical services, including regular physician visits while other sites like St. Joseph in the United States partner with occupational medical practitioners to provide medical help when needed. Confidentiality of employee medical information is maintained in compliance with Regional requirements and standards. Albaugh also provides access to non-occupational healthcare through voluntary programs.

People Development

Albaugh's employees are the key to our success. At Albaugh we seek to create an environment of fairness, empathy and respect with equitable opportunities for career development. We recognize the importance of respecting diversity and cultural differences and providing healthy and safe workplaces. In these ways we aim to attract, motivate and develop talented people and to align individual success with company growth objectives.

In 2022, Albaugh launched an annual Global Performance Review process, which includes discussions for all employees about employee development in nine different areas of competency. We also offer regular employee training on a range of topics, including health and safety, ethical business conduct, anti-discrimination and anti-harassment, and cybersecurity.

Also in 2022, Albaugh established a project to implement a new Human Capital Management System (HCMS). The HCMS will offer better visibility into the composition of our workforce and offer new tools for advancing employee development, such as a new Learning Management System (LMS) to deliver employee training and to track training effectiveness.

For the first time, the HCMS will also allow us to collect data globally on our workforce to offer better insights into diversity and equitable treatment, which is a critical precursor to measuring our progress in this area and creating initiatives for career development for underrepresented employees. It is our overarching goal to offer a workplace with opportunities at all levels, regardless of gender or ethnic background.

Diversity Of Governance Bodies And Employees

	Board of Managers*	Executive Committee**	Managerial Employees***	General Employees****
Gender	%	%	%	%
Female	20%	0	24%	25%
Male	80%	100%	76%	75%
Age Group	%	%	%	%
Below 30 years old	0%	0%	0%	16%
Between 30-50 years old	0%	18%	70%	65%
Employees >50 years old	100%	82%	30%	19%

*Board of Managers is the highest governance level of the company

**Executive Committee consists of the corporate officers and the Presidents of the company Regions

***Managerial Employees are employees who have managerial responsibilities in local and/or Regional areas of the Company.

****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 as of December 31, 2022, excluded is Afrasa in Europe/MEA that was acquired at the end of the reporting period in December 2022.





partnerships with our distributors and customer base. Albaugh also partners with trade associations and industry groups such as CropLife America to benefit from collective industry expertise on important matters of product stewardship.

Our operational practices follow the standards set by Responsible Care®, the chemical industry’s global initiative to drive continuous improvement in safe chemicals management and achieve excellence in environmental protection, health, safety and security. We also participate in the Customs-Trade Partnership Against Terrorism (C-TPAT), a voluntary program sponsored by U.S. Customs and Border Protection focused on improving the security of companies’ supply chains with respect to terrorism risks.

Albaugh has evaluated our portfolio to determine which products may potentially meet the Highly Hazardous Pesticide (HHP) criteria as defined by the Food and Agriculture Organization of the United Nations (FAO). As of May 2023, 97.3% of our products are not HHPs and 2.7% are under further review. Albaugh is continuously evaluating its product portfolio using the HHP criteria as defined by FAO.

Promoting And Protecting People In Our Supply Chains

Albaugh’s Supplier Code of Conduct prohibits the use of compulsory and child labor among other things. All approved suppliers are expected to commit in writing to abide by this Code of Conduct as a condition of being qualified as a supplier.

In most markets, our product registrations are tied to two or more approved suppliers of our active ingredients. Whenever possible, we utilize suppliers of raw materials that are proximate to the manufacturing site where the materials will be used. In our industry, there are frequently no sources available in the communities near our manufacturing plants for many key raw materials or packaging components, but sourcing in-country is always a preferred objective.

2022 Spend With Local Suppliers*	% Of Total Spend**
North America	57%
Argentina/LATAM South	45%
Brazil/Paraguay	34%
Mexico/LATAM North	77%
Europe/MEA	68%
China/Asia/Pacific	99%

*Local suppliers are defined as suppliers located in the same geographical region as the manufacturing facility

**Calculated as a percentage of total Regional spend in local currency

Methodology and assumptions:

Excluded from the reporting boundary is activity associated with Afrasa in Europe/MEA that was acquired at the end of the reporting period in December of 2022.



Responsible Chemicals Management

Safe handling and development of products is an important part of our social commitment. Managing and mitigating risks in the use and handling of all products is addressed in the process of obtaining regulatory approvals, and appropriate product stewardship is promoted in each of our markets through product labeling and



Our Commitment To Good Governance

Governance Commitment Focus

- ✔ Transparent Leadership In Sustainability
- ✔ Ethics And Anti-Corruption
- ✔ United Nations Sustainable Development Goals (UN SDGs)
- ✔ Product Testing And Registration
- ✔ Product Safety And Health
- ✔ Privacy And Data Security

Even before we established our Sustainability Committee, Albaugh demonstrated its commitment to sustainability with Regional efforts, as detailed later in this report, to maintain high ethical standards and prioritize responsible practices. The formalization of these commitments in our sustainability program is the latest step in Albaugh's development to build trust, drive accountability and contribute to a sustainable future for all. We recognize that good governance is

not only critical for our own success, but also for the success of our stakeholders. Our commitment to good governance incorporates structural oversight, internal policies and procedures, and the UN SDGs.

Transparent Leadership In Sustainability

Albaugh's Sustainability Committee is a cross functional team of employees at different levels in each of our six Regions with support from executive leadership, represented by a member of the Executive Committee and a Board member appointed as liaison. The Sustainability Committee has been instrumental in recommending to the company's Executive Committee a sustainability strategy referencing the Global Reporting Initiatives (GRI) framework. GRI data is included in the GRI Content Index of this report.

To support the work of the Sustainability Committee, Albaugh has partnered with external sustainability experts to provide guidance and objective perspective on our sustainability strategy and to review our approaches to ensure that the information we deliver is relevant and fairly presents the state of Albaugh's impacts on sustainability topics.

Ethics And Anti-Corruption

Predating our Sustainability program, Albaugh has devoted substantial attention to good governance through its anti-corruption policies and initiatives. Albaugh's Code of Ethics forbids bribery and other corrupt practices, and provides guidelines for identifying, avoiding, and reporting conflicts of interest. Albaugh maintains an anonymous ethics line and website supporting multiple languages for employees to report anonymously, if desired, instances of non-compliance with the Code.

Albaugh routinely provides training to our employees on its Code of Ethics. Albaugh has appointed a Compliance Officer in each of its six Regions to oversee this training program, offer advice to employees on the requirements of the Code, and to receive and act on reports of non-compliance in their Regions. In addition, Albaugh conducts assessments of its business operations for risks of non-compliance with the Code to identify remedial actions such as the adoption and strengthening of internal controls. Our Supplier Code of Conduct is provided to all upstream supply chain partners and is included as a contractual obligation. Albaugh had no confirmed incidents of corruption reported in the reporting period.

United Nations Sustainable Development Goals (UN SDGs)

The UN SDGs are used to shape the environmental, social and governance initiatives that are essential to Albaugh's sustainability efforts. Collectively, these goals help us do our part to achieve a more equitable, prosperous, and sustainable future.

Albaugh focuses its efforts on the UN SDGs which align closest with our business activities and material sustainability topics. For more information, visit www.un.org/sustainabledevelopment.



Zero Hunger

A fundamental emphasis on offering products which combat threats to plant health and complement sustainable farming practices to produce more food for a growing world population.



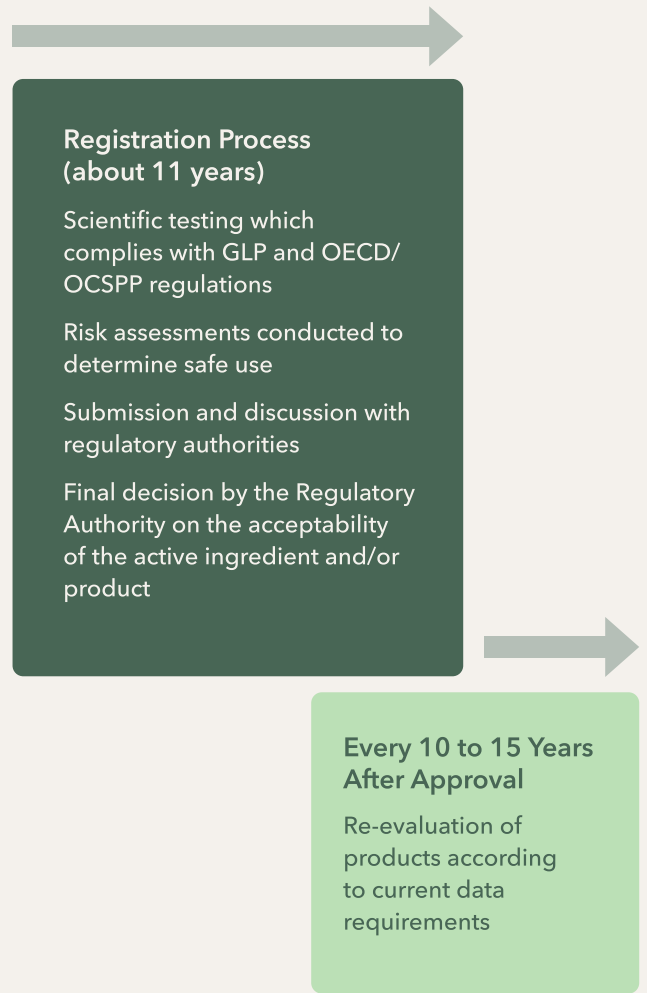
Climate Action

Focusing on air quality and environmental compliance. Reporting on Scope 1 GHG emissions and other air emissions.

Product Testing And Registration

Pesticides are among the most tested and regulated products in the world. In fact, more tests are required for pesticides than for pharmaceutical products. Albaugh complies with global product testing and registration processes to ensure the safety of our products. Studies are conducted in compliance with regulatory requirements according to the Organisation for Economic Co-Operation and Development (OECD) guidelines for the testing of chemicals and the United States Environmental Protection Agency Office of Chemical Safety and Pollution Prevention (OCSPP) guidelines and in accordance with Good Laboratory Practices (GLP).

Internationally accepted regulatory guidelines and risk assessments are used to understand the hazards and risks of our products. "Hazard" is the characteristic of a material that can harm someone's health. "Risk" is the likelihood that someone could be exposed to a material and whether it could have any effects, which depends on the extent of exposure and the inherent hazard of the material. If there is no exposure, then there is no health risk.



Product Safety And Health

Albaugh is fully committed to the safety of our products throughout their life cycle. All products are assessed for mammalian toxicity, non-target organism toxicity, environmental safety and physical/chemical quality. Testing is codified in GLP and guidelines that are generally aligned globally.

Any new substance is required to have a supporting dossier where health and safety is assessed. This ensures protection for customers, end consumers and anyone with potential exposure in addition to the environment and non-target organisms. All products and components must have a Safety Data Sheet (SDS) which is a standardized document that contains occupational safety and health information and covers essential details such as chemical properties, potential health and environmental hazards, and recommended protective measures, as well as safety precautions for proper storage, handling, and transportation of chemicals.

Albaugh supports regional partnerships with organizations such as CropLife that offer training and resources to farmers on responsible use of products. All labels carry emergency contact information for medical incidents or environmental issues. We comply with country requirements for the reporting of incidents. During marketing and promotion of our products, we include information on stewardship and Good Agricultural Practices (GAP).

Privacy And Data Security

Albaugh is committed to preserving the privacy of personally identifiable information 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 U.S. National Institute of Standards and Technology (NIST) Framework. This framework is a set of guidelines for organizational cybersecurity risks using the 5-step methodology: identify, protect, detect, respond, and recover.

We have privacy and data security tools deployed to enhance our prevention and detection capabilities and enable our response and recovery activities. We have a program in place to provide ongoing training and build a company-wide culture of data security. The privacy of our systems is protected with controls, including advanced password protection and access authorization.

Data privacy will be further assured internally with a global Data Privacy Program launching in 2023. This program involves the promulgation of globally consistent policies and procedures for the management of personal data and the creation of internal privacy teams overseeing the management of private data in each of our six Regions. Each team has representation from the functions that most directly manage private data in various contexts, including human resources, customer service, and marketing.



Safety Week in Resende - Industrial Director Jorge José Jorge Neto presents to the Albaugh production team and celebrates seven years without recordable incidents at the plant.



Closing Thoughts

We are proud to present our inaugural sustainability report, marking a significant milestone in our sustainability journey at Albaugh. As our first-ever report, it represents a foundational step that reflects our unwavering commitment to sustainability across all aspects of our organization and its operations.

By referencing the GRI standards, we have ensured that our reporting follows a structured and internationally recognized framework, enhancing the reliability and comparability of the information we share.

As we embrace this important milestone, we recognize that sustainability is a continuous journey, and we are dedicated to ongoing improvement. Moving forward, we will establish goals, monitor our performance, and assess our progress. This will help us drive positive change and strengthen our contributions to a more sustainable world.

In closing, we extend our gratitude to all our employees and stakeholders for their support, collaboration, and trust as we embark on this journey. We are inspired by the progress we have made and look forward to sharing our continued progress and achievements in our future sustainability reports.



ASSURANCE STATEMENT - US23/00000415

SGS North America, Inc REPORT ON ASSURANCE of Albaugh, LLC FY2022 KPIs in their 2022 Sustainability Report.

NATURE OF THE ASSURANCE/VERIFICATION

SGS North America, Inc (hereinafter referred to as SGS) was commissioned by Albaugh, LLC (hereinafter referred to as Albaugh's) to conduct an independent assurance of selected FY2022 KPIs in their 2022 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, 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 International Standard on Assurance Engagement (ISAE) 3000 revised

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"

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

KPI	KPI Verified Data 2022	Notes
GRI 305: Emission 2016 GRI 305-1 Direct (Scope 1) GHG emissions in Tonnes CO ₂ e	53,828.90	Including estimations
GRI 305- Emission 2016 GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions in Metric tons/year	Nitrogen oxides (NOx) - 46.98 Sulfur oxides (SOx) - 0.59 Volatile Organic Compounds (VOC)- 51.65 Hazardous Air Pollutant (HAP) - 0.25 Particulate Matter (PM) – 3.88	Including estimations
GRI 403: Occupational Health & Safety 2018 GRI 403-9 Work-related injuries in TRIR	Employee High-Consequence Work-Related Injury- 0.04 Employee Recordable Injury- 0.84 Contractors work-related fatalities- 0.23 Contractor Recordable injury- 0.23	Based on actual data

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant KPI data owners (conducted site visit to St. Joseph, Missouri, USA and virtual audit of Rio Tercero, Argentina); examination of processes and platforms used for collection, collation and calculation of data for relevant KPIs; documentation and record review.^a

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
Riham Abdel	Auditor	Canada
Alexis Guirin	Auditor	Argentina
Ursula Antunez de Mayolo	Technical Reviewer	USA

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 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:

- Data collection methods would benefit if digitalized for different locations.
- Incorporation of references to underlying definitions, standards and conversion factors to a consistent format for reporting and evidence provision at the facility level to enable more effective corporate-level evaluation.
- It is a challenge for some KPIs to monitor the contributions for the FY reporting year, leading to reliance on estimations, though the method used, and total estimations included caused no concerns of material error.

Signed:

For and on behalf of SGS North America



Viqaruddin Mohammed
Manager, Technical Accreditation
SGS North America

September 2023

WWW.SGS.COM

Statement of use	Albaugh, LLC has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards																																																																																																						
GRI 1 used	GRI 1: Foundation 2021																																																																																																						
GRI STANDARD	DESCRIPTION/RESPONSE																																																																																																						
GRI 2: General Disclosures 2021																																																																																																							
2-1 The organization and its reporting practices	<p>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 albaughllc.com</p>																																																																																																						
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																																																																																																						
2-3 Reporting period, frequency, and contact point	<p>Reporting period: 1/1/2022 - 12/31/2022 Frequency of reporting: Annual Publication date: September 2023 Contact point for questions on report or reported information: Stuart Feldstein, Executive Vice President/Deputy CEO, or Mollie Tjelmeland, Group Sustainability Manager, +1-515-964-9444</p>																																																																																																						
2-4 Restatements of information	Not applicable																																																																																																						
2-5 External assurance	Sustainability Report (SR) pg. 26-28																																																																																																						
2-6 Activities, value chain and other business relationships	<p>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 includes distributors, cooperatives, dealers and retailers. Relevant business relationships: None to note beyond the previous response Significant changes compared to the previous reporting period: Not applicable</p>																																																																																																						
2-7 Employees	<table border="1"> <thead> <tr> <th></th> <th>Total</th> <th>North America</th> <th>Argentina/LATAM South</th> <th>Brazil/Paraguay</th> <th>Mexico/LATAM North</th> <th>Europe/MEA</th> <th>China/Asia/Pacific</th> </tr> </thead> <tbody> <tr> <td>Total Number of Employees</td> <td>2580</td> <td>356</td> <td>579</td> <td>252</td> <td>172</td> <td>173</td> <td>1048</td> </tr> <tr> <td>Female Employees</td> <td>648</td> <td>112</td> <td>54</td> <td>50</td> <td>44</td> <td>62</td> <td>326</td> </tr> <tr> <td>Male Employees</td> <td>1932</td> <td>244</td> <td>525</td> <td>202</td> <td>128</td> <td>111</td> <td>722</td> </tr> <tr> <td>Female Full-Time Employees</td> <td>639</td> <td>110</td> <td>50</td> <td>50</td> <td>44</td> <td>60</td> <td>325</td> </tr> <tr> <td>Male Full-Time Employees</td> <td>1929</td> <td>243</td> <td>523</td> <td>202</td> <td>128</td> <td>111</td> <td>722</td> </tr> <tr> <td>Female Part-Time Employees</td> <td>9</td> <td>2</td> <td>4</td> <td>0</td> <td>0</td> <td>2</td> <td>1</td> </tr> <tr> <td>Male Part-Time Employees</td> <td>3</td> <td>1</td> <td>2</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Female Hourly Employees</td> <td>65</td> <td>61</td> <td>4</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Male Hourly Employees</td> <td>512</td> <td>143</td> <td>369</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Female Salaried Employees</td> <td>584</td> <td>52</td> <td>50</td> <td>50</td> <td>44</td> <td>62</td> <td>326</td> </tr> <tr> <td>Male Salaried Employees</td> <td>1419</td> <td>100</td> <td>156</td> <td>202</td> <td>128</td> <td>111</td> <td>722</td> </tr> </tbody> </table> <p>Methodologies and assumptions: Numbers are reported based on headcount as of December 31, 2022, excluded is Afrasa in Europe/MEA that was acquired at the end of the reporting period in December 2022.</p>								Total	North America	Argentina/LATAM South	Brazil/Paraguay	Mexico/LATAM North	Europe/MEA	China/Asia/Pacific	Total Number of Employees	2580	356	579	252	172	173	1048	Female Employees	648	112	54	50	44	62	326	Male Employees	1932	244	525	202	128	111	722	Female Full-Time Employees	639	110	50	50	44	60	325	Male Full-Time Employees	1929	243	523	202	128	111	722	Female Part-Time Employees	9	2	4	0	0	2	1	Male Part-Time Employees	3	1	2	0	0	0	0	Female Hourly Employees	65	61	4	0	0	0	0	Male Hourly Employees	512	143	369	0	0	0	0	Female Salaried Employees	584	52	50	50	44	62	326	Male Salaried Employees	1419	100	156	202	128	111	722
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GRI Content Index

GRI STANDARD	DESCRIPTION/RESPONSE
<p>2-8 Workers who are not employees</p>	<p>Total number of workers who are not employees and whose work is controlled by the organization: 129 temporary or contract workers Methodologies and assumptions: Numbers are reported based on headcount as of December 31, 2022, excluded is Afrasa in Europe/MEA that was acquired at the end of the reporting period in December 2022.</p>
<p>2-9 Governance structure and composition</p>	<p>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 5 individuals - 1 member of the executive team and 4 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 4 Managers who have served for 9 years and 1 Manager who has served for less than 1 year. The Managers include 4 Males, 1 Female, and no member of an underrepresented group. Four of the Managers have long backgrounds and careers in the sector in which Albaugh operates.</p>
<p>2-10 Nomination and selection of the highest governance body</p>	<p>This information is confidential</p>
<p>2-11 Chair of the highest governance body</p>	<p>Dennis Albaugh is the Chair of the Board of Managers; he is not a senior executive of the Company.</p>
<p>2-12 Role of the highest governance body in overseeing the management of impacts</p>	<p>See disclosure 2-13</p>
<p>2-13 Delegation of responsibility for managing impacts</p>	<p>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.</p>
<p>2-14 Role of the highest governance body in sustainability reporting</p>	<p>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</p>
<p>2-15 Conflicts of interest</p>	<p>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.</p>

GRI Content Index

GRI STANDARD	DESCRIPTION/RESPONSE
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
2-22 Statement on sustainable development strategy	SR pg. 2
2-23 Policy commitments	SR pg. 21, 23
2-24 Embedding policy commitments	SR pg. 21, 23
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 designated Compliance Officers and the Group Compliance Coordinator.
2-27 Compliance with laws and regulations	SR pg. 22-24
2-28 Member 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.

GRI Content Index

GRI STANDARD	DESCRIPTION/RESPONSE
2-29 Approach to stakeholder engagement	SR pg. 11
2-30 Collective bargaining agreements	<p>Report the percentage of total employees covered by collective bargaining agreements: 65%</p> <p>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</p> <p>Methodology and assumptions: Numbers are reported based on headcount as of December 31, 2022, excluded is Afrasa in Europe/MEA that was acquired at the end of the reporting period in December 2022.</p>
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	SR pg. 11
3-2 List of material topics	SR pg. 11
3-3 Management of material topics	SR pg. 4-34
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	SR pg. 21
GRI 205: Anti-corruption 2016	
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. 23
205-3 Confirmed incidents of corruption and actions taken	SR pg. 23
GRI 305-1: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	SR pg. 13
305-2 Energy indirect (Scope 2) GHG emissions	Information not available

GRI Content Index

GRI STANDARD	DESCRIPTION/RESPONSE
305-3 Other indirect (Scope 3) GHG emissions	Information not available
305-4 GHG emissions intensity	SR pg. 13
305-5 Reduction of GHG emissions	Albaugh is reporting GHG emissions for the first time; accordingly this is not applicable.
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. 13
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	SR pg. 17-21
403-2 Hazard identification, risk assessment, and incident investigation	SR pg. 18-19
403-3 Occupational health services	SR pg. 19
403-4 Worker participation, consultation, and communication on occupational health and safety	SR pg. 17-19
403-5 Worker training on occupational health and safety	SR pg. 19
403-6 Promotion of worker health	SR pg. 19
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR pg. 17-21

GRI Content Index

GRI STANDARD	DESCRIPTION/RESPONSE
403-8 Workers covered by an occupational health and safety management system	SR pg. 17
403-9 Work-related injuries	SR pg. 18
403-10 Work-related ill health	Information not available
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	SR pg. 20
405-2 Ratio of basic salary and remuneration of women to men	Information not available
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	SR pg. 21, 23-24
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no material confirmed incidents of non-compliance concerning health and safety impacts within the reporting period.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no confirmed incidents of substantiated complaints concerning breached of customer privacy within the reporting period.



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