

**We are
responsible**



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AGROFERT



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AGROFERT

Our Values

Sustainability

Agriculture has always been passed down from one generation to the next, and that's what we do too. We respect this tradition, and today we apply the principles of sustainability to the other industries we do business in also.

Responsibility

We're responsible to the people who work for us, to the places and countries we operate in, and the environment from which we use resources.

Fairness

We always act ethically, fairly, and morally. We respect laws and agreements and keep our word.

Ecology

Every day, not only in agriculture and forestry, we're in close contact with nature. We know we have only one planet and must rely on its resources.

Tradition

Despite using modern technologies, we're aware that our business is rooted in traditional professions, and we approach them with respect and humility.



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We're responsible to our planet

CZK 12.4 billion

That's how much we've invested
in the ecology of our operations
over the last 10 years*.

*2012–2021

AGROFERT

Responsibility to our planet comes back to us in our products

We have but one planet. We farm it and make use of its resources, and our goal is to preserve it for future generations. Without fertile soil, sufficient clean water, and a healthy environment, we couldn't grow crops in fields, raise livestock in stables, or produce food. A healthy forest gives us wood for our forestry and timbering activities, and we need additional materials for our chemicals industry and other domains. Responsibility should come naturally to everyone, but we know that isn't the case everywhere in the world. That's why each day we remind ourselves that it's in everyone's best interests to behave responsibly to the environment.

We take our commitment not only to the planet but also to the Czech Republic, our employees, and our business seriously. Therefore, everything we do must be sustainable in both environmental and economic terms.

We invest in the ecology of our operations

Behaving responsibly to the environment always begins with the main manufacturing operations of any business. We know that no industry is entirely free of negative impacts on the environment, so we always strive to make ours as small as possible. In 2021, we invested more than CZK 600 million in the ecology of our operations.

Lower emissions from transportation

Our products help reduce the impact of passenger and cargo transportation on the environment. Thanks to the production of AdBlue, we contribute to the minimization of emissions from internal combustion engines. As an important producer of both basic types of liquid biofuels for motor vehicles, we deliver comprehensive solutions for meeting EU legislation on the reduction of CO₂ in transportation.



When our fields are healthy, our business is healthy

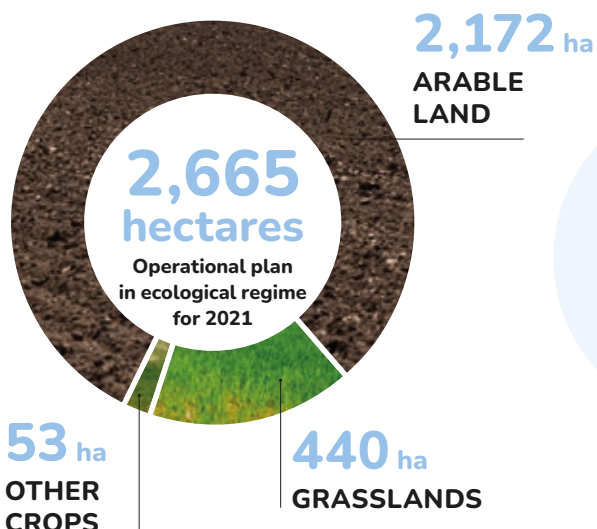
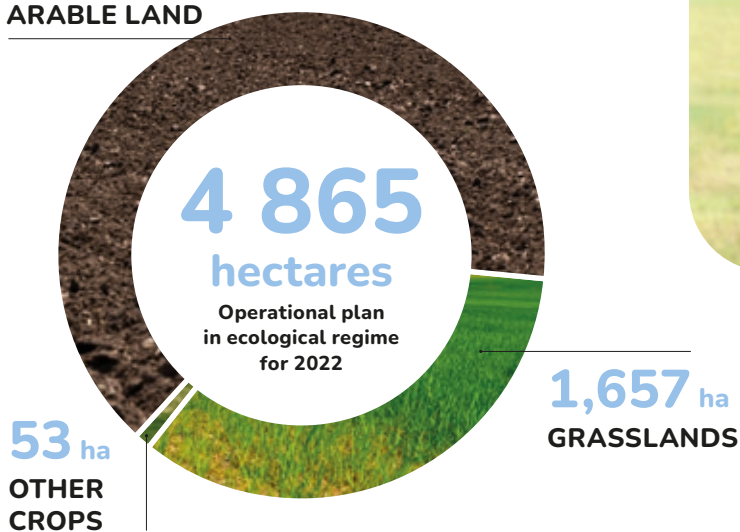
As good stewards of the land, we know that our results are directly tied to the wellbeing of the environment. That's why we act with consideration for the land, water, air, and landscape. We regularly alternate crops in our fields and develop bosks. We also plant millions of new trees each year.

We're pioneers in agricultural ecology and caring for the land

Digital technologies are an invaluable aid to us. Computers with GPS navigation and satellite images can calculate efficient dosing and precise application of fertilizers and crop protection products. This allows us to reduce the amount of agrochemicals we use, which in turn reduces the environmental impact of agricultural manufacturing.

We're expanding our ecological agriculture

3,155 ha
ARABLE LAND



Did you know?

We established our first ecological farm in 2011. Elements of precision agriculture are common practice for us.

We take a considerate approach to the environment in all of our activities and are regularly assessed by independent auditors ISCC EU (biomass sustainability and bioliquids), PEFC (sustainable forest management), ISO 14001 (environmental management), and the ecological farming certification.

In the last 10 years as part of our precision agriculture practices, which, for instance, result in gentler and more efficient fertilizing, we've invested CZK 50 million in GPS and navigation for our machinery.

We're part of a global commitment

The Green Deal is a plan to ensure sustainability in farming within the European Union. Our expert groups develop ways of contributing to this commitment. A working group was created in the group to compile an overview of measures necessary to achieve a 55% reduction of CO₂ by 2030 as compared with 1990, and it is also working to ensure that each of our companies is carbon neutral by the year 2050.

After identifying key areas, the group will focus on developing specific projects designed to reduce CO₂ as well as other projects in the area of circular economics. Logically, these initiatives will primarily affect the companies of the chemicals division as the largest producers of CO₂ in the group. Despite the fact that investments and the modernization of manufacturing technologies in previous years have allowed the group to achieve considerable progress, i.e. a reduction of CO₂ emissions from 1990 to 2021 by some 60%, new projects have been identified that should result in further reduction of CO₂ by approximately 62% from 1990 even as the manufacturing volumes and capacities in many of the companies continue to grow.

We manage resources efficiently

We reduce the amount of plastic packaging and water consumption in manufacturing. Water is also the basis for chemicals manufacturing; therefore, the companies of the group have built a robust and precision system for treating waste water. The quality of waste water released into the environment is based on limits stipulated by state regulatory bodies. These limits are subjected to exacting and constant monitoring. An example of an activity resulting in maximum efficiency and ecological water management are the increased industrial water reserves of the company DEZA, a.s. Our efforts help retain water in the region and also ensure uninterrupted manufacturing operations in times of drought. We have invested more than CZK 53 million in these measures.

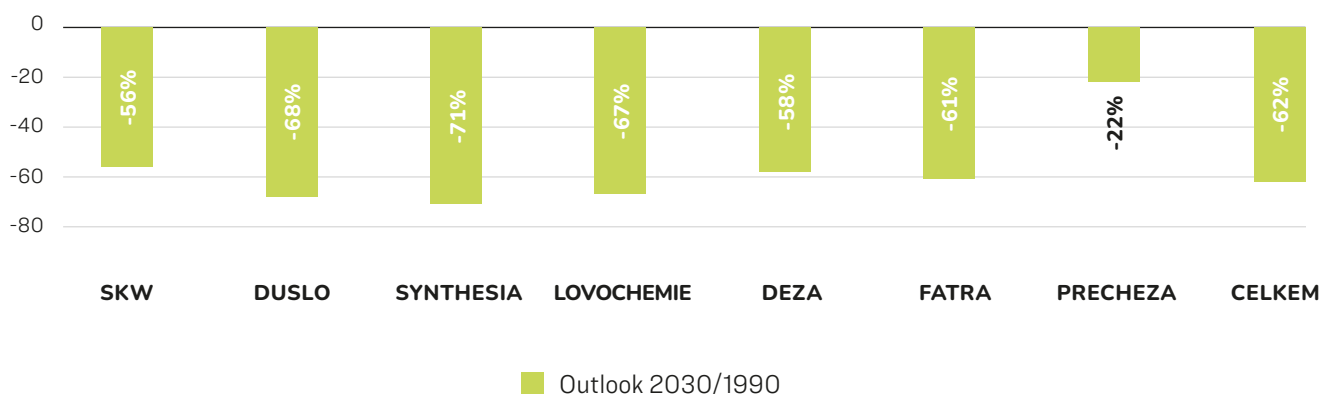


In 2021,
we planted
17 million
trees.

It's up to each of us

Sustainable business begins with the individual. That's why in all of our plants we emphasize ecofriendly and efficient management of resources and minimization of waste products, which we work to sort and recycle to the highest possible degree. By doing so, we promote responsible and ecological conduct among our nearly 31,000 employees.

Planned reduction of CO₂ emissions in selected companies



53%

The amount by which our chemical factories have reduced sulfur dioxide emissions since 2011.

25%

The amount by which nitrogen oxide emissions have been reduced in 10 years. The majority of the companies increased production during the monitored period, so the reduction per unit of production is even higher.



We're responsible to the countries we operate in

CZK 55.7 billion

The taxes and contributions
we've paid over the last
10 years in the countries
we operate in

*2012-2021

Responsibility to the countries we operate in is part of our business

In more than a quarter of a century, we've succeeded in building the largest Czech and Slovak agricultural and food group and have become an important manufacturer of nitrogenous fertilizers in Europe. This not only ranks us among the biggest players in the Central European agriculture, food, and chemical markets, but it extends our reach into other industries and regions as well. The AGROFERT group is currently active in 15 countries. These countries are important to our business, but mainly they represent places with which we have close ties and for which we feel a sense of responsibility.

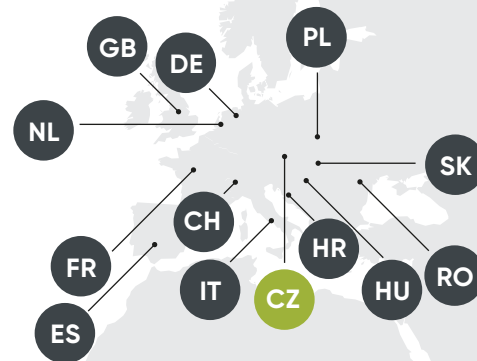
We're a reliable partner for
12,213
suppliers in Central and Eastern Europe

2,588 tradespeople
5,569 limited companies
1,165 joint-stock companies
2,891 other entities

We're part of a community of the most important European companies. We pride ourselves on our fair and ethical business practices that always respect the laws of the countries we operate in as well as those of the European Union. AGROFERT always fulfils its obligations and commitments. In 2021 alone, we paid a total of CZK 6.4 billion in taxes and contributions to the public finances of the countries we operate in.

CZK 130 billion

The amount we paid in one year to tradespeople and companies in Central and Eastern Europe for their products or services.*



*Data based on AGROFERT audited results and closing entries for 2021.

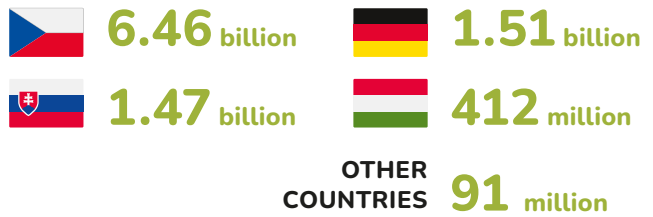
◦ We have intentionally omitted Russia from this brochure. Following the outbreak of the military conflict in Ukraine, we began terminating all business relationships and activities with Russia. We do not agree with the Russian invasion of Ukraine.

We put the money we make back into the growth of our companies

In the last 10 ten years, we've invested more than CZK 106 billion in the growth of our companies. Of that, subsidies accounted for only CZK 3.9 billion. That's less than AGROFERT pays in a single year for taxes and social security and health insurance contributions. AGROFERT's investments are not based on subsidies but rather on the idea of long-term development and growth. Last year, we undertook nearly 70 large investment projects valued at more than CZK 20 million.

Of the ones that truly stand out are new portioning, packaging, and warehousing facilities at the company Vodňanská drůbež designed to increase production at the factory, the expanded livestock farming operations at DZV, and the complete renovation of the Primagra feed factory located in Milín.

Investments in 2021



106 million
DZV NOVA
Expanded livestock farming operations



76 million
PRIMAGRA
VKS Milín complete renovation



121 million
NT Kft.
New food oil pressing facility

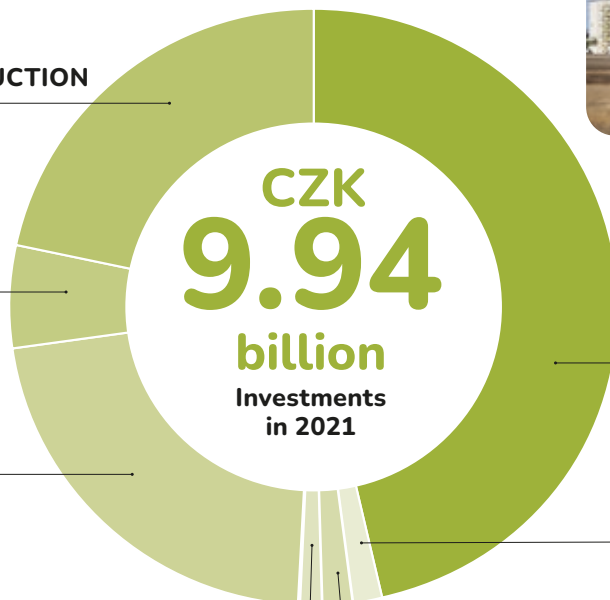
2.32 billion
AGRICULTURE AND PRIMARY PRODUCTION

675 million
TECHNOLOGY AND MACHINERY

2.14 billion
PFOOD INDUSTRY



647 million
VODŇANSKÁ DRŮBEŽ
New portioning facility



CZK 9.94 billion
Investments in 2021

4.43 billion
CHEMICAL INDUSTRY

156 million
FORESTRY AND TIMBERING

184 million
LOGISTICS

36 million
MEDIA

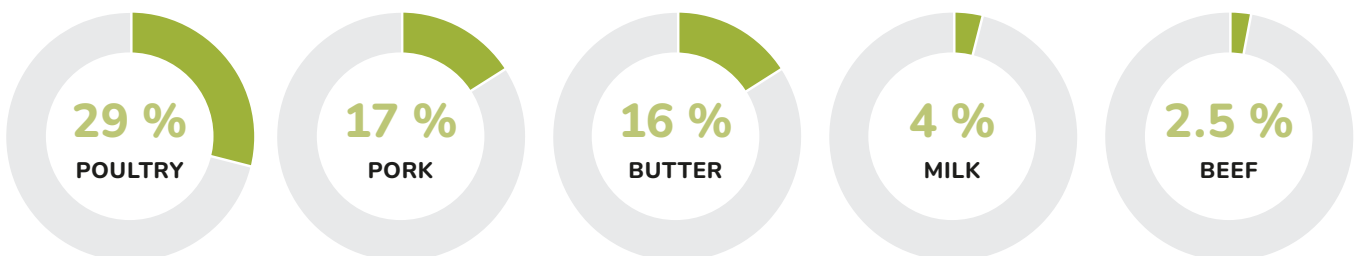
We ensure quality Czech foods

As the largest agriculture and food manufacturing group in the Czech Republic, we consider it part of our social responsibility to contribute to ensuring our country has the highest possible food self-sufficiency. For example, we're proud to provide nearly 30% of the Czech Republic's poultry production.

If any of our food manufacturing or agriculture companies were to restrict its operations, Czech citizens would feel it in the form of shortages of food items on store shelves.

We have the same sense of responsibility when it comes to the chemical industry. A chemical factory can't be shut down from one day to the next; chemistry is a continual process. Many of our chemical factories are sources of energy for the cities they are located in. Interrupting production would thus affect the supply of electric energy to homes. The tradition of our companies is a crucial aspect of our business. People depend on them at all times, so we will continue to do everything in our power to keep their trust.

AGROFERTU share of annual production in the Czech Republic



We support science and research

In order for our investments to be effective, they must reflect both current and future trends. That's why we also invest hundreds of millions of Czech crowns in science, research, and innovation. We work with a number of prestigious organizations, such as the University of Pardubice Faculty of Chemical Technology, the Faculty of AgriScience Mendel University, and several other academic institutions.

We also contribute to innovative projects beyond the borders of the Czech Republic. In total, AGROFERT collaborates with six universities and 26 specialized secondary schools, the distribution and focus of which reflect the structure of our companies.



We help combine study with practice by providing students with the most advanced agricultural machinery for educational purposes.

**We have
invested CZK
10 million
in science
and research**



There's no substitute for personal contact. That's why we meet with students during job fairs at schools and on other occasions.

An aerial night photograph of an industrial complex, likely a refinery or chemical plant, situated along a river. The facility is illuminated with various lights, including tall smokestacks and large storage tanks. The surrounding area shows some residential or commercial buildings and a road. The sky is a deep blue with some light clouds, suggesting dusk or dawn. The overall scene is a mix of industrial activity and natural landscape.

We're responsible to the locations we operate in

**more than
CZK 550 million**

The amount we've
distributed to the needy
of the AGROFERT Foundation
since our founding.*

*2011

The logo for AGROFERT, featuring the word "AGROFERT" in a bold, sans-serif font. The letter "O" is stylized with a circular pattern inside. The logo is positioned on a yellow graphic element that resembles a stylized drop or a corner of a page.

AGROFERT

We're a good neighbour

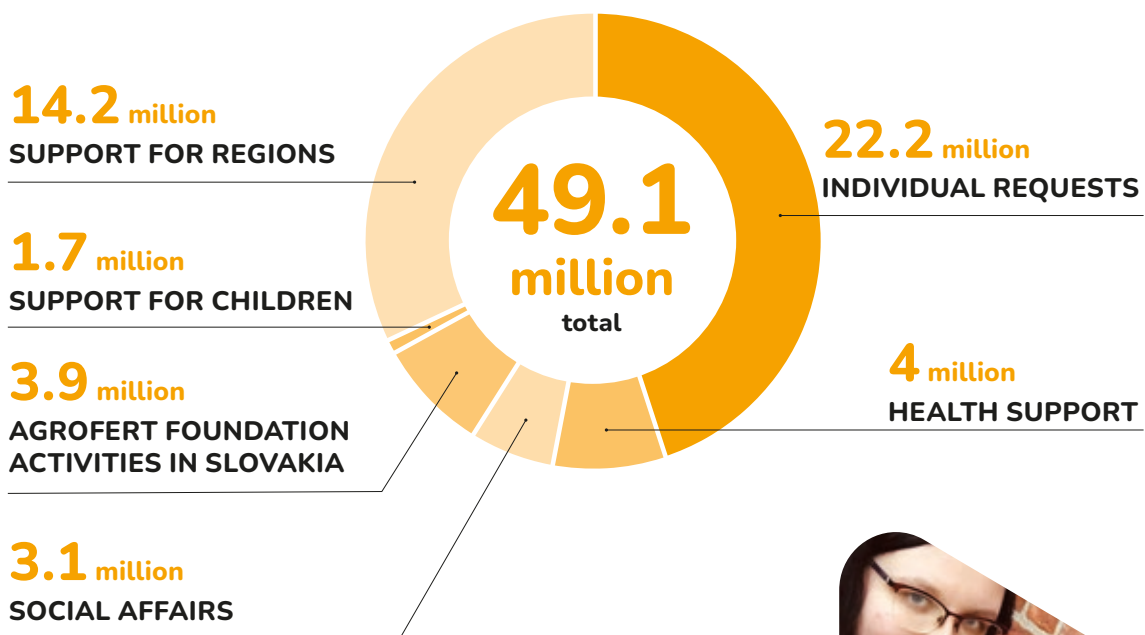
We pride ourselves on supporting the locations we do business in. The majority of our companies have had close ties with their regions for decades. We are a long-time partner in cultural, sporting, and charity events. Most of all, however, we can be relied on and know how to deliver fast help when the situation demands it. We care about the prosperity and development of the places where we work, and that begins with our factories and their immediate surroundings. But it's also about the seemingly little things, like collecting and sorting waste, taking care of the local vegetation and greenery, and doing sports together.

The AGROFERT Foundation gives from the heart

We know that money really does come first sometimes, so our companies and individual employees regularly donate to the AGROFERT Foundation. The funds are then sent to those who need them. In 2021, for example, it was a project devoted to single parents. Last year, the foundation distributed CZK 49 million. We value the activities of our employees, so each year we present the Giving from the Heart award to those who go above and beyond in helping others.

In the lead-up to Christmas, the group's employees participated in the traditional AGROFERT Foundation holiday charity event called Helping Baby Jesus (Pomáháme Ježíškovi), which made it possible for us to fulfil the Christmas wishes of hundreds of children from underprivileged families. Colleagues lent a hand in delivering the gifts directly to the families to put under their Christmas trees.

Areas supported by the AGROFERT Foundation in 2021



The Fund for Single Parents is a unique project of the AGROFERT Foundation focusing on supporting one of the most vulnerable groups of citizens. The goal of the fund is to help active mothers and fathers in their efforts to find a way out of difficult life situations and get the family back on track.



We support local sports and culture

In addition to financial contributions from the AGROFERT Foundation, the various companies of the group undertake their own individual projects to provide support. In 2021, the largest sums went to the areas of sport (CZK 6.5 million), social affairs (CZK 5 million), and support for communities (CZK 4.2 million). Moreover, the companies and their employees pursued hundreds of projects at the local level, with financial assistance starting at CZK 1,000.

In the area of sports, AGROFERT is a longstanding partner in a number of disciplines. We support teams in volleyball, tennis, and hockey. But we're also involved in motor sports; for



Last year, on the initiative of employees, collaboration was established with the **Pasička Animal Rescue Station** and Ecocentre. In addition to a calendar for 2022 containing information on how to help injured animals, educational programs were organized for selected schools that AGROFERT has long collaborated with.



The company Precheza has sponsored the motorsport competitions organized by **Autoklub Pretiox** for 51 years now, an amazing stretch that not even the difficult year of the covid pandemic could interrupt – the traditional May slalom took place as usual with anti-covid measures in place.

instance, the company Precheza has been a proud partner of Autoklub Pretiox for more than 50 years.

The company Agrotec is a traditional partner of Rally Hustopeče. We also support sports that our employees are directly involved in. Last year, for example, we took part in the Deza AGROFERT Run.

The Good Neighbour is a flagship project of our community help. Our colleagues share their ideas how to improve their surroundings. Every month, one project is selected to be implemented.

CZK 210 million

The amount sent in 2021 by AGROFERT companies to the AGROFERT Foundation; another CZK 20 million was allocated to support approximately 260 other projects.

On Sunday, 20 June 2021, the **Vesna Children's Sanatorium Volunteer Day** took place under the patronage of the Good Neighbour project. The main goal of the event was to give the children at the sanatorium and their guests a fun-filled day.



Did you know?

Far and wide, the machines used in agriculture are often the largest and most powerful of their kind. AGROFERT owns the largest fleet in the Czech Republic. Our farmers are in close contact with representatives of their communities, and anytime the need arises, they head out to lend a helping hand. Our vehicles clear roads covered in snow or mud, remove obstacles, and haul debris. We also keep drainage ditches clear, mulch public green spaces, and help in places that are difficult to maintain and poorly accessible with municipal machinery.

Firefighters are our heroes

We have firefighters in our ranks who ensure that our factories are ready to deal with any unexpected crisis situations. They are highly respected and popular among our other employees. Thus, part of the makeup of the AGROFERT DNA is the ubiquitous presence of both professional and volunteer firefighters. In 2021, the AGROFERT Foundation supported firefighter corps, organizations, and associations through its Firefighter Fund.

CZK 2.8 million

Aid distributed by AGROFERT employees to the families affected by the tornado.

How did the AGROFERT Group help in Moravia?

- In coordination with the AGROFERT Foundation, the **AGROFERT headquarters** distributed CZK 1,000,000 among colleagues affected by the tornado.
- In coordination with the **AGROFERT Foundation**, employees from across the group raised CZK 397,231 in a special account.
- **AGROFERT employees** donated CZK 230,000 in a fundraising campaign.
- The companies **Navos and Agro Jevišovice** sent CZK 500,000 to a transparent account set up by the city of Hodonín.
- Material donations from **companies across the group** helped Moravians through the most difficult period.
- **Fatra** supplied hydroinsulation sheeting worth CZK 500,000 for use in roof repairs.
- **Penam** distributed baked goods worth 300,000 CZK to the affected areas.
- **Afeed** donated 1 ton of livestock feed.
- **Zera** lent its machinery to help in clearing the debris left by the tornado.
- **Zemos** provided tarps to cover damaged roofs, cleaning supplies, generators, and 1.1 tons of feed for farm animals.

South Moravia tornado

In the summer of 2021 when a natural disaster in the form of a tornado struck South Moravia, the companies of the AGROFERT group and their employees came together to help. The AGROFERT Foundation set up a crisis fund to support families with children affected by the tornado and storms of 24 June 2021. In addition to donating financial and material aid, our colleagues from the HR department at the AGROFERT headquarters looked after the emotional wellbeing of those impacted by the event.



Marta Kvintová
Škoda car dealer
AGROTEC, a.s.

Marta's home was so severely damaged by the tornado that it had to be demolished. So she and her family began building a new home. They admit, however, that it was a blessing in disguise – the help they received from loved ones and also colleagues at work when it was needed most was essential. Things are looking up today. Work on the house is progressing quickly, so the family hopes they can settle in before Christmas. Until then, they are living in a rental and also in a caravan parked at the construction site. The family wants to keep an eye on the work and also actively participate in it to have the new home finished as soon as possible.



Radek Smrž
truck dealer,
AGROTEC, a.s.

Radek Smrž lived with his family in a new house that he finished only last year. The tornado wreaked havoc on it. Damaged concrete fences had to be torn out, debris removed, ceilings and the outer facade repaired, and the house insulated. The initial plan was to finish everything by the end of September, but due to a lack of materials, the work will continue until roughly November. The delay may be an inconvenience, but Radek remains positive. In the meantime, he and his family are staying with relatives.

We're responsible to our employees

52.9 thousand

The number of people
who have found
employment with
the AGROFERT
Group in the last
10 years.*

*2012-2021



AGROFERT

We care about people

AGROFERT has come a long way in the last nearly three decades. It has grown, expanded its scope of operations, and entered new markets.

In 2021, some 31,000 people in 15 countries made the group's successes possible, and 21,000 of them work right here in the Czech Republic. We're acutely aware of the important role people play in our business. Our activities begin with students, for whom we organize competitions and graduate programs. We support our colleagues in both their

professional and personal development and provide them with the best possible working conditions while also ensuring the long-term prosperity of their entire families. The continued professional development and happiness of our employees are our priorities. In 2021, we invested CZK 60 million in education and development. Each employee follows a personal development program, and it's not uncommon for talented and hardworking individuals to rise to positions in upper management. People are the primary factor behind the success of AGROFERT.



31 thousand employees
21 thousand employees in the
Czech Republic

AGROFERT owns companies in 15 countries:

Czech Republic, Slovakia, Germany, Hungary, Romania, Croatia, Italy, Switzerland, Poland, Spain, France, Netherlands, Great Britain, USA, and Brazil

24.2 billion

The amount paid by AGROFERT companies in employee wages and contributions for a single year.*

171 million

Pension insurance contributions for our employees.*

211 million

Spent on ensuring quality meals for our employees.

159 million

Investments in the safety of our employees.

* Data based on AGROFERT audited results and closing entries for 2021.

Year two with the coronavirus

For the second year in a row, we courageously fought the coronavirus pandemic. We conducted wide-scale antigen testing even when it wasn't mandated. In 2021, we performed a total of 450 thousand tests and spent 26 thousand person-weeks in quarantine or isolation.

We got through it all without laying off even a single employee or closing down any of our sites. From the very beginning, our companies adopted strict health safety measures, such as dividing employees into teams, restricting external visits, allowing home office where possible, and providing employees with protective equipment. All of these measures were undertaken to protect the health of our employees and ensure the continuity of our manufacturing operations. Everyone came together to make sure our products and services reached our customers as usual. There was always someone to pick up an extra shift for a sick colleague. The pandemic helped us get back to the real values that make a difference. And AGROFERT will continue to cultivate and support them into the future.



520 thousand
tests performed



Students in our graduate programs quickly acquire practical skills and make new friends.

Graduate programs

Every generation has its own unique strengths and needs. We value older people for their experience and younger people for their energy and ideas. We know very well that beginnings can be hard, so that's why we provide students with opportunities to learn new practical skills in our graduate programs. We also promote a greater understanding of our industries among future generations through attractive competitions, such as one called The Young Chemist.

Traditional trades and employee education

Our business is built on traditional trades, which is why we engage in long-term collaboration with more than 30 schools to popularize and, in some cases, even save traditional professions, such as baker, butcher, livestock specialist, and others. We invest in the life-long education and development of our employees and value our innovators and inventors.



200 managers in the agriculture division of AGROFERT are graduates of two schools with close ties: the Czech University of Life Sciences Prague and Mendel University in Brno.

We continue traditional trades and professions such as baking. Through our farms for children, we begin working with children as young as preschool age.



Lasting prosperity with AGROFERT

Often, entire generations have made their careers with us. In one of our factories, for instance, there is a grandfather, daughter, and grandchild all working side by side. AGROFERT prides itself on its reputation as a good employer that provides its people with job security, fair wages, and the infrastructure of a stable company. We regularly award bonuses to employees celebrating jubilees, and we're always pleased when former employees accept our invitation to come visit us. Our below-average turnover in all segments, which is a bit higher for workers and almost nonexistent in key management positions, is evidence of the degree of satisfaction among our employees.

Happiness in life

It's essential to us to have genuinely happy employees. That's why our benefit programs offer premium healthcare options, leisure and recreation packages, sports activities, and various children's days and urban summer camps for the youngest members of the family.



2,608

colleagues

are 60 and older.



10

employees

have been with AGROFERT companies for more than 50 years!

Open communication

If people are priority number one for us, then communication is the key to successful cooperation and the building of lasting relationships. Within the group, we've connected our people via an intranet, which we use to share important information across all our companies and industries. We began connecting the various companies on the intranet in 2021, and today more than 23,500 of our people receive information from it.

We've also substantially bolstered AGROFERT's external communication. As of 2021, the group has two spokespersons providing professional service to the media in order to keep journalists up to date with relevant and timely information on the group's activities. We also want to communicate openly with the public, which is why we've increased our activities on social media, namely Twitter, Instagram, and LinkedIn.

A traditional source of information from AGROFERT is our AGROFERT magazine, which is published on a quarterly basis in a circulation of 9,500 copies. It is distributed to our business partners, schools, and other interested parties. In addition to our website and media communications, the magazine is an essential component of our stakeholder dialogue.

Ethical code

At AGROFERT, we place emphasis on adherence to regulations and the rules of ethics, public morals, and honest business dealings. That's why in 2013 we adopted a so-called compliance program, a component of which is an ethical code outlining the basic principles, values, and policies of the group. Anyone, including our employees, our business partners, and our customers, may report a violation of these rules by using the Tell Us ethics hotline at www.agrofert.cz.





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