



ČLEN KONCERNU AGROFERT
AGROFERT CONCERN MEMBER

Wotan Forest, a.s.
Rudolfovská tř. 202/88
České Budějovice 4
370 01 České Budějovice
Company ID No.: 26060701 VAT No.: CZ26060701
Entered in the Commercial Register maintained
with the Regional Court in České Budějovice
Section B, File 1306

Wotan Forest, a.s. Policy

Wotan Forest, a.s. with registered office at Rudolfovská 202/88, České Budějovice 4, 370 01 České Budějovice, Company ID No. 26060701 (hereinafter only the "Company"), observes any and all statutory regulations valid and effective in the Czech Republic, regulations valid and effective in the EU and international agreements.

Wotan Forest, a.s. hereby publishes the principles observed by the Company in its business and requires that these principles be observed by the Company's business partners, as well.

The basic principles observed by the Company are as follows:

a) Prohibition of the Employment of Children and Prohibition of Child Labour

The Company does not allow any form of use of child labour, neither direct nor indirect (through sub-suppliers). All employees shall reach the minimum age to be employed in compliance with the valid and effective statutory regulations in the Czech Republic and in other places of the Company's operation, as the case may be.

b) Prohibition of Forced or Compulsory Labour

Forced labour is deemed to be any and all work and/or services ordered to any person under the threat of a penalty and not performed by that person voluntarily. The Company respects that the right of each man is not to be forced to work and requires its suppliers to respect this principle, as well.

c) Prohibition of Any Form of Physical Punishment, Assault, Threat of Violence or Any Other Form of Harassment or Abuse

The Company prohibits physical assaults or punishment, threat of violence, sexual and any other harassment, verbal assaults and/or other forms of intimidation.

The Company respects human dignity, privacy and personal rights of every individual.

The Company undertakes to ensure observance of human rights of its employees and other persons in the case of intervention of private or public security forces (to prevent unlawful physical or psychological violence).

d) Prohibition of All Forms of Discrimination



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The Company creates equal opportunities for all its employees, does not engage in and does not tolerate any form of discrimination based on age, race, ethnic origin, skin colour, nationality or social origin, health condition, disability or handicap, sexual orientation, sex, marital status, gender identity, political opinions and convictions and/or religious belief and prohibits engaging in any other form of discrimination covered by legal regulations of the EU and the local law including sexual and other harassment as a special form of discrimination.

The Company respects differences and diversity of individuals and has the same approach to core employees and the temporarily seconded employees including agency workers.

e) Respect for the Right of Employees to Freedom of Association and Collective Bargaining

The Company recognizes that the employees have the right to freedom of expression, freedom of association, freedom to establish a trade union without fear of repression, intimidation or harassment; the employees may freely join or leave the trade union and are free to bargain collectively, i.e., they have the right to social dialogue.

f) Ensuring Safe and Healthy Working Conditions and Compliance with the OHS Regulations Including Fire Safety

The Company provides safe work environment and working conditions of its employees through observing current legal regulations and international agreements in the area of safety and protection of health at work, workplace safety rules and rules for safe operation of technical equipment, provides respective protective personal equipment, trainings, improves working conditions and adopts further measures to monitor and reduce risks in the area of safety and protection of health at work.

The Company observes the statutory working hours, limits of the work overtime and right to rest breaks in compliance with the valid and effective statutory regulations.

g) Compliance with All Employment- and Remuneration-Related Legal Regulations

The Company observes its employment-related obligations and does not accept illegal work.

The Company observes valid and effective statutory regulations governing the minimum wage, pays fair and equal wages including equal remuneration for working men and women for the same work or for the work of the same value including benefits and other working conditions in compliance with valid and effective statutory regulations in the place of its operation and with international standards and agreements. Wage deductions cannot be

allowed without express agreement of the employee unless stipulated by valid and effective statutory regulations.

h) Compliance with Environmental Regulations

The Company values the environment and strives to observe the principles of eco-friendly behaviour. In its business, the Company:

- observes valid and effective statutory regulations and international agreements related to the environmental protection and environmental accident prevention;
- possesses and maintains in force any and all necessary official permits, licences and registrations in this area and observes conditions and requirements specified therein;
- monitors environmental risks related to its products and services and their impact; in its internal regulations and procedures, takes into account requirements of prevention and environmental risk minimization and the minimizing of negative environmental impact; transparently informs of environmental impact of its products and services;
- emphasizes protection of nature, biodiversity, soil and water resources;
- requires animal welfare and does not tolerate animal cruelty, animal neglect and inhumane treatment of animals in the supply chains;
- uses natural resources responsibly and efficiently; is committed to minimalization of energy, water and raw material consumption; uses eco-friendly technologies in the maximum scope possible; uses renewable and sustainable sources;
- strives to minimize soil, water and air contamination with substances which, in addition to contamination, might contribute to the climate change;
- supports responsible and sustainable sourcing;
- adopts measures to minimize waste production and waste handling and disposal in compliance with valid statutory regulations and in an eco-friendly manner;
- is committed to the continual improvement of environmental performance.

i) Compliance with all Business-Related Statutory Regulations

Observance of valid and effective statutory regulations is one of the key principles of Wotan Forest, a.s. The Company does not tolerate any unlawful conduct. The Company acts in compliance with the statutory regulations valid and effective in the country of its registered



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office and in all countries of its operation. The Company observes valid and effective EU regulations and international agreements. The Company undertakes to supply safe products only to the market.

j) Transparency in Business Relationships

The Company employees shall always negotiate with business partners respectfully and professionally. They take their business decisions based on objective criteria only as is customary in the industry. The Company prohibits taking business decisions solely based on the employee's personal interest. The Company:

- negotiates fairly with its business partners, does not favour them dishonestly and does not disadvantage them in any manner; does not engage in any discrimination in their mutual relationships;
- duly observes its liabilities to its business partners, state and other public institutions; always acts legally and honestly in the business relations;
- respects rules and regulations for subsidies, public tenders and other orders for governmental and public institutions; does not influence representatives of such institutions to gain unfair advantage in any manner;
- avoids any activity and/or situation which might result in conflict of interest of the employees or other representatives of the business partner and our interest; the employee shall notify us of any conflict of interest which might affect our mutual business relations;
- adopts measures of anti-money laundering and countering the financing of terrorism and observes statutory regulations in force for these issues;
- observes valid and effective regulations and rules and performs inspections concerning international trade, import and export of goods, software and technology including international sanctions.

k) Anti-Bribery and Anti-Corruption

The Company has zero tolerance to any forms of corruption and bribery, fraud, extortion and any other fraudulent conduct; the Company introduces systems and procedures fighting such conduct.



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The Company does not, directly or indirectly (using third parties), offer, give, request or accept bribes and/or gifts, invitations, treats and giveaways which might be understood as a bribe or a special favour.

l) Compliance with Competition Rules

Observance of valid and effective statutory regulations is both the mandatory obligation and a key element of our corporate culture. The Company acts in compliance with valid and effective competition laws and prohibits any activities distorting competition, namely, anti-competitive agreements, abuse of market dominance etc.

m) Protection of Confidential Information, Intellectual Property and Personal Data

The Company has introduced procedures and systems for protection of confidential information, personal data and intellectual property and does not tolerate their violence. The Company namely:

- protects trade secrets and confidential information the Company learns or obtains during a mutual business relationship;
- respects and protects intellectual and industrial property rights of Wotan Forest, a.s. companies and third parties, as well;
- protects its assets against theft, damage and/or abuse during its activities;
- observes valid and effective statutory regulations of personal data protection and any other privacy regulations;
- if the Company designs, develops and uses artificial intelligence to perform business activities, the Company respects the principles of data protection, personal data protection, ensuring safety, lawfulness, transparency, integrity and confidentiality and ensures that development and use of AI applications is in compliance with valid statutory regulations and that the systems are reliable with these applications remaining under human control completely.

n) Observance of Economic and Trade Sanctions, Embargos Imposed by the EU and/or by the International Community



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The Company prohibits, directly and indirectly, to sell, give and provide in any other manner goods and services to any country, any entity and/or any person in breach of any current economic and/or trade sanctions of the European Union or the international community.

o) Financial Responsibility

All Company business processes are performed transparently, duly recorded in the Company bookkeeping to give true and fair picture of the business processes and operations.

The Company prohibits any falsification or distortion of accounting records or business processes and operations.

The Company has introduced internal control system to detect inaccuracies due to an error or a fraud.

The Company duly publishes its Financial Statements.

p) Zero Tolerance to Tax Evasion or Facilitation of Tax Evasion

The Company prohibits any and all procedures, conduct and/or activities which would result in tax evasion.

q) Cooperation with Local Communities

The Company objective is to be a good neighbour and as such, the Company behaves responsibly to its customers and communities and regions in which the Company operates:

- monitors impact of its activities and takes into account opinions and interests of the community reasonably and as much as possible;
- tries to avoid negative impact of its activities and mitigate or remedy such impact preventing its recurrence in the future;
- respects rights of vulnerable population groups, local communities and indigenous people in the locations where these groups have been affected by the Company business;
- ensures that the Company products and manufacturing processes comply with legislative and regulatory requirements for quality, safety and health safety; implements applicable quality and control management systems and introduces any necessary corrective and preventive actions in this area;

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- provides complete, precise and clear information together with its products and services concerning their content, composition, health safety, safe use, maintenance, storage and waste management in a suitable scope;
 - in connection with the sale of products and/or provision of services, the Company uses fair and responsible business, marketing and advertising practice and procedures and rejects any deceit, misleading, fraudulent, unfair and/or dishonest procedures towards consumers and end users;
 - immediately reports quality and safety issues of its products and services to the competent authorities and affected business partners and introduces any necessary corrective and preventive actions.

r) Implementation of Complaints Procedures

The Company has established procedures for addressing complaints of employees and third parties within the whistleblower protection based on the statutory regulations of the Czech Republic and as a part of the Concern Compliance Policy.

On 02/02/2026



For Wotan Forest, a.s.
Martin Mašek, Chairman of the Board of Directors
Ing. Milan Maxa, Vice-Chairman of the Board of Directors