WOTAN FOREST

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

CODE OF CONDUCT for Wotan Forest, a.s. Business Partners

1. INTRODUCTORY PROVISIONS

1.1. We, in Wotan Forest, a.s., are fully aware of our social responsibility. We observe high standards of ethical behaviour and sustainable business as set out in Wotan Forest, a.s. Policy.

1.2. We consider responsible selection of business partners to be a part of the responsible approach. For the purposes hereof, the business partner shall mean any natural person or legal entity having entered into a contract with Wotan Forest, a.s. (e.g., suppliers and service providers, intermediaries, agents, sales representatives, advisors, customers, hereinafter only the "Business Partners"). In order to specify the minimum standards of business etiquette we expect from our Business Partners, we issue the following Code of Conduct for Wotan Forest, a.s. Business Partners (hereinafter only the "Code of Conduct for Business Partners").

1.3. We expect our Business Partners to familiarize themselves with the rules contained herein and to observe them.

1.4. Should any of the provisions specified in the Code of Conduct for Business Partners be in discrepancy with contractual terms between the Business Partner and Wotan Forest, a.s., the contractual terms shall prevail.

2. BASIC OBLIGATIONS

2.1. Observance of All Statutory Regulations, Conduct in Compliance with the Statutory Regulations

Observance of valid and effective statutory regulations is one of the key principles of Wotan Forest, a.s. We do not tolerate any unlawful conduct. We request due performance and conduct in compliance with valid and effective statutory regulations from our Business Partners, as well. We expect our Business Partners to act in compliance with the statutory regulations valid and effective in the country of their registered offices and in all the countries of their operation and to observe valid and effective EU regulations and

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international agreements. The Business Partners undertake to supply safe products only to the market

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

Wotan Forest, a.s. 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.

2.3. Transparency in Business Relations

Our Business Partners shall always act respectfully and professionally. They take their business decisions based on objective criteria only as is customary in the industry. Wotan Forest, a.s. expects them to:

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

2.4. Anti-Bribery and Anti-Corruption

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The Business Partners have zero tolerance to any forms of corruption and bribery, fraud, extortion and any other fraudulent conduct and introduce systems and procedures fighting such conduct

The Business Partners do 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

2.5. Zero Tolerance to Tax Evasion or Facilitation of Tax Evasion

We prohibit any and all procedures, conduct and/or activities which would result in tax evasion and we expect such a commitment from our Business Partners, as well.

2.6. Compliance with Competition Rules

Observance of valid and effective statutory regulations is both the mandatory obligation and a key element of Wotan Forest, a.s. corporate culture. We request from our Business Partners to act in compliance with valid and effective competition laws and we prohibit any activities distorting competition, namely, anti-competitive agreements, abuse of market dominance etc.

2.7. Protection of Confidential Information, Intellectual Property and Personal Data

Wotan Forest, a.s. has introduced procedures and systems for protection of confidential information, personal data and intellectual property and does not tolerate their violence. The Company expects their Business Partners to:

- protect trade secrets and confidential information they learn or obtain during a mutual business relationship;
- respect and protect intellectual and industrial property rights of Wotan Forest, a.s. companies and third parties, as well;
- protect assets of Wotan Forest, a.s. companies against theft, damage and/or abuse during its activities;
- observe valid and effective statutory regulations of personal data protection and any other privacy regulations;
- if they design, develop and use artificial intelligence to perform business activities with Wotan Forest, a.s., they respect the principles of data protection, personal data protection, ensuring safety, lawfulness, transparency, integrity and confidentiality and ensure that development and use of AI applications is in compliance with valid statutory

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regulations and that the systems are reliable with these applications remaining under human control completely.

2.8. Financial Responsibility

All Wotan Forest, a.s. business processes are performed transparently, duly recorded in the Company bookkeeping to give true and fair picture of the business processes and operations. Wotan Forest, a.s. expects its Business Partners to:

- perform all business processes transparently, duly record them in their bookkeeping to give true and fair picture of the business process and operations performed by the Business Partner;
- not to perform any falsification or distortion of accounting records or business processes and operations;
- have internal control system introduced to detect inaccuracies due to an error or a fraud;
- if they have such an obligation, they duly publish their Financial Statements.

2.9. Respect for Human Rights and Business Ethics

Respect for human rights, ethical conduct and sustainable business are essential for us. We expect our Business Partners to:

- respect human rights and observe business principles stipulated in the international and European tools and treaties in the area of sustainability and human rights, namely, International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, ILO Declaration on Fundamental Principles and Rights at Work and ILO fundamental conventions;
- apply internal principles and procedures to prevent human rights violations; should such violation occur, adopt prompt and effective remedy measures and preventive actions for the future.

2.10. Prohibition of the Employment of Children and Prohibition of Child Labour

The Business Partners do not allow any form of use of child labour, neither direct nor indirect (through sub-suppliers), and reject it. The Business Partners undertake that all employees shall reach the minimum age to be employed in the places of their operation.

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2.11. Prohibition of Forced or Compulsory Labour

The Business Partners do not tolerate forced labour which 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 Business Partners respect that that the right of each man is not to be forced to work and require its business partners to respect this principle, as well.

2.12. Prohibition of Any Form of Physical Punishment, Assault, Threat of Violence or Any Other Form of Harassment or Abuse

The Business Partners prohibit and do not tolerate physical assaults or punishment, threat of violence, sexual and any other harassment, threats, verbal assaults and/or other forms of intimidation or inappropriate behaviour creating hostile work environment.

The Business Partners respect human dignity, privacy and personal rights of every individual.

We expect our Business Partners to ensure observance of human rights of employees and other persons in the case of intervention of private or public security forces (to prevent unlawful physical or psychological violence).

2.13. Prohibition of All Forms of Discrimination

The Business Partners create equal opportunities for all their employees, do not engage in and do 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, martial status, gender identity, political opinions and convictions and/or religious belief and prohibit 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 Business Partners respect differences and diversity of individuals and have the same approach to core employees and the temporarily seconded employees including agency workers

2.14. Respect for the Right of Employees to Freedom of Association and Collective Bargaining

The Business Partners recognize that the employees have the right to freedom of expression, freedom of association, freedom to establish a trade union without fear of repression,

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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

2.15. Ensuring Safe and Healthy Working Conditions and Compliance with the OHS Regulations Including Fire Safety

The Business Partners provide safe work environment and working conditions of their 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, provide respective protective personal equipment, trainings, improve working conditions and adopt further measures to monitor and reduce risks in the area of safety and protection of health at work.

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

2.16. Compliance with All Employment- and Remuneration-Related Legal Regulations

The Business Partners observe their employment-related obligations and do not accept illegal work.

The Business Partners observe valid and effective statutory regulations governing the minimum wage, pay 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 their 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.

2.17. Compliance with Environmental Regulations and Environmental Protection

Wotan Forest, a.s. values the environment and strives to observe the principles of eco-friendly behaviour and as such, expects from its Business Partners to:

- observe valid and effective statutory regulations and international agreements related to the environmental protection and environmental accident prevention;
- possess and maintain in force any and all necessary official permits, licences and registrations in this area and observe conditions and requirements specified therein;

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- monitor environmental risks related to their products and services and their impact; in their internal regulations and procedures, take into account requirements of prevention and environmental risk minimization and the minimizing of negative environmental impact; transparently inform of environmental impact of their products and services;
- emphasize protection of nature, biodiversity, soil and water resources;
- require animal welfare and do not tolerate animal cruelty, animal neglect and inhumane treatment of animals in their establishments and supply chains;
- use natural resources responsibly and efficiently; be committed to minimalization of energy, water and raw material consumption; use eco-friendly technologies in the maximum scope possible; use renewable and sustainable sources;
- strive to minimize soil, water and air contamination with substances which, in addition to contamination, might contribute to the climate change;
- support responsible and sustainable sourcing;
- adopt measures to minimize waste production and waste handling and disposal in compliance with valid statutory regulations and in an eco-friendly manner;
- be committed to the continual improvement of environmental performance.

2.18. Cooperation with Local Communities

The objective of Wotan Forest, a.s. is to be a good neighbour and as such, we expect our Business Partners to behave responsibly to their customers and communities and regions in which they operate:

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

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- provide complete, precise and clear information together with the products and services sold by them 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, they use fair and responsible business, marketing and advertising practice and procedures and reject any deceit, misleading, fraudulent, unfair and/or dishonest procedures towards consumers and end users;
- immediately report quality and safety issues of their products and services to the competent authorities and affected business partners and introduce any necessary corrective and preventive actions.

3. IMPLEMENTATION OF COMPLAINTS PROCEDURES

Wotan Forest, a.s. 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 and expects its Business Partners to have established procedures for addressing complaints of employees and third parties, as well.

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