LAT Nitrogen Austria GmbH
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LAT Nitrogen Anti-Slavery statement 2025

LAT Nitrogen has a zero-tolerance approach to modern slavery and is committed to acting ethically, transparently and with integrity in all its business dealings. LAT Nitrogen works continuously to prevent any cases of slavery and human trafficking within LAT Nitrogen or in any of LAT Nitrogen's supply chains as required under the UK Modern Slavery Act 2015 and equivalent legislation in other countries.

LAT Nitrogen encourages all its employees and business partners to take the necessary steps to prevent, detect and report any suspected or actual cases of modern slavery.

About LAT Nitrogen

LAT Nitrogen is a leading European supplier of nitrogen-based products in the fertilizer and industrial chemical market. The company was created through the acquisition of Borealis Fertilizer, Technical Nitrogen and Melamine business by Agrofert in 2023.

LAT Nitrogen employs nearly 2,000 employees across Europe and has production facilities located in Austria and France. The company has an extensive warehouse and commercial network in Western, Central and Eastern Europe.

Policies and Controls

The LAT Nitrogen's Ethics Policy sets out guiding principles and establishes that all our employees, customers, suppliers, service providers, agents and other business partners are expected to comply with all applicable local and international laws and regulations, including the UK Modern Slavery Act 2015.

Our Ethics Policy can be found at the following link on our Compliance & Ethics website Compliance & Ethics.

LAT Nitrogen is committed to doing business only with suppliers whose business practices are consistent with our values and the LAT Nitrogen Ethics Policy. All LAT Nitrogen's suppliers must be made aware of the LAT Nitrogen's Ethics Policy, including that LAT Nitrogen will not accept any form of exploitation or modern slavery in our business or any part of our supply chain. Our standard procurement contract templates include clauses obliging the suppliers to conduct the business with LAT Nitrogen in accordance with the LAT Nitrogen Ethics Policy and requiring the suppliers to

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represent and warrant

- to comply with international human rights standards and to have a zero-tolerance approach for any form of modern slavery like forced labor, child labor, or any other human rights violations.

- not to tolerate any form of discrimination, harassment, and retaliation.

In addition, the suppliers must agree to make their best reasonable efforts to pass on the foregoing requirements to its sub-suppliers and subcontractors and shall take all reasonable steps to ensure that its suppliers do not engage in any form of modern slavery (including undertaking due diligence in its selection of suppliers and continually monitoring and auditing its suppliers for this purpose).

As part of the talent acquisition process, LAT Nitrogen ensures that:

- it complies with all legal obligations in the recruitment and on-boarding process with a particular focus on an individual's right to work in the relevant country in which they will be employed.
- it conducts an appropriate level of due diligence on the prospective employees before they join the company, including a robust selection process and obtaining employment references.

Moreover, a LAT Nitrogen Corporate Social Responsibility Report has been published on LAT Nitrogen website in which is clearly stated that LAT Nitrogen has a zero-tolerance approach to slavery and is committed to acting ethically, transparently and with integrity in all its business dealings.

Furthermore, LAT Nitrogen received a Ecovadis certification which shows evidence on sustainability activities including the protection of human rights.

Compliance Due Diligence

LAT Nitrogen conducts mandatory risk assessments of all LAT Nitrogen's business partners before engaging them. In high-risk cases, we require additional assurances from business partners that they will comply with the LAT Nitrogen's Ethics Policy, including a zero-tolerance approach to modern slavery. In addition, for such high-risk cases, we ask our business partners to complete our LAT Nitrogen Business Partner Questionnaire in detail, and, if necessary, to submit supporting documents as evidence

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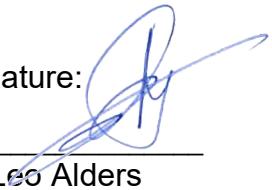
for the business partner's compliance and to have the questionnaire signed by their management. Besides other compliance topics this questionnaire also includes questions regarding modern slavery and human rights.

All LAT Nitrogen's suppliers and all other business partners should also apply the business practices consistent with the LAT Nitrogen Ethics Policy to the subcontractors and suppliers, with whom they work in providing goods and services to LAT Nitrogen. All suppliers and other business partners who fail to comply with the principles and values set out in the LAT Nitrogen Ethics Policy are expected to take corrective actions or face the prospect of not being considered by LAT Nitrogen for future business.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all relevant LAT Nitrogen employees will be required to complete a mandatory online ethics and compliance training on an annual basis. In addition, LAT Nitrogen's Compliance and Ethics team will provide the ethics and compliance trainings to our employees and business partners as required.

Signature:



Leo Alders
CEO