



CODE OF CONDUCT

Foreword

The AGROLAB GROUP attaches great importance to the integrity of its companies, directors, officers and employees. All of them are responsible for complying with legal regulations and official requirements in the countries and jurisdictions in which the AGROLAB GROUP operates, as well as for knowing and complying with the rules of conduct in this Code of Business Conduct and other Group guidelines.

Violations of the law, this Code of Business Conduct or other Group guidelines can lead to disciplinary measures, including dismissal.

The managing directors of the companies are responsible for ensuring that their principles and business methods are always in line with this Code of Conduct. The guidelines of this Code of Conduct apply across companies and countries within the AGROLAB GROUP. If a local law contradicts a principle of this Code of Conduct, the local law shall apply. If a local custom or business practice contradicts a principle of this Code of Conduct, the Code of Conduct applies. The Code of Conduct must always be followed, unless it violates applicable law.

The AGROLAB GROUP distributes this Code of Business Conduct to all employees throughout Europe as a guide to properly understand and deal with the ethical and legal challenges that may arise in the course of business. Directors, officers and other employees and representatives of the Group must be familiar with its



contents. Compliance with the Code of Conduct is primarily the responsibility of each employee. Each director, officer and employee of the company has a personal responsibility to know and understand this Code of Business Conduct and other Group policies relevant to his or her position. The AGROLAB GROUP seeks to foster an environment in which issues and concerns about integrity can be raised and discussed with supervisors or others without fear of retaliation or disciplinary action. It is the responsibility of managers to ensure that there are no breaches of this Code of Business Conduct that could have been prevented by appropriate supervision.

Our values

- Customer satisfaction is our top priority
- Suppliers are our partners
- Our employees work together as a Europe-wide team
- No employee, customer, supplier or fellow human being is discriminated against in any way.
- Integrity is never questioned
- Continuous improvement is our aspiration
- Innovations shape our future
- Safety and environmental sustainability are our primary responsibility

Commitment

Our commitment to delivering on-time and reliable results to our customers is unique.

Quality orientation

We are proud of the high level of professionalism of our analytics - and we want to keep getting better.

Cost awareness

We are modest and keep a watchful eye on costs. This also makes us the European price-performance market leader.

Fairness

We treat customers as equals and value fair, honest and open dealings with one another.

General rule

The AGROLAB GROUP is active throughout Europe in markets where laws, local customs and social conditions differ from those of its own country. It is the Group's policy to comply with the national and local laws of the countries and communities in which the AGROLAB GROUP operates.

The AGROLAB GROUP respects the fundamental rights of people throughout Europe and offers fair working conditions that meet all legal requirements. We reject any form of forced or child labor as well as the obstruction of lawful representation of employees' interests. We maintain a liberal, open relationship with each other. The AGROLAB GROUP firmly believes that environmental and climate protection is the responsibility of every individual and every organization. The Group takes this responsibility to protect the environment seriously and pursues sustainable goals by:

- complies with all applicable environmental regulations and laws at local, national and international level
- uses resources and energy efficiently and not wastefully



- minimizes waste or transfers it to a recycling process
- stores and uses chemicals responsibly and safely
- takes measures to reduce greenhouse gas emissions,
- has suitable environmental management systems or integrated sustainability guidelines,

in order to actively contribute to the preservation of intact ecosystems and ensure the protection of its employees, business partners, suppliers and the public.

Our customer relationships

- Our customer relationships are crucial for the AGROLAB GROUP.
- In line with the needs of our customers, the AGROLAB GROUP is committed to integrity and compliance with all necessary laws in its business relationships. The development and marketing of services follows internal guidelines and complies with external regulations, statutory standards and all applicable contractual obligations.
- We want to offer services that meet or exceed our customers' expectations in terms of quality, reliability and on-time delivery.
- The companies of the AGROLAB GROUP sell their services exclusively on the basis of their proven quality, integrity, reliability and punctuality.
- The AGROLAB GROUP expressly prohibits any kind of bribe or kickback, whether direct or indirect, to representatives of governments, trade unions, customers or suppliers with the aim of concluding a purchase contract, obtaining any other economic benefit or being favored by an act of government. Furthermore, the Group expressly prohibits any employee from accepting such payments.
- Reasonable entertainment of business partners, gifts of small value to customers and generally accepted promotional activities are not considered bribes or kickbacks as long as they are consistent with normal business practice, do not violate applicable law and would not embarrass the Group or the individual if disclosed.

Our relationships with competitors

- The AGROLAB GROUP is committed to free but fair competition as an elementary component of the market economy, as this promotes efficiency, economic development and innovation.
- The companies of the AGROLAB GROUP strictly ensure that all applicable antitrust and competition laws are complied with in all countries in which they operate.

Our supplier relationships

- The suppliers of AGROLAB GROUP are our partners. The high standard of the materials, goods and services provided by our suppliers is directly responsible for the quality, reliability and intrinsic value as well as the punctual provision of our services to our customers and thus for the satisfaction of our customers.
- We strive for long-term supplier relationships. We award contracts to our suppliers based on their ability to recognize our needs and commitments, their reputation for service, integrity and compliance, and their high standards for quality, delivery reliability and pricing.
- We expect our suppliers to meet the same high standards in terms of human rights, environmental protection and business ethics that we set for ourselves. The AGROLAB GROUP has therefore drawn up a Supplier Code of Conduct that summarizes our integrity standards and expectations and forms the basis for cooperation with the AGROLAB GROUP.
- We are not influenced by gifts or other benefits from our existing or potential new suppliers. If an employee of the Group is offered a gift or gratuity in connection with the award of a contract by the AGROLAB GROUP, the Group expects every employee to refuse such gratuities in a friendly but consistent manner.



- AGROLAB GROUP's policy is not to accept gifts, whether direct or indirect, because any gift can be interpreted as an attempt to influence business decisions. This does not apply to gifts of low value, which are only given as a token of professional appreciation and which do not create any obligation to do business.

Our employee relations

- The success of the AGROLAB GROUP is guaranteed by its employees. Our employees, who are committed to the corporate philosophy and our values throughout Europe with their skills and motivation, shape the character of the Group and are therefore essential for corporate management and success.
- The Group **recognizes** the dignity of each individual employee and treats everyone with respect. Remuneration and other benefits are competitive.
- Managers should always treat their employees with courtesy and respect. Employees should also treat their superiors politely and respectfully, but at eye level. Overall, a liberal, humanistic and respectful culture of interaction is expected. Any extremist, misanthropic actions or expressions of opinion, whether political or religious, are not tolerated within the company.
- The AGROLAB GROUP provides a whistleblower system in order to identify and rectify any risks and grievances at an early stage. This procedure is available to all employees and external stakeholders. In order to ensure the effectiveness of the procedure, it follows the principles of independence, secrecy and confidentiality of identity, freedom from instructions and protection against discrimination or punishment on the basis of a complaint.
- The Group supports the personal development of employees through targeted job-related training and seminars. The Group promotes diversity and the exchange of different ideas.
- The AGROLAB GROUP respects the individual skills and achievements of all its employees. The Group aims to offer all employees challenging, meaningful and interesting opportunities for personal and professional development.
- The Group does not tolerate any form of discrimination or harassment, both within the company and in all business relationships. This includes any form of degrading, offensive, humiliating or intimidating behavior directed against an employee on the basis of gender, race, ethnic origin, sexual orientation, physical or mental disability, age, religion or any other legally protected status.
- As representatives of the Group to the outside world, we will all act responsibly, regardless of pressures in the business world, in a way that reflects favorably on us and the Group. We will carry out our tasks in accordance with the principles of our philosophy and our guiding values and in compliance with this Code of Business Conduct and our corporate guidelines.
- The AGROLAB GROUP trusts that the personal interests of its employees do not conflict with the interests of the company. As employees of the Group, we **independently** report any paid secondary employment to the HR department. This also includes independent secondary employment. If a secondary activity conflicts with the interests of the Group, we will terminate it.
- We do not invest or participate directly or indirectly in competitors or important business partners of the Group. This does not apply to the purchase of shares in listed companies from competitors or business partners for private investment purposes without exercising significant influence over them.
- We and our immediate family members will avoid any situation that may create a conflict between personal interests and the interests of the Group. A conflict of interest could arise from the acceptance of gifts, sums of money or other personal benefits offered by companies or persons with whom the Group has a business relationship on the basis of the employee's position.

Other relationships

- We only make donations without expecting anything in return and only award sponsorship money within the framework of the respective legal system. The allocation of donations and sponsorship funds is transparent and comprehensible. In addition, the detailed regulations of the Group guideli-



nes apply.

- We respect the right to informational self-determination of employees and business partners. We collect, process or use personal data only insofar as this is necessary for specified, clear and lawful purposes. We are committed to ensuring an appropriate standard of security for information processing.
- We will treat information and trade secrets of others, including suppliers and former employees, that become available to us with the same care and confidentiality as confidential information and trade secrets of AGROLAB GROUP itself.
- The financial reporting, accounting and other reporting systems will reflect the Group's business transactions and financial situation accurately and in appropriate detail. The generally applicable accounting standards and applicable government regulations are observed.
- The AGROLAB GROUP complies with all required health, safety and environmental regulations in all countries in which we operate. If these prescribed requirements are deemed inadequate, the Group's own standards apply.

Reporting violations

- Employees are encouraged to report any violations of this Code of Conduct to Group Management immediately. Any employee who in good faith reports a possible violation of law or Group policy must not be the target of defamation or slander. Personal confidentiality will be maintained to the maximum extent possible consistent with the law, Group policy and the requirements of an effective investigation.
- Any supervisor who takes action against an employee as a result of such a report of an alleged violation of the law or Group policy will be subject to disciplinary action.

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