

AGROFERT



AGROFERT

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AGROFERT, a.s.  
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149 00 Prague 4  
Czech Republic

Company Registration No.: 26185610

[www.agrofert.cz](http://www.agrofert.cz)

# Foreword





The success and strength of the AGROFERT Group are based on the production vertical ranging from fertilisers, seeds and other agricultural commodities and technology to quality local food, built up over the past three decades. We continued to follow this strategy in 2025, a year that brought a number of challenges posed by persistently high energy and input costs, market fluctuations and geopolitical risks. Even in these turbulent times, we remain confident in our strategy, business model, and long-term values.

The change in AGROFERT's shareholder, which took place at the beginning of 2026, when the founder and sole shareholder of AGROFERT, Mr Andrej Babiš, has contributed shares in the parent company AGROFERT, a.s., into the RSVP TRUST trust fund, a private trust fund, had no impact on the day-to-day running of the group, nor on its employees, customers or business partners.

Over more than three decades in the market, we have not only managed to establish ourselves as one of the leading companies in the sectors in which we have long been active, but also to confirm our role as a global corporation operating in more than 20 countries across Europe and other continents.

We always have in mind the social scope of our business and our responsibility for the places and countries in which we operate. As representatives of traditional industries, we approach business with respect for the environment so that others can come after us to continue our work. We always strive to stay one step ahead, so 2025 was a year marked by our efforts to identify and develop alternative energy sources, invest in modern technologies that ensure the sustainable operation of our facilities, and expand the areas where we practice precision and organic farming.

However, we always assess the economic sustainability and viability of these projects and calls, so that we can remain competitive and continue to do so in the future.



**Ing. Zbyněk Průša**  
Chairman of the Board of Directors

# Our Values

## Sustainability

We approach our business both inspired by the trades passed down from generation to generation and with due respect for nature. Through innovative thinking and a constant search for efficiency, we are creating an organisation that manages resources to enhance the value of our businesses and ensure prosperity for the future. For us, there is only one sustainability – economic, environmental and social. No part of it can be separated or prioritised.

## Responsibility

We are responsible to the people who work for us, to the places and countries where we operate, and to the environment from which we draw our resources. We feel responsible to our shareholders for the assets we manage. As our success grows, so does the standard of living in the regions where we do business. By doing business in traditional sectors, we successfully prevent the depopulation of rural and industrial areas, where we are a smart and stable company guaranteeing stability and a future.

## Fairness

You can rely on our word. We always act ethically, fairly and morally. We abide by the laws and agreements. We advocate an open market environment and transparency. Our communication is based on sound and objective information.

## Environmental protection

It is not only in agriculture and forestry that we are in close contact with nature every day. We are aware of the impact of human activity on our planet and value its resources, which we cannot do without. Our priority is safety and minimising the environmental impact of the industries in which we operate. We have spent resources on this for many years and will continue to do so.

## Tradition

We do business in traditional industries, and we approach them with respect and humility. Thanks to state-of-the-art technology, we can develop these industries and push forward the traditional brands that are part of our history. We consider the ownership of brands with more than a century of history and their further development to be a social commitment.





AGROFERT was established on 25 January 1993 as a company focused on fertiliser trade. At the time of its establishment, the company had 4 employees.

At present, the AGROFERT Group comprises 208 companies controlled and managed, 19 companies co-controlled and 6 companies under significant influence, while 29 companies are excluded from the consolidation.

AGROFERT Group companies are active in the fields of chemicals, agriculture and primary production, food processing, forestry and wood processing, land technology and engineering, logistics and transport and renewable resources. The Group's equity amounts to CZK 109 billion.

AGROFERT Group currently employs more than 28,000 people and is one of the largest Czech private employer. According to the latest published results of the CZECH TOP 100 ranking, AGROFERT is the fourth most important company in the Czech Republic.

AGROFERT is the largest group of companies active in the Czech and Slovak agriculture and food industry, the second largest domestic group of chemicals companies, a major European producer of nitrogen fertilisers and also the third largest domestic exporter.

In terms of investments, AGROFERT is one of the largest investors in the Czech Republic, Slovakia and Germany, and is also a significant investor in Hungary, Austria and France.

The business success of the AGROFERT Group companies is based on long-term, stable relationships with business partners, on the quality work of its employees, on using the skills of experts from individual fields, on the ability to respond flexibly to the changing market environment and on the maximum use of synergy effects across the areas in which the Group operates.

# AGROFERT Globally

## Entities within the Group

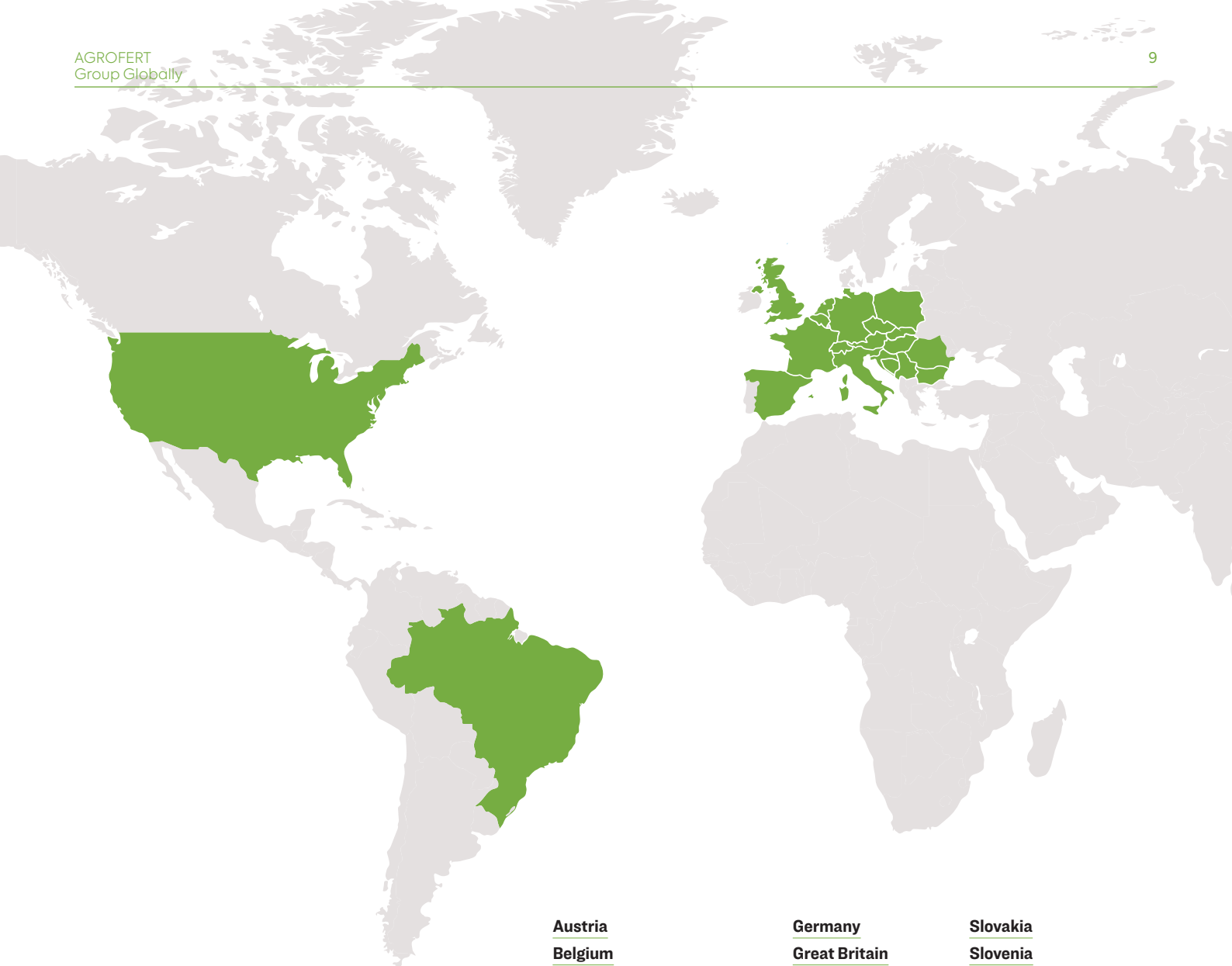
**263**

## Employees

**28,184**

of which

|                                                                                     |               |                 |
|-------------------------------------------------------------------------------------|---------------|-----------------|
|  | <b>17,183</b> | Czech Republic  |
|  | <b>5,065</b>  | Slovakia        |
|  | <b>2,714</b>  | Germany         |
|  | <b>1,403</b>  | Hungary         |
|  | <b>826</b>    | France          |
|  | <b>720</b>    | Austria         |
|  | <b>273</b>    | other countries |



Austria  
Belgium  
Bulgaria  
Bosnia and Herzegovina  
Brazil  
Croatia  
Czech Republic  
France

Germany  
Great Britain  
Hungary  
Italy  
Netherlands  
Poland  
Romania  
Serbia

Slovakia  
Slovenia  
Spain  
Switzerland  
United States of America

# AGROFERT in Numbers

Group's total sales

**212.2** Billion CZK

Group's investments

**12.9** Billion CZK

excl. financial investments

Total personal costs

**29.9** Billion CZK

of which salary costs

**21.4** Billion CZK

of which contributions for employees

**6.2** Billion CZK

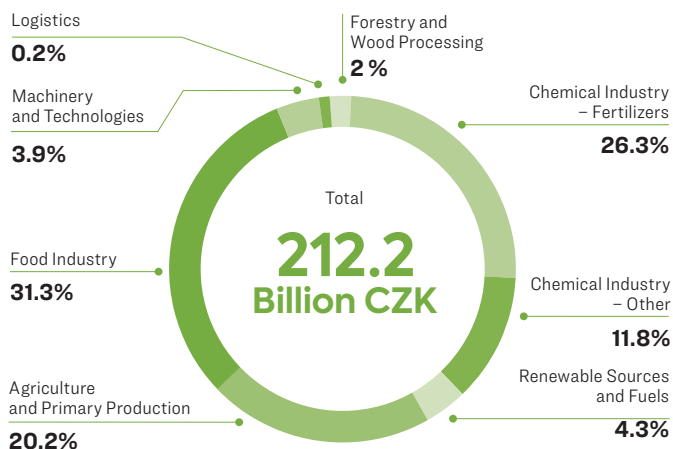
of which other social costs

**1.0** Billion CZK

Revenue from the sale of products,  
services and goods (Billion CZK)



### Share of individual segments in the Group's total sales in 2025



### Group's total sales by individual country in 2025



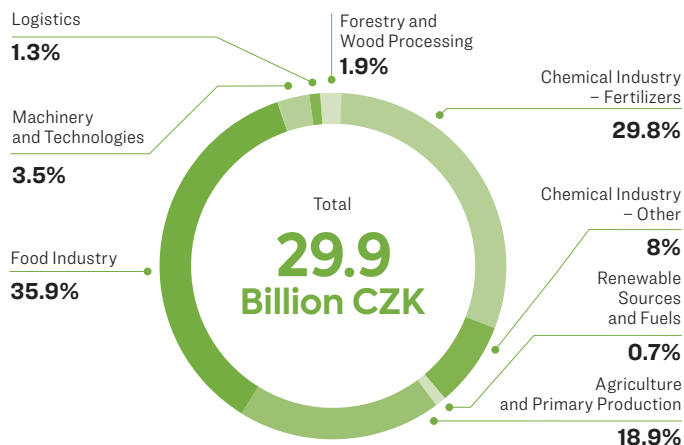
### Total investments 2016-2025

**115.5** Billion CZK

### Corporate income tax and social and health insurance contributions for the 2016-2025 period

**65.9** Billion CZK

### Share of individual segments in the Group's total personnel costs in 2025 (Billion CZK)



# Chemical Industry

Employees

**7,879**

Companies

**56**

Total investments

**5.2** Billion CZK



Share of the fertiliser segment  
in the Group's total turnover  
in 2025

**26.3%**  
**55.7 Billion CZK**

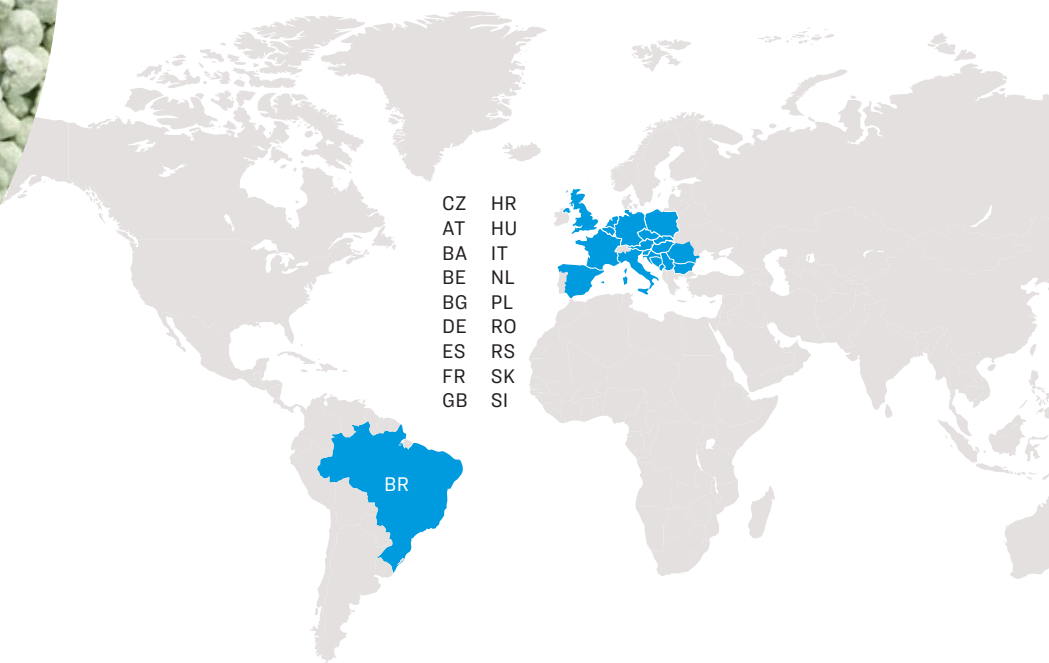
The chemicals industry accounts for more than a third of AGROFERT's sales. Fertiliser production is the largest contributor. AGROFERT is the second largest fertiliser producer in Europe with factories in Germany, Austria, France, Slovakia and the Czech Republic and a wide distribution network.

Share of the special chemicals  
segment in the Group's total  
turnover 2025

**11.8%**  
**25 Billion CZK**

CZ HR  
AT HU  
BA IT  
BE NL  
BG PL  
DE RO  
ES RS  
FR SK  
GB SI

BR



## Fertilisers

Fertilisers have played a key role in AGROFERT from the very beginning. Today, the Group has 9 production plants in 5 countries. Within the European Union, we are the largest producer of mineral nitrogen fertilisers with an extensive warehouse and sales network in Western, Central and Eastern Europe. We place great emphasis on research and development. We promote responsible business practises with an emphasis on ecology and reducing air, soil and water pollution.

Over the last 20 years, much has changed in the field of mineral fertilisers and the range has been significantly enriched; in addition to the introduction of macro and micro nutrients, other substances have appeared in practice that move fertilisers significantly further in terms of their application. Whether they be nitrogen inhibitors, humate or zeolite fertilisers. Plant nutrition is still an essential prerequisite for achieving quantity and quality in production. It is estimated that mineral fertilisers contribute more than half of the world's food production and, given demographic trends, the demand for food will continue to grow.

It is often incorrectly stated that fertilisation contributes to environmental damage. However, if we do not fertilise, the nutrients removed during harvesting will not be returned to the soil. The limited amount of nutrients in the soil also results in reduced plant growth, which contributes to less organic matter production. This further depletes the soil and makes it more prone to erosion, and can lead to it losing its fertility. Soil fertility decline is one of the main negative impacts on the environment. Soil is one of the most difficult resources to renew and, as it also belongs to future

**5.885 Million t**  
Annual fertilizer  
production capacity

generations, it should be adequately protected as an important prerequisite for life on Earth.

The prudent use of modern mineral fertilisers not only allows the necessary nutrients to be added to the soil in the appropriate quantity and ratio, but also contributes to maintaining soil fertility and, while respecting good farming practises, reduces negative impacts on nature and the environment.



| Products                                                                          |
|-----------------------------------------------------------------------------------|
| Fertilizers                                                                       |
| Processing of tar, crude benzen and production of downstream products             |
| Inorganic pigments                                                                |
| Rubber chemicals, production of rubber carbon black                               |
| Qualified chemistry, building plastics, films (PP, PO, PVC, PET), floor coverings |
| Production of AdBlue                                                              |
| Organic and inorganic chemistry                                                   |

| Production capacity                              | kt/year |
|--------------------------------------------------|---------|
| Fertilizers                                      | 5,885   |
| Ammonia                                          | 3,600   |
| Nitric acid                                      | 3,500   |
| AdBlue                                           | 1,500   |
| Melamine                                         | 150     |
| Urea                                             | 1,700   |
| Processing of the assembled tar                  | 450     |
| Processing of assembled benzene                  | 145     |
| Petrochemical fraction processing                | 20      |
| TiO <sub>2</sub>                                 | 62      |
| Processing of tar oils into heavy aromatics      | 36      |
| Naphthalene                                      | 65      |
| Phthalic anhydride                               | 45      |
| Esters                                           | 62      |
| Technical foils + floor coverings                | 23      |
| Chemicals for water treatment and purification   | 120     |
| Manufacture of rubber carbon black (manufacture) | 114     |



CABOT

DEZA

DUSLO  
ENERGY OF YOUR GROWTH

fatra

GreenChem

KEMIFLOC

LAT Nitrogen

LOVOCHEMIE

VUCHT a.s.

skw.  
PIESTERITZ

PRECHEZA

  
 Petrochemia-Blachownia S.A.

## Special chemicals

An equally important segment of AGROFERT's chemical manufacture is the so-called special chemistry. The companies in this group are usually based on more than a century of history of the given chemical plant, its unique know-how and hundreds of exceptional professionals who take pride in their work. Chemistry in the AGROFERT Group doesn't just involve the great names of Czech, Slovak and German chemical history, but also the future. The chemistry segment further includes research and development centres. Our goal is to not only be industry leaders thanks to the latest available technologies, but also to become carbon neutral by 2050.

## Vinyl floor coverings

Fatra is a traditional Czech manufacturer of vinyl flooring – Lino Fatra, vinyl parts, floating vinyl floors, which it offers in wood, stone and carpet patterns. Special types of flooring also meet the requirements for electrostatic charge dissipation. The wide range of vinyl flooring is complemented by welding cords, skirting boards, stair edges and PVC tiling.

## Waterproofing membranes

Fatrafol waterproofing membranes and accessories in the form of complete systems are designed to create coating insulation of all types of flat and pitched roofs, terraces, balconies and lower parts of buildings against the negative effects of water, radon and some chemical substances. They are also used to insulate ponds and water areas. The membranes are primarily made from PVC by rolling or multiple extrusion on modern production lines.

**6 wagons**  
of ilmenite are  
processed daily  
by Precheza in the  
production of titanium  
white

**4 Million m<sup>2</sup>**  
of floor coverings  
produced annually  
by Fatra





## Plastic profiles

Fatra has been manufacturing plastic profiles for more than 70 years. The in-house design and production of tools and the in-house preparation of PVC granulates enable it to flexibly respond to market demand. It operates several dozen extrusion lines, which can produce profiles in a variety of materials. Profiles can be supplied with UV stabilisation or in phthalate-free options. The produced profiles include skirting boards, tennis rails, furniture profiles, sealing profiles, protective corners, handles, container profiles and others.

## Foils

Fatra Tenolan's biaxially oriented polyethylene terephthalate (BO PET) foils are extruded foils used for flexible packaging, electrical insulation and other industrial applications. Fatra Folam multilayer laminated films are primarily designed for the production of flexible packaging. Laminates are suitable for packaging food and technical products. PETAFOL APET sheets are amorphous sheets suitable for packaging, decorative and technical purposes.

## Titanium white

Around 6.2 million tonnes of this essential and widespread inorganic pigment are sold worldwide every year. It has the highest opacity and brightening ability. This versatile white pigment is used in the coatings and plastics industry, paper, leather and rubber industries, enamel, ceramics, food, cosmetics, pharmaceutical, fibre and other industries.

**1 000°C**  
is the temperature in the  
calcination furnace  
during the production  
of titanium white

## Colour pigments

Iron pigments are produced from green rock in red, black, brown, green, yellow and orange. It is a non-toxic, water insoluble pigment in powder and granular form. It is used for pigmentation of paints, sealants, plastics, artificial leather and leatherette, rubber and paper, as well as in the production of ceramic dyes, glass and polishing products. The most widespread application is in the construction industry, in the production of precast concrete, concrete and fired roofing, coloured cements, bricks and tiles.

## Coal tar

Tar is one of the high-volume products that Deza sells worldwide. Tar is shipped to South and North America, Asia and Africa either in tankers or containers depending on the state required by the customer. In Europe you can find our tar in Poland, Slovakia, Austria, Germany, Norway, Italy, Iceland and Montenegro.

## Melamine

Melamine is a global product of AGROFERT. Due to its properties it is widely used in the woodworking, furniture and construction industries on surfaces requiring scratch and high temperature resistance.

# Food Industry

Employees

**10,967**

Companies

**28**

Total investments

**3.5** Billion CZK



The segment's share of the  
Group's total turnover in 2025

**31.3%**  
**66.3 Billion CZK**

The AGROFERT Group is a major player in foodstuffs within Central Europe. It processes meat, milk and cereals. We recognise the importance and value of relationships with our business partners, suppliers and customers. Our aim is to ensure that all our products always meet the highest standards of quality and food safety.



In order to promote the safety of our food, we have introduced various types of controls on our farms right through the slaughtering process, the butchering of the meat, its processing and the final packaging of the products. We also regularly and rigorously check the quality, taste and consistency of our products.

## Cereals

AGROFERT Group operates a total of seven mills. It is always possible to rely on high quality, modern technology and processing that is thoroughly controlled from harvest to the final product. In addition to flour, we also produce, for example, groats and flakes.

If you're looking for fresh, delicious, crunchy bread or pastries, you can choose from a wide range of bakery and dairy products offered by our renowned bakery specialists in many European countries such as Germany, Hungary, the Czech Republic and Slovakia. We produce more than 944,000 tonnes of bakery and mill products annually. We also produce deep-frozen bakery products.

## Dairy

With a history dating back to 1939, the dairy division of the AGROFERT Group comprises two top players on the Czech market. The portfolio of our companies consists of consumer goods under the Olma and Tatra brands including milk, yoghurt, desserts and beverages, as well as commodities such as UHT milk, butter and condensed and powdered milk.

**1 chicken**  
**is processed in 10**  
**minutes on the line**

## Pork and beef

Meat products from AGROFERT Group companies are among the most traditional in Europe and are renowned for their high standards. The very first products were introduced in 1917 under our most famous brand, Kostelecké uzeniny. Our brands are also renowned for producing traditional sausages, hams and salamis that meet the strictest requirements for high quality ingredients, taste and variety.

We operate our own farms and have the largest slaughterhouses with a capacity of over half a million pigs and more than 50,000 cattle. We are also a major trader of live animals, meat and meat products.



Poultry

We produce a wide range of poultry products in the four state-of-the-art processing plants of Vodňanská drůbež and Hyza. The entire range of our portfolio is sourced exclusively from meat from local farms with strict veterinary supervision. We carefully control the hatching and growth

of chickens, their feeding and breeding to the final processing of meat. We process more than 90 million chickens a year. The meat is exported to many countries in Europe. We guarantee the origin, quality and hygienic processing of all our poultry products. Products such as hams and sausages from poultry meat are also produced in our plant. We also produce frozen chicken meals.



| Products                                                   | Slaughter (pcs/year) | CZ      | SK     | HU     | DE      | RO   |
|------------------------------------------------------------|----------------------|---------|--------|--------|---------|------|
| Processing of fresh poultry and red meat and eggs          | Cattle               | 24.5 K  | –      | –      | –       | –    |
|                                                            | Pigs                 | 485.3 K | –      | –      | –       | –    |
|                                                            | Poultry              | 65 M    | 27.7 M | –      | –       | –    |
|                                                            | Production (t/year)  | CZ      | SK     | HU     | DE      | RO   |
| Manufacture of sausages and meat preparations and products | Pork                 | 33.6 K  | –      | –      | –       | –    |
| Buying and selling meat                                    | Beef                 | 6.8 K   | –      | –      | –       | –    |
| Milling production                                         | Poultry              | 78.3 K  | 37.5 K | –      | –       | –    |
| Bakery production – fresh and frozen products              | Meat products        | 73.4 K  | 9 K    | –      | –       | –    |
| Dairy production                                           | Mills                | 193.5 K | 91.5 K | –      | –       | –    |
| Production of edible rapeseed and sunflower oils           | Bakeries             | 161 K   | 34.1 K | 18.7 K | 444.9 K | –    |
|                                                            | Dairy production     | 226.7 K | –      | –      | –       | –    |
|                                                            | Edible oils          | 29.8 K  | –      | 155 K  | –       | 18 K |

Vodňanská  
drůbež



Tatra



ProFrost



KUNŠÁGI  
ÉDEN



HYZA

Animalco



United Bakeries

Lieken  
GmbH



# Agriculture and Primary Production

Employees

**6,630**

Companies

**156**

Total investments

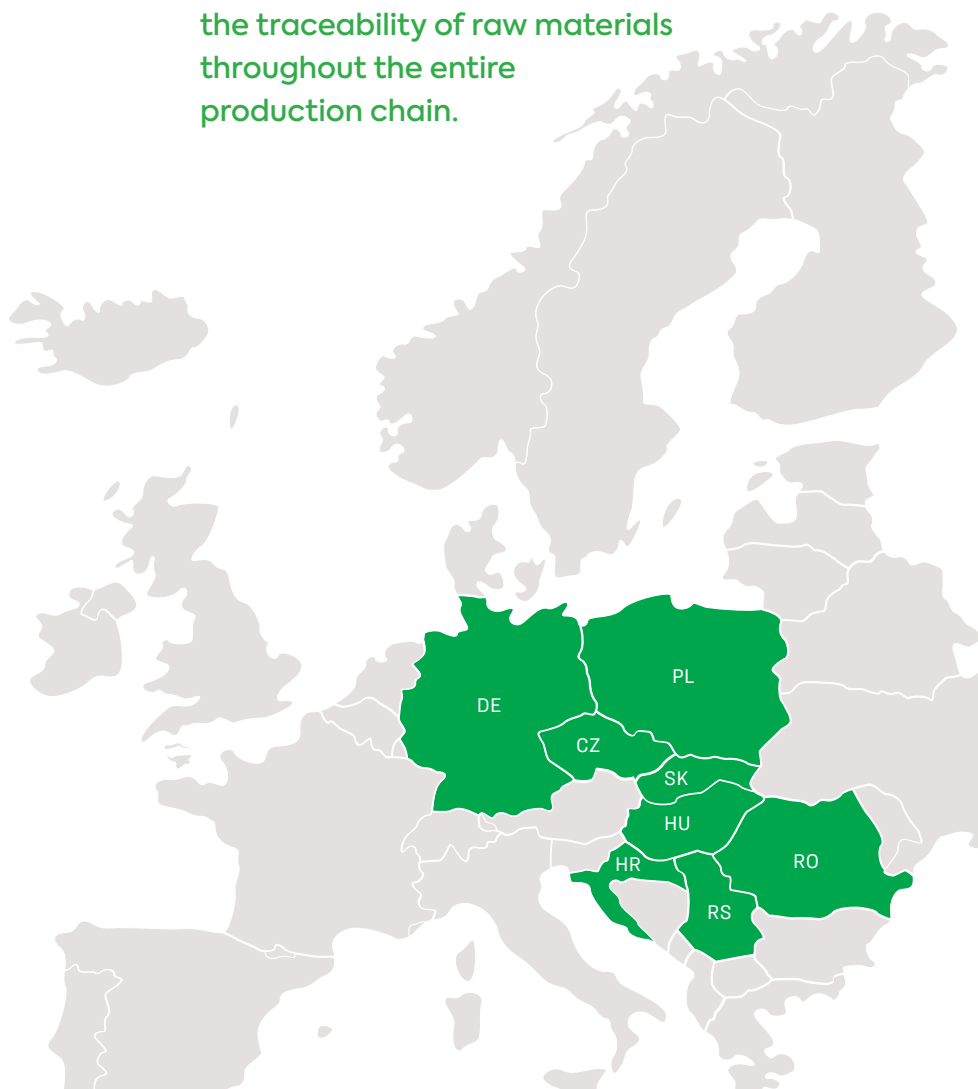
**3.02** Billion CZK



The segment's share of the  
Group's total turnover in 2025

**20.2%**  
**42.9 Billion CZK**

The agricultural part of the AGROFERT Group comprises a network of agricultural supply and purchasing companies, seed and compound feed companies and crop and livestock production companies. AGROFERT's agricultural and primary production sector also has one unique feature, namely the traceability of raw materials throughout the entire production chain.



## Agricultural supply and purchasing

They form an ingenious and sophisticated system that provides farmers with all the services they need. Their main activity is the purchase, post-harvest processing, storage and sale of plant commodities. At the same time they provide all the necessary inputs for agricultural primary production including fertilisers, seeds, feed, plant protection products, fuel, agricultural machinery and service and laboratory analysis.

## Primary production

Parent companies oversee more than 100 primary production subsidiaries farming about 167,000 hectares of land. In addition to the main crops such as grains, maize and rapeseed, hops are grown in some areas, while in others poppy or soya bean are grown. In livestock production, the quality of our primary products is at the top European level, whether it be cattle or pork. We also breed poultry and operate hatcheries. Our companies are committed to protecting the environment, including soil, water resources, air and the surrounding landscape. Digital technology plays an important role in all our efforts.

## Seeds

Oseva Bzenec is a Czech producer and seller of agricultural seeds. For more than 25 years it has been supplying high quality certified seeds to entities in the Czech Republic as well as in 22 other European countries. The excellent quality of our products is ensured by six seed cleaning plants in the Czech Republic and Slovakia. All seeds are bred using traditional methods without the use of GMOs.

## Feed

AFEED is one of the most important producers of compound feed in the Czech Republic. Its main focus is the production and sale of compound feed and premixes for livestock breeding. It specialises in the latest methods in livestock nutrition and technological innovations in production.

## Technologies for livestock production

Farmtec develops technologies for livestock. Continuous modernisation in livestock production has led to significant improvements in animal welfare. This is mainly due to the construction of new modern stables for cattle, pigs, poultry, sheep and goats. Naturally, these feature sophisticated ventilation systems that ensure that the air in the stables or halls is always clean. An indispensable product are vitalimeters – special collars for cows that can be used to monitor movement activity, from which the health status of each animal can be read. One of Farmtec's crowning achievements, however, is the installation of modern round milking parlours, which have undergone considerable modernisation in recent years. Milking today is fully automated and everything is completely programmed – from the milking machine being placed on the animal's teats to automatic final cleaning after each milking. In addition to this, the company is also building biogas plants. These make it possible to generate electricity from livestock residues all year round, regardless of the weather.





| Products and services                                                                                                                                     | Today we farm on about (ha)          | CZ      | SK     | HU     | HR     | RO    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------|--------|--------|--------|-------|
| Fertilizers                                                                                                                                               | Agricultural land                    | 132.7 K | 21.2 K | 5.5 K  | 0.15 K | 7.4 K |
| Agricultural commodities                                                                                                                                  | Of which hop plant                   | 850     | –      | –      | –      | –     |
| Agrochemicals                                                                                                                                             | <b>We breed about (pcs) per year</b> | –       | –      | –      | –      | –     |
| Seeds                                                                                                                                                     | Poultry                              | 33.9 M  | 8.7 M  | –      | –      | –     |
| Feed and feed materials                                                                                                                                   | Pigs                                 | 468.1 K | –      | 15.7 K | 1.4 K  | –     |
| Plant production                                                                                                                                          | Cattle                               | 36.8 K  | 5.7 K  | –      | 0.9 K  | –     |
| Production and processing of hops                                                                                                                         | Of which dairy cows                  | 14 K    | 2.8 K  | –      | –      | –     |
| Fuel incl. B30/B100                                                                                                                                       | <b>Hatching eggs (pcs/year)</b>      | 57 M    | –      | –      | –      | –     |
| Fields                                                                                                                                                    | <b>Milk production (litres/year)</b> | 167.4 M | 28.1 M | –      | –      | –     |
| Cattle breeding stations<br>(meat and milk)                                                                                                               | <b>Hop production (t/year)</b>       | 1,217   | –      | –      | –      | –     |
| Pig breeding stations                                                                                                                                     |                                      |         |        |        |        |       |
| Poultry breeding stations<br>(meat and eggs)                                                                                                              |                                      |         |        |        |        |       |
| Conception and design of technological investments in agriculture, general supplies including financing, installation, operational consulting and service |                                      |         |        |        |        |       |
| Manufacture of technology for poultry, pig and cattle breeding, including milking parlours                                                                |                                      |         |        |        |        |       |

| Storage capacity (t)                      | CZ    | SK     | DE   | HU    | HR    | PL   | RO    | RS   |
|-------------------------------------------|-------|--------|------|-------|-------|------|-------|------|
| Solid fertilizers                         | 325 K | 105 K  | 18 K | 140 K | 20 K  | –    | 2.5 K | –    |
| Liquid fertilizers                        | 115 K | 40 K   | 3 K  | 56 K  | –     | –    | –     | –    |
| Plant commodities                         | 2.9 M | 770 K  | 73 K | 230 K | 151 K | 41 K | 145 K | 20 K |
| <b>Compound feed production (t/year)</b>  | 774 K | 87 K   | –    | 5 K   | 2 K   | –    | 180 K | –    |
| <b>Seed production (t/year)</b>           | 30 K  | 10.5 K | –    | 0.4 K | 4.5 K | –    | –     | –    |
| <b>Hop granules – sales (t/year)</b>      | 1,212 | –      | –    | –     | –     | –    | –     | –    |
| <b>Pesticides – sales (Mil. CZK/year)</b> | 2 K   | 900    | –    | 1.4 K | 900   | –    | 400   | –    |



# Machinery and Technologies

Employees

**1,230**

Companies

**13**

Total investments

**700.9** Million CZK



The segment's share of the  
Group's total turnover in 2025

**3.9%**  
**8.4 Billion CZK**

Agrotec is the largest specialist in ground equipment in the AGROFERT Group. The basis of its activity is the sale and service of cars and trucks as well as agricultural equipment. It offers and services CNH Industrial equipment with the brands New Holland, Case IH, Steyr, Iveco and Case CE. Newly, it brings DR Automobiles cars to the Czech and Slovak market.



The aim is to have a portfolio of services and products structured in such a way that allows the company to serve customers comprehensively, small and large, in the field, on farms, orchards and vineyards, in the transport and company fleet throughout the entire life cycle of the machine.

### Agricultural machinery

The sale of agricultural machinery and related services have been the domain of the AGROTEC Group since the company's founding. We supply the Central European market with prestigious brands of many of the world's leading manufacturers of agricultural machinery and related services. Its portfolio includes tractors, seed drills, sprayers, loaders, mulchers, tillage machines, harvesters and many more.

### Construction and municipal technology

Most recently, AGROTEC Group is also a partner for cities. It advises them on tailor-made municipal and construction technology, thanks to its portfolio of CASE Construction, Avenger, WOLF, Dücker and other machines.

### Passenger cars

The traditional Škoda brand, the dynamic Kia brand and, more recently, the Italian DR Automobiles. But it's not just about selling cars. AGROTEC Group takes care of its customers comprehensively – it offers financing and professional servicing with the latest diagnostic

**45,539**  
number of service  
orders for 2025

**5,713**  
machines sold  
in 2025

technology, car body and paint technology, tyre service, petrol station and car wash also for trucks.

### Trucks and commercial vehicles

Since 1993, Agrotec has also offered a fleet of utility vehicles and trucks – it is the largest Iveco dealer in the Czech Republic and Slovakia, and also offers Fiat Professional utility vehicles. The Group supplies customers with both traditional and special bodies, such as for fire and municipal vehicles. And, of course, a quality service network is available.





## Products and services

### Agricultural machinery

NEW HOLLAND, CASE IH, STEYR, AMAZONE, SKY AGRICULTURE, PICHON, TEHNOS, SIP, MACDON, STRAUTMANN, FLIEGL, LINDSAY, SUMO, DONDI, ZDT, MOLČÍK, FORMAL, Provitis, Vitibot, Raven

### Trucks and passenger cars

IVECO, FIAT PROFESSIONAL, ŠKODA, KIA, DR Automobiles

### Municipal and construction equipment

NEW HOLLAND, CASE CONSTRUCTION, Wolf, Snorkel, Avenger, Ducker

- Shop with new and used technology
- Financial Services – financing, subsidies, insurance
- Technical Services – training, technical consulting
- Service and spare parts – the goal is fast availability of spare parts in service centres
- Smart Solution – products and services for precision agriculture

- Number one in tractor sales in the Czech Republic
- Number two in sales of harvesters in the Czech Republic
- The largest IVECO dealer in the Czech Republic



# Forestry and Wood Processing

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Employees

**755**

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Companies

**2**

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Total investments

**122.5** Million CZK



The segment's share of the  
Group's total turnover in 2025

**2.0%**  
**4.3 Billion CZK**

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The AGROFERT Group not only creates and manages forests, but also manages to harvest, process and transform timber into products. Our forestry and processing activities begin with planting new seedlings and end with the creation of planks, pallets and veneers. Two sister companies are involved: Uniles takes care of the forest and Wotan Forest takes care of wood processing.



AGROFERT conducts its forest business with due care. Our mission is to balance the various functions that the forest has, from landscape, water management, soil protection, climate and recreation to economic ones.

## Seedlings

Our automatic seed coating production line can sow up to 80,000 seeds per day. Just insert the wrapper. The machine automatically loads the substrate, and another machine plants the intended seed. The prepared seed is transported from the line to a seed nursery while being watered. Once the seeds become viable seedlings, they are planted in the forest.

## Pallets

One of the key products of the AGROFERT Group are pallets. Their purpose is broad, from the automotive industry to the toy or pharmaceutical industry to the chemicals industry. The basis of their production is perfect production coordination – the individual components of each pallet must be assembled according to a predetermined procedure, which is also helped by an automatic palletising line.

## Veneers and plywood

Another significant part of the AGROFERT Group's production consists of products for the joinery and construction industry – veneers and plywood. One four-metre cut of a 44 cm diameter log can produce 52 m of veneer with a thickness of 2 mm. The plywood is then made from three to thirteen sheets of veneer stacked in a modern press.



**14.9** Million  
pcs  
of seedlings planted  
per year



| Products and services           |                                        |        |
|---------------------------------|----------------------------------------|--------|
| Harvesting and wood processing  | Timber harvesting (m³/year)            | 892 K  |
| Reforestation                   | Timber cutting (m³/year)               | 258 K  |
| Protection of cultures          | Plywood production (m³/year)           | 34 K   |
| Rearing of forest stands        | Pallet production (pcs/year)           | 2.8 M  |
| Production of planting material | Seedlings (pcs/year)                   | 14.9 M |
| Care of public greenery         | Of which produced seedlings (pcs/year) | 10 M   |
| Timber production               |                                        |        |

**500**  
**pallets/hour**  
is the capacity  
of the new pallet  
production line

**80°C**  
is the temperature  
in the steaming pit  
where the wood is  
plasticised

# Renewable Sources and Fuels

Employees

**207**

Companies

**4**

Total investments

**103.1** Million CZK



The segment's share of the  
Group's total turnover in 2025

**4.3%**  
**9.1 Billion CZK**

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The AGROFERT Group offers a complete portfolio of fully certified sustainable bioliquids as an alternative to fossil motor fuels, reducing their carbon footprint. We produce biofuels in three of our own plants and are the largest producer of biofuels in the Czech Republic. Our products are also successfully exported owing to their premium quality.



The basic raw material is responsibly and sustainably grown rapeseed, which we process at Preol both as raw material for the production of bio-based ingredients and, above all, we produce rapeseed meal as feed and also edible rapeseed oil of the highest quality.

At Primagra we can produce so-called advanced biofuels from waste oils. We supply motor fuels to agriculture and operate our own fuel stations. We are a licensed electricity and natural gas trader and are also a major European player in the AdBlue market.

## Rapeseed

We use 100 percent of the rapeseed produced in AGROFERT. We grow it, we process it as an ingredient in animal feed, we press it into edible oil and we make it into a bio-ingredient for diesel. Our company Preol is the most modern plant in Central and Eastern Europe. 470,000 tonnes of rapeseed are processed here annually.

**470,000**  
tons of rapeseed are  
processed annually  
by Preol

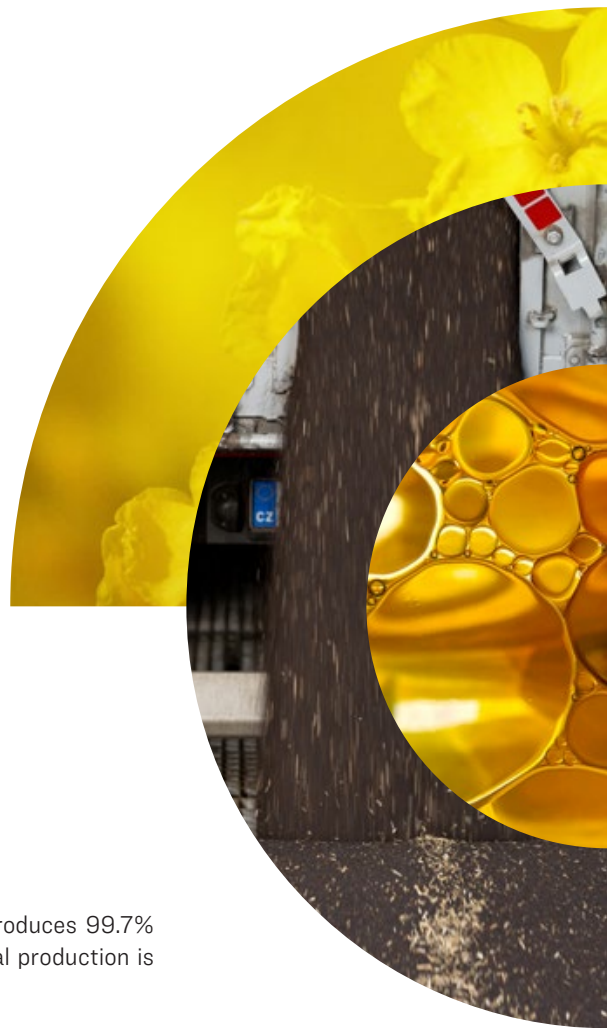
## Bioethanol

In addition to rapeseed, we can also process maize incredibly well. Ethanol Energy, in which we are one of two shareholders, can process maize into low-emission bioethanol, and as a by-product we produce dried bulk corn stover, brewer's spent grain or syrup and maize oil. These are intermediate products that can be used partly for feed with high nutritional value, partly as feedstock for biogas plants and partly as valuable raw material for the production of other biofuels from oils. Ethanol Energy processes 500 tonnes

of raw material per day, which produces 99.7% anhydrous bioethanol. The annual production is 76,000 m<sup>3</sup>.

## Used cooking oil as a valuable raw material

Second-generation biofuels, or advanced biofuels, are produced by our company Primagra. They can produce high-quality biofuel from used cooking oil.





| Products and services                                                             |
|-----------------------------------------------------------------------------------|
| Fuel for the agrarian and non-agrarian sectors                                    |
| Liquid biofuels (FAME, vegetable oils, glycerine, bioethanol, technical alcohols) |
| DDGS                                                                              |
| Energy raw materials                                                              |
| Solid biomass (pellets, granules)                                                 |
| Biogas production and cogeneration of electricity                                 |

| Production capacity | kt/year |
|---------------------|---------|
| FAME                | 189     |
| Canola scraps       | 286     |
| Rapeseed            | 470     |
| Bioethanol          | 76      |
| Pressed oils        | 191     |
| Glycerin            | 15      |
| DDGS                | 49      |

AdBlue

By producing AdBlue, AGROFERT contributes to more than just minimising emissions from internal combustion engines throughout Europe. It is a solution of urea in demineralised water. GreenChem is a major player in the European AdBlue market.

Green energy

The Group operates several of its own biogas plants, which mainly process waste from livestock operations and convert it into valuable energy. As part of the Group's efforts to reduce the carbon footprint of its individual companies, new energy sources are being built to generate electricity from renewable sources, be it photovoltaics or additional biogas plants.

**9.5 billion litres**  
**of AdBlue sold**  
**across the EU**

# Logistics

Employees

**516**

Companies

**4**

Total investments

**229.2** Million CZK



The segment's share of the  
Group's total turnover in 2025

**0.2%**  
**0.52 Billion CZK**

Well-functioning logistics are an important part of the AGROFERT Group. It is procured by two companies – Logistics Solution, an expert mainly in the transport of timber, agricultural commodities and feed mixtures, and AGF Food Logistics, a company that transports and also stores fast-turnover food.



A separate unit is Penam, which mainly specialises in the transport of the baked goods it produces.

### Transport of timber, agricultural commodities and compound feed

Logistics Solution transports millions of tonnes of goods annually in the Czech Republic and in the nearby border region, covering twenty million kilometres. Reliable and on time. They can rely on quality drivers, a modern fleet with all the necessary technologies and a perfectly functioning dispatching system. Special trucks with a hydraulic arm and cleats instead of tarps go into the forest to the removal sites. Each one holds about thirty-five cubic meters of wood. The feed is transported by trucks with residue-free auger and pressurised air discharge systems. For agricultural commodities, wood chips, sawdust and fertilisers, there are tipping or sliding floor trailers.

### Transport of fresh food

In AGROFERT, transport of fresh food, especially meat and milk is taken care of by AGF Food Logistics, which specialises in the transport and distribution of fresh goods in both chilled and frozen mode, and is further certified for the transport of food of animal origin in temperature-controlled mode. A network of depots and dozens of trucks ensure that stores across the country are stocked with fresh goods. These are always loaded into the depot at night to go to the central warehouses of the chains and specific stores during the day.

### Transport of bakery products

Baked goods need to reach the shelves in a super fresh state. This is one of the reasons why the manufacturer of the bakery products, Penam, handles their transport itself. Bakery product logistics is related to both bakeries and mills, and both have their own specificities. Flour is transported in tankers, while box vehicles are suitable for baked goods. These are delivered two to three times a day. Hundreds of vehicles, thousands of shops and millions of fresh baked goods that customers can't imagine a day without.





| Services                                                                                                              |  |
|-----------------------------------------------------------------------------------------------------------------------|--|
| Transport of agricultural commodities and bulk materials, fresh and frozen food, roundwood and wood waste and animals |  |

| Transportation           |               |
|--------------------------|---------------|
| Agricultural commodities | 1.2 M t/year  |
| Wood                     | 1.4 M m³/year |
| Feed mixtures            | 696 K t/year  |
| Food                     | 213 K t/year  |
| Transport by rail        | 17 K t/year   |

**3,410**  
this number of  
liquid tankers was  
transported in 2025

**35 m³**  
of wood is loaded  
by means of  
a hydraulic hand  
to 1 truck in 1/2 hour

# We are responsible

The amount that has been donated  
since the beginning of the AGROFERT  
Foundation

**952.6** Million CZK

Support for volunteer firefighters  
AGROFERT Foundation in 2025

**8.3** Million CZK

Support of social projects and projects  
to help children

**11.7** Million CZK



# We are responsible to the places where we operate



Corporate philanthropy is carried out by AGROFERT companies through the AGROFERT Foundation. The main task of the foundation is to distribute money to the needy. It primarily focuses on support for children, social projects, regions, health and general individual requests. The main purpose of our assistance is to lend a helping hand to people when they are trying to get their lives back on track. For the year 2025, the Foundation distributed CZK 97.9 million in donations.

**97.9 Million  
CZK**  
were distributed  
among the needy  
by AGROFERT  
Foundation in 2025

## Single Parent Support Fund

This fund is a unique project of the AGROFERT Foundation aimed at supporting single parents, i.e., those mums and dads who raise their children all alone. The fund supports single parents living in a household with one or more children, and foster families can also apply. The aim of the fund is to help active mothers and fathers in their efforts to find a way out of their difficult life situation and return the family to 'normal'.

## Fund for General Individual Aid

The AGROFERT Foundation mainly helps those who, despite an obvious handicap (physical, mental or social), battle on and try to lead a full life. Despite this, they find themselves in a situation where they need help. The fund covers contributions for health and educational aids, relief and assistance services, rehabilitation stays and aids or contributions for education of children and people who study / want to study despite their disability.

*The Single Parents in Need Fund is the foundation's flagship project. Single parents received an allowance of **CZK 9,582,467** in 2025.*



## Scholarship fund for university and high school students

The Foundation offers talented and driven students the support they need to achieve their academic dreams. It awards scholarships to young people who want to achieve specific goals in their lives and are looking for an academic experience that will enrich them intellectually and help them to achieve the best academic level possible. It also offers scholarships to current students who want to continue their studies but face financial obstacles during their studies. The Foundation is now expanding its scholarship fund to include special support for students in the training programme in child and adolescent psychiatry.

*The AGROFERT Foundation contributed **CZK 1,000,000** to build a new day care center at the Mikasa Home for people with autism.*



## Firefighters Fund

The AGROFERT Foundation Firefighters Fund is a special programme that focuses on supporting volunteer fire brigades, their members and projects related to fire and accident protection. This Fund provides the financing, equipment and training needed for effective and safe volunteer fire-fighting. The aim is to improve preparedness and responsiveness to local and regional emergencies and to increase public safety.

*The AGROFERT Foundation contributed **CZK 1,500,000** to support the activities of Babybox.*



**195**  
of fire-fighting  
organisations  
supported by the  
Foundation through  
the Fire-fighters' Fund

*The AGROFERT Foundation contributed **CZK 6,000,000** to the implementation of the first stage of the project to build a day care center and expand outpatient services at the Children's Psychiatric Hospital in Opařany.*



## We are a good neighbour

We naturally undertake to support the environment in which we do business. Most of our companies have been associated with the region in which they do business for decades. We are a long-term partner of cultural, sporting and charitable activities.

We support local schools, clubs and traditional events that bring the local community to life. After all, who else but the company that employs tens, hundreds, sometimes even thousands of local residents should know where to lend a helping hand.



AGROFERT Group companies across countries pride themselves on being part of the local community and on valuing the places where they operate. Community support can take many different forms. One example is the Hungarian company IKR Agrár, which once again organised a blood donation event at its headquarters. It wasn't just team spirit that drove Agrofert Hungária's participa-

tion in the SPAR Budapest Marathon, where the company finished the race with seven relay teams. The company's senior managers also gave their participation a charitable dimension by running as part of the support team for the Megyünk Tovább Előre Foundation, thereby helping to improve the quality of life for patients who have recovered.

We support more than sixty sports clubs in the places where we operate; from footballers, hockey players, tennis players and volleyball players to car racers, archers and bodybuilders. Every year, we sponsor dozens of sporting events for amateur athletes, children and the general public. Our sports clubs have produced celebrities who are known to the whole sporting world, but thousands of children and adults alike play sports here just for fun.



# We are responsible to the countries where we operate

We are part of a community of Europe's leading companies. We pride ourselves on fair and ethical business practices that always respect the laws of the country where we do business and the European Union. AGROFERT always fulfils its obligations and commitments. In 2025, we paid a total of CZK 7.5 billion in taxes and levies into the public finances of the countries where we operate.

At home in the Czech Republic, we paid a total of CZK 4.01 billion in taxes and levies.

## We put the money we earn back into the development of our companies

Over the last 10 years, we have invested more than CZK 115 billion in the development of our companies. Last year, we implemented more than 90 large investment projects with a value of more than CZK 25 million. Among the largest projects, it is worth mentioning, for example, the construction of a new bakery line for McDonald's by Qual-

ity Bakers and Lieken in Germany, the next phase of the chicken slaughterhouse construction in Vodňany, the construction of a new heating plant at the German company SKW Piesteritz, and the construction of several new cattle sheds in the Czech Republic and Slovakia.

## Investments in 2025\*



**6.1** Billion CZK



**2.7** Billion CZK



**2.2** Billion CZK



**668** Million CZK



**483** Million CZK



**453** Million CZK



Other countries

**252** Million CZK

\*without financial investments

**403 Million CZK**

**VODŇANSKÁ DRŮBEŽ**

New slaughterhouse,  
Vodňany



**231 Million CZK**

**SKW Piesteritz**

Increase in capacity for CO<sub>2</sub>  
pre-compression and the  
urea pressure pipeline



**3.02 Billion CZK**

**Agriculture  
and Primary Production**

**700.9 Million CZK**

**Machinery and Technology**

**3.5 Billion CZK**

**Food Industry**

**103.1 Million CZK**

**Renewable Sources and Fuels**



**646 Million CZK**

**Quality Bakers, Lieken Brot**

New bakery line for McDonald's

**161 Million CZK**

**PD Krupá**

New stables



**5.2 Billion CZK**

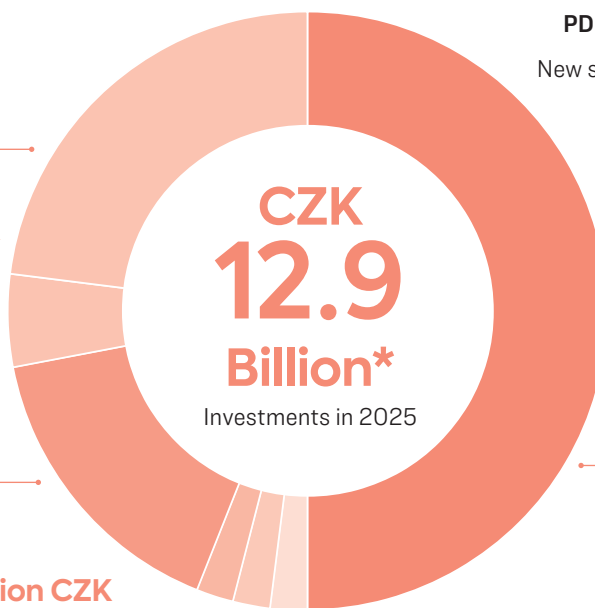
**Chemical Industry**

**122.5 Million CZK**

**Forestry and Wood Processing**

**229.2 Million CZK**

**Logistics**



**CZK  
12.9  
Billion\***

Investments in 2025

\*without financial investments

# Responsibility to the planet

Our business is based on responsible management of natural resources. The history of some of our companies goes back more than a century, and we do business knowing that the generations after us will live and work on this planet.

Without good quality soil, sufficient clean water and a favourable environment, we could not grow crops in the fields, keep animals in stables or produce food. A healthy forest gives us timber for our forestry and timber industry, and we need other raw materials for our chemicals and other industries. We value these natural resources, and our respect for them is part of every decision we make.

## An environmentally responsible approach in line with EU objectives

Environmental responsibility is an integral part of AGROFERT's long-term strategy. The main areas of interest, reflecting the Group's core business activities include air protection, water resource protection and conservation, water management, due care of agricultural land and forest cover as well as continuous improvement of livestock welfare. Business activities of AGROFERT Group include chemical, food, agriculture, forestry and timber

**2.06 Billion CZK**  
we invested in the  
ecology of our  
operations in 2025

**213 Million CZK**

**DUSLO**

Tertiary reduction  
at the KD2 plant



**364 Million CZK**

**SKW Piesteritz**

Industrial power  
source



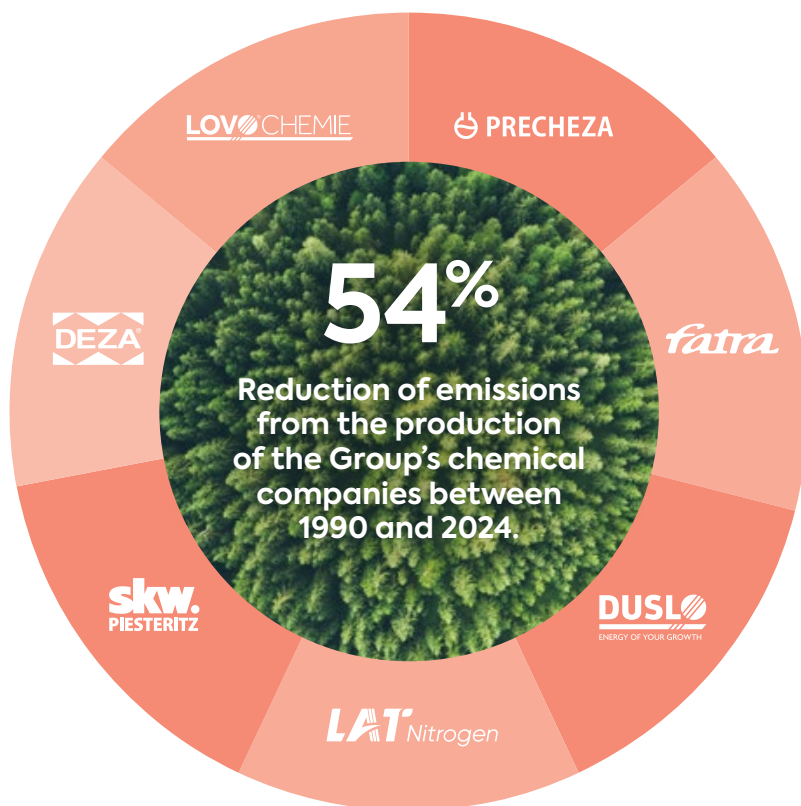
**70 Million CZK**

**DEZA**

Elimination of  
emissions from the  
DOP production  
plant



industries, engineering, technologies and logistics. In all these sectors, the Group companies behave as responsibly towards the environment as possible, while minimising the impact of its activities. However, it is imperative that these sectors have available technologies that will enable the climate friendliness targets to be achieved. At the same time, implementation of these technologies must be financially reasonable.



*The comparison between 1990 and 2024 is influenced by the fact that some of these companies experienced lower-than-normal operating activity in 2024, particularly in view of the adverse developments in the European fertiliser markets.*

*The following companies have been included in this consolidated calculation:*

- SKW Stickstoffwerke Piesteritz GmbH
- Duslo, a.s.
- LAT Nitrogen Linz GmbH
- LAT Nitrogen Ottmarsheim SAS
- LAT Nitrogen France SAS
- Lovochemie, a.s.
- DEZA, a.s.
- Fatra, a.s.
- PRECHEZA a.s.

All of AGROFERT Group's chemical companies have long been actively working to reduce greenhouse gas emissions from their operations. Many of them will have achieved a 55% reduction in total emissions (the EU's target) well before 2030.

## Responsible use of resources

We value our planet, and when dealing with each input we evaluate whether it is really necessary. Thanks to innovation, we reduce the energy and raw material intensity of our production. The food companies within the AGROFERT Group have long been systematically focusing on reducing energy consumption and on food packaging materials, with an emphasis on minimising their environmental impact. They fulfil the general trend of reducing plastic consumption. This primary concerns reducing the weight of plastic packaging for both meat and dairy products. One example is the OLMA, a.s. dairy, which in 2025 reduced its steam consumption by 3% compared with 2024, primarily through the recovery of waste heat from condensate in yoghurt production. As part of our efforts to reduce plastic consumption, we are continuing to reduce the weight of primary packaging, particularly pots, across several product ranges. Mlékárna Hlinsko, a.s., continues to prepare and gradually implement projects aimed at reducing energy costs. In 2025, the project for a new sugar processing system was finalised, with implementation scheduled for 2026; this will involve the further utilisation of waste heat for process heating – specifically, the dissolution and pasteurisation of sugar syrup (for the production of sweetened condensed milk). Other significant projects include the installation of air receivers, which will enable a gradual reduction in pipe pressure, thereby reducing the central compressor's



*Practical experience, modern technology and direct contact with operations. This is precisely what the PigCamp project is all about – a programme aimed at training a new generation of qualified pig farmers. Its aim is to strengthen cooperation with students and lecturers at agricultural universities and to give them an insight into the current reality of modern farms.*

**8,000 ha**  
farms managed  
in organic agriculture  
in 2025



energy consumption. In 2025, Kostelecké uzeniny a.s. increased sales of products with less plastic packaging.

The Group's plans for the coming years include a further reduction of the environmental footprint in line with AGROFERT's strategic plans and EU commitments, increasing energy savings and, last but not least, reducing the amount of waste produced, including its subsequent recycling. The Group's companies across segments are investing in renewable energy sources, particularly PV. They are also looking for strategic partnerships across their production chains.

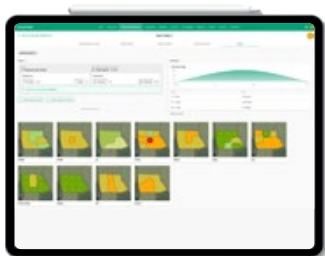
## Responsible agriculture

We regularly rotate a wide range of crops in the fields. In addition to purely cash and fodder crops, we also grow a number of improvement crops for our needs, for example, in the form of intercrops or biogas crops. Digital technology is an invaluable

tool for us. A range of software tools in conjunction with GPS navigation, satellite imagery, soil analysis and other data inputs can effectively design the dosage and precise application of fertilisers and crop protection products. In this way, we are gradually reducing the amount of agrochemicals we use and thus the environmental impact of agricultural production. Elements of precision farming are common practice for us. We have also started the implementation of a central software solution from CleverFarm for all our operations. The comprehensiveness of the system allows us to monitor various parameters from tractor driving on specific plots to entering agro registration records for the needs of the agronomist and legislation to tracing the validity of the lease agreement.

Within the framework of efficient energy management, AGROFERT Group companies use their facilities also to produce electricity from renewable sources. The total installed capacity of the photovoltaic power plants reached 14,500 kWp in 2025.

*In our food production, we adhere to the principles of the circular economy and strive for the most efficient processing of raw materials and their responsible management. We process the grain in such a comprehensive manner that every part of it is put to good use. Whilst we transform the kernel of the grain into top-quality flour for our bakeries, the natural by-product of milling – bran – is put to further good use. Bran is exceptionally rich in fibre, minerals and protein, which is why we primarily supply it for use as animal feed. In addition, it is used to produce pellets, which are used as an environmentally friendly fuel derived from renewable sources.*



*The “Clever” software tool is already in full use in the majority of AGROFERT agricultural primary production establishments. The initial module for the registration of charter contracts was completed with a module for collecting telematics data, used as a basis for wages, Agrovidence handles legislation. Precision agriculture has also shifted significantly and experiences rapid development.*

Another 3,400 kWp is to be launched during 2026. For the following period, the Group companies have prepared additional renewable solar energy projects with a capacity of more than 29,000 kWp. The installed capacity of the biogas plants operated by the AGROFERT Group’s agricultural enterprises currently exceeds 8,202 kW.

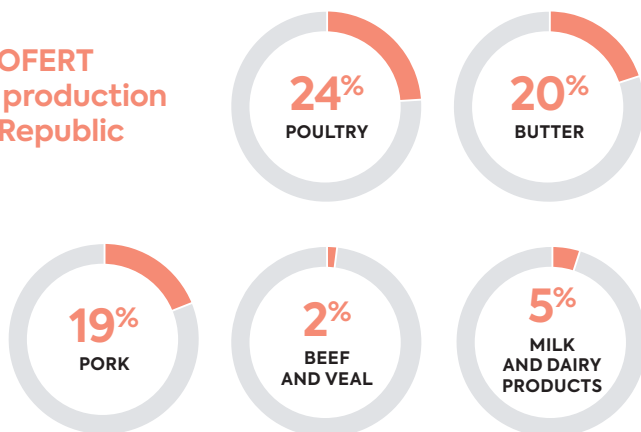
We have invested more than CZK 100 million over 10 years in precision farming that, for example, allows us to use less fertiliser in a better targeted way. At the same time we are expanding the number of hectares we farm under the environmentally sustainable farming scheme each year. By the end of 2025, it was already 8,000 hectares. We are planning a further increase in 2026. We had our first eco-scheme farm already in 2011. We apply a responsible approach to soil and the landscape, as well as sustainable farming practices, using modern technology even on our farms that are not certified as organic.

## We contribute to food security

As one of the largest agricultural and food groups in Central Europe, we consider it part of our social responsibility to contribute to ensuring the highest possible food self-sufficiency in the countries where we produce food. We are proud of the fact that, for example, we cover approximately a quarter of poultry meat production in the Czech Republic. Thanks to the vertical integration of our production, not only in the poultry meat sector, we are able to guarantee the quality and origin of our food. We know exactly what we feed our animals, what our sausages are made of, what is used to bake our bread, and how our yoghurt and butter are made. Meat from animals on our farms, or flour from grain in our fields, does not need to travel halfway across Europe to our factories, which would create an unnecessary carbon footprint.

The AGROFERT Group’s food companies are constantly investing in the modernisation and sustainability of their operations. This is reflected in the efficiency and accountability of their operations as well as in the quality of their products. Penam meets the conditions of the ‘Responsible Company’ project, which is organised by Eko-kom and is thus a certified company in this project. The company Kostelecké uzeniny was awarded the MOST TRUSTWORTHY BRAND prize in the meat and sausages category by Czech consumers. The MOST TRUSTWORTHY BRAND prize for 2025 in the Bakery category was awarded by Slovak consumers again to PENAM SLOVAKIA. In Germany, the popular Lieken Brot -und Backwaren vegan brioche sandwich Golden Toast was awarded the Gold Medal prize by LebensmittelPraxis as the product of the year 2026 in the Bread and Pastry category.

## Share of AGROFERT in the annual production of the Czech Republic



# We are responsible to our employees

Over its 30-year history, AGROFERT has become one of the largest Czech private employers. Our success each day is the result of more than 28,000 employees working together in 21 countries on 3 continents. This is a large commitment for us, and it is our long-term goal to support our employees in their professional and private lives. The fact that our companies regularly place well in the prestigious Employer of the Year competition is proof that we are on the right track.



*Nataša and Adéla – mother and daughter, united not only by family but also by work at Agrotec Group. At the Brno branch in Dornych, they prove that entire families work for us and experience is passed on from generation to generation.*

## We promote diversity, equality and inclusion in the workplace

The sectors in which we operate, such as the chemicals industry or agriculture, are inherently more physically demanding jobs, which is why there is a higher percentage of men than women in our Group. But this is not an obstacle to us in our effort to offer equal opportunities and fair pay to all. We care about the diversity of the environment because it brings inspiration and stimulation. It is not uncommon for three generations of the same family to be employed by us at the same time.

**800** Million  
CZK  
spent on employee  
benefits only in 2025

## Connecting the emerging generation with traditional crafts

As one of the largest employers, we not only see our responsibility towards our existing employees, but also for the development of the professions we employ. In cooperation with more than a hundred secondary, higher and primary schools, we strive to popularise and develop traditional professions.

Long-term collaborations mainly take place in the chemicals, agricultural, food and renewable energy sectors, which reflect AGROFERT's core business



*The Young Farmer Competition was held again at national level in 2025. AGROFERT retains its status as a general partner, as supporting young people with an interest in agriculture is a long-term priority for us. The competition was held at our 14 partner agricultural secondary schools. The regional rounds culminated in the national final, which took place at the Mendel University in Brno. This symbolically represents the highest achievement that can be attained in the field of education in this discipline. The top 28 contestants advanced to compete for the 'Young Farmer' of the Year 2025' Award.*

activities. AGROFERT is building long-term relationships based on close cooperation with many educational facilities, such as vocational secondary schools across the Czech Republic and Slovakia and other secondary-level schools in the countries where the AGROFERT Group operates.

Among the projects to support agriculture is the successful 'Young Farmer' competition for students of the 7th and 8th elementary school grades, which was transformed into a national competition in 2025. The traditional national competition to promote chemistry majors – 'The young chemist' – continued in 2025 with its 18<sup>th</sup> round. Teachers are also invited to participate in the traditional competition 'Let's teach chemistry attractively'. Promotion of the young generation's interest in the traditional fields is also reflected in our cooperation with secondary schools such as the Vocational School for Services in Vodňany,

## Among the important educational facilities with which our companies cooperate are for example:

Secondary Industrial School in Ústí nad Labem

Technical and Horticultural Secondary Vocational School in Lovosice

Higher Vocational School and Secondary School of Engineering, Construction and Transport in Děčín

Secondary Industrial School in Otrokovice

Josef Jungmann Gymnasium in Litoměřice

Secondary Industrial School in Přerov

Secondary Industrial School in Hranice na Moravě

Jakub Škoda Gymnasium in Přerov

Secondary School of Electrical Engineering in Lipník nad Bečvou

Secondary School of Logistics and Chemistry in Olomouc

Secondary School of Agriculture and Higher Vocational School in Chrudim

Gymnasium and Secondary Vocational School in Plasy

Municipal Secondary Vocational School in Klobouky u Brna

Secondary Agricultural School in Čáslav

Secondary Vocational School in Znojmo, Agricultural Academy and Gymnasium in Hořice

Czech Agricultural Academy Secondary School in Humpolec

Agro-technical Secondary School Bystřice nad Pernštejnem

Masaryk Secondary School of Agriculture and Natural Sciences, Opava

EDUCAnet — Grammar School, Secondary Vocational School and Elementary School Prague

Secondary School of Crafts, Jaroměř

the Butcher's Vocational School in Tábor, the Baker's Vocational School in České Budějovice, the Vocational School for Mechanics in Brno, and many others.

### Innovation in tradition: developing traditional industry and sharing knowledge

We spread awareness of traditional professions and crafts, as well as modern progressive fields of our enterprises by participating in trade fairs, exhibitions, open days and field days. They not only serve as a place where field trials are held to introduce the latest trends in the field to the agricultural community, but also as a place for schools and the general public to learn about current agricultural production.

Connecting traditional industries with the latest technologies is also reflected in research institutions, which are among selected AGROFERT companies. In particular, the Cunnersdorf facility for research on agricultural applications is internationally highly recognised. In 2024, this facility re-opened and organised important topical communication between farmers, agricultural advisors, dealers and other stakeholders. LAT Nitrogen Group collaborates in crop field experiments with independent institutions and service providers in Austria, Germany, France, Hungary, Romania and Bulgaria. The combination of the product, application know-how and digital tools contributes to sustainable crop production. In 2025, it further developed existing digital farming solutions, such as NutriGuide and N-Pilot 2.0, to meet customer needs. N-Pilot 2.0 is a manual, portable sensor that detects the nutritional sta-



tus of plants by measuring their chlorophyll and biomass.

In the segment of AGROFERT Group companies focused on food production, research and development primarily concentrates on technological development. All food production facilities have their own laboratories. The individual companies of the Group that fall into this segment are also long-term initiators of cooperation with universities. The partner and cooperating institutions have long included Mendel University in Brno, the Czech University of Agriculture in Prague, the University of South Bohemia in České Budějovice and the Slovak University of Agriculture in Nitra or Széchenyi István University in Győr, Hungary. A number of AGROFERT employees also presented their sectoral knowledge and skills in 2025 while teaching courses at the above-mentioned universities.

The work with our employees doesn't end with recruitment. AGROFERT is a sought-after employer, so it is not uncommon for entire generations within the same family to work for the Group, or for an employee to spend their entire professional life with us. We recognise that our success is based on our people. We value their work and stay in touch with many of them even once they leave or retire. Many of our companies have programmes for the elderly and organise regular events for them.

### **The compliance programme and the Tell Us ethics hotline help foster a culture of conduct that complies with the law and ethical standards.**

One of the measures designed to help identify and address illegal or unethical conduct is the Tell Us ethics hotline, which can be used to report any violations of the Code of Ethics that are discovered. The ethics hotline is not only intended for AGROFERT employees, but also for business partners and other persons who can report violations of the Group's approved rules of ethical conduct. All reports are thoroughly investigated and, where a breach is identified, corrective action is taken.

The Code of Ethics sets out the Group's fundamental principles, values and rules. Under the

Code of Ethics, particular attention is paid to:

- acting in accordance with legal and internal regulations, ethical standards and sustainability principles,
- ensuring equal and non-discriminatory conditions regardless of age, race, ethnic or social origin, skin colour, sexual orientation, gender or other characteristics,
- respect for human dignity, privacy and the personal rights of every individual,
- promoting integrity in conduct and safeguarding the reputation of the AGROFERT Group and its individual companies in the public eye,
- the implementation of quality management and control systems to ensure that products and production processes meet or exceed legislative and regulatory requirements, as the quality and safety of products and production processes are among AGROFERT Group's top priorities,
- respect for environmental protection, compliance with applicable legislation and international conventions relating to environmental protection and the prevention of environmental disasters,
- ensuring good animal welfare and not tolerating any cruel or negligent treatment of animals,
- maintaining a zero-tolerance policy towards any form of corruption, bribery or fraudulent conduct,
- a prompt, independent and objective investigation of all incidents relating to corporate conduct, in accordance with the procedures set out in the Compliance Programme and the Code of Ethics,
- acting in accordance with the applicable data protection and privacy legislation.



## Non-corrupt business

AGROFERT, a.s., is the first Czech company to obtain a certificate of anti-corruption resistance – Fraud and Corruption Resistance Profile – awarded by the internationally recognised Norwegian certification company Det Norske Veritas.

The quality management systems are structured organisationally and departmentally and linked across the Group by a documentation system. The certifications of AGROFERT, a.s. are supported and linked to the certifications of the Group's holdings in the following areas:

- HSN EN ISO 9001
- HSN EN ISO 14001, PEFC
- EN ISO 50001
- HACCP, IFS, BRC, HSN EN ISO 22000
- GMP+FSA, FRA
- Non-GMO, VLOG
- ISCC EU, ISCC PLUS
- EN ISO 45001

## The parent company AGROFERT, a.s., is certified and evaluated according to the following standards:

- ČSN EN ISO 9001:2016 in the field of Purchase, storage and sale of agricultural crops, cereals, oilseeds, legumes, feed, agrochemicals, pesticides, seeds, mordants, fertilizers, including consulting
- ČSN EN ISO 14001:2016 in the field of Purchase, sale and supply of fertilizers, pesticides and seeds and related consulting activities (Agrochemia Slovak organisational unit)
- GMP+ FSA, FRA
- ISCC EU





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