GreenChem














# Corporate Social Responsibility 2025

## Driving Progress, Creating Impact

greenchem-adblue.com



## Core focus areas

Environmental footprint reduction, ethical compliance, supply chain transparency, and occupational safety.

**Zero-tolerance approach to unethical behavior.**

**Code of Conduct as a foundation for all employees and stakeholders.**

**Guy Flochlay**
Managing Director

*It is my pleasure to present our Corporate Social Responsibility Report and reflect on the progress we have made over the past year. We operate in a rapidly changing and increasingly demanding market environment. In this context, responsible business practices are not only a responsibility, but also an important part of building a strong and sustainable business.*

*Today, customers look beyond the quality and value of our products and services. They also care about how we operate, how our products are produced, and the impact we have on people and the environment. They expect transparency, accountability and integrity, and we see this as an opportunity to strengthen trust and build long-term relationships based on shared values.*
*We remain committed to reducing our environmental footprint while creating a positive impact through our operations. This means reducing waste, using resources more efficiently and investing in more environmentally responsible solutions. For us, sustainability is not a separate initiative — it is an integral part of how we do business every day.*



# Company Profile & Market Presence

**GreenChem is one of the largest European AdBlue® producer and distributor**, operating as part of **AGROFERT Holding**. Raw materials are supplied by three integrated urea production companies within the group.




## ~1B Liters

Total volume of AdBlue® delivered in 2025



## 50+

Local production facilities across Europe and Brazil



## 15

Subsidiaries & 2 Exclusive Distributors

**Key Infrastructure & Performance**

>60,000 Active delivery locations, >160 Delivery Trucks, 46% Diversity, 0 Compliance Breaches




# Core Solutions & Products

Overview of **AdBlue®**, industrial reduction agents, and **EFFINOX®**

## AdBlue®

32.5% urea solution converting toxic NOx into natural nitrogen and water vapor via SCR systems

## EFFINOX® Premium Solution

Prevents cyanuric acid crystallization and deposit formation in low-load, cold-weather diesel engines

## Industrial/Marine Sector

Supply of urea/ammonia-based agents for power plants, marine engines, and waste incineration facilities.

# Integrated operations accredited and audited annually

by 3EC International

**9001:2015**
Quality Management System

**14001:2015**
Environmental Management System

**45001:2018**
Occupational Health & Safety Management System



# Sustainability, Procurement & Circular Economy

Environmental protection policies, quality control, packaging, and circular lifecycle strategies.

### Solar Telemetry

Metron solar-powered telemetry unit deployed on a tank system

### Quality Assurance

ISO 22241 100% batch testing and sample retention for full traceability.

### Shift to Bulk Logistics

Bulk deliveries to cut waste and reduce transport emissions

### Spill Prevention

All tank systems feature double-walled outer retention bunds to safeguard groundwater

### Equipment Circularity

Refurbishing and offering second-life for older tanks. Local 3rd-party recycling for irreparable units.

### Supply Chain Standards

Mandatory compliance with the AGROFERT Group Code of Ethics and annual supplier evaluations.

# Workforce, Governance & Ethics

Performance data regarding health, safety, ethical compliance, and human resources.

## 100%

Employee familiarization with Ethical Conduct and Compliance principles.






## 0

Compliance violations, confirmed corruption cases, or information security incidents reported in 2025

## Anonymous Whistleblowing

Active "Tell us" ethics line available to all employees and suppliers



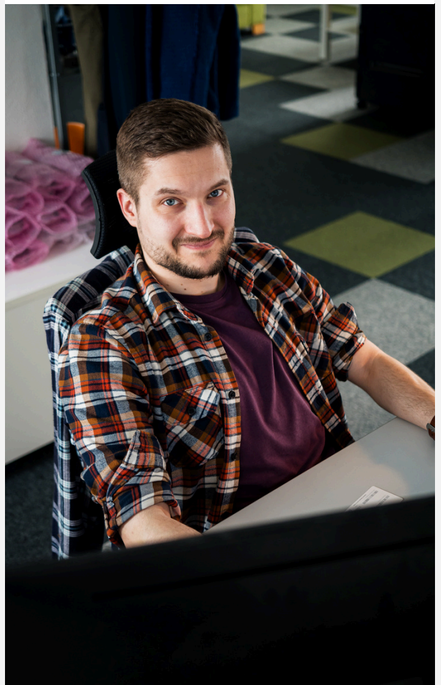


## Diversity & Equal Access

46% female workforce representation

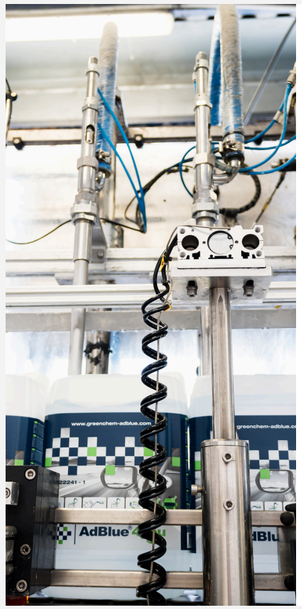
## HR Metrics

35 new hires, ~90% job occupancy rate, YTD sick leave remains below 1%.



# Sustainability

Mandated compliance with the AGROFERT Group Code of Ethics across all external suppliers.




## NOx Reduction

Converts toxic diesel and industrial emissions into harmless N2 and H2O using AdBlue® and AUS 40



## EFFINOX® Innovation

Prevents SCR system crystallization and cuts fuel waste in low-temperature engines




## Low-Carbon Supply

Freight raw urea via rail, sea, and bulk transport to minimize supply emissions




## ISO 14001

Environmental management certified across key operational facilities



## Supply Efficiency

Directly integrated with group urea plants to optimize raw resource usage

# People & Safety

Building a secure, inclusive, and stable working environment across all operations.

## 45001 Certified

Managed under certified ISO 45001 OHS systems with safety prioritized at executive meetings.

## 0 Zero Major Incidents

0 fires and 0 Labour Inspectorate violations recorded in 2025

## Workforce Stability

Maintained ~90% job occupancy and limited unwanted turnover to just 9%

## Inclusive Hiring

46% female workforce representation backed by strict equal-opportunity policies



# Supply Chain Integrity

Building resilient, transparent, and values-aligned partnerships.



## Supplier Audits

Annual performance evaluations conducted under the Integrated Management System (IMS)



## Comprehensive Criteria

Assessment covers quality, environmental impact, occupational safety, and delivery flexibility




## Risk Mitigation

Partners must continuously evaluate risks and maintain contingency plans to protect supply continuity



## Ethical Standards

Mandatory compliance with the AGROFERT Group Code of Ethics and zero-tolerance policy for corrupt practices

# Environmental Impact: EU NOx Abatement

## EU Reduction Goals

**Total European NOx emissions dropped by 48%** between 2005 and 2020, driven by strict Euro standards and DeNOx regulations.

## Road Transport Impact

**Road transport accounts for ~37% of total NOx emissions** in the EU, making SCR technology vital for public health and climate goals



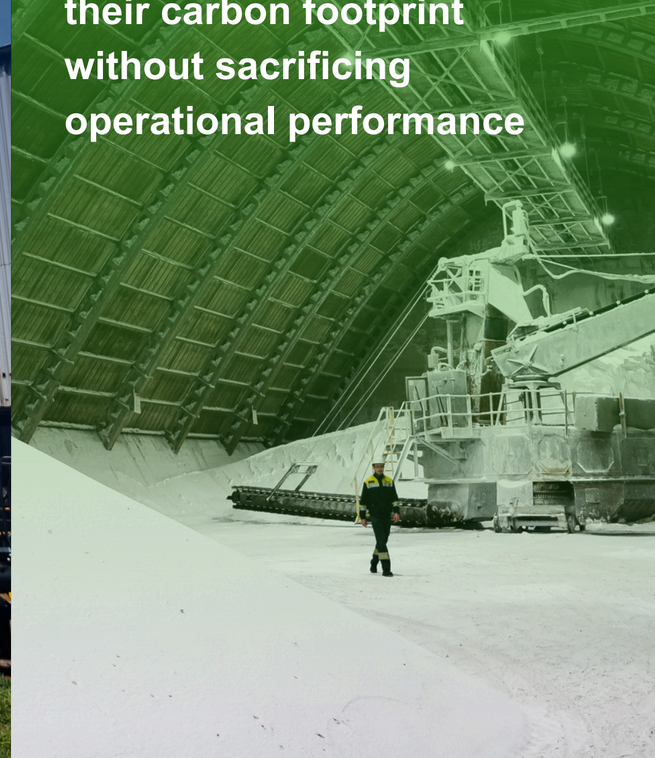

## >450,000 Tonnes Removed/year

Based on chemical reaction calculations and automotive sales data, GreenChem's AdBlue® and other products has consistently helped remove over 450,000 tonnes of harmful NOx from the atmosphere every year since 2021




## Turning Obligation into Value

**Helps transport and industrial clients lower emissions, fulfill EU legal standards, and improve their carbon footprint without sacrificing operational performance**






# Product Innovation

Pioneering chemical technologies and smart distribution systems for cleaner mobility

- **EFFINOX® Premium Solution**
  Advanced additive-enriched urea formula that lowers droplet surface tension to prevent SCR injector crystallization and breakdown in cold-weather, low-load engines
- **SMART Tank Systems**
  All-in-one bulk storage and dispensing units engineered directly by GreenChem for commercial fleets, retail sites, and industrial setups
- **Integrated Telemetry**
  Smart monitoring units automatically track fluid levels each night and relay data to schedule auto-deliveries, eliminating manual checks and preventing stockouts
- **Solar-Powered Monitoring**
  Metron telemetry systems deployed on solar-powered brackets to enable 100% off-grid remote data tracking

Employee Spotlight

# The People Behind GreenChem

Empowering dedicated teams to drive sustainable logistics, safety, and operational excellence

- Safety & OHS Leadership: Operational managers prioritize employee safety at every executive meeting, enforcing strict ISO 45001 standards across all sites.
- 46% Female Representation: Diverse talent powers GreenChem's operations—from lab analysis and management to field support and supply chain administration.
- 100% Ethics Trained: Employees undergo full compliance and ethical conduct training, maintaining zero reported violations across all departments.
- Stable & Loyal Workforce: Built on inclusive, equal-opportunity hiring, achieving a ~90% job occupancy rate with high team retention.








# 2030 Roadmap: Vision & Key Strategic Goals

Accelerating decarbonization, circular infrastructure, and clean chemistry across European operations

### Transition to Bulk Logistics

Eliminate single-use packaging by scaling bulk tanker deliveries to account for over 85% of total AdBlue® supply volume

### Circular Equipment Lifecycle

Achieve a closed-loop tank lifecycle where 100% of decommissioned units are either refurbished in-house for secondary use or recycled through certified 3rd-party partners

### Expanded EU DeNOx Impact

Scale industrial AUS 40 and EFFINOX® distribution networks to remove over 450,000 tonnes of NOx emissions annually, supporting EU 2030 climate and air quality targets

### Unified ISO & CSR Governance

Extend integrated ISO 14001 and ISO 45001 certifications across all newly acquired European subsidiaries and production facilities

# Stakeholder Priorities

Aligning business operations with the core expectations of our key partners.




## Customers

Uncompromising ISO 22241 product purity, equipment reliability, stable bulk deliveries, and innovative solutions like EFFINOX® to protect fleet performance

## Employees

Safe working conditions backed by ISO 45001 certification, fair remuneration, non-discrimination, career development, and 100% ethics alignment

## Suppliers & Partners

Transparent procurement, long-term collaboration, fair competition rules, and shared adherence to the AGROFERT Group Code of Ethics

## Society & Regulators

Measurable NOx emission abatement, strict legal compliance, environmental protection through spill-proof storage, and zero-tolerance governance