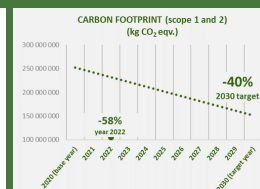
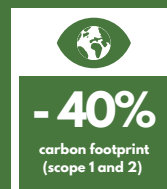


SUSTAINABLE DEVELOPMENT GOALS

Evaluation 2024

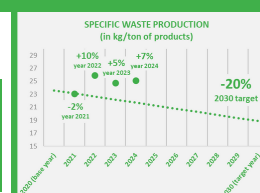
AIR AND CLIMATE PROTECTION

As climate protection is very important to us, we decided in 2021 to conduct an extensive Life Cycle Assessment (LCA) of our company and our key products for 2020. This effort was followed by a full-scale LCA in 2023–24 based on 2022 data. The LCA outputs provide us with necessary details on our carbon footprint, suggestions for reduction and baselines for further evaluation. Already the initial comparison of 2020 and 2022 data showed a significant 58% reduction of GHG emissions in Scope 1 and 2, mainly due to our transition to zero-emission electricity and other decarbonization levers. We are planning the next LCA based on 2025 data.



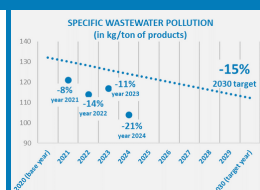
WASTE PRODUCTION

Compared to 2020, the specific waste production increased by 7% in 2024. As in the previous year, the increase is mainly related to energy and price developments and a significant changes in the production of products with different specific waste production. The innovation of both biological wastewater treatment plants (in 2022) which are key for efficient wastewater treatment, also had an impact. In the last two years, the projected slight reduction compared to 2022 has already taken effect. We expect further decrease in the following years after launching the new SPOLCHEMIE Zebra plant.



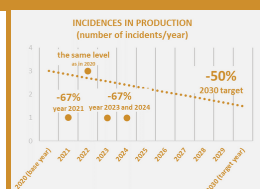
WASTEWATER POLLUTION

Clean water is one of our priorities. In 2024, the specific wastewater pollution decreased by 21% compared to 2020 (to 124 kg/t of production). We expect further reductions in the coming years, partly in connection with the launch of the new SPOLCHEMIE Zebra plant. This will bring changes in the production volume of our products, especially those with a lower impact on wastewater pollution.



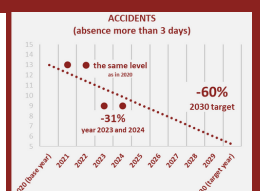
INCIDENTS IN PRODUCTION

In the area of corporate social responsibility and safety, our priority is to reduce the incidents in production, i.e. the number of serious accidents and hazardous conditions (according to the CEFIC methodology). One incident occurred in 2024. This represents a reduction of approximately 67% compared to 2020. This incident did not endanger our surroundings and we responded by taking corrective action.



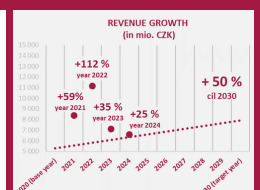
ACCIDENTS AT WORK

In the operational safety and health of our employees, we aim to reduce the accident rate (incapacity for work of more than three days). In this indicator, we achieved in 2024 the same as in 2023 - 31% reduction compared to 2020, i.e. four occupational injuries during the year. We continue our "...because health matters" safety programme and regular campaigns to reinforce the safety culture at the company.



REVENUE GROWTH

The economic area is also important for the future of both the company and our employees and we have performed well in this area in the last years. We also achieved very good economic results in 2024, with gross revenues increasing by 25% compared to 2020.



Note: Values related to companies within SPOLCHEMIE in Ústí nad Labem