



2024
**Sustainability
Report**

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CEO Letter



Pavel Brůžek Jr.

Draslovka Group CEO

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Our updated sustainability strategy continues to place our market-leading solutions at the center of our approach.

Dear Stakeholders,

I am proud to introduce the third annual Draslovka Sustainability Report. This report outlines the progress we have made across the business over the past year. It highlights not only the continued implementation and development of our sustainability strategy but also our ongoing transformation - from a traditional manufacturer to an integrated provider of reagents, technology, and services for key industries.

At Draslovka, we are proud to be a global provider of sustainability-led technologies, chemicals, and services that support some of the world's most critical industries. Our work spans the mining, agriculture, and specialty chemicals sectors, where we partner with customers to reduce environmental impacts and enable greater access to critical metals essential for the global transition to net zero amid rising demand and resource scarcity. The transition to a more sustainable world remains a key vector in our success.

2024 has seen remarkable progress in our internal sustainability journey. This year, we undertook an updated Double Materiality Assessment (DMA), aligned to the requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD), the leading international standard for sustainability reporting. This rigorous approach has resulted in a refreshed and robust sustainability strategy for Draslovka, as well as the

identification of a wider number of key performance indicators (KPIs) we will begin to track and report our progress against. Although the final scope of European sustainability reporting requirements is still yet to be fully finalized, we are confident that the comprehensive process we have undertaken this year puts us in a strong position to meet future requirements.

We have made further progress in tracking and recording our performance indicators, and I am delighted that we are in a position to make further disclosures as part of our reporting framework. This includes our complete Scope 1 and 2 greenhouse gas emissions, and next year I look forward to reporting our Scope 3 emissions for the first time. I am grateful for the efforts of colleagues across our business who work hard to track and record this data, which is essential for us to understand our progress.

Our updated sustainability strategy places our market-leading solutions at the center of our approach. I continue to be excited by the potential offered by our proprietary Glycine Leaching Technology (GLT), which continues to make great strides. We see persisting demand from the mining industry for this leading technology, and we see further evidence demonstrating the wider potential of this technology to add tangible value, reduce emissions, and improve efficiency. Among other applications we have run several successful on-site trials to process tailings, potentially unlocking significant additional sources of critical minerals.

The agricultural sector is benefiting from our range of next-generation sustainable, fumigants and biocides, which has a great potential to transform essential industries for the better. New registrations, including in South Africa, for our innovative agricultural products are also a sign of the growing momentum behind new and sustainable biosecurity alternatives from regulators and industry alike.

Underpinned by our industry-leading research and development capabilities, we continue to seek solutions to industrial challenges, and to then bring these to the market and our customers. Our disciplined approach to innovation and product development ensures that the new offering answers the market demands of a particular process while improving on its sustainability profile. As we continue to evolve into a provider of solutions to enable the net zero transition, I see huge potential from other technologies to meet pressing global needs, such as energy storage. These areas will continue to be a priority for research and development, investment, and collaboration with our customers.

Across Draslovka, our people are integral to our success. We continue to place health and safety at the heart of our operational activities, and this report details the efforts we make to promote safe working practices. I am also grateful for the work of our Remuneration Committee to develop a new framework for career progression and incentives at Draslovka. We have implemented this new approach across our operations in the US and I look forward to rolling it out across the wider business next year. This is reflective of the further progress we have made in integrating our businesses.

We continue to refine and enhance our strategic oversight of sustainability at Draslovka, overseen by our ESG Committee and discussed at the Board level. Through establishing clear reporting lines and accountability across the business, I am pleased that, this year, we are setting targets on sustainability issues for the first time, and I look forward to providing updates on our performance against these in subsequent reports.

The progress we have made this year to enhance our reporting would not have been possible without the efforts of every Draslovka team. I would therefore like to take this opportunity to thank our people for their hard work to deliver on our strategy and operationalize our sustainability data framework. I am inspired by what we have achieved so far and looking forward to realizing Draslovka's potential to make an even bigger contribution to a sustainable future in the years ahead.

Pavel Brůžek Jr.

Draslovka Group CEO



About this Sustainability report

This Sustainability Report provides information on our sustainability initiatives and responsible business practices. The scope of this report includes all entities within the group and aligns to the Draslovka a.s. financial report. The disclosed information covers our entire value chain with quantitative data focusing mainly on our own operations for the calendar year from January 1 2024 to December 31 2024 unless stated otherwise.

The report has been prepared as a transitional report towards alignment with the Corporate Sustainability Reporting Directive (CSRD) with reference to the European Sustainability Reporting Standards (ESRS).



Our Sustainability Vision

Purpose

We deliver solutions that support a net zero future. The responsible use of natural resources, along with the protection of good health, security, and well-being are universal goals. To support the global achievement of these goals, Draslovka has adopted a business model centered around facilitating the transition to a more environmentally sustainable world, including in mining, agriculture, and bespoke industrial applications. We are committed to contributing to the global climate transition through our innovative technologies, supporting our customers by creating and delivering value, while enabling decarbonization of their own supply chains, and ensuring access to critical inputs to reach net zero. Our solutions are already having an impact, reducing greenhouse gas emissions in critical industrial processes, and we continue to deploy our industry-leading research and development capabilities to explore new means of transforming other industries.

Ambition

We aspire to accelerate the transition to a more environmentally sustainable world. Through our innovation, we empower heavy industries to meet evolving sustainability demands while enhancing the supply of critical resources for a low-emission economy. We leverage our unique capabilities to unlock new commercial and environmental opportunities, developing and scaling innovations which reduce carbon emissions, protect food security, and provide solutions for renewable energy storage.



Capabilities

We pride ourselves on the depth of our expertise and our ability to serve our customers through our leading capabilities:

- A culture which places health, safety and environmental sustainability, at the heart of everything we do.
- Market-leading CN-chemistry * expertise and research and development capabilities.
- Unique market and industry knowledge to find new, innovative, and highly scalable solutions to global challenges.
- Agile business model led by a management team able to transform and disrupt industries and sectors.
- A team of expert scientists and engineers dedicated to maximizing the responsible use of natural resources.
- Major production hubs in Europe and the US with factories operating at scale, supported by access to industrial leaders with the skills to leverage our global infrastructure.

* CN-chemistry refers to cyanide-based chemistry, the core components of which are carbon and nitrogen.

Impact

Our products, technologies, and services enable the transformation of heavy industries in support of a more environmentally sustainable future. Our impact is felt most strongly in the mining and agricultural sectors, which continue to be our key focus areas.

By deploying our innovations directly into our customers' operations, we enable greater sustainability and reliability of essential global supply chains:

SECTOR	OUR SUSTAINABLE IMPACT	OUR PRODUCTS
Mining	<ul style="list-style-type: none">Reducing environmental footprint of leaching processesImproving efficiency and recovery of critical minerals (Gold, Nickel, Copper, Cobalt)Providing social license to operate	GlyLeach™
		GlyCat™
		Blue Cube
		MetOptima
Agriculture	<ul style="list-style-type: none">Increasing safety and biosecurity of commodity trading across the globeReducing greenhouse gas emissions from fumigation in agricultureCleaning up legacy environmental damage	EDN™
		BLUEFUME™
		eFUME™
Energy	<ul style="list-style-type: none">Producing key components of sodium-ion batteries for clean energy transitionIncreasing resilience of battery supply chains	Prussian blue
Automotive	<ul style="list-style-type: none">Providing essential material for the manufacture of green tyres for electric vehicles	DPG

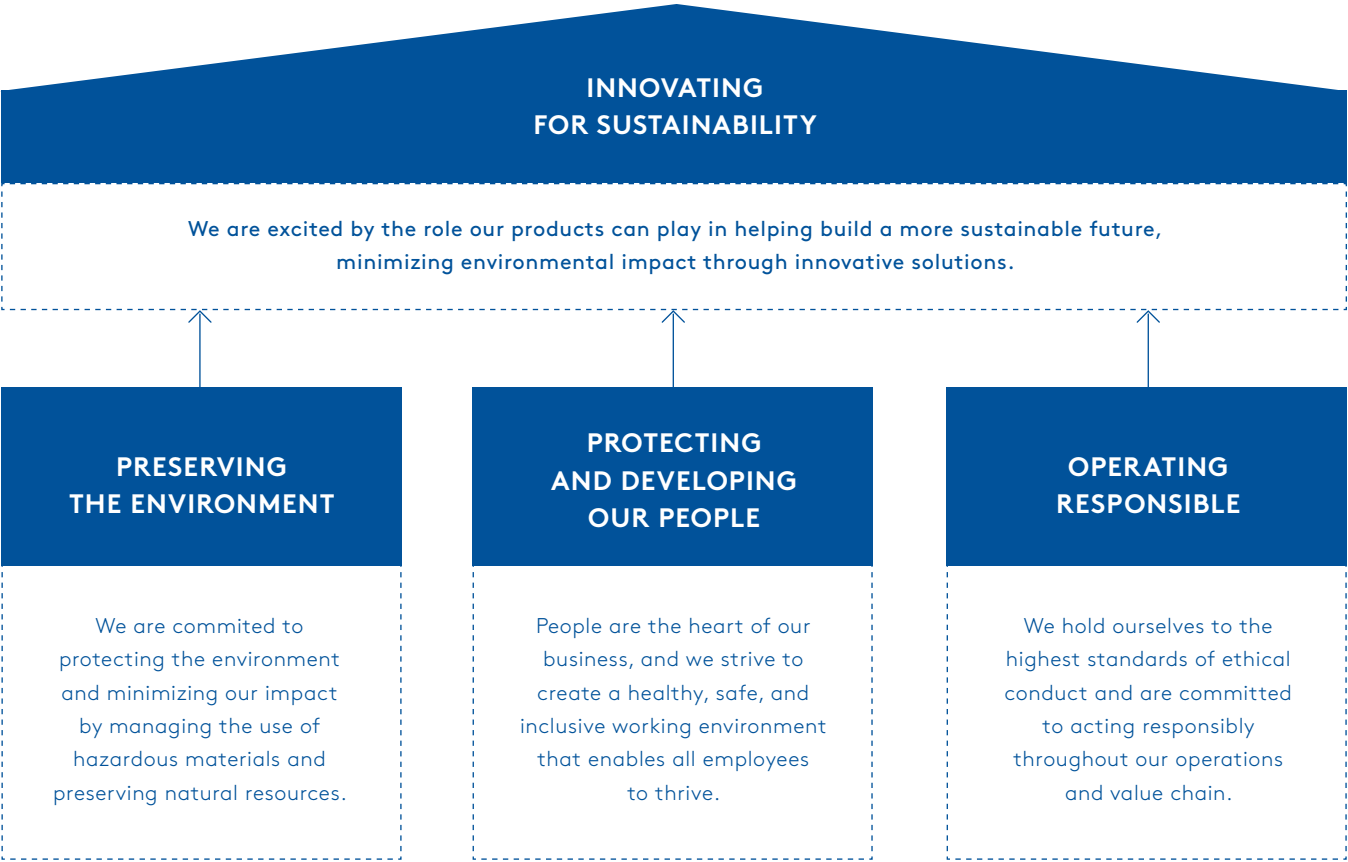
Glycine Leaching Technology (GLT) - Key metrics

We see major opportunities for GLT to transform the global mining industry and have established a number of metrics to measure the successful commercialization of this innovation. Such an approach will enable us to track and measure our progress and we expect to decide and apply similar measures for other Draslovka solutions across our business in the years ahead.



During 2024, Draslovka partnered with Skarn Associates, a leader in quantifying the environmental impact of the mining industry, to assess the CO₂e impact of using GlyLeach technology in Nickel operations. The study found that when integrated as part of an existing nickel sulphide operation, GlyLeach™ technology could result in savings of **170kg CO₂e per ton Nickel Equivalent**. This reduction demonstrates the potential of GlyLeach™ to improve the sustainability of Nickel operations.

Sustainability



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Our Business

Memphis Plant

2024 FINANCIAL HIGHLIGHTS	UNIT	2024	2023
Revenue	mil. USD	454.8	462.9
Adjusted Pro Forma EBITDA	mil. USD	73.7	74.8
Total Assets	mil. USD	770.5	838.9
Total Equity	mil. USD	289.1	352.1
Total Liabilities	mil. USD	481.5	486.8
Free Cash Flows	mil. USD	28.5	7.2

Draslovka is a global provider of sustainability-led technologies, chemicals, and services. We work with our customers and partners in the mining, agricultural and chemicals sectors using innovation to reduce negative environmental impacts and accelerate the transition to a more sustainable future. We create value by deploying our team’s more than a century of combined chemistry expertise.

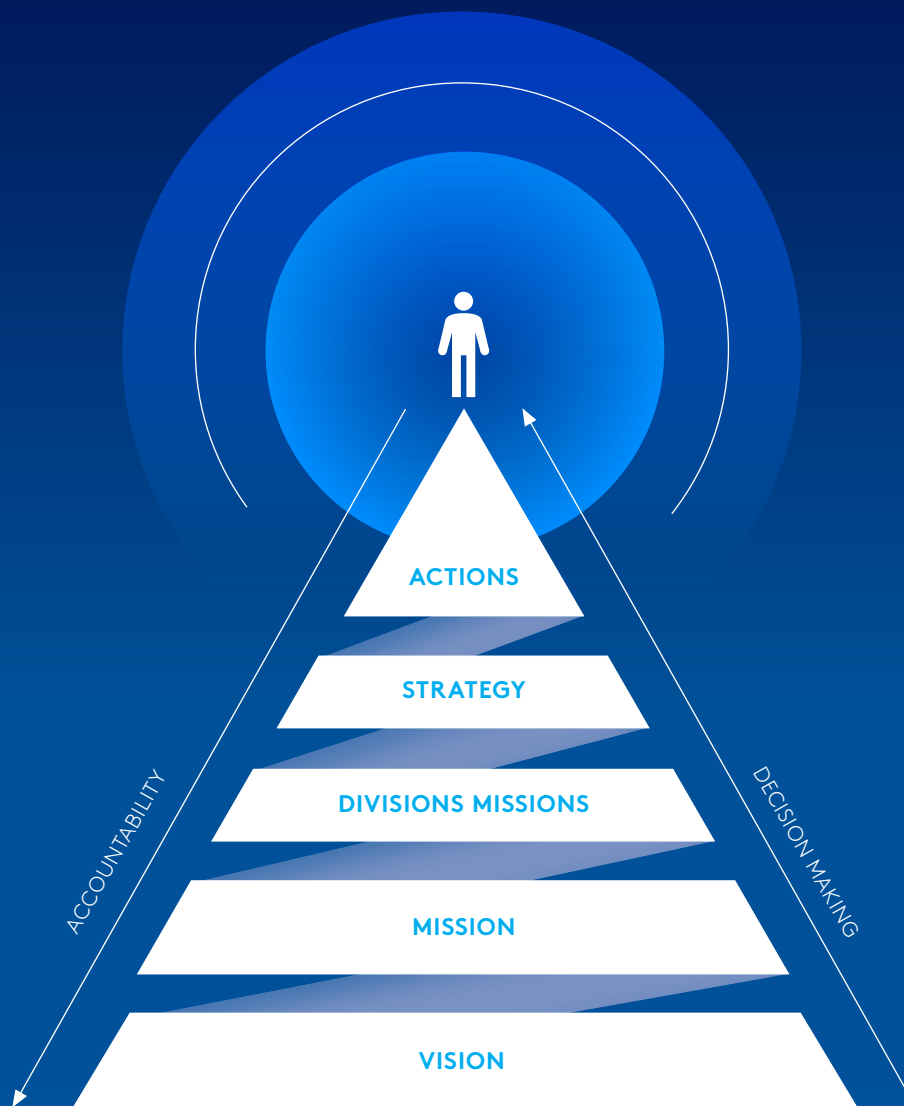
With a history rooted in the manufacture of vital industrial chemicals, Draslovka is increasingly focused on providing technology and services. We are a trusted supplier to some of the world’s largest companies, who rely on us to increase the efficiency of their operations while reducing their emissions and environmental impact.

Our Vision

Becoming the leading provider of environmentally sustainable solutions to specific industrial applications and client needs using R&D and applying our expertise to deliver at a pace that sets us apart. Put simply, we get there sooner.

Our Mission

Our dual objective is to unlock transformation through alternative chemistry-based solutions that are scalable, while being the leader in our respective global product and geographic markets. Safety and environmental sustainability are at the heart of everything we do.



Vision, Mission and Values

Our vision, mission and values are integral to how we as a company do business and interact with our staff, stakeholders and communities.

- We put **safety first**
- We constantly **reimagine** what is possible
- We act like **business owners**
- We build **strong relationships**
- We always **do the right thing**

Structure

Draslovka comprises three distinct business units, Specialty Chemicals, Mining Process Solutions, and Agricultural Solutions. With substantive business operations across different continents, Draslovka has a truly unmatched global reach and seamless integration of business verticals across all time zones. Our three business units are fundamental to driving Draslovka's growth now and in the future, focused on commercializing our innovations and delivering these to customers.

GROUP MANAGEMENT

Corporate offices for Draslovka Group management.



Prague, Czech Republic






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HQ



R&D centre



Plant



of employees

Specialty Chemicals



Kolín, Czech Republic




Leader in R&D of CN-group chemistry with more than a century of experience.

Draslovka's Specialty Chemicals business specializes in the development and production of cyanide-based specialty chemicals. With over a century of experience and a strong research team, we are able to take molecules from the laboratory to industrial production. Our products, such as cyanohydrins, aminonitriles and nitriles, find wide application in the pharmaceutical, cosmetic, agricultural and chemical industries.




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Mining Process Solutions



Memphis, Tennessee, USA



Perth, Australia



Reliable and safe support for global mining operations.

As the mining industry evolves, so must its technologies. Draslovka's Mining Process Solutions business stands at the forefront of this transformation, pioneering a new era of mineral processing. By integrating real-time measurement, innovative chemistries, and AI-driven insights, mining businesses can optimize their yield, reduce costs, and improve sustainability.



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Agriculture Solutions



Melbourne, Australia

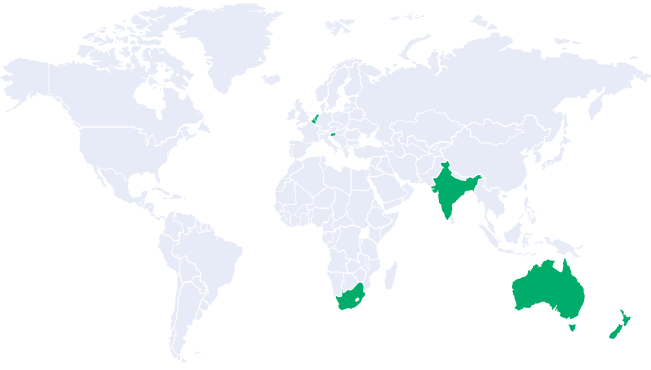
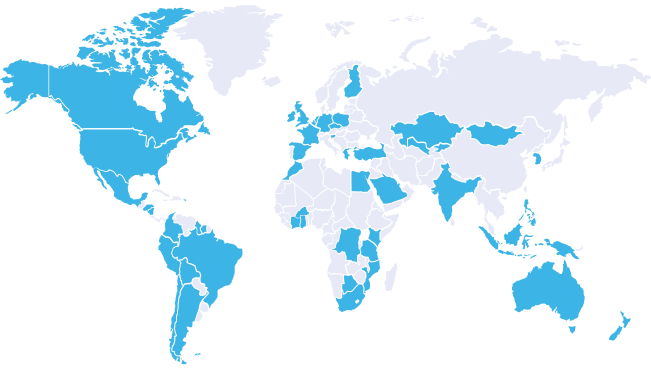
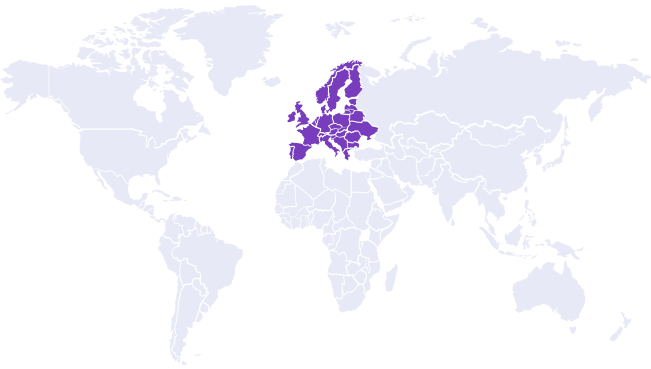


Next generation of sustainable fumigation, biocidal and agricultural products our planet needs.

Draslovka's Agricultural Solutions business offers an innovative range of 21st-century fumigants, biocides, and agricultural products for a new age in crop protection for pre-plant and post-harvest applications. Increasing global demand for food has resulted in crop cultivation increasingly returning to the center of scientific and political attention. At the current population growth rate, combined with unpredictable weather due to climate change, we must seek to maximize the efficiency and security of our use of limited agricultural and forestry resources.



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Areas of expertise

1 Technologies

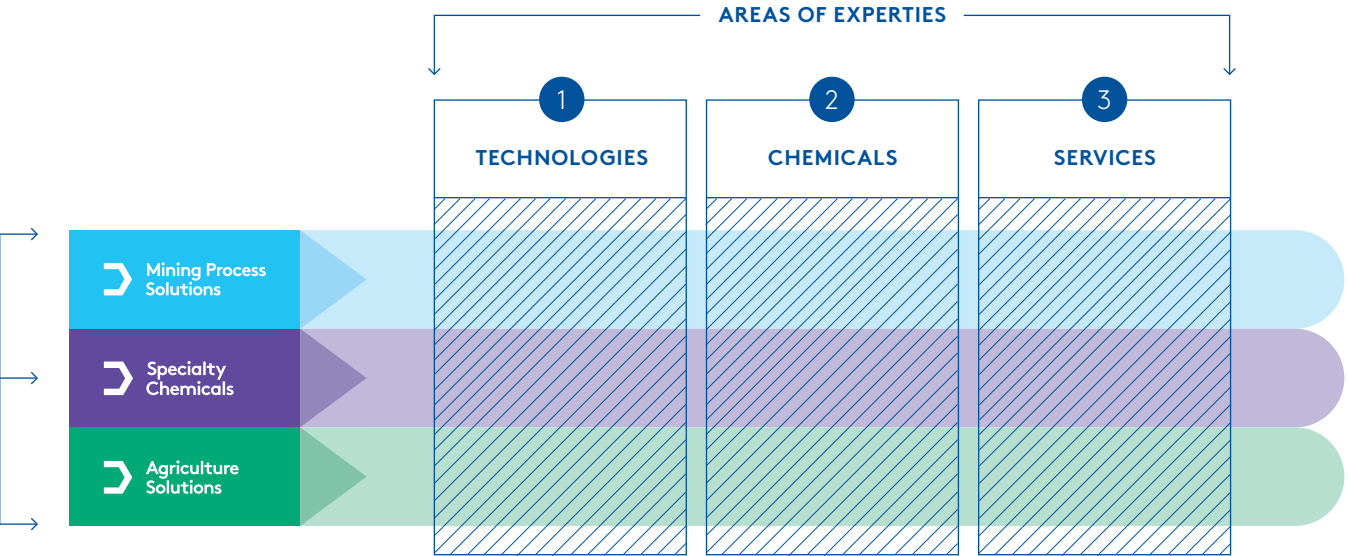
At Draslovka, we develop innovative solutions designed to improve the sustainability and efficiency of operations and replace legacy processes for the mining industry. We do this by leveraging our proprietary processes, industry-leading research and development, and deep know-how in chemistry. Through strategic licensing agreements, we ensure that our advanced technologies are accessible to global partners.

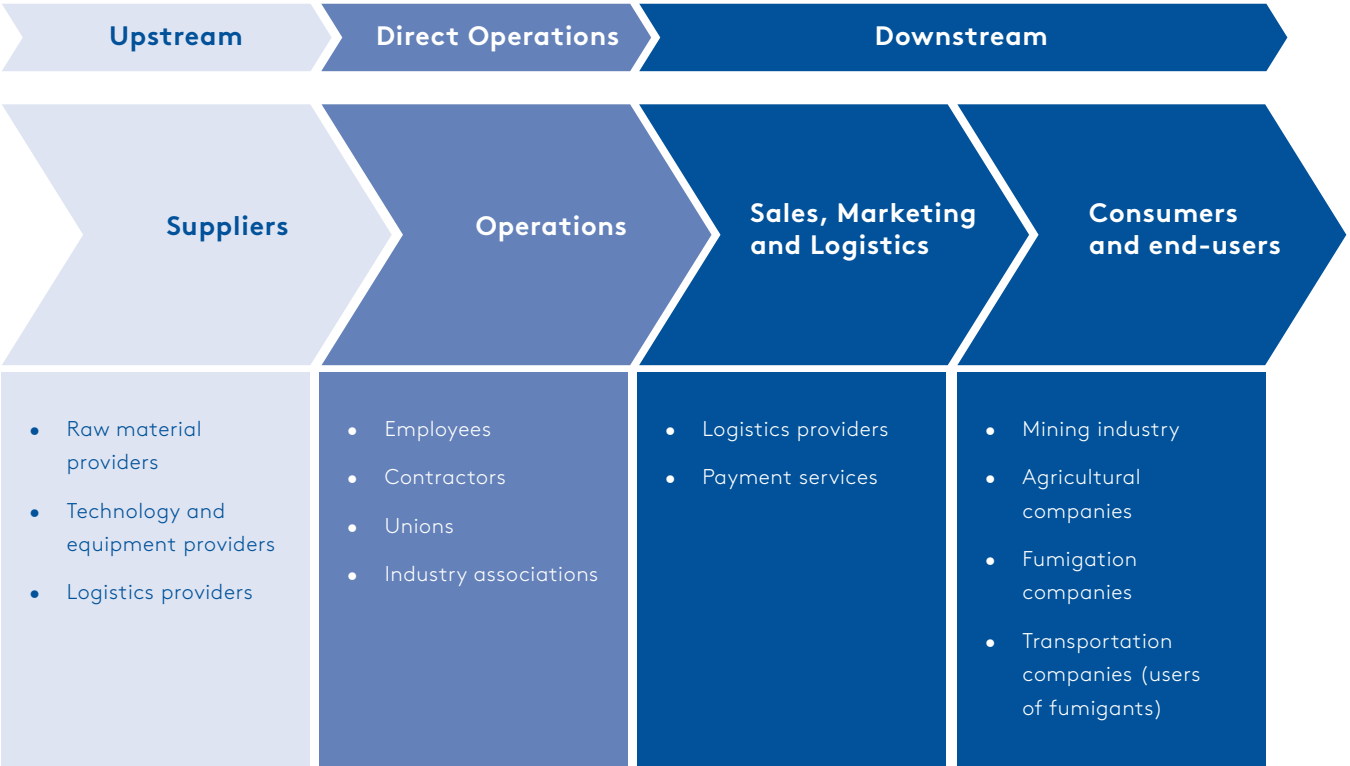
2 Chemicals

Draslovka is one of the world’s leading manufacturers of hydrogen cyanide, which undergoes further processing for application in a variety of downstream products ranging from the mining industry through manufacturing to agriculture, including our portfolio of next-generation fumigants and biocides. Our chemical products are produced at our state-of-the-art manufacturing hubs in Memphis (Tennessee, USA) and Kolín (Czechia) and reach our customers through a global network of trusted suppliers. We put safety and reliability at the heart of our operations and expect the highest standards of conduct from our teams and reputable partners.

3 Services

We provide specialized support for our customers across the industries in which we are present. In the mining sector, we provide process optimization software licenses and hardware using AI to improve the efficiency and sustainability of processes. For customers in specialty chemicals, we leverage our deep expertise to develop new chemicals which offer the potential for scale-up across industrial operations. We also deliver operational end-to-end support in the agricultural and forestry industries, including the application of chemicals and treatments using environmentally sustainable methods.





The diagram above represents the key components of our value chain, structured across three key stages: upstream, direct operations, and downstream.

UPSTREAM activities involve the sourcing of raw materials and engagement with suppliers, where we are committed to responsible procurement practices and the enforcement of sustainability standards across our supply network.

DIRECT OPERATIONS encompass our internal processes, including manufacturing, production, and operational management, with a strong focus on minimizing environmental impacts through resource efficiency, emissions reduction, and

the adoption of sustainable technologies and practices across all facilities.

DOWNSTREAM activities include the distribution, marketing, and sale of our products, as well as interactions with consumers and end-users. In this phase, we emphasize sustainable logistics, transparent communication, and initiatives that promote responsible consumption and product stewardship.

By embedding sustainability considerations throughout the entire value chain, we aim to deliver positive environmental and social impacts while generating long-term value for all stakeholders.



Key industries we serve

SECTOR	SUMMARY
Mining	Draslovka is a leading supplier of solutions to the mining industry, helping some of the world’s largest global players extract metals and critical minerals needed to fuel the transition to a net zero future, including nickel, cobalt, copper, and gold. Building on Draslovka’s history as the world’s leading manufacturer of sodium cyanide, a key chemical for use in the mining industry, GLT offers a sustainable alternative to obtain critical metals and is complemented by innovative Draslovka technology, including Blue Cube and MetOptima, to drive more efficient recovery of precious metals.
Agriculture	Draslovka provides global trial support, application and product development consulting, as well as registration and business and commercialization development support for suppliers, distributors, and customers. Draslovka’s product portfolio of environmentally sustainable fumigants and biocides, EDN™, BLUEFUME™ and eFUME™, and its vertically integrated application services under INTRESO Group in Europe fills a gap in industry between the manufacturer and the end-user, enabling a direct link to ensure seamless custom application development and field trial support.
Specialty Chemicals	Draslovka’s extensive expertise and decades of experience in CN-chemistry enable us to design, develop, and bring to production a broad range of specialty chemicals. Our products are widely used as intermediates in the pharmaceutical industry, as well as in the production of cosmetics, high-performance tires, agrochemicals, food supplements, feed additives, and various chemical applications.

Our Approach to Sustainability

Our approach to sustainability has evolved over time. We have a long history of engaging our employees, respecting our local communities and monitoring our environmental impact. Over time, this approach has evolved to create a more strategic vision of sustainability at Draslovka. In 2022, we established a comprehensive sustainability strategy, undertaking a materiality assessment and issuing our first sustainability report during 2023. This was a major milestone in our strategy which reaffirmed our commitment to be a trusted and sustainable partner to our customers.



TIME	OUR AIMS	OUR FOCUS
2022 – 2023	Developing a comprehensive sustainability strategy, covering areas of material impact. This includes expanding our focus areas to ensure we identify all areas of ESG-related risks and opportunity.	The creation of a formal sustainability strategy which enables us to set targets and measure progress against our goals. We have also formalized the governance of our ESG strategy, developing policies and oversight structures which enable us to improve our environmental and societal impact.
2024	Aligning with CSRD to fulfil EU regulatory requirements and best practice for investor expectations	Updated Double Materiality Assessment and refreshed sustainability pillars aligned to CSRD. Analysis of sustainability Impacts, Risks and Opportunities for Draslovka to guide data gathering and reporting. Setting targets and accountability to improve our performance.
2025 -onwards	A leader in sustainability within our industry creating positive impact across environmental and social topics and providing transparency through regular disclosure of data aligned to CSRD to track progress against our goals.	Disclosure of data against targets. We believe in the positive role our innovative products and services can play in reducing the impact of our industry on the environment and society, and will continue to seek opportunities to maximize our positive impact.

We are committed to continually strengthening our approach. This is why over the course of 2024, we took significant steps to further strengthen our sustainability strategy by refreshing our materiality assessment in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), collecting more comprehensive ESG data, and ensuring that sustainability at Draslovka has dedicated resources to lead advancements.

As we look ahead, we remain committed to progressing our sustainability activities to become a leader in areas most relevant to our business, recognizing the important role we can play in supporting customers and partners to make industries more sustainable.

Double Materiality Assessment (DMA)

During 2024, we undertook a double materiality assessment (DMA) to align with the requirements of the CSRD and ensure our assessment of material issues was up to date, future-proofing our sustainability strategy. This marked a significant step forward for our business, moving from a single materiality approach towards an approach which considers both impact and financial materiality.

Our DMA aligned to the guidance set out by the European Financial Reporting Advisory Group (EFRAG) to undertake a CSRD-aligned DMA. In alignment with EFRAG guidance, we defined impact and financial materiality.



Impact Materiality:

impacts on people or the environment relating to a sustainability matter

Financial Materiality:

risks and opportunities for our business related to a sustainability matter

As a part of the DMA, we evaluated actual and potential impacts, risks and opportunities (IROs) within our operations and our value chain to determine which sustainability matters are material to our business. The assessment considered the financial implications of sustainability IROs for Draslovka.

The process began by updating our materiality assessment methodology to align to the requirements of the CSRD, including updating our approach to consider double materiality. We engaged key stakeholders across the value chain to gather insights into the sustainability matters which are important to our business.

Our materiality assessment incorporated the views of key stakeholders, including:

SUPPLIERS

We actively engaged with suppliers through interviews and reviews of supplier documentation. Through the inclusion of suppliers in the process, we understood the impacts, risks and opportunities associated with our suppliers’ relationship with Draslovka.

EMPLOYEES

We directly engaged employees from across the business through interviews and gained insights into our impacts, risks and opportunities associated with environmental, social and governance topics.

LOGISTICS PROVIDERS & DISTRIBUTORS

We undertake continuous engagement with our logistics providers and distributors to ensure the safe handling, transport and sale of our products. We gathered input from these stakeholders through interviews and our ongoing dialogue.

CONSUMERS AND END USERS

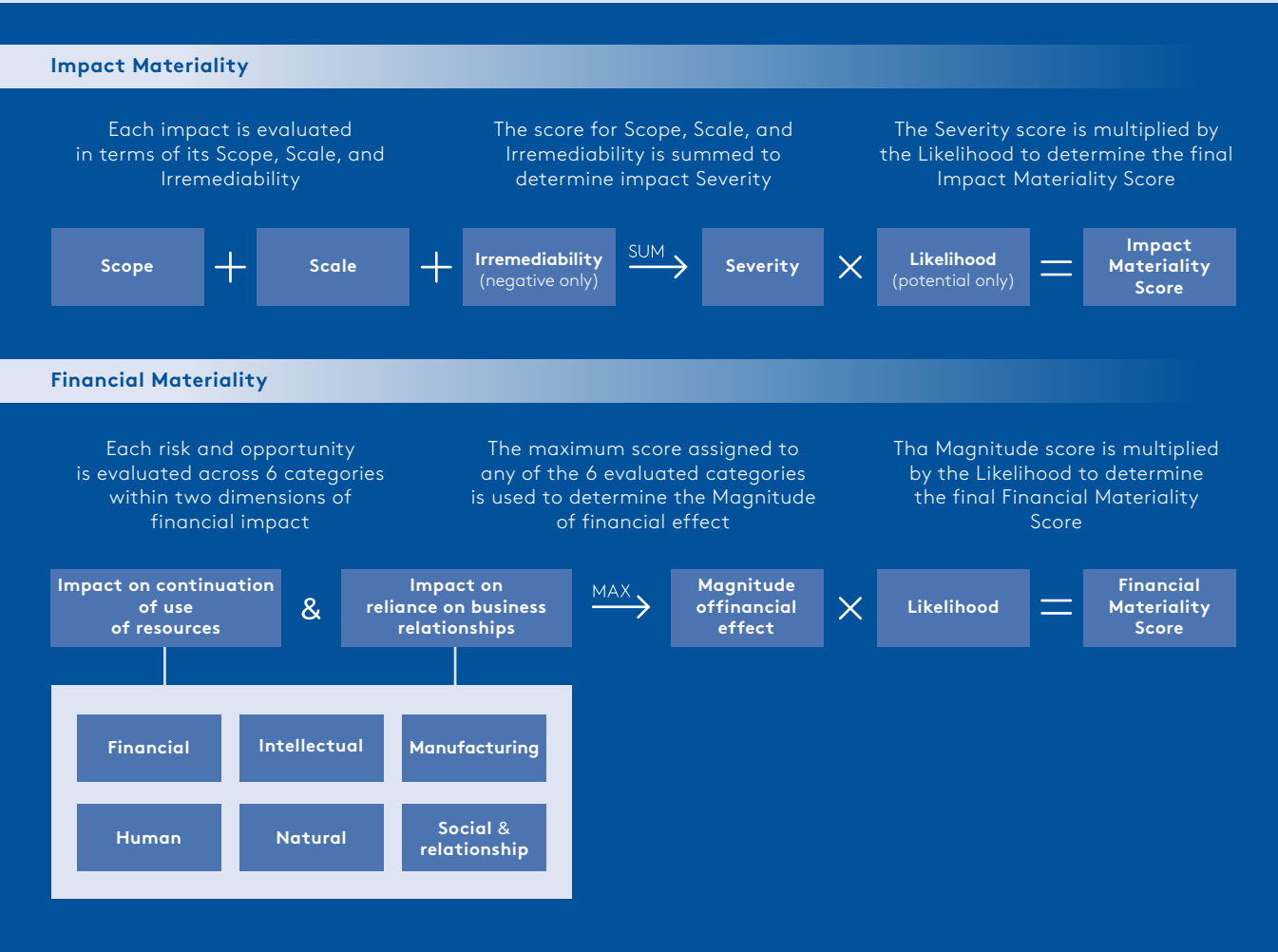
We gathered input from our customers who are the end users of our products. Through interviews and ongoing dialogue, we were able to address key areas of impact, risk and opportunity.

INVESTORS

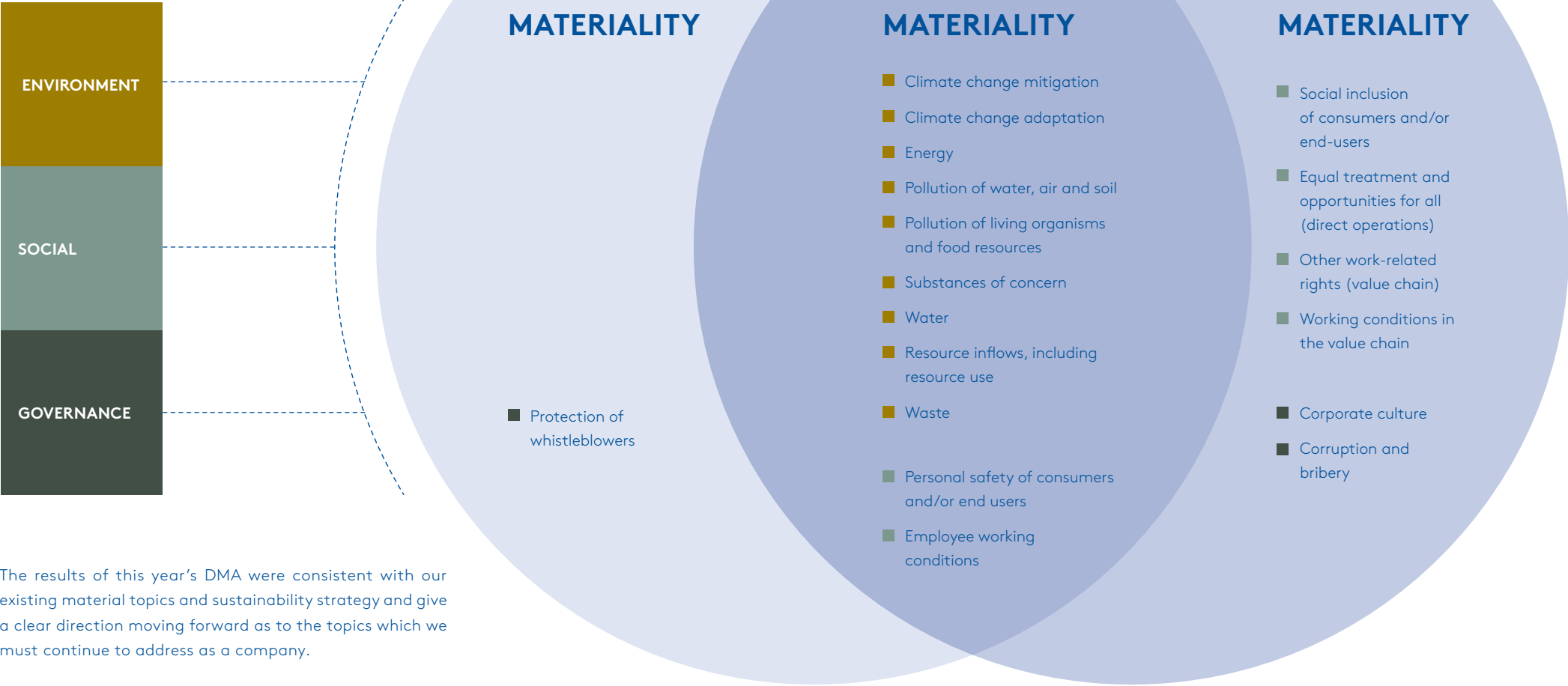
We engaged with key investor groups through interviews to gather feedback on sustainability topics of importance.

The input of our stakeholders helped to validate our material sustainability matters and supported the scoring of each impact, risk and opportunity identified.

Each impact, risk and opportunity identified was scored in line with the guidance set out by EFRAG:



Our DMA confirmed the strategic direction of our sustainability strategy and identified key areas of ESG-related risk and opportunity. The results of our DMA indicate that the following sustainability sub-topics are material for Draslovka:



The results of this year’s DMA were consistent with our existing material topics and sustainability strategy and give a clear direction moving forward as to the topics which we must continue to address as a company.

Looking ahead, Draslovka will re-visit and qualify the double materiality assessment annually in order to ensure that it continues to be an accurate reflection of the material sustainability areas for the company.

Sustainability Pillars

Following our materiality assessment, our strategic direction and pillars remain unchanged, however we have taken this opportunity to map our material topics and sub-topics to our existing pillars. The materiality assessment and updates the topics addressed under our pillars reflect our longstanding commitments to our people, society and the planet.



Draslovka’s ESG targets

Following the development and evolution of our sustainability strategy and reporting in recent years, Draslovka is now in the position to be able to set targets related to ESG for the first time. By establishing a clear set of measurable and specific goals, we will be able to track improvements in our performance against key metrics. We will provide updates on our progress towards meeting these targets in subsequent reports.

ESG targets: Environmental

KOLÍN PLANT

Target	Scope	Unit	Base year	Base value	Target year	Target value	% Target
GHG emissions reduction	DPG production	tCO2e/tDPG	2023	6.51	2030	5.98	-7%
COD* pollution reduction	NaCN production	tCOD/tNaCN	2023	5.4	2030	4.86	-10%
COD* pollution reduction	DPG production	tCOD/tDPG	2023	52.6	2030	49.97	-5%
Water consumption reduction	DPG production	m3/tDPG	2023	30	2030	27.6	-8%

MEMPHIS PLANT

Target	Scope	Unit	Base year	Base value	Target year	Target value	% Target
GHG emissions reduction	HCN production – electricity use**	tCO2e/tHCN	2024	0.103	2030	0.076	-27%
Water consumption reduction	Cyanide plants	mil. m³	2024	7.46	2030	6.34	-15%

ESG targets: Social

Target	Scope	Unit	Base year	Base value	Target year	Target value	% Target
Employee turnover retainment	Group – voluntary terminations	%	2024	12.4	2026-2027	15	n/a
Employee survey participation rate increase	Group	%	2024	52	2027	65	+25%
Net promoter score (NPS) increase	Group	Number	2024	+3	2026	+3.3	+10%
Gender pay gap retainment	Group	%	2024	-0.71	2027	±5	n/a

ESG targets: Governance

Target	Scope	Unit	Base year	Base value	Target year	Target value	% Target
Business ethics, anti-corruption and anti-bribery training participation rate increase	Group – ‘at-risk’ functions	%	n/a	n/a	2026	95	n/a
Obtain ISO 27001 certification	Group	n/a	n/a	n/a	2029	-	n/a

* COD = Chemical Oxygen Demand – measures the amount of oxygen needed to break down organic matter in wastewater.
** Subject to electricity generation mix provided by Tennessee State Utility (TVA). Assuming current electricity generating mix stays the same in 2030.

Oversight of Sustainability

At Draslovka, we view sustainability as a driving force for efficiency, innovation and superior performance. Sustainability is at the heart of our mission, vision and strategy, and is integrated into our internal governance and reporting structures. Our governance framework ensures there are distinct lines of oversight and accountability for sustainability matters at each level of the organization. The recent enhancements to our governance and reporting frameworks have been designed to equip our leaders with visibility of the initiatives in place and ensure responsibility at the appropriate level within the Group and each business unit.

The chart on this page outlines Draslovka's overall approach to oversight and governance of sustainability.



Governance bodies

Draslovka Board of Directors

The Draslovka Board continues to have ultimate oversight of sustainability at the Group level, including our strategy and annual reporting. Among other tasks, the Draslovka Board is responsible for reviewing the Group ESG Policy and company sustainability strategy at least annually, as well as for approving all ESG-related reports and policies. Sustainability is a standing item on the agenda of Board meetings.

As part of its role, the Draslovka Board oversees the integration of sustainability into the business strategy, ensuring positive impacts while managing ESG risks. It evaluates these factors before approving any investment or major development plan.

One of the central aspects of strong corporate governance and oversight of sustainability issues is ensuring that members of the Board possess in-depth skills and experiences in a number of sustainability-related areas. The Draslovka Board, both individually and collectively, have developed appropriate ESG-related skills through a range of experiences which support oversight of management and development of the Group's sustainability strategy.

PETR PUDIL

Chairman



Mr. Pudil is a co-founder of [BPD partners](#), a leading family office based in Prague, Czech Republic. The investment strategy of bpd partners is focused on managing investments in chemical specialties [business](#) with a key emphasis on environmentally sustainable solutions in agricultural and other industries, international biotechnology and agrotechnology startups. Bpd partners is also a major developer in the city of Prague.

He is a member of the Board of Directors of GLOBSEC, a leading think-tank in Central Europe, and chairman of the Supervisory board of [Post Bellum](#), an educational non-governmental non-profit organization. He is co-founder and member of the board of The Pudil Family Foundation, a family foundation established together with Petr's wife Pavlína dedicated to supporting art activities of Czech and international modern and contemporary art. Co-founder of [Kunsthalle Praha](#), recently opened leading art institution in the Czech Republic.

ANITA ORBAN



Anita leads the ESG function for Vodafone. Between 2010 and 2015 she served as Ambassador-at-Large for Energy Security of Hungary. Prior to that she was the Director of Constellation Energy Institute, a think tank facilitating cooperation in the Central Eastern European energy sector. Anita was awarded with the Woman Executive of the Year in Energy Award in 2018. She is on the European Advisory Board of the Fletcher School and the Chairwoman of the International Advisory Board of the Regional Centre for Energy Policy Research (REKK). In addition to being Draslovka's Board member, she is also a Chairwoman of our HR and Remuneration Committee.

CHRIS BOEHRINGER



Chris is Managing Director and Head of Europe for Oaktree's Global Opportunities strategy, where he leads investment strategies that emphasise sustainable and environmentally friendly solutions as part of the global goal of decarbonisation. He is Chairman of TORM plc, where he also Chairs both the Remuneration and Nomination Committees.

GREG
WARREN



Greg is currently the Chief Executive Officer of Trenteq, an environmental solutions company focussed on the remediation and re-purposing of waste. He also oversees the commercialisation of sustainable solutions as a Chief Commercial Officer at Draslovka. A key advisor and facilitator of strategy and capital raising, he is involved in commercialising new mining services technologies with a strong ESG proposition.

PAVEL
BRŮŽEK JR.

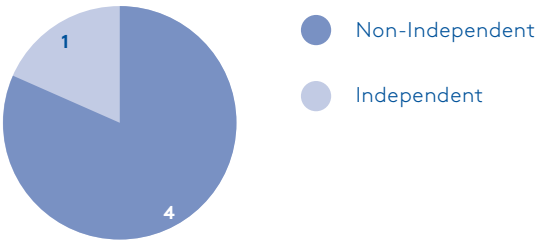
CEO Draslovka Group



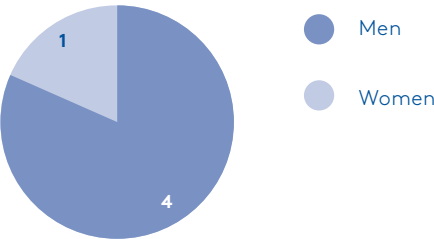
Pavel Brůžek Jr. has a background in chemical engineering, biological sciences and business administration, and has been involved with Draslovka since high school. He moved through all relevant positions: production, R&D, sales, investments, strategic development department and then in 2009 he became Technical Director. Now CEO of Draslovka Holding, he leads the ongoing global expansion.

Total members of the Board of Directors: 5

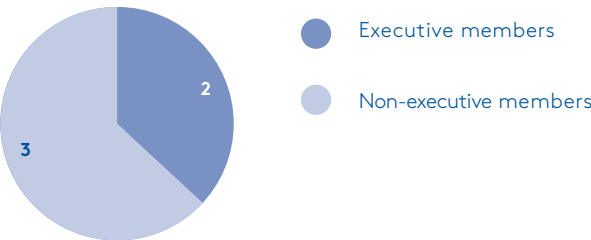
Board of Directors - Independent Members



Board of Directors - Gender Composition



Board of Directors - Non-Executive Members



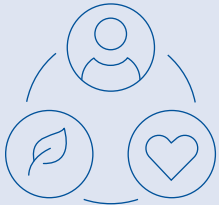
Draslovka
Supervisory Board

The Draslovka Supervisory Board serves as the company's statutory oversight body, overseeing the Board's activities and company operations. Beyond its statutory duties, it reviews business results and annual reports and provides recommendations and proposals to the Board of Directors. It has the authority to inspect company records and ensure business operations comply with legal requirements.

The Supervisory Board has four members and is composed of Mr. Pavel Brůžek Sr., Mr. Petr Brůžek, Mr. Jan Dobrovský and Mr. Vasil Bobela. With a strong background in engineering, economics, and corporate management, the Supervisory Board has overseen the strategic shift toward sustainable business practices and the long-term stewardship of corporate assets. The Supervisory Board's deep understanding of regulatory environments, investment strategies, and corporate transparency supports sustainable growth, ensuring that business decisions align with long-term environmental and social considerations.

Draslovka Advisory Board

Since its formation in 2023, Draslovka’s Advisory Board has provided the company with leading senior expertise in sustainability and business success. The members of the Advisory Board are all highly experienced leaders in their fields with a singular focus of driving the next phase of Draslovka’s growth journey. While the Advisory Board does not have any formal decision-making powers, its members work closely with the company’s Board and management to further support our business and sustainability goals. In addition to deploying their expertise in sustainable business and robust corporate governance to form Draslovka’s sustainability strategy, the Advisory Board members support our commercial strategy by providing support, guidance and broader geopolitical insights to Draslovka’s leaders, including at the business unit level.



ADVISORY BOARD MEMBER

Kathy Sipos

Chair of the Advisory Board



Martin Viecha

Advisory Board Member



Bob Miller

Advisory Board Member



Suresh Prabhakar Prabhu

Advisory Board Member



John Rutherford Allen

Advisory Board Member



Radek Špicar

Advisory Board Member



BIOGRAPHY

The Advisory Board is chaired by Kathy Sipos, former **Chief of Staff at Barrick Gold**, who has had a successful 25-year career at the forefront of the gold mining industry working for publicly listed corporations, including Teranga Gold and Gabriel Resources.

Former Vice President of Investor Relations at Tesla, brings over a decade of experience in shareholder engagement and the global automotive industry. Prior to joining Tesla in 2017, he served as a sell-side analyst covering the sector for Redburn-Atlantic in London. At Tesla, he worked closely with the CEO, CFO, and Board of Directors, helping shape one of the most innovative companies of our generation.

Former Nevada Governor and ex-Board Member of Newmont Mining, has had a distinguished career in both the public and private sectors and brings significant Board experience with past seats, including Newmont, Mining Company, America West Airlines and Zenith Insurance.

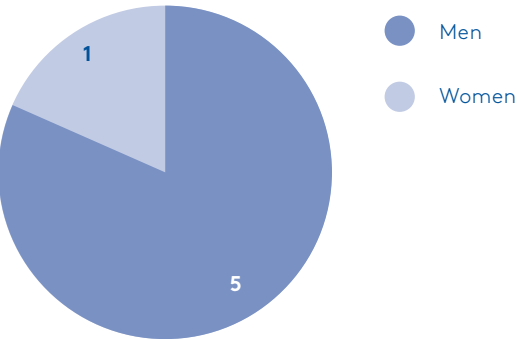
Sustainable business leader and former Minister of the Government of India, is an internationally recognized authority on sustainable development, serving as the Chairman of the Global Foundation of Farmers and South Asia Chair of the Global Water Partnership, and President of the World Forum for Global Governance. He is also a visiting Professor at The Grantham Research Institute on Climate Change at the London School of Economics.

United States Marine Corps four-star general (Rtd) and former commander of the NATO International Security Assistance Force (ISAF) in Afghanistan, has served as Senior Advisor to the Secretary of Defense on Middle East Security and, at the request of President Obama, served as Special Presidential Envoy to the Global Coalition to Counter ISIL.

Vice President of the Confederation of Industry of the Czech Republic, the largest domestic representative of Czech entrepreneurs, and Vice President of BusinessEurope, the Confederation of European Business, focuses on corporate social responsibility in his leadership roles at the largest representative organization of European entrepreneurs and leading interest group for Czech business.

Total members of the Advisory Board: 6

Advisory Board - Gender Composition



ESG Committee

To help the Board discharge their responsibilities, the Board is supported by the ESG Committee comprising five members: two Board members, the Business Director of Mining Solutions and two independent experts. The purpose of the ESG Committee is to develop and support the implementation of Draslovka’s sustainability strategy. In line with the ESG Committee’s mandate under its Terms of Reference and the Group ESG Policy, the ESG Committee evaluates and proposes new sustainability initiatives, reviews Key Performance Indicators (KPIs), contributes to the determination of appropriate targets for selected KPIs and assesses current and impending ESG-related regulation in markets where Draslovka operates. The ESG Committee is further responsible for the design and implementation of sustainability-related risk management, data collection and reporting processes, contributing to the continuous improvement of Draslovka’s disclosures. As part of the ESG Committee’s remit, it has reviewed the output of this year’s updated materiality assessment and the refreshed pillars of Draslovka’s sustainability strategy.

The ESG Committee receives regular updates from the Group ESG Team on material impacts, risks, and opportunities, as well as on the performance of existing sustainable technologies, the development of new transformative technologies, and their potential impact on the business and its stakeholders. Furthermore, the ESG Committee is briefed on the development and implementation of new ESG-related policies, such as the Human Rights and Environmental Commitment and the Supplier Code of Conduct, ensuring effective oversight and accountability. This structured reporting process enables the ESG Committee to monitor due diligence efforts, evaluate sustainability performance, and provide guidance on continuous improvement.

The Committee meets at least twice a year and at such other times as required. In line with its Terms of Reference, the ESG Committee also reports to the Board on a semi-annual basis on all matters within its duties and responsibilities, including its decisions and recommendations. Collectively, the ESG Committee possesses the expertise required to enhance Board decision-making on sustainability, and it has been central to the progress we have made in driving performance against our sustainability strategy to date.



ESG Committee Composition

PETR PUDIL

ESG Committee Chair



Petr Pudil, the Chairman of Draslovka’s ESG Committee, is an entrepreneur, sustainability-driven investor and Co-Founder of BPD partners, a leading family office in Prague. Petr specializes in investments in sustainable solutions for chemistry and agriculture, renewable energy, biotechnology startups and research & development initiatives, reflecting his long-term commitment to advancing environmentally conscious initiatives.

Petr’s key ESG qualifications and experience include:

- Petr is currently member of the board of directors of GLOBSEC EU, a global think tank committed to enhancing security, prosperity, and sustainability worldwide. He also serves as the President of the GLOBSEC US Foundation that promotes the mission of GLOBSEC in the US.
- Together with bpd partners, Petr is a notable sponsor of Post Bellum, a non-profit organization dedicated to recording and archiving the memories of witnesses of important historical events of the 20th century.
- As a founder of the Pudil Family Foundation, he is also actively supporting art and educational activities.

PAVEL BRŮŽEK JR.



Pavel Brůžek Jr. is an entrepreneur and sustainability-driven visionary and investor with a primary focus on innovative technologies that enable business transformation. After advancing through roles in production, research and development, sales and investments at Lučební Závody Draslovka Kolín (LDZK), Pavel became Technical Director and later a member of the Board of Directors of LZDK and Draslovka Group. As the current CEO of Draslovka Group, he has a key role in integrating sustainability into the overall business strategy, while overseeing global expansion and the commercialization of sustainable solutions. Pavel holds a background in chemical engineering and biological sciences and is a graduate of the MBA program at the University of Pittsburgh.

Pavel’s key ESG qualifications and experience include:

- Under Pavel’s leadership, Draslovka has been listed among top 10 innovators in the Czech Republic of the year 2024.
- Pavel is a regular panelist at sustainability conferences, commenting on mining transformation and transition towards sustainability, including sustainable practices in mineral supply chain.
- Together with bpd partners, Pavel invests into sustainable technologies and startups for chemistry, agriculture, medical and biotechnologies, encouraging innovation in sustainable practices and technologies.
- Pavel served for many years as Chairman of the Cyanide Sector group of the European Chemical Industry Council (Cefic), which aims to promote sustainable, safe and resource-efficient solutions to address the current and future challenges of the industry.

RADEK ŠPICAR



Radek Špicar, serving as Vice President of the Confederation of Industry of the Czech Republic and Vice President of BusinessEurope, advocates for the interests of companies and associations on domestic and international level, emphasizing their pivotal role in driving business transformation. In the past, he served as Deputy Vice Prime Minister for Economy and later as Head of External Affairs at Škoda Auto (Volkswagen Group). Radek’s focus includes economic topics and corporate social responsibility, while being actively engaged in dialogue within the public domain. Additionally, he is involved in the non-profit sector and academic community. Radek is a graduate of the Charles University in Prague and the University of Cambridge.

Radek’s key ESG qualifications and experience include:

- In his capacity at the Confederation of Industry and BusinessEurope, Radek was actively engaged in commenting on new legislation pertaining to sustainable development at both national and European level. This included contributions to the development and implementation of the Corporate Sustainability Reporting Directive (CSRD).
- At Škoda Auto, Radek was responsible for the development of the CSR strategy, including sustainable development projects.
- During his tenure at the Office of the Government, he was responsible for the functioning of the Government Council for Sustainable Development and the preparation of related strategic governmental documents.

KATHY SIPOS



Kathy Sipos has held various roles during her almost 25 years in the mining industry, working in North and South America, Africa and Europe. During this time, she gained experience in all phases of global mining, from acquisition/discovery, permitting, development, operations to closure. Most recently, she was the Chief of Staff at Barrick Gold Corporation during a transformative merger with Randgold Resources, contributing to the establishment of Barrick Gold as a leading force within the gold industry. Kathy also held pivotal roles in publicly listed corporations. She is a graduate of Queen’s University and University of Toronto (MBA).

Kathy’s key ESG qualifications and experience include:

- In Africa, Kathy was involved in creating and implementing a development strategy, taking 18 months working with communities, government, and stakeholders to maximize economic and social outcomes while minimizing environmental impacts.
- During her career, Kathy was developing and implementing livelihood restoration and resettlement policies, developing Environmental and Social Impact Assessments and responding to stakeholder feedback. She was working with governments, communities, and stakeholders to leverage the resource extraction industry in support of sustainability, and she specifically focused on sustainable economic growth, youth education and training, the environment, health and safety, agriculture and food security.

- Her experience also includes investor and stakeholder relations, facilitating effective communication regarding sustainability matters, performance and objectives.

JAMES STOCKBRIDGE



James Stockbridge has more than 40 years of experience in the chemical and manufacturing business.

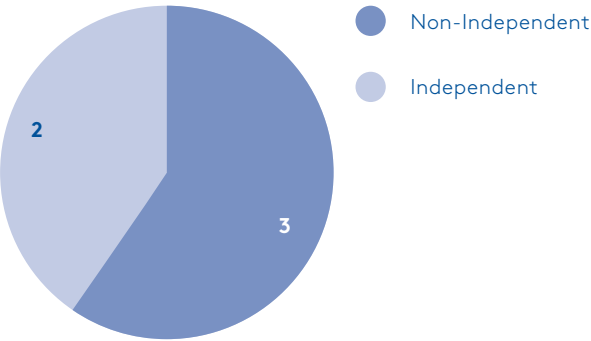
He commenced his career at DuPont, a publicly listed multinational chemical company, where he began in research and development and production roles, and ascended to supervisory and managerial positions, including Global Chemical Operations Manager, Unit Manager, and General Manager for International Dioxide. After DuPont’s spin-off of the chemicals business into a new publicly traded company, The Chemours Company, James acted as a Global Business Director of Mining Solutions. Following Draslovka’s acquisition of the Mining Solutions, James serves as the President of the Mining Solutions. He is a graduate of Mississippi State University.

James’ key ESG qualifications and experience include:

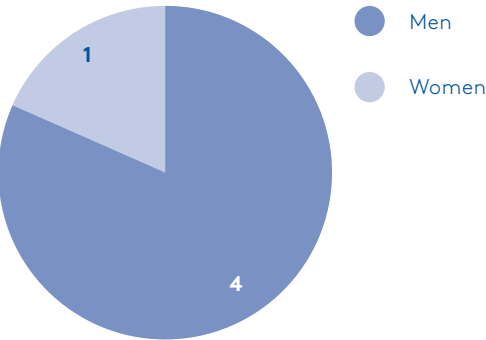
- James has made significant contributions to the development and implementation of the International Cyanide Management Code. This voluntary certification program aims to assist companies involved in the manufacturing, transportation, and use of cyanide in gold and silver production in enhancing their safe management practices. The Cyanide Code is intended to reduce the potential exposure of workers and communities, protect the environment, and enhance response actions. As one of the earliest standards and certification programs within the minerals sector, the Cyanide Code stands today as one of the most established certification programs in the mining industry.
- Throughout his tenure in various executive roles, James was pursuing sustainable initiatives within the operations, from optimizing resource efficiency and implementing efficient technologies, commercialization of sustainable technologies including Draslovka’s proprietary GLT solutions, to fostering health and safety culture, promoting ethical principles at the workplace and in a supply chain, and engagement with local communities.

Total members of the ESG Committee: 5

ESG Committee - Independent Members



ESG Committee - Gender Composition



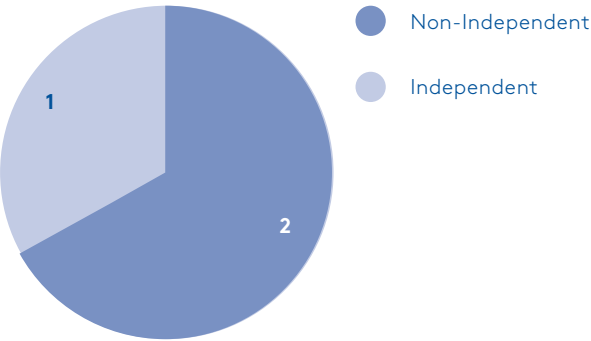
Remuneration Committee

The Committee for HR Matters and Remuneration (**the Remuneration Committee**) supports the Board in human resources and remuneration matters. It plays a vital role in shaping Draslovka's compensation philosophy, benchmarking of remuneration and aligning remuneration with performance outcomes and ESG principles. The Committee also oversees the fostering of an inclusive corporate culture and good governance practices.

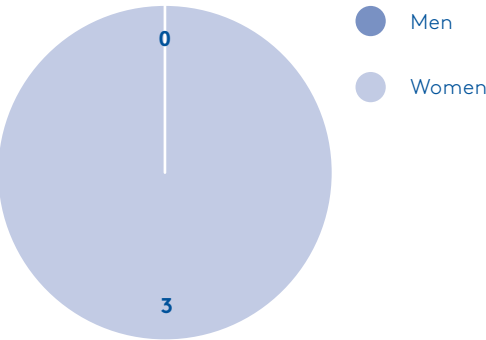
The Committee seeks to ensure that Draslovka's employees are engaged and motivated, rewarded fairly and competitively based on their performance and level, and that talent is attracted, retained and supported. The Committee also promotes a work environment, where discrimination and harassment are not tolerated, and people feel respected. The Committee comprises an Independent Non-Executive Board Member as a Chair, the Group Head of Human Resources and the Group Head of Compliance. In line with its Terms of Reference, and in addition to strategic oversight of remuneration, the Committee's areas of accountability include internal equity, succession planning, performance management, and employee engagement.

Total members of the Remuneration Committee: 3

Remuneration Committee - Independent Members



Remuneration Committee - Gender Composition



Management role and responsibilities

The Group CEO is responsible for the implementation of the sustainability strategy across the entire organization. In his executive role, he proposes and reviews development plans and their environmental impacts. As a member of the Board, he is regularly informed of significant sustainability developments during Board meetings. Through his direct line of communication with Business Unit Directors, he is also promptly informed of any developments that may impact material sustainability issues. The Group Finance Team is also involved in situations with potentially significant impacts on the company's financial position.

The Group ESG Team supports the ESG Committee, the CEO and the Board of Directors in the development and implementation of Draslovka's ESG strategy and annual reporting, as well as the coordination of internal processes. The Group ESG Team meets on a weekly basis to oversee the continuity, efficiency and progress of ESG processes across the Group.

Within the Group ESG Team, the designated functions coordinate specific environmental, social, and governance workflows, including the collection and consolidation of data from all business units. In this task, they are supported by the ESG Teams of the different business units, composed of local managers from each entity with sustainability-related responsibilities.

The Business Unit Directors are responsible for the implementation of the Group ESG Policy in their business unit and ensuring that the Group ESG Team and the ESG Committee receive all necessary information in a timely manner.

Following the development of Draslovka's sustainability strategy, the Group's leadership has placed a greater emphasis on our climate-related objectives and performance in terms of governance formalization. Throughout 2024, sustainability governance has been significantly strengthened by developing internal structures to define responsibility and accountability, hiring a new ESG Compliance Manager into the Group ESG Team, and implementing reporting frameworks aligned with CSRD requirements, among other initiatives. These efforts support addressing climate-related risks and opportunities effectively while ensuring precise reporting on our progress.



Holding offices

Sustainability Targets and Progress Oversight

At Draslovka, we have developed ESG targets which are central to enhancing performance and ensuring accountability. Oversight of these targets is structured to ensure clear, regular reporting and effective governance. The Group ESG Team is responsible for proposing targets to the ESG Committee, with the Remuneration Committee being consulted on any targets that are relevant to employees or the business' social goals. The ESG Committee evaluates these proposals and, in alignment with the Group's sustainability strategy, defines appropriate targets for selected Key Performance Indicators (KPIs). These targets are then submitted for approval by the Board of Directors of Draslovka a.s. and incorporated into the Sustainability Report.

Business Unit Directors are responsible for regularly informing the ESG Committee about progress against the defined targets. The ESG Committee, in accordance with its Terms of Reference, reviews progress, identifying material issues, and reporting key findings to the Board of Directors. In each Sustainability Report, updates on the targets will be provided to ensure accountability internally and demonstrate progress externally.

Further details on our approach can be found in the [Group ESG Policy](#).

Oversight of Skills and Expertise for Sustainability Matters

Draslovka recognizes that effective governance of sustainability matters requires appropriate skills and expertise at the administrative, management, and supervisory levels. Ensuring that our leadership possesses the necessary competencies is fundamental to addressing material sustainability impacts, risks, and opportunities and integrating sustainability considerations into our corporate strategy.

The Board of Directors, ESG Committee, and senior executive management play a critical role in assessing whether the Group as a whole has the required sustainability expertise to oversee these matters effectively. The Board, supported by ESG Committee, periodically evaluates its collective knowledge and that of key management personnel to ensure alignment with the evolving sustainability landscape, including regulatory developments, industry best practices, and stakeholder expectations.

Sustainability considerations are embedded into leadership development and succession planning processes to ensure long-term competency in sustainability governance. This approach enhances our ability to capitalize on sustainability-related opportunities, drive long-term value creation, and maintain compliance with evolving regulatory and market expectations.



Innovating for Sustainability

Management approach

At Draslovka, innovation is central to both our commercial success and our contribution to a more sustainable future. We see sustainability as a strategic growth opportunity, and our R&D efforts focus on developing cleaner industrial processes and improving operational efficiency across the mining, agriculture, and specialty chemicals sectors.

We apply a unified innovation framework across our business to drive consistency and efficiency in R&D. For hardware and process technologies, we use the NASA Technology Readiness Levels (TRLs) to assess and manage innovation maturity. For software development, we also adopt the Dual-Track Agile Process to support flexible, iterative progress and rapid delivery of user-centred solutions.

Our Innovation Process

To progress through the TRL process, each technology must pass KPI-based stage gates, with success criteria defined at the outset of development. A team of Draslovka employees with relevant technical and commercial expertise evaluates progress against these predefined benchmarks. Frequent technical reviews ensure alignment with success criteria, flag issues early, and keep development on track with market needs. For new technologies or product lines, the relevant business unit’s leadership up to and including the Board and CEO participates in reviews to provide strategic oversight and direction.

Our global team of scientists and chemists uses data and evidence to guide decision-making and improve outcomes. We continuously reinvest in innovation to maintain a competitive edge and deliver technologies that support the low-emission transition. By actively engaging with customers, industry bodies, regulators, and academic partners, we ensure our solutions are aligned with evolving needs and contribute meaningfully to sustainable industrial transformation.



Impact of our products and technologies

Glycine Leaching Technology

Draslovka's proprietary GLT solutions – GlyLeach™ and GlyCat™ – are highly effective, environmentally sustainable solutions for the extraction of precious metals from ore. For gold leaching, GLT utilizes glycine, a non-toxic and recyclable amino acid found in some foods, to dramatically reduce the volume of sodium cyanide used in the leaching process (ranging from 20-80%), and the associated emissions. When processing nickel, copper or cobalt ore, the technology eliminates the smelting process, which not only saves significant quantities of CO₂e, but also keeps more value added in the countries and communities of the mines as the ore no longer travels to centralized smelting facilities across the globe.

GLT also grants miners the ability to leach tailings material, which historically has been considered a waste product. Not only does this improve efficiency and reduce environmental impact, but this enables greater access to metals which are critical for sectors such as clean energy. **By enabling greater access to critical metals at a time of global scarcity and rising demand, Draslovka is enabling the transition to a net zero future.**

In addition, the use of GLT removes the risk of water pollution during the leaching process.

Although Draslovka continues to see strong demand for its high-quality sodium cyanide, the commercialization and adoption of GLT is making an increasingly significant contribution to profitability and revenues, and reflects the evolution of the company into a service and technology provider.

We continue to collaborate with some of the world's leading miners who share our vision of finding environmentally sustainable solutions. By partnering with global leaders, we are demonstrating the incredible potential offered by GLT globally and taking further steps toward the commercialization of our proprietary solution.



CASE STUDY:

Skarn Associates research environmental impacts of using GlyLeach™ on Nickel

Draslovka partnered with SKARN Associates, an industry leader in quantifying asset-level environmental impact for the mining industry, to undertake a study to:

- Calculate the emissions profile of a tailings reprocessing circuit producing nickel using the proprietary Draslovka GlyLeach™ process.
- Assessment of the GHG performance of the process vs nickel MHP, MSP and concentrate producers.

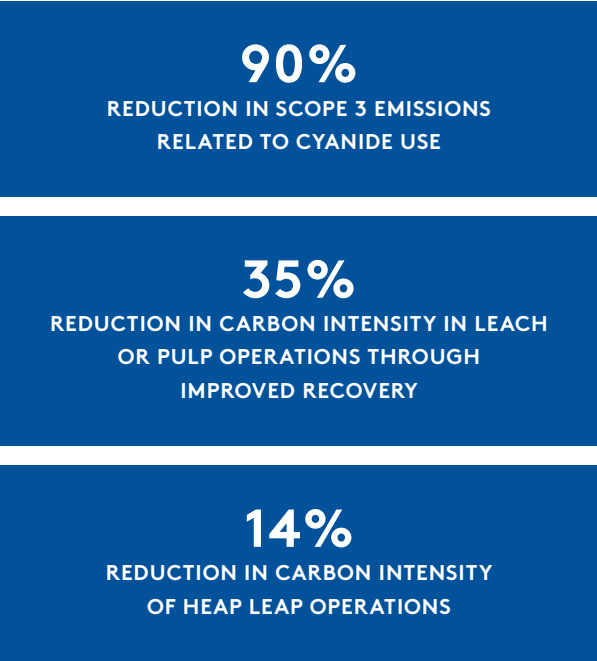
The results confirmed that GlyLeach™ performs comparatively better than existing Nickel leaching processes.

The study found that when integrated as part of an existing nickel sulphide operation, GlyLeach™ technology could reduce CO₂e emissions by 2%, equivalent of **saving 170kgCO₂e per ton Nickel Equivalent**. This reduction is achieved as the treated material is a waste product of the existing mine. With the use of GlyLeach™ technology, the CO₂e emissions of Nickel production falls into the lowest quartile of global nickel production.

Among global nickel producers the tailings GlyLeach™ technology compares favourably demonstrating its **potential to reduce the environmental impact of Nickel leaching**.

This research provides further evidence as to the potential of GLT to reduce environmental impact of mining operations. Also conducted by Skarn, a previous project conducted in 2023 concluded that GlyCat™ has the potential to transform the sustainability of gold mining by dramatically reducing sodium cyanide usage and reducing or eliminating the need for detoxification measures.

The study found the technology demonstrated success against a range of key metrics:






EDN™, BLUEFUME™ and eFUME™

Trade in essential commodities, from timber and logs, to foodstuffs such as grain, is a critical part of the global economy. However, this trade poses the risk of the introduction of non-native pests, which can devastate local flora and fauna, the economic costs of which run into hundreds-of-millions of dollars in addition to the environmental and climate impact. Outbreaks of such pests also threaten global food security. **The UN Food and Agriculture estimates that around 10-28% of all crops are lost on the journey from farm to fork* due to pests. Fumigation is an essential line of defence against these potentially devastating risks.**

Yet the most widely-used fumigants are methyl bromide, an ozone-depleting substance pledged for phaseout under the 1987 Montreal Protocol international climate agreement, and sulfuryl fluoride, a synthetic greenhouse gas with a Global Warming Potential (GWP) 4630 times that of carbon dioxide. In the face of this dilemma, Draslovka has deployed its research and development capabilities into innovating new, environmentally sustainable and effective, alternative fumigants and biocides – EDN™, BLUEFUME™, and eFUME™.

Each with a distinct use profile, all of our alternative solutions are highly effective and significantly reduce greenhouse gas emissions while containing only negligible amounts of ozone-depleting substances. For example, research by the University of Reading suggests that EDN™ has a global warming potential (GWP) 98% lower than the most widely used greenhouse gas for timber and structural fumigation**. Each of our solutions has been rigorously tested and has proven effectiveness against new, modern, and stringent regulatory requirements – the same requirements under which existing solutions would not have been successfully registered and commercialized.

Given their environmental impact, regulators are taking increasing steps to restrict the use of methyl bromide and sulfuryl fluoride. This creates additional opportunities for us to enable the agricultural, forestry, and logistics sectors to transition away from use of these harmful legacy substances and ensure continuity of supply chains. We are seeing increasing momentum from regulators, national ports, and the logistics industry in the adoption of new alternatives, and increasing demand from our customers. The consolidation of INTRESO Group positions us to capitalize on this critical time in the fumigation industry and we continue to pursue registrations for our products across the world.

SOLUTION	APPLICATION	CURRENT REGISTRATIONS	2025 EXPECTED REGISTRATIONS
	Forestry products including timber and logs	Australia, South Korea, Malaysia, New Zealand, Türkiye, Uruguay, South Africa	USA
	Pre-plant soil	EDN has also been used in the past under emergency authorisation in Czechia	
	Structural fumigation, including industrial buildings, agricultural structures such as mills, grain sheds, culturally significant sites such as museums.	Czech Republic, Austria, Belgium, Croatia, France, Germany, Italy, Netherlands, Portugal, Romania, Slovakia, Spain, UK, Slovenia, New Zealand, Malaysia, Singapore, Morocco, Australia, South Africa	South Korea
	Fresh produce, including bananas and pineapples.		
	Post-harvest treatment of fresh fruit and vegetables	Australia, New Zealand, South Korea	USA, Taiwan
	Dry food		
	Quarantine treatments Food-processing equipment		

* <https://doi.org/10.4060/cb4769en>
** https://centaur.reading.ac.uk/112038/1/erc_fumigant_publish.pdf



Sodium-ion batteries

At Draslovka, we believe sodium-ion batteries can play an essential part in providing the storage needed for the world's transition to clean energy amid ever-increasing demand. Unlike lithium, sodium is more abundant and stable, with a lower environmental cost of production. As a readily available raw material for batteries, it also enables nearshored manufacturing, reducing supply chain risks and supporting regional energy security. Sodium-ion batteries offer higher power and performance, are safer and cheaper than lithium batteries and are ideal for shorter-term energy storage needed for grid stability and as backup sources in data centres and other critical infrastructure. We are therefore committing to the further research and development of sodium-ion battery technology, and in particular Prussian blue, a key active material for battery design. We believe this technology offers exciting potential to become a core part of Draslovka's product offering in support of the transition to a low-emission future.

By leveraging our world-class research and development, production, and logistics capabilities, we see potential for Draslovka to become a global leader in this technology which has the potential to unlock further progress in the energy transition.

DPG

Draslovka owns proprietary, state-of-the-art, technology for the production of DiPhenylGuanidine (DPG), which is an essential material for the manufacture of vehicle tyres. As well as directly manufacturing this chemical, we also offer our know-how to the market as part of our wider technology licensing business.

Blue Cube



The acquisition of South Africa-based Blue Cube in May 2023 further expanded our technology offering for the mining sector, enabling Draslovka to provide truly integrated solutions. A company which shares Draslovka's relentless focus on research and development and innovation, Blue Cube complements our mineral processing capabilities which enable increased access to critical metals, and further expands our footprint in Africa and Australia.

Blue Cube manufactures bespoke in-line mineral analyzers to mineral processors, which enable miners to make informed processing decisions through access to information in real-time. Unlike traditional methods, which require sending slurry samples to laboratories, Blue Cube's mineral analyzers continuously monitor the composition of streams, reporting every fifteen seconds. Informed by cutting-edge machine learning and artificial intelligence (AI), Blue Cube's in-line analyzers use advanced spectroscopy to measure the composition of slurry and solutions, enabling our customers to adjust chemical inputs in the moment to optimise recovery.

MetOptima™



MetOptima™ is an advanced always-on AI metallurgist which enables mines to optimize grinding, flotation and leaching processes throughout their operations. Powered by AI, MetOptima™ enables miners to achieve a 3-5% increase in throughput and a 1-3% increase in recovery. Our user-friendly platform provides recommendations and enables our customers to continuously monitor, evaluate and improve their performance.

Intellectual Property protection

As Draslovka is an intellectual property (IP) and research and development-driven business, protecting our innovations is an essential part of our sustainability strategy.

The total number of patent families across all Draslovka entities in 2024 was 35, a 10% increase on 2023.

Our innovations give us a competitive advantage in the industries and markets in which we operate, with particular emphasis on our proprietary sustainable solutions. Protecting this IP is therefore an essential component of our present and future success, and a shared principle across each of our business lines. Our Group IP Protection Policy codifies this shared Draslovka approach in order to protect the integrity of our innovations.

Our industry-leading R&D capabilities are maintained by a team of 75 full time experts directly involved in ongoing innovation activities.

A vital investment for Draslovka's success now and in future, this amounts to 10% of our total headcount. Our Kolin plant is also developing 8 new substances for potential future production as innovation continues to drive our growth.

07

Preserving the Environment

Material topics:

CLIMATE CHANGE	POLLUTION	WATER AND MARINE RESOURCES	RESOURCE USE AND CIRCULAR ECONOMY
Climate Change Adaptation	Pollution of Water, Air and Soil	Water	Resource Inflows, including Resource Use
Climate Change Mitigation	Pollution of Living Organisms and Food Resources		Waste
Energy	Substances of Concern		

Management Approach

Continual creation of long-term value requires the sustainable use of the earth’s natural resources. The nature of our business, our use of natural resources, and the hazardous materials we handle have led to the development of significant controls and policies to manage our environmental impact. In addition to the environmental protection measures which we have long had in place, we are making progress in reducing our use of natural resources and continually seek opportunities to reduce our water consumption, energy use and waste.

Climate change, pollution, water and marine resources, resource use and circular economy are all material issues for our business. We are committed to making progress in these areas while always ensuring that any updates or investments we make are thoroughly researched and tested to maintain environmental protections and employee health and safety.

We have continued to prioritize improving our environmental data collection processes. Thorough data collection processes will support Draslovka to monitor and track progress in reducing environmental footprint, setting targets and creating concrete, data-driven plans detailing how these targets will be achieved, as well as supporting alignment with the CSRD. Environmental data will be disclosed annually through the sustainability report and reviewed on an ongoing basis by the Group Head of EHS&S, as well as the ESG committee.

Improving our operational environmental footprint is a priority. While we seek to reduce our impact, we also see our innovative solutions, GLT and EDN™ in particular, as potential gamechangers in reducing GHG emissions for the entire mining and fumigation industries.

As a reflection of these ongoing efforts, our Kolín site has maintained several key environmental accreditations in 2024. These certifications underscore our commitment to rigorous environmental standards and demonstrate tangible progress in our sustainability journey.

Kolín	
ISO 14 001	Environmental management
ISO 50001	Energy management
EcoVadis	Silver medalist. Responsible Care
CDP Assessment on climate change	B score

Climate Change

Climate change is likely to have widespread effects across all regions and economic sectors, both through physical changes and the transition to a global net-zero economy. In response, Draslovka’s business is set to minimize its contribution to climate change and adapt to its impacts. Having assessed our climate-related risks and opportunities, we believe that we have a resilient strategy and, perhaps more significantly, an opportunity to play a

key role in supporting our customers as they mitigate their impacts on the environment.

To enhance our performance, in 2024 we made progress in managing energy consumption at our Kolín site, progress we will look to learn from and leverage across our sites.

Draslovka’s approach to climate mitigation oversight

Draslovka has strengthened its sustainability governance through developing internal structures to identify responsibility and accountability for our progress in managing key ESG issues that are material to our business, as detailed in the ‘ESG Governance’ section of this sustainability report. While the Group is planning on further developing its climate risk management processes, our broader management team – including the Group CEO, Group ESG Team and Business Unit Directors – has been proactive with regards to seizing the opportunities created by the transition to a low carbon economy. As highlighted throughout our sustainability report, our leadership team is focused on transitioning our business model **towards being an innovative sustainable solutions provider, enabling our customers to reduce their GHG footprint and overall environmental impact.**

Draslovka’s climate change mitigation strategy

Draslovka aims to unlock sustainable transformation through the development of scalable chemistry-based solutions. A key element of our strategy is developing innovative solutions with a reduced environmental impact, aiming to develop and scale products which reduce the Greenhouse Gas (GHG) footprint of our customers in mining, industrial and agricultural applications. It is this innovation, and our transition towards being a technological

solutions provider, which presents opportunities for us in contributing to global decarbonization by using fewer resources to gain greater product yields.

Beyond our offering of innovative and environmentally sustainable solutions for the mining, chemical and agricultural sectors, we are improving our processes and facilities to reduce our climate impact. As part of our commitment to reduce our environmental impact, we are working across our businesses to identify the climate-related risks and opportunities facing Draslovka.

During 2023, we performed an analysis of both the internal and external landscapes, identifying physical and transition risks across three different time horizons:

SHORT TERM RISKS AND OPPORTUNITIES
WITH A HORIZON OF

0 – 3 years

MEDIUM TERM RISKS AND OPPORTUNITIES
WITH A HORIZON OF

3 – 10 years

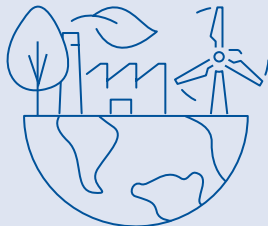
LONG TERM RISKS AND OPPORTUNITIES
WITH A HORIZON OF

10 – 30 years

This assessment included the identification and consideration of potential acute and chronic physical risks associated with a changing climate, including how severe weather events could adversely affect Draslovka’s principal production facilities in Kolín, Czech Republic, and Memphis, Tennessee, in the US. We also assessed the risks to the business resulting from the global transition to a net zero future, including the impacts of carbon policy and technological and market transformation. A full list of risks and opportunities identified is included in the appendix of this report.

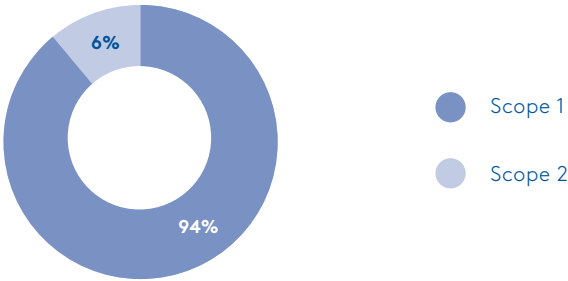
Our climate risk and opportunity analysis highlighted that our strategy is resilient when set against various scenarios of climate change adaptation, including those aligned to commitments set out in international climate agreements such as the United Nations Framework Convention on Climate Change’s (UNFCCC) Paris Agreement.

This year, for the first time, we disclose our complete Scope 1 and Scope 2 GHG emissions inventory. The largest source (approx. 68%) of our emissions comes from the application of fumigants in our Agricultural Solutions business. We are actively reducing these emissions through innovative new products with lower global warming potential (GWP). Other significant sources include process emissions and the use of natural gas and electricity at our production sites in Kolín and Memphis. These areas remain key targets in our efforts to reduce our operational carbon footprint.

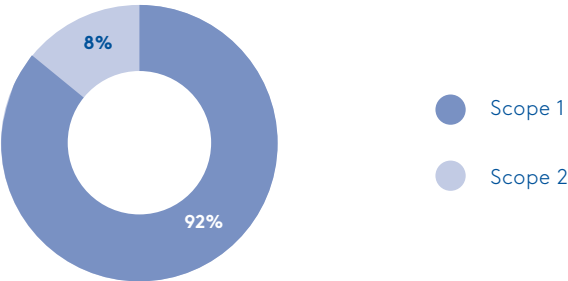


GHG Emissions metrics	UNIT	2024
Gross Scope 1 GHG emissions	tCO ₂ e	449,313.41
Gross Scope 2 location-based GHG emissions	tCO ₂ e	30,234.90
Gross Scope 2 market-based GHG emissions	tCO ₂ e	36,469.74
Total location-based GHG emissions	tCO ₂ e	479,548.31
Total market-based GHG emissions	tCO ₂ e	485,783.15

GHG Emissions - location - based



GHG Emissions - market - based



We recognize the importance of decarbonizing our operations in the near term. We have long been committed to reducing the impacts of our operations and reducing carbon footprint by enhancing efficiencies in our manufacturing facilities. To improve the depth of our data, we are committed to calculating and reporting on our Scope 3 emissions in our next sustainability report, to be published in 2026.

Energy consumption and mix

Over the course of 2024, Draslovka invested in energy efficiency enhancements at its Kolín plant to drive reduced energy consumption and decarbonization. During 2024, our Kolín facility delivered a program to reduce the use of energy in production processes. The program saw the implementation of a totally automated system which evaluates and monitors the use of energy in real time. The system has been implemented and is currently undergoing optimization. The program improves energy use through the development of an energy management system and was certified in line with ISO 50001. We are proud of this achievement and the implementation of a system which will support the Kolín plant to monitor and manage energy use on an ongoing basis.

While this project related only to the Kolín plant, the learnings from the implementation of an automated energy management system will be shared across Draslovka, helping the entire business to improve over time.

At our Memphis plant, we have been undertaking a number of investigations to determine appropriate investment opportunities to reduce energy consumption or utilize waste energy sources. One such project which will be implemented during 2025, is the replacement of an electric blower with a steam turbine which uses off-gas from the

HCN unit as fuel. This means that a previous gas waste stream is now being utilized as fuel onsite, rather than being flared, increasing efficiency and minimizing waste energy.

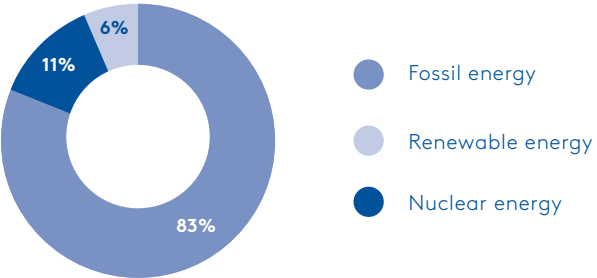
Energy use requirements and climate impact are integrated in CAPEX decisions on our sites. As we look to grow the business and expand facilities, we will continue to optimize our ESG impact.

ENERGY METRICS	UNIT	2024
Total energy consumption in own operations	MWh	274,340.38
Total energy consumption from fossil sources in own operations	MWh	228,819.79
Fuel consumption from coal and coal products	MWh	0
Fuel consumption from crude oil and petroleum products	MWh	4,490.97
Fuel consumption from natural gas	MWh	166,986.53
Fuel consumption from other fossil sources	MWh	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	57,342.30
Share of fossil sources in total energy consumption	%	83.41
Total energy consumption in own operations from nuclear sources	MWh	29,866.31
Share of nuclear sources in total energy consumption	%	10.89

ENERGY METRICS	UNIT	2024
Total energy consumption from renewable sources in own operations	MWh	15,654.28
Consumption of fuels from renewable sources	MWh	0
Consumption of purchased or acquired energy from renewable sources	MWh	15,629.06
Consumption of self-generated non-fuel renewable energy	MWh	25.22
Share of renewable sources in total energy consumption	%	5.71

Note that steam is produced as a byproduct by our sites in Kolín and Memphis.

Energy consumption mix



Pollution

Given the nature of our business, it has always been of critical importance to minimize the impact of our activities on the environment.

We have environmental controls in place to prevent pollution resulting from our operations. This includes pollution of air, water and soil. At our production sites, we have process controls in place which are designed to minimize the risk of a spill or release of pollution to the environment.

Our sites in Kolín and Memphis maintain Responsible Care certification. The Responsible Care certification is a reflection of the high standards of environmental protection and health and safety applied to our activities. Our Memphis site maintains an Environmental Policy which aligns to the Responsible Care 14001 Environmental, Health, Safety and Security Management System. The Policy outlines principles which prevent pollution, improve products, processes and operations, and support compliance with environmental laws and regulations. Each employee and contractor working on site must be appropriately trained and comply with this policy to ensure environmental compliance.

Our sites in Kolín and Memphis operate within the limits of air, water and solid waste permits. On-site processes are designed to comply with these permits, minimizing the risk of an environmental incident. If necessary, operations are reduced or curtailed to maintain compliance with our permits. On an ongoing basis, processes and policies are reviewed to ensure that risks of pollution are minimized. We also review our plant and equipment regularly to ensure all equipment is functioning appropriately and during the replacement of plant equipment, we consider the environmental efficiency of solutions, ensuring they align to our strict pollution controls.

POLLUTION METRICS	UNIT	2024
Total metric tons of Volatile Organic Compound (VOC) emissions	t	76.39
Total metric tons of NOx emissions (excluding N2O)	t	618.18
Total metric tons of SOx emissions	t	2.93
Total metric tons of hazardous air pollutants (HAPs)	t	63.31
Total amount of pollutants (non-GHG) listed in E-PRTR regulation Annex II	t	1,177.61



Water and Marine Resources

Water is an important natural resource and key component of our production processes. Through our processes we use natural water sources as an input and discharge water which is fully treated and within the limits of our environmental permits.

When developing new business opportunities, we always consider their environmental impacts. Ensuring we fulfil our regulatory requirements and adhere to strict permitting requirements, we undertake research and development to establish the policies, procedures, controls, equipment and processes required to minimize the environmental impact of any new products or production processes. An example of this is exploring the feasibility of products that facilitate the manufacturing of sodium-ion batteries. Recognizing the importance of water to our production processes, during 2024, we began a research and development project on wastewater treatment to investigate a method of purifying wastewater associated with the production of the necessary materials. We expect to conclude this project during the first half of 2025. The project will be critical in ensuring that the business opportunity can be realized in a way which respects and protects the environment, adhering to environmental controls and ensuring no discharge of hazardous or polluted wastewater. Once this project has concluded, installation of equipment will be prepared.

During 2024, we made some additional improvements in our management of water across Draslovka. In Kolín, we achieved a decrease in the pollution of wastewater by 10% through the implementation of improved controls. There are also ongoing investigations into opportunities to reduce the amount of water used in cooling, and recirculating cooling water to ensure greater efficiency.

Our operations do not source water from high water stress areas and we are committed to ensuring our water use remains efficient. As production capacity increases throughout our business and new, innovative business lines are introduced, we seek to ensure ensure no increase in water consumption, pollution, or discharges. Water consumption and discharges are material topics for our business and we are committed to improving our performance going forward.



WATER METRICS	UNIT	2024
Total water consumption	m ³	4,239,875.30
Total water withdrawals	m ³	11,828,139.86
Total water discharges	m ³	7,588,264.56
Total water consumption in areas at water risk, including areas of high-water stress	m ³	219.94
Total water withdrawals in areas at water risk, including areas of high-water stress	m ³	703.64
Total water discharges in areas at water risk, including areas of high-water stress	m ³	483.70
Total water recycled and reused	m ³	234.83

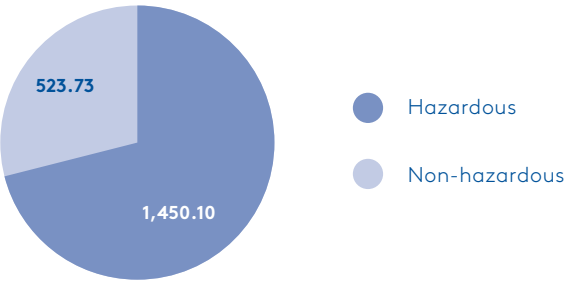
Resource Use and Circular Economy

At Draslovka, we aim to follow the principles of reducing, reusing, recycling and then recovering waste where possible. Given the nature of our products, we always ensure that these principles are integrated while ensuring the highest levels of health and safety and minimizing risk of incidents.

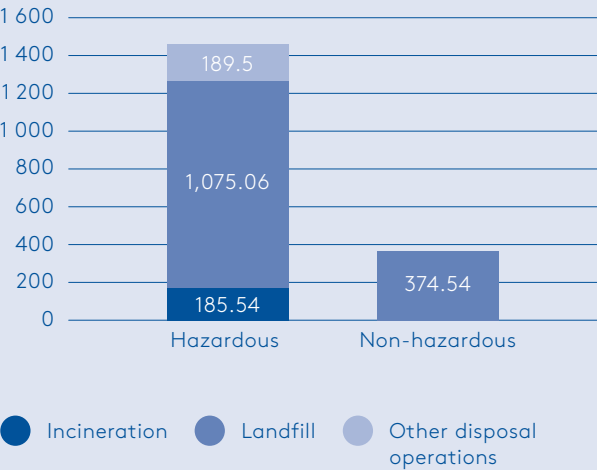
Across both our sites, we continually seek opportunities to reduce waste both through our direct operations and within our supply chain. We seek to continue to work on incremental improvements to production processes and the behavior of people to reduce waste on an ongoing basis, while identifying any potential major areas of improvement.

During 2024, we identified an area of improvement within our shipping processes. We are investigating the feasibility of using returnable containers for our customers. Currently some HCN products are sold in one metric tonne boxes which are disposed of after a single use. During 2024, we began a pilot project to use reusable containers which could be returned for refilling. We are continuing to evaluate the process to ensure that it is replicable, scalable and most importantly, maintains the safety and integrity of the product. If the tests continue to go well, we anticipate that this project will be rolled out and used to transport products from our Memphis site to our facility in Mexico. Meanwhile, we are exploring other opportunities to implement the concept to both minimize the production of waste and also reduce supply chain costs.

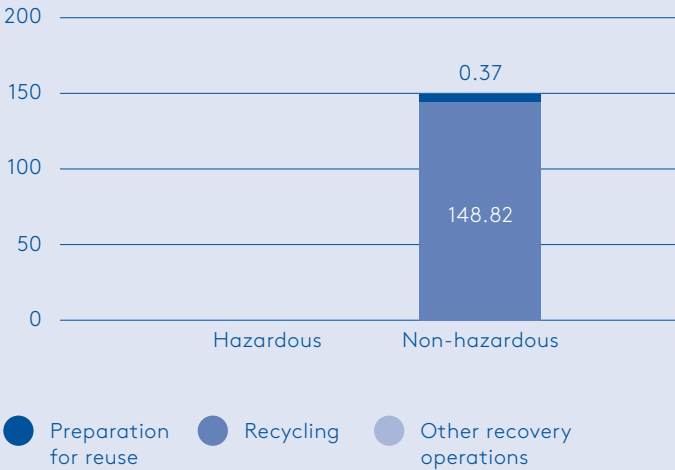
Total amount of waste generated (tonnes)



Total amount of waste directed to disposal (tonnes)



Total amount of waste diverted from disposal (tonnes)



Protecting and Developing our People

Material topics:

OWN WORKFORCE

Employee Working Conditions

Equal Treatment and Opportunities for all



Management approach

Our people are our highest priority. We have a two-pronged approach: ensuring the safety of our people and ensuring our people have an environment in which they can grow, develop and are valued for the contribution they make. We follow a safety-first approach with the safety and well-being of our people being central to everything we do. Safety is fundamental to creating an environment where people can work to the best of their ability. Our commitment to well-being and inclusion is fundamental to our success and we consistently uphold and maintain the highest levels of health and safety performance.

We have a comprehensive program which supports the development of our people. Our management team ensures we have the policies, procedures and practices in place to provide an environment where individuals can thrive. We have built a culture which ensures inclusivity and encourages innovation to fuel the growth of our business. We listen to our employees and actively seek feedback to improve our culture and people programs. During 2024, we issued our second annual employee engagement survey and saw improvements in scores reflecting our commitment to listen and improve.

Our policies ensure we maintain a culture of inclusion, providing equal opportunities for growth and development. We take pride in creating a working environment where everyone is treated equally and with respect, where discrimination and harassment in any form are not tolerated. These principles are covered in our policies, including our [Code of Conduct](#), [Group Diversity, Equity & Inclusion](#), [Non-Discrimination and Anti-Harassment Policy](#), and our [Human Rights Commitment](#).

To provide further oversight of our efforts to protect and develop our people, we have a HR and Remuneration Committee in place. The Committee is tasked with overseeing people related topics including employee engagement, ESG and communities’ involvement, reporting and compliance amongst other areas. The Committee’s Chairwoman reports directly to the Draslovka Board of Directors on these priorities.

Own workforce

Our success as a company is built upon the ability for our workforce to deliver high levels of performance. To facilitate this, we ensure that our workforce operates in a safe and inclusive environment, with full respect for our workers’ fundamental rights.

Health and Safety

The health and safety of our workforce is our number one priority.

Our occupational safety regulations seek to protect employees effectively and we constantly work to evolve standards to anticipate risks.

We strive to be leaders in our field for health and safety and we are proud of our reputation.

- Draslovka is a proud founding member of the International Cyanide Management Code. The Code is a voluntary initiative made up of members of the gold industry, which includes producers and transporters of cyanides used for gold and silver mining purposes.
- We also participate in the European Chemical Industry Council (CEFIC) and the American Chemistry Council (ACC).
- Our stringent safety approach is applied across all our facilities, geographies and markets.

HEALTH & SAFETY METRICS	UNIT	2024
Total number of fatalities as a result of work-related injuries and work-related ill health - own employees	Number	0
Number of fatalities as a result of work-related injuries - own employees	Number	0
Number of fatalities as a result of work-related ill health - own employees	Number	0
Number of recordable work-related accidents - own employees	Number	8
Rate of recordable work-related accidents * - own employees	Rate	6.06
Number of cases of recordable work-related ill health - own employees	Number	1
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health - own employees	Number	98
Total number of fatalities as a result of work-related injuries and work-related ill health - non-employees **	Number	0
Number of fatalities as a result of work-related injuries - non-employees **	Number	0
Number of fatalities as a result of work-related ill health - non-employees **	Number	0
Number of recordable work-related accidents - non-employees **	Number	0
Rate of recordable work-related accidents * - non-employees	Rate	0.00
Number of fatalities of workers in the value chain as a result of work-related injuries and work-related ill health	Number	0

* Number of work-related accidents per 1 million hours worked.
** Non-employees include BoD members, casuals, consultants, contractors and workers contracted through Employer of Records.

At every step in our products’ lifecycles, we maintain strict standards of control. We deliver clear reporting lines across locations, provide regular safety briefings to employees, and ensure that at all times management is kept accountable for personnel and process safety.

Our Kolín and Memphis facilities have been awarded a ‘Responsible Care’ certification over a number of years, which is not only a reflection of the high standards of environmental protection, but also the standards of health and safety applied to our activities. Furthermore, for our Kolín site, the Kolín Town Hall is able to monitor Draslovka’s production in real-time through sensors in key locations which we have provided to enable immediate detection and response in the event of any leakages. We ensure that we are accessible to the local community, providing transparency regarding our operations to build and maintain trust with all stakeholders.

As of 2024, our sites’ accreditations include:

MEMPHIS	KOLÍN	INTRESO
Three-time recipient: Tennessee Occupational Safety & Health Administration’s (TOSHA) Workplace Safety and Health Award.	International Cyanide Management Code certified, same certification also obtained for Kolín transport route (2024).	Descroes (Belgium), Fumico (Netherlands) and DDD (Slovenia): ISO 9001 certified.
American Chemistry Council (ACC) Responsible Care Facility Safety Award.	ISO 45001 – Health and safety management standard.	
3rd party certified under the International Cyanide Management Code and ACC’s RC14001 – Responsible Care standard.	ISO 9001 – Quality management system.	
Canadian National Railroad’s Safe Handling Award.		

Marketing team visit at the Memphis plant



Communicating with our employees

Our employee engagement survey is a key indicator of our progress in creating a more cohesive and inclusive culture.

Our annual employee survey is an important tool to achieve that. The survey creates a vital line of feedback from employees up to leadership. Management carefully reviews the survey’s results and directly utilizes its output to improve and refine approaches towards corporate culture, leadership initiatives and to address any flagged concerns. The results of the survey are presented to the HR and Remuneration Committee. The Committee then reviews the results, incorporating feedback received into their wider remit.

Through our efforts we aim to reduce employee turnover, increase employment security and provide employees with the foundations they need to thrive. We prioritize open communication and timely, honest feedback from employees to improve performance over time.

The 2024 employee engagement survey received responses from 52% of our workforce, with responses across the following dimensions:

VALUES	CULTURE
NET PROMOTER SCORE	COMMUNICATION
PROPENSITY TO LEAVE	

Net Promoter Score:

Employees are asked during the survey, “How likely are you to recommend Draslovka as an employer to family and friends”. Figures for this question allow us to annually track our progress on employee engagement over time. We are delighted that results show a clear improvement in responses to this field.

2023: -18 | 2024: +3

Propensity to Leave:

The survey also asks employees how likely they are to remain with Draslovka for the next 5 years. This information allows us to observe how our focus on culture and engagement translates into employee satisfaction and turnover. The results show a clear year-on-year improvement.

2023: 50.2% | 2024: 52%

For the first time, our 2024 survey also included a specific section of questions on ESG-related topics. Some of the key areas covered included:

DO YOU BELIEVE DRASLOVKA PLACES SUFFICIENT EMPHASIS ON THE ESG AGENDA AND ESG INITIATIVES?	DO YOU BELIEVE DRASLOVKA ACTS RESPONSIBLY TOWARDS ENVIRONMENTAL PROTECTION?
DO YOU FEEL SAFE IN THE WORKPLACE, IN TERMS OF PHYSICAL SAFETY?	HOW EFFECTIVE DO YOU THINK DRASLOVKA IS IN REDUCING ITS ENVIRONMENTAL IMPACT?
DO YOU BELIEVE DRASLOVKA SUFFICIENTLY SUPPORTS LOCAL COMMUNITIES?	

The results offer encouraging insights into how our employees perceive Draslovka’s efforts across key sustainability areas. Over two-thirds of respondents believe Draslovka places sufficient emphasis on the ESG agenda and related initiatives. Confidence in our environmental responsibility is even stronger, with 85.8% agreeing that Draslovka acts responsibly towards environmental protection. In terms of performance, 71.3% of employees believe the company is effective or very effective in reducing its environmental impact. Workplace safety was also rated positively, with 81.9% of employees reporting they feel either “Safe” or “Very Safe” in their working environment.

Beyond the survey, Draslovka maintains continuous conversations at our Kolín and Memphis sites with relevant trade unions to further ensure we are delivering clear and consistent engagement with employees.

On collective bargaining, in 2022 Draslovka negotiated a 5-year agreement with the union at our Memphis site that will expire in 2027. At Kolín, discussions and agreements take place on an annual basis with union representatives.

Safeguarding a work-life balance

We recognize that Draslovka’s efforts to expand our global footprint can present challenges for managing employee work-life balance across global time zones. Our leadership manages this proactively in the delegation of work to minimize the risk of burnout. We work hard to ensure we are taking good care of employees’ mental health, whilst protecting morale and productivity.

Draslovka has for years proudly maintained a culture of allowing remote working. Our internal structures support the full assimilation of remote and in-office workers.

SOCIAL METRICS	UNIT	2024
Rate of employee turnover in the reporting period *	%	12.40
Percentage of employees entitled to take family-related leave	%	100

* Includes only voluntary terminations, calculated as a % of average employees per year.

Evolving our approach to remuneration

Draslovka is working to implement a new framework for remuneration across our Group, alongside the conclusion of a new remuneration policy.

The **new remuneration policy** was approved by Draslovka’s HR and Remuneration Committee at the end of 2024. The policy will undergo implementation in 2025, following approval by the Board of Directors in February 2025.

The **new remuneration framework** has been compiled with the assistance of Willis Towers Watson, a global remuneration advisory service company. In 2024, the framework was implemented across **Mining Process Solutions** and our **Prague Office**. Implementation will be rolled out further across **Specialty Chemicals** and **Agricultural Solutions** in 2025.

At Draslovka, we follow a “dual career path” model which supports employees in either a management career path or an individual contributor career path. The framework introduces a new global leveling system that will align all employees consistently in terms of seniority and complexity of role.

These global levels will help to deliver a fair and robust remuneration structure that is competitive in relation to the external market and equitable and fair internally. Salary structures define minimum, midpoint and maximum levels of remuneration per grade and were developed for the majority of the territories in which we operate.

Following the development of salary structures, we will regularly conduct a detailed external competitiveness analysis of base pay and on-target bonuses. The analysis will ensure structural competitiveness as well as actual pay practice competitiveness and gaps in the market.

48% of our employees participated in a regular performance and career development review during 2024.

Equal Opportunities

Draslovka works hard to foster an inclusive environment for our workforce. We celebrate our diversity, experiences and different perspectives.

As a truly global company with a presence in numerous territories, our commitment to equal opportunities is a natural part of our make-up.

We engage in thoughtful dialogue with employees and we want everyone to feel safe, to be respected and to have the opportunity to contribute.

We are clear in our Group Diversity, Equity & Inclusion, Non-Discrimination and Anti-Harassment Policy that everyone in the organization plays a role: “All Employees must treat others with dignity and respect and day-to-day behavior must create an environment in which a diverse workplace is leveraged, cultural tolerance is promoted, and people are understood and empowered to realize their full potential.”

Draslovka actively encourages and enforces behavior that reflects inclusion and diversity during work as well as during work engagements (on or off site).

Our Group policy also ensures that our Human Resources policies and practices actively “work to support diversity, equity and inclusion and that these principles are reflected in the approach to recruitment and selection, management



of remuneration and benefits, opportunities for professional development and training, opportunities for promotions or transfers, participation in social and recreational programs, and selection criteria to be applied in cases of lay-offs and terminations.”

Further details on our Group DEI policy can be found on our [website](#). Draslovka has also developed a DEI Strategy which is entering its implementation phase.

A key step in that work has been the introduction of topics on DEI into compliance training for 2025.

Gender equality

We recognize the importance of delivering continuous, positive progress on gender pay gap. During 2024, we disclosed our gender pay gap for the first time. This year we disclose progress on our gender pay gap. During 2024, our gender pay gap was -0.71% in favor of women, marginally down from our gender pay gap of 1.42% during 2023. This reflects our consistent commitment to fair and equal pay.

Non-discrimination

Draslovka has no tolerance for discrimination, directly or indirectly, on the basis of age, gender, race, skin color, religion or belief, national, ethnic or social origin, sexual orientation, gender identity or expression, marital status, disability, political affiliation, union membership or any other characteristic protected by applicable laws, with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay or other forms of compensation or benefits, and selection for training.

In addition, any work-related decisions are based on skills and abilities, not on characteristics such as gender, race or disability. In our approach we remain in full compliance with local regulations.

Anti-harassment

Draslovka takes a zero-tolerance approach towards harassment, including sexual harassment. Harassment can lead directly to a degraded and negative work environment where employees can feel intimidated or offended. Such a state is totally against our values.

In our approach, we also recognize that harassment can come in many different forms. Our policy expressly prohibits derogatory remarks or comments, any unwelcome, hostile, or offensive conduct, personal insults, expressions of intolerance, offers of job benefits in exchange for favors of sexual nature, and other forms of offensive behavior.

Draslovka includes training programs on non-discrimination and anti-harassment in our mandatory set of compliance training for all employees.



Operating Responsibly

Material topics:

WORKERS IN THE VALUE CHAIN	CONSUMERS AND END USERS	BUSINESS CONDUCT
Working Conditions	Personal Safety of Consumers and/or End-Users	Corporate Culture
Other Work-Related Rights	Social Inclusion of Consumers and/or End-Users	Protection of whistle-blowers
		Corruption and bribery

Management Approach

Accountability and robust corporate governance are important in delivering our strategy and we are dedicated to upholding the highest standards of ethical behavior both in our operations and through our value chain. We consistently prioritize responsible business practices and continue to make strides in developing policies, guidelines and trainings to enhance oversight and accountability regarding ESG matters, as detailed in the Oversight of Sustainability section of this report.

This enhanced oversight, along with the adoption of suitable corporate policies, has reinforced our governance framework. Our commitment to responsible operations is further bolstered by proactive engagement with local communities. Transparency and community involvement are crucial to advancing our initiatives in this domain; as we work to foster trust with local stakeholders, we are enhancing the transparency of our operations and broadening our community engagement efforts.

Business conduct

Our policies

Our policies are built around the principles outlined in our Code of Conduct. Our Code of Conduct is aligned to these values and emphasizes the employees’ personal accountability to deliver on them. The Code of Conduct lays out our zero-tolerance approach to modern slavery, child labor and human rights abuses, and also sets out our expectations for all our employees on issues relating to workplace safety, preserving the environment during our operations, bribery and corruption, money laundering, fair competition, protection of personal data, and general business conduct. The Code of Conduct undergoes regular review to reflect regulatory requirements and the latest best practices.

Over the course of 2024, we developed a number of new Group-wide documents, including:

→ SUPPLIER CODE OF CONDUCT

Draslovka developed a Supplier Code of Conduct to ensure suppliers share Draslovka’s values and commitment to always do the right thing. The Supplier Code of Conduct acts as a guide, outlining how we can work with suppliers responsibly and sustainably. The Code covers our expectations across ethical practices, business integrity, mutual respect, workplace safety, environmental protection, product safety, and safeguarding information and property.

→ GROUP TAX POLICY

Draslovka developed a Group Tax Policy to recognize its corporate responsibility to contribute its fair share of taxes in all countries where it operates, ensuring full compliance with tax obligations and, at the same time, safeguarding sustainable value creation and minimizing risk. The Group Tax Policy outlines Draslovka’s clear and transparent process for tax compliance and accurate reporting. The Policy details the framework for managing tax risks across the Group and defines tax risk management requirements consistent with OECD Guidelines that need to be implemented within Group.

→ GROUP ACCOUNTING & CONSOLIDATION POLICY

Draslovka developed a Group Accounting & Consolidation Policy to define a general framework for consolidation activities and preparation of consolidated financial statements according to the International Financial Reporting Standards (IFRS). The Policy mandates to apply a consistent and unified approach to accounting and consolidation practices, recognizing them as crucial elements of an efficient Group-wide financial management. Adhering to uniform requirements ensures true and accurate financial reporting, which is essential for informed decision-making, regulatory compliance, and long-term growth and success.

→ HUMAN RIGHTS COMMITMENT AND ENVIRONMENTAL COMMITMENT

In both Commitments, Draslovka outlines the proactive steps we are taking to protect the human rights and the environment and, importantly, how these commitments are brought into life.

The above documents further enhance our existing framework, ensuring a comprehensive approach to governance, while we conduct regular reviews to maintain alignment with our business needs and evolving regulatory requirements.

SELECTION OF OUR GROUP-WIDE POLICIES	
<u>Code of Conduct</u>	Our Code of Conduct establishes a shared set of values and standards which all of our employees are expected to adhere to.
<u>Supplier Code of Conduct</u>	<p>The Supplier Code of Conduct extends the principles of our internal Code of Conduct to our suppliers, covering key areas such as:</p> <div> <div>→ Ethical practices</div> <div>→ Business integrity</div> <div>→ Mutual respect</div> <div>→ Workplace safety</div> <div>→ Environmental protection</div> <div>→ Product safety</div> <div>→ Safeguarding information and property</div> </div>
<u>Group Whistleblowing Guideline</u>	Guideline outlining how to manage compliance reports received on the Draslovka Group Ethics Hotline and other reporting channels.
<u>EHSS Commitment</u>	Our EHSS commitment outlines our commitment to protect people, the environment and our assets.
<u>Draslovka Personal Data Protection Commitment</u> and Group Personal Data Protection Policy	Our Personal Data Protection Commitment supports the Group Personal Data Protection Policy and outlines principles and procedures to ensure privacy and security principles when processing personal data and compliance with the EU General Data Protection Regulation (GDPR).
<u>Environmental Commitment</u>	<p>Our Environmental Commitment outlines the proactive steps we are taking to protect the environment. The Commitment outlines our efforts across:</p> <div> <div>→ Climate action and energy efficiency</div> <div>→ Pollution prevention and environmental incidents management</div> <div>→ Water stewardship</div> <div>→ Resource efficiency and circular economy</div> <div>→ Employee and stakeholder engagement</div> </div>
<u>Human Rights Commitment</u>	Our Human Rights Commitment outlines our commitment to protect and promote human rights and ethical business practices in all countries we operate in.
<u>Group Anti-Bribery and Corruption Policy</u>	Policy which affirms our position to prevent corruption and bribery in operations, defining roles and responsibilities of employees and ensuring a consistent approach to business practice throughout worldwide operations. The Policy also provides guidance for employees on how to recognize and deal with bribery and corruption issues.
<u>Group Anti-Money Laundering and CTF Policy</u>	Policy to affirm the position of Draslovka in preventing money laundering and terrorist financing through its operations, providing guidance for employees on how to recognize and deal with money laundering.

SELECTION OF OUR GROUP-WIDE POLICIES	
<u>Group Diversity, Equity and Inclusion, Non-Discrimination and Harassment Policy</u>	Policy to ensure Draslovka's values are adopted to create an environment where everyone is treated equally and professionally, with dignity and respect, and where discrimination and harassment are not tolerated.
<u>Group ESG Policy</u>	Policy to detail Draslovka's sustainability governance, define material ESG risks and opportunities to the business, and outline data collection and reporting roles and responsibilities.
<u>Group Tax Policy</u>	<p>The Group Tax Policy details the framework for:</p> <ol style="list-style-type: none"> managing tax risks across the Group defining tax risk management requirements consistent with OECD Guidelines that need to be implemented within Group
<u>Group Accounting & Consolidation Policy</u>	Policy to detail application of consistent and harmonized approach to accounting and consolidation practices, acknowledging their importance in effective financial management, while ensuring compliance with standardized guidelines to ensure accurate and reliable financial reporting.
<u>Group Travel Management Policy</u>	Policy to regulate travel expenses by establishing uniform standards, setting clear rules for arranging business travel, and defining the guidelines that must be followed while traveling.
<u>Group Cyber Security Management Policy</u>	Policy to establish fundamental guiding principles, strategic imperatives and mechanisms that build cyber security posture of IT environment and systematically protect security assets.
<u>Group Asset Protection Policy</u>	Policy to protect Draslovka's assets and to support culture of security that guarantees a safe work environment and implementation of adequate security programs.
<u>Group Sanctions Policy</u>	Policy to establish processes to comply with sanctions regulations and set out principles, tools and guidance for employees on how to assess the business's relationships.
<u>Group Budget Policy</u>	Policy to detail planning, executing, and controlling of financial activities within Draslovka.
<u>Group IP Protection Policy</u>	Policy to affirm Draslovka's position to protect and defend its intellectual property and define relevant governance and business arrangements and practices throughout worldwide operations to ensure Draslovka's IP, including confidential information, is protected.

Additional information on some of our policies can be found on the Draslovka [website](#).

In 2025, we will launch global training programs for all employees, covering, among other topics, business conduct, whistleblowing, anti-bribery and corruption, and discrimination and harassment. These training initiatives will reinforce our policies and equip employees across relevant functions with the knowledge necessary to uphold our standards of ethical and professional conduct.

Business Ethics

To support our Code of Conduct and the adoption of our wider suite of policies, we have an anonymous reporting Hotline in place for potential ethics violations, run by an independent third-party. **Any information or concerns can be submitted anonymously to this Hotline 24/7 (by phone or online) or by email to ethics@draslovka.com.** This Hotline is supported by the Group Whistleblowing and Internal Investigation Guideline which sets out the framework for ensuring all reporting matters are investigated fairly and responsibly, with the correct oversight and referral mechanisms. The Ethics Hotline reflects the requirements of the EU Whistleblower Directive and is available to all employees, customers, suppliers and third parties.

Our Group Whistleblowing and Internal Investigations Guideline also emphasizes our zero-tolerance approach to retaliation. We have an established Ethics Committee in place in each business unit, seeking to raise awareness among staff on ethical behavior, ensure a consistent approach, and to support any investigations. The Ethics Committees meet when an ethics complaint is made. Typically, these Ethics Committees are composed of representatives from Human Resources, Finance, and Operations. All grievances received are investigated in line with the guidelines, procedures and protocols in place and relevant actions are taken to prevent and minimize similar issues occurring in future.

To supplement our approach to business ethics, Draslovka expanded Business Ethics Certification across wider management in 2024. This certification is aimed at selected managers as part internal reporting on corporate ethics and transparency and is focused on key areas in our responsible business approach, including the Code of Conduct, gifts, conflicts of interest, books and records, outside serving, and interactions with public officials.

We are proud to report that **in 2024, we had zero incidents of corruption or bribery, and no reported cases of discrimination or human rights violations.** While there were two grievances reported during the year—both related to discrimination, harassment, and retaliation, each was thoroughly investigated by the Draslovka Mining Process Solutions (DMPS) Ethics Committee. Following a detailed review process, both referrals were found to be unsubstantiated. These outcomes reflect our ongoing commitment to upholding the highest standards of ethics, integrity, and respect across all areas of our operations while ensuring that every concern is treated seriously, transparently, and in accordance with our governance protocols.

Cyber Security Management

Cybersecurity is a fundamental pillar of a reliable and resilient business. Effective cybersecurity management is essential to maintaining operational excellence, ensuring business continuity, and mitigating risk.

Strengthening our defenses against cyber threats requires continuous investment in network protection and system enhancements. Our commitment to this is embedded in our Group Cyber Security Management Policy, along with supporting guidelines, instructions and related procedures. We continuously upgrade our technologies and prioritize

cybersecurity awareness among employees to reinforce our security posture. The Chief Information Security Officer (CISO) is responsible for leading our cyber security strategy, overseeing risk management, and ensuring the protection of our information assets and technologies.

Key Cybersecurity Enhancements

Cyber security management is vital in achieving and maintaining high standards of operational effectiveness, business continuity and effective risk management. Over the past reporting period, Draslovka has successfully implemented several initiatives aimed at strengthening our cybersecurity posture:

- **ENHANCED THREAT PROTECTION:** Transitioned to Microsoft Defender, a more advanced antivirus solution, replacing our legacy system to improve threat detection and response capabilities.
- **PROACTIVE RISK MITIGATION:** Acquired and deployed Nessus Pro, a cutting-edge vulnerability scanning tool, allowing for continuous assessment and remediation of security gaps.
- **GOVERNANCE AND POLICY DEVELOPMENT:** Established a comprehensive suite of cybersecurity policies, guidelines, and instructions, including:
 - Updated Cyber Security Management Policy
 - Cyber Security Strategy aligned with industry best practices
 - Group Incident Response Guideline to enhance incident management
 - Group Security Awareness Instruction to drive a security-conscious culture
 - Cyber Security Level Categorization Group Guideline for risk-based security classification

- **STRUCTURAL REINFORCEMENT:** Introduced a Cyber Security Committee as an integral part of our governance structure to oversee security initiatives and drive strategic decision-making.
- **EMPLOYEE AWARENESS & TESTING:** Conducted 20+ phishing simulations, achieving an overall failure rate of just 4.8%, demonstrating an increasing level of cyber awareness across the organization.
- **REGULATORY PREPAREDNESS:** Initiated the preparation of documentation to ensure compliance with the EU’s upcoming NIS2 cybersecurity directive, reinforcing our commitment to regulatory excellence.

Strategic Cybersecurity Targets

Looking ahead, Draslovka is committed to maintaining the highest cybersecurity standards, with clear, measurable objectives:

- **FULL COMPLIANCE WITH NIS2:** Ensuring that our organization meets all requirements of the European Network and Information Security Directive (NIS2).
- **ISO 27001 CERTIFICATION BY 2029:** Following a planned approach to achieve ISO 27001 certification, an internationally recognized standard for information security management, to ensure compliance with best practices.

Consumers and end users

We are proud of our strong track record on safety; however, we recognize that our commitment to the best possible standards is of fundamental importance too for our partners in the value chain with whom we operate.

“We have a duty of care. Our products can be dangerous if mishandled, and if standards are not met, this could pose significant impacts to the health and safety of workers and participants situated throughout the value chain, in addition to people living in localities around our facilities and the areas of the world where our product is used.”

– Brian Morris,
Environment, Health, Safety & Security Head

We believe that we have an important, proactive role to play in the value chain to ensure that our product is handled responsibly. Not only on our sites, but also to ensure that it is used correctly once the product leaves our facilities. Our teams across the world actively seek to share their expertise and provide first-hand training to the customers, couriers and end-users who are required to handle our product. To this end, we believe that our accountability is best demonstrated in our direct participation with field and systems audit teams that continuously assess performance.

Our commitment to driving progress on product stewardship

Ensuring effective stewardship of our products throughout their life cycle is a key priority of our approach. We are dedicated to maintaining the safety of our employees and everyone who interacts with our business and products. Across our operations, we ensure that the manufacturing, transportation, and disposal of our commodities, is in adherence to the very strict environmental regulations. Equally, we ensure that, with all the entities we work with, our customers, distributors, carriers, and other suppliers conform to all applicable regulations. We also confirm that those who interact with our products have the understanding required to handle, utilize, and then dispose of them safely. We take our responsibility seriously and only collaborate with customers who consistently uphold stringent health and safety standards when using our products.

Draslovka only sells sodium cyanide to companies using the product for commercial purposes. In advance of selling our products, we aim to verify that the company can safely and competently handle the product with the complete ability to meet the following requirements:

- To protect the safety of workers
- To protect the community
- To protect the environment

Before releasing our product to customers and suppliers, Draslovka maintains a rigorous and transparent customer evaluation process:

- 1 Draslovka receives a request for the shipment of a product from any prospective customer.
- 2 This request is firstly processed via a stringent system of checks to ensure the rules outlined will be satisfied in full.
- 3 Request then undergoes a series of internal checkpoints to consider the safety of a customer’s operation and all the stakeholders in the value chain, the intended end use for the product, and ultimately the customer’s ability to handle the product safely.
- 4 Only if these sets of criteria are passed, will we then confirm that a prospective customer meets acceptable standards for handling sodium cyanide.
- 5 Following confirmation, only then will a shipment be approved.

Draslovka's Product Stewardship Program exemplifies our commitment to sustainability by ensuring the highest standards of safety, environmental responsibility, and operational efficiency. Through this program, we provide comprehensive support in cyanide handling, including rigorous employee training, emergency response preparedness, and best practices for personal protective equipment (PPE). Our community outreach initiatives enhance local safety by training medical personnel and first responders in cyanide poisoning recognition and treatment. We conduct thorough site assessments and offer state-of-the-art advice on cyanide unloading methodologies and process safety management, thereby improving operational efficiency and minimizing environmental impact. Our seamless and secure cyanide supply chain is backed by stringent environmental stewardship practices aimed at reducing our ecological footprint. Throughout our detailed process of checks, Draslovka embeds highly trained Regional Field Technical Representatives. These experts provide firsthand product safety and handling training to customers’ personnel. They also deliver on-site evaluation of customer safety management systems related to our products, and on-going technical and safety improvement support. In support of this hands-on training, contract customers and truck transport carriers are also given access to Draslovka’s cloud-based virtual training system to supplement their product safety training requirements.

Embedding this approach across our business practices

Across our Mining Process Solutions and Agricultural Solutions businesses, our product stewardship requirements ensure that product users meet our strict criteria before they can purchase and use our products. We collaborate with customers, suppliers and partners who will appropriately use and handle our products, and are properly licensed and registered, ensuring they meet the leading safety standards and values we set for ourselves. We do not sell to those who do not meet these standards, nor to states or government bodies.

Product stewardship is a core component of the service INTRESO Group provides within our Agricultural Solutions business, equipping customers with the highest quality product and clear, accurate health and safety information, both of which are essential to ensuring a safe application of our solutions. To use our products, applicators must first complete our Internal Certification, which includes a comprehensive set of theoretical and practical training and control measures. This process ensures that only qualified, licensed, and competent individuals handle our products safely. Successful completion of the Internal Certification and receipt of a Draslovka certificate is a prerequisite for purchasing Draslovka products, whether through distributors or directly as end-use customers.

Workers in the Value Chain

Draslovka is dedicated to meeting the highest standards of ethical conduct, with both our own workforce and in the value chain.

Our commitment to human rights and sound employment conditions covers all internationally-recognized standards:

- **UN Universal Declaration of Human Rights and other core UN Conventions**
- **UN Global Compact Principles**
- **UN Guiding Principles on Business and Human Rights**
- **ILO Declaration on Fundamental Principles and Rights at Work and fundamental ILO conventions**
- **OECD Guidelines for Multinational Enterprises on Responsible Business Conduct**
- **European Convention of Human Rights**
- **Charter of Fundamental Rights of the European Union**

We always adhere to country-specific laws, including on labor rights, non-discrimination and anti-harassment. Even where no such rules apply according to the national laws, our Group wide policies guarantee a high standard of protection.

In December 2024, we published our new [Human Rights Commitment](#). Draslovka is committed to the following:

- Under any circumstances, prevent the use of or involvement in child labor, forced or compulsory labor, slavery, servitude or human trafficking.
- Maintain an environment free from torture and cruel or abusive disciplinary practices.
- Never tolerate physical, sexual, psychological, verbal or any other harassment, bullying, threats or generally unprofessional or disrespectful behavior.
- Comply with all applicable non-discrimination laws, treat everyone with respect and never allow discrimination against any individual. *
- Define the role of security functions present at our premises in accordance with applicable laws and with the utmost respect for the workforce and local communities.
- Keep safety at the heart of everything we do, at all levels of business and throughout the product life cycle, to protect the health and safety of workers, local communities and end users.
- Protect the environment, minimize negative impact and preserve natural resources.
- Respect the rights of local communities, including indigenous people, especially the rights to land, cultural heritage and traditions, and approach local communities actively and with understanding.
- Continue expanding the already solid community engagement efforts and increase transparency to build trust with our local communities.

- Maintain zero tolerance of bribery, corruption, money laundering and other unethical conduct and always respect international sanctions.
- Ensure open lines of communication with all stakeholders to ensure that any concerns are raised and addressed timely and offer a confidential way to raise concerns and guarantee non-retaliation.
- Educate, train and motivate employees to uphold human rights and comply with applicable laws.
- Effectively promote human rights and labor rights commitments in our value chain and follow up on any indications of a breach of the principles we stand by, including termination of relationships if our commitments are not shared.

To enable a rigorous assessment of our performance Draslovka carries out regular human and labor rights risks and impacts identification within our annual sustainability reporting. We also conduct reviews via the anti-money laundering (AML) and sanctions risk assessment frameworks.

In addition, we require acknowledgment of our Supplier Code of Conduct gradually by our suppliers, and business partners, alongside due diligence with procedures according to Group AML and CTF Policy, as well as Group Sanctions Policy.

* On the grounds of age, sex, race, color, national or ethnic origin or cultural background, religion, sexual orientation, gender identity or expression, marital status, disability, political affiliation, union membership, or any other characteristic protected by applicable laws.



Communities

In addition to our responsibilities toward our employees and customers, we also take pride in making a positive contribution to our local communities, promoting safety, education and opportunity.

DURING 2024, WE MADE
\$34,965 USD
OF DONATIONS TO OUR PARTNERS.

Safety

We continue to partner with emergency services in the jurisdictions in which we operate in order to support safe handling of dangerous substances.

As part of our health and safety and incident preparedness planning in Kolín, we maintain a dedicated on-site fire brigade that responds rapidly, on average, within three minutes of an alarm in the LZDK area. We are also part of the local TRINS system, meaning Draslovka staff provide direct support to first responders dealing with incidents involving hazardous chemicals. During 2024, Draslovka staff provided a total of three support interventions to external entities both in the Czech Republic and abroad in 2024. Our team regularly trains alongside the Fire Brigade of the Czech Republic (Kolín station), with four sessions held in the Draslovka training polygon and one joint drill simulating a hazardous chemical spill. In total, we conducted 15 tactical and screening drills over the year, strengthening our readiness for a range of emergency

scenarios. We also took part in the Rescuers' Day (Den záchranářů) in May, showcasing our commitment to public safety and collaboration. In addition, four high school students completed their compulsory practice with our Fire and Rescue Service unit, reflecting our ongoing investment in future emergency response professionals. The team also supports the City of Kolín in its emergency planning and is equipped with defibrillators to provide first aid.

As part of our commitment to responsible chemical management and stakeholder engagement, we hold annual Emergency Response Training in Mexico focused on sodium cyanide incident preparedness. This program brings together customers, partners, and local emergency services to align response protocols, enhance community safety, and promote operational transparency. Reflecting our ESG priorities - especially in community protection and risk management - we are now working to expand the program to South America and the United States, further reinforcing our global commitment to safety, collaboration, and environmental stewardship.

Education

We believe a world where people understand science is fundamentally better. However, access to high-quality science, technology, engineering, and mathematics (STEM) education, remains a challenge, particularly for children from socio-economically disadvantaged backgrounds.

Therefore, as a global leader in science and technology, for whom research and development is at the heart of our business, we continue to believe it is our responsibility to invest in education at all levels. In particular, we feel we must share our resources and experience with the young scientists of today who will be the people to find new and innovative solutions to address the challenges of the future.

The Draslovka Science and Education Program (DSEP) is our global framework to create opportunities for young people in the communities in which we operate.

2024 Highlight: DSEP Partnership with Charles University in Prague.

Our closest collaboration with aspiring scientists is delivered through our sponsorship scheme with Charles University in Prague. Since 2023, Draslovka has provided scholarships for students to study science courses, with a new student onboarded each academic year. Our support goes beyond funding - we explore opportunities to share our facilities and experience with them as they undertake their studies and explore their future careers.



DSEP 2024
Student review

KATERINA
PRUDIKOVA



Bachelor's program
in Science:

"The program has given me the incredible opportunity to study in English, which not only broadens my academic reach but also prepares me for international collaboration in the scientific community. It also allows me to learn from leading experts in each field, gaining insights from researchers at the forefront of their disciplines. Additionally, I've had access to hands-on lab experience and a wide selection of elective courses, which has enabled me to specialize in neurochemistry while maintaining a strong interdisciplinary background."

"Draslovka's support has been incredibly meaningful to me. Coming from a modest background, having this support has lifted a huge burden and allowed me to better focus on my studies and future career."

Beyond the partnership with Charles University, we also work with other prestigious universities in the Czech Republic, creating additional opportunities to cooperate with students on research and development. This includes supporting them to prepare their theses, and providing them with the opportunity to practice directly in our production plant.

The DSEP in schools:

CREATING
OPPORTUNITIES
IN KOLÍN AND
MEMPHIS

Through the contribution of our teams in Kolín and Memphis, we support early years' education in both the locations of our major production plants. In the Czech Republic, we continue to sponsor the 'Best Young Chemist in the Czech Republic' competition for secondary school-age students, which we have supported for nine years.

In Memphis, we continue to be the leading corporate sponsor of the Woodstock Middle School through a local community partnership spearheaded by our Memphis Plant team. This includes direct financial support, and personal donations from employees, enabling the sponsorship of initiatives such as the school's 8th grade prom. This activity by our colleagues in Memphis is fully supported by our business and we recognize the pride and enthusiasm our employees take in these contributions.

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Looking Ahead

Given the nature of our business, ESG and sustainability have always been of critical importance. Whether it is protecting, developing and engaging our employees, making a positive contribution to society or minimizing the impact of our activities on the environment, we have a proven track record of considering how non-financial factors impact financial performance.

Looking ahead, we continue to see an opportunity to play a role in facilitating the green transition and ensuring stable supply of critical minerals and precious metals through our innovative technologies. We remain committed to ensuring our operations respect people, communities and the environment, while seeking to maximize our positive impact through the investments we make in developing new technologies.

We continue to place focus on the pillars of our sustainability strategy: Innovating for sustainability, Protecting and developing our people, Preserving the environment, and Operating responsibly. We have made significant steps during 2024 in developing and tracking KPIs. During 2025, we will continue to deepen our commitment to sustainability. While the scope of regulatory reporting requirements such as the CSRD remains uncertain, we are committed to maintaining transparency around our sustainability impacts, risks and opportunities and will continue to report annually on a voluntary basis.

We look forward to building on our progress to date and further strengthening our sustainability ambitions.



11

Data

appendix



List of data points

DR = Disclosure Requirement according to the ESRS

GENERAL DATA

DR	Governance Body	Total	Exec	Non-exec	Non-exec %	Independent	Independent %
GOV-1	Board of Directors	5	2	3	60%	1	20%
GOV-1	Advisory Board	6	0	6	100%	-	-
GOV-1	ESG Committee	5	-	-	-	2	40%
GOV-1	Remuneration Committee	3	-	-	-	1	33%

DR	Governance Body	Total	Men	Women	Women %
GOV-1	Board of Directors	5	4	1	20%
GOV-1	Supervisory Board	4	4	0	0%
GOV-1	Advisory Board	6	5	1	17%
GOV-1	ESG Committee	5	4	1	20%
GOV-1	Remuneration Committee	3	0	3	100%

ENVIRONMENTAL DATA

DR	Indicator	Unit	2024
E1-5	Total energy consumption in own operations	MWh	274,340.38
E1-5	Total energy consumption from fossil sources in own operations	MWh	228,819.79
E1-5	Fuel consumption from coal and coal products	MWh	0
E1-5	Fuel consumption from crude oil and petroleum products	MWh	4,490.97

DR	Indicator	Unit	2024
E1-5	Fuel consumption from natural gas	MWh	166,986.53
E1-5	Fuel consumption from other fossil sources	MWh	0
E1-5	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	57,342.30
E1-5	Share of fossil sources in total energy consumption	%	83.41
E1-5	Total energy consumption from nuclear sources in own operations	MWh	29,866.31
E1-5	Share of nuclear sources in total energy consumption	%	10.89
E1-5	Total energy consumption from renewable sources in own operations	MWh	15,654.28
E1-5	Consumption of fuels from renewable sources	MWh	0
E1-5	Consumption of purchased or acquired energy from renewable sources	MWh	15,629.06
E1-5	Consumption of self-generated non-fuel renewable energy	MWh	25.22
E1-5	Share of renewable sources in total energy consumption	%	5.71
E1-5	Total production of non-renewable energy	MWh	471,798.29
E1-5	Total production of renewable energy	MWh	25.22
E1-5	Total energy consumption per net revenue	MWh/USD	0.00060

DR	Indicator	Unit	2024
E1-6	Total location-based GHG emissions	tCO2e	479,548.31
E1-6	Total market-based GHG emissions	tCO2e	485,783.15
E1-6	Gross Scope 1 GHG emissions	tCO2e	449,313.41
E1-6	Gross Scope 2 location-based GHG emissions	tCO2e	30,234.90
E1-6	Gross Scope 2 market-based GHG emissions	tCO2e	36,469.74
E1-6	Total location-based GHG emissions per net revenue	tCO2e/USD	0.00105
E1-6	Total market-based GHG emissions per net revenue	tCO2e/USD	0.00107

DR	Indicator	Unit	2024
E2-4	Total amount of pollutants (non-GHG) listed in E-PRTR regulation Annex II	t	1,177.61
Entity specific	Total metric tons of Volatile Organic Compound (VOC) emissions	t	76.39
Entity specific	Total metric tons of NOx emissions (excluding N2O)	t	618.18
Entity specific	Total metric tons of SOx emissions	t	2.93
Entity specific	Total metric tons of hazardous air pollutants (HAPs)	t	63.31

DR	Indicator	Unit	2024
E3-4	Total water consumption	m ³	4,239,875.30
E3-4	Total water withdrawals	m ³	11,828,139.86
E3-4	Total water discharges	m ³	7,588,264.56
E3-4	Total water consumption in areas at water risk, including areas of high-water stress	m ³	219.94
E3-4	Total water withdrawals in areas at water risk, including areas of high-water stress	m ³	703.64
E3-4	Total water discharges in areas at water risk, including areas of high-water stress	m ³	483.70
E3-4	Total water recycled and reused	m ³	234.83
E3-4	Total water stored at the beginning of the reporting period	m ³	3,315.05
E3-4	Total water stored at the end of the reporting period	m ³	3,247.05
E3-4	Changes in water storage	m ³	- 68.00
E3-4	Water intensity	m ³ /USD	0.0093

DR	Indicator	Unit	Hazardous	Non-hazardous
E5-5	Total amount of waste generated	t	1,450.10	523.73
E5-5	Total amount of waste diverted from disposal	t	0	149.19
E5-5	Total amount of waste diverted from disposal - preparation for reuse	t	0	0
E5-5	Total amount of waste diverted from disposal - recycling	t	0	148.82
E5-5	Total amount of waste diverted from disposal - other recovery operations	t	0	0.37
E5-5	Total amount of waste directed to disposal	t	1,450.10	374.54
E5-5	Total amount of waste directed to disposal - incineration	t	185.54	0
E5-5	Total amount of waste directed to disposal - landfill	t	1,075.06	374.54
E5-5	Total amount of waste directed to disposal - other disposal operations	t	189.50	0

DR	Indicator	Unit	2024
E5-5	Total amount of waste generated	t	1,973.83
E5-5	Total amount of non-recycled waste	t	1,824.64
E5-5	Percentage of non-recycled waste	%	92.44

SOCIAL DATA

DR	Number (headcount)	Female	Male	Other	Not reported	Total
S1-6	Permanent employees	189	577	0	8	774
S1-6	Temporary employees	0	1	0	0	1
S1-6	Non-guaranteed hours employees	6	5	0	0	11
S1-6	Total employees	195	583	0	8	786

DR	Number (head-count)	Czech Republic	USA	South Africa	Australia	Other countries	Total
S1-6	Permanent employees	366	189	58	47	114	774
S1-6	Temporary employees	0	0	0	0	1	1
S1-6	Non-guaranteed hours employees	0	0	0	0	11	11
S1-6	Total employees	366	189	58	47	126	786
S1-7	Non-employees	14	66	2	24	27	133
S1-8	Percentage of employees covered by collective bargaining agreements	88%	51%	0%	0%	0%	53%

DR	Indicator	Unit	2023	2024
S1-6	Rate of employee turnover in the reporting period *	%	12.41	12.40

* Includes only voluntary terminations, calculated as a % of average employees per year.

DR	Number (headcount)	Female	Male	Other	Not reported	Total
S1-9	Number of employees at top management level	3	10	0	0	13
S1-9	Percentage of employees at top management level	23%	77%	0%	0%	100%

DR	Number (headcount)	< 30 years	30-50 years	> 50 years	Undisclosed	Total
S1-9	Total number of employees by age category	106	426	243	11	786

DR	Number (headcount)	Female	Male	Other	Not reported	Total
S1-13	Number of employees that participated in regular performance and career development reviews	140	237	0	4	381
S1-13	Percentage of employees that participated in regular performance and career development reviews	72%	41%	0%	50%	48%

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DR	Indicator	Own employees	Non-employees	Value chain workers
S1-14	Total number of fatalities as a result of work-related injuries and work-related ill health	0	0	0
S1-14	Number of fatalities as a result of work-related injuries	0	0	-
S1-14	Number of fatalities as a result of work-related ill health	0	0	-
S1-14	Number of recordable work-related accidents	8	0	-
S1-14	Rate of recordable work-related accident *	6.06	0.00	-
S1-14	Number of cases of recordable work-related ill health	1	-	-
S1-14	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	98	-	-

* Number of work-related accidents per 1 million hours worked.

DR	Indicator	Unit	2023	2024
S1-16	Gender pay gap between female and male employees	%	-1.42	-0.71

DR	Indicator	Unit	2024
S1-17	Total number of incidents of discrimination, including harassment, reported in the reporting period	Number	0
S1-17	Number of complaints filed through channels for people in own workforce to raise concerns (including grievance mechanisms)	Number	14
S1-17	Total amount of fines, penalties, and compensation for damages as a result of the discrimination incidents and complaints reported	USD	0

DR	Indicator	Unit	2024
S1-17	Total number of severe human rights incidents connected to own workforce in the reporting period	Number	0
S1-17	Number of severe human rights incidents connected to own workforce in the reporting period that are violations of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises	Number	0
S1-17	Total amount of fines, penalties, and compensation for damages as a result of the severe human rights violations reported	USD	0

GOVERNANCE DATA

DR	Indicator	Unit	2023	2024
G1-4	Number of convictions for violation of anti-corruption and anti-bribery laws	Number	0	0
G1-4	Total amount of fines for violation of anti-corruption and anti-bribery laws	USD	0	0

Detailed climate-related risk and opportunity disclosure

This section includes a summary of the climate-related risks and opportunities that Draslovka has identified as relevant to the business. In addition to an outline of the risk or opportunity, we have identified the potential impacts on the business, including the severity and potential timescale in which it could be expected to materialize.

Moving forward, we will ensure this risk and opportunities matrix remains updated. To ensure suitable measures are put in place to mitigate the identified risks, we will revisit and update this analysis on an annual basis and ensure that climate-related risks are considered as part of Draslovka’s risk management processes. As Draslovka aims to grow its capabilities of production and services, the company commits to evaluating any new risks that might arise from new geographical or value chain positions.

Comprehensive risk mapping ensures Draslovka is well-positioned to mitigate any actual or potential impacts on the business. Climate-related risk mitigation actions are considered in the relevant divisions of the business. Many of the risks identified are already continuously addressed through mitigating actions by Draslovka as part of the wider business strategy and overarching improvements to facilities to improve resource use efficiency and reduce costs. We will continue to implement low-emission technologies in our facilities, as well as developing innovative products which support our clients in reducing their environmental footprint.

Physical Risks

RISK TYPE	RISK SUMMARY	SEVERITY	TIMESCALE	POTENTIAL IMPACT
Physical	Increased severity and frequency of extreme weather events such as cyclones and floods	Low	Short, Medium and Long term	Increased occurrence and severity of events such as droughts and flooding or heavy rainfall could disrupt production at key sites. However, the risk to Draslovka’s key production facilities in Europe and the US, considering their locations, is currently determined to be low.
	Increased average temperatures and humidity	Medium	Short-, Medium- and Long-term	Increase in heat events and chronic heat and humidity at Draslovka’s sites in Kolín and Memphis could lead to increased energy consumption, production disruption, or workforce disruption due to the conditions required to maintain the safety of products and employees.
	Impact of increased severity and frequency of extreme weather events on Draslovka product markets and supply chains	Medium	Short-, Medium- and Long-term	Customers are susceptible to the impacts of severe weather events with potential to cause disruption in the down-stream supply chain.
	Suppliers and logistics providers are susceptible to increased occurrence and severity of acute physical risks such as drought, coastal events, turbulent weather and extreme heat	High	Short-, Medium- and Long-term	Instances of suppliers and logistics suppliers experiencing acute impacts of climate change may lead to supply chain disruption and increased risk of environmental incidents.



Transition Risks and Opportunities

RISK TYPE	RISK SUMMARY	SEVERITY	TIMESCALE	POTENTIAL IMPACT
Market	Changing or rising input prices driven by higher demand (energy volatility and water scarcity) and output requirements.	Medium	ST, MT & LT	Changes in prices for inputs for the production process such as energy or water may impact production costs. Any changes to output requirements, such as more stringent requirements to treat wastewater could also impact production costs.
	Increased pressure for industry to overhaul water management processes implementing water efficiency, water reduction and management measures - water recycling etc.	Medium	MT & LT	As a result of potential climate change induced water scarcity, there may be requirements to reduce water usage. This could lead to increased production costs or capital expenditure to implement water efficiency measures.
	Increased cost in raw materials necessary for Draslovka's industrial processes due to abrupt and unexpected shifts in energy costs.	Medium	MT & LT	Price volatility in raw material inputs to the production process could lead to increased direct or indirect costs, increased capital expenditure to redesign production processes or decreased revenues due to potentially reduced production capacity if the energy transition leads to a shortage in any required raw materials.
	Transition to net zero will reduce demand for products and services with a high climate impact.	Medium	MT & LT	For a portion of Draslovka's legacy product portfolio with comparatively higher emissions than its innovative solutions, there may be reduced customer demand for products with a high climate impact, including some of our legacy fumigation products. These legacy products may also deter investment in the company.
Technology	Implementation of lower emissions technologies and alterations to the cyanide production process to reduce Draslovka's GHG footprint	High	ST, MT, LT	The implementation of lower emissions technologies may result in increased capital expenditure and indirect costs, such as the cost of facility retrofitting, installing abatement technology, change of industrial processes and use of renewable energy.
	Requirement to implement water and energy reduction and management measures	Medium	ST, MT, LT	While Draslovka has already implemented a number of projects to reduce water and energy use, a requirement to reduce energy or water use further may result in increased direct costs in the short term. Higher energy usage by Draslovka for data storage and cloud services could also drive-up cost. This risk is potentially increased if there is a failure to implement energy efficiency measures across sites, including adopting learnings from the Kolin site which is leading on water and energy efficiency measures at Draslovka.
	Advancement of technology used by competitors allowing them to decarbonize operations more quickly than Draslovka.	Low	ST, MT, LT	If competitors adopt decarbonizing technologies more rapidly than Draslovka they may receive a competitive advantage. We do not believe that this risk is likely to occur given our strong innovative product portfolio and existing commitment to improve our environmental footprint.
	As the company transitions to being a data services or solutions provider, there will be a requirement to store vast amounts of data that necessitates large energy use, leading to a decarbonization risk.	Low	MT, LT	Storage of large volumes of data requires significant energy use, potentially increasing costs as energy price volatility increases during the net zero transition. Capital expenditure may also be required to decarbonize data centers, increasing indirect costs

RISK TYPE	RISK SUMMARY	SEVERITY	TIMESCALE	POTENTIAL IMPACT
Policy & Legal	Increase in the scope and prevalence of carbon pricing mechanisms leading to the inclusion of Draslovka's facilities or products in emissions pricing schemes.	High	MT, LT	A rising cost of carbon may lead to increased operating costs and increased capital expenditure in order to accelerate decarbonization and avoid increases in the cost of carbon.
	Scaling up of regulatory instruments either hampering the deployment of Draslovka's legacy products across borders or increasing costs to Draslovka's industrial processes and facilities.	Medium	LT	An increase in cross-border regulation, such as carbon border adjustment mechanisms, may increase indirect costs, increase capital expenditure or decrease access to capital.
	Potential unwillingness and delay of regulators to register Draslovka's alternative products with lower GHG footprint than incumbent products.	High	ST, MT	Draslovka's innovative products are designed to be less environmentally impactful than current incumbent products, however delays in registration caused by regulators decelerating the net zero transition may impact Draslovka's ability to sell and market these innovative new products.
Reputation	Reputational risk arising from the handling and use of legacy products for fumigation activities with a high GWP.	Medium	Medium Term	While Draslovka is focused on becoming an innovative technology company focused on environmentally sustainable solutions and services, we currently have a legacy product portfolio consisting of higher GWP products. Once our innovative solutions are registered successfully, we expect to transition our customers to these alternatives.
Litigation	Risk of litigation pursuing organizations over greenwashing or in taking insufficient measures to meet the challenges of climate change.	Low	Long Term	Climate-related litigation is increasing globally and has also been targeted against sectors including that of mining extraction and agriculture. Any such climate litigation directed towards Draslovka could result in increased indirect costs, increased insurance claims liability, or decreased access to capital. It is determined that this risk is unlikely to occur, however we will continue to monitor climate litigation, in particular where it impacts our up- or down-stream supply chain.



In addition to climate-related risks, our analysis identified a series of climate related opportunities. These opportunities occur at different scales and times according to the decarbonization scenario. We are focused on the business impact of each of these opportunities, ensuring we maximize these opportunities while mitigating any climate-related risks.

OPPORTUNITY TYPE	OPPORTUNITY SUMMARY	POTENTIAL IMPACT
Market	Increased demand for rare metals caused by global decarbonization requiring an increase in mining capacity.	Increased mining capacity may lead to increased revenues resulting from increased demand for products and services and access to new and emerging markets.
	Global drive towards net zero drives up global timber demand, increasing need for fumigants such as EDN.	Increased demand for timber as a more sustainable building material may result in increased demand for products and services facilitating international trade in timber. This may result in greater access to new and emerging markets, as well as increased existing market share for our agricultural solutions, leading to increased revenues.
	Climate change is increasing the risk of pests spreading through agricultural and forestry ecosystems and making their impact more destructive, increasing need for effective fumigants.	Increased risk of pests may lead to increased demand for fumigation products and services and may create opportunities in new markets, resulting in a potential increase in revenues.
	Climate change will affect agricultural yields, soil heath and food yields, potentially increasing demand for Draslovka's agricultural chemical solutions.	Due to increasing demand for food, combined with increased risks to agricultural production and worsening soil health due to climate change, demand for agricultural chemical solutions may increase, in turn increasing revenues.
Technology	Deployment of products in agriculture and mining including non-ozone depleting fumigants and Glycine Leaching Technology that can reduce greenhouse gas emissions or the use of ozone-depleting substances by industry.	Draslovka is committed to growing its portfolio of sustainable innovative solutions. These solutions have improved environmental impacts when compared to alternatives, and may support the decarbonization of some sectors of the economy. As carbon prices increase or customer express a preference for more sustainable products, we expect to experience increase demand for our innovative products, the ability to access new markets and a significant return on our investment in low-emission technology.
	Opportunity to attract more investment and funding for R&D in sustainable products and to invest in new, more environmentally sustainable solutions.	Draslovka is continually seeking to grow and improve its innovative product and service portfolio. With increased focus on low carbon technologies, we will seek increased access to capital and improved returns on investment in low-emission technology through research and development of innovative, sustainable products.
	Opportunity to introduce energy efficiency measures across the company's portfolio following learnings from the Kolín site.	While energy efficiency technologies can represent a significant capital expenditure to the business, they can also reduce indirect costs and provide a return on investment. Given existing leading energy and water efficiency measures at the Kolín site, we recognize our opportunity to implement improvements across our facilities.
Policy & Legal	National policies to incentivize the development and R&D into clean technologies opens avenues for new funding.	With increased focus on low carbon technologies, national policies may incentivize research into innovative, sustainable products. We will seek to leverage this to increase funding for the development of innovative technologies which support decarbonization.
Reputation	Reputational improvements due to shifts in business model towards sustainable innovative solutions	As an innovative solutions company, Draslovka seeks to create products which offer more environmentally sustainable outcomes for our customers. Improved reputation as our business model changes may result in increased revenues due to increased demand for products and services, access to new and emerging markets and increased access to capital.



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