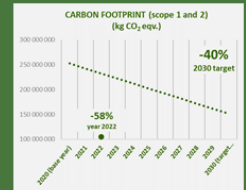
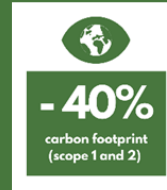


SUSTAINABLE DEVELOPMENT GOALS

Evaluation 2023

AIR AND CLIMATE PROTECTION

Climate protection is very important to us, so in 2021 we started an extensive life cycle assessment (LCA) of our company and our key products of year 2020. This was followed by a data revision in 2022 and another complete LCA in 2023–2024 (using 2022 data). The LCA outputs provide us with necessary details about our carbon footprint, suggestions for reduction and a starting point for further evaluation. Even the initial comparison of data from 2020 and 2022 showed a significant reduction of GHG emissions in Scope 1 and 2 by 58%, mainly due to our transition to zero-emission electricity and other decarbonisation levers.



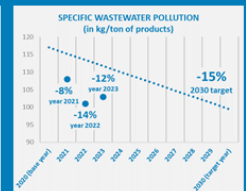
WASTE PRODUCTION

Specific waste production increased by 4% in 2023 compared to 2020. As in the previous year, the increase was mainly influenced by energy and market prices and a significant decrease in the production of products with a lower specific waste production. The innovation of both biological wastewater treatment plants (in 2022) also had impact on waste production but are crucial for effective wastewater treatment. In 2023, a slight reduction of waste production compared to year 2022 came to bear. Further decrease is expected in the following years after launching the new SPOLCHEMIE Zebra plant.



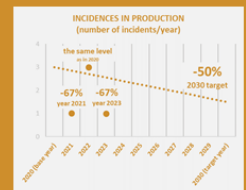
WASTEWATER POLLUTION

Clean water is one of our priorities. In 2023, the specific wastewater pollution decreased by 12% compared to 2020 (to 103 kg/t production). Year on year, there was a slight increase, which is mainly related to the market situation with its changes in demand for products with varying impact on wastewater production. We expect further reductions in the coming years, partly in connection with the launch of the new SPOLCHEMIE Zebra plant. This will bring changes in the production volume of our products, especially those with a lower impact on wastewater pollution.



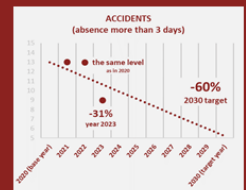
INCIDENTS IN PRODUCTION

In the area of corporate social responsibility and safety, our priority is to reduce the incidents in production, i.e. the number of serious accidents and hazardous conditions (according to the CEFIC methodology). There was a single incident in 2023, equating to an approx. 67% reduction compared to 2020. This incident did not endanger our surroundings and we responded by taking corrective action.



ACCIDENTS AT WORK

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



REVENUE GROWTH

The economic area is also important for the future of both the company and our employees. This is an area in which we have been successful in the last years. We again achieved very good economic results in 2023 as the gross revenue increased by 35% compared to 2020.

