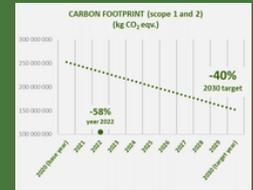
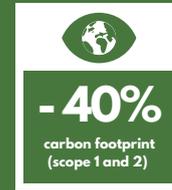


# SUSTAINABLE DEVELOPMENT GOALS

## Evaluation 2025

### AIR AND CLIMATE PROTECTION

As climate protection is very important to us, we decided in 2021 to conduct an extensive Life Cycle Assessment (LCA) of our company and key products for 2020. This was followed by a comprehensive LCA in 2023–24 based on 2022 data. The results provided us with necessary details about our carbon footprint and recommendations for reduction. The initial comparison already of 2020 and 2022 data showed a significant 58% reduction of GHG emissions in Scope 1 and 2, mainly due to the transition to zero-emission electricity and decarbonization levers. We are planning the next LCA in 2026 based on 2025 data.



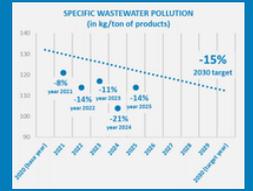
### WASTE PRODUCTION

Compared to 2020, the specific waste production increased by 4% in 2025. As in the previous year, the increase is mainly related to developments in the energy and market situation and to changes in the production shares of individual products, which have different specific waste generation rates. Compared to the previous three years, we achieved an improvement in 2025, influenced by the launch of a new production unit for F-gas precursors. This represents a 2% decrease year-on-year.



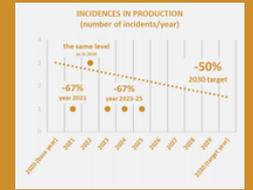
### WASTEWATER POLLUTION

Clean water is one of our priorities. In 2025, the specific wastewater pollution decreased by 14% compared to 2020 (to 114 kg/t of production). This is the same value as in 2022 and lower than in 2023. The launch of the new production unit for F-gas precursors had a positive impact on wastewater load. Wastewater pollution is also strongly influenced by the volume of output from different production operations with different levels of wastewater pollution.



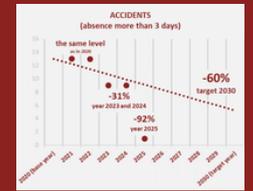
### INCIDENTS IN PRODUCTION

In the area of corporate social responsibility and safety, our priority remains to reduce the incident rate in production, i.e. the number of serious accidents and hazardous situations (according to the CEFIC methodology). In 2025, one incident occurred - the same number as in the previous two years. Compared to 2020, this represents a reduction of approximately 67%. 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 in 2025, we achieved the best results in the history of our monitoring. Only one occupational injury resulting in an absence of more than three days was recorded, representing a 92% decrease compared to 2020 and an 89% decrease compared to 2024. At the same time, the total number of all occupational injuries also fell by 46% (from 26 to 14) and the number of days of sick leave resulting from injuries decreased significantly. We continue to implement our safety programme entitled "...because health matters".



### REVENUE GROWTH

The economic area is also important for the future of both the company and our employees and we have performed well in this area in recent years. In 2025, we again achieved very good economic results, with gross revenues increasing by 35% compared to 2020.



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