

2023  
**Sustainability  
Report**



# 01 Our Sustainability Vision

## Our purpose

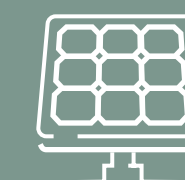
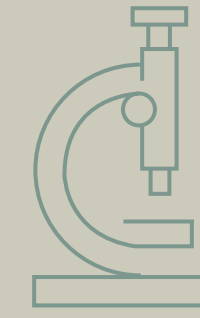
We deliver solutions that have an impact. The responsible use of natural resources, along with the protection good health, security and well-being are universal goals. To support the global achievement of these goals, Draslovka has adopted a business model centred around becoming the leading provider of environmentally sustainable solutions 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 solutions enabling decarbonisation. Our solutions are already having an impact, reducing CO<sub>2</sub> emissions in critical industrial processes.

## Our ambition

We aspire to be transformative to specific industrial processes. Our innovations are already helping heavy industries to transform and meet the needs of a low-emissions future. We leverage our unique capabilities to unlock new commercial and environmental opportunities, developing and scaling innovations which reduce carbon emissions, protect biosecurity, biodiversity and food security, and provide solutions for renewable energy storage.

## Our capabilities

- ↪ Agile business model led by a management team able to transform and disrupt industries and sectors.
- ↪ Unique know-how to find new, innovative and highly scalable solutions to global challenges.
- ↪ Market-leading CN-chemistry expertise.
- ↪ A culture which places health and safety, and environmental sustainability, at the heart of everything we do.
- ↪ A team of expert scientists and engineers dedicated to maximising the responsible use of natural resources.



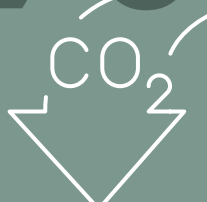
# Our impact

## Glycine Leaching Technology can:




Completely **eliminate Cyanide** from mine tailings.

**~90%**




Achieve a **~90%** reduction in Scope 3 emissions related to cyanide use.

**~35%**

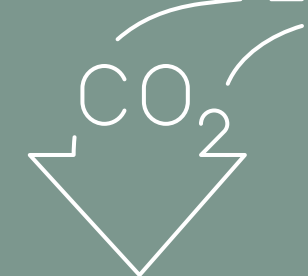


Reduce carbon intensity of carbon-in-leach/carbon-in-pulp operations by **35%**.

**~14%**



Reduce carbon intensity of heap leach operations by **14%**.



Reduce Scope 2 emissions in operations where cyanide detoxification is no longer required.

## Impact of EDN™

**-98 %**

EDN™ saves **98% of Co<sub>2</sub> equivalent emissions** compared to widely used greenhouse gas for timber and structural fumigation.

**-22.5 t**

Each container of timber treated with EDN™ saves **22.5 tons of Ozone** compared to each treated by methyl bromide

**-4,400 kg**

Each kg of EDN™ used for treatment instead of a kg of sulphuryl fluoride based product saves **4,400 kg in Co<sub>2</sub> equivalent emissions**



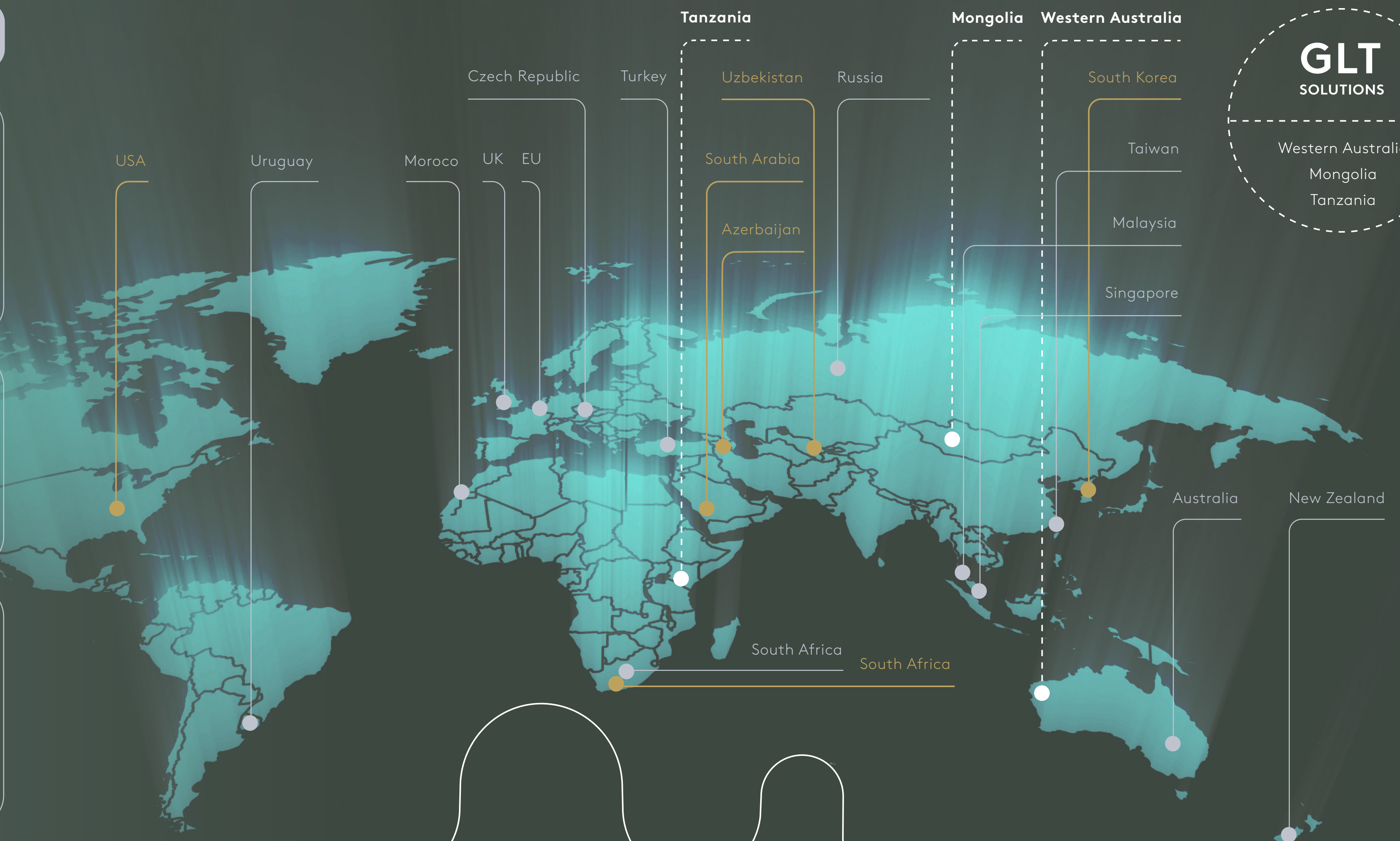


2024 EXPECTED REGISTRATIONS	2023 REGISTRATIONS
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<b>EDN</b>	Uruguay Czech Republic Australia New Zealand Russia South Korea Malaysia Turkey
USA Azerbaijan South Africa Uzbekistan	

<b>BLUE FUME</b>	Australia South Africa EU Malaysia Singapore Morocco UK
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<b>eFUME</b>	Australia New Zealand Taiwan
USA South Korea Saudi Arabia Uzbekistan	





## The revolutionary Glycine Leaching Technology

Draslovka owns unique know-how and expertise on how to extract metals from the earth utilising Glycine, one of the most ecologically, friendly way that is currently known to the world. It enables extraction of copper, gold, and nickel from ore in a way that significantly reduces potential harm to rivers, soil or air in the sites of these operations.

**Glycine is a naturally occurring amino acid, which is entirely non-toxic.**

It's potential to use in leaching metals has been known for some time, but Draslovka has developed the only commercially viable and scalable implementation process. Thanks to this technology mining companies will use significantly less of water and detoxification chemicals, avoiding heavy polluting processing in mining such as smelting of metals like nickel and copper.

Draslovka's solution allows for critical metal ore not to travel around the world for smelting purposes, reducing the number of ships in the oceans and, thereby, an environmental footprint in the value chain.

We have already delivered gold leaching technology GlyCat™ to mines in Africa and Asia which in some instances achieved 36% CO<sub>2</sub>e emission reduction per ounce of gold. According to third party research, which used on site data from a high tonnage mine with CIP/CIL tank leach operation that already adopted GlyCat™, the mine can save up to 30,000 tons of CO<sub>2</sub>e annually, making total savings on the lifetime of the mine reaching over 300,000 tons of CO<sub>2</sub>e. A high tonnage heap leach study from samples of a Mexican gold mine revealed that full scale adoption of GlyCat™ can achieve potentially over 730,000 tons of CO<sub>2</sub>e savings in the lifetime of this single mine.

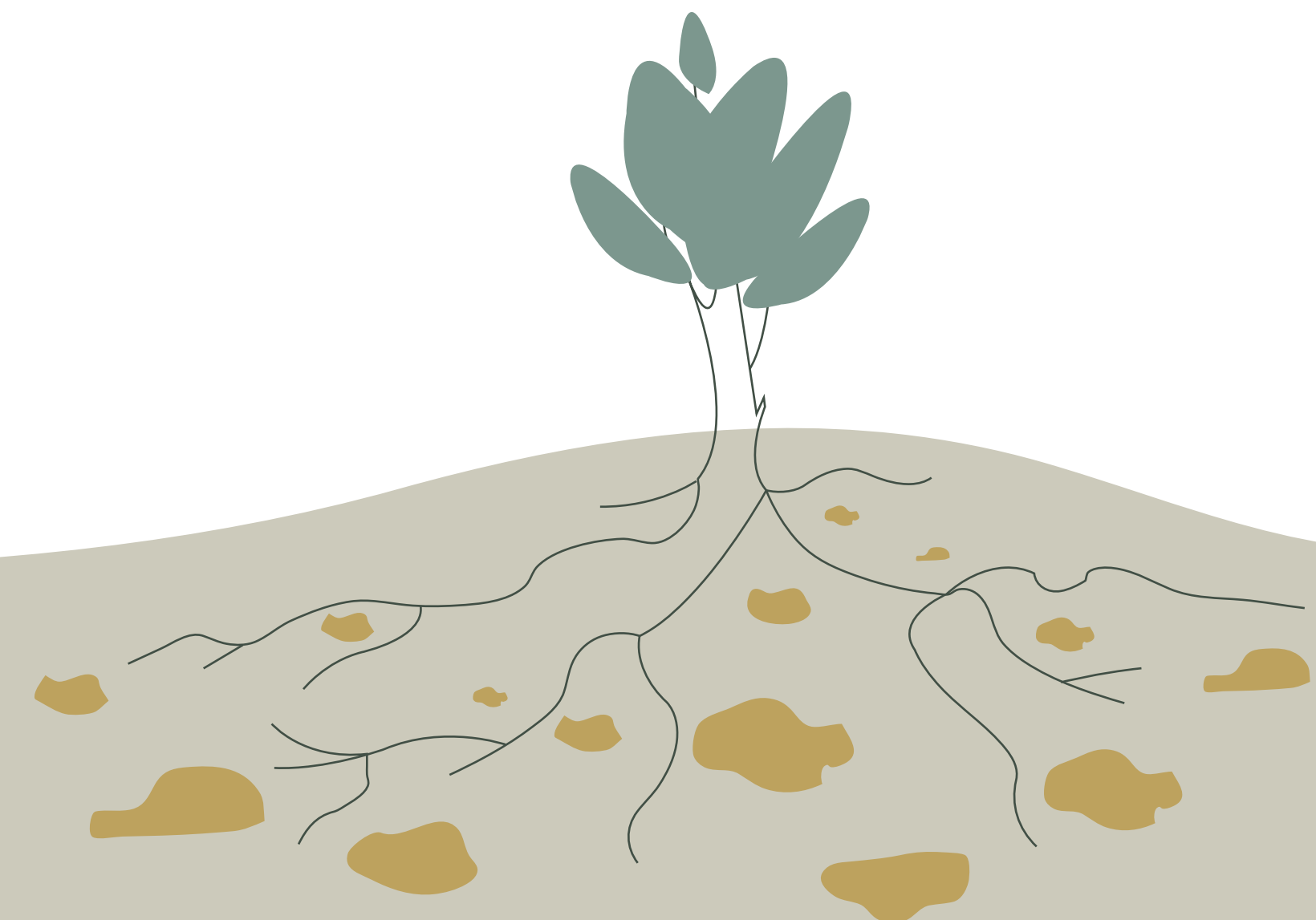
**GlyCat™ achieved 36% CO<sub>2</sub>e emission reduction per ounce of gold**



## Use of GLT in Tailings

**Retrieving minerals from material, that is now considered a waste.**

Draslovka technology addresses the emission creation at the very start of the value chain and although the first adoptions occur in gold sector, the nickel, copper and cobalt miners are all piloting the technology for a wide scale roll out in near future. Draslovka glycine leaching technology can be adopted across most types of ores around the world, making it one of the most ready to deploy, capex light, mature solutions to miners available on the market. As one of the few economic options for treating the tailings, Draslovka is actively developing projects with our mining customers in order to retrieve minerals from material, that is now considered a waste. Draslovka estimates that only in nickel tailings that are treatable by glycine leaching technologies lies a value of about 170bn USD. Since development of these opportunities do not follow lengthy timelines for development of new mines, these resources can be accessed quickly, and in effect a fewer mines will be required to open.



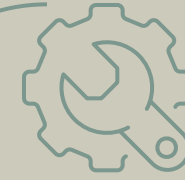
# CEO Letter



## Pavel Brůžek Jr.

Draslovka Group CEO

**We have set out our vision for Draslovka's future as a catalyst for sustainability, with a business strategy to be a provider of transformational technologies and products to key industries.**



Dear Stakeholders,

I am delighted to introduce Draslovka's second annual Sustainability Report, which details the material progress we have made across our business to systematically implement the strategy set out in our last year's inaugural report.

2023 has been a major year for Draslovka's sustainability reporting journey. I am especially pleased to introduce our first assessment of climate-related risks and opportunities, aligned to the Task Force on Climate-Related Disclosures. Following last year's materiality assessment, we have also begun reporting on our progress against the most important key performance indicators (KPIs). I am grateful to the Draslovka colleagues across the world who have worked hard this year to implement the necessary tracking procedures and start disclosing our sustainability-related data. This is a significant and important undertaking and one which we look forward to building on in the years to come.

Accordingly, this year we begin to disclose specific KPIs related to our own environmental performance for the first time, including our Scope 1 and Scope 2 emissions. By duly accounting for our emissions within recognized global frameworks, we now have a clear benchmark, while publicly reporting on our understanding of the environmental impact of our operations. As you will see below, our industrial sites already have a number of international standard mitigation strategies, and we will continue with our efforts to gradually reduce our emissions across our operations.

Alongside our planet, our people and the communities in which we operate have always been at the heart of Draslovka's business and are the drivers of our ESG vision and strategy. We have completed most of the work necessary to integrate our approach to people and community engagement across our recent geographic expansion. We report in more detail on our community activities and educational programs where we are continuously expanding our reach and amplifying the impact of our community-focused initiatives. Looking inwards, we have made significant progress in streamlining and enhancing our wellbeing framework for our employees, supported by our first all-employee engagement survey carried out last year.

Following a gap analysis, we have significantly boosted our ESG governance framework. We have developed and launched a suite of new groupwide policies, based on the values in our Code of Conduct. We formalized our approach in a new Group ESG Policy, which specifies the roles and responsibilities for data collection and reporting across our business, and formally outlines our strategy, sustainability pillars, material topics, and our commitments. To implement and ensure compliance, we put in place new governance mechanisms where necessary, including the formation of a new ESG Committee with responsibility for reporting on progress to our Board. To fully integrate our principles in the business, we established an Ethics Committee in each business unit, responsible to raise awareness of our Code of Conduct and relevant policies, ensure consistency of their application and oversee any investigations. This is supported by an anonymous, third-party operated whistleblowing hotline, available Group-wide.



Health and safety of our people, partners and customers remain fundamental to our business and we continue to be vigilant in the efforts made across our business to ensure safe working practices for all our staff. Detailed further in the report below, we have a strong record and maintain a robust safety culture at all levels of our business and across our global operations.

The wide use and application of our technologies, products and services in diverse industry processes forms a key opportunity for us to contribute to the wellbeing of our planet and its inhabitants.

We have set out our vision for Draslovka's future as a catalyst for sustainability, with a business strategy to be a provider of transformational technologies and products to key industries.

This year, I am very proud to report that we have reached an important inflection point on our journey to deliver on that vision, with the successful execution of commercial license agreements in Glycine Leaching Technology (GLT) with Barrick Gold. We have a strong pipeline and I look forward to continuing the roll out of our technology licensing offer to the mining industry.

The potential of GLT is truly remarkable. Research conducted this year by leading mining industry analysts Skarn Associates, has shown that, depending on site and ore, our gold-leaching product GlyCat™ reduces carbon emissions by 36% per ounce of gold produced, while reducing sodium cyanide consumption in the processing by up to 80%. The results present material economic and environmental benefits to our customers, local communities and the gold industry as a whole.

The positive environmental impact reported by our industry partners also serves as a strong endorsement of Draslovka's transformation strategy of developing and scaling sustainable technologies based on specialized research and expertise. We are, of course, not stopping there and continue to push ahead with our innovations, both in terms of new product applications and the wider commercialization of our solutions. In addition to applications in the critical minerals space, we are exploring opportunities for our expertise and products along new verticals, including energy storage.

This year was also important for our Agricultural Solutions business, which has now been consolidated into the International Treatment Solutions (INTRESO) Group to capitalize on the accelerating momentum and traction in the commercialization of our proprietary products, including EDN™ and BLUEFUME™. Successes in 2023 include registrations in key markets, among others, South Africa, Australia, and Uruguay. Over the coming year, INTRESO will focus on further integration of its product, services and operations to offer a sustainable, end-to-end solution for customers in the biosecurity and logistics sector.

Last but not least, I would like to take this opportunity to thank all the Draslovka teams for their ongoing efforts to place sustainability at the core of our operations. I would also like to particularly emphasize the role of our ESG Committee in convening and overseeing the production of this report. I am proud of the progress we have made this year in reporting on the impact of our operations, and excited about Draslovka's growing contribution to a sustainable future.

**Pavel Brůžek Jr.**  
Draslovka Group CEO





# Our Business



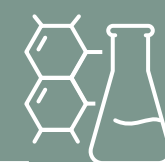
## 2023 Financial Highlights

Revenue	2023: <b>462.9m USD</b>	2022: <b>468.0m USD</b>
Adjusted Pro Forma EBITDA	2023: <b>74.8m USD</b>	2022: <b>77.3m USD</b>
Total assets	2023: <b>838.9m USD</b>	2022: <b>850.2m USD</b>
Total equity	2023: <b>352.1m USD</b>	2022: <b>342.4m USD</b>
Total liabilities	2023: <b>486.8m USD</b>	2022: <b>507.7m USD</b>
Total free cash flows	2023: <b>7.2m USD</b>	2022: <b>7.9m USD</b>

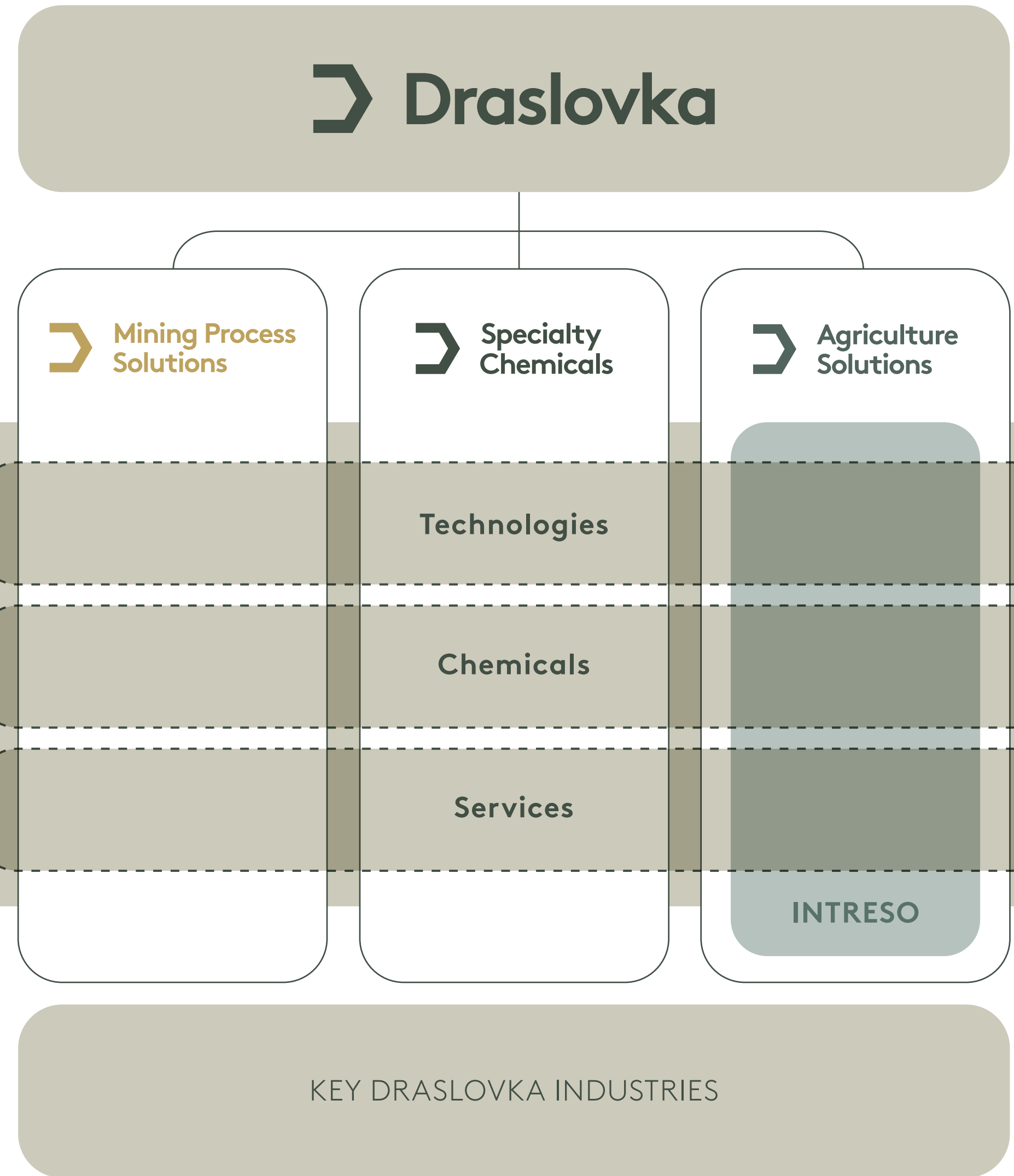
Draslovka is a chemical technologies, products and services company creating value and improving sustainability in several industries, including mining, agriculture and manufacturing. We are a trusted supplier to some of the world's largest companies, who rely on us to create value and improve the sustainability of their businesses. In 2023, Draslovka consisted of three horizontal business lines: **Technologies**, **Chemicals**, and **Services**,

each of which offer innovative and market-leading solutions across three core industry verticals—mining, manufacturing and agriculture.

In the agriculture sector, Draslovka delivers technologies, chemicals and services through International Treatment Solutions (INTRESO) Group. The information provided in this report covers both Draslovka and INTRESO Group.



BUSINESS LINES





## Draslovka Technologies

Draslovka Technologies develops solutions designed to improve the sustainability of operations and replace legacy processes. This includes:

### Glycine Leaching Technology (GLT)

A proprietary technology that leaches metals (including gold, copper, nickel and cobalt) in a more sustainable and economic manner, as well as extending mine life by lowering the cut-off grade. GlyLeach™ is used for the leaching of critical minerals such as nickel, cobalt and copper, while GlyCat™ is used in the leaching process for gold.

### Ethanedinitrile (EDN™)

EDN is the only effective, economically viable and environmentally sustainable alternative to legacy fumigants.

### MetOptima™

Proprietary process optimization tool for all mining operations using artificial intelligence.

### Blue Cube

Blue Cube develops in-line mineral analysers, which provide real-time insights to enable faster and more informed decision-making to optimize ore grade and recovery.

## Draslovka Chemicals

Draslovka Chemicals is one of the world’s leading manufacturers of hydrogen cyanide, an important industrial chemical for the mining and manufacturing industries and Draslovka’s portfolio of next-generation fumigants and biocides. Draslovka Chemicals’ products are produced at our state-of-the-art manufacturing hubs in Memphis (Tennessee) and Kolín (Czech Republic) and reach Draslovka’s customers across the world through our 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 our reputable partners.

## Draslovka Services

Draslovka Services provides specialized support to 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 our customers 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.

Draslovka Services also delivers operational end-to-end support for its customers in the agricultural and forestry industries, including the application of chemicals and treatments using environmentally sustainable methods.

### Key industries

SECTOR	SUMMARY	BASED IN
Mining	Draslovka is a leading supplier of solutions to the mining industry, helping some of the world’s largest global players extract the metals and critical minerals needed to fuel the transition to a net zero future. Building on Draslovka’s history as the world’s leading provider of sodium cyanide to the gold industry, GLT offers a sustainable alternative to obtain these critical metals and is complemented by Blue Cube in driving the more efficient recovery of precious metals.	USA Australia Mexico Canada South Africa Chile
Agriculture	INTRESO Group 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 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.	Belgium (Intreso HQ) The Netherlands Slovenia (EU) Australia (APAC) South Africa (Africa)
Specialty Chemicals	Draslovka deploys more than 100 years of experience to produce the industrial chemicals needed by a number of advanced manufacturing sectors, including pharmaceuticals, automotive and agrochemicals.	Kolín, Czech Republic (EU)



# Our Vision

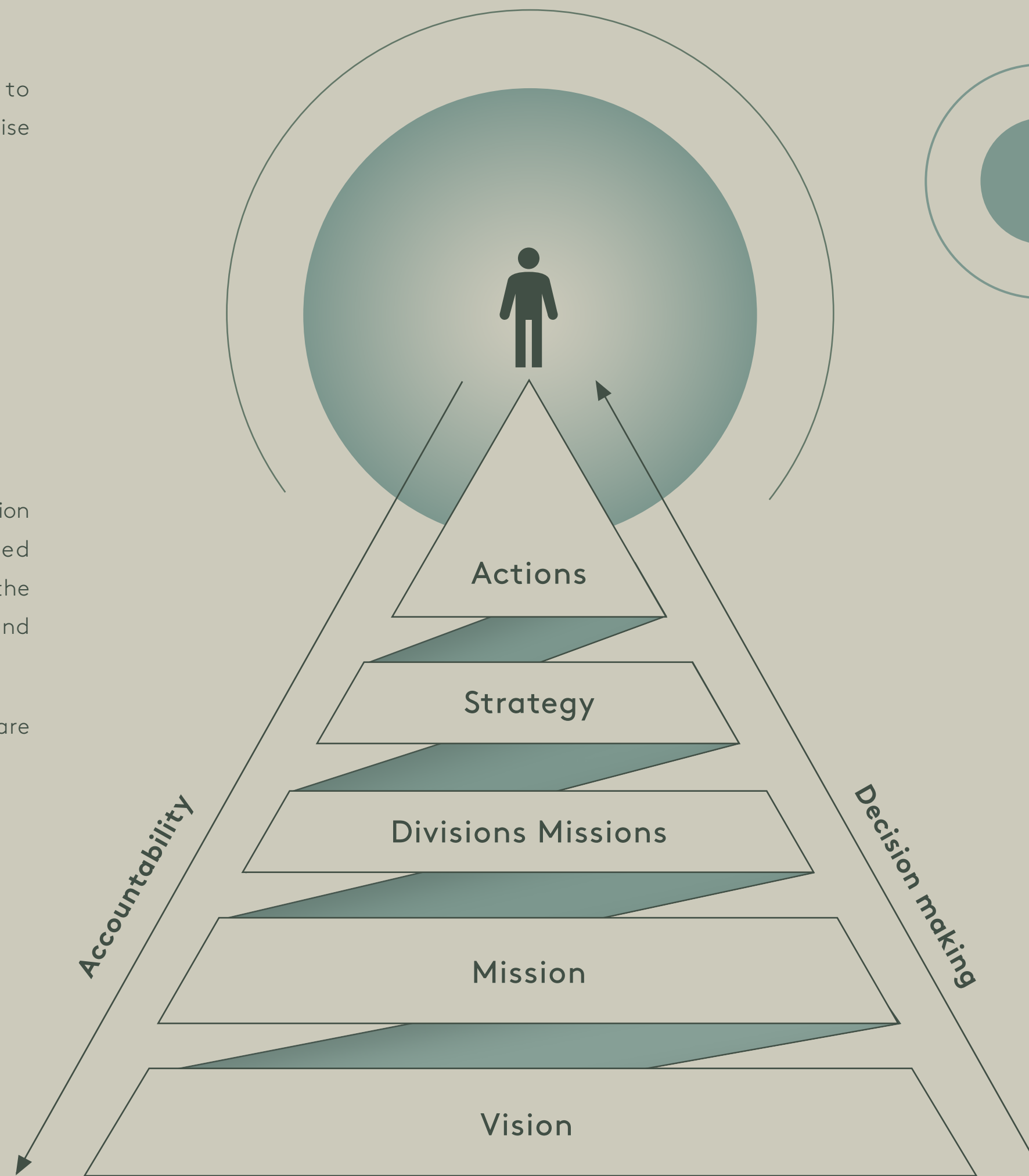
We develop and scale solutions vital to sustainable growth, applying our expertise to deliver at a pace that sets us apart.

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.





# Global presence and diversified product offering

Draslovka comprises three distinct business units, namely Specialty Chemicals, Agricultural Solutions, and Mining Process Solutions. These individual units are strategically headquartered across different regions of the world, thereby facilitating a truly unmatched global reach and the seamless integration of business verticals.

## Specialty Chemicals

280



HQ: Kolín, Czech Republic

## Mining Process Solutions

287



HQ: Memphis Tennessee, USA

## Agriculture Solutions

96



HQ: Melbourne, Australia

1

Kolín CZ

2

Memphis USA

3

Melbourne AU

4

European fumigation services centre: Belgium, Netherlands, Slovenia

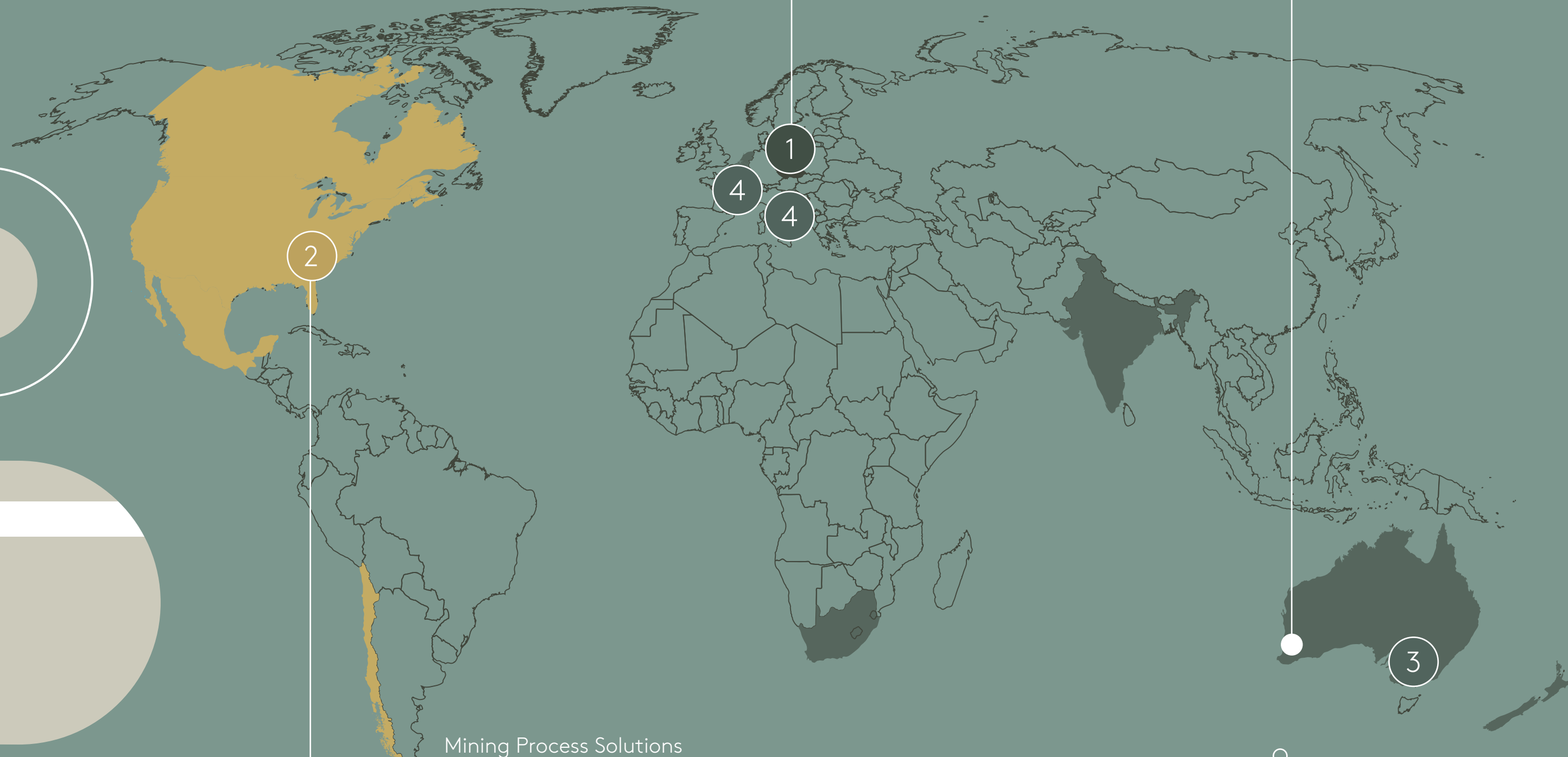
Corporate Office, Prague, Czech Republic

30

R&D centre Kolin/CZ

HQ of Draslovka Group in Prague/CZ

Mining Innovation centre in Perth/AU



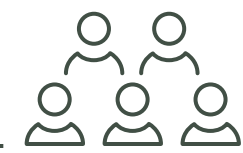
Mining Process Solutions customer services centre in Memphis/USA

# of employees

## Draslovka Advisory Board

Draslovka formed a new Advisory Board composed of senior leaders with proven success history in their professional fields and a strong commitment to sustainable business and robust corporate governance. The objective of the Advisory Board is to drive the next phase of the company's growth journey through the collective expertise they bring. The Advisory Board's role will be to consult across Draslovka's business lines on a wide set of corporate matters.

**The objective of the Advisory Board is to drive the next phase of the company's growth journey through the collective expertise they bring.**



**Bob  
Miller**

**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.



**Suresh  
Prabhakar Prabhu**

**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.



**Kathy Sipos**

Chairwoman Advisory Board

The Advisory Board is chaired by **Kathy Sipos, former Chief of Staff at Barrick Gold**, who has had a successful 27-year career at the forefront of the gold mining industry working for publicly listed corporations, including Teranga Gold and Gabriel Resources.

Together with Chairwoman, the Advisory Board includes:



**John  
Rutherford Allen**

**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.



**Radek  
Špicar**

**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.



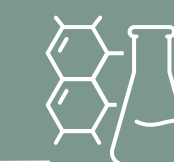
# Draslovka's Approach to ESG & Sustainability

Draslovka has a long history of valuing its employees, local communities, and the environment. Over time, we have progressed from an activities-led approach to ESG and sustainability, towards a strategic vision of having a greater positive impact for our customers and our planet. We achieve this through the innovative products we offer to our customers. Draslovka's inaugural report marked the first time that we had disclosed our sustainability performance, and this is something that we will continue with, on an annual basis. This demonstrates a major milestone in our strategy for ESG and sustainability, and we are committed to continue progressing and strengthening our approach, aiming to become a leader in sustainability across multiple industries and serving as a reliable partner to our customers in their own sustainability journeys.

TIME	OUR AIMS	WHAT WE DELIVERED
2022 – 2024	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 ESG 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 onwards	A transformation leader within our industry creating positive impacts across environmental and social topics and providing transparency through regular disclosure of data to track progress against our goals.	Looking ahead, we will begin setting targets to improve our performance. 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. We will continue to seek opportunities to maximize our positive impact, while reducing harm.



**We are committed to be a reliable partner to our customers in their own sustainability journeys.**



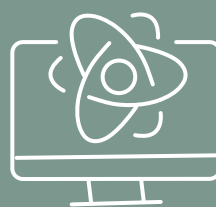
# Material Issues for Draslovka

In 2022, Draslovka undertook a comprehensive materiality assessment to inform the development of the key environmental, social and governance issues which should be prioritized through its sustainability strategy in the long term.

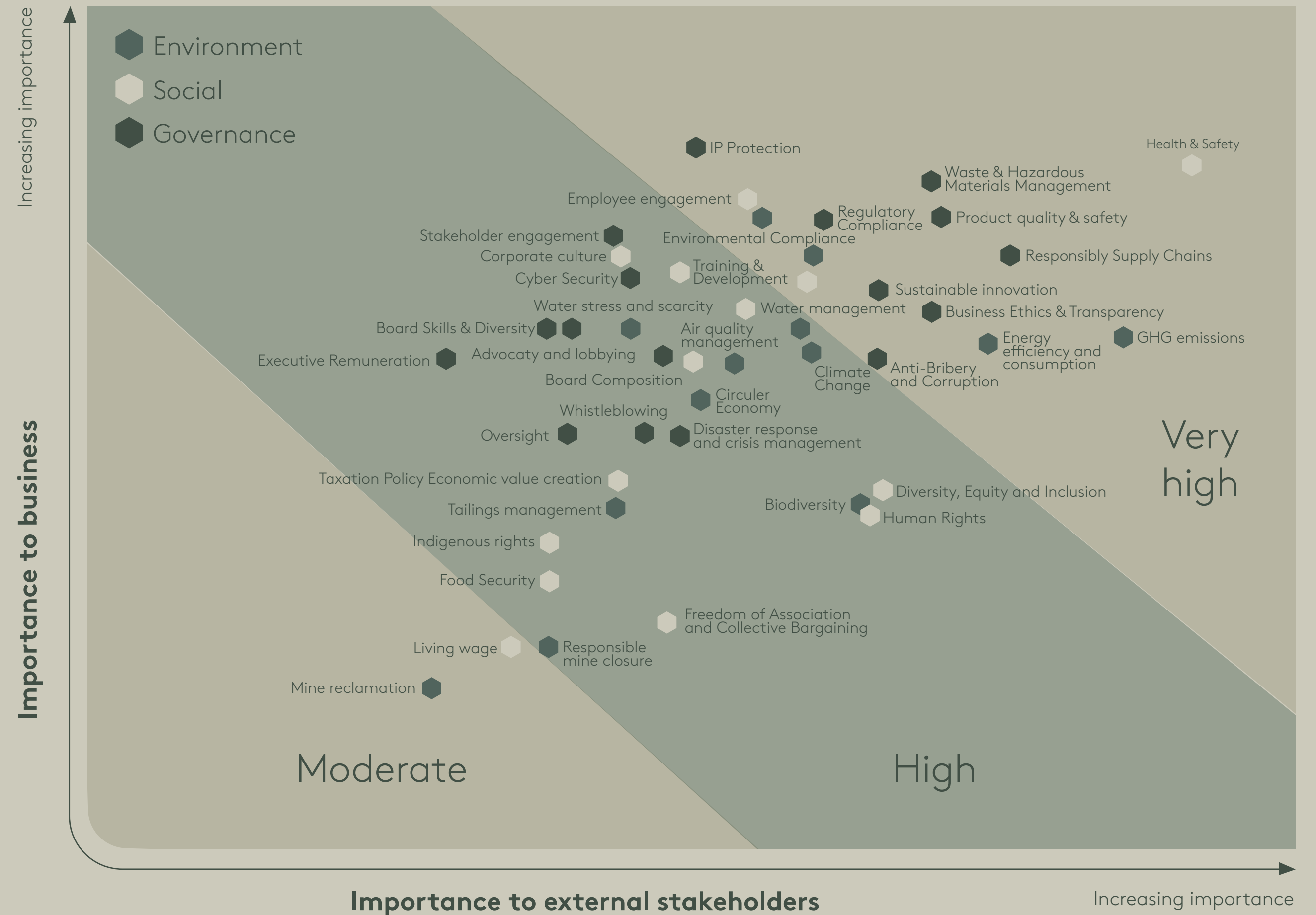
Following third party guidance, we identified the most important topics for our business through a robust process which considered the views of internal and external stakeholders, and global reporting frameworks, as well as benchmarking ourselves against competitors in the sectors in which we operate. Through mechanisms such as an employee survey and interviews with key stakeholders, we brought our entire team with us on this journey, ensuring a wide range of views were considered to fully understand our impact on people and the environment.

## Looking forward

While last year's materiality assessment has provided a robust foundation for the development of our sustainability strategy, as well as the KPIs against which we can measure our performance, we recognize that global regulatory frameworks and the expectations of investors continue to evolve and prepare ourselves for aligning our reporting with the requirements of the European Union's Corporate Sustainability Reporting Directive in the coming years.



## Our topics

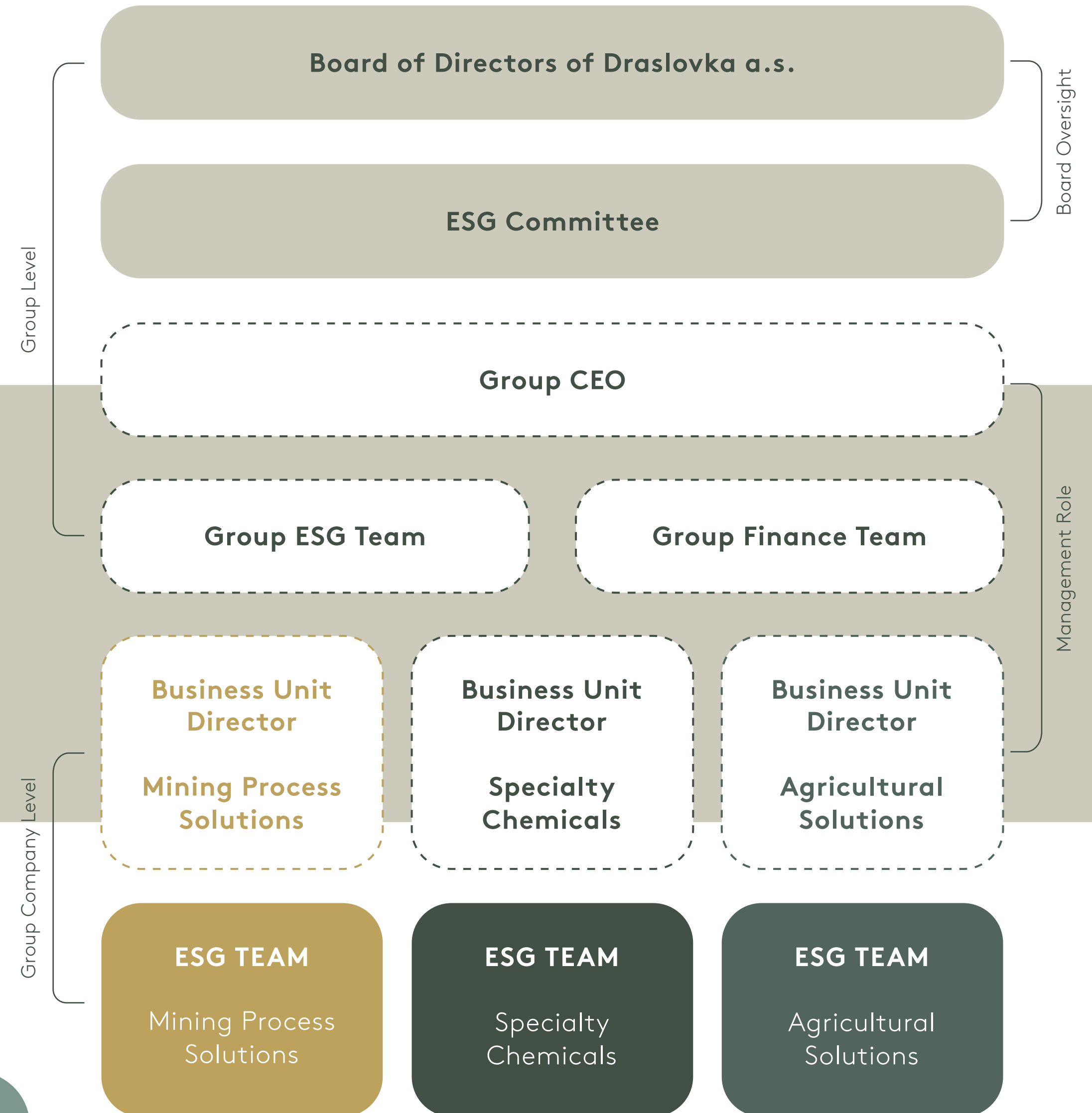




# Oversight of ESG & Sustainability

Following the development of Draslovka’s sustainability strategy last year, the Group’s leadership has placed a greater emphasis on our ESG objectives and performance. This includes further development of Draslovka’s internal structures to identify responsibility and accountability for our progress, and our ESG governance framework includes clear responsibilities at each level of our organization. This is to ensure transparency while encouraging greater innovation and steps to address material ESG issues. The chart on this page highlights the main bodies and individuals involved in the governance of ESG at Draslovka and we provide detailed information on their responsibilities in the following paragraphs.

Organizational Chart →





## Board Oversight

Our Board is ultimately responsible for the development and implementation of the [Group ESG Policy](#), as well as strategy and annual reporting. Our Board reviews the Group ESG Policy and the sustainability strategy at least annually and is responsible for approving all ESG-related reports.

At Draslovka, we consider the impacts that our business and sustainability strategies may have on each other. While our business strategy of developing more environmentally friendly solutions for our customers has a clear focus on generating positive impacts, we also consider ESG risks when reviewing internal and external growth opportunities. Our Board reviews such potential positive and negative impacts prior to approving any investment or major development plan.

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. Collectively, the ESG Committee possesses the ESG expertise required to support the Board and it has been central to the progress we have made in driving performance against our sustainability strategy since last year's report.

The central purpose of the ESG Committee is to develop, update and oversee the implementation of the ESG strategy and reporting. As part of the ESG Committee's remit, it regularly reviews the outputs of the materiality assessment and the pillars of Draslovka's sustainability strategy. As well as ensuring the continued relevance of existing priorities, the ESG Committee also assesses current and impending ESG-related regulation in markets where Draslovka operates, scopes out new sustainability initiatives and Key Performance Indicators (KPIs) and contributes to the determination of appropriate targets for selected KPIs.

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.

The ESG Committee defines and reviews sustainability initiatives, KPIs and progress against targets, and reports its findings to the Board at least annually. In line with its Terms of Reference, the ESG Committee also reports to the Board at least semi-annually on key ESG developments and material issues.

**Our Board reviews the Group ESG Policy and the sustainability strategy at least annually and is responsible for approving all ESG-related reports.**





## The Draslovka ESG Committee

The ESG Committee is made up of five members equipped with the skills to guide Draslovka's sustainability initiatives and review progress against targets.



### ESG COMMITTEE CHAIR:

## Petr Pudil

Petr Pudil, Chairman of Draslovka's Board of Directors and 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.

### KEY ESG QUALIFICATIONS AND EXPERIENCE:

- ➔ 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 education 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.

### KEY ESG QUALIFICATIONS AND EXPERIENCE:

- ➔ 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 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.

### KEY ESG QUALIFICATIONS AND EXPERIENCE:

- ➔ 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. Currently, Kathy is the Chair of Draslovka's Advisory Board. She is a graduate of Queen's University and University of Toronto (MBA).

### KEY ESG QUALIFICATIONS AND EXPERIENCE:

- ➔ 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 the Mississippi State University.

### KEY ESG QUALIFICATIONS AND EXPERIENCE:

- ➔ 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.



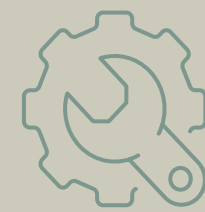
## Management Role

Draslovka has also formally established the Group ESG Team which supports the ESG Committee with regard to the development of the ESG strategy and annual reporting and coordinates the Group’s ESG processes.

Within the Group ESG Team, the Group Head of EHS&S, the Group Head of Human Resources, and the Group Head of Compliance coordinate specific environmental, social, and governance workflows, including the collection and consolidation of data from all the business units. In this task, they are supported by the ESG Teams of the different business units, composed of local managers with sustainability-related responsibilities.

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

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



## Pillars

Following our 2022 materiality assessment, and the development of the sustainability strategy, our activities focus on four key areas:

Pillar	Innovating for Sustainability	Preserving the Environment	Protecting and Developing our People	Operating Responsibly
<b>Statement</b>	We are excited by the role our products can play in helping build a more sustainable future, minimising environmental impact through innovative solutions.	We are committed to protecting the environment and minimising our impact by managing the use of hazardous materials and preserving natural resources.	Our people are the heart of our business, and we strive to create a healthy, safe and inclusive working environment that enables all employees to thrive.	We hold ourselves to the highest standards of ethical conduct and are committed to operating responsibly within our communities and supply chain.
<b>Material topics</b>	<ul style="list-style-type: none"> <li>• IP Protection</li> <li>• Product Quality and Safety</li> <li>• Responsible Supply Chains</li> <li>• Impact of Products</li> </ul>	<ul style="list-style-type: none"> <li>• Waste &amp; Hazardous Materials Management</li> <li>• Pollution &amp; Toxic Chemical Release</li> <li>• GHG Emissions</li> <li>• Energy Efficiency &amp; Consumption</li> <li>• Water Management</li> <li>• Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Employee Engagement</li> <li>• DEI</li> </ul>	<ul style="list-style-type: none"> <li>• Community Investment &amp; Engagement</li> <li>• Corporate Culture</li> <li>• Human Rights</li> <li>• Business Ethics &amp; Transparency</li> <li>• Anti-bribery &amp; Corruption</li> </ul>
<b>UN SDG Alignment</b>	 	  	 	

The pillars of our strategy form the foundation of our approach to ESG and sustainability. We have made progress in each of these areas over the past year, improving our governance, policies, and data collection to facilitate improved oversight and management of each of these core priority areas. The progress made in each area is included in this report, and we look forward to continuing to strengthen our commitment and impact across each of these pillars in the coming year.

# Innovating for Sustainability

## Management Approach

Even before the publication of last year's inaugural sustainability report, sustainability was at the heart of Draslovka's vision and corporate culture. Draslovka's innovations in mining, specialty chemicals and agriculture directly enable industries which currently have a high impact on the environment and climate, to improve their sustainability performance.

Recognizing Draslovka's role in supporting the sustainability of the wider mining, manufacturing and agriculture industries, our approach to ESG and sustainability focuses on both our operational footprint and the positive impact we can create by partnering with our customers to deliver the sustainable products and services we offer. We challenge ourselves to continually innovate, across all aspects of our business, to drive further progress against this goal.

We combine our desire to challenge norms and the status quo with a rigorous focus on data, research and development. We continuously invest in research and development, including our own scientists, and working with third party experts to assess the impact of our products. We attend key events in the mining and chemicals industry, are panellists at various sustainability-related panels, interacting with customers, industry organizations, regulators, as well as academia, in order to stay informed of current trends and industry needs.

## Our innovations

Draslovka's proprietary innovations are central to our success both now and in the future. GLT is a comparatively sustainable solution to extract precious metals such as gold, copper, nickel, cobalt and zinc in a way which is more cost-effective and safer for transport, application and the natural environment.

Through GLT, materials, such as tailings, which were previously non-viable, can be processed economically to increase absolute volumes of outputs to markets. Amid the current supply deficit in the critical metals needed to drive the energy transition, GLT is a proven solution to close that gap. A lot of the metals the world needs have been already mined, but not yet extracted, from still relatively metal rich ore, which is considered as tailings. These metals are particularly crucial in the generation, deployment, and storage of renewable energy, and we are actively exploring new opportunities to bring our chemistry expertise to bear and create new innovations to support a more energy efficient world.

INTRESO is focused on bringing to market effective and environmentally sustainable alternative fumigants and biocides, drop-in replacements for existing products that have a worse environmental performance and that have already been abolished in most markets. Our offer to the agricultural sector is vertically integrated and enabled by one of Europe's leading specialty application service providers. INTRESO is positioned to support supply chains to rapidly transition

**We combine our desire to challenge norms and the status quo with a rigorous focus on data, research and development.**

to new and sustainable products as the regulatory environment is moving to facilitate the introduction of solutions to achieve net zero biosecurity.

The Group's portfolio of products in the agricultural sector, which includes EDN™, BLUEFUME™ and eFUME™, is effective against a broad range of invasive pests and insects, being neither ozone-depleting substances nor emitting greenhouse gases. With the number of jurisdictions where these products are registered and available for use by the sector increasing each year, we give exporters and importers of raw commodities the choice to ensure biosecurity, without increasing emissions or damaging the ozone layer and helping their own emission reduction ambitions.

We will continue to align with best practice in sustainable innovation, pushing ourselves to identify new means to support the transition of industries which have historically had a significant environmental impact. This also includes ensuring Draslovka is fully aligned with EU and global regulatory frameworks, and that our activities contribute to, and do not undermine, these goals. We will continue to work with governments, regulators, customers and wider stakeholders to promote the adoption of more sustainable solutions in the sectors in which we operate.

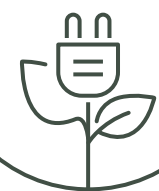


## Case study: Sodium-ion batteries

After creating new solutions, we identify opportunities to bring them to market and then scale them.

As we are constantly looking to the future, in recent years we have undertaken research and development into sodium-ion batteries, a potential new application of our high-quality products (NaCN and Ferrocyanide) to help to address the world's energy storage challenge. A type of rechargeable battery to store and deliver clean energy, sodium-ion batteries are lower cost and safer than traditional lithium-ion batteries, and also offer higher power and better performance.

Sodium-ion batteries have the potential to address a number of systemic challenges associated with lithium-ion batteries, including limited availability of raw materials, the environmental impact associated with lithium mining and processing, as well as volatile prices. By comparison, sodium is abundant, requires less energy and water to produce, and is a more stable product than lithium. Through combining our innovative chemistry and technological know-how, Draslovka has the potential to become a global leader in this critical solution.



## Progress on our innovations

Draslovka’s proprietary GLT solutions – GlyLeach™ and GlyCat™ – are highly effective, sustainable, solutions for the extraction of precious metals from ore. 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% in the case of gold processing). The reduction of sodium cyanide consumption with GLT grants miners the ability to leach tailings material which historically have been considered a waste product. GLT unlocks new opportunities to improve efficiencies, increase outputs and reduce environmental impact. 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 globe.

While Draslovka continues to see strong demand for its high-quality sodium cyanide, the commercialization and adoption of GLT plays a critical role in driving future growth of profitability and revenues as an embodiment of the service and technology provider it is evolving into.

By providing a more environmentally sustainable process for the leaching of these precious metals, Draslovka is playing an active role in driving the energy transition, providing access to greater volumes of the essential components needed to reach a net zero future.

To support the commercialization of GLT, we are collaborating with some of the world’s leading miners, who share a vision for a more sustainable and efficient industry offered by our technology. By partnering with global leaders, we are demonstrating the incredible potential offered by GLT globally and taking steps in the right direction for the commercialization of our proprietary solution.

## GLT Collaborations

Partner	Scope	Location	Solution	Impact
<b>Bayan Airag Exploration LLC</b>	User license for heap leaching	Two trial sites in Mongolia	<b>GlyCat™</b>	<b>78% overall</b> gold recovery <b>65% reduction</b> in cyanide <b>70% reduction</b> in estimated costs from a <b>1000-tonne trial heap leach</b>
<b>Jubilee Metals</b>	Partnership	Copper operation, Zambia	<b>GlyLeach</b>	<b>70% recovery rate</b>
<b>Barrick Gold Corporation</b>	Partnership	Bulyanhulu, Tanzania	<b>GlyCat™</b>	<b>Commercial use of GlyCat™</b> <b>80% reduction</b> in cyanide consumption with no change to recoveries <b>Cyanide-free</b> tailings, reducing detoxification requirements and costs
<b>BHP</b>	Collaboration and commercial license agreements	Nickel West Operations, Western Australia	<b>GlyLeach</b>	<b>50-60% metal recovery</b> from residual tailings targeted <b>70-85% glycine recyclability</b> High-purity downstream metal extraction



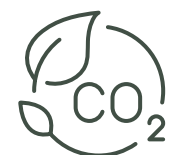


## Case study: SKARN Associated research demonstrates the positive environmental impact of GlyCat™

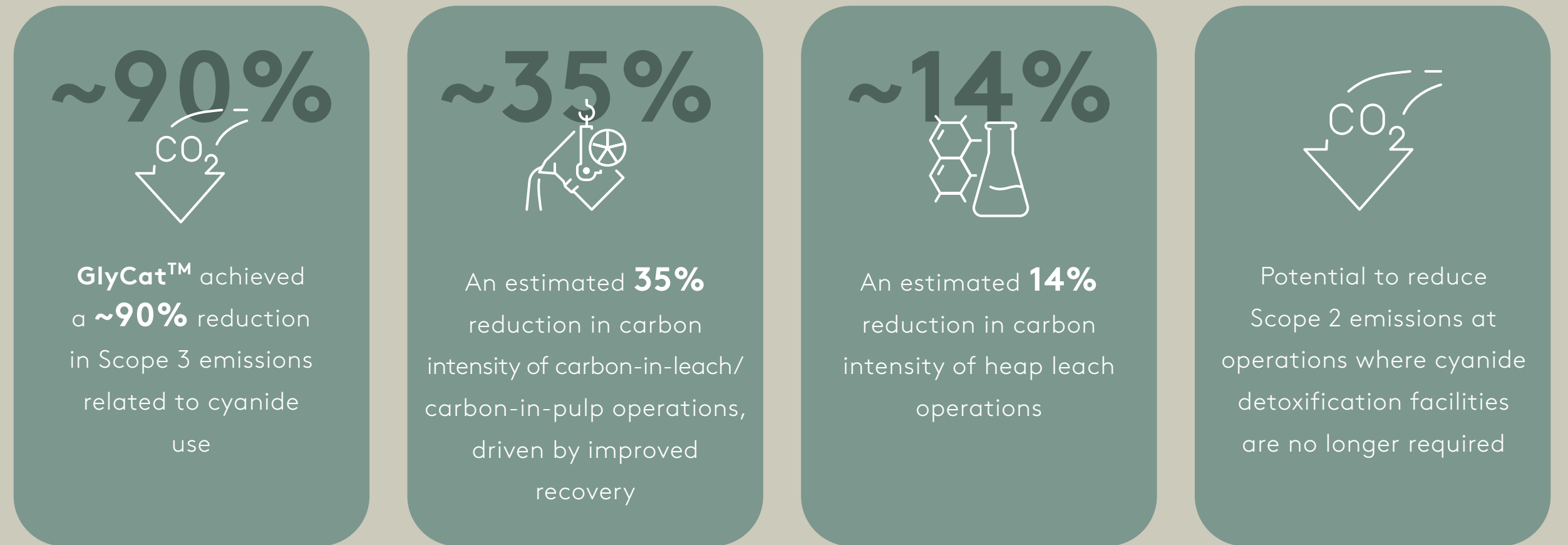
In 2023, Draslovka commissioned SKARN Associates, an industry leader in quantifying asset-level environmental impact for the mining industry, to undertake a study to determine and quantify the environmental impacts of using GlyCat™ in the gold recovery process. The results confirmed the truly transformative potential of the glycine leaching technology in processing of gold.

Multiple data sources were used including sustainability, annual and technical reports, Scope 1 and 2 emissions, and forecasts of the carbon intensity until the end of the life of the mine. Using these data points, and additional testing, Skarn concluded that **GlyCat™ offers potential to transform the sustainability of the gold mining industry by dramatically reducing cyanide usage and lowering or eliminating the need for detoxification measures.**

Across the sites where our innovative products are applied, the research on three gold recovery processes shows **implementation of Draslovka's GlyCat™ also significantly reduces Scope 3 emissions and carbon intensity of mining operations.**



### The technology demonstrated significant success across key environmental metrics:



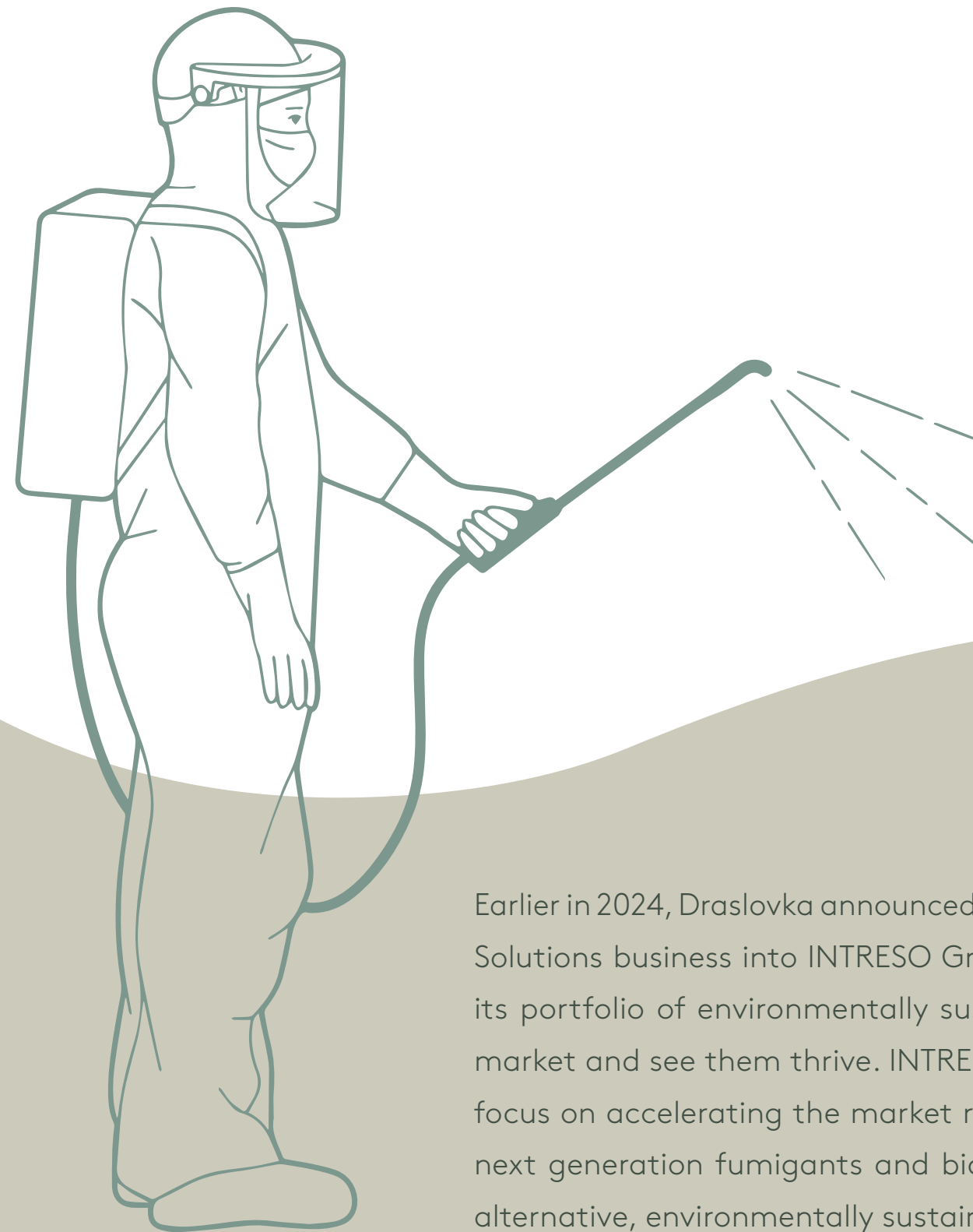
### GlyCat™ offers potential to transform the sustainability of the gold mining industry by dramatically reducing cyanide usage and lowering or eliminating the need for detoxification measures.

An additional pilot programme which showed the use of **GlyCat™ in high tonnage Cu/Au flotation operations, reduced cyanide consumption by 80% and carbon intensity of the gold extraction process by 35.6%**, when compared to conventional methods, has resulted in commercial use of the technology at Barrick Gold's Buylanhulu operations in Tanzania.

We are incredibly proud of these early results and will continue to ensure our innovative products deliver tangible benefits to customers. With this goal in mind, we will continuously enhance our analysis of the environmental impacts of our innovative solutions against conventional methods. In the way that is inherent to us, we will adopt a rigorous and scientific approach to enhancing data availability and upgrading the knowledge of the mining sector on opportunities to improve the environmental impact of the mining industry through the implementation of innovative solutions.

<sup>1</sup> All carbon intensity is measured on a tCO<sub>2</sub>/Au equivalent basis.

# Agriculture INTRESO Group

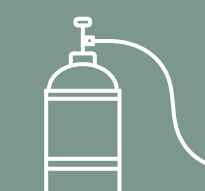


Earlier in 2024, Draslovka announced the consolidation of its Agricultural Solutions business into INTRESO Group. INTRESO's mission is to bring its portfolio of environmentally sustainable agricultural solutions to market and see them thrive. INTRESO and its management team will focus on accelerating the market roll-out of Draslovka's range of the next generation fumigants and biocides that are dedicated to offer alternative, environmentally sustainable solutions.



The consolidation under the INTRESO brand completes the integration of Descroes (Belgium), Fumico (NL), and DDD (Slovenia), three of Europe's leading specialist pest control treatment providers for the global logistics industry, acquired by Draslovka in 2022. Through exclusive access to Draslovka's portfolio of environmentally sustainable solutions, including Ethanedinitrile (EDN™), BLUEFUME™ and eFUME™, INTRESO will offer a drop-in replacement for existing products with a higher environmental impact for its market-leading application service, offering customers an environmentally sustainable end-to-end service. This includes efficacious replacements for the most widely-used fumigants; 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) 4500 times that of carbon dioxide. The solutions offered through INTRESO Group, including EDN™, BLUEFUME™ and eFUME™, play an important role enabling international trade in raw commodities while, at the same time, protecting biosecurity.

This strategic consolidation has been taken following successful new product registrations in recent years in markets including the Asia-Pacific and Latin America. Profitable core operations will enable INTRESO to continue to achieve sustainable growth and reinvest in the continuous development of its sustainable solutions.







# The opportunity for alternative fumigants and biocides

Trade in essential products, from timber and logs, to foodstuffs such as grain, drives the global economy. However, this reliance on global supply chains comes with significant risks, especially the introduction of non-native pests, which can devastate local biodiversity. The economic costs associated with pest outbreaks can also run into hundreds-of-millions of dollars.

**EDN™ has a global warming potential (GWP) 98% lower than the most widely used greenhouse gas for timber and structural fumigation<sup>2</sup>.**




INTRESO’s range of next-generation fumigants and biocides, which are neither ozone-depleting substances nor emitting greenhouse gases, is a critical defense against these risks. In contrast to environmentally harmful legacy products which are widely used throughout global supply chains, our solutions have a substantially lower emissions profile. 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<sup>2</sup>. Recognizing the huge opportunity to reduce the emissions associated with fumigants, and thereby help fumigators progress against their sustainability goals, we continue to work with regulators around the world to achieve the registration and commercialization of our innovative products. We continue to achieve strong results in the registration and commercialization space of next-generation fumigants and biocides – relying on twenty first century data which is both comprehensive and extensive, meaning our products are backed by science and current requirements and not relying on legacy approvals and limits. The most-commonly used and environmentally harmful fumigants would not be successfully registered under the current regulatory requirements.

The 2022 acquisition of Descroes, Fumico, and DDD presented a unique opportunity for Draslovka to scale the adoption of our innovative solutions in Europe, once registration in Belgium, Netherlands and Slovenia is complete. The ability to offer both drop-in replacement solutions and a full end-to-end service is a unique offering in the industry.

As such, we continue to place the pursuit of registrations for our products at the heart of our mission, and the recent consolidation of INTRESO Group will enable us to build on our success to date by placing this objective at the heart of our vision and purpose in our business.

In the interim, we continue to deploy currently registered treatments through INTRESO to enable us to undertake a drop-in replacement once our more innovative products are approved. This strategy supports the eventual scaling of our innovative products, and we are actively pursuing product registrations world-wide to ensure swift replacement of current solutions.

Globally, momentum is building the registration and adoption of our solutions as the agricultural and forestry sectors seek alternatives to legacy products with a higher emissions profile. Each of INTRESO’s solutions achieved new registrations in 2023 across a range of different use categories to enable safe and secure trade in critical commodities. 2024 is set to be an important year, and we will continue with our efforts to secure registration of our products in several leading global markets.

Solution	Application	Registrations 2023	Use	Expected Registrations 2024
	Forestry products including timber and logs	Uruguay  Czech Republic – critical use permit renewed	Timber and logs	USA Azerbaijan South Africa Uzbekistan
	Structural fumigation, including in grain industry	Australia South Africa	Agricultural structures, such as mills, grain sheds	
	Agricultural products, including fruit and vegetables	Bulyanhulu, Tanzania	Post-harvest treatment of fresh fruit and vegetables, dry food, and pests such as bed bugs	USA South Korea Saudi Arabia Uzbekistan

<sup>2</sup> [https://centaur.reading.ac.uk/112038/1/erc\\_fumigant\\_publish.pdf](https://centaur.reading.ac.uk/112038/1/erc_fumigant_publish.pdf)

# IP Protection

Draslovka is an intellectual property (IP) and technology-driven business, and our innovations including their protection are an essential part of our sustainability strategy.

The total number of patent families across all Draslovka entities in 2023 was 32.

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 an essential component of our present and future success, and a shared principle across each of our business lines.

To further strengthen this area, we have developed a robust Group IP Protection Policy, which codifies the Draslovka approach to maintaining the integrity of our unique solutions.



**Total number of patent families in 2023 was 32.**





# Protecting and developing our people

## Management Approach

**We place the safety, wellbeing and security of our personnel and operations above all else.**

Our people are Draslovka, and it is the highest priority of our management that employees can conduct their work in a way that is both safe and healthy. By ensuring that safety and through fostering a culture of inclusivity, we aim to provide our employees with the foundations they need to thrive and achieve ambitious goals.

The Group's enduring obligation to ensure the highest levels of health and safety performance is demonstrated through our relentless focus on providing staff with ongoing training and opportunities to continuously improve their knowledge and relevant proficiencies.



Blue Cube team

We create a workplace atmosphere that ensures our strong performance on health and safety through the use of rigorous health and safety policies, robust procedures, and timely performance reporting to management. Our thorough Code of Conduct also reflects our commitment, outlining our health and safety-first approach to everything we do.

Draslovka also takes pride in maintaining a working environment where everyone is treated equally and professionally, with dignity and respect, and where discrimination and harassment in any form are not tolerated.

With the aim of further consolidating our efforts to cultivate an employee-centric culture, in March 2023 Draslovka established a new HR & Remuneration Committee to oversee and provide accountability on topics including diversity, equity and inclusion (DEI); 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.



## Our commitment to Health & Safety

When it comes to our operations, health and safety must and will always remain our number one consideration. We are unyielding as a Group in this regard, ensuring that our occupational safety regulations always protect our employees.

**To ensure that we remain ‘match fit’, we are always pushing both ourselves and the wider industry to adopt higher standards.**

We apply this approach rigorously across all our sites, facilities and premises to ensure high standards are stringently upheld. We maintain strict reporting lines across all locations, and deliver regular safety briefings to our employees. Management is responsible and accountable for both personnel and process safety. This accountability is best demonstrated in direct participation with field and systems audit teams that continuously assess performance. Draslovka takes a strict approach and then continuously looks to see how we can further enhance our methods.

We also recognize our responsibility for the health and safety not just of our employees and partners, but also the communities in which we operate. As leaders in safety, we have an important role to play in ensuring our products are used responsibly and as intended and sharing our expertise in safety with others. Our written commitment on these pages to safety and our determination to place this at the heart of Draslovka’s culture, is directly evidenced by our strong track record.

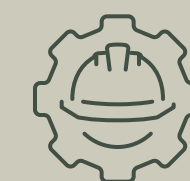
**We are also proud to sit as founding members of the International Cyanide Management Code.**



For example, at our Kolín site in the Czech Republic, we are also members of a cyanide sector grouping to facilitate sharing of best practice. The Kolín Town Hall monitors Draslovka’s production in real-time through sensors in key locations in our facilities 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.

Our Kolín facility has also been awarded the ‘Responsible Care’ certification for the sixth time last year, which is a reflection of the high standards of environmental protection and health and safety applied to our activities.

We are also proud to sit as founding members of the International Cyanide Management Code, a voluntary initiative by members of the gold industry, including producers and transporters of cyanides used for gold and silver mining purposes. We are also active participants in the European Chemical Industry Council (CEFIC) and the American Chemistry Council (ACC).





## Assessing our Health & Safety performance

Across both our Kolín and Memphis sites, we have attained a number of certifications demonstrating our excellence in chemical management systems, across the spectrum of environmental, health & safety and security metrics.

These accreditations include the following:

### Memphis:

- ➔ Our Memphis Plant is a three-time recipient of the Tennessee Occupational Safety & Health Administration’s (TOSHA) Workplace Safety and Health Award.
- ➔ American Chemistry Council (ACC) Responsible Care Facility Safety Award.
- ➔ 3rd party certified under the International Cyanide Management Code and ACC’s RC14001 – Responsible Care standard.

### Kolín:

- ➔ Kolín is certified under the International Cyanide Management Code, the same certification was obtained for its transport route (in 2024).
- ➔ ISO 45001 – Health and safety management standard.
- ➔ ISO 9001 – Quality management system.
- ➔ ISO 14 001 – Environmental management.
- ➔ EcoVadis – silver medalist.
- ➔ Responsible Care.

### INTRESO:

- ➔ All three of the businesses which make up the INTRESO group, Descroes (Belgium), Fumico (Netherlands) and DDD (Slovenia) are ISO 9001 certified.

## Our Health and Safety indicators in 2023

Metric	Process Safety Incidents Coun (PSIC)	Process Safety Total Incident Rate (PSTIR)	Process Safety Incident Severity Rate (PSISR)	Employee health and safety training hours	Lost time injury rate (split by employees and contractors)	Total lost days at work	Number of transport incidents
Draslovka	0	0	0	16,731	0.84 <small>Total for contractors and employees at Draslovka’s Memphis and Kolín plants</small>	2 lost days in 2023 0.55 (2/365) <small>Memphis plant data only</small>	0

## Our commitment to driving progress on product stewardship

Driving upwards the effective stewardship of our products throughout their life cycle is another critical aim of our approach. We work hard to ensure that our people and all of those that our business and products interact with remain safe.

Across everything that we do as a business, from start to finish, we ensure that when we manufacture, transport, and then dispose of our commodities, we do so in adherence to the very highest of environmental regulations.

Equally, when it comes to every entity that we connect with in our line of work: customers, distributors, carriers, and other suppliers, we conform to all applicable regulations and we ensure in full that those who interact with our products have the understanding required to handle, utilize, and then dispose of them safely.

For the avoidance of doubt, we take responsibility for our products very seriously and we only work with customers who continuously demonstrate strict health and safety standards when using our products. Draslovka only sells sodium cyanide to companies that we have verified can safely and competently handle the product with the complete ability to meet the following requirements:

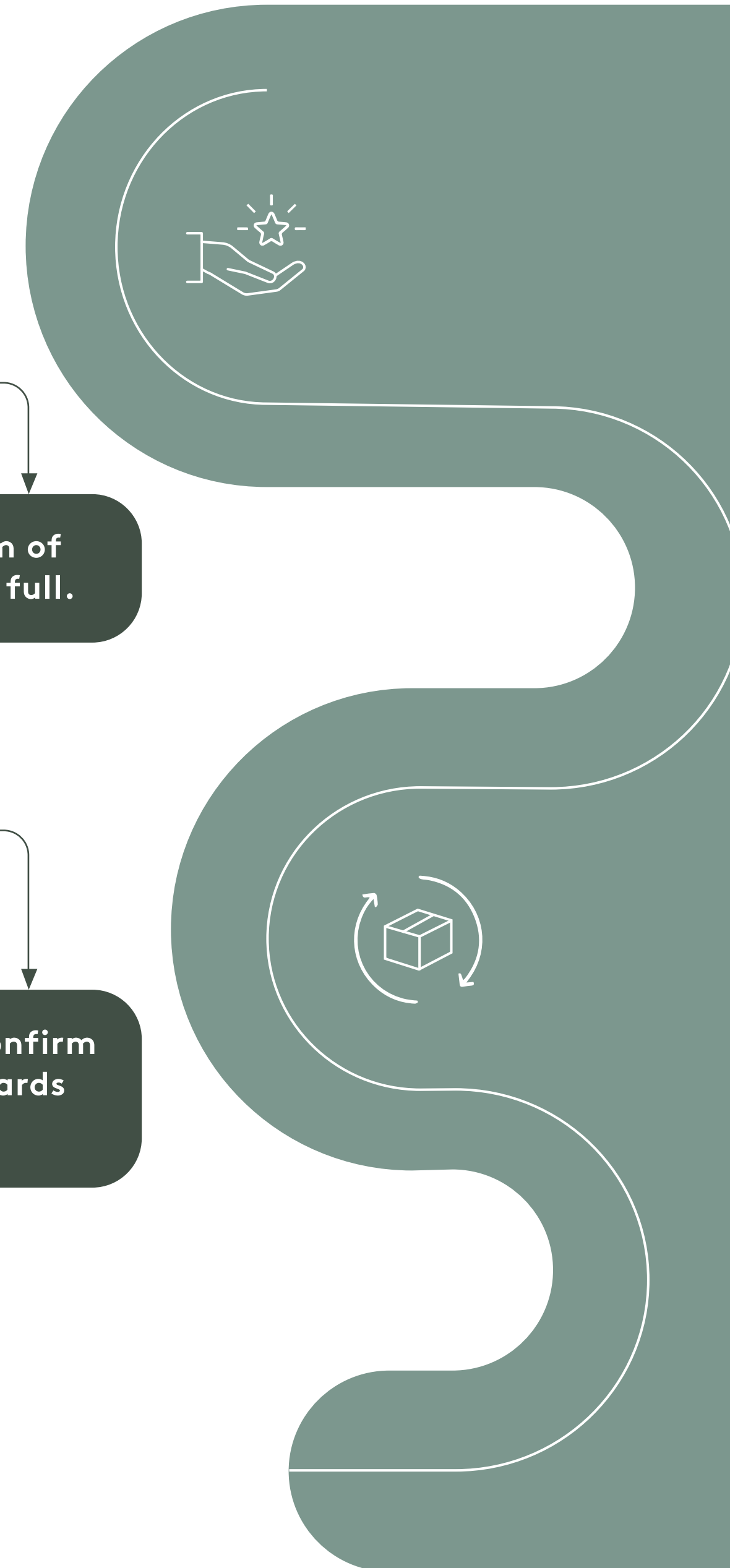
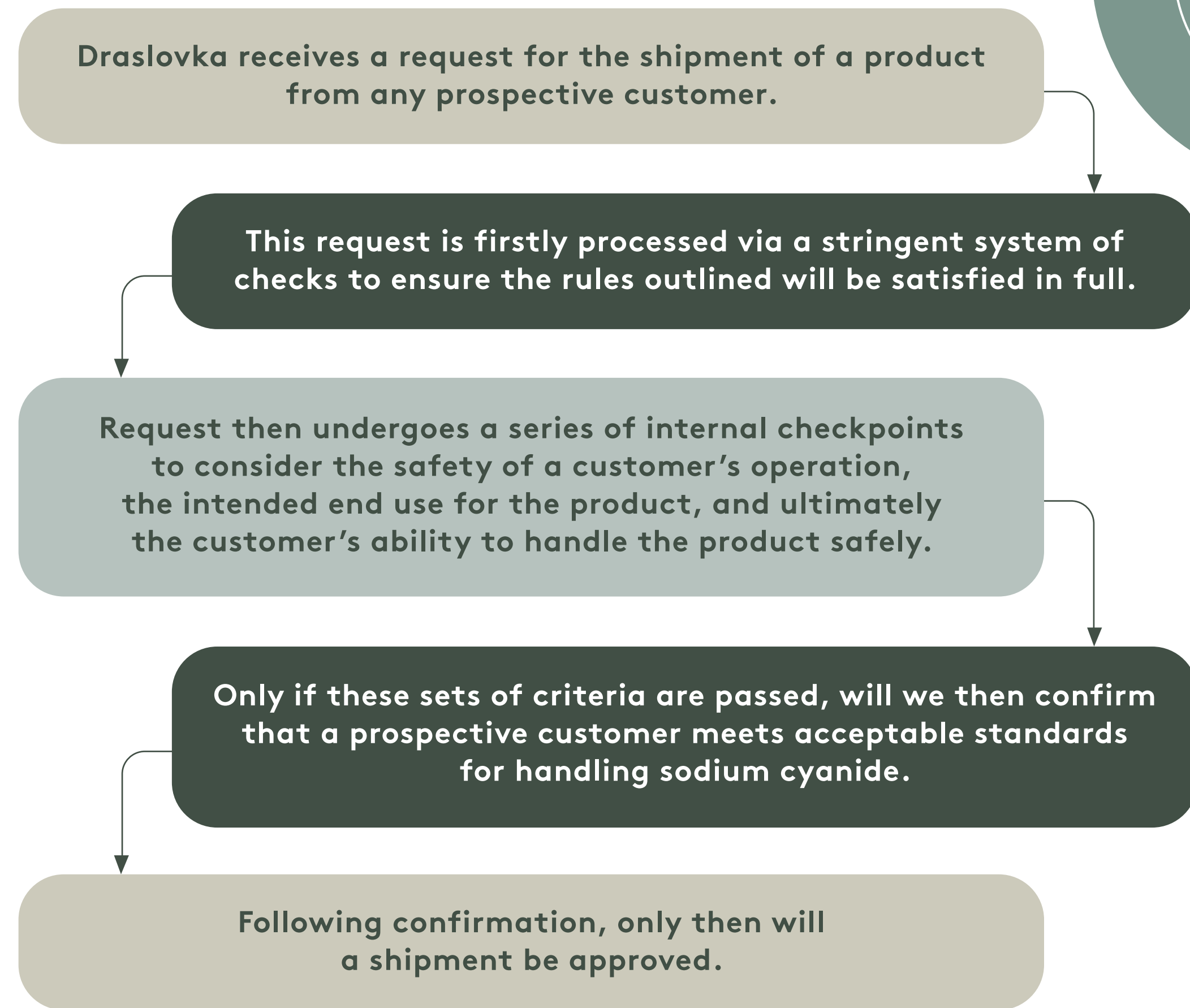
To protect the safety of workers

To protect the community

And to protect the environment



# Our rigorous customer and evaluation process



Our Regional Field Technical Representatives are embedded throughout this process. They are highly trained and support the above by delivering hands-on product safety and handling training to customer personnel, on-site evaluation of customer safety management systems related to our products, and on-going technical and safety improvement support. Supporting our hands-on training, contract customers and truck transport carriers are also given access to our cloud-based virtual training system to supplement their product safety training needs.

### Embedding this approach across our business practices

Across our mining solutions business and INTRESO Group, our product stewardship requirements ensure that product users meet our strict criteria before they can purchase and use our products. This means that we work with customers, suppliers and partners who will appropriately use and handle our products and are appropriately licensed and registered, ensuring our partners meet the leading safety standards and values we set for ourselves.

Product stewardship forms an essential part of the service INTRESO Group provides to its customers, equipping them with the highest quality product and clear, accurate health and safety information, both of which are vital to ensuring a safe application of our solutions.

Applicators of our products must pass our Internal Certification before they are able to use our solutions. The certification includes a set of theoretical and practical training and control elements that ensure safe handling and use of our products by appropriately licensed and competent persons only. Completion of the Internal Certification and the receipt of a Draslovka certificate is a condition for the subsequent sale of Draslovka products to distributors and end-use customers.



# Employee engagement

As part of our efforts to ensure that we are working in the right direction to cultivate an inclusive culture that empowers our workforce to thrive across Draslovka Group, Draslovka launched its first employee engagement survey, in October 2023.

**By conducting employee engagement surveys at regular intervals, we will be creating a critical employee feedback loop to support the refinement and improvement of our programs, training and culture.**

The exercise assessed anonymized responses submitted from just under 50% of our workforce across the following criteria:

### Values:

Responses on questions regarding Draslovka’s ‘values’ were generally positive. The results to these questions generated an understanding of the areas to focus on for 2024, in particular around raising awareness across all of our values.

### Culture:

The survey included a comprehensive set of questions on culture and responses were generally positive. As a company that has grown rapidly in recent times, the responses to this question aligned with our priority to ensure that we continue to work to create an inclusive culture globally, which connects our company while recognizing and celebrating global cultural differences.

### Net promoter score:

Employees were also asked, “How likely are you to recommend Draslovka as an employer to family and friends”. The net promoter score will allow us to track our progress on employee engagement over time.

### Communication:

Assessing responses, this is an area where Draslovka recognizes it needs to improve. Responses on questions regarding ‘communication’ indicated a greater need for information sharing and transparency in decision-making, an area that we intend to work on over the coming year.

### Propensity to leave:

We asked employees how likely they are to remain with Draslovka for the next 5 years, allowing us to understand and monitor over time how our focus on culture and engagement translate into employee satisfaction and turnover.

The results of our employee engagement survey provide us with greater insight into the engagement of our workforce, as well as our culture and the effectiveness of our initiatives to improve employee engagement and wellbeing while reducing employee turnover. By conducting employee engagement surveys at regular intervals, we will be able to monitor the impact of our initiatives across the business, creating a critical employee feedback loop to support the refinement and improvement of our programs, training and culture.

The results of the employee engagement survey were presented to the HR and Remuneration Committee. The HR and Remuneration Committee reviewed and assessed the results, incorporating the feedback received through the employee engagement survey into their wider remit.

Metric	Draslovka
Employee Turnover	12.31%



## Case study: Memphis employee engagement initiatives

In addition to our employee engagement initiatives, we have also been working on local initiatives to engage our employees on site, and we are proud of the work that we have done to engage with our employees. For instance, at our Memphis site, we recently established the Task Team on Employee Engagement to facilitate employees sharing feedback directly with HR and wide management. The Task Team in Memphis has already provided constructive and positive feedback to support the continuous improvement of our working environment. We also facilitate engagement with our Memphis employees through monthly meetings with the union to ensure open dialog and strengthen our relationship with the union.

**Our Memphis site, we recently established the Task Team on Employee Engagement to facilitate employees sharing feedback directly with HR and wide management.**



Aerial view of the Memphis Plant

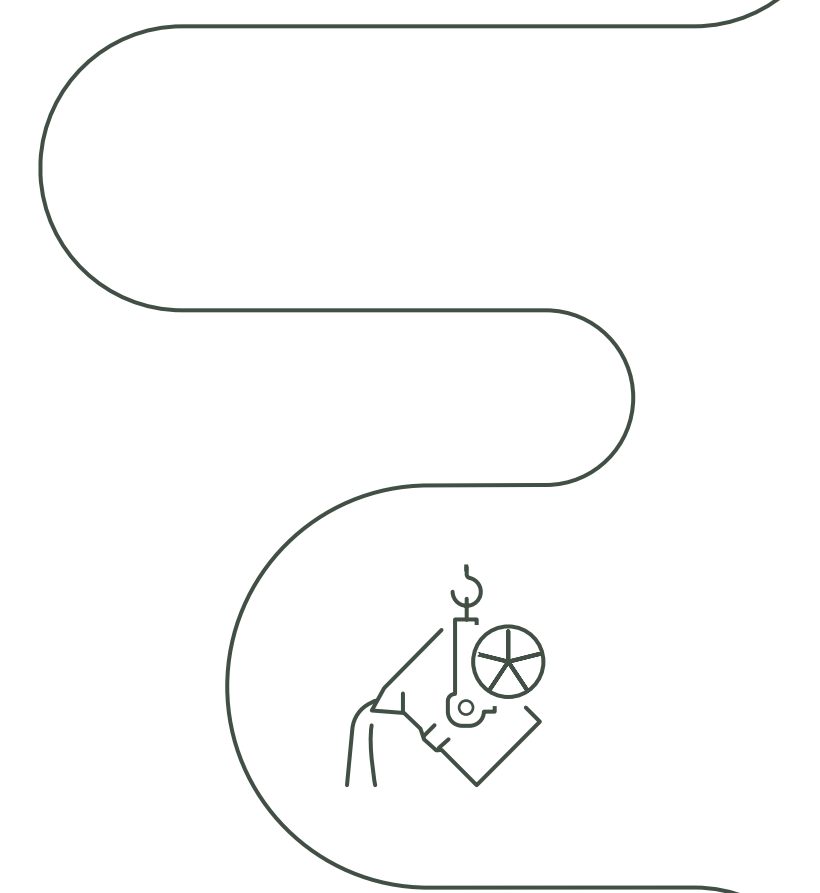




# Our values

Our approach is underpinned by our Code of Conduct, which establishes a shared set of values and standards to which all employees are expected to adhere. It is designed to guide the actions of employees and to provide the overarching principles to make the right decisions, even when it is hard to do so.

The five fundamental Draslovka values shape the Draslovka culture as an inclusive and diverse multinational organization. These Draslovka values have created an environment where everyone is treated equally and professionally, with dignity and respect.





## Diversity, Equity and Inclusion (DEI)

We are committed to Diversity, Equity, and Inclusion (DEI) and maintain zero tolerance for discrimination and harassment.

Draslovka is proud to be a truly global company, with a presence that extends across numerous territories and geographies across the world. Combined with this, as a Group, we perceive diversity, equity and inclusion to be a natural part of our culture and values. We believe that diversity is a vital enabler to maximize our teams' performance, efficiency, and innovation and - in a wider sense - for the Group's sustainability and resilience. Applying principles of diversity, equity and inclusion means that all employees should feel they all belong to Draslovka Group and are respected and recognized.

Respect is the norm in the Draslovka workplace, regardless of personal feelings. Draslovka supports this wholly - not only because of the benefits it brings in terms of business innovation, productivity, talent retention, and overall competitive advantage and operational resilience - but simply because it is the right thing to do.

The quality of the Draslovka workplace affects the overall success of the company as an open and positive work atmosphere, influencing motivation and overall efforts. Draslovka fully supports diverse points of view, engages in thoughtful dialog and creates an inclusive environment where everyone feels safe, respected and has an opportunity to personally contribute, make a difference and excel.

For further details on our approach, Draslovka issued the Group Diversity, Equity & Inclusion, Non-Discrimination and Anti-Harassment Policy on August 3rd, 2023, which can be found on our [website](#). The Policy was reviewed by the HR and Remuneration Committee and approved by Draslovka's Board, demonstrating support from the top of the organization.

Draslovka understands and appreciates that a wide range of backgrounds and experience add value to our business and is committed to an equal opportunities and equal access approach being part of a respectful workplace.

**Respect is the norm in the Draslovka workplace, regardless of personal feelings.**







## Non-Discrimination

For the avoidance of doubt, Draslovka does not discriminate, 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. Work-related decisions made by employees and management are based on skills and abilities, not on characteristics that are improper to consider. We are also cognizant of local regulation in our approach, particularly any local rules to protect employees from discrimination.

## Anti-Harassment

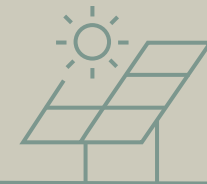
Draslovka does not tolerate harassment of any kind. Harassment, including sexual harassment, may create a work environment in which employees can feel intimidated or offended, which is against our values. Harassment may have many different forms and includes derogatory remarks or comments, any unwelcome, 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.

Metric	Draslovka
Gender Pay Gap (%) <sup>4</sup>	-1.42%

We have calculated our gender pay gap in our US and Kolín operations and it demonstrates the women are paid slightly more than men across our business (1.42%). The gender distribution reflects that we have a high percentage of men in more junior roles, thereby impacting the outcome of our gender pay gap calculation<sup>3</sup>.

<sup>4</sup> Calculated by taking the mean hourly remuneration of male and of female employees, then calculate the gender pay gap % in mean hourly remuneration of all employees.

# 07 Preserving the Environment



## Management Approach

Protecting the world’s natural environment is imperative in ensuring that we create and deliver long-term, sustainable value. The very nature of our business requires the handling of hazardous materials, necessitating the significant controls and policies we have put in place 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 by implementing measures to reduce water consumption, energy use and waste.

We recognize our responsibility to continually improve our environmental impact by minimizing our use of natural resources and protecting the natural environment. Water use, energy consumption, waste generation, and greenhouse gas (GHG) emissions are all material issues for our business. We are committed to making progress in these areas, while maintaining environmental protections and ensuring employee health and safety. To enhance our performance, in 2023 we prioritized

improving our environmental data collection processes. Proper data collection will enable Draslovka to monitor and track progress in reducing the environmental footprint, set targets and create concrete, data-driven plans detailing how these targets will be achieved. 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 operational environmental footprint, 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.

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# Initiatives

Given the nature of our business, it has always been of critical importance to minimize the impact of our activities on the environment. We are pleased that in 2023, our Memphis and Kolín plants and INTRESO operations had no environmental permit violations. We also continue to investigate projects to reduce our emissions, waste, and water usage. During 2023, we undertook pilot testing of some projects to reduce our environmental impact. Based on the results of these pilot tests, we will be able to determine which interventions are most impactful and suitable for the business.

In 2023, we commissioned a study to quantify the environmental impacts of GLT. We have also continued to strengthen our reporting over the past year, disclosing Scope 1 and 2 GHG emissions in this report for the first time, as well as assessing our climate-related risks and opportunities by disclosing against the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).



**We also continue to investigate projects to reduce our emissions, waste, and water usage.**

### Scope 1 emissions

**499,911 tCO<sub>2</sub>e**

### Scope 2 emissions (market based)

**29,599tCO<sub>2</sub>e**

2023 marked the first year that we calculated our Scope 1 and 2 emissions as a group. We will look to replicate the calculation of our emissions over the next year, laying the foundation for further emission reductions, target setting and data gathering in line with the regulatory requirements of the CSRD.

We are proud that our Kolín plant received an EcoVadis Silver medal based on its sustainability performance in 2023. The silver ranking puts the Kolín facility in the top 15% of all companies ranked by EcoVadis in 2023. The EcoVadis silver medal reflects the commitment of Draslovka’s Kolín plant to sustainability and highlights the significance of the work the Draslovka Kolín team has achieved in each of three ESG pillars.

Global registration and commercialization of Draslovka’s proprietary, environmentally sustainable alternatives is the driving force of our agricultural business. By bringing new products to market with a reduced environmental impact, we create comparative advantage and enable the improvement of international supply chains and trade, aligned to a low-emission future.

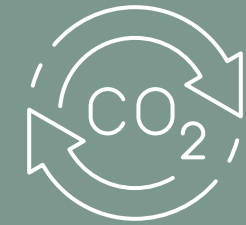
However, as Draslovka’s environmentally sustainable innovations are not yet registered in Europe, INTRESO must rely on existing solutions to provide phytosanitary treatments to customers. In the short term, INTRESO is actively innovating to reduce its environmental impact. For example, patented heat treatment and low-oxygen solutions provide alternative options to the use of historic products.

<sup>5</sup> To note that the calculation for Scope 1 and 2 emissions covers our operations in Memphis and Kolín. It does not cover the operations of INTRESO Group.

## Case study: Draslovka's agriculture business: Improving efficiency, reducing waste

Our agriculture business strives to improve the efficiency of its operations and reduce our impact on the environment through a number of key initiatives:

- ➔ Recycling the canisters in which our solutions are transported and deployed is a top priority for our business. For example, in the Netherlands, we work with the only company able to manage any waste residues.
- ➔ Our office in Melbourne is fitted with solar panels to directly access clean energy, in addition to using suppliers of green energy to access the water, heating and electricity we need.
- ➔ In Australia more widely, we participate in the "Drummuster" program, which provides users of agricultural chemicals the opportunity to recycle chemical containers. To date, Drummuster has collected more than 42 million containers in total.



## Environmental Data

Material Topic	Metric	Draslovka
GHG emissions	Scope 1 emissions	499,911 tCO <sub>2</sub> e
	Scope 2 emissions (market based)	29,599 tCO <sub>2</sub> e
Pollution & Toxic Chemical Release	Total metric tons of Volatile Organic Compound (VOC) emissions	81.41 metric tons
	Total metric tons of NOx emissions (excluding N2O)	609.03 metric tons
	Total metric tons of SOx emissions	SO <sub>2</sub> : 2.48 metric tons No SO <sub>3</sub>
	Total metric tons of hazardous air pollutants (HAPs)	71.33 metric tons
	Volume of releases of hazardous materials	1,028.93 metric tons
Energy Efficiency & Consumption	Total energy consumed	1,198,725 GJ
	% grid electricity	100%
	% renewable	0%
Water Management	Renewable energy produced	1,482 GJ
	Total fresh water withdrawn	1,184.81 thousand m <sup>3</sup>
	Total fresh water consumed/Total water withdrawal	2,374.28 thousand m <sup>3</sup>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0
	% of water consumption from alternative water sources (i.e. grey water, rainwater, sewage)	0
	Total water use	18,304,745 m <sup>3</sup>
	Water recycled	12,665 m <sup>3</sup>
Water discharged	7,466,032 m <sup>3</sup>	
Waste & Hazardous Materials Management	Amount of hazardous waste generated	1,028.93 metric tons
	% of hazardous waste recycled	0%
	Total waste	1,478.39 metric tons
	Total Recycled Waste	95 metric tons
	% of sites with hazardous waste guidance that achieved HAZWOPER certification or follow ISO 14001 for waste management	100% of manufacturing sites achieved US014001



# Operating responsibly

## Management Approach

Accountability and strong corporate governance are essential for any global business, and we are committed to ensuring the highest levels of ethical conduct within our operations and in interactions with our partners. We have long prioritized responsible business operations and have made significant progress over the last year in ensuring consistent policies are in place across entire group. In addition to our progress on policies, we have also made progress in oversight and accountability for ESG, as outlined in the Oversight of ESG & Sustainability section of this report. This oversight, combined with the implementation of appropriate corporate policies, have strengthened company governance.

Our responsible operations are further supported by proactive work with local communities. Transparency and community engagement are key to supporting our initiatives in this area; as we continue to build trust with our local communities, we are increasing transparency of our operations and expanding community engagement efforts.





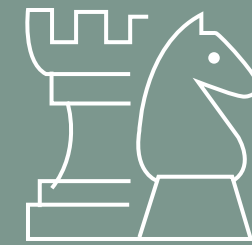
# Policy Development

During the course of 2023, we implemented a number of new groupwide policies.

All our policies are based upon the core values 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.



Our values are central to ensuring that we operate as a responsible business, with all employees, contractors and partners aware of their responsibility in upholding the highest levels of ethics and accountability. Over the past year we have significantly strengthened our policies, which support us in operating a responsible business, and focused on consolidating our internal processes and policies to ensure they are standardized across the business. As the business continues to expand and grow rapidly, the development and consolidation of our group policies will support us in maintaining high levels of ethics and compliance worldwide.

The ultimately accountability for the group compliance framework lies with the Board. The Board is regularly updated on the progress of policy implementation and receives an annual Compliance report detailing the Group policies and procedures which have been adopted over the past year, the workplan for the following period and outcomes from internal compliance controls.

**A selection of the policies developed over the last year is included below**

<a href="#">Group Anti-Money Laundering and CTF Policy</a>	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.
<b>Group Asset Protection Policy</b>	Policy to protect Draslovka’s assets and to support culture of security that guarantees a safe work environment and implementation of adequate security programs.
<b>Group Sanctions Policy</b>	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.
<a href="#">Group DEI, Non-Discrimination and Harassment Policy</a>	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.
<b>Group Budget Policy</b>	Policy to detail planning, executing, and controlling of financial activities within Draslovka.
<b>Group Personal Data Protection Policy</b>	Policy to outline principles and procedures to ensure privacy and security principles when processing personal data and compliance with the EU General Data Protection Regulation (GDPR).
<a href="#">Group ESG Policy</a>	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.
<a href="#">Group Whistleblowing and Internal Investigation Guideline</a>	Guideline outlining how to manage compliance reports received on the Draslovka Group Ethics Hotline and other reporting channels.
<b>Group IP Protection Policy</b>	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 our policies can be found on the Draslovka [website](#).



## Business Ethics



**We have an anonymous reporting Hotline in place for potential ethics violations, run by an independent third-party.**

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](mailto: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. Over the past year, we have established an Ethics Committee in each business unit, seeking to raise awareness among staff on ethical behavior, ensure a consistent approach, and to support any investigations. 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 launched a Business Ethics Certification pilot in 2023. 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.

## Cyber Security Management

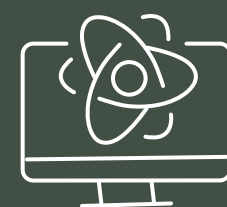
Cyber security is essential in operating a reliable, resilient business. Cyber security management is vital in achieving and maintaining high standards of operational effectiveness, business continuity and effective risk management.

Improving the resilience of our business against cybercrime requires continual work to update and protect our networks. Our commitment to this is reflected in our Group Cyber Security Management Policy and related guidelines and procedures. We continually update our technologies and seek to improve the cyber security awareness of our employees. To demonstrate our dedication to cybersecurity, in 2023 we have appointed Chief Information Security Officer (CISO) that is responsible for establishing and maintaining the security program to ensure our information assets and technologies are adequately protected.

At the Czech Association of Information Technology Managers (CACIO), Draslovka Holding a.s. was delighted to win an award for our global cloud infrastructure project. We also won 'IT Project of the Year 2022' from the Czech CFO Club. These awards are testament to the work of our IT team in ensuring that we maintain and implement high standards of information technology and cyber security.

Draslovka has taken proactive steps to prepare for compliance with the new European law, Network and Information Security Directive 2 (NIS2), which establishes updated regulations for cybersecurity. Recognizing the importance of adhering to these guidelines, we are diligently reviewing our current cybersecurity protocols and implementing necessary enhancements to ensure robust protection of our digital infrastructure and data assets.

**Cyber security management is vital in achieving and maintaining high standards of operational effectiveness, business continuity and effective risk management.**

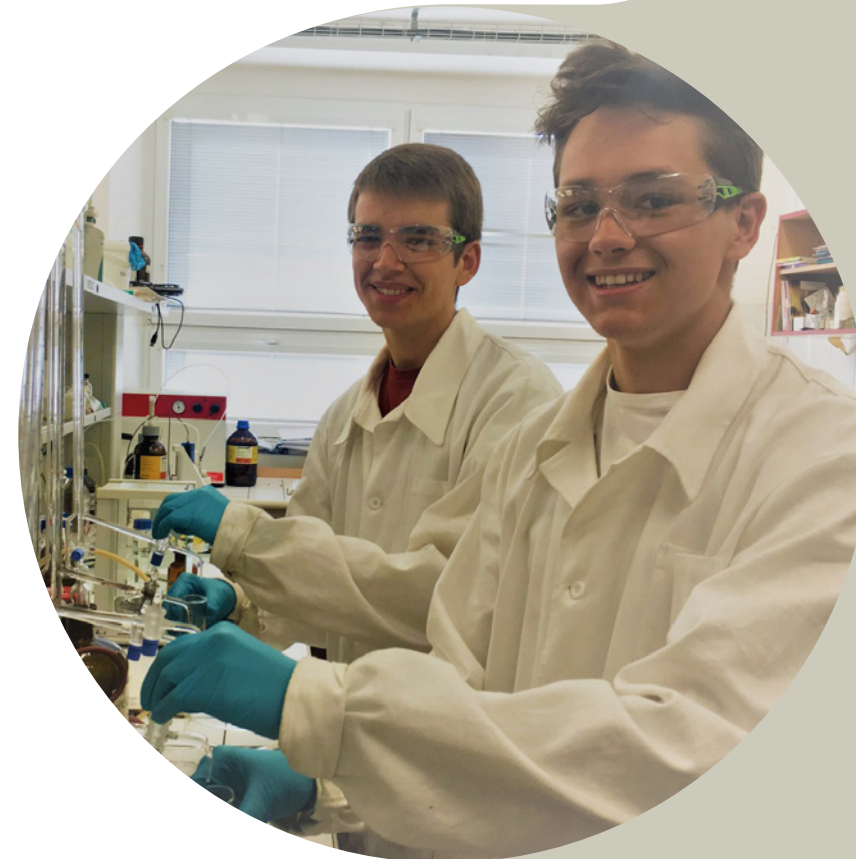


# Communities

We are dedicated to making positive contributions to our local communities and take pride in these efforts, considering ourselves as active community members with the power to make a change.

**We believe a world where people know science is a fundamentally better world.**

Students conducting research at our R&D labs in Kolin



## About the Draslovka Science and Education Program (DSEP)

We believe a world where people know science is a fundamentally better world. However, we are aware that it is becoming harder to access high-quality science, technology, engineering and mathematics (STEM) education, and this is particularly acute for children from socio-economically deprived backgrounds.

As a global leader in science and technology, we believe it is Draslovka’s responsibility to invest in education at all levels, and to share our resource and experiences, particularly with young scientists, as it will be these people who will need to find new and innovative solutions to address the future challenges. As such, we strive to create opportunities for young people by implementing the DSEP within our local communities across various educational levels.

Our closest collaboration with aspiring scientists is delivered through our sponsorship scheme with Charles University in Prague. Since 2023, Draslovka has provided scholarships for three students to study science courses, and 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.

Additionally in the Czech Republic, we support early-years education through sponsorship of a competition to look for the ‘Best Young Chemist in the Czech Republic’, which is attended by secondary school students.

We also work with other prestigious universities, creating additional opportunities to cooperate with students on research and development, support them to prepare their theses, and provide them chance to practice directly in the production plant.

Committed to DSEP globally, we have extended this program to our operations in the US. In Memphis, we are the leading corporate sponsor of the Woodstock Middle School. This local community partnership, spearheaded by our Memphis Plant team, includes direct financial support, as well as personal donations. Through the DSEP, our partnership with the school is employee-led, with our colleagues in Memphis being passionate about opportunities this initiative creates.

This year, our activities included fundraising for the school, school uniform assistance for students, delivering entertaining and practical STEM classes, and supporting the 8th grade prom. We also encouraged our employees to volunteer time for improvement projects at the school.

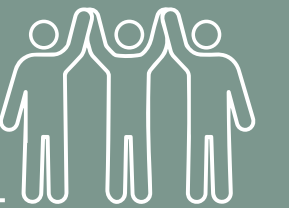
## DSEP 2023 Highlight

### Student review after 1st Semester: **Natálie Janečková**

“From my experience, I can say that this field of study incredibly opens doors to all opportunities. Firstly, it gives us students the chance to meet people who are top scientists, but also, as I mentioned before, it selects tutors tailored to each student, which in my case worked out perfectly.”



Natálie Janečková



“At the same time, it offers the opportunity to see different branches of science in a different light, so students like me learn something new every day. I think it is also worth mentioning the willingness of all our supervisors and teachers who are constantly trying to push us further and further.”

**We look forward to continuing to report on the successful outcomes for students enabled by our global program in our future reports.**



# Creating safe communities

In addition to our contributions in educational activities, we are committed to making our resources available to enhance the wellbeing and safety of the community whenever possible. In Kolín, we have a dedicated fire brigade as part of our health and safety and incident preparedness planning. This fire brigade is part of the integrated rescue system of the Czech Republic and is equipped to support in the instance of local emergencies. The team is engaged in emergency planning for the City of Kolín and is equipped with defibrillators to provide first aid, if required.

## Case Study Community Advisory Panel

In August 2023, a Community Advisory Panel (CAP) was established, to foster an open dialog between the Memphis Plant and its local community. The CAP, named the 'Greater Woodstock Community Advisory Panel', is facilitated by a third party to ensure independence and aims to enhance the community's understanding of Draslovka's work and overall engagement. The CAP comprises selected members from the local community, including representatives from the local school, business leaders, the Shelby County Sheriff, the local fire department, the University of Memphis, local citizens, store owners, and local business owners.

The CAP is working to expand on the local Memphis community's understanding of Draslovka's actions to ensure high levels of

safety and environmental compliance. Through the CAP, Draslovka has delivered training on operations, process safety management and emergency response, which has provided the CAP members with a greater understanding of our activities in Memphis and the measures taken to ensure these activities are safe and secure. The CAP meetings are on a monthly basis, excluding December and July.

Establishment of the Greater Woodstock CAP is a great achievement and we are grateful to the members of this group for their support. We look forward to continuing to engage with our community in this way, and further strengthening our relationships through transparency of our activities.

Rudolf Sedunka, Chief of Fire Brigade,  
Draslovka Kolin





# Looking Ahead

**We have significantly strengthened the oversight of our ESG and sustainability activities over the past year, as well as developing policies which support our business in achieving the highest level of ethical business.**



As our business grows, we commit to focus on reducing any potential negative impacts on the environment and society, while maximizing the positive impacts our products can have. This year, we have prioritized enhancement of sustainability governance and oversight, as well as data collection, allowing the monitoring and management of our sustainability efforts. Looking ahead to 2024, we will aim to set meaningful targets, guiding the implementation of our overarching strategic sustainability objectives. We are continually evolving our sustainability work, increasing our level of maturity across our sustainability strategy, initiatives, and reporting. Over the next year we will also be preparing for the sustainability reporting requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

Looking ahead, we will 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 significantly strengthened the oversight of our ESG and sustainability activities over the past year, as well as developing policies which support our business in achieving the highest level of ethical business. We look forward to building on this work over 2024 and further strengthening our sustainability ambitions.





# Draslovka Task Force on Climate-Related Financial Disclosures (TCFD) Report 2023

## Aligning Draslovka's reporting and sustainability strategy with the TCFD

The impact of climate change is likely to be far reaching, impacting all regions and sectors of the economy through physical changes and the changes required to transition the global economy to net zero. 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 an important role in supporting our customers as they mitigate their impacts on the environment.



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

Following the development of Draslovka's sustainability strategy, detailed in our inaugural [2022 sustainability report](#), we have worked to align our reporting with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The TCFD recommendations, which will be embedded in the International Sustainability Standards Board's (ISSB) reporting standards, are recognized globally as best practices for climate reporting to stakeholders, including by regulators and investors. Draslovka is committed to reporting against the recommendations of the TCFD and will take an incremental approach to align with all 11 recommendations.



# Governance

Following the development of Draslovka's sustainability strategy last year, the Group's leadership has placed a greater emphasis on our climate-related objectives and performance in terms of governance formalization. In the past 12 months, Draslovka has developed its 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 our 2023 sustainability report. In 2024, our focus will be on implementing these structures to ensure they allow us to address our climate-related risks and opportunities effectively



## Board Oversight

Our Board of Directors is ultimately responsible for the Group's management of climate-related risks and opportunities and reporting to external stakeholders. In line with our commitment contained in our inaugural sustainability report, the Board is - since the end of 2023 - supported by the ESG Committee, which comprises five members with diverse sustainability-related expertise. The Chairman of the Committee, Mr. Petr Pudil, specializes in sustainable investments, particularly in environmentally friendly solutions for chemical specialties, agriculture, and international biotechnology and agrotechnology startups, while also supporting art and education initiatives.

Independent Committee Members, Ms. Kathy Sipos and Mr. Radek Špicar, contribute substantial expertise from the business and regulatory environment, enhancing the Committee's wide range of experiences and facilitating international outreach. The Committee is tasked with the review of sustainability initiatives, Key Performance Indicators (KPIs) and progress against targets and reports its findings to the Board at least annually.

At Draslovka, we consider the impacts of climate-related risks and opportunities when reviewing internal and external growth opportunities. While the perimeter of the Board and the Committee's responsibilities regarding the management of sustainability risks and opportunities were defined in the Group ESG Policy at the end of 2023, the full application of these policies in the context the management and oversight of climate-related issues began in early 2024. Sustainability has also been introduced as a standing item on the agenda of Board meetings from the start of 2024.

## Management Role

Our Group Head of Environment, Health, Safety, and Security (EHSS) plays a key role in Draslovka's management of climate-related risks and opportunities. This role is part of the Group ESG Team which supports the ESG Committee regarding the development of the ESG strategy and annual reporting and coordinates the Group's ESG processes. The Group Head of EHSS is specifically responsible for the coordination of the environmental work stream, including the collection and consolidation of climate-related data from all business units.

The Group CEO and the Business Unit Directors bear responsibility for the implementation of the ESG strategy across the organization and overall risk management. The general ESG governance framework, finalized at the end of 2023, describes how ESG information is channeled to the different decision makers. These processes first came to life in 2024, notably regarding the flow of information about climate-related risks and opportunities.

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.







# Strategy

The transition to a net zero future is fundamental to Draslovka’s overarching business strategy. 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.

**Informed by analysis of both the internal and external landscapes, we have identified an initial set of 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.

In addition to considering the potential risks that Draslovka may encounter, this assessment identified a broad range of opportunities stemming from the transition to a lower emission future. This included increased demand for Draslovka’s environmentally sustainable products and services, as well as reduced costs of production resulting from the adoption of more efficient technologies in areas such as energy.

**To further understand the impact of the risks and opportunities identified, each potential risk or opportunity was assessed under three climate transition scenarios defined by the International Energy Agency (IEA):**

**1 Stated Policies Scenario**

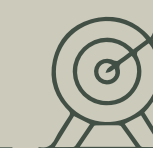
**2 Announced Pledges Scenario**

**3 Net Zero Emissions by 2050**

Considering the full scope of our operations, as well as potential impacts on stakeholders and customers, this analysis provided an assessment of the potential climate-related risks and opportunities facing Draslovka. It concluded 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.

Across all these scenarios, the analysis suggests there are potential risks with a financial impact on Draslovka which will require active and deliberate management. The assessment and associated outputs have provided us with a thorough overview of the potential climate-related risks and opportunities for Draslovka. As such it gives us a foundation upon which we expect to build quantitative analysis in the coming years as we further develop our approach to managing climate-related risks and opportunities.

The risk and opportunity analysis was conducted with the support of a third party and the involvement of the Group ESG Team and managers from our production facilities with sustainability-related responsibilities. The identified risks and opportunities have been communicated to the relevant levels and personnel across the business, and the risks will be managed under Draslovka’s risk management structure (see Risk Management).



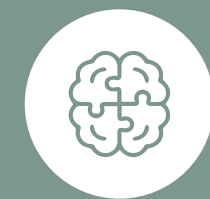


# Detailed Risk and Opportunity Disclosure

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 evaluate any new risks that might arise from new geographical or value chain positions.

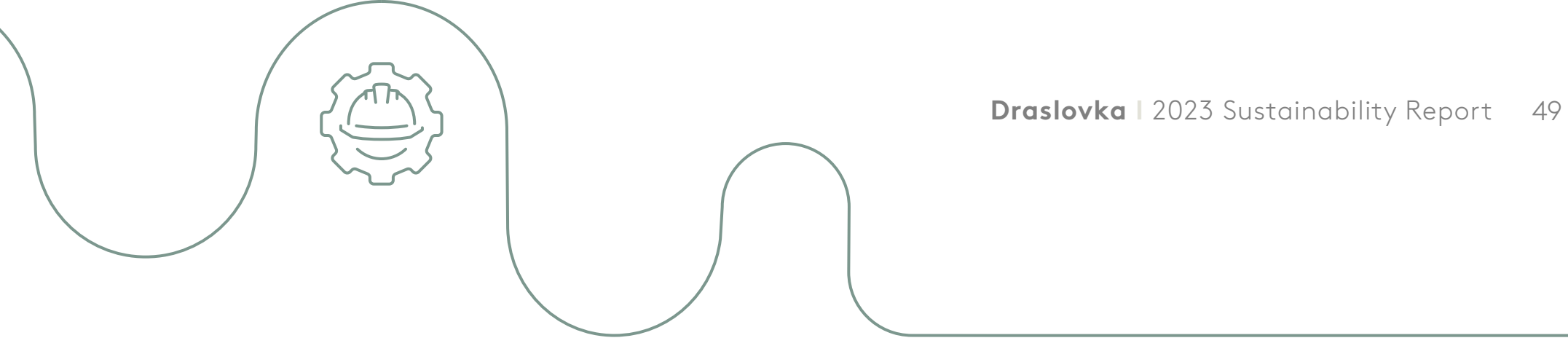
Comprehensive risk mapping ensures Draslovka is well-positioned to mitigate any actual or potential impacts on the business. Climate-related risk mitigation actions are considered in the relevant divisions of the business. Many of the risks identified are already continuously addressed through mitigating 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	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 potential 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 Kolín 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.
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.

## Transition Risks and Opportunities

Opportunity Type	Opportunity Summary	Potential Impact
<b>Market</b>	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 health 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.
<b>Technology</b>	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.
<b>Policy &amp; Legal</b>	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.
<b>Reputation</b>	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.

In assessing climate-related risks and opportunities, we undertook a high-level scenario analysis, utilizing the three IEA scenarios outlined above. The outcome of the assessment found Draslovka's strategy to be resilient under each of these scenarios. Amid more rapid decarbonization, Net Zero by 2050, there will be an increase in opportunities through greater demand for Draslovka to develop and deliver innovative, sustainable solutions which support customers in reducing their environmental footprint and meeting potentially stricter regulatory requirements. Under this scenario the opportunity for registration of our innovative new products

is also likely to be accelerated to displace incumbent products with a higher GHG footprint. Under the announced pledges and stated policies scenarios, these opportunities are likely to occur over a longer time horizon or be less pronounced, however we believe our strategy to provide innovative solutions to our customers will continue to play a pivotal role in the decarbonization of the mining, chemicals, and agriculture sectors.





# Risk Management

## Identifying and Assessing Climate-related Risks

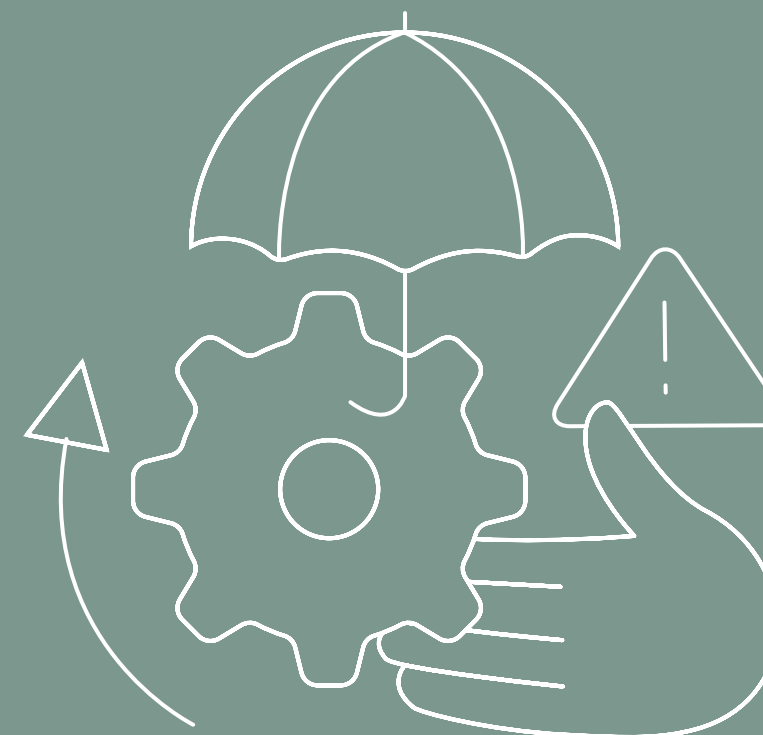
During our latest materiality assessment, we identified 'climate change adaptation and mitigation' as having both a high business impact and a high importance to stakeholders, ranking it above a number of other ESG issues. Furthermore, our analysis of the business impact of climate change and the transition to a low carbon economy on the Group revealed that it will create both positive and negative impacts on the business as we transition our business model to capture climate-related opportunities.

The identification and assessment of climate-related risks was carried out by the Group ESG Team and managers from our production facilities with sustainability-related responsibilities, with the support of an expert third party. As described in more detail in the Strategy section of this report, the Group ESG Team identified climate-related risks considering potential acute and chronic physical risks associated with a changing climate, including how severe weather events could adversely affect the Group's production facilities in its different locations. The Group ESG Team also considered the risks to the business resulting from the global transition to net zero, including the impacts of carbon policy and technological and market transformation.

Each potential risk was assessed under three climate transition scenarios defined by the IEA: 1) Stated Policies Scenario, 2) Announced Pledges Scenario, and 3) Net Zero Emissions by 2050. The outcome was a risk map including the possible impacts on the business, the severity of the potential impacts (low, medium or high) and the likely timescales in which they could be expected to materialize (short, medium or long term).

## Managing Climate-related Risks

A number of risks identified in the Strategy section of this report, including the risk of a rising cost of carbon, are being mitigated by Draslovka (i) through overarching improvements to facilities to improve resource use efficiency and reduce costs, (ii) through specific due diligence when reviewing internal and external growth opportunities, and perhaps most importantly, (iii) through the transition of its business model towards the development of environmentally friendly solutions for its customers, which should have a clear impact on the management of the Group's Scope 3 emissions



## Integration into the Overall Risk Management Process

The Board is ultimately responsible for group-wide risk management. In matters relating to the management of climate-related risks, the Board is supported by the ESG Committee, who are regularly apprised of operational risks from key personnel at relevant sites.

An important characteristic of Draslovka's risk management is that it is largely decentralized, which is also the case for the management of climate-related risks. Each business unit collects its own climate-related data and reviews its regulatory landscape depending on the nature and location of its operations.

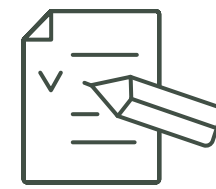
Draslovka's ESG governance framework provides for a regular flow of climate and other ESG information from local (business unit) ESG Teams to the Group ESG Team, which consolidates it, analyzes it, and shares its findings with the ESG Committee.

In addition, sudden changes in climate-related risks are directly channeled from the Business Unit Directors to the Group CEO, who further shares the information with the Group Finance Team to assess financial impacts.

# Metrics and targets

Following Draslovka’s inaugural 2022 sustainability report, we have been working to identify a broad set of Key Performance Indicators (KPIs) to measure success against the objectives outlined in our sustainability strategy.

Over the course of 2023, we identified a set of data points which would enable us to track progress against our sustainability pillars, including our progress in reducing GHG emissions. As part of this process, we – as a Group - calculated our scope 1 and 2 GHG emissions for the first time.



We will continue to track scope 1 and 2 GHG emissions on an annual basis. We aim to reduce our scope 1 and 2 emissions to reduce the contribution of our business to climate change. By calculating and disclosing our scope 1 and 2 GHG emissions this year for the first time, we now have baseline GHG emissions from which we can set reduction targets, a key step in the development of our sustainability strategy and the mitigation of our impact on the environment. We aim to set targets to reduce our GHG emissions in upcoming periods.

To further understand and minimize the contribution of our business to climate change, we are beginning the process of calculating our scope 3 footprint. Given the additional complexity of calculating scope 3 emissions, and the need to ensure calculations are accurate and reflective of our impact, the calculation of our scope 3 footprint will take some time. We are aiming to disclose our scope 3 emissions in our 2024 TCFD and sustainability reports.

As we improve the management of our sustainability strategy, we monitor environmental KPIs to provide greater insight into our performance on reducing our impact on climate. The KPIs and data points we monitor relate to the material topics for our business, and it is our intention to continue to monitor these KPIs, setting targets over time to reduce our impact on the environment. Water management, waste and hazardous materials management, pollution

and toxic chemical release are all material topics for our business. We collect data to monitor our performance in each of these areas, as disclosed in the ‘Preserving the Environment’ section of this report.

As we continue to formalize our sustainability strategy, we understand the importance of setting targets to improve performance across carbon emissions, water use, waste generation and pollution. Given the nature of our business, our environmental impact has been highly regulated for some time, and we have always aimed to exceed the requirements of environmental compliance. As we look forward, we want to raise our level of ambition and will set targets, disclosing our progress against these targets over time to increase our accountability and minimize our impact on the environment.

Draslovka’s Group Head of EHSS is responsible for calculating and updating Draslovka’s environmental data, including scope 1, 2 and 3 emissions. The Group Head of EHSS is responsible for reporting these data points, alongside other environmental KPIs to the ESG Committee that reports it in turn to the Board. The Board is also responsible for signing off on the environmental KPIs through its approval of Draslovka’s sustainability report.

## Scope 1 emissions

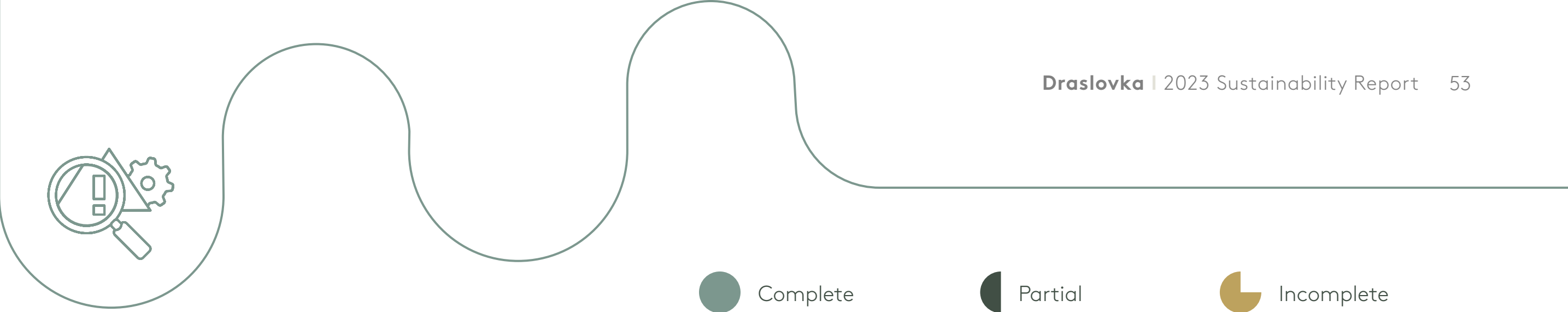
499,911 tCO<sub>2</sub>e

## Scope 2 emissions (market based)

29,599 tCO<sub>2</sub>e







## TCFD Reference Table

TCFD Recommendation	Status
Describe the board’s oversight of climate-related risks and opportunities.	
Describe management’s role in assessing and managing climate-related risks and opportunities.	
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Describe the organization’s processes for identifying and assessing climate-related risks.	
Describe the organization’s processes for managing climate-related risks.	
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

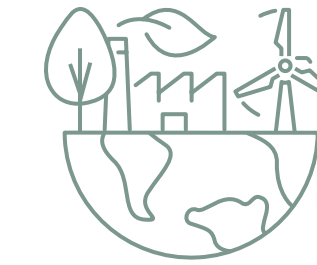
# 011 GRI Analysis Index





## GRI Analysis Index

GRI Code	Indicator	Disclosure
2-1	Organizational details	Please see the <b>Our Business</b> section on pages <b>8-14</b> . Please also see our 2023 Annual Report for further details.
2-2	Entities included in the organization's sustainability reporting	Please see the <b>Our Business</b> section of this report on pages <b>8-14</b> .
2-3	Reporting period, frequency and contact point	The 2023 sustainability report covers the period January 1st 2023 - December 31st 2023. Sustainability reporting is undertaken on an annual basis. For further information, please contact <a href="mailto:communication@draslovka.com">communication@draslovka.com</a> .
2-4	Restatements of information	Not applicable.
2-5	External assurance	The 2023 sustainability report was developed in conjunction with an external third party, however the report is not externally assured.
2-6	Activities, value chain and other business relationships	Please see the <b>Our Business</b> section on pages <b>8-14</b> . For further information on how we ensure product stewardship, please see the section <b>Our commitment to driving progress on product stewardship</b> on page <b>29</b> .
2-7	Employees	Not complete. Where possible, we provide information on our employees, however there are local and regional rules in place that prevent the collection and disclosure of certain data on workforce composition. For further information see the <b>Our Business</b> section on pages <b>8-14</b> . For a further details of our people initiatives, see the <b>Protecting and developing our people</b> section on pages <b>27-35</b> .
2-8	Workers who are not employees	As well as employees, Draslovka engages a number of categories of workers who are not included in overall headcount numbers. This includes contractors, consultants and seasonal workers. These workers are engaged to meet business requirements and we ensure we provide these workers with all protections required under the laws in the jurisdictions we operate.  Our employment and engagement with workers who are not employees complies with all requirements set out in local laws and regulations in the jurisdictions in which we operate. In addition to our regulatory requirements, we ensure the ethical principles and all relevant policies, including health and safety, apply to all Draslovka workers, including those who are not directly employed by Draslovka.
2-9	Governance structure and composition	Please see the <b>Board Oversight</b> section on pages <b>16-18</b> . Please also see our 2023 Annual Report for further details.
2-10	Nomination and selection of the highest governance body	When selecting Board members, we ensure a balance of skills, experience and diversity of perspectives appropriate for the requirements of the Group's business which should ensure that changes to its composition can be managed without undue disruption. In discharging its responsibilities, the Board is supported by the committees (such as Committee for Environmental, Social and Governance Matters and Human Resources and Remuneration Committee) that regularly report to the Board on their decisions or recommendations.
2-11	Chair of the highest governing body	See <b>Oversight of ESG &amp; Sustainability</b> on pages <b>15-19</b> .
2-12	Role of the highest governance body in overseeing the management of impacts	See <b>Oversight of ESG &amp; Sustainability</b> on pages <b>15-19</b> .
2-13	Delegation of responsibility for managing impacts	See <b>Oversight of ESG &amp; Sustainability</b> on pages <b>15-19</b> . Further detail can also be found in the Group ESG Policy (available here: <a href="https://www.draslovka.com/governance">https://www.draslovka.com/governance</a> ).



## GRI Analysis Index

GRI Code	Indicator	Disclosure
2-14	Role of the highest governance body in sustainability reporting	See Governance section of our <b>TCFD</b> disclosure on page <b>45</b> .
2-15	Conflicts of interest	Please see our 2023 Annual Report for details.
2-16	Communication of critical concerns	See <b>Business Ethics</b> on page <b>41</b> .
2-17	Collective knowledge of the highest governance body	See <b>Board Oversight</b> on pages <b>16</b> and <b>46</b> .
2-18	Evaluation of the performance of the highest governing body	The Board regularly reviews its own performance, to support its continued effectiveness in overseeing all aspects of strategy, including economy, environment and people. All evaluations of performance and oversight are carried out internally. Board processes and discussions are developed on the back of the outcomes of these reviews. In recent years, the establishment of board committees or development of our ESG oversight framework, are examples of steps taken to improve board oversight.
2-19	Remuneration policies	Draslovka is in the process of developing a remuneration policy, which will include the highest governance body.
2-20	Process to determine remuneration	Draslovka's remuneration policy, which is currently under development, is to be determined by the Committee for HR Matters and Remuneration (the "Committee"). The policy is being developed through a consultative process involving the business leadership team, and final signoff before the Board's review will be provided by the Committee. The Terms of Reference of the Committee can be found here <a href="https://www.draslovka.com/social">https://www.draslovka.com/social</a> .
2-21	Annual total compensation ratio	Draslovka does not report this information at this time.
2-22	Statement on sustainable development strategy	See the <b>CEO Letter</b> on pages <b>6-7</b> . See our 2023 Annual Report for further details.
2-23	Policy commitments	See the <b>Operating responsibly</b> section on pages <b>39-41</b> .
2-24	Embedding policy commitments	See the <b>Operating responsibly</b> section on pages <b>39-41</b> .
2-25	Process to remediate negative impacts	See <b>Business Ethics</b> on page <b>41</b> .
2-26	Mechanisms for seeking advice and raising concerns	See details of our Group Whistleblowing and Internal Investigation Guideline in the <b>Operating responsibly</b> section on page <b>41</b> and further detail can be found here <a href="https://www.draslovka.com/governance">https://www.draslovka.com/governance</a> .
2-27	Compliance with laws and regulations	There have been no significant instances of non-compliance with laws and regulations during the 2023 reporting period.
2-28	Membership associations	Draslovka is a member of the Cyanide Sector group of the European Chemical Industry Council (Cefic).
2-29	Approach to stakeholder engagement	See <b>Oversight of ESG &amp; Sustainability</b> on pages <b>15-19</b> .
2-30	Collective bargaining agreements	Draslovka has a Collective Bargaining Agreement (CBA) in place which covers employees at the Memphis plant. This covers 49% of Draslovka's US employees. The employees of our Kolin plant are also covered by a collective bargaining agreement which is negotiated locally at an industry-level. 62% of all Kolin-based employees are covered by this agreement. Through these two CBAs, 38% of all Draslovka employees are covered. The terms and conditions of employees not directly covered by collective bargaining agreements are broadly comparable with those covered by the agreement in the jurisdictions in which we operate.





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