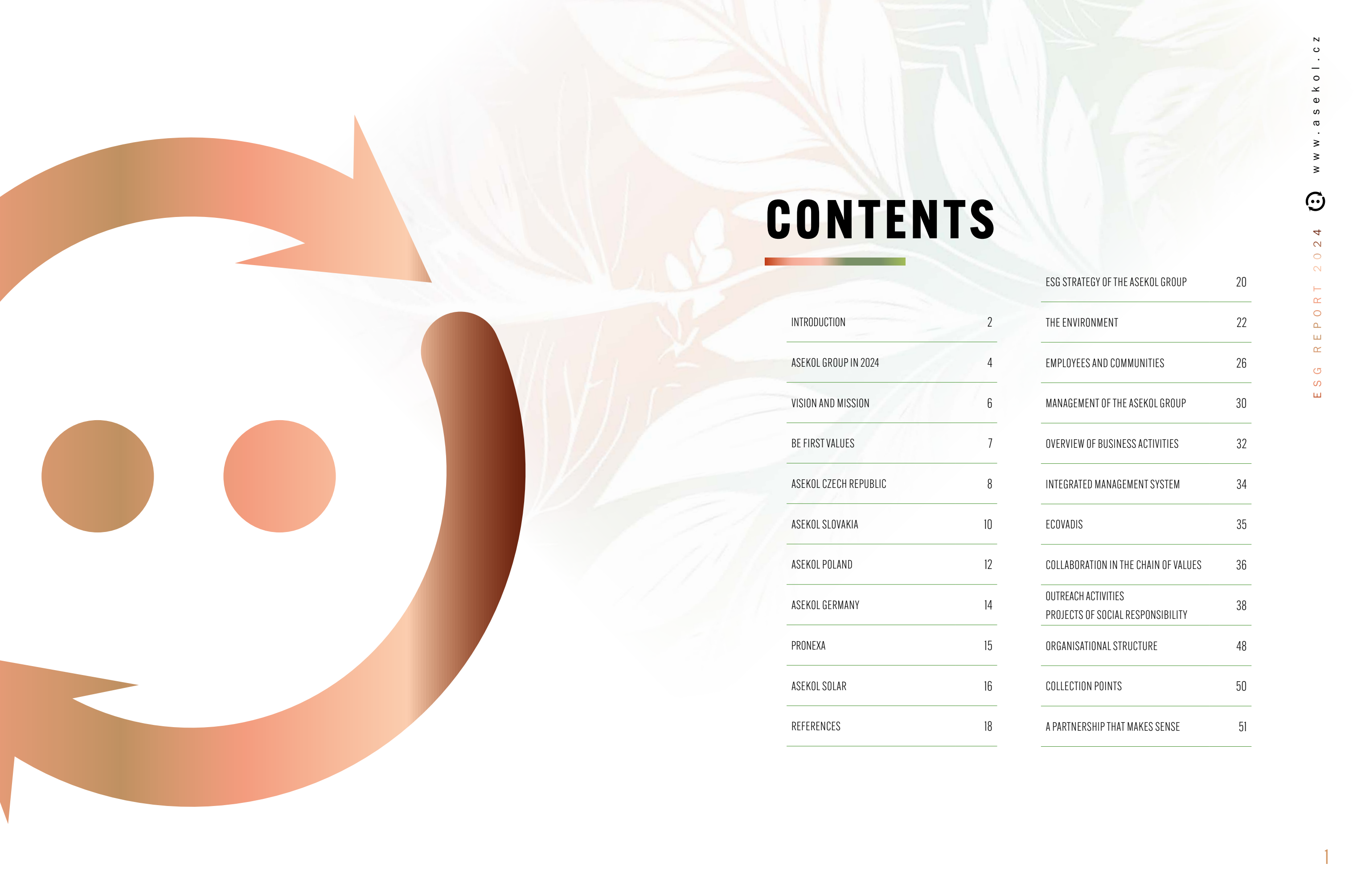




REPORT 2024



TURNING OLD INTO **NEW!**



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INTRODUCTION

It is my pleasure to present our second ESG report - a sustainability report that confirms our commitment to responsible business. For the ASEKOL Group, 2024 was a period of intense development as far as ESG is concerned, which is why in this report we focus not only on results but also on specific initiatives with real impact. We have implemented our ESG strategy on a voluntary basis with the explicit goal of transparency in relation to our clients, employees and all the partners we work with.

We see ESG reporting not only as a commitment, but also as an opportunity to better understand our impacts and integrate sustainability into key decisions. In 2024, we focused, among other things, on improving the collection and evaluation of key data. We are now providing year-on-year comparisons of carbon footprints and refining information on environmental, social and governance impacts.

Last year, we again collected a record amount of e-waste, totally 68.4 thousand tonnes, while meeting all our legal obligations, including the 65.5% collection quota. In the 19 years of our company's existence, we have now collected and recycled almost 500 thousand tonnes of e-waste. These figures clearly show that the collection and recycling system for WEEE makes sense and plays a significant part in the circular economy. The collection results for 2024 reflect, among other things, our highly efficient collection network and

easily accessible collection points. The ease of access to collection points plays a key role in people's willingness to sort waste. Citizens can hand in their end-of-life electrical and electronic appliances at more than 17,000 collection points, including more than 4,000 red street containers. The red containers were redesigned last year. The container now has a modern shape and a brand new opening that has been designed to be as secure as possible against intruders.

The containers have also been optimised to increase collection capacity and reduce logistics costs. In addition to the traditional collection points, free mobile collections from households are also included in these collection figures. We've expanded the hugely popular and widely used mobile collection project to other regions in 2024 and will certainly continue to use this efficient and convenient collection system in the coming years.

Our long-term strategy is to continuously expand and refine our services. As part of our vision we want to offer manufacturers simple and cost-efficient solutions and services that support their business. In 2024, we provided our comprehensive services to clients in the Czech Republic, Slovakia, Poland and Germany. In other countries within the EU, we provide compliance with the legal obligations of producers through PRONEXA. We see Be First's steadfast corporate values as the courage to innovate and find new solutions to new challenges. We were the first in the Czech Republic and Poland to introduce the separate collection of used electronic cigarettes, which would often end up in mixed waste. This year, we plan to add hundreds of new collection points to this collection channel so as to increase recycling rates, as well as material recovery. We believe that a fundamental prerequisite for a collection and recycling system that is effective in the long term is properly educating consumers in how to sort waste properly. We've long supported educational programmes in schools and kindergartens as part of

the Recycling Games project and at the same time through excursions for children to processing plants. ASEKOL representatives speak at professional lectures, public events for children and young people, and at conferences and trade fairs. The ASEKOL compliance scheme was a general partner of the professional Waste Prevention conference, and we also supported the Municipal Project of the Year competition. In 2024, we had a stand at IFAT, the largest international waste management trade fair, which was held in Munich and was also visited by a large Czech delegation headed by the Minister of the Environment. Our stand including our services was praised by many visitors, including new potential clients.

In addition to environmental responsibility, we also see social engagement as a high priority. For more than a decade, we have been working with the Czech National Disability Council and creating job opportunities for the disabled through sheltered workshops. We are also a proud partner of the Bridges Awards, which recognise socially responsible projects. Our long-term strategy includes support for re-use activities with the Let's Fix Czechia project. We are actively involved in the Remobil non-profit charity project for the collection of mobile phones, as well as projects aimed at helping disabled citizens with the Journey to a Dream and Sportability.

A significant recognition of our activities is the EcoVadis Silver Medal, which we received on the basis of an international sustainability assessment. EcoVadis assesses responsible business from the perspective of the environment, ethics, working conditions and supply chain management. The Silver Medal is only awarded to companies that are in the top 15% of the world's top-ranked companies at any given time. The ASEKOL brand has also won the prestigious Czech Business Superbrands award and title for the fifth time in a row and is also the only compliance scheme to hold this award.

The year 2025 is a special one for us - we're celebrating 20 years of ASEKOL. This important anniversary is not only an opportunity to look back on our achievements together, but also to set new goals that will reflect changes in the market environment and set the direction for the next decade. Thank you to everyone who has supported us on this journey, I deeply appreciate your trust and look forward to our next challenges together.

Best regards,

Jan Vrba
Chairman of the Board
of Directors



asekol

ASEKOL GROUP in 2024

The ASEKOL Group is the most reliable and efficient compliance scheme, linking municipalities, retailers, producers, collection companies and processors to create an efficient system for the collection of packaging waste and WEEE in all groups, including batteries and solar panels.

We issue environmental certificates that quantify the benefits of recycling and help companies and the public better understand the importance of responsible waste management.

01 THE MOST RELIABLE AND EFFICIENT COMPLIANCE SCHEME

02 TRANSPARENT MANAGEMENT

03 COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS



 **> 16,000** clients

 **> 23,000** collection points

 **139,258 t** of collected e-waste

International reach: CZ, SK, PL and DE

 **68,363 t** |  **11,836 t** |  **59,059 t** |  **from 1. 1. 2024**

VISION AND MISSION



The ASEKOL Group has long established itself as one of the key players and innovators in the take-back and recycling of EEE, batteries and solar panels. Its primary objective is to systematically support sustainable development, environmental protection and the principles of the circular economy in accordance with European legislation and ESG standards.

The Group's strategic vision is to become a leader in the take-back of EEE in Europe and to establish itself as a reference model in circular economy

and responsible resource management. ASEKOL fulfils this ambition through a combination of an efficient collection network, a transparent material recovery system and active participation in educational, awareness-raising and regulatory initiatives.

The ASEKOL Group takes a comprehensive approach to environmental, social and governance (ESG) issues, with an emphasis on measurable impacts, long-term sustainability and credibility in the eyes of partners and the general public.



VISION

- ✓ To become the leading company in Central and Eastern Europe for the take-back and recycling of end-of-life products
- ✓ To offer manufacturers simple and cost-efficient solutions and services that support their business
- ✓ To be a reliable supplier of high-quality and affordable raw materials



MISSION

- ✓ To increase society's raw material independence, ensuring a cleaner environment and reducing wastage of natural resources
- ✓ To return materials obtained through environmentally-friendly recycling to production, thus closing the product life cycle



The BE FIRST values form the solid foundation of our corporate culture and are reflected in our daily work and decision-making processes. At the same time, they represent the principles that characterise us and help us determine the direction we want to take as a company.



BE FIRST values

THE PRINCIPLES THAT DEFINE OUR COMPANY.

- ✓ Brilliant work - quality work is our priority
- ✓ Energy - we tackle every challenge with full commitment
- ✓ Flexibility - we see change as an opportunity for growth and improvement
- ✓ Innovation- we use the latest technology and constantly innovate our processes
- ✓ Respect - we treat ourselves, our clients and our competitors with respect and take responsibility for our actions
- ✓ Social responsibility - we strive to have a positive impact on the environment and society
- ✓ Team - Our success is based on cooperation and mutual support

ASEKOL 2024

Czech Republic

In 2024, ASEKOL CZ was awarded a silver medal in the international EcoVadis sustainability assessment, achieving a score of 67/100, placing it among the top 13% of companies worldwide! Moreover, it has defended the Czech Business Superbrands title for the fifth year, thus proving the exceptional position the ASEKOL brand holds on the domestic market.



> 2,600 clients



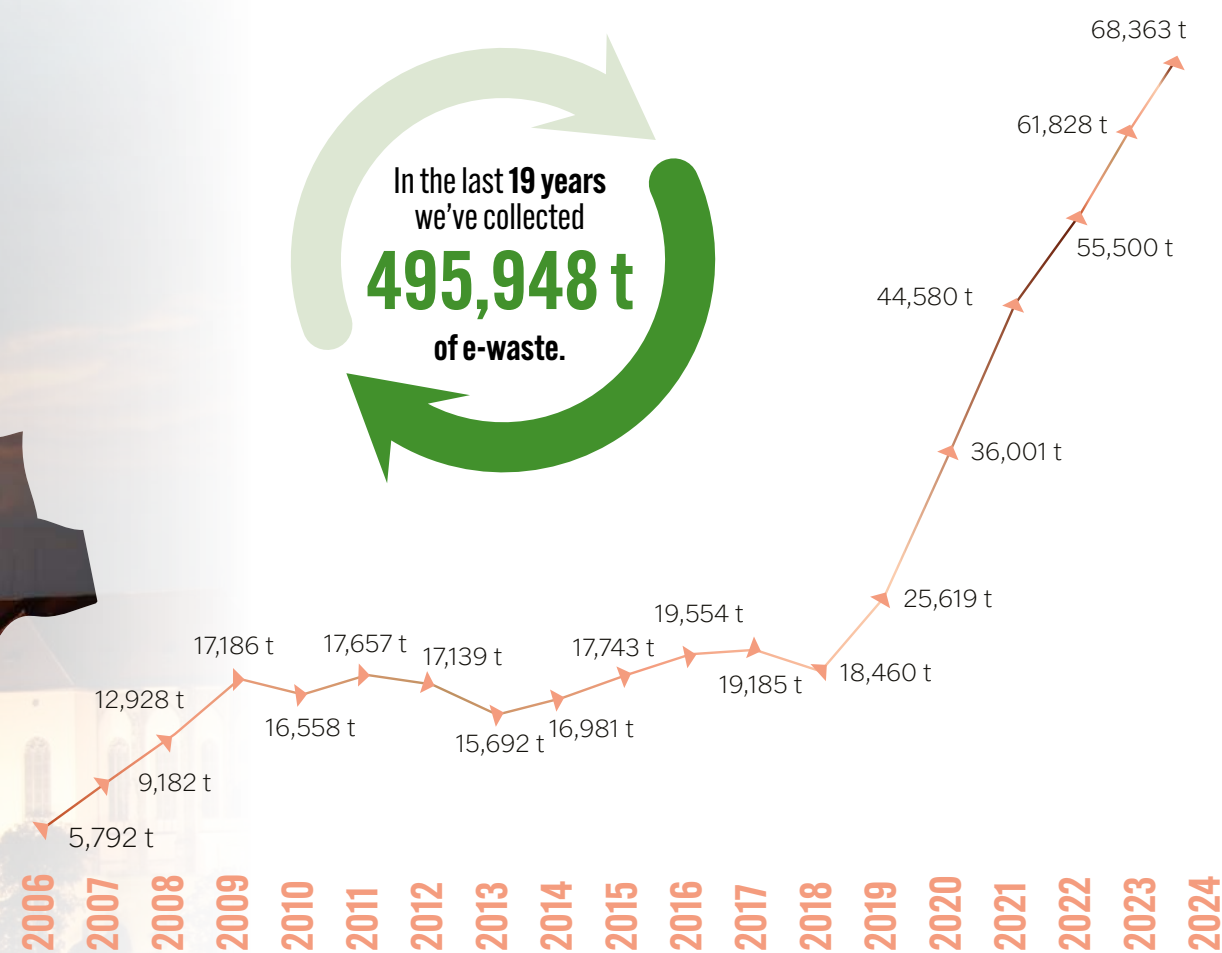
> 17,500 collection points



65.5% compliance with the collection quota



68,363 t of collected e-waste in 2024







(rounded to the nearest thousand tonnes)

ASEKOL Slovakia

2024

In 2024, ASEKOL SK was re-authorised as a Producer Responsibility Organisation (PRO) for packaging and non-packaging products for a further five years, thus confirming its stable position on the Slovak market. ASEKOL SK was

the main partner at the prestigious Slovak Industry VISION Day 2024 conference, where the company's CEO Ronald Blaho spoke as a renowned expert in a panel on innovation and recycling.

-  **65%** compliance with the collection quota
-  **> 3,760** collection points
-  **1,166 t** of batteries collected
-  **11,836 t** of collected e-waste in 2024







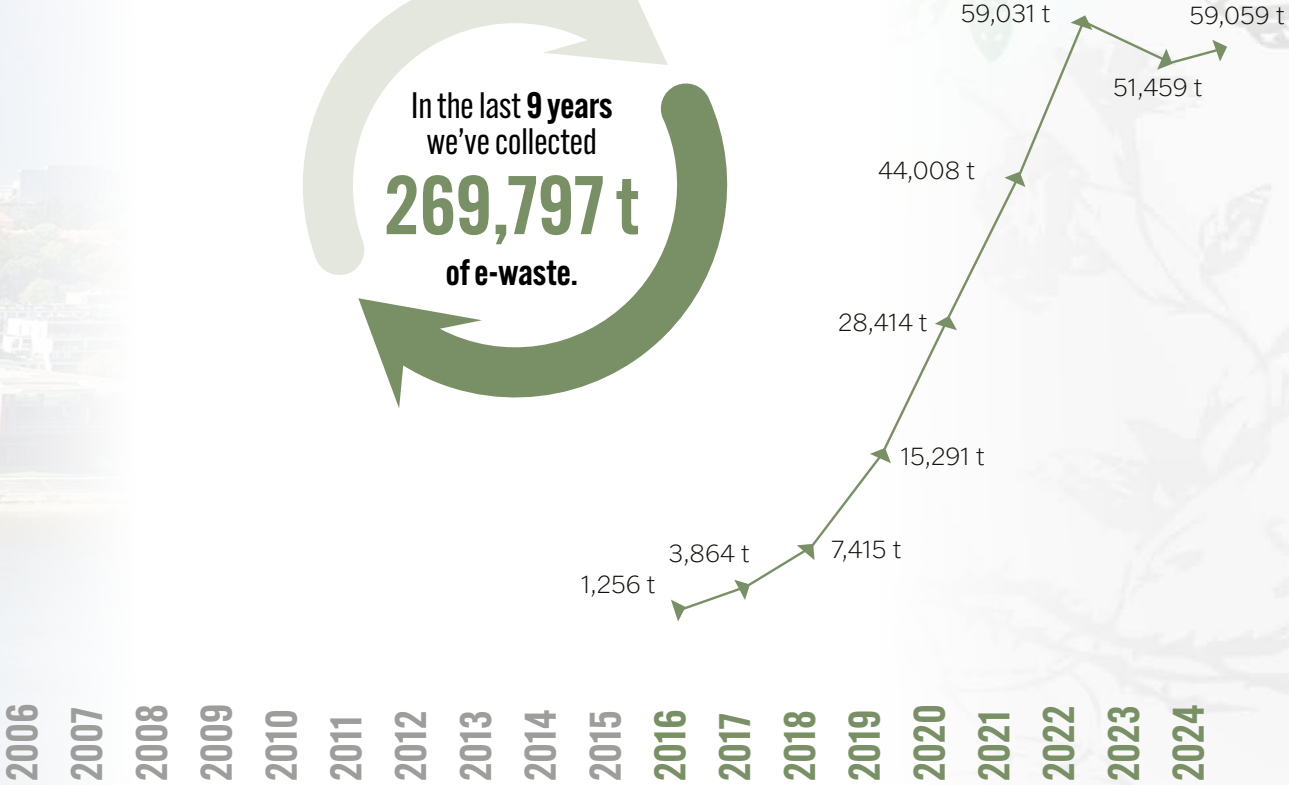
(rounded to the nearest thousand tonnes)

ASEKOL Poland 2024

In 2024, Smart EcoBox received two prestigious awards from ASEKOL PL - the MTP Group Gold Medal and the Consumers' Choice Gold Medal at the POLECO trade fair, as confirmation of its prominence as a technologically innovative com-

pany that is greatly appreciated by the general public. ASEKOL PL also had a stand at POLECO 2024, where it presented its new collection systems and educational tools, which attracted the interest of the professional community and local governments.

-  **1,967** contracts with clients
-  **66%** compliance with the collection quota
-  **578 t** of batteries collected
-  **59,059 t** of collected e-waste in 2024

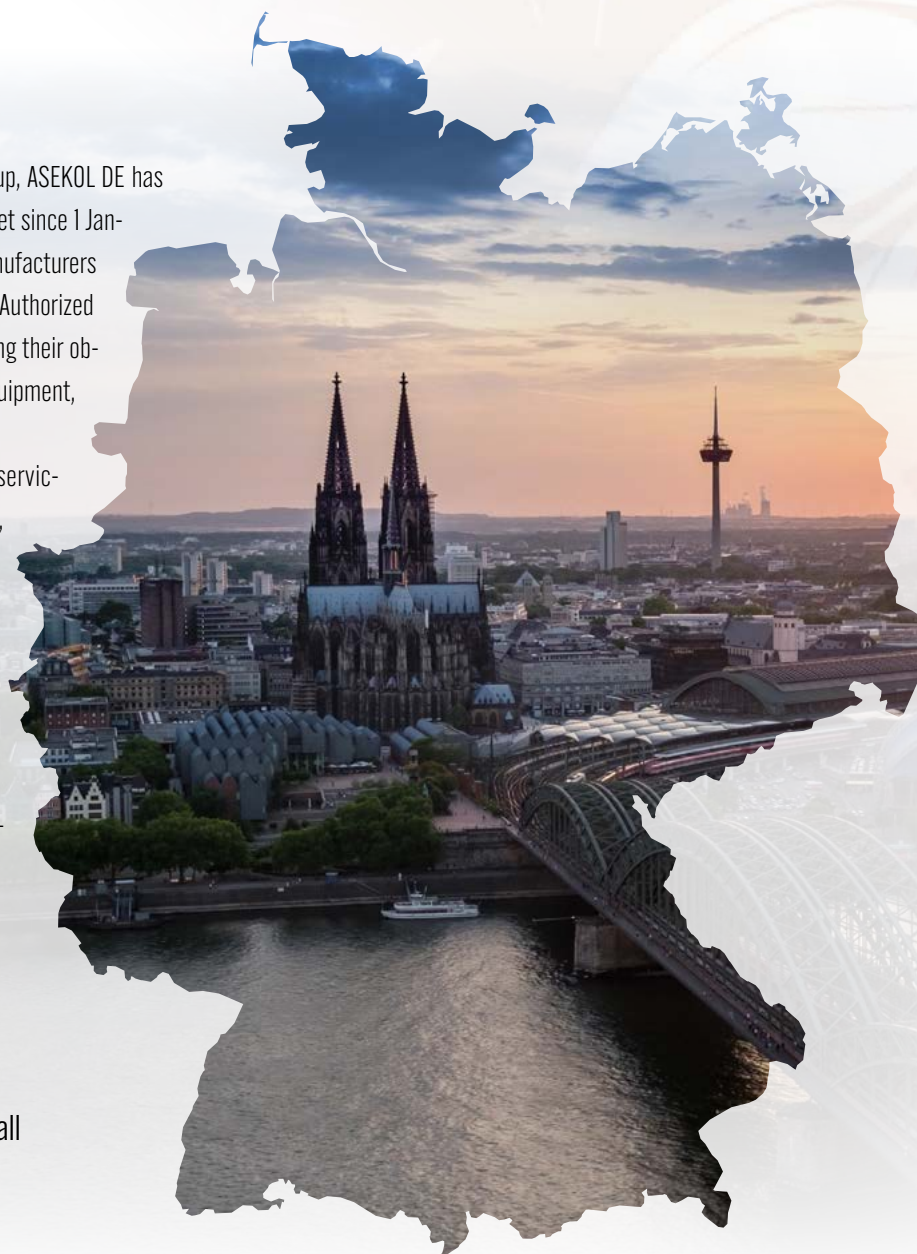


(rounded to the nearest thousand tonnes)

ASEKOL 2024

Germany

As a member of the ASEKOL Group, ASEKOL DE has been active on the German market since 1 January 2024 and offers German manufacturers administrative support and an Authorized Representative service for fulfilling their obligations under the Electrical Equipment, Batteries and Packaging Act. It now provides comprehensive services including WEEE registration, management of communication with authorities, a guarantee against insolvency, monthly reporting and supervision of legislative changes, thus significantly boosting the international quality of the ASEKOL Group's services.



We fulfil legal obligations in all commodities

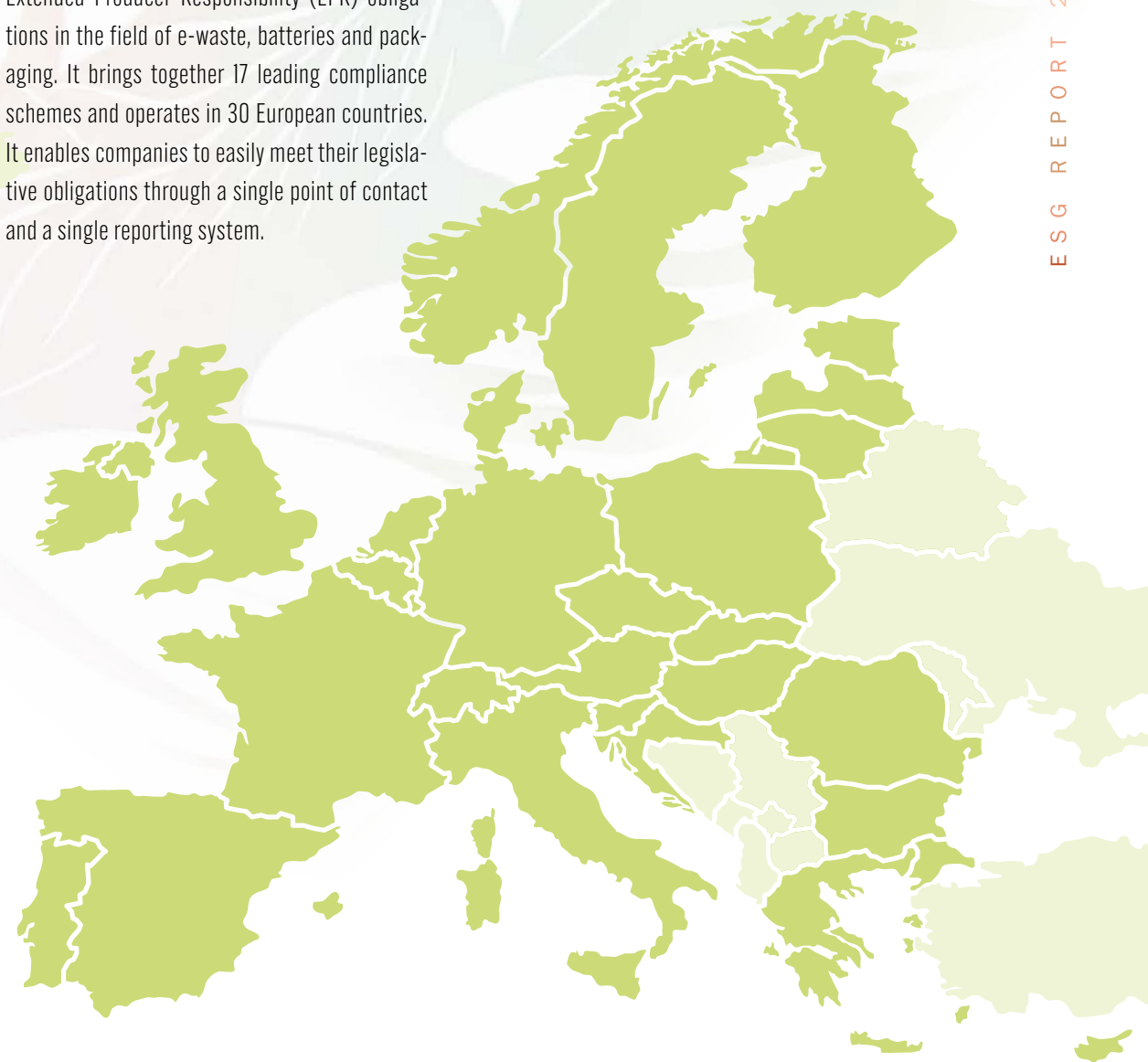


We offer the services of an authorized representative and insurance to cover manufacturer liability

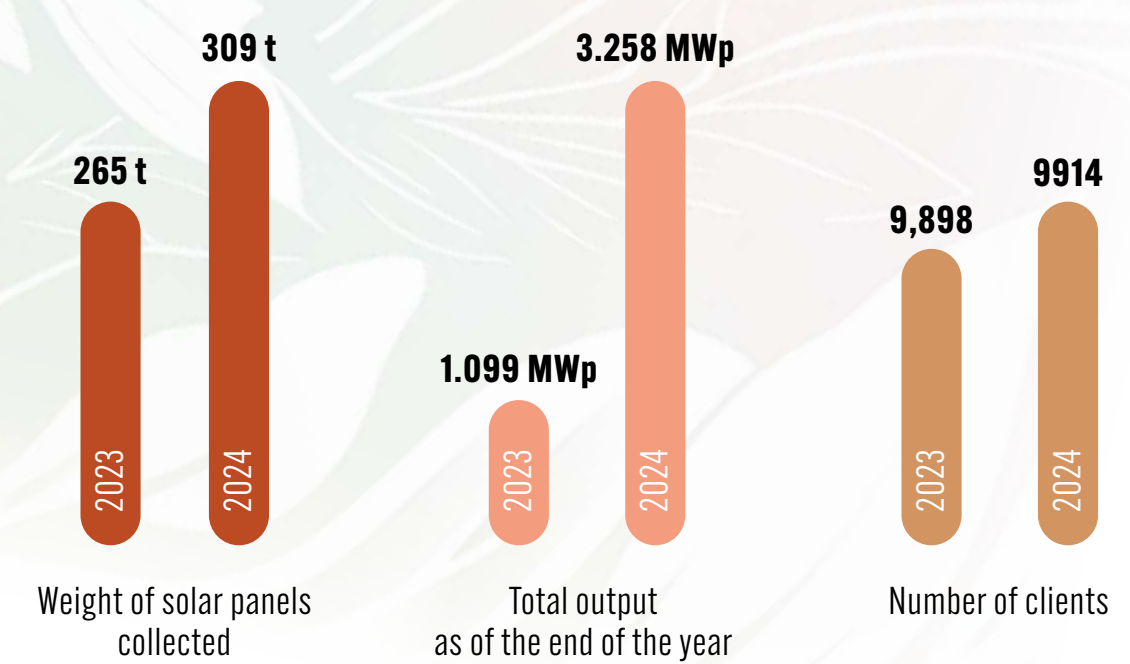
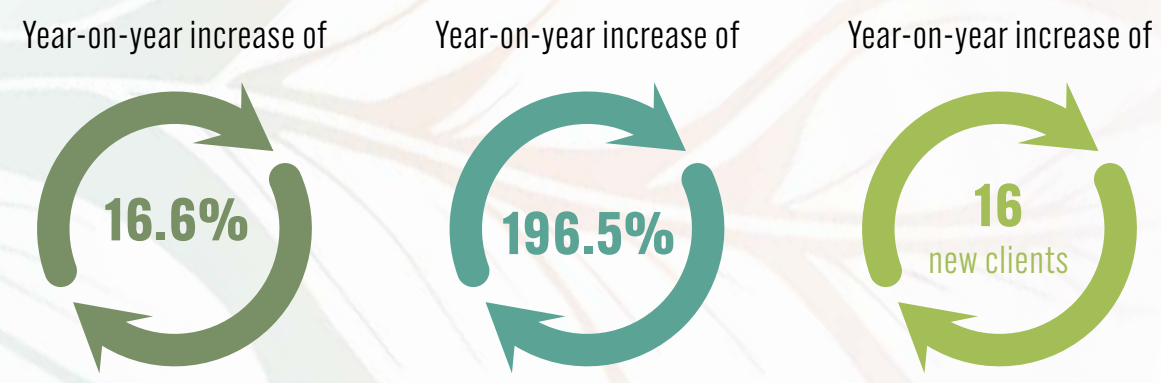
PRONEXA

As a member of PRONEXA, ASEKOL represents the Czech Republic, Slovakia and Poland.

PRONEXA is the European platform for ensuring Extended Producer Responsibility (EPR) obligations in the field of e-waste, batteries and packaging. It brings together 17 leading compliance schemes and operates in 30 European countries. It enables companies to easily meet their legislative obligations through a single point of contact and a single reporting system.



10 years of experience



The biggest compliance scheme in the Czech Republic

for the take-back and recycling of solar panels



9,914 satisfied clients



12 years on the Czech market



A representative of the Czech Photovoltaic Association is a member of the Supervisory Board

REFERENCES

Our most important clients include



HORN'BACH BAUMARKT CS spol. s r.o.
“Working with ASEKOL means more to us than just fulfilling our legal obligations - it's an integral part of our approach to responsible business. Thanks to their expert advice, insight and efficient collection system, we have been meeting environmental standards and becoming more sustainable for a long time now. We appreciate their professionalism, genuine interest in meaningful results and willingness to find solutions even in complex situations.”



100MEGA Distribution s.r.o.
“We do not seek compromises in our environmental responsibility and ASEKOL is a trusted partner of ours. In particular, we appreciate the company's speed of communication, extensive network of collection points, flexibility, and an approach that helps us to meet our commitments to customers and the law. Their expertise and the breadth of their activities enable us to effectively implement the principles of a circular economy in both the Czech Republic and Slovakia.”



Makita, spol. s r.o.
“Throughout the entire life cycle of our products, we focus on minimising our environmental impact. ASEKOL provides us with a reliable service for the collection and environmentally-friendly recycling of our products in accordance with our high sustainability standards. Thanks to their professionalism, transparent reporting and ESG Strategy, we are confident that they have electrical equipment recycled with as much of the material as possible being reused.”

ESG STRATEGY of the ASEKOL Group

Our goal is to become a leader in the take-back and recycling of end-of-life products in Central and Eastern Europe. Our ESG Strategy is a natural extension of this vision - we see it as a way to systematically deliver value not only to our clients, but also to society and the environment.

We believe that a compliance scheme that is to be successful in the long term is built on the solid foundation of responsible business. That is why we put the following principles at the forefront:

- **efficient and affordable solutions** that help manufacturers run their businesses,
- **quality and affordable secondary raw materials**,
- and, above all, **the sustainable circulation of materials** through ecological recycling.

Our mission - to reduce resource waste, decrease our dependence on primary raw materials and contribute to a cleaner environment - is a direct reflection of the environmental and social values that the ESG framework represents.

In 2023, we therefore conducted a **double materiality analysis** to identify our key sustainability impacts, risks and opportunities. The results of this analysis, together with feedback from employees and other stakeholders, form the basis of ASEKOL's ESG Strategy. We focus on our own operations as well as the entire value chain, from suppliers to end users.

The ESG Strategy is based on three main pillars:

1. THE ENVIRONMENT

• Carbon footprint

2024 is the first time we publish a year-on-year comparison of our carbon footprint compared to 2023. This step is the starting point for actively reducing emissions and planning further measures. We are focusing on emissions in Scope 1, Scope 2 and the refined Scope 3, and setting reduction targets across the entire ASEKOL Group by 2030.

• Circular economy

In cooperation with manufacturers, we support the reuse of materials from e-waste and the development of eco-design that takes recyclability into account at the product design stage.

• Waste and pollution

We are optimising collection routes, improving calculations of emissions from transport and reducing the environmental impact of our operations.

2. STAFF AND COMMUNITIES

• Well-being and equal opportunities

We promote a healthy work environment, work-life balance, fair remuneration and professional development. **Equal opportunities** and non-discrimination are at the heart of our company culture.

• Customer trust and awareness

We increase customer trust through enhanced **data protection** and transparency. At the same time, we raise awareness of the **sorting and take-back of electrical equipment**, both among individuals and institutions.

• Community relations

We establish and develop **partnerships with municipalities, schools and the non-profit sector** to promote environmental education and local collection activities.

3. MANAGEMENT OF THE ASEKOL GROUP

• Ethical conduct and compliance

We are strengthening our internal processes in the areas of ethics, corruption prevention and whistleblower protection. Key employees receive regular **training on compliance with the applicable laws and regulations** and ethical conduct.

• Sustainable supply chain

We bind our suppliers to ESG principles, including **fair working conditions and environmental commitments**. We are gradually introducing a **code of ethics and ESG questionnaires** for key partners.

• Dialogue with stakeholders

We are putting in place **regular feedback mechanisms** that allow us to better understand and respond flexibly to the needs of customers, employees and public administration.

The ASEKOL Group ESG Strategy is not a stand-alone document, but **an integral part of our business strategy and daily operations**. We believe that responsible management of environmental and social impacts strengthens confidence in our organisation, increases our competitiveness and contributes to sustainable development at a scale that goes beyond our day-to-day operations.

1. THE ENVIRONMENT

Our key business activities are aimed at reducing the environmental impact of consumer goods at the end of their useful life. In this context, we face a number of challenges. One of them is the energy intensity of the e-waste recycling process itself, especially when processing complex electronic equipment. These requirements may reduce the environmental benefits of recycling activities to some extent.

Another significant risk in our industry is the possible leakage of harmful substances - such as heavy metals, brominated flame retardants or chemicals that threaten the ozone layer. That's why we only work with carefully selected partners who treat waste in accordance with the relevant laws and standards.

At the same time, we place emphasis on raising public awareness - we support a responsible approach to the management of e-waste, while motivating people to reduce consumption and extend the life cycle of products through their reuse.

In this chapter, we provide an overview of our environmental efforts. In 2024, for example, we managed to reduce our own carbon footprint in Scope 2. We have installed solar panels at our headquarters in Prague 4 so as to reduce the building's energy consumption and cut greenhouse gas emissions.

GREENHOUSE GAS EMISSIONS

In 2023, here at ASEKOL Czech Republic we started systematically measuring our carbon footprint to better understand our environmental impact and take targeted measures to reduce emissions. We performed these calculations using the standardised methodology of the Greenhouse Gas Protocol (GHG Protocol), which provides a framework for quantifying GHG emissions across categories.

During 2024, we expanded the scope of the data we monitor. We focused on:

- Scope 1 - direct emissions from own sources, particularly from the use of company vehicles,
- Scope 2 - indirect emissions related to the consumption of purchased electricity in our offices,
- Scope 3 - partial coverage of indirect emissions including sources such as transport and distribution (based on estimates), waste we ourselves generate, asset consumption, business trips, employee commuting and emissions from rentals. The data in Scope 3 is still limited by its availability, mainly from transport companies, but we are working to expand and refine this data in the coming years.

Our largest proportion of greenhouse gas emissions is in Scope 3, which means that our main objective for the coming years will be to collect data more accurately so that we can effectively set a strategy to reduce them. Although we installed solar panels at our Prague office in 2024, which will help reduce emissions in Scope 2 in the long term, Scope 3 will be a key effort.

Trend in greenhouse gas emissions in 2023 and 2024 Czech Republic

CATEGORIES		2023	Percentage of total footprint	2024	Percentage of total footprint
Scope 1, CO ₂ e	Direct emissions from own sources	94.04 t	10.20%	100.77 t	7.24%
Scope 2, CO ₂ e	Indirect emissions from purchased energy	23.89 t	2.60%	23.24 t	1.67%
Scope 3, CO ₂ e	Indirect emissions from fixed and short-term assets, indirect emissions from Scope 1 and 2, upstream and downstream transportation and distribution, own waste, business trips, employee commuting, upstream and downstream leased assets	803.35	87.20%	1,268.19 t	91.09%
Total		921.27 t	100%	1,392.20 t	100%

*The table has limited input data categorised according to the GHG protocol. Emissions of all greenhouse gases from the specific categories are expressed in mass to CO₂ equivalent

With the volume of e-waste collected in the Czech Republic increasing by almost 11% in 2024 and the rise in the number of collection points, our business growth has been accompanied by an increase in our carbon footprint compared to the previous year. In 2024, we completely refurbished and simultaneously expanded our offices in Prague. All these expansionary steps played a part in increasing our carbon footprint in 2024. This growth is natural given the fact that we have

extended our collection network and stepped up operations, but it is important for us to continue to focus on collecting the relevant data and finding ways to reduce our carbon footprint, particularly in Scope 3 where this growth has the greatest impact. Our efforts include not only improving logistics processes, but also promoting sustainable waste management, which will help us better identify areas where we can make real improvements in reducing emissions.

CIRCULAR ECONOMY

The circular economy is a model that focuses on the reuse and processing of materials, thereby minimising waste and ensuring resource efficiency. This approach promotes sustainability by focusing on extending the life of products and their components, rather than making them disposable.

The ASEKOL Group views the circular economy as a key element of its business strategy. Our initiatives to take back and recycle electrical and electronic equipment are an example of how we are helping to reduce our environmental impact. We work with partners, municipalities and organisations to ensure the efficient collection, recycling and treatment of waste, contributing to the creation of a sustainable and closed material cycle.

Through the take-back and recycling of 68.4 thousand tonnes of WEEE, the following savings were achieved:



ELECTRICITY

260,156 MWh



PRIMARY RAW MATERIALS

50,309 t



WATER

2,888,084 m³



OIL

22,896,752 l



CO₂ EQUIVALENT = REDUCTION IN
THE PRODUCTION
OF GREENHOUSE GASES

279,257 t



SO₂ EQUIVALENT = ACIDIFICATION
OF THE ENVIRONMENT

by 4,603 t

Our main mission is to support the transition to a circular economy, which is in line with the legislative requirements that set a minimum threshold for the use of materials in recycling. The aim of the regulations is to keep materials in circulation for as long as possible and to enable them to be reused. Information on the use of materials is carefully documented and submitted to the Ministry of the Environment. Our approaches are systematic, relying in particular on environmental accounting, which is based on a life cycle analysis (LCA). With this analysis, we can accurately quantify our results for 2024 and show what specific benefits we achieved in that year.

WASTE AND POLLUTION

We pay close attention to how our collection containers are maintained and how people dispose of their used electrical appliances. Our aim is to minimise untidiness around the collection points

- in particular, cases where equipment is left outside the collection bins or the bins are damaged during attempted break-ins. At the same time, we focus on preventing illegal dumping where electrical appliances are dumped outside of designated collection points. Citizens and local government representatives often alert us to problem locations through our regional coordinators or dispatch centre. In such cases, we work with the relevant authority or waste collection company to ensure that the waste is properly disposed of and handed over to authorised entities for further disposal.

The biggest challenges in pollution prevention are identified in the supply chain, during transport, and especially in the processing of e-waste itself. We are actively seeking sustainable and effective solutions that will enable us to eliminate these risks in the long term and prevent them from recurring.

2. EMPLOYEES AND COMMUNITIES

Support, open dialogue and active cooperation with employees, users of our services and the communities we influence through our activities are the core values of the entire ASEKOL Group. We recognise that our success is closely linked to the trust and engagement of all stakeholders - from internal teams to partners to the general public. That's why we place emphasis on transparent communication, listening to the needs of those around us and building long-term relationships. In this section we provide an overview of our employees within the ASEKOL Group. At the same time, we present the main activities of the Group, which we used in the past year to reach out to the general public and help raise awareness of take-back and recycling.

OUR EMPLOYEES

Our employees form the solid foundation of the entire ASEKOL Group and are a key element of our long-term success. We believe that only a motivated and satisfied team can meet our sustainability and social responsibility goals. That's why at ASEKOL we focus on creating a stable, stimulating and inclusive environment that reflects our values and supports the professional and personal growth of each individual. Our approach is based on fair remuneration that reflects the actual performance and contribution of our employees. We complement this system

with a wide range of employee benefits focused on education, work-life balance and preventive healthcare. Another essential part of our care of our teams is a consistent system ensuring health and safety in the workplace, which is regularly updated and supplemented with preventive programmes. We believe that investment in our employees is an investment in the future of the entire ASEKOL Group.

In 2024, we begin to better monitor the metrics related to social issues - not just headcount and gender distribution, both overall and in the company's management. By refining data over time, we can better respond and adjust our ESG Strategy in future years. At the same time, we can deepen our commitment to equality, justice and fair treatment regardless of gender, age, ethnicity, religion, sexual orientation, state of health or any other form of discrimination within our company. Our staff teams include people of all ages - from recent university graduates to colleagues approaching retirement age. In the Czech Republic, employees aged between 30 and 50 make up 55% of the workforce, while employees under 30 represent 24% and those over 50 represent 21%. In Slovakia, the workforce is dominated by employees aged 30 to 50. In Poland, the composition of the workforce is almost balanced between the youngest employees under 30 years of age, who account for 45%, and employees aged 30 to 50,

making up 48%, while workers over 50 years of age account for 2%.

We maintain regular contact with staff on parental leave, some of whom continue to work with us during this time. We strive to support their return to work, taking into account the time available to them and the particularities of the job roles within our organisation. If the nature of the work allows, we offer the option of working from home or flexible hours.

REMUNERATION AND BENEFITS SYSTEM FOR EMPLOYEES IN THE CZECH REPUBLIC

We are strictly against any discrimination based on gender, age, disability or any other personal or social status. Our company is committed to respecting human rights, upholding the principles of equality and promoting inclusion to ensure that everyone has equal opportunities regardless of their individual circumstances.

We are committed to the principles of fair remuneration, where pay is based on employees' actual performance. Salaries are indexed once a year in April to reflect current conditions on the labour market. At the same time, we place emphasis on the satisfaction of our employees, whom we support by expanding the range of employee benefits. We also have an annual employee evaluation system in place that focuses on their work results, skills development and compliance with company values.

ASEKOL Czech Republic provides its employees with a number of benefits. These include, for example:

- 5 extra days of holiday leave
- 3 sick days
- Meal allowance

- Cafeteria allowance
- The option to work from home after completing training (for positions that allow for this)
- Private car park for employees
- Laptop, business phone (unlimited tariff and private use)
- Contribution towards language courses
- Vocational and development training
- Participation in creative workshops organised by the company

HEALTH AND SAFETY

Our company regularly holds training in occupational health and safety (OHS) and fire prevention (FP), as well as training for drivers of pool cars, if the nature of their work requires it. We also provide the personal protective equipment needed for specific occupations.

In 2023, we also introduced health programmes focusing on prevention and health care, including, for example, dermatological examinations for the prevention of melanoma. In 2024, we also introduced the option to have regular eye examinations as part of our comprehensive approach to preventing health problems. These examinations help to detect early signs of eye diseases such as glaucoma, cataracts or visual impairment, helping to protect the health of our employees and prevent work-related accidents.



TRAINING AND DEVELOPMENT

Our approach to staff training and development is based on the needs of the individual departments, derived from annual appraisals and the training plan coordinated by the Human Resources Department. Based on this information, training and development programmes are designed to help employees develop their professional skills, increase their work efficiency and adapt to new challenges in the industry.

Training covers a wide range of areas, including technical skills (hard skills), such as professional qualifications, working with specific technologies or digital tools, as well as communication, interpersonal or management skills (soft skills) that promote effective collaboration, leadership and conflict resolution.

Training takes place both in-house, through company workshops, mentoring programmes and knowledge sharing among colleagues, and externally in cooperation with professional trainers, educational institutions and professional

organisations. Employees have the opportunity to participate in seminars, webinars, professional conferences or long-term training courses relevant to their professional focus.

In 2024, some of our employees received specialised training in ESG (Environmental, Social, Governance). During this training, they learned about key principles and current trends in sustainability, understood the importance of integrating ESG considerations into our corporate strategy and operations, and gained an overview of ESG data reporting requirements. The training also included a specific introduction to the requirements related to ASEKOL with regard to data collection, giving employees a better understanding of their role within the broader context of responsible business and the circular economy.

FEEDBACK

Employees have the opportunity to share their suggestions, feedback or any dissatisfaction with the HR department or their line manager, and not

just as part of the regular annual appraisal. We also hold regular company breakfasts with the company's top management. In addition, each employee has access to a whistleblowing system that can be used electronically, by telephone, in

person or anonymously, in accordance with the whistleblower protection policy. More information can be found here: Whistleblower Protection - ASEKOL.

ASEKOL Slovakia

Number of employees	12	8	4
Number of full-time employees	11	7	4
Number of employees, other than full-time	1	1	0
Number of executive members in the company's administrative and management bodies	1	0	1
Number of executive members in administrative and management bodies	3	1	2
Percentage of women in the company's management	25%		

Total

Women

Men

ASEKOL Poland

Number of employees	27	20	7
Number of full-time employees	27	20	7
Number of employees, other than full-time	0	0	0
Number of executive members in the company's administrative and management bodies	1	1	0
Number of executive members in administrative and management bodies	2	2	0
Percentage of women in the company's management	100%		

Total

Women

Men

ASEKOL Czech Republic

Number of employees	39	18	21
Number of full-time employees	36	15	21
Number of employees, other than full-time	3	3	0
Number of executive members in the company's administrative and management bodies	4	1	3
Number of executive members in administrative and management bodies	13	6	7
Percentage of women in the company's management	41%		

Total

Women

Men

3. MANAGEMENT OF THE ASEKOL GROUP

ETHICAL CONDUCT AND ZERO TOLERANCE OF CORRUPTION

Our company focuses on staying competitive by providing high-quality services. We expect our employees to act ethically in their dealings with regulators and legislators and to avoid any form of corruption or bribery. We are diligent in adhering to our anti-corruption principles and consider any breach of them unacceptable. These strict rules form the basis of our business integrity and transparency.

In accordance with whistleblower protection legislation, we have an internal system in place for reporting misconduct within the company. Notifications can be made via a special email address, by phone, in person, or directly to the Ministry of Justice via its external notification system. Notifications can also be made anonymously.

CERTIFICATION AND INSPECTION OF PROCESSORS

We hand over all the EEE we collect only to authorised entities that possess a waste management permit, including a permit for hazardous components. Processors must hold WEEELABEX certification, which guarantees that electrical equipment is processed in an environmentally-friendly and professional manner, including safe disposal or the erasure of data. In addition, key partners are regularly audited in accordance with ISO 9001 (quality management), ISO 37001 (anti-corruption) and ISO 45001 (occupational safety), reflecting the emphasis on responsible risk management throughout the value chain.

SUPPLIER EVALUATION AND THE MANAGEMENT SYSTEM

ASEKOL also applies strict requirements to other links in the supply chain through regular questionnaires. These questionnaires verify not only the supplier's certification in accordance with ISO standards, but also the existence of internal mechanisms for quality management, ethical conduct, social responsibility, environmental practices and occupational safety. Emphasis is also placed on CSR and environmental training, ensuring a high degree of responsibility also in the handling of sensitive data.

INDIRECT DATA PROTECTION THROUGH PROFESSIONAL PROCESSING

Although ASEKOL does not directly process data from electrical devices, it ensures that this data is disposed of safely by making the selection of processors subject to strict professional and ethical criteria. All devices are professionally processed so as to minimise the risk of personal or otherwise sensitive data being misused.



OVERVIEW

of business activities

What is crucial for us is the EEE take-back system, which works as follows:

1. We design and manufacture collection containers for all categories of EEE.
2. We place the containers at selected collection points based on contracts with individual municipalities, institutions and manufacturers/vendors.

3. Transport companies collect the e-waste from the collection points.
4. The e-waste is transported to a transfer station or directly to a processor.
5. From the transfer station, the material is sent to the most appropriate e-waste processor to ensure maximum material recovery.
6. After it has been processed, we receive a recycling certificate from the processor.

The entire EEE value chain is very complex, involving a number of entities, and ASEKOL has direct control over just a small part of it. Nevertheless, we are aware of the important role we play in this process and are looking for ways to help transform the value chain into a circular model.

To give you an idea, here is a simplified representation of the current state of play, showing the role played by ASEKOL.



INTEGRATED MANAGEMENT SYSTEM

The implementation of a certified Integrated Management System according to ISO and SA standards is crucial for us for several reasons. Above all, this system allows us to standardise our processes, ensuring consistency and efficiency in our operations while achieving a high quality standard. In addition, it promotes adherence

to strict industry and environmental standards, which are essential for maintaining our competitiveness and reputation with clients and regulatory authorities. Certification also gives us the means to systematically monitor, evaluate and continuously improve our internal processes.

IN THE CZECH REPUBLIC WE HAVE THE FOLLOWING VALID CERTIFICATIONS:

ISO 9001

Quality management system

ISO 14001

Environmental management system

ISO 45001

Occupational health and safety management system

ISO 27001

Information security management system

ISO 37001

Anti-bribery management system

SA 8000

Corporate social responsibility management system

EcoVadis

International Sustainability Assessment - Silver Medal awarded in 2024

ECOVADIS

SILVER AWARD
FOR ASEKOL

2024



In 2024, ASEKOL was awarded the prestigious Silver Medal in the EcoVadis sustainability assessment, one of the most respected international platforms for assessing responsible business.

With an overall score of 67 out of 100, ASEKOL is in the top 13% of companies worldwide.

This award reflects our systematic approach to the environment, ethics, working conditions and a sustainable supply chain.

By achieving this rating, we confirm our commitment to transparency, high standards and long-term responsibility to society and the planet.

COMPREHENSIVE ASSESSMENT IN 4 AREAS OF SUSTAINABILITY:



Human and labour rights



The environment



Sustainable supply chain



Ethics

COOPERATION WITHIN THE VALUE CHAIN

In 2024, we further increased the motivation to collect e-waste efficiently in cooperation with collection points. We continued to apply rewards based on the weight of the EEE collected. These steps help to enable better use of secondary raw materials, while also strengthening ties with our partners at the local level, thus facilitating the transition to a circular economy.

An important quality instrument for the processing of e-waste is the European **WEEELABEX** standard, which defines strict criteria for environmentally-friendly, safe and transparent recycling. ASEKOL ensures that all end-of-life equipment is processed exclusively by partners that meet this standard or have equivalent European certification. We therefore only hand over the WEEE we collect to authorised entities that have the relevant waste management permits, including those for hazardous waste.

Our key customers are regularly audited according to international standards such as SA 8000 (CSR), ISO 37001 (anti-corruption) and ISO 45001 (occupational safety). We continue to require that these entities complete comprehensive questionnaires covering the areas of corporate governance, ethical conduct, environmental protection, occupational safety and

social responsibility. We place special emphasis on training in these areas and verify compliance with principles such as respect for human rights, combating discrimination and preventing workplace accidents. Our policies include zero tolerance for corruption and an emphasis on transparent and fair business relationships.

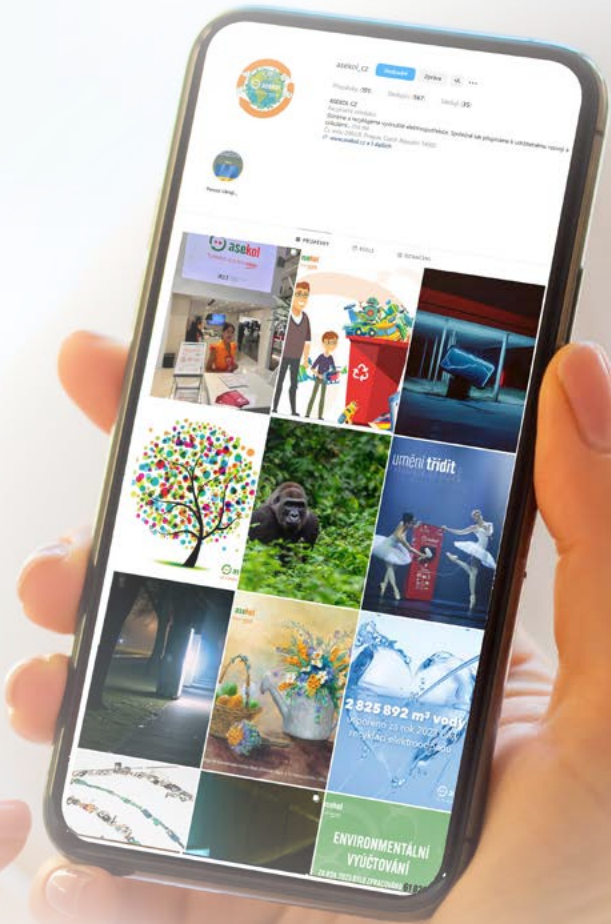
This unified and strictly controlled approach enables ASEKOL to ensure a high degree of quality, transparency and credibility in the collection and recycling of e-waste in Central Europe.



AWARENESS-RAISING SOCIAL RESPONSIBILITY PROJECTS

Awareness raising is one of the key pillars of ASEKOL's ESG Strategy and plays a vital role in promoting the circular economy and the recycling of e-waste. Involving the general public in the collection of end-of-life electrical and electronic appliances is crucial for ASEKOL, as recycling success depends heavily on how actively and well waste is sorted by users. Incorrect sorting can significantly limit the potential for subsequent material recovery. That's why ASEKOL devotes a significant part of its budget to awareness-raising activities, which it expands and innovates every year.

We regularly organise awareness-raising projects aimed at municipalities, citizens, representatives of companies that work with us, as well as children and people with disabilities. In doing so, ASEKOL not only encourages environmental responsibility, but also helps to promote sustainability.



Za rok **2024** jsme dosáhli
rekordního sběru elektroodpadu

68,4 tis. t
65,5 %
splnění kvóty sběru
(cíl 65 %)

65,8 %
chlazení

67,8 %
TV a monitory

74,8 %
světelné zdroje

**Jak recyklace elektroodpadu
chrání vodu v krajině?**

Proč je recyklace elektrického odpadu důležitá? Protože elektrický odpad obsahuje různé látky, které mohou být škodlivé pro životní prostředí. Pokud se elektrický odpad nevhodně zlikviduje, mohou tyto látky ovlivnit kvalitu vody v krajině. Recyklace elektrického odpadu pomáhá chránit vodu a životní prostředí.

ASEKOL je klíčem k tomu, aby se elektrický odpad neznečišťoval životní prostředí. Díky ASEKOLu můžete být aktivní a pomáhat chránit vodu a životní prostředí.

**Požadavky na odstranění rtuti
z LCD displejů a televizorů**

Na sběru a recyklaci elektroodpadu se v České republice významnou měrou podílí kolektivní systém ASEKOL, který za 20 let své existence předal k recyklaci téměř 500 tisíc tun elektroodpadu. ASEKOL je nezisková hospodářská společnost, která v zastoupení výrobců a dovozců elektrozařízení organizuje celostátní systém zpětného odběru elektrozařízení. Spolupracuje s městy, obcemi, prodejci, servis, svozovými firmami a působí také na Slovensku, v Polsku a v Německu. ASEKOL disponuje největší sítí pro sběr elektroodpadu – v České republice se jedná o více než 17,5 tisíce sběrných míst, jejichž seznam je veřejně dostupný na www.asekol.cz/sberna-mista.



**Recyklace elektroodpadu
pomáhá snižovat produkci skleníkových plynů**

Současná enormní spotřeba energie znamená enormní produkci odpadů. Některé odpady jsou zcela homogenní a „bezproblémové“, jiné mohou představovat velkou technologickou výzvu a hlediska svého dalšího využití.



Sběr elektroodpadu v číselch
1 kg běžného elektroodpadu ušetří ASEKOL 1 kg ekv. CO₂ skleníkových plynů.

CZECH REPUBLIC

EDUCATING CHILDREN

Children are one of our most important target groups - we've been educating them in a playful and fun way since we first started.

We work with selected schools and with the school Recycling Games programme. In cooperation with this project, we regularly organise excursions to the recycling plant for children. These excursions give children the chance to see where end-of-life appliances go after they are discarded in the red containers and how the recycling process works in practice. As a result, they understand the need for sorting and preventing waste. So far in 2024, we've organised educational excursions for more than 2,100 children. We also help to make children more aware of the



need to reduce consumption, product repairability and take-back through talks we give in schools. ASEKOL information stands are a regular feature at public events associated with important days of the year and are very popular with groups of preschool and school-age children. Children can play and learn, and compete for valuable prizes every year on International Children's Day, Earth Day and International E-waste Day.



DROP OFF YOUR MOBILE PHONE AT THE LIBRARY

The unique Drop off Your Mobile Phone at the Library collection event is aimed at promoting the collection and recycling of mobile phones. We organise this event in cooperation with the individual regional authorities. The aim is to get the public to sort their mobile phones while offering an easily accessible collection point at local libraries. In this way, we seek to get communities actively involved in promoting sustainability.

RED BAG

The REDBAG project provides information on how to sort e-waste and raises awareness about red containers for the collection of small electrical and electronic appliances. Residents of selected towns received red bags and information leaflets on how to sort e-waste correctly in their mailboxes. The leaflets provide information about where to find the containers, as well as about household waste recycling sites and the different types of EEE that can be handed in. An estimated 250,000 residents were contacted in 2024.



REMOBIL PROJECT

We are a partner of the non-profit Remobil project, which focuses on the collection and reuse of mobile phones. Together, we are working to reuse end-of-life mobile phones that can be professionally refurbished and reused. We've implemented a number of projects together, such as Recycle Your Mobile with Zásilkovna, #GivingMobile, and the joint project Old Mobile as a Ticket to the Zoo. As a matter of fact, mobile phones are made using precious metals (such as niobium and tantalum), the mining of which is largely responsible for deforestation and environmental degradation in many parts of Africa, including areas that are home to lowland gorillas. For every mobile phone handed in as part of the zoo project, we help to fund conservation projects to support lowland gorillas in areas where these endangered species live.

SEMINARS/TALKS IN SCHOOLS

We also help to raise children's awareness of the need to reduce consumption, product repairability and take-back through talks we give in schools. ASEKOL representatives are actively involved in educational programmes for children in the form of various workshops, talks, games, or chatting to children about sorting and recycling waste in a fun way.



ASEKOL INFORMATION STANDS

We also regularly appear at trade fairs and conferences where we present the benefits of recycling to the general public and raise awareness about sorting e-waste.



SUPPORT THAT MAKES SENSE: HELPING PEOPLE WITH DISABILITIES

Providing long-term assistance to our fellow citizens with disabilities is a core tenet of our social responsibility philosophy. For many years we have been a partner of the **Czech National Disability Council**, which represents the interests of persons with disabilities, including support of their employment. As part of our partnership, **we regularly involve sheltered workshops in the processing of e-waste**. By sorting their end-of-life electrical and electronic appliances, every citizen helps out twice - recycling WEEE promotes sustainability, while also providing job opportunities for the disabled in sheltered workshops.



We also work with **Sportability**, an organisation that enables people with all kinds of disabilities to take part in active sports - from **skiing and snowboarding to handbiking, water skiing and white-water rafting**. **Sportability organises training camps and sports stays** for skiers and athletes with disabilities of all performance levels,

from beginners through advanced to national team members, including preparing skiers for **international competitions and the Paralympics**. Sportability also provides qualified instructors, assistants and specialised sports equipment for events and strives to make sport enjoyable and fulfilling for all.

We are partners of the Cesta za snem (Journey to a Dream) organisation, which focuses on sports, experiences, challenges and events where everyone, whether able-bodied or disabled, can be active together. In September 2024, a relay run was held in support of a little girl, Ellenka, who suffered a stroke at the age of 3. A team of ASEKOL employees was also there at the event. Another awareness-raising event involved planting trees with Journey to a Dream,

which representatives of our company also played a part in. Every year, Journey to a Dream organises the Metrostav Handy Bike Marathon - a team relay with mixed teams of four or eight people, open to everyone without distinction. The Metrostav Handy Bike Marathon is one of the best integrative sports projects in the EU, and has received an award from the European Commission in Brussels.

FAST DAY TRADE FAIR

In 2024, we once again participated in the FAST DAY trade fair, where we inform not only the general public, but also employees of manufacturers of various brands of EEE about the benefits of processing WEEE in an environmentally-friendly manner. Linking the ASEKOL compliance scheme with manufacturers and visitors highlights the principle of the circular economy in practice. Approximately 2,000 visitors were addressed at the fair.



CONFERENCES, COMPETITIONS

The ASEKOL compliance scheme was the general partner **of the Waste Prevention Conference**, which is aimed at anyone interested in topics such as waste prevention and reuse as well as the circular economy. The conference is most often attended by representatives of key ministries and organisations (Ministry of the Environment, Ministry of Industry and Trade, Central Statistical Office, inspection authorities, etc.), representatives of municipalities, companies from various industries and non-profit organisations. We also supported the **Municipal Project of the Year** competition organised by Profi Press and the editorial team of the Moderní obec (Modern Municipality) magazine. The aim of this tenth edition of the competition was to present awards to inspiring and civically beneficial projects implemented by local governments.

IFAT TRADE FAIR

We had a stand at this prestigious world trade fair for water, wastewater and waste management. IFAT is the world's largest trade fair in its field, supported by the most important European professional associations. A record 3,200 exhibitors from 60 countries took part in the latest fair, with exhibition stands covering an area of 300,000 m². A record 142,500 visitors attended the fair in 2024.



LET'S FIX CZECHIA PROJECT

This project currently brings together the largest network of small repairers and professional service centres in the Czech Republic, as well as other partners in the field of waste prevention. As part of the partnership, we work together to ensure that end-of-life appliances that can no longer be repaired are handed over to certified recyclers for professional recycling, and we are also a partner in the Circular Economy project. This is a reuse project that targets appliance repairs carried out during scheduled reuse days. People can bring their electrical and electronic appliances along to the recycling site and the Repair Shop's technicians will professionally inspect and repair the item. The appliances are then sold at a reasonable price at a reuse centre or donated to single mothers.



COMPUTERS FOR CHILDREN PROJECT

This is a unique reuse programme that promotes education for youngsters from families in difficult life situations. Older or obsolete computers are refurbished and given to the children to help them learn. Within the framework of the EEE take-back system, ASEKOL can pass on working or easily repairable computers to the project so they can get a new lease of life. Equipment that is no longer suitable for refurbishment is then sent for professional ecological recycling - to ensure that its processing is also in line with the principles of sustainability.

FREE MOBILE COLLECTION OF HOUSEHOLD E-WASTE

In 2024, the ASEKOL compliance scheme continued its popular mobile e-waste collection from households free of charge. The project also aims to raise public awareness of the need to sort and recycle e-waste and motivate people to play a part in the circular economy. We regularly promote the project on social media and inform the public about the positive impacts of sorting and recycling. Residents of Prague and now also the Central Bohemia Region had the opportunity to order collection of their end-of-life electrical and electronic equipment using a simple mobile app or by calling our dispatch centre. The ASEKOL compliance scheme plans to further expand the project in other locations in the Czech Republic in the future.



BOOK COLLECTION USING OUR APP OR BY CALLING: +420234235236!



APPLE APP STORE



GOOGLE PLAY

FREE MOBILE COLLECTION OF ELECTRICAL WASTE, PICKED UP FROM YOUR HOME!

SLOVAKIA

ASEKOL SK regularly organises awareness-raising projects aimed at municipalities, the general public and representatives of the companies that work with it. These projects focus primarily on the sorting and proper handling of WEEE, meaning ASEKOL SK promotes environmental responsibility and helps to ensure the sustainable management of electrical waste.

SLOVAK INDUSTRY VISION DAY 2024

On 21 November 2024, ASEKOL SK became the main partner of the prestigious Slovak Industry Vision Day forum, held at the X-Bionic Sphere in Šamorín. The theme of the event was challenges associated with energy and sustainability. Ronald Blaho, Executive Director of ASEKOL SK, took part in a panel discussion focusing on innovation and recycling in the automotive industry, where he stressed the importance of the proper management and recycling of e-waste for sustainable development.



RECYCLING GAMES - MOBILE PHONE COLLECTION IN SCHOOLS

In 2024, 219 schools across Slovakia took part in the Recycling Games programme, collecting a total of 29,106 old mobile phones. This is the highest number of devices collected so far since the launch of the competition. The Recycling Games programme not only promotes the collection of e-waste, but also raises pupils' awareness of the importance of recycling and environmentally-friendly behaviour. Through this initiative, pupils learn about the environmental impacts of e-waste and how to prevent them.

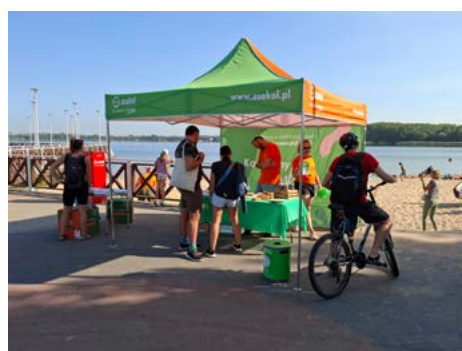
POLAND

In 2024, ASEKOL Poland significantly expanded its awareness raising activities, which are a key pillar of the ESG Strategy and essential for promoting the circular economy and the take-back of e-waste.



“ASEKOL SWIMRUN WITH OSTRA”

A sports-educational event that combined physical activity with an environmental message. The race was accompanied by workshops on the correct way to sort e-waste and recycling, designed for children and adults. The event had a strong community impact and promoted environmental awareness in less urbanised areas.



“YOU GIVE AWAY YOUR E-WASTE - YOU GET REWARDS”

A national educational competition for schools, kindergartens and other educational institutions, focusing on the collection of e-waste and batteries. Participants were motivated not only by the environmental message, but also by the opportunity to win prizes and financial rewards for the waste they collected. The programme encouraged the development of ecological thinking among children and young people.



EKOFESTON 2024 ONLINE ECOLOGY FESTIVAL

A record-breaking online festival attended by almost 150,000 people. The programme included webinars, videos, competitions and practical guides for households and schools on how to properly manage WEEE. The aim was to raise awareness of the importance of sorting and to motivate the public to play an active part in the recycling system.

“CLEAN NEIGHBOURHOOD 2024”

A competition designed for rural municipalities and local communities that presented awards to the most active participants in environmental awareness and e-waste collection. The winning municipalities received financial support for other environmental projects, thus promoting sustainable development even in less urbanised regions.

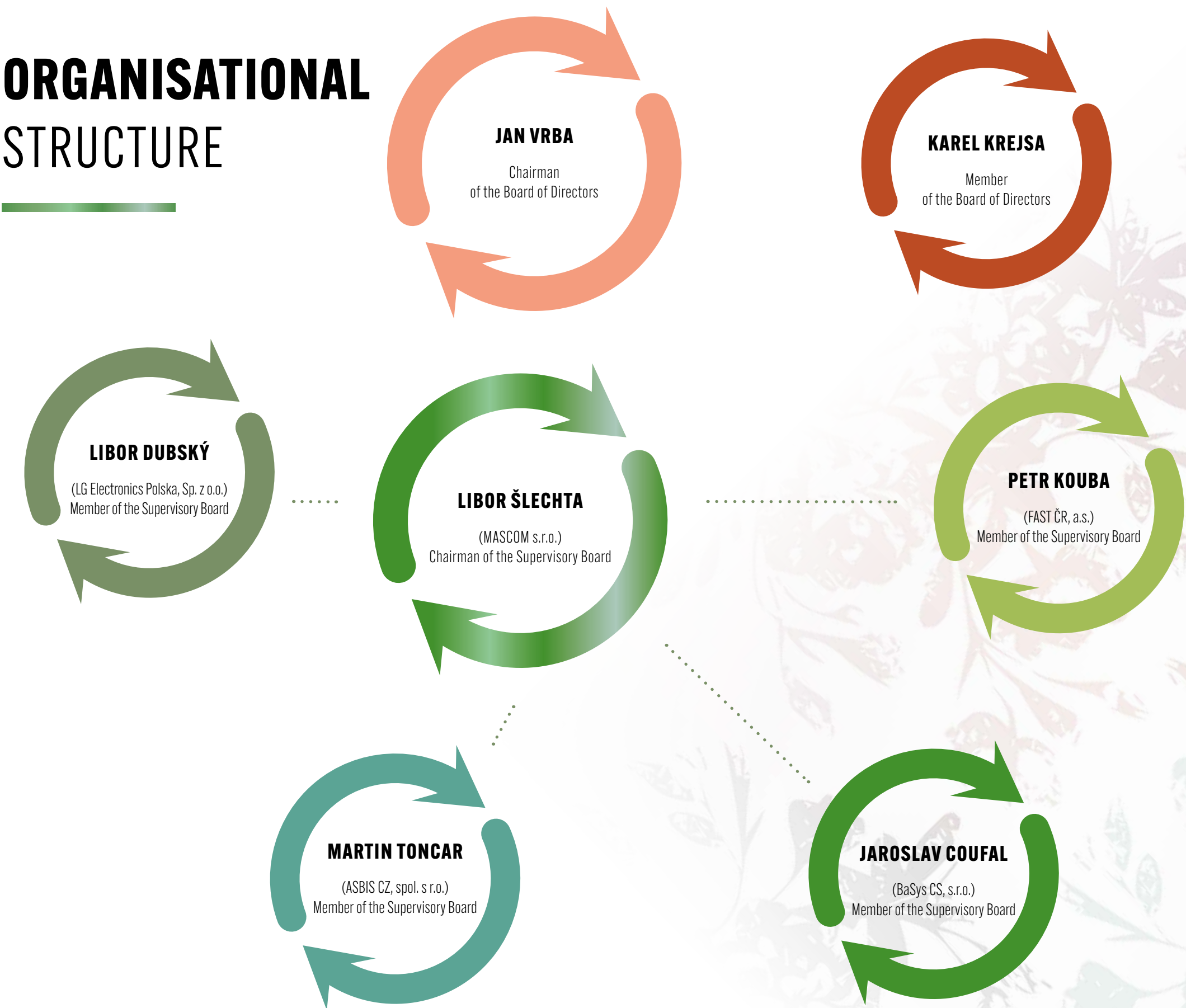


In 2024, we were also actively involved in raising public awareness and education concerning the proper disposal of e-waste. We continued to work with companies and schools and developed partnership activities aimed at promoting a responsible approach to e-waste.

In the future, we will focus on further expanding the collection network, improving the availability of collection points and making the sorting and processing of WEEE more efficient.

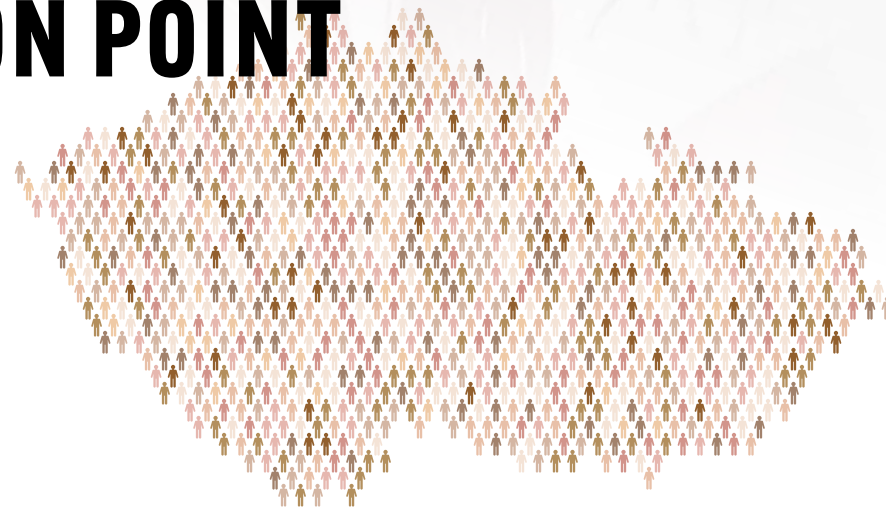


ORGANISATIONAL STRUCTURE



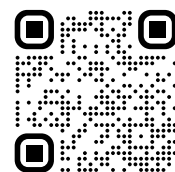
The company's Board of Directors comprises Jan Vrba and Karel Krejsa. ASEKOL's top management answers to them.

FIND YOUR NEAREST COLLECTION POINT



The largest collection network for the take-back of all groups of EEE in the Czech Republic

www.asekol.cz/sberna-mista



A PARTNERSHIP THAT MAKES SENSE



100% compliance with the legal obligations for manufacturers



Mobile collection services for companies and households



Promoting the circular economy



Transparent management



ESG reporting