



INAUGURAL
2023 Sustainability Report

Table of Contents

CONTENTS	1
SUSTAINABILITY AT EVERZINC	2
INTRODUCTION	3
About Everzinc	
Our Vision	
Our Core Values	
Sustainability Highlights	
OUR SUSTAINABILITY STRATEGY	5
Sustainability Governance	
Key Milestones	
Materiality Assessment	
Our Sustainability Commitments	
ENVIRONMENTAL:	
To Strive for Environmental Excellence	11
Environmental Management System	
Energy Management	
Waste, Water, and Raw Material Management	
Sustainable Product Offering	
SOCIAL:	
To Provide a Safe and Stable Work Environment.....	14
Employee Engagement and Development	
Health, Safety, and Well-being	
Diversity and Inclusion	
Human Rights	
Robust Value Chain	
GOVERNANCE:	
To Be a Reliable Partner	17
Business Ethics	
Data Privacy and Data Security	
Research and Development	
LOOKING AHEAD	18
ABOUT THIS REPORT	19
APPENDIX 1:	
GRI Content Index.....	20
APPENDIX 2:	
Stakeholder Engagement	22



Sustainability at Everzinc

Dear valued stakeholders,

Everzinc is proud to share our inaugural Sustainability Report. As a major leader in the production of zinc materials, Everzinc is aware of the importance of working in a way that is sustainable and ethical, and of the economic, social, and environmental impact it can have.

It is our vision to be your global and reliable partner, and we know that sustainability and social responsibility must be part of our foundation. In our day-to-day work we treat sustainability as a priority.

Thanks to our technological and innovative solutions, we aim to create products that are always both respectful to the environment and valuable for societies around the world.

As proof of our commitment, we express the intent to align with the ten principles of the United Nations Global Compact in the areas of human rights, labor, environment, and anti-corruption. While we are not yet participants, we are committed to making the UN Global Compact and its principles part of our strategy, culture, and day-to-day operations of our company.

Our overall sustainability strategy, which includes our values, code of ethics, and Sustainability Charter, has been approved by Everzinc's Board of Directors. Our Sustainability Charter is derived from the ten principles of the UN Global Compact.

Sustainability-related Key Performance Indicators have been established around safety, environmental footprint, and human rights. Focused actions or projects are put in place for improving year after year in these key sectors. We intend to record progress yearly.

Sustainability is not only a task for individuals. It is a matter for all of us – including you, as a partner, colleague, or stakeholder – to build the future together for a sustainable world.

In all you do, be Safe, Excellent, and Energized as we together continue our quest to innovate towards a more sustainable tomorrow, through the possibilities of zinc.



Introduction

ABOUT EVERZINC

Everzinc is a global leader in the production of zinc chemicals that support high-value market goods such as personal care products, alkaline batteries, rechargeable batteries, pharmaceuticals, chemicals, textiles, agriculture products, feed, paints/coatings, and rubber.

In June 2022, EverZinc BV and U.S. Zinc Corporation combined to form the pre-eminent global zinc chemistry business, operating under the Everzinc name. The company is headquartered in Houston, Texas, and brings a combined 250 years of experience as a global zinc technology leader in specialty zinc materials, including zinc powders, zinc oxides, battery zinc powders, and zinc metal products.

Throughout this report, Everzinc references “reusable zinc” and “reused zinc.” These phrases are used to describe zinc that has been or is expected to be recovered after its initial high purity primary use.

Everzinc In Figures



Human Resources: Approximately **725** highly experienced collaborators working every day on the development and production of zinc materials.



Know-How: Over 250 years of operating experience.



Technology: 9 different technologies utilized in the production and development of zinc materials.



Production Platform: Manufacturing facilities on three continents with sales reaching over 50 countries.



OUR VISION

Innovating towards a more sustainable tomorrow, through the possibilities of zinc

As a major leader in the production of zinc materials, Everzinc is aware of the importance of working in a way that is sustainable and ethical, and of the economic, social, and environmental impact it can have. Using cutting-edge technology and innovative solutions, Everzinc aims to create products that have reduced environmental impacts and are valuable for societies around the world, such as rechargeable zinc materials for batteries, anti-corrosion zinc rich paints, and ultrafine zinc oxides that provide superior UVA/UVB protection for personal care products.

OUR CORE VALUES

 <p>CONTRIBUTE TO A SUSTAINABLE FUTURE</p>	<ul style="list-style-type: none"> • Be passionate about achieving long-term durability. • In all circumstances, remain customer focused, prioritising health, safety, and the environment.
 <p>BE AWARE OF OTHERS</p>	<ul style="list-style-type: none"> • Keep a positive state of mind and treat everyone in a respectful way. • Demonstrate a commitment to integrity and ethical business practices.
 <p>DRIVE FOR RESULTS</p>	<ul style="list-style-type: none"> • Stay motivated by work and success. The status quo is not an option. • Challenge what the company does. • Focus on continuous improvement with the utmost importance in developing the company.
 <p>INNOVATE</p>	<ul style="list-style-type: none"> • Develop innovative and relevant new ideas to drive solutions for customer's unmet needs. • Think differently and dare to challenge the status quo.

SUSTAINABILITY HIGHLIGHTS¹

<p>0</p> <p>Fatalities recorded from 2020 to 2022</p>	<p>0</p> <p>Forced or compulsory labor and/or child labor in 2022²</p>	<p>0</p> <p>Anti-corruption incidents reported in 2022^{2,3}</p>
<p>0</p> <p>Incidents of violations involving the rights of indigenous peoples reported in 2022²</p>	<p>0</p> <p>Discrimination incidents reported in 2022^{2,4}</p>	

1. These metrics are aligned with and defined by the [Global Reporting Initiative standards](#).

2. Management received zero allegations associated with topic in 2022

3. Reported via ethics Integrity Line or other communication mechanisms by internal or external stakeholders

4. Discrimination and harassment is defined as reported in [Everzinc's Code of Ethics](#)

Our Sustainability Strategy

SUSTAINABILITY GOVERNANCE

Everzinc's Executive Leadership Team and Sustainability Steering Committee govern the sustainability strategy.

The Executive Leadership Team provides strategic oversight and reporting to the Board of Directors for Everzinc's sustainability activities, while the Steering Committee is responsible for overseeing progress throughout the organization.

Everzinc maintains a Sustainability Charter (Charter) to embed sustainability within the organization. The Charter provides principles regarding integrity and reliability including the fight against corruption in all forms, respecting and fostering fair and open competition in all circumstances, and providing honest, unbiased, and transparent communication, internal and external.

The Charter was developed using the Ten Principles of the United Nations Global Compact (UNGC) as guidance.

HUMAN RIGHTS

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2

Businesses should make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5

Businesses should uphold the effective abolition of child labor.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.



KEY MILESTONES

Everzinc is committed to providing continuous sustainability improvements rooted in implementation of its sustainability management system. A few key milestones include:

Prior to 2016

EverZinc BV was part of Umicore, a multi-national circular materials technology company.

U.S. Zinc Corporation was part of Votorantim Metis (now Nexa Resources), a multi-national mining and smelting company.

Everzinc's sustainability efforts started as a part of Umicore's and Votorantim's sustainability journey.

2016

EverZinc BV was sold from Umicore.

EverZinc BV began development of its sustainability management system, the strategic framework that guides management of environmental, social, and governance impacts.

2017

EverZinc BV approved its Code of Ethics as a framework for responsible conduct promoting a well-organized, respectful, and collaborative environment for all stakeholders.

2018

EverZinc BV integrated standards of sustainability into strategy by approving the Charter.

2019

EverZinc BV began annually responding to EcoVadis to assess sustainability performance with scoring improvements year-over-year through 2022.

EverZinc BV implemented its Supplier Code of Conduct to demonstrate commitment to respect fundamental principles in human rights, labor standards, the environment, and the fight against corruption across the supply chain.

EverZinc BV created interdepartmental working groups to prioritize multifaceted environmental, social, and governance (ESG) topics.

2020

U.S. Zinc Corporation was sold from Votorantim.

U.S. Zinc Corporation began development of its sustainability management system, the strategic framework that guides management of environmental, social, and governance impacts.

2021

EverZinc BV initiated the global process for screening carbon emissions to establish an emissions baseline and set targets.

EverZinc BV achieved EcoVadis' Gold medal for the first time.

EverZinc BV implemented its whistleblowing system and policy.

2022

EverZinc BV and U.S. Zinc Corporation combined to form the business, operating under the Everzinc name.

Everzinc conducted its inaugural materiality assessment to identify the most relevant topics for the company and stakeholders.

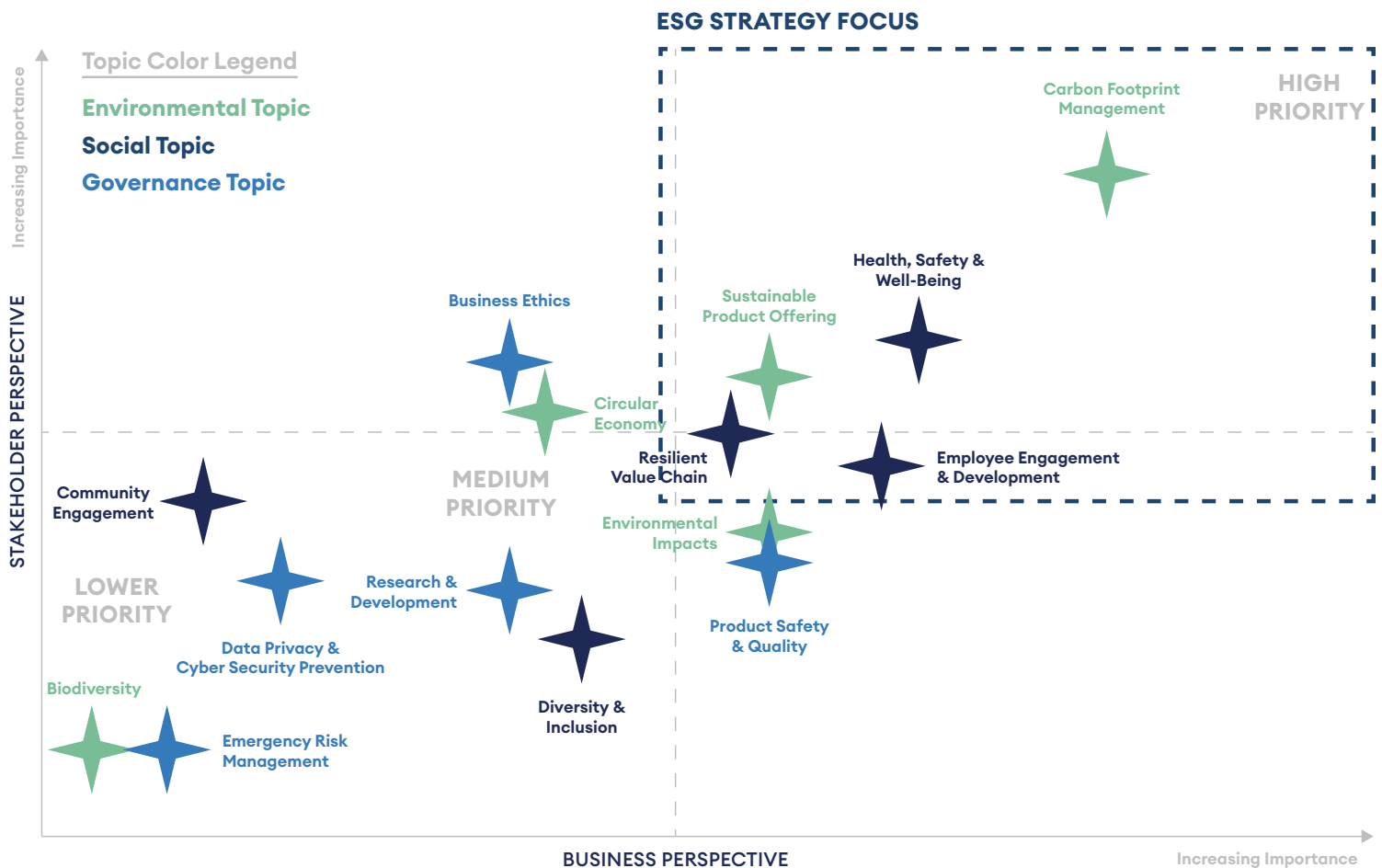
MATERIALITY ASSESSMENT

In 2022, Everzinc conducted an inaugural materiality assessment to determine the most relevant ESG topics for the company and stakeholders. The outcome of the assessment informed the development of the sustainability strategy.

Everzinc engaged both internal and external stakeholders to gather insights on ESG topics, including opinions on the potential impact of an ESG topic on the organization and the current perceived performance on the select ESG topic. Internal stakeholders across the organization from different functional areas were interviewed. Everzinc gathered external insights through desktop benchmarking for key peers and industry associations and conducted interviews with customers and shareholders.

The internal and external insights were used to rank the ESG topics and develop the materiality matrix. The materiality matrix identified topics that are most relevant from a stakeholder perspective. Five material topics were evident from the matrix, including: carbon footprint; health, safety, and well-being; sustainable product offering; resilient value chain; and employee engagement and development. In addition, Everzinc added research and development as the sixth material topic due to its inherent value to the organization.

Materiality Matrix



Please see further information regarding materiality and other important topics at the end of this report.

OUR SUSTAINABILITY COMMITMENTS

Everzinc aspires to be a resilient company when facing issues such as climate change, the impacts of biodiversity loss, and the increased complexity of its global supply chain.

Therefore, Everzinc used reputable sustainability frameworks and standards to guide and inform its sustainability strategy, including the UNGC, the Global Reporting Initiative (GRI) standards, and the United Nations Sustainable Development Goals (UN SDGs). The GRI standards provide a consistent global perspective on sustainability, and the UNGC and UN SDGs contribute to sustainable development through their work towards human rights, labour, environment, and anti-corruption. The company hopes to become a UNGC signatory in the future.

EcoVadis, a global sustainability rater, provides a sustainability assessment where companies can respond with their sustainability and ESG performance. The assessment spans 200 sectors across 160 countries. Everzinc is committed to annually responding to the EcoVadis assessment. Since 2019, EverZinc BV's scores have increased year-over-year through 2022 based on measures such as implementation of environmental initiatives, assessment and improvement of the carbon footprint, and refinement of suppliers' sustainability assessments. **In 2022, EverZinc BV received a gold medal, scoring in the 91st percentile for the industry.** Following the combination of EverZinc BV and U.S. Zinc Corporation, Everzinc recognizes that there could be potential scoring impacts during the company's full integration; nonetheless, the company remains committed to continually increasing sustainability performance.

To support the sustainability strategy implementation, in 2022, the company started monitoring progress on prioritized key performance indicators (KPIs). Everzinc plans to share the data trends in future reports.



For the six material topics on the following pages, Everzinc has set goals to demonstrate its commitments. We expect to share further detail related to the company's progress on commitments in future sustainability reports.



GREENHOUSE GAS EMISSIONS



- Everzinc is committed to working towards reducing its carbon footprint and intends to set targets for reductions in Scope 1, 2, and 3 emissions.

SUSTAINABLE PRODUCT OFFERING



- Everzinc is committed to having over 50% of product lines produced from reused zinc.
- Everzinc is targeting to reach 25% of the obtainable zinc rechargeable market by 2030.¹

ROBUST VALUE CHAIN²

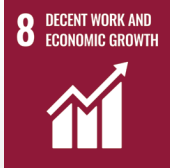


- Everzinc is committed to evaluating 50% of raw material suppliers and 50% of energy suppliers on appropriate sustainability matters by 2030.
- Everzinc is committed to continually expanding the percent of suppliers evaluated on appropriate sustainability matters through biennial evaluation.

1. For reference and details see the International Zinc Association initiative at <https://www.zinc.org/energy-storage/> and <https://www.zincbatteryinitiative.com/>.

2. Existing and future onboarded suppliers

HEALTH, SAFETY, AND WELL-BEING



- Everzinc is committed to achieving 0 annual workplace fatalities.
- Everzinc is committed to achieving 0 Lost Time Accidents (LTA) per year.
- Everzinc is committed to developing a risk management plan on Liquid Zinc Projections for each plant by the end of 2026.¹

EMPLOYEE ENGAGEMENT AND DEVELOPMENT



- Everzinc implemented a global employee engagement survey in 2023 with minimum participation of 50%. Based on the results, survey feedback is expected to be shared with employees, and Everzinc intends to develop an action plan by the end of 2024.

RESEARCH AND DEVELOPMENT



- Everzinc is committed to invest 0.35% of its total annual sales revenue in research and development by 2030 and 0.7% by 2050.

1. Liquid zinc projections refers to liquid zinc volumes at the plants. Liquid zinc in its molten state poses a potential safety and exposure risk. The SDGs are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on Everzinc's application of the SDGs, as such application is subject to change at any time and in Everzinc's sole discretion.

Environmental

To Strive for Environmental Excellence



Practicing sustainable environmental stewardship and protecting the environment are among the company's top priorities.

Everzinc considers the management of environmental challenges to be a top priority within daily operations as the company maintains its goal to be a global sustainable partner in business. To help ensure that the company operates using sustainable practices, the Charter establishes the following principles:

- Minimize the environmental footprint of activities and products and integrate environmental concerns into all decisions.
- Seek to develop environmentally friendly technologies and products, working together with suppliers and customers to combine efforts in this matter.
- Act proactively, as a global partner, in promoting the company's values and approaches towards all stakeholders for the sake of preserving the environment.



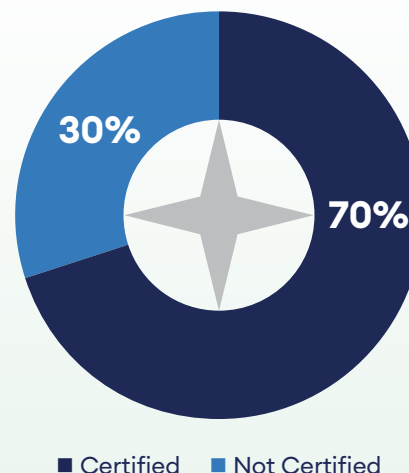
ENVIRONMENTAL MANAGEMENT SYSTEM

Everzinc implemented an Environmental Policy to help ensure that all the organization's relevant activities, products, and services are identified and carried out in compliance with the applicable in-country environmental legislation and other requirements for sustainable development. The policy applies to all Everzinc employees, regardless of employment agreement or rank throughout the organization. The commitments outlined in the Environmental Policy include:

- Improve the environmental performance of operations by measuring and reducing the consumption of energy and other natural resources, by the recycling or other beneficial reuse of raw materials, and by minimizing the generation of waste.
- Encourage suppliers to adopt environmental management practices and, where possible, purchase and use materials that have minimal impact on the environment including recycled materials.
- Proactively conduct environmental training to raise awareness among all employees and encourage them to act in a more responsible manner.
- Comply with applicable legal requirements and other relevant standards with respect to the environment.
- Maintain monitoring and auditing of operations throughout the year to foster ongoing compliance.
- Seek opportunities to reduce greenhouse gas emissions.
- Improve and expand sustainable procurement practices.

In addition, 70% of Everzinc plants in various locations, such as Malaysia, China, Belgium, Netherlands, and Norway, have implemented environmental management systems according to ISO 14001 that include the policies, processes, plans, practices, and records that define the rules governing how the company interacts with the environment. These plants have each obtained the ISO 14001 Environmental Management System certification. Everzinc commits to have 100% of plants ISO 14001 certified by 2030. In addition, Everzinc requires all contractors to complete an EHS questionnaire that covers the nature of the work to be completed, a detailed inquiry of all safety considerations for the specific tasks, previous safety performance, chemical use/handling information and the contractors' accreditations (including ISO), among others.

ISO 14001 Certified Plants



ENERGY MANAGEMENT

Everzinc works to align its energy consumption and management with its commitment of reducing greenhouse gas emissions. As such, the company uses energy monitoring systems to track energy consumption related to production activities at each plant. In addition, Everzinc aims to reduce energy consumption by investing in more energy-efficient equipment. For example, in 2022, the company completed the following initiatives at different plants:

- Installation of an energy efficient compressed air preheater that improves gas consumption.
- Replacement of a Copco-B air compressor to an energy efficient alternative that improves power consumption.
- Implementation of a new gas piping system that reduces air leaks.
- Installation of a new furnace power controller to monitor energy consumption more efficiently.

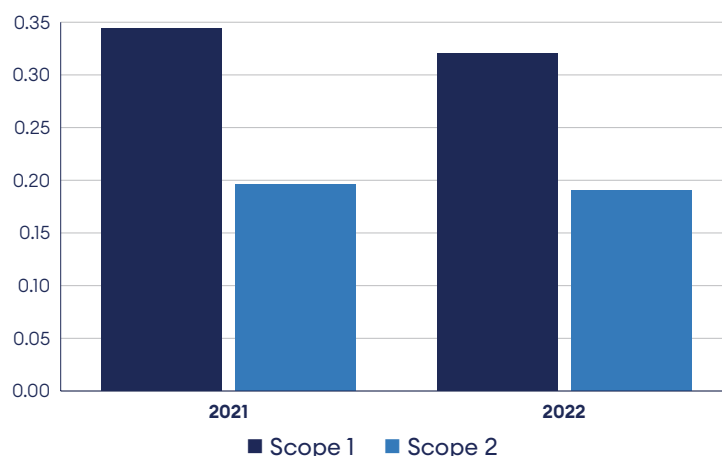
Plants also monitor nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions to stay in compliance with regulatory requirements and operational licenses.

Carbon Footprint

In 2022, Everzinc conducted its carbon footprint for Scope 1, Scope 2, and partial Scope 3 emissions, using 2021 as the baseline year. Scope 1 and 2 emissions account for 13% and 8% of total calculated emissions, respectively, while the majority of emissions (79%) are associated with the company's value chain (Scope 3).

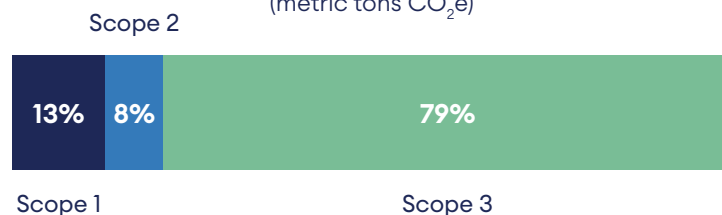
Emissions Intensity¹

(metric tons CO₂e / tons of production)



Emissions by Scope¹

(metric tons CO₂e)



1. The company's emissions were calculated using guidance from the Greenhouse Gas Protocol and the United Nations. Scope 1 emissions were calculated using combustion fuel (e.g., diesel, petrol), gas (e.g., natural gas, propane), and coal data. Scope 2 emissions were calculated using all purchased energy data, taking a location-based approach. Emissions were calculated for the following Scope 3 categories: category 1: purchased goods and services; category 3: fuel- and energy-related activities; category 4: upstream transportation and distribution; category 5: waste generated in operations; category 6: business travel; category 7: employee commuting; and category 9: downstream transportation and distribution.

WASTE, WATER, AND RAW MATERIAL MANAGEMENT

Everzinc prioritizes sourcing a majority of its critical raw materials from third-party by-product streams, where feasible, by converting used zinc material already available in the marketplace due to zinc's highly reuseable nature. In addition, zinc can be recovered without a significant loss of material, resulting in less need for virgin zinc, potentially reducing air emissions, water usage, deforestation, energy consumption, and waste that often results from mining and processing virgin zinc within the company's supply chain.

Waste Management

Everzinc is committed to the reduction and minimization of waste in the company's operations through source reduction and recycling. Everzinc prioritizes source reduction, which is the elimination of hazardous waste by using non-hazardous materials and/or by finding alternative means of accomplishing the task that reduces hazardous waste. All facilities are expected to recycle as much material as possible. In addition, the company is committed to ensuring any changes in disposal methods are in alignment with applicable regulations. All employees receive training on proper waste management and hazardous waste management in alignment with the facility waste management plan. Everzinc is committed to conducting waste storage and disposal practices in compliance with national and local requirements, including U.S. Environmental Protection Agency (EPA) and Resource Conservation and Recovery Act (RCRA) regulations.

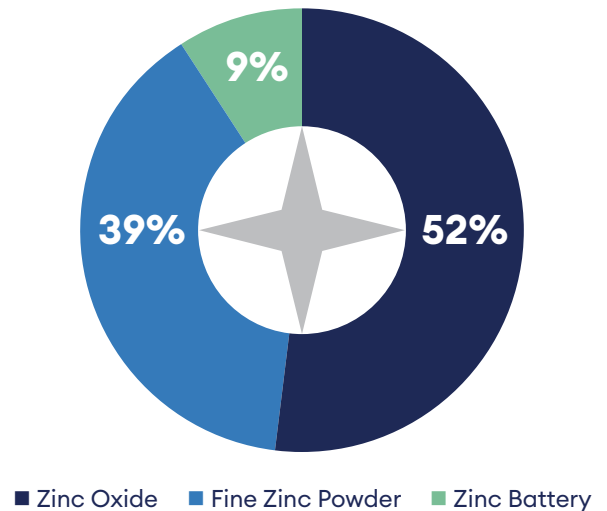
Water Usage

Process water is used judiciously within Everzinc's operations, primarily to cool industrial equipment. To help minimize the company's water usage, equipment is cooled using a closed-loop system, which enables the process to continuously utilize recycled water.

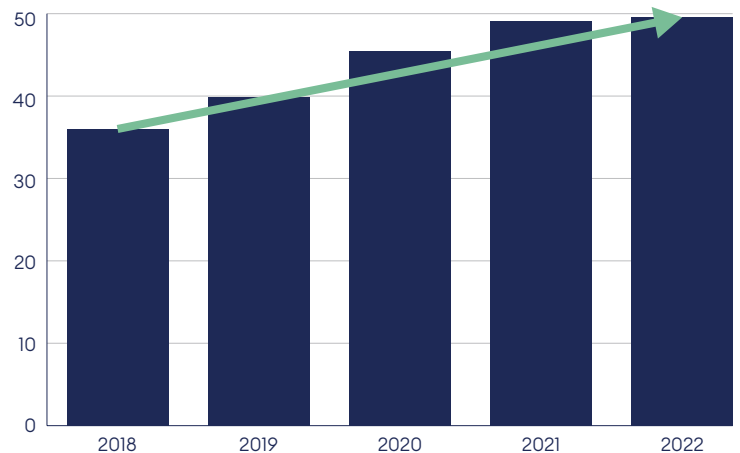
SUSTAINABLE PRODUCT OFFERING

Everzinc's role in sustainable development starts with its product lines through implementation of more sustainable processes and actions. For example, more than 40% of the zinc oxide raw materials used in the zinc oxide line are from reuseable materials, more than 50% of the zinc in metal pigments used in the fine zinc powder line is from reuseable material, and 100% of zinc metal materials (remelt products) are from reuseable material. The company actively works with its supply chain to increase the reuseable zinc content during product development. Several of Everzinc's products are certified by SCS Global Services as containing 100% Pre-Customer Recycled Zinc Contact (Standard V7-0).

2022 Production



Total Reused Zinc Percentage



The graph above illustrates the total reused zinc percentage for all products.

Social

To Provide a Safe and Stable Work Environment



Everzinc's employees are the company's most important asset.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

The employee attraction strategy is reinforced through different local initiatives including an onboarding program to attract young talent and ensure transfer of skills. Each plant has dedicated staff and the plant manager to oversee matters related to human resources. Additionally, Everzinc's plants conduct employee appraisal reviews that include a performance incentive mechanism and annual interview.

Everzinc hosts a variety of employee engagement events throughout the year including global human resource meetings and seniority celebrations. In addition, there are informal and location specific events including townhalls, celebrations for days without lost time injury (LTI), and Women's Day events, among others.

Local plant managers define employee training plans in alignment with roles and responsibilities. New employees are trained upon arrival on the following topics:

- Health and safety
- Worker regulations
- Presentation to the union, as needed
- Time and attendance rules and practicalities

HEALTH, SAFETY, AND WELL-BEING

Everzinc is committed to conducting business in accordance with recognized industry standards in addition to meeting or exceeding all applicable environmental, health, and safety laws and regulations.

Across operations, Everzinc commits to:

- Identify, evaluate, and eliminate health and safety risks.
- Provide adequate and regular training programs.

- Maintain proper health and safety management systems that are shared, understood and applied by all employees, and designed for continuous improvement (objectives, progress indicators monitoring, audits, incidents analysis).
- Stay in compliance with applicable laws and regulations.
- Ensure open and continuous communication on health and safety results and continued progress.

Health and safety is coordinated at the corporate level by the Director of Environment, Health, and Safety (EHS) and managed at the plant level through dedicated Safety Personnel and Safety Committees.

Everzinc takes the following measures to help ensure robust health and safety practices at the company's plants:

- Monitor performance on a daily basis through the daily safety update by the Director of EHS.
- Monitor performance through internal health and safety checks conducted monthly by the Director of EHS, based on a comprehensive checklist that considers the high-priority topics.
- Conduct risk assessments to identify health and safety hazards. For instance, the assessment may involve employee consultation on a topic related to a health and safety risk and will be updated when work habits and conditions change.
- Conduct monthly and bi-monthly video meetings between plant and Director of EHS to address health and safety issues, specific concerns at the plant, and local authorities and regulations.
- Conduct regular observation tours, performed by the plant, with the intent of setting an annual target for number of tours each year and reporting monthly to the corporate level.

- Conduct routine maintenance on plant equipment and implement preventive maintenance programs to ensure equipment is operating efficiently and safely.
- Collaborate with the local authorities, such as local EMS and fire departments, to create an understanding of all hazards and risks in preparation for potential emergencies.

Each plant monitors KPIs, including frequency and severity rate, near misses, number of observation tours, training hours/employees, among others. The local Safety Committee uses the KPIs to assess performance and prioritize further actions. In addition, Everzinc utilizes root cause analysis to assess incidents and develop action plans for future improvement. Action plan progress is discussed during monthly Steering Committee meetings, which typically consist of Everzinc's Chief Executive Officer (CEO), the Chief Operations Officer (COO), Director of EHS, plant managers, and local Safety Personnel, and as available, Safety Committee members.

Several plants also maintain certifications for ISO 9001 Quality Management System and ISO 45001 Occupational Health and Safety Management.

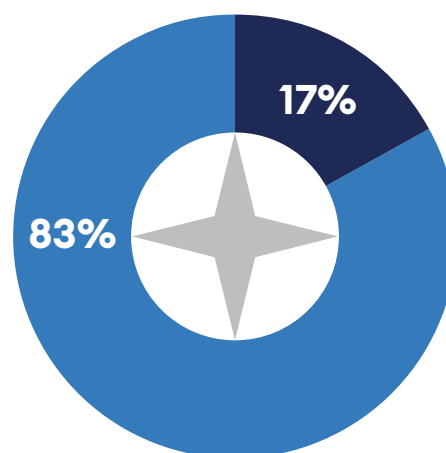
In 2022, Everzinc achieved an LTA Severity Rate of 0.44 and LTA Frequency Rate of 9.44. Everzinc continues to look for ways to improve health, safety, and well-being. The company plans to establish a standardized, company-wide Safety Management System and universal policies (e.g., personal protective equipment (PPE) requirements) to strengthen the internal auditing process and provide comprehensive review for the organization.

DIVERSITY AND INCLUSION

By prioritizing diversity and inclusion, Everzinc is able to better respond to challenges, maintain a talented workforce, and meet the needs of global customers. The company is committed to providing a work environment in which all individuals are treated with respect, dignity, and fairness. Everzinc is committed to helping ensure equal employment opportunities for all employees including qualified employment applicants. Everzinc has a multicultural team that brings together various nationalities. The total group comprises 725 employees, including 125 females and 600 males.

Everzinc maintains language training for plant employees to learn and understand the local language. And in the near future, Everzinc plans to conduct an engagement survey to gain insights about how to better serve the company's workforce.

Everzinc Employees by Gender



■ Female ■ Male



HUMAN RIGHTS

Everzinc is committed to respecting the human rights of its employees and stakeholders within its direct operations and value chain. The company strictly prohibits any form of forced labor, compulsory labor, and/or child labor. In addition, the company does not tolerate any form of discrimination or harassment. Everzinc upholds freedom of association and effective recognition for collective bargaining for all employees.

ROBUST VALUE CHAIN

Everzinc works with its suppliers to meet the demand for specific regional operations. With the merger of companies in June 2022, Everzinc is in the process of integrating supply chain practices to create consistent purchasing processes, supplier engagement, and supplier evaluations across global operations.

At many plants, Everzinc implements a supplier selection process, requiring suppliers to comply with the ISO 14001 standard. Once selected, the supplier must also acknowledge and sign Everzinc's Supplier Code of Conduct to formalize the supplier's commitment to Everzinc's expectations. The Supplier Code of Conduct outlines the expectations related to ethics, fighting corruption, respect for human rights, compliance with labor standards and health and safety, and environmental protection. This code applies to all suppliers, contractors, subcontractors, and service providers. Everzinc may audit these listed third parties to verify compliance to this code.

At specific plants, the commercial team performs an annual assessment of the supplier audit results to determine corrective actions and future supplier engagement.

Additionally, Everzinc maintains the following practices related to sourcing of raw materials and reuse of materials:

- Over 50% of the zinc units processed by Everzinc come from reused or reuseable zinc sources, Everzinc thereby aims to reduce energy and primary raw materials requirements without jeopardizing the high-quality standards of its products.
- The company is constantly searching for the purchase of suitable reused or reuseable zinc raw materials to be used at one or many of its plants.
- Everzinc provides its zinc suppliers containers to safely transport materials and for reuse purposes.

In the future, Everzinc plans to conduct a gap analysis of ESG procurement practices across countries to identify suppliers' ESG and sustainability-related practices and maturity. The questionnaire is expected to include requests related to working conditions, business ethics, environmental procedures, CDP scoring, responsible sourcing, etc. The questionnaire is expected to be directed to suppliers for both primary materials and services to better engage at the local plant level.



Governance

To Be a Reliable Partner

As a global leader in sustainable zinc solutions, Everzinc is aware of the importance of working in a way that is sustainable and ethical, and of the significant economic, social, and environmental impact it can have.

BUSINESS ETHICS

In 2017, the first version of Everzinc's Code of Ethics was approved and translated into six languages. In 2023, the Code of Ethics was updated to account for changes to the company. The Code of Ethics outlines the company's expectations for employee behavior and interaction with suppliers, customers, and communities. The policy has been adopted by Everzinc's management team and applies to all Everzinc employees, regardless of employment agreement or rank throughout the organization. Everzinc employees are accountable for adhering to this policy and upholding the highest ethical standards.

The Code of Ethics includes the following topics:

- Conflicts of Interest
- Public Disclosures
- Confidential Information
- Compliance with Laws, Rules, and Regulations
- Anti-Corruption
- Anti-Trust and Competition
- Corporate Opportunities
- Protection and Proper Use of Company Assets
- Financial Controls and Records
- Fair Dealing
- Harassment or Discrimination
- Human Rights and Child Labor
- Environmental, Safety, and Health Practices

Violations of the Code of Ethics and related policies are not tolerated and may, in accordance with relevant legislation, lead to corrective actions. Everzinc seeks to foster an environment in which employees are able to express concerns about a potential violation without fear of being punished and mistreated through Everzinc's whistleblowing system. Each case is expected to be reviewed objectively, and necessary corrections or remedial action are expected to be taken to prevent recurrence. Employees may also raise ethics concerns through Everzinc's independent external Integrity Line.

In addition, Everzinc has an Ethics Committee responsible for investigating complaints to verify factual and accurate information. The Ethics Committee includes the CEO; Europe, Asia, and North American Human Resources Directors; and the Legal Counsel.

DATA PRIVACY AND DATA SECURITY

Everzinc understands the importance of safeguarding the company's data, including that of the employees, customers, and other stakeholders. To help ensure the security of company and personal data, the company maintains data protection policies, reinforcing its commitment to comply with all applicable data privacy and security legislation requirements, such as the General Data Protection Regulation (GDPR).

RESEARCH AND DEVELOPMENT



Everzinc is pioneering sustainable research and development opportunities to support the global shift towards a more sustainable economy. Within the rechargeable zinc battery market, we believe zinc offers the optimal solution due to advantages related to cost, availability, safety, and

operational performance compared to traditional lead and lithium batteries. Zinc batteries can be used in a variety of different applications, including transportation (e.g., scooters, bikes, forklifts) and storage (e.g., on and off-grid storage systems).

In 2020, Everzinc created a business unit committed to “Powering Tomorrow’s Batteries”. The business unit is dedicated to developing materials for zinc-based rechargeable batteries for home stationary storage and the energy storage industry.

We believe Everzinc’s rechargeable zinc materials will be an essential component of the supply chain as both the United States and Europe transition to a sustainable

energy economy. The United States Department of Energy announced its commitment to a major battery producer to provide up to \$398.6 million¹ in funds to construct up to four zinc battery production lines. Additionally, the European Commission awarded the European Long Lasting Battery (LOLABAT; grant agreement ID: 963576; Horizon 2020 funding) project with a grant of more than 7 M€ to develop next-generation batteries for stationary energy storage.²

Everzinc participates in the LOLABAT project together with a consortium of 17 European partners spanning seven different countries. The total group includes:

- Seven research and development institutions (SuperGrid Institute, CEA, Stockholm University, Helmholtz Institute, Cergy University, ZSW, and Genova University);
- Six small and medium sized enterprises (Baree, AITEC, Accurec, Optima, InExtenso, and Sunergy); and
- Four large companies (Everzinc, EDP, RINA, and KME).

Everzinc has held global meetings on rechargeable zinc batteries known as R-Zinc. The first meeting was held in 2019, known as R-Zinc 1.0, and the second meeting was held in May 2022, R-Zinc 2.0. The purpose of the R-Zinc meetings is to hold a series of events entirely dedicated to rechargeable batteries. The aim is to build a community around zinc with material and battery researchers, developers, entrepreneurs, producers, and end-users and to collaborate with these experts.

Lastly, Everzinc participates in the ReZilient project (funded under The European Innovation Council (EIC) HORIZON Europe) to develop an innovative and sustainable zinc air flow battery. Other partners include SINTEF, Aarhus University, VisBlue, Delft University of Technology, University of Turku, and Aalto University.

LOOKING AHEAD

Everzinc is committed to advancing its sustainability strategy and building long-term value. The company recognizes the need to develop more detailed plans to achieve its goals and to share its progress on sustainability activities with transparency and accountability. Everzinc acknowledges the importance and consideration for additional external partnerships, industry organizations, and trade associations to better collaborate and learn about best practices in the industry. Moreover, Everzinc strives to align its reporting more closely with the GRI standards and any emerging European or United States reporting requirements to ensure compliance and comparability. The company is confident that by pursuing these actions, it will enhance its relationships, performance, and business resilience in the long term.

1. [Congresswoman Summer Lee Announces \\$398.6 Million Investment in Green Battery Storage Technology - Summer Lee \(house.gov\)](#)

2. [Long Lasting BATtery | LOLABAT | Project | Fact sheet | H2020 | CORDIS | European Commission \(europa.eu\)](#)

About This Report

The 2023 Sustainability Report is the inaugural report issued by Everzinc. This report reflects our commitment to transparency and provides details on our sustainability progress in calendar year 2022. The topics included in this report are based on our most significant sustainability issues as determined by our materiality assessment. This report reflects the ongoing integration of internal systems, processes, policies, and other aspects of the business following the combination of U.S. Zinc Corporation and EverZinc BV in June 2022. Some of the information presented herein may vary by location and not apply to the entire organization. Everzinc is committed to achieving full alignment and consistency across its global operations in the future.

The data and information in this Sustainability Report (“Report”), which has been prepared by Everzinc, are presented for informational purposes only.

Statements in this Report that relate to future events, expectations, and trends may be considered “forward-looking statements” and involve factors that are subject to change and risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are difficult to predict and often are outside of our control. We have attempted to identify forward-looking statements by words such as “may,” “could,” “anticipate,” “target,” “plan,” “continue,” “goal,” “commit,” “achieve,” “project,” “intend,” “estimate,” “believe,” “may,” “potential,” “predict,” “expect,” or other similar terminology. However, such terminology is not the exclusive means of identifying forward-looking statements and its absence does not mean that the statement is not forward-looking. You should not place undue reliance on these forward-looking statements, which are neither historical facts nor assurances of future performance. Instead, they are based only on Everzinc’s current beliefs, expectations, and assumptions regarding the future of its business, ESG strategy, performance, targets, goals, projections, anticipated economic changes and trends, and other conditions. Although Everzinc believes the expectations and beliefs reflected in the forward-looking statements are reasonable, any forward-looking statement speaks only as of the date on which that statement is made. Everzinc assumes no obligation to update any forward-looking statement to reflect events or circumstances that occur after the date on which the statement is made. In addition, statistics and metrics presented in this Report relating to ESG matters are estimates and may be based on assumptions or developing standards.

Certain goals, targets, intentions, or expectations described herein, including our climate change-related targets and goals, are voluntary and should be viewed as aspirational. Further, certain information contained herein relating to any goals, targets, intentions, or expectations, including with respect to climate change-related targets and goals and related timelines, is subject to change, and no assurance can be given that such goals, targets, intentions, or expectations will be met within the applicable time frames or at all. Similarly, there can be no assurance that our ESG policies and procedures as described in this Report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our ESG initiatives, policies, and procedures based on cost, timing, or other considerations.

The United Nation Sustainable Development Goals (SDGs) are also aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects, initiatives, investments, or other aspects of our business contribute to a particular SDG. Accordingly, investors should not place undue reliance on our application of the SDGs, as such application is subject to change at any time and in our sole discretion.

Further, the receipt of any awards, grades, or scores by Everzinc described herein is no assurance that Everzinc’s business objectives have been achieved or successful.

Certain information contained herein has been obtained from third parties, and in certain cases have not been updated through the date hereof. While these third party sources are believed to be reliable, Everzinc makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor. None of the figures included in this document were audited, assured, or independently verified by auditors or third-party assurance providers, unless explicitly stated otherwise.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Further, in this Report, we are not using terms such as “material” or “materiality” as they are used under the securities or other laws of the United States or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document should not, therefore, be read as equating to any use of the word in other Everzinc reporting.

Appendices

APPENDIX 1: GRI CONTENT INDEX

Everzinc has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards. Everzinc utilized GRI 1: Foundation 2021 for this report.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-6 Activities, value chain and other business relationships	About Everzinc
	2-22 Statement on sustainable development strategy	Our Sustainability Strategy
	2-23 Policy commitments	Our Sustainability Strategy
	2-24 Embedding policy commitments	Our Sustainability Strategy
	2-29 Approach to stakeholder engagement	Appendix 2: Stakeholder Engagement
	2-30 Collective bargaining agreements	Human Rights
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Materiality Assessment
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Sustainability Highlights
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Usage
GRI 305: Emissions 2016	3-3 Management of material topics	Energy Management
	305-4 GHG emissions intensity	Carbon Footprint
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, Water, and Raw Material Management
	306-2 Management of significant waste-related impacts	Waste, Water, and Raw Material Management

GRI 403: Occupational Health and Safety 2018	3-3 Management of material topic	Health, Safety, and Well-being
	403-1 Occupational health and safety management system	Health, Safety, and Well-being
	403-3 Occupational health services	Health, Safety, and Well-being
	403-9 Work-related injuries	Health, Safety, and Well-being
	403-10 Work-related ill health	Health, Safety, and Well-being
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Highlights
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Highlights
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Highlights
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Sustainability Highlights

APPENDIX 2: STAKEHOLDER ENGAGEMENT

Stakeholders	Priority Topics	Engagement Mechanisms
Employees	<ul style="list-style-type: none"> Community engagement Employee engagement and development Health, safety, and well-being Sustainable product offering 	<ul style="list-style-type: none"> Union relations and consultations Training Individual development planning Frequent internal bimonthly townhalls for all staff Website
Peers	<ul style="list-style-type: none"> Carbon footprint Community engagement Data privacy and cyber-security Employee engagement and development Health, safety, and well-being Product safety and quality Research Development 	<ul style="list-style-type: none"> Participation in industry events Website
Customers	<ul style="list-style-type: none"> Carbon footprint Product safety and quality Sustainable product offering 	<ul style="list-style-type: none"> Newsletter Email communications Local media outlets Participation in and sponsorship of local events, teams and Social media Website Company publications such as this report New products and customer solutions
Shareholders and investors	<ul style="list-style-type: none"> Carbon footprint Resilient value chain Sustainable product offering 	<ul style="list-style-type: none"> Ongoing direct investor engagement Third-party interviews with ESG consultants Company publications such as this report Website
Suppliers and carriers	<ul style="list-style-type: none"> Carbon footprint Resilient value chain Sustainable product offering 	<ul style="list-style-type: none"> Direct engagement Company publications such as this report Website
Public authority	<ul style="list-style-type: none"> Emergency risk Environmental impacts Health, safety, and well-being 	<ul style="list-style-type: none"> Building relationships with local, state, and federal officials Direct formal and informal engagement on legislative, regulatory, and administrative issues Participation in industry associations, coalitions, think tanks, and advisory groups. Proactive self-reporting Participation in stakeholder group meetings Regular site visits and management briefings Website
Local community and NGOs	<ul style="list-style-type: none"> Business ethics Community engagement Environmental impacts 	<ul style="list-style-type: none"> Employee volunteer events Charitable activities Community partnerships and sponsorships Company publications such as this report Website New products and customer solutions Participation in stakeholder group meetings