

everZINC[★]®

2023 & 2024

Sustainability Update



SUSTAIN



ENERGIZE



PROTECT



INNOVATE



Table of Contents

- EVERZINC STAKEHOLDER LETTER 2
- ABOUT EVERZINC 3
- OUR SUSTAINABILITY STRATEGY 4
 - 2023 and 2024 Sustainability Highlights
 - Sustainability Governance
 - Materiality Assessment
 - Sustainability Goals
- ENVIRONMENTAL 8
 - Environmental Compliance
 - Energy Management and Greenhouse Gas Emissions
 - Carbon Footprint
- SOCIAL 11
 - Employee Engagement, Development, and Well-Being
 - Health and Safety
- GOVERNANCE 15
 - Product Safety and Quality
 - Customer Satisfaction Metrics and Commitment to Excellence
 - Industry Associations
 - Research and Development
 - EverCare
 - Positive Reef Initiative
 - Sustainable Product Offering
 - Robust Value Chain
- LOOKING AHEAD 19
- ABOUT THIS REPORT 20
- APPENDIX 21
 - Sustainability Metrics
 - GRI Content Index



EverZinc Stakeholder Letter

Dear Valued Stakeholders,

EverZinc is proud to share our sustainability update sharing our key updates from both 2023 and 2024. As a global leader in zinc material production, EverZinc recognizes our responsibility to operate sustainably and ethically, while remaining mindful of our unique economic, social, and environmental influences and impacts.

Our vision is to be a reliable partner worldwide, with sustainability and social responsibility at our core. We prioritize sustainable practices in our daily operations, driven by the conviction that through our growth we can positively impact society and minimize environmental impacts. As such, we have established key performance indicators to monitor ongoing improvement and track our progress.

In 2023, we continued to make key updates to our business. For example, we captured operational efficiencies that resulted in decreased energy requirements to make the same products. In addition, we conducted footprint optimization in North America to right-size the manufacturing capacity, better serve our customers, and decrease our environmental footprint. In Houston, Texas, USA, we opened our Innovation Center, which increased our capabilities for EverCare personal care formulations as well as our ability to support the growth of rechargeable zinc batteries.

In 2024, EverZinc showed its commitment towards a long-term, forward-thinking approach as we brought Arnaud de Weert on board as our new Chief Executive Officer. Under this new leadership, sustainability is a collective endeavor. Together with our partners, colleagues, and stakeholders, we can shape a more sustainable future as we innovate and explore the potential of zinc.



THE POSSIBILITIES ARE ENDLESS

About EverZinc

EverZinc Corporation, including its global subsidiaries (collectively “EverZinc”), is a global provider of specialty zinc materials, including fine zinc powders, zinc oxides, battery zinc powders, and Zano®, an ultra-fine zinc oxide.

Our products are used in a wide variety of applications, including corrosion-inhibiting paints, performance tires, pharmaceuticals, ceramics, glass, sunscreen, alkaline batteries, and other products. Using cutting-edge technology and innovative solutions, we aim to create products that have reduced environmental impacts and are valuable for societies around the world.



In June 2022, EverZinc BV, a global Belgian entity, and U.S. Zinc Corporation, a U.S. entity, combined to form a leading global zinc chemistry business, operating under the EverZinc name and headquartered in Houston, Texas, USA. The company now boasts a combined 250 years of experience as a global zinc technology leader in specialty zinc materials. In 2023 and 2024, EverZinc continued to benefit from the integration of global operations across internal systems, processes, and policies.

Throughout this report, we reference “reused zinc” and “recycled zinc.” These phrases are used to describe zinc that has been recovered after its initial high purity primary use.

EVERZINC AT A GLANCE IN 2023 AND 2024

★
9

technologies employed in the production and development of zinc materials

★
13

manufacturing facilities across the United States, Belgium, Canada, China, the Netherlands, Norway, and Malaysia

★

660+

employees working daily on the development and production of zinc materials

★

70+

countries with sales globally

Our Sustainability Strategy

At EverZinc, we aspire to be a resilient company in the face of issues like climate change and the increased complexity of our global supply chain.

To this end, we have used reputable sustainability frameworks and standards to guide and inform our sustainability strategy, including Global Reporting Initiative (GRI) standards, SASB standards, European Union Corporate Sustainability Reporting Directive (EU CSRD), United Nations Global Compact (UNGC), and United Nations Sustainable Development Goals (SDGs).

As we anticipate a continued emphasis on sustainability within the corporate landscape and pressure on companies in our industry to disclose and mitigate the impacts of our business, we are taking proactive measures to provide effective reporting and evaluate our strategic direction for sustainability. We will continue to align our sustainability efforts with the GRI standards and establish goals for each of our material topics.



2023 AND 2024 SUSTAINABILITY HIGHLIGHTS

EverZinc remains committed to continuous sustainability improvement. Each year, we have continued to expand our sustainability program and further integrate sustainability into our day-to-day operations.

EcoVadis, a global provider of sustainability ratings, maintains a sustainability assessment that permits companies to respond with information regarding their sustainability and ESG performance. We are committed to responding to the **EcoVadis assessment annually**. In 2024, we were awarded a silver medal rating for the second consecutive year based on our 2023 performance, **scoring amongst the top 15% of companies within our industry**.



We published our **inaugural sustainability report in 2023**, describing our sustainability journey, key initiatives, and metrics.

We opened our **Houston Innovation Center in 2023** to support the growth of our rechargeable zinc batteries line, further enabling customer renewable energy storage and generation capabilities.

In 2024, the Houston Innovation Center expanded its reach as it also established itself as a **Center of Excellence** for the incorporation of zinc oxide into personal care products. Through the Houston Innovation Center, EverZinc is closely collaborating with our customers to generate products, including high SPF sunscreens utilizing environmentally safe ingredients.

In 2024, we conducted a **double materiality assessment** to determine the focus areas for our program and refined our sustainability strategy and roadmap based on the material topics.

Under new leadership in 2024, **we initiated policy deployment**, a lean strategic management method, to better align our organizational strategy with daily, actionable goals. This has enabled us to focus on things that are most impactful for our business, including furthering our sustainability mission.

SUSTAINABILITY GOVERNANCE

EverZinc's sustainability strategy is governed by our Sustainability Steering Committee.

EverZinc's sustainability program is led by the Chief Technology Officer and supported by the Sustainability Steering Committee. The Chief Technology Officer is responsible for overseeing the sustainability strategy, managing sustainability reporting, establishing goals and targets, and maintaining compliance with key customer requirements and applicable regulations. The Sustainability Steering Committee brings together executive and senior leadership team members from various disciplines, including, but not limited to, Operations, Commercial, Legal and Human Resources, and provides strategic direction and guidance to support

EverZinc's sustainability strategy. The Chief Technology Officer provides a monthly update to the Executive Leadership Team and quarterly reports to the Board of Directors.

We maintain a Sustainability Charter (Charter) that serves as a framework for integrating sustainable practices throughout the company. This Charter outlines principles of integrity and accountability with guidance from the United Nations Global Compact, including a commitment to combat corruption, uphold fair and open competition, and provide clear, transparent communication both internally and externally.

MATERIALITY ASSESSMENT

In 2024, EverZinc conducted a double materiality assessment to refine our material topics and better reflect our global business priorities.

The assessment was guided by the principle of double materiality as defined by the **European Union Corporate Sustainability Directive (CSRD)** and **Global Reporting Initiative (GRI)**, which considers:

Impact Materiality

The actual or potential positive and negative impacts of our operations on people and the environment.

Financial Materiality

The sustainability-related risks and opportunities that could affect our financial performance, position, or enterprise value over the short, medium, and long term.

During the materiality assessment, we evaluated the most relevant ESG topics, risks, and opportunities for our business. Relevant ESG topics were identified based on peer and customer benchmarking, industry trends, and sustainability standards and frameworks. In addition to CSRD and GRI standards, we consulted the **SASB Standards maintained by the International Financial Reporting Standards (IFRS) foundation**. The results of the materiality assessment strengthened our strategic focus on our most material topics and provided direction for the continued evolution of our sustainability reporting.

EverZinc surveyed key internal stakeholders from different functional areas to gather insights on 19 ESG topics. External insights were gained through benchmarking for peers and customers. Based on internal and external insights, we identified the seven most material ESG topics for our business.



Environmental

Energy Management and Greenhouse Gas Emissions
Environmental Compliance

Social

Employee Engagement, Development, and Well-Being
Health and Safety


Governance



Product Safety and Quality
Research and Development
Resilient Value Chain

SUSTAINABILITY GOALS

As part of our sustainability strategy, EverZinc has established goals that align with the UN SDGs.¹

Energy Management and Greenhouse Gas Emissions



- 7 AFFORDABLE AND CLEAN ENERGY**

- 13 CLIMATE ACTION**


- EverZinc is committed to working towards reducing its carbon footprint and intends to set goals for reductions in Scope 1, 2, and 3 emissions.
- EverZinc is committed to establishing a science-based target in 2026.
- EverZinc is committed to establishing product carbon footprints for both of our main product categories, zinc oxide and fine zinc powder, in 2026.

Environmental Compliance



- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

- 13 CLIMATE ACTION**


- EverZinc commits to having 100% of manufacturing plants ISO 14001 certified by the end of 2030.
- EverZinc commits to having 100% of its United States manufacturing plants ISO 14001 certified by the end of 2026.

Health and Safety



- 3 GOOD HEALTH AND WELL-BEING**

- 8 DECENT WORK AND ECONOMIC GROWTH**


- EverZinc is committed to achieving 0 Lost Time Accidents (LTA) per year.
- EverZinc is committed to continuous improvement of the risk management plan on Liquid Zinc Projections for each plant by the end of 2026.²
- EverZinc commits to having 100% of manufacturing plants ISO 45001 certified by the end of 2030.

Employee Engagement, Development, and Well-Being



- 4 QUALITY EDUCATION**


- EverZinc implemented a global survey in 2023 designed to expand employee engagement.
- In continuing its efforts on employee engagement, EverZinc is committed to launching a 2026 global employee engagement survey.

1. 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 certain projects or investments contribute to a particular SDG. Accordingly, stakeholders should not place undue reliance on EverZinc's application of the SDGs, as such application is subject to change at any time.

2. Liquid zinc projections refer to liquid zinc volumes at the plants. Liquid zinc in its molten state poses a potential safety and exposure risk.



Product Safety and Quality

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- EverZinc is committed to maintaining ISO 9001 certification at our manufacturing plants.
- EverZinc is committed to maintaining Good Manufacturing Practices (GMP) certifications at our Eijsden, Netherlands, and Millington, Tennessee, USA plants.



Research and Development

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- EverZinc is committed to having over 50% of output from reused zinc by 2030.
- EverZinc is targeting to reach 25% of the obtainable zinc rechargeable battery market by 2030.¹
- EverZinc is committed to increased investment in R&D through 2030.



Resilient Value Chain²

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- EverZinc is committed to evaluating 50% of raw material suppliers, 50% of energy suppliers, and 90% of packaging suppliers on appropriate sustainability matters by 2030.
- EverZinc is committed to continually expanding the percentage 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

Environmental



Sustainability and environmental stewardship are central to EverZinc’s commitment to our stakeholders as a global, sustainable business partner. EverZinc is committed to act proactively to develop environmentally friendly technologies and products, working together with our suppliers and customers in this endeavor.

Our priorities include:



Reducing Carbon Footprint: EverZinc is committed to working towards reducing its carbon footprint and intends to set goals for reductions in Scope 1, 2, and 3 emissions. This includes optimizing energy use, investing in renewable energy sources, and reducing overall emissions from manufacturing processes.



Circular Economy Initiatives: EverZinc embraces circular economy principles by recycling zinc-rich byproducts and integrating them back into production. These initiatives help reduce waste, conserve natural resources, and lower the environmental impacts associated with raw material extraction and processing



Water and Waste Management: EverZinc aims to optimize water use and waste management within our production facilities, implementing strategies to reduce wastewater, decrease industrial waste, and enhance the treatment of industrial wastewater effluents.



Environmental Compliance: EverZinc is committed to maintaining an ISO 14001 Environmental Management System certification to proactively manage environmental risks, ensure regulatory compliance, and drive continuous improvement in environmental performance. This certification demonstrates independent validation of our environmental governance and operational controls.

These aspirations reflect our dedication to being a responsible industry leader by promoting eco-friendly practices, investing in green technologies, and aligning business strategies with global environmental standards.

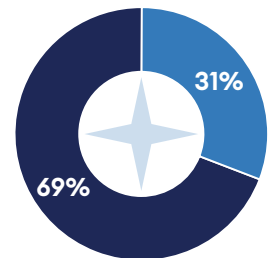
ENVIRONMENTAL COMPLIANCE

All EverZinc facilities operate in compliance with applicable laws and regulations. As of the end of the 2024 calendar year, nine of EverZinc plants have obtained the ISO 14001 Environmental Management System certification. To accomplish this, EverZinc plants successfully implemented environmental management systems according to ISO 14001 standards that include policies, processes, plans, practices, and records that define and document how the company interacts with the environment. We are on track to have 100% of our United States manufacturing facilities ISO 14001 certified by the end of 2026.

We adhere to stringent emission controls to minimize pollutants released into the atmosphere in alignment with environmental permits. Regular audits and technology upgrades help to maintain compliance with regulatory standards and reduce airborne contaminants. In 2023, we improved our emissions measurement and control practices to quickly detect any issues and react promptly.

Our facilities regularly undergo self-assessments, as well as internal and external audits, to continually improve our environmental performance. In 2023 and 2024, EverZinc completed over 230 environmental self-assessments, internal audits, and external audits.

Percent of ISO 14001 Certified Plants (2024)



■ Certified ■ Not Yet Certified

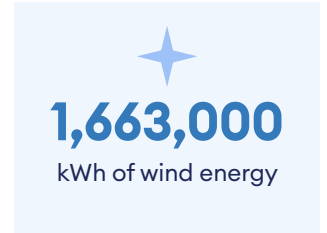
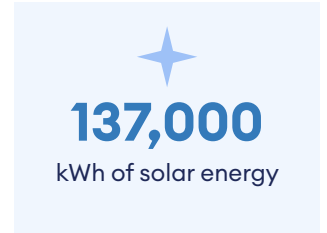
ENERGY MANAGEMENT AND GREENHOUSE GAS EMISSIONS

EverZinc is committed to measuring and reducing our greenhouse gas emissions and energy consumption. As such, we utilize energy monitoring systems to track energy consumption related to production activities at each plant.

Our aim is to reduce energy consumption using a multifaceted approach. Our efforts have included investing in more energy-efficient equipment. In addition, we have been utilizing renewable energy systems, such as solar and wind energy. In 2024, we consumed a total of 137,000 kWh of solar energy and 1,663,000 kWh of wind energy. In 2023 and 2024, EverZinc also drove significant operational improvements, resulting in decreased labor and energy requirements to make the same volume and quality of product across our facilities. The reduction measures implemented at plants include:

- Targeting the lowest usable oven temperatures during shutdowns and during production;
- Reducing compressed air heating time during startup;
- Active monitoring and immediately repairing of compressed air leaks;
- Investing in on-site solar generation capacity at manufacturing plants; and
- Upgrading kilns to reduce natural gas and electrical usage.

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



In 2023, our Larvik, Norway plant began participating in a district heating project that provides heating for a local school. The project was completed in 2025, and EverZinc plans to deliver approximately 3,000 MWh of energy as hot water annually. This reduces the amount of propane usage at the school, resulting in a decrease of approximately 185 metric tons of CO₂ annually. Through this partnership, EverZinc exploits surplus heat that is generated through the manufacturing process.



CARBON FOOTPRINT

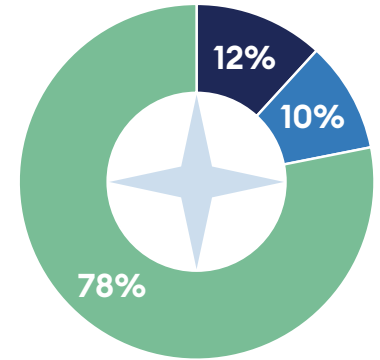
EverZinc is committed to calculating our carbon footprint annually and refining our data gathering efforts to improve accuracy and transparency.

More comprehensive data has allowed the inclusion of additional metrics that were not previously captured and reported. In 2023 and 2024, we conducted facility footprint optimization at two of our North American plants to rightsize the capacity, better serve customers, and increase our operational sustainability through optimized energy usage across fewer plants to make the same volume of products.

EverZinc's 2023 and 2024 Greenhouse Gas (GHG) emissions were calculated based on the guidelines of the Greenhouse Gas Protocol Standard. Scope 1 emissions include emissions from sources that are owned or controlled by the company, including emissions from the combustion of fuels in owned vehicles, broilers, furnaces, or industrial processes. Scope 2 emissions include emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the company.

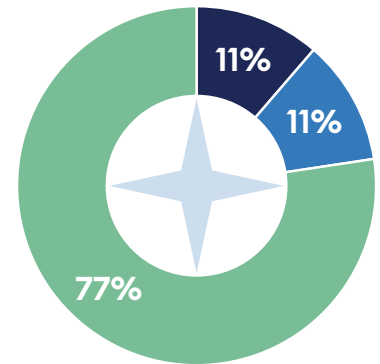
EverZinc's 2023 Scope 3 emission categories include category 1 (purchased goods and services, but only including raw materials), category 4 (upstream transportation and distribution), category 5 (waste generated in operations), category 7 (employee commuting), and category 9 (downstream transportation and distribution). EverZinc's 2024 Scope 3 emission categories include category 1 (purchased goods and services, but only including raw materials and packaging) and category 4 (upstream transportation and distribution).

2023 Emissions by Scope



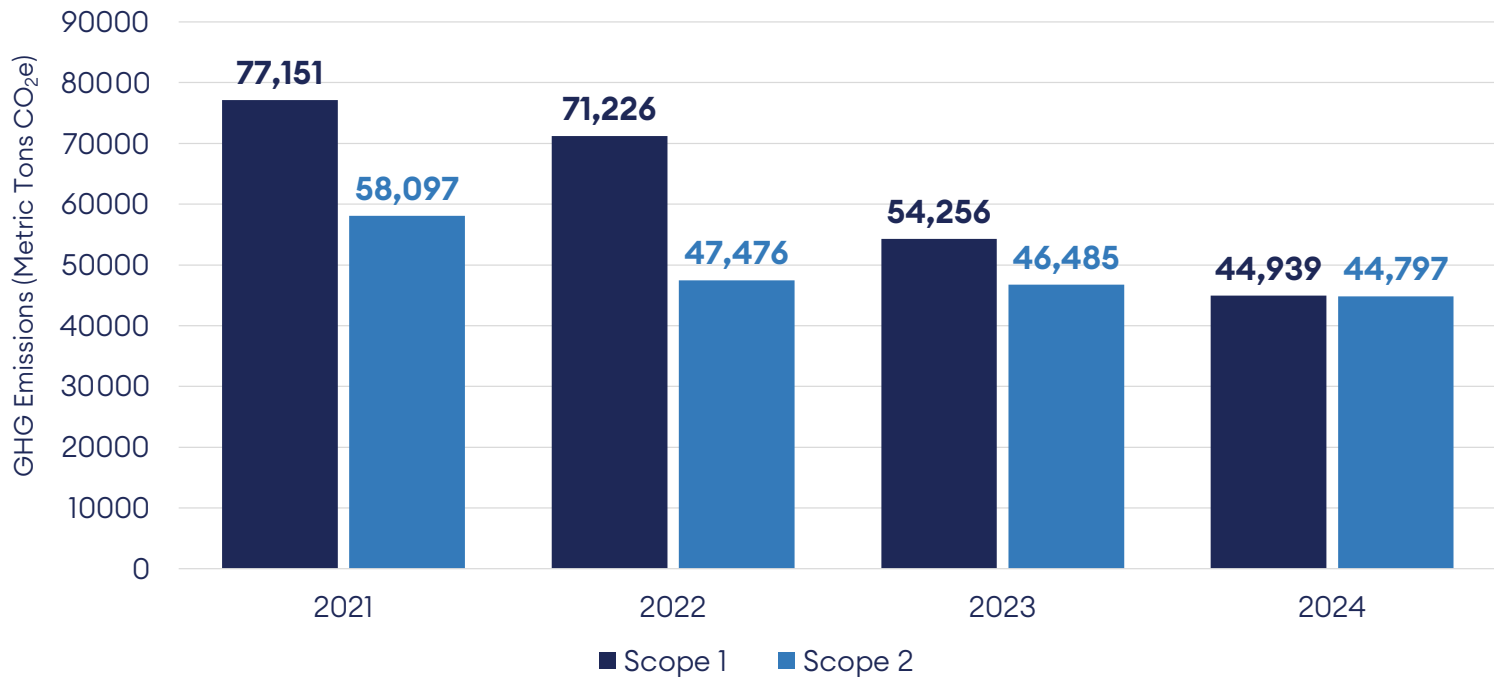
■ Scope 1 ■ Scope 2 ■ Scope 3

2024 Emissions by Scope



■ Scope 1 ■ Scope 2 ■ Scope 3

Scope 1 and 2 Emissions



As part of this sustainability update, EverZinc has analyzed and recalculated its historical GHG emissions using a more complete data set and a refined methodology that more accurately reflects our operations in several facilities. These refinements resulted in lower Scope 1 emissions calculations for the years 2021 to 2023 than were previously published.

Social

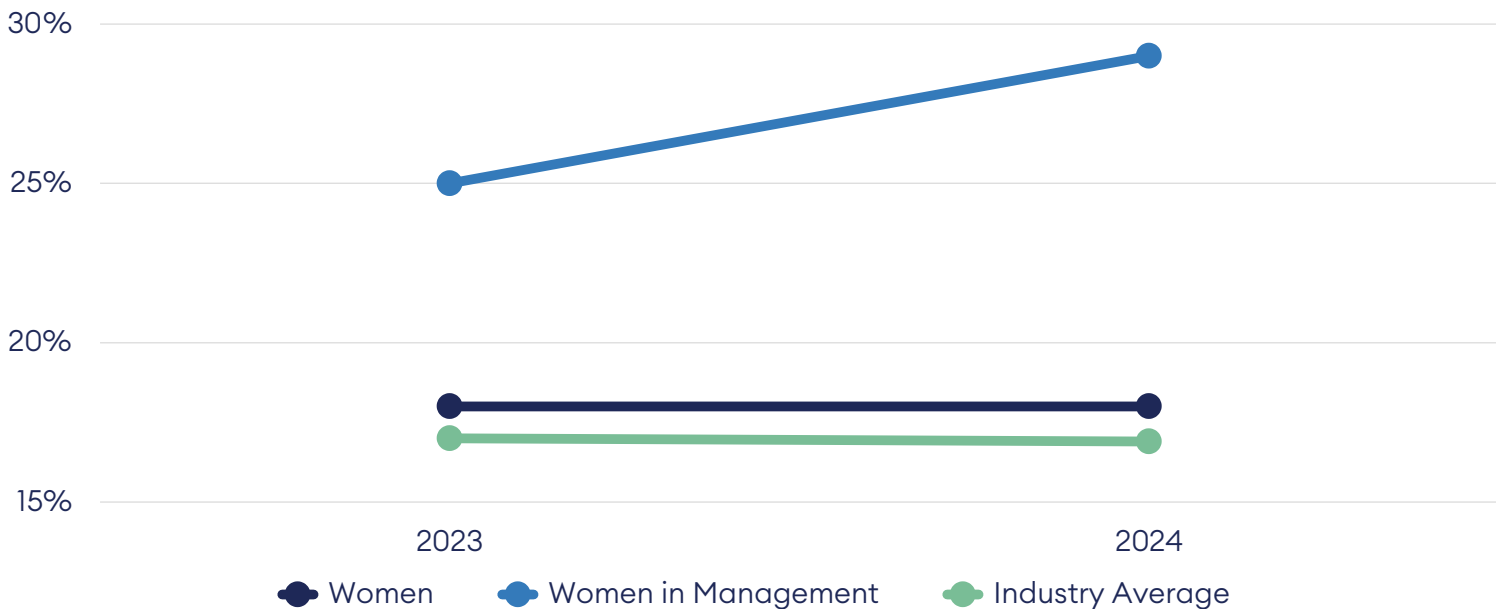
EverZinc recognizes that employees are our company's most important asset. We strive daily to provide a safe and stable working environment with the goal of helping our team members develop into the leaders of tomorrow.

EverZinc is committed to providing equal employment opportunities for all employees and qualified applicants, with a diverse workforce that includes strong representation of women and a multicultural team spanning eight countries. By embracing different nationalities and cultures with operations, EverZinc strengthens inclusion, meets the needs of global customers, and attracts a talented workforce. This diversity of perspectives enhances collaboration, supports innovation, and reinforces EverZinc's ability to operate effectively across varied cultural and regional contexts. In 2023 and 2024, EverZinc employed more women as a percentage of our total workforce than the industry average.¹

Human Rights

Through our Charter and Code of Ethics, we have committed to the unequivocal support and respect of fundamental human rights and the prevention of discrimination in the workplace. The company strictly prohibits any form of forced labor, compulsory labor, or child labor. EverZinc upholds freedom of association and effective recognition for collective bargaining for all employees.

Percent Women



1. The United States Bureau of Labor Statistics reported the percent women for "primary metals and fabricated metal products manufacturing" industry was 17% in 2023 and 16.9% in 2024.

EMPLOYEE ENGAGEMENT, DEVELOPMENT, AND WELL-BEING

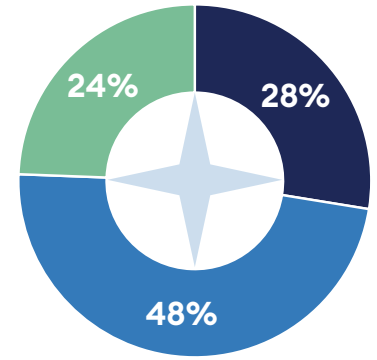
Committed and engaged employees are essential to company success, and EverZinc is dedicated to investing in our people.

Our global approach to attract and nurture talent is strengthened and supported by local initiatives. Each of EverZinc’s geographical areas are led by a regional Human Resources (HR) director. Each individual plant, in turn, is supported by a dedicated HR team and the plant manager, who oversee all workforce-related matters. To further support professional growth and engagement, EverZinc conducts regular employee appraisals that incorporate a performance-based incentive system, as well as an annual review process to align personal and company goals.

Local plant managers and HR teams implement employee training plans in alignment with employee roles and responsibilities. New employees are trained on the following topics during their first 30 days:

- Health and safety
- Worker regulations
- Introduction to the union, as needed
- Time and attendance policies
- Ethical business practices

2024 Employees by Region



■ Asia Pacific ■ Europe ■ North America

22

Average training hours per employee in 2024

In 2023, EverZinc conducted a global employee engagement survey and aimed to have participation from a majority of our employees. Participation on the 2023 survey exceeded a 72% participation rate, demonstrating strong engagement and support for direct managers. In 2026, EverZinc is planning to launch a global engagement survey and is committed to sharing the results and developing an action plan to continue to build the “One EverZinc” culture and recruit, retain, and motivate our employees.

To foster employee well-being, belonging, and engagement, EverZinc has developed several local and global initiatives and events to celebrate our people.

These events include:

- Regular lunch events at local sites coinciding with staff celebrations such as record production metrics or accident-free landmarks;
- Company engagement events such as family days, regional holidays, International Women’s Day, and cultural visits; and
- Global town halls hosted by our CEO to foster transparency, encourage feedback, and align priorities.

In 2024, our team gave back to our communities through participation in food drives, donation of school supplies, and sponsoring local events such as charity runs. Our employees made a difference in the communities to which they belong, from Norway to Malaysia to the United States.



Celebrating International Women's Day

Employee Awards Celebration





HEALTH AND SAFETY

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

Our commitments include identifying, evaluating, and eliminating health and safety risks, providing training, maintaining appropriate health and safety management systems, remaining in regulatory compliance, and maintaining continuous communication and progress. Select plants are currently ISO 45001 certified, demonstrating our occupational health and safety management system. We are working on aligning all manufacturing plants with the ISO 45001 standard by 2030.

Employee 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’s Director of EHS, plant managers and safety teams conduct global monthly meetings to address health and safety issues, specific concerns at the plant, activities with local authorities, and compliance with local regulations. These meetings are an opportunity for plants to share cross-functional EHS learnings.

EverZinc takes the following measures to help maintain robust health and safety practices at our plants:

- Monitoring daily performance through the daily safety update by the Director of EHS;
- Monitoring monthly performance through internal health and safety checks conducted by the Director of EHS, based on a comprehensive checklist on high-priority topics;
- Conducting risk assessments to identify health and safety hazards, often involving employee consultation and making updates when work habits and conditions change;
- Conducting regular observation tours by the plant safety leadership, with the intent of setting an annual target for the number of tours each year;
- Conducting routine maintenance on plant equipment and implementing preventive maintenance programs to verify equipment is operating efficiently and safely;
- Collaborating with the local authorities, such as emergency medical services and fire departments, to create an understanding of all hazards and risks in preparation for potential emergencies; and
- Evaluating contractor EHS practices through questionnaires and other tools that cover safety considerations of specific tasks, previous safety performance, chemical handling information, and accreditations.

1. 2023 and 2024 safety metrics include all employees and contractors. The lost days severity rate includes accidents resulting in lost time multiplied by 1,000,000 divided by the total hours worked. The frequency rate is the number of recordable injuries multiplied by 1,000,000 divided by the total hours worked.

2024 Safety Metrics¹

0.28
Lost Days
Severity Rate

10.32
Frequency Rate

2023 Safety Metrics¹

0.96
Lost Days
Severity Rate

15.69
Frequency Rate

HEALTH AND SAFETY (CONT.)

Each plant monitors KPIs, including, but not limited to, incident frequency and severity rate, near misses, number of observation tours, and training hours per employee, to monitor performance and prioritize action. In addition, EverZinc utilizes root cause analysis to assess incidents and develop action plans for future improvement.

In 2023, we initiated monthly Global Safety Steering Calls with executive leaders, global site managers and safety leaders to discuss action plans, share learnings on incidents and best practices, and distribute key safety messages. EverZinc is committed to continually focusing on safety awareness and proactively identifying and mitigating risks. In addition to monthly meetings, EverZinc increased the number of site visits from global safety leaders starting in 2023.

EverZinc also initiated a global personal protective equipment (PPE) minimum requirement for all employees, contractors, and visitors in 2023. In 2024, we refined our policies and processes, including the development of a PPE matrix to better distinguish the areas and operations where certain PPE is needed.

In 2024, at our Clarksville, Tennessee, USA facility, we developed a Safety Improvement Plan to identify areas where we can take substantial strides in making our daily operations and environment safer.

To empower our employees and incorporate everyone into the safety process, we rolled out our **SLAM the Risks! initiative** to better enable our team to identify and mitigate risks no matter the role they play.

EverZinc's Eijsden, Netherlands facility completed a Hazard and Operability Study, or HAZOP, in 2024. HAZOPs involve a structured, team-based process that relies on cross-functional expertise to identify and correct potential operational risks. The study not only targets deviations that could lead to safety incidents but also includes analysis of possible environmental concerns and operational disruptions. Documenting such cases helps us strive towards continuous improvement to best protect our people, environment, and business.



Stop,
Look,
Analyze,
Manage Risks



Governance

EverZinc demonstrates our strong commitment to good business governance by adhering to high standards of ethical conduct, transparency, and accountability in all aspects of our operations.

This commitment is reflected in our rigorous regulatory compliance, sustainable practices, and supplier management processes. In 2023 and 2024, the company held trainings for its employees on ethical business practices and had no confirmed business corruption or information security incidents impacting the business.

We updated our Code of Ethics in 2023, outlining expectations for employee behavior and interaction with suppliers, customers, and communities. EverZinc employees are accountable for adhering to this policy and upholding the highest ethical standards. EverZinc's Ethics Committee is responsible for investigating complaints that allege violations of the Code of Ethics in a prompt and objective manner. The Ethics Committee includes our CEO, Human Resources, and Legal management.

PRODUCT SAFETY AND QUALITY

EverZinc is known for high-quality zinc-based products, largely due to our focus on quality control, sustainability, and technical expertise across multiple industries.

We place strong emphasis on product quality and safety standards across our operations, from the sourcing of raw materials to the final delivery of products. Our product stewardship activities include:

- Responding to all inquiries (external and internal) related to regulatory requirements across products, applications, chemicals, transport, and tariff codes;
- Following regulatory developments to proactively monitor compliance, especially in chemicals (e.g., classification, bans, restrictions) and sectoral developments, primarily in cosmetics, pharmaceuticals, and food contact materials;
- Managing the maintenance and compliance of safety data sheets (SDS) and the globally harmonized system of classification and labeling of chemicals (GHS), as well as poison center notifications;
- Managing registration, evaluation, authorization, and restriction of chemicals (REACH) and similar registration dossiers globally (Europe, South Korea, UK, Turkey), confirming that product safety data is available;
- Handling natural label certifications for cosmetic products (e.g., COSMOS, Natrue);
- Managing food and feed registrations globally; and
- Keeping our ultra-fine zinc oxide line safe and compliant with nano-regulations.

Our Millington, Tennessee, USA plant received the Underwriter Laboratories (UL) Certification in 2024



CUSTOMER SATISFACTION METRICS AND COMMITMENT TO EXCELLENCE

Customer satisfaction is the foundation of our success, and we are committed to maintaining the highest standards in every aspect of our service.

To monitor and enhance customer satisfaction, we employ a range of metrics that allow us to respond dynamically to customer needs and continuously improve our performance.

A critical metric in our evaluation is quality, as measured by non-conformance reports (NCRs) associated with our shipments. We diligently track any NCRs and work proactively to minimize these occurrences, as they are a direct indicator of our product and service quality. By analyzing NCR data, we identify improvement opportunities to refine our processes and deliver a consistently exceptional experience.

EverZinc has also introduced advanced tools to monitor other essential performance indicators. These include:

- **Response Time to Requests** – We understand the importance of prompt communication and responsiveness. Our goal is to exceed expectations in every customer interaction by reducing response times and ensuring inquiries are handled efficiently;
- **Lead Time Tracking** – We measure and manage our lead times to align with customer needs, continually optimizing our production and fulfillment processes; and
- **On Time in Full Delivery (OTIF)** – OTIF is a key benchmark of our logistical performance. We track our ability to deliver complete orders by the agreed deadline and work rigorously to maintain a high OTIF rate.

Our approach combines quantitative measures with a customer-centric mindset, enabling us to monitor satisfaction accurately and address areas for growth. Through ongoing improvements to these systems, we are committed to providing reliable, high-quality service and strengthening our partnerships with each customer we serve. In 2024, EverZinc conducted over 100 self-assessments, 50 internal audits, and 20 external audits, demonstrating our commitment to achieving the highest product quality. Every plant carried out at least one internal audit and one external quality audit.

INDUSTRY ASSOCIATIONS

EverZinc is a member of several global associations, including:

- **European Manufacturers of Feed Minerals Association (EMFEMA)**;
- **DETIC** - The Belgian and Luxembourg association for producers and distributors of cosmetics, cleaning and maintenance products, adhesives, sealants, biocides, and aerosols;
- **International Zinc Association**, in which we participate actively, including on the European Zinc Environment Committee (EZEC), Climate Change Task Force (CCTF), Sustainability Working Group (SWG), and Zinc in Water Interest Group;
- **Agoria** – The main employer federation for technology and manufacturing sections in Belgium;
- **NHO** – The Confederation of Norwegian Enterprise is the leading voice of business and industry in Norway; and
- **AWVN** – The General Employer Association of the Netherlands promotes its members interest and provide services in the social and economic fields.

Through these memberships, EverZinc actively monitors and addresses safety and sustainability-related regulatory and scientific developments. These activities are supported by close cooperation between our product stewardship team and technical, quality, EHS, commercial, purchasing, and logistics teams.



R-Zinc 3.0 Conference

In October 2024, EverZinc hosted the R-Zinc 3.0 conference in Brussels, Belgium on rechargeable zinc batteries, including innovation in nickel, zinc-air, and zinc-ion technologies. The conference brought together over 100 industry, research, and policy professionals for networking and discussing future market trends. EverZinc continues to lead the conversation in zinc battery innovation through its commitment to host future R-Zinc conferences.



RESEARCH AND DEVELOPMENT

EverZinc is pioneering sustainable research and development opportunities relating to zinc to support the global shift towards a more sustainable economy.

In 2023 and 2024, EverZinc continued to be actively engaged in a variety of research and development projects aimed at advancing our products and expanding our role in sustainable technologies. This includes significant investments in the development of zinc-based materials for rechargeable batteries, which is part of our strategic focus on the growing energy storage market. EverZinc has made significant contributions to innovations that improve the efficiency and performance of zinc-based batteries, which are seen as a safer and more sustainable alternative to traditional lithium-ion batteries. In 2024, we expanded our battery engineering team to better engage with our customers and continue our participation in EU Consortium projects.

Additionally, EverZinc has placed emphasis on the nanomaterial sector, focusing on regulatory compliance and enhancing the safety of our ultrafine zinc oxide products in alignment with evolving nanomaterial regulations. As part of this effort, EverZinc has been proactive in developing nanomaterial solutions that are not only safe but also compliant with various international regulations, such as REACH and GHS labeling requirements. EverZinc is committed to the sustainability of our nanomaterials, emphasizing recycling and minimizing environmental impact. The company collaborates with industry organizations and

regulatory bodies to stay at the forefront of nanomaterial safety and innovation, aiming to balance product effectiveness with environmental responsibility.

EverZinc is focusing on the development of 64RP, a new powder designed for the paint market, with a key objective of producing a product without byproducts. The goal of this initiative is to significantly enhance our capacity to meet the growing demand for high-quality paint products. The company's strategic goal is to expand our product offerings in the paint sector by increasing production capabilities and providing a more sustainable solution with minimal waste. In addition, EverZinc is working to increase the flexibility of our relevant plant by implementing new powder transport lines. This improvement would allow for greater product mixing flexibility and reduce constraints typically found in balancing different products, leading to fewer limitations on production and sales.



Our Houston Innovation Center is establishing itself as a Center of Excellence for the incorporation of zinc oxide into personal care products. EverZinc's formulation chemists work closely with our customers to generate products such as high SPF sunscreens utilizing environmentally safe ingredients

EVERCARE

EverZinc's EverCare division focuses on the development and production of specialty zinc products, particularly ultrafine zinc oxides, to meet specific industry needs.

Notably, the division has launched products such as Tenray, which targets industrial applications in plastics, coatings, and textiles. Through this initiative, EverCare caters more specifically to the performance demands of these sectors, offering both coated and uncoated grades of zinc oxide.

Through EverCare, EverZinc continues to emphasize innovation in our zinc oxide products, leveraging more than 15 years of expertise. This initiative is part of EverZinc's broader strategy to advance the industrial application of nanomaterials, ensuring that the products meet increasingly stringent regulatory requirements while enhancing performance across various industries.

POSITIVE REEF INITIATIVE

In 2023 and 2024, EverCare committed to protecting and restoring coral reef ecosystems impacted by rising global temperatures and harmful UV filters in products like sunscreens. Our efforts included advocating for more "reef-safe" products, such as sunscreens that utilize zinc oxide, which has been shown in studies to be a less toxic and more biodegradable option in UV filtering.

Beyond supporting the use of safe sunscreen ingredients, EverCare also partnered with Love the Oceans, a marine conservation non-profit, to promote the study and repopulation of coral reefs in Jangamo Bay, Mozambique. In 2023 and 2024, Love the Oceans furthered their study of permanent coral plots that have been installed to improve the chances of coral repopulation and to better understand the coral lifecycle. Through EverCare's support, Love the Oceans has trained additional divers to study and maintain these plots, and bring scientists to the project area to conduct crucial research on coral diseases.



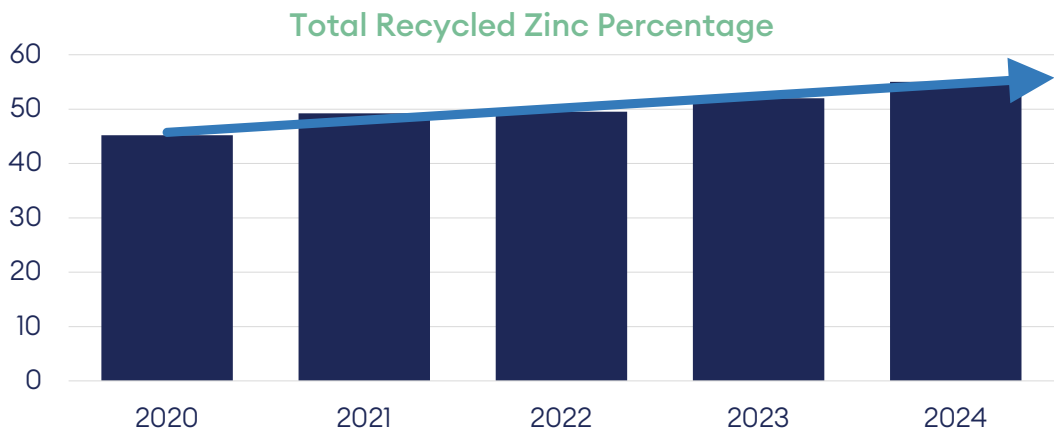
SUSTAINABLE PRODUCT OFFERING

EverZinc remains committed to incorporating more sustainable practices across our nine zinc technologies.

We continue to work with our value chain to increase the recycled zinc content used in our products.

Recycled zinc made up 52% in 2023, and 55% in 2024, of all zinc used in production across all plants. In 2024, 53% of zinc raw materials used in zinc oxide lines were from recycled materials, and 39% of the zinc utilized in fine zinc powder lines was from recycled materials.

In 2023 and 2024, at the Clarksville, Tennessee, USA plant, 87% of production was certified by SCS Global Services as containing 100% Pre-Consumer Recycled Zinc Content (Standard V7-0), showcasing our commitment to sustainability throughout our product development process.



ROBUST VALUE CHAIN

EverZinc collaborates closely with our suppliers to effectively address the specific needs of regional operations. In 2023 and 2024, we worked to streamline our supply chain practices to establish a unified approach to purchasing, supplier engagement, and performance evaluation across our global operations.

At numerous plants, we enforce a supplier selection process that requires suppliers to meet the ISO 14001 environmental management standard. During supplier onboarding, suppliers and other service providers are asked to commit to EverZinc's Supplier Code of Conduct. Our Supplier Code of Conduct is posted on our website and outlines the company's expectations on a range of key areas, including ethics, anti-corruption, human rights, labor standards, health and safety, and environmental protection.

EverZinc's European and Malaysian plants are also participants in the **Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal**.

Suppliers are asked to respect our Supplier Code of Conduct and represent compliance with its underlying principles including:

- Products and/or services, materials, devices, and equipment, along with packing and shipping methods, comply with all applicable social, environmental, health, and safety laws and regulations at the site and time of delivery;
- Supplier possesses all permits, licenses, rights, approvals, and authorizations required for delivery;
- If any material, device, or equipment shipped to EverZinc contains hazardous substances, the supplier is required to notify EverZinc and provide the necessary information to enable EverZinc to comply with applicable health and environmental laws; and
- Supplier's employees and subcontractors comply with all EHS standards.

During 2023 and 2024, the commercial team performed annual supplier audits and assessments to determine compliance, corrective actions needed, and future supplier engagement. In 2024, **30% of suppliers completed a sustainability assessment, and 30% of audited suppliers were engaged in corrective actions or capacity building**. In future years, we plan to continue to increase the number of suppliers engaged in a sustainability assessment.

Looking Ahead

EverZinc is dedicated to advancing our sustainability strategy and creating long-term value for all stakeholders.

We understand the importance of clear, actionable goals to achieve a more sustainable business, and the company is focused on setting these objectives. Utilizing the results from our recent double materiality analysis as the foundation, we plan to continue to develop a comprehensive sustainability roadmap and program to meet our sustainability goals while maintaining transparency and accountability in tracking progress. EverZinc is committed to aligning our reporting more closely with the GRI standards and adopting emerging reporting requirements to maintain both compliance and comparability. Through these efforts, EverZinc aims to strengthen relationships, enhance performance, and build resilience for the future.

About This Report

The 2023 and 2024 sustainability update is the second sustainability report issued by EverZinc. This report reflects our commitment to transparency and provides details on our sustainability progress in the calendar years 2023 and 2024. The topics included in this report are based on our most significant sustainability issues as determined by our double materiality assessment conducted in 2024. This report reflects the ongoing integration of internal systems, processes, policies, and other aspects of the business in 2023 and 2024, 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 further alignment and consistency across our global operations in the future.

The data and information in this 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,” “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. All statements, other than statements of historical fact, are 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 beliefs, expectations, and assumptions regarding the future of our business, sustainability 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 sustainability 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, commitments, 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, commitments, targets, intentions, or expectations will be met within the applicable time frames or at all. Similarly, there can be no assurance that our sustainability policies and procedures, as described in this report, will not be changed. EverZinc, in its sole discretion, may determine that it is not feasible or practical to implement or complete certain of our sustainability initiatives.

Further, the receipt of any awards, grades, or scores by EverZinc described herein does not provide assurance that EverZinc’s business objectives have been achieved or successful. Certain information contained herein has been obtained from third parties. 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 be read as equating to any use of the word in other EverZinc reporting.

Appendix

SUSTAINABILITY METRICS

Environmental Data	Units	2024	2023	2022
Energy Consumption and Greenhouse Gas Emissions				
Scope 1 GHG Emissions (Direct)	Metric tons (MT) CO ₂ e	44,939	54,256	71,226
	Percentage	11	12	13
Scope 2 GHG Emissions (Indirect)	Metric tons (MT) CO ₂ e	44,797	46,485	47,476
	Percentage	11	10	8
Scope 3 GHG Emissions (Indirect)¹	Metric tons (MT) CO ₂ e	307,099	359,514	*
	Percentage	77	78	79
Total	Metric tons (MT) CO ₂ e	396,835	460,496	*
Energy Consumption and Greenhouse Gas Emissions				
Self-assessments	Number	20+	18	*
Internal Audits	Number	200+	198	*
External Audits	Number	10+	14	*
ISO 14001 Certified Plants	Percentage	69%	69%	69%

1. EverZinc's 2023 Scope 3 emission categories include category 1 (purchased goods and services, but only including raw materials), category 4 (upstream transportation and distribution), category 5 (waste generated in operations), category 7 (employee commuting), and category 9 (downstream transportation and distribution). EverZinc's 2024 Scope 3 emission categories include category 1 (purchased goods and services, but only including raw materials and packaging) and category 4 (upstream transportation and distribution).

* Information is not disclosed because the data is not available, not consistent for the 2022 merger of U.S. Zinc Corporation and EverZinc BV, or not deemed relevant to the Company's operations for the reporting period.

Social Data	Units	2024	2023	2022
Training Hours				
Average training hours per employee	Hours	22	17	*
Employee Performance Reviews				
Employees who receive regular performance career development reviews	Percentage	100%	100%	*
Injuries and Process Safety Incidents				
Lost Days Severity Rate, including contractors	Rate (Accidents resulting in lost time multiplied by 1,000,000 divided by the total hours worked)	0.28	0.96	0.51
Frequency Rate, including contractors	Rate (Number of recordable injuries multiplied by 1,000,000 divided by the total hours worked)	9.46	15.69	9.5
Fatalities, including contractors	Number	0	0	0
Employee Diversity				
Women employed in the whole organization	Percentage	18	18	17
Women at the top management level	Percentage	29	25	25
Employees by Region				
Asia	Number	180	183	*
Europe	Number	319	339	*
North America	Number	162	152	*
Australia	Number	3	*	*
Total	Number	664	674	725

New Hires by Region				
Asia	Number	18	*	*
Europe	Number	27	*	*
North America	Number	127	*	*
Australia	Number	0	*	*
Total	Number	172	*	*
Turnover Data				
Voluntary turnover	Percentage	28	*	*
Involuntary turnover	Percentage	22	*	*
Human Rights				
Forced or compulsory labor and/or child labor incidents ^{1,2}	Number	0	0	0
Incidents of violations involving the rights of Indigenous peoples ^{1,2}	Number	0	0	0
Discrimination incidents including legal actions, formal complaints, or non-compliance cases involving unequal treatment or harassment ^{1,2}	Number	0	0	0

1. No substantiated allegations associated were received by management, reported via our ethics Integrity Line, or communicated by internal or external stakeholders via another mechanism.

2. These metrics are aligned with and defined by the Global Reporting Initiative Standards.

* Information is not disclosed because the data is not available, not consistent for the 2022 merger of U.S. Zinc Corporation and EverZinc BV, or not deemed relevant to the Company's operations for the reporting period.

Governance Data	Units	2024	2023	2022
Business Ethics				
Business corruption incidents including bribery, facilitation payments, fraud, extortion, collusion, and money laundering	Number	0	0	0
Information security reportable incidents	Number	0	0	0
Employees completed business ethics training	Percentage	100	100	100
Product Quality Audits				
Self-assessments	Number	100+	93	*
Internal Audits	Number	50+	51	*
External Audits	Number	20+	20	*
Recycled Product				
Clarksville, Tennessee, USA production certified by SCS Global Services as containing 100% Pre-Customer Recycled Zinc	Percentage	87	87	100
Global production utilizing recycled zinc content	Percentage	55	52	50

* Information is not disclosed because the data is not available, not consistent for the 2022 merger of U.S. Zinc Corporation and EverZinc BV, or not deemed relevant to the Company's operations for the reporting period.

GRI CONTENT INDEX

EverZinc has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2024 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, Robust Value Chain
	2-7 Employees	Social, Sustainability Metrics
	2-9 Governance structure and composition	Governance, Sustainability Governance
	2-10 Nomination and selection of the highest governance body	Governance, Sustainability Governance
	2-11 Chair of the highest governance body	Governance, Sustainability Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance
	2-14 Role in the higher governance body in sustainability reporting	Sustainability Governance
	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
	2-27 Compliance with laws and regulations	Our Sustainability Strategy
	2-28 Membership associations	Research and Development
	2-30 Collective bargaining agreements	Social

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Strategy
	3-2 List of material topics	Our Sustainability Strategy
	3-3 Management of material topics	Our Sustainability Strategy, Environmental, Social, and Governance
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Governance
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Metrics
	302-3 Energy intensity	Sustainability Metrics
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Metrics
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Metrics
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Metrics
	305-4 GHG emissions intensity	Sustainability Metrics
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Metrics
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-3 Occupational health services	Health and Safety
	403-9 Work-related injuries	Health and Safety
	403-10 Work-related ill health	Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Engagement, Development, and Well-Being
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Metrics
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Metrics
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Metrics
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