dekonta

2024 VSME

Basic Sustainability Report

DEKONTA, a.s.

"We help preserve a healthy environment for future generations"

This sustainability report of DEKONTA, a.s. has been prepared based on the voluntary sustainability reporting standard for small and medium-sized enterprises not listed on the stock exchange (VSME), on an individual basis at the basic module level of the VSME standard.

December 2025

VSME Standard (*Voluntary Sustainability Reporting Standard for non-listed micro, small, and medium-sized enterprises*) issued by the European Financial Reporting Advisory Group (EFRAG) (12/2024).

CONTENTS

Karel Petrželka, CEO of Dekonta

I. STATEMENT BY THE CHIEF EXECUTIVE OFFICER

Dear readers,

We are pleased to present the 2024 sustainability report of DEKONTA, a.s. We would like to take this opportunity to introduce you to our company's activities and our responsible approach to environmental protection.

We are a Czech company that has been providing environmental services since 1992. Today, we operate not only in Central Europe, but also in South-Eastern Europe and Asia. Our services include surveys and remediation of contaminated sites, waste disposal, demolition and reconstruction of buildings, provision of environmental emergency services, laboratory services, research and development, expert consulting and more.

Our business philosophy is based on responsibility towards the environment, society and the careful management of waste. Caring for a better environment is part of our mission – through our innovative technologies, we contribute to the effective removal of waste and the reduction of its hazardous properties. We help keep our environment cleaner and healthier by removing existing environmental burdens and preventing the release of pollutants into the air, water and soil. Using the natural process of biodegradation at our bioremediation platforms, we reduce the amount of hazardous waste ending up in landfills or incinerators.

Our water management projects have a positive impact on water retention in the landscape, the restoration of natural systems, the ecological functions of the landscape and biodiversity.

Service quality, environmental care, the health and safety of our employees, sustainability and social responsibility are not just words for us – they are commitments that we fulfill every day.

This year, we have decided to start voluntary sustainability reporting. In doing so, we assure our clients and partners that our company's business is guided by the principles of social responsibility and environmental consideration. We believe that by sharing information about our sustainable practices, we can inspire other companies in the industry.

We appreciate your trust and support for our work towards a more sustainable future.

II. GENERAL INFORMATION

B1 – BASIS FOR PREPARATION

For over 30 years, we have been a leading provider of consulting and engineering services in the field of environmental protection, occupational safety and health protection. We specialise in the removal of old environmental burdens (contaminated soil and groundwater), the treatment of industrial and sewage wastewater, the purification of waste air, the disposal of environmental accidents, the management of waste, including hazardous waste, the demolition of buildings, and the provision of a full range of consulting services. We use innovative technologies to implement effective solutions to even complex environmental problems. With our team of more than 140 in-house qualified experts, we have implemented hundreds of projects for our clients (international financial institutions, government agencies, municipalities, private investors, etc.) not only in the Czech Republic, but also in a number of countries in Central and Eastern Europe, the Middle East and Central Asia. The main objective of these projects has always been to provide comprehensive and sustainable solutions.

The company's turnover in 2024 reached CZK 592 million.

In 2020, DEKONTA, a.s. received the SDGs (Sustainable Development Goals) award for fulfilling the UN Sustainable Development Goals in Czechia, presented by the Association for Social Responsibility in the category of Foreign Development Cooperation for a project involving artificial wetlands in Bosnia and Herzegovina and Cambodia, which improve living conditions in rural areas of developing countries.

The director of our sister company in Bosnia & Herzegovina, Maja Colović Daul, has received the

Karel Petrželka,
CEO of DEKONTA, a.s., receives
the SDGs Awards 2020

500+
projects every year

Every year we complete hundereds of projects focused on the environment, in total reaching over 10,000 delivered solutions.

30+
years of service

We are a private Czech company with international qualification, operating on the marked since 1992.

200+
team members

We have a large team of experienced engineers, biologist, geologist, consultants and other specialists, including external associates.

30+
countries all over the world

We operate in the Czech Republic, Slovakia, Romania, Serbia, Germany, the Netherlands, Bosnia and Herzegovina, Ukraine, Georgia, Kuwait and other countries.

Photovoltaic power plant on the roof of the Dřetovice facility

SDGs award in the "People" category for three years (2021, 2022, 2023).

The biofiltration technology we have developed and supply to our clients has been awarded the "Seal of Excellence" quality mark by the European Commission for cleaning the air of odours and waste gases.

In 2025, our company received a special award for outstanding contributions to the reconstruction of Ukraine from CZECH TOP 100 and the Business Club Ukraine of the Czech Ministry of Industry and Trade.

This voluntary sustainability report, at the basic module level of the VSME standard, was prepared on an individual basis for DEKONTA, a.s. and includes summary information for facilities in the Czech

dekonta

Dřetovice 109,
273 42 Stehelčeves
IČ:25006096
DIČ:CZ25006096
IDDS: jm4uvpx

Nonstop emergency line:
+420 602 686 622

info@dekonta.cz

DŘETOVICE

(registered office, biotechnology laboratory, research & development department)
Dřetovice 109, 273 42 Stehelčeves
50°11’21.070”N, 14°12’05.775”E

PRAGUE

(headquarters, administration, consulting services, headquarters of individual company divisions)
Volutová 2523, 158 00 Prague 5
50°2'59.448"N, 14°20'16.029"E

SLANÝ

(technology laboratory, technical facilities, environmental emergency service)
Politických vězňů 1337, 274 01 Slaný
50°2'59.448"N, 14°20'16.029"E

ÚSTÍ NAD LABEM

(analytical laboratory)
Podhoří 328/28, 400 10 Ústí nad Labem
50°41'40.062"N, 13°58'41.080"E

PARDUBICE FACILITY

(office)
Sezemická 1011, 530 03 Pardubice
50°2'16.489"N, 15°47'15.084"E

VOJNŮV MĚSTEC

(recreational facility)
Vojnův Městec 79, 591 01 Vojnův Městec
49°40'49.157"N, 15°52'41.408"E

MRATÍN BIOREMEDIATION PLATFORM

land parcel no. 546 in the cadastral area of Mratín
50°1'58.423"N, 13°20'28.437"E

ŠUMBOR BIOREMEDIATION PLATFORM

land parcel no. 191/8 in the cadastral area of Netřebice u Nymburka
50°12'48.975"N, 15°10'1.476"E

ŽIHLE BIOREMEDIATION PLATFORM

land parcel no. 400/3 in the cadastral area of Hluboká u Žihle
50°11'4.657"N, 14°12'23.421"E

SLANÝ BIOREMEDIATION PLATFORM

Nosačická, Slaný
50° 14’30.85”N, 14° 5’49.41”E
(the site is operated by Bio Centrum Ltd.)

SAHARA BIOREMEDIATION PLATFORM

Denětice, Březno u Chomutova
50°22'26.961"N, 13°27'55.717"E
(the site is operated by BauGeo, Ltd.)

The main and other activities of DEKONTA, a.s.

according to a public extract from the register of economic entities of the Czech Statistical Office

Main activity	**E39.00**	**Remediation & other waste-related activities**
Other activities: (CZ NACE)	**B9**	Supporting activities in mining
	C19.200	Manufacture of refined petroleum products
	C20.130	Manufacture of other basic inorganic chemicals
	C27.900	Manufacture of other electrical equipment
	C28.29	Manufacture of other general-purpose machinery & equipment not elsewhere specified
	F41.20	Construction of residential & non-residential buildings
	F42.990	Construction of other structures not elsewhere specified
	F43.1	Demolition & site preparation
	N71.20	Technical testing & analysis
	N72.19	Other research & development in the field of natural & technical sciences
	E38.320	Treatment of waste for further use, except for the dismantling of wrecks, machinery & equipment
	F43.130	Exploratory drilling
	F43.210	Electrical installations
	G46.770	Wholesale trade in waste & scrap
	H49.410	Road freight transport
	H52.240	Cargo handling
	M68.310	Real estate agency brokerage activities
	N69.200	Accounting & auditing activities; tax consultancy
	N71.1	Architectural and engineering activities & related technical consultancy
	N71.121	Geological exploration
	N71.122	Surveying & cartographic activities
	O80	Security & investigation activities
	P84.250	Fire protection activities

B2 – PRACTICES, POLICIES & FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

ENVIRONMENTAL RESPONSIBILITY:

We are committed to minimising the negative impact of our activities on individual components of the environment and actively contributing to their protection. We achieve this by using innovative technologies for cleaning contaminated soil, groundwater, technological wastewater and air, and for waste management, including hazardous waste. At the same time, we focus on the continuous improvement of the quality of our services and products, which includes regular monitoring and evaluation to provide our customers with the highest standards in line with the principles of sustainable development and to meet their expectations.

SOCIAL ENGAGEMENT:

We focus on supporting all our employees by consistently applying fair working conditions, including compliance with the principles of a safe working environment and support for professional growth. In addition to our existing employee training programmes, we raise our employees' awareness of occupational safety, including the prevention of workplace accidents, through regular training and systematic monitoring of working conditions. We consider the professional level of our employees, their experience and the friendly environment to be our most valuable asset in the long term.

CORPORATE GOVERNANCE:

We emphasise transparency, integrity and ethical conduct in all our business practices. This includes complying with applicable laws and regulations, applying responsible risk and financial management, and engaging in dialogue with stakeholders, including clients, suppliers and employees. The company's transparency has been enhanced by the introduction of rules to protect whistleblowers from retaliation.

All of the company's services and activities are managed in accordance with certified quality management systems (ČSN EN ISO 9001), environmental management systems (ČSN EN ISO 14001) and occupational health and safety management systems (ČSN EN ISO 45001). The integrated Q, E and OHS Policy includes our commitment to improving the quality of services provided, protecting the environment, preventing pollution and improving the company's environmental profile, as well as our commitment to the systematic and qualified identification of risks that may endanger the life and health of employees and to the adoption and implementation of measures to minimise them.

Our testing laboratories meet the requirements of the international standard ČSN EN ISO/IEC 17025, demonstrating their technical competence, competent operation and achievement of valid results.

Since 2007, we have also been implementing social responsibility through the voluntary initiative of the global chemical industry, Responsible Care, which focuses on health, safety and the environment.

Through our sister company, we are also listed as a WEEELABEX processor – we comply with standards relating to the collection, sorting, storage, transport and preparation for re-use, processing and disposal of electronic waste.

Our certificates, attestations, policies and other related documents can be viewed at our webpage **https://www.dekonta.cz/downloads/**.

ISO 17025 CERTIFIED

RESPONSIBLE CARE® Driving Safety & Sustainability

At our company, we monitor and evaluate compliance with legal regulations, sustainability standards and occupational safety through regular audits and internal control mechanisms. Particular emphasis is placed on data security. DEKONTA, a.s. strictly enforces zero tolerance for corruption and

ensures that all business transactions are conducted in accordance with ethical standards and applicable laws.

The above principles are enshrined in company policies, which are publicly available on our website **https://www.dekonta.cz/downloads/**

- Sustainable Development Policy
- Social Responsibility Policy
- Quality, Environment and Occupational Health and Safety Policy
- Anti-Corruption Policy

During 2026, we plan to share the electricity generated by the photovoltaic power plant (PPP) located on the roof of our facility in Dřetovice among our facilities.

We are intensively engaged in research and development of new environmental technologies and technologies for recycling waste photovoltaic panels and waste lithium batteries.

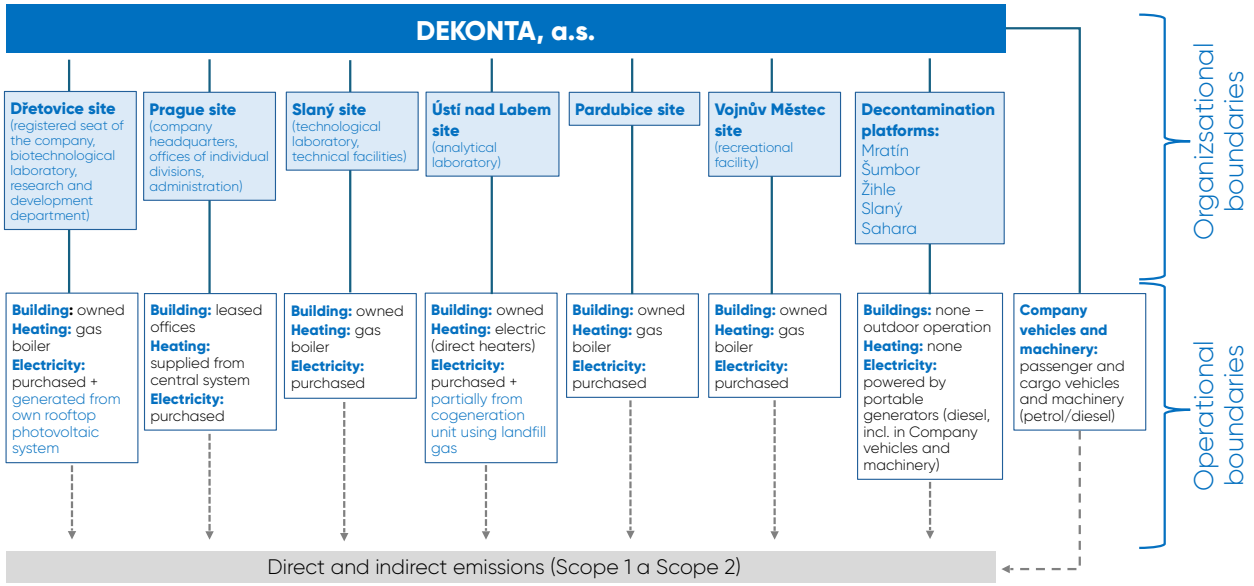
We will continue to monitor our carbon footprint and report on sustainability on a voluntary basis.

III. ENVIRONMENTAL INFORMATION

The company's activities with the most significant environmental aspects include emergency response, operation of bioremediation platforms, operation of laboratories and operation of remediation technologies. For these reasons, we place emphasis on the high level of expertise, professionalism and responsible approach of the relevant employees. Environmental, safety and health risks are reduced through regular trainings, education and the use of professional technical and protective equipment.

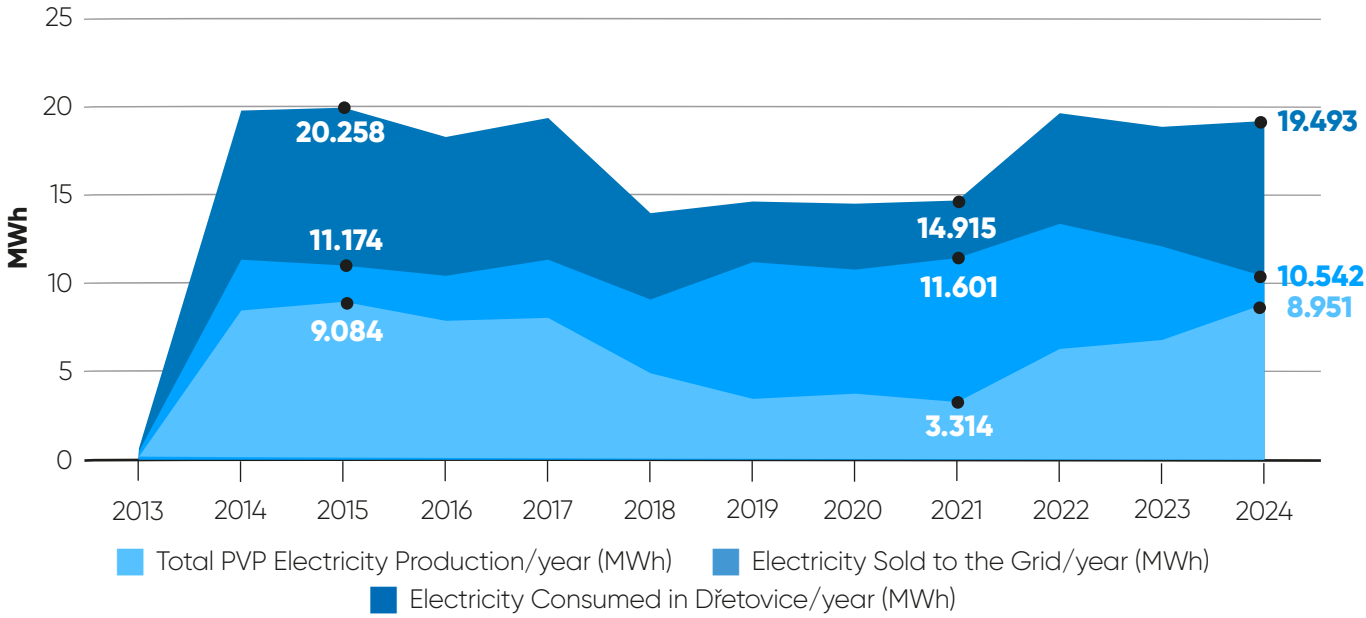
B3 – ENERGY & GREENHOUSE GAS EMISSIONS

When recording greenhouse gas emissions, the approach according to the Greenhouse Gas Protocol (GHG Protocol) was used, considering two types of boundaries – operational and organisational – in order to ensure the accuracy of the inventory and at the same time prevent double counting of emissions. The diagram below shows the relevant sources of greenhouse gas emissions broken down by the company's facilities.



We contribute to reducing the consumption of energy produced from fossil fuels by generating electricity from a photovoltaic power plant (PVP) installed on the roof of our facility in Dřetovice in 2013. We currently supply surplus electricity (average 7 MWh per year) to the grid. During 2025, we plan to optimise the power supply sources for our technology throughout the daytime for more efficient use of the electricity generated by the photovoltaic power plant.

PVP Dřetovice - electricity generation and consumption



Thanks to adjustment of the gas connection between our two buildings in Dřetovice at the end of 2023, savings of more than 10 MWh were achieved in only six months.

The facility in Ústí nad Labem uses electricity generated from landfill gas in a co-generation gas unit to cover main part of its consumption.

The fluorescent lights in the offices at our facilities are gradually being replaced with energy-efficient LED lighting.

We also contribute to reducing greenhouse gas emissions through our own business activities, e.g. our water management projects for wetland restoration contribute to carbon sequestration.

Energy consumption (MWh)

	Renewable sources		Non-renewable sources		Total	
Year	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**
Electricity	19.2	19.5	179.4	186.7	198.6	206.2
Fossil fuels (gas)	–	–	327.0	342.8	327.0	342.8
Total					**525.6**	**549.0**

The following carbon footprint values quantified in CO_2 equivalents were calculated using the Impact Metrics platform, developed in collaboration with the LCA Studio. The certified platform (carbon calculator) guarantees the emission factors used for the selected years 2023 and 2024 and the calculation methodology according to the GHG Protocol, which is currently the most widely used methodology for calculating greenhouse gas emissions by organisations.

Company carbon footprint

	Greenhouse gas emissions (tCO_2e)	
Year	**2023**	**2024**
Scope 1	1,513.2	1,504.6
Scope 2	124.3	118.5
Total	**1,637.5**	**1,623.1**

According to the GHG Protocol methodology, Scope 1 includes direct emissions from company's combustion and technological sources, while Scope 2 represents indirect emissions from purchased energy. Scope 2 was calculated using the location-based method, based on the average energy mix in the Czech Republic.

The greenhouse gas emission intensity relative to the company's turnover in 2023 and 2024 is shown in the following table.

Greenhouse gas emission intensity

	Greenhouse gas emission intensity (tCO_2eq/turnover in CZK million or EUR million)	
	CZK	**EUR**
2023	2.30	56.78
2024	2.74	69.09

We reduce the company's carbon footprint primarily through energy-saving measures at our facilities.

B4 – POLLUTION OF AIR, WATER & SOIL

The activities and technologies we offer help our clients reduce air pollution (biofilters and air washers), wastewater and surface water pollution (root wastewater treatment plants and innovative technologies for removing pharmaceuticals, microplastics, per- and polyfluoroalkyl substances (PFAS) and other micropollutants). Our remediation technologies help reduce contamination from old environmental burdens and accidents threatening water resources and land used for living or farming, both in the Czech Republic and abroad. We are currently also assisting with the exploration and remediation of war-affected areas in Ukraine and Kuwait.

Having approximately 5x lower CO_2 emissions than incinerators plants using regenerative catalytic oxidation, biofilters are a highly effective and economical solution for eliminating organic emissions and odours into the air

We pay close attention to preventing the release of harmful substances during our laboratory activities and to preventing the spread or release of contaminated substances during remediation work and emergency interventions. Wastewater from remediation work is treated, and compliance with pollution limits for its discharge is monitored. Bioremediation platforms are equipped with drainless sumps, and seepage water pollution is continuously monitored. During 2023 and 2024, we had no accidents with an impact on the environment.

Apart from the combustion of natural gas in boilers (up to 300 kW) at some facilities and the combustion of fuels for transport and machine operation, the company's emissions are mainly associated with the operation of bioremediation platforms (volatile organic compounds) and a mobile crusher plant of construction waste (dust). In accordance with the Air Protection Act (No. 201/2012 Coll.), these pollutants are regularly reported in the Czech ISPOP system. The amount of emissions produced is influenced by the scope of contracts performed, the volume of waste received and processed at bioremediation platforms, and the concentration of pollution.

Emissions of volatile organic compounds (t/year) into the air from bioremediation platforms

Bioremediation platforms	2023	2024
Slaný	0.070	0.281
Mratín	0.272	0.006
Sahara	-*	-*
Šumbor	0.094	0.049
Žihle	0.562	0.019
Total	**0.998**	**0.355**

*Note: the platform was not used

Emissions of dust (t/year) from a mobile crusher plant

Region	2023	2024
Hradec Králové	0.410	-*
Liberec	0.796	-*
Prague	0.444	3.311
Central Bohemia	8.220	6.000
Ústí and Labem	-*	0.129
Total	**9.870**	**9.440**

*Note: the crusher was not used in this region

B5 – BIODIVERSITY

Our projects involving the remediation of contaminated soil and the construction of water management structures (ponds, pools, revitalisation of watercourses) and root wastewater treatment plants have a positive impact on the restoration of natural systems, ecological functions of the landscape and biodiversity through the recultivation of polluted land and the promotion of water retention in the landscape.

Our projects to revitalise derelict brownfield sites make use of already built-up areas and are an important opportunity to strengthen the sustainable development of municipalities.

Our company's facilities and bioremediation platforms are located outside protected natural areas, i.e. outside specially protected areas and their protection zones, Natura 2000 sites and other internationally protected natural features, nature parks, biosphere reserves and important biotopes of specially protected animal and plant species. The facility in Dřetovice and the Vojnův Městec recreational facility have cultivated gardens. Part of our land is farmed under a lease agreement.

Location of facilities in relation to areas sensitive in terms of biodiversity

Facility	Built-up area (m^2)	Biodiversity sensitive area (or near of)	Specification
Dřetovice	976	NO	sealed area
Praha	802	NO	floor area
Slaný	2,296	NO	sealed area
Ústí nad Labem	519	NO	sealed area
Pardubice	53	NO	floor area
Vojnův Městec	226	NO	sealed area
Slaný	6,800	NO	sealed area
Mratín	2,560	NO	sealed area
Sahara	2,500	NO	sealed area
Šumbor	2,130	NO	sealed area
Žihle	4,100	NO	sealed area

Overview of land use

Type of land use	Area (ha)		
Year	**2023**	**2024**	**Change in %**
Total sealed area	2.29	2.29	0
Total nature-oriented area on-site	0.22	0.22	0
Total nature-oriented area off- site	0.08*	0.08*	0
Total land use	**2.59**	**2.59**	**0**

* Agricultural land use

B6 – WATER

Our water management projects (ponds, pools, revitalisation of watercourses and wetlands, rainwater management – green roofs) and root zone wastewater treatment plants (i.e. constructed wetlands), contribute to effective water retention in the landscape. Our research projects focus on wastewater treatment, drinking water treatment, and the treatment and recycling of water from lithium battery fires.

Root wastewater treatment plant in Bialka, Poland (one year after commissioning)

Neither drinking, nor industrial water is utilised at the bioremediation platforms. For irrigation of material at the bioremediation platforms rainwater runoff from the units collected in sumps is used. Another source of technological water for platforms irrigation is a biological preparation, which is regularly applied to the remediated soil.

As part of the reconstruction of the courtyard of the Dřetovice facility, all rainwater from roofs and paved areas was diverted to a retention tank (7 m³). This water is used for irrigation and is planned to be used to produce biological preparations.

The following table shows water consumption in 2023 and 2024.

Water consumption in 2023 and 2024

Facility	Consumption (m³/year)		Area with high water stress	Water source
	2023	2024		
Dřetovice	75+350	107+300	NO	from water mains + well
Praha	340	263	NO	from water mains
Slaný	843	825	NO	from water mains
Ústí nad Labem	339	405	NO	from water mains
Pardubice	27	21	NO	from water mains
Celkem	**1,974**	**1,921**		

According to the Aqueduct water risk atlas (https://www.wri.org/aqueduct), our facilities are located in areas with low and medium-low total water risk, i.e. up to 20% of the basic water stress indicator, which measures the ratio of total water demand on available renewable surface and groundwater resources at the sub-basin level.

B7 – RESOURCE USE, CIRCULAR ECONOMY & WASTE MANAGEMENT

Waste management is a key scope of our business. Therefore we report not only waste produced by the company's facilities, which we hand over to authorised companies for further use or disposal, but also waste from our business activities, which is mainly waste from remediation projects, accidents, demolition and other waste taken over from our clients, which we treat as part of our business activities for subsequent use or disposal.

However, into calculation of carbon footprint we include only waste assigned to our own facilities, as reported regularly to the ISPOP system. We intend to refine the carbon footprint associated with waste disposal under Scope 3 in the next reporting period.

We reduce the amount of municipal mixed waste produced at the company's facilities (which usually ends up at municipal waste landfills) by sorting (paper, plastics, glass, metal, electronic waste, bio-waste). The sorted waste is transferred for further processing. No radioactive waste is produced in the course of our activities.

At the Dřetovice facility, compost is produced from separated bio-waste, which is used in the garden. Bio-waste is also partially separated at the Prague facility.

The following table shows the total amount of waste produced by our facilities. In the case of the Prague and Pardubice branches, where waste records are not kept, the amount was estimated based on data from other facilities, converted to the number of employees.

Waste production from the company's facilities

Type of waste	Codes	Amount of waste produced (t/year)		Sent for recycling (%)
		2023	2024	
Mixed municipal waste	200301	32.47	31.42	0
Plastic	200139, 150102, 200103, 170203	8.59	6.85	100
Paper & cardboard	200101, 150102	4.83	4.94	100
Bulky waste	200307	27.70	26.80	0
Absorbents, filter materials, cleaning cloths and protective clothing	150203	23.70	32.24	0
Demolition waste	170904	0.38	3.10	0
Metals	200105, 200106, 170405	2.60	-	100
Electrical waste	200136	0.04	-	100
Hazardous waste	*	3.11	21.08	0

* Hazardous waste includes the following types of waste: 130503 – Interceptor sludges / 170503 - Soil and stones containing dangerous substances / 060602 - Waste containing dangerous sulphides / 150202 - Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by dangerous substances / 160506 - Laboratory chemicals and mixtures thereof which are or contain hazardous substances / 161001 - Wastewater containing dangerous substances 170605 - Insulation materials containing asbestos / 200127 - Paint, printing inks, adhesives and resins containing dangerous substances / 060404 - Waste containing mercury

We reduce hazardous properties of waste from remediation, accidents and demolition at our bioremediation platforms using the natural process of biodegradation. The resulting non-hazardous waste is then used as construction material or for reclamation purposes of landfills.

Depending on its properties, hazardous waste unsuitable for biodegradation is deposited at hazardous waste landfills or disposed of in hazardous waste incinerators. When technically feasible, we use waste from remediated oil lagoons in our projects to produce alternative fuels.

Aeration of soil on the bioremediation platform

Processing construction waste on a mobile waste crusher

Other (construction) waste from demolition (concrete, bricks, demolition waste mixtures, soil) is used for recultivation, technical works at landfills, and some of it is transferred to recycling centres or deposited at landfills of non-hazardous or inert waste.

The following table shows the amount of waste taken over from clients for further use or disposal in the last two years.

Amount of waste accepted for further use or disposal

Type of waste	Amount of waste accepted (t/year)		Target facility/use
	2023	2024	
Hazardous waste	111,705	50,177	bioremediation platforms
Other (construction) waste	44,447	79,287	transfer to recycling centres, reclamation of landfills

Line for recycling waste photovoltaic panels

In the area of circular economy, our company is particularly active in the recovery of valuable materials from waste photovoltaic panels. We have built a recycling line for the processing of waste photovoltaic panels in Kralupy nad Vltavou with a capacity of 2,000 tonnes per year, which has been operated by our sister company DEKONTA IC s.r.o. since October 2024.

Our services are generally not manufacturing-based. Apart from waste management, material flows in the company are relatively low.

IV. SOCIAL INFORMATION

All services and activities provided by our company are certified according to ISO 45001 – occupational health and safety management system. DEKONTA, a.s. has joined Responsible Care, a voluntary initiative of the global chemical industry in the field of health, safety and the environment.

The company has committed itself to respecting human rights and social responsibility in its https://www.dekonta.cz/downloads/ Social Responsibility Policy.

The company consistently ensures compliance with all its obligations arising from labour relations.

B8 – WORKFORCE – GENERAL CHARACTERISTICS

The tables below show the total number of employees broken down by type of employment contract and gender. The company does not employ children (except for temporary workers and students on internships) and does not use forced or involuntary labour or involuntary prison labour.

Company employees by employment contract

Type of contract	Number of employees	
	2023	2024
Fixed-term contract	7	7
Permanent contract	137	134
Part-time	11	12
Employee turnover (%)*	2.96	6.72
Number of employees as of December 31	144	141
Average annual full-time equivalent (FTE)	135	134

* The turnover rate includes employees who left the company voluntarily, were dismissed, or retired

Company employees by gender

Gender	Number of employees	
	2023	2024
Men	114	110
Women	30	31
Total	144	141

B9 – WORKFORCE – HEALTH & SAFETY

The company strictly enforces compliance with occupational health & safety (OHS) regulations by its employees and contractors. OHS issues are communicated to contractors both during the preparation of project documentation and during the implementation of projects.

In 2024, we did not have any OHS incidents. Annual OHS and fire protection inspections at our facilities did not reveal any serious deficiencies.

The company has appointed employee representatives for OHS. Employees participate in OHS issues mainly through cooperation in identifying risks and establishing a risk register for specific projects.

Our preventive medical care programme is above standard in terms of the timing and scope of occupational medical examinations.

The high competence and professionalism of our employees is also reflected in the record of registered accidents (i.e. with incapacity for work longer than 3 days) – in both 2023 and 2024, only one such accident at work was recorded.

The company's goal is achieving zero registered occupational accidents and minimising minor accidents.

Our employees often work in demanding conditions that require the use of specialized protective equipment, such as chemical protective suits

Overview of occupational accidents and illnesses among employees

Work-related accidents	Number	
	2023	2024
Minor accidents	4	5
Registered accidents	1	1
Rate of registered accidents per 100 employees*	0.71	0.71
Occupational diseases	0	0
Deaths due to occupational accidents and illnesses	0	0

* Calculated as the ratio of the number of recorded accidents to the total number of hours worked in a given year, i.e. 281,101 hours in 2023 and 281,324 hours in 2024 multiplied by 200,000 hours

B10 – WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING & TRAINING

All company employees are remunerated above the minimum wage set by the Labour Code of the Czech Republic and the relevant implementing regulation.

There is no trade union organisation operating within the company.

Quality education is a fundamental pillar of the company's development. In addition to general training required by law in the areas of occupational health & safety and fire protection, our employees participate in other training courses, conferences and seminars according to their areas of focus. We contribute to our employees' foreign language lessons. Employees who use company cars are trained annually in road transport and first aid. Employees assigned to emergency services, engineers, samplers, laboratory workers, professional drivers and persons involved in the transport of dangerous goods (ADR) are subject to periodic professional training and education. Individual training courses are conducted in accordance with the Training and Education Plan for the relevant calendar year. We do not record the number of hours spent on training, and the overview below is based on a professional estimate. The difference between women and men is mainly due to mandatory training that male employees – technicians, machinists or members of the environmental emergency unit – must undergo regularly.

Overview of hours spent by employees on training

Number of training hours	2023	2024
Women	493	636
Men	1,722	1,815
Total	**2,215**	**2,451**
Average per employee	15	17

We have long-term partnerships with research institutes, secondary schools, universities and other educational institutions.

Our international development projects often include capacity building for local experts and public awareness campaigns, for example on the risks of environmental contamination and how to prevent them.

V. INFORMATION ON GOVERNANCE

B11 – CONVICTIONS & FINES FOR CORRUPTION & BRIBERY

In accordance with Czech law and our anti-corruption policy, we are committed to conducting all our business activities in a proper, honest, open and principled manner. We reject all forms of corruption and coercive practices in the conduct of our business and expect all our business partners to behave in the same manner. We take due care to ensure that we do not work with those whose standards and approach to corruption could damage our reputation.

The company's management is committed to implementing and enforcing effective procedures to prevent, monitor and eliminate corruption.

Company employees are required to report any corrupt or harmful behaviour or other gross negligence in connection with corrupt practices to their supervisor or designated contact person within the company.

In the reporting year and in previous years, no convictions or fines related to corruption or bribery were recorded. Similarly, the company was not fined or sanctioned in connection with waste management during the reporting period. No significant problems, reservations or customer complaints were identified, nor were any cases of unethical behaviour reported.

We are a financially sound and long-term profitable company that fulfils its obligations to both the state and its suppliers without any problems. Our accounts undergo regular financial audits. We are not burdened by bank or other loans and have no problems obtaining bank guarantees for participation in tenders in the Czech Republic and abroad.

VI. REFERENCES

Company website and social networks:

https://www.dekonta.cz/about-dekonta/
https://www.facebook.com/Dekonta-as-625566974162831/
https://www.linkedin.com/company/dekonta-a-s-/

Certificates, policies & other company materials:

https://www.dekonta.cz/downloads/

Information published under Responsible Care:

https://www.responsiblecare.cz/companies/dekonta-as

Annual report & financial statements:

https://or.justice.cz/ias/ui/vypis-sl-firma?subjektId=325016

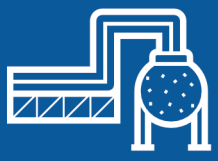
Recycling of photovoltaic panels:

https://www.dekonta.cz/recycling-of-solar-panels/


HASIČI DEKONTA
DEKONTA

Contaminated Site Investigation & Remediation

Waste Management



Industrial Cleaning

Air Emission & Odour Treatment

Environmental Consulting

Demolition & Earthworks

Accredited Laboratory Services

Research & Development

Emergency Response Services

Waste Water Treatment

Geological survey

Water management

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www.dekonta.com

COMPANY HEADQUARTERS
Dřetovice 109
273 42 Stehelčeves
+420 312 292 960
dretovice@dekonta.cz

CONTACT ADDRESS
Volutová 2523
158 00 Praha 5
+420 235 522 252
info@dekonta.cz