



CORPORATE SOCIAL RESPONSIBILITY REPORT 2023





Dear readers,

it is my pleasure to present to you the Social Responsibility Report (CSR) of Duslo, a.s. for the year 2023. By this we would like to present our activities that lead to the sustainable development of our company.

At Duslo, a.s., which celebrated its 65th anniversary in 2023, we are aware of our position within the region, and with this report we want to be open and transparent not only to our employees, but also to other involved parties.

Social responsibility forms the mission, vision and values of companies, and I am honestly glad that Duslo, a.s. can also be presented this year with real examples of reducing the carbon footprint, improving the environment and health protection, increasing safety at work, fair access to employees and their development, and contributing to the prosperity of the community. Progress in the area of social responsibility can very often represent stronger strategies in the area of Environment, Social area and Governance - ESG, but they must be effectively managed, measured and linked to business success and competitiveness. We work in an industry that is directly dependent on experts in the field of technology development to meet the given goals, which must meet the required parameters. It is also essential that our suppliers are aligned with our sustainability values and cooperate in symbiosis with us. In the last but not least step of this cycle, we want to support our customers in achieving their sustainability goals in order to become a sustainable and therefore preferred supplier for them.

The topic of social responsibility and the ESG is undoubtedly strong at the moment, not only in the field of investing, but in the functioning of companies in general. I believe that by joint efforts, setting ourselves up and cooperation, we will achieve the set goals.

Yours sincerely

Ing. Petr Bláha

Vice Chairman and the Chief Executive Officer of Duslo, a.s.

A handwritten signature in blue ink, appearing to read 'Petr Bláha', written over a large, stylized blue scribble.



CORPORATE SOCIAL RESPONSIBILITY





1958-2023



Integrated management

Our company has gradually implemented the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 50001 and Responsible Care standards into the integrated management system. We monitor efficiency and performance and verify them annually by the accredited certification company 3EC Int. and The Association of Chemical and Pharmaceutical Industry of the Slovak Republic. In 2023 we defended the EcoVadis gold medal for the second time in an independent evaluation of our social responsibility. This result places us in the top 5 % of companies evaluated by EcoVadis organization.



In December 2023 we obtained the KFB certificate of successful completion of a cyber security audit in the sense of the requirements established by Act No. 69/2018 of Codex; according to the methodology and within the scope of NBU Decree No.436/2009.

Sustainable development

Sustainable development, investment, energy consumption

Our strategy is to ensure the sustainable development of the company in the long term by investing in new technologies, development environmental and energy projects. We strive not only to produce new products, but also to intensify and modernize existing facilities, and also to purchase more efficient and effective equipment that saves energy, protects the environment and improves the working environment for our employees.

Our effort is to fulfill the objectives of the EU Green Deal strategy, namely:

- constantly the energy efficiency of equipment
- reduce energy consumption
- Increase the share of energy from renewable sources
- Contribute to the protection of the environment, what we publish on the website of Duslo, a.s. through the long-term strategy report and in the annual Green Report on the impact on the environment and on the state of safety
- Improve the working environment for employees

We continuously monitor and evaluate our performance in this area.

Investments

New low-pressure ammonia tank

Implementation: January 2021 – July 2024

Benefits of new device:

- Design according to BAT technology
- Increasing of storage capacity
- Increasing the safety of ammonia storage

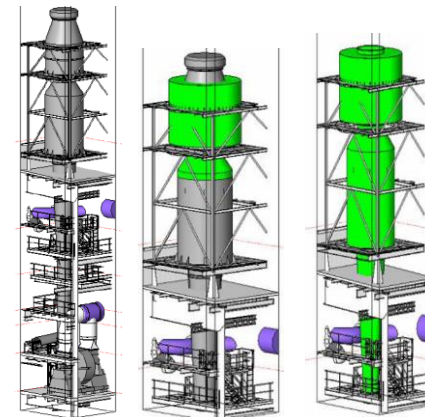


Restoration of air washing system from CAN2

Implementation: 2022 - 2025

Main goals:

- Selection and replacement of a suitable washing system for CAN and its implementation
- Ensuring compliance with environmental limits also in the future
- Installation of additional cyclones for air purification



Investments

Total reduction of tail gases Plant Nitric-acid 3 (tertiary reduction)

Implementation: 2021 – 2023 (Finished 10/2023)

Main goal:

- Up-grade Plant Nitric-acid 3 to emission-free technology

Reality after implementation:

- Reduction of N_2O emissions to atm. from 70 ppm to 1,2 ppm
- Reduction of NO_x emissions to atm. from 70 ppm to 0,5 ppm
- Reduction of NH_3 consumption per ton of produced Nitric-acid, savings of 3,5 MPa of steam, savings on emission allowances

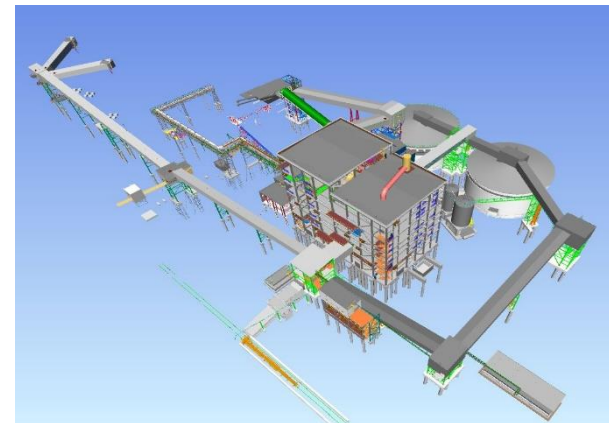


New operation UGL2 (Universal Granulation Line)

Implementation: 2022 – 2029

Benefits of the new operation UGL2:

- Lower maintenance costs
- Possibility to achieve stable production without interruption
- Increasing production capacity
- Possibility for the introduction of new innovative products
- Positive impact on production quality and production costs
- Emission reduction, low particulate matter and ammonia emission up to 10 mg/Nm^3



THINKING ABOUT THE FUTURE

Investments

Reconstruction of the hydrogen sulphide column at the Sulfenax® plant

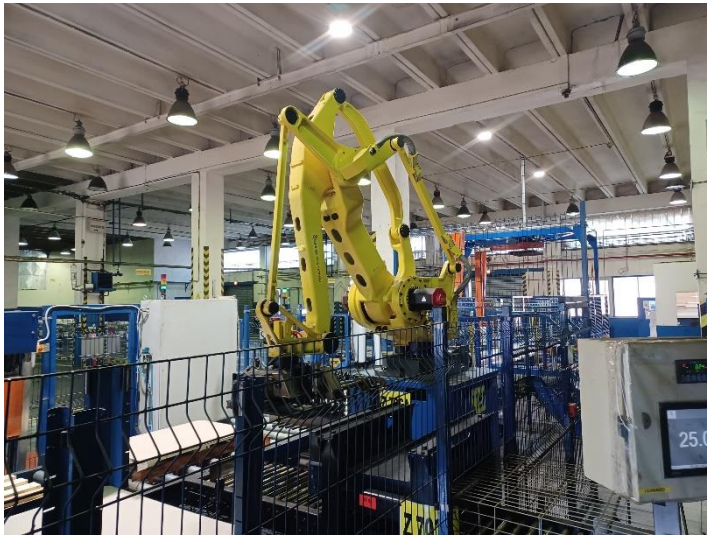
In 2023, the reconstruction of the hydrogen sulphide column C 05.03. A was carried out. The reconstruction was necessary to increase the efficiency of washing out unwanted impurities from the hydrogen sulphide off-gas. This action ensures a higher efficiency of the Claus furnace.



Investments

Replacement of the palletizing robot

The replacement of the palletizing robot of the Dusantox® packaging line was implemented as part of the 2023 planned shutdown. It is the second robot in a row, servicing the Dusantox® 6PPD and IPPD packaging line. The new robot is a guarantee of high-quality and safe operation of the packaging line and provides more comfortable control for the operator with new functions that were unavailable in the case of the original robot.



Investments

Replacement of nitrogen compressor K301

The replacement of the nitrogen compressor in the diphenylamine production plant was necessary due to the accident of the original one. The repair of which would be unprofitable. The reason for this implementation of this exchange was also the saving of operating costs. The electrical impute was reduced from 75 kW to 65 kW. The advantage is operation in two independent stages of compression according to production needs.



Strategic intention

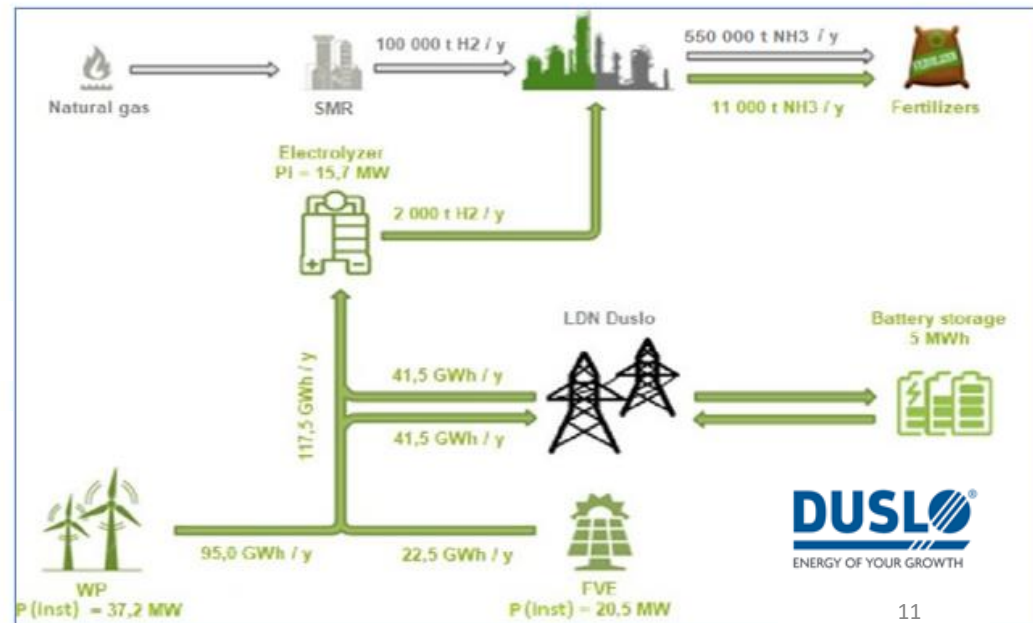


Production of green hydrogen and ammonia

Considered capacity of green H₂ production
6,4 t/d, resp. 71 100 Nm³/d (at full power)

Benefits

- Reduce of greenhouse gas production in ammonia production in Duslo, a.s.
- Production of green hydrogen for the future emission-free hydrogen transport
- Better integration RES (renewable energy source) into the electric system
- Increase of the state's energy security and reduction of dependence on foreign energy sources
- Contribution to the fulfilment of energy and climate goals of the Slovakia



THINKING ABOUT THE FUTURE



Strategic intention

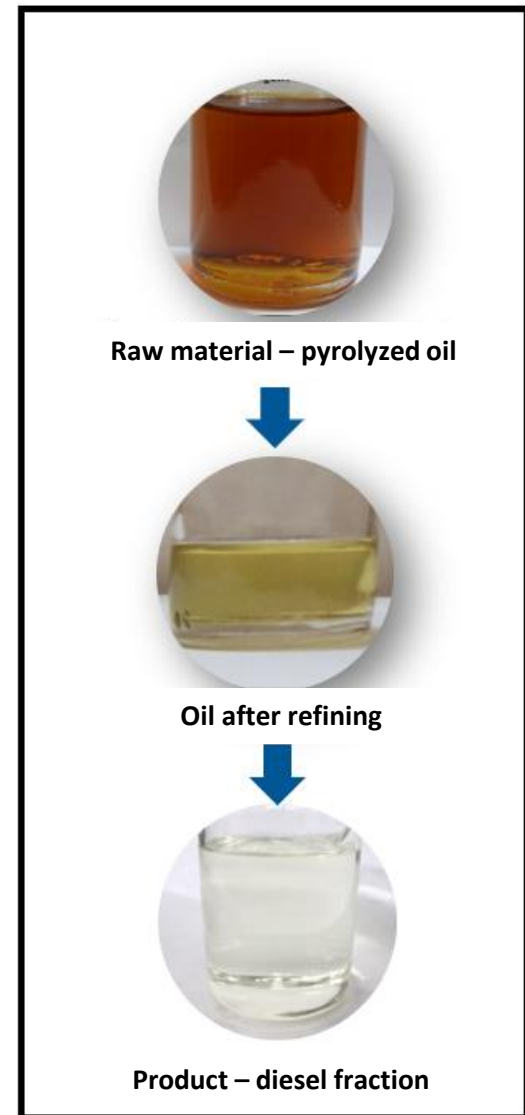
Construction of a pyrolysis oil processing line

Implementation: 2025 – 2028

Calculated capacity: gasoline fraction– 8 000 t/year
diesel fraction– 32 000 t/year

Benefits of a new technology

- Implementation of own technology developed in cooperation with Research Institute of Chemical Technology.
- The first use of technology in Slovakia
- Positive impact on the environment – processing of treated separated plastic waste (PP, PE)
- Minimization of air emissions – closed technology
- Use of experience from the operation of similar technologies
- Creation of a new job
- Circular economics



Saving energy - investments

Renewal and rationalization of steam distribution P3 on bridges C and D /2023/

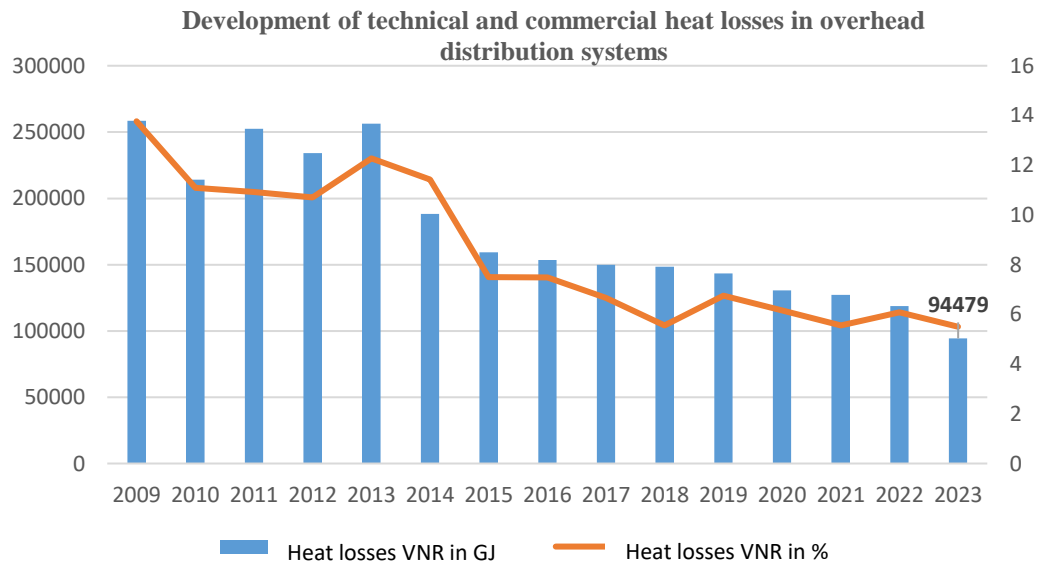
Goal : By renewal and rationalization of steam distribution P3 on bridges **C** and **D** to ensure a safe and reliable supply of P3 steam – 0,3 MPa for relevant operations in Duslo a. s. and at the same time to reduce heat loss in distribution system. **The main economic benefit was in the reduction of heat losses in distribution system and the annual heat saving.**

Year **2023** is **the first balance sheet year** in the company’s history when heat losses in overhead distribution systems reached a value below **100 000 GJ**, namely **94 479 GJ** which represents **5,50 %**.

Another benefit will be **a reduction of the cost of mechanical maintenance**, The efficiency of heat production and distribution also has a major impact on **the low-carbon strategy**, which aims to reduce the amount of greenhouse gas emissions released into the atmosphere.



Views of the new P3 steam pipeline route on bridge C of DN 400



THINKING ABOUT THE FUTURE

Saving energy - investments

Year 2023 – Reconstruction of public lighting in company area– 2. stage – road 6 - 6

The aim of this event was to increase safety during the movement of workers in the evening and early morning hours by ensuring the required light flux, but **the main goal was to achieve savings in overhead electricity consumption**. The reconstruction was completed by the end of December 2023.

An objective evaluation of savings for **2024** will only be possible in **January 2025**.



Views of the new public lighting on enterprise road 6 – 6, bridges Q and Q1

Saving energy - investments

Year 2022 – 2023 - Construction of a new boiler K8 – Increase of steam output and resource variability at the Heating Plant

- The construction of the new K8 boiler will **increase the steam output and resource variability** at the Heating Plant
- Sufficient steam **output and availability** for start-up and production operation will be ensured during the reconstruction of the K5 boiler, even in the event of unforeseen boiler failures in the future

	Min. performance	Nom. performance
Boiler K5	40 t/h	100 t/h
Boiler K6	11 t/h	55 t/h
Boiler K7	22 t/h	75 t/h
Boiler K8	6 t/h	30 t/h



Views of the boiler room of the gas boiler K8

- **By reducing the lower limit of the control range** of the Heating Plant, space will be created for development investment actions of individual operations, aimed at the **use of secondary waste heat and reducing the consumption of steam produced at the Heating Plant.**

After comprehensive tests and a 72-hour performance test, the K8 boiler in 47 KT 2023 was handed over to the Heat Management Operation.

Saving energy - investments

Renewable energy sources RES - wind and solar energy

At the present, Duslo, a.s. is preparing projects of **RES** and **green hydrogen** production. The technical parameters of the project are: **an electrolyser with an input of 15 MW, a wind farm with an installed capacity of 37 MW (6 pcs wind turbine)** near the area Duslo, a.s. and **a photovoltaic power plant with an installed capacity of 20 MW** in the area of tailing pond Amerika II. The actual implementation of the mentioned investment event is planned in the horizon of **2026-2030**. **As of 31.12.2023, the mentioned investment plan is in the stage of environmental impact assessment - EIA**

The expected annual amount of electricity produced by RES with these outputs would be approximately **117 500 MWh** (95 000 + 22 500). **This amount represents approximately 50% of the company's current annual consumption.**

The main goal of this project is to **reduce the company's carbon footprint**, but other synergy effects are to **reduce dependence on electricity and natural gas supplies.**



View on the location of the photovoltaic power plant in the area of tailing pond Amerika II and wind farm near the area Duslo, a.s.

Saving energy - performance

Duslo, a.s. is a significant consumer of natural gas, electricity and water in Slovakia.
However, annual consumption depends on the volume of production per year.

Energy consumption	Unit	y. 2020	y. 2021	y. 2022	y. 2023
Total electricity consumption	MWh	243 942,70	260 525,76	226 318,353	209 027,954
Total heat consumption	GJ	1 991 757	2 163 202	1 832 201	1 621 839
Consumption of natural gas	Nm ³	492 458 519	518 330 514	414 890 395	378 060 316
Water consumption		y. 2020	y. 2021	y. 2022	y. 2023
Total water consumption from the river Váh	m ³	7 784 966	8 229 898	7 069 355	6 884 953
Consumption of cooling circulating water	m ³	265 023 052	284 033 888	239 970 598	219 434 640
Consumption of demineralized water	m ³	1 576 723	1 680 569	1 413 235	1 484 355
Consumption of drinking water	m ³	534 389	567 018	476 800	411 375

WE BEHAVE RESPONSIBLY

Saving energy - performance

Installation of rotary reducers at the Heating Plant and Urea Plant 3

When reducing the steam parameters on the Reduction- cooling station **by throttling the control valve, part of the steam energy is washed in the form of unused expansion work.** However, this energy can be **used to produce electricity using rotary reduction (RR)**, in which the expansion work is used to drive the impeller, which further drive a generator.

In cooperation with the company Prní Brněnská strojírna a.s., based on the average production of steam P3 and P12 at the Heating Plant and Urea Plant 3, the following RRs with installed electrical performance and with the maximum annual production of electrical energy were selected as suitable (see table).

The installation of rotary reducers will use the potential of steam expansion work, which is currently wasted in reduction-cooling stations, which will contribute **to reducing the energy intensity of production in the company. The estimated amount of EE produced** represents approximately **14% of the company's annual consumption.**

Dated **31.12. 2023** were delivered all turbines and generators at **the Heating Plant and Urea Plant 3**, implementation work continued.

	Installed performance	Max. produced EE/year
RR 1 - Heating plant	0,8 MWe	7 100 MWh
RR 2 - Heating plant	2,2 MWe	19 000 MWh
RR 3 - Urea plant 3	0,95 MWe	8 350 MWh

Table of installed el. performance RR1 – RR3



Views of the rotary reducers RR1

Chemical substances

Duslo, a.s. is a major processor and producer of chemicals of organic and inorganic origin. All chemicals we use as feedstock in our production processes are purchased from verified and approved suppliers who have registered the chemicals under REACH and have provided us with all relevant information on the properties and origin of the chemicals, their classification, storage and safe handling. This information is the basis for our internal regulations and procedures, which serve to protect the health of our employees handling substances.

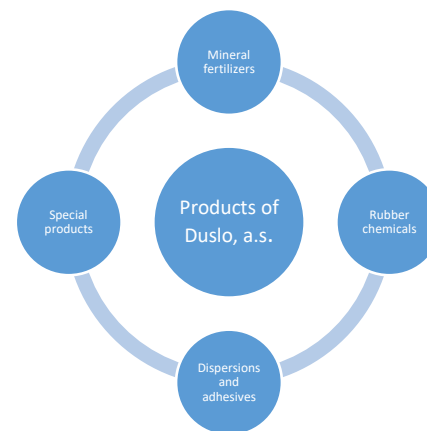
It is similar with our products. We know their properties and their effects on human health and the environment. The products are properly labeled, classified according to the requirements of chemical legislation and ADR / RID transport legislation.

We have prepared risk analyzes and, based on the risk assessment, we have taken measures in the area of occupational safety and health protection of our employees and environmental protection.

For each product, we have developed the SDS and its language versions so that the information is accessible to all customers. Our products do not contain the minerals gold, tantalum, tin, tungsten originating in high-risk areas and comply with EPaR 2017/821. The products do not contain lead, mercury, cadmium, hexavalent chromium and PBB and PBDE in accordance with EPaR Directive 2011/65 / EU ROHS and the products are not in SVHC list.

We declare compliance of our products with legislative requirements to our customers and other interested parties by statement on our web site:

www.duslo.sk/sk/prehlasenia, www.duslo.sk/en/declaration



WE BEHAVE RESPONSIBLY



Chemical substances - monitoring

Our company has its own centralized chemical laboratories for testing raw materials, intermediates and products. Modern and safe analytical procedures and methods are used for products quality testing, monitoring of chemical substances in work area and for analysis of samples from ecological facilities.



We thank to our external customers for their trust and use of analytical laboratory services.



WE BEHAVE RESPONSIBLY

DUSLO
ENERGY OF YOUR GROWTH

Monitoring of working environment

We have accreditation no. S-277 dated 10.10.2022 for the operation of testing laboratory for measuring artificial lighting and noise with ability to perform illuminance measurement during artificial lighting and to measure noise exposure in the work environment in accordance with the requirements of the ISO/IEC 17025: 2017 standard.



When reducing risks of noise exposure, particular attention is paid to:

- selection of suitable work equipment (with as little noise emissions as possible)
- construction and spatial solutions for jobs
- reduction of noise by technical means (covers of devices with high noise emissions)
- appropriate methods of maintenance of work equipment
- practical training of employees focused on correct handling with work equipment
- work organization focused at noise reduction
 - by limiting the duration of noise exposure
 - suitable work schedule with rest breaks
- allocation of appropriate PPE (hearing protectors) with suitable attenuation characteristics

When reducing risks of insufficient lighting of work environment, particular attention is paid to:

- installation of new lighting devices in accordance with the light-technical project based on the results of artificial lighting measurements
- regular maintenance of lighting equipment

Chemical substances - REACH



Chemicals produced and used in quantities of 1 ton or more per year are subject to a registration obligation under the European Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals, known as REACH.

All information requirements arising from that Regulation and the requirements of the related Regulation on classification, labeling and packaging of substances and mixtures are regularly updated and incorporated into the Safety Data Sheets. We constantly monitor the information provided on the ECHA (European Chemicals Agency) website and the European Chemicals Regulations. There is a constant communication and exchange of information between chemical manufacturers about their properties.

All changes that have a significant impact on human health and the environment are accepted and communicated to all employees and the public concerned. Subsequently, effective measures are taken to minimize potential risk. REACH, as the basic regulation of chemical legislation, imposes requirements on the chemical industry concerning the registration, evaluation, authorization of chemical substances as well as the protection of human health and the environment.

As a manufacturer, importer and processor, our company Duslo, a.s. immediately implemented the requirements and obligations arising from this regulation.

Based on the quantities of products produced and raw materials purchased, a detailed list of chemicals and mixtures for which registration requirements apply has been developed and reviewed.

All manufactured products and intermediates were duly registered in the respective registration periods, based on annual production. We have registered a total of 34 chemical substances, there are 30 active registrations, 4 have been canceled due to the shutdown of production facilities.

We carefully processed and evaluated the information obtained about our products during registration. We further make this information available to our customers through advanced safety data sheets covering exposure scenarios for the safe use of our products.

We have not seen any customer complaints about product safety.



WE BEHAVE RESPONSIBLY

Sustainable procurement policy and objectives

Sustainable procurement, suppliers, rules of ethical conduct

Duslo, a.s. considers its suppliers to be business partners and is committed to conducting its business in a fair and ethical manner that promotes open and fair competition in the best interests of Duslo, a.s. and its business partners. The supply chain is a key contributor to the development and implementation of our Corporate Social Responsibility program.

We expect business partners to respect and adhere to our Responsible Business Policy and to integrate environmental protection, employee safety, ethical behavior and human and labor rights into their business and production processes and to advance this initiative in their supply chains.

Our business partners are assessed in terms of sustainability and social responsibility (Due Diligence) during approval and purchasing process. We prefer the purchase of safe, ecological and energy-efficient products and services. Business relationships are established only with partners in whom there is no doubt about their reputation, the legality of their business and whose funds come from legal sources.

The partners are obliged to ensure that their operations and products supplied to Duslo, a.s. and all their activities carried out on the territory of Duslo, a.s. comply with all national and other applicable laws and regulations.

Our goal is to monitor the behavior and performance of our suppliers and clearly communicate our attitudes and requirements. We monitor the compliance of our attitudes, commitments and policies with the attitudes, commitments and policies of our suppliers through Self-Assessment Questionnaires in order to gradually evaluate our significant and regular suppliers.

We conduct tenders for the supply of goods and services **in a transparent manner**.



Sustainable procurement policy and objectives

Ethical Behavior, Non-Corrupt Business, Transparency

In our business relationships with customers and suppliers, we insist on strict compliance with applicable laws and ethical rules. We adhere to the rules of ethical conduct, which are summarized in the Agrofert Group **Code of Ethics** and in SOP **OS 1-25-2011**, which are binding on us.

An **"Tell us"** ethics line has been set up within the group, to which any interested party, including a dissatisfied supplier, can report a suspicion of unethical behavior in the company. Transparent business is a prerequisite for good relations with business partners. We expect fair treatment with equal access and the provision of truthful information.

We require our employees to:

- did not conduct anti-competitive negotiations with trading partners
- comply with the rules governing fair competition rules
- they were impartial and objective to the issues addressed
- reject coercion, influence, desires, gifts or benefits that could compromise impartiality
- did not accept corruption and bribery
- did not offer gifts, entertainment or other economic benefits

Our goal is maximum transparency and zero corruption.

In **OS 1-50-2021**, we set internal rules of the company aimed at preventing the commission of illegal acts by the Company and its employees. The Directive is based on the laws of the Slovak Republic concerning crime and liability of legal persons.

Monitoring of suppliers

The procurement process, principles and procedures for selecting suppliers and their evaluation are described in the **Procurement Directive**.

We evaluate the performance of our suppliers regularly once a year, the results are an input to the review by SIM management.

Monitored areas are Quality of supplies, services, occurrence of discrepancies and handling of complaints, level of quality system and environment, ISO certificates, compliance with health and safety principles (Duslo area), fulfilment of delivery conditions, deadlines, reliability of deliveries, flexibility, communication, cooperation, completeness of required data, documents.

Due to the nature of the products purchased (chemicals), it is essential **to require 100% compliance with REACH requirements**.

The following obligations arise for suppliers:

- Purchased raw materials - chemicals and mixtures - must be registered by the manufacturer or importer under REACH
- For each raw material, we require delivery of SDS in the Slovak language, which contains the REACH registration number
- The SDS must be updated after each change in the legislative requirements and after each change in the classification of the substance
- In the case of hazardous substances, the exposure scenario must also be part of the SDS
- The monitoring of purchased substances of very high concern (SVHC) is particularly important. The company strives to avoid their use in all processes and activities as much as possible.
- The supplier must provide us with the necessary information for the correct and safe handling of the delivered product, correct handling and storage, which we then implement in our internal documents.
- In accordance with the European Parliament's 2017 legislation - the Conflict Minerals Regulation, which aims to stop the funding of armed groups and the suppression of human rights in the trade in minerals from conflict-affected areas, we monitor and inspect potential suppliers of conflict minerals. Duslo, a.s. does not import conflict minerals.

Monitoring of suppliers

Performance

- In the year 2023, not a single complaint of the supplier for the course or transparency in the selection procedure.
- 100% of tenders, in which the nature and parameters of the tender allow it, are carried out through an electronic platform, which excludes any manipulation with the course and result of the tender.
- The self-assessment questionnaire is used to monitor the performance of our suppliers in the areas of management systems, social responsibility (environmental protection, occupational safety, human and labour rights, ethical behaviour, compliance with legislative requirements) and programs to reduce greenhouse gas emissions and carbon footprint of products.
- Monitoring shows that management systems and principles of responsible business are implemented to a large extent by our suppliers.
- Strategies and programs to reduce emissions and carbon footprint are already set up and running in large chemical companies, but some suppliers are only at the beginning of the process.

Environmental protection policy and objectives

Care for individual components of the environment is an integral part of ensuring the company's production tasks and one of the decisive criteria for the company's development and strategic goals.

In 1996, Duslo, a.s. joined the **Responsible Care** initiative, which is a global initiative of the chemical industry. Its goal is continuous care and improvement in the field of environmental protection, health and safety in the production, transport and use of chemical products.

The company has had an established and certified environmental management system since 1998. The main principle of the company in the field of the environment is the continuous observance and fulfillment of all legislative requirements and voluntary commitments that the company has accepted and the gradual systematic reduction of the burden on the environment.

All production plants have issued and valid integrated permits and are operated according to relevant BREF documents. If BAT conclusions (Best Available Techniques) are issued, specific plants are aligned with their requirements from legislative and, if necessary, from technological point of view within set timeframes. In year 2023, the legislative process of aligning of the incinerator with the BAT conclusion for waste incinerators were performed. As a result of this alignment was confirmation, that incinerator meets the BAT requirements. Mobile device for measuring radioactivity of the waste was purchased in order to improve the inspection of received waste.

Preventive actions, focused on reducing of pollution, were set on the individual facilities for achieving overall high level of environmental protection and working environment in company.

Duslo, a.s. also proves its responsibility to protect the health of the surrounding population through continuous monitoring of significant sources of air pollution and also through an automated measurement system, which continuously monitors and evaluates air quality in the adjacent region of operations in Šaľa.

Compliance with emission limits for pollutants released into the air is demonstrated in several ways - technical calculations, periodic measurements performed by authorized persons and, in the case of selected operations, through continuous measuring systems. **The results of periodic authorized measurements and protocols from continuous monitoring** of operations are available at www.duslo.sk.

Duslo, a.s. is also the operator of **a continuous air quality measurement system**, which is located in the village of Trnovec nad Váhom, and which is also part of the SHMÚ (Slovak hydrometeorological Institute) monitoring network. The concentrations of solid particles, sulfur dioxide and nitrogen oxides and meteorological parameters are monitored on an ongoing basis. The output from continuous air quality monitoring is available at www.duslo.sk

WE PROTECT ENVIRONMENT

Environmental protection - communication

In accordance with the principles of open communication with the public, a **Green Report** on Environmental Impact and the State of Safety is prepared annually, which provides information on the company's activities in the field of environment, health, chemicals, occupational health and safety and fire safety for last year.

In addition to the company's employees, all employees of external companies who carry out their activities on the company's territory are systematically acquainted with the basic principles of environmental protection, which are based on the integrated management system adopted by Duslo. As part of the introductory training, the basic **Principles of Environmental Behaviour** are presented, which they are obliged to observe in all their activities performed on the company's premises.

Proposals, suggestions and comments on the company's ecology concerning activities in the localities of Šaľa, Bratislava and Strážske can be submitted continuously to the Duslo's **Green Line**, which telephone number is +421 31 775 2100.

In 2023, our environmental specialists participated at professional training, seminars and conferences related to environmental protection and monitoring. They actively join the process of creating legislation regarding environmental protection by participating at professional seminars and by commenting of draft laws.

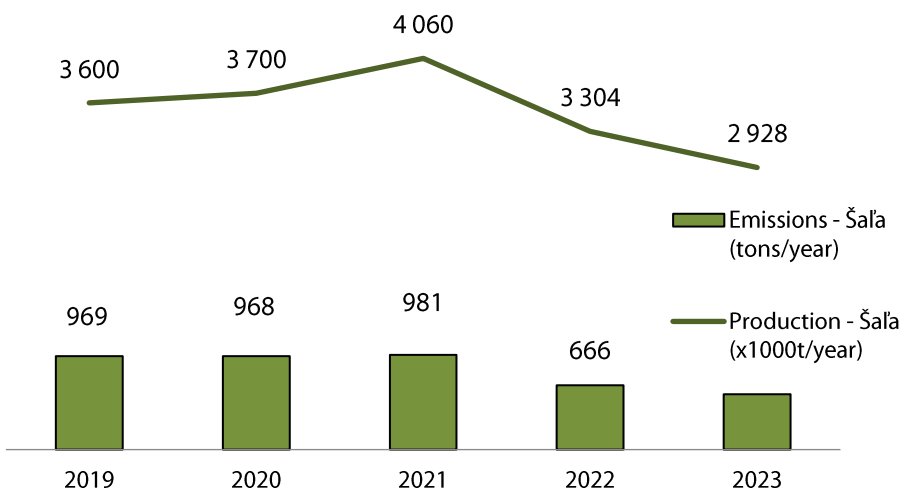


WE PROTECT ENVIRONMENT

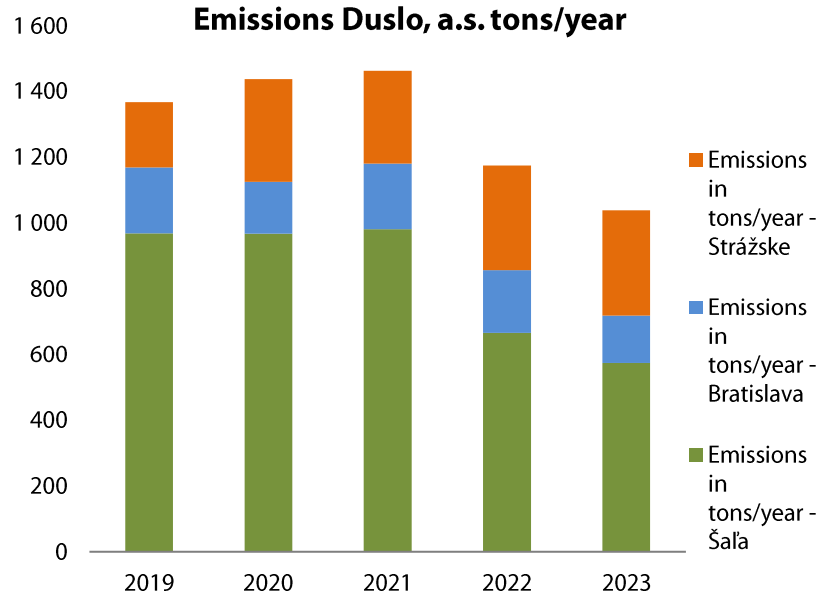
Air protection

Duslo, a. s. operates 26 large a 6 medium sources of air pollution in the Slovak Republic (25 at the workplace in Šaľa, 3 at the workplace in Bratislava and 4 at the workplace in Strážske), which are operated in accordance with the conditions specified in the valid integrated permits and in accordance with applicable legislation. The company also operates 5 small sources of air pollution in the towns of Šaľa and Strážske and the municipalities of Močenok and Trnovec nad Váhom.

Evolution of air emissions within 2019 - 2023 (t)



Emissions Duslo, a.s. tons/year

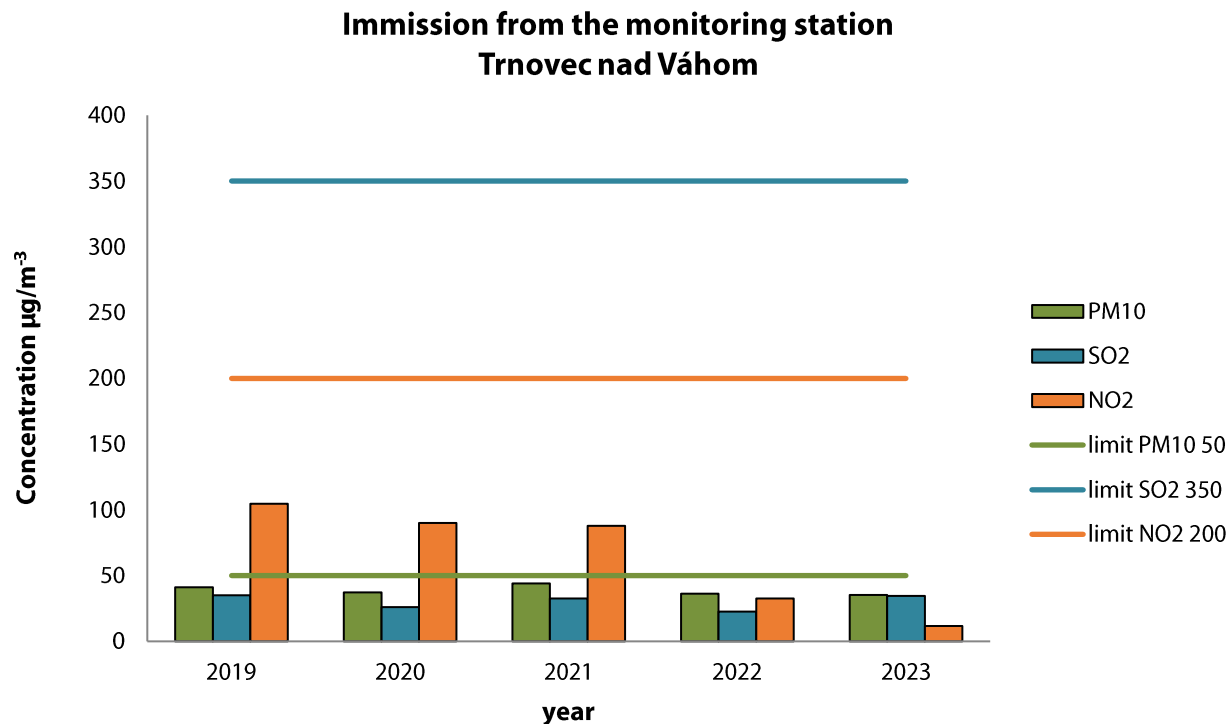


WE PROTECT ENVIRONMENT



Air protection

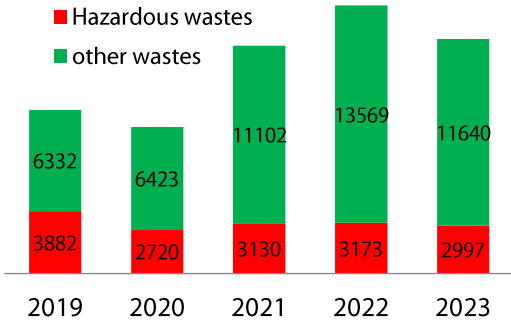
Duslo, a.s. is the operator of a continuous air quality measurement system, which is located in the village of Trnovec nad Váhom, and which is also part of the SHMÚ (Slovak hydrometeorological institute) monitoring network. The concentrations of particulate matter (sizes PM₁₀ and PM_{2,5}) sulphur dioxide (SO₂) and nitrogen oxides (NO, NO₂ a NO_x), ammonia, chlorine and meteorological parameters are monitored on an ongoing basis.



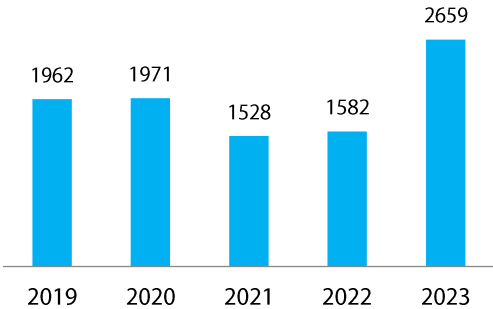
Waste Management

With wastes arising during production and work activities at the facilities and workplaces of Duslo, a.s. is handled in accordance with the hierarchy of waste management. Compliance with this principle is also applied to waste generated during construction and demolition works, while individual activities are also governed by selective demolition procedures. Waste is collected and sorted by type according to the method of further disposal. Priority are others and hazardous waste given to authorized external companies for material recovery. Those wastes that cannot be recycled are recovered as energy in our own waste incinerator. The free capacity of the waste incineration plant is provided for external companies. Wastes that cannot be disposed of material or according to the categorization, they are disposed of at hazardous waste landfill, resp. at a landfill for other waste.

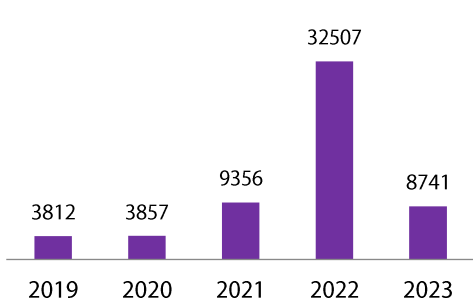
Total amount of waste from Duslo production within years 2019-2023 (t)



Wastes recovered at an incineration plant in 2019-2023 (t)

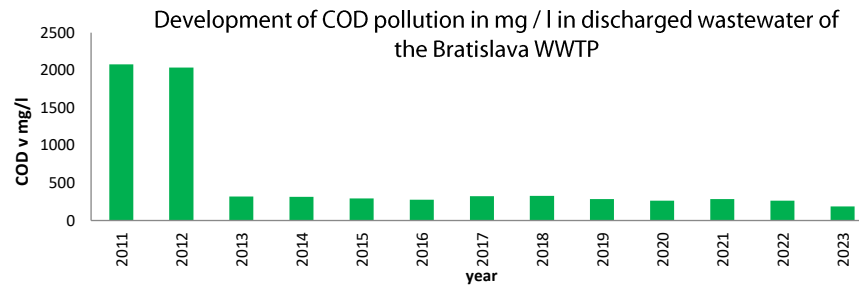


Wastes recovered in external organizations in 2019-2023 (t)

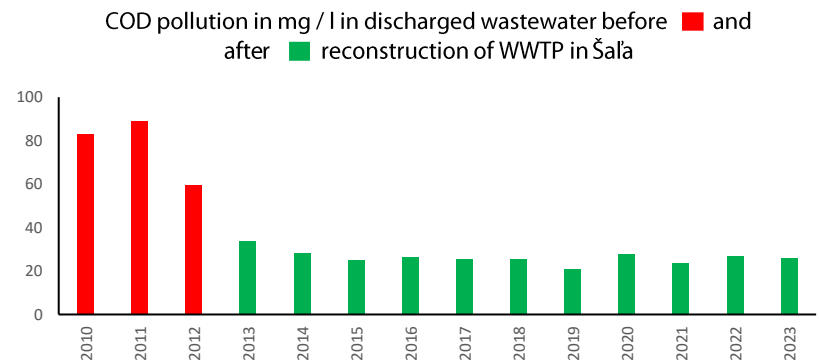
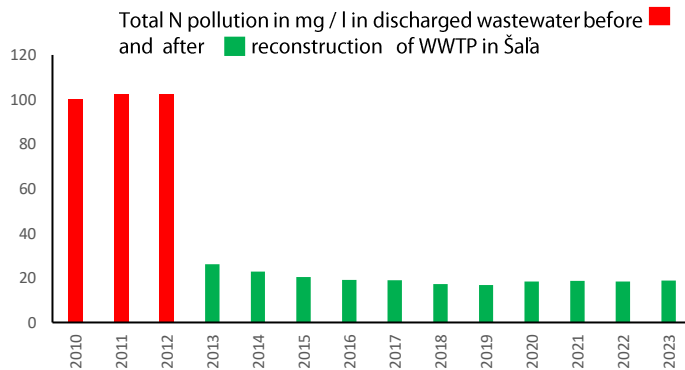


Water protection

In 2012, the construction "Reduction of COD in wastewater" at the Sulfenax® plant was put into temporary use. As a result of this pre-treatment of wastewater, the quality of wastewater discharged from the Sulfenax® plant was ensured to be biologically treatable. In 2016, after reconstruction, the biological wastewater treatment plant in Bratislava was put into permanent operation.



In Šaľa, we operate a mechanical-biological wastewater treatment plant, where the reconstruction was completed in 2012. The high efficiency of treatment processes has resulted in a significant reduction in pollutants in wastewater. The company manages to meet the long-term trend of compliance with the specified limit values in the monitored indicators of pollution in discharged wastewater.



Renewable energy sources

Renewable energy sources– Photovoltaic power plant Lovinobaňa

Photovoltaic power plant Lovinobaňa with a total installed capacity of **985 kWp**, consisting of **4 104 panels**, each with a capacity of **240 Wp**, which is located in the former area of the Magnesite Works on an area of **18 490 m²**, is **owned by Duslo, a.s. from 2.7.2021**. From this date until **31.12.2021**, **594,282 MWh** of electricity was produced in the power plant. In **2022**, **1 243,050 MWh** of electricity was produced and in **2023** it was **1 132,929 MWh** electricity. In total **2 970,261 MWh** of electricity were produced and sold during the mentioned period. energy.



View of the photovoltaic plant in Lovinobaňa

Biodiversity

Amerika I sludge pond as an important nesting site for birds

Duslo, a.s., operates the Amerika I tailings pond, which is used for the accumulation and regulated discharge of treated wastewater from the WWTP into the Váh River and for the sedimentation of insoluble substances in them. The coast of the sludge pond was overgrown with reeds and a unique wetland locality of artificial origin was created on it. Due to the fact that the water in the locality does not usually freeze, an important wintering ground for aquatic bird species has been established here. The treated wastewater from the entire Duslo, a.s. company, with its quality and biological balance, created the conditions in the sludge to become a refuge and home to a large number of birds, mammals, reptiles and amphibians. In the summer, suitable conditions are created in the water for the formation of zooplankton and aquatic invertebrate species. The tailings pond is a very important nesting ground for several rare species of birds, such as ewes, blue-footed booby or stork beetle. It is one of the most important nesting grounds of both species in western Slovakia.

Ornithological monitoring has been carried out at the site for several years, during which a total of 165 species of birds have been recorded. In November 2017, a basic info-panel was installed on the sludge pond, which informs about the natural values of the Amerika I sludge pond.



Health and safety and objectives

In our company, we pay a lot of attention to **Occupational health and safety (OSH)**. We focus on maintaining and constantly raising safety standards in all areas, which are provided not only by the company's employees, but also by contractors. Occupational safety and health is the first point of the meeting and is at the forefront of the company's management. The company has implemented an integrated management system (IMS), which includes an occupational safety management system according to ISO 45001. **The aim** is to increase the level of occupational safety, support an effective occupational health and safety management system and support the company in meeting the requirements of the directives. EU and the resulting Slovak legislation.

Prevention of major industrial accidents (PoMIA) including emergency planning, has in Duslo, own tradition. In the event of a crisis situation, trainings and training are regularly organized to verify the functionality of the measures taken to ensure the protection of employees, property and the environment. In accordance with Act no. 128/2015 on the prevention of serious industrial accidents and on the amendment of some laws, a Risk Assessment was carried out, in which possible sources of risks and hazards were identified and documented. Based on this assessment, the company was classified in the appropriate hazard group (category B). **The basic goal** of occupational health and safety is the systematic, preventive and responsible behaviour of every. Duplo's employee in all activities operated.

Fire protection at Duslo, a.s. is provided by professionally qualified persons and its own fire brigade, which ensures fire safety requirements and conditions for effective protection of life, health and property against fires. We consistently require compliance with all legislative requirements related to fire protection. These requirements are part of the IMS.

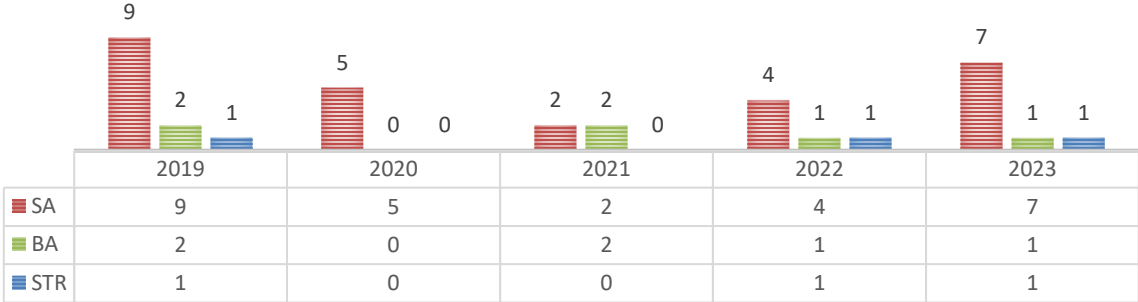
Transport of dangerous goods according to ADR/RID is governed by European legislation in Duslo– the ADR Agreement, the RID Code and the IMDG Code for maritime transport.

Duslo, a.s. is part of the European Chemical Accident Assistance Network (ICE). Duslo, a.s. is the seat of the national coordination centre of the DINS Traffic and Information System. Its aim is to provide information, specialists and assistance to the Fire and Rescue Corps of the Slovak Republic within the integrated rescue system.

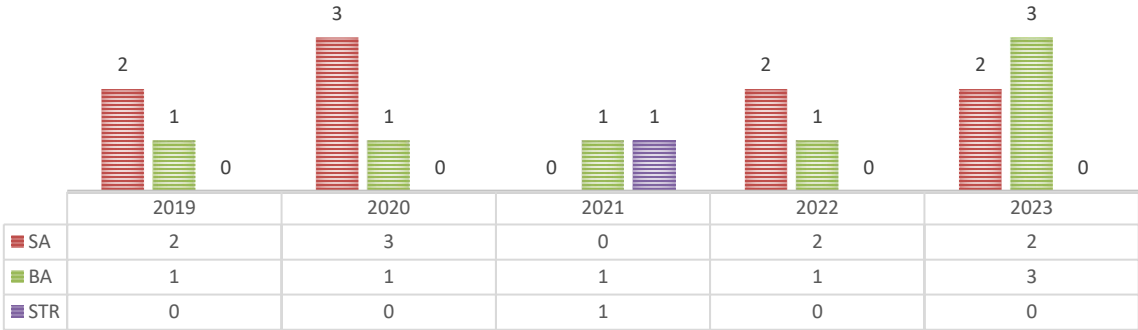


Health and safety - our performance

EVOLUTION OF ACCIDENTS (REGISTERED WORK ACCIDENT) DUSLO A. S.



FIRES



HEALTH AND SAFETY ARE OUR PRIORITY



Health and safety - our performance

Our performance	2020	2021	2022	2023
Occurrence				
Accidents	5	4	12	3
Registered accidents	5	4	6	9
Fires	4	2	3	5
Serious industrial accidents	0	0	0	0
Number of state professional supervision inspections				
Labour Inspectorate	8	5	5	7
Fire and Rescue Service	3	4	3	6

Number of internal health and safety inspections			
Site	2021	2022	2023
SA	112	110	110
BA	37	39	31
STR	1	2	2
SUM	150	151	143

Number of internal fire protection inspections			
Site	2021	2022	2023
SA	112	110	110
BA	17	17	24
STR	5	4	4
SUM	134	131	138

In 2023, the company purchased 2 pieces of combined suits (gas-tight, overpressure and protection against radiant heat) Silverflash VS20 from fy Tesimax for the equipment of Company fire department.



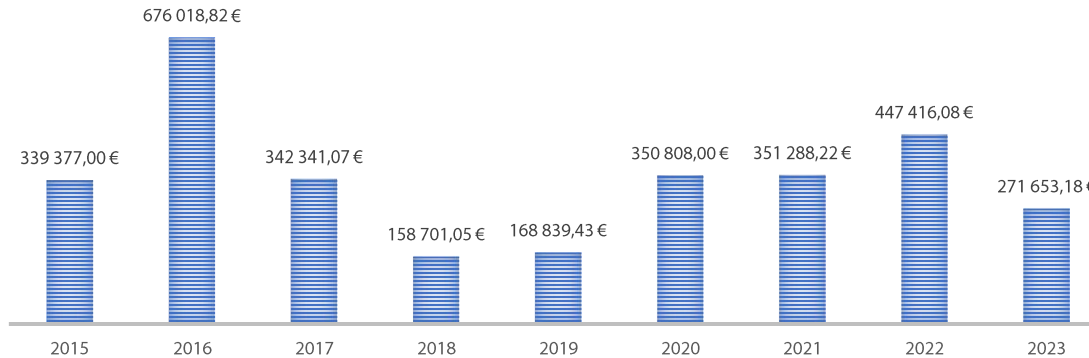
HEALTH AND SAFETY ARE OUR PRIORITY

Health and safety - our performance-trainings

Health and safety training- overall retrained internal and external workers						
	2021		2022		2023	
Site	OHS I. level	OHS III. level	OHS I. level	OHS III. level	OHS I. level	OHS III. level
SA	2558	46	2987	380	2942	80
BA	45	5	287	25	239	11
STR	4	2	5	22	8	3
SUM	2607	53	3279	427	3189	94

Number of trained fire protection workers									
	2021			2022			2023		
Site	SA	BA	STR	SA	BA	STR	SA	BA	STR
Manager	50	6	2	374	24	21	80	9	3
Periodical	0	118	13	730	118	0	0	137	13
Fire patrols	504	26	0	513	46	69	567	96	70

Costs of allocated PPE (including hygiene needs)



HEALTH AND SAFETY ARE OUR PRIORITY

Human and labour rights

By implementing the principles of social responsibility into our corporate culture, we are committed to respecting labour and human rights, protecting the lives and health of our employees. All employees have the right to fair and equitable employment and remuneration.

Every employee of the company can point out the circumstances from which it can be deduced that there has been a violation of ethical and safety rules at his / her superior, personnel director, or by e-mail: podnety@duslo.sk , or through a box marked "Inquiry box- Program Compliance "located on the ground floor in the annex of the main administrative building.

An **"Tell us" ethics line** has been set up within the group, on which every employee and other interested parties can report suspicions of unethical behaviour in the company and in the Agrofert group.

Management encourages the company's employees and external partners to take an active approach and is committed to protecting them from sanctions and penalties resulting from this activity.

Human and labour rights of employees and their protection

Our company complies with the legislation of the Slovak Republic and all laws in the field of labour relations.

Violations of human rights are unacceptable to us. **We do not tolerate child labour, illegal or forced labour, corporal punishment, or any form of mental or sexual abuse. We promote equal rights and opportunities for all employees, regardless of their gender, ethnic origin, nationality, skin colour, sexual orientation and religion.**

We support a **healthy and safe working environment**. We regularly **monitor work environment factors** and their impact on the health and safety of employees. We invest in personal protective equipment.

We provide **reconditioning stays** for employees at high-risk workplaces to regenerate the workforce.

We provide employees with a contribution from the **social fund for health care** beyond the scope of the law and we pay a contribution for recreation in accordance with legal provisions.

We support the professional growth and cultural development of our employees.

We respect the right of employees **to associate collectively and to bargain collectively**.

Human and labor rights - Ethical conduct

We adhere to the rules of ethical conduct summarized in **the Agrofert Group Code of Ethics**, which are binding on all employees and with which everyone is familiar. An **"Tell us"** ethics line has been set up within the group, on which every employee can report suspicions of unethical behaviour in the company. The employer is obliged to maintain the confidentiality of the notifier's identity.

The Ethics Line is also accessible to stakeholders.

The principles of Ethical conduct are summarized in the following areas:

1. Basic requirements, principles of corporate culture
2. Relationship with business partners and third parties
3. Avoidance of conflict of interest
4. Handling of information

Monitored area	Performance 2023
Number of Compliance violations reported	3
Number of confirmed corruption incidents	0
Number of confirmed incidents in information security	0
Familiarization of employees with the principles of Ethical Behavior and Compliance	100%



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Social dialog

The Basic Trade Union of the Energetic-Chemical Trade Union at Duslo, a.s. has been operating in our company for years. Basic Organization (BO) is an association within the meaning of Act No. 83/1990 Coll. on the Association of Citizens, as amended, has its registered office in Duslo, a.s. and its activities apply to the territory of the organization and the territory of companies with equity participation of Duslo, a.s. BO is governed by the „BO ECHOZ Statutes“, which are derived from the ECHOZ Statutes approved by the ECHOZ Congress.

We have concluded a valid Collective Agreement for the period from March 1, 2023 to March 31, 2025.

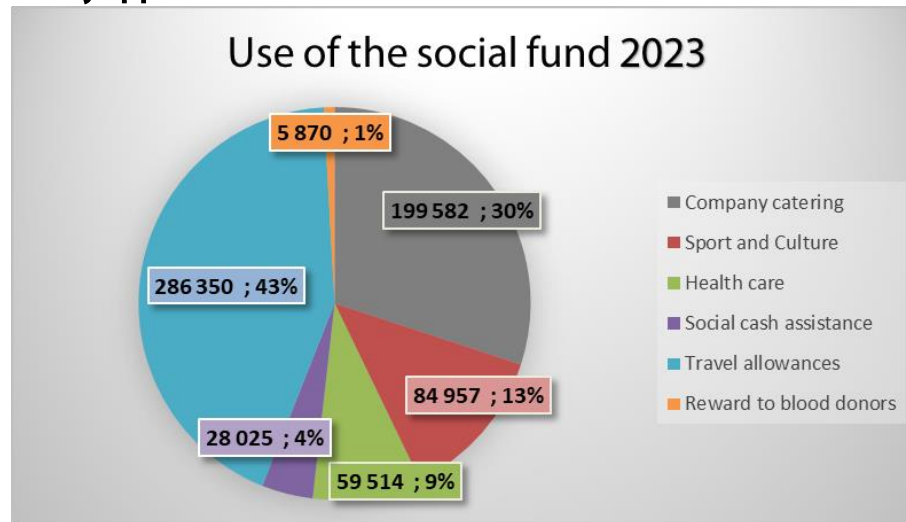
The collective agreement applies to all employees. Every employee has access to the entire text of the Collective Agreement, including amendments. Duslo, a.s. materially and financially supports the functioning of the trade union organization. On a regular basis, **we provide employee representatives with reports and information** on key indicators of the company's development, safety and measures related to employees, and enable them to perform control activities and submit proposals within the limits of legal authorizations. The submitted reports are discussed by **members of the BO ECHOZ Trade Union Committee twice a year at meetings with the company's management.**

One member of the company's Supervisory Board is directly elected by the trade union.

51 security staff representatives are currently appointed.

Social fund and its use

The employer formed the Social Fund in accordance with the Collective Agreement **in 2023 in the amount of 1.5%** of the total gross wages settled by the employee.

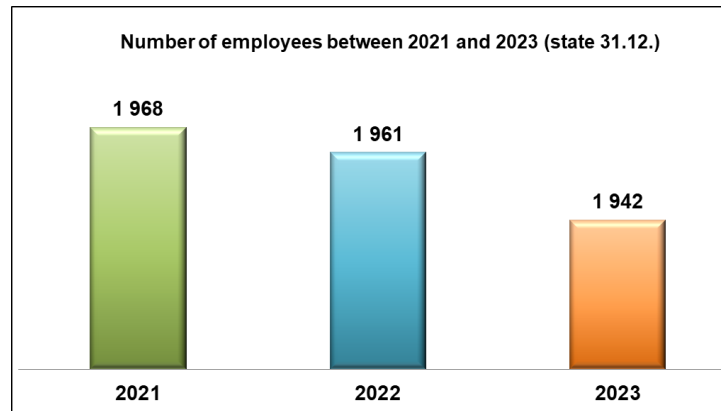


WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Employment, occupation of jobs

Since the beginning of 2023, 195 employees have been hired, the employment relationship of 219 employees ended, more than 60% of them retired. In 2023, we had 100 percent occupancy of jobs and the so-called undesirable fluctuation (termination of the employment relationship by the employee) from the total number of terminations of the employment relationship was at the level of 32%. Less than 14% of the new hires were former employees. The selection process and the access of applicants to the filled job position is carried out in accordance with the principle of equal treatment without any restrictions and discrimination due to gender, marital status and family status, sexual orientation, race, skin colour, language, age, faith, religion, political or of a different mindset, trade union activity, national or social origin, belonging to a nationality or ethnic group, property, gender or other status. The share of women in the total number of employees is 18%, which is due to the nature of production and the legal prohibition of certain jobs for women.

Monitored area	Performance 2023
Share of women in the total number of employees	18 %
Share of women in non-production sectors	38 %
Share of women in top management	22 %



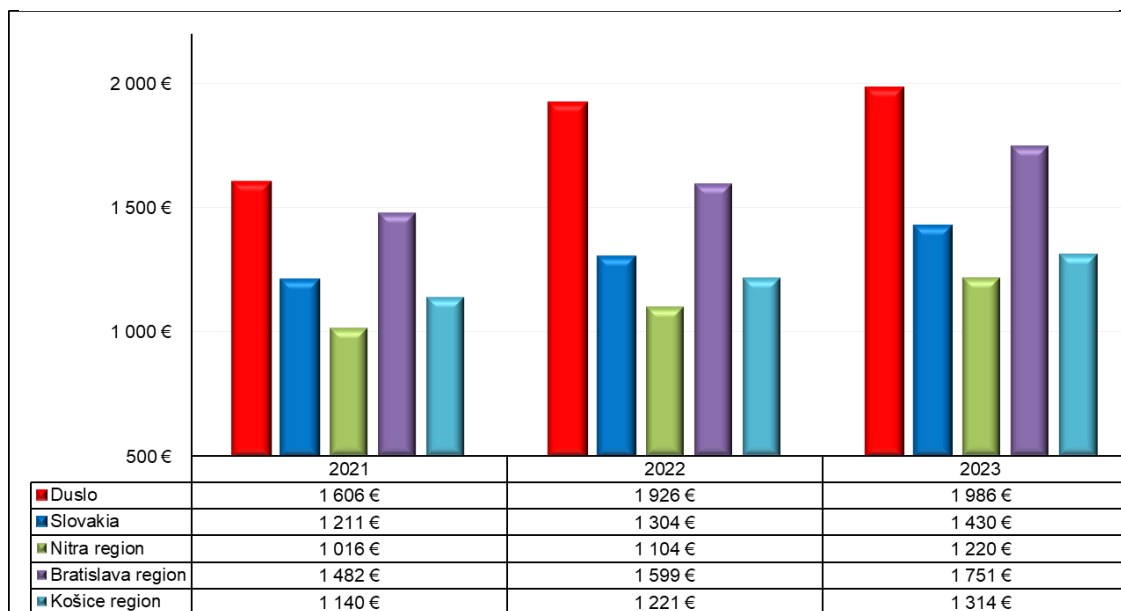
WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Remuneration

Wage conditions and remuneration of employees are implemented in accordance with the principle of equal treatment established for the field of labour relations without any restrictions and discrimination due to gender, marital status and family status, sexual orientation, race, skin colour, language, age, adverse health status or health disability, genetic characteristics, faith, religion, political or other opinion, trade union activity, national or social origin, membership of a nationality or ethnic group, property, gender or other status, with the exception of the case where the different treatment is justified by the nature of the activities carried out in employment or the circumstances under which these activities are carried out, if this reason constitutes a real and decisive requirement for employment, provided that the objective is legitimate and the requirement reasonable.

We are the leader in remuneration not only within the region, but also within Slovakia. Our average salary far exceeds the average salary in the regions where our workplaces are located.

Average monthly nominal wage in Duslo in comparison with the national average and Self-governing regions Nitra, Bratislava and Košice



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Education and career development

Managers set the requirements for training and personal development of employees according to the qualification criteria resulting from the job description.

The management representative sets the requirements for education in the field of Integrated Management.

The personnel department prepares **an annual training program** based on the requirements and is responsible for its implementation, which it monitors.

Education area	Number of trained in 2021	Plan execution in %	Number of trained in 2022	Plan execution in %	Number of trained in 2023	Plan execution in %
Professional qualifications in terms of legislation	4 133	83	5 176	110	4 213	98
Managers training	0	0	779	433	825	254
Education in IMS	201	112	191	116	619	135
Foreign language training	14	56	13	87	11	85
Professional training in external organisations	47	52	326	466	126	180
Summary	4 395	81	6 485	127	5 794	112
Financial implementation of the education program	y.2021 - 51,65 %		y.2022 - 83,49 %		y.2023 - 89,02 %	

The implementation of the Education Program in 2023 was partly influenced by the introduction of a new form of education, i.e. the use of online space, which encouraged employees to share learning between colleagues and less learning outside the company.



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Employee care

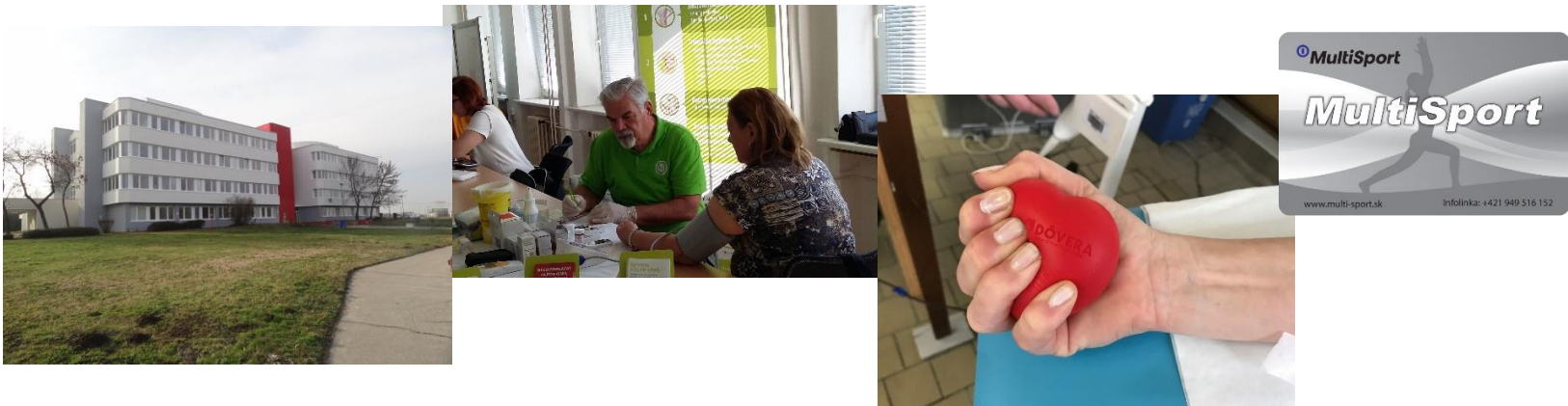
The company has invested significant funds in improving catering, healthcare and employee services. We permanently invest in the reconstruction and modernization of the equipment of our Health Care Centre, which serves not only employees but also patients from the wider area.

Also in 2022, Duslo, a.s. provided employee benefits - allowance for meals, for social assistance during long-term incapacity for work and in an unfavourable life situation, for additional pension savings, allowance for obtaining the Jansky plaque, the possibility of purchasing goods or services at favourable prices - food products of a company belonging to the Agrofert concern, fuel, SIM cards, cars, personal or property insurance.

With the intention of supporting a healthy lifestyle, employees were also offered a benefit - the MultiSport card - in 2023 based on growing interest. By using the Multisport program, especially sports activities, employees improved their physical condition and compensated for the workload. An average of 169 employees per month used the offered opportunities. Satisfied, healthier and more efficient employees benefit not only themselves, but also the company itself.

At the Health Days with the Dôvera and Union health insurance companies, almost 102 employees completed approximately 411 examinations of their health status.

115 donors donated blood in the company's Health Care Centre. We financially rewarded 39 holders of the Jansky plaque.



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Our future employees



In the 2022/2023 school year, the students of the United School in Šaľa-city part Veča once again began professional training carried out at the company's workplaces. They continued with the training in the following school year 2023/2024 in accordance with the education and professional training program established in terms of the school plan of education by the secondary school itself.

Under favourable conditions, we welcome students from different levels (universities, secondary schools, elementary schools - final years) and different fields of education to our company on excursions every year. The variety of professional areas represented in the company's production process attracts university students every year who are interested in processing bachelor's and diploma theses, or completing a summer professional internship/ internships /temporary jobs.

Monitored area	y. 2021	y. 2022	y. 2023
Number of students excursions	In 2021 the excursions were cancelled due to the pandemic.	4	10
Number of students- visitors of excursions		104	349
Number of students- graduates of summer professional practice	6	12	10

Number of students- those interested in processing:	y. 2021	y. 2022	y. 2023
Bachelor thesis	0	2	1
Diploma thesis	4	1	2

WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Our future employees

Recruitment of new employees for unfilled job positions takes place in the form of advertising in regional print media, on the Internet and the company's intranet. Forms of company presentation at various job forums such as JOB-EXPO or regional labour markets are also used, Open days at secondary schools and universities.

The recruitment and selection of applicants for a job position is carried out on the basis of predetermined criteria established by internal regulations, such as: required education, required professional knowledge, professional experience, health conditions, psychological fitness (for specified professions), regardless of their gender, ethnic origin, nationality, skin colour, sexual orientation, religion

Monitored area	y. 2022	y. 2023
Total number of employees recruited	142	195
Number of re - hired staff	18	24
Number of accepted graduates of the joint school in the field of chemistry	5	10
Number of accepted graduates of the joint school in the field of mechanical engineering or electrical engineering	8	22

With students of the mentioned professions, Duslo, a.s. concluded an Agreement on a future employment contract, by which they undertook to work in an employment relationship at the company for 3 years. In the case of continuing to university, their commitment is shifted to the period after the end of their studies, during which they can work part-time in the company, carry out professional practice and acquire practical and theoretical knowledge for the processing of bachelor's and diploma theses. We also offer the chance to get a job to graduates without an Agreement on a future employment contract, who did professional training at Duslo, a.s. during their studies under the same conditions as students with a signed an Agreement on a future employment contract.

WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Sportsmen in Duslo

Duslo supports the active use of its employees' free time.
Members of the Duslo Running Club participated in many running events.



Every year Duslo organizes a Bowling league for its employees in which 12 teams with 87 players participated in 2023/2024. In the regular season the teams played 66 games in which they recorded 48 693 points.

WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION



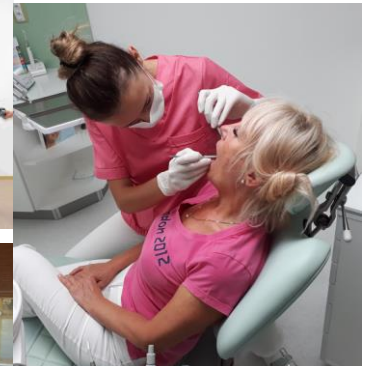
Community development

We are aware of our moral obligation to the community and the region in which we operate and whose resources we use. We are interested in contributing to their development and building good relations with the inhabitants of the surrounding towns and villages, as well as with business partners operating in the region. **By creating jobs, we support local economic growth and the purchasing power of the population.**

In 2023, the company supported education, the surrounding municipalities, the town of Šaľa and individuals. In addition to regular large recipients, such as the women's handball club and the Slovan Duslo Šaľa football club, Duslo also supported smaller projects or interesting hobbies of its employees.

The company also supported social projects - Monika Civic Association, which operates a facility for the elderly in the premises of the Health Care Centre and the Home for Social Services for Children and Adults in Šoporňa - Štrkovec.

We provide health services and medical and preventive care to the employees of the company, as well as to the inhabitants of the nearby area, in our Health Care Centre, whose premises we are continuously reconstructing and modernizing.



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION

Community development

Facility for seniors with a day stay

The management of Duslo, a.s. as part of the social program, helps employees with the care of family members who are dependent on the help of loved ones or other experts. For several years it has been operating a day-stay facility for seniors in the adapted premises of the Health Care Centre. Seniors are provided with rehabilitation procedures and, in acute cases, urgent medical care. In 2023 the completion of the outdoor seating area and the improvement of its surroundings continued.



We support young families – corporate apartments

As part of employee care, Duslo procured 23 apartments in a four-story apartment building in Šaľa. There are two one-room, sixteen two-room and five three-room apartments, which are equipped with a kitchen unit, stove, blinds, TV and Internet connections. For more than five years, apartments have been provided to employees with their families for a period until they resolve their living situation.



WE CONTRIBUTE TO THE DEVELOPMENT OF THE PEOPLE AND THE REGION



Author: CSR team

The report was reviewed by the Company's Management Board and approved by the Vice Chairman of the Board of Directors and the general director of Duslo, a.s.

Approval date: 24.6.2024