

Dear ladies, dear gentlemen,

The Green report on the environmental impact and safety situation for the year 2023 is now in your hands and I would like to provide some update on our efforts to making progress in continuous improving our environmental and safety indicators.

After an economically extremely successful year 2022 we faced new twelve-month turbulent period accompanied by fluctuations in the prices of inputs for the production of mineral fertilizers and rubber chemicals, complemented by an unplanned shutdown of ammonia production plant and production of organic chemistry products. Even the military conflict on the territory of our eastern neighbour and the import of cheap fertilisers from third countries into the European Union did not benefit our financial situation. The government crisis and early parliamentary elections, in turn, brought unprecedented uncoordinated adoption of environmental laws, as well as complicated approvals of our investment actions by the relevant state authorities. This formed an unfortunate combination that not only affected the company's economic performance, but also had a negative impact on the planning of environmentally positive investments.

Even under these conditions, we managed to make investments in 2023 that have a significantly positive environmental impact. We have completed projects aimed at improving air quality, specifically the Tertiary Reduction Unit at the NA3 plant which is expected to reduce annual greenhouse emissions of N2O by 93% and NOx emissions by 85%. At the same time we managed to complete the replacement of the K5 boiler and thus meet the strict limits for NOx emissions.

On our journey to decarbonise ammonia production, we had a significant success last year in obtaining a 58 million EUR grant from the Modernisation Fund to build the renewable energy infrastructure that we plan to use to power a future electrolyser for the production of green hydrogen as a material for the production of green ammonia. This is fully in line with the EU's ambitious goal of becoming a climate neutral continent by 2050.

A positive aspect of 2023, in terms of assessing our level of social responsibility, is the EcoVadis Gold Medal which demonstrates that our actions in the area of environmental approach and social responsibility are the right ones, placing us among the top 5% of chemical companies in this area of assessment.

The previous year can be evaluated as a success in terms of all components of the living and working environment. The trends in air and water pollution discharges in relation to production volumes have consistently shown a positive trend which is the evidence of the care taken of individual emission sources and the high efficiency of the biological wastewater treatment plant's treatment process.

Information presented in this material shows that Duslo, a.s. approaches the fulfilment of legislative requirements in the field of environmental protection and occupational safety responsibly and with full commitment and considers compliance with these requirements as its priority. The above was also verified by a surveillance audit of the integrated management system – SIM, including environmental management, quality, occupational safety and energy management systems which confirmed the functionality of the entire system and the fulfilment of the basic requirement - continuous improvement.

Duslo, a.s. is a long-term stable and prospective employer which, in addition to the development of modern chemical production, respects and fulfils all its voluntary commitments.

**Ing. Petr Bláha**  
CEO Duslo, a. s.

March 2024

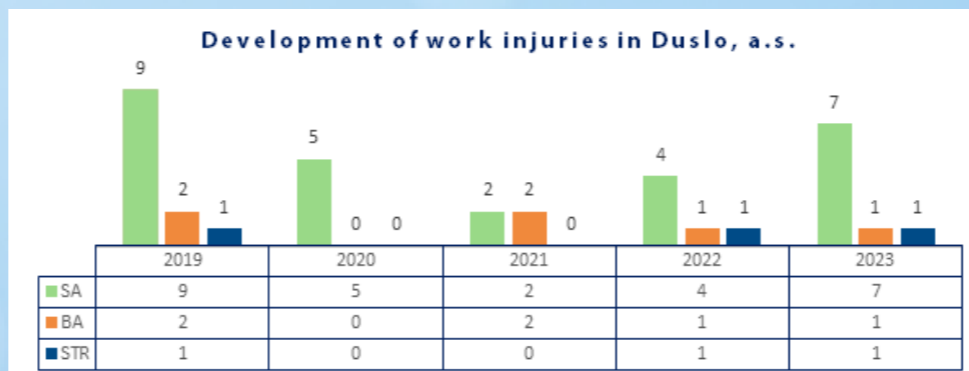
## OCCUPATIONAL SAFETY AND HEALTH PROTECTION, FIRE PROTECTION AND PREVENTION OF SERIOUS INDUSTRIAL ACCIDENTS



Occupational safety, health protection, fire protection and prevention of serious industrial accidents has been applied in Duslo at the highest possible level for a long time. To achieve this goal, the company implements various measures to ensure safety. The company continuously invests in the renewal and modernization of technologies in order to ensure technological safety of its production plants. It also spends considerable resources on employee training and the provision of personal protective equipment to protect employees from residual hazards, thereby promoting overall safety in the company.

As part of emergency preparedness Duslo carries out fire drills, while focusing on the most probable scenarios of possible emergency situations, involving external employees working on the company's premises as well as its own employees. In 2023, as part of a training aimed at dealing with mass disability events, also the Health Care Centre was involved.

New special combined anti-chemical pressure suits were purchased at the firefighting department in Šaľa and Bratislava. These suits, among other things, also provide protection from radiant heat, thus significantly contributing to the safety of our firefighters' interventions.



Year	2019	2020	2021	2022	2023	Ø
Number of employees	1992	1973	1968	1961	1942	1967
Number of reg.work injuries	12	5	4	6	9	7
Countability (No.ofWI*100/number of employees)	0,60	0,25	0,20	0,31	0,46	0,43
Frequency of accidents (LTIF)	3,64	1,56	1,27	1,90	2,85	2,24
Sick leave per 1 WI	91,5	116,2	95,25	90,67	89,22	96,57

**In case of further questions please feel free to contact:**

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## Green report on the environmental impact and safety situation for the year 2023



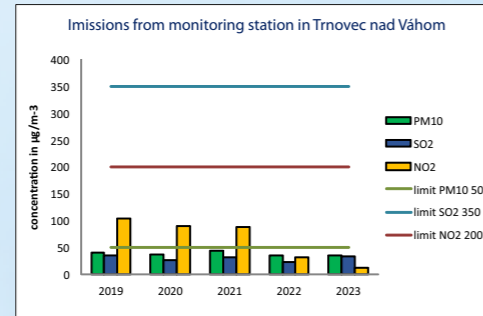
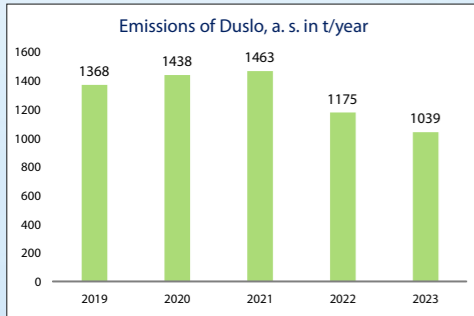
## AIR PROTECTION



Duslo, a.s. operates 26 large and 6 medium sources of the 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 resources of air pollution in Šaľa and Strážske as well as in Močenok and Trnovec nad Váhom.

Compliance with emission limits is demonstrated in several ways – technical calculations, periodic measurements and, in selected cases, continuous measurement systems. Emissions from the Heat plant, Ammonia 4, Urea 3, Waste Incineration plant and all three Nitric Acid plants (two at the site in Šaľa and one in Strážske) are monitored continuously.

Total emissions of pollutants emitted into the air from all production plants of the company in recent years show a steady trend.



Duslo, a.s. is the operator of a continuous air quality measurement system located in the municipality of Trnovec nad Váhom and is part of the monitoring network of the SHMÚ as a so-called suburban background station. The station is used to monitor particulate matter (PM10 and PM2,5), sulphur dioxide (SO2), nitrogen oxides (NO, NO2 and NOx), ammonia and chlorine. The monitoring results show a stable level over the long term, the limit values of the monitored parameters are respected.



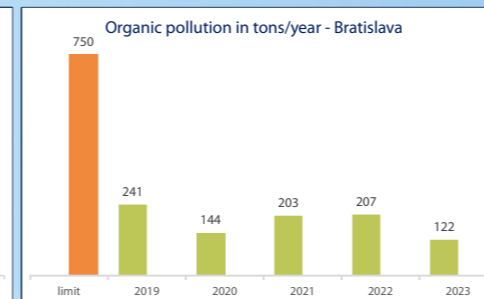
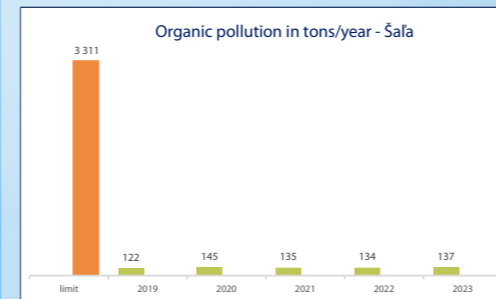
Our company is a mandatory participant in the greenhouse gas emissions trading scheme. Emissions of nitrous oxide from the Nitric acid production plant at the workplaces in Šaľa and in Strážske are monitored. Carbon dioxide emissions from the Heating plant, all energy facilities in the production plants and from the ammonia production plant are monitored as well.

## WATER PROTECTION



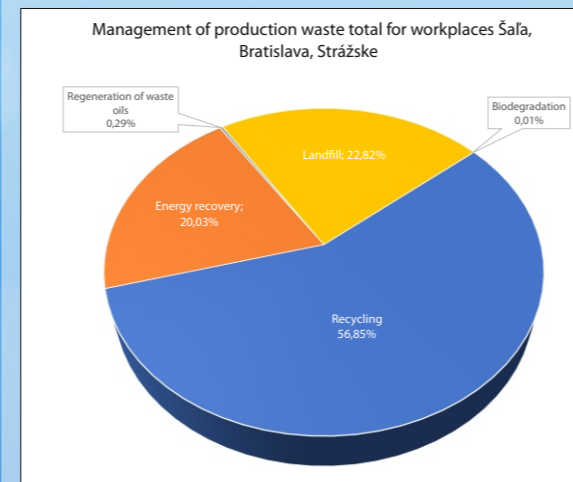
One of the accompanying processes of chemical production in Duslo, a.s. is the production of wastewater. Wastewater generated in the production facilities of Duslo, a.s. are discharged to a wastewater treatment plant. The ambition of Duslo, a.s. in the field of water protection is to ensure that its activities do not contribute to the deterioration of the condition of water bodies. Also in the past calendar year, the company managed to fulfil the long-term trend of compliance with the

specified limit values in discharged wastewater. In year 2023, a total of 5964 thousand m3 of wastewater was treated



## WASTE MANAGEMENT

The waste generated by production activities at Duslo, a.s. plants and workplaces is managed in accordance with the waste management hierarchy. Compliance with this principle is also applied to waste arising from construction and demolition works, with individual activities being governed by selective demolition procedures.



Waste is collected and sorted by type. Priority is given to authorised organisations for material recovery. Those wastes that cannot be recycled are processed in the waste incinerator. Waste that cannot be recovered materially or cannot be processed in the waste incinerator is disposed of in a landfill. A minority of the waste is sent for disposal by biodegradation processes, regeneration in the case of waste oils, or another type of disposal by physico-chemical processes.

## WATER STRESS AND BIODIVERSITY CONSERVATION



Even though all our sites are located in a zone with a medium-low risk of water stress according to the water stress map, we do not take our approach to the use of water resources lightly and strive to withdraw only the necessary amount of water for technological purposes. The average water consumption at the Šaľa site is at 28% of the permitted level, with almost 2/3 of the water abstracted being returned to the Váh river after treatment.

In order to promote ecological stability, we allow and support activities aimed at maintaining biodiversity, such as:

- Breeding of fallow deer and mouflon on the outskirts of the company, where the animals have adapted well to the created living conditions, which is evidenced by the annual increase in the number of young animals and thus the increasing number of individuals in the herds,
- Rearing of the Peregrine Falcon in cooperation with volunteer nature guardians in nest boxes installed on the outflow spillway tower at the Sludge pond Amerika II.

Also the Sludge pond Amerika I, which is used for the regulated discharge of treated wastewater from the plant into the watercourse is a nice example of the biodiversity presence. Nature has managed to make use of a seemingly inappropriate space and turn it into a habitat where several rare bird species have found a place to nest.

