



CORPORATE SOCIAL RESPONSIBILITY REPORT 2024





Dear readers,

On behalf of Duslo, a.s., allow me to present our annual Corporate Social Responsibility (CSR) report for 2024, which reflects our commitments and activities towards sustainable development, responsible business and support of the communities we are a part of.

As one of the major industrial companies in Slovakia, we are fully aware of our responsibility – not only towards employees, customers and business partners, but also towards the environment and society as a whole. Therefore, the principles of social responsibility are firmly embedded in our corporate culture and in everyday decision-making.

Our goal is not only economic prosperity, but also actively building a valuable and responsible relationship with the world around us. The year 2024 brought many challenges, but also opportunities to move forward in the areas of environmental innovation, occupational safety, business ethics and regional support. We worked intensively to reduce our environmental footprint, increase energy efficiency and modernize technologies in order to minimize the impact of our activities on the environment. At the same time, we continued to support the local community, education, sports and cultural activities.

Duslo's employees form the basis of our success - their expertise, commitment and responsibility are key to us. That is why we pay special attention to the development of human potential, equal opportunities and the creation of a stable, safe and motivating working environment.

For us, social responsibility is not a one-time project, but a long-term philosophy. We believe that only with an emphasis on transparency, trust and respect for people and nature can we create values that have lasting meaning.

The Social Responsibility Report is therefore not just a formal document, it is a reflection of our values, results and commitments to society, and at the same time it also represents our vision and commitments for the future.

We believe in a future in which industry will not only be the engine of the economy, but also the guarantor of sustainable development. Duslo, a.s. wants to be part of this positive direction as a trusted partner and responsible employer.

I am convinced that transparency, sustainability and trust are key pillars of long-term successful business.

I would like to thank all our employees, partners and community members who contribute to making Duslo, a.s. a responsible and trustworthy company. Together we create values that are important for today and the future.

Sincerely,
Ing. Petr Bláha

Vice-Chairman of the Board of Directors and General Director of Duslo, a.s.



CORPORATE SOCIAL RESPONSIBILITY REPORT



Duslo, a.s. – Traditional innovator in chemical industry

Duslo, a.s., based in Šaľa, is an important chemical plant and part of the multinational AGROFERT concern. It is one of the largest and most important producers of fertilizers and specialty chemicals in central Europe. It has been playing an important role in the chemical industry for decades, combining a rich tradition with continuous innovation. During its history, Duslo, a.s. has developed into a European fertilizer producer and a global supplier of rubber chemicals. In addition to these key products, it also produces polyvinyl acetate and polyacrylate adhesives, dispersions, magnesium chemistry products and other specialty chemical products. Our mission is to create high quality, safe and innovative products with high added value that contribute to the development of agriculture, industry and the overall standard of living. Our vision is to be a leader in the sustainable production of chemical products, with an emphasis on respect for nature, people and future generations. Responsibility, innovation, safety, openness and trust are the fundamental principles of our business. We translate these values into our daily decisions, our relationships with employees, business partners, communities and the wider public.





1958-2024



CORPORATE SOCIAL RESPONSIBILITY REPORT



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 2024, we were awarded the EcoVadis Bronze Medal in an independent assessment of our corporate social responsibility. This result places us in the top 35% of companies assessed by EcoVadis.



We are also a holder of the Cybersecurity Certificate in accordance with the requirements set out in 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 fulfil 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 – August 2025

Benefits of new device:

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

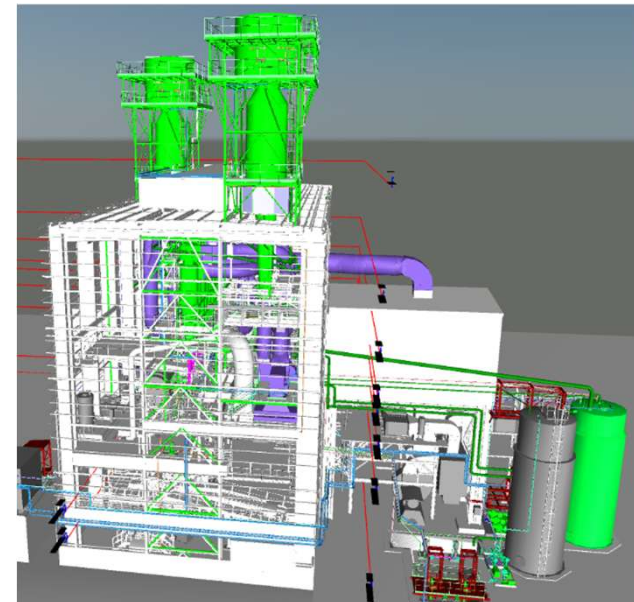


Restoration of air washing system from CAN2

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 2 (tertiary reduction)

Implementation: 2025 – 2026 (February)

Main goal:

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

Post-implementation assumption:

- Reduction of N_2O emissions to atm. from 70 ppm to max. 3 ppm
- Reduction of NO_x emissions to atm. from 70 ppm to 1 ppm
- Savings of 3,5 MPa of steam, savings on emission allowances

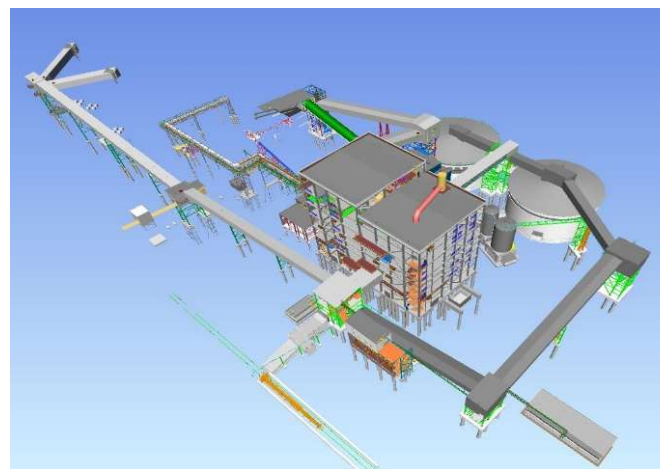


New operation UGL2 (Universal Granulation Line)

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



Investments

Connection of boiler room B441 to the Dusantox® production circuit

In connection with the technological changes in the production of Dusantox® IPPD and 6PPD, in 2024 the 1st stage - Replacement of the burner of furnace B441 in object 44-15 was implemented. The original burner was morally and technologically obsolete. Due to the stricter legislation on discharged emissions and for other reasons mentioned above, it was replaced by a new type of low-emission burner from the company Weishaupt.



Investments

Reconstruction of the Irganox® barrel filling line



The decision to replace the original filling line was made due to multiple failures and limited availability of spare parts. The line was installed in the year 2000. The implementation was carried out by PPA s.r.o. The solution is based on state-of-the-art measurement and control technology with a view to long-term reliability.



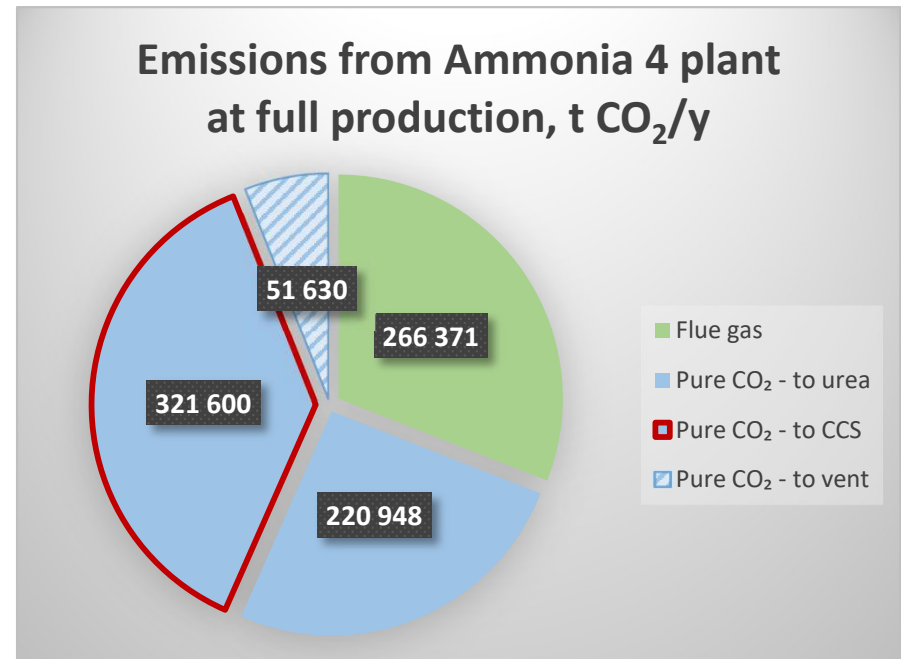
Strategic intention

Storage of CO₂ in underground storage in Golianovo

Expected implementation: 2026-2027

Benefits

- Savings of up to 321,600 t of CO₂ per year, which represents a substantial reduction of greenhouse gas production in the production of ammonia at Duslo, a.s. by 37 %.
- For a given storage rate and minimum guaranteed storage capacity (4 million tonnes of CO₂), this is a storage period of 12.4 years.
- Possibility of future expansion to flue gas CO₂ (additional approx. 250,000 t CO₂), subject to additional investment in flue gas cleaning technology.
- Contribution to the fulfilment of the Slovak Republic's climate goals.



Strategic intention

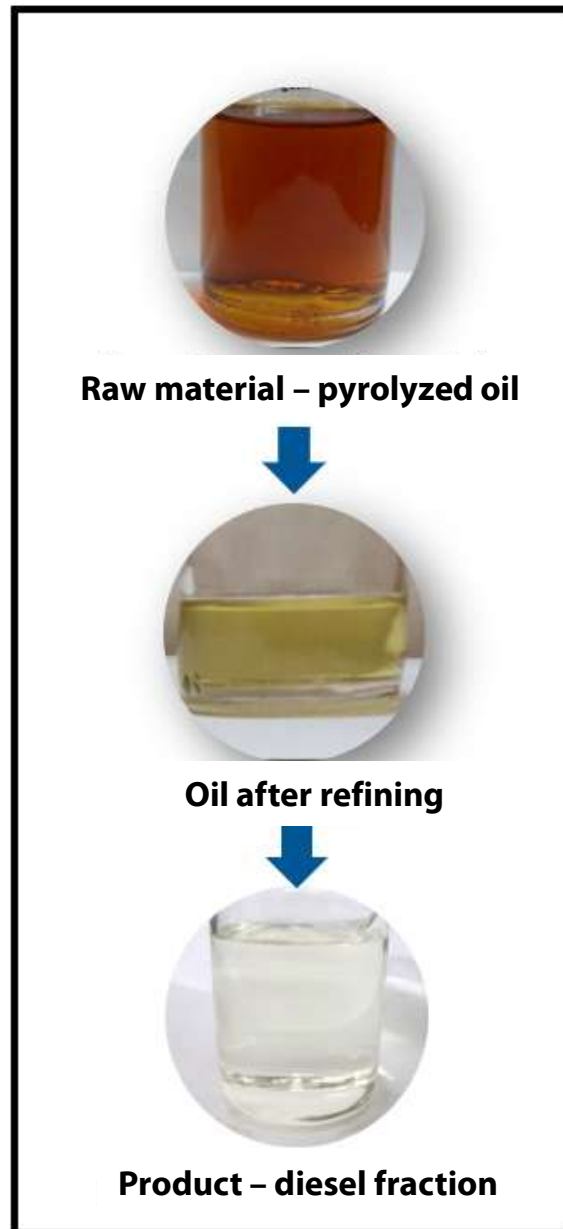
Construction of a pyrolysis oil processing line

Implementation: 2026 – 2029

Calculated capacity: gasoline fraction– 20 000 t/year
diesel fraction– 20 000 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



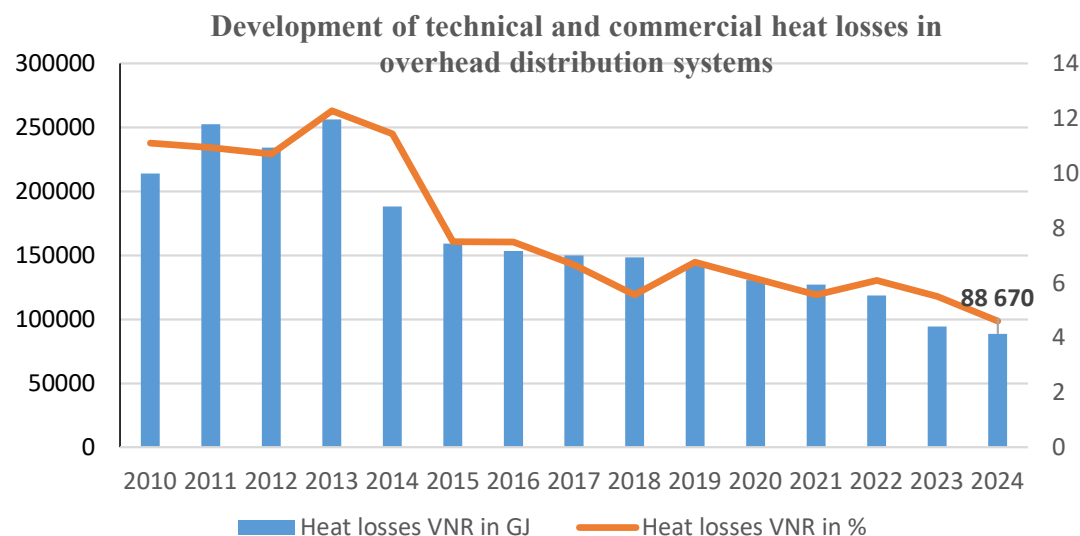
Saving energy - investments

Rok 2024 - Renewal and rationalization of steam distribution P3 on bridges L a N1

Goal: By renewal and rationalization of steam distribution P3 on bridges **L** and **N1** 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 benefit is in the reduction of heat losses in the external piping, which results in heat savings and thus a reduction in natural gas consumption.**

In 2024, the renovation and rationalization of the P3 and P12 steam distribution systems achieved the historically lowest heat losses in overhead distribution systems, namely 88,670 GJ (**4.6%**).

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

Saving energy - investments

Year 2023 – 2024 - Construction of new drinking water plant PV7

The aim of the construction of drinking water plant 7 (PV7) was **to provide a stable, high quality and uninterrupted source of drinking water** for the company's water distribution **systems, thereby increasing the efficiency and reliability of the water management**. Since the commissioning of PV 7 in early December 2024, the water plant has supplied **105,000 m³** of drinking water to the company-wide distribution system. PV7 uses boreholes HGP1 and HGP2, the **quality of which is monitored** at regular intervals by an **accredited laboratory**.



View of the object PV7



View of the water reservoirs PV7

Saving energy - investments

Year 2024 – Construction of photovoltaic power plants on the roofs of eight buildings on the company's premises

It is currently under implementation with a total installed capacity of **1.05 MW**. The PV systems will be **fully operational** in autumn **2025**. With this step, our company will **actively participate in the green transformation of industry**, which is not only a trend but also a necessity today.

The electricity produced on the individual objects **will be consumed within the building** and any surplus will be supplied and consumed in the local distribution system Duslo, a.s. As part of the installation of photovoltaic systems, a **battery storage** with an output of **110 kW** and a capacity of **225 kWh** will be installed, which will store electricity during the day and deliver it when the PV is not producing.



View the installation of PV accessories during implementation



View of PV installation on roofs during implementation

Saving energy - investments

Year 2025 – Construction of battery storage

A **6 MW** battery storage facility with a capacity of **6 MWh** is **currently under construction** in area of the company.

Battery systems combined with modern control systems allow them to be used for multiple purposes.

This battery storage will serve **to increase the flexibility and stability of the electricity system**. It will be used for **the provision of Support Services** for the **Slovak Electricity and Transmission System** or for **temporary storage of electricity**.

The benefits of this project to society and the environment include:

- **Efficient** use of renewable energy sources
- **Reduced CO₂ emission** by reducing the need for back-up fossil fuel sources
- **Increased the stability** of the electricity grid and an energy **security**
- **Meeting** our **climate neutrality strategy** and ESG targets

The production of individual devices is currently underway.

We plan **to start** operation in **autumn 2025**.



3D model of the new battery storage design

Saving energy - investments

- **Renewable energy sources RES - wind and solar energy**

At the present, Duslo, a.s. is preparing large **RES construction** projects:

- **Wind park with an installed capacity of approx. 37 MW (6 pcs wind turbines)** near the area of the Duslo, a. s.
- **Photovoltaic power plant with an installed capacity of approx. 20 MW** in the area of tailing pond Amerika II

The actual **implementation** of the above-mentioned investment actions is planned for the period **2026-2030**.

The estimated annual amount of electricity produced by RES with these capacities would be approximately **117 500 MWh** (95 000 from wind park + 22 500 from photovoltaic power plant). **This amount represents approximately 50% of the current annual consumption of the company.**

The main objective of this project is to **reduce the carbon footprint of the company**, but another synergistic effect is to **reduce the dependency on electricity supply**.



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.



THINKING ABOUT THE FUTURE

Saving energy - performance

Duslo, a.s. is a significant consumer of natural gas, electricity and water in Slovakia.

However, annual consumption depends on the amount of production per year.

Energy consumption	Unit	y. 2021	y. 2022	y. 2023	y. 2024
Total electricity consumption	MWh	260 525	226 318	209 027	241 991
Total heat consumption	GJ	2 163 202	1 832 201	1 621 839	1 919 951
Heat consumption of SES	GJ	1 126 110	910 525	795 277	1 006 296
Consumption of natural gas	Nm ³	518 330 514	414 890 395	378 060 316	477 297 234
Water consumption	Unit	y. 2021	y. 2022	y. 2023	y. 2024
Total water consumption from the river Váh	m ³	8 229 898	7 069 355	6 884 953	7 958 046
Consumption of cooling circulating water	m ³	284 033 888	239 970 598	219 434 640	263 372 133
Consumption of demineralized water	m ³	1 680 569	1 413 235	1 484 355	1 533 242
Consumption of drinking water	m ³	567 018	476 800	411 375	475 020

SES – secondary energy sources - heat released of chemical reaction during production of the products

Saving energy – Own electricity production

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

In 2024, three rotary reduction units (back-pressure steam turbines) were commissioned in the company, which use the expansion work of steam to drive generators that **produce electricity** for the **company's own consumption**.

These turbines are installed in **parallel with the reduction-cooling stations**, where the expansion work would remain unused. Due to installation of the rotary reducers, we are able to **produce electricity efficiently** – with a low specific heat consumption (natural gas) per unit of electricity produced.

Turbine	Commissioning date	Amount of electricity produced
Rotary reduction RR 1	07/2024	2 678 MWh
Rotary reduction RR 2	11/2024	1 736 MWh
Rotary reduction RR 3	09/2024	2 312 MWh
<u>TOTAL</u>		<u>6 726 MWh</u>



Views on Rotary reductions RR1 a RR2



WE BEHAVE RESPONSIBLY

Saving energy - Electricity production by RES

Renewable energy sources (RES) – Photovoltaic power plant Lovinobaňa

Duslo, a.s. has operated a Photovoltaic power plant in Lovinobaňa since 2.7.2021 with a total installed capacity 985 kW_p.

This Photovoltaic power plant consists of **4 104 panels**, each with an output of **240 W_p**. It is located in the former Magnesite plant site, an area of **18 490 m²**. **594,282 MWh** of electricity were produced at the plant since that date to **31.12.2021**. **In 2022, 1243,050 MWh** were produced, **in 2023, 1132,929 MWh** and **in 2024, 1141,359 MWh** of electricity were produced. A total of **4 111,62 MWh** of electricity was generated and sold during the period.

Year	Amount of electricity produced from RES
2021 (since 2.7.2021)	594 MWh
2022	1 243 MWh
2023	1 133 MWh
2024	1 141 MWh
<u>TOTAL</u>	<u>4 111 MWh</u>



View on the Photovoltaic power plant in Lovinobaňa

Chemical substances

Duslo, a.s. is a major producer and processor of substances inorganic and organic chemistry. 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 usage. This information is the basis for our internal regulations and procedures, to prevent the handling of chemicals and protect the health of our employees.

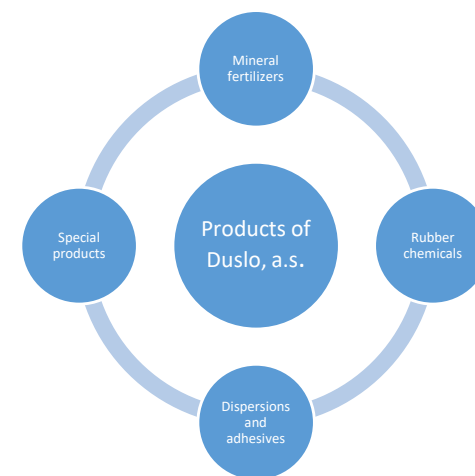
Similar is the case with our products - we have registered a total of 34 chemical substances, 30 are active, 4 substances have been deregistered due to discontinuation of production. We know their properties and their effects on human health and the environment. Products danger to human health or the environment are labelled, classified according to the requirements of chemical legislation (CLP Regulation) and ADR / RID transport legislation.

We have prepared risk analyses 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. During manufacture of our products, we take care to meet the requirements of national and international regulations related to the production, import, export and use of chemicals.

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



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 raw materials, interoperative inspection, outgoing inspection of products, monitoring of chemical substances in work area, water analyses and analyses of samples from ecological facilities and the environment.

We also perform analyses in central laboratories according to the requirements of external customers. We thank to our external customers for their trust and use of analytical laboratory services.



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

Sustainable procurement policy and objectives

Sustainable procurement, suppliers, rules of ethical conduct

Sustainability and integrity are at the basic principles of our business. With our businesses, our products and services along our values chains are directed to ethical behaviour towards our business partners, compliance with legislation, human rights, environmental protection and health protection and, last but not least, occupational safety. We do not accept fraudulent behaviour during any of our business activities, nor do we accept such behaviour from employees in our company.

In 2024, Duslo a.s. summarized its standards of conduct and ethics in the [Code of Conduct for Business Partners](#). Duslo considers the provisions of this Code of Conduct to be fundamental and therefore expects all its business partners to act with the same level of honesty, integrity and responsibility in all aspects of their business and in compliance with the company's values.

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.

We require the business partner to comply with all applicable legislation and regulations and to take reasonable measures to ensure compliance with these laws, regulations and standards. It is important that the supplier continuously identifies and evaluates its risks, which it will subsequently mitigate. He developed contingency plans to minimize the impact on his customer – Duslo, a.s.

Sustainable procurement policy and objectives

Ethical Behaviour, 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 behaviour 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
- did not engaged in or encouraged fraudulent activity and unlawful enrichment
- adherence to transparent supplier selection, without any form of discrimination

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:

- Respect anti-corruption regulations. It is unacceptable to engage in activities that could be perceived as corruption and influencing a business partner to achieve an undue advantage.
- Comply with all applicable import and export control laws, including, but not limited to, sanctions, embargoes and other laws, government regulations governing the shipment of goods.
- Among other things, we require that the purchased raw materials are 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 and 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, proper handling and storage of the delivered product, which we then implement in our internal documents.

Monitoring of suppliers

The following obligations arise for suppliers:

- 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.
- Our Business Partners will strictly adhere to all applicable laws and regulation governing money laundering and the prevention of terrorist financing.
- The Business Partner will strictly comply with all applicable national and international laws and regulations governing data protection.
- The Business Partner will operate its business in a safe and responsible manner.

Performance of the suppliers

Our goal is to monitor the behaviour 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**.

- In the year 2024, not a single complaint of the supplier for the course or transparency in the selection procedure.
- 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 fulfilment 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. Currently, the operations of the waste incinerator, the heating plant, the wastewater treatment plant Šaľa and the organic production with a capacity of more than 20,000 tons of products/year are coordinated in this way. The result of the harmonization is confirmation that these operations meet the requirements of the BAT conclusions. For the Bratislava WWTP, a deviation value is assigned compared to the BAT conclusions for BAT a chemical oxygen demand determined by the dichromate method and N_{TOTAL} . 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, sulphur 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 2024, 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.

Carbon footprint of a product as a tool to support decarbonization



The European Union has introduced the Green Deal initiative, aiming to achieve climate neutrality by 2050.

One of the key tools to reach this goal is monitoring and reducing the Product Carbon Footprint (PCF). This data enables companies and manufacturers across our entire supply chain to identify and implement their own measures to decarbonize their activities, directly contributing to fulfilling the EU's targets.

Duslo, a.s., as one of the leading chemical companies in Slovakia, actively supports this initiative. Therefore, we have set a priority to calculate the carbon footprint of our main products in the fields of inorganic and organic production.

When calculating the product carbon footprint, three main categories, known as scopes, are taken into account:

- Scope 1 – direct emissions generated during the production of our products,
- Scope 2 – indirect emissions related to energy purchases,
- Scope 3 – indirect emissions connected with the supply chain in both directions.

Scope 3 is often the most challenging in terms of data collection, as access to information from suppliers is usually complicated. To assist our customers in calculating their own carbon footprint, we decided to calculate the carbon footprint of our products ourselves, which represents Scope 3 for them.

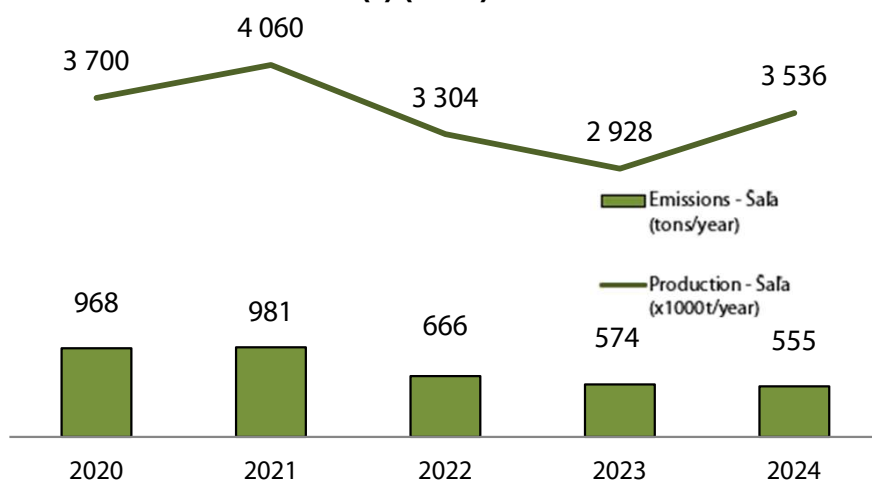
In 2024, we carried out the carbon footprint calculation of selected products in accordance with the EN ISO 14067 standard and are preparing for independent verification of the carbon footprint of inorganic products by an external third party.

WE PROTECT ENVIRONMENT

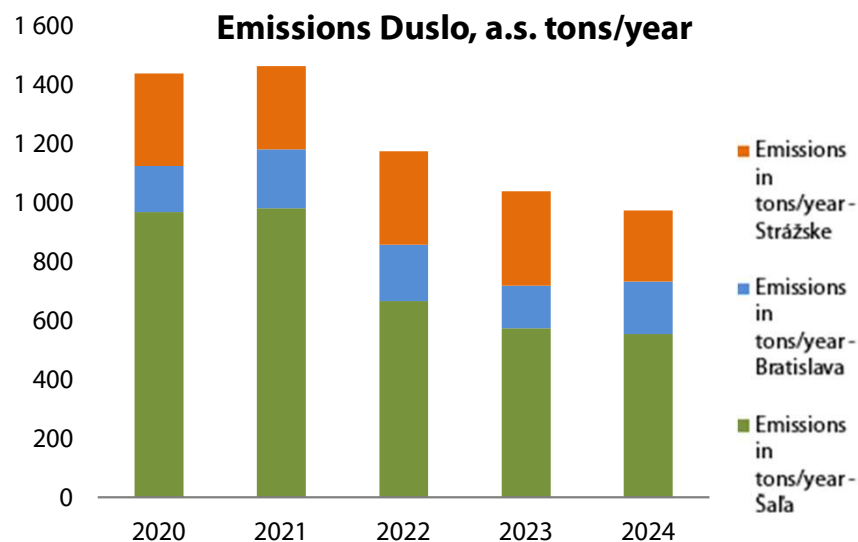
Air protection

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 2020 - 2024
(t) (Šaľa)**



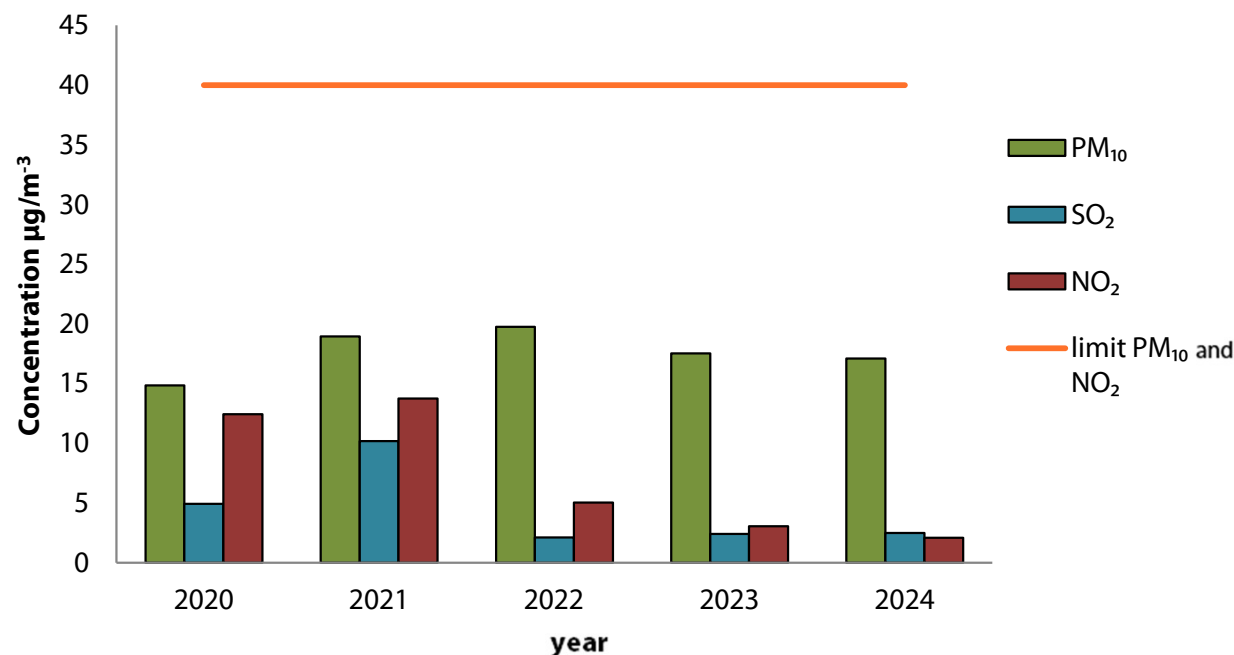
Emissions Duslo, a.s. tons/year



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 PM_{10} and $PM_{2,5}$) sulphur dioxide (SO_2) and nitrogen oxides (NO , NO_2 a NO_x), ammonia, chlorine and meteorological parameters are monitored on an ongoing basis.

Immission from the monitoring station Trnovec nad Váhom
Average annual concentrations

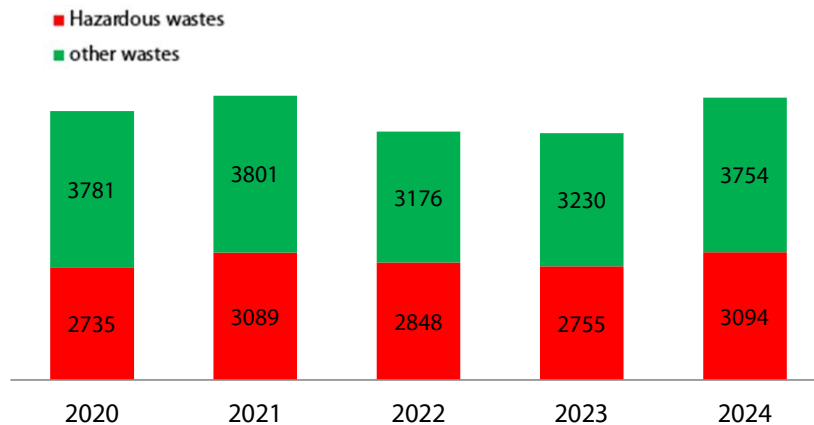


Note: Annual limit value for SO_2 not determined.

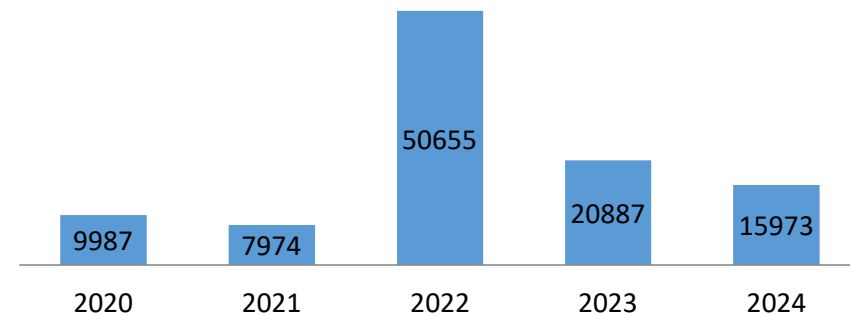
Waste Management

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.

**Total amount of waste from production activities
2020-2024 (t) ***



**Total amount of waste generated during construction
and demolition works within the operations of Duslo,
a.s.
2020-2024 (t) ***



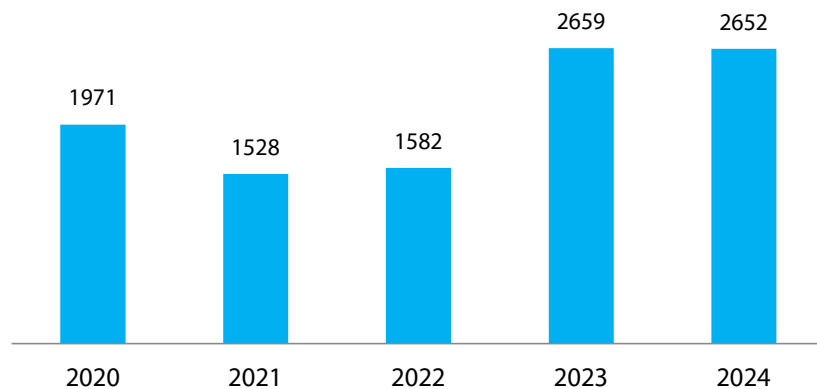
* Summary data for the Šaľa, Bratislava and Strážske workplaces

Waste Management

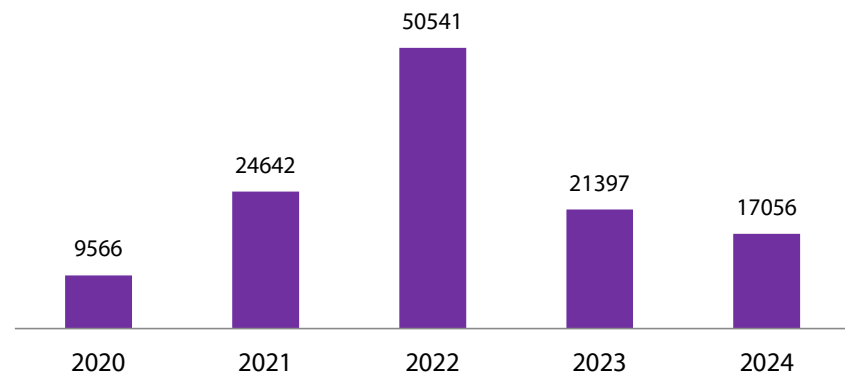
Waste from production activities is given priority to authorized organizations for material recovery, or waste that cannot be recycled is energetically recovered in the company's own waste incineration plant. The free capacity of the waste incineration plant is provided to external companies. In 2024, more than 65% of all production waste was recovered in this way. Production waste that cannot be materially or energetically recovered is disposed of at a landfill. A minority of waste is sent for disposal through biodegradation processes, in the case of waste oils, regeneration, or another type of disposal using physicochemical processes is used.

Compliance with the waste management hierarchy also applies to waste generated during construction and demolition work carried out at individual operations and workplaces of our company, with individual activities being guided by selective demolition procedures, where we have maintained a high trend of material recovery of construction and metal rubble in the long term, thereby contributing to the circular economy. In 2024, we handed over more than 95% of waste to an external organization for recycling in this way.

**Waste energy recovered in waste incineration plant
2020-2024 (t)**

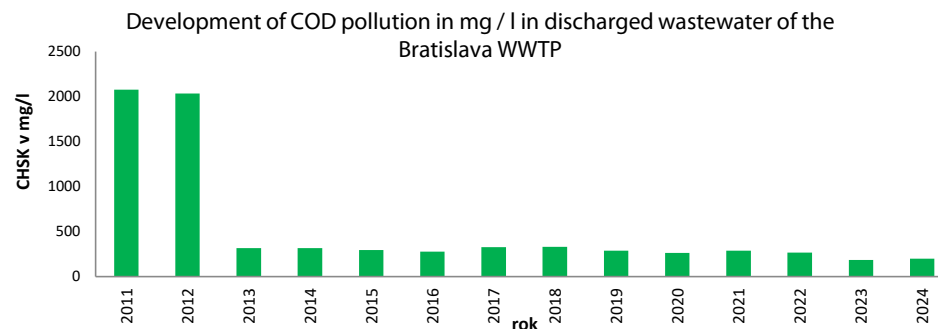


**Waste materially recovered in external organizations
2020-2024 (t)**

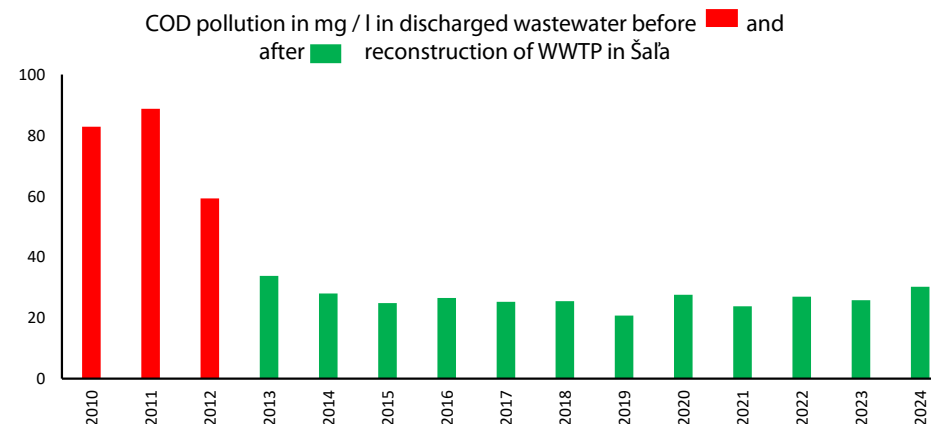
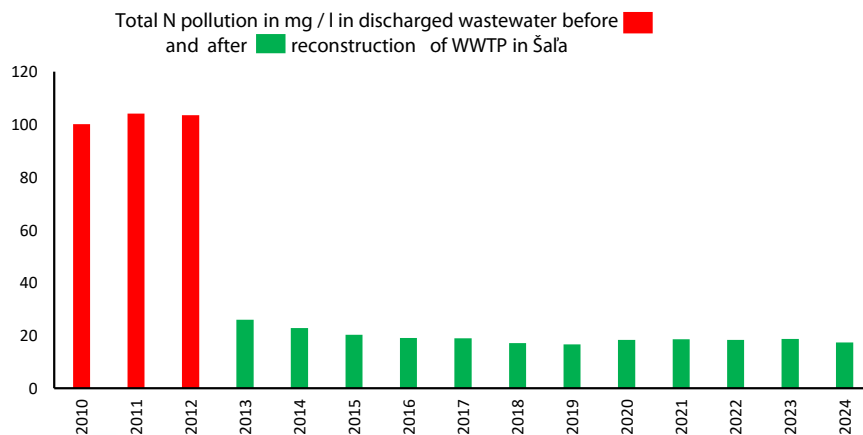


Water protection

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.



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.

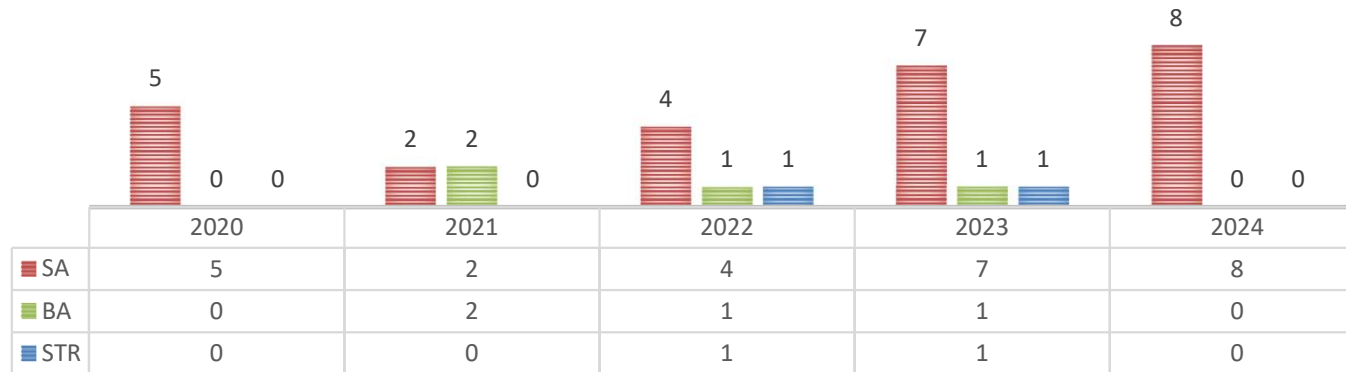
Fire protection at Duslo, a.s. is provided by professionally qualified persons and its own fire brigade, which ensures fire safety requirements and conditions for effective protection of life, health and property against fires. We consistently require compliance with all legislative requirements related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

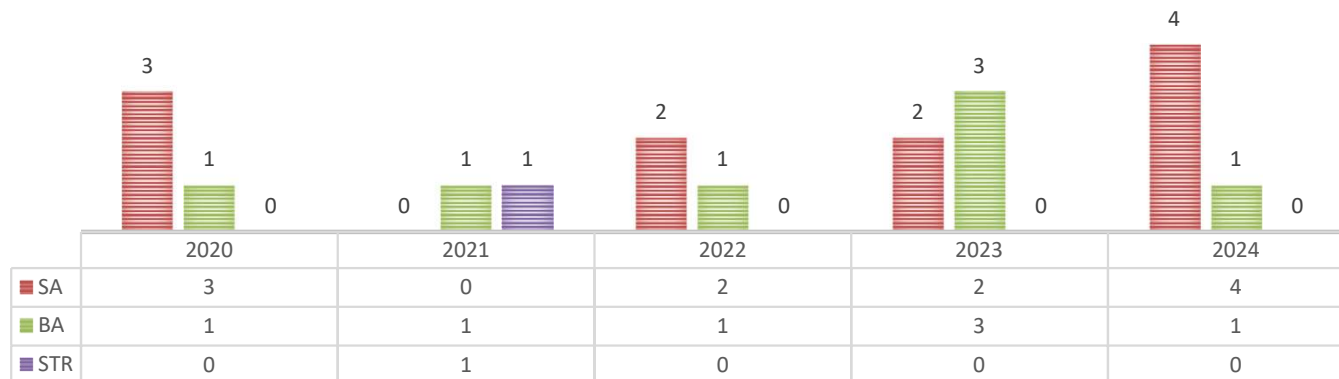
Duslo, a.s. is part of the European Chemical Accident Assistance Network (ICE). Duslo, a.s. is the seat of the national coordination centre of the DINS Traffic and Information System. Its aim is to provide information, specialists and assistance to the Fire and Rescue Corps of the Slovak Republic within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

Health and safety - our performance

EVOLUTION OF ACCIDENTS (REGISTERED WORK ACCIDENT)



FIRES



HEALTH AND SAFETY ARE OUR PRIORITY

Health and safety - our performance

Our performance	2021	2022	2023	2024
Occurrence				
Accidents	4	12	3	10
Registered accidents	4	6	9	8
Fires	2	3	5	5
Serious industrial accidents	0	0	0	0
Number of state professional supervision inspections				
Labour Inspectorate	8	5	5	4
Fire and Rescue Service	3	4	3	6

Number of internal health and safety inspections			
Site	2022	2023	2024
SA	110	110	106
BA	39	31	29
STR	2	2	2
SUM	151	143	137

Number of internal fire protection inspections			
Site	2022	2023	2024
SA	110	110	106
BA	17	24	29
STR	4	4	4
SUM	131	138	139

In 2024, the company purchased an AGADOS trailer truck to equip for Company fire department BA fire station.



HEALTH AND SAFETY ARE OUR PRIORITY

Health and safety - our performance-trainings

Health and safety training- overall retrained internal and external workers						
	2022		2023		2024	
Site	OHS I. level	OHS III. level	OHS I. level	OHS III. level	OHS I. level	OHS III. level
SA	2987	380	2942	80	2575	388
BA	287	25	239	11	196	29
STR	5	22	8	3	4	23
SUM	3279	427	3189	94	2775	440

Number of trained fire protection workers									
	2022			2023			2024		
Site	SA	BA	STR	SA	BA	STR	SA	BA	STR
Manager	374	24	21	80	9	3	388	29	23
Periodical	730	118	0	0	137	13	853	93	0
Fire patrols	513	46	69	567	96	70	960	132	66

Costs of allocated PPE (including hygiene needs)



HEALTH AND SAFETY ARE OUR PRIORITY



Governance of the company

Duslo, a.s., as part of the Agrofert group, emphasizes responsible and transparent management as a premise for long-term sustainable business. Governance is the foundation on which we build the trust of our employees, partners, customers and the public.

Management structure and decision-making processes

Duslo, a.s. has an established management system based on the principles of transparency, control and accountability. The company is managed by the Board of Directors, which decides on the strategic direction of the company. The Supervisory Board supervises the activities of the Board of Directors. The management structure takes into account legislative requirements, as well as internal rules and values of the Agrofert Group.

Risk management and control

The risk management system is an important part of strategic planning. Duslo, a.s. regularly identifies, analyses and monitors potential risks in the areas of safety, environment, supply chain and compliance. We apply the principles of preventive control and regular internal audit. In the area of safety and quality, we follow ISO standards.

Transparency and accountability

Our priority is open and responsible communication with all interested parties e.g. employees, shareholders, community and public institutions. We regularly present results and measures in the field of corporate governance through annual reports, CSR reports and communication channels of the Agrofert Group.

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 just employment and remuneration.

Every employee of the company can point out circumstances from which it can be concluded that there has been a violation of ethical and safety rules to their superior, the Human Resources Director, or by e-mail: podnety@duslo.sk, or through the box marked "Suggestions Box - Program Compliance" located on the ground floor in the extension of the main administrative building.

Employees and other interested parties can also use the **"Tell Us" Ethics Line**, to which everyone can report any knowledge or suspicion of unethical behaviour in the company and the AGROFERT Group.

Management calls on and encourages company employees and external partners to take an active approach and undertakes to protect 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, physical punishment, and 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 work environment. We regularly monitor work environment factors and their impact on employee health and safety. We invest in personal protective equipment. We provide reconditioning stays for employees in high-risk workplaces to regenerate their workforce. We provide employees with a contribution from the social fund for healthcare beyond the scope of the law and pay a recreation allowance in accordance with legal provisions. We support the professional growth and cultural development of our employees. We respect the right of employees to collectively associate and bargain collectively.



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION



Human and Labor Rights - Ethical Behaviour

We adhere to the rules of ethical conduct summarized in the **Code of Ethics for Agrofert Group** Employees, which are binding on all employees and with which everyone is familiar. The Group has established an ethics line "**Tell us**", to which any employee can report suspected unethical behaviour in the company. The employer is obliged to maintain confidentiality about the identity of the whistleblower.

The ethics line is also accessible to interested parties.

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. Prevention of conflicts of interest
4. Handling of information

Monitored area	Performance 2024
Number of reported Compliance violations	3
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0
Familiarizing employees with the principles of Ethical Conduct and Compliance	100%



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION



Social dialogue

The Basic Trade Union Organization of the Energetic-Chemical (ECHOZ) Trade Union of Duslo, a.s. has been operating in our company for years. The Trade Union is an association within the meaning of Act No. 83/1990 Coll. on Associations 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 Duslo, a.s. ownership interest.

The Trade Union is governed by the "Statutes of the ECHOZ", which are derived from the Statutes of the ECHOZ 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.

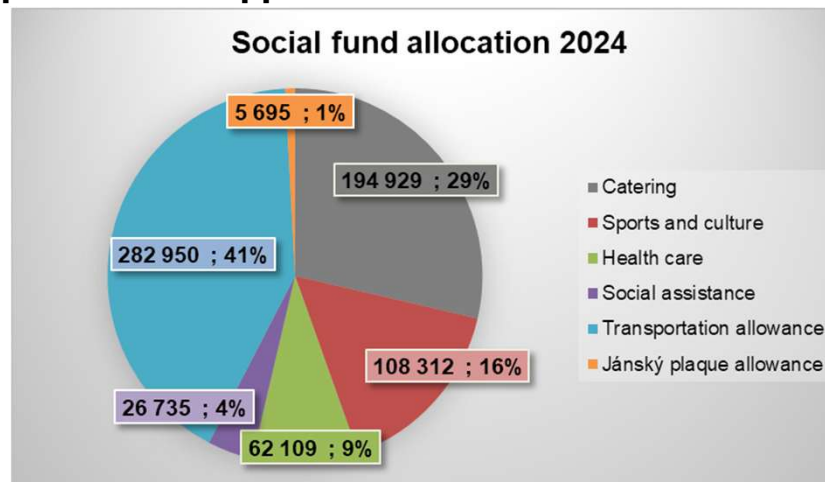
Duslo, a.s. materially and financially supports the functioning of the trade union organization. On a regular basis, **we provide employee representatives with reports and information on key indicators of company** development, safety and measures related to employees, and enable them to perform control activities and submit proposals within the limits of their legal authorizations

The submitted reports are discussed by the members of the **Trade Union Committee of the ECHOZ twice a year at meetings with the company management.** The Supervisory Board of the company has one member directly elected by the trade union.

There are currently **51 employee safety representatives appointed.**

Social Fund and its use

The employer created a Social Fund pursuant to the Collective Agreement in 2024 in the amount **of 1.5% of the total gross wages** paid to employees.

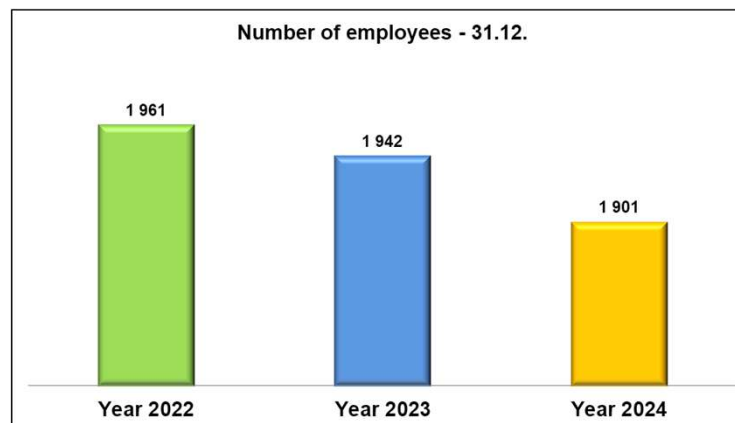


WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

Employment, job occupancy

Since the beginning of 2024, 162 employees have been hired, 208 employees have terminated their employment, of which more than 40% have retired. In 2024, we had almost 100% job occupancy and the so-called undesirable fluctuation (termination of employment by an employee) of the total number of terminations was at the level of 26%. Of the newly hired, 11% were former employees. The selection procedure and the access of applicants to the filled job position are carried out in accordance with the principle of equal treatment without any restrictions and discrimination on the grounds of gender, marital status and family status, sexual orientation, race, skin colour, language, age, belief, religion, political or other opinion, trade union activity, national or social origin, membership of a nationality or ethnic group, property, birth 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 2024
Share of women in the total number of employees	18 %
Share of women in non-production sectors	32 %
Proportion of women in top management	22 %

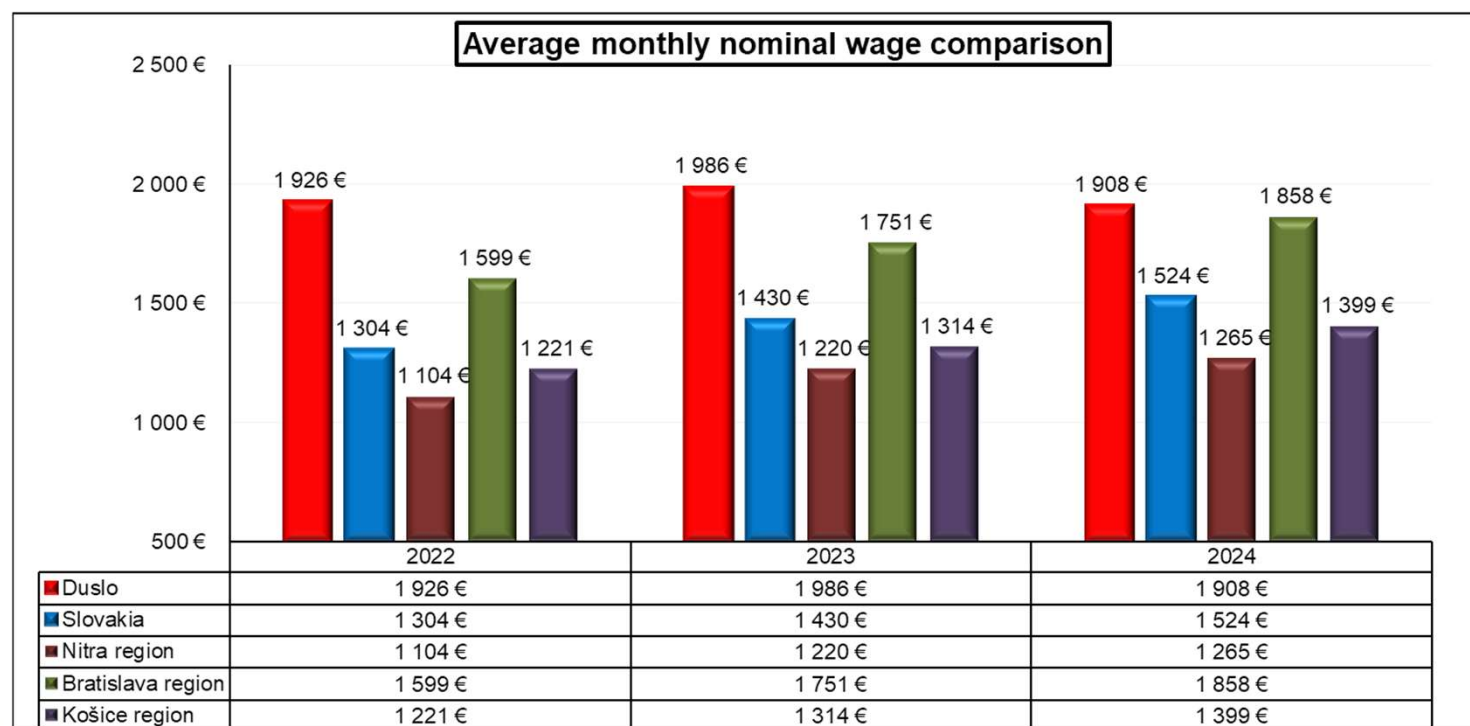


WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

Remuneration

The terms and conditions of employment and remuneration of employees shall be implemented in accordance with the principle of equal treatment established for the field of employment relations without any restrictions and discrimination on grounds of sex, marital and family status, sexual orientation, race, colour, language, age, adverse health status or disability, genetic characteristics, belief, religion, political or other opinion, trade union activity, national or social origin, membership of a national or ethnic group, property, birth or other status, except where the difference in treatment is justified by the nature of the activities performed in employment or the circumstances in which these activities are performed, if this reason constitutes a genuine and overriding requirement for employment, provided that the aim is legitimate and the requirement is proportionate.

The employer undertakes to pay all its employees a wage of at least the minimum wage set by the relevant national legislation for the given calendar year. **We are a leader in remuneration** not only within the region, but also within Slovakia. Our average wage greatly exceeds the average wage in the regions where our workplaces are located.



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

Trainings and career development

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

The Systems Officer sets requirements for training in the field of Integrated Management Systems.

The Human Resources Department prepares an annual **Training Program** based on the requirements and is responsible for its implementation and monitoring.

Training areas	number of retrained y. 2022	% of plan fulfilment	number of retrained y. 2023	% of plan fulfilment	number of retrained y. 2024	% of plan fulfilment
Professional qualifications within the meaning of the legislation	5 176	110	4 213	98	4 163	88
Management training	779	433	825	254	127	18
Training in IMS	191	116	619	135	2 208	1 434
Language courses	13	87	11	85	13	108
Professional training in external organizations	326	466	126	180	232	290
Total	6 485	127	5 794	112	6 743	112
Financial implementation of the education program	y.2022 - 83,49 %		y.2023 - 89,02 %		y.2024 - 86,35 %	

The implementation of the Education Program in 2024 was influenced by the increasing use of online learning, which encouraged employees to share it with colleagues and travel less outside the company. After a long period, the company decided to resume language training for all knowledge levels. This decision is directly related to the expansion of cooperation and communication with the foreign acquisition of the Agrofert concern.



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

Employee care

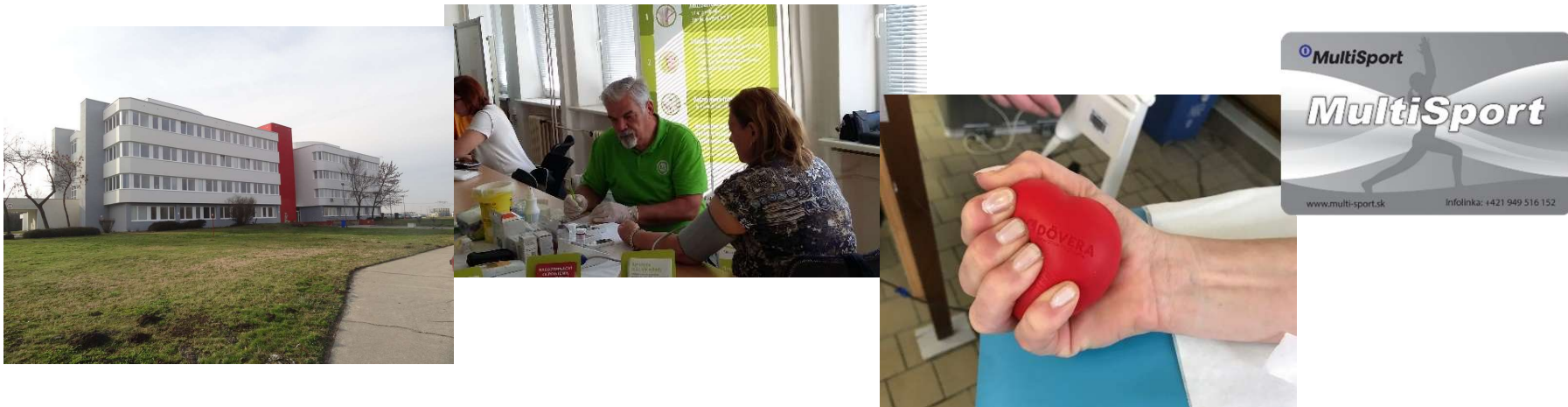
The company has invested significant funds in improving services in the areas of catering, healthcare and services for employees.

We are permanently investing in the reconstruction and modernization of the equipment of our Healthcare Centre, which serves not only employees but also patients from the wider area.

In 2024, Duslo, a.s. also provided benefits to employees - a contribution to catering, social assistance during long-term incapacity for work and in adverse life situations, supplementary pension savings, a contribution 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, passenger cars, personal or property insurance.

We continue to support a healthy lifestyle for our employees through a benefit in the form of the Multisport card. Employees used this card mainly for sports activities, which helped them improve their physical condition and compensate for their workload. The average monthly number of users of these services was 176 employees.

At the Health Days with all health insurance companies, more than 400 employees underwent approximately 800 health examinations. 83 donors donated blood at the company's Health Care Centre. We financially rewarded 39 Jansky plaque holders.



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

DUSLO
ENERGY OF YOUR GROWTH

Our future employees



In the 2023/2024 school year, students of the Unified School in Šaľa-Veča once again started professional training at the company's workplaces. They continued their training in the following school year 2024/2025, in accordance with the education and professional training program set out in the school education plan of the secondary school itself.

Under favourable conditions, we will welcome students from various levels (universities, secondary schools, primary schools - final years) and various fields of education to our company every year on excursions that introduce the operation of operations across the entire joint-stock company.

The diversity of professional areas represented in the company's production process will also attract university students interested in processing bachelor's and diploma theses, or completing summer professional practice/internship/work placement.

Monitored area	y. 2022	y. 2023	y. 2024
Number of student excursions	4	10	9
Number of students participating in excursions	104	349	287
Number of university students - graduates of summer professional practice	12	10	9
Number of secondary school students - graduates of professional practice	80	60	32

Number of students interested in completing the project:	r. 2022	r. 2023	r. 2024
Bachelor thesis	2	1	0
Diploma thesis	1	2	1



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION



Our future employees

Recruitment of new employees for vacant positions is carried out in the form of advertisements in regional print media, on the Internet and the company's intranet. Forms of company presentation at various job forums, regional job fairs, Open Days at secondary schools and universities, Chemday at the Faculty of Chemical Engineering and Technology of the Slovak University of Technology Bratislava, etc. are also used. The recruitment and selection of applicants for a job position is carried out on the basis of predetermined criteria set by internal regulations such as: required education, required professional knowledge, professional experience, health conditions, psychological fitness (for specific professions), regardless of their gender, ethnic origin, nationality, skin colour, sexual orientation, religion.

Monitored area	y. 2023	y. 2024
Total number of employees hired	195	162
Number of employees rehired	24	18
Number of admitted graduates of the Joint School in the field of chemistry	10	3
Number of graduates of the United School accepted in the field of mechanical engineering or electrical engineering	22	1

Duslo, a.s. concluded a Future Employment Contract with students of the above professions, under which they undertook to work in the company for 3 years. In the case of continuing at university, their commitment is postponed to the period after graduation, during which they can work part-time in the company, carry out professional practice and acquire practical and theoretical knowledge for processing bachelor's and diploma theses. We also offer the opportunity to be employed to graduates without a concluded contract, who carried out professional training at workplaces in Duslo, a.s. during their studies, under similar conditions as to students with a signed contract.



WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION



Athletes in Duslo

Duslo, a.s. has long supported an active lifestyle and meaningful spending of its employees' free time. Duslo, a.s. annually organizes a Bowling League for its employees, in which 12 teams with 87 players participated in 2024.



Duslo **Running Club** participated in a total of 67 running events in 2024. This time too, they took part in one of the most demanding and at the same time most respected relay races in Slovakia – **“From the Tatras to the Danube”**, which is 345 kilometres long. This challenge tested not only the runners’ physical fitness, but also their team spirit and determination.



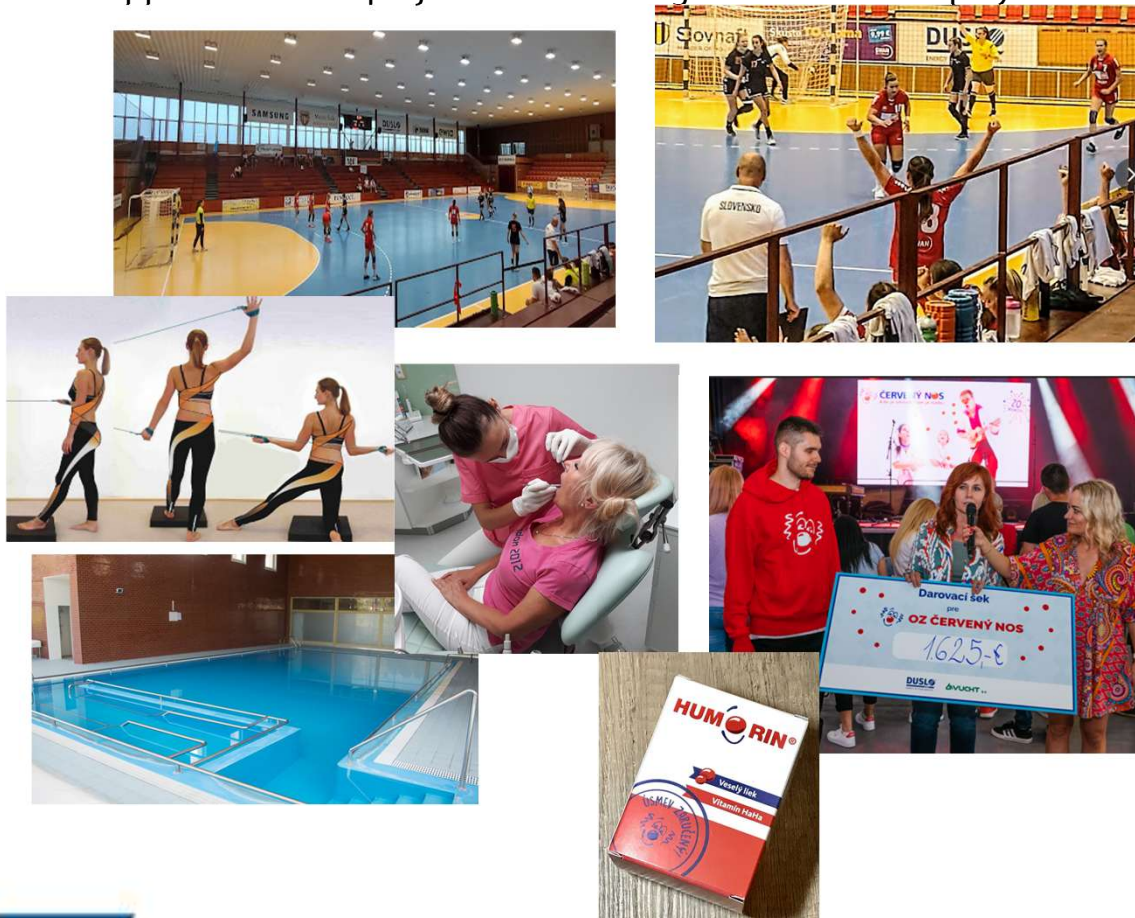
WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION



Community development

We are aware of our moral obligation to the community and region in which we operate and whose resources we use. We are interested in contributing to their development and building good relations with the residents 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 2024, the company supported education, surrounding municipalities, the town of Šaľa and individuals. In addition to regular large recipients of contributions, 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 - the Monika Civic Association, which operates a facility for seniors in the renovated premises of the Health Care Centre and a social services home for children and adults in Šoporňa - Štrkovec. The company's employees and residents of the surrounding area **we provide health services and treatment and preventive care in our Health Care Centre.**

During the Employee Day 2024 event, we presented a financial donation to the Červený nos (Red nose) Civic Association, which is celebrating 20 years of operation.

WE CONTRIBUTE TO THE DEVELOPMENT OF PEOPLE AND THE REGION

Community development

Day care facility for seniors

As part of the social program, the management of Duslo helps employees with the care of family members who are dependent on the help of loved ones or other professionals. For several years, it has been operating a facility for seniors with a day stay in the renovated premises of the Health Care Centre. Seniors are provided with rehabilitation procedures and, in acute cases, emergency medical care. In 2024, we completed the construction of an outdoor seating area, including the improvement of its surroundings.



We support young families - corporate apartments

As part of its employee care, Duslo has acquired 23 apartments in a four-floors apartment building in Šaľa. There are two one-room, sixteen two-room and five three-room apartments, which are equipped with a kitchen, stove, blinds, television and internet connections. For more than seven years, the apartments have been provided to employees with their families for a period until they resolve their living situation.



WE CONTRIBUTE TO THE DEVELOPMENT OF 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: 23.6.2025

