

**DEAR LADIES, DEAR GENTLEMEN,**

I am pleased to present you the Green Report on the Environmental Impact of our operations and Safety Status for 2025, which aims to inform you about the results and activities of our company in the areas of environmental protection and occupational safety. This report provides a comprehensive overview of our systematic efforts aimed at the continuous improvement of environmental and safety indicators. From an economic perspective, 2025 continued to be significantly affected by the ongoing military conflict in Ukraine, increased imports of cheap fertilizers from third countries into the European Union market, as well as significant price fluctuations in key raw materials used in the production of our products. The cumulative impact of these adverse factors led to a deterioration in the market environment and placed additional pressure on the economic sustainability of the affected production segments. One of the significant consequences of this situation was the company's board of directors' strategic decision to discontinue the rubber chemicals production in Bratislava. This decision was made following a thorough assessment of economic, market and operational factors, with the aim to ensure the company's long-term stability and competitiveness.



Despite the adverse circumstances mentioned above, we managed to implement several investment projects during the course of the previous year that have significant positive environmental and energy benefits. From an air quality point of view, this primarily involved the project to replace the pollutant removal system at the CAN2 production plant, the implementation of which removes more than 98% of particulate pollutants from the exhaust gas, with ammonia emission separation efficiency reaching 99%. In order to improve energy efficiency and promote the use of renewable energy sources, we installed photovoltaic panels on the roofs of eight buildings within the company's premises. At the same time, last year we implemented a battery storage system designed to optimize the management of the electricity we generate and increase the stability of the company's energy system. Through this investment, we aim to reduce CO<sub>2</sub> emissions primarily by reducing the need to rely on backup fossil energy sources.

On the other hand, ongoing complications in the legislative processes have significantly impacted the preparation and implementation of our key decarbonization project „Green ammonia“. Due to the delay and associated risks, we were forced to reassess the project and subsequently withdraw the grant agreement for its implementation. Despite the facts mentioned above, we continue to systematically implement measures aimed at decarbonizing our main product, ammonia and in cooperation with our external partner, we are preparing a new project focused on capturing CO<sub>2</sub> emissions generated during ammonia production and their safe and permanent storage in suitable geological structures.

In the area of environmental contamination, we began implementing a project last year to close and recultivate a landfill in accordance with technical standards. This is a long-term project divided into five phases, with completion expected in 2040. The goal is to minimize the infiltration of stormwater into the landfill body and prevent the potential leaching of pollutants into the rock environment and groundwater. In 2025, we generated a total of 6 170.31 tons of waste during the production of our products, whereas more than 70% was recycled, either as material or for energy. In addition to manufacturing, waste was also generated during construction and demolition works, where we have long maintained a high rate of material recovery from construction and metal debris, thereby contributing to circular economy. In 2025, our construction activities generated 22 774.11 tons of construction waste, of which more than 94% was recycled.

When evaluating all the aspects of the living and working environment, we can assess the past years as a success. Trends in air and water pollution emissions relative to production volumes continue to show a positive trend which is a proof of careful management of individual emission sources and high efficiency of the wastewater treatment plant's purification process. Duslo, a.s. approaches compliance with legal requirements in the areas of environmental protection and occupational safety responsibly and with full commitment, and considers adherence to these requirements a top priority. This was confirmed not only by the award of the EcoVadis Bronze Medal and membership in the Responsible Care program, but also by the positive outcome of the recertification audit of the integrated management system, which confirmed the effectiveness of the entire system and compliance with the fundamental requirements of continuous improvement.

Duslo a.s. has long been a stable and promising employer that, in addition to developing modern chemical production, respects and fulfils all of its voluntary commitments.

March 2026

**Mgr. Pavel Hanus, MBA**  
CEO, Duslo, a. s.

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

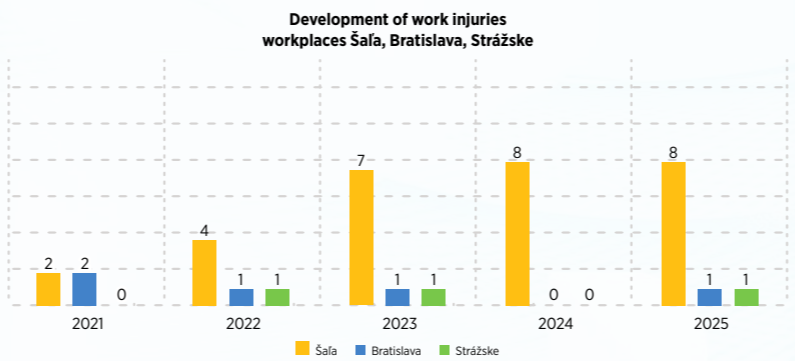
At Duslo, a.s., occupational health and safety is one of our core values, to which we devote continuous and systematic attention. Our goal is to create a work environment in which employees feel safe and can perform their work with confidence every day.



We also place great emphasis on employee training and preparedness. Through training sessions, practical exercises and safety drills, we promote responsible behavior and the ability to respond appropriately in various situations.

Emergency drills aimed at managing potential crisis situations are also an integral part of the safety system. These activities strengthen cooperation between internal and external units and test readiness to respond to emergencies.

For us, safety is not a one-time task, but an ongoing process. Through modern solutions, a strong focus on prevention and active collaboration, we strive to continuously enhance workplace safety and contribute to a stable and responsible future for all.



Year	2021	2022	2023	2024	2025
Number of employees	1968	1961	1942	1901	1689
Number of registered work injuries	4	6	9	8	10
Frequency (No.WI*100/total amount of employees)	0,20	0,31	0,46	0,42	0,59
Injury rate (LTIF)	1,27	1,90	2,85	2,56	3,44
Sick leave per unit	95,25	90,67	89,22	58,75	84,80

**IN CASE FURTHER INFORMATION IS REQUIRED, PLEASE CONTACT:**

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**GREEN REPORT ON ENVIRONMENTAL IMPACT AND SAFETY STATUS FOR 2025**

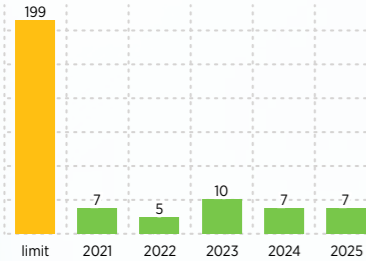


## WATER PROTECTION

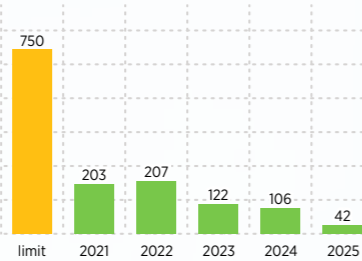
Duslo operates two wastewater treatment plants, at the workplace in Šafa and in Bratislava. Both plants have undergone extensive upgrades during operations, with the aim to reducing organic and nitrogen pollution in wastewater discharged into surface waters. As in previous years, in 2025 the company succeeded in maintaining the long-term trend of compliance with established limit values for monitored pollution indicators in discharged wastewater. In 2025, a total of 5 081 thousand m<sup>3</sup> of wastewater was treated.



Ammonia load in t/year  
WWTP Šafa



Organic load in t/year  
WWTP Bratislava



## ENERGY SAVINGS

Photovoltaic power plants were installed on the roofs of eight buildings on the company's premises, with a total installed capacity of 1.05 MW. The systems became fully operational in autumn 2025. The goal of the new photovoltaic power plants is to increase energy efficiency and promote the use of renewable energy sources. The electricity generated is primarily consumed on-site, with any surplus fed into the local distribution grid. By installing photovoltaic panels, Duslo, a.s. has actively contributed to the green transformation of industry and reaffirmed its commitment to sustainable and responsible business practices. In 2025, the company also completed the construction of a battery storage facility with a capacity of 6 MW and 6 MWh. This investment has delivered significant benefits in terms of environmental protection, the efficient use of renewable energy sources, and a reduction in CO<sub>2</sub> emissions due to the decreased reliance on fossil fuel-based backup sources. In addition, the project has contributed to grid stability and strengthened the company's energy security.



## AIR PROTECTION

Duslo, a.s. operates 26 large and 6 medium sources of air pollution in the Slovak Republic (25 at the workplace in Šafa, 3 at the workplace in Bratislava and 4 at the workplace in Strážske). Continuous emissions monitoring is in place at key facilities, i.e. the energy plant, Ammonia 4 plant, Urea 3 plant, waste incineration plant, and all three nitric acid production plants (two in Šafa, one in Strážske). The company has long ensured compliance with legally established emission limits for all pollutants released into the air.

Duslo, a. s. also operates a continuous air quality monitoring system located in the municipality of Trnovec nad Váhom, which is part of the SHMÚ monitoring network. The monitored pollutants include particulate matter, sulphur dioxide, nitrogen oxides, ammonia and chlorine. The measured concentrations have shown stable levels over the long term.

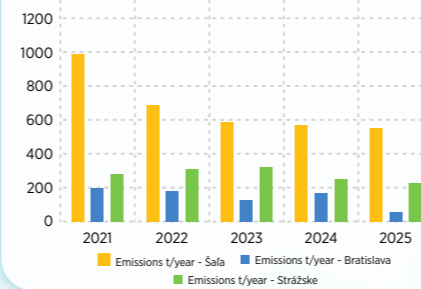
In 2025, the company replaced the Pratt-Daniel scrubbers in the CAN2 production plant. The original equipment was replaced with new scrubbers of the same type. The project also included the installation of additional cyclone separators. The modernization of the system ensured continuous air extraction from individual production units while maintaining high efficiency in the removal of solid pollutants. The total primary efficiency of solid pollutants in the scrubbing liquid reaches 99% for scrubber 32A and 98.6% for scrubber 32B. The achieved efficiency of gaseous ammonia removal for both scrubbers reaches 99%.

Installation of the additional cyclone separators has reduced the load on the scrubbers themselves, minimized clogging, and eliminated frequent shutdowns for cleaning. This technological solution enables more efficient air treatment and contributes to the long-term and stable compliance with emission limits in the exhaust air stream.

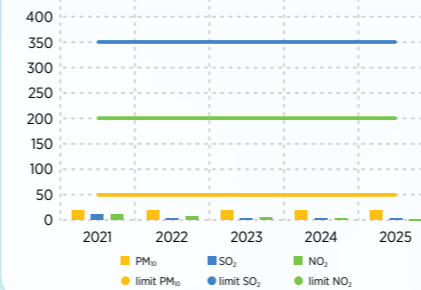
This investment represents another step of the company towards enhancing the environmental reliability of its technological processes and systematic reduction of the impact of production on the environment.



Duslo, a. s. Emissions in t/year



Average imissions in µg/m<sup>3</sup> from the monitoring station in Trnovec nad Váhom



## WASTE MANAGEMENT

Duslo, a.s. pays systematic attention to waste management, with an emphasis on compliance with applicable Slovak legislation and the application of the principles of the waste management hierarchy. The company's goal is to minimize waste generation, increase the rate of waste recovery and reduce the proportion of waste sent to landfills.

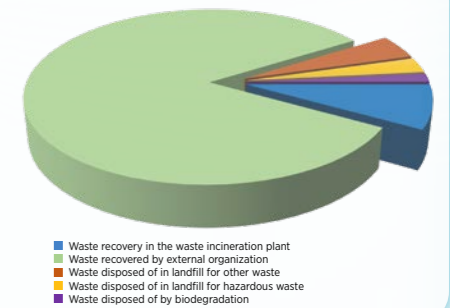
Waste generated by production activities at the Šafa, Bratislava and Strážske is primarily transferred to authorized organizations for material recovery; waste that cannot be recycled is used for energy recovery at the company's own waste incineration plant.

A small portion of the waste is sent for disposal through biodegradation processes; oils are sent for regeneration or other type of disposal using physicochemical processes.

The principles of the waste management hierarchy are strictly applied to construction and demolition works carried out at the company's premises with specific activities performed in accordance with selective demolition procedures. The company has long been successful in achieving a high rate of material recovery from construction and metal waste, thereby contributing to the promotion of the principles of the circular economy.

In 2025, more than 96% of the waste generated by these activities was sent to third parties for recycling. In 2025, Duslo ensured the recovery of used catalysts from the Ammonia 4 plant and the Nitric Acid II plant

Waste management report 2025  
Σ workplaces Šafa, Bratislava, Strážske



in accordance with the principles of the circular economy and applicable waste management legislation, including rules governing the transboundary shipment of waste. The recovery process was carried out under the R8 recovery operation at facilities in Spain and Germany, resulting in the recovery metals such as Cu, Zn, Ni, Mo, Pt/Pd and Rh. This approach significantly contributes to reducing dependence on primary resources and to more efficient use of materials throughout the production cycle. A total of 147.9 t of category N waste (hazardous waste) was treated in Spain and 0.11 t of category O waste (other waste) in Germany.

The chosen waste management method represents an environmentally preferred solution with a high rate of material recovery. In addition to its environmental benefits, the process also had a positive economic impact – by recovering and recycling metals, the company generated a financial income.

