



CSR Report 2025

CEO Statement and Business Model



„2025 was the year we resolved that being is effective not enough — we have to be also responsible.“

The chemical industry has long faced the question of whether fertilizer and chemical production can be part of the solution to climate challenges. Our answer is yes — if we approach it with the right strategy and a genuine commitment.

In 2025, we focused on reducing emissions and the energy intensity of production, on the circular economy and responsible waste management, as well as on the development and safety of our employees. Corporate social responsibility at Duslo, a.s. is not just a set of figures for us — it is a way of thinking about business. We assess every strategic decision through the lens of its long-term impact.

Mgr. Pavel Hanus, MBA - Vice-Chairman of the Board of Directors and CEO

Business Model



Full Value Chain

From raw material procurement through chemical production to the distribution of fertilizers and industrial chemicals.



B2B Customer Structure

Agricultural businesses, fertilizer distributors, and industrial customers within the EU and beyond.



Focus on Sustainability

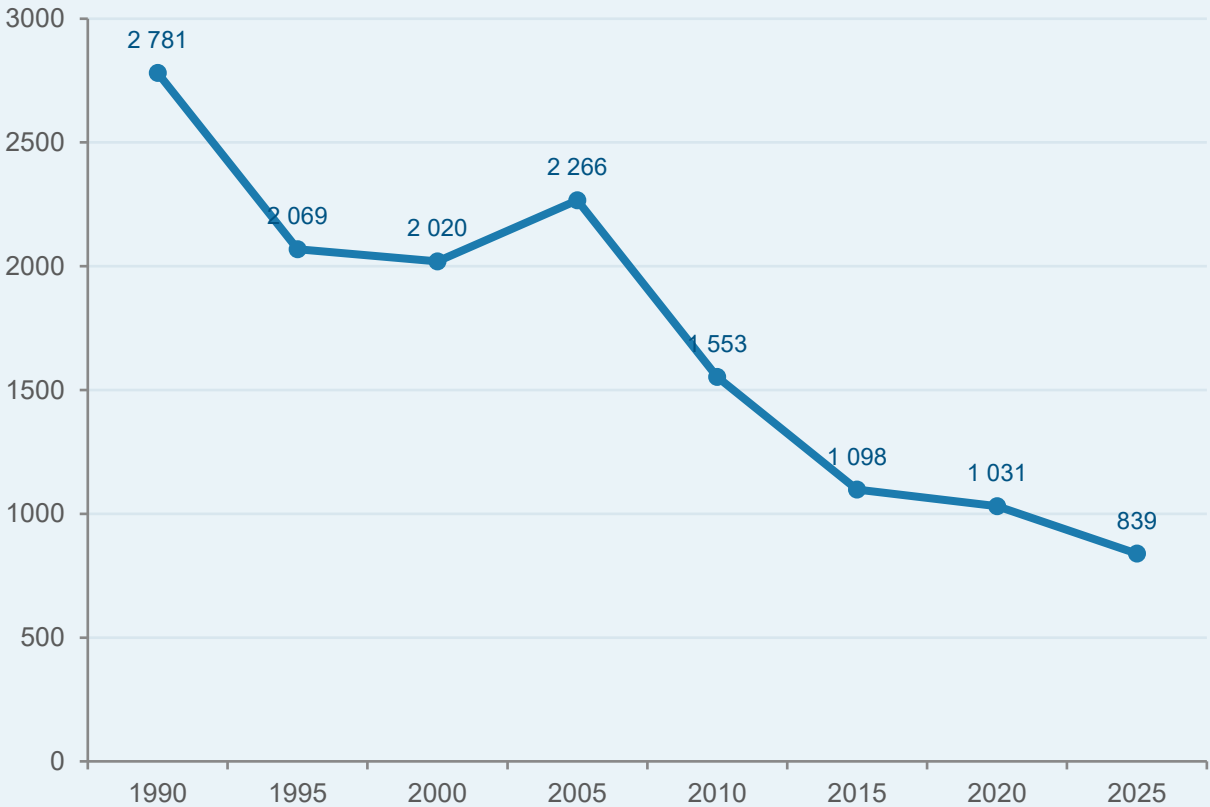
Gradual integration of sustainability principles into production, investment, and partner relations.

Thank you to all employees, partners, and customers who are walking this path with us.

Environmental

Climate Change • Pollution

CO₂ Emissions Trend (kt/year)



-69.85%

reduction in CO_{2e} compared to 1990 (EU target: -55% by 2030 — already achieved)

321,600 t

annual CO₂ savings from the planned CCS project (-37% of emissions from ammonia production)

>70%

rate of energy recovery from production waste (R1) in 2025

Social and Governance



Occupational Health & Safety

Integrated Management System (IMS) in line with ISO 45001. Workplace safety is the first item on every management meeting agenda.



Employees and Development

The principle of equal pay for equal work or work of equal value. An open and fair remuneration system – pay corresponds to the complexity, responsibility, and results of the work. Systematic training in accordance with legislation and internal needs.



Community and Region

Our own clinic, 23 apartments for employees, scholarships for the Šala vocational school, support for regional sports and social services.



Supply Chain

Supplier vetting and audits, and a code of conduct requiring compliance with labor law and occupational health and safety.



Ethics and Compliance

A Code of Ethics and Compliance Program applicable across the entire Agrofert group, plus a functioning whistleblowing channel.



Tax Transparency

In 2026, confirmed status as a highly reliable taxpayer — timely and proper fulfillment of obligations.

Key Commitments and Targets



Environmental

- Reduce CO2e emissions by 55% by 2030 (EU) / 43% (Slovakia EU-ETS)
- Comply with and reduce emission limits to air and water
- Reuse process water in production
- Emphasis on the waste management hierarchy and the circular economy



Social

- Preventive OHS measures aimed at zero accidents
- Evaluate suppliers against internal criteria
- Regular monitoring of the working environment
- Social dialogue with employee representatives



Governance

- Annual meetings with local government
- Planning, monitoring, and evaluation of company targets
- Support for students in technical fields
- Resources allocated to meeting environmental and social goals

Management statement regarding:

- the accuracy of the data
- the commitment to sustainability

Date: 27.07.2026

Signature: Mgr. Pavel Hanus, MBA
Vice-Chairman of the Board of Directors and CEO Duslo, a.s.

