

PRODUCTS AND ENVIRONMENT

GOVERNANCE

PEOPLE



DONAT SUSTAINABILITY REPORT 2022-2023

ATLANTIC
GRUPA



COMPANY:

Atlantic Droga Kolinska d.o.o., Atlantic Grupa



EMPLOYEES IN THE DONAT BUSINESS UNIT:

as at 31 December 2023: 83



MAIN SALES MARKETS:

SLOVENIA, CROATIA, AUSTRIA, ITALY, BOSNIA-HERZEGOVINA, RUSSIA



SALES IN 2023:

EUR 35 million

Donat is an expert in **digestion-related health.**

As a brand with over 115 years of tradition and as part of Atlantic Grupa, Donat has set itself high standards in sustainable development.

Sustainability is part of the strategic objectives of the Donat business unit and of the Atlantic Grupa corporate culture. On a daily basis these objectives guide the work of the entire team towards ethical business practices and efficiency in a way that is responsible to the environment and society.

In our **second independent sustainability report** we present the results to date of these efforts, along with the next steps we will take in the area of sustainability.

Our sustainability commitments are integrated into our daily operations and are part of the Donat brand's DNA.

Dear readers,

We are delighted to present the second sustainability report for the Donat brand, covering the results for 2022 and 2023. In those two years we made some major shifts in the area of sustainability, which is tied closely to our everyday operations.

Raising awareness about the importance of good digestion remains at the core of our mission. Donat, which is an expert in healthy digestion, has made a commitment to educate and empower the general public with information about the importance of healthy digestion for the health of the entire body. We do this primarily through four guided health programmes. In addition to this, we pass on information to users via the content hub on our website, and through the development of content marketing with relevant media partners. On these portal sites, in partnership with the media we publish articles through which together we build up awareness of the importance of ensuring healthy digestion. **We also pay special attention to our employees.** In 2022 and 2023, we held internal events for them and designed a new platform, Health Centre (Center zdravja), on which we offer additional free educational and informative content.

We are also continuing the **use of 100% recycled plastic** in our primary packaging, and we are the only operation in Slovenia offering 100% recycled plastic bottles in our entire portfolio. By using recycled plastic, **each year we are giving new life to nearly 1,000 tons of plastic** that would otherwise be waste. We also use recycled plastic for our transport packaging film – the technology applied by our film suppliers currently enables the use of up to 50% recycled material. By using recycled plastic in our transport packaging, we were able to reuse over 30 tons of waste plastic in 2022 and 2023.

Concern for the water source has remained at the forefront of our operations. Donat Mg natural mineral water is unique in the world due to its special combination of minerals. Through responsible collection of the quantity that flows to the surface each year, **we work to ensure that this resource is not depleted** and that Donat will be available for future generations. In the area around the spring we conduct additional agro-technical measures to preserve the quality of the water source.

We have taken a major step in the **transition to renewable energy sources.** One of the biggest projects was the installation of a solar

power plant on the roof of the bottling facility in Rogaška Slatina. This helps us cover around **31% of the annual needs of the site.** There are also two charging stations for electric vehicles, using power from solar energy. Optimisations are also evident in the bottling process: compared to 2021, we reduced the consumption of mains water in bottling Donat Mg natural mineral water by 11.7% per ton of product.

In a rapidly changing world, where we are grappling with ever increasing environmental, social and economic challenges, our commitment to sustainable development remains solid and unwavering, just as it will remain in the future.

We are planning investment in upgrading the technology in the bottling facility, whereby we will further improve its efficiency and take a significant step towards carbon neutrality. We will continue our mission of raising awareness and improving digestive health for the general public through the further development of our Donat guided health programmes, as well as through the development of new products that will help consumers on this path.

Donat. For a healthy future.

Darja Teržan
Executive Director of BU Donat, Atlantic Grupa



Donat as a product and brand

Donat Mg natural mineral water is distinguished by a unique combination of minerals that have a favourable effect on digestive functions and wellbeing. **It is a completely natural product**, which due to its natural source and unique quality has no direct competitor.

Donat appears on the market in the category of natural mineral waters, and consumers can find it on the shelves in this category. On the outside it looks like all other waters, but at the same time it is not water, since you do not drink it to quench thirst, but to take care of your digestion and consequently the health of your body and wellbeing. **The brand has traditionally (more than 115 years) been involved in digestive functions; as a product it is often used at independent medical institutions for therapeutic purposes.** In line with the change in position, Donat became a brand which **offers science-based comprehensive support** for maintaining a normally functioning digestive system. In order to present this successfully to the general public, we designed a **long-term communication platform**, which right from the outset was conceived in such a way that **commitments to a responsible approach towards individuals and society formed an integral part of it.** Through content that we create in the field of digestive health we go beyond the power of the product. We have used new scientific findings on the contribution of digestion to the health of the entire body as the starting point for raising awareness and educating consumers about how much a healthy digestion affects our health and wellbeing.

By raising awareness of the importance of good health deriving from digestion, and promoting healthy habits that maintain a healthy digestion, we are seeking to empower people so that they can take better care of themselves every day, and in this way contribute to a healthier society in the long term.

In designing activities in the area of sustainability for the Donat brand the most important thing for us is to be guided by our mission and to focus on the field of protecting healthy digestion, where we have the knowledge and expertise, and with our brand an established prominence and credibility. Our sustainability commitments are therefore integrated into our daily operations and are part of the brand's DNA.

In 2022 and 2023, the Donat brand received **several awards**, a tribute to its superb brand management. We count among the most important of these our placing among the three finalists for Effie Worldwide (the competition for the most effective marketing in the world) and our winning of three Effie prizes in Slovenia.

The best nature can do for your digestion.

Just half a litre of Donat a day has a beneficial effect on the digestion, in a natural way.



Take care of your digestion, **take care of yourself.**

donat.com

Pillars of sustainable management

In 2021, we adopted long-term commitments in sustainable development, through which we are supporting efforts for the attainment of the United Nations' sustainable development goals set for the period up to 2030.

01



People

Raising awareness of the importance of good digestion and educating about healthy life habits for our **EMPLOYEES AND THE GENERAL PUBLIC**.

Transfer of new scientific findings about the importance of good digestion to **PROFESSIONAL CIRCLES** (general medical practitioners, nurses, and collaboration with national programmes in the area of digestive health).

100% EQUAL OPPORTUNITIES FOR EMPLOYEES, personal and professional growth, and respect of human rights.

02



Products

DEVELOPMENT of products and services that enhance the digestive function based on natural ingredients.

PACKAGING
Reduction of material consumption, use of exclusively recyclable materials.

03



Environment

Reducing the **CO₂ FOOTPRINT**.

Reducing **WATER AND ENERGY** consumption at the bottling plant.

WATER SOURCE PROTECTION.

Cooperation with the **LOCAL COMMUNITY** in Rogaška Slatina development projects.

04



Governance

TRANSPARENCY in operations and regulatory compliance.

RESPONSIBLE OPERATIONS through preservation of the source (and only increasing the added value, not the quantity of water extracted).

INFLUENCE in changing practices and standards of sustainable development.

01 People

COMMITMENT

Raising awareness of the importance of good digestion and educating about healthy life habits for our EMPLOYEES AND THE GENERAL PUBLIC.

ACTIVITIES

A. GENERAL PUBLIC

Since we believe that only an aware, educated individual can proactively take care of their health, we are striving to raise awareness and empower individuals towards proactive maintenance of health founded on their digestion. We are doing this through our educational **Donat guided health programmes**. These are programmes that we have designed with a multidisciplinary group of experts and they are available **for free**, throughout the year. They contain healthy menus, suggestions for exercise and regular movement, tips on managing stress and instructions for drinking Donat regularly. Our guided health programmes from 2016 to the end of 2023 have involved the participation of more than

 **235,000** people in six different countries.

By the end of 2023, we had designed **four guided programmes for health**: Donat Detox, Donat Imuno, the programme 6 Days to Good Digestion, and our **latest programme, which we first presented in 2023: Donat Vital**.

As part of the free Donat guided health programmes, we are formulating **simple and tasty recipes**, with the aim of the ingredients offering maximum benefit, and at the same time we are offering suggestions about how programme participants can use any leftover food in other dishes. We have been especially attentive to this kind of menu preparation in the Donat Imuno programme, where the main ingredient that the programme participant prepares for lunch is also the main ingredient that is used to prepare dinner. We also advise participants on how they can **prepare individual meals in advance**, so they can better plan the quantity of ingredients they will need for their weekly menu. To make weekly menu planning easier, as part of their participation in the programmes participants can also download **already prepared shopping lists**. In this way we are trying through all the stated activities and additional content to help participants towards the better organisation of their diet, leading to reduced quantities of food waste in households. The group implementation of our guided health programmes is tied to a specific season, and the food ingredients used in the recipes are also adjusted to this. This means that in the preparation of meals participants can make better use of seasonal foods, which contributes to local and sustainable food production.

“An awareness of sustainability affects strategic decisions regarding raising awareness among and educating users. Sustainably communicating means providing the user with added value on several levels, which contributes to higher quality decisions regarding lifestyle, diet and creating positive habits. Through digital communication we seek to foster positive change, so we are striving to make our communication platform high quality, full of expert guidance and friendly to users.”

Jernej Janežič, Head of Digital Strategy at BU Donat, Atlantic Grupa





DONAT DETOX

Donat Detox is a 21-day guided health programme aimed at **providing relief for the digestive system and cleansing the body of harmful substances**. The programme comprises a meat-based and vegan eating plan, exercise advice, tips on how to detoxify the mind, as well as instructions on how to drink Donat, which will help regulate the digestion. The effectiveness of the Donat Detox guided health programme has been backed up by a scientific study.

The main results of the study are:

The **cholesterol level was normalised** for **58%** of participants.

The **energy level increased** for **85%** of participants.

The **stress level** for participants **decreased** by **10%**.



DONAT IMUNO

Donat Imuno is a 30-day guided health programme by means of which participants **improve the functioning of their immune system** through improved digestive function. The programme offers meat-based and vegan eating plans composed of ingredients that help optimise the functioning of the digestion and in this way boost the immune system, suggestions for physical exercise and meditation, tips for managing stress and instructions for drinking Donat, which helps regulate the digestion and thereby assists the immune system – did you know that almost 80% of immune system cells are found in the intestines? The effectiveness of the Donat Imuno guided health programme has been backed up by a scientific study.

The main results of the study are:

91% of participants assessed their **immunity as good***.

70% of participants **regulated their digestion**.

32% of participants gave **high ratings** for their **general health**.

(* They report no symptoms indicating weakened functioning of the immune system.)



6 DAYS TO GOOD DIGESTION

The programme Achieving Better Digestion in 6 Days lasts six days, and it helps users **say goodbye to functional constipation**. The programme offers menus with ingredients that have a beneficial effect on the digestion, tips for dealing with constipation, suggestions for exercise that helps stimulate intestinal function, and instructions on drinking Donat, which eliminates constipation.



NEW: DONAT VITAL

Donat Vital is the latest programme, which we first launched in 2023. The guided health programme lasts 60 days, and it aims to **help participants achieve a healthier body weight**. The programme comprises eating plans for all 60 days of the programme, tips for exercise along with a walking plan and instructions for drinking Donat, which participants drink as part of the programme to help balance the functioning of the digestive system or for managing feelings of hunger, since a study from 2019 showed that magnesium and magnesium sulphate balance the level of cholecystokinin in the body, so Donat is helping people to more easily stick to the programme. The programme is flexible and is easily adaptable to individual needs, and both meat-based and vegan recipes are designed for women and men. The effectiveness of the Donat Vital guided health programme has been backed up by a scientific study.

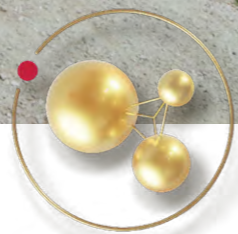
31%
of participants
**improved their
quality of life.**

91%
of participants
lost weight.

On average
24%
of participants
**improved
their digestive
function.**




Donat Vital:
the latest
programme



The main results of the study are:

As part of the Donat guided health programmes we want to offer people useful content presented in a simple way, since we realise that in this way individuals will more easily resolve to make changes and to persevere with the programmes. It is with this intention that we also measure the satisfaction of all those registered for the programmes. In 2023, **the overall satisfaction with the Donat Detox programme increased in both markets where we provided it** (Slovenia and Croatia). Donat Vital can boast an

 **average satisfaction rating of 5.9**

on a scale of 1–7.

Achieving Better Digestion in 6 Days programme was given an overall average rating of 6.0 by participants in three key markets. We are also monitoring satisfaction with individual sets of programmes and the feedback we get from participants, which enables us to make content adjustments for people's needs.

In addition to the Donat guided health programmes, we are also spreading awareness of the importance of good digestion on our website, where we post **articles on the importance of digestive health**. These articles are written by nutrition experts. We are also linking up with partners whose aim is to raise awareness of the importance of digestive health for the wellbeing of the individual.

We provide additional support to users on our website via the **Donat chatbot**, which we launched at the end of 2023. The Donat chatbot is supported by artificial intelligence, and it is used to offer users an additional communication channel with the brand and a tool for rapidly responding to their questions about drinking Donat, health indications, tips for a healthy lifestyle, the Donat guided health programmes, where to buy Donat and all other relevant information. It functions on the verified expert Donat knowledge base, which ensures high credibility and relevance of responses. It is available in all six languages of our key markets. Every month, the Donat chatbot provides help to more than

 **1,200** visitors to the website

in finding a range of information.

In our key markets we are also seeking out relevant partners through whom we could further expand awareness about the importance of digestive system care. In this way, in partnership with **vizita.si in Slovenia and krenizdravo.hr in Croatia we launched a new programme category DIGESTION (PREBAVA)**. This category serves for the posting of articles with which we are jointly building awareness about the importance of ensuring healthy digestion. All the articles are available free of charge.

“In our everyday work I frequently seek ways to improve activities in an individual market so that they incorporate the sustainability aspect, which is important for Donat. I gain the greatest opportunities in this area through activities that show a concern for people. This means that for each individual market I find ways to educate users about the importance of well-regulated digestion for the wellbeing of the entire body, which is also one of the main activities in the area of sustainability for the Donat brand. One such activity is the promotion of guided health programmes, which are truly an excellent tool enabling us to provide users in a simple way with information and tools for a healthy lifestyle that includes care of their digestion.”

Rosana Turk, Regional Director of Brand Management at BU Donat, Atlantic Grupa



B. EMPLOYEES

We are aware that communication with employees is vital to their wellbeing, their sense of contributing to the company, and their motivation and loyalty. For this reason, at various levels and through various channels, before, during and even after employment we continuously communicate, since we realise that employees can be our best ambassadors.

In 2023, as part of its internal web platform Donat opened for its employees the **Donat Health Centre**, with the aim of educating our colleagues about the importance of a healthy digestive system for full body health.

The platform offers our colleagues free of charge:

- instructions for drinking Donat correctly,
- links to our guided health programmes,
- simple tips that help them start out on the path of creating healthy life habits,
- educational videos, other materials and links to articles on healthy digestion, and
- access to experts.

In 2022 and 2023 we organised **10 internal events** for our colleagues in Atlantic Grupa, aimed at empowering them with information on taking care of their digestive system. We prepared talks for them on how they can take care of their own digestive health, with the possibility of individual consultations with our nutritionists. The events were very well received, with

 **an average satisfaction rating of 4.6 out of 5**

reflecting the enthusiasm and gratitude of our employees.

WHAT WE WILL DO IN THE FUTURE

Our main commitment remains raising awareness about the importance of good digestion and promoting healthy life habits among both employees and the general public. As part of this commitment we are continuing to build on our free guided health programmes and to develop even more personalised new programmes. At the same time, we are regularly publishing professional articles contributed by experts, and we are investing in additional education for colleagues within Atlantic Grupa in the area of digestive health.

01 People

COMMITMENT

Transfer of new scientific findings about the importance of good digestion to GENERAL PRACTITIONERS AND NURSES.

ACTIVITIES

Cooperation with the medical profession is one of the priorities of Donat brand management. The support of professional circles helps us strengthen trust and credibility, and helps us raise consumer awareness about the importance of preventive care. We are developing our activities in two directions. In the framework of the **online platform intended exclusively for healthcare professionals**, we are designing a range of educational material for physicians in general/family practice and for nurses. In this way we are maintaining and further **enhancing our relations with physicians and nurses** who are on board with us through the efforts of professional colleagues in the field. On the other hand, based on years of operation and experience we have identified the need to provide support for public health activities, and the increasing need for the inclusion and education of ordinary people in connection with a healthy lifestyle and with the importance of preventing disease. In Croatia and Slovenia, we are working to ensure



successful collaboration with institutions carrying out the national programme of early detection of colorectal cancer (SVIT and the Croatian Gastroenterological Society).

By pooling our resources, the medical profession and Donat are creating a powerful synergy that can ensure wellbeing for our consumers in the long term. At the same time, we are jointly implementing financially supported scientific studies, since every claim about Donat must be backed up by science.

WHAT WE WILL DO IN THE FUTURE

In the coming years we will expand our cooperation with the medical profession **to cooperation with expert institutions** in which medical professionals operate. Here we see the opportunity to further expand by means of this kind of cooperation, both in the general public and among professionals, awareness of the importance of preventive care for the health of the entire body.



01 People

COMMITMENT

100% EQUAL OPPORTUNITIES FOR EMPLOYEES, personal and professional growth, and respect of human rights.

ACTIVITIES

In the Donat BU and across the entire Atlantic Grupa, we are building among employees at all levels the values of **care, openness, growth and passion**. We encourage creativity and friendly relations in the working environment. Rewarding and incentivising employees, who through their work help create a better future for all of us, are an integral part of our corporate culture. In Atlantic Grupa, the core HR management functions are centralised.



EMPLOYEE ANALYSIS

In the period from 2022 to 2023 we had a stable number of employees. As at 31 December 2023, BU Donat had 83 employees, their average age being 48.1 years. All employees work under a collective employment agreement, and 98% of them are employed on a permanent basis. In 2022 and 2023 the employees comprised 29% women, and due to the nature of the work at the bottling unit in Rogaška Slatina male employees predominate. The management is composed of 67% of women and 33% of men.

The Rogaška Slatina bottling site has low employee turnover, falling to 6% in 2022, while in 2023 no one left the company. The biggest portion of staff turnover is due to retirements.

Each year Atlantic Grupa measures employee commitment and satisfaction using the Willis Towers Watson methodology. Based on the results of this, we organise workshops and take steps for improvements. Each year the level of response is high, with



This aligns with the Atlantic Grupa average and exceeds the norm and results at other companies taking part in the survey by 3 percentage points.

Atlantic Grupa offers employees a wide range of benefits and support in the area of health, wellbeing and work-life balance.

The benefits we facilitate include:

- participation in a range of sports clubs,
- regular preventive health check-ups every two years,
- free specialist exams for employees over 40, including mammograms and prostate screening,
- solidarity assistance in hardship,
- access to anonymous psychological support for employees and their immediate family members,
- 15-minute massages at the workplace for relaxation and wellbeing.

In this way we promote a healthy lifestyle, care of mental health and mutual support in the work environment.

Sought-after employer:

Atlantic Droga Kolinska d.o.o. is known in the labour market as an outstanding employer that cares for and invests in its employees, recognises and develops them as individuals, and creates a pleasant and motivating work environment.

We have received several **certificates and awards:**

- Gold Thread: overall winner 2020 in the category of large companies,
- in 2023, for the third time running we received the Distinguished Employer prize in the FMCG sector, awarded by the largest employment portal MojeDelo.com and the Swedish company Universum Global.

WHAT WE WILL DO IN THE FUTURE

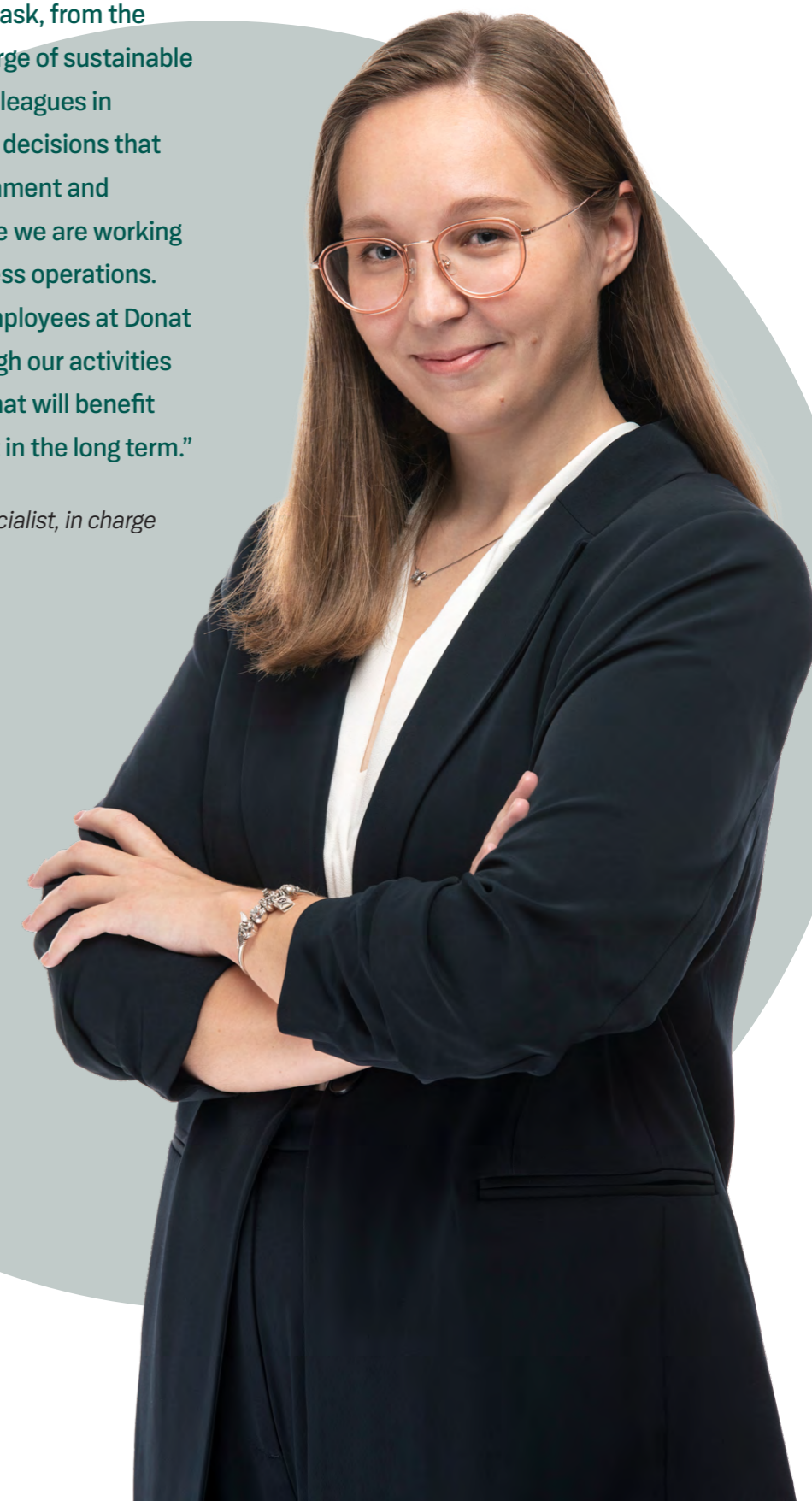
We will remain committed to the target of **100% equal opportunities for all employees**, with special emphasis placed on personal and professional growth and consistent respect of human rights. We are striving to secure a work environment where fairness, equality and respect are at the heart of our efforts, since we believe that these values are the foundation of sustainable corporate development and corporate success.

In the coming years we are planning major investments at the Rogaška Slatina bottling facility, through which we will further improve the work environment for all employees and at the same time facilitate the continued development of BU Donat.



“Working for a brand or product that is in itself sustainable means that we must work to ensure that all our activities are also as sustainable as possible. My task, from the position of the person in charge of sustainable projects, is to support my colleagues in their everyday work to make decisions that positively impact the environment and society, and at the same time we are working to ensure responsible business operations. This task is easy, since all employees at Donat share the same vision: through our activities to create positive changes that will benefit society and the environment in the long term.”

Iva Starc, Digital Marketing Specialist, in charge of sustainable projects at BU Donat, Atlantic Grupa



02 Products

COMMITMENT

DEVELOPMENT of products and services that enhance the digestive function based on natural ingredients.

ACTIVITIES

We are in the process of planning and developing products that **have a beneficial effect on the digestion** and will be available for broad consumption. In this way we **will further help users gain awareness about the importance of digestive health**, with a view to preventive care and towards overcoming digestive issues. At the same time, we are committed to using natural ingredients to the greatest possible extent in developing these products.

WHAT WE WILL DO IN THE FUTURE

Investment at the bottling facility site in Rogaška Slatina will enable us to **further develop products**. We will develop these products in line with user needs, while ensuring broad accessibility. The products will communicate a clear promise founded on verified facts.

In the further development of the product range we will also focus on raising user awareness about the importance of digestive health, and contribute to the preventive maintenance of healthy digestion:

- Through our products we will promote the boosting of overall health stemming from digestion.
- We will focus on developing a formulation based on natural ingredients with proven effects. This does not just contribute to the greater safety of products, but also to better health of the individual.
- We will promote responsible consumption using sustainable packaging, and with clearly marked products we will enable consumers to make an informed choice.

Our vision is to become the leader for sustainable and functional nutrition in digestive health.



02 Products

COMMITMENT

PACKAGING: Reduction of material consumption, use of exclusively recyclable materials.

ACTIVITIES

PRIMARY PACKAGING

The primary packaging comprises the plastic bottle and cap. Since 2021 we have been bottling the entire range of Donat Mg natural mineral waters in

 plastic bottles made of **100%** recycled PET.

In 2022 and 2023 we reduced

 the total bottle cap mass by as much as **22%**.

In 2023 we introduced inseparable tethered caps, making proper recycling even easier.

SECONDARY PACKAGING

Secondary packaging surrounds primary packaging; in Donat's case, this means labels, the film used to package together several products, and paper handles. Since 2021

 for transport packaging we have been using **50%** recycled plastic,

which is the maximum that the current technology available to transport film suppliers allows.

Tertiary packaging

Tertiary packaging comprises transport packaging used to package greater quantities of products onto pallets. This includes cardboard lining and wrapping film. All the cardboard we have been using for secondary and tertiary packaging since 2016 has been made of

 **100%** recycled cardboard.

WHAT WE WILL DO IN THE FUTURE

We will continue to pursue the goal of reducing the use of packaging material and of using exclusively recyclable materials, including when launching new products. At the same time, new products, where possible, will be packaged in 100% recycled plastic.

We are committed to the constant improvement of our packaging solutions, something that will be helped by our investment in the development of the bottling site in Rogaška Slatina. We believe that through a responsible approach to packaging we can create value added both for consumers and the environment.





“Donat is a unique and completely natural product that enhances the digestion to give a positive boost to the wellbeing of the entire body. An awareness that the product is in itself sustainable motivates us to seek for it the most sustainable solutions in the area of packaging. For this reason we are constantly researching new materials that are environment-friendly, and at the same time we are trying to reduce the amount of packaging in order to minimise our environmental impact.”

Špela Kotar, *Senior Development Technologist at BU Donat, Atlantic Grupa*

03 Environment

COMMITMENT

Reducing WATER AND ENERGY consumption at the bottling plant, thereby reducing our CO₂ footprint.


ACTIVITIES

WASTEWATER

Industrial wastewater is generated in the technological process of preparing and producing soft drinks, bottling natural mineral waters, washing the bottles used to bottle mineral water and refreshing soft drinks, in the process of softening and preparing the water, in the process of preparing boiler water (bilge wastewater is generated in the process), rinsing out plastic bottles, automated CIP procedures of cleaning bottling lines, tanks and fittings, and in the process of cleaning production and warehouse facilities. The quantity of wastewater is the same as the consumption of technological water.

We are bound to regularly monitor wastewater in compliance with the environmental regulations, and this is carried out by the state institution authorised for this task – the National Laboratory of Health, Environment and Food (NLZOH). Before being released to a public treatment plant, we process the water so that it meets the requirements for discharge into the public sewerage system.

Despite the increase each year in the quantity of Donat plastic bottles filled, through successful measures we are reducing our overall water consumption:

 **from 2020 to 2023 we reduced the quantity by 34%.**

Quantity of technological/wastewater in m³ and the percentage of consumption in 2020–2023 – total and per tonne of product (BU Donat)

WATER total	Consumption 2020	Consumption 2021	Consumption 2022	Consumption 2023
Consumption (m³)	32,684	23,779	22,011	21,616
Consumption (m³/t)	1.08	0.75	0.68	0.68

ENERGY MANAGEMENT

We analyse energy consumption on a monthly basis through KPI, with which we then successfully optimise energy consumption in production. We manage energy according to the ISO 50001 standard. We set targets applying the principle of reducing consumption per quantity produced. We analyse any variance monthly via the baseline model and look for causes.

Energy consumption by type of energy product, 2020–2023

	Consumption 2020	Consumption 2021	Consumption 2022	Consumption 2023
Electric energy from the grid (kWh)	1,993,513	2,044,610	1,936,195	2,095,288
Natural gas (kWh)	991,119	819,984	834,479	930,203

Energy consumption by type of energy product per tonne of beverage, 2020–2023 (entire bottling site in Rogaška Slatina)

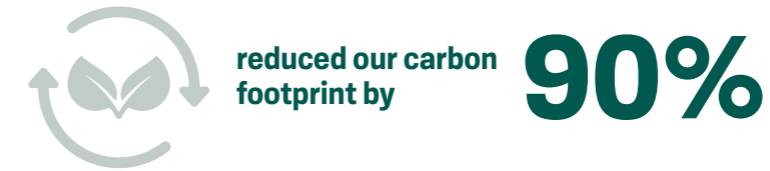
	Consumption 2020	Consumption 2021	Consumption 2022	Consumption 2023
Electric energy from the grid (kWh)	66.0	64.6	60.2	66.0
Natural gas (kWh)	32.8	25.9	26.0	29.3

In 2023, across the entire bottling site in Rogaška Slatina the consumption of electricity from the grid and natural gas increased relative to the previous year. The increased consumption of electricity can be attributed to the expansion of the cool storage due to the need created by increased production, additional cooling of PET production and the increased number of filled product items. The increased consumption of natural gas is attributed to the increased number of filled product items in the existing and new range, and the effect of the outside temperature (due to lower temperatures we provided more heating for the bottling site in Rogaška Slatina).

At the end of 2020, we did in fact completely refurbish the heat substation for heating. Gas is used on the site to heat the location and for CIP cleaning of the bottling lines.

At the Rogaška Slatina bottling plant we use **green energy from the grid**, and with the new solar power plant that we opened in September 2023 we have been boosting our existing sustainability activities related to energy. With a rated installed power of 974 kWp our solar power plant generates around 1 GWh annually. At full operation this serves to cover around **31% of the annual needs of the site**. The solar power plant is operating according to expectations and in the first six months of operation (July-December) it covered 8% of the annual electricity needs at the site.

The biggest shift relating to the reduction of our CO₂ footprint was made through the use of exclusively 100% rPET plastic bottles for all our products, whereby we



compared to using bottles made from virgin plastic. In the period 2022-2023 we paid special attention to the consumption of energy at the site (wastewater, natural gas, electricity) and in this way contained and indirectly reduced our CO₂ footprint.

WHAT WE WILL DO IN THE FUTURE

In line with our commitment to reducing the carbon footprint and reducing water and energy consumption, in the future we will continue to focus on **optimising the consumption of these resources in the bottling plant**. By the end of 2026 we plan to replace the existing steam boiler with a hot water boiler. In 2026 we plan to complete the project of modernising the bottling plant, which will contribute significantly to optimising processes and achieving our sustainability goals. **We are committed to attaining carbon neutrality at the product level by 2030.**





“I see my role as operations director in the area of sustainability principally in protecting the water source of the unique natural mineral water Donat Mg. Of course we want Donat to remain available to future generations, so we are carefully observing the water source and ensuring that we do not deplete it and that there are no negative impacts in the close surroundings of the source. In this way we are also thanking nature for this unique gift that is Donat.”

Dušan Lorenčič, *Operations Director at BU Donat, Atlantic Grupa*

03 Environment

COMMITMENT

Water source protection.

ACTIVITIES

Natural mineral water such as Donat Mg cannot be found anywhere else in the world, since its combination of minerals renders it truly unique. Donat is rich in minerals, and has a distinct medicinal aroma and taste, which can be more or less pronounced, but they do not affect the quality and effectiveness. Magnesium sulphate offers a distinctive bitter taste, hydrogen carbonate gives the water a slightly alkaline taste, and carbon dioxide gives a sensation of acidity and sharpness.

We carefully protect the water source, and **we collect only as much Donat as is the volume of natural annual increase**. Since we rely completely on nature, the quantity collected each year can vary. At the same time, in the area of the spring we conduct agro-technical measures to ensure that there are no negative impacts on the surface of the area where the spring is located.

WHAT WE WILL DO IN THE FUTURE

We will continue to **collect only as much Donat as is the volume of natural increase**. In this way we ensure that the source is not exhausted and that it will also be available for the generations after us. Through detailed and regular analysis of the natural mineral water we ensure that we offer users a pure, high-quality product.



03 Environment

COMMITMENT

Cooperation with the LOCAL COMMUNITY in Rogaška Slatina development projects.

ACTIVITIES

We have established great cooperation with the Rogaška Slatina Municipality in several areas. **We support projects that aim to revive the local community. At the same time, our own projects put great emphasis on enhancing the spa-destination brand of Rogaška Slatina.** In this way, we want to contribute to the development of the municipality as a strong local community and first-rate tourism destination.

The projects that we consistently support and which are primarily intended to support the local community include: donations for the Crystal Tower, sponsorship of the Rogaška Slatina Basketball Club, sponsorship of the traditional Ana's Dance, support for the local sports events *Bobrovo bicikliranje* (Beaver Cycling) and *Afroditin tek* (Aphrodite's Run), exhibitions as part of Ana's Court and more. In addition to sponsorships, we provide local hoteliers with free-of-charge Donat and informative brochures (hospitality for their guests), and have established promotional collaboration with the Rogaška Medical Centre, the heart of spa activities in Rogaška Slatina.

WHAT WE WILL DO IN THE FUTURE

Support in the further development of the Rogaška Slatina Municipality is extremely important to us, which is why we would like to continue **working closely with the local community**. Part of the sustainable development of the Donat brand is closely linked with projects within the Rogaška Slatina Municipality, which is why we plan on collaborating with the local community in the future, as we want to contribute our share to the sustainable development of the town where Donat, this unique natural mineral water, springs forth.

04 Governance

COMMITMENT

TRANSPARENCY in our operations and regulatory compliance.

ACTIVITIES

REGULATORY COMPLIANCE

Atlantic Droga Kolinska d.o.o., in accordance with regulations and based on concluded concession contracts, is committed to preserving the water sources and aquifers, to conducting appropriate monitoring, to caring for the maintenance of wells and appropriate management of piping. Atlantic Droga Kolinska d.o.o. carries out its obligations in accordance with the provisions of concession contracts and regulations. In the period from 2022 to 2023 the competent authorities found no irregularities related to the implementation of awarded concessions.



WATER ABSTRACTION CONCESSIONS

Atlantic Droga Kolinska d.o.o. manages water sources in accordance with the provisions of regulations and concession contracts concluded on the basis of the Decree on the concession to Abstract Groundwater from the 9/78, G-10/95, V-3/66-70 and K-2a/86 Sources of Supply for the Manufacture of Beverages, No. 00719-54/2005/6 of 7 July 2005, and the Decree on the concession for consumption of water for the production of beverages at Droga Kolinska d.d. from well G-4/70. The Decree on the Concession to Abstract Groundwater from the G-9/78, G-10/95, V-3/66-70 and K-2a/86 Sources of Supply for the Manufacture of Beverages, No. 00719-54/2005/6 of 7 July 2005, is a concession act based on which the Government of the Republic of Slovenia granted to the company a concession for the abstraction of groundwater from water sources 9/78, G-10/95, V-3/66-70 and K-2a/86.

As a concession holder we must ensure in accordance with the above decree:

- protection of land, facilities, devices and other resources against the harmful consequences of using groundwater,
- protection of equipment, devices and facilities used to abstract groundwater,
- continuous measurement of the quantities of groundwater abstracted,
- monitoring the quality of the water in the body of groundwater,
- maintaining the quantity and quality as well as the natural role of the water source,
- maintaining biodiversity and protection of habitats and biological balance, if this is threatened due to the release of groundwater into the environment,
- establishing a new or recovering the previous state after the concession expires.

Atlantic Droga Kolinska d.o.o. conducts monitoring of groundwater abstraction, covering measurements of the replenishment of the water source and the chemical composition of groundwater samples.

WHAT WE WILL DO IN THE FUTURE

We will continue to be committed to transparency in our operations and consistent compliance with legislation. Our aim is to maintain the trust of stakeholders through an open and responsible approach founded on compliance with all regulations.

04 Governance

COMMITMENT

RESPONSIBLE OPERATIONS through preservation of the source (and only increasing the added value, not the quantity of water extracted).

ACTIVITIES

The annual available quantity of Donat Mg natural mineral water is limited, which often results in demand that exceeds availability, so we carefully select the markets in which we are present.

Donat sales in thousands of litres, 2020–2023

Year	2020	2021	2022	2023
In '000 l	30,678	30,969	28,983	29,983

Sales value in thousands of EUR, 2020–2023

Year	2020	2021	2022	2023
EUR thousand	26,059	29,074	31,859	35,794

WHAT WE WILL DO IN THE FUTURE

We will focus on sustainable growth in accordance with sustainable development principles.





“The fact that Donat is an entirely natural product tells us that sustainability is at the core of its functioning. For this reason, in developing the brand we always ask how and what we can do in our next steps of decision-making to contribute to a better tomorrow. It is crucial for our strategic thinking to always include the aspect of sustainability; including a concern for people, the product, the environment and governance.”

Lea Stritar, Senior Head of Brand Development at BU Donat, Atlantic Grupa

04 Governance

COMMITMENT

IMPACT in establishing and changing practices and standards of sustainable development.

ACTIVITIES

In the area of changing practices and standards of sustainable development **we welcome the systemic introduction of processes that will improve the selection of and working with packaging** (deposit refund system, requirements for the presence of recyclates and so forth) and we are active members in introducing these changes in the Chamber of Commerce and Industry of Slovenia and the Beverage Industry Association.

In the area of sustainability we are actively providing lectures in which we present our own work and efforts in the area of sustainability. In this way we are spreading awareness about the importance of sustainable development and encouraging others to join our efforts for a better future. In 2022 and 2023 we gave lectures and talks as part of several professional meetings and media educational content.

WHAT WE WILL DO IN THE FUTURE

In line with our commitment to exerting influence towards changing practices and standards of sustainable development, we will continue to **cooperate actively with the Chamber of Commerce and Industry of Slovenia and the Beverage Industry Association in formulating and implementing a deposit refund system.** Our knowledge and findings are always shared with the intention of encouraging others to join in sustainability projects and contribute to our common progress in this area.



The best nature can do **for your digestion.**



Donat

- Mg²⁺ 1000 mg/l
- Ca²⁺ 350 mg/l
- HCO₃⁻ 7200 mg/l
- SO₄²⁻ 2200 mg/l



PODPIRA PREBAVILNOST
SKRBI ZA DOBRO POČUTJE

1908 ROGAŠKA SLATINA