


Izveštaj o održivom poslovanju

Sustainability report

2023

The background features two large, thin green circular lines that overlap and curve across the page, creating a modern, minimalist aesthetic.

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O izveštaju

About the Report

Vođeni principima odgovornosti i održivosti, u želji da na transparentan način prikaže sve aktivnosti i doprinos okruženju i zajednicama u kojima posluje, Elixir Group predstavlja Izveštaj o održivom poslovanju za 2023. godinu.

Izveštaj je pripremljen po uzoru na najzastupljeniju svetsku metodologiju u toj oblasti – Global Reporting Initiative (GRI), opisujući sve aktivnosti kojima su unapređeni aspekti održivosti značajni za poslovanje Elixir Group i razvoj zajednice tokom 2023. godine.

Poslovna i razvojna strategija Elixir Group oslanja se na ESG principe kroz projekte koji u svakom segmentu doprinose razvoju cirkularne ekonomije, dekarbonizacije, energetske efikasnosti, kao i brigu o pojedincima, zaposlenima, okruženju i lokalnoj zajednici. Smatramo da su održivost i finansijski aspekt poslovanja neodvojivi i da moraju da se razvijaju zajedno, jer se samo kroz tu sinergiju mogu postići dobri rezultati na dobrobit zajednice i uspeh svakog pojedinca.

Zahvaljujući digitalnim rešenjima za praćenje i merenje rezultata, Elixir Group kroz proces izveštavanja precizno evaluira svoj učinak u materijalnim aspektima održivosti i pruža sveobuhvatnu sliku svojih uticaja na društvenu i životnu sredinu. Izveštaj o održivom poslovanju pruža informacije koje su namenjene svim zainteresovanim stranama. Podaci koji su dati u izveštaju odnose se na poslovanje Poslovnog sistema Elixir Group u 2023. godini, zaključno sa 31.12.2023. godine.

U izradi izveštaja učestvovali su zaposleni iz svih organizacionih delova poslovnog sistema zajedno sa vodećim i srednjim menadžmentom čija je uloga bila u verifikaciji i validaciji podataka kroz interaktivnu saradnju.

Izveštaj o održivom poslovanju Poslovnog sistema Elixir Group za 2023. godinu je urađen u skladu sa konsolidovanim godišnjim finansijskim izveštajem obuhvatajući sve kompanije članice, i verifikovan je od strane revizorske kuće KPMG.

Guided by the principles of responsibility and sustainability, in the desire to transparently present all activities and contribution to the environment and communities in which it operates, Elixir Group presents the Sustainability Report for 2023.

The Report was prepared based on the world's most represented methodology in that field - Global Reporting Initiative (GRI), describing all activities that improved aspects of sustainability significant for Elixir Group's business and community development during 2023.

Elixir Group's business and development strategy relies on ESG principles through projects that in every segment contribute to the development of the circular economy, decarbonization, energy efficiency, as well as care for individuals, employees, the environment and the local community. We believe that sustainability and the financial aspect of business are inseparable and must develop together, because only through this synergy can good results be achieved for the benefit of the community and the success of each individual.

Thanks to digital solutions for monitoring and measuring results, Elixir Group through the reporting process accurately evaluates its performance in material aspects of sustainability and provides a comprehensive picture of its social and environmental impacts. The Sustainability Report provides information that is intended for all stakeholders. The data provided in the report refer to the operations of Elixir Group Business System in 2023, ending with 31 December 2023.

Employees from all organizational parts of the business system participated in the preparation of the report, together with leading and middle management, whose role was in the verification and validation of data through interactive cooperation.

The Sustainability Report of Elixir Group Business System for 2023 was prepared in accordance with the consolidated annual financial statements, including all member companies, and was verified by the audit company KPMG.

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Sustainability for all

Već više od tri decenije, Elixir Group posvećeno radi na izgradnji poslovne vizije koja je usidrena u znanju, inovativnosti i fleksibilnosti, a sve u cilju dobrobiti naših zaposlenih, lokalnih zajednica i društva u celini. Naš pristup prepoznavanju prilika temelji se na neprekidnom unapređivanju kompetencija i izgradnji partnerstava širom sveta, čime jačamo dobre poslovne odnose i uzajamno poverenje. Izuzetno sam ponosan na rezultate koje zajedničkim snagama postizemo, što je plod neumornog rada i posvećenosti svakog pojedinca u našem timu. U svetu koji se suočava sa značajnim izazovima u oblasti održivosti, samo stručnost i odgovornost mogu voditi ka pronalaženju najboljih rešenja. Na kraju, održivost je odgovornost koju svako od nas mora ozbiljno shvatiti i prema kojoj se odnositi sa najvećom posvećenošću.

For more than three decades, Elixir Group has been dedicated to building a business vision that is anchored in knowledge, innovation and flexibility, all for the benefit of our employees, local communities and society as a whole. Our approach to identifying opportunities is based on continuous improvement of competences and building partnerships around the world, thereby strengthening good business relations and mutual trust. I am extremely proud of the results we achieve with our joint efforts, which is the result of tireless work and dedication of every individual in our team. In a world facing significant challenges in the area of sustainability, only expertise and responsibility can lead to finding the best solutions. Ultimately, sustainability is a responsibility that each of us must take seriously and treat with the utmost commitment.



Stanko Popović
Predsednik Poslovnog
Sistema Elixir Group
President of Elixir Group
Business System

Zorica Popović
Generalna direktorka
Poslovnog Sistema Elixir Group
CEO of Elixir Group



Odgovorno poslujemo

We do business responsibly

U Elixir Group, održivost i odgovornost nisu deklarativni principi, već suština našeg poslovanja koju aktivno primenjujemo u svim aspektima naših operacija. Naša posvećenost ovim vrednostima potvrđena je pokretanjem najvećeg investicionog ciklusa u istoriji kompanije, „Prahovo2027“, koji je započeo 2023. godine. Ove investicije transformisaće Elixir Group u ekološki odgovornu, energetske efikasnu i ekonomski snažnu organizaciju, usmerenu ka ugljenično neutralnoj proizvodnji. Naši inovativni proizvodi će takođe služiti kao katalizator za prelazak na modernu, regenerativnu poljoprivredu. Ovakav pristup ne samo da će doneti značajne ekološke benefite, već će takođe pozitivno uticati na društvo kroz razvoj zaposlenih, sticanje novih znanja i ekspertiza, stvaranje bolje plaćenih radnih mesta, i poboljšanje životnog standarda. Svi ovi elementi su od suštinskog značaja, ne samo za našu kompaniju i naše zaposlene, već i za širu zajednicu kojoj pripadamo.

In Elixir Group, sustainability and responsibility are not declarative principles, but the essence of our business that we actively apply in all aspects of our operations. Our commitment to these values was confirmed by the launch of the largest investment cycle in the company's history, "Prahovo 2027", which began in 2023. These investments will transform Elixir Group into an environmentally responsible, energy efficient and economically strong organization, geared towards carbon neutral production. Our innovative products will also serve as a catalyst for the transition to modern, regenerative agriculture. This approach will not only bring significant environmental benefits, but will also have a positive impact on society through the development of employees, the acquisition of new knowledge and expertise, the creation of better-paid jobs, and the improvement of living standards. All these elements are essential, not only for our company and our employees, but also for the wider community to which we belong.

Ključni CSR & ESG događaji

Key CSR&ESG Events

2023

Mart

- **Jubilarni 30. Kopaonik biznis forum**
Potpredsednik poslovnog sistema za korporativni razvoj Elixir Group, učestvovao je na panelu „Cirkularna ekonomija kao inovacija u ciljevima održivog razvoja”.
- **Ceremonija dodele nagrada Komorskog Investicionog Foruma Zapadnog Balkana** (Western Balkans 6 – Chamber Investment Forum) **uz podršku Evropske komisije.**
Nagrada „Šampion zaštite životne sredine” uručena je kompaniji **Elixir Zorka.**

March

- **Jubilee 30th Kopaonik Business Forum**
The vice president of Elixir Group Business System for Corporate Development participated in the panel “Circular economy as an innovation in the goals of sustainable development”.
- **Award ceremony of the Western Balkans 6 - Chamber Investment Forum with the support of the European Commission.**
The “Champion of Environmental Protection” award was presented to **Elixir Zorka.**

April

- **Samit posvećen inovacijama u agrobiznisu, cirkularnoj ekonomiji i održivom razvoju u Zagrebu**
Potpredsednik poslovnog sistema za korporativni razvoj, u ime Elixir Group, učestvovao je na dvodnevnom Samitu u okviru panela „Zeleni dogovor povećava EBITDA – tačno ili netačno?”

April

- **Summit dedicated to innovations in agribusiness, circular economy and sustainable development in Zagreb**
The Vice President of the Business System for Corporate Development, on behalf of Elixir Group, participated in the two-day Summit as part of the panel “The Green Deal Increases EBITDA - True or False?”

Maj

- **Međunarodna konferencija i sajam „Globalni izazovi kroz prizmu ruralnog razvoja u sektoru poljoprivrede i turizma“ na Akademiji strukovnih studija Šabac**
Konferenciju je podržala Elixir Zorka, a izlagači iz 12 zemalja govorili su na temu poljoprivredne proizvodnje, zaštite životne sredine, ekonomije, menadžmenta i javnog zdravlja.

May

- **International conference and fair “Global challenges through the prism of rural development in the agriculture and tourism sector” at the Academy of Vocational Studies Šabac**
The conference was supported by Elixir Zorka, and exhibitors from 12 countries spoke on the topic of agricultural production, environmental protection, economics, management and public health.

Jun

- **Sajam zelenih ideja, projekata i inovacija**
Među 28 izloženih zelenih ideja našao se projekat Elixir Group „Smanjenje emisije CO2 kroz procenu uticaja proizvoda na životnu sredinu od početka proizvodnje do odlaganja i reciklaže”.
- **Međunarodni naučni skup „ZELENA AGENDA ZA ZAPADNI BALKAN”**
Pomoćnica generalne direktorke za zaštitu životne sredine, u ime Elixir Group, učestvovala je na panelu „Cirkularna ekonomija - primeri dobre prakse” na kom je govorila o dosadašnjem doprinosu Elixir Group u oblasti cirkularne ekonomije, aktuelnim projektima podržanim od strane UNDP-a i budućim planovima u skladu sa Zelenom agendom.

June

- **Fair of green ideas, projects and innovations**
Among the 28 exhibited green ideas was Elixir Group’s project “Reduction of CO2 emissions through assessment of the impact of products on the environment from the beginning of production to disposal and recycling”.
- **International Scientific Conference “GREEN AGENDA FOR THE WESTERN BALKANS”**
The Assistant to CEO for Environmental Protection, on behalf of Elixir Group, participated in the panel “Circular economy - examples of good practice” where she spoke about Elixir Group’s contribution to the circular economy, current projects supported by UNDP and future plans in accordance with the Green Agenda.

Avgust

- **Prvi „Sustainability talks” okviru platforme „Održivi razvoj za sve”**
Elixir Group bila je domaćin prvog u nizu Sustainability talks u organizaciji Foruma za odgovorno poslovanje na kom je predstavljeno drugog izdanje ESG/SDG Barometra za 2023. godinu. Nakon predstavljanja ESG/SDG Barometra, održan je panel „Saradnjom do održivosti” kojim je moderirala upraviteljka Elixir Fondacije.

August

- **The first “Sustainability talks” within the platform “Sustainable development for all”**
Elixir Group hosted the first in a series of Sustainability talks organized by the Forum for Responsible Business, where the second edition of the ESG/SDG Barometer for 2023 was presented. After the presentation of the ESG/SDG Barometer, the panel “Cooperation to Sustainability” was held, moderated by the director of the Elixir Foundation.

Septembar

- **4. regionalno savetovanje „Upravljanje industrijskim otpadnim vodama i integrisano upravljanje opasnim otpadom”**
Na skupu održanom u Šapcu u organizaciji Udruženja za zaštitu životne sredine, predstavnici Elixir Group predstavili su različite segmente poslovanja Elixira, a preko 70 učesnika konferencije posetilo je Elixir Zorku.

September

- **4th regional consultation “Management of industrial wastewater and integrated management of hazardous waste”**
At the meeting held in Šabac, organized by the Association for Environmental Protection, the representatives of Elixir Group presented various segments of Elixir’s business, and over 70 conference participants visited Elixir Zorka.

Oktober

- **6. Nacionalni dan davanja**
Nacionalnim danom davanja 2023. otvorena je **Godina dobrote** u Srbiji, a Elixir Group prisustvovala je obeležavanju ovog važnog datuma za afirmaciju filantropije, kao jedna od članica Sprskog filantropskog foruma.

October

- **6th National Day of Giving**
The National Day of Giving in 2023 marked the opening of the **Year of Kindness** in Serbia, and Elixir Group attended the celebration of this important date for the affirmation of philanthropy, being one of the members of the Serbian Philanthropic Forum.

Novembar

- **Sustainability Starter**
U okviru još jedne inicijative Foruma za odgovorno poslovanje, Elixir Group ugostila je i studente osnovnih i master studija sa različitih fakulteta na lokaciji u Šapcu, u okviru edukativnog programa za mlade. Prilikom posete, studentima su predstavljene aktivnosti Elixira na polju odgovornog i održivog poslovanja nakon čega su obišli fabrički kompleks Elixir Zorke.

November

- **Sustainability Starter**
As part of another initiative of the Forum for Responsible Business, Elixir Group hosted undergraduate and master’s students from various faculties at the location in Šabac, as part of an educational program for young people. During the visit, the students were presented with Elixir’s activities in the field of responsible and sustainable business, after which they toured Elixir Zorka factory complex.

Decembar

- **LOOK UP 2 Druga regionalna konferencija ekoloških i biznis lidera**
Elixir Group učestvovala je na drugom regionalnom skupu na temu ekologije i energetike na kom je predstavila planove i projekte dekarbonizacije koji doprinose ostvarenju Zelene agende i ciljeva održivog razvoja.
- **CSR/ESG Forum**
Drugom godinu za redom, Elixir Group uzela je učešće u najvećem CSR/ESG događaju koji organizuje Forum za odgovorno poslovanje. U okviru ove konferencije održano je 10 paralelnih okruglih stolova posvećenih trendovima u održivom razvoju, a panel „Dostupna i održiva energija” moderirao je predstavnik R&D centra Elixir Group.
- **Elixir Group predstavila Mapu puta dekarbonizacije u proizvodnji mineralnih đubriva i fosforne kiseline u Privrednoj komori Srbije**
Prepoznavši značaj zahteva za dekarbonizaciju privrede i smanjenje globalnog uticaja na klimatske promene kao šansu za unapređenje poslovanja u skladu sa ciljevima održivog razvoja, Elixir Group je realizovala inovativno rešenje u okviru projekta „EU za zelenu agendu Srbije” za koje je dobila nagradu i finansijsku podršku u realizaciji. Projekat „Mape puta dekarbonizacije” čiji je cilj smanjenje emisije ugljen-dioksida (CO2), potrošnje resursa i energije predstavljen je na događaju u Privrednoj komori Srbije.
- **20. Međunarodna konferencija „Čovek i radna sredina”**
Direktorka EHS sektora Elixir Prahova, prisustvovala je otvaranju konferencije u ime Elixir Group, kao generalnog pokrovitelja skupa, na kom je prisutne upoznala sa vrednostima i aktivnostima poslovnog sistema.

December

- **LOOK UP 2 Second regional conference of environmental and business leaders**
Elixir Group participated in the second regional gathering on the topic of ecology and energy, where it presented plans and projects of decarbonization that contribute to the realization of the Green Agenda and the goals of sustainable development.
- **CSR/ESG Forum**
For the second year in a row, Elixir Group took part in the largest CSR/ESG event organized by the Forum for Responsible Business. Within this conference, 10 parallel round tables dedicated to trends in sustainable development were held, and the panel “Available and sustainable energy” was moderated by a representative of Elixir Group R&D center.
- **Elixir Group presented the Roadmap of decarbonization in the production of mineral fertilizers and phosphoric acid at the Serbian Chamber of Commerce**
Recognizing the importance of requirements for the decarbonization of the economy and the reduction global impact on climate change as a chance to improve business in accordance with the goals of sustainable development, Elixir Group implemented an innovative solution within the project “EU for the Green Agenda of Serbia”, for which it received an award and financial support in its implementation. The “Decarbonization Roadmap” project, whose goal is to reduce carbon dioxide (CO2) emissions, resource and energy consumption, was presented at an event at the Serbian Chamber of Commerce.
- **20th International conference “Man and the working environment”**
The director of Elixir Prahovo EHS Sector attended the opening of the conference on behalf of Elixir Group, as the general sponsor of the meeting, where she introduced the attendees to the values and activities of the Business System.

Naši jubileji

Our Anniversaries

Elixir Group obeležila 33 godine uspešnog rada

Elixir Group celebrated 33 years of successful work



Elixir Group danas je globalno prepoznatljiv brend zahvaljujući jakom, posvećenom timu koji radi na ostvarenju vizije i postavljenih ciljeva. Dan Elixira bio je prilika da zajedno proslavimo postignute rezultate, afirmišemo kulturu međusobne podrške i ohrabrenja.

Povodom godišnjice kompanije, proglasili smo i nagradili Šampione Elixir vrednosti, kolegice i kolege koje svojim ličnim primerom svakodnevno doprinose razvoju naše korporativne kulture. Šampione vrednosti odabrale su kolege u anketi na nivou celog poslovnog sistema.

Dečiji dan za decu zaposlenih

Dečiji dan okupio je veliki broj dece naših zaposlenih u Šapcu i Prahovu, a zajedničko vreme obeležili su druženje, laboratorijski eksperimenti, ekološka i likovna radionica. Deca starijeg uzrasta obišla su proizvodne pogone u Šapcu i Prahovu, upoznala se sa prostorom u kojima rade njihovi roditelji i saznala zanimljivosti o razvoju hemijske industrije, obilazeći Industrijski muzej u Prahovu i izložbu posvećenu 85 godina od osnivanja HI Zorka Šabac.

Sportski dani

Sportsko-rekreativne aktivnosti povodom Dana Elixira okupile su veliki broj kolega, koji su ovog puta timski duh pokazali na fudbalskom, odbojkaškom i košarkaškom terenu. Dobra atmosfera obeležila je i sportske turnire u šahu, stonom tenisu i pikadu u kom su učestvovala naše kolegice i kolege iz Prahova.

Druženje u prirodi

Priroda oplemenjuje, a zajednički provedeno vreme povezuje. Tako su i ovog maja kolegice i kolege iz Prahova obišle manastir Bukovo, u blizini Negotina, a kolege sa lokacija u Šapcu, Novom Sadu i Beogradu uživale u prirodi Fruške gore.

Elixir Group is today a globally recognizable brand thanks to a strong, dedicated team working to achieve the vision and set goals. Elixir Day was an opportunity to celebrate the achieved results together, to affirm the culture of mutual support and encouragement.

On the occasion of the company's anniversary, we announced and awarded Elixir Value Champions, colleagues who, by their personal example, contribute to the development of our corporate culture every day. Value Champions were selected by colleagues in a business system-wide survey.

Children's Day for employees' children

Children's Day gathered a large number of children of our employees in Šabac and Prahovo, and the time together was marked by socializing, laboratory experiments, environmental and art workshops. Older children visited the production plants in Šabac and Prahovo, got to know the space where their parents work and learned interesting facts about the development of the chemical industry, visiting the Industrial Museum in Prahovo and the exhibition dedicated to the 85th anniversary of the founding of Chemical Industry Zorka Šabac.

Sports days

Sports and recreational activities on the occasion of Elixir Day brought together a large number of colleagues, who showed their team spirit on football pitches, volleyball and basketball courts. A good atmosphere also marked sports tournaments in chess, table tennis and darts in which our colleagues from Prahovo participated.

Socializing in nature

Nature ennobles, and time spent together connects. So this May, colleagues from Prahovo visited the Bukovo monastery, near Negotin, and colleagues from locations in Šabac, Novi Sad and Belgrade enjoyed the nature of Fruška Gora.

Elixir Zorka obeležila 85 godina od osnivanja HI Zorka Šabac

Elixir Zorka celebrated 85 years since the founding of the Chemical Industry Zorka Šabac



Spoj tradicije, razvoja i inovacija

Povodom obeležavanja 85 godina od osnivanja HI Zorka Šabac, tokom 2023. godine, Elixir Zorku posetilo je više od hiljadu i po đaka, studenata i profesora, predstavnika stručne javnosti, naučnih saradnika sa različitih fakulteta, partnera i medija. Tokom poseta, najbrojnije su bile grupe studenata i profesora sa različitih fakulteta među kojima su Tehnološki fakultet iz Novog Sada i Zvornika, Fakultet tehničkih nauka iz Novog Sada, studenti sa Akademije strukovnih studija u Šapcu, đaci Hemijske i Poljoprivredne škole u Šapcu, šabačke Gimnazije i mnogi drugi. Među posetiocima su bili i predstavnici Evropskog udruženja hemijske industrije, poslovni partneri, bivši zaposleni u Elixir Zorki, ali i zaposleni iz ostalih članica Poslovnog sistema, kao i građani Šapca. Emotivni su bili susreti bivših zaposlenih u HI Zorka sa nekadašnjim kolegama, ali i radnim okruženjem u kom je većina provela čitav radni vek. Zajednički utisci su im nostalgija zbog minulih vremena, ali i zadovoljstvo što fabrika raste i razvija se u korak sa modernim tehnologijama.

Brojni posetioci upoznali se sa tradicijom dugom osam i po decenija kroz muzejsku postavku na otvorenom, kao i kroz prezentacije o radu i buduće planove razvoja Zorke uz obilazak fabrike. Izložba posvećena istorijatu obuhvatila je period razvoja hemijske industrije u Šapcu, od kada je subotička fabrika nazvana po kneginji Zorki prebačena u Šabac i od tada predstavlja simbol ovog grada. Elixir Group privatizovala je fabriku 2011. godine i nakon dve godine rekonstrukcije, izgradnje i velikih ulaganja, iznova joj udahnuo život, a stotinama Šapčana pružila priliku da rade u svom gradu. Ovaj jubilej obeležio je celu godinu, a prve posete počele su tokom maja 2023. godine.

A combination of tradition, development and innovation

On the occasion of marking the 85th anniversary of the founding of the Chemical Industry Zorka Šabac, in 2023, Elixir Zorka was visited by more than one and a half thousand pupils, students and professors, representatives of the professional public, scientific associates from various faculties, partners and the media. During the visits, the most numerous were groups of students and professors from different faculties, including the Faculty of Technology from Novi Sad and Zvornik, the Faculty of Technical Sciences from Novi Sad, students from the Academy of Vocational Studies in Šabac, students of the Chemical and Agricultural School in Šabac, the Grammar School Šabac and many others. Among the visitors were representatives of the European Chemical Industry Association, business partners, former employees of Elixir Zorka, but also employees from other members of the Business System, as well as citizens of Šabac. Meetings of former employees of the Chemical Industry Zorka with their former colleagues, but also with the working environment where most of them spent their entire working life, were emotional. Their common impressions are nostalgia for the past, but also satisfaction that the factory is growing and developing in step with modern technologies.

Numerous visitors got acquainted with the eight-and-a-half-decade-long tradition through an open-air museum display, as well as through presentations on the work and future development plans of Zorka, along with a tour of the factory. The exhibition dedicated to history covered the period of development of the chemical industry in Šabac, since the time when the Subotica factory named after Princess Zorka was transferred to Šabac and has been a symbol of this city ever since. Elixir Group privatized the factory in 2011 and after two years of reconstruction, construction and large investments, breathed new life into it and gave to the hundreds of the citizens of Šabac the opportunity to work in their city. This anniversary marked the whole year, and the first visits began in May 2023.

55+ poseta
1.500+ posetilaca

55+ visits
1.500+ visitors

Decenija Elixir Prahova: Ponos Timočke krajine i centar strateške proizvodnje Elixir Group

A decade of Elixir Prahovo: Pride of Timok Valley and center of Elixir Group's strategic production

Kao naslednik duge tradicije nekadašnjeg hemijskog giganta IHP Prahovo, Elixir Prahovo obeležilo je deceniju poslovanja, kao 1 od 6 proizvođača fosforne kiseline u Evropi. Prethodnu deceniju obeležila su brojna priznanja za kvalitet u radu, briga o zajednici kroz donacije i humanitarne akcije, jačanje i širenje portfolija, kao i značajni rezultati u oblasti smanjenja uticaja na životnu sredinu čime se Elixir Prahovo upisalo u red najodgovornijih i najodrživijih kompanija u Srbiji.

Nakon privatizacije IHP 2012. godine, Elixir Prahovo pokrenulo je ciklus investicionih ulaganja u reparaciju postrojenja, infrastrukturu i proizvodnju fosforne kiseline i mineralnih đubriva. Zahvaljujući ulaganjima u najsavremenije tehnologije, u kratkom vremenskom periodu, urađena je rekonstrukcija i revitalizacija fabričkih postrojenja i pokrenuta proizvodnja. O intenzivnim ulaganjima u Prahovu govori i podatak da je 7 od 8 fabrika otvorenih u poslednjih 10 godina u okviru Elixir Poslovnog sistema upravo u ovom fabričkom kompleksu.

Nakon obnavljanja i proširenja kapaciteta u pogonima za proizvodnju fosforne kiseline i mineralnih đubriva, 2019. u Prahovu je započela proizvodnja Aluminijum trifluorida kapaciteta 5.000 t godišnje proizvodnje sa postepenom tendencijom rasta u narednim godinama.

Krajem 2022. godine u Elixir Prahovu počela je sa radom fabrika za rafinaciju fosforne kiseline. Otvaranje ovog pogona svrstalo je Srbiju među četiri proizvođača ove značajne sirovine u Evropi. Tokom 2023. godine u okviru ovog pogona počela je sa radom i nova tehnološka sekcija kao još jedan korak ka unapređenju procesa rafinacije i dobijanja fosforne kiseline Food Grade - prehrambenog kvaliteta.



As the heir to the long tradition of the former chemical giant Industry of Chemical Products Prahovo, Elixir Prahovo marked a decade of business, as 1 of 6 producers of phosphoric acid in Europe. The previous decade was marked by numerous awards for the quality of work, caring for the community through donations and humanitarian actions, strengthening and expanding the portfolio, as well as significant results in the area of reducing environmental impact, which made Elixir Prahovo one of the most responsible and sustainable companies in Serbia.

After the privatization of the Industry of Chemical Products Prahovo in 2012, Elixir Prahovo launched a cycle of investments in plant repair, infrastructure and the production of phosphoric acid and mineral fertilizers. Thanks to the investments in the most modern technologies, in a short period of time, the reconstruction and revitalization of the factory facilities was done and the production started. The fact that 7 out of 8 factories opened in the last 10 years within Elixir Group Business System are located in this factory complex also speaks of intensive investments in Prahovo.

After the restoration and expansion of capacity in the facilities for the production of phosphoric acid and mineral fertilizers, in 2019, the production of aluminum trifluoride with a capacity of 5,000 t per year began in Prahovo, with a gradual tendency of growth in the coming years.

At the end of 2022, a factory for the refining of phosphoric acid began operating in Elixir Prahovo. The opening of this plant placed Serbia among the four producers of this important raw material in Europe. During 2023, a new technological section started operating within this plant as another step towards improving the refinement process line and obtaining food grade quality phosphoric acid..

Prva godina rada Industrijskog muzeja u Prahovu

The first year of operation of the Industrial Museum in Prahovo

Industrijski muzej u Prahovu proslavio je 28. juna svoju prvu godišnjicu rada. Za vrlo kratko vreme, ovaj jedinstveni muzej je postao važno mesto za edukaciju i upoznavanje sa istorijom i bogatim nasleđem Industrije hemijskih proizvoda (IHP) u Prahovu. O tome svedoči i činjenica da je u prethodnih godinu dana muzej privukao preko hiljadu posetilaca i preko 30 međunarodnih delegacija poslovnih partnera.

Inicijativa za otvaranje muzeja potekla je od Mladena Trišića, diplomiranog inženjera tehnologije, koji je svoju karijeru proveo u Industriji hemijskih proizvoda. Inspirisani njegovom monografijom "Hemijska industrija u Prahovu: juče, danas, sutra", Elixir Prahovo prepoznaje potrebu da realizuje i njegovu ideju o stvaranju industrijskog muzeja.

Postavka muzeja obuhvata preko hiljadu fotografija koje dokumentuju istoriju i razvoj IHP-a, današnji izgled industrijskog kompleksa, te vizije za budući razvoj Elixir Prahova. Pored fotografija, muzej izlaže makete i razne predmete iz početnih dana IHP-a, dok posebnu vrednost predstavljaju artefakti koji govore o istaknutim pojedincima koji su dali nemerljiv doprinos razvoju hemijske industrije u Prahovu.



The Industrial Museum in Prahovo celebrated its first anniversary on 28th June. In a very short time, this unique museum has become an important place for education and familiarization with the history and rich heritage of the Industry of Chemical Products (ICP) in Prahovo. This is evidenced by the fact that in the previous year, the museum attracted over a thousand visitors and over 30 international delegations of business partners.

The initiative to open the museum came from Mladen Trišić, a technology engineer graduate, who spent his career in the chemical industry. Inspired by his monograph "Chemical Industry in Prahovo: yesterday, today, tomorrow", Elixir Prahovo recognizes the need to realize his idea of creating a industrial museum.

The museum display includes over a thousand photographs that document the history and development of the Industry of Chemical Products, the present-day appearance of the industrial complex, and visions for the future development of Elixir Prahovo. In addition to photographs, the museum exhibits models and various objects from the early days of ICP, while artifacts that speak of prominent individuals who made an immeasurable contribution to the development of the chemical industry in Prahovo are of special value.



Članstva i nagrade

Memberships and Rewards

Priznanje Elixir Group za inovativno rešenje „Mapa puta dekarbonizacije industrije na primeru kompanija za proizvodnju mineralnih đubriva i fosforne kiseline u Srbiji“ – februar, 2023.

„Mapa puta dekarbonizacije industrije na primeru kompanija za proizvodnju mineralnih đubriva i fosforne kiseline u Srbiji“, projekat Elixir Group našao se među 16 najboljih rešenja za unapređenje zelene tranzicije u Srbiji, u okviru projekta „EU za Zelenu agendu u Srbiji“.

Elixir Zorka dobila novu Integrisanu dozvolu /IPPC/ na period od 10 godina – februar, 2023.

Inoviranjem tehnološkog procesa i opredeljenjem da svoje poslovanje preusmeri sa linearne na cirkularnu ekonomiju, Elixir Zorka dobila je novu Integrisanu dozvolu /IPPC/ na period od deset godina.

Priznanje Šampion zaštite životne sredine za Elixir Zorku – mart 2023

Komorski Investicioni Forum Zapadnog Balkana (WB6) nagradio je 16 najuspešnijih kompanija Zapadnog Balkana, među kojima je i Elixir Zorka za Šampiona zaštite životne sredine.

Elixir Fondacija nagrađena plaketom 57. Mokranjčevih dana – septembar 2023.

Elixir Fondacija nagrađena je plaketom 57. Mokranjčevih dana, najvišem priznanju ove manifestacije.

Recognition of Elixir Group for the innovative solution “Roadmap of decarbonization of the industry on the example of companies for the production of mineral fertilizers and phosphoric acid in Serbia” – February 2023.

„Roadmap of decarbonization of the industry on the example of companies for the production of mineral fertilizers and phosphoric acid in Serbia“, Elixir Group’s project was among the 16 best solutions for improving the green transition in Serbia, within the “EU for the Green Agenda in Serbia” project.

Elixir Zorka received a new Integrated Permit /IPPC/ for a period of 10 years - February 2023

By innovating the technological process and deciding to shift its business from a linear to a circular economy, Elixir Zorka received a new Integrated Permit /IPPC/ for a period of ten years.

Recognition Champion of environmental protection for Elixir Zorka – March 2023

The Western Balkans 6 Chamber Investment Forum awarded 16 of the most successful companies of the Western Balkans, including Elixir Zorka for the Champion of Environmental Protection.

Elixir Foundation was awarded with a plaque at the 57th Days of Mokranjac - September 2023

Elixir Foundation was awarded with a plaque of the 57th Days of Mokranjac, the highest recognition of this event.

Elixir Group dobitnik Svedočanstva o dobroti za nesebičan doprinos akciji pomoći žrtvama zemljotresa u Turskoj i Siriji – oktobar 2023.

Na 6. Nacionalnom danu davanja, u organizaciji Srpskog filantropskog foruma, Elixir Group dobila je Svedočanstvo o dobroti za nesebičan doprinos akciji pomoći žrtvama zemljotresa u Turskoj i Siriji.

Elixir Group nagrađena sertifikatom za doprinos inicijativi „Prihvati cirkularni izazov“ – novembar 2023.

Elixir Group nagrađena je sertifikatom za doprinos inicijativi „Prihvati cirkularni izazov“, u okviru projekta „Smanjenje ugljeničnog otiska lokalnih zajednica primenom principa cirkularne ekonomije u Srbiji – Cirkularne zajednice“ koji sprovode Ministarstvo zaštite životne sredine i UNDP, uz finansijsku podršku Globalnog fonda za životnu sredinu (GEF).

Elixir Group nagrađena priznanjem „Šampion održivosti“ – decembar 2023.

Elixir Group dobila je priznanje „Šampion održivosti“, za izuzetan doprinos potcilju 9.4. Agende 2030. uz obrazloženje da je u svoje poslovanje i strategije održivosti inkorporirala Ciljeve održivog razvoja.

Elixir Craft nagrađen Nacionalnim priznanjem – decembar 2023.

Elixir Craft je nagrađen Nacionalnim priznanjem Povelja 28. april, zbog ostvarenih izuzetnih rezultata u oblasti bezbednosti i zdravlja na radu.

Elixir Group was the winner of the Certificate of Kindness for selfless contribution to the action to help earthquake victims in Turkey and Syria - October 2023

On the 6th National Day of Giving, organized by the Serbian Philanthropic Forum, Elixir Group received a Certificate of Kindness for selfless contribution to the action to help earthquake victims in Turkey and Syria.

Elixir Group was awarded with a certificate for its contribution to the “Take the Circular Challenge” initiative – November 2023.

Elixir Group was awarded with a certificate for its contribution to the initiative “Accept the circular challenge”, within the project “Reducing the carbon footprint of local communities by applying the principles of circular economy in Serbia - Circular communities” implemented by the Ministry of Environmental Protection and UNDP, with the financial support of the Global Environment Facility (GEF).

Elixir Group was awarded with the recognition “Champion of Sustainability” - December 2023

Elixir Group was awarded with the recognition “Champion of Sustainability”, for its outstanding contribution to sub-goal 9.4. of Agenda 2030 with the explanation that it incorporated the Sustainable Development Goals into its operations and sustainability strategies.

Elixir Craft was awarded with National Recognition - December 2023

Elixir Craft was awarded with the National recognition 28th April Charter, due to the outstanding results achieved in the field of Occupational Health and Safety.



Ciljevi održivog razvoja

Sustainable Development Goals

Briga o životnoj sredini, društvu i korporativnom upravljanju kroz ostvaranje UN SDG ciljeva.

Caring for the environment, society and corporate governance through the realization of the UN SDG goals

Doprinos Ciljevima održivog razvoja (Sustainable Development Goals) osnovna je vrednosti Elixir Group u svakom segmentu poslovanja. Rukovođeni vizijom da „stvaramo nasleđe kroz održivi razvoj na dobrobit zajednice i uspeh svakog pojedinca“ učinili smo ih sastavnim delom naše strategije, kako bi doprineli unapređenju poslovanja i kvaliteta života zajednice u kojoj poslujemo, očuvanju životne sredine i dekarbonizaciji, razvoju inovacija i infrastrukture u industriji, racionalnoj potrošnji resursa, kao i održivosti u proizvodnji. Identifikovanjem uticaja koje poslovanje Elixir Group može imati na ostvarenje pojedinih ciljeva održivog razvoja, ujedno smo mapirali i inicijative koje mogu doprineti tim ciljevima. Prepoznali smo globalnu krizu izazvanu klimatskim promenama, siromaštvom, nejednakostima i nestašicom hrane, kao izazov u kome možemo ponuditi rešenja kroz primenu novih tehnologija i inovacija.

Contribution to Sustainable Development Goals is a core value of Elixir Group in every business segment. Guided by the vision of “building a legacy through sustainable development for the benefit of the community and the success of each individual”, we have made them an integral part of our strategy, in order to contribute to the improvement of business and the quality of life of the community in which we operate, environmental preservation and decarbonization, development of innovation and infrastructure in the industry, rational consumption of resources, as well as sustainability in production. By identifying the impact that Elixir Group’s operations can have on the achievement of certain sustainable development goals, we also mapped the initiatives that can contribute to those goals. We have recognized the global crisis caused by climate change, poverty, inequalities and food shortages as a challenge in which we can offer solutions through the application of new technologies and innovations.

Odgovornost za strateške prioritete održivog razvoja je delegirana svim članovima upravljačkog i izvršnog menadžmenta. Za projekte društveno odgovornog poslovanja i podršku lokalnim zajednicama u Šapcu i Negotinu, odgovornost je podeljena između Elixir Fondacije i Korporativnih komunikacija, koji pripadaju najvišem menadžmentu i učestvuju u radu Odbora za strategiju i održivi razvoj. Kroz društveno odgovorno poslovanje (CSR) doprinosimo održivosti u ekonomskim, društvenim i aspektima zaštite životne sredine predviđenim Agendom održivog razvoja 2030.

Brinemo, odgovorno se ponašamo i osluškujemo potrebe zainteresovanih strana, od naših zaposlenih, lokalnih zajednica u kojima poslujemo, poslovnih partnera, do šireg društva na nacionalnom i globalnom nivou. Ekonomski rast, čime se postiže ostvarenje ciljeva koji doprinose iskorenjivanju siromaštva, obezbeđivanju uslova za ostvarenje zdravstvene zaštite, dobro obrazovanje i opšte blagostanje, jedan je od segmenata Agende 2030 i ujedno cilj naše kompanije kojem je ona dugi niz godina posvećena.

Socijalna inkluzija moguća je kroz primenu svih standarda, poštovanje rodne ravnopravnosti i pravedne naknade za rad, mir, partnerstvo i izgradnju jakih institucija. Ciljevi održivog razvoja su međusobno povezani budući da uspeh u ostvarenju jednog cilja zavisi i od sagledavanja izazova koji su svojstveni nekom drugom cilju.

Responsibility for the strategic priorities of sustainable development is delegated to all members of the management and executive management. For CSR projects and support for local communities in Šabac and Negotin, responsibility is shared between Elixir Foundation and Corporate Communications, which belong to the top management and participate in the work of the Committee for Strategy and Sustainable Development. Through corporate social responsibility (CSR), we contribute to sustainability in the economic, social and environmental aspects foreseen by the 2030 Agenda for Sustainable Development.

We care, behave responsibly and listen to the needs of stakeholders, from our employees, the local communities in which we operate, business partners, to the wider society at the national and global level. Economic growth, which achieves goals that contribute to eradicating poverty, providing conditions for health care, good education and general well-being, is one of the segments of the 2030 Agenda and at the same time the goal of our company to which it has been dedicated for many years.

Social inclusion is possible through the application of all standards, respect for gender equality and fair compensation for work, peace, partnership and building strong institutions. Sustainable development goals are interconnected, since success in achieving one goal depends on understanding the challenges inherent in another goal.



Ciljevi održivog razvoja koji su u fokusu Elixir Group

Sustainable development goals that are the focus of Elixir Group

Životna sredina / Environment

Oblast u izveštaju i materijalna tema / Area in the report and material topic	Ciljevi održivog razvoja / Sustainable development goals	Naš doprinos / Our contribution
Upravljanje otpadom / Waste management		<ul style="list-style-type: none"> Poboljšanje kvaliteta vode / Improvement of water quality Unapređenje energetske efikasnosti i upotreba obnovljivih izvora energije / Improvement of energy efficiency and use of renewable energy sources Redukcija generisanog otpada / Reduction of generated waste Očuvanje biodiverziteta / Preservation of biodiversity
Emisije gasova sa efektom staklene bašte / Greenhouse gas emissions		
Utjecaj na vodne resurse / Impact on water resources		
Utjecaj na biodiverzitet / Impact on biodiversity		
Potrošnja energije i energetska efikasnost / Energy consumption and energy efficiency		
Model cirkularne ekonomije / Model of Circular Economy		

Zaposleni / Employees

Oblast u izveštaju i materijalna tema / Area in the report and material topic	Ciljevi održivog razvoja / Sustainable development goals	Naš doprinos / Our contribution
Bezbednost i zdravlje na radu / Occupational health and safety		<ul style="list-style-type: none"> Obezbeđivanje zdravog radnog okruženja uz unapređenje zadovoljstva zaposlenih / Ensuring a healthy working environment while improving employee satisfaction Jednake šanse za usavršavanje i ekonomski razvoj / Equal opportunities for training and economic development Smanjenje razlike u zastupljenosti polova / Reducing the difference in gender representation Smanjenje neravnopravnosti poštovanjem zakona / Reducing inequality by respecting the law
Poštovanje ljudskih i radnih prava, sprečavanje diskriminacije / Respect for human and labor rights, prevention of discrimination		
Pristup kompanije zapošljavanju i napredovanju / The company's approach to recruitment and promotion		
Mogućnost za poslovni razvoj i obuke / Opportunity for business development and training		
Omogućeni benefiti / Benefits provided		

Lokalna zajednica / Local community

Oblast u izveštaju i materijalna tema / Area in the report and material topic	Ciljevi održivog razvoja / Sustainable development goals	Naš doprinos / Our contribution
Podrška za obrazovanje / Support for education		<ul style="list-style-type: none"> Jednake ekonomske mogućnosti za sve / Equal economic opportunities for all Jednak pristup osnovnim resursima / Equal access to basic resources Unapređenje životnih uslova članova lokalne zajednice / Improving the living conditions of members of the local community
Podrška kulturi / Support for culture		
Podrška u očuvanju životne sredine / Podrška u očuvanju životne sredine		
Podrška sportu / Support for sports		

Upravljanje / Management

Oblast u izveštaju i materijalna tema / Area in the report and material topic	Ciljevi održivog razvoja / Sustainable development goals	Naš doprinos / Our contribution
Usaglašenost sa zakonom i propisima / Compliance with the law and regulations		<ul style="list-style-type: none"> Učešće žena u upravljanju Poslovnim sistemom / Women's participation in Business System Management Pružanje sigurnog radnog okruženja / Provision of a safe working environment Rad u skladu sa zakonima uz razvijen sistem upravljanja / Work in accordance with laws with a developed management system
Upravljanje i etika / Management and ethics		
Antikorupcija / Anti-corruption		
Zaštita konkurencije / Protection of competition		
Mehanizmi komunikacije / Mechanisms of communication		

Tržište / Market

Oblast u izveštaju i materijalna tema / Area in the report and material topic	Ciljevi održivog razvoja / Sustainable development goals	Naš doprinos / Our contribution
Direktni ekonomski uticaj / Direct economic impact		<ul style="list-style-type: none"> Jačanje lokalnog lanca snabdevanja / Strengthening the local supply chain Dostupnost detalja o proizvodima / Availability of product detail
Dostupnost i transparentnost informacija o proizvodima / Availability and transparency of product information		
Kvalitet i bezbednost proizvoda / Product quality and safety		
Prisutnost na tržištu / Market presence		
Ekološka procena dobavljača / Environmental Assessment of Suppliers		

Dijalog za budućnost

Dialogue for the Future

Identifikacija materijalnih tema za izradu Izveštaja o održivom poslovanju je započela analizom karakteristika poslovnog okruženja i procesom utvrđivanja pozitivnih i negativnih uticaja koje kompanija ostvaruje na svoje prirodno i društveno okruženje. Kreirana je lista materijalnih tema koja je dopunjena u odnosu na prošlogodišnju listu, u skladu sa identifikovanim uticajima i njihovim procenjenim značajem. Shodno tome, uključena je nova materijalna tema "Dostupnost i transparentnost informacija o proizvodima", dok je tema Lokalne zajednice podeljena u četiri celine (Podrška za obrazovanje, Podrška u očuvanju životne sredine, Podrška sportu i Podrška kulturi).

Uz članove Odbora za strategiju i održivi razvoj, izboru materijalnih tema se, kroz dvojezični upitnik, priključilo preko **200 zaposlenih i preko 50 partnera**, među kojima su kupci, dobavljači, predstavnici banaka, osiguravajućih društava i lokalne zajednice.

The identification of material topics for the preparation of the Sustainability Report for 2023 began with the analysis of the characteristics of the business environment and the process of determining positive and negative impacts that the company has on its natural and social environment. A list of material topics was created, which was supplemented compared to last year's list, in accordance with the identified impacts and their estimated importance. Regarding that, a new material topic "Availability and transparency of product information, while the topic of the Local community is divided into four units (Support for education, Support for environmental protection, Support for sports and Support for culture.)

Along with the members of the Committee for Strategy and Sustainable Development, over **200 employees and over 50 partners**, including buyers, suppliers, representatives of banks, insurance companies and local communities, participated in the selection of material topics through a bilingual questionnaire.

Lista materijalnih tema je prioritizovana angažovanjem pomenutih zainteresovanih strana, kroz ocenjivanje važnosti tema na skali od 1 do 5, a sve teme sa ocenom manjom od 4.4 nisu obuhvaćene na listi materijalno značajnih tema.

Kroz komunikaciju sa zainteresovanim stranama, utvrđeno je da su većina navedenih tema koje se odnose na društvo, životnu sredinu i način poslovanja kompanije, identifikovane kao značajne.

Kao najvažnije teme rangirane su one koje su kao prioriteti svakako prepoznati u poslovanju Elixir Group.

1. Bezbednost i zdravlje na radu
2. Usaglašenost sa zakonom i propisima
3. Podrška u očuvanju životne sredine

Od ukupno 28 tema, 25 su se izdvojile kao materijalno značajne i one su klasifikovane u sledeće oblasti:

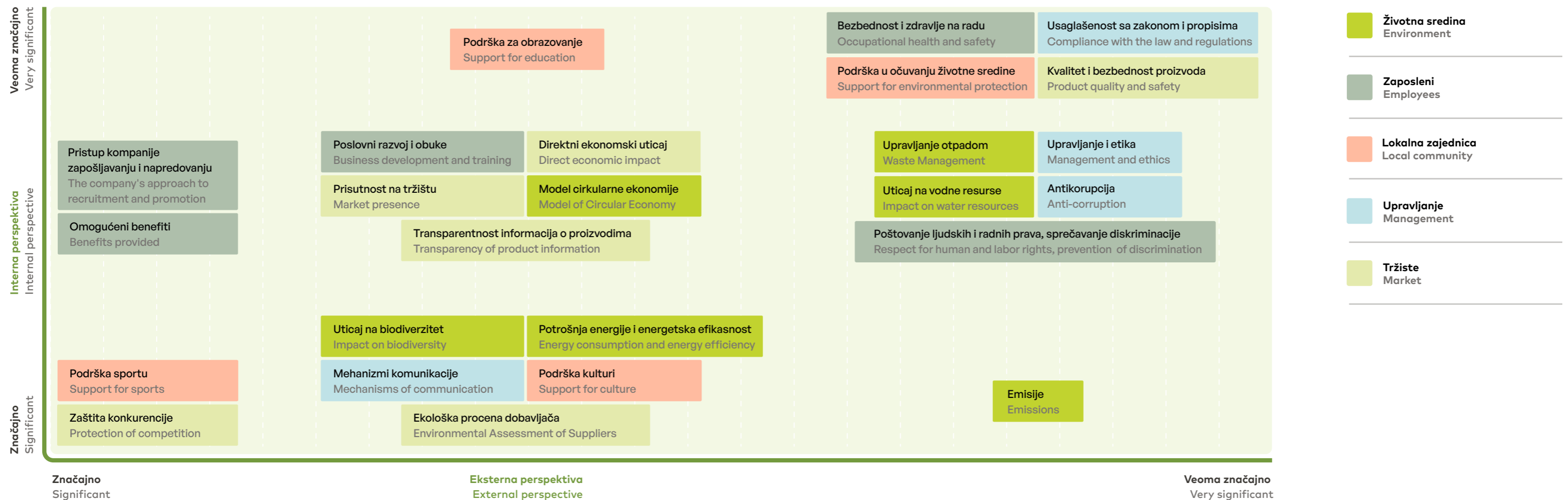
The list of material topics was prioritized by engaging the mentioned stakeholders, by rating the importance of the topics on a scale from 1 to 5, and all topics with a score of less than 4.4 were not included in the list of material topics.

Through communication with stakeholders, it was determined that most of the mentioned topics related to society, the environment and the company's way of doing business were identified as significant.

The most important topics are those that are definitely recognized as priorities to Elixir Group's business.

1. Occupational Health and Safety
2. Compliance with the law and regulations
3. Support in environmental protection

Out of a total of 28 topics, 25 were singled out as materially significant and they were classified into the following areas:



Životna sredina
Environment

Zaposleni
Employees

Lokalna zajednica
Local community

Upravljanje
Management

Tržište
Market

01

0 kompaniji

About the Company

Misija i vizija

Mission & Vision

Misija

Odgovorno planiramo, proizvodimo i rastemo usvajajući nova znanja i veštine. Stvaramo novu vrednost, gradimo partnerstva kroz poverenje i zajedno ostvarujemo pobeđe!

Vizija

Stvaramo nasleđe kroz održivi razvoj na dobrobit zajednice i uspeh svakog pojedinca.

Mission

We plan, produce and grow responsibly, acquiring new knowledge and skills. We create new value, build partnerships through trust and achieve victories together!!

Vision

We build a legacy through sustainable development for the benefit of the community and the success of each individual.

Verujemo u značaj svake vrednosti

We believe in the importance of each value



Profesionalnost
Professionalism

Znamo o čemu pričamo
We know what we are talking about



Integritet
Integrity

Znamo ko smo
We know who we are



Poverenje
Trust

Možemo svakog da pogledamo u oči
We can look everyone in the eyes



Posvećenost
Commitment

I srcem i glavom
With both heart and head



Jedinstvo
Unity

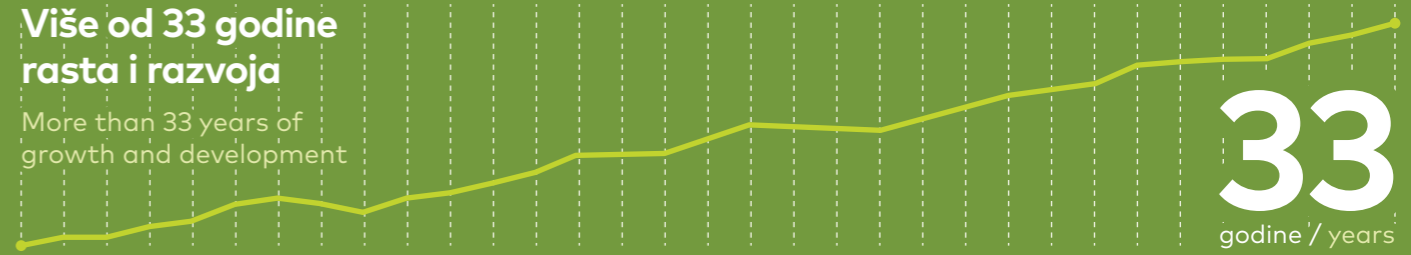
Zajedno smo Elixir!
Together we are Elixir!

Pokazatelji uspešnosti

Performance indicators

**Više od 33 godine
rasta i razvoja**

More than 33 years of
growth and development



1.895

Zaposlenih / Employees



5.000+

Poslovnih partnera / Business Partners

50+

Proizvoda
Products



80+

Izvozimo u 80+ zemalja
We export in more than 80 countries

Investicije 82 miliona evra

82 MIL EUR of investments

74% ulaganja u nekretnine, postrojenja i opremu
26% ulaganja u nematerijalnu imovinu

74% of investments in property, plant and equipment
26% of investments in intangible assets



492 miliona evra ukupnih poslovnih prihoda

492 MIL EUR of total operating income

Profil kompanije

Company Profile

Poslovni sistem Elixir Group je lider u oblasti hemijske industrije i jedan je od šest proizvođača fosforne kiseline u Evropi. Svoju leadersku poziciju dokazujemo poslovnom izvrsnošću kojom se lako prilagođavamo zahteva održivog razvoja i odgovornog poslovanja.

Elixir Group je poslovni sistem koji obuhvata tri ključne oblasti delovanja: hemijsku proizvodnju, razvoj industrijskih usluga i proizvodnju ekološke energije. Zahvaljujući 1.900 zaposlenih u 14 kompanija članica, Elixir Group je najbržerastući poslovni sistem u Srbiji. Sa svojim poslovnim jedinicama smeštenim u Šapcu, gde je ujedno i sedište kompanije, Prahovu, Novom Sadu i Beogradu, Elixir Group ima čvrste korene koji sežu do 1990. godine. Od tada, kompanija je rasla i razvijala se kroz privatizaciju postojećih proizvodnih preduzeća i stalnim investicijama, nastavila više od osam decenija dugu tradiciju hemijske industrije u Srbiji, postavši regionalni lider u toj oblasti.

Elixir Group svoju strategiju razvoja zasniva na principima kvaliteta i saradnje, uz snažno zalaganje za održivi razvoj lokalnih zajednica u kojima posluje. Osim toga, Poslovni sistem teži unapređenju svoje dugoročne konkurentnosti na globalnom tržištu, primenjuje najsavremenije standarde u svojim proizvodnim i poslovnim procesima što mu omogućava da ostane u samom vrhu hemijske industrije i osigura poslovnu izvrsnost u svim aspektima svog delovanja.

Elixir Group Business System is the leader in the field of chemical industry and is one of the six producers of phosphoric acid in Europe. We prove our leadership position with business excellence, with which we easily adapt to the requirements of sustainable development and responsible business.

Elixir Group is a business system that includes three key areas of activity: chemical production, development of industrial services and production of ecological energy. Thanks to 1,900 employees in 14 member companies, Elixir Group is the fastest growing business system in Serbia. With its business units located in Sabac, where the headquarter is, Prahovo, Novi Sad, and Belgrade, Elixir Group has solid roots that go back to 1990. Since then, the company has grown and developed through the privatization of existing production companies and constant investments, continuing the more than eight-decade-long tradition of the chemical industry in Serbia, becoming a regional leader in that field.

Elixir Group bases its development strategy on the principles of quality and cooperation, with a strong commitment to the sustainable development of the local communities in which it operates. In addition, the Business System strives to improve its long-term competitiveness on the global market, applies the most modern standards in its production and business processes, which allows it to remain at the very top of the chemical industry and ensure business excellence in all aspects of its operations.

Biznis divizije Poslovnog sistema Elixir Group

Business Divisions of Elixir Group Business System

Elixir Group, kao kompleksna i diversifikovana kompanija, obuhvata tri ključne divizije koje se bave različitim delatnostima. Međusobno komplementarne, svaka od ovih divizija igra važnu ulogu u integraciji Elixir Group u ekonomski snažan, ekološki odogovorani i energetski efikasan poslovni sistem.

Elixir Group, as a complex and diversified company, includes three key divisions that deal with different activities. Mutually complementary, each of these divisions plays an important role in the integration of Elixir Group into an economically strong, environmentally responsible and energy efficient business system.

Hemijska divizija

Chemical Division

Ova divizija se fokusira na proizvodnju i distribuciju hemijskih proizvoda koji su neophodni za poljoprivredu i različite industrije. Sa dva proizvodna kompleksa u Šapcu (Elixir Zorka) i Prahovu (Elixir Prahovo) i ukupno osam fabrika u kojima se proizvode različiti kvaliteti fosforne kiseline, kompleksna mineralna đubriva i aluminijum trifluorid, predstavlja pokretačku snagu Elixir Group. Hemijska proizvodnja zahteva visok nivo stručnosti i tehnološke opremljenosti kako bi se osigurala kvalitetna proizvodnja i poštovanje svih ekoloških i bezbednosnih standarda, te ne čudi činjenica da je svaki deseti zaposleni u našem poslovnom sistemu inženjer.

This division focuses on the production and distribution of chemical products that are essential for agriculture and various industries. With two production complexes in Šabac (Elixir Zorka) and Prahovo (Elixir Prahovo) and a total of eight factories where various qualities of phosphoric acid, complex mineral fertilizers and aluminum trifluoride are produced, it represents the driving force of Elixir Group. Chemical production requires a high level of expertise and technological equipment to ensure quality production and compliance with all environmental and safety standards, and it is not surprising that every tenth employee in our business system is an engineer.



Elixir Zorka

Elixir Zorka je lider u proizvodnji kompleksnih mineralnih đubriva najvišeg kvaliteta, sa visokom koncentracijom hranljivih materija, ujednačenom granulacijom i visokom vodorastvorljivošću u zemljištu. Proizvodni kapacitet Elixir Zorka meri se u 300.000 tona godišnje, dok su svi proizvodi dizajnirani tako da poboljšaju ishranu biljaka, povećaju efikasnost primene i profit u poljoprivrednoj proizvodnji. Sa svojim proizvodnim i infrastrukturnim kapacitetima i preko 400 zaposlenih predstavlja važan oslonac hemijske divizije Elixir Group. Elixir Zorka je operater međunarodne Luke Šabac na Savi, putem koje se vrši prijem i otprema sirovina i gotovih proizvoda.

Elixir Zorka is the leader in the production of complex mineral fertilizers of the highest quality, with a high concentration of nutrients, uniform granulation and high water solubility in the soil. Elixir Zorka's production capacity is measured at 300,000 tons per year, while all products are designed to improve plant nutrition, increase application efficiency and profit in agricultural production. With its production and infrastructural capacities and over 400 employees, it is an important pillar of Elixir Group Chemical Division. Elixir Zorka is the operator of the international Port of Šabac on Sava, through which raw materials and finished products are received and shipped.



Elixir Prahovo

Kao jedan od šest evropskih proizvođača fosforne kiseline, Elixir Prahovo je danas najuspešnija i najbrže rastuća kompanija u regionu Istočne Srbije. Sa ukupnim proizvodnim kapacitetima od preko 800.000 tona, više od 800 zaposlenih u sedam fabrika u kojima se vrši proizvodnja i višestepena rafinacija fosforne kiseline, proizvodnja kompleksnih NPK đubriva i aluminijum trifluorida (AlF₃) i prečišćavanje fosforne kiseline, Elixir Prahovo je strateška tačka hemijske divizije Elixir Group. Na lokaciji kompleksa hemijske industrije u Prahovu, pored Elixir Prahova posluje više kompanija različitih delatnosti koje zajedno zapošljavaju blizu 1.200 ljudi.

Elixir Prahovo je operater međunarodne Luke Prahovo na Dunavu, najznačajnijeg logističkog čvorišta za dopremu sirovina i otpremu gotovih proizvoda, kako za potrebe Elixir Group, tako i za potrebe drugih brojnih klijenata.

As one of the six European producers of phosphoric acid, Elixir Prahovo is today the most successful and fastest growing company in the region of Eastern Serbia. With a total production capacity of over 800,000 tons, more than 800 employees in seven factories where the production and multi-stage refining of phosphoric acid, the production of complex NPK fertilizers and aluminum trifluoride (AlF₃) and the purification of phosphoric acid is carried out, Elixir Prahovo is a strategic point of the chemical division of Elixir Group. At the location of chemical industry complex in Prahovo, in addition to Elixir Prahovo, there are several companies operating in different industries that together employ close to 1.200 people.

Elixir Prahovo is the operator of the international Port of Prahovo on the Danube, the most important logistics hub for the delivery of raw materials and the shipment of finished products, both for the needs of Elixir Group and for the needs of other numerous clients.

Divizija za razvoj industrijskih usluga

Industrial Services Development Division

Ova divizija pruža širok spektar usluga koje podržavaju industrijske operacije unutar i izvan Elixir Group. Kroz usluge inženjeringa, izgradnje, montaže, održavanja, logistike i drugih specijalizovanih usluga koje omogućavaju efikasno funkcionisanje industrijskih postrojenja i realizaciju strateških investicionih poduhvata, divizija doprinosi optimizaciji procesa, uvođenju novih tehnologija, smanjenju troškova i poboljšanju produktivnosti, kako za sopstvene potrebe, tako i za potrebe svojih klijenata. Tim ove divizije čine stručni i motivisani zaposleni različitih tehničkih profila koji raspolažu vrhunskom opremom i stručnim znanjima.

This division provides a wide range of services that support industrial operations within and outside the Elixir Group. Through the services of engineering, construction, assembly, maintenance, logistics and other specialized services that enable the efficient functioning of industrial plants and the realization of strategic investment undertakings, the division contributes to the optimization of processes, the introduction of new technologies, the reduction of costs and the improvement of productivity, both for its own needs and for needs of their clients. The team of this division consists of professional and motivated employees of various technical profiles who have top-notch equipment and professional knowledge.



ElixirCraft

Stručan, efikasan i visoko motivisan kadar uz vrhunsku opremu i mehanizaciju pruža usluge u domenu niskogradnje, održavanja postojećih i izgradnje novih industrijskih objekata i postrojenja, za potrebe članica Elixir Group i drugih investitora u zemlji i regionu. Elixir Craft posluje u okviru kompleksa Elixir Prahovo i Elixir Zorka i angažovan je na realizaciji investicija u nove i unapređenje postojećih pogona.

Professional, efficient and highly motivated staff with top equipment and machinery provides services in the field of civil engineering, maintenance of existing and construction of new industrial facilities and plants, for the needs of Elixir Group members and other investors in the country and region. Elixir Craft operates within Elixir Prahovo and Elixir Zorka complexes and is engaged in the realization of investments in new and improvement of existing plants.

ElixirEngineering

Elixir Engineering je specijalizovan za pružanje usluga inženjeringa i projektovanja sa fokusom na projekte u hemijskoj i naftnoj industriji, industriji obnovljivih izvora energije i upravljanja otpadom. Iskusan tim stručnjaka i mladih talenata izrađuje projektno-tehničke dokumentacije za potrebe kompanija članica Elixir Group i druge domaće investitore. Pored projekata u hemijskoj industriji, Elixir Engineering ima značajnu ulogu u energetske tranziciji u pravcu održivog razvoja i cirkularne ekonomije, imajući u svom portfoliju veliki izbor end-to-end rešenja za ovu granu industrije.

Elixir Engineering is specialized for providing engineering and design services with a focus on projects in the chemical and oil industry, the industry of renewable energy sources and waste management. An experienced team of experts and young talents prepare project and technical documentation for the needs of Elixir Group member companies and other domestic investors. In addition to projects in the chemical industry, Elixir Engineering plays a significant role in the energy transition towards sustainable development and circular economy, having in its portfolio a large selection of end-to-end solutions for this branch of industry.

U svom radu kao težnja da se svakom poslu priđe na najadekvatniji i najsveobuhvatniji način, Elixir Engineering uspostavlja saradnju sa svim naučno – obrazovnim institucijama u zemlji i inostranstvu kao i kompanijama sa iskustvom u projektovanju i izvođenju industrijskih projekata velikog obima.

In its work, as an aspiration to approach every job in the most adequate and comprehensive way, Elixir Engineering establishes cooperation with all scientific and educational institutions in the country and abroad, as well as companies with experience in designing and implementing large-scale industrial projects.

LTH

Logistika i transport hemikalija (LTH) je kompanija osnovana sa ciljem pružanja usluga i podršku u oblasti logistike i transporta tečnih sirovina i gotovih proizvoda, kako za potrebe Elixir Group, tako i za treća lica. Kompanija organizuje usluge prevoza i logistike tečnih hemikalija u drumskom, železničkom i vodnom saobraćaju i saraduje sa najpouzdanijim regionalnim, prekomorskim i prekookeanskim kontejnerskim brodarima i drugim pružaocima transportnih i logističkih usluga.

Logistics and Transport of Chemicals (LTH) is a company founded with the aim of providing services and support in the field of logistics and transport of liquid raw materials and finished products, both for the needs of Elixir Group and for third parties. The company organizes transport and logistics services of liquid chemicals by road, rail and water transport and cooperates with the most reliable regional, overseas and transoceanic container shippers and other providers of transport and logistics services.

Eco Energy divizija

Eco Energy Division

Ova divizija se fokusira na projekte proizvodnje energije iz alternativnih i obnovljivih izvora, uključujući energiju iz otpada, vetra i sunca i reflektuje našu posvećenost da u potpunosti dekarbonizujemo proizvodnju i odgovorimo na izazove održivog i odgovornog poslovanja.

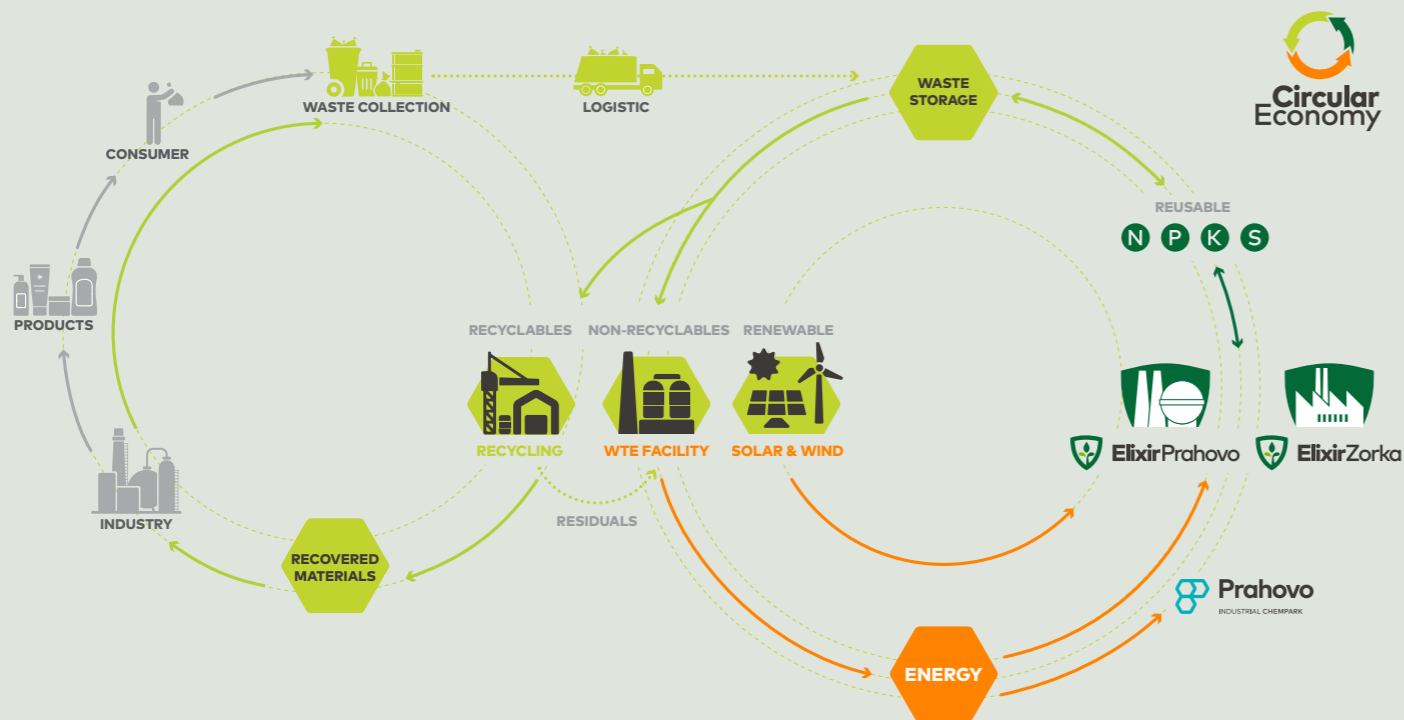
Trenutno najznačajni projekat ove divizije je izgradnja - Energane na otpad u Prahovu, savremenog postrojenja koje će putem termičkog tretmana nerekiclabilnog otpada proizvoditi vodenu paru iz dobijene toplotne energije. Proizvedena vodena para će se u okviru iste lokacije koristiti za rad industrijskih pogona u Elixir Prahovu. Važan deo ove divizije su i Eco Lager skladišta u Šapcu i Prahovu namenjena za privremeno skladištenje i odgovorno upravljanje otpadom, do njegovog konačnog zbrinjavanja kroz saradnju sa drugim operaterima u zemlji i inostranstvu, ali sa prioritarnim fokusom na obezbeđivanje adekvatnog goriva za energetska iskorišćenje u Energani na otpad.

This division focuses on energy production projects from alternative and renewable sources, including energy from waste, wind and solar, and reflects our commitment to fully decarbonize production and respond to the challenges of sustainable and responsible business.

Currently, the most significant project of this division is the construction of the Waste to Energy Plant in Prahovo, a modern plant that will produce steam from the obtained thermal energy through the thermal treatment of non-recyclable waste. The produced steam will be used within the same location for the operation of industrial plants in Elixir Prahovo. An important part of this division are the Eco Lager warehouses in Šabac and Prahovo intended for temporary storage and responsible management of waste, until its final disposal through cooperation with other operators in the country and abroad, but with a priority focus on providing adequate fuel for energy utilization in Waste to Energy Plant.

 EcoEnergy

 EcoLager



Ostale članice Poslovnog sistema

Other Members of the Business System

 ElixirGarden

Kompanija je osnovana 2020. godine sa ciljem organizacije i realizacije projekta fazne izgradnje poslovno-stambenog kompleksa Elixir Garden u Negotinu, koji će na atraktivnoj gradskoj lokaciji objediniti i brojne druge sadržaje koji doprinose unapređenju kvaliteta života: parkove, igrališta, vrtić, rekreaciju na otvorenom, solarnu rasvetu, retail park.

Cilj ovog projekta je prevashodno ispunjenje stambenih potreba naših postojećih i budućih zaposlenih na lokaciji industrijskog kompleksa u Prahovu, ali i stvaranje novih sadržaja na dobrobit cele lokalne zajednice i bolji život u ovom delu Srbije.

The company was founded in 2020 with the aim of organizing and conducting the project of the phased construction of the Elixir Garden business-residential complex in Negotin, which will unite numerous other facilities that contribute to the improvement of the quality of life in an attractive city location: parks, playgrounds, kindergarten, outdoor recreation, solar lighting, retail park.

The goal of this project is primarily to fulfil the housing needs of our existing and future employees at the location of the industrial complex in Prahovo, but also to create new facilities for the benefit of the entire local community and a better life quality in this part of Serbia.

 ElixirFeed

Već više od decenije, od 2007. godine kompanija se ističe kao ekskluzivni distributer široke palete aditiva za stočnu hranu od poznatih globalnih proizvođača, uključujući vitamine, minerale, aminokiseline, i druge. Posebno se ističe kao lider u prodaji lizina, koji je nezamenljiva amino kiselina u proizvodnji stočne hrane i premiksa. Elixir Feed beleži rast prodaje u Srbiji i regionu, pri čemu oko 80% fabrika u Srbiji koristi njihove proizvode. Uspeh se pripisuje pouzdanosti, visokom kvalitetu, sigurnosti proizvoda i odgovornom korišćenju resursa, što doprinosi stalnom razvoju portfolija i distributivne mreže.

For more than a decade, since 2007, the company has stood out as an exclusive distributor of a wide range of feed additives from well-known global manufacturers, including vitamins, minerals, amino acids, and others. It stands out as a leader in the sale of lysine, which is an irreplaceable amino acid in the production of animal feed and premixes. Elixir Feed records sales growth in Serbia and the region, with around 80% of factories in Serbia using their products. Success is attributed to reliability, high quality, product safety and responsible use of resources, which contribute to the constant development of the portfolio and distribution network.

 ElixirFondacija

Elixir Fondacija osnovana je u decembru 2019. godine, na temelju dugogodišnje posvećenosti, Elixir Group i njenih članica, društveno odgovornom poslovanju. Prioritetne oblasti delovanja Elixir Fondacije su zaštita i unapređenje životne sredine i edukacija građana, podrška unapređenju socijalne i zdravstvene zaštite, obrazovanja, kulture i sporta, kao i svim projektima koje lokalne zajednice, organizacije i institucije prepoznaju kao značajne za dalji razvoj i poboljšanje uslova života.

Elixir Foundation, was founded in December 2019, based on the long-term commitment of Elixir Group and its members to socially responsible business. Priority areas of activity of Elixir Foundation are the protection and improvement of the environment and the education of citizens, support for the improvement of social and health care, education, culture and sports, as well as all projects that local communities, organizations and institutions recognize as significant for further development and improvement of living conditions.

U svom delovanju, Elixir Fondacija rukovodi se univerzalnim principima o dobrobiti zajednice doprinoseći ostvarenju Ciljeva održivog razvoja - SDG-s, kao i etikom zadužbinara i donatora, čija dela i posvećenost sredini u kojoj su stvarali, trajno inspirišu.

In its activities, Elixir Foundation is guided by the universal principles of the welfare of the community, contributing to the achievement of the Sustainable Development Goals - SDGs, as well as the ethics of endowments and donors, whose work and dedication to the environment in which they created, permanently inspire.

Centar za primenjenu cirkularnu ekonomiju - CPCE osnovan je u avgustu 2022. godine, kao rezultat dugogodišnjeg iskustva Elixir Group u oblasti hemijske industrije i savremenih potreba tržišta u pogledu novih EU regulativa, unapređenja kvaliteta i bezbednosti proizvoda, odgovornog upravljanja resursima i primene cirkularne ekonomije.

U okviru CPCE posluje i Laboratorija za ispitivanja koja raspolaze najsavremenijom opremom za fizičko-hemijska ispitivanja i stručnim timom profesionalaca koji putem akreditovanih metoda vrše uzorkovanja i ispitivanja širokog dijapazona uzoraka: sredstava za ishranu bilja i oplemenjivača zemljišta, hemijskih proizvoda, sirovina, zemljišta, otpada, otpadnih voda, nusproizvoda, otpadnih i nestandardnih hemikalija i drugih materija. Akreditaciono telo Srbije akreditovalo je CPCE Laboratoriju za ispitivanja (broj Sertifikata 01-544) u skladu sa SRPS ISO/IEC 17025:2017, čime je postala i međunarodno priznata laboratorija.

Center for Applied Circular Economy (CACE) was founded in August 2022, as a result of many years of experience of Elixir Group in the field of the chemical industry and modern market needs in terms of new EU regulations, improvement of product quality and safety, responsible management of resources and application of the circular economy.

Within CPCE, there is also a Testing Laboratory, which has the most modern equipment for physico-chemical tests and an expert team of professionals who, using accredited methods, perform sampling and testing of a wide range of samples: plant nutrition and soil conditioners, chemical products, raw materials, soil, waste, waste water, by-products, waste and non-standard chemicals and other substances. The accreditation body of Serbia accredited the CPCE Testing Laboratory (Certificate number 01-544) in accordance with SRPS ISO/IEC 17025:2017, making it an internationally recognized laboratory.

Zavod za zdravstvenu zaštitu radnika ST Medicina, u početku organizovan kao poliklinika ST Medicina, osnovan je pre više od 10 godina sa ciljem da se pacijentima omogući kvalitetna, sofisticirana i pristupačna zdravstvena usluga na najvišem profesionalnom nivou, zahvaljujući najsavremenijoj medicinskoj opremi renomiranih svetskih proizvođača i vrhunskih stručnjaka iz različitih oblasti medicine. Danas Zavod za zdravstvenu zaštitu radnika ST Medicina, svojim korisnicima pruža sveobuhvatnu i savremenu zdravstvenu uslugu, dijagnostiku i lečenje multidisciplinarno, kroz pakete preventivnih sistematskih pregleda i pojedinačne usluge specijalističkih pregleda.

The Institute for Health Protection of Workers ST Medicine, initially organized as the polyclinic ST Medicina, was founded more than 10 years ago with the aim of providing patients with high-quality, sophisticated and affordable healthcare services at the highest professional level, thanks to the most modern medical equipment from renowned global manufacturers and top experts from different fields of medicine. Today, the Institute for Health Protection of Workers ST Medicina provides its users with a comprehensive and modern health service, diagnostics and multidisciplinary treatment, through packages of preventive examinations and individual services of specialist examinations.

Ostvarena proizvodnja

Realized Production

Količine ostvarene proizvodnje u Elixir Prahovu (t) / Realized production quantities in Elixir Prahovo (t)		2023
Proizvodnja i koncentracija / Production and concentration		
Proizvodnja P ₂ O ₅ 30% / Production P ₂ O ₅ 30%		112.265
Koncentracija 40% / Concentration 40%		2.045
Koncentracija 50% / Concentration 50%		134.116
Rafinacija fosforne kiseline / Phosphoric acid refining		
P ₂ O ₅ Feed Grade / P ₂ O ₅ Feed Grade		38.100
Elixir FOS G / Elixir FOS G		13.385
Elixir FOS Tech / Elixir FOS Tech		18.614
NPK		248.705
AIF3		2.810
TSPp		56.123
SSPp		38.348

Količine ostvarene proizvodnje u Elixir Zorki (t) / Realized production quantities in Elixir Zorka (t)		2023
NPK		213.044
TSPp		3.127
SSPp		11.125

Rast i razvoj

Growth and Development

Dijagram 1.
Investicije Elixir
Group (MIL EUR)

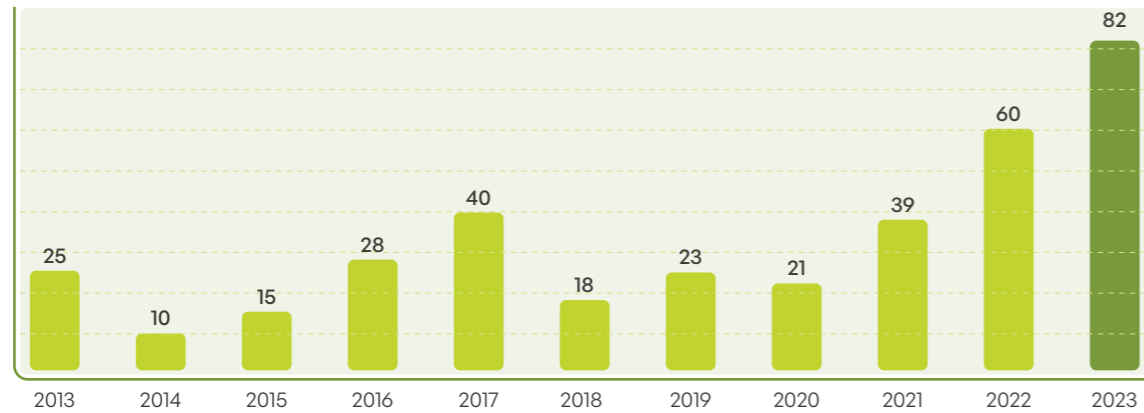


Diagram 1.
Elixir Group
Investments
(MIL EUR)

Dijagram 2.
Ukupan poslovni
prihod (MIL EUR)

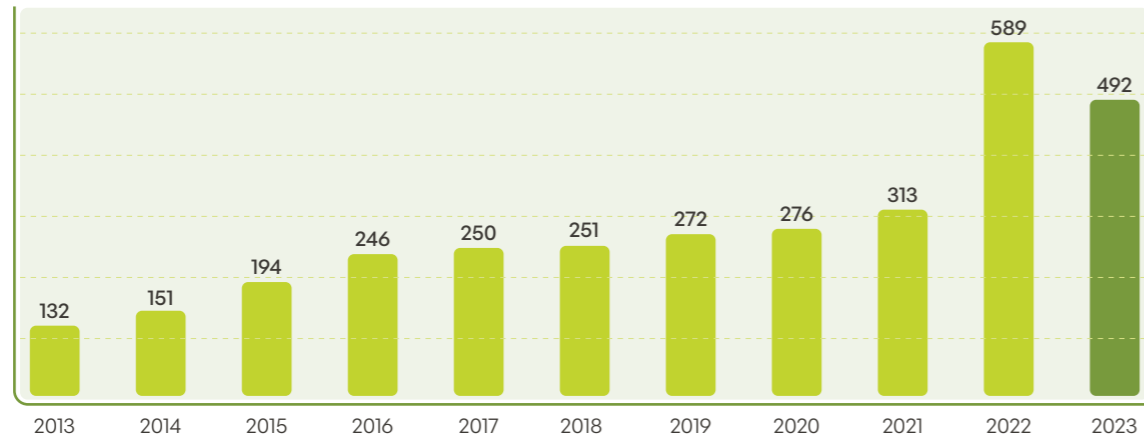
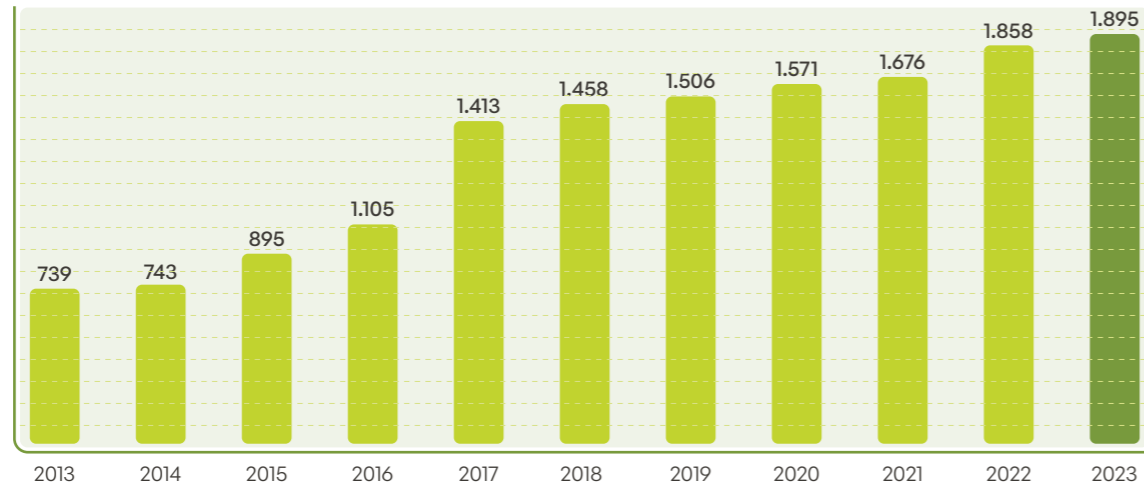


Diagram 2. Total
operating
income (MIL EUR)

Ljudski kapital

Human Capital

Dijagram 3.
Broj zaposlenih
Elixir Group
(CROSO 31.12.2023)



Number of employees
of Elixir Group
(CROSO 31 Dec. 2023)

Ekonomski pokazatelji

Economic Indicators

Dijagram 4.
Poslovni prihodi od
prodaje robe,
proizvoda i usluga po
geografskim
regionima (MIL EUR)

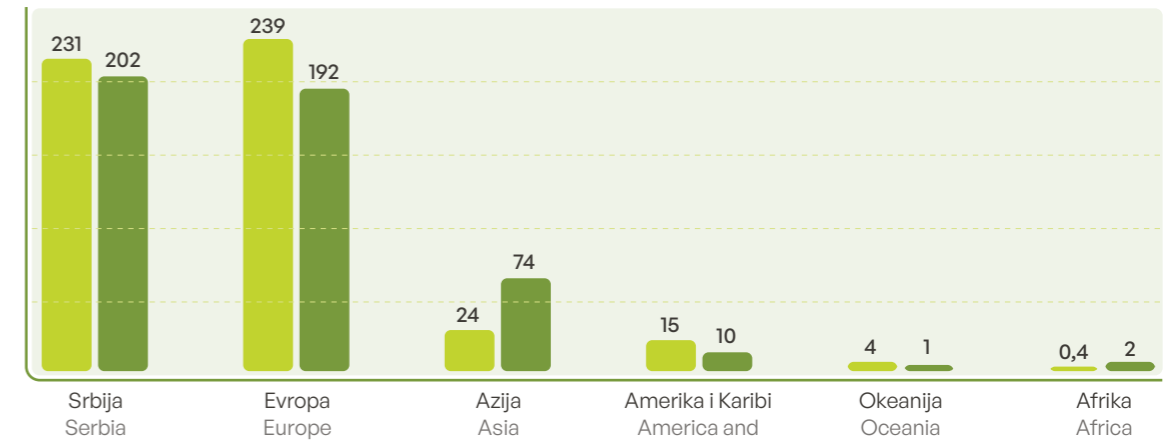


Diagram 4.
Operating income
from the sale of goods,
products and services
by geographic region
(MIL EUR)

● 2022 ● 2023

Dijagram 5.
Poslovni prihodi od
prodaje robe,
proizvoda i usluga po
vrstama artikala
(MIL EUR)

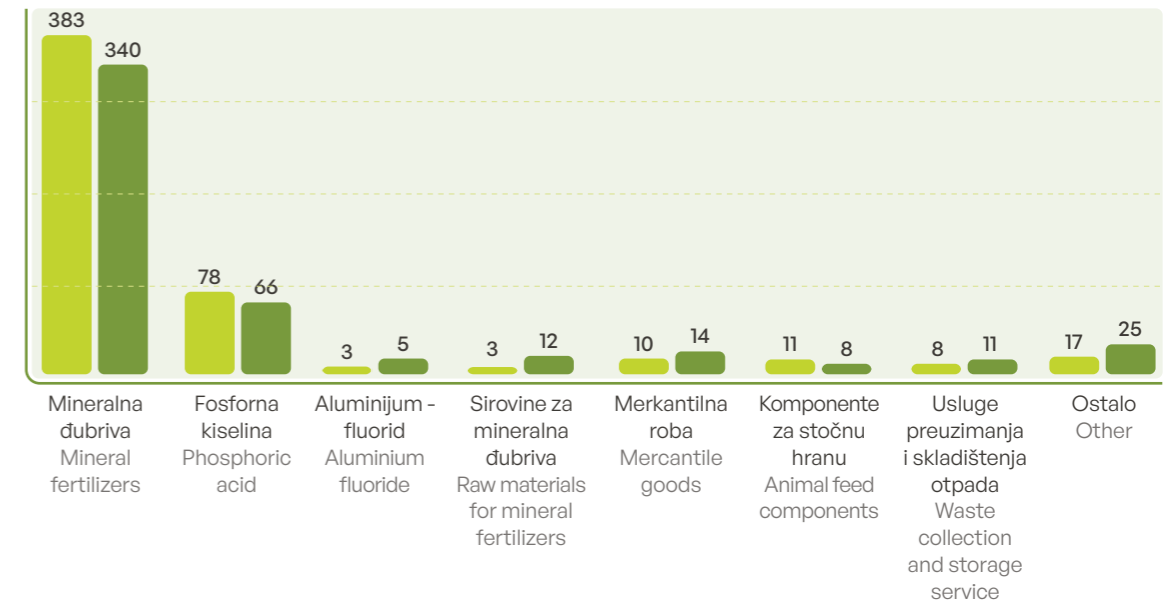
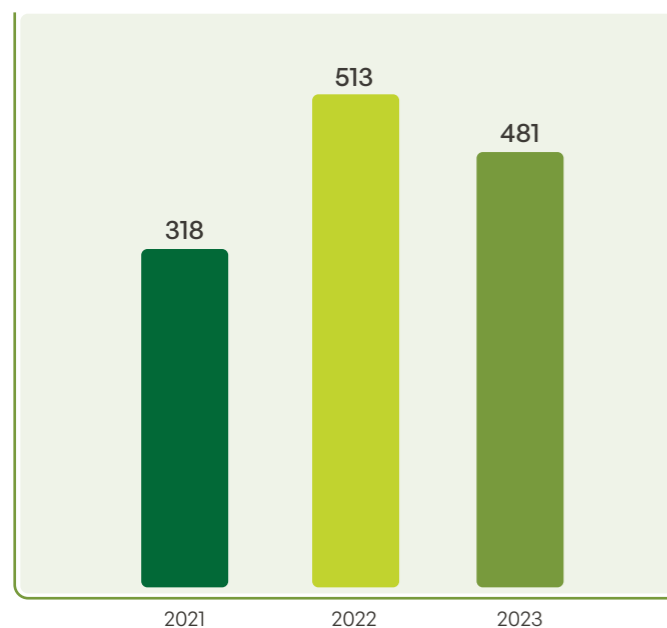


Diagram 5.
Operating income
from the sale of goods,
products and services
by type of products
(MIL EUR)

● 2022 ● 2023

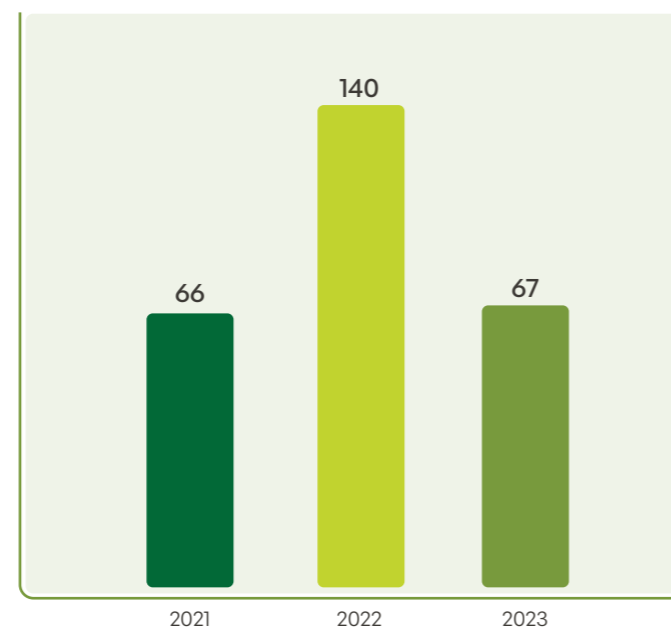
Prihodi od prodaje (MIL EUR)

Income from sales (MIL EUR)



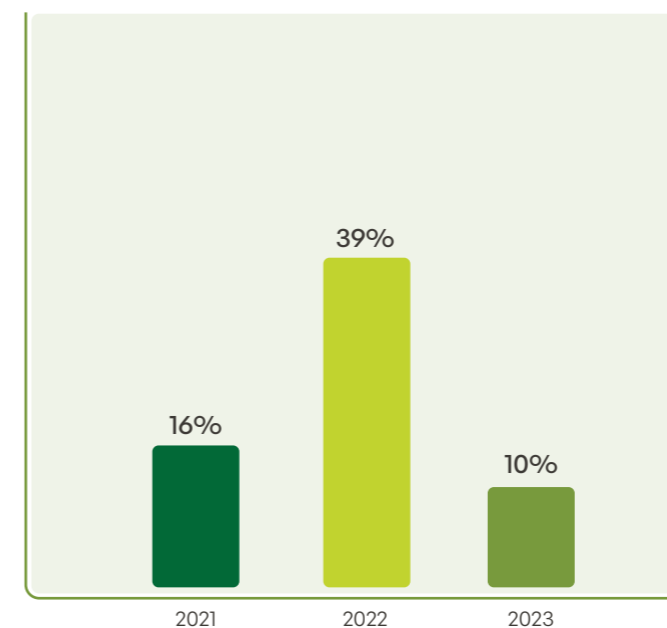
EBITDA (MIL EUR)

EBITDA (MIL EUR)



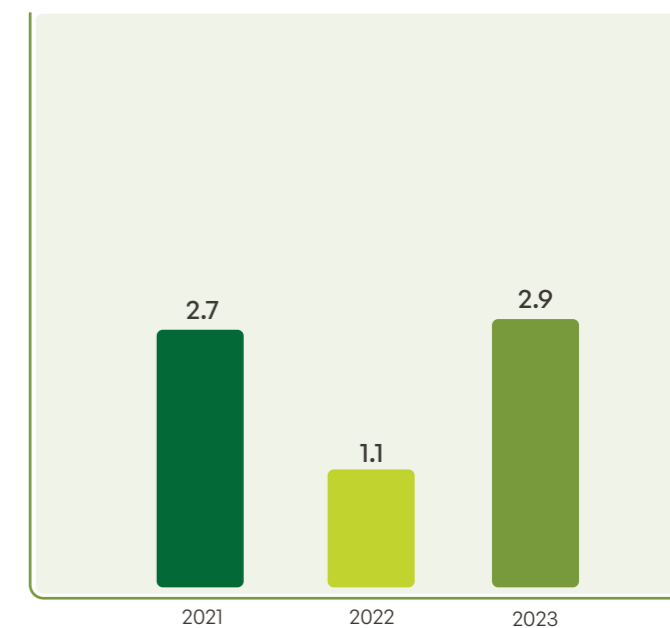
ROE

ROE



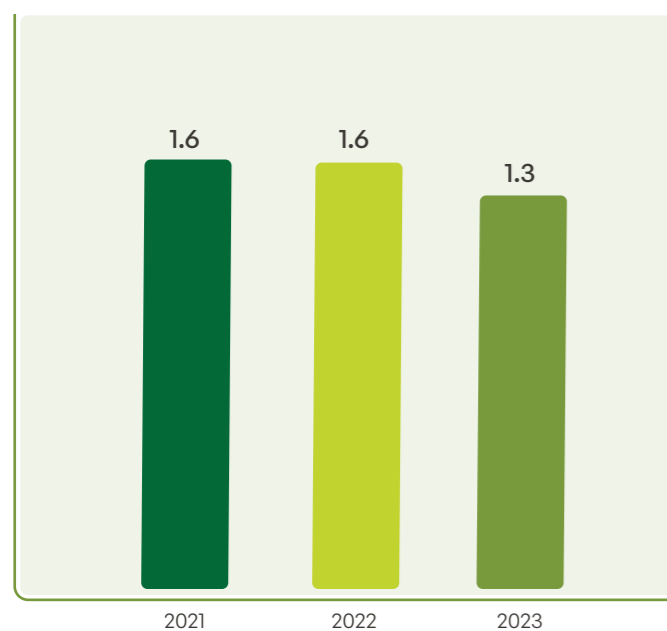
Neto dug / EBITDA

Net debt / EBITDA



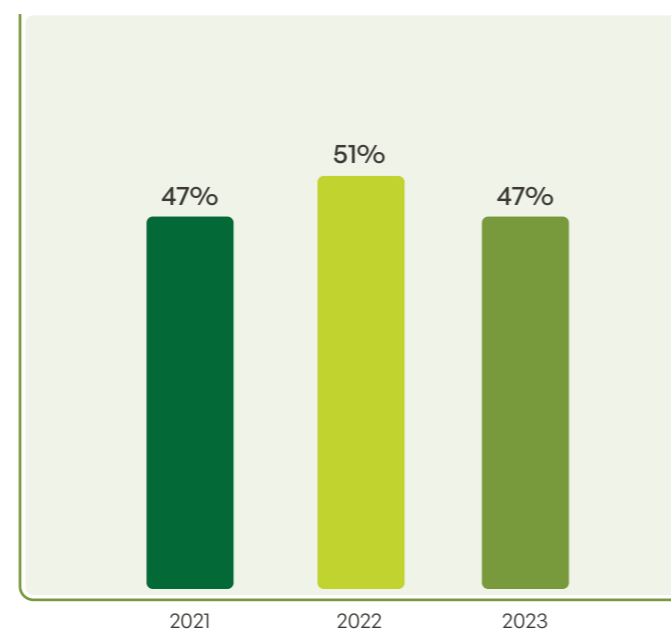
Opšti racio likvidnosti

Current ratio



Racio kapitala

Equity ratio



Konsolidovani prikaz u hiljadama EUR

Consolidated presentation in thousands of EUR

Članica / Member company	Ukupan poslovni prihod / Total operating revenue	EBITDA / EBITDA
ELIXIR GROUP	81.970	1.146
ELIXIR AGRAR	57.538	1.048
ELIXIR ZORKA	258.156	25.073
ELIXIR PRAHOVO	250.420	35.724
ELIXIR CRAFT	23.205	1.331
ELIXIR FEED	8.400	467
ELIXIR GARDEN	-	-17
CPCE	979	204
ST MEDICINA	1.553	461
ELIXIR ENGINEERING	2.078	123
ELIXIR GD	234	-12
ELIXIR FOSFATI CRNA GORA	1	-47
ELIXIR REAL ESTATE CRNA GORA	-	-43
LTH	5.479	1.248
ELIXIR ENERGETIKA	144	3
Eliminacije / Eliminations	-197.669	680
Ukupno / Total	492.488	67.389

*EBITDA = Poslovni dobitak - Poslovni gubitak - Prihodi od usklađivanja vrednosti imovine (osim finansijske) + Rashodi od usklađivanja vrednosti imovine (osim finansijske) + Troškovi amortizacije

*EBITDA = Operating income - Operating loss - Revenues from adjustment in the value of assets (except financial) + Expenses from adjustment in the value of assets (except financial) + Depreciation expenses

Strateški projekti

Strategic Projects



Prahovo 2027 – Najveći strateški projekat Elixir Group

Prahovo 2027 – The Biggest Strategic Project of Elixir Group

Prahovo 2027 predstavlja najambiciozniji investicioni ciklus u istoriji Elixir Group, sa ciljem da transformiše postojeći industrijski kompleks u Prahovu u savremeni, tehnološko integrisani, resursno i energetska-efikasni idustrijsko hemijski kompleks. Ovaj projekat simbolizuje našu viziju uspešnog i održivog industrijskog razvoja, fokusiranog na ekonomsku osnaženost, energetska efikasnost i ekološku odgovornost.

Prahovo 2027 project represents the most ambitious investment cycle in Elixir Group's history, with the aim of transforming the existing industrial complex in Prahovo into a modern, technologically integrated, resource- and energy-efficient industrial chemical complex. This project symbolizes our vision of successful and sustainable industrial development, focused on economic empowerment, energy efficiency and environmental responsibility.

Ekonomski snažno

Ulaganje od preko 300 miliona evra u naredne 4 godine predstavlja jedan od najvećih privatnih investicionih poduhvata na Zapadnom Balkanu. Ovo ulaganje donosi otvaranje novih radnih mesta, sa posebnim naglaskom na zapošljavanje i obuku inženjera svih struka za rad sa savremenim tehnologijama.

Jedno od najznačajnijih postrojenja jeste nova fabrika fosforne kiseline, sa kapacitetom proizvodnje od 500 hiljada tona godišnje. Ova fabrika će omogućiti povećanje kapaciteta rafinacije i proizvodnje fosforne kiseline prehrambenog kvaliteta, što čini važan razvojni cilj naše kompanije. Prehrambeni kvalitet fosforne kiseline ima ključnu ulogu u prehrambenoj industriji zbog svoje široke primene kao aditiva koji poboljšava kvalitet i sigurnost hrane i njenu nutritivnu vrednost, jer je fosfor, kao drugi najzastupljeniji mineral u ljudskom telu (posle kalcijuma), veoma važan za ljudsku ishranu, doprinoseći zdravlju kostiju i zuba, kao i energetske metabolizmu.

Nova fabrika fosforne kiseline svojim kapacitetima podržava i planirane investicije u nove fabrike tečnih, praškastih i kristalnih đubriva koji igraju ključnu ulogu u globalnom prelasku na obnovljivu i regenerativnu poljoprivredu, stavljajući Elixir Group i Prahovo na mapu proizvođača ovih inovativnih agrohemisjskih proizvoda. Tečna i kristalna đubriva dizajnirana su tako da optimizuju i olakšaju proces apsorpcije hranljivih materija folijarno, kroz list biljke, i fertigaciono, kroz sistem „kap po kap“. Ove metode osiguravaju da biljke efikasno iskoriste sve hranjive materije što ih čini idealnim proizvodima za preciznu agrikulturu i uštedu resursa uz veće prinose i kvalitet poljoprivrednih proizvoda.

Usled ekonomskog razvoja i razvoja života u lokalnoj zajednici, Elixir Group prepoznala je i potrebu za izgradnjom stambeno-poslovnog kompleksa Elixir Garden u Negotinu. Ovaj kompleks će se prostirati na površini koja iznosi 4,3 ha i obuhvatiće 519 stanova i 545 parking mesta, kao i objekte namenjene javnoj upotrebi, kao što je retail park od 855 m², sportski teren i vrtić, doprinoseći ne samo ekonomskom razvoju, već i poboljšanju kvaliteta života lokalne zajednice.

Economically strong

The investment of over 300 million euros over the next 4 years represents one of the largest private investment ventures in the Western Balkans. This investment brings the creation of new jobs, with a special emphasis on the employment and training of engineers of all professions to work with modern technologies.

One of the most important facilities is the new phosphoric acid factory, with a production capacity of 500 thousand tons per year. This factory will enable an increase in the refining capacity and production of Food Grade phosphoric acid, which is an important development goal of our company. The nutritional quality of phosphoric acid has a key role in the food industry due to its wide application as an additive that improves the quality and safety of food and its nutritional value, because phosphorus, as the second most abundant mineral in the human body (after calcium), is very important for human nutrition, contributing to bone and teeth health, as well as energy metabolism.

With its capacities, the new phosphoric acid factory also supports the planned investments in new factories of liquid, powder and crystal fertilizers, which play a key role in the global transition to renewable and regenerative agriculture, putting Elixir Group and Prahovo on the map of producers of these innovative agrochemical products. Liquid and crystalline fertilizers are designed to optimize and facilitate the absorption process of nutrients foliarly, through the plant leaf, and fertigationally, through the “drop by drop” system. These methods ensure that plants efficiently use all nutrients, making them ideal products for precision agriculture and saving resources with higher yields and quality of agricultural products.

Due to the economic development and the development of life in the local community, Elixir Group recognized the need for the construction of the residential and business complex Elixir Garden in Negotin. This complex will cover an area of 4.3 ha and will include 519 apartments and 545 parking spaces, as well as facilities intended for public use, such as a retail park of 855 m², a sports field and a kindergarten, contributing not only to economic development, but and improving the quality of life of the local community.



Energetski efikasno

Prahovo 2027 stavlja snažan akcenat na unapređenje energetske efikasnosti i prelazak na održive izvore energije, čineći ga ključnim elementom naših širih napora za postizanje ciljeva održivog razvoja. Ova inicijativa je usmerena na duboku transformaciju proizvodnih procesa kroz implementaciju najsavremenijih tehnoloških rešenja u skladu sa postulatima i kriterijumima EU Taksonomije.

Nova fabrika fosforne kiseline, sa svojim naprednim tehnološkim rešenjima, predstavlja temelj novog pristupa resursnoj efikasnosti. Projektovana je tako da smanji potrošnju toplotne i električne energije po toni proizvedene fosforne kiseline. Osim toga, planirana je redukcija potrošnje vode, čime se potvrđuje naša posvećenost racionalnom korišćenju prirodnih resursa.

Centralni deo naše strategije energetske efikasnosti jeste izgradnja potpuno nove industrijske infrastrukture na lokaciji industrijskog kompleksa u Prahovu, koja podrazumeva izgradnju novih savremenih postrojenja za proizvodnju i distribuciju energenata i energofluida, kao i centralni komandni centar koji integriše upravljanje internim infrastrukturnim i energetskim sistemom i ima ključnu ulogu u implementaciji strategije energetske efikasnosti.

Smanjenje potrošnje energije u proizvodnji fosforne kiseline i izgradnja **Energane na otpad** koja će omogućiti supstituciju fosilnih goriva, kumulativno doprinose kako energetskoj efikasnosti, tako i bržoj energetskoj tranziciji i dekarbonizaciji proizvodnje cele hemijske divizije Poslovnog sistema Elixir Group.

Energy efficient

Prahovo 2027 places a strong emphasis on improving energy efficiency and transitioning to sustainable energy sources, making it a key element of our broader efforts to achieve sustainable development goals. This initiative is aimed at the deep transformation of production processes through the implementation of the most modern technological solutions in accordance with the postulates and criteria of the EU Taxonomy.

The new phosphoric acid factory, with its advanced technological solutions, represents the foundation of a new approach to resource efficiency. It is designed to reduce the consumption of heat and electricity per ton of phosphoric acid produced. In addition, a reduction in water consumption is planned, which confirms our commitment to the rational use of natural resources.

The central part of our energy efficiency strategy is the construction of a completely new industrial infrastructure at the location of the industrial complex in Prahovo, which includes the construction of new modern facilities for the production and distribution of energy products and energofluids, as well as a central command center that integrates the management of the internal infrastructure and energy system and plays a key role in the implementation of the energy efficiency strategy.

The reduction of energy consumption in the production of phosphoric acid and the construction of **Waste to Energy Plant**, which will enable the substitution of fossil fuels, cumulatively contribute to both energy efficiency and a faster energy transition and decarbonization of the production of the entire chemical division of the Elixir Group Business System.



Ekološki odgovorno

Projekti investicionog ciklusa Prahovo 2027, doprinose potpunoj tehnološkoj integraciji i cirkularnosti svih proizvodnih procesa, smanjenju ugljičnog otiska i očuvanju biodiverziteta kroz sadnju dodatnih zelenih površina na lokaciji industrijskog kompleksa u Prahovu.

Jedan od ključnih benefita nove fabrike fosforne kiseline je i značajno smanjenje emisije fluora, u odnosu na postojeću tehnologiju. Primena nove tehnologije direktno doprinosi zaštiti životne sredine, postavljajući Elixir Group kao primer dobre prakse u hemijskoj industriji regiona i šire.

Pored tehnoloških unapređenja i razvoja kompleksa, Prahovo 2027 uključuje i sadnju dodatnog zelenog pojasa sa autohtonim biljnim vrstama, čime se promoviše biodiverzitet i doprinosi stvaranju zdravije ekosistemske ravnoteže. Ove aktivnosti pružaju vitalno stanište za različite vrste biljaka i životinja, promovišući ekološku stabilnost i održivost.

Prahovo 2027 je više od investicije; to je naša obaveza prema održivoj budućnosti, transparentnosti i učešću lokalne zajednice u razvoju projekta. Kroz ovaj ambiciozni poduhvat, Elixir Group se pozicionira kao lider u industrijskom razvoju, dok simultano postavlja nove standarde u ekološkoj i društvenoj odgovornosti.

Ecologically responsible

The projects of the Prahovo 2027 investment cycle contribute to the complete technological integration and circularity of all production processes, the reduction of the carbon footprint and the preservation of biodiversity through the planting of additional green areas at the location of the industrial complex in Prahovo.

One of the key benefits of the new phosphoric acid factory is the significant reduction of fluorine emissions, compared to the existing technology. The application of new technology directly contributes to environmental protection, setting the Elixir Group as an example of good practice in the chemical industry of the region and beyond.

In addition to technological improvements and development of the complex, Prahovo 2027 also includes the planting of an additional green belt with indigenous plant species, which promotes biodiversity and contributes to the creation of a healthier ecosystem balance. These activities provide vital habitat for a variety of plant and animal species, promoting ecological stability and sustainability.

Prahovo 2027 is more than an investment; it is our commitment to a sustainable future, transparency and participation of the local community in the development of the project. Through this ambitious undertaking, Elixir Group is positioning itself as a leader in industrial development, while simultaneously setting new standards in environmental and social responsibility.

Integracija SAP-a za nov izgled biznisa

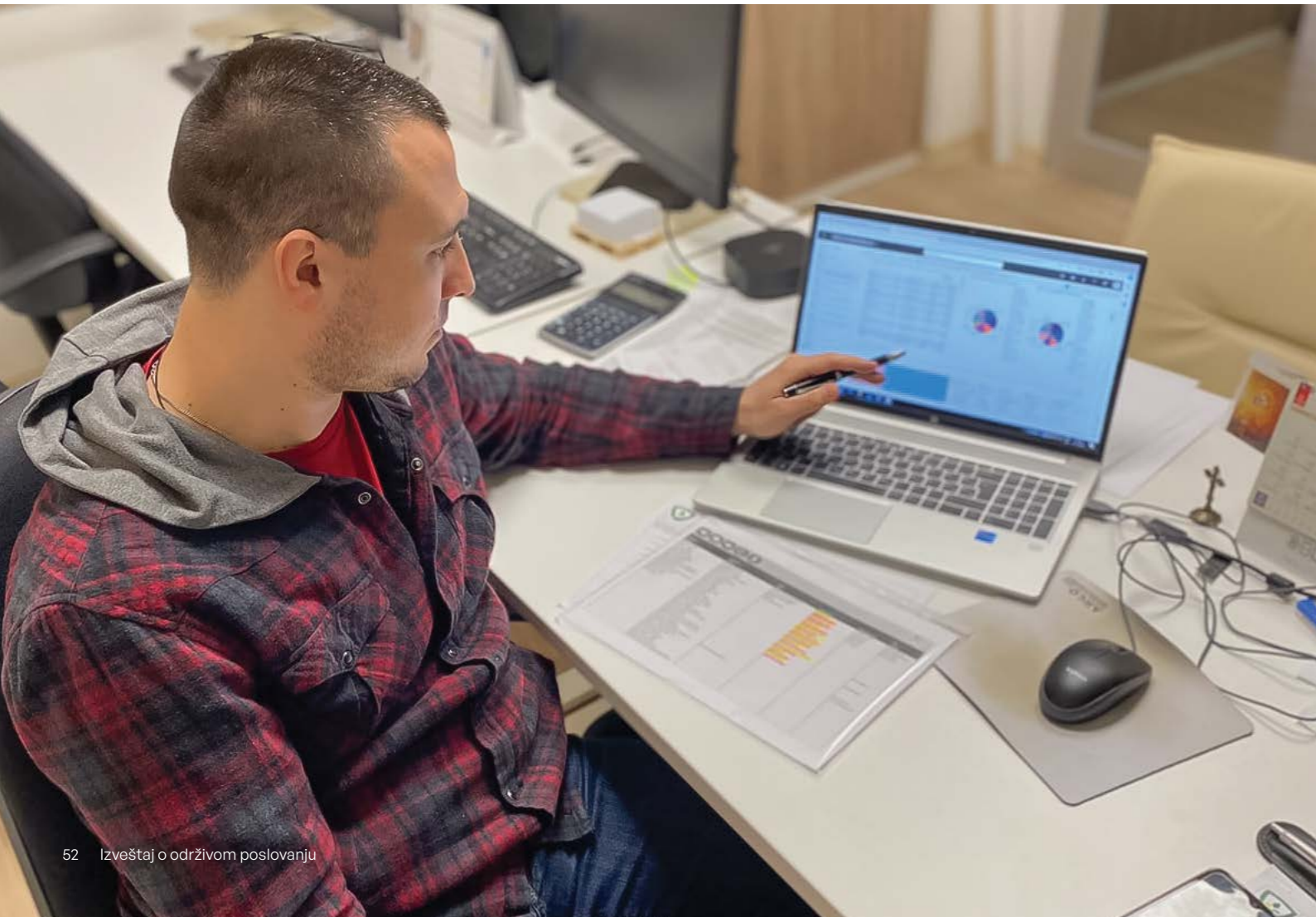
SAP Integration for a New Business Look

Prepoznajući značaj inovacija i automatizacije, Poslovni sistem Elixir Group tokom 2023. započeo je proces uvođenja novog ERP sistema u cilju povećanja efikasnosti, pouzdanosti i sistematizacije svih poslovnih procesa i konsolidacije poslovanja. Novi ERP sistem obuhvatiće naše članice Elixir Group, Elixir Zorka, Elixir Prahovo i Elixir Craft.

Projekat implementacije SAP-a S/4 hana sistema sastoji se iz četiri faze:

Recognizing the importance of innovation and automation, Elixir Group Business System began the process of introducing a new ERP system in 2023 with the aim of increasing efficiency, reliability and systematization of all business processes and business consolidation. The new ERP system will include our members Elixir Group, Elixir Zorka, Elixir Prahovo and Elixir Craft.

The implementation project of the SAP S/4 hana system consists of four phases:



01

Faza pripreme

Prva faza pripreme završena polovinom 2023. godine i njome su definisani projektni tim, vreme održavanja radionica i vremenski opseg trajanja projekta.

Phase of preparation

The first phase of preparation was completed in the middle of 2023, and it defined the project team, the time of the workshops and the duration of the project.

02

Faza dizajn

Druga faza dizajna trajala je do kraja 2023. godine. Rezultat druge faze je definisanje i prezentacija standardnih poslovnih procesa, kao i sačinjavanje dokumenta konceptualnog dizajna.

Phase of designing

The second phase of designing lasted until the end of 2023. The result of the second phase is the definition and presentation of standard business processes, as well as the creation of a conceptual design document.

03

Faza realizacije

Treća faza realizacije planirana je tokom prvih deset meseci 2024. godine i rezultati te faze biće konfiguracija i razvoj sistema, sprovođenje svih vrsta testiranja, izrada korisničkih uputstava, kao i izrada plana prelaska u produkciju.

Phase of implementation

The third phase of implementation is planned during the first ten months of 2024 and the results of that phase will be the configuration and development of the system, the implementation of all types of testing, the creation of user instructions, as well as the creation of a plan for the transition to production.

04

Faza primene

Četvrta i poslednja faza primene će početi u novembru 2024. godine i nastaviće se operativnom primenom SAP-a od 01.01.2025. godine.

Phase of application

The fourth and last phase of application will begin in November 2024 and will continue with the operational application of SAP from 1 January 2025.

02

Upravljanje

Management

Organizacija poslovnog sistema

Business System Organization

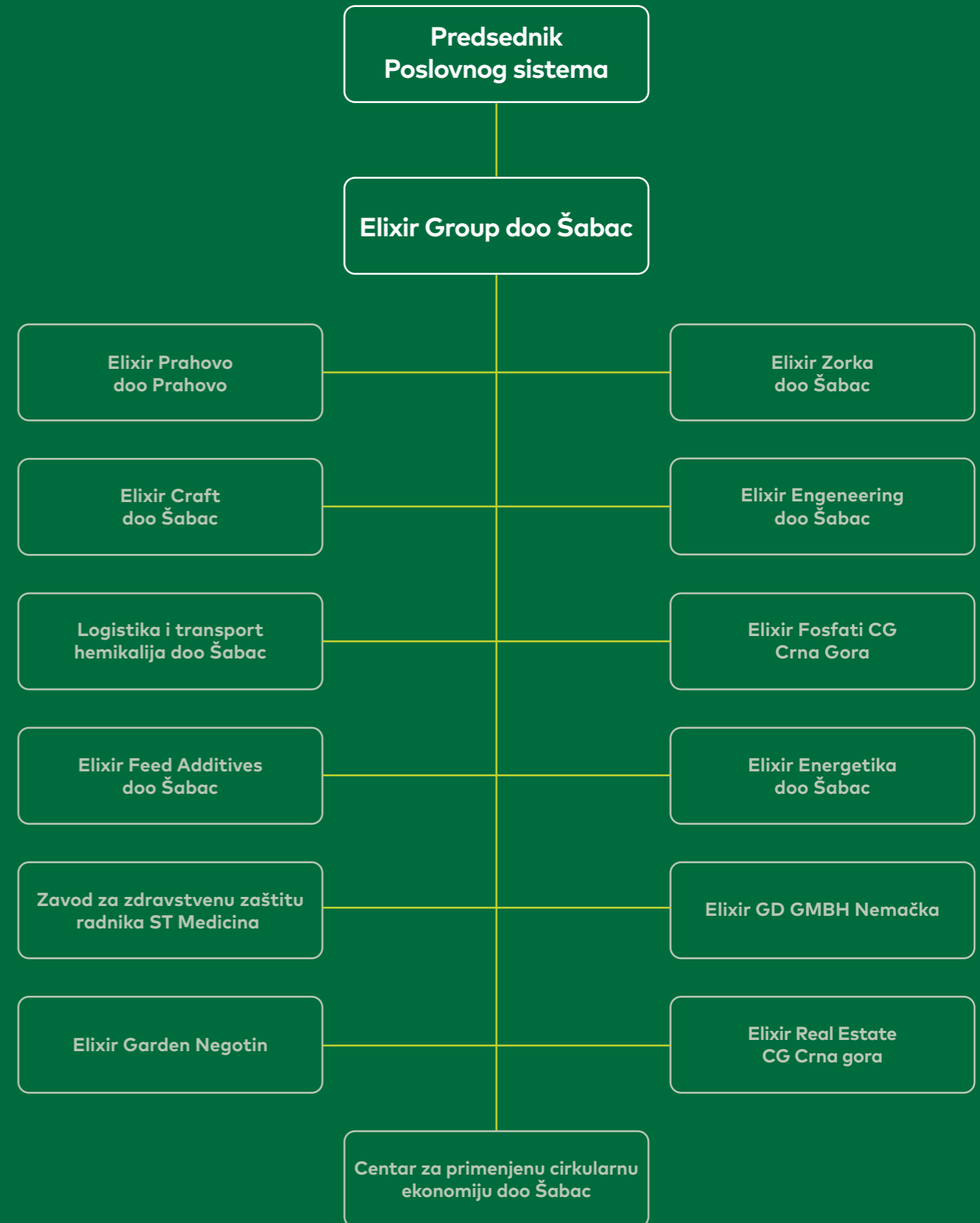


Poslovni sistem Elixir Group čini grupa privrednih društava, sa Elixir Group DOO kao matičnom kompanijom i članicama čiji je Elixir Group DOO osnivač i vlasnik 100% udela u osnovnom kapitalu.

Polazeći od činjenice da nadređenost matične kompanije nad ostalim članicama neminovno proizilazi iz opštih pravila korporativnog statusnog prava, a u prvom redu iz vlasništva nad osnovnim kapitalom kontrolisanih društava, funkcija ostvarenja interesa cele grupe društava, kao preduslova za njeno postojanje sa koherentnom i zajedničkom politikom kroz koju se identifikuju zajednički ekonomski, socijalni, ekološki ciljevi i interesi.

Elixir Group Business System consists of a group of companies, with Elixir Group Ltd acting as the parent company and other member companies of which Elixir Group Ltd is the founder and owner of 100% share in the share capital.

Starting from the fact that the parent company's superiority over the other members inevitably stems from the general rules of corporate status law, and primarily from the ownership of the share capital of the controlled companies, the function of realizing the interests of the entire group of companies, as a prerequisite for its existence, is realized through a coherent and common policy through which common economic, social, environmental goals and interests are identified.



Upravljanje poslovnim sistemom

Management of Business System

Osnovna načela upravljanja

Basic principles of management



Ostvarivanje ciljeva poslovanja u Poslovnom sistemu - ostvarivanje dobiti, uz poštovanje interesa članova, zaposlenih, poverilaca, potrošača, lokalnih zajednica drugih imalaca interesa za poslovanje i javne interese.

Accomplishment of business goals in the Business System - making a profit, while respecting the interests of members, employees, creditors, consumers, local communities, and other stakeholders in business and public interests.



Razvoj korporativne kulture - jačanje integriteta i etičkih vrednosti, filozofije i stila rukovođenja, strukture organizacije, načina delegiranja ovlašćenja i odgovornosti i kompetentnosti zaposlenih.

Development of corporate culture - strengthening of integrity and ethical values, philosophy and management style, organizational structure, way of delegating authority and responsibility and competence of employees.



Usklađenost poslovanja - poštovanje eksternih i internih zahteva: zakona, propisa, politika, planova, procedura, ugovora i drugih zahteva kojima se reguliše poslovanje svakog pojedinačnog društva u okviru Poslovnog sistema, pa posledično i Poslovnog sistema u njegovoj ukupnosti.

Business compliance - development and definition of a business strategy within the Business System while determining the degree and type of risk that the Business System or any of its constituents is ready to bear in order to achieve its goals, as well as the management of identified risks through the development of appropriate controls and analyses.



Društveno odgovorno poslovanje - integrisanje ekonomskih, pravnih, filantropskih, društvenih i ekoloških tema i pitanja u poslovne aktivnosti u okviru Poslovnog sistema, uključujući neposrednu saradnju i zajedničko delovanje sa nosiocima tih interesa na dobrovoljnoj osnovi.

Corporate social responsibility - integration of economic, legal, philanthropic, social and environmental topics and issues into business activities within the Business System, including direct cooperation and joint action with stakeholders on a voluntary basis.



Upravljanje rizicima - razvoj i definisanje poslovne strategije u okviru Poslovnog sistema uz utvrđivanje stepena i vrste rizika koje je Poslovni sistem ili bilo koji njegov činilac spreman da podnese ostvarujući svoje ciljeve, kao i upravljanje identifikovanim rizicima kroz razvoj odgovarajućih kontrola i analiza.

Risk management - development and definition of a business strategy within the Business System while determining the degree and type of risk that the Business System or any of its constituents is ready to bear in order to achieve its goals, as well as the management of identified risks through the development of appropriate controls and analyses.

Upravljačka struktura

Management Structure

Upravljačku strukturu Poslovnog sistema čine:

The management structure of the Business System consists of:

Predsednik Poslovnog sistema Elixir Group je osnivač i vlasnik 100% udela u osnovnom kapitalu Kontrolnog društva. Kao jedini član Kontrolnog društva, vrši funkciju skupštine Kontrolnog društva. Pored navedenog, Predsednik poslovnog sistema predsedava i rukovodi radom Kolegijuma poslovnog sistema i predlaže strateški okvir, ciljeve i prioritete, strateške i druge ključne odluke na nivou Poslovnog sistema i učestvuje u njihovom donošenju.

Generalni direktor Elixir Group - pored nadležnosti koje ima kao direktor i zakonski zastupnik Kontrolnog društva, on je istovremeno i zamenik Predsednika Poslovnog sistema koji, između ostalog, ima nadležnosti da postavlja organizaciju i poslovanje Poslovnog sistema u skladu sa definisanim strateškim okvirom i prioritetima.

Skupština Kontrolisanih društava - Funkciju skupštine Kontrolisanih društava obavlja Kontrolno društvo kao njihov jedini član u skladu sa Zakonom o privrednim društvima i osnivačkim aktima Kontrolisanih društava.

The President of Elixir Group Business System is the founder and owner of 100% of the share capital of the Controlling Company. As the only member of the Controlling Company, he performs the function of the General Assembly of the Controlling Company. In addition to the above, the President of the Business System chairs and manages the work of the Collegium of the Business System and proposes the strategic framework, goals and priorities, strategic and other key decisions at the level of the Business System and participates in their adoption.

CEO of Elixir Group - in addition to the responsibilities she has as a director and legal representative of the Controlling Company, she is also the Deputy President of the Business System, who, among other things, has the authority to set up the organization and operation of the Business System in accordance with the defined strategic framework and priorities.

General Assembly of Controlled Companies - The function of the General Meeting of Controlled Companies is performed by the Controlling Company as their only member in accordance with the Law on Companies and Articles of Association of Controlled Companies.

Kolegijum Poslovnog sistema Elixir Group - Kolegijum Poslovnog sistema je najviše kolektivno upravljačko telo na nivou Poslovnog sistema kao celine, koje postavlja poslovnu strategiju u odnosu na misiju i viziju, donosi najvažnije strateške ciljeve i odluke u cilju upravljanja šansama, prilikama i ključnim rizicima poslovanja.

Odbor direktora Poslovnog sistema je najviše kolektivno operativno telo Poslovnog sistema koje upravlja izvršenjem usvojenih poslovnih planova neophodnih za ostvarenje postavljenih strateških ciljeva, odnosno sprovođenje strateških i drugih ključnih odluka na nivou Poslovnog sistema, putem organizacije odgovarajućih aktivnosti i poslova u okviru Poslovnih divizija i Kontrolisanih društava i/ili određenih ogranaka društava i nadzora nad njihovim sprovođenjem.

Direktori Kontrolisanih društava - Direktori Kontrolisanih društava obavljaju poslove zastupanja i rukovođenja u obavljanju delatnosti Kontrolisanih društava u skladu sa Zakonom o privrednim društvima i osnivačkim aktima Kontrolisanih društava, odnosno odlukama o imenovanju.

Elixir Group Business System Collegium - Elixir Group Business System Collegium is the highest collective management body at the level of the Business System as a whole, which sets a business strategy in relation to the mission and vision, makes the most important strategic goals and decisions in order to manage chances, opportunities and key business risks.

Board of Directors of the Business System is the highest collective operating body of the Business System that manages the execution of business plans necessary for the achievement of set strategic goals, i.e. the implementation of strategic and other key decisions at the level of the Business System, through the organization of appropriate activities and jobs within Business Divisions and Controlled Companies and/or certain branches of companies and supervision over their implementation.

Directors of Controlled Companies - Directors of Controlled Companies perform the duties of representing and managing the business of Controlled Companies in accordance with the Law on Companies and the Articles of Association of Controlled Companies, i.e. decisions on appointment.

Članovi Kolegijuma poslovnog sistema Elixir Group

Members of the Elixir Group Business System Collegium



Stanko Popović

Predsednik Poslovnog sistema Elixir Group

President of Elixir Group Business System

Stanko Popović dugogodišnji je lider u agrobiznisu u Srbiji. Osnovao je Victoria Group 2001. godine, koja je pod njegovim vođstvom dala nemerljiv doprinos unapređenju agroindustrije Srbije. Godine 2011. preuzeo je ulogu Predsednika uprave Elixir Group, unapređujući poslovanje kroz investicije u hemijskoj industriji i kontinuirani razvoj u oblasti održivosti. Govori engleski jezik. Oženjen je i otac dvoje dece.

Stanko Popović is a long-time leader in agribusiness in Serbia. He founded Victoria Group in 2001, which made an immeasurable contribution to the improvement of Serbia's agricultural industry under his leadership. In 2011, he assumed the role of the President of Elixir Group improving business through investments in the chemical industry and continuous development in the field of sustainability. He speaks English. He is married and the father of two children.



Zorica Popović

Zamenica predsednika i Generalna direktorka Elixir Group

Deputy President and CEO of Elixir Group

Zorica Popović ima dugogodišnje iskustvo u upravljanju Elixir Group, najpre upravljajući sistemom kvaliteta i implementacijom standarda, a 2003. godine postaje Generalna direktorka. Sa ove pozicije doprinosi značajnom rastu i internacionalizaciji poslovanja, izvedeći Elixir na tržište preko 90 zemalja. Pod njenim vođstvom, Elixir je pokrenuo osam proizvodnih fabrika, uključujući jednu od šest evropskih fabrika fosforne kiseline. Govori engleski jezik. Udata je i majka dvoje dece.

Zorica Popović has many years of experience in the management of Elixir Group, first managing the quality system and implementation of standards, and in 2003 she became the CEO. At this position, she has contributed to the significant growth and internationalization of the business, bringing Elixir to the market in over 90 countries. Under her leadership, Elixir launched eight production plants, including one of six European phosphoric acid plants. She speaks English. She is married and the mother of two children.



Vladimir Todorović

Zamenik predsednika i Potpredsednik za strateške i korporativne operacije

Deputy President and Vice President for Strategic and Corporate Operations

Vladimir Todorović, diplomirani elektroinženjer energije, svoju profesionalnu karijeru razvio je kroz različite strateške i tehničke uloge u Naftagasu i Delta inženjeringu. Od 2012. godine je u Elixir Group, gde upravlja strateškim operacijama. Njegovo vođstvo je ključno u nabavci strateških sirovina i drugim korporativnim operacijama. Od 2022. godine je član Kolegijuma Poslovnog sistema, kao Potpredsednik zadužen za strateške i korporativne operacije. Govori engleski jezik. Oženjen je i otac dvoje dece.

Vladimir Todorović, graduate electrical engineer of energy, developed his professional career through various strategic and technical roles in Naftagas and Delta engineering. He has been with Elixir Group since 2012, where he manages strategic operations. His leadership is critical in the procurement of strategic raw materials and other corporate operations. Since 2022, he has been a member of the Business System Collegium, as Vice President in charge of strategic and corporate operations. He speaks English. He is married and the father of two children.



Samir Krak

Potpredsednik za strateške korporativne projekte

Vice President for Strategic Corporate Projects

Samir Krak, diplomac Vojne akademije na smeru finansija, svoj profesionalni put započeo je u vojsci Srbije i Crne Gore. Nakon vojske, bio je šef računovodstva i finansijski direktor u Victoria Group. Od 2012. je u Elixir Group, gde danas, kao direktor direkcije za Real Estate projekte, predvodi strateške korporativne projekte. Od 2022. godine je član Kolegijuma Poslovnog sistema kao Potpredsednik za strateške korporativne projekte. Govori engleski jezik. Oženjen je i otac dvoje dece.

Samir Krak, a graduate of the Military Academy majoring in finance, began his professional career in the army of Serbia and Montenegro. After the army, he was head of accounting and finance director at Victoria Group. He has been with Elixir Group since 2012, where today, as director of the Real Estate Projects Directorate, he leads strategic corporate projects. Since 2022, he has been a member of the Business System Collegium as Vice President for Strategic Corporate Projects. He speaks English. He is married and the father of two children.



Darko Vuković

Potpredsednik za finansije

Vice President for Finance

Darko Vuković je diplomirao i magistrirao na Fakultetu organizacionih nauka Univerziteta u Beogradu, smer menadžment. Svoju karijeru započeo je ProCredit banci 2004. godine, gde je gradio svoju karijeru od pozicije kreditnog analitičara do specijaliste za kreditne rizike. Takođe, u ProCredit banci obavljao je i funkciju zamenika direktora ekspoziture. Od 2013. je u Elixir Group, gde je 2015. godine postao i direktor finansija. Od 2022. godine je član Kolegijuma Poslovnog sistema, kao Potpredsednik za finansije. Govori engleski jezik. Oženjen je i otac troje dece.

Darko Vuković graduated from the Faculty of Organizational Sciences at the University of Belgrade, majoring in management. He started his career at ProCredit Bank in 2004, where he built his career from the position of credit analyst to credit risk specialist. He also held the position of deputy branch manager at ProCredit Bank. Since 2013, he has been with Elixir Group, where he became the finance director in 2015. Since 2022, he has been a member of the Business System Collegium, as Vice President for Finance. He speaks English. He is married and the father of three children.



Slavica Brkić

Potpredsednica za razvoj tržišta Srbije

Vice President for Market Development of Serbia

Slavica Brkić već više od dvadeset godina gradi karijeru u Elixir Group, a danas se nalazi na mestu Pomoćnice direktora komercijalne direkcije hemijske divizije. Njena ekspertiza odnosi se na razvoj i inoviranje domaćeg tržišta. Od 2022. godine je članica Kolegijuma Poslovnog sistema, kao Potpredsednica za razvoj tržišta Srbije. Govori engleski jezik. Udata je i majka troje dece.

Slavica Brkić has been building her career in Elixir Group for more than twenty years, and today she is the Assistant Director of the Commercial Directorate of the Chemical Division. Her expertise relates to the development and innovation of the domestic market. Since 2022, she has been a member of the Business System Collegium, as the Vice President for Market Development of Serbia. She speaks English. She is married and the mother of three children.



Vladimir Petković

Potpredsednik za strategiju

Vice President for Strategy

Vladimir Petković je svoje osnovne i magistarske studije završio na Ekonomskom fakultetu u Beogradu. Karijeru je počeo u Vladi Republike Srbije, a kasnije u ProCredit banci. Od 2012. godine je u Elixir Group, gde 2015. postaje direktor sektora za strateško planiranje, kontroling i poslovni razvoj Elixir Group, a 2022. godine postaje član Kolegijuma Poslovnog sistema kao Potpredsednik zadužen za strategiju. Govori engleski jezik. Oženjen je i otac jednog deteta.

Vladimir Petković completed his undergraduate and master's studies at the Faculty of Economics in Belgrade. He started his career in the Government of the Republic of Serbia, and later in ProCredit Bank. He has been with Elixir Group since 2012, where in 2015 he became the director of Elixir Group's strategic planning, controlling and business development sector, and since 2022, he has been a member of the Business System Collegium as Vice President for Strategy. He speaks English. He is married and the father of one child.



Stevan Odavić

Potpredsednik za razvoj industrijskih usluga

Vice President for Industrial Services Development

Stevan Odavić, diplomirani ekonomista sa Schiller International Univerziteta u Londonu, svoju karijeru u Elixir Group započeo je 2011. godine, odmah nakon studija. Bio je direktor nabavke i logistike, a trenutno je na poziciji Direktora direkcije za razvoj industrijskih usluga u Elixir Group. Od 2022. godine član je Kolegijuma Poslovnog sistema kao Potpredsednik za razvoj industrijskih usluga. Govori engleski jezik. Oženjen je i otac dvoje dece.

Stevan Odavić, graduate in economics from Schiller International University in London, started his career in Elixir Group in 2011, right after his studies. He was the Director of Procurement and Logistics, and currently holds the position of the Director of the Directorate for Industrial Services Development in Elixir Group. Since 2022, he has been a member of the Business System Collegium as Vice President for Industrial Services Development. He speaks English. He is married and the father of two children.



Nebojša Mičić

Potpredsednik za prodaju i lanac snabdevanja hemijske divizije

Vice President for Sales and Supply Chain of the Chemical Division

Nebojša Mičić je svoju karijeru u Elixir Group započeo 2003. godine na poziciji regionalnog menadžera prodaje, fokusirajući svoj rad ka osvajanju novih tržišta. Pod njegovim liderstvom, Elixir je dobio prepoznatljivost kao lider u distribuciji novih i inovativnih proizvoda na agro tržištu, kako Srbije, tako i globalno. Od 2022. godine postaje član Kolegijuma Poslovnog sistema i Potpredsednik za prodaju i lanac snabdevanja hemijske divizije. Govori engleski jezik. Oženjen je i otac dvoje dece.

Nebojša Mičić started his career at Elixir Group in 2003 at the position of regional sales manager, focusing his work on conquering new markets. Under his leadership, Elixir gained recognition as the leader in the distribution of new and innovative products on the agricultural market, both in Serbia and globally. Since 2022, he has been a member of the Business System Collegium and Vice President for Sales and Supply Chain of the Chemical Division. He speaks English. He is married and the father of two children.



Ljuba Stojčić

Potpredsednik za razvoj Industrijsko-hemijskog parka Prahovo

Vice President for Development of the Industrial and Chemical Park Prahovo

Ljuba Stojčić, diplomirani inženjer mašinstva koji je obrazovanje stekao na Beogradskom Univerzitetu, Tehničkom fakultetu u Boru. Karijeru je započeo 1993. godine u RTB - Bor na poziciji inženjera u održavanju, a zatim je nastavio kao rukovodilac elektro – mašinskog održavanja. Od 2013 godine je u Elixir Prahovu, a od 2016. godine postaje direktor društva. Govori engleski jezik. Oženjen je i otac jednog deteta.

Ljuba Stojčić, graduate in mechanical engineering received his education at Belgrade University, Technical Faculty in Bor. He started his career in 1993 in RTB - Bor as a maintenance engineer, and then continued as a manager of electro-mechanical maintenance. Since 2013, he has been with Elixir Prahovo, and since 2016 he has been the director of the company. He is married and the father of one child.

Korporativni odbori

Management Committees



Korporativni odbori predstavljaju koordinaciona stručna tela Poslovnog sistema. Koordinacionom funkcijom Korporativnih odbora se na nivou Poslovnog sistema usklađuje funkcionalnost njegovih pod-sistema, pre svega poslovnih divizija i Kontrolisanih društava, po određenim pitanjima i oblastima prema nadležnosti odbora, a u skladu sa usvojenim strateškim okvirom, ciljevima i prioritetima, odnosno ključnim odlukama Kolegijuma Poslovnog sistema i Odbora direktora Poslovnog sistema, kako bi se osigurala implementacija strateških ciljeva i prioriteta koji su usmereni na sredstva i resurse za obavljanje poslovnih delatnosti. Korporativni odbori mogu biti:

- Stalni odbori
- Specifični odbori, i
- „Ad hoc“ odbori

Management Committees represent coordinating expert bodies of the Business System. The coordination function of the Management Committees harmonizes at the level of the Business System the functionality of its subsystems, primarily business divisions and Controlled Companies, on certain issues and areas according to the committee's competence, and in accordance with the adopted strategic framework, goals and priorities, i.e. key decisions of the Business System Collegium and the Board of Directors of the Business System, in order to ensure the implementation of strategic goals and priorities that are focused on assets and resources for performing business activities.

Management Committees can be:

- Standing Committees
- Specific Committees, and
- “Ad hoc” Committees

Stalni odbori

Standing Committees

Stalni korporativni odbori su koordinaciona tela za definisanje strateške oblasti rada Poslovnog sistema, formirana u cilju koordinisanja upravljanjem strateškim resursima Poslovnog sistema, implementacijom i realizacijom strateških ciljeva kroz operativne planove i budžete Poslovnog sistema, uključujući ali ne ograničavajući se na sledeće strateške oblasti:

- investicioni planovi i resursi
- planovi i resursi tehničko-tehnološkog istraživanja i razvoja
- proizvodno-tehnički planovi i resursi
- planovi i resursi prodaje i lanca snabdevanja
- planovi i resursi održivog razvoja i korporativne društvene odgovornosti.

Stalni korporativni odbori rade na koordinaciji činilaca Poslovnog sistema u ostvarenju postavljenih strateških ciljeva, strateških i drugih ključnih odluka na nivou Poslovnog sistema, po pitanjima i oblastima za koje su odgovorni i zaduženi, u skladu sa definisanim strateškim okvirom i prioritetima, kao i obavezujućim uputstvima, nalogima i smernicama Kolegijuma Poslovnog sistema i Odbora direktora Poslovnog sistema u vezi sa implementacijom strateških odluka i prioriteta, sa jedne strane, odnosno korporativnom društvenom odgovornošću i poslovnom etikom, sa druge strane.

Standing Management Committees are coordinating bodies for defined strategic areas of the Business System, formed in order to coordinate the management of strategic resources of the Business System, implementation and realization of strategic goals through operational plans and budgets of the Business System, including but not limited to the following strategic areas:

- investment plans and resources
- plans and resources of technical and technological research and development
- production and technical plans and resources
- sales and supply chain plans and resources
- plans and resources of sustainable development and corporate social responsibility.

Standing Management Committees work on the coordination of the elements of the Business System in the achievement of set strategic goals, strategic and other key decisions at the level of the Business System, on issues and areas for which they are responsible and in charge, in accordance with the defined strategic framework and priorities, as well as binding instructions, orders and guidelines of the Business System Collegium and the Board of Directors of the Business System regarding the implementation of strategic decisions and priorities, on the one hand, or corporate social responsibility and business ethics, on the other.

Specifični odbori

Specific Committees

Specifični korporativni odbori su stručna tela koja mogu formirati stalni korporativni odbori za određene strateške, razvojne ili operativne teme.

Specifične korporativne odbore čine:

- Master kolegijum hemijske divizije formiran od strane Komercijalnog odbora Hemijske divizije
- EHS odbor Elixir Group i
- Odbor za digitalizaciju Elixir Group formirani od strane Odbora za strategiju i održivi razvoj Grupe

Specific Management Committees are expert bodies that can be formed by Standing Management Committees for specific strategic, development or operational topics.

Specific Management Committees consist of:

- Master Collegium of the Chemical Division formed by the Commercial Committee of the Chemical Division
- Elixir Group EHS Committee and
- Elixir Group Digitization Committee formed by the Group's Strategy and Sustainable Development Committee

„Ad hoc“ odbori

„Ad hoc“ Committees

Ad hoc odbori su operativna tela koja mogu formirati stalni korporativni odbori za kratkoročne inicijative ili korporativne projekte.

Ad hoc Committees are operational bodies that can be formed by Standing Management Committees for short-term initiatives or corporate projects.

Korporativni odbori Management Committees

Odbor za strategiju i održivi razvoj

Strategy and Sustainable Development Committee

Predstavlja stalni korporativni odbor čija se nadležnost ogleda u:

- Upravljanju strateškim portfoliom korporativnih projekata Elixir Group
- Praćenju, realizaciji i identifikaciji oblasti za unapređenje održivog razvoja Elixir Group
- Praćenju, realizaciji i identifikaciji oblasti za unapređenje EHS procesa Elixir Group
- Upravljanju projektima društvene odgovornosti Elixir Group
- Definisanju načina interne i eksterne korporativne komunikacije
- Praćenju, realizaciji i identifikaciji oblasti za unapređenje digitalizacije poslovnih procesa Elixir Group

Odborom za strategiju i održivi razvoj predseada Direktor za strategiju i poslovni razvoj Elixir Group koji rukovodi timom za strateško planiranje i ESG oblast, a koji operativno saraduje sa kompanijama članicama na realizaciji projekata u oblasti održivog razvoja.

It represents a Standing Management Committee whose competence is reflected in:

- Management of Elixir Group's strategic portfolio of corporate projects
- Monitoring, realization and identification of areas for improvement of Elixir Group's sustainable development
- Monitoring, implementation and identification of areas for improvement of Elixir Group's EHS process
- Management of Elixir Group's corporate social responsibility projects
- Defining methods of internal and external corporate communication
- Monitoring, implementation and identification of areas for the improvement of the digitalization of Elixir Group's business processes

Strategy and Sustainable Development Committee is chaired by the Director of Strategy and Business Development of Elixir Group, who manages the team for strategic planning and ESG, and who cooperates operationally with member companies on the implementation of projects in the field of sustainable development.

Odbor za operacije i razvoj hemijske industrije
Chemical Division Operations and Development Committee

Komercijalni odbor hemijske divizije
Chemical Division Commercial Committee

R&D odbor Elixir Group
R&D Committee of Elixir Group

Odbor za finansije i investicije Elixir Group
Finance and Investment Committee of Elixir Group

Odbor za strategiju i održivi razvoj Elixir Group
Strategy and Sustainable Development Committee of Elixir Group

Radionica o ESG kriterijumima i izveštavanju o održivosti

Workshop on ESG criteria and sustainability reporting

Unapređujemo znanja i kompetencije

Sa ciljem širenja znanja i sticanja boljeg uvida u održivo poslovno okruženje, članovi Odbora za strategiju i održivi razvoj Elixir Group prisustvovali su radionici posvećenoj ESG kriterijumima, ekološkim, društvenim i upravljačkim faktorima na putu održivog razvoja.

U fokusu radionice bile su teme poput regulative u oblasti ESG, njenih strateških aspekata, efekata i složenosti, kao i razumevanje na koji način će novi zahtevi u pogledu nefinansijskog izveštavanja uticati na godišnje izveštavanje kompanija. Na radionici se govorilo i o regulativi CBAM-a, kao ključnog elementa u okviru Fit for 55 za postizanje klimatske neutralnosti i smanjenje emisija za 55% do 2030. godine.



We improve knowledge and competences

With the aim of spreading knowledge and gaining better insight into a sustainable business environment, members of the Strategy and Sustainable Development Committee of Elixir Group attended a workshop dedicated to ESG criteria, environmental, social and management factors on the way to sustainable development.

The workshop focused on topics such as regulation in the field of ESG, its strategic aspects, effects and complexity, as well as understanding how the new requirements regarding non-financial reporting will affect the annual reporting of companies. The workshop also discussed the regulation of CBAM, as a key element within Fit for 55 to achieve climate neutrality and reduce emissions by 55% by 2030.

Sistem nagrađivanja

Reward System

Sistem nagrađivanja najvišeg upravljačkog i izvršnog menadžmenta usko je povezan sa godišnjim finansijskim rezultatom kompanije, ciljevima poslovanja i individualnom doprinosu u ostvarenju tih ciljeva. Rezultati se kvantitativno i kvalitativno ocenjuju, u odnosu na učinke u oblasti:

- obima proizvodnje i prodaje
- kvaliteta
- profitabilnosti
- projekata i investicija
- razvoja ljudi i korporativne društvene odgovornosti

Visina individualnih bonusa upravljačkog i izvršnog menadžmenta zavisi od uticaja njihove pozicije na ostvarenje ciljeva i uspeh Poslovnog sistema, dok konačnu odluku o visini bonusa donose Predsednik Poslovnog sistema i Generalna direktorka Elixir Group.

Takođe, internim dokumentima Poslovnog sistema određen je i sistem nagrađivanja zaposlenih. Ova interna dokumenta kreirana su u skladu sa Zakonom o radu, opštim aktima kompanija i Mercer IPE (International Position Evaluation) metodologijom.

Usaglašenost sa zakonima i propisima

Compliance with Laws and Regulations

Jedan od osnovnih postulata u poslovanju Poslovnog sistema Elixir Group jeste poštovanje zakona, propisa i standarda Republike Srbije, kao i usklađenost sa regulatornim zahtevima stranih tržišta, s obzirom da Poslovni sistem Elixir Group značajan deo svog poslovanja obavlja u inostranstvu.

Među zakonima Republike Srbije, najveća pažnja se posvećuje:

- Zakonu o privrednim društvima
- Zakonu o obligacionim odnosima
- Zakonu o radu
- Zakonu o sredstvima za ishranu bilja i oplemenjivačima zemljišta
- Zakonu o hemikalijama
- Zakonu o planiranju i izgradnji
- Zakonu o integrisanom sprečavanju i kontroli zagađivanja životne sredine
- Zakonu o upravljanju otpadom, kao i drugim zakonima i pozakonskim aktima iz oblasti zaštite životne sredine, zaštite od požara, bezbednosti i zdravlja na radu

Najznačajnije EU regulative koje se tiču delatnosti Poslovnog sistema Elixir Group su:

- Regulativa (EU) 2019/1009 Evropskog parlamenta i Saveta od 5. juna 2019. o utvrđivanju pravila o stavljanju sredstava za ishranu bilja i oplemenjivača zemljišta na raspolaganje na EU tržištu i o izmenama Regulativa (EC) br. 1069/2009 i (EC) br. 1107/2009 i stavljanju van snage Regulative (EC) br. 2003/2003

The system of rewarding top management and executive management is closely related to the company's annual financial result, business goals and individual contribution to the achievement of those goals. The results are evaluated quantitatively and qualitatively, in relation to the effects in the areas of:

- volume of production and sales
- quality
- profitability
- projects and investments
- human resource development and corporate social responsibility

The amount of individual bonuses of management and executive management depends on the impact of their position on the achievement of goals and the success of the Business System, while the final decision on the amount of bonuses is made by the President of the Business System and the CEO of Elixir Group.

Also, the internal documents of the Business System determine the reward system for employees. These internal documents were created in accordance with the Labor Law, general company acts and the Mercer IPE (International Position Evaluation) methodology.

One of the basic postulates in the operations of Elixir Group Business System is compliance with the laws, regulations and standards of the Republic of Serbia, as well as compliance with the regulatory requirements of foreign markets, considering that Elixir Group Business System conducts a significant part of its business abroad.

Among the laws of the Republic of Serbia, the greatest attention is paid to:

- Law on Companies
- Law of Obligations
- Labor Law
- Law on plant nutrition products and soil enhancers
- Law on Chemicals
- Law on Planning and Construction
- Law on integrated prevention and control of environmental pollution
- Law on Waste Management, as well as other laws and by-laws in the field of environmental protection, fire protection, Occupational Health and Safety

The most important EU regulatives concerning the activities of Elixir Group Business System are:

- Regulation (EU) 2019/1009 of the European Parliament and the Council of June 5, 2019 on establishing rules on making plant nutrition products and soil enhancers available on the EU market and amending Regulation (EC) no. 1069/2009 and (EC) no. 1107/2009 and repealing Regulation (EC) no. 2003/2003

- Regulativa (EC) 1907/2006 Evropskog parlamenta i Saveta od 18. decembra 2006. o registraciji, evaluaciji, autorizaciji i ograničenju hemikalija (REACH)
- BREF dokumenta Evropske komisije
- Integrisano sprečavanje i kontrola zagađivanja životne sredine
- Referentni dokument za najbolje dostupne tehnike (BAT) za proizvodnju neorganskih hemikalija velikih kapaciteta, Avgust 2007.
- EU Mehanizam prekograničnog prilagođavanja emisije ugljenika (CBAM - Carbon Border Adjustment Mechanism)

Sektor pravnih i regulatornih poslova Elixir Group kao centralizovana funkcija na nivou poslovnog sistema prati, kontroliše i obezbeđuje uslove za primenu i poštovanje pravno-regulatornih okvira u poslovanju kroz obaveštavanje zainteresovanih strana u sistemu o novim propisima, tumačenjima istih, pravno preispitivanje dokumentacije neophodne za realizaciju određenog posla, izradu odgovarajuće dokumentacije po zahtevu kao i kroz davanje pravnih mišljenja u procesu pregovaranja, odnosno planiranja.

Tokom izveštajnog perioda nije bilo kršenja zakona.

Upravljanje rizicima

Risk Management

Upravljanje rizicima u okviru Poslovnog sistema Elixir Group sprovodi se po principu strateških analiza i odluka u cilju maksimalnog smanjenja ili eliminacije rizika. Kolegijum Poslovnog sistema, kao najviše upravljačko telo, redovno prati, analizira i meri interne i eksterne rizike i kreira mere za njihovu prevenciju. Rizici specifični za određene segmente poslovanja, delegirani su upravljačkim odborima i izvršnim funkcijama u čijoj nadležnosti je prepoznat rizik.

Rizicima vezanim za poslovanje upravlja se kroz razne kreirane procedure, politike i propise, kao što su procedure Upravljanja procesima nabavke, Upravljanja zakonima, Politika ljudskih resursa, Kodeks etike itd.

Finansijski rizici su pokriveni odgovarajućim finansijskim instrumentima, dok se za druge rizike kreiraju kontrolni mehanizmi i akcioni planovi u zavisnosti od stepena verovatnoće njihovog nastanka.

Kompanije članice Poslovnog sistema sprovode interne i eksterne provere integrisanog sistema menadžmenta (IMS) jednom godišnje. Ovom procedurom se osigurava da se informacije vezane za sistem menadžmenta, zaštitu životne sredinu, zaštitu zdravlja i bezbednost na radu i socijalnu odgovornost prenesu do svih zaposlenih i od njih prema svim drugim zainteresovanim stranama. Sprovođenje ove procedure doprinosi smanjenju rizika koji je u kontekstu razmena informacije.

Važan korak u razumevanju izvora i uticaja potencijalnih rizika jeste proces kontinuiranog učenja, unapređenja procesa kroz najbolje prakse iz industrije, razmenu iskustava sa partnerima, kao i saradnju sa ekspertima iz Srbije i inostranstva.

- Regulation (EC) 1907/2006 of the European Parliament and the Council of 18 December 2006 on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- BREF documents of the European Commission
- Integrated prevention and control of environmental pollution
- Best Available Techniques (BAT) Reference Document for Large Capacity Production of Inorganic Chemicals, August 2007.
- EU Carbon Border Adjustment Mechanism (CBAM)

Elixir Group's Legal and Regulatory Affairs Sector as a centralized function at the level of the Business System monitors, controls and ensures the conditions for the application and compliance of the legal-regulatory framework in business through informing the stakeholders in the system about new regulations, interpretations thereof, legal review of the documentation necessary for the realization of a certain work, preparation of appropriate documentation upon request, as well as through the provision of legal opinions in the process of negotiation, i.e. planning.

During the reporting period, there were no violations of the law.

Risk management within Elixir Group Business System is carried out according to the principle of strategic analysis and decisions aimed at the maximum reduction or elimination of risks. The Business System Collegium, as the highest governing body, regularly monitors, analyzes and measures internal and external risks and creates measures for their prevention. Risks specific to certain business segments are delegated to management committees and executive functions in whose jurisdiction the risk is recognized.

Business-related risks are managed through various created procedures, policies and regulations, such as Procurement Process Management, Law Management, Human Resources Policy, Code of Ethics, etc.

Financial risks are covered by appropriate financial instruments, while control mechanisms and action plans are created for other risks depending on the degree of probability of their occurrence.

The companies that are members of the Business System conduct internal and external audits of the integrated management system (IMS) once a year. This procedure ensures that information related to the management system, environmental protection, occupational health and safety and social responsibility is transmitted to all employees and from them to all other stakeholders. The implementation of this procedure contributes to a reduced risk in the context of information exchange.

An important step in understanding the source and impact of potential risks is the process of continuous learning, improvement of the process through best practices from the industry, exchange of experiences with partners, as well as cooperation with experts from Serbia and abroad.

Komunikacija, povezivanje i transparentnost

Communication, Connection and Transparency



Elixir Group teži transparentnosti u svim aspektima poslovanja, koristeći strukturiranu i dobro organizovanu komunikacionu strategiju koja podupire ciljeve održivog razvoja. Dobro formulisane, jasne, tačne i pravovremene poruke imaju ključnu ulogu u izgradnji poverenja, timskog rada i podržavajuće organizacione kulture u Elixir Group, kako interno - među zaposlenima, tako i eksterno - među generalnom javnošću.

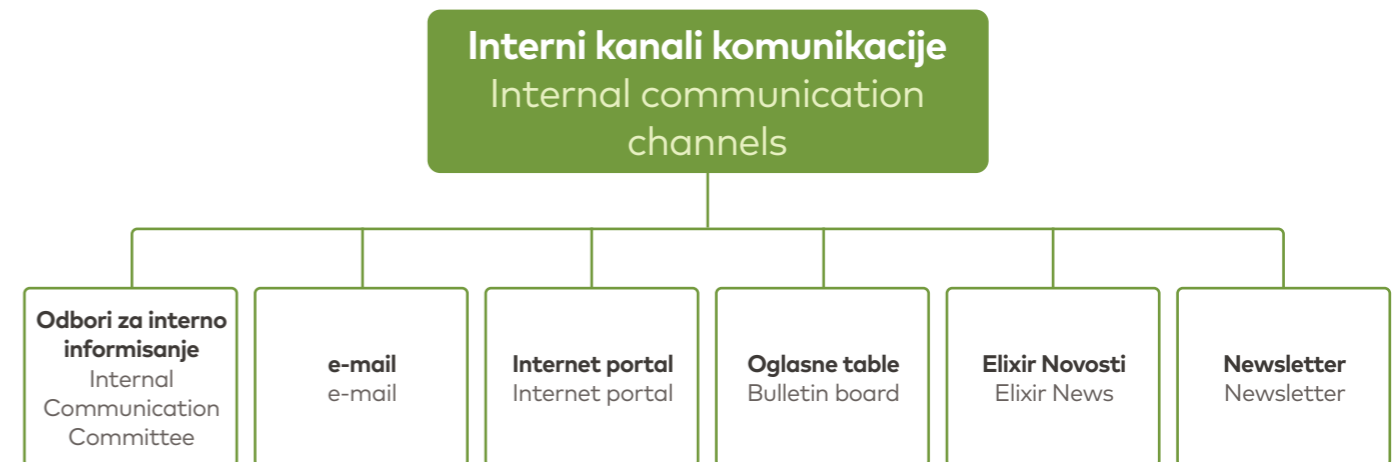
Elixir Group strives for transparency in all aspects of business, using a structured and well-organized communication strategy that supports sustainable development goals. Well-formulated, clear, accurate and timely messages play a key role in building trust, teamwork and a supportive organizational culture in Elixir Group, both internally - among employees, and externally - among the general public.

Komunikacija sa zaposlenima

Communication with employees

Interna komunikacija u Elixir Group usmerena je na jačanje veza unutar organizacije i efikasan protok informacija među zaposlenima. Korporativne komunikacije upravljaju i koordinišu razmenu informacija, ključnih poruka, pohvala, podsticanje individualnih i timskih inicijativa, anketa i obaveštenja putem različitih kanala. Email interna komunikacija služi za slanje specifičnih obaveštenja, uputstava i korporativnih vesti, dok oglasne table i interni portal omogućavaju svakodnevno informisanje i široko dostupne objave važne za sve zaposlene. Kvartalno se objavljuje i štampani bilten Elixir Novosti, dok digitalni bilteni ili newsletteri nalaze svoj put do zaposlenih na svakih sedam dana. Oni zajedno pružaju detaljne informacije o korporativnim događajima, uspesima i planovima.

Internal communication in Elixir Group is aimed at strengthening ties within the organization and effective flow of information among employees. Corporate communications manage and coordinate the exchange of information, key messages; they praise and encourage individual and team initiatives, are in charge of surveys and notifications through various channels. E-mail internal communication is used for sending specific notifications, instructions and corporate news, while bulletin boards and an internal portal enable daily information and widely available announcements important for all employees. The printed newsletter Elixir Novosti is also published quarterly, while digital newsletters find their way to employees every seven days. Together they provide detailed information on corporate events, achievements and plans.



Pored ovih indirektnih kanala komunikacije, formirani su neposredni Odbori za interne komunikacije na nivou članica sa najvećim brojem zaposlenih u Elixir Prahovu, Elixir Zorki i Elixir Craftu. Odbori imaju ključnu ulogu u razmeni informacija i održavaju redovne sastanke kako bi osigurali kontinuirani protok informacija među svim zaposlenima, posebno ciljajući one zaposlene koji, zbog prirode svog posla, nisu korisnici digitalnih alata, poput kompanijskog portala. Svi relevantni učesnici imaju pristup zapisnicima sastanaka na platformi za deljenje dokumentacije, što omogućava praćenje rezultata i evaluaciju rada odbora.

In addition to these indirect channels of communication, direct Internal Communication Committees were formed at the level of member companies with the largest number of employees in Elixir Prahovo, Elixir Zorka and Elixir Craft. The Committees have a key role in the exchange of information and hold regular meetings to ensure a continuous flow of information among all employees, especially targeting those employees who, due to the nature of their work, are not users of digital tools, such as the company portal. All relevant participants have access to the minutes of the meetings on the document sharing platform, which enables monitoring of the results and evaluation of the committee's work.

Komunikacija sa generalnom javnošću

Communication with the general public

Eksterna komunikacija Elixir Group fokusirana je na prenošenje korporativne misije, vizije, vrednosti i ciljeva ka zainteresovanim spoljnim stranama. Ključni kanali eksterne komunikacije uključuju web-sajt i društvene mreže (LinkedIn, Facebook, Instagram, YouTube) koji su glavni alati za informisanje javnosti i promociju korporativnih vrednosti i inicijativa. Važan aspekt jeste i saradnja sa medijima, gde Elixir Group održava dobre odnose sa medijima kroz najave događaja, saopštenja, konferencije i brifinge za novinare, organizovane medijske posete, studijske ture, intervjuje i izjave, te tako doprinosi transparentnosti i otvorenosti u poslovanju.

Elixir Group's external communication is focused on communicating the corporate mission, vision, values and goals to interested external parties. The key channels of external communication include the website and social networks (LinkedIn, Facebook, Instagram, YouTube), which are the main tools for informing the public and promoting corporate values and initiatives. An important aspect is cooperation with the media, where Elixir Group maintains good relations with the media through event announcements, announcements, conferences and press briefings, organized media visits, study tours, interviews and statements, thus contributing to transparency and openness in business.

Eksterni kanali komunikacije

External channels of communication

Veb-sajtovi / Websites

Elixir Group: elixirgroup.rs

Elixir Zorka: elixirzorka.rs

Elixir Prahovo: elixirprahovo.rs

Elixir Energy: elixirenergy.rs

Društvene mreže / Social Networks

LinkedIn	Facebook/Instagram	Youtube
Elixir Group: Elixir Group	Elixir Group: Elixir Group Elixir Zorka: Elixir Zorka Elixir Group @Elixirgroup.rs	Elixir Group: @Elixirgroup.rs

Novi standard transparentnosti

A new standard of transparency

Transparentnost i komunikacija sa zajednicom bila je i u fokusu obeležavanja 85 godina od osnivanja Hemijske industrije (HI) Zorka Šabac, čija tradicija je u baštini Elixir Zorke. Dani otvorenih vrata Elixir Zorke pružili su priliku građanima da posete fabriku i obidu proizvodne pogone uz stručnu pratnju zaposlenih i postave im pitanja u vezi sa svim aspektima rada fabrike, pokazujući izuzetan primer transparentnosti u svojim projektima i interakcijama s lokalnom zajednicom.

Građanima je poziv upućivan putem lokalnih medija, Glasa Podrinja i TV AS, ali i putem veb sajta Elixir Group, gde je istaknuti baner na prvj strani vodio do upitnika putem kog su građani mogli da se prijave.

U okviru realizacije investicionog ciklusa Prahovo 2027, Elixir Group je omogućila građanima opštine Negotin da učestvuju u oblikovanju projekata u svim fazama njihove realizacije. Konkretno, realizacija projekta izgradnje Energane na otpad predstavljena je građanima od najranije faze, kroz raznovrsne metode i kanale komunikacije. Pored samog informisanja, građani su imali prilike da aktivno učestvuju u javnom sastanku i direktno izraze svoja mišljenja i predloge top menadžmentu Elixir Group.

Sastanak sa meštanima Prahova organizovan je 19. oktobra 2023. godine, a sa meštanima su razgovarali predsednik Elixir Group Stanko Popović i generalna direktorka Zorica Popović, direktor društva Elixir Prahovo Ljuba Stojčić i zamenik direktora Branko Marković, u punoj sali Doma kulture Prahovo. Na sastanku je prikazana prezentacija svih planiranih projekata ciklusa Prahovo 2027, dok je za projekat izgradnje Energane na otpad prikazan i film koji detaljno opisuje tehnologiju ovog postrojenja, mere zaštite životne sredine.



Transparency and communication with the community was also in focus during celebration of the 85th anniversary of the founding of the Chemical Industry (HI) Zorka Šabac, whose tradition is in the heritage of Elixir Zorka. Elixir Open Days of Zorka gave citizens the opportunity to visit the factory and tour the production facilities plants with the professional accompaniment of employees and ask them questions related to all aspects of the factory's work, showing an exceptional example of transparency in its projects and interactions with the local community.

Citizens were invited through local media, Glas Podrinje and TV AS, but also through the Elixir Group website, where a prominent banner on the front page led to a questionnaire through which citizens could register.

Within the implementation of Prahovo 2027 investment cycle, Elixir Group enabled the citizens of Negotin municipality to participate in the design of projects in all phases of their implementation. In particular, the implementation of the Waste to Energy construction project was presented to the citizens from the earliest stage, through various methods and channels of communication. In addition to being informed, citizens had the opportunity to actively participate in the public meeting and directly express their opinions and suggestions to the top management of Elixir Group.

A meeting with the residents of Prahovo was organized on 19 October 2023, and the president of Elixir Group Stanko Popović and CEO Zorica Popović, Elixir Prahovo company director Ljuba Stojčić and deputy director Branko Marković spoke with the residents in the full hall of the Prahovo Cultural Center. At the meeting, a presentation of all the planned projects within Prahovo 2027 investment cycle, was shown, while for the construction project of Waste to Energy, a film was shown detailing the technology of this plant and environmental protection measures.



Mehanizam za pritužbe zainteresovanih strana

Stakeholder Grievance Mechanism

Nakon uvođenja mehanizma za pritužbe zainteresovanih strana u članici Elixir Prahovo u 2022. godini, tokom 2023. godine ovaj mehanizam implementiran je i u članici Elixir Zorka.

Mehanizam pritužbi dizajniran je sa ciljem da omogućí transparentnost, odgovornost i efikasno rešavanje potencijalnih, uslovnih ili stvarnih negativnih uticaja i unapredi internu i eksternu komunikaciju sa svim zainteresovanim stranama. Kroz ovaj mehanizam, osigurano je da svaka pritužba bude pažljivo razmotrena, adekvatno rešena i da se iz nje izvuku relevantne informacije za buduće aktivnosti.

Ovom procedurom se osigurava da se informacije vezane za sistem kvaliteta, zaštitu životne sredinu, zaštitu zdravlja i bezbednost na radu i socijalnu odgovornost, prenesu do svih zaposlenih i od njih ka svim drugim zainteresovanim stranama u internoj i eksternoj komunikaciji.

U procesu implementacije mehanizma za pritužbe, posebna pažnja je posvećena je zaposlenima kako bi bili osposobljeni da efikasno prihvate, dokumentuju i rešavaju pritužbe zainteresovanih strana. Takođe, uspostavljene su jasne procedure i odgovornosti kako bi se osiguralo dosledno i pravilno postupanje u svakom slučaju pritužbe.

Uvođenje mehanizma za pritužbe zainteresovanih strana ima za cilj da unapredi odnose sa zainteresovanim stranama, kroz transparentnu komunikaciju i omogućí kontinuirano učenje i unapređenje poslovnih procesa.

Nastavljamo da pratimo efikasnost ovog mehanizma i da ga prilagođavamo kako bismo osigurali najbolje moguće iskustvo za sve uključene strane.

O svim temama i otvorenim pitanjima u oblasti zaštite životne sredine zainteresovana lica mogu pisati na mejl adresu ekoloskidijalog@elixirzorka.rs.

U izveštajnom periodu nije bilo zabeleženih pritužbi.

After the introduction of the Stakeholder Grievance Mechanism in the member company Elixir Prahovo in 2022, during the year 2023 this mechanism was implemented in the member company Elixir Zorka.

The Grievance Mechanism is designed to enable transparency, accountability and effective resolution of potential, conditional or actual negative impacts and improve internal and external communication with all stakeholders. Through this mechanism, it is ensured that every complaint is carefully considered, adequately resolved and that relevant information is extracted from it for future activities.

This procedure ensures that information related to the quality system, environmental protection, occupational health and safety and social responsibility is transmitted to all employees and from them to all other stakeholders in internal and external communication.

In the process of implementing the Grievance Mechanism, special attention was paid to the employees so that they would be able to effectively accept, document and resolve complaints from stakeholders. Also, clear procedures and responsibilities have been established to ensure consistent and proper handling of any complaints.

The introduction of the Stakeholder Grievance Mechanism aims to improve relations with stakeholders through transparent communication and enable continuous learning and improvement of business processes.

We continue to monitor the effectiveness of this mechanism and adjust it to ensure the best possible experience for all parties involved.

Stakeholders can write about all topics and open questions in the field of environmental protection to the e-mail address ekoloskidija-log@elixirzorka.rs.

There were no recorded complaints in the reporting period.

Principi etike i integriteta u poslovnom ponašanju

Principles of Ethics and Integrity in Business Conduct

Kodeks poslovne etike i ponašanja zaposlenih u Elixir Group propisuje vrednosti, načela i principe ponašanja, komuniciranja i odevanja, koja su obavezujuća za sve zaposlene. Osim za naše zaposlene etička poslovna politika odnosi se i na naše poslovne partnere.

Principi na kojima Poslovni Sistem Elixir Group bazira funkciju upravljanja ljudskim resursima su:

- Lična odgovornost zaposlenog za kvalitet obavljenog posla;
- Poštovanje radne discipline, standarda kvaliteta, zaštite radne i životne sredine;
- Poslovanje u skladu sa zakonodavnim okvirom, kao i internim procedurama i uputstvima;
- Poštovanje i zaštita dostojanstva zaposlenih i svih ljudskih prava;
- Poštovanje ličnog i profesionalnog integriteta zaposlenog;
- Vrednovanje rezultata rada i otvorenost za razvoj karijere;
- Poštovanje poslovnog bon-tona.

Zauzvrat, Poslovni Sistem Elixir Group očekuje od svojih zaposlenih:

- Posvećenost Poslodavcu i radnim zadacima;
- Orijentisanost ka realizaciji postavljenog cilja;
- Otvorenost u komunikaciji i interaktivnost pri razmeni stavova;
- Orijentisanost ka timskom radu;
- Spremnost na unapređenje veština i znanja;
- Odnos poštovanja prema kolegama, Poslodavcu, poslovnim partnerima i društvenoj zajednici.

Posebno se poštuje i vrednuje:

- Lojalnost prema Poslodavcu;
- Proaktivnost i kreativnost u radu;
- Odlučnost i preduzimljivost

The Code of Business Ethics and Employee Conduct prescribes the values, and principles of behavior, communication and dress, which are binding for all employees. Apart from our employees, the ethical business policy also applies to our business partners.

The principles on which Elixir Group Business System bases the function of human resources management are:

- Personal responsibility of the employee for the quality of the work performed;
- Respect for work discipline, quality standards, work and environmental protection;
- Business in accordance with the legislative framework, as well as internal procedures and instructions;
- Respect and protection of the dignity of employees and all human rights;
- Respect for the employee's personal and professional integrity;
- Evaluation of work results and openness to career development;
- Respect for business etiquette.

In return, Elixir Group Business System expects from its employees:

- Dedication to the Employer and work tasks;
- Orientation towards the realization of the set goal;
- Openness in communication and interactivity when exchanging views;
- Orientation towards teamwork;
- Willingness to improve skills and knowledge;
- Attitude of respect towards colleagues, Employer, business partners and social community.

The following are especially respected and valued:

- Loyalty to the Employer;
- Proactivity and creativity at work;
- Determination and entrepreneurship

Ljudska prava

Human Rights

Imperativ Elixir Group jeste da uvaži pravo svakog pojedinca.

Elixir Group se odnosi sa poštovanjem, integritetom i dostojanstvom prema svojim zaposlenima. Takođe, poštuje njihovu privatnost. Prikupljanje i obrada ličnih podataka sprovodi se u skladu sa Zakonom o zaštiti podataka o ličnosti. Zabranjen je svaki oblik fizičkog, seksualnog ili verbalnog zlostavljanja, zastrašivanja, pretnji i uznemiravanja. Svi disciplinski postupci moraju biti u potpunosti u skladu sa važećim zakonima.

Elixir Group's imperative is to respect the right of every individual.

Elixir Group treats its employees with respect, integrity and dignity. It also respects their privacy. The collection and processing of personal data is carried out in accordance with the Personal Data Protection Act. Any form of physical, sexual or verbal abuse, intimidation, threats and harassment is prohibited. All disciplinary procedures must be in full compliance with applicable laws.

Antikorupcija i sukob interesa

Anti-corruption and Conflict of Interest

U skladu sa Kodeksom poslovne etike i ponašanja zaposlenih, Elixir Group je uspostavila i prati politiku borbe protiv mita i korupcije u svim svojim poslovnim aktivnostima. Kako kod svojih zaposlenih, Elixir Group ne toleriše korišćenje bilo kakvog oblika mita i korupcije ni u odnosu na svoje dobavljače i partnere, što je definisano Etičkom poslovnom politikom. Etičnost u radu podrazumeva pažljivo, savesno, nepristrasno, objektivno i odgovorno obavljanje dužnosti, sa integritetom i dužnim poštovanjem prema saradnicima, poslovnim partnerima i javnosti. Etičnost, takođe, znači i uzdržavanje od namerenog ili nesmotrenog prenošenja lažnih informacija ili informacija koje mogu dovesti u zabludu.

Tokom 2023. godine nije bilo potvrđenih slučajeva korupcije.

In accordance with the Code of Business Ethics and Employee Conduct, Elixir Group has established and follows an anti-bribery and anti-corruption policy in all its business activities. As with its employees, Elixir Group does not tolerate the use of any form of bribery and corruption with its suppliers and partners, which is defined by the Ethical Business Policy. Ethical work implies careful, conscientious, impartial, objective and responsible performance of duties, with integrity and due respect for co-workers, business partners and the public. Ethics also means refraining from intentionally or recklessly transmitting false or misleading information.

During 2023, there were no confirmed cases of corruption.

Zaštita konkurencije

Protection of competition

Elixir Group se zalaže protiv monopolizacije i nelojalne konkurencije na tržištu. Stvaranje adekvatnog ambijenta koji će omogućiti poštenu i fer konkurenciju je osnova poslovnog razvoja privrednog društva Elixir Group. U poslovnom sistemu tokom 2023. godine nije bilo slučajeva koji su u suprotnosti sa načelima slobodne tržišne konkurencije kojima se Elixir Group vodi.

Elixir Group stands against monopolization and unfair competition in the market. Creating an adequate environment that will enable honest and fair competition is the basis of the business development of Elixir Group. In the business system during 2023, there were no cases that contradict the principles of free market competition that guide Elixir Group.



03

Tržište

Market

Tržište

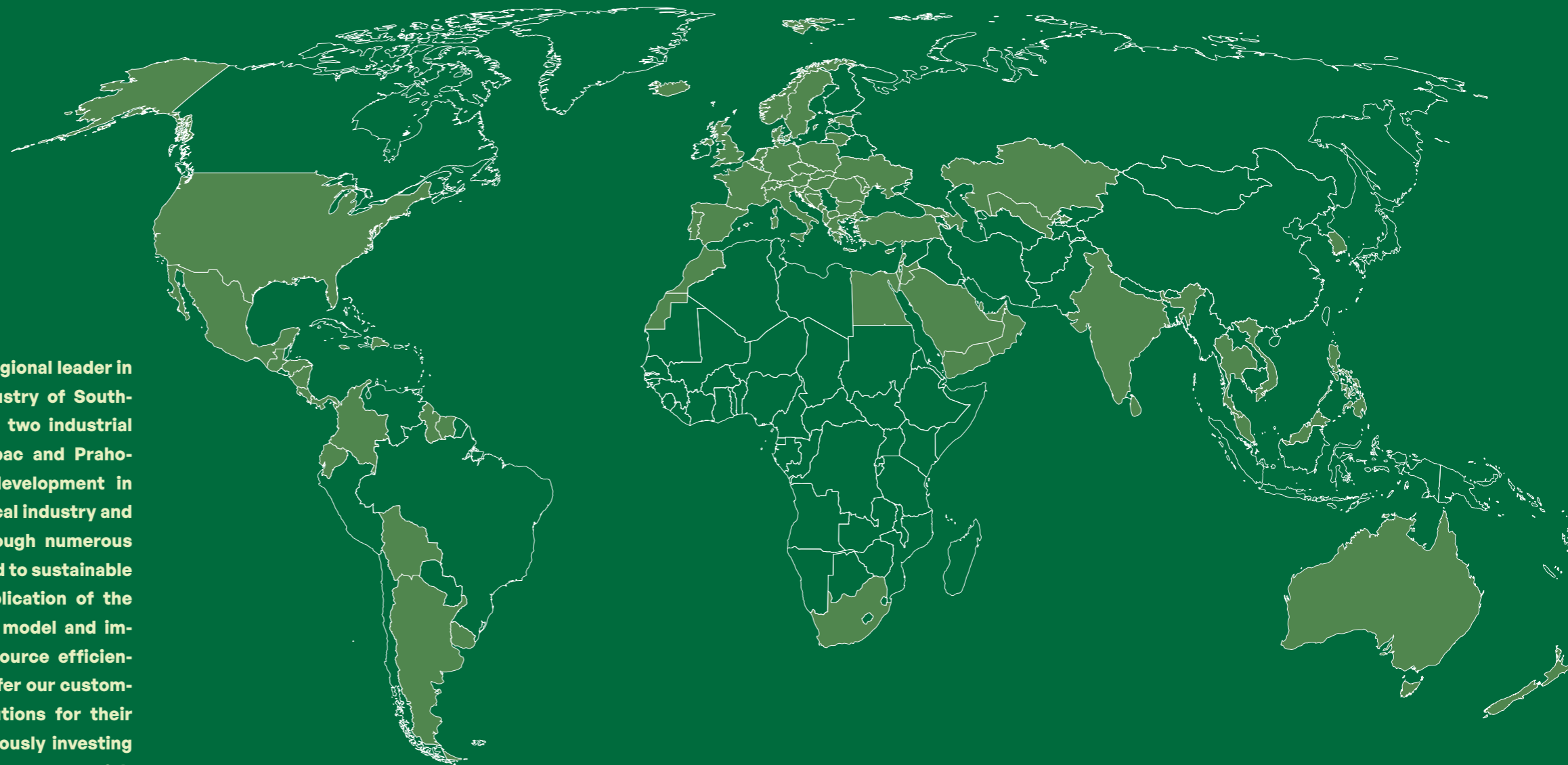
Market

Izvozimo 70% proizvodnje u preko 80 zemalja sveta, na svim kontinentima.

We export 70% of production to over 80 countries, on all continents.

Elixir Group je regionalni lider u hemijskoj industriji jugoistočne Evrope, sa dva industrijska kompleksa u Šapcu i Prahovu. Kontinuirani razvoj u oblasti hemijske industrije i agrobiznisa, kroz brojne projekte posvećene održivom razvoju, primeni modela cirkularne ekonomije i unapređenju resursne efikasnosti, omogućava nam da našim kupcima ponudimo najbolja rešenja za njihove potrebe. Kontinuiranim ulaganjem u proizvodne procese pratimo svetske trendove i zadovoljamo potrebe različitih industrija, od agro industrije do hemijske, automobilske, aluminijske i drugih.

Elixir Group is a regional leader in the chemical industry of South-east Europe, with two industrial complexes in Šabac and Prahovo. Continuous development in the field of chemical industry and agribusiness, through numerous projects dedicated to sustainable development, application of the circular economy model and improvement of resource efficiency, allows us to offer our customers the best solutions for their needs. By continuously investing in production processes, we follow world trends and meet the needs of various industries, from agro industry to chemical, automotive, aluminum and others.



Proizvodi

Products

Mineralna đubriva Elixir Zorka

Elixir Zorka Mineral fertilizers

Proizvodimo različite formulacije kompleksnih mineralnih đubriva najvišeg kvaliteta. Kompleksna mineralna đubriva Elixir Zorka koja se proizvode u fabrikama u Šapcu i Prahovu odlikuje:

- visoka koncentracija hranljivih materija
- ujednačena granulacija
- visoka vodorastvorljivost u zemljištu

We produce various formulations of complex mineral fertilizers of the highest quality. Complex mineral fertilizers Elixir Zorka, which are produced in factories in Šabac and Prahovo, are characterized by:

- high concentration of nutrients
- uniform granulation
- high water solubility in soil



Elixir BASIC

Kompleksna mineralna đubriva iz **Elixir BASIC linije** odlikuje ujednačena granulacija i prisustvo ključnih makroelemenata. Primenom formulacija iz Basic linije biljke su mnogo tolerantnije na nepovoljne klimatske uticaje, što omogućava gajenim kulturama brz, ujednačen porast i veću fizičku stabilnost useva.

Complex mineral fertilizers from the **Elixir BASIC** line are characterized by uniform granulation and the presence of key macroelements. By applying the formulations from the Basic line, plants are much more tolerant to adverse climatic influences, which enables the cultivated crops to grow quickly and uniformly and to increase the physical stability of the crop.

Elixir PREMIUM

Elixir PREMIUM linija obuhvata formulacije čiji je sadržaj posebno obogaćen sekundarnim makro i mikroelementima sa ciljem da se biljci obezbede sva neophodna hraniva za efikasniji i nesmetani rast i razvoj, a samim tim i veći i kvalitetniji prinos. Mikroelementi su u sulfatnom obliku, visoko su vodorastvorljivi, i lako dostupni biljkama, a dopunjuju uticaj na rast i razvoj biljaka koje pružaju primarni i sekundarni makroelementi.

Formulations from the **Elixir PREMIUM line** are enriched with microelements that are highly water-soluble and easily available to plants. The use of these formulations additionally influences the proper growth and development of plants, thanks to primary and secondary macroelements.

Elixir SUPREME

Elixir SUPREME liniju proizvoda karakteriše kalijum (K) koji se u većini formulacija nalazi u sulfatnoj formi (SOP) sa dodatkom pažljivo odabranih mikroelemenata. Ova proizvodna linija namenjena je specifičnim biljnim kulturama i primenljiva je na svim tipovima zemljišta.

Elixir SUPREME product line is characterized by potassium (K), which in most formulations is found in sulfate form (SOP) with the addition of carefully selected microelements. This production line is intended for specific plant crops and is applicable on all types of soil.

Elixir MICRO GRAN

Elixir MICRO GRAN linija proizvoda razvijena je korišćenjem najnovijih tehnologija za proizvodnju granula dimenzija 0,5-1,2 mm čijom se ultralokalizovanom primenom (u red sa semenom) ostvaruje veća difuzija hraniva i intenzivnije usvajanje od strane biljaka. Mikrogranulisana startna đubriva Elixir Zorka imaju dobro izbalansiran odnos primarnih, sekundarnih makro i esencijalnih mikroelemenata, koji stimulišu rast biljaka u početnim fazama razvoja i doprinose boljem ukorenjavanju biljaka. Cilj upotrebe startnih mikrogranulisanih đubriva je preciznija aplikacija i distribucija mineralnog đubriva radi efikasnijeg iskorišćavanja hraniva od strane biljaka.

Elixir MICRO GRAN product line was developed using the latest technologies for the production of granules with dimensions of 0.5-1.2 mm, the ultra-localized application of which (along with the seeds) results in a greater diffusion of nutrients and a more intense uptake by plants. Elixir Zorka microgranulated starter fertilizers have a well-balanced ratio of primary, secondary macro and essential microelements, which stimulate plant growth in the initial stages of development and contribute to better plant rooting. The goal of using microgranulated fertilizers is more precise application and distribution of mineral fertilizers for more efficient use of nutrients by plants.

Fosforna kiselina

Phosphoric acid

Elixir Prahovo je 1 od 6 proizvođača fosforne kiseline u Evropi.

Investicioni ciklus razvoja industrije u Prahovu usmeren je na povećanje kapaciteta proizvodnje fosforne kiseline, više faze prečišćavanja fosforne kiseline, kao i proizvodnju fosfatnih soli feed, tehničkog i food kvaliteta.

Tehnička fosforna kiselina proizvedena u Elixir Prahovu plasirana je na evropsko tržište u 2023. godini.

Krajem 2022. godine u Elixir Prahovu pokrenuta je proizvodnja fosforne kiseline tehničkog kvaliteta, čime je Elixir Prahovo postalo **4. postrojenje ove vrste u Evropi**. Tehnička fosforna kiselina snabdeva automobilsku industriju, industriju pripreme i prerade metala, industriju sredstava protivpožarne zaštite, sredstava za čišćenje i sanitaciju površina. U okviru ovog pogona, tokom 2023. godine u Prahovu je počela sa radom nova kolona „dodatnog prečišćavanja kiseline“ što je dodatni korak za dobijanje kiseline prehrambenog kvaliteta (food grade), čija se prva proizvodnja u Prahovu očekuje tokom 2024. godine. Ova fosforna kiselina se koristi u prehrambenoj, mesnoj, prerađivačkoj, konditorskoj industriji, u industriji napitaka i farmaceutskoj industriji.

Zatvoren proizvodni ciklus.

Ono što se u toku prečišćavanja fosforne kiseline dobija kao nusproizvod vraća se na početak procesa u fabriku za proizvodnju standardne fosforne kiseline u kojoj su takođe svi otpadni tokovi zatvoreni. Fosfogips, nusproizvod koji se izdvaja iz proizvodnje standardne fosforne kiseline, se odlaže na skladištu koje je projektovano prema domaćim i evropskim standardima. Pod skladišta je izgrađen od mineralne barijere preko koje se nalazi vodonepropusna folija, dok su na foliji položene drenažne cevi koje služe za prihvatanje vode.

Elixir Prahovo je 1 od 6 proizvođača fosforne kiseline u Evropi.

Elixir Prahovo is 1 of 6 producers of phosphoric acid in Europe.



Elixir Prahovo is 1 of 6 producers of phosphoric acid in Europe.

The investment cycle of industry development in Prahovo is aimed at increasing the capacity of phosphoric acid production, higher stages of phosphoric acid purification, as well as the production of phosphate salts of Feed, Technical and Food Grade.

Technical phosphoric acid produced in Elixir Prahovo was placed on the European market in 2023.

At the end of 2022, the production of Technical Grade phosphoric acid was launched in Elixir Prahovo, making Elixir Prahovo the **4th plant of this type in Europe**. Technical phosphoric acid supplies the automotive industry, the metal preparation and processing industry, the industry of fire protection products, cleaning and sanitizing surfaces. As part of this facility, in 2023, a new “additional acid purification” column began operating in Prahovo, which is an additional step for obtaining Food Grade acid, the first production of which is expected in Prahovo in 2024. This phosphoric acid is used in the food, meat, processing, confectionery, beverage and pharmaceutical industries.

Closed production cycle.

What is obtained as a by-product during the purification of phosphoric acid is returned to the beginning of the process in the factory for the production of standard phosphoric acid, where all waste streams are also closed. Phosphogypsum, a by-product separated from the production of standard phosphoric acid, is disposed of in a storage designed according to domestic and European standards. The floor of the storage is made of a mineral barrier over which there is a waterproof foil, while drainage pipes are laid on the foil to collect water.

Aluminijum trifluorid

Aluminum trifluoride

AlumoFluor (AlF₃) je aluminijum trifluorid niske gustine koji sadrži min. 96% aktivne supstance. Koristi se kao katalizator u proizvodnim procesima industrije aluminijuma, gde zajedno sa kriolitom povećava provodljivost elektrolita rastvora, smanjujući potrošnju električne energije i ukupne troškove proizvodnje aluminijuma. Osnovna sirovina za proizvodnju AlumoFluora, silikofluorovodonična kiselina, dobija se kao nusproizvod pri proizvodnji standardne fosforne kiseline, tako da ova proizvodnja za Elixir Prahovo, pored ekonomskog, ima i ekološki značaj. Kapacitet proizvodnje je 5.000t godišnje sa postepenom tendencijom rasta u narednim godinama.

AlumoFluor (AlF₃) is a low-density aluminum trifluoride containing min. 96% active substance. It is used as a catalyst in the production processes of the aluminum industry, where, together with cryolite, it increases the conductivity of the electrolyte solution, reducing the consumption of electricity and the overall costs of aluminum production. The basic raw material for the production of AlumoFluor, silico-hydrofluoric acid, is obtained as a by-product during the production of standard phosphoric acid, so this production for Elixir Prahovo has, in addition to economic, environmental significance. The production capacity is 5,000t per year with a gradual tendency of growth in the coming years.



Lanac snabdevanja

Supply Chain



Poslovni sistem Elixir Group svoju razvojnu strategiju kreira na temeljima kvaliteta i saradnje, i sve poslovne aktivnosti usmerene su na razvijanje održivih rešenja sa dodatnom vrednošću u cilju ostvarivanja naše vizije: **Stvaramo nasleđe kroz održivi razvoj, na dobrobit zajednice i uspeh svakog pojedinca.**

Elixir Group Business System creates its development strategy on the basis of quality and cooperation, and all business activities are aimed at developing sustainable solutions with added value in order to achieve our vision: **We build a legacy through sustainable development for the benefit of the community and the success of each individual.**

3 vrste transporta
47% lokalnih dobavljača
3 types of transport
47% local suppliers

Elixir Group proizvodnjom bezbednih, visoko kvalitetnih proizvoda snabdeva svoje kupce na domaćem, regionalnom i globalnom tržištu. Sa 45 godina tradicije i stručnosti, fosforna kiselina proizvedena u Elixir-u je postala sinonim za kvalitet i znanje u proizvodnji fosforne kiseline. Kompleksna mineralna đubriva Elixir, koja odlikuje visoki kvalitet postala su prepoznatljiv brend u više od 80 zemalja na svim kontinentima.

Sirovine za proizvodnju fosforne kiseline su sirovi fosfat i sumporna kiselina, dok se za proizvodnju mineralnih đubriva koriste pored fosforne kiseline iz sopstvene proizvodnje, i sumporna kiselina, amonijak, kalijumove soli i druge hranjive materije u manjim količinama. Kompanija Elixir Group sumpornu kiselinu obezbeđuje lokalno i regionalno, kao i amonijak za proizvodnju kompleksnih mineralnih đubriva. Iz Azije i Evrope se snabdevamo sirovinama kao što su kalijum hlorid, kalijum sulfat, mikroelementi i pomoćne hemikalije, dok sirovi fosfati stižu iz rudnika na severu Afrike.

Elixir Group supplies its customers on the domestic, regional and global markets with the production of safe, high-quality products. With 45 years of tradition and expertise, phosphoric acid produced in Elixir has become synonymous with quality and know-how in phosphoric acid production. Elixir complex mineral fertilizers, which are characterized by high quality, have become a recognizable brand in more than 80 countries on all continents.

The raw materials for the production of phosphoric acid are phosphate rock and sulfuric acid, while for the production of mineral fertilizers, in addition to phosphoric acid from our own production, sulfuric acid, ammonia, potassium salts and other nutrients are used in smaller quantities. The company Elixir Group buys sulfuric acid locally and regionally, as well as ammonia for the production of complex mineral fertilizers. We are supplied with raw materials such as potassium chloride, potassium sulfate, microelements and auxiliary chemicals from Asia and Europe, while phosphate rock arrives from the mines in North Africa.

Cilj nabavke zasniva se na tržišnoj inteligenciji i analitici, poznavanju tržišta i praćenju kretanja cena najznačajnijih sirovina na svetskom tržištu, uz konstantan fokus na misiju i viziju Elixir Group. Misija nabavke jeste najbolja cena i kvalitet u datom trenutku, ali uz uvažavanje i obezbeđivanje strateških partnerstva i razvijanju inovativnih rešenja sa našim dobavljačima. Dobavljači koje biramo su naši priznati poslovni partneri – oni koji dele naše etičke vrednosti uz održivi razvoj i na dobrobit lokalne zajednice.

Dobra logistička pozicija naših fabrika u Prahovu i Šapcu, na obalama reka Dunava i Save omogućuje efikasan način dopreme sirovina i distribucije naših proizvoda krajnjim kupcima, uz korišćenje svih vidova transporta: drumski, železnički i vodeni. Glavni transportni koridor je vodeni preko Crnog mora, sa kojim su naše fabrike u Prahovu i Šapcu povezane plovnim putevima Dunava i Save.

U 2023. nabavljeno je preko 1.2 miliona tona svih vrsta sirovina, uz logističke operacije dopreme sirovina morskim brodovima, rečnim baržama, železničkim kompozicijama, kontejnerskim i kamionskim prevozom.

- **3 vrste transporta**
- **47% lokalnih dobavljača**

Od 2023. godine, dokument Etička poslovna politika je javno dostupan dokument na [veb-sajtu](#) Elixir Group i definiše minimalne standarde koje treba da poštuju i sa kojima treba da su usklađeni naši dobavljači. Etička poslovna politika je zasnovana na osnovnim međunarodnim konvencijama Organizacije rada (ILO) koje predstavljaju okosnicu međunarodnog radnog prava i koje su ratifikovane od strane većine zemalja širom sveta. Takođe, naša odgovornost je u skladu sa vodećim UN-ovim vodičima o poslovanju i ljudskim pravima kao globalno priznatim okvirom.

Upitnici za ekološku procenu dobavljača su tokom 2023. godine, distribuirani dobavljačima najznačajnijih sirovina, poput amonijaka. Cilj za 2024. je da ekološka procena bude sprovedena kroz ceo lanac snabdevanja, kao i deo procedure prilikom sklapanja saradnje sa novim dobavljačima. Ovaj proces obezbeđiće ključne informacije neophodne za ostvarivanje 4 principa Due Diligence-a lanca snabdevanja:

- uspostaviti jake sisteme upravljanja lancem snabdevanja;
- identifikovati i proceniti rizik u lancu snabdevanja;
- osmisliti i implementirati strategiju za odgovor na identifikovane rizike;
- godišnje izveštavati o due diligence-u lanca snabdevanja.



Proizvodnja fosforne kiseline i mineralnih đubriva je oduvek bila cirkularna. Preuzimanje sumporne kiseline, kao nusproizvoda topionice bakra u Boru, i neutralizacija u procesima proizvodnje u Prahovu i Šapcu predstavlja primer uspešne višedecenijske industrijske simbioze u Srbiji.

The goal of procurement is based on market intelligence and analytics, market knowledge and monitoring of price trends of the most important raw materials on the world market, with a constant focus on the mission and vision of Elixir Group. The procurement mission is the best price and quality at a given moment, but with respect and provision of strategic partnerships and developing innovative solutions with our suppliers. The suppliers we choose are our recognized business partners – those who share our ethical values with sustainable development and the benefit of the local community.

The good logistics position of our factories in Prahovo and Šabac, on the banks of the Danube and Sava rivers, enables an efficient way of delivering raw materials and distributing our products to end customers, using all types of transport: road, rail and water. The main transport corridor is via the Black Sea, with which our factories in Prahovo and Šabac are connected by the Danube and Sava waterways.

In 2023, over 1.2 million tons of all types of raw materials were procured, along with logistics operations of raw material delivery by sea ships, river barges, railway compositions, container, and truck transport.

- **3 types of transport**
- **47% local suppliers**

Since 2023, the Ethical Business Policy document is a publicly available document on Elixir Group website and defines the minimum standards that our suppliers should respect and comply with. Ethical Business Policy is based on the basic international conventions of the Labor Organization (ILO), which represent the backbone of international labor law, and which has been ratified by most countries around the world. Also, our responsibility is in line with the UN's leading business and human rights guidelines as a globally recognized framework.

Questionnaires for the environmental assessment of suppliers were distributed to suppliers of the most important raw materials, such as ammonia, during 2023. The goal for 2024 is that the environmental assessment will be carried out throughout the entire supply chain, as well as part of the procedure when entering into cooperation with new suppliers. This process will provide the key information necessary to realize the 4 principles of Supply Chain Due Diligence:

- establish strong supply chain management systems;
- identify and assess risk in the supply chain;
- design and implement a strategy for responding to identified risks;
- report annually on supply chain due diligence.

The production of phosphoric acid and mineral fertilizers has always been circular. Uptaking sulfuric acid, as a by-product of the copper smelter in Bor, and neutralizing it in the production processes in Prahovo and Šabac is an example of a successful multi-decade industrial symbiosis in Serbia.

Due Diligence u procesu prodaje

Due Diligence in the Sales Process

Kroz Due diligence u procesu prodaje značajno se utiče na smanjenje rizika primenom jednostavnih kontrolnih procesa.

Through due diligence in the sales process, there is a significant impact on risk reduction by applying simple control processes.

Ovaj proces omogućava smanjenje rizika i uvjerenje u ispravnost saradnje. Time se poboljšavaju šanse za kreiranje nesmetane transakcije za sve zainteresovane strane, a istovremeno se utiče na formiranje stabilnog odnosa sa kupcima. Pored provere finansijske solventnosti, potencijalnim kupcima se pristupa holistički kako bi se sagledali svi mogući rizici s ciljem kreiranja odgovora na iste.

Pristup potencijalnim kupcima se bazira na četiri osnovna stuba bilo kog due diligence procesa:

Funkcionalni

Uverenje da je potencijalni kupac zainteresovan za naše proizvode

Tehnički

Provera da li će potencijalni kupac imati koristi od naših proizvoda s tehničkog aspekta u formi dodate vrednosti, efikasnijeg poslovanja ili uštede u dotadašnjem načinu poslovanja

Operativni

Provera solventnosti i internih procesa potencijalnog kupca

Kvalitativni

Provera da li kvalitet proizvoda obezbeđuje kratkoročnu ili dugoročnu saradnju

This process enables the reduction of risks and assurance of the correctness of the cooperation. This improves the chances of creating a smooth transaction for all stakeholders, while also influencing the formation of a stable relationship with customers. In addition to checking financial solvency, potential customers are approached holistically in order to look at all possible risks with the aim of creating responses to them.

Access to potential customers is based on four basic pillars of any due diligence process:

Functional

The belief that a potential customer is interested in our products

Technical

Checking whether a potential customer will benefit from our products from a technical aspect in the form of added value, more efficient operations or savings in the previous way of doing business

Operational

Checking the solvency and internal processes of the potential customer

Qualitative

Checking whether the quality of the product ensures short-term or long-term cooperation

Kvalitet i bezbednost proizvoda

Product Quality and Safety

Kupci i korisnici naših proizvoda mogu da budu sigurni da u nama imaju partnera koji isporučuje proizvode najvišeg kvaliteta, uz poštovanje svih zakonskih propisa, principa i pravila društveno odgovornog poslovanja, sistema upravljanja kvalitetom, zaštite životne sredine, bezbednosti i zdravlja ljudi.

U cilju da kupcu pružimo najbolje rešenje za specifične tipove zemljišta i biljne kulture, veliku pažnju i predanost posvećujemo kvalitetu i bezbednosti proizvoda, koji su u potpunosti usaglašeni sa domaćim i EU regulativama za proizvodnju i promet sredstava za ishranu bilja. Tehnologija proizvodnje mineralnih đubriva i primenjena tehnička rešenja su u skladu sa BAT zaključcima referentnog BREF dokumenta EU (Large Inorganic Chemicals, 2007), a proizvodni procesi su usklađeni sa HAZOP sistemom analize.

Elixir Zorka i Elixir Prahovo su sertifikovale sistem menadžmenta kvalitetom prema standardu ISO 9001:2015, sistem menadžmenta životnom sredinom prema standardu ISO 14001:2015 i sistem menadžmenta bezbednošću i zdravljem na radu prema standardu ISO 45001:2018.

Elixir Prahovo je dodatno sertifikovalo sistem menadžmenta bezbednošću hrane prema standardu ISO 22000:2023.

Kontrola kvaliteta i bezbednosti se sprovode detaljno i sveobuhvatno, od izbora sirovina, preko prijemne i procesne, do završne kontrole. U internim, savremeno opremljenim laboratorijama, kao i u eksternim laboratorijama u zemlji i svetu, analizira se preko 100 parametara koji su značajni za kvalitet i bezbednost proizvoda.

Izrađujemo deklaracije i bezbednosne listove sa podacima o hemijskom sastavu, supstancama i karakteristikama za sve proizvode. Takođe, kupcima pružamo informacije o bezbednoj upotrebi proizvoda, ispravnom skladištenju, preporuke za primenu, kao i informacije o potencijalnim negativnim uticajima na životnu sredinu ili ljude koji nastaju prilikom nebezbednog postupanja sa proizvodom.

Bezbednosni listovi i podaci o nutritivnim vrednostima proizvoda mineralnih đubriva su domaćim partnerima dostupni na sajtu Elixir Zorke (elixirzorka.rs), dok se način obeležavanja proizvoda koji se izvoze, prilagođava regulatornim zahtevima svake pojedinačne države.

Bezbednosni listovi i karakteristike fosforne kiseline i Aluminijum trifluorida mogu se pronaći na sajtu Elixir Prahova (elixirprahovo.rs).

Customers and users of our products can be sure that in us they have a partner who delivers products of the highest quality, while respecting all legal regulations, principles and rules of socially responsible business, quality management system, environmental protection, safety and human health.

In order to provide the customer with the best solution for specific types of soil and plant culture, we pay great attention and dedication to quality and product safety, which are fully compliant with domestic and EU regulations for the production and sale of plant nutrition products. The production technology of mineral fertilizers and applied technical solutions are in accordance with the BAT conclusions of the reference EU BREF document (Large Inorganic Chemicals, 2007), and the production processes are aligned with the HAZOP analysis system.

Elixir Zorka and Elixir Prahovo have certified the quality management system according to the ISO 9001:2015 standard, the environmental management system according to the ISO 14001:2015 standard, and the occupational health and safety management system according to the ISO 45001:2018 standard.

Elixir Prahovo additionally certified the food safety management system according to the ISO 22000:2023 standard.

Quality and safety control are carried out in detail and comprehensively, from the selection of raw materials, through receiving and processing, to final control. Over 100 parameters are analyzed in internal, modernly equipped laboratories, as well as in external laboratories in the country and the world.

We create declarations and safety data sheets with data on chemical composition, substances and characteristics for all products. We also provide customers with information on the safe use of the product, proper storage, recommendations for application, as well as information on potential negative impacts on the environment or people arising from unsafe handling of the product.

Safety data sheets and data on the nutritional values of mineral fertilizer products are available to domestic partners on the Elixir Zorka website (elixirzorka.rs), while the way of labeling exported products is adapted to the regulatory requirements of each individual country.

Safety data sheets and characteristics of phosphoric acid and aluminum trifluoride can be found on the Elixir Prahovo website (elixirprahovo.rs).

04

Zaposleni

Employees

Zaposleni

Employees

Ljudi čine Elixir Group. Njihova stručnost, posvećenost i raznolikost doprinele su pretvaranju porodičnog preduzeća u veliki poslovni sistem. Kroz pozitivno radno okruženje težimo razvoju naših zaposlenih, omogućavajući im da rastu u svestrane stručnjake čije je znanje temelj našeg uspeha.

Negujemo podržavajuće radno okruženje koje počiva na najvišim poslovnim i etičkim standardima. Njegove osnovne vrednosti su profesionalnost, integritet, poverenje, posvećenost i jedinstvo. Izrazito visoko vrednujemo proaktivnost pojedinca kao i snagu timskog rada, kroz sinergetsko delovanje individualnih potencijala, a u korist celog poslovnog sistema.

People make up Elixir Group. Their expertise, commitment and diversity contributed to the transformation of a family business into a large business system. Through a positive working environment, we strive to develop our employees, enabling them to grow into versatile experts whose knowledge is the foundation of our success.

We foster a supportive work environment based on the highest business and ethical standards. Its core values are professionalism, integrity, trust, commitment and unity. We highly value the proactivity of the individual as well as the strength of teamwork, through the synergistic action of individual potentials, and to the benefit of the entire business system.



Zaposleni su naša pokretačka snaga

Employees are Our Driving Force



Živimo iste vrednosti, zajedno postavljamo i ostvarujemo ciljeve, pojedinačne i kolektivne.

Iskreno verujemo da svaki zaposleni može i treba da pomeri svoje granice, proširi horizonte i postigne puni profesionalni i lični razvoj. Da su ljudi pokretačka snaga potvrđuje posvećen tim iskusnih profesionalaca i kontinuiran priliv mladih talenata čiji je razvoj jedan od naših najznačajnijih ciljeva i uspeha.

Elixir Group se kao poslodavac i poslovni partner vodi principima jednakih prava i poštovanja raznolikosti svih zaposlenih i poslovnih saradnika. Svaki vid diskriminacije u poslovnom sistemu Elixir Group je zabranjen.

We live the same values, together we set and achieve individual and collective goals.

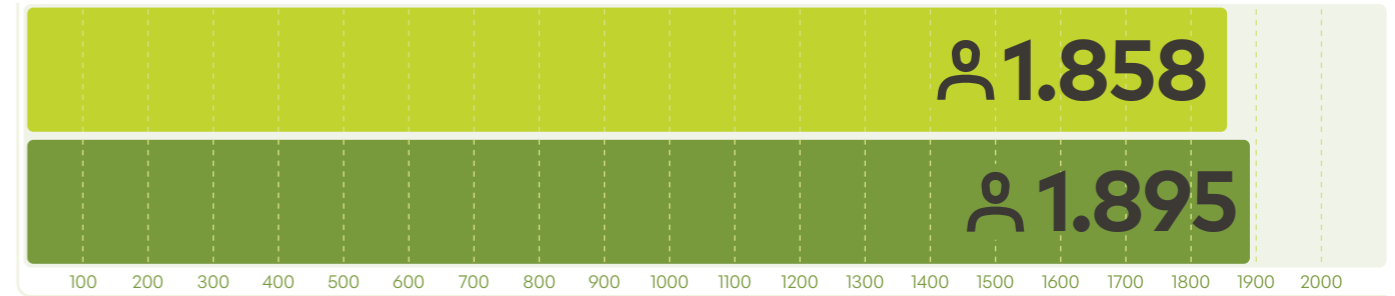
We sincerely believe that every employee can and should push their limits, expand their horizons and achieve full professional and personal development. That people are the driving force is confirmed by a dedicated team of experienced professionals and a continuous influx of young talents whose development is one of our most important goals and successes.

As an employer and business partner, Elixir Group is guided by the principles of equal rights and respect for the diversity of all employees and business associates. Any form of discrimination in Elixir Group Business System is prohibited.

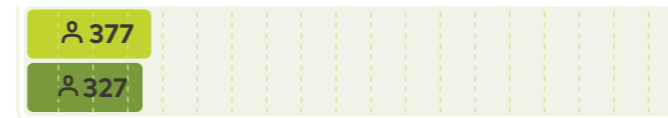
Broj zaposlenih

Number of employees

● 2022 ● 2023



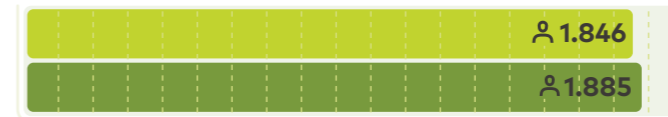
Rad na određeno
Temporary work



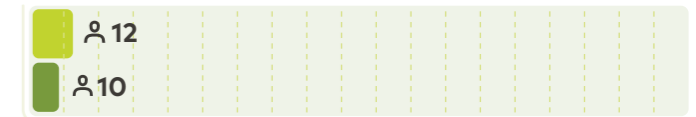
Rad na neodređeno
Permanent work



Puno radno vreme
Full time

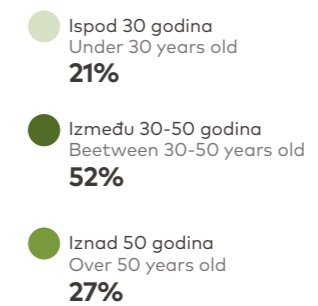
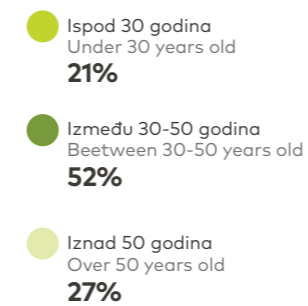


Pola radnog vremena
Part-time



Starosna struktura

Age structure



Omladinska zadruga
Youth cooperative



Konsultanti
Consultants



Broj novozaposlenih tokom godine
New employees during the year



Stopa fluktuacije
Fluctuation rate



* Evidencija broja zaposlenih predstavlja Croso podatak na 31.12.2023.

* The record of the number of employees represents Croso data as of December 31, 2023.

Poslovni sistem Elixir Group

Elixir Group Business System

Broj zaposlenih

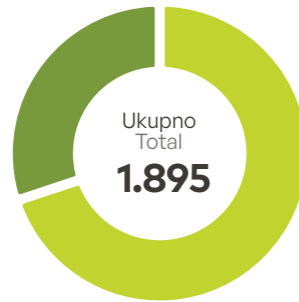
Number of employees



422



1.473



Poslovni sistem Elixir Group Elixir Group Business System

			Ukupno Total
Rad na određeno Temporary work	61	266	327
Rad na neodređeno Permanent work	350	1.218	1.568
Puno radno vreme Full Time	418	1.467	1.885
Polu radnog vremena Part-time	4	6	10
Omladinska zadruga Youth cooperative	-	9	9
Konsultanti Consultants	40	48	88
Broj novozaposlenih tokom godine New employees during the year	108	313	421
Stopa fluktuacije Fluctuation rate			14%

Porodiljsko odsustvo Maternity leave

			Ukupno Total
Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	21	1	22
Povratak po isteku porodiljskog Return after maternity leave	8	1	9

Bolovanja i povrede na radu Bolovanja i povrede na radu

			Ukupno Total
Izgubljeni dani zbog bolovanja Working days lost due to sickness	3.124	14.176	17.300
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	4	764	768

Menadžment iz lokalne zajednice Management (local community)

			Ukupno Total
Top menadžment (lokalna zajednica) Top management (local community)	2	12	14
Top menadžment (lokalna zajednica) Middle management (local community)	11	14	25

Starosna struktura

Age structure

- Ispod 30 godina
Under 30 years old **21%**
- Između 30-50 godina
Between 30-50 years old **52%**
- Iznad 50 godina
Over 50 years old **27%**



Elixir Group

			Ukupno Total
Broj zaposlenih Number of employees	152	145	297
Rad na određeno Temporary work	7	20	27
Rad na neodređeno Permanent work	134	136	270
Puno radno vreme Full Time	151	144	295
Polu radnog vremena Part-time	1	1	2
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	3	6	9
Broj novozaposlenih tokom godine New employees during the year	43	50	93
Stopa fluktuacije Fluctuation rate			20%

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave

	7	1	8
Povratak po isteku porodiljskog Return after maternity leave	2	1	3

Izgubljeni dani zbog bolovanja Working days lost due to sickness

	507	622	1.129
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	14	14

Top menadžment (lokalna zajednica) Top management (local community)

	1	2	3
Srednji menadžment (lokalna zajednica) Middle management (local community)	4	5	9

Starosna struktura

Age structure

- Ispod 30 godina
Under 30 years **22%**
- Između 30-50 godina
Between 30-50 years **61%**
- Iznad 50 godina
Over 50 years **16%**



Elixir Prahovo

			Ukupno Total
Broj zaposlenih Number of employees	124	683	807
Rad na određeno Temporary work	27	101	128
Rad na neodređeno Permanent work	97	582	679
Puno radno vreme Full Time	124	683	807
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	4
Konsultanti Consultants	2	7	9
Broj novozaposlenih tokom godine New employees during the year	16	68	84
Stopa fluktuacije Fluctuation rate			8%

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave

	10	-	10
Povratak po isteku porodiljskog Return after maternity leave	3	-	3

Izgubljeni dani zbog bolovanja Working days lost due to sickness

	2.094	8.868	10.962
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	4	381	385

Top menadžment (lokalna zajednica) Top management (local community)

	1	3	4
Srednji menadžment (lokalna zajednica) Middle management (local community)	1	5	6

Starosna struktura

Age structure

- Ispod 30 godina
Under 30 years **21%**
- Između 30-50 godina
Between 30-50 years **52%**
- Iznad 50 godina
Over 50 years **27%**



Elixir Zorka			Ukupno Total
Broj zaposlenih Number of employees	53	365	418
Rad na određeno Temporary work	12	69	81
Rad na neodređeno Permanent work	41	296	337
Puno radno vreme Full Time	52	362	414
Polu radnog vremena Part-time	1	3	4
Omladinska zadruga Youth cooperative	-	5	5
Konsultanti Consultants	1	4	5
Broj novozaposlenih tokom godine New employees during the year	15	72	87
Stopa fluktuacije Fluctuation rate			15%

Elixir Craft			Ukupno Total
Broj zaposlenih Number of employees	23	192	215
Rad na određeno Temporary work	8	46	54
Rad na neodređeno Permanent work	15	146	161
Puno radno vreme Full Time	23	192	215
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	1	2	3
Broj novozaposlenih tokom godine New employees during the year	13	53	66
Stopa fluktuacije Fluctuation rate			22%

Elixir Engineering			Ukupno Total
Broj zaposlenih Number of employees	16	18	34
Rad na određeno Temporary work	-	-	-
Rad na neodređeno Permanent work	16	18	34
Puno radno vreme Full Time	14	18	32
Polu radnog vremena Part-time	2	-	2
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	-	-	-
Broj novozaposlenih tokom godine New employees during the year	10	13	23
Stopa fluktuacije Fluctuation rate			3%

LTH			Ukupno Total
Broj zaposlenih Number of employees	5	29	34
Rad na određeno Temporary work	2	17	19
Rad na neodređeno Permanent work	3	12	15
Puno radno vreme Full Time	5	27	32
Polu radnog vremena Part-time	-	2	2
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	-	-	4
Broj novozaposlenih tokom godine New employees during the year	5	40	45
Stopa fluktuacije Fluctuation rate			76%

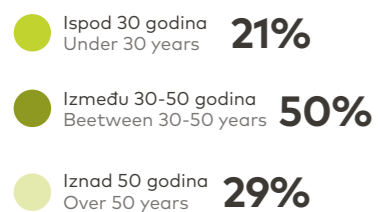
Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	2	-	2
Povratak po isteku porodiljskog Return after maternity leave	2	-	2
Izgubljeni dani zbog bolovanja Working days lost due to sickness	90	2.272	2.362
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	205	205
Top menadžment (lokalna zajednica) Top management (local community)	-	4	4
Srednji menadžment (lokalna zajednica) Middle management (local community)	4	3	7

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	-	-	-
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	71	2.167	2.238
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	142	142
Top menadžment (lokalna zajednica) Top management (local community)	-	-	-
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

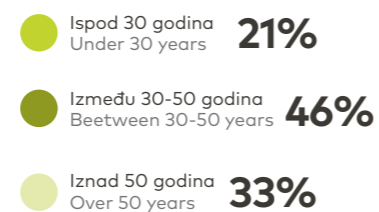
Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	-	-	-
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	20	46	66
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	-	-
Top menadžment (lokalna zajednica) Top management (local community)	-	-	-
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	-	-	-
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	-	138	138
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	22	22
Top menadžment (lokalna zajednica) Top management (local community)	-	-	-
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

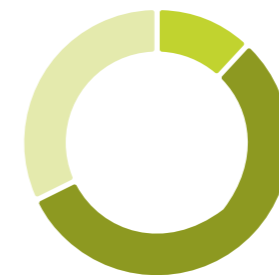
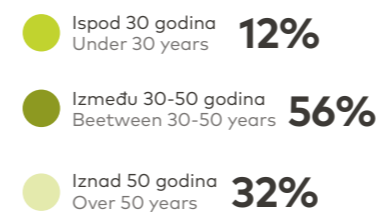
Starosna struktura Age structure



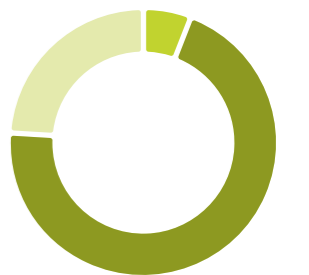
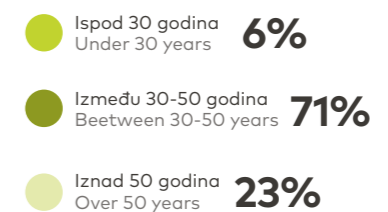
Starosna struktura Age structure



Starosna struktura Age structure



Starosna struktura Age structure



Elixir Feed			Ukupno Total
Broj zaposlenih Number of employees	4	11	15
Rad na određeno Temporary work	-	-	-
Rad na neodređeno Permanent work	4	11	15
Puno radno vreme Full Time	4	11	15
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	-	1	1
Broj novozaposlenih tokom godine New employees during the year	-	-	-
Stopa fluktuacije Fluctuation rate			6%

Elixir Energetika			Ukupno Total
Broj zaposlenih Number of employees	-	12	12
Rad na određeno Temporary work	-	11	11
Rad na neodređeno Permanent work	-	1	1
Puno radno vreme Full Time	-	12	12
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	-	-	-
Broj novozaposlenih tokom godine New employees during the year	-	12	12
Stopa fluktuacije Fluctuation rate			0%

CPCE			Ukupno Total
Broj zaposlenih Number of employees	13	12	25
Rad na određeno Temporary work	1	2	3
Rad na neodređeno Permanent work	12	10	22
Puno radno vreme Full Time	13	12	25
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	1	-	1
Broj novozaposlenih tokom godine New employees during the year	1	4	5
Stopa fluktuacije Fluctuation rate			16%

ST Medicina			Ukupno Total
Broj zaposlenih Number of employees	32	6	38
Rad na određeno Temporary work	4	-	4
Rad na neodređeno Permanent work	28	6	34
Puno radno vreme Full Time	32	6	38
Polu radnog vremena Part-time	-	-	-
Omladinska zadruga Youth cooperative	-	-	-
Konsultanti Consultants	32	24	56
Broj novozaposlenih tokom godine New employees during the year	5	1	6
Stopa fluktuacije Fluctuation rate			16%

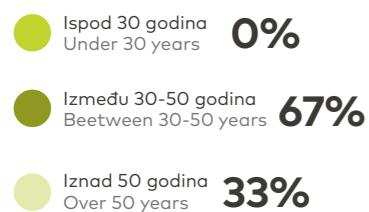
Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	-	-	-
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	12	14	26
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	-	-
Top menadžment (lokalna zajednica) Top management (local community)	-	1	1
Srednji menadžment (lokalna zajednica) Middle management (local community)	2	1	3

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	-	-	-
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	-	4	4
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	-	-
Top menadžment (lokalna zajednica) Top management (local community)	-	-	-
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

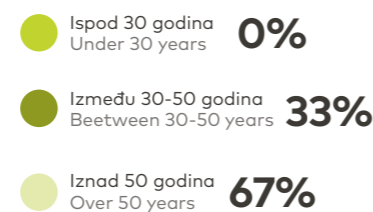
Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	1	-	1
Povratak po isteku porodiljskog Return after maternity leave	-	-	-
Izgubljeni dani zbog bolovanja Working days lost due to sickness	115	35	150
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	-	-
Top menadžment (lokalna zajednica) Top management (local community)	-	2	2
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

Iskorišćeno pravo na porodiljsko Asserted right to maternity leave	1	-	1
Povratak po isteku porodiljskog Return after maternity leave	1	-	1
Izgubljeni dani zbog bolovanja Working days lost due to sickness	215	10	225
Izgubljeni dani zbog povreda na radu Working days lost due to injuries	-	-	-
Top menadžment (lokalna zajednica) Top management (local community)	-	-	-
Srednji menadžment (lokalna zajednica) Middle management (local community)	-	-	-

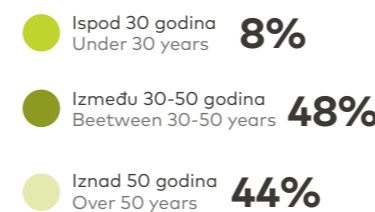
Starosna struktura Age structure



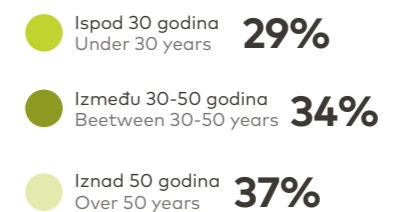
Starosna struktura Age structure



Starosna struktura Age structure



Starosna struktura Age structure



Stručna sprema / Qualifications	Ukupno / Total	Elixir Group	Elixir Prahovo	Elixir Zorka	Elixir Craft	Elixir Engineering	LTH	Elixir Feed	Elixir Energetika	CPCE	ST Medicina
Doktor nauka / Doctor of sciences	9	4	-	-	-	1	-	1	-	-	3
Magistar nauka / Master of Science	20	2	5	-	-	-	-	-	-	-	13
Master / Master	79	42	4	6	9	15	1	-	-	2	-
Visoka stručna sprema / University degree	361	142	111	55	20	13	5	3	2	7	3
Viša škola / Higher School	161	35	68	32	12	1	1	1	3	5	3
Visoko kvalifikovan / Highly qualified	14	2	7	2	3	-	-	-	-	-	-
Srednja stručna sprema / High school education	576	50	295	121	63	4	9	6	4	8	16
Kvalifikovan / Qualified	416	14	159	166	57	-	12	2	3	3	-
Polukvalifikovan / Semi qualified	113	-	105	4	4	-	-	-	-	-	-
Nekvalifikovan / Unqualified	146	6	53	32	47	-	6	2	-	-	-



Employer branding

Employer Branding



Stvaranje snažnog brenda poslodavca jedan je od strateških ciljeva Elixir Group. Verujemo da je naša reputacija kao poslodavca od suštinskog značaja za privlačenje, zadržavanje i angažovanje vrhunskih talenata. Kroz naše aktivnosti i vrednosti koje negujemo, gradimo snažan i prepoznatljiv brend koji inspiriše poverenje i privlači mlade.

Snažno verujemo da su naši zaposleni ključni faktor uspeha u procesu stvaranja snažne reputacije Elixir Group, uz istovremeno prepoznavanje značajnog doprinosa koji tom uspehu pružaju eksterni partneri.



Creating a strong employer brand is one of Elixir Group's strategic goals. We believe that our reputation as an employer is essential to attracting, retaining and engaging top talents. Through our activities and the values we foster, we build a strong and recognizable brand that inspires trust and attracts young people.

We strongly believe that our employees are a key success factor in the process of creating a strong reputation for Elixir Group, while at the same time recognizing the significant contribution that external partners make to that success.

Saradnja sa obrazovnim institucijama i organizacijama mladih: Investicija u buduće lidere

Cooperation with educational institutions and youth organizations: Investment in future leaders

S obzirom na naše ciljeve razvoja mladih talenata i izgradnje kulture inovativnosti, uspostavljamo plodnu saradnju sa svim univerzitetima u Srbiji, kancelarijama za mlade i drugim studentskim i omladinskim organizacijama, gradeći mostove sa mladim ljudima i pružajući im prilike za rast i razvoj.

Naša saradnja sa fakultetima u Srbiji nije samo formalna veza; to je duboko ukorenjeno partnerstvo koje izuzetno cenimo i negujemo. Aktivno podržavamo studente kroz različite oblike sponzorstva njihovih manifestacija, sajмова, kongresa i drugih inicijativa, podstičući sticanje znanja i pružajući im prilike da razvijaju veštine ključne za uspeh u budućim karijerama. Takođe, kroz program Super Start praksi i pripravnički program za studente bez iskustva, pružamo im konkretne mogućnosti za praktično iskustvo i dalji razvoj. Planiramo uvođenje programa stipendiranja kao dodatnog koraka u podršci mladima, prepoznajući njihovu važnost kao nosilaca budućih inovacija i promena.

Saradnja sa obrazovnim institucijama obuhvata i srednje škole, čiji su najsvetliji primeri programi dualnog obrazovanja.

Considering our goals of developing young talents and building a culture of innovation, we establish fruitful cooperation with all universities in Serbia, youth offices and other student and youth organizations, building bridges with young people and providing them with opportunities for growth and development.

Our cooperation with faculties in Serbia is not only a formal relationship; it is a deep-rooted partnership that we greatly value and cherish. We actively support students through various forms of sponsorship of their events, fairs, congresses and other initiatives, encouraging the acquisition of knowledge and providing them with opportunities to develop skills crucial for success in their future careers. Also, through the Super Start internship program and the internship program for students without experience, we provide them with concrete opportunities for practical experience and further development. We plan to introduce a scholarship program as an additional step in supporting young people, recognizing their importance as carriers of future innovations and changes.

Cooperation with educational institutions also includes secondary schools, the brightest examples of which are dual education programs.

Otvorena kultura i odnos sa zaposlenima: stubovi našeg poslovanja

Open culture and relationship with employees: pillars of our business

Brendiranje Elixir Group kao poslodavca za nas ne podrazumeva samo pruženu ruku mladima. Za ovaj proces posebno je odgovoran odnos prema zaposlenima kao našim najvažnijim ambasadorima. Njihovo iskustvo odlučujuće je kada je reč o slici Elixir Group kao poslodavca. Trudimo se da stvorimo okruženje koje podstiče njihov rast, razvoj i zadovoljstvo na poslu. Otvorenost, transparentnost i podrška su stubovi naše kulture.

Kroz naše partnerstvo sa obrazovnim institucijama i otvorenu kulturu prema zaposlenima, Elixir Group ne samo što privlači mlade talente, već i neguje dugoročne odnose koji grade temelje za uspeh u budućnosti.

Branding Elixir Group as an employer for us does not only mean extending a hand to young people. The attitude towards employees as our most important ambassadors is especially responsible for this process. Their experience is decisive when it comes to the image of Elixir Group as an employer. We strive to create an environment that encourages their growth, development and job satisfaction. Openness, transparency and support are the pillars of our culture.

Through our partnerships with educational institutions and an open employee culture, Elixir Group not only attracts young talent, but also fosters long-term relationships that build the foundation for future success.

Razvoj zaposlenih

Employee Development

Ideja doživotnog učenja za nas predstavlja ključni koncept savremenog doba. Trudimo se da je primenjujemo na svakodnevnom nivou kroz inovaciju procesa, primarnih i pratećih, kao i programe obuka koji su dostupni svim našim zaposlenima. Naš cilj je da kreiramo podržavajući ambijent u kom zaposleni mogu da se osećaju sigurno, poštovano i motivisano da uče, rastu i napreduju.

For us, the idea of lifelong learning is a key concept of the modern era. We try to apply it on a daily basis through process innovation, primary and secondary, as well as training programs that are available to all our employees. Our goal is to create a supportive environment where employees can feel safe, respected and motivated to learn, grow and progress.



Tokom 2023. godine, **više od 1.100** naših zaposlenih je imalo priliku da učestvuje u preko **130 različitih obuka**. Edukacije su podrazumevale sticanje neophodnih tehničkih znanja za obavljanje i inovaciju radnih zadataka, kao i personalizovane radionice fokusirane na razvojne potencijala pojedinaca.

Obuke organizujemo u saradnji sa pouzdanim eksternim partnerima koji nam tom prilikom pružaju svoja ekspertiska znanja i omogućavaju da ostanemo konkurentni i pružimo svojim zaposlenima najkvalitetnije obrazovanje na sve teme.

During 2023, **more than 1,100** of our employees had the opportunity to participate in over **130 different trainings**. Trainings included the acquisition of the necessary technical knowledge for the performance and innovation of work tasks, as well as personalized workshops focused on the development potential of individuals.

We organize trainings in cooperation with reliable external partners who provide us with their expert knowledge and enable us to remain competitive and provide our employees with the highest quality education on all topics.

Broj sprovedenik obuka / Number of trainings			Ukupno / Total
Elixir Prahovo	590	105	695
Elixir Zorka	188	22	210
Elixir Group	83	48	131
Elixir Craft	17	6	23
CPCE	9	7	16
Elixir Agrar	11	4	15
Elixir Engineering	2	3	5
ST Medicina	-	4	4
Elixir Energetika	2	-	2
LTH	2	-	2
Elixir Feed	-	1	1
Ukupno 2023 / Total 2023	904	200	1.104
Ukupno 2022 / Total 2022			385

Radni sati po tipu obuke / Working hours by type of training			Ukupno / Total
Eksterna obuka / External training	6.912	2.144	9.056
Interna obuka / Internal training	4.680	1.384	6.064
Ukupno / Total	11.592	3.528	15.120

Prosečan broj sati obuke godišnje po zaposlenom / Average number of training hours per employee per year	2022	2023
Radni sati / Working hours	7.189	15.120
Prosečan broj sati obuke godišnje po zaposlenom / Average number of training hours per employee per year	3.9	8.0

Vrsta obuke / Type of training			Ukupno / Total
Obuke iz oblasti bezbednosti i zdravlja na radu / Training in the field of occupational health and safety	442	77	519
Soft skills obuke / Soft skills training	221	116	337
Obuke iz prve pomoći / First aid training	163	30	193
ADR i RID obuke / ADR and RID training	167	18	185
Obuke u oblasti proizvodnje mineralnih đubriva / Training in the field of mineral fertilizers production	85	5	90
Obuke iz oblasti zaštite od požara / Training in the field of fire protection	67	20	87
Obuke iz oblasti informacionih tehnologija / Training in the field of information technology	36	22	58
Upravljanje otpadom / Waste management	38	13	51
Obuke za rad u laboratoriji / Training for work in the laboratory	1	31	32
Konferencije i kongresi / Conferences and congresses	25	6	31
Obuke iz oblasti procesne opreme / Training in the field of process equipment	25	1	26
Obuke iz oblasti direktiva i regulacija / Training in the field of directives and regulations	16	7	23
Sistem menadžmenta upravljanja kvalitetom (ISO) / Quality Management System (ISO)	10	9	19
ESG obuke / ESG training	7	10	17
Obuke iz oblasti upravljanja opasnim otpadom / Training in the field of hazardous waste management	11	2	13
Obuke u oblasti poljoprivrede / Training in the field of agriculture	9		9
Obuke u oblasti kontrole kvaliteta / Training in the field of quality control	4	4	8
Obuke u oblasti proizvodnje fosforne kiseline / Training in the field of phosphoric acid production	1	3	4
Ostale obuke / Other trainings	121	67	188
Ukupno / Total	1.449	441	1.890

Edukacija zaposlenih u organizaciji SDA Bocconi i ESEM biznis škole u Milanu

Employee education organized by SDA Bocconi and ESEM business school in Milan

Prepoznajući važnost unapređenja znanja i profesionalnih vještina zaposlenih na menadžerskim pozicijama, **Branimir Cvejić**, menadžer finansija Grupe, **Strahinja Lazarević**, menadžer strateškog planiranja i **Anja Gnjiđić**, menadžer za razvoj i upravljanje projektima, pohađali su modul na temu korporativne strategije u organizaciji SDA Bocconi i ESEM biznis škole u Milanu. Ova edukacija pružila je jedinstveno iskustvo učenja u kampusu Bocconi, čiji je fokus na unapređenju strateškog planiranja velikih kompanija.

Učesnici su imali priliku da steknu nova znanja iz sveta biznisa, a kroz interakciju sa profesionalcima iz najvećih regionalnih i svetskih kompanija, edukacija je omogućila intenzivno umrežavanje i razmenu iskustava.

Cilj edukacije bio je da učesnici steknu praktičan uvid u strateško donošenje odluka i podstaknu stratešku promenu unutar svojih organizacija. Kroz primenu alata za strateško planiranje, učesnici su sticali znanja o brzem i efikasnijem stvaranju sinergije između različitih organizacionih jedinica i formulisanju fleksibilnih strategija koje se prilagođavaju novim tržišnim prilikama.

Recognizing the importance of improving the knowledge and professional skills of employees in managerial positions, **Branimir Cvejić**, Group Finance Manager, **Strahinja Lazarević**, Strategic Planning Manager and **Anja Gnjiđić**, Manager for Development and Project Management, attended a module on corporate strategy organized by SDA Bocconi and ESEM business school in Milan. This education provided a unique learning experience at the Bocconi campus, whose focus is on improving the strategic planning of large companies.

Participants had the opportunity to acquire new knowledge from the world of business, and through interaction with professionals from the largest regional and global companies, the education enabled intensive networking and exchange of experiences.

The goal of the education was for the participants to gain practical insight into strategic decision-making and encourage strategic change within their organizations. Through the application of strategic planning tools, the participants gained knowledge about faster and more efficient creation of synergy between different organizational units and the formulation of flexible strategies that adapt to new market opportunities.

Super Start

Super Start

Program plaćene prakse, Super Start, nastao je kao rezultat svesti o tome da mladi izuzetno doprinose rapidnom razvoju kompanije godinama unazad. Njihovo obrazovanje i inovativan pogled na status quo, u kombinaciji sa iskustvom naših eksperata, dovode do sjajnih rezultata celog Poslovnog sistema.

Super Start predstavlja program kontinuirane edukacije mladih u Elixir Group. Namenjen je studentima završnih godina, diplomcima i studentima master i doktorskih studija, bez radnog iskustva. Super Start omogućava najboljim kandidatima da započnu karijeru u dinamičnom i timski orijentisanom okruženju, u kom će moći da ostvare svoj pun potencijal, lični i profesionalni. U zavisnosti od rezultata evaluacije mentora, menadžmenta i rezultata rada koje polaznici pokažu tokom trajanja prakse, sprovodi se re-evaluacija svih polaznika i najboljima se nudi stalno zaposlenje u kompaniji uz dvogodišnji plan karijernog razvoja.

U generaciji polaznika iz 2022. godine, troje njih je, nakon programa, dobilo zaposlenje u sektorima tj. odeljenjima finansija i osiguranja, BI analitike i vodnog transporta. Tokom 2023. godine, projekat je započelo dvoje mladih, koji vredno rade na razvojnim projektima i primenjuju stečena fakultetska znanja.

Jer – Naša misija je da uspeš!

The paid internship program, Super Start, was created as a result of the awareness that young people contribute significantly to the company's rapid development over the years. Their education and innovative view of the status quo, combined with the experience of our experts, lead to great results for the entire Business System.

Super Start is a program of continuous education of young people in Elixir Group. It is intended for final year students, graduates and students of master's and doctoral studies, without work experience. Super Start enables the best candidates to start their career in a dynamic and team-oriented environment, in which they will be able to realize their full potential, both personal and professional. Depending on the evaluation results of the mentors, management and the work results that the trainees show during the internship, a re-evaluation of all trainees is carried out and the best ones are offered permanent employment in the company with a two-year career development plan.

In the generation of participants from 2022, three of them, after the program, got employment in the sectors, i.e. departments of finance and insurance, BI analytics and water transport. During 2023, the project was started by two young people, who work hard on development projects and apply the acquired university knowledge.

Because - Our mission is for you to succeed!

SUPER START

Lansiraj svoju karijeru



Moja prva plata

My first salary

Poslovni sistem Elixir Group učestvuje u programu Moja prva plata, koji sprovodi Nacionalna služba za zapošljavanje, od njegovog samog početka, 2020. godine. Cilj programa je da mladima omogući priliku za zapošljavanje, kao i da privredi pruži podršku u borbi sa nedostatkom kadrova. Kroz dosadašnja četiri ciklusa, na sve četiri lokacije, u članicama Elixir Group, Elixir Zorka, Elixir Prahovo, Elixir Craft i ST Medicina, prošlo je 47 polaznika, od kojih devetoro njih trenutno učestvuje u programu. Ponosno ističemo da je čak 26 polaznika Moje prve plate i danas deo Poslovnog sistema. Polaznici su skroz devet meseci, koliko program traje, bili u mogućnosti da savladaju organizacione procese i pronađu svoje potencijalno mesto u okviru Poslovnog sistema.

Elixir Group Business System has been participating in the My First Salary program, implemented by the National Employment Service, since its start in 2020. The goal of the program is to provide young people with the opportunity for employment, as well as to provide support to the economy in the fight against the lack of personnel. Through the previous four cycles, at all four locations, in Elixir Group, Elixir Zorka, Elixir Prahovo, Elixir Craft and ST Medicina, 47 participants have taken part, nine of whom are currently participating in the program. We proudly point out that as many as 26 participants in My First Salary program are still part of the Business System today. Throughout nine months that the program lasts, the participants were able to master the organizational processes and find their potential place within the Business System.



Posebna priznanja za zaposlene

Special Recognition for Employees

Šampioni Elixir vrednosti i Primeri dobre prakse

Elixir Value Champions and Examples of good practice



Tradicionalno, Elixir Group nagrađuje svoje zaposlene za doprinos, uloženi trud i uspešnost u ostvarivanju rezultata.

Priznanje **Šampiona Elixir vrednosti** dodeljuje se od 2022. godine povodom Dana Elixira, zaposlenima koji svojim ličnim primerom čine da naše vrednosti i korporativna kultura žive. Ovo priznanje dodeljuje se po jednom predstavniku na nivou svake članice za svaku od pet Elixir vrednosti – **profesionalnost, integritet, poverenje, jedinstvo i posvećenost**. U 2023. godini dodeljeno je 40 priznanja, a nagrađeni su stimulisani novčanom nagradom od 33.000 dinara.

Priznanje Primeri dobre prakse sinonim je za inicijative, ideje, aktivnosti i akcije koje uvode novine i podstiču proces uspešnog uključivanja zaposlenih u dalji razvoj kompanije. Zahvalnice primerima dobre prakse, za posvećenost i doprinos rezultatima u 2023. godini uručene su zaposlenima na kraju godine. Nagradu u iznosu od 30.000 dinara dobilo je 33 zaposlenih, što je ujedno i broj godina postojanja kompanije.

Traditionally, Elixir Group rewards its employees for their contribution, effort and success in achieving results.

The recognition **Elixir Value Champions** has been awarded since 2022 on the occasion of Elixir Day, to employees who, by their personal example, make our values and corporate culture live. This recognition is given to one representative at each member level for each of five Elixir values – **Professionalism, Integrity, Trust, Unity and Commitment**. In 2023, 40 recognitions were awarded, and the awardees were stimulated with a cash prize of 33,000 dinars.

The recognition **Examples of good practice** is a synonym for initiatives, ideas, activities and actions that introduce innovations and encourage the process of successful inclusion of employees in the further development of the company. Certificates of appreciation for examples of good practice, for commitment and contribution to results in 2023 were handed to employees at the end of the year. The prize in the amount of 30,000 dinars was awarded to 33 employees, which is also the number of years of the company's existence.

Jednaki uslovi rada za sve Equal Working Conditions for All

Pravilnici o radu i Kolektivni ugovor utvrđuju jednake uslove zaposlenima u svim kompanijama poslovnog sistema. Za sve zaposlene su utvrđena šira prava i povoljniji uslovi rada od onih predviđenih Zakonom o radu. Kolektivnim ugovorom je pokriveno 22% zaposlenih u okviru Poslovnog sistema.

U okviru Elixir Group osnovani su sindikati zaposlenih koji zastupaju njihove potrebe i interese. Sindikati su organizovani u članicama Elixir Zorki i Elixir Prahovu, dok u ostalim kompanijama članicama nije bilo inicijativa za njihovo osnivanje.

Elixir Group neguje praksu kolektivnog pregovaranja i u potpunosti uvažava prava zaposlenih i sindikalnih organizacija kao njihovih predstavnika.

The labor regulations and the Collective Agreement establish equal conditions for employees in all companies of the Business System. Broader rights and more favorable working conditions than those stipulated by the Labor Law have been established for all employees. Collective Agreement covers 22% of employees within the Business System.

Within Elixir Group, employee unions were established to represent their needs and interests. Trade unions were organized in Elixir Zorka and Elixir Prahovo member companies, while there were no initiatives for their establishment in other member companies.

Elixir Group fosters the practice of collective bargaining and fully respects the rights of employees and trade unions as their representatives.

Benefiti zaposlenih Employee Benefits

Svojim zaposlenima pokazujemo da ih vrednujemo na različite načine – održavamo zarade konkurentnim, unapređujemo procese koji ih se tiču, te kontinuirano radimo na poboljšanju uslova rada. Značajan aspekt kompenzacionog paketa svakog zaposlenog u Elixir Group je paket benefita.

Benefiti koje pružamo pažljivo su odabrani kako bi unapredili zadovoljstvo, komfor i angažovanost naših zaposlenih. Osim toga, ovakvi benefiti igraju ključnu ulogu u obezbeđenju konkurentnosti Elixir Group kao poslodavca.

Širok spektar benefita koji nudimo, podrazumeva i:

- Dobrovoljno zdravstveno osiguranje (PZO)
- Dobrovoljni penzijski fond (DPF)
- Solidarnu pomoć u najlepšim, ali i u najtežim životnim trenucima (1.000 evra za svako novorođeno dete i sklopljen brak, kao i u situacijama smrtnog slučaja člana uže porodice);
- Dodatan slobodan dan na svakih 5 godina radnog staža
- Kompanijsku pozajmicu
- Dodatne sistematske preglede
- Jubilarne nagrade
- Dečije novogodišnje paketiće
- Razne pogodnosti i popuste u kupovini

Najnoviji od pomenutih benefita je dobrovoljni penzijski fond. U njega članovi fonda uplaćuju penzijske doprinose radi štednje, a njegov cilj je da upotpuni državni sistem penzijskog osiguranja i omogući budućim penzionerima dodatne prihode. Kompanija svakog meseca uplaćuje u dobrovoljni penzijski fond isti iznos koji i zaposleni uplati, a maksimalno do 2.000 RSD.

We show our employees that we value them in different ways - we keep wages competitive, improve processes that concern them, and continuously work to improve working conditions. An important aspect of the compensation package of every Elixir Group employee is the benefits package.

The benefits we provide are carefully selected to improve the satisfaction, comfort and engagement of our employees. In addition, such benefits play a key role in ensuring Elixir Group's competitiveness as an employer.

The wide range of benefits we offer includes:

- Voluntary health insurance (VHI)
- Voluntary Pension Fund (VPF)
- Solidarity assistance in the most beautiful, but also in the most difficult moments of life (1,000 euros for each newborn child and marriage, as well as in situations of death of a close family member);
- An additional day off for every 5 years of service
- Company loan
- Additional systematic medical checkups
- Jubilee awards
- Children's New Year's packages
- Various benefits and discounts in purchases

The most recent of the mentioned benefits is the voluntary pension fund. The members of the fund pay pension contributions into it for the purpose of saving, and its goal is to complete the state pension insurance system and provide future pensioners with additional income. Every month, the company pays into the voluntary pension fund the same amount that the employee pays, up to a maximum of RSD 2,000.

Opštim aktima (pravilnicima o radu i kolektivnim ugovorom) utvrđena su veća prava i povoljniji uslovi rada od prava i uslova utvrđenih zakonom i do tada važećim opštim aktima društava, kao i druga prava koja nisu predviđena Zakonom o radu i drugim povezanim propisima.

Osim navedenih benefita, ističemo i važnost kontinuiranog ličnog i profesionalnog razvoja naših zaposlenih. Kroz programe obuka, sertifikacija i mogućnosti za učenje, težimo da svakom pojedincu pružimo šanse za rast i napredak u karijeri.

Naša posvećenost zaposlenima nije samo deo naše politike, već je duboko ukorenjena u našoj kulturi. Verujemo da su srećni i motivisani zaposleni ključni za postizanje dugoročnog uspeha kompanije.

General acts (Labor Regulations and Collective Agreement) established greater rights and more favorable working conditions than the rights and conditions established by the law and the general acts of companies, as well as other rights that are not provided for by the Labor Law and other related regulations.

Apart from the mentioned benefits, we emphasize the importance of continuous personal and professional development of our employees. Through training programs, certifications and learning opportunities, we strive to provide every individual with opportunities for growth and career advancement.

Our commitment to our employees is not only part of our policy, but deeply rooted in our culture. We believe that happy and motivated employees are key to the long-term success of the company.

Naziv benefita / The name of the benefit	2022	2023
Dodatni sistematski pregledi / Additional systematic medical checkups	212	289
DPF / VPF	246	234
DZO / VHI	930	1.143
Elixir bebe / Elixir babies	56	80
Sklopljeni brakovi / Concluded marriages	51	99
Jubilarnе nagrade / Jubilee awards	249	234
Dečiji novogodišnji paketići / Children's New Year's packages	756	742
Kompanijska pozajmica / Company loan	360	506
Pomoć u slučaju smrtnih ishoda / Assistance in cases of death situations	-	104
Pogodnosti za kupovinu / Shopping conveniences	-	582

Slobodan dan roditeljima đaka prvaka za prvi dan škole

A day off for the parents of first-year students for the first day of school

Izuzetan značaj u kompenzacionom paketu svakog zaposlenog, nose benefiti fokusirani na porodicu. Prvi dan škole još je jedan događaj u porodičnom životu koji Elixir Group prepoznaje kao značajan. S tim u vezi, 2023. godine roditelji đaka prvaka dobili su slobodan dan 1. septembra kako bi tog dana podelili radost polaska u školu sa svojom decom.

Osim slobodnog dana, svi prvaci su dobili poklon vaučer za kupovinu školskog pribora u iznosu do 5.750 dinara.

Sa ciljem povećanja motivacije pred novu školsku godinu, za decu predškolskog i školskog uzrasta zaposlenih organizovane su sportske aktivnosti u Šapcu i Prahovu.

Family-focused benefits are extremely important in the compensation package of every employee. The first day of school is another event in family life that Elixir Group recognizes as significant. In this regard, in 2023, the parents of the first-graders were given a day off on September 1 to share the joy of going to school with their children on that day.

In addition to the free day, all first-graders received a gift voucher for the purchase of school supplies in the amount of up to 5,750 dinars.

With the aim of increasing motivation before the new school year, sports activities were organized in Šabac and Prahovo for preschool and school-age children of employees.

Bezbednost i zdravlje na radu

Occupational Health and Safety

Imperativ Elixir Group je da svakom zaposlenom obezbedi bezbedno i zdravo radno mesto. Obezbeđivanjem zdravog radnog okruženja postižu se odlični rezultati na polju bezbednosti proizvoda i usluga, zadovoljstva i produktivnosti zaposlenih. Uz apsolutnu podršku menadžmenta, kao i stalnim savetovanjem, usmeravanjem i praćenjem od strane rukovodioca za BZR (bezbednost i zdravlje na radu) i ZOP (zaštita od požara) na nivou kompanije, stručna lica na lokacijama postižu značajna unapređenja u prevenciji incidenata i povreda na radu ili oboljenja u vezi sa radom.

Kroz svakodnevne obilaske i razgovore sa neposrednim rukovodiocima i zaposlenima, omogućava se neophodan protok informacija i postižu značajni rezultati.

S obzirom na značaj i važnost bezbednosti radnog mesta i zdravlja zaposlenih, kompanija od početka razvija jasne mehanizme i sisteme za prevenciju potencijalnih negativnih uticaja.

Elixir Group's imperative is to provide every employee with a safe and healthy workplace. By providing a healthy working environment, excellent results are achieved in the field of product and service safety, employee satisfaction and productivity. With the absolute support of the management, as well as constant advice, guidance and follow-up by the OHS (Occupational Health and Safety) and FP (fire protection) managers at the company level, the professionals at the locations achieve significant improvements in the prevention of incidents and work-related injuries or work-related illnesses.

Through daily visits and conversations with direct managers and employees, the necessary flow of information is enabled and significant results are achieved.

Given the significance and importance of workplace safety and employee health, the company has been developing clear mechanisms and systems to prevent potential negative impacts from the beginning.



Nacionalni okvir National framework

Ustav Republike Srbije
Constitution of the Republic of Serbia

Zakon o bezbednosti i zdravlju na radu
Law on Occupational Health and Safety

Pravilnici
Rule books

Eksterni okvir External framework

ISO 45001
ISO 9001
ISO 14001

Interni okvir Internal framework

Kolektivni ugovor
Collective agreement

Sindikato
The union

EHS Odbor
EHS Committee

Obuke
Training

Uputstva za bezbedan rad
Training instructions for safe work

Radne procedure
Work procedures

U skladu sa zakonodavstvom Republike Srbije, lica za bezbednost i zdravlje na radu se imenuju odlukom poslodavca, a broj imenovanih lica za bezbednost i zdravlje na radu u EHS organizacionim celinama je sledeći:

- EHS sektor Elixir Prahovo – 2 lica
- EHS sektor Elixir Zorka – 3 lica
- EHS služba Elixir Craft – 2 lica

Sve EHS aktivnosti se koordiniraju na nivou poslovnog sistema EG kako bi se održao i unapredio ujednačen i standardizovan pristup planiranja, realizacije, kontrole i unapređenja stanja u oblasti EHS-a. U članicama gde su angažovana eksterna lica za bezbednost i zdravlje na radu, aktivnosti se, takođe, koordiniraju sa nivoa Poslovnog sistema Elixir Group.

Poslovi bezbednosti i zdravlja na radu su u nadležnosti EHS sektora, kojima rukovodi direktor ili EHS službi kojima rukovodi menadžer.

U okviru EHS sektora Elixir Prahovo i Elixir Zorka, sistematizovana su radna mesta posvećena preventivi u protivpožarnoj zaštiti, a takođe su organizovane i vatrogasne jedinice koje imaju ulogu u preventivnom delovanju, a opremljene su i obučene za reagovanje u slučaju potrebe.

Aktom o proceni rizika bezbednosti i zdravlja na radu je izvršena procena rizika za svako sistematizovano radno mesto, kojim su obuhvaćeni opisi tehnološkog procesa i procesa rada, opis sredstava za rad, sredstava i opreme za ličnu zaštitu zaposlenih na radnom mestu, kao i redovne obuke i lekarski pregledi zaposlenih.

U kompaniji, zaposleni prolaze obuku za bezbedan i zdrav rad, ponašanje na radnom mestu i u radnoj okolini u skladu sa Aktom o proceni rizika i Programom osposobljavanja zaposlenih za bezbedan i zdrav rad, koje se sprovodi teorijski i praktično. Pored osnovnih obuka za bezbedan i zdrav rad, u zavisnosti od zahteva radnog mesta, zaposleni prolaze i dodatne obuke u skladu sa drugim propisima.

Takođe, svi zaposleni prolaze i osnovnu obuku iz oblasti zaštite od požara u skladu sa Programom obuke zaposlenih iz oblasti zaštite od požara, takođe teorijski i praktično. Obuke se sprovode odmah po zasnivanju radnog odnosa a najkasnije u roku od 30 dana od dana stupanja na rad, a redovne provere znanja i ponovne obuke zaposlenih se vrše najmanje jednom u tri godine, a po potrebi i češće.

In accordance with the legislation of the Republic of Serbia, persons for Occupational Health and Safety are appointed by the employer's decision, and the number of persons appointed for Occupational Health and Safety in EHS organizational units is as follows:

- EHS sector Elixir Prahovo – 2 persons
- EHS sector Elixir Zorka – 3 persons
- EHS service Elixir Craft – 2 persons

All EHS activities are coordinated at the level of the EG Business System in order to maintain and improve a uniform and standardized approach to planning, implementation, control and improvement of the situation in the field of EHS. In the member companies where external persons are engaged for occupational health and safety, the activities are also coordinated from the level of the EG Business System.

Occupational health and safety matters are the responsibility of the EHS sector, which is managed by the director, or the EHS services, which are managed by the manager.

Within Elixir Prahovo and Elixir Zorka EHS sectors, workplaces dedicated to prevention in fire protection have been systematized, and firefighting units have also been organized that have a role in preventive action, and are equipped and trained to respond in case of need.

By the Act on Occupational Health and Safety risk assessment a risk assessment was carried out for each systematized workplace, which included descriptions of the technological process and the work process, a description of the means of work, means and equipment for the personal protection of employees at the workplace, as well as regular training and medical examinations of employees.

In the company, employees undergo training for occupational health and safety, behavior at the workplace and in the working environment in accordance with the Risk Assessment Act and the Employee Training Program for occupational health and safety, which is carried out theoretically and practically. In addition to basic training for occupational health and safety, depending on the requirements of the workplace, employees undergo additional training in accordance with other regulations.

Also, all employees undergo basic training in the field of fire protection in accordance with the Training Program for employees in the field of fire protection, both theoretically and practically. Training is carried out immediately after the establishment of the employment relationship and no later than within 30 days from the day of starting work, and regular knowledge checks and retraining of employees are carried out at least once every three years, and more often if necessary.



Elixir Group pored brige o svojim zaposlenima brine i o zaposlenima poslovnih partnera koji svoje radne aktivnosti sprovode na lokacijama industrijskih kompleksa u Prahovu i Šapcu. Naša kompanija upravlja izvođačima radova kroz organizovan sistem odabira, ugovaranja i kontrole nad izvođenjem ugovorenih aktivnosti. Tokom perioda godišnjih remonta na postrojenjima kada je povećan broj izvođača na lokacijama industrijskih kompleksa, vrši se i pojačan nadzor primene mera bezbednosti i zdravlja na radu, kao i bezbednosti lica i imovine.

Učešće zaposlenih u sistemu bezbednosti i zdravlja na radu u Elixir Group se ostvaruje na više načina načina:

- preko linijskog rukovodioca
- preko lica za bezbednost i zdravlje na radu
- preko svojih predstavnika u Odboru za bezbednost i zdravlje na radu (EHS Odbor).

EHS odborom Grupe predsedava Specijalni savetnik za održivi razvoj, koji izveštava direktno Generalnom Direktor u Elixir Group. EHS odbor održava redovne mesečne sastanke sa jasnim strateškim i operativnim planom i unapred definisanim dnevnim redom. EHS odbor održava i vanredne sastanke u skladu sa potrebama. Funkcionisanje EHS Odbora Grupe se bazira na sledećim temeljnim principima:

- Snažno i aktivno EHS liderstvo
- Stalna i aktivna posvećenost
- Uspostavljanje efektivnih sistema upravljanja i dvosmerne komunikacije, „top-down“ i „bottom-up“
- Integracija efektivnog EHS upravljanja sa poslovnim odlukama



In addition to taking care of its employees, Elixir Group also takes care of the employees of business partners who carry out their work activities at the locations of industrial complexes in Prahovo and Šabac. Our company manages contractors through an organized system of selection, contracting and control over the performance of contracted activities. During the period of annual plant overhauls, when the number of contractors at the locations of industrial complexes is increased, there is also increased supervision of the application of occupational health and safety measures, as well as the safety of persons and property.

Employee participation in the occupational health and safety system at Elixir Group is realized in several ways:

- through the line manager
- through the person for occupational health and safety
- through its representatives in the Occupational Health and Safety Committee

The Group's EHS Committee is chaired by the Special Advisor for Sustainable Development, who reports directly to the CEO of Elixir Group. The EHS Committee holds regular monthly meetings with a clear strategic and operational plan and a pre-defined agenda. The EHS Committee also holds extraordinary meetings as needed. The functioning of the Group's EHS Committee is based on the following fundamental principles:

- Strong and active EHS leadership
- Constant and active commitment
- Establishing effective management systems and two-way communication, “top-down” and “bottom-up”
- Integration of effective EHS management with business decisions



Povrede na radu

Injuries at work

Naziv kompanija članica / Company member	Broj lakih povreda / Number of minor injuries	Broj teških povreda / Number of serious injuries	Ukupan broj povreda / Total number of injuries	Broj izgubljenih radnih dana / Number of lost working days
Elixir Prahovo	8	3	11	385
Elixir Zorka	9	-	9	205
Elixir Craft	6	2	8	142
Elixir Grupa	1	-	1	14
Elixir Feed	-	-	-	-
Elixir Engineering	-	-	-	-
CPCE	-	-	-	-
ST Medicina	-	-	-	-
LTH	1	-	1	22
Elixir Energetika	-	-	-	-
Ukupno / Total	25	5	30	768

	Broj lakih povreda / Number of minor injuries		Broj teških povreda / Number of serious injuries		Ukupan broj povreda / Total number of injuries		Broj izgubljenih radnih dana / Number of lost working days		Broj smrtnih slučajeva kao posledica povreda na radu / Broj smrtnih slučajeva kao posledica povreda na radu	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Ukupno / Total	24	25	6	5	30	30	690	831	-	-

Najčešće povrede nastaju zbog neadekvatnog korišćenja lične zaštitne opreme (LZO) usled pada ili okliznuća, kao i zbog nepoštovanja procedura. Da bi se sprečilo povređivanje, Elixir Group kontinuirano sprovodi obuke sa posebnim fokusom na pravilno korišćenje LZO i bezbedno kretanje, uz kontrolu sprovođenja zadatih mera za bezbednost i zdravlje na radu.

Injuries most often occur due to inadequate usage of personal protective equipment (PPE) due to falls or slips, as well as due to non-compliance with procedures. In order to prevent injuries, Elixir Group continuously conducts training with a special focus on the correct usage of PPE and safe movement, while controlling the implementation of the prescribed measures for occupational health and safety.

Broj radnih sati u 2023. / Number of working hours in 2023	2.080
Racio povreda na radu sa smrtnim ishodom / The ratio of fatal injuries at work	-
Racio teških povreda na radu / Ratio of serious injuries at work	2.404
Racio ukupno zabeleženih povreda na radu / Ratio of total recorded injuries at work	12.019

05

Životna
sredina

Environment

Ka održivoj budućnosti: Elixir Group i naš doprinos globalnoj borbi protiv klimatskih promena

Towards a sustainable future: Elixir Group and our contribution to the global fight against climate change



U skladu sa globalnim izazovima koje predstavljaju klimatske promene, poput ekstremnih vremenskih uslova, zagađenja i gubitka biodiverziteta, Elixir Group prepoznaje važnost i hitnost prelaska na održive prakse proizvodnje i poslovanja. Podržavamo inicijative kao što je Evropski zeleni dogovor i težimo transformaciji ka resursno-efikasnijoj i konkurentnoj ekonomiji s nultom neto emisijom gasova sa efektom staklene bašte do 2050. godine. Naši naponi usklađeni su sa Nacionalno utvrđenim doprinosima Republike Srbije prema Okvirnoj konvenciji Ujedinjenih Nacija o promeni klime i Pariskom sporazumu, sa ciljem smanjenja emisija gasova sa efektom staklene bašte za 33% do 2030. godine u poređenju sa 1990. godinom.

Kako bismo procenili uticaj svoje delatnosti na životnu sredinu i smanjili ga, uštedeli resurse, informisali javnost o proceni uticaja i povećali učešće zaposlenih, primenjujemo međunarodne standarde poput ISO 14001, dok smo u postupku pristupanja dobrovoljnoj šemi ekomenadžmenta i provere EMAS (Eco-Management and Audit Scheme).

In line with the global challenges posed by climate change, such as extreme weather conditions, pollution and loss of biodiversity, Elixir Group recognizes the importance and urgency of transitioning to sustainable production and business. We support initiatives such as the European Green Deal and strive to transform towards a resource-efficient and competitive economy with zero net greenhouse gas emissions by 2050. Our efforts are aligned with the Nationally Determined Contributions of the Republic of Serbia under the United Nations Framework Convention on Climate Change and the Paris Agreement, with the goal of reducing greenhouse gas emissions by 33% by 2030 compared to 1990.

In order to assess the impact of our activities on the environment and reduce it, save resources, inform the public about the impact assessment and increase the participation of employees, we apply international standards such as ISO 14001, while we are in the process of joining the voluntary scheme of eco-management and verification EMAS (Eco-Management and Audit Scheme).

Regulativa koju pratimo u oblasti zaštite životne sredine

Regulations in the area of environmental protection

Regulatorna usaglašenost / Regulatory compliance	Oblast primene / Field of application
Okvirna konvencija UN o promeni klime / UN Framework Convention on Climate Change	Praćenje emisije i gasova sa efektom staklene bašte / Monitoring of emissions and greenhouse gases
Kjoto protokol / Kyoto Protocol	Praćenje emisije i gasova sa efektom staklene bašte / Monitoring of emissions and greenhouse gases
Pariski sporazum / The Paris Agreement	Praćenje emisije i gasova sa efektom staklene bašte / Monitoring of emissions and greenhouse gases
Zakon o klimatskim promenama / Law on Climate Change	Praćenje emisije i gasova sa efektom staklene bašte / Monitoring of emissions and greenhouse gases
Zakon o zaštiti životne sredine / Law on Environmental Protection	Upravljanje otpadom, emisije u vazduh i vode, emisija buke, uticaji na životnu sredinu / Waste management, air and water emissions, noise emissions, environmental impacts
Zakon o integrisanom sprečavanju i kontroli zagađivanja životne sredine / Law on Integrated Prevention and Control of Environmental Pollution	Primena najbolje dostupnih tehnika u upravljanju otpadom, emisiji u vazduh i vode, emitovanja buke / Application of the best available techniques in waste management, air and water emissions, noise emissions
Zakon o proceni uticaja na životnu sredinu / Law on Environmental Impact Assessment	Uticaji na životnu sredinu / Impacts on the environment
Zakon o strateškoj proceni uticaja na životnu sredinu / Law on Strategic Environmental Impact Assessment	Uticaji na životnu sredinu / Impacts on the environment
Zakon o zaštiti vazduha / Air Protection Act	Emisije u vazduh / Air emissions
Zakon o vodama / Law on Waters	Emisije u vode / Emissions to water
Zakon o zaštiti zemljišta / Law on Land Protection	Emisije u zemljište / Emissions to land
Zakon o upravljanju otpadom / Law on Waste Management	Upravljanje otpadom / Waste management
Zakon o ambalaži i ambalažnom otpadu / Law on Packaging and Packaging Waste	Upravljanje ambalažnim otpadom / Packaging waste management
Zakon o zaštiti od buke u životnoj sredini / Law on Protection Against Noise in the Environment	Emitovanje buke / Noise emission
Zakon o energetskej efikasnosti i racionalnoj upotrebi energije / Law on Energy Efficiency and Rational Use of Energy	Upravljanje energentima / Management of energy resources
Zakon o naknadama za korišćenje javnih dobara / Law on Fees for the Use of Public Goods	Utvrđivanje visine naknade u oblasti ZŽS / Determining the amount of compensation in the area of environmental protection

Očuvanje biodiverziteta

Preservation of biodiversity

Svest o očuvanju prirodnog okruženja i biodiverziteta duboko je ukorenjena u operativnim i proizvodnim procesima Elixir Group, imajući u vidu da se naše ključne proizvodne lokacije u Šapcu i Prahovu nalaze u industrijskim zonama, razvijenim sredinom prošlog veka.

Zaštitu i očuvanje biodiverziteta efikasno regulišemo kroz procese planiranja i regulacije za čije namene su razvijeni detaljni regulacioni planovi i planovi ozelenjavanja za naše ključne lokacije.

Izveštaj o detaljnom prostornom i regulacionom planu Elixir Zorka, Radna zona Istok u Šapcu, i Izveštaj o detaljnom prostornom i regulacionom planu za kompleks hemijske industrije u Prahovu, sadrže detaljne smernice za razvoj tih područja, uključujući zoniranje, iskorišćavanje prostora, infrastrukturne projekte, zaštitu životne sredine, kao i očuvanje biodiverziteta i prirodnih resursa. Ovi planovi su ključni za osiguranje održivog razvoja i harmoničnog suživota naših industrijskih aktivnosti s okolnim prirodnim i društvenim okruženjem. Cilj je ne samo identifikovati potencijalne uticaje, već i usloviti odgovarajuće mere zaštite kako bi se osigurala harmonija sa prirodnim okruženjem.

Dodatno, obe lokacije se nalaze u blizini vitalnih vodenih tokova, što dodatno ističe našu obavezu da u svim aspektima poslovanja primenjujemo prakse koje su u skladu sa očuvanjem biodiverziteta i zaštitom prirodnih resursa. Elixir Zorka je pozicionirana uz desnu obalu reke Save, u Šapcu, dok se Elixir Prahovo nalazi uz desnu obalu reke Dunav, u Prahovu.

Na teritoriji grada Šapca, u širem okruženju našeg industrijskog kompleksa nalaze se zaštićena prirodna dobra, uključujući šumski kompleks “Lipove vode” i spomenik prirode “Lipa u Šapcu”. Takođe, pažnja je posvećena i očuvanju biodiverziteta kroz registraciju i zaštitu mešovite kolonije čaplji unutar urbane zone grada. U saradnji sa Zavodom za zaštitu prirode Srbije, angažovani smo na propisivanju i primeni mera zaštite prirode, garantujući da naše operacije ne ugrožavaju ove značajne prirodne resurse.

U Prahovu, blizina Dunava omogućava nam da budemo svedoci raznovrsnog ribljeg fonda. Ovo bogatstvo ribljih vrsta i razvijen rekreativni ribolov na ovom delu Dunava važni su pokazatelji zdravlja ekosistema u okviru kog poslujemo.

Naša predanost očuvanju biodiverziteta uključuje kontinuiranu analizu i monitoring ekosistema, osiguravajući da naše operacije ne utiču negativno na životinjske i biljne vrste zastupljene u bližem i daljem okruženju naših proizvodnih lokacija.

Awareness of the preservation of the natural environment and biodiversity is deeply rooted in Elixir Group’s operational and production processes, as our key production locations in Šabac and Prahovo are located in industrial zones, developed in the middle of the last century.

We effectively regulate the protection and preservation of biodiversity through planning and regulation processes, for the purposes of which detailed regulatory plans and greening plans for our key locations have been developed.

The Report on the Detailed Spatial and Regulatory Plan of Elixir Zorka, the East Working Zone in Šabac, and the Report on the Detailed Spatial and Regulatory Plan for the Chemical Industry Complex in Prahovo contain detailed guidelines for the development of those areas, including zoning, space utilization, infrastructure projects, environmental protection environment, and the preservation of biodiversity and natural resources. These plans are key to ensuring sustainable development and harmonious coexistence of our industrial activities with the surrounding natural and social environment. The goal is not only to identify potential impacts, but also to stipulate appropriate protection measures to ensure harmony with the natural environment.

In addition, both locations are near vital waterways, which further emphasizes our commitment to apply practices in all aspects of business. Elixir Zorka is positioned along the right bank of the Sava River, in Šabac, while Elixir Prahovo is located along the right bank of the Danube River, in Prahovo.

In the wider surroundings of our industrial complex, there are protected natural assets, including the forest complex “Lipove vode” and the natural monument “Lipa u Šapcu”. Also, attention was paid to the preservation of biodiversity through the registration and protection of a mixed heron colony within the urban area of the city. In cooperation with the Institute for Nature Protection of Serbia, we are engaged in prescribing and implementing nature protection measures, guaranteeing that our operations do not endanger these important natural resources.

In Prahovo, the proximity of the Danube allows us to witness a diverse fish stock. This wealth of fish species and developed recreational fishing in this part of the Danube are important indicators of the health of the ecosystem in which we operate.

Our commitment to biodiversity conservation includes continuous ecosystem analysis and monitoring, ensuring that our operations do not negatively impact the animal and plant species present in the near and far surroundings of our production sites.



Energetska efikasnost

Energy Efficiency



U kontekstu borbe protiv klimatskih promena i prelasku na održive modele poslovanja, Elixir Group predano radi na unapređenju svoje energetske efikasnosti putem stalnih unapređenja i investicija u efikasnije tehnologije i dekarbonizaciju svojih operacija i proizvodnih procesa prelaskom na alternativne i obnovljive izvore energije.

Cilj nam je da kroz različite projekte i inicijative, od izgradnje nove industrijske infrastrukture i Energane na otpad kao alternativno gorivo, preko korišćenja električnih vozila, do preciznog praćenja i izveštavanja o emisijama gasova sa efektom staklene bašte, smanjimo svoj ekološki otisak i razvijamo svoje poslovanje kao energetska i ekološki odgovorna kompanija.

In the context of the fight against climate change and the transition to sustainable business models, Elixir Group is committed to improving its energy efficiency through constant improvements and investments in more efficient technologies and the decarbonization of its operations and production processes, by switching to alternative and renewable energy sources.

Our goal is to reduce our ecological footprint and develop our business as a energy efficient and environmentally responsible company.

Prosečna potrošnja energenata po 1t gotovog proizvoda

Average energy consumption per 1t of finished product



Vrsta proizvoda / Product type	Jedinica mere (JM) / Unit measure (UM)	Električna energija (kWh/JM) / Electricity (kWh/UM)		Vodena para (t/JM) / Steam (t/UM)		KPG (Nm3/JM) / CNG (Nm3/UM)	
		2022	2023	2022	2023	2022	2023
Proizvodnja - P ₂ O ₅ 50% / Production - P ₂ O ₅ 50%	t P ₂ O ₅	275	264	2,76	2,62	-	-
Rafinacija - Feed Grade / Refining - Feed Grade	t P ₂ O ₅	296	276	2,76	2,63	-	-
Rafinacija - G Grade / Refining - G Grade	t P ₂ O ₅		290	-	2,62	-	-
Rafinacija - Tech Grade / Refining - Tech Grade	t H ₃ PO ₄	-	365	-	4,22	-	-
NPK / NPK	t NPK	45,1	43,2	0,01	0,04	13,5	5,9
AIF3 / AIF3	t AIF3	456	423	2,24	1,75	371	297
Normativi TSP/SSP prah / Norms TSP/SSP powder	t TSP/SSP / t TSP/SSP	-	37	-	-	-	-

* Normativi potrošnje energenata po jedinici rafinisanog proizvoda predstavljaju potrošene enegente po jedinici gotovog proizvoda, odnosno obuhvataju celokupan proces proizvodnje, koncentracije i rafinacije fosforne kiseline.

* Potrošnja opšte struje nije obuhvaćena ovom kalkulacijom normativa.

* Pored KPG-a, za sušenje NPK, korišćene su manje količine TNG-a i mazuta koje nisu materijalno značajne za izveštavanje

* Proizvodnja rafinisane Tech Grade kiseline, kao i proizvodnja TSP i SSP praha su započete u 2023. godini

* Normativi rafinacije su u 2022. godini prikazani zbirno za dva Grade-a fosforne kiseline, dok je prikaz normativa u 2023. godini prikazan zasebno za svaki Grade

* Norms for energy consumption per unit of refined product represent consumed energy per unit of finished product, i.e. they include the entire process of production, concentration and refining of phosphoric acid.

* General electricity consumption is not included in the norms calculation.

* In addition to CNG, smaller quantities of LPG and fuel oil, that are not materially significant, were used for drying NPK.

* Production of refined Tech Grade acid, as well as production of TSP and SSP powders, were started in 2023.

* Norms for refining in 2022 are shown in aggregate for two Grades of phosphoric acid, while the presentation of norms in 2023 is shown separately for each Grade

Učešće energenata za proizvodnju vodene pare: / Energy consumption for the production of steam:	2022	2023
Ugalj / Coal	57%	48%
Mazut / Fuel oil	20%	37%
KPG / CNG	22%	12%
TNG / LPG	1%	2%

Prosečna potrošnja energenata po 1t gotovog proizvoda

Average energy consumption per 1t of finished product



Vrsta proizvoda / Product type	Jedinica mere (JM) / Unit measure (UM)	Električna energija (kWh/JM) / Electricity (kWh/UM)		Vodena para (t/JM) / Steam (t/UM)		Prirodni gas (Sm3/JM) / Natural gas (Sm3/UM)	
		2022	2023	2022	2023	2022	2023
NPK / NPK	t NPK	47	65	0,04	0,03	15,7	17,3
TSP/SSP prah / TSP/SSP powder	t TSP/SSPp / t TSP/SSPp	33	58	-	-	-	-

- * Potrošnja opšte struje nije obuhvaćena ovom kalkulacijom normativa.
- * General electricity consumption is not included in the norms calculation.

Učešće energenata za proizvodnju vodene pare: / Energy consumption for the production of steam:	2022	2023
Prirodni gas / Natural gas	100%	100%



Smanjivanje zavisnosti od fosilnih goriva

Reducing dependence on fossil fuels

Jedna od ključnih aktivnosti u dostizanju potpune dekarbonizacije jeste projekat Eco Energy, koji u više faza ima za cilj da proizvodnju na lokaciji u Prahovu, u okviru koje posluje nekoliko kompanija članica, u potpunosti osloni na obnovljive i alternativne izvore energije.

Prva faza Eco Energy projekta obuhvata izgradnju Postrojenja za energetska iskorišćenje otpada, odnosno **Energana na otpad**.

Energana na otpad podrazumeva industrijsko postrojenje koje putem termičkog tretmana otpada proizvodi toplotnu energiju. Vrste otpada koje će Energana koristiti kao alternativno gorivo je nerekiclabilni industrijski, komercijalni i komunalni otpad, i neke vrste opasnog otpada. Dobijena toplotna energija koristiće se za proizvodnju vodene pare koja će se dalje isporučiti i koristiti za rad industrijskih pogona na lokaciju u Prahovu.

Energana na otpad u Prahovu usklađena je sa poslednjim izdanjem BREF dokumenta koji je Evropska komisija usvojila 2019. godine, [Best Available Techniques \(BAT\) Reference Document for Waste Incineration](#).

One of the key activities in achieving complete decarbonization is the Eco Energy project, which in several stages aims to completely rely on renewable and alternative energy sources for production at the location in Prahovo, where several member companies operate.

The first phase of the Eco Energy project includes the construction of the **Waste to Energy Plant**.

A Waste to Energy plant means an industrial plant that produces thermal energy through the thermal treatment of waste. The types of waste that Waste to Energy Plant will use as alternative fuel are non-recyclable industrial, commercial and municipal waste, and some types of hazardous waste. The obtained thermal energy will be used for the production of steam, which will be further delivered and used for the operation of industrial facilities at the location in Prahovo.

The Waste to Energy in Prahovo complies with the latest edition of the BREF document adopted by the European Commission in 2019, the [Best Available Techniques \(BAT\) Reference Document for Waste Incineration](#).

Emisije

Emissions

Postrojenja hemijske industrije Elixir Zorka i Elixir Prahovo su IPPC postrojenja koja podležu ishodovanju integrisane dozvole, kao i obaveznom praćenju uticaja na životnu sredinu.

Monitoring se sprovodi redovno u skladu sa obavezama za šta se angažuju akreditovane eksterne laboratorije i stručne kuće. Emisije se mere na završnim emiterima, a monitoring kvaliteta ambijentalnog vazduha se sprovodi na mernim mestima u zonama uticaja, odnosno unutar gradskih i prigradskih naselja. Izmerene vrednosti su značajno ispod graničnih vrednosti koje su propisane Zakonom o zaštiti vazduha i podzakonskim aktima. Zbog blizine lokacije industrijske zone gradskom naselju, Elixir Zorka je kao društveno odgovorna kompanija u protekle četiri godine investirala preko 3.5 miliona evra u dodatna unapređenja sistema za prečišćavanje gasova, čime je uticaj na kvalitet ambijentalnog vazduha u Šapcu sveden na minimum.

Nakon investicije u unapređenje sistema prečišćavanja vazduha koje je implementirala Elixir Zorka sredinom 2021. godine, značajno su smanjene emisije specifičnih zagađujućih materija, fluorovodonika i amonijaka, koje su karakteristične za proizvodnju mineralnih đubriva. Monitoring emisija se vrši pomoću kontinualnog merača završnog emitera fabrike, kao i ambijetalnog vazduha u životnoj sredini od strane Zavoda za javno zdravlje Šabac na više mernih mesta u stambenim zonama grada. Imajući u vidu da Elixir Zorka nije jedini emiter navedenih materija u Šapcu, pratili smo efekte sprovedenih investicija kroz podatke monitoringa Zavoda za javno zdravlje Šabac tokom 2023. godine. Poredili smo podatke monitoringa u životnoj sredini na sledeći način:

- u periodima redovnog rada fabrike,
- u periodima zastoja proizvodnje i
- u periodima kada se proizvode NPK formulacije bez potrošnje amonijaka.

The Elixir Zorka and Elixir Prahovo chemical industry facilities are IPPC facilities that are subject to obtaining an integrated permit, as well as mandatory environmental impact monitoring.

Monitoring is carried out regularly in accordance with the obligations, for which accredited external laboratories and expert houses are engaged. Emissions are measured at the final emitters, and ambient air quality monitoring is carried out at measuring points in the influence zones, i.e. within urban and suburban settlements. The measured values are significantly below the limit values prescribed by the Air Protection Act and by-laws. Due to the proximity of the location of the industrial zone to the urban settlement, Elixir Zorka, as a socially responsible company, has invested over 3.5 million euros in the past four years in the additional improvement of the gas purification system, which has reduced the impact on the ambient air quality in Šabac to a minimum.

After the investment in improving the air purification system implemented by Elixir Zorka in the middle of 2021, the emissions of specific pollutants, hydrogen fluoride and ammonia, which are characteristic for the production of mineral fertilizers, were significantly reduced. Monitoring of emissions is carried out using a continuous meter of the final emitter of the factory, as well as ambient air in the environment by the Institute for Public Health Šabac at several measuring points in residential areas of the city. Bearing in mind that Elixir Zorka is not the only emitter of the mentioned substances in Šabac, we monitored the effects of the implemented investments through the monitoring data of the Institute for Public Health Šabac during 2023. We compared environmental monitoring data as follows:

- during periods of regular factory work,
- in periods of production downtime i
- in periods when NPK formulations are produced without ammonia consumption.

Podaci monitoringa u životnoj sredini potvrđuju uspešnost sprovedenih unapređenja, koja su rezultirala emisijama koje su 30% do 80% niže od Integrisanom dozvolom propisanih graničnih vrednosti. U planu je da se investicije u ekološka unapređenja nastave i tokom 2024. godine, na svim nivoima gde su unapređenja tehnološki moguća.

U opštini Negotin, Zavod za javno zdravlje Timok vrši periodična merenja isključivo praškastih materija koje predstavljaju produkte sagorevanja, karakteristične za individualna ložišta i gradske toplane. Shodno tome, parametri prikazani kroz pregled merenja Zavoda za javno zdravlje Šabac, ne postoje za region u kom posluje Elixir Prahovo. Zato Elixir Prahovo vrši dodatna periodična merenja kvaliteta ambijentalnog vazduha u najbližim zonama uticaja o kojima redovno izveštava meštane lokalnih zajednica u okruženju.

Elixir Group je u toku 2023. godine donirao Zavodu za javno zdravlje Šabac novu savremenu automatsku mernu stanicu koja omogućava izvešavanje građana Šapca o kvalitetu ambijentalnog vazduha u realnom vremenu.

Sa istim ciljem, planira se donacija nove savremene automatske merne stanice za Negotin koja će, do kraja 2024. godine, omogućiti izvešavanje o kvalitetu ambijentalnog vazduha u realnom vremenu i za građane Negotina. Donacija će biti usmerena ka Zavodu za javno zdravlje Timok, u saradnji sa Agencijom za zaštitu životne sredinu Republike Srbije.

Environmental monitoring data confirm the success of the implemented improvements, which resulted in emissions that are 30% to 80% lower than the limit values prescribed by the Integrated Permit. It is planned that investments in environmental improvements will continue during 2024, at all levels where improvements are technologically possible.

In the municipality of Negotin, the Institute for Public Health Timok conducts periodic measurements of exclusively powdery substances that represent combustion products, characteristic of individual fireplaces and city heating plants. Accordingly, the parameters shown through the review of the measurements of the Public Health Institute Šabac do not exist for the region where Elixir Prahovo operates. That is why Elixir Prahovo performs additional periodic measurements of ambient air quality in the nearest zones of influence, which are regularly reported to the residents of local communities in the surrounding area.

In the course of 2023, Elixir Group donated to the Institute for Public Health Šabac a new modern automatic measuring station that enables the citizens of Šabac to report on the quality of the ambient air in real time.

With the same goal, a donation of a new modern automatic measuring station is planned for Negotin, which, by the end of 2024, will enable reporting on the quality of the ambient air in real time for the citizens of Negotin. The donation will be directed to the Institute for Public Health Timok, in cooperation with the Environmental Protection Agency of the Republic of Serbia.

Merenje NH3 - Amonijaka u µg/m³

Period: 2023. godina

Broj dana prekoračenja: 0

Measurement of NH3 - Ammonia in µg/m³

Period: 2023. year

Number of overdraft days: 0

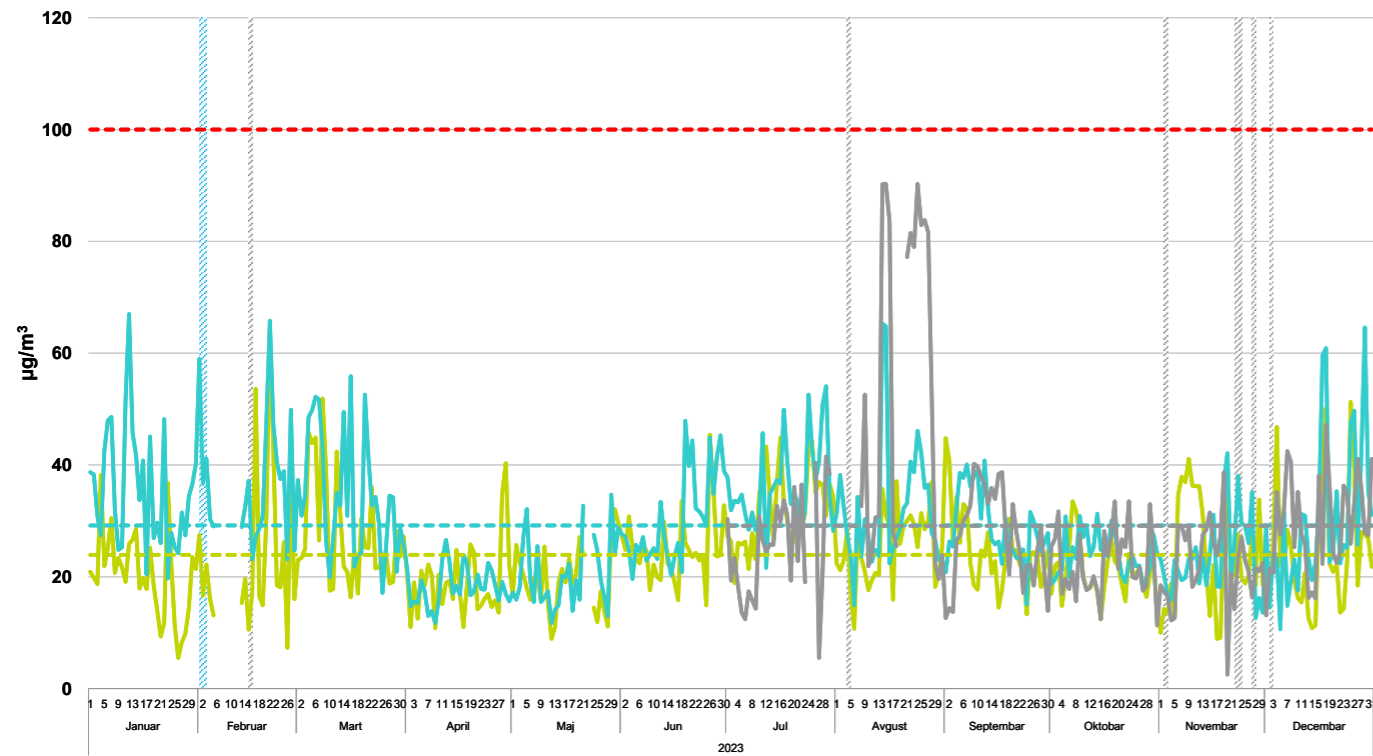
Izvor: ZJZ Šabac / Source: Public Health Institute of Sabac

Dnevna vrednost / Daily value

- Benska bara / Benska bara
- Autobuska stanica / Bus Station
- Gerontološki centar / Gerontological Center
- - - Granična vrednost / Limit 100 µg/m³

Srednja godišnja vrednost / Average annual value

- - - Benska bara / Benska bara
- - - Autobuska stanica / Bus Station
- - - Gerontološki centar / Gerontological Center
- | | | | Period zastoja u Elixir Zorki / Period of downtime in Elixir Zorka
- | | | | Period proizvodnje bez NH₃ / Production period without NH₃



Merenje HF - Fluorovodonika u µg/m³

Period: 2023. godina

Broj dana prekoračenja: 0

Measurement of HF - Hydrogen Fluoride in µg/m³

Period: 2023. year

Number of overdraft days: 0

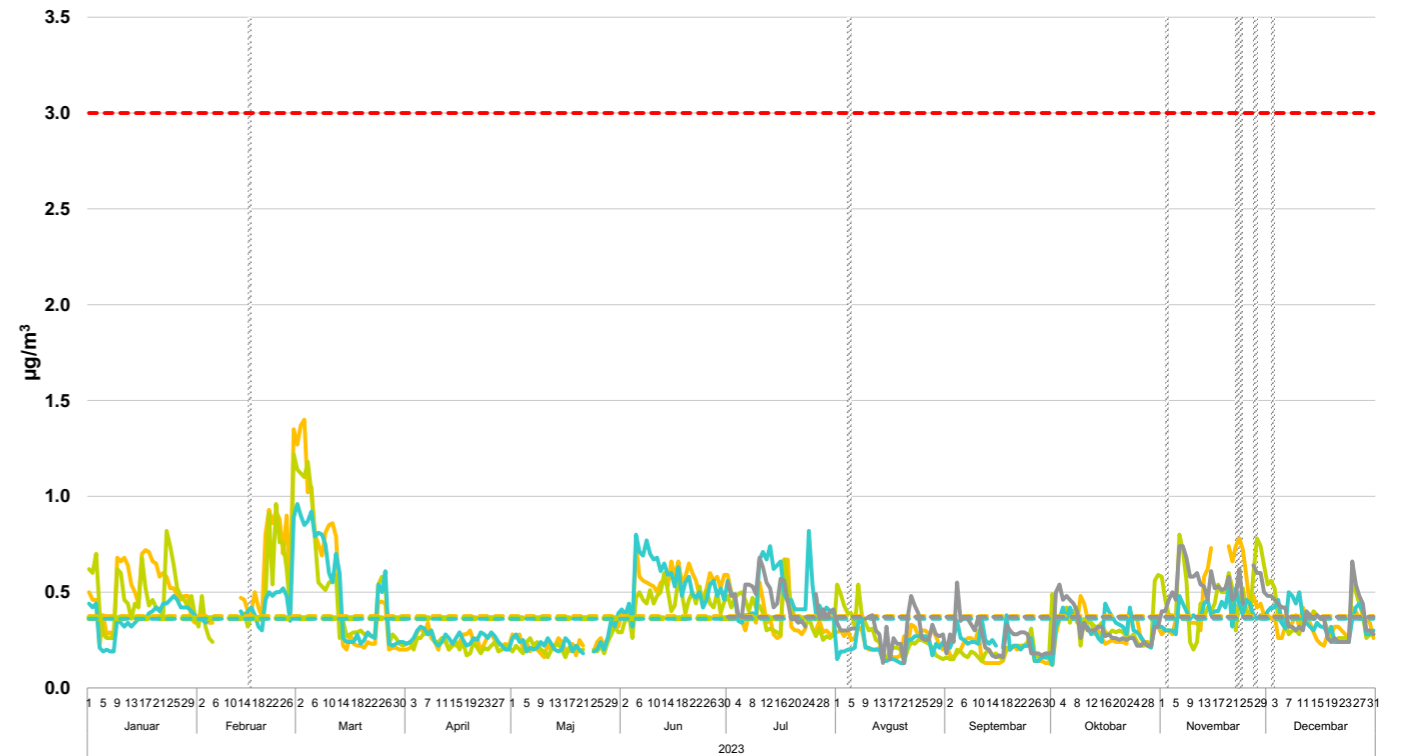
Izvor: ZJZ Šabac / Source: Public Health Institute of Sabac

Dnevna vrednost / Daily value

- Benska bara / Benska bara
- Autobuska stanica / Bus Station
- Vatrogasni dom / Firefighters station
- Gerontološki centar / Gerontological Center
- - - Granična vrednost / Limit 3.0 µg/m³

Srednja godišnja vrednost / Average annual value

- - - Benska bara / Benska bara
- - - Autobuska stanica / Bus Station
- - - Vatrogasni dom / Firefighters station
- - - Gerontološki centar / Gerontological Center
- | | | | Period zastoja u Elixir Zorki / Period of downtime in Elixir Zorka



Emisije CO2e po toni proizvoda

CO2e emissions per ton of product



tCO2e/t proizvoda / tCO2e/t product	NPK / NPK	TSP/SSP / TSP/SSP
Scope 1	0.03	-
Scope 2	0.05	0.04
Scope 1 + Scope 2	0.08	0.04

- * Obračun je sproveden na osnovu ISO 14067 i obuhvata emisije Scope-a 1 i 2, dok emisije Scope-a 3 nisu obuhvaćene
- * Scope 1 obuhvata emisije vodene pare i prirodnog gasa
- * Scope 2 obuhvata emisije električne energije
- * Izvori emisionih faktora:
 - Pravilnik o faktorima konverzije finalne energije u primarnu i faktorima emisije ugljen dioksida
 - Međunarodna agencija za energetiku (IEA)
- * Podaci predstavljenih emisija nisu verifikovani od treće strane po ISO 14034

- * Calculation is based on ISO 14067 and includes emissions from Scopes 1 and 2, while Scope 3 emissions are not included
- * Scope 1 includes emissions of steam and natural gas
- * Scope 2 includes electricity emissions
- * Sources of emission factors:
 - Rulebook on conversion factors of final energy into primary energy and carbon dioxide emission factors
 - International Energy Agency (IEA)
- * Presented emissions are not verified by third parties according to ISO 14034



tCO2e/t proizvoda / tCO2e/t product	NPK / NPK	TSP/SSP / TSP/SSP	Proizvodnja i koncentracija P ₂ O ₅ / Production and concentration P ₂ O ₅	Feed Grade/ Feed Grade	G1-G4 / G1-G4	Tech Grade / Tech Grade	AIF3 / AIF3
Scope 1	0.03	-	0.53	0.53	0.53	1.45	0.75
Scope 2	0.03	0.03	0.19	0.19	0.20	0.44	0.30
Scope 1 + Scope 2	0.06	0.03	0.72	0.72	0.73	1.89	1.05

Jedinica mere za proizvodnju i koncentraciju fosforne kiseline, kao i rafinaciju Feed Grade i G1-G4 je P₂O₅, dok je jedinica mere za Tech Grade H₃PO₄.

Unit measure for the production and concentration of Phosphoric Acid, and refining Feed Grade and G1-G4 is P₂O₅, while the unit measure for Tech Grade is H₃PO₄.

- * Obračun je sproveden na osnovu ISO 14067 i obuhvata emisije Scope-a 1 i 2, dok emisije Scope-a 3 nisu obuhvaćene
- * Scope 1 obuhvata emisije vodene pare, mazuta, CNG-a i TNG-a
- * Scope 2 obuhvata emisije električne energije
- * Izvori emisionih faktora:
 - Pravilnik o faktorima konverzije finalne energije u primarnu i faktorima emisije ugljen dioksida
 - Međunarodna agencija za energetiku (IEA)
- * Podaci predstavljenih emisija nisu verifikovani od treće strane po ISO 14034

- * Calculation is based on ISO 14067 and includes emissions from Scopes 1 and 2, while Scope 3 emissions are not included
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 - International Energy Agency (IEA)
- * Presented emissions are not verified by third parties according to ISO 14034



Strateški značaj CBAM-a za dekarbonizaciju

Strategic Importance of CBAM for Decarbonization

Kako bi se prilagodila „Mehanizmu za prekogranično prilagođavanje ugljenika (Carbon Border Adjustment Mechanism - CBAM)“ koji je Evropska unija (EU) uvela za sve non EU proizvode koji se izvoze na njenu teritoriju, Elixir Group je počela da izveštava svoje kupce NPK đubriva o ugljeničnom otisku svojih proizvoda. Ovaj mehanizam, uveden od strane EU, zahteva od kompanija koje izvoze svoje proizvode na teritoriju EU da počev od 1. oktobra 2023. godine izveštavaju o ugljeničnom otisku svojih proizvoda. Prvi izveštaj koji je Elixir Group podnela odnosi se na poslednji kvartal 2023. godine, čime se kupcima mineralnih đubriva omogućava da nastave sa izveštavanjem o emisijama kroz adekvatan softver. Ova strategija takođe uključuje nastavak redovnog praćenja i pripremu izveštaja o ugljeničnom otisku proizvoda izvezenih na tržište EU, na kvartalnom nivou.

Međutim, CBAM izveštavanje ne predstavlja samo regulatorni izazov za Elixir Group, već i stratešku priliku da ubrza svoju tranziciju ka održivijem i ekološki odgovornom poslovanju. Na osnovu CBAM-a, kompanija identifikuje specifične segmente svojih operacija i energetskog bilansa gde je potreban intenzivan fokus na smanjenje emisija CO2 kroz prelazak na alternativne i obnovljive izvore energije.

In order to adapt to the “Carbon Border Adjustment Mechanism (CBAM)” introduced by the European Union (EU) for all non-EU products exported to its territory, Elixir Group has started to inform its customers of NPK fertilizers about carbon footprint of its products. This mechanism, introduced by the EU, requires companies that export their products to the territory of the EU to report on the carbon footprint of their products as of October 1, 2023. The first report filed by Elixir Group is for the last quarter of 2023, allowing mineral fertilizer buyers to continue reporting emissions through adequate software. This strategy also includes continuing to regularly monitor and prepare reports on the carbon footprint of products exported to the EU market, on a quarterly basis.

However, CBAM reporting is not only a regulatory challenge for Elixir Group, but also a strategic opportunity to accelerate its transition towards a more sustainable and environmentally responsible business. Based on the CBAM, the company identifies specific segments of its operations and energy balance where an intensive focus on reducing CO2 emissions through the transition to alternative and renewable energy sources is needed.



Mapa puta dekarbonizacije

Decarbonization Roadmap

Mapa puta dekarbonizacije je jedan od konkretnih doprinosa Elixir Group ka potpunoj dekarbonizaciji i odgovoru na izazov uticaja industrijskih aktivnosti na globalne klimatske promene. Cilj ove inicijative je da se detaljno identifikuju koraci i mere koje kompanija može da preduzme kako bi smanjila svoj karbonski otisak i prilagodila se novim zahtevima za smanjenje emisije gasova sa efektom staklene bašte.

Svrha i značaj ovog projekta uključuju implementaciju i razvoj metodologije za procenu životnog ciklusa (LCA) odabranih proizvoda Elixir Group i precizno izračunavanje ugljeničnog otiska, kao i odabir korektivnih mera za smanjenje uticaja hemijske industrije na životnu sredinu.

Analiza životnog ciklusa proizvoda je pokazala da veliki deo ugljeničnog otiska proizvoda Elixir Group dolazi iz upotrebe fosilnih goriva za dobijanje toplotne i električne energije, kao i iz transportnog sektora. Na osnovu ovih nalaza, Elixir Group planira da preduzme odgovarajuće korake ka smanjenju emisija.

[Dokument je dostupan na sajtu Elixir Group.](#)

The Decarbonization Roadmap is one of Elixir Group's concrete contributions towards total decarbonization and the response to the challenge of the impact of industrial activities on global climate change. The goal of this initiative is to identify in detail the steps and measures that a company can take to reduce its carbon footprint and adapt to the new requirements for reducing greenhouse gas emissions.

The purpose and importance of this project include the implementation and development of a methodology for life cycle assessment (LCA) of selected Elixir Group products and accurate calculation of the carbon footprint, as well as the selection of corrective measures to reduce the impact of the chemical industry on the environment.

The analysis of the life cycle of the product showed that a large part of the carbon footprint of the Elixir Group's products comes from the use of fossil fuels to obtain heat and electricity, as well as from the transport sector. Based on these findings, Elixir Group plans to take appropriate steps to reduce emissions.

[The document is available on Elixir Group's website.](#)



Ovi projekti imaju za cilj promociju dekarbonizacije, smanjenje zagađenja životne sredine i podsticanje ekološke, društvene i ekonomske dobrobiti.

These projects aim to promote decarbonization, reduce environmental pollution and promote environmental, social and economic well-being.

Procena karbonskog otiska fabrika takođe je predviđena kao deo analize, zasnovana na kvantitativnoj i kvalitativnoj proceni procesa i energije, što omogućava svim članicama Poslovnog sistema da identifikuju direktni i indirektni uticaj svojih aktivnosti na emisiju gasova sa efektom staklene bašte. Elixir Zorka i Elixir Prahovo, kao vodeće proizvodne članice Poslovnog sistema Elixir Group, već imaju cirkularan dizajn proizvoda i rade na tranziciji sa neobnovljivih na obnovljive izvore energije, što je u skladu sa ciljevima Mape puta dekarbonizacije.

Razvoj i implementacija Mape puta dekarbonizacije je podržan kroz projekat "EU za Zelenu agendu u Srbiji", koji sprovode UNDP u saradnji sa Ambasadorom Švedske i Evropskom investicionom bankom (EIB), uz finansijsku podršku Evropske unije, Švedske, Švajcarske i Srbije. Ovi projekti imaju za cilj promociju dekarbonizacije, smanjenje zagađenja životne sredine i podsticanje ekološke, društvene i ekonomske dobrobiti. Dodatno, saradnja sa Privrednom komorom Srbije, kroz učešće u obukama i konferencijama, deo je napora Elixir Group da promoviše dekarbonizaciju na nacionalnom nivou, deljenjem iskustava, metodologija i najboljih praksi sa industrijskim partnerima i drugim zainteresovanim stranama.

An assessment of the carbon footprint of the factories is also provided as part of the analysis, based on a quantitative and qualitative assessment of processes and energy, which allows all members of Business System to identify the direct and indirect impact of its activities on the emission of greenhouse gases. Elixir Zorka and Elixir Prahovo, as leading production members of Elixir Group Business System, already have a circular product design and are working on the transition from non-renewable to renewable energy sources, which is in line with the goals of the Decarbonization Roadmap.

The development and implementation of the Decarbonization Roadmap is supported through the project "EU for the Green Agenda in Serbia", implemented by UNDP in cooperation with the Embassy of Sweden and the European Investment Bank (EIB), with financial support from the European Union, Sweden, Switzerland and Serbia. These projects aim to promote decarbonization, reduce environmental pollution and promote environmental, social and economic well-being. Additionally, cooperation with the Serbian Chamber of Commerce, through participation in trainings and conferences, is part of Elixir Group's efforts to promote decarbonization at the national level, by sharing experiences, methodologies and best practices with industrial partners and other stakeholders.



Solarna energetika i električna mobilnost

Solar Energy and Electric Mobility

Implementacijom solarnih panela kapaciteta 50 kW na lokaciji u Šapcu, napravljen je još jedan korak u tranziciji Elixir Group na obnovljive izvore energije. Ovi solarni paneli proizvode energiju koja direktno snabdeva proizvodne pogone, smanjujući zavisnost od konvencionalnih izvora energije i istovremeno smanjujući operativne troškove.

Dodatni doprinos dekarbonizaciji mobilnosti unutar lokacije u Šapcu, napravljen je uvođenjem električnih vozila za interni transport. Ovaj vid saobraćaja dodatno promoviše nisko-ugljeničnu mobilnost unutar kompanije, smanjujući emisije povezane sa fosilnim gorivima.

With the implementation of solar panels with a capacity of 50 kW at the location in Šabac, another step was taken in Elixir Group's transition to renewable energy sources. These solar panels produce energy that directly supplies the production facilities, reducing dependence on conventional energy sources and at the same time reducing operating costs.

An additional contribution to the decarbonization of mobility within the location in Šabac was made by the introduction of electric vehicles for internal transport. This type of transport further promotes low-carbon mobility within the company, reducing emissions associated with fossil fuels.



Upravljanje otpadom

Waste Management

Odgovorno upravljanje otpadom na našim lokacijama

Responsible waste management at our locations

U članicama Poslovnog sistema Elixir Group opasan i neopasan otpad se redovno zbrinjava u skladu sa svim važećim zakonskim regulativama – Zakonom o zaštiti životne sredine i Zakonom o upravljanju otpadom.

Takođe, čvrsto se držimo visokih standarda upravljanja životnom sredinom, implementirajući međunarodno priznati ISO 14001 standard u sve svoje operacije. Ova posvećenost je vidljiva kroz sistematično praćenje i izveštavanje o generisanju i kretanju otpada, koristeći se aplikacijom za evidenciju otpada Nacionalnog registra izvora zagađivanja.

U 2023. godini, dostigli smo značajne uspehe u upravljanju otpadom, zbrinjavajući ukupne generisane količine otpada na odgovoran i regulisan način. Naše članice, u saradnji sa licenciranim operaterima za upravljanje otpadom, strogo se pridržavaju principa produžene odgovornosti proizvođača, reciklirajući preko 500 tona ambalažnog otpada tokom godine.

U samom procesu proizvodnje mineralnih đubriva, fosforne kiseline i aluminijum fluorida nema generisanja otpada. Otpad se generiše samo u procesu prečišćavanja fosforne kiseline u Elixir Prahovu, poreklom od upotrebijene pomoćne hemikalije, koji se preko ovlašćenih operatera šalje u EU na zbrinjavanje.

Komunalni otpad nastaje u kancelarijama, kantinama i drugim prostorijama u kojima borave zaposleni, a ostali industrijski otpad nastaje u radionicama, procesu održavanja objekata, opreme, sredstava industrijske mehanizacije i vozila (metal, plastika, gume, akumulatori i sl.).

Količina godišnjeg proizvodnog otpada

Amount of yearly production waste

Ukupno 2022

Total 2022

2.705_(t)

Ukupno 2023

Total 2023

1.602_(t)

In the member companies of Elixir Group Business System, hazardous and non-hazardous waste is regularly disposed of in accordance with all applicable legal regulations - the Law on Environmental Protection and the Law on Waste Management.

We also firmly adhere to high standards of environmental management, implementing the internationally recognized ISO 14001 standard in all our operations. This commitment is visible through the systematic monitoring and reporting of waste generation and movement, using the National Pollution Source Registry's waste record application.

In 2023, we have achieved significant successes in waste management, disposing of the total amount of waste generated in a responsible and regulated manner. Our member companies, in cooperation with licensed waste management operators, strictly adhere to the principle of extended producer responsibility, recycling over 500 tons of packaging waste during the year.

In the process of production of mineral fertilizers, phosphoric acid and aluminum fluoride, there is no waste generation. Waste is generated only in the purification process of phosphoric acid in Elixir Prahovo, originating from the used auxiliary chemical, which is sent to the EU for disposal through authorized operators.

Municipal waste is generated in offices, canteens and other premises, and other industrial waste is generated in workshops, in the process of maintaining facilities, equipment, industrial equipment and vehicles (metal, plastic, tires, batteries, etc.).

Proizvodni pogoni

Production facilities

Karakter otpada / Type of waste	Generisan otpad / Waste generated	Količina isporučenog otpada / Amount of delivered waste	Način upravljanja otpadom / Method of waste management	Količine / Amounts
Opasan otpad / Hazardous waste	233	136	Predat na skladištenje / Submitted for storage	133
			Predat na tretman / Submitted for treatment	2
			Predat na odlaganje / Submitted for disposal	1
Neopasan otpad / Non-hazardous waste	1.445	1.466	Predat na skladištenje / Submitted for storage	809
			Predat na tretman / Submitted for treatment	82
			Predat na odlaganje / Submitted for disposal	1
			Predat na reciklažu / Submitted for recycling	514
			Nepovratna izvezena ambalaža / Non-returnable export packaging	60
Ukupno 2023 (t) / Total 2023 (t)		1.678	1.602	1.602
Ukupno 2022 (t) / Total 2022 (t)		2.810	2.705	2.705

Pravilno upravljanje otpadom podrazumeva svest o njegovom značaju i uticaju na životnu sredinu, u čemu je najvažnija odgovarajuća edukacija. Tokom 2023. godine organizovane su brojne obuke za zaposlene na temu pravilnog zbrinjavanja otpada, ali i zakonskih normi koje je potrebno da ispune kompanije članice.

Proper waste management implies awareness of its importance and impact on the environment, in which proper education is the most important. During 2023, numerous trainings were organized for employees on the topic of proper waste disposal, as well as legal norms that member companies must meet.

Komunalni otpad

Municipal waste

Prikaz generisanog komunalnog otpada obuhvata poslovne jedinice na lokacijama Šapca i Prahova, dok jedinice u Novom Sadu i Beogradu nisu obuhvaćene ovim prikazom, s obzirom nisu materijalno značajne za izveštavanje.

The presentation of the generated municipal waste includes business units at the locations of Šabac and Prahovo, while the units in Novi Sad and Belgrade are not included in this presentation, since they are not materially significant for reporting.

Članica / Company member	Generisan komunalni otpad (t) / Municipal waste generated (t)	Partner / Partner
Elixir Craft	16	JKP Badnjevo / PCE Badnjevo
Elixir Prahovo	107	JKP Badnjevo / PCE Badnjevo
Elixir Zorka	146	JKP Stari grad Šabac / PCE Stari grad Šabac
Ukupno 2023 (t) / Total 2023 (t)		269
Ukupno 2022 (t) / Total 2022 (t)		800

Eco Energy Divizija: Pionirski doprinos na nacionalnom nivou

Eco Energy Division: Pioneering contribution at the national level

Ključna komponenta naše strategije za održivi razvoj je Eco Energy divizija, koja se bavi razvojem projekata za dobijanje energije iz alternativnih i obnovljivih izvora. Planirana izgradnja Energane na otpad, odnosno Waste to Energy postrojenja u Prahovu, predstavlja revolucionarni korak ka rešavanju problema nerekiclabilnog otpada na teritoriji Srbije, smanjujući zavisnost od fosilnih goriva i podstičući dekarbonizaciju. Ovo postrojenje, zasnovano na najsavremenijom tehnologiji i usklađeno sa poslednjim BREF dokumentima, koristiće otpad kao resurs za proizvodnju energije, obezbeđujući čistu energiju za naše proizvodne procese.

Elixir Group je prepoznala potencijal otpada kao vrednog resursa, čime je preuzela aktivnu ulogu u nalaženju rešenja, ne samo za sopstvene potrebe već i za širu zajednicu, doprinoseći time nacionalnim ciljevima smanjenja otpada i promovišući cirkularnu ekonomiju.

Ova dva segmenta - odgovorno upravljanje sopstvenim otpadom i inovativni pristupi, uz praćenje modela cirkularne ekonomije, u okviru Eco Energy divizije - odražavaju našu predanost održivom razvoju i postavljanju temelja za zdraviju i održiviju budućnost. Elixir Group nastavlja da predvodi promene, ne samo kroz usklađenost sa nacionalnim i međunarodnim regulativama, već i kroz proaktivne inicijative koje premašuju trenutne standarde, postavljajući nove standarde u industriji.

A key component of our strategy for sustainable development is the Eco Energy division, which deals with the development of projects for obtaining energy from alternative and renewable sources. The planned construction of Waste to Energy Plant, in Prahovo, represents a revolutionary step towards solving the non-recyclable waste problem on the territory of Serbia, reducing dependence on fossil fuels and encouraging decarbonization. This plant, based on state-of-the-art technology and compliant with the latest BREF documents, will use waste as a resource for energy production, providing clean energy for our production processes.

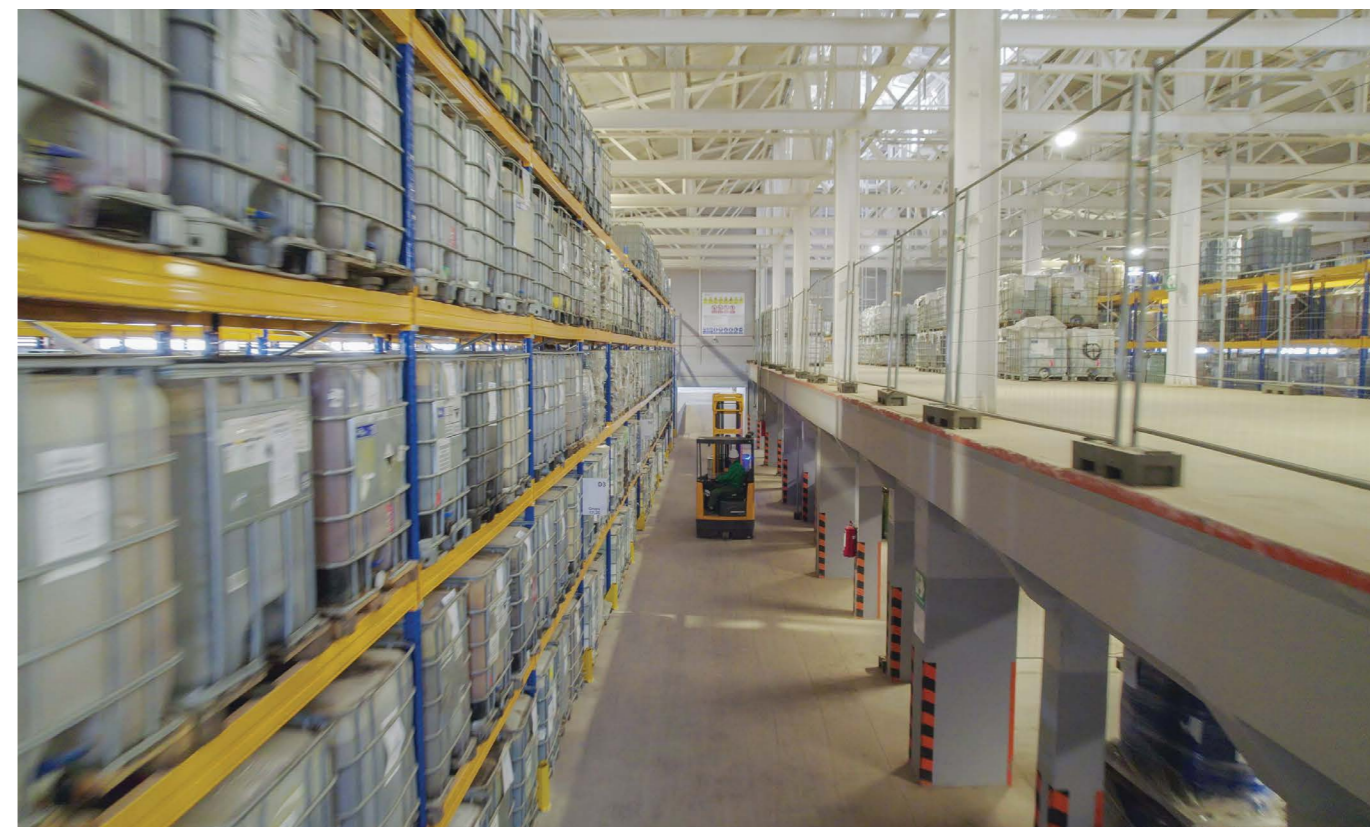
Elixir Group recognized potential of waste as a valuable source, thus taking an active role in finding solutions, not only for its own needs but also for the wider community, thus contributing to the national goals of waste reduction and promoting circular economy.

These two segments - responsible management of own waste and innovative approaches, by following the model of circular economy, within the Eco Energy division - reflect our commitment to sustainable development and laying the foundations for a healthier and more sustainable future. Elixir Group continues to lead change, not only through compliance with national and international regulations, but also through proactive initiatives that exceed current standards, setting new standards in the industry.

Eco Lageri Šabac i Prahovo

Eco Lagers Šabac and Prahovo

Karakter otpada / Type of waste	Početno stanje 01.01.2023. / Initial balance 01.01.2023.	Primljen otpad 2023 / Waste received in 2023	Isporučen otpad 2023 / Waste delivered in 2023	Način upravljanja otpadom / Method of waste management	Količine / Quantity	Krajnje stanje 31.12.2023. / Final balance 31.12.2023.
Opasan otpad / Hazardous waste	6.469	23.181	3.947	Predat na skladištenje / Submitted for storage	671	25.704
				Predat na tretman / Submitted for treatment	3.260	
				Predat na odlaganje / Submitted for disposal	16	
Neopasan otpad / Non-hazardous waste	1.583	126	653	Predat na skladištenje / Submitted for storage	13	1.056
				Predat na tretman / Submitted for treatment	259	
				Predat na reciklažu / Submitted for recycling	381	
Ukupno (t) / Total (t)	8.052	23.307	4.600		4.600	26.760



Upravljanje vodnim resursima

Water Resources Management

Elixir Group, u svojim proizvodnim postrojenjima Elixir Zorka i Elixir Prahovo, primenjuje napredne prakse upravljanja vodnim resursima, u skladu sa najstrožim ekološkim standardima i regulativama. Kao IPPC (Integrated Pollution Prevention and Control) postrojenja, naša obaveza je da minimiziramo uticaj na životnu sredinu kroz efikasno upravljanje resursima, uključujući i vodu, jedan od najvažnijih prirodnih resursa.

Elixir Group, in its production facilities Elixir Zorka and Elixir Prahovo, applies advanced water resource management practices, in accordance with the strictest environmental standards and regulations. As an IPPC (Integrated Pollution Prevention and Control) facility, it is our responsibility to minimize environmental impact through efficient resource management, including water, as one of the most important natural resources.

u '000 m ³ / in '000 m ³	Elixir Prahovo	Elixir Zorka	Elixir Craft	Σ 2022	Σ 2023
Crpljenje vode / Water withdrawal	3.103	127	2	3.320	3.232
Površinska voda / Surface water	3.052	-	-	3.139	3.052
Podzemna voda / Ground water	-	120	-	158	120
Voda treće strane - pijaća voda / Third party water - drinking water	51	7	2	23	60
Ispuštanje vode / Water discharge	2.301	64	0	2.428	2.365
Površinska voda / Surface water	2.301	57	-	2.428	2.358
Sanitarna voda / Sanitary water	-	7	-	0	7
Ukupna potrošnja / Total consumption	802	63	2	892	867

Prilagođavanje regulativama i smanjenje potrošnje

Adjusting to regulations and reducing consumption

Za postrojenje Elixir Zorka u Šapcu i Elixir Prahovo izdate su vodne dozvole koje potvrđuju usklađenost sa nacionalnim i međunarodnim standardima za upravljanje vodnim resursima. Ove dozvole omogućavaju nam da koristimo vodu iz lokalnih izvora, uključujući Savu i Dunav, uz strogo praćenje i kontrolu kvaliteta vode i uticaja na životnu sredinu.

Implementacijom sistema recirkulacije vode u našim postrojenjima, Elixir Group značajno smanjuje potrošnju vode, čime doprinosi očuvanju ovog dragocenog resursa. Kroz upotrebu naprednih tehnologija i praksi iz oblasti cirkularne ekonomije, omogućena je zamena većih količina vode rastvorima istrošenih kiselina, što dodatno smanjuje potrebu za korišćenjem novih vodnih resursa.

Water permits were issued for the Elixir Zorka plant in Šabac and Elixir Prahovo in Prahovo, confirming compliance with national and international standards for water resources management. These permits allow us to use water from local sources, including the Sava and Danube, with strict monitoring and control of water quality and environmental impact.

By implementing a water recirculation system in our facilities, Elixir Group significantly reduces water consumption, thereby contributing to the preservation of this precious resource. Through the use of advanced technologies and practices in the field of circular economy, it is possible to replace larger amounts of water with used acid solutions, which further reduces the need to use new water resources.

Tretman otpadnih voda i doprinos zaštiti životne sredine

Wastewater treatment and contribution to environmental protection

Postrojenja za proizvodnju mineralnih đubriva u Šapcu i Prahovu podrazumevaju tehnologiju koja ne generiše otpadne vode. U toku je rekonstrukcija i unapređenje postrojenja za neutralizaciju otpadnih voda koje nastaju u procesu proizvodnje fosforne kiseline u Prahovu, sa ciljem njihovog ponovnog korišćenja i značajnog smanjenja količine vode koja se ispušta u prirodne recipijente. Ova inovacija omogućuje da se mulj sa sadržajem fosfora vraća u proizvodnju, čime se ne samo smanjuje potreba za sirovim fosfatom, već i doprinosi smanjenju karbonskog otiska naših proizvoda.

Nova fabrika fosforne kiseline omogućuje veći stepen recirkulacije i ponovnog korišćenja vode u proizvodnom procesu i time dodatno smanjiti potrošnju, a generisanje otpadne tehnološke vode će biti minimalno i povremeno.

Kroz inovativne pristupe u upravljanju vodnim resursima, Elixir Group doprinosi zaštiti i očuvanju lokalnih vodotokova, kao što su Sava i Dunav, promovirajući održivo korišćenje vode i minimizaciju uticaja industrijskih aktivnosti na vodne ekosisteme. Projekti koje sprovodimo u skladu su i sa Dunavskom konvencijom o saradnji na zaštiti i održivom korišćenju reke Dunav, što potvrđuje našu posvećenost očuvanju biološke raznovrsnosti i zaštiti životne sredine.

The facilities for the production of mineral fertilizers in Šabac and Prahovo include technology that does not generate waste water. The reconstruction and improvement of the plant for the neutralization of waste water generated in the process of phosphoric acid production in Prahovo is underway, with the aim of reusing it and significantly reducing the amount of water discharged into natural recipients. This innovation will allow sludge containing phosphorus to be returned to production, which not only reduces the need for raw phosphate, but also contributes to reducing the carbon footprint of our products.

The new phosphoric acid factory will enable a greater degree of recirculation and reuse of water in the production process and thereby further reduce consumption, and the generation of technological waste water will be minimal and occasional.

Through innovative approaches in the management of water resources, Elixir Group contributes to the protection and preservation of local watercourses, such as the Sava and Danube, promoting the sustainable use of water and minimizing the impact of industrial activities on aquatic ecosystems. The projects we implement are also in accordance with the Danube Convention on Cooperation on the Protection and Sustainable Use of the Danube River, which confirms our commitment to the preservation of biological diversity and environmental protection.

Doprinos zaposlenih

Employee Contribution

Inicijativa Elixir Zorka za uštedu papirne galanterije

U kontekstu neprestane posvećenosti principima održivog razvoja i cirkularne ekonomije, Elixir Zorka preduzela je značajne korake ka smanjenju svog ekološkog otiska kroz prelazak na upotrebu reciklirane papirne galanterije. Ovaj potez je deo šire strategije kompanije usmerene na očuvanje prirodnih resursa i borbu protiv globalnih klimatskih promena.

U 2023. godini, Elixir Zorka je odlučila da potpuno pređe na papirnu galanteriju napravljenu od 100% recikliranih materijala, čime se direktno smanjuje potreba za novom sirovinom iz prirodnih izvora. Izabrani proizvodi su proizvedeni bez upotrebe hlora u procesu izbeljivanja, dodatno minimizirajući negativni uticaj na okolinu. Prioritet je stavljen na zdravlje i sigurnost korisnika, kao i na održavanje visokog standarda kvaliteta, moći upijanja i mekoće proizvoda.

Inovativni pristup recikliranju vidljiv je kroz upotrebu vlakana celuloze iz recikliranih tetrapakova, koja po kvalitetu stoje rame uz rame sa novom celulozom. Ova praksa ne samo da sprečava odlaganje tetrapaka kao otpada, već im daje “novi život”, istovremeno čuvajući šume i smanjujući emisije CO₂. Takav pristup ilustruje kako Elixir Zorka nastoji da integriše cirkularnu ekonomiju u svaki segment svog poslovanja, promovišući održivost i odgovornost prema planeti.

Inicijativa za prelazak na recikliranu papirnu galanteriju je samo jedan od mnogih koraka koje Elixir Group preduzima u svojoj misiji održivog poslovanja. Kroz ovakve i slične akcije, kompanija potvrđuje svoju posvećenost ne samo ekološkim standardima već i širem dobru zajednice, postavljajući primere dobre prakse i podstičući druge da slede isti put.

Elixir Zorka's initiative to save paper goods

In the context of its continued commitment to the principles of sustainable development and the circular economy, Elixir Zorka has taken significant steps towards reducing its ecological footprint by switching to the use of recycled paper goods. The move is part of the company's broader strategy aimed at conserving natural resources and fighting global climate change.

In 2023, Elixir Zorka decided to completely switch to paper goods made from 100% recycled materials, which directly reduces the need for new raw materials from natural sources. The selected products are produced without the use of chlorine in the bleaching process, further minimizing the negative impact on the environment. Priority is given to the health and safety of the user, as well as to maintaining a high standard of quality, absorbency and softness of the product.

The innovative approach to recycling is visible through the use of cellulose fibers from recycled carton packages, which stand side by side with new cellulose in terms of quality. This practice not only prevents carton packages from being disposed of as waste, but also gives them a “new life”, simultaneously preserving forests and reducing CO₂ emissions. Such an approach illustrates how Elixir Zorka strives to integrate the circular economy into every segment of its business, promoting sustainability and responsibility towards the planet.

The initiative to switch to recycled paper goods is just one of the many steps Elixir Group is taking in its mission of sustainable business. Through these and similar actions, the company confirms its commitment not only to environmental standards but also to the wider welfare of the community, setting examples of good practice and encouraging others to follow the same path.

Sortiranje reciklabilnog otpada

Sorting recyclable waste

U cilju stvaranja odgovornijeg okruženja, u poslovnim prostorijama Elixir Group postavljeni su posebni kontejneri i kutije za prikupljanje reciklabilnog otpada (PET ambalaže, papir i plastični čepovi) u čijem sortiranju učestvuju zaposleni. Cilj je smanjenje količine reciklabilnog otpada koji se odlaze na deponije i njihovo pretvaranje u sirovinu putem reciklaže.

Sakupljeni čepovi odlaze se u reciklažne centre, a prikupljena novčana sredstva koriste se za kupovinu i donaciju ortopedskih pomagala. Akcija prikupljanja čepova, osim što ima humanitarni karakter, podupire i ekološko osvešćivanje i unapređivanje sistema odvajanja čvrstog otpada u Srbiji.

Na ovaj način naši zaposleni aktivno učestvuju u akcijama za zaštitu životne sredine, stvarajući pozitivan uticaj na okolinu, kroz konkretne akcije i afirmaciju ekološke svesti.

In order to create a more responsible environment, special containers and boxes for the collection of recyclable waste (PET packaging, paper and plastic caps) have been placed in Elixir Group's business premises, in which employees participate in sorting. The goal is to reduce the amount of recyclable waste that is deposited in landfills and turn it into raw material through recycling.

The collected bottle caps are deposited in recycling centers, and the funds collected are used to purchase and donate orthopedic aids. The action of collecting bottle caps, apart from having a humanitarian character, also supports environmental awareness and the improvement of the solid waste separation system in Serbia.

In this way, our employees actively participate in actions for environmental protection, creating a positive impact on the environment, through concrete actions and affirmation of environmental awareness.



06

**Lokalna
zajednica**

Local Community

Za održivi razvoj lokalnih zajednica

For the sustainable development of local communities

Preko 81 MIL RSD ukupnih donacija i sponzorstva

Over 81 MIL RSD of total donations and sponsorships



Naša misija je osnaživanje lokalnih zajednica i njihov dalji razvoj, kroz prepoznavanje potreba, pružanje podrške, razvijanje partnerstva i stvaranje nove vrednosti koja doprinosi unapređenju kvaliteta života.

Različitim aktivnostima, kroz saradnju i partnerstva, doprinosimo ostvarenju ciljeva održivog razvoja, prepoznajući kao najvažnije oblasti delovanja

1. Obrazovanje i podršku deci i mladima
2. Kulturu
3. Zdravstvenu i socijalnu zaštitu
4. Unapređenje infrastrukture
5. Zaštitu životne sredine i edukaciju građana
6. Kulturno nasleđe i tradiciju
7. Sport

Preko 81 MIL RSD ukupnih donacija i sponzorstva

Ostvarujući svoju podršku održivom razvoju lokalnih zajednica kroz donacije i sponzorstva, Elixir je u 2023. za ove namene izdvojio **81.286.192** dinara. Na ovaj način pružili smo podršku različitim aktivnostima, inicijativama i projektima u lokalnim sredinama - Šabac i Negotin, kao i kampanjama na nacionalnom i međunarodnom nivou.

Our mission is to empower local communities and their further de-

Iznosi u RSD / Amounts in RSD

Zdravstvo / Health care:	27.877.925
Socijalna zaštita / Social Protection:	16.696.383
Kultura / Culture:	2.393.361
Sport / Sports:	15.850.000
Obrazovanje / Education:	6.616.602
Infrastruktura / Infrastructure:	5.000.000
Lokalna zajednica / Local community:	3.179.110
Razne druge donacije / Miscellaneous other donations:	3.672.811

Ukupne donacije 2023 / Total donations in 2023	81.286.192
Ukupne donacije 2022 / Total donations in 2022	oko 27.800.000

velopment, through recognizing needs, providing support, developing partnerships and creating new value that contributes to improving the quality of life.

Through various activities, through cooperation and partnerships, we contribute to the achievement of sustainable development goals, recognizing them as the most important areas of action

1. Education and support for children and young people
2. Culture
3. Health and social protection
4. Improvement of infrastructure
5. Environmental protection and education of citizens
6. Cultural heritage and tradition
7. Sports

Over 81 MIL RSD of total donations and sponsorships

Realizing its support for the sustainable development of local communities through donations and sponsorships, Elixir set aside 81.271.192 dinars for these purposes in 2023. In this way, we provided support to various activities, initiatives and projects in the local areas - Šabac and Negotin, as well as campaigns at the national and international level.

Elixir za... zajednicu

Elixir for... community

Dugogodišnje partnerstvo sa Mesnom zajednicom i meštanima sela Prahova realizuje se podrškom u ostvarenju planova i podrške razvoju lokalne zajednice. U prethodnim godinama, Elixir je podržao uređenje i asfaltiranje saobraćajnica u ovom selu, a 2021. rekonstruisan je i put na samom ulasku u Prahovo, uz izgradnju trotoara i postavljanje behatona. Prepoznajući potrebu uređenja putne infrastrukture kao svoj prioritet, tokom 2023. godine, asfalt su dobile i dve glavne prahovske ulice - Vuka Karadžića i Kneza Miloša. U saradnji sa Mesnom zajednicom i Opštinom, Elixir je za ovu namenu donirao **5 miliona dinara**.

Od 2019. godine Elixir je za putnu infrastrukturu u selu Prahovo izdvojio oko 50 miliona dinara.

Problem pasa lutilica i nedostatka adekvatnog zbrinjavanja jedan je od onih sa kojima se Negotin suočavao godinama. Sa ciljem doprinosa pronalasku rešenja za gorući problem Negotinaca, u 2023. počela je izgradnja prihvatilišta za pse lutilice.

Unapređenje infrastrukture na vrhu je liste potreba lokalnog stanovništva u Krajini, pa je tako MZ Samarinovac izrazila potrebu za rekonstrukcijom seoskog Doma kulture, oštećenog ranije u požaru. Elixir Fondacija opredelila je podršku i žiteljima ovog sela, u želji da se adaptacijom ovog prostora u centru steknu uslovi za kreiranje i realizaciju različitih sadržaja. Vrednost ova dva projekta iznosi 4.5 miliona dinara, od čega je za Dom u Samarinovcu opredeljena pomoć od milion dinara. Posao definisan ugovorima o donacijama, potpisanim 2023, biće realizovan naredne godine.

Za razvoj putne infrastrukture izdvojeno je 5 MIL RSD

5 MIL RSD were allocated for the development of road infrastructure

The long-term partnership with the local community and the inhabitants of the village of Prahovo is realized by supporting the implementation of plans and supporting the development of the local community. In previous years, Elixir supported the arrangement and asphaltting of roads in this village, and in 2021 the road at the very entrance to Prahovo was reconstructed, along with the construction of sidewalks and the installation of paving stone. Recognizing the need to improve the road infrastructure as a priority, during 2023, two main streets in Prahovo - Vuka Karadžića and Kneza Miloša - were paved with asphalt. In cooperation with the local community and the municipality, Elixir donated 5 million dinars for this purpose.

Since 2019, Elixir has set aside about 50 million dinars for road infrastructure in the village of Prahovo.

The problem of street dogs and the lack of adequate care is one of those that Negotin has been facing for years. With the aim of contributing to finding a solution to the pressing problem of the residents of Negotin, in 2023 the construction of a shelter for street dogs began.

The improvement of infrastructure is at the top of the list of needs of the local population in Krajina region, so the local community Samarinovac expressed the need for the reconstruction of the village Cultural Centre, damaged earlier in a fire. The member company Elixir Foundation decided to support the residents of this village as well, in the hope that the adaptation of this space in the center will provide the conditions for the creation and realization of various contents. The value of these two projects is 4.5 million dinars, of which one million dinars has been allocated for the Cultural Centre in Samarinovac. The work defined by the donation agreements, signed in 2023, will be implemented the following year.



Doprinos unapređenju javnog zdravlja

Najvrednija donacija u 2023. godini od **27 MIL RSD namenjena je unapređenju oblasti javnog zdravlja i monitoringa kvaliteta vazduha u Šapcu**. Zavodu za javno zdravlje Šabac donirana je automatska merna stanica za kontinuirano merenje kvaliteta vazduha u ovom gradu. Merna stanica meri najširi spektar parametara SO₂, CO, NH₃, NO₂, PM₁₀, PM_{2.5}, BTEX i ozon i automatski izračunava indeks kvaliteta vazduha (AQI) 365 dana u godini. Ovo je prvi put da Šabac ima podatke o kvalitetu vazduha u realnom vremenu.

U službi zdravlja građana, Elixir Fondacija podržava rad Zdravstvenog centra u Negotinu, pružajući podršku u opremanju i radu centra. Donacija od 240.000 dinara namenjena je postavljanju rampi u krugu negotinskog ZC kako bi se omogućio nesmetan prilaz sanitetu, bolesnima i teško pokretnim pacijentima.

Elixir Fondacija je podržala je nabavku endoskopske opreme za odeljenje urologije u Opštoj bolnici Stefan Visoki u Smederevskoj Palanci, a izdvajanjem novčanih sredstava podržano je i lečenje četvero sugrađana. Elixir je podržao inicijativu Komiteta za međunarodnu saradnju studenata medicine u akciji prikupljanja novčanih sredstava za novogodišnje paketiće deci koja se leče na Kliničkom centru Srbije i drugim zdravstvenim ustanovama na teritoriji Beograda, ali i cele Srbije.

Contribution to the improvement of public health

The most valuable donation in 2023 of **27 MIL RSD is intended for the improvement of public health and air quality monitoring in Šabac**. An automatic measuring station for continuous measurement of air quality in this city was donated to the Public Health Institute of Šabac. The measuring station measures the widest range of parameters SO₂, CO, NH₃, NO₂, PM₁₀, PM_{2.5}, BTEX and ozone and automatically calculates the Air Quality Index (AQI) 365 days a year. This is the first time that Šabac has air quality data in real time.

In the service of citizens' health, Elixir Foundation supports the work of the Health Center in Negotin, providing support in equipping and operating the center. The donation of 240,000 dinars is intended for the installation of ramps in the vicinity of the Negotiable Medical Center in order to enable unhindered access to the health center for sick and mobility-impaired patients.

Elixir Foundation supported the procurement of endoscopy equipment for the urology department at the Stefan Visoki General Hospital in Smederevska Palanka, and the allocation of funds also supported the treatment of four fellow citizens. Elixir supported the initiative of the Committee for International Cooperation of Medical Students in the campaign to collect funds for New Year's packages for children who are being treated at the Clinical Center of Serbia and other health institutions in the territory of Belgrade, as well as the whole of Serbia.

27 MIL RSD namenjeno je unapređenju oblasti javnog zdravlja i monitoringa kvaliteta vazduha u Šapcu

27 MIL RSD is intended for the improvement of public health and air quality monitoring in Šabac

Elixir za... jednake šanse

Elixir for... equal chances



Najveći udeo donacija na polju socijalne zaštite izdvaja se za Fondaciju Humano srce Šapca u iznosu od 12 MIL RSD, a čiji rad donacijama podržavaju i zaposleni. U 2023. na ovom polju, uspostavili smo saradnju sa Sportskim savezom osoba sa invaliditetom Šabac, Udruženjem paraplegičara u Šapcu i Humanitarnom organizacijom Dečje srce, a nastavljena je podrška Šabačkom udruženju za pomoć osobama sa autizmom. Elixir je pored akcija prikupljanja čepova, podržao i novčanom donacijom udruženje Čep za hendikep.

U organizaciji OŠ „Sveti Sava“, za decu sa smetnjama u razvoju iz Šapca, i Biblioteke Šabačke, treću godinu za redom realizovan je dečiji književno-likovni konkurs „Daj mi reč da je naslikam“ koji okuplja učenike iz cele Srbije i regiona koji se školuju po individualnom obrazovnom planu. Elixir Fondacija je, kao i prethodne godine, podržala ovu plemenitu inicijativu donacijom za kupovinu asistivnih tehnologija za prvonagrađene učesnike konkursa.

Svake godine Elixir Zorka donira nekoliko desetina tona đubriva za imanje kojim upravlja Eparhija raško-prizrenska na Kosovu i Metohiji. U 2023. godini humanitarnoj organizaciji „Majka devet Jugovića“ isporučeno je 10t mineralnog đubriva formulacije NPK 5:15:15.

Elixir je izdvojio 16.5 MIL RSD za donacije u oblasti socijalne zaštite.

Elixir allocated 16.5 MIL RSD for donations in the field of social protection.

The largest share of donations in the field of social protection is allocated to the Foundation Humano srce Šabac in the amount of 12 MIL RSD, whose work is also supported by the employees. In 2023, in this field, we established cooperation with the Šabac Sports Association of Persons with Disabilities, the Association of Paraplegics in Šabac and the Humanitarian Organization Dečje srce, and continued support for the Šabac Association for Helping People with Autism. In addition to bottle caps collection actions, Elixir also supported the Association “Čep za hendikep” with a monetary donation.

In the organization of the Primary school “Sveti Sava” for children with developmental disabilities from Šabac and the Šabac Library, for the third year in a row, the children’s literary and art competition “Give me a word to paint it” was held, which brings together students from all over Serbia and the region who study according to the individual educational plan. Elixir Foundation, as in the previous year, supported this noble initiative with a donation for the purchase of assistive technology for the firstly awarded participants of the competition.

Every year, Elixir Zorka donates several tens of tons of fertilizers, to the property managed by the Diocese of Raško-Prizren in Kosovo and Metohija. In 2023, 10 tons of NPK 5:15:15 fertilizer were delivered to the humanitarian organization “Majka devet Jugovića”.

Elixir za... znanje

Elixir for... knowledge



Kako je kvalitetno obrazovanje preduslov razvoja i napretka celog društva, podrška poboljšanju uslova za učenje i rad sa decom spada medju najvažnije ciljeve osnivanja Elixir Fondacije. Kako bi podrška bila systemska i odgovor na realne potrebe, uspostavili smo saradnju sa školama i predškolskim ustanovama u Negotinu i Šapcu, sa ciljem stvaranja novih prilika za učenje i razvoj dece i mladih.

U okviru inicijative “Moj put do uspeha”, pokrenutom 2022. godine u saradnji sa Negotinskom gimnazijom, EU “Badem”, Školom aritmetike Malac genijalac i NG portalom, Elixir Fondacija donirala je udžbenike za školsku 2023/2024. godinu svim prvacima negotinskih osnovnih škola. Svoje prve udžbenike na dar je dobilo 188 prvaka na teritoriji opštine Negotin, a za ovu aktivnost izdvojeno je **1.3 miliona dinara.**

Rekonstrukcija i uređenje dvorišta šabačkih vrtića još jedan je važan projekat namenjen dobrobiti dece i stručnjaka koji sa njima rade, a koji smo pokrenuli u 2023. godini. U Dečijoj nedelji, koja je obeležena pod sloganom „Veliko srce dece Srbije“, **Elixir Fondacija i PU Naše dete Šabac** ozvaničile su saradnju na ovom strateškom projektu.

As quality education is a prerequisite for the development and progress of the entire society, support for improving the conditions for learning and working with children is one of the most important goals of Elixir Foundation. In order for the support to be systemic and respond to real needs, we established cooperation with schools and preschool institutions in Negotin and Šabac, with the aim of creating new opportunities for learning and development of children and young people. As part of the “My Path to Success” initiative, launched in 2022 in cooperation with the Negotin High School, EU “Badem”, the School of Arithmetics “Malac Genijalac” and the NG portal, the Elixir Foundation donated textbooks for the 2023/2024 school year to all first-graders of Negotin primary schools. 188 first-graders in the Negotin municipality received their first textbooks as a gift, and **1.3 MIL RSD were allocated for this activity.**

The reconstruction and arrangement of the courtyards of Šabac kindergartens is another important project aimed at the well-being of children and experts who work with them, which we launched in 2023. In Children’s Week, which is celebrated under the slogan “Big heart of the children of Serbia” **Elixir Foundation and the Preschool Institution “Naše dete” Šabac** have made official the collaboration on this strategic project.

U 2023. godini za podršku obrazovanju, deci i njihovim porodicama Elixir je doniro 6.6 MIL RSD.

In 2023, Elixir donated 6.6 MIL RSD to support education, children and their families.

Prvi vrtić čije je dvorište dobilo potpuno nov izgled je vrtić „Bajka” u naselju Triangla u Šapcu. Projekat ima za cilj i podršku i partnerstvo sa lokalnim preduzetnicima i firmama, koje su angažovane na izvođenju radova.

Ostalim donacijama podržavane su potrebe i inicijative osnovnih i srednjih škola u Šapcu i Prahovu/Negotinu, među kojima su **Hemijjska škola u Šapcu** kojoj su donirana sredstva za opremanje školske laboratorije, **OŠ Vuk Karadžić** iz Negotina, **Predškolska ustanova Pčelica iz Negotina** i mnogi drugi.

Predškolska ustanova „Pčelica” je jedina ustanova u Negotinu koja radi sa decom predškolskog uzrasta od 12 meseci do polaska u prvi razred i svakodnevno primi preko 500 mališana. Prepoznajući potrebe vrtića, stare, dotrajale krevete zamenili su novi kreveti i udobni dušeci.

Ukupna vrednost projekta rekonstrukcije i uređenja dvorišta vrtića „Bajka” je 3.6 MIL RSD

The total value of the project for the reconstruction and decoration of the “Bajka” kindergarten yard is 3.6 MIL RSD

The first kindergarten whose yard got a completely new look is the kindergarten “Bajka” in the neighborhood of Triangla in Šabac. The project aims to support and partner with local entrepreneurs and companies, which are engaged in the execution of works.

Other donations supported the needs and initiatives of primary and secondary schools in Šabac and Prahovo/Negotin, among which are the **Chemistry School in Šabac** to which funds were donated for equipping the school laboratory, **Primary school Vuk Karadžić** from Negotin, **Preschool Institution Pčelica** from Negotin and many others.

Preschool Institution “Pčelica” is the only institution in Negotin that works with children of preschool age from 12 months to the beginning of the first grade and receives over 500 children every day. Recognizing the needs of the kindergarten, the old, dilapidated beds were replaced by new beds and comfortable mattresses.

Elixir za.. kulturu

Elixir for.. culture

Sa uverenjem da je kultura temelj društva i njegovog identiteta, Elixir podržava projekte koji doprinose očuvanju kulturnog nasleđa, afirmaciji umetničkih programa i negovanju istorijske baštine. Za projekte institucija kulture i različitih udruženja građana koji doprinose ostvarenju ovih ciljeva, **tokom 2023. izdvojeno je 2.3 MIL RSD.**

Epitet najprestižnije među manifestacijama koje podržavamo, sa tradicijom dužom od 6 decenija, imaju Mokranjčevi dani koji se održavaju svakog septembra u Negotinu.

Prvo izdanje Sabacke koncertne sezone, u organizaciji Centra za dobru muziku, jedna je od najzapaženijih kulturnih manifestacija u ovom gradu, a među prvim prijateljima bila je Elixir Fondacija.

Prvi festival znanja, muzike i kulture u Srbiji „Naopako fest”, dobio je podršku Elixir Fonacije. Pod sloganom „Pokreni na znanje”, jednodnevna manifestacija okupila je sve generacije Šapčana, ali i goste iz drugih gradova Srbije.

Pored novih kulturnih manifestacija koje su u Šabac i Negotin dovele brojne posetioce, Elixir Fondacija, tradicionalno, pružila je podršku i realizaciji sedmodnevnog 4. Internacionalnog teatarskog festivala INTEF. Festival okuplja mlade pozorišne grupe iz cele Srbije, a održava se na Mišaru, selu nadomak Šapca, sa ciljem da pokrene lokalne zajednice van glavnih gradskih centara, okupi mlade ljude i pruži još jedan vid druženja.

Prepoznajući važnost očuvanja umetničkog nasleđa i likovne tradicije šabačkog kraja, Elixir Fondacija pružila je podršku otvaranju izložbe povodom 90 godine od rođenja Milića od Mačve. Izložba je otvorena u decembru 2023. godine u Domu Jevrema Grujića u Beogradu.

Kao i prethodnih godina, Elixir Fondacija novčanim donacijama podržala je realizaciju brojnih drugih manifestacija, među kojima su i festival vlaške muzike „Gergina”, Vokalni etno festival VEF, šesti Internacionalni moto skup, Festival Dani vina i lepog raspoloženja na Rajačkim pimnicama.



With the belief that culture is the foundation of society and its identity, Elixir supports projects that contribute to the preservation of cultural heritage, the affirmation of artistic programs and the nurturing of historical heritage. **2.3 MIL RSD have been allocated in 2023** for the projects of cultural institutions and various citizen associations that contribute to the achievement of these goals.

The epithet of the most prestigious among the manifestations we support, with a tradition longer than 6 decades, is the manifestation Days of Mokranjac, which is held every September in Negotin.

The first edition of the Sabac concert season, organized by the Center for Good Music, is one of the most notable cultural events in this city, and Elixir Foundation was among the first supporters of this event.

The first festival of knowledge, music and culture in Serbia “Naopako Fest” was supported by Elixir Foundation. Under the slogan “Pokreni na znanje”, the one-day event brought together all generations of the residents of Šabac, as well as guests from other cities of Serbias.

In addition to the new cultural events that brought numerous visitors to Šabac and Negotin, Elixir Foundation traditionally supported the realization of 4th International Theater Festival INTEF. The festival gathers young theater groups from all over Serbia, and is held in Mišar, a village near Šabac, with the aim of awakening local communities outside the main city centers.

Recognizing the importance of preserving the artistic heritage and artistic tradition of the Šabac region, Elixir Foundation supported the opening of the exhibition on the occasion of the 90th anniversary of the birth of the painter Milić of Mačva in December 2023 in the Jevrem Grujić House in Belgrade.

As in previous years, Elixir Foundation supported the implementation of numerous other events with monetary donations, including the “Gergina” Vlach Music Festival, the VEF Vocal Ethno Festival, the 6th International Moto Rally, the Days of Wine and Good Mood Festival at Rajačke Pivnice.



Elixir za... planetu

Elixir for... the planet



Zajedno sa Udruženjem „Mustre” iz Negotina, Elixir Fondacija organizuje edukativne radionice za decu pod nazivom „Biram da recikliram”. Sa ciljem razvoja ekološke svesti kod mladih osnovaca, kroz kvizove, izradu različitih predmeta od već korišćenih materijala, deca stiču uvid u važnost i načine očuvanja životne sredine i sveta koji ih okružuje.

Sa ciljem podrške radu udruženja koja doprinose očuvanju prirode, afirmaciji kulturno istorijskih i prirodnih lepota Istočne Srbije, u 2023. godini podržali smo aktivnosti na uređenju turističke lokacije Mokranjske stene, kao i realizaciju dokumentarnog filma „Mokranje i Mokranjske stene” čiji je autor mr Danilo Petrović, predsednik ekološkog udruženja Badem.

U cilju promocije prirodnih lepota Srbije, Danilo Petrović snimio je niz dokumentarnih filmova o prirodnim lepotama istočne Srbije. Nakon filma „Negotinske pimnice”, snimljen je dokumentarni film posvećen jedinstvenim arhitektonskim vinskim podrumima na Rajcu i Rogljevu pod nazivom „Rajačke i Rogljevačke pimnice”. Elixir Fondacija podržala je i ovo filmsko ostvarenje mr Petrovića, a u prostorijama Fondacije na centralnom trgu u Negotinu održana je i projekcija filma za Negotince i zaposlene u Prahovu u februaru 2023. godine

Together with the Association “Mustre” from Negotin, Elixir Foundation organizes educational workshops for children called “I choose to recycle”. With the aim of developing environmental awareness among younger primary school students, through quizzes and the creation of various objects from already used materials, children gain insight into the importance and ways of preserving the environment and the world around them.

With the aim of supporting the work of associations that contribute to the preservation of nature, the affirmation of the cultural, historical and natural beauties of Eastern Serbia, in 2023 we supported activities on the development of the Mokranjske stene tourist site, as well as the realization of the documentary film “Mokranje and Mokranjske stene” authored by Danilo Petrović, M.Sc., president of the environmental association Badem.

In order to promote the natural beauty of Serbia, Danilo Petrović filmed a series of documentaries about the natural beauty of Eastern Serbia. After the film “Negotinske Pimnice”, a documentary film dedicated to the unique architectural wine cellars in Rajac and Rogljevo called “Rajačke i Rogljevačke Pimnice” was shot. Elixir Foundation also supported this film by Mr. Petrović, and a screening of the film was held in the premises of Elixir Foundation on the central square in Negotin for the citizens of Negotin and employees in Prahovo in February 2023.

Elixir za... sport

Elixir for... sports

Sa ciljem zdravog i pravilnog razvoja dece i mladih, Elixir podržava veliki broj sportskih udruženja i klubova na teritoriji Šapca i Negotina.

Elixir Zorka je generalni sponzor RK Metaloplastika Elixir od 2022. godine, a ova saradnja, pod sloganom „Šampioni igraju dok ne pobede”, nastavljena je i u 2023. godini. Tokom 2023. u okviru obeležavanja 85 godina od osnivanja HI Zorka Šabac, Elixir Zorka postala je generalni sponzor VK Šabac. Godišnji sponzorski ugovori iznose 21 MIL RSD.

U 2023. Elixir je podržao rad dvanaestogodišnjeg Aleksandra Dvokića, mladog atletičara u disciplini brzo hodanje, kao i tekvondo klub Viner Čivi i FK Šipurske livade.

Elixir Group izdvaja sredstva u iznosu od 1.4 MIL RSD godišnje za FK Dunav Prahovo, a pored ovog kluba, tokom 2023. za različite potrebe, odlazak na takmičenja, opremanje prostorija klubova i igrača, Elixir je jednokratnim donacijama podržao Gimnastički klub Hajduk Veljko, Košarkaški klub Hajduk Veljko, FK Sloga Kobišnica, FK Urovica, MRK Hajduk Veljko i OFK „Boban”, OFK Tamnič, FK Radujevac, Sportski savez opštine Negotin i Stonoteniski klub Partizan iz Šapca.

Cilj ove podrške je afirmacija zdravog i aktivnog života dece i mladih, podsticaj radu mlađih selekcija i uključenju što većeg broja najmlađih u rekreativni i školski sport.

With the goal of healthy and proper development of children and young people, Elixir supports a large number of sports associations and clubs in the territory of Šabac and Negotin.

Elixir Zorka has been the general sponsor of the Handball Club Metaloplastika Elixir since 2022, and this cooperation, under the slogan “Champions play until they win”, continued in 2023. During 2023, as part of the celebration of 85 years since the founding of the Chemical Industry Zorka Šabac, Elixir Zorka became the general sponsor of Waterpolo Club Šabac. Annual sponsorship contracts amount to 21 MIL RSD.

In 2023, Elixir supported the work of twelve-year-old Aleksandar Dvokić, a young athlete in the discipline of fast walking, as well as Taekwondo club Viner Čivi and Football Club Šipurska livade.

Elixir Group allocates funds in the amount of 1.4 MIL RSD per year for the Football Club Dunav Prahovo, and in addition to this club, during 2023, for various needs, going to competitions, equipping the rooms of clubs and players, Elixir supported with one-time donations Gymnastics Club Hajduk Veljko, Basketball Club Hajduk Veljko, Football Club Sloga Kobišnica, Football Club Urovica, Male Handball Club Hajduk Veljko and Youth Football Club “Boban”, Youth Football Club Tamnič, Football Club Radujevac, Sports Association of Negotin Municipality and Table Tennis Club Partizan from Šabac.

The aim of this support is to affirm the healthy and active life of children and young people, to encourage the work of younger teams and to involve as many of the youngest as possible in recreational and school sports.



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GRI 1 upotrebljen: GRI 1 Fondacija 2021

Statement of use: Elixir Group D.O.O has reported with reference to GRI Standards
GRI1 used: GRI 1 Foundation 2021

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418	Privatnost kupaca / Customer privacy		
3-3	Upravljanje materijalnim temama Management of material topics	90	Nije bilo incidenata
418-1	Žalbe zbog nepoštovanja privatnosti potrošača Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	There were no incidents

Rečnik nepoznatih pomova

Glossary

Pojmovi / Terms		Prevod / Translation	
Engleski / English	Srpski / Serbian	Engleski / English	Srpski / Serbian
AIF3	AIF3	Aluminium flouride	Aluminijum trifluorid
BAT	BAT	Best Available Techniques	Najbolje dostupne tehnike
BREF	BREF	Best Available Techniques Reference Documents	Referentni dokumenti o najboljim dostupnim tehnikama
OHS	BZR	Occupational Health and Safety	Bezbednost i zdravlje na radu
CBAM	CBAM	Carbon Border Adjustment Mechanism	Mehanizam za prekogranično prilagođavanje ugljenika
CNG	KPG	Compressed Natural Gas	Komprimovani prirodni gas
CO2	CO2	Carbon dioxide	Ugljen dioksid
CSR	CSR	Corporate Social Responsibility	Društveno odgovorno poslovanje
VPF	DPF	Voluntary Pension Fund	Dobrovoljni penzijski fond
VHI	DZO	Voluntary Health Insurance	Dobrovoljno zdravstveno osiguranje
EBITDA	EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization	Dobit pre kamata, poreza i amortizacije
EHS	/	Environment, Health, and Safety	Životna sredina, zdravlje i bezbednost
EIB	EIB	European Investment Bank	Evropska investiciona banka
EMAS	EMAS	Eco-Management and Audit Scheme	Šema eko-menadžmenta i provere
ERP	ERP	Enterprise Resource Planning	Planiranje resursa preduzeća
ESG	ESG	Environment, Social, Governance	Životna sredina, društvena odgovornost i korporativno upravljanje
GRI	GRI	Global Reporting Initiative	Globalna inicijativa za izveštavanje
HAZOP	/	Hazard and Operability Study	Analiza opasnosti i operativnosti
CI	HI	Chemical industry	Hemijska industrija
/	IHP	/	Industrija hemijskih proizvoda

Pojmovi / Terms		Prevod / Translation	
Engleski / English	Srpski / Serbian	Engleski / English	Srpski / Serbian
IMS	/	Integrated Management System	Integrirani sistem menadžmenta
IPE	/	International Position Evaluation	Međunarodna evaluacija pozicije
IPPC	IPPC	Integrated Pollution Prevention and Control	Integrirana kontrola i sprečavanje zagađenja
LPG	TNG	Liquefied Petroleum Gas	Tečni naftni gas
NPK	NPK	Nitrogen, phosphorus, potassium	Azot, fosfor, kalijum
R&D	/	Research and Development	Istraživanje i razvoj
REACH	/	Registration, Evaluation, Authorisation and Restriction of Chemicals	Registracija, evaluacija, autorizacija i restrikcija hemikalija
SDG	/	Sustainable Development Goals	Ciljevi održivog razvoja
UNDP	UNDP	United Nations Development Programme	Program Ujedinjenih nacija za razvoj
WB6	WB6	Western Balkans 6	Zapadni Balkan 6 država



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Izveštaj o nezavisnom ograničenom uveravanju u vezi sa Izveštajem o održivom poslovanju

Rukovodstvu društva Elixir Group d.o.o., Šabac

Obim angažovanja

Angažovani smo od strane rukovodstva društva Elixir Group d.o.o., Šabac ("Društvo") radi izveštavanja u vezi sa Izveštajem o održivom poslovanju ("Izveštaj"), koji je pripremljen za Poslovni sistem Elixir Group ("Grupa") za godinu koja se završava 31. decembra 2023. godine. Angažovani smo da izvestimo u vidu zaključka o nezavisnom ograničenom uveravanju na osnovu našeg obavljenog rada i pribavljenih dokaza, pri čemu nismo došli ni do kakvih saznanja koja nam daju povod da smatramo da Izveštaj o održivom poslovanju Društva nije pripremljen, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u smernicama za izveštavanje o održivosti poslovanja Globalne inicijative ("GRI standardi").

Odgovornost rukovodstva

Rukovodstvo Društva je odgovorno za sastavljanje ovog Izveštaja, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u GRI standardima. Ova odgovornost obuhvata kreiranje, implementaciju i održavanje internih kontrola za koje rukovodstvo utvrdi da su neophodne da bi se omogućilo sastavljanje Izveštaja po uzoru na kriterijume sadržane u GRI standardima koji ne sadrži materijalno značajne greške nastale bilo zbog prevare ili grešaka u radu.

Rukovodstvo Društva je takođe odgovorno da obezbedi da osoblje uključeno u pripremu Izveštaja bude adekvatno obučeno i da se primenjuju odgovarajući informacioni sistemi koji su adekvatno ažurirani.

Odgovornost revizora

Naša odgovornost je da pregledamo Izveštaj koji nam je dostavilo Društvo i da o tome izvestimo u formi zaključka o nezavisnom ograničenom uveravanju na osnovu prikupljenih dokaza. Naše angažovanje smo izvršili u skladu sa Međunarodnim standardom za usluge uveravanja ISAE 3000 – "Angažovanja na osnovu kojih se pruža uveravanje, a koja nisu revizija ili pregled istorijskih finansijskih informacija (revidiran)", izdatom od strane Odbora za međunarodne standarde revizije i uveravanja ("IAASB"). Ovaj standard zahteva da naše procedure planiramo i obavimo na način koji nam omogućuje da steknemo razumni nivo uveravanja o tome da li je Izveštaj sastavljen po uzoru na kriterijume sadržane u GRI standardima, po svim materijalno značajnim pitanjima, kao osnov za izražavanje našeg zaključka o nezavisnom ograničenom uveravanju.

KPMG d.o.o. Beograd, srpsko društvo s ograničenom odgovornošću, firma članica KPMG globalne organizacije nezavisnih firmi članica povezanih sa KPMG International Limited, privatnim engleskim društvom ograničenim garancijom.

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PIB: 100058593
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TRANSLATION

Independent Limited Assurance Report on the Sustainable Development Report

To the Management of Elixir Group d.o.o., Šabac

Scope of Service

We were engaged by the management of Elixir Group d.o.o., Šabac ("the Company") to report on the Company's Sustainability Report ("Report") prepared for the Elixir Group Business System ("Group") for the year ended 31 December 2023. We were engaged to report in the form of an independent limited assurance conclusion that based on our work performed and evidence obtained, nothing has come to our attention that causes us to believe that the Company's Sustainability Report is not prepared, in all material respects, with reference to the criteria contained in the sustainability reporting guidelines of the Global Reporting Initiative (the "GRI Standards").

Management's Responsibilities

The Company's management is responsible for the preparation of the Report, in all material respects, with reference to the criteria contained in the GRI Standards. This responsibility includes designing, implementing and maintaining such internal controls as management determines are necessary to enable the preparation of the Report with reference to the criteria contained in the GRI Standards that is free from material misstatement whether due to fraud or error.

The Company's management is also responsible for ensuring that staff involved with the preparation of the Report is properly trained and that appropriate information systems are applied that are properly updated.

Responsibilities of the Practitioner

Our responsibility is to examine the Report presented by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"). That standard requires that we plan and perform our procedures to obtain a meaningful level of assurance about whether the Report is prepared with reference to the criteria contained in the GRI Standards, in all material respects, as the basis for our limited assurance conclusion.

KPMG d.o.o. Beograd, a Serbian limited liability company a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

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Bank Account No.: 265-1100310000190-61

Naša firma primenjuje "Međunarodni standard o kontroli kvaliteta 1, Upravljanje kvalitetom za firme koje vrše revizije i preglede finansijskih izveštaja, i druge angažmane uveravanja i srodnih usluga", koji je razvijen od strane IAASB-a, a koji od naše firme zahteva da kreiramo, implementiramo i primenjujemo sistem kontrole kvaliteta, uključujući politike i procedure za usklađenost sa etičkim zahtevima, profesionalnim standardima i važećim zakonskim i regulatornim zahtevima.

Usklađeni smo sa zahtevom nezavisnosti i drugim etičkim zahtevima "Međunarodnog kodeksa etike za profesionalne računovođe (uključujući Međunarodne standarde nezavisnosti)" Odbora za međunarodne etičke standarde za računovođe (IESBA Kodeks), kojim se ustanovljavaju suštinski principi integriteta, objektivnosti, profesionalne osposobljenosti i dužne pažnje, poverljivosti i profesionalnog ponašanja, kao i sa ostalim zahtevima nezavisnosti i etike koji se primenjuju na ovo angažovanje uveravanja u Republici Srbiji.

Sprovedene procedure

Odabrane procedure zavise od našeg prosuđivanja i razumevanja pratećeg predmeta razmatranja i drugih okolnosti angažovanja, kao i naše procene rizika od materijalno značajnih grešaka u Izveštaju. Prilikom sticanja razumevanja Izveštaja i informacija sadržanih u njemu, kao i drugih okolnosti angažovanja, razmotrili smo proces koji je korišćen prilikom pripreme Izveštaja kako bismo dizajnirali procedure uveravanja koje su odgovarajuće u datim okolnostima, ali ne i sa ciljem donošenja zaključka u pogledu efektivnosti internih kontrola Društva u vezi sa pripremom Izveštaja.

Naše angažovanje je takođe uključilo procenu prikladnosti predmeta razmatranja i podobnosti kriterijuma koje je Društvo koristilo.

Procedure koje se primenjuju u sklopu angažovanja izražavanja ograničenog uveravanja razlikuju se prema vrsti, trajanju i obuhvatu od onih koje se primenjuju u okviru angažovanja sa izražavanjem razumnog uveravanja. Stoga je stepen uveravanja stečen primenom angažovanja sa izražavanjem ograničenog uveravanja znatno niži od onoga koji bi bio stečen obavljanjem angažovanja sa izražavanjem razumnog uveravanja.

Naše procedure su posebno uključile sledeće:

- Poređenje informacija i podataka prikazanih u Izveštaju sa odgovarajućim informacijama i podacima prikazanim u konsolidovanim finansijskim izveštajima Društva na dan i za godinu koja se završava 31. decembra 2023. godine, kao i sa pojedinačnim finansijskim izveštajima njegovih zavisnih društava za koje je revizor izdao izveštaj revizora u skladu sa Zakonom o reviziji i Zakonom o računovodstvu Republike Srbije;
- Razgovori sa osobljem na nivou Grupe, koje je odgovorno za analizu materijalnosti, kako bi se steklo razumevanje procesa za određivanje materijalnih tema održivog poslovanja i odgovarajućeg praga izveštavanja Društva, kao i analiza procesa uključivanja zainteresovanih strana u pogledu korišćenih metoda i kompletnosti obuhvatanja učesnika, na osnovu pregleda zapisnika sa sastanaka, rezultata upitnika i drugih dostupnih relevantnih informacija;
- Procena rizika, uključujući i medijsku analizu, za relevantne informacije o učinku Društva u pogledu održivosti poslovanja tokom perioda izveštavanja;
- Sticanje razumevanja o dizajnu i implementaciji sistema i procesa za prikupljanje, obradu i praćenje obelodanjivanja o ekološkim, društvenim i radnim pitanjima, poštovanju ljudskih prava, borbe protiv korupcije i mita, što takođe uključuje konsolidaciju podataka;
- Razgovori sa osobljem na nivou Grupe, koje je odgovorno za uspostavljanje, konsolidaciju i sprovođenje procedura interne kontrole u vezi sa obelodanjivanjem pojmova, rizika, procesa poštovanja pravila, rezultata i indikatora učinka;
- Izvršili smo pregled odabranih internih i eksternih akata, kako bi se utvrdilo da li su kvalitativne i kvantitativne informacije potkrepljene dovoljnim dokazima i predstavljene na tačan i uravnotežen način;
- Procena procesa za prikupljanje, proveru i izveštavanje podataka na lokalnom nivou, kao i pouzdanost prijavljenih podataka, sprovedeno kroz intervju i preglede na osnovu uzorka sprovedenog tokom fizičke posete odabranog zavisnog društva;

This firm applies International Standard on Quality Management 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagement", developed by IAASB, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior, and with other independence and ethical requirements, applicable to this assurance engagement in the Republic of Serbia.

Procedures Performed

The procedures selected depend on our judgment and understanding of the underlying subject matter and other engagement circumstances, and our assessment of the risk of a material misstatement of the Report. In obtaining an understanding of the Report and the information therein, and other engagement circumstances, we have considered the process used to prepare the Report in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's process of internal control over the preparation of the Report.

Our engagement also included assessing the appropriateness of the subject matter and the suitability of the criteria used by the Company.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included in particular:

- Comparing of information and data presented in the Report to the corresponding information and data included in the Company's consolidated financial statements as at and for the year ended 31 December 2023, as well as stand-alone financial statements of its subsidiaries on which auditor issued report in accordance with the Law on Auditing and Law on Accounting of the Republic of Serbia;
- Inquiries of personnel at the Group level, who are responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting thresholds of the Company, as well as analysis of the process of involvement of interested parties in terms of methods used and completeness of participants, based on review of minutes from meetings, results of questionnaires and other available relevant information;
- A risk assessment, including a media analysis, on relevant information on the Company's sustainability performance in the reporting period;
- Gaining an understanding of the design and implementation of the systems and processes for the collection, processing and monitoring of disclosures on environmental, social and employees matters, respect for human rights, anti-corruption as well as bribery, which also includes the consolidation of data;
- Inquiries of personnel at the Group level, who are responsible for providing, consolidating and implementing internal control procedures relating to the disclosure of concepts, risks, due diligence processes, results and performance indicators;
- Inspection of selected internal and external documents, in order to determine whether qualitative and quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of the processes for local data collection, validation and reporting, as well as the reliability of the reported data through interviews and walkthrough on a sample basis conducted during a physical site visit of a selected subsidiary;
- Analytical evaluation of quantitative disclosures regarding the GRI Standards listed in the GRI-Index, submitted by all locations for consolidation at the Group level;

- Analitička procena kvantitativnih obelodanjivanja u vezi sa GRI standardima navedenim u GRI-indeksu, dostavljenih od svih zavisnih društava za konsolidaciju na nivou Grupe;
- Procena doslednosti izveštavanja po uzoru na GRI standarde sa obelodanjivanjima i indikatorima prikazanim u Izveštaju, koji su primenljivi na Društvo;
- Procena ukupne prezentacije datih obelodanjivanja kroz kritičko čitanje Izveštaja.

Kao deo ovog angažovanja, nismo sproveli nikakve procedure u smislu revizije, pregleda ili verifikacije Izveštaja, niti osnovnih evidencija ili drugih izvora na osnovu kojih je ovaj Izveštaj pripremljen.

Kriterijumi

Primenljivi kriterijumi, u odnosu na koje je izvršeno sagledavanje i ocenjivanje Izveštaja, su obuhvaćeni GRI standardima.

Zaključak

Naš zaključak je formiran na osnovu, i predmet je, pitanja navedenih u ovom izveštaju.

Smatramo da su dokazi koje smo pribavili dovoljni i odgovarajući i da pružaju osnov za izražavanje naših zaključaka.

Na osnovu sprovedenih procedura i pribavljenih dokaza, nismo došli ni do kakvih saznanja koja nam daju povod da smatramo da Izveštaj nije pripremljen, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u GRI standardima.

Ograničenje u pogledu korišćenja našeg izveštaja

Naš izveštaj ne treba smatrati prikladnim za korišćenje ili za oslanjanje na isti od strane bilo koje druge strane koja nastoji da stekne prava u odnosu na nas, izuzev Društva, za bilo koje svrhe ili u bilo kom kontekstu. Bilo koja druga strana, izuzev Društva, koja dođe u posed našeg izveštaja ili kopije istog, i koja donese odluku da se osloni na isti (ili na njegov deo), čini to na sopstveni rizik. U skladu sa zakonskim ograničenjima, smatramo da nemamo odgovornost niti prihvatamo bilo koju obavezu prema bilo kojoj drugoj strani izuzev Društva u pogledu sprovedenih procedura, ovog izveštaja o nezavisnom ograničenom uveravanju ili zaključaka do kojih smo došli.

KPMG d.o.o. Beograd

Vladimir Savković
Licencirani ovlašćeni revizor

U Beogradu, 1. jul 2024. godine

- Evaluation of the consistency of the reporting with reference to GRI Standards to disclosures and indicators presented in the Report, which apply to the Company;
- Evaluation of the overall presentation of the disclosures by critically reading the Report.

As part of this engagement, we have not performed any procedures by way of audit, review or verification of the Report nor of the underlying records or other sources from which the Report was extracted.

Criteria

The applicable criteria against which the Report was evaluated are included in the GRI Standards.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report, is not prepared, in all material respects, with reference to the criteria contained in the GRI Standards.

Restriction on Use of Our Report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company, for any purpose or in any context. Any party other than the Company who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Company for our work, for this independent limited assurance report, or for the conclusions we have reached.

KPMG d.o.o. Beograd

Signed on the Serbian original

Vladimir Savković
Licensed Certified Auditor

Belgrade, 1 July 2024

This is a translation of the original Independent Limited Assurance Report issued in the Serbian language. All due care has been taken to produce a translation that is as faithful as possible to the original. However, if any questions arise related to interpretation of the information contained in the translation, the Serbian version of the document shall prevail. We assume no responsibility for the correctness of the translation of the Company's Sustainability Report.

KPMG d.o.o. Beograd

Vladimir Savković
Licensed Certified Auditor

Belgrade, 1 July 2024

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