



CHROMATOURGIA
TRIPOLEOS SA.

SUSTAINABLE DEVELOPMENT REPORT

CHROMATOURGIA TRIPOLEOS S.A.

2022



This Sustainable Development Report of the company CHROMATOURGIA TRIPOLEOS S.A. covers the period from 1 January 2022 to 31 December 2022, and was released in April 2023.

The Athens Stock Exchange “ESG Reporting Guide” (2022), the SASB “Chemicals Sustainability Accounting Standard” (industry standard, version 2018-10), and the GRI standards (Universal Standards, Topic Standards) have been taken into consideration for the preparation of this Report.

The company CHROMATOURGIA TRIPOLEOS S.A. has reported the information cited in the GRI content index, for the period from 1 January 2022 to 31 December 2022, with reference to the GRI standards (GRI 1 Standard used: GRI 1: Foundation 2021).

In case of queries pertaining to this Report and its contents, interested parties are welcome to contact CHROMATOURGIA TRIPOLEOS S.A. via phone at +302262059971-4, or via email at info@chromatourgia.com.



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Message from the President & CEO

Facing a future full of challenges for the chemical industry sector, especially in the fields of the Economy and the Environment, we come to realize that sustainability is not just a commitment, but rather a vision for continuous improvement and development.

For us, sustainability applies to an array of different aspects: our long-term performance, our operation in compliance with the rules of business ethics, the growth of our people, the assurance of health and safety in the workplace, the respect and protection of human rights, our interaction with the community, the protection of the environment, and the saving of resources.

We work towards providing high-quality products, corresponding to the market requirements and criteria, by applying state-of-the-art technology, while integrating social, financial and environmental factors into our operations and strategy.

Our expectation is to keep growing, alongside setting goals that shall contribute to the creation of value for the next generations.

Ioannis Loukaitis

President & CEO



1 INTRODUCTION

With the compilation of this Sustainable Development Report, CHROMATOURGIA TRIPOLEOS S.A. presents the data that are essential for the company's activities, and are related to its ability to generate value, its competitive positioning, as well as its effectiveness in making the most of new opportunities.

Our performance metrics in the areas of Environment, Social, and Governance, showcase our ability to create value and deploy effective strategies with long-term impact.

The term "Environment" covers all issues of environmental nature, such as living and non-living systems, as well as issues related to earth, air, water, and ecosystems.

The term "Social" refers to social issues, human rights, and the wellbeing of the communities in which we operate.

The term "Governance" concerns decision making, management practices, and our corporate governance structure.

For us, sustainability involves the long-term assurance of our performance, our people, the community and the environment, while integrating social, financial and environmental factors into decision making. We believe that sustainable development is not just reflected in a set of principles—which we take into account—but also in our initiatives and the actions that we incorporate in our day-to-day business. These actions aim at protecting the environment, saving resources and energy, respecting and protecting human rights, but also at the strengthening of the local community's financial and social structure, while aligning with the requirements of our industrial sector.

For the preparation of this Sustainable Development Report, we referred to metrics and disclosures included in the Athens Stock Exchange "ESG Reporting Guide 2022", the GRI (Global Reporting Initiative) standards, as well as the "Chemicals – Sustainability Accounting Standard" (industry standard, version 2018-10) published by the SASB (Sustainability Accounting Standards Board).

The information disclosed in this Report concerns the entirety of the company and its proprietary production sites, which are located in Schimatari and Kastro (Viotia).

This is the first Sustainable Development Report prepared by CHROMATOURGIA TRIPOLEOS S.A., covering the year 2022; the frequency of sustainability data reporting is hereafter set on an annual basis. The presented data cover the period from 1 January 2022 to 31 December 2022, which coincides with the company's financial reporting period.

This Report has not been subjected to third-party review and verification.



2 COMPANY PRESENTATION

CHROMATOURGIA TRIPOLEOS S.A. counts more than 130 years of history and presence in the Greek market. We are a family-owned business operating in the chemical industry, and we have been exclusively manufacturing and marketing organic dyes for more than a century.

Our company was founded in 1890 in Tripoli, Arkadia, and today we operate two manufacturing units in Viotia. The first unit, which also serves as our headquarters, is based in Schimatari (Thesi Kormatzini), while the latter is located in Kastro.

Our main area of operations is the manufacturing of organic dyes, setting a high quality standard of specialization and expertise in the chemical industry sector. Over the last 40 years, our business activities focus mainly on exports to Europe and Asia, while we still maintain our presence in the Greek market. Today, we have more than 150 customers, the quantity of our manufacturing output reaches over 1,000 tonnes per year, and our exporting activity exceeds 60 %.

Our products include the following:

- Dyes for leather (suede, aniline leather, etc.) and fur (sheep, goat, calf, rabbit skin, etc.).
- Dyes and markers for the fuel and lubricant industry. This is a specialized category of liquid dyes and markers, suitable for the coloring and marking of fuels, lubricants, greases, and oil derivatives in general, used for quality assurance and for inspections related to tax purposes, as determined by the competent public authorities.
- Dyes for the textile industry. The textile sector had been the main industry for the company's operations in Greece for over 40 years, and our significant experience in this sector is an important factor for our significant sales growth in the Greek and international market. We produce dyes for cotton and cellulose dyeing, as well as viscose, wool, silk, nylon, polyamide and synthetic fibers, and ready-made products.
- Dyes for the paper industry. These products are suitable for the coloring of paper pulp intended to be used in the production of napkins, paper tissues, cardboard boxes, wrapping paper, but also recycled paper.
- Dyes for detergents (liquid soaps, all-purpose cleaners, laundry detergents, fabric softeners, household and industrial cleaners), shampoos, cosmetics and food.

3 SUSTAINABILITY APPROACH AND STRATEGY

As part of our sustainability approach, the principles of safety, responsibility and integrity are the guidelines for our operations in our efforts to tackle challenges relating to energy, climate and society; our commitment is to provide high-quality products that satisfy the needs and expectations of our domestic and international customers. We implement a Quality Management System in our activities, certified under the standard ISO 9001:2015.

We follow closely all significant risks and opportunities related to environment, social issues and governance, and we implement actions in order to manage them.

As regards the environment, we focus on reducing our environmental footprint by implementing actions to achieve our environmental goals on the basis of the principle of prevention (reduce resource consumption, amplify recycling, reuse materials); this is our way of contributing to combating climate change.

With reference to social matters, we strive for responsible operation toward the community and people. We concentrate on providing a safe working environment, respecting and protecting human rights, as well as harmoniously interacting with the local communities in which we operate, while manufacturing high quality products that satisfy the customer needs.

As for governance, we act and operate with integrity, with respect to business ethics and in compliance with the applicable legal framework. We seek transparency in our transactions, and recognize that we have a moral and legal obligation to act responsibly.

The main pillars of our sustainability strategy include our products, the environment, the resources used, generated waste, as well as energy, people and society. We aim for continuous growth, while remaining committed to continuous improvement of our performance in the areas we have prioritized.



We optimize our existing products and create new ones, while taking into account market trends and specific customer requirements. Our specialized scientific staff collaborates with consultants, suppliers, customers and external laboratories, while emphasizing the understanding of requirements, the increase of customer satisfaction and the development of new application methods and innovative products. Equipped with the necessary laboratory equipment, our company has the ability to find targeted solutions for the growing demands of the market and the preferences of our customers. Additionally, we focus on developing products that are more user-friendly, produced with less energy consumption, less resources and raw materials, while posing limited risks.

Our thorough quality control of raw materials and products ensures their consistently high quality. We collaborate with certified laboratories in Greece and abroad in order to constantly update our Safety Data Sheets and material certifications. Following the latest European regulations, we work with our raw material suppliers and customers to protect the environment and preserve the future of the chemical industry in Europe and worldwide.

We want to protect the environment, by minimizing and preventing environmental impacts caused from our activities, our production process, and the use and final disposal of our products. This is achieved through the appropriate planning of the manufacturing and distribution of the products, and through the proper management of generated waste. In addition, we make improvements by applying advanced technologies and modernizing production, thereby contributing to greater efficiency and better working conditions, reduced emissions and environment protection. At the same time, we plan and implement energy-saving programs, while aiming to reduce our environmental footprint.

The creation of a safe working environment is also one of the goals we are striving for. We identify sources of risk in the workplace, we assess the impacts of those risks, and we take preventive measures to enhance safety. On top of that, we carry out measurements of harmful factors in the workplace. We raise awareness and train employees on health and safety issues with the aim of developing and consolidating a safety culture in the workplace; at the same time, we are doing our best to contribute to the development and empowerment of our workforce by promoting their continuous improvement.



4 MATERIAL TOPICS AND STAKEHOLDERS

4.1 Determination of Material Topics

As part of implementing our sustainable development strategy, we identify the issues related to our activities that have the most significant impacts on the environment, the economy, society and people (material topics). Furthermore, we identify the stakeholders maintaining business relations with us that may be affected by our operation and may have a significant interest for the company. At the same time, we determine the material topics (risks and opportunities) related to the legislative and regulatory requirements on environmental and social factors, which may have significant financial implications for the company.

Understanding the Company's Context

In order to identify the most significant impacts and material topics for the company, we have captured our activities while taking into account our purposes, objectives and strategy, our operations, our products and the markets we reach toward, as well as our size (number of employees, etc.).

Furthermore, we have determined our business relationships with various entities, with consideration of the type of these relationships (suppliers, partners, subcontractors, etc.), the nature of the relationships (long-term stable partnerships, etc.), the type of activities performed by the various entities (service provision, etc.), as well as the geographical areas where they are performed.

In order to establish the overall sustainability framework for our operations and business relationships, we have taken into account economic, environmental and social challenges at a local, national and global level, relating to our sector and geographical area of activity, as well as the consequent obligations from our compliance with authorities, as they derive from the legislative and regulatory framework.

Also, we have identified the entities whose interests are affected or could be affected by our activities (partners, local community, customers, consumers, employees, suppliers, public author-

ities, etc.) and we have captured our impact on them (issues of interest).

Defining Existing and Potential Impacts

The impacts that are caused and may be caused by the company's activities and products on the environment, the economy, society and people, may be positive and negative, short-term and long-term, intentional and unintentional, reversible and irreversible. In order to determine these impacts, data from various sources are taken into account, such as environmental impact studies, environmental inspections, health and safety inspections, legal and financial reports, industry sector reports, etc. At the same time, sufficient channels of communication and interconnection are maintained, while the interaction between the company and the various entities is examined.

Assessing the Significance of the Impacts:

In order to make decisions on addressing the impacts and identifying the material topics for which the company shall disclose information, we proceed to assess and prioritize their significance.

The significance of existing negative impacts is determined by their severity, while the significance of potential negative impacts is determined by their severity and likelihood. The severity of negative impacts is determined by their scale, scope, and irremediable character. The likelihood of negative impacts is determined qualitatively, quantitatively, or according to their frequency of occurrence. The combination of these two factors that characterize a negative impact (significance and likelihood) can be defined as "risk".

The significance of existing positive impacts is determined by their scale and scope, while the significance of potential positive impacts is determined by their scale, scope and likelihood. Likelihood is determined qualitatively, quantitatively, or according to the frequency of occurrence.

Prioritizing the Most Significant Impacts for Reporting Information:

We prioritize impacts based on their significance, in order to determine the material topics for reporting. The impacts of greatest significance are the ones for which information is disclosed on a priority basis.

The results of this ranking have been reviewed and approved by the company's Management, in order for them to be in line with our strategic priorities.

Following the determination of the material topics for which the company discloses information, we also identify the risks and opportunities relating to them; these concern environmental and social factors, and may have significant financial implications for the company. In order to identify risks and opportunities, we have taken into account their significance toward both stakeholders and the company.

Sector	Material Topic
Environment	Energy management
	Resource management
	Waste management
	GHG emissions management
	Air quality
Social	Occupational health and safety
	Female employees
	Employment framework
	Employee training
	Labor Law violations
	Discrimination incidents
	Child and forced labor
	Product quality and safety
Use of chemicals in products	
Governance	Composition of the Board of Directors
	Business Ethics
	Generation of economic value
	Interaction with the local community
	Risk Management
	Anti-corruption practices
	Sustainable development goals
Sustainable development monitoring	

Material Topic	Risks	Opportunities
Climate change and GHG emissions	<ul style="list-style-type: none"> Requirement for the rapid reduction of carbon footprint of our products and processes Imposition of a “carbon tax” Change in customer/consumer behavior, with preference for products with a lower carbon footprint 	<ul style="list-style-type: none"> Development of new products with a lower carbon footprint Reduction of GHG emissions by introducing measures with concurrent financial benefits (e.g. reduction of energy consumption)
Consumption of resources and energy	<ul style="list-style-type: none"> Limited availability and increased cost of raw material and energy Increased cost of managing generated waste 	<ul style="list-style-type: none"> Development of new products with less resource and energy consumption demands during manufacturing Amplification of recycling technologies in the manufacturing process Use of packaging made from recycled materials
Waste management	<ul style="list-style-type: none"> Incorrect management of waste Imposition of fines for inadequate waste management 	<ul style="list-style-type: none"> Strengthening recycling activities and waste recovery
Safe working conditions and safe activities	<ul style="list-style-type: none"> Defamation, financial and legal repercussions from serious accidents concerning the workforce and the environment Failure to ensure a safe working environment Failure to adjust to new demands relating to the environment and employment 	<ul style="list-style-type: none"> Enhancing employee training Strengthening a safety culture among the workforce Uptake of good practices for the creation of a safer working environment and the reduction of environmental impacts Automation of production
Diversity and inclusion	<ul style="list-style-type: none"> Failure to satisfy diversity requirements for human resources 	<ul style="list-style-type: none"> Employment of human resources that satisfy the diversity requirements

Material Topic	Risks	Opportunities
Employee development	<ul style="list-style-type: none"> • Failure to adjust to latest demands of technical advancement • Failure to fulfill sustainable development goals set by the company 	<ul style="list-style-type: none"> • Support of employee training on the topics of technology, new working methods, sustainable development
Product quality and safety / innovation	<ul style="list-style-type: none"> • Failure to provide safer products, which will satisfy customer quality standards • Incidents of product returns or recalls • Failure to develop innovative products and respond to the market demands, with financial repercussions 	<ul style="list-style-type: none"> • Development of innovative products, which are more environment- and human-friendly
Interaction with the local community	<ul style="list-style-type: none"> • Inadequate positive interaction with the local community 	<ul style="list-style-type: none"> • Increase of contribution acts toward the local community • Contribution to the development of the local community through the creation of jobs and the cooperation with local businesses
Business ethics	<ul style="list-style-type: none"> • Failure of the company to adjust to new, more rigid rules 	<ul style="list-style-type: none"> • Strengthening of internal audit procedures • Promotion of training and awareness for executives and employees
Use of technology and digital transformation	<ul style="list-style-type: none"> • Risk of data loss • Risk of interruption of operations due to cyber attacks or failures of the company's IT systems 	<ul style="list-style-type: none"> • Strengthening of internal security processes for the company's IT systems • Promotion of training and awareness for the employees



4.2 Stakeholder Engagement and Participation

For the company, communication and interaction with stakeholders is important in the decision-making process, for the achievement of objectives relating with the management of the identified material topics, as well as for the evaluation of the relevant actions' effectiveness. We take into account the issues that concern stakeholders, while we undertake necessary actions and aim at providing feedback through active communication and networking channels.

To manage the issues of interest, and address the concerns of the stakeholders, as well as risks and opportunities, we adhere to the processes of the current certified Quality Management System according to ISO 9001:2015. These processes concern the strengthening of customer trust and the continuous and timely satisfaction of their needs (appropriate production planning, customer needs survey, etc.), the provision of high-quality products (quality control of output and raw materials, cooperation with evaluated suppliers, etc.), as well as the development of new, innovative products that are more environment- and

human friendly (monitoring of developments in the sector, enhancement of research, etc.). In addition, we observe procedures to enhance health and safety conditions in the workplace (provision of personal protective equipment, conduction of measurements, maintenance of mechanical equipment, etc.), while we care for the growth and development of our human resources through the investigation of training needs, and the provision of training and opportunities for personal improvement.

For the year 2022, the company continued to operate based on the terms of the current Environmental and Operating Permits that we hold, while taking into consideration the relevant terms and compliance obligations.

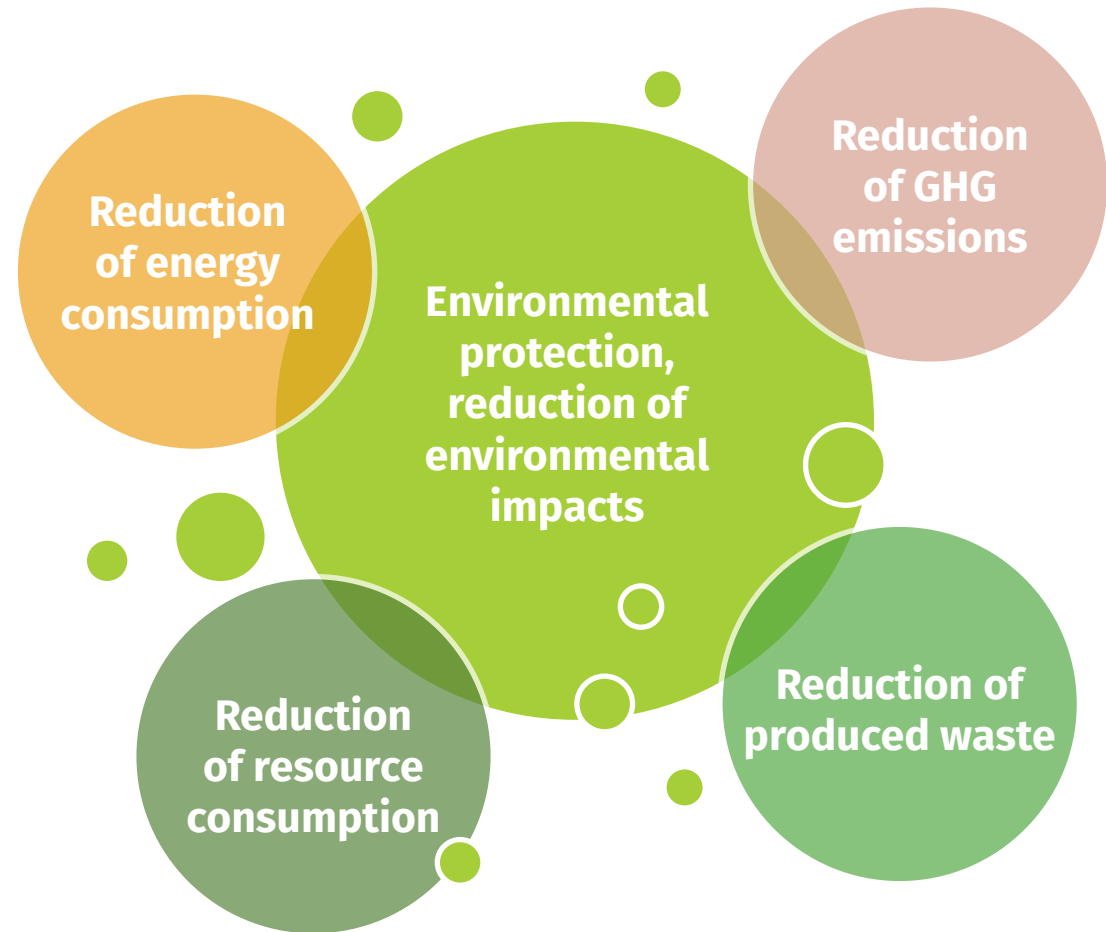
Moreover, we monitor the developments concerning our sector of activity, as well as the new requirements introduced in the legislative and regulatory framework, and we ensure our compliance with them.

Stakeholder	Active Communication and Liaison Channels	Issues of Interest
Shareholders and Investors	<ul style="list-style-type: none"> • Annual general meeting and extraordinary meetings • Meetings with the company's Management • Announcements and reports (financial, etc.) 	<ul style="list-style-type: none"> • Financial soundness and growth of the company • Return on capital • Expansion of activities • Boosting competitiveness and openness • Good governance practices • Compliance with legal and regulatory requirements • Good company reputation
Customers	<ul style="list-style-type: none"> • Customer satisfaction survey • In-person communication, teleconferences, communication via phone calls, printed and electronic correspondence, company website • Participation in industry fairs, conventions and conferences • Product marketing activities 	<ul style="list-style-type: none"> • Quality products that satisfy customer needs and demands • Products that satisfy established quality standards and regulatory requirements • Timely handling of orders • Prompt service • Information on available products and possibilities for developing new, innovative products • Compliance with legal and regulatory requirements relating to the environment and occupational health and safety • Good business practices
Employees	<ul style="list-style-type: none"> • In-person communication, informative documents, announcements, electronic correspondence • Meetings with the executives and the Management of the company • Regular employee evaluation process • Employee training process 	<ul style="list-style-type: none"> • Fair and competitive salaries • Insurance coverage • Perks and bonuses • Provision of equal opportunities • Provision of development and growth prospects • Adequate health and safety conditions • Description of roles, responsibilities and duties in the company's organizational scheme • Fair allocation of tasks

Stakeholder	Active Communication and Liaison Channels	Issues of Interest
Partners and Suppliers	<ul style="list-style-type: none"> In-person communication, teleconferences, communication via phone calls, written communication, electronic correspondence, company website Meetings with the executives and the Management of the company Participation in industry fairs and events 	<ul style="list-style-type: none"> Support of local and small- and medium-sized suppliers and partners Merit-based and objective evaluation of provided goods and services Responsible operation of the company
Local Community	<ul style="list-style-type: none"> In-person communication, communication via phone calls, written communication, electronic correspondence Participation in local body activities Participation in local events 	<ul style="list-style-type: none"> Support of local entrepreneurs Job creation Support of local body activities (sports clubs, environmental groups, culture clubs, municipalities, religious communities, etc.) Responsible operation of the company Mitigation of adverse environmental impacts caused by the operation of facilities
Public Authorities and Bodies, Professional Associations & Chambers	<ul style="list-style-type: none"> Participation in sector bodies Cooperation with bodies on topics related to sector of activity Participation in events Announcements and reports 	<ul style="list-style-type: none"> Compliance of the company with the legislative and regulatory framework
Financial Institutions	<ul style="list-style-type: none"> In-person communication, communication via phone calls, written communication, electronic correspondence Financial reports 	<ul style="list-style-type: none"> Viability of the company Ensuring liquidity Strategical planning orientation of the company Responsible operation of the company

5 ENVIRONMENT

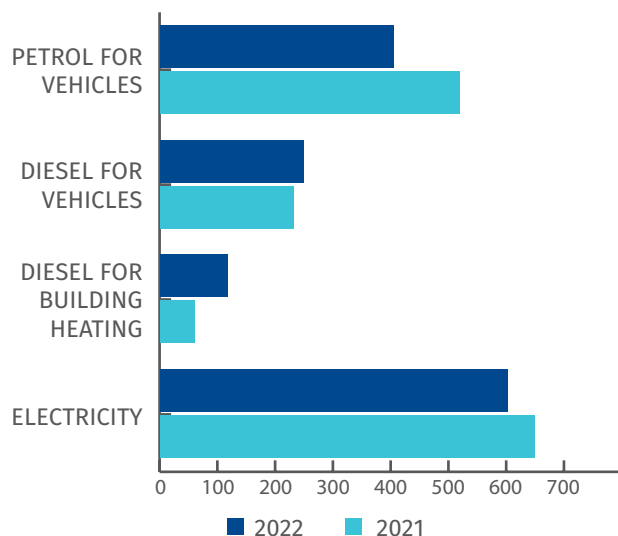
In the context of sustainable development, we set goals to maximize the efficiency of our operational processes while reducing our environmental footprint, to mitigate pollution and avoid negative impacts, as well as to achieve positive impacts and benefits for the environment in the long term. We remain active as regards the aforementioned topics, as we take care to plan and implement actions aimed at reducing the consumption of energy and resources, minimizing generated waste and ensuring its proper management, as well as reducing greenhouse gas emissions (GHGs).



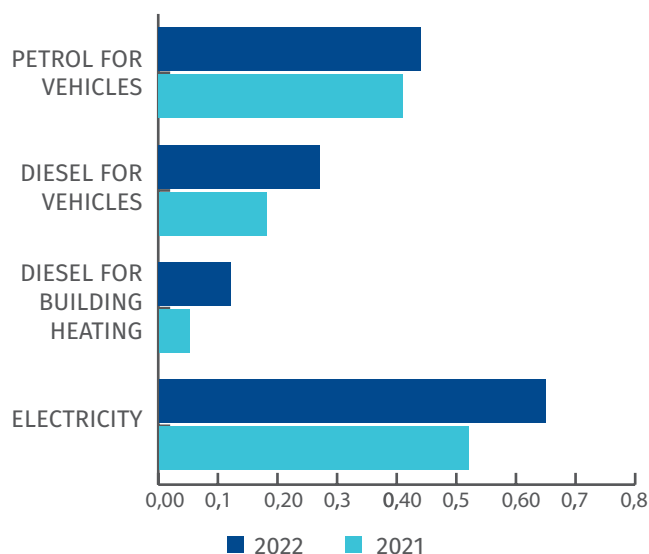
Energy Management

To reduce energy consumption, we inform and train our workforce about the adoption of good practices, while simultaneously introducing and promoting the implementation of energy saving measures. We also plan and implement a regular maintenance program for our equipment and facilities, in order to ensure their proper functioning, and reduce energy and fuel consumption. In addition, we have initiated the replacement of conventional electric light bulbs with new, LED lamps, and we are investigating the prospect of installing photovoltaic systems in our facilities for the production of electricity. At the time being, all electricity consumed by the company comes from the grid, and no electricity is being generated on our end.

Total energy consumption



Specific energy consumption

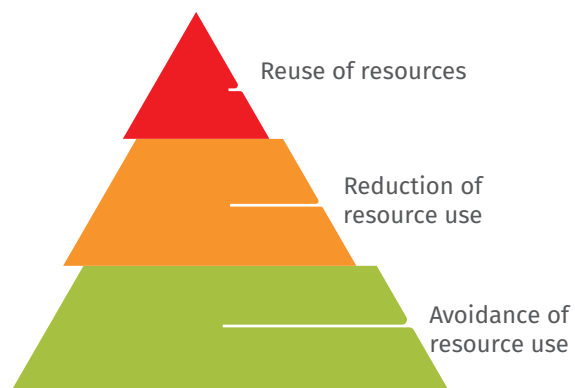


Energy consumption	2021	2022
Electricity (GJ)	650	602
Diesel for building heating (GJ)	58	116
Diesel for vehicles (GJ)	230	247
Petrol for vehicles (GJ)	519	405
Total energy consumption (GJ)	1457	1370
Specific energy consumption per unit of product (GJ/t)	1.16	1.47
Percentage of energy deriving from renewable sources	0 %	0 %
Percentage of electricity	45 %	44 %

Resource Management

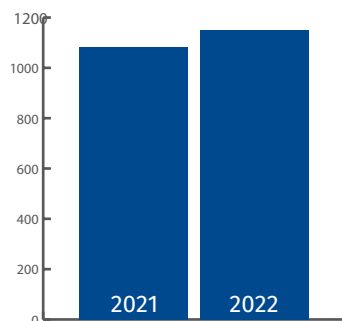
To reduce the consumption of resources, we undertake practices for their efficient use and saving. In addition, we strive to develop innovative products that will require the use of less water and result in less waste during their production. Where it is technically possible and acceptable, materials are reused in the various stages of the manufacturing process, and—in order to reduce water consumption—we carry out regular control and maintenance of the network in our facilities to minimize any leaks and handle them in a timely manner.

To reduce the environmental impacts of our product packaging, we use cardboard boxes made from recyclable materials. In addition, wherever possible, we reuse some types of large packaging materials (e.g. intermediate bulk containers).

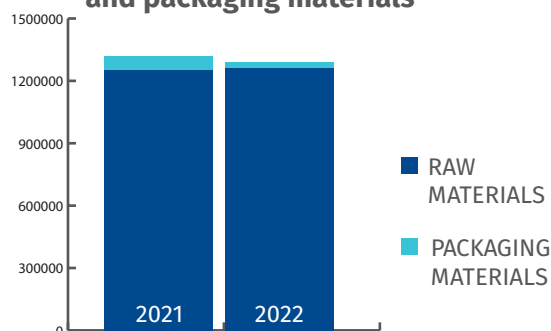


For the needs of the production process in our facilities, water is consumed, which comes from both the water supply network and from drilling; with the use of a special treatment unit, waste water is recycled and reused. Urban liquid waste is collected in sealed tanks and managed by a licensed operator. Hazardous liquid waste is collected and disposed to licensed bodies for management.

Total quantity of water withdrawn



Total consumption of raw materials and packaging materials

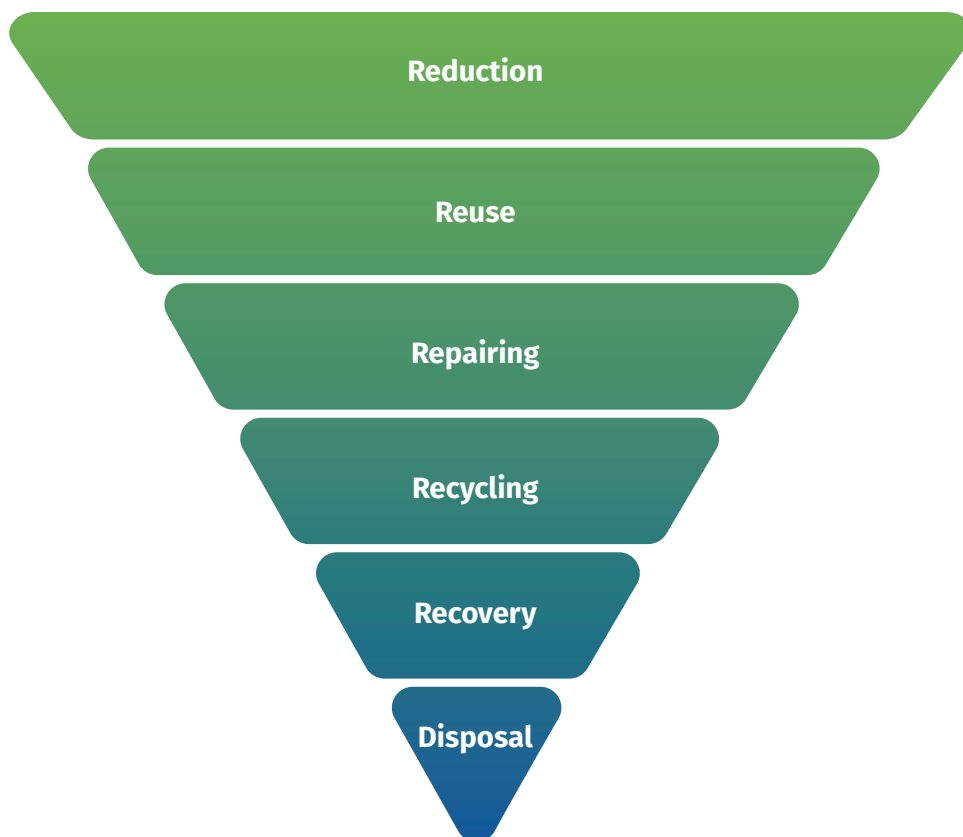


Consumption of resources	2021	2022
Total quantity of water withdrawn (m³)	1082	1151
Total quantity of water withdrawn from water supply network (m³)	1052	1136
Total quantity of ground water withdrawn (m³)	30	15
Total consumption of packaging materials (kg)	67924	30446
Total consumption of raw materials (kg)	1252788	924964
Percentage of materials recycled and reused during the production process	65 %	74 %

Waste Management

For the proper management of generated waste, the company takes into account the applicable legislative requirements. To reduce our generated waste, priority is given to the implementation of methods aimed at preventing waste production and re-using—wherever possible—as well as recycling.

The waste that is generated at our facilities is subject to appropriate management, while taking into account its nature and characteristics, any potential associated risks, as well as the applicable legislative requirements. The company submits an annual Waste Report to the electronic platform of the Electronic Waste Registry; this report includes all required data regarding the production and management of waste.

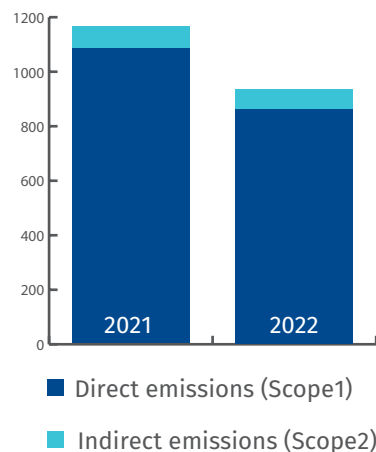


Waste Management 2022	
Total quantity of dangerous and non-dangerous waste generated (t)	16.19
Total quantity of dangerous waste generated (t)	9.38
Total quantity of non-dangerous waste generated (t)	6.80
Total percentage of dangerous and non-dangerous generated waste subjected to recovery operations (R12)	89.5 %
Total percentage of dangerous generated waste subjected to recovery operations (R12)	47.5 %
Total percentage of non-dangerous generated waste subjected to recovery operations (R12)	42.0 %
Total percentage of dangerous and non-dangerous generated waste that was temporarily stored in the company's facilities	10.5 %
Liquid waste containing pollutants (aqueous suspensions containing paint, or varnish containing organic solvents, or other dangerous substances) (t)	0.7

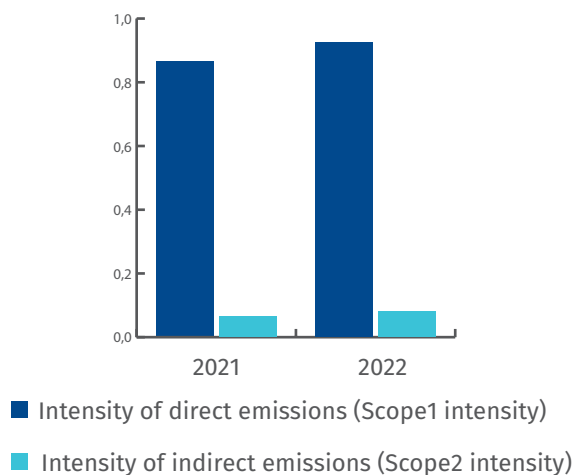
GHG Emissions Management

To reduce greenhouse gas (GHG) emissions, the company adopts and implements good practices to decrease electricity and fuel consumption. In addition, we undertake practices aimed at limiting resource consumption and minimizing output waste, thus reducing our carbon footprint. In this context, among other things, we train and inform our workforce, we strive for a better planning of the production process, we observe a maintenance plan for our electromechanical equipment, and we set targets to reduce the consumption of energy and resources. Moreover, in the medium to long term, we are investigating the possibility of installing photovoltaic systems for the generation of electricity, and the prospect of purchasing new, less polluting vehicles compared to existing conventional vehicles.

Total direct and indirect GHG emissions



Intensity of direct and indirect GHG emissions



GHG Emissions	2021	2022
Direct emissions from the use of diesel for building heating (tnCO ₂ eq)	4.765	9.530
Direct emissions from the use of diesel-fueled vehicles (tnCO ₂ eq)	19.111	20.499
Direct emissions from the use of petrol-fueled vehicles (tnCO ₂ eq)	1,061.936	829.640
Fugitive emissions from air-conditioning equipment (R410A) (tnCO ₂ eq)	3.127	1.924
Fugitive emissions from air-conditioning equipment (R407C) (tnCO ₂ eq)	0.812	0.487
Total direct emissions/ Scope 1 (tnCO₂eq)	1,089.751	862.080
Intensity of direct emissions/Scope 1 intensity (tnCO₂eq/products t)	0.865	0.926
Indirect emissions from purchased electricity/ Scope 2 (tnCO ₂ eq)	79.099	73.249
Intensity of indirect emissions/Scope 2 intensity (tnCO₂eq/products t)	0.063	0.079

Air Quality

To avoid burdening the air from the emissions created during the operation of the facilities, we apply the required technical measures, and we ensure that relevant measurements are carried out.



Measured parameter		2021	2022
Average concentration of Volatile Organic Compounds (expressed as average corrected concentration of Total Organic Carbon - TOC) (mgC/Nm³)	Chimney 1 (annual average measurement)	3.23	1.21
	Chimney 2 (annual average measurement)	3.06	1.58
Concentration of diffuse emissions of Volatile Organic Compounds (TVOCs) (mgC/Nm³)	Minimum value (annual average measurement)	0.26	0.86
	Maximum value (annual average measurement)	31.88	16.38
	Average value (annual average measurement)	4.64	3.68

Measured parameter		2021	2022
Average concentration of Volatile Organic Compounds (expressed as average corrected concentration of Total Organic Carbon - TOC) (kg/yr)	Chimney 1 (annual average measurement)	20.672	7.744
	Chimney 2 (annual average measurement)	19.584	10.112
Concentration of diffuse emissions of Volatile Organic Compounds (TVOCs) (kg/yr)	Minimum value (estimated value)	442.780	551.000

6 SOCIAL

In every step the company's operations, we respect the international human right principles included in the United Nations' Universal Declaration of Human Rights, as well as—more specifically—the following principles:

- equal treatment
- respect of human rights
- diversity
- providing equal opportunities for all employees
- prevention of the use of child or forced labor

Safeguarding human rights is a key issue for the company with a view to ensuring parity and equal treatment, while preventing any kind of racist behavior. We take care to provide appropriate working conditions, in compliance with basic health and safety rules, with the aim of maintaining a safe working environment without the risk of occupational accidents.

The company does not engage in violence, fraud, coercion or deceptive practices during the job offering and recruitment process, as well as during labor. We treat all employees with dignity, respect, and fairness, while adhering to and enforcing applicable laws regarding working hours, wages, and harassment.

We foster diversity and inclusion within our workforce, and we provide equal treatment and equal opportunities regardless of gender, sexual orientation, origin, religious beliefs, age, etc. Each person is encouraged to be their authentic self, and we strive to build an inclusive culture.

Occupational Health and Safety

We take care to ensure the health and safety of workers in the workplace in all of our facilities, while respecting and implementing the relevant legislative and regulatory provisions on health and safety. Toward this end, we employ a Safety Technician who inspects the safety of the prem-

ises and work methods, and investigates any incidents or accidents that occur. We also provide personal protective equipment, and we have taken care to set up appropriate and safe workplaces. Every employee is able to recognize the situations that pose health and safety risks, and report them competently. In the context of evaluating, monitoring and reducing the exposure of employees to chronic health risks, a written Occupational Risk Assessment has been drawn up, where the relevant risks and the measures to reduce or eliminate them have been recorded. Additionally, employees undergo clinical laboratory tests, in accordance with the relevant requirements. Furthermore, we are investigating the possibilities of replacing the hazardous substances used in the manufacturing process with less hazardous ones.

Our employees are provided with training on occupational health and safety issues. The documentation of training needs and its implementation is performed in accordance with the relevant

procedure of the applicable certified Quality Management System (ISO 9001:2015). The training, among other things, covers basic health and safety principles, chemical and physical hazards and transversal risks found in workplaces, good work practices and preventive measures, the use of personal protective equipment, and emergency response. At the same time, employees are encouraged to take care of their physical and mental health.

The transportation of dangerous goods is subject to the relevant requirements of the European Agreement for the International Carriage of

Dangerous Goods by Road (ADR), the Technical Instructions for the Safe Transport of Dangerous Goods by Air (ICAO Technical Instructions), and the International Maritime Dangerous Goods Code (IMDG Code), as the case may be. When transporting the products, the required accompanying documents are drawn up, suitable packaging is used taking into account the relevant requirements, and suitable means of transport are selected; moreover, transports by road are carried out by drivers with the appropriate certification of professional competence for the transport of dangerous goods.



Training and Education of Employees

The company encourages and facilitates participation in training and education programs aimed at the personal development of employees, their career development and the continuous improvement of their skills and abilities, while enhancing critical thinking and initiatives.

Count of occupational health and safety incidents, occupational injuries, occupational accidents or occupational fatalities	0
Total recordable incident rate (TRIR)	0
Work-related fatality rate	0
Process safety incident count (PSIC)	0
Process safety total incident rate (PSTIR)	0
Process safety incident severity rate (PSISR)	0
Count of safety incidents relating to the transport of products	0

Staff training hours for 2021	16
Staff training cost for 2021 (€)	340
Staff training hours for 2022	0
Staff training cost for 2022 (€)	0



32%
WOMEN



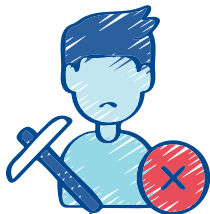
68%
MEN



**Framework
of
employment**



>65%
Women in
managerial
positions



0 incidents of child labor, labor of young people exposed to hazardous conditions, forced or compulsory labor

4.4
ratio of the CEO compensation in comparison to the average total remuneration of employees



0 incidents of discrimination on the basis of race, color, gender, religion, political beliefs, ethnic or social origin, age, special needs, sexual orientation, lifestyle, or any other relevant forms of discrimination

100%

of the workforce covered by Collective Labor Agreements

0

violation of Labor Law on part of the company, concerning actions that have caused or aim at the violation of established labor provisions on matters related to compensation, working hours, etc.

Voluntary turnover rate (employees leaving the company at their own discretion)	10 %		
Number of resigned employees	3		
Male resigned employees	2		
Female resigned employees	1		
Age profile of resigned employees	< 30 years	30-50 years	> 50 years
	0	2	1
Involuntary turnover rate (employees are made redundant by the company)	0		
Number of new recruitments	1		
Male new recruitments	1		
Female new recruitments	0		
Age profile of new recruitments	< 30 years	30-50 years	> 50 years
	1	0	0

Use of Chemicals in Products

For the manufacturing of our products, we use chemical substances that generally pose various risks and a differentiated degree of hazard to humans and the environment.

For the evaluation and management of the risks associated with the chemical substances in our products, the company adheres to the relevant international regulations. To this end, we collaborate with certified laboratories in Greece and abroad to carry out all adequate inspections and provide the products with Safety Data Sheets.

As regards the chemicals used and the manufactured products, the company follows the provisions of the REACH Regulation (EC No 1907/2006), prepares the required Material Safety Data Sheets, complies with the provisions of Regulation (EC) No 1272/2008 on the classification, labeling and packaging of chemical substances and mixtures (CLP), and monitors all relevant developments. It should be noted that we are investigating the prospect of replacing the dyes that pose danger with dyes that will be less hazardous and more human- and environment-friendly.

The percentage of the company's turnover from products containing chemical substances of various degrees of hazard, amounts to approximately 60 %, in relation to our total turnover.

Product Quality and Safety

In order to ensure the distribution of high-quality and safe products, we carry out the required quality control processes. Quality control inspections are conducted both in the intermediate stages of product manufacturing, and before their final release. In addition, the required controls are carried out on the incoming raw and auxiliary materials, in order to establish that they meet the quality criteria set by the company.

We adhere to the provisions of the REACH Regulation and the CLP Regulation for the chemical substances we use and the products we manufacture. The products are evaluated for the risks they pose according to the applicable requirements (environmental risks, health risk, etc.). The outer packaging of the products lists the required markings regarding their safe use and the risks in general, while the required Safety Data Sheets are made available, in accordance with the applicable legislative and regulatory requirements, which include disclosure of information about the ingredients contained, the risks and impacts, safe use, etc.

It is noted that, for the year 2022, there were no recalls of the company's products for reasons related to their quality and safety, while there were no incidents of non-compliance with current reg-

ulations regarding the impacts of products on health and safety, or any cases of incorrect labeling and provision of the required information.



7 GOVERNANCE

The company operates with transparency and integrity, aiming to develop and strengthen our business relations with all stakeholders (employees, partners, suppliers, local community, etc.). We implement and respect the principles of corporate governance as defined by law, regulatory framework and international practices, while demonstrating zero tolerance for illegal and unethical activities. The company aims to strengthen human capital and increase economic benefits for the local community, while improving our ability to understand the needs of the local population and increase their satisfaction with our business activities.

Composition of the Board of Directors and Business Model

The company's Board of Directors comprises of 7 members with 5-year tenure; of these members, 3 are women. Thus, the ratio of women in the Board of Directors is 43 %.

The composition of our company's Board of Directors is as follows:

Ioannis Loukaitis	President & CEO
Theodora Loukaiti	Member
Chrysanthi Sapsali	Member
Marilena Loukaiti	Member
Konstantinos Loukaitis	Member
Ilias Loukaitis	Member
Georgios Vasileiou	Member

The responsibilities of the company's Board of Directors, among others, concern the setting of objectives, business policy making, supervising the implementation of business plans, safeguarding the company's daily operations, the approval of financial data and statements, and the implementation of policies to eliminate any deviation from the applicable business ethics policy.

The key governance structure of the company consists of the Board of Directors, the CEO and the Heads of the Departments.



Generation of Economic Value



5,949,861 €
Turnover for financial
year 2021

+45%

in comparison to
financial year 2020



financial aid by the
Greek government



20 %
higher wage than the
minimum wage



wage discrimination
relating to employee
gender or age

Interaction with the Local Community

90 %

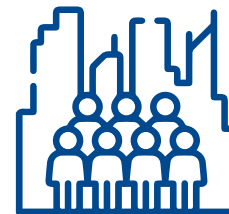
of the Management are
employees coming from
and residing in the local
communities



priority to the supply of goods
and services from the local
market, increasing revenue
chances for small- and
medium-sized local businesses

2 %

of the company's procurement
budget spent on supplies of
goods and services from the
local market nearby company
facilities



actions of financial aid
toward local churches and
municipalities

Business Ethics

The company takes a clear stance against any incidents of corruption in the context of our business activities. This position, as well as our zero tolerance for corruption incidents, is communicated to all the members of the Board of Directors, to the Heads of the individual departments, to the employees, and to our key partners (financial advisors, business advisors, key suppliers, etc.).

For the year 2022, no corruption incidents have occurred.

The company has not implemented a risk assessment process regarding corruption incidents for our business operations.

We perform our activities in an ethical and honest manner, with transparency and integrity, respecting the applicable legislative and regulatory

framework, based on the practices and fundamental principles of business ethics that include the fight against corruption, bribery and anti-competitive behavior. We do not accept and do not engage in cartel activities, price-fixing agreements, antitrust activities, fraud activities, conduct that constitutes distortion of competition, market manipulation activities, unfair practices, corruption and bribery practices.

For the year 2022, there are no legal acts related to incidents of anti-competitive behavior, corruption and bribery, and no violations of the relevant legislation, in which the company had any participation, while there were no monetary losses that were caused as a result of business ethics violations.



Risk Management

Based on the certified Quality Management System (ISO 9001:2015) we implement, we follow a process for the identification and assessment of risks, with the aim of drawing up relevant control plans, but also to recognize any emerging opportunities that we can seize. For the risks that are identified, we document their impacts and assess them in terms of their likelihood and severity.

The risks identified concern the company's operation, financial issues, environmental issues, occurrence of emergency situations, health and safety risks, etc.

Marketing and distribution of products	Implementation of production	Supplies and storage of materials	Resource management
Financial management	Leadership and management	Product design and development	Quality management
Economic capital risks	Credit risk	Liquidity risk	COVID-19 pandemic
International developments (price increase for energy, transportation and goods, geopolitical instability, insecurity)	Business continuity	Climate change	Occupational health and safety

Sustainable Development Goals and Monitoring

We set goals to improve our performance in the short, medium and long term, relating to our sustainable development. These goals and the company's relevant commitments revolve around three main pillars: environment, society, and governance.

The material topics of sustainable development (environment, occupational health and safety, human resource development, innovation, interaction with the local community, etc.) are integrated into the company's strategy and business model, while being taken into account during our risk assessment. Our performance metrics in these areas, as well as our planned actions and initiatives to enhance performance and achieve the relevant goals, are discussed during Board meetings and relevant decisions are taken. The decisions taken are communicated to the company's competent executives (Heads of Departments, etc.) and action programs are drawn up in order to achieve the goals set. The implementation and effectiveness of these actions is monitored and discussed at the next Board meetings, in order to establish their effectiveness and to take further decisions.

Environmental goals	Social goals	Governance goals
<ul style="list-style-type: none"> • Proper management of generated waste, with priority to separate collection and recycling • Saving of energy and natural resources by the development of a consumption monitoring system • Continuous update and training of employees on environmental protection issues • Reduction of carbon footprint from products and company operations • Development and certification of an Environmental Management System 	<ul style="list-style-type: none"> • Promotion of training and continuous development of employees at all levels • Fostering of innovation • Increased participation in actions with a positive impact on the local community • Development and certification of an Occupational Health & Safety Management System 	<ul style="list-style-type: none"> • Compilation and release of clear policies on human rights, sustainable development and business ethics in the context of the company's activities • Increase in internal audit activities within the company on topics linked to sustainable development • Stronger collaboration with local suppliers of goods and services

Content index for GRI standards, “ESG Reporting Guide”, ASE 2022, SASB standard “Chemicals Sustainability Accounting Standard” (industry standard, version 2018-10)

GRI Standard	GRI Citation	ASE ESG Guide Index	SASB Standard Index	Report Passage
GRI 2: General Disclosures 2021	2-1	A-G1	-	p. 9
	2-2a	-	-	p. 7
	2-3 a, b, c, d	-	-	p. 2, 7
	2-4	-	-	NA
	2-5	-	-	p. 7
GRI 3: Material Topics 2021	3-1, 3-2	C-G3	SASB RT-CH-530a.1	p. 12-15
	3-3			p. 10
GRI 413: Local Communities 2016	413-1	C-S1, C-G3	SASB RT-CH-210a.1	p. 16-18
GRI 302: Energy 2016	302-1, 302-3	C-E3	SASB RT-CH-130a.1	p. 20
GRI 301: Materials 2016	301-1, 301-2	SS-E3, SS-E5	SASB RT-CH-140a.1, SASB RT-CH-140a.3	p. 21
GRI 303: Water and Effluents 2018	303-3			
GRI 306: Effluents and Waste 2016	306-3, 306-4	A-E3, A-E4	SASB RT-CH-150a.1	p. 22
GRI 305: Emissions 2016	305-1, 305-2, 305-4	C-E1, C-E2, SS-E1	SASB RT-CH-110a.1, SASB RT-CH-110a.2	p. 23
	305-7	SS-E2	SASB RT-CH-120a.1	p. 24
GRI 403: Occupational Health and Safety 2018	403-2, 403-3, 403-5, 403-7, 403-9, 403-10	SS-S6	SASB RT-CH-320a.1, SASB RT-CH-320a.2, SASB RT-CH-540a.1, SASB RT-CH-540a.2	p. 25-26
-	-	SS-E8	SASB RT-CH-410b.1, SASB RT-CH-410b.2	p. 29
GRI 405: Diversity and Equal Opportunity 2016	405-1	C-S2, C-S3	-	p. 27
GRI 401: Employment 2016	401-1	C-S4	-	p. 28
-	-	C-S7	-	p. 27
GRI 405: Diversity and Equal Opportunity 2016	405-2	A-S3	-	p. 27

GRI Standard	GRI Citation	ASE ESG Guide Index	SASB Standard Index	Report Passage
-	-	A-S4	-	p. 27
GRI 416: Customer Health and Safety 2016	416-1, 416-2	SS-S1	-	p. 29
GRI 417: Marketing and Labeling 2016	417-1, 417-2			
-	-	SS-S4	-	p. 27
GRI 405: Diversity and Equal Opportunity 2016	405-1	C-G1, A-G1	-	p. 30
GRI 404: Training and Education 2016	404-1	A-S2	-	p. 26
GRI 406: Non-discrimination 2016	406-1	-	-	p. 27
GRI 408: Child Labor 2016	408-1	-	-	p. 27
GRI 409: Forced or Compulsory Labor 2016	409-1			p. 27
GRI 206: Anti-competitive Behavior 2016	206-1	C-G5, A-G2	-	p. 32
GRI 201: Economic Performance 2016	201-1	-	-	p. 31
	201-4	-	-	p. 31
GRI 202: Market Presence 2016	202-1	-	-	p. 31
	202-2	-	-	p. 31
GRI 204: Procurement Practices 2016	204-1	-	-	p. 31
GRI 205: Anti-corruption 2016	205-1, 205-2, 205-3	-	-	p. 32
-	-	SS-G2	-	p. 32
-	-	A-G3	-	p. 32
-	-	C-G2	-	p. 32

Setting development goals for a sustainable future



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