



CHROMATOURGIA
TRIPOLEOS S.A.

SUSTAINABLE DEVELOPMENT REPORT

CHROMATOURGIA TRIPOLEOS S.A.

2023

This Sustainable Development Report of the company CHROMATOURGIA TRIPOLEOS S.A. covers the period from 1 January 2023 to 31 December 2023, and was released in June 2024.

The Athens Stock Exchange “ESG Reporting Guide” (2024), the SASB “Chemicals Sustainability Accounting Standard” (industry standard, version 2023-12), 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 2023 to 31 December 2023, 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

This is the second Sustainability Report for Chromatourgia Tripoleos with information regarding our sustainable development.

In this ever-changing environment, where one crisis follows another, we faced with the effects of the energy crisis and inflation. In a future full of challenges for our business sector, we come to realize that sustainability is not just a commitment, but rather a vision for continuous improvement and development.

For us, sustainability is about ensuring the long-term success of our operations, the growth and respect of our people, the provision of safe workplace, the positive impacts on the community and the protection of the environment by integrating social, economic, governance and environmental factors into decision making and daily operations.

Realizing our environmental, economic and social corporate role, we are steadily making progress towards achieving of our goals in the field of sustainability.

We face global challenges with optimism, remaining committed to our goals and vision.

Ioannis Loukaitis
President & CEO



1 INTRODUCTION

With the compilation of this Sustainable Development Report, CHROMATOURGIATRIPOLEOS 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 2024", the GRI (Global Reporting Initiative) standards, as well as the "Chemicals – Sustainability Accounting Standard" (industry standard, version 2023-12) 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 second Sustainable Development Report prepared by CHROMATOURGIA TRIPOLEOS S.A., covering the year 2023; the frequency of sustainability data reporting has been set on annual basis. The presented data cover the period from 1 January 2023 to 31 December 2023, which coincides with the company's financial reporting period.

The data for sustainability reporting has been prepared on a consolidated basis regarding the two sites of the company. The present sustainability reporting does not cover the company's upstream and downstream values chain.

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 the environment, people and society. We aim for continuous growth, while remaining committed to continuous improvement of our performance.

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



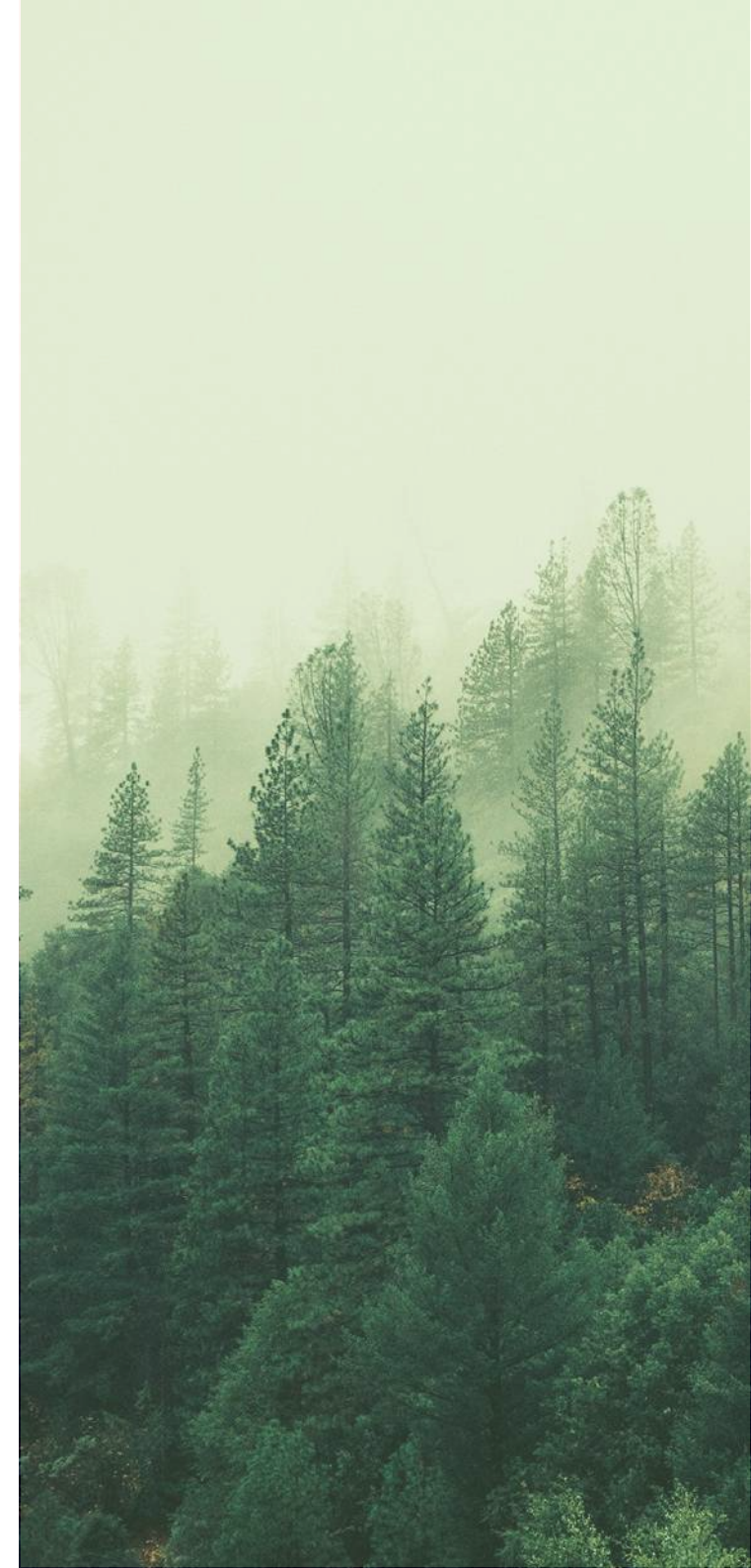
of new application methods and innovative products. Equipped with the necessary laboratory equipment, our company has the ability to find targeted solutions for the growing demands of the market and the preferences of our customers. Additionally, we focus on developing products that are more user-friendly, 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. We identify our material topics considering the impact and financial perspective of the ESG topics.

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.

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

Defining Existing, Emerging and Known Future Risks and Opportunities

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, channels of communication and interconnection are well-maintained.

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.

There are no significant changes to the material topics, identified risks and opportunities compared to our previous Sustainability Report.

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 Increased cost of energy and goods 	<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)
Climate change	<ul style="list-style-type: none"> Extreme weather events that can pose risks for the facilities (e.g. floods) Disruption of the supply chain (limited availability, time delays) 	<ul style="list-style-type: none"> Employees training and raise awareness Build resilience along the supply chain
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

Communication and interaction with stakeholders is a key to 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 stake holders, while we undertake necessary actions and aim at providing feedback through communication and networking channels.

To manage the various issues and address the concerns of the stakeholders, as well as risks and opportunities, we adhere to the processes of our certified Quality Management System according to ISO 9001:2015. The interests of our key stakeholders are considered in our business decision-making. We put our best efforts into strengthening customer trust and continuous and timely satisfying of costumers' needs (appropriate production planning, customer needs survey, etc.), providing of high-quality products (quality control of output and raw materials, cooperation with evaluated suppliers,

etc.), as well as developing of new, innovative products that are more environment and human friendly (monitoring of developments in the sector, enhancement of research, etc.). In addition, we implement procedures to enhance health and safety conditions in the workplace (provision of personal protective equipment, conduction of measurements, maintenance of electromechanical equipment, etc.), while we care for the growth and development of our human resources through the provision of training and opportunities for personal improvement.

For the year 2023, we continued to operate based on the terms of the Environmental and Operating Permits that we hold, while taking into consideration the relevant terms and compliance obligations.

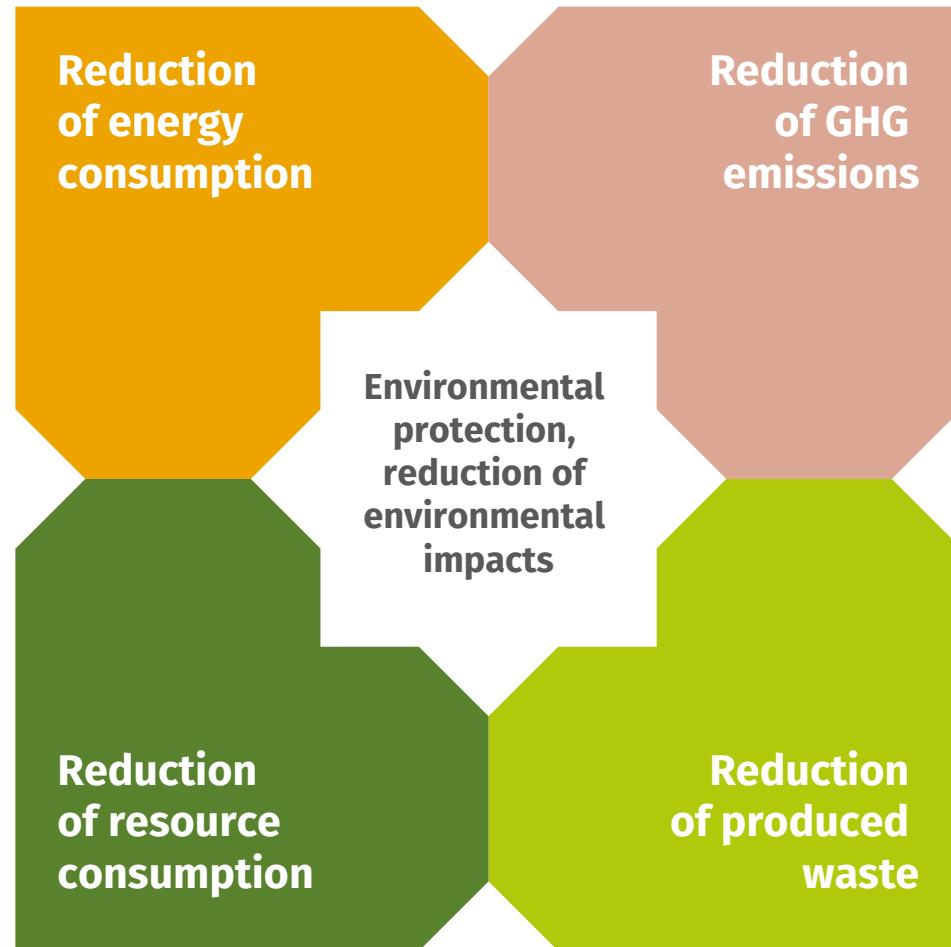
Moreover, we monitor the developments concerning our sector of activity, as well as the new requirements introduced in the legislative and regulatory framework, and we ensure our compliance with them.

Stakeholder	Active Communication and Liaison Channels	Key topics and concerns
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	Key topics and concerns
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

Within the framework of sustainable development, our objectives are to reduce our environmental footprint while optimizing operational efficiency, to minimize pollution and prevent adverse effects, and to eventually produce positive effects and benefits for the environment. We plan and implement actions in order to minimize waste generation, to reduce greenhouse gas emissions, and to reduce the use of energy and resources.



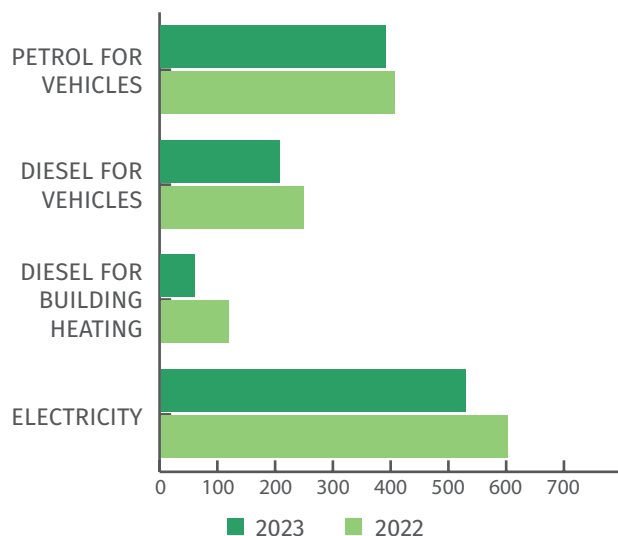
Energy Management

To reduce energy consumption, we train and raise awareness among our workforce about the adoption of good practices, while simultaneously introducing and promoting the implementation of energy saving measures. In this context, we conduct regular maintenance of the electromechanical equipment, in order to ensure proper functioning and reduce energy and fuel consumption. Moreover, in the medium to long term, we are investigating the possibility of installing photovoltaic systems for the generation of electricity, and conducting energy inspection of the facilities. Also, during 2023 50 conventional lighting bulbs were replaced with LED lamps.

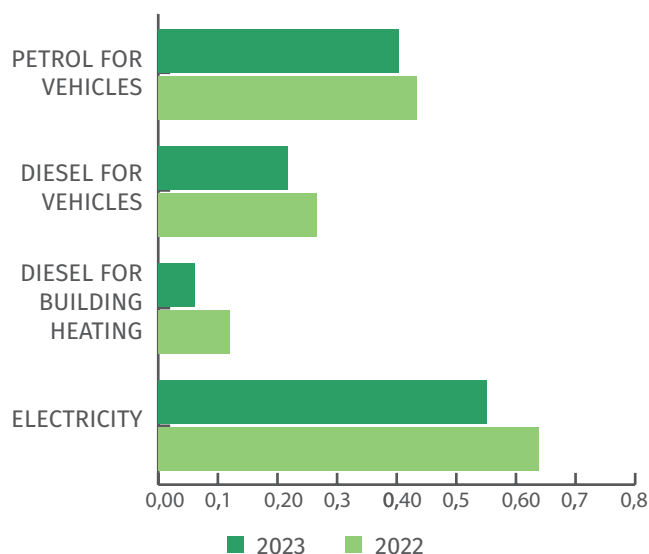
For 2023 the total energy savings (electricity and fuels) was 186 GJ compared to the consumption during 2022, and the consumed energy intensity was 1.25 GJ/tn against 1.47 GJ/tn for 2022.

At the time being, all electricity consumed comes from the grid, and no electricity is being generated on our end.

Total energy consumption



Consumed energy intensity



Energy consumption	2022	2023
Electricity (GJ)	602	529
Diesel for building heating (GJ)	116	58
Diesel for vehicles (GJ)	247	206
Petrol for vehicles (GJ)	405	391
Total energy consumption (GJ)	1370	1184
Consumed energy intensity (electricity & fuels) per unit of product (GJ/t) within the organization	1.47	1.25
Percentage of energy deriving from renewable sources	0%	0%
Percentage of electricity	44%	45%

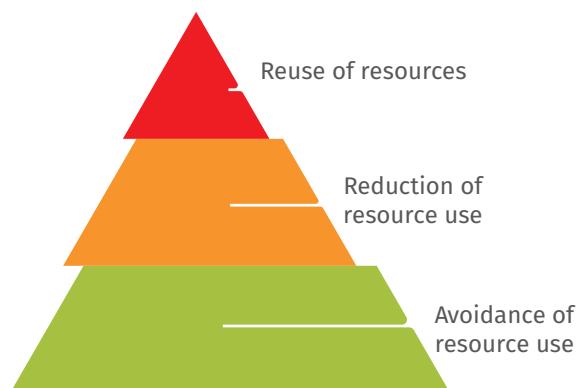
Resources Management

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. Moreover, the production process is evaluated based on the life cycle analysis (LCA) to assess the impacts on the human health and the environment.

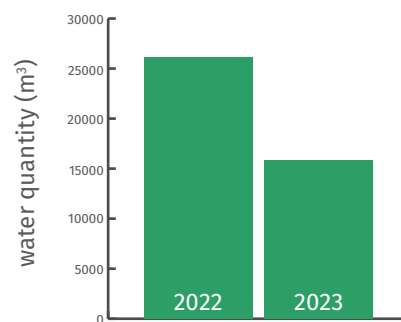
To reduce the environmental impacts of our product packaging, we use cardboard boxes made from recyclable materials. In addition, wherever

possible, we reuse some types of packaging materials (e.g. intermediate bulk containers are returned from customers and reused at rate 75%).

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. For 2023 the total water consumption was reduced by 39.3% compared to 2022. 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. It is noted that water consumption was recalculated for 2022.



Total quantity of water withdrawn



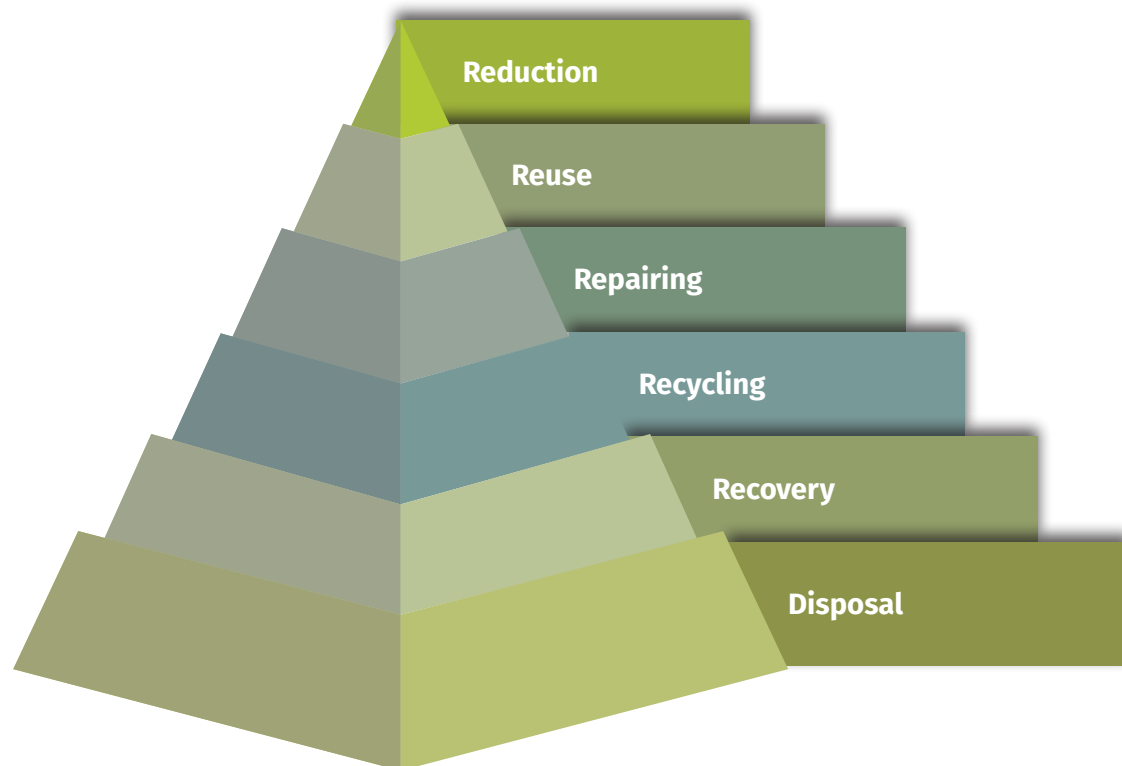
Consumption of resources	2022	2023
Total quantity of water withdrawn (m3)	26136	15868
Total quantity of water withdrawn from water supply network (m3)	26136	1900
Total quantity of ground water withdrawn (m3)	0	13968
Total consumption of packaging materials	30446 kg	175240 items
Total consumption of raw materials (kg)	924964	940260
Percentage of materials recycled and reused during the production process	0.74 %	3.83 %

Waste Management

For the proper management of generated waste, we consider the applicable national legislative requirements. To reduce our generated waste, priority is given to the implementation of methods that aim to waste production prevention, reuse -wherever possible—and recycling.

The waste that is generated at our facilities is subject to appropriate management off-site, considering its characteristics, any potential associated risks, as well as the applicable legislative requirements. We submit the annual Waste Report to the electronic platform of the Electronic Waste Registry; this report includes the data regarding the production and management of waste that come from the Waste Report.

During 2023 there was an increase of 10tn in the quantity of non-dangerous waste produced, while the quantity of non-dangerous waste remains stable.



Waste Management	2022	2023
Total quantity of dangerous and non-dangerous waste generated (t)	16.19	26.93
Total quantity of dangerous waste generated (t)	9.38	9.30
Total quantity of non-dangerous waste generated (t)	6.80	17.63
Total percentage of dangerous and non-dangerous generated waste subjected to recovery operations (R12)	89.5 %	65.47%
Total percentage of dangerous generated waste subjected to recovery operations (R12)	47.5 %	0%
Total percentage of non-dangerous generated waste subjected to recovery operations (R12)	42.0 %	65.47%
Total percentage of dangerous and non-dangerous generated waste that was temporarily stored in the company's facilities	10.5 %	34.53%
Liquid waste containing polluting substances (aqueous suspensions containing paint, or varnish containing organic solvents, or other dangerous substances) (t)	0.7	2.3

GHG Emissions Management

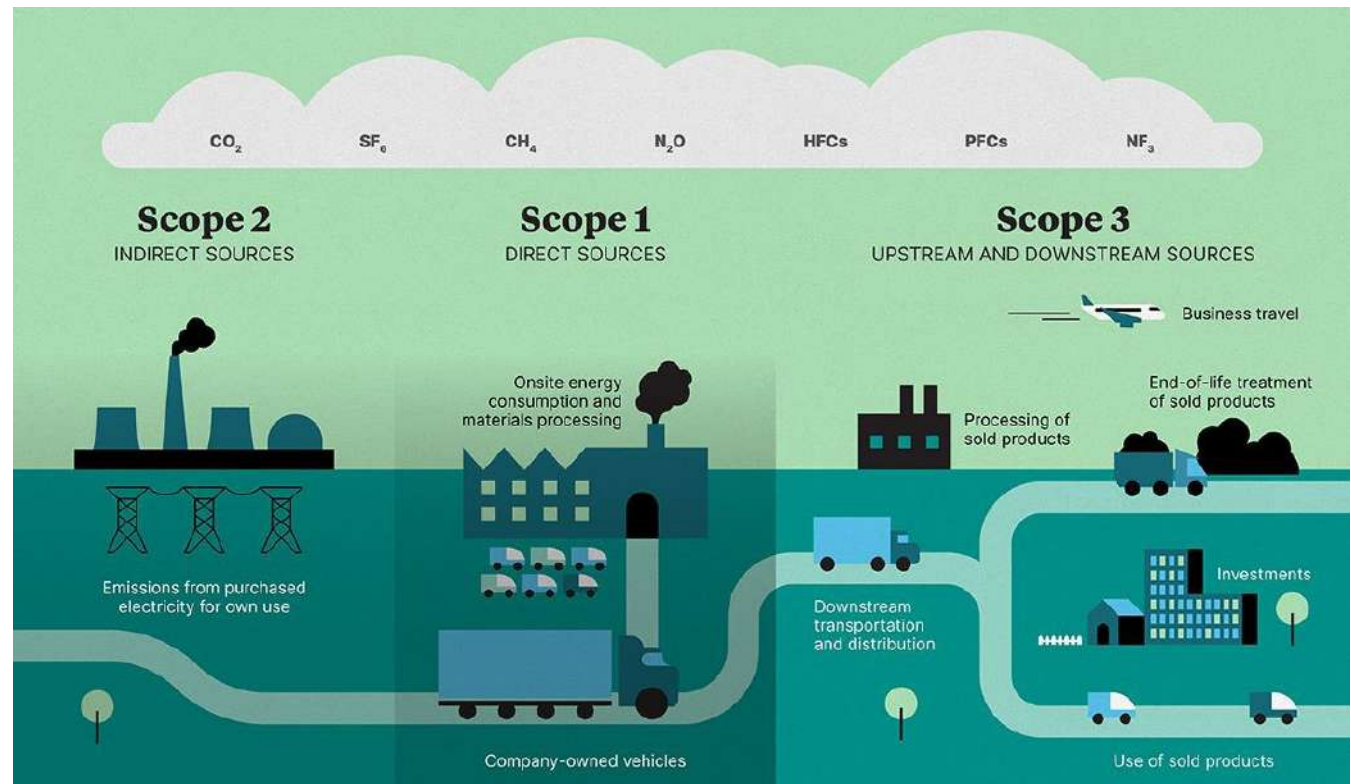
To reduce greenhouse gas (GHG) emissions, we adopt and implement good practices in order to decrease electricity and fuel consumption. In addition, we undertake practices aimed at limiting resource consumption and minimizing output waste, thus reducing our carbon footprint. Actions in this context include training and raising awareness among employees, better planning of the production process in terms of resources management, regular maintenance of electromechanical equipment. Moreover, in the medium to long term, we are investigating the possibility of installing photovoltaic systems for the generation of electricity, and conducting energy inspection of the facilities. Also, during 2023 50 conventional lighting bulbs were replaced with LED lamps.

The gross direct GHG emissions (Scope 1) were reduced during 2023 by 8.611 tnCO₂e compared to 2022 because of reduced consumption on fuels and refrigerants. The gross indirect GHG emissions (Scope 2) were increased during 2023 by 5.221 tnCO₂e compared to 2022, although there was a decrease in electricity consumption. The increase of the emissions is due to the slight increase at the emission factors for electricity generation.

The GHG intensity of Scope 1 emissions is 8.55 tnCO₂e/million euros, and the GHG intensity of Scope 2 emissions is 14.32 tnCO₂e/million euros (in terms of gross revenue).

It is noted that direct GHG emissions (Scope 1) were recalculated for 2022. The GHG emissions

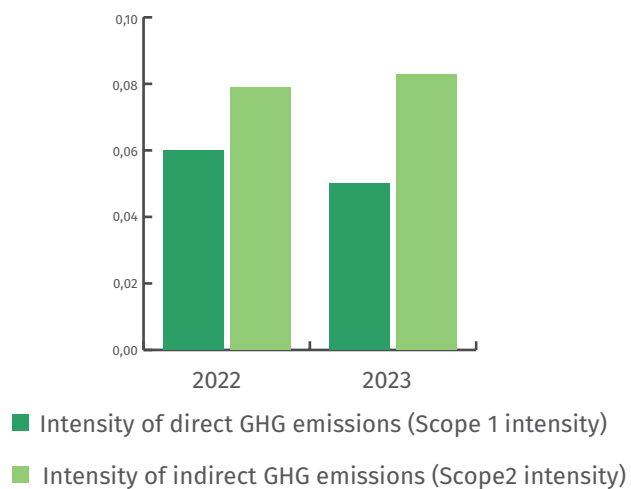
are calculated using activity data and emission factors, which come from recognized sources. GWP values used come from the IPCC 5th Assessment Report (2014). Consolidation approach is based on operational control.



Total direct and indirect GHG emissions



Intensity of direct and indirect GHG emissions

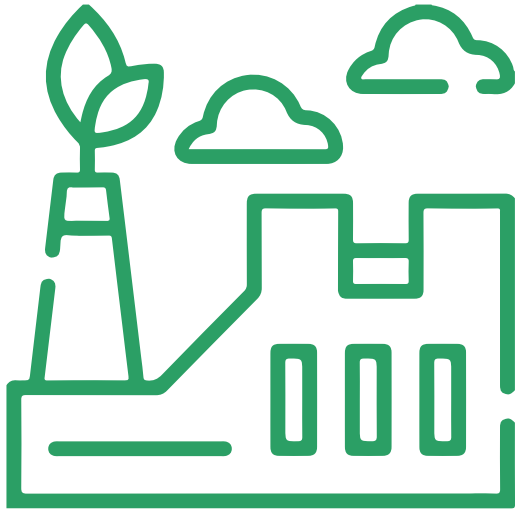


GHG Emissions	2022	2023
Direct emissions from the use of diesel for building heating (tnCO ₂ eq)	7.933	3.967
Direct emissions from the use of diesel-fueled vehicles (tnCO ₂ eq)	16.962	14.175
Direct emissions from the use of petrol-fueled vehicles (tnCO ₂ eq)	28.152	27.161
Fugitive emissions from air-conditioning equipment (R410A) (tnCO ₂ eq)	1.924	1.058
Fugitive emissions from air-conditioning equipment (R407C) (tnCO ₂ eq)	0.487	0.487
Total direct emissions/ Scope 1 (tnCO₂eq)	55.459	46.848
Intensity of direct emissions/Scope 1 intensity (tnCO ₂ eq/products t)	0.060	0.050
Indirect emissions from purchased electricity/ Scope 2 (tnCO ₂ eq)	73.249	78.470
Intensity of indirect emissions/Scope 2 intensity (tnCO ₂ eq/products t)	0.079	0.083

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.

The air pollutants measurements are conducted at the production facilities.



Measured parameter		2022	2023
Average concentration of Volatile Organic Compounds (expressed as average corrected concentration of Total Organic Carbon - TOC) (mgC/Nm ³)	Chimney 1 (annual average measurement)	1.21	1.34
	Chimney 2 (annual average measurement)	1.58	1.65
Concentration of diffuse emissions of Volatile Organic Compounds (TVOCs) (mgC/Nm ³)	Minimum value (annual average measurement)	0.86	5.53
	Maximum value (annual average measurement)	16.38	96.31
	Average value (annual average measurement)	3.68	58.87

Measured parameter		2022	2023
Average concentration of Volatile Organic Compounds (expressed as average corrected concentration of Total Organic Carbon - TOC) (kg/yr)	Chimney 1 (annual average measurement)	7.744	8.576
	Chimney 2 (annual average measurement)	10.112	10.560
Concentration of diffuse emissions of Volatile Organic Compounds (TVOCs) (kg/yr)	Minimum value (estimated value)	551.000	2.290

6 SOCIAL

During our operation we respect the international human rights 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 premises and work methods, and investigates any incidents, near-misses or accidents. We also provide personal protective equipment and appropriate and safe workplaces. Every employee, through training, is able to recognize the situations that pose health and safety risks, and report them competently.

All employees are encouraged to report any

work-related hazards and hazardous situations and behaviors, without facing reprisals.

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.

Dangerous goods transportation

The transportation of dangerous goods is subject to the relevant requirements of the Europe- an Agreement concerning 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.

Occupational Health & Safety Parameters	2022	2023
Number of occupational health and safety incidents, work-related injuries, accidents or fatalities	0	0
Total recordable incident rate (TRIR)	0	0
Accident severity rate	0	0
Work-related fatality rate	0	0
Process safety incident count (PSIC)	0	0
Process safety total incident rate (PSTIR)	0	0
Process safety incident severity rate (PSISR)	0	0
Count of safety incidents relating to the transport of products	0	0

** For the disclosure the training an education pursued externally and paid for in whole or in part by the company and training on specific topics is considered. The numbers are reported in head count*

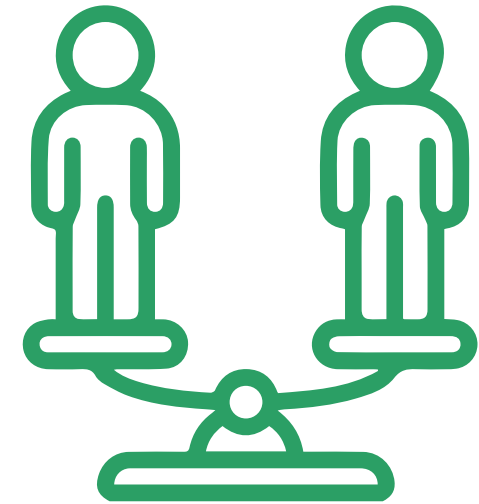
Training and Education of Employees

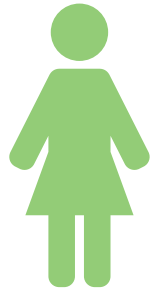
We encourage and facilitate participation in training and education programs aimed at the personal development of employees, their career development and the continuous improvement of their skills and abilities, while enhancing critical thinking and initiatives. We invest in the training and improvement of our human resources, and encourage and motivate the creativity of our employees. During 2023 the following external training was provided to employees: Safety Advisor for the transportation of dangerous goods, REACH Regulation, CLP Regulation, Sustainable Chemical Industry.

Total hours of employees training	50
Total hours of female employees training	10
Total hours of male employees training	40
Total training hours of employees in the top management	10
Total training hours of employees in the rest categories	40
Total employees training cost (€)	1230

Respect of human rights and employee's development

We build an inclusive culture and a sense of belonging, create a respectful workplace through communication and support of our employees, provide good working conditions and enable a better work-life balance. Also, we facilitate employees' development through participation in educational programs that are company-oriented and also for their own personal development.





32%
WOMEN
(in headcount)



68%
MEN



(with reference to full time employees and considering 2000 working hours per year)

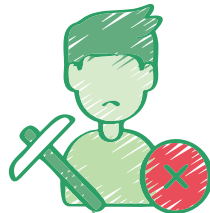


0 incidents of discrimination on the basis of race, color, gender, religion, political beliefs, ethnic or social origin, age, special needs, sexual orientation, lifestyle, or any other relevant forms of discrimination



45%
Women in managerial position
(in headcount, based on duties and compensation)

Framework of employment



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

100%

of the workforce covered by Collective Labor Agreements
(in headcount)

0€

monetary losses as a result of legal proceeding associated with labor law violations, 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) <i>(in headcount to the total employees)</i>	14%			
Involuntary turnover rate (employees are made redundant by the company) <i>(in headcount to the total employees)</i>	0%			
Total employee turnover rate <i>(in headcount to the total employees)</i>	14%			
Number of resigned employees	4			
Male resigned employees	2			
Female resigned employees	2			
Number of new recruitments	2			
Male new recruitments	1			
Female new recruitments	1			
Age profile of employees	< 30 years	30-40 years	40-50 years	50-60 years
	5	7	8	8

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 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. Also, 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 63%, 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 quality control processes. Quality control inspections are conducted 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.

For the year 2023 there were no recalls of our products for reasons related to their quality and safety, while there were no incidents of non-compliance with current Regulations regarding

the impacts of products on health and safety, or any cases of incorrect labeling and provision of the required information. Moreover, the evaluation of our products based on the Zero Discharge of Hazardous Chemicals (ZDHC) guidance is ongoing.



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



5,371,356 €
Turnover for financial
year 2022

-9.72%

in comparison to
financial year 2021



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 cleaning
of public spaces

Business Ethics

We take 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 2023, 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 anticompetitive 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 2023, there were no convictions for violation of anti-corruption and anti-bribery laws and no fines were imposed by the competent authorities, no legal actions 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 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 resources development, innovation, interaction with the local community, etc.) are integrated into the company's strategy and business model, while considered in the context of the risk assessment. Our performance metrics in these areas, and 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 training and raising awareness of employees on environmental issues • Reduction of carbon footprint from products and company activities • Development and certification of an Environmental • Management System Energy inspection of the facilities 	<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 policies on human rights, sustainability, climate change 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, “ATHEX ESG Reporting Guide 2024”, SASB standard “Chemicals Sustainability Accounting Standard” (industry standard, version 2023-12)

GRI Standard	GRI Citation	ATHEX ESG Guide Index	SASB Standard Index	Report Page
GRI 2: General Disclosures 2021	2-1	A-G1	-	p. 9
	2-2a	C-G7	-	p. 7
	2-3 a, b, c, d	-	-	p. 2, 7
	2-4	-	-	p. 21, 23-24
	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, 302-4	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, 305-5	C-E1, C-E2, SS-E1	SASB RT-CH-110a.1, SASB RT-CH-110a.2	p. 23-24
	305-7	SS-E2	SASB RT-CH-120a.1	p. 25
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. 26-28
-	-	SS-E8	SASB RT-CH-410b.1, SASB RT-CH-410b.2	p. 31
GRI 405: Diversity and Equal Opportunity 2016	405-1	C-S2, C-S3	-	p. 29
GRI 401: Employment 2016	401-1	C-S4	-	p. 30
-	-	C-S7	-	p. 29
GRI 405: Diversity and Equal Opportunity 2016	405-2	A-S3	-	p. 29

GRI Standard	GRI Citation	ATHEX ESG Guide Index	SASB Standard Index	Report Page
GRI 416: Customer Health and Safety 2016	416-1, 416-2	SS-S1	-	p. 31
GRI 417: Marketing and Labeling 2016	417-1, 417-2			
-	-	SS-S4	-	p. 29
GRI 405: Diversity and Equal Opportunity 2016	405-1	C-G1, A-G1	-	p. 32
GRI 404: Training and Education 2016	404-1, 404-2	A-S2, C-S5	-	p. 28
GRI 406: Non-discrimination 2016	406-1	-	-	p. 29
GRI 408: Child Labor 2016	408-1	-	-	p. 29
GRI 409: Forced or Compulsory Labor 2016	409-1			p. 29
GRI 206: Anti-competitive Behavior 2016	206-1	A-G2	-	p. 34
GRI 201: Economic Performance 2016	201-1	-	-	p. 33
	201-4	-	-	p. 33
GRI 202: Market Presence 2016	202-1	-	-	p. 33
	202-2	-	-	p. 33
GRI 204: Procurement Practices 2016	204-1	-	-	p. 33
GRI 205: Anti-corruption 2016	205-1, 205-2, 205-3	-	-	p. 34
-	-	SS-G2	-	p. 34
-	-	A-G3	-	p. 35
-	-	C-G2	-	p. 35







CHROMATOURGIA TRIPOLEOS S.A.

Thesi Kormatzini, Schimatari, 32009 • T: +30 2262059971-4 • F: +30 2262058575 • E: info@chromatourgia.com