



*We operate responsibly, focusing on initiatives and corporate practices that promote the well-being of society and the planet*

03

# SUSTAINABLE DEVELOPMENT

OUR APPROACH TO SUSTAINABLE DEVELOPMENT

SUSTAINABLE BUSINESS MODEL

MATERIAL TOPICS

STAKEHOLDER ENGAGEMENT





*Vitex adopts a broad, systematic, and integrated approach to sustainability, undertaking the development and promotion of Environmental, Social, and Governance (ESG) objectives, policies, programmes, and procedures across the Company and throughout our value chain.*

## OUR APPROACH TO SUSTAINABLE DEVELOPMENT

At Vitex, Sustainable Development is a cornerstone of our corporate identity and is fully embedded into the Company's strategy and operations. It is not simply treated as a priority, but as a **cross-cutting value** that guides decision-making, the development of innovative solutions, and the creation of long-term value for all stakeholders.

In response to the challenges of the modern business landscape, Vitex leverages Sustainable Development as a driver of competitiveness, building a resilient operating model centred on people, society, and the environment.

Vitex's Sustainability Policy defines the framework and key principles that underpin the Company's strategy and reflects our commitment to:

- Safeguarding the health and safety of our employees and stakeholders (e.g. passers-by, visitors, consultants, etc.).
- Strict compliance with applicable legislation and full implementation of standards, policies, and relevant internal procedures to consistently deliver products of high quality and safety.
- Continuously improving our environmental performance through the application of responsible practices and preventive measures.
- Engaging with and supporting the local community in a relationship based on mutual transparency and trust.
- Maintaining open, two-way communication with our social partners in order to identify and respond to their needs and expectations.
- Consistently striving to create added value for our stakeholders.

## Sustainability Management Approach

Vitex implements a holistic and forward-looking approach to managing sustainability issues, embedding ESG principles at the core of its business strategy.

This approach aims to continuously enhance the Company's positive impact on the environment and society, mitigate sustainability-related risks, and foster transparent and responsible corporate governance.

- **Systematic monitoring of the ESG landscape:** Continuous analysis of developments in international and national standards, legislation, and regulatory frameworks, with the aim of regularly adapting internal policies and objectives.
- **Meaningful stakeholder engagement:** Conducting regular consultations and maintaining open channels of communication with customers, employees, suppliers, social partners, and other stakeholders.
- **Identification and prioritisation of material issues (Materiality):** Evaluation of key ESG topics that influence or are influenced by the Company's operations, based on their impact on strategy and reputation.
- **Development of ESG strategy and targets:** Establishment of measurable goals and performance indicators across environmental, social, and governance areas, supported by action plans and regular progress assessments.
- **Accountability and transparency:** Publication of an annual Sustainability & Corporate Responsibility Report

in accordance with international standards, aiming to inform all stakeholders about the Company's performance, challenges, and priorities. Through this structured approach, Vitex ensures that the principles of Sustainable Development are not merely theoretical, but actively applied across all aspects of its operations—responsibly guiding today's decisions towards a sustainable tomorrow.

### Implementation and Monitoring Mechanisms

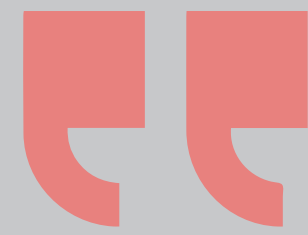
To optimise the management of Sustainability matters, Vitex has established a Corporate Responsibility Team, reporting directly to the EXECOM. This team is responsible for:

- Continuously monitoring emerging issues
- Developing and reviewing the annual action plan
- Supporting Management in making informed decisions
- Ensuring the responsible management of the Company's economic, social, and environmental impacts

Performance monitoring and the effectiveness of actions are supported by certified Management Systems, including:

- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System and EMAS (Eco-Management and Audit Scheme)
- ISO 45001 Occupational Health & Safety Management System





*We have adopted a new, more efficient sustainable business growth model that reflects our strategic direction and aligns with our ongoing efforts to create fairly distributed and long-term value for all our stakeholders and the wider society.*

## SUSTAINABLE BUSINESS MODEL





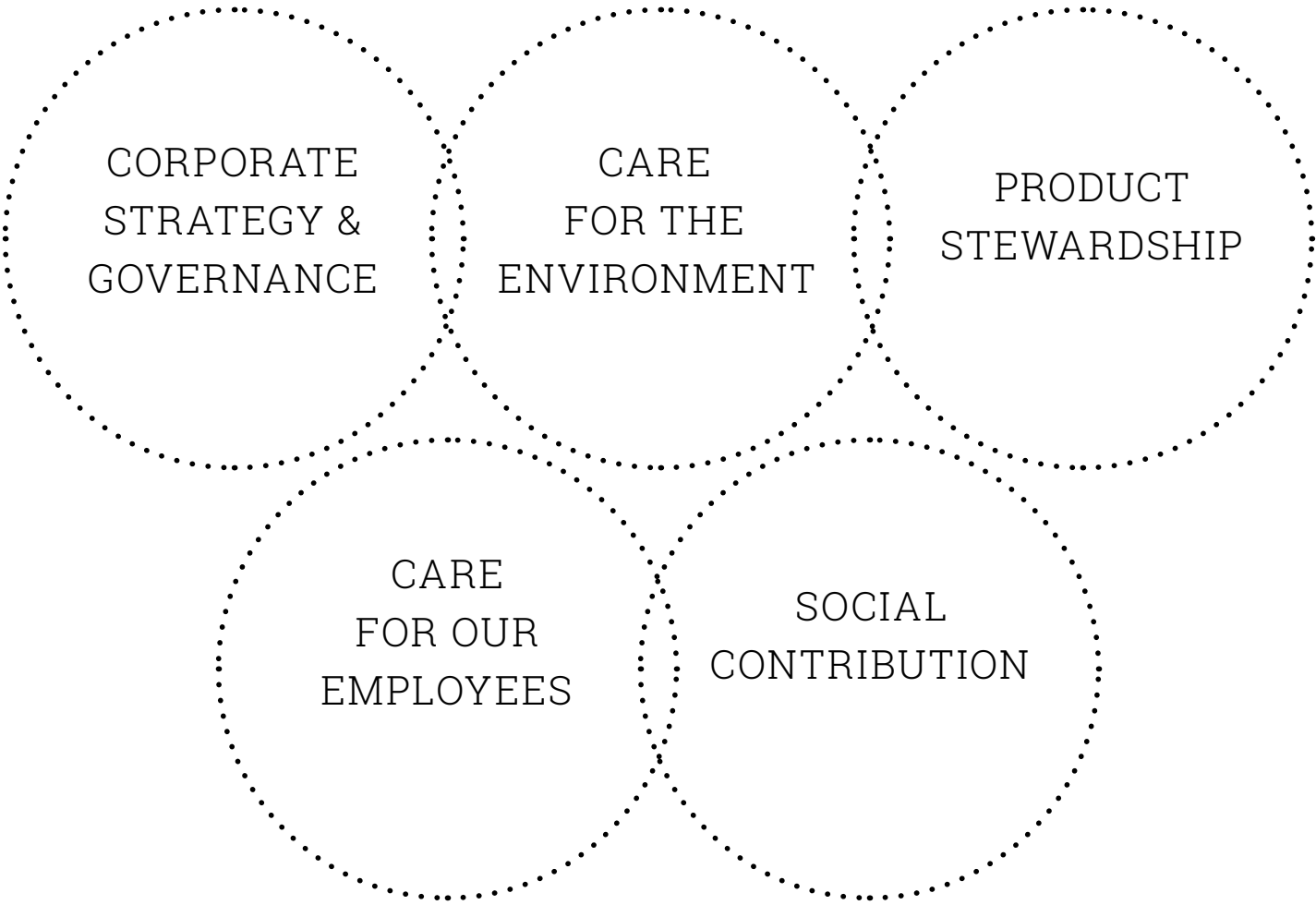
Inputs – Resources we use

Creating Value – How We Operate

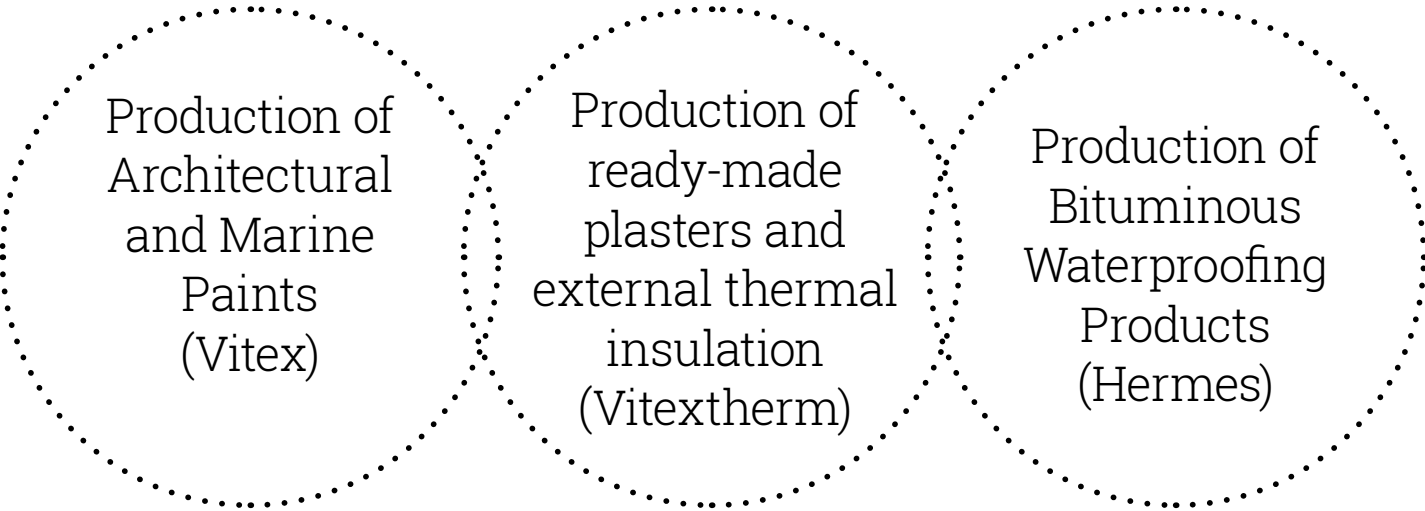
Outputs – Value Generated

CORPORATE VALUES - COMMITMENT - VISION

STRATEGIC PILLARS OF SUSTAINABLE DEVELOPMENT



OUR ACTIVITIES



**Financial Capital**  
Efficient management of our financial resources (equity, investments, loans) for the domestic and international growth of our activities.

**Productive Capital**  
State-of-the-art facilities with modern technological equipment for the production of innovative and high quality products that satisfy the modern needs of our customers and consumers.

**Human Capital**  
Experienced and highly qualified staff for the development of innovation in production activity and the efficient management of the company's operational processes.

**Intellectual Capital**  
A crucial input covering all aspects of research, technology and new products development based on the circular economy principles.

**Natural Capital**  
Responsible and efficient use of natural resources (energy, water, raw materials) for the production of all products and services of the company.

**Social Capital**  
Pursuing open and transparent ommunication and long-term cooperation with all groups of our participants with the aim of social contribution.

**Financial Capital**  
Creating financial value responsibly, increasing market share, presence in new markets.

**Productive Capital**  
Complete range of high-quality products for the construction sector, with integrated systems and solutions, the use of which contributes to Sustainable Development.

**Human Capital**  
Ensuring an ethical, merit-based and safe working environment. Providing continuous training, increasing employee confidence and satisfaction.

**Intellectual Capital**  
Providing innovative and sustainable products with a reduced energy and environmental footprint, as well as systems that emphasize on human health and well-being.

**Natural Capital**  
Electricity generated from RES, improving energy efficiency, reducing greenhouse gas emissions, rational waste management based on the principles of circular economy.

**Social Capital**  
Active support of the local community through actions that contribute to its sustainable development.



The achievement of our strategic objectives is grounded in the systematic implementation of our Sustainability Strategy, which acts as a catalyst for Vitex’s progress. Through the execution of targeted initiatives and programmes across the following fundamental pillars of sustainability, we are shaping a responsible and competitive business model, prepared to meet the challenges of the future.

**Corporate Strategy and Governance**

We place strong emphasis on the adoption of sound governance principles that strengthen our internal structure, promote transparency and efficiency, and enhance long-term competitiveness and value creation for the benefit of all stakeholders.

**Care for Our Employees**

We foster a working environment characterised by meritocracy, equal opportunities, safety, and mutual trust. We support the professional growth of our people through continuous training and the provision of appropriate tools, empowering their skills and cultivating a culture of open communication and continuous improvement.

**Environmental Stewardship**

We focus on the responsible use of resources, the reduction of our environmental impact, and the promotion of environmental awareness at all levels of the organisation. We strive for the continuous improvement of our environmental performance through the integration of sustainable practices, rational energy consumption, and efficient waste management.

**Product Stewardship**

Our commitment to product responsibility is reflected in our unwavering focus on quality, safety, and innovation. We develop and offer highspecification products tailored to our customers’ needs, while ensuring excellent service and high levels of satisfaction. At the same time, we promote partnerships with responsible suppliers and apply strict quality controls at every critical stage of our supply chain.

**Social Contribution**

We implement a comprehensive programme of social initiatives. By supporting vulnerable social groups, working in partnership with local communities and non-governmental organisations, and encouraging the active involvement of our employees in volunteer activities, we aim to create a positive social impact and make a meaningful contribution to social progress and cohesion.

## MATERIAL TOPICS



*The Materiality Assessment process is a key component of Vitex's responsible operations. It is a consistent and transparent procedure for identifying and evaluating the impacts, risks, and opportunities associated with Sustainability and ESG issues. We actively engage with our stakeholders to gain a deeper understanding of their expectations and needs.*



As part of our Sustainability Strategy, and recognising the specific environmental and social challenges of the paints and building materials sector, we approached the materiality analysis as a key tool for identifying and prioritising the issues with the greatest impact. Through this dynamic and transparent process, we identified and validated the most material topics that directly or indirectly affect both the operation of our business and the interests of our stakeholders.

The process was based on internationally recognised sustainability standards (GRI Standards 2021) and was complemented by in-depth consultation with both internal and external stakeholders to reliably capture their expectations and concerns.

The assessment of issues was carried out using criteria such as the scale, duration, reversibility, and severity of impact, allowing us to focus on the areas where our responsibility and influence are most significant. On this basis, we ensure stronger governance of sustainability-related topics and the alignment of our business decisions with the principles of responsible and long-term value creation.

The results of the materiality analysis form the foundation for the design and implementation of our organisation's ESG strategies, reinforcing our accountability, resilience, and positive contribution to the broader socio-economic and environmental landscape.

The materiality assessment process was implemented through the following specific steps:

1<sup>ST</sup> STEP

REVIEW OF THE OPERATING FRAMEWORK

- Review of the Company's activities and business relationships, as well as the broader context in which they are conducted.

- Overview of the Company's key stakeholder groups.

2<sup>ST</sup> STEP

ASSESSMENT OF IMPACT MATERIALITY

- Conducting a material sustainability topics survey with the participation of stakeholder representatives.

- Evaluation of the survey results based on the feedback provided by stakeholders.

3<sup>ST</sup> STEP

IDENTIFICATION OF POSITIVE AND NEGATIVE IMPACTS

Identification of actual and potential positive and negative impacts on the economy, the environment, and people, arising from the Company's operations and business relationships (impact materiality).

4<sup>ST</sup> STEP

IDENTIFICATION OF THE MOST SIGNIFICANT IMPACTS

- Establishment of a materiality threshold for the identification of material topics.

- Validation of the list of material topics by the Company's Management.

The **material topics** identified are as follows:

1	Energy consumption and greenhouse gas emissions
2	Water consumption
3	Waste management and circular economy
4	Sustainable products with a low environmental footprint
5	Employment practices
6	Health and safety of employees and consumers
7	Training, development, and well-being of employees and partners
8	Equal opportunities, diversity, and human rights
9	Stakeholder collaboration in social initiatives
10	Compliance and business ethics
11	Economic value creation and social contribution
12	Responsible supply chain
13	Responsible marketing

An **assessment survey** was conducted among eight stakeholder groups via an online questionnaire. The results of the materiality assessment are presented as follows:

RANKING OF SUSTAINABILITY TOPICS BASED ON IMPACT MATERIALITY			
Positive Impact		Negative Impact	
Economic value creation and social contribution		Energy consumption and greenhouse gas emissions	
Compliance and business ethics		Water consumption	
Sustainable products with a low environmental footprint		Waste management and circular economy	
Responsible marketing		Health and safety of employees and consumers	
Employment practices		Compliance and business ethics	
Health and safety of employees and consumers			Environment (E) Society (S) Governance (G) MATERIAL TOPICS OTHER TOPICS
Training, development, and well-being of employees and partners			
Responsible supply chain			
Stakeholder collaboration in social initiatives			
Equal opportunities, diversity, and human rights			





# Contribution to the Sustainable Development Goals

As part of our integrated approach to Sustainability management, Vitex is a participant in the United Nations Global Compact, a UN initiative focused on Sustainable Development.



Recognising the importance and value of the 17 Global Sustainable Development Goals (SDGs), we have aligned our contributions with each goal and mapped them against our material topics, identifying the areas where we have the greatest impact. These specific goals have been embedded into the organisation’s sustainability/ESG strategy, objectives, and initiatives.

SUSTAINABLE DEVELOPMENT GOALS	Alignment of the positive impacts of Vitex with the SDGs	Relevant Material Topics
<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div>Ensure healthy lives and promote well-being for all at all ages</div></div>	<p>Our responsibility is reflected in the implementation of actions aimed at safeguarding the health and wellbeing of our employees, partners, and their families. On a daily basis, we invest in raising awareness, prevention, and the adoption of practices that promote the physical and mental health of our people.</p> <p>Through targeted wellness programmes and established internal procedures, we foster a culture of prevention and self-care, with the objective of maintaining a safe, supportive, and healthy working environment for all.</p> <p>Further information is provided in the section: <b>Society</b> (Employees, Clients, Social Contribution)</p>	<p>Health and safety of employees and consumers</p> <p>Cooperation with stakeholders in social actions</p>
<div><div><div>4</div><div>QUALITY EDUCATION</div><div></div></div><div>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</div></div>	<p>We foster a working environment built on safety, meritocracy and respect, offering equal opportunities for continuous training, professional development, and the utilisation of our people’s talents and skills. We systematically invest in empowering our human capital through a wide range of training programmes, both for employees and partners, embedding lifelong learning as an integral element of our corporate culture.</p> <p>Further information is provided in the section: <b>Society</b> (Employees, Clients, Social Contribution)</p>	<p>Training, development, and well-being of employees and partners</p>






SUSTAINABLE DEVELOPMENT GOALS	Alignment of the positive impacts of Vitex with the SDGs	Relevant Material Topics
<div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div>Achieve gender equality and empower all women and girls</div></div>	<p>We are committed to promoting equal opportunities for all employees, regardless of hierarchical level or personal characteristics. In line with the principles of our Code of Conduct, we reject all forms of discrimination, including those based on gender, ethnicity, age, sexual orientation, or any other criterion.</p> <p>Further information is provided in the section: <b>Society</b> (Employees)</p>	<p>Employment practices</p> <p>Equal opportunities, diversity, and human rights</p>
<div><div><div>6</div><div>CLEAN WATER AND SANITATION</div><div></div></div><div>Ensure availability and sustainable management of water and sanitation for all</div></div>	<p>We systematically maintain and, where necessary, upgrade the water supply network across all our facilities, ensuring the responsible and efficient use of water resources. At the same time, we place particular emphasis on the proper management of our wastewater, aiming for the continuous reduction of our environmental footprint and full alignment with best sustainability practices.</p> <p>Further information is provided in the section: <b>Environment</b></p>	<p>Water consumption</p>
<div><div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div><div>Ensure access to affordable, reliable, sustainable and modern energy for all</div></div>	<p>As part of our commitment to reducing our environmental footprint, we continuously undertake initiatives aimed at improving the energy efficiency of our production processes. Since 2011, we have systematically invested both in the utilisation of renewable energy sources and in the integration of digital innovations into industrial production. At the same time, we have set a strategic target of meeting 100% of our electricity consumption through renewable sources, contributing to the decarbonisation of our production and enhancing climate resilience.</p> <p>Further information is provided in the section: <b>Environment</b></p>	<p>Energy consumption and GHG emissions</p>
<div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div><div>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</div></div>	<p>Ensuring a healthy, safe and supportive working environment has always been a top priority for Vitex. We invest in the continuous development of our employees and embed a culture of prevention and safe working practices into every aspect of our operations. This commitment is supported by the implementation of a certified Occupational Health and Safety Management System, in accordance with ISO 45001. Recognising health and safety as a core value rather than merely a regulatory obligation, we apply strict procedures, policies and preventive protocols, which are continuously reviewed and improved.</p> <p>Further information is provided in the sections: <b>Society</b> and <b>Corporate Governance</b></p>	<p>Creation of a social product and economic value</p> <p>Training, development, and well-being of employees and partners</p> <p>Health and safety of employees and consumers</p> <p>Cooperation with stakeholders in social actions</p>



SUSTAINABLE DEVELOPMENT GOALS	Alignment of the positive impacts of Vitex with the SDGs	Relevant Material Topics
<div></div> <div>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</div>	<p>We have established a clearly defined business direction, based on continuous investment in innovation. Through this strategy, we ensure the Company's readiness and flexibility to respond effectively to the ever-changing needs of the market. To date, we have developed innovative solutions and technologies that have already delivered measurable results, improving the efficiency of our operations and enhancing the long-term value we create. At the same time, we place particular emphasis on the sustainability of our supply chain, prioritising the establishment of long-term and responsible partnerships with our suppliers, while also supporting local entrepreneurship, thereby contributing to the social and conomic development of the communities in which we operate.</p> <p>Further information is provided in the sections: <b>Vitex Company</b> and <b>Corporate Governance</b></p>	<div>Sustainable products with a low environmental footprint</div> <div>Responsible supply chain</div>
<div></div> <div>Reduce inequality within and among countries</div>	<p>We aim to establish and maintain an ethical, fair and inclusive working environment across all our operations, striving to reduce inequalities, promote equality, and continuously enhance employee satisfaction. In this respect, we are committed to respecting the fundamental principles of human rights and internationally recognised labour standards, promoting equal treatment, providing equal opportunities, and preventing any form of discrimination in the workplace.</p> <p>Further information is provided in the section: <b>Vitex Company</b></p>	<div>Employment practices</div> <div>Equal opportunities, diversity, and human rights</div>
<div></div> <div>Make cities and human settlements inclusive, safe, resilient and sustainable</div>	<p>Our commitment to sustainable development is reflected in our priority to actively contribute to the promotion of sustainable and environmentally responsible construction. We systematically invest in the development of environmentally friendly solutions and products, encouraging the adoption of practices that support the creation of healthy and resilient buildings. At the same time, we closely monitor international trends and best practices related to human health and environmental protection in the field of building materials, with the aim of strengthening our positive impact in the transition towards a more eco-friendly approach to construction.</p> <p>Further information is provided in the section: <b>Vitex Company</b></p>	<div>Cooperation with stakeholders in social actions</div> <div>Sustainable products with a low environmental footprint</div>
<div></div> <div>Ensure sustainable consumption and production patterns</div>	<p>We are committed to a sustainable approach to development, which is fully embedded in our internal processes, policies, actions and corporate outcomes. In this context, we ensure the responsible management of the waste generated during production, with particular attention to the chemicals we use. Furthermore, we record and disclose the full framework of our responsible business practices in the annual Sustainability Report, which reflects our actions and performance in the field of sustainability.</p> <p>Further information is provided in the section: <b>Vitex Company, Environment</b> and <b>Corporate Governance</b></p>	<div>Responsible supply chain</div> <div>Responsible marketing</div> <div>Waste management and circular economy</div>



SUSTAINABLE DEVELOPMENT GOALS	Alignment of the positive impacts of Vitex with the SDGs	Relevant Material Topics
<div></div> <div>Take urgent action to combat climate change and its impacts</div>	<p>We aim for ongoing energy savings and the reduction of air pollutant emissions, while at the same time promoting the responsible use of natural resources and the development of sustainable products with a reduced environmental footprint. In order to achieve these goals, we implement a certified Environmental Management System in accordance with ISO 14001 and EMAS standards. At the same time, we carry out continuous employee awareness initiatives highlighting the importance of environmental protection and addressing climate change.</p> <p>Further information is provided in the section: <b>Environment</b></p>	<p>Sustainable products with a low environmental footprint</p> <p>Energy consumption and GHG emissions</p> <p>Waste management and circular economy</p> <p>Water consumption</p>
<div></div> <div>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</div>	<p>We place particular emphasis on upholding the principles of sound corporate governance in order to ensure transparency in management and the smooth operation of the organisation. The systematic management of risks, combined with the prompt updating of the EXECOM team and the Board of Directors, is a critical factor in achieving our strategic objectives and enhancing our organisational efficiency.</p> <p>Further information is provided in the section: <b>Corporate Governance</b></p>	<p>Compliance and business ethics</p>
<div></div> <div>Strengthen the means of implementation and revitalize the global partnership for sustainable development</div>	<p>We are an active member of numerous organisations and networks, collaborating and taking a leading role in collective action initiatives together with our stakeholders and partners, with the aim of promoting the achievement of the Sustainable Development Goals (SDGs).</p> <p>Further information is provided in the sections: <b>Vitex Company</b> and <b>Society</b></p>	<p>Creation of a social product and economic value</p> <p>Cooperation with stakeholders in social actions</p> <p>Responsible supply chain</p>





# Target Setting

At Vitex, with our core priority being continuous improvement, we set relevant targets across all areas of our operations, closely monitoring our performance. Through the implementation of these targets, we respond to the needs of our stakeholders while addressing, in a specialised manner, the material topics we have already identified.

Connection with Company's Material Topic		Specific Targets		Baseline Year	Progress Update 2024
	Energy consumption and greenhouse gas emissions		Maintain 100% coverage of electricity needs from renewable energy sources (RES)	-	Achieved
			100% fire protection and zero leakages to safeguard the environment from emergency incidents	-	Achieved
			Life Cycle Assessment (LCA) for more than 50% of the product range	2022	<div><div></div></div>
			Measurement of carbon footprint in accordance with ISO 14064-1:2018	2022	Achieved
	Sustainable products with a low environmental footprint		Investment in renewable energy projects and energy storage projects	2022	<div><div></div></div>
			Electric vehicle charging infrastructure	2023	Achieved
	Waste management and circular economy		50% reduction of greenhouse gas emissions intensity (Scope 1+2) compared to 2019 (target year: 2030)	2019	<div><div></div></div>
			Gradual replacement of company vehicles with electric vehicles	2023	<div><div></div></div>
			Development and certification of Energy Management System in line with ISO 50001	2024	New target

Standing targets

Short-term targets (1-3 years)

Medium-term targets (4-7 years)

Long-term targets (8-10 years)

Connection with Company's Material Topic		Specific Targets		Baseline Year	Progress Update 2024
	Employment practices		100% of employees continue to receive systematic performance evaluations	-	Achieved
			Development of Diversity, Equity and Inclusion Policy (DEI)	2023	Achieved
			Development of Human Rights Policy	2023	Achieved
			Improvement of employee satisfaction rate through satisfaction surveys (over 70%)	2023	72% — slight decrease compared to 2023
			Improvement in average training hours per employee	2023	Average 10.6 hours — slight decrease compared to 2023
			Zero fatalities / serious workplace accidents	-	Achieved
	Occupational health and safety		Webinars to promote health in daily life and address specific health topics	2023	<div><div></div></div>
			Training employees on new internet technologies	2024	New target
	Employee and partner development and well-being		Equal opportunities, diversity and human rights		
	Creation of economic value & social contribution		Maintain / increase 2022 levels in domestic / export sales	-	Achieved
			Inclusion of sustainability criteria in supplier evaluation questionnaire	2022	Achieved
			Incorporation of sustainability criteria into the supplier evaluation questionnaire	2022	<div><div></div></div>
	Responsible supply chain		Investment in construction of new raw materials warehouse	2023	<div><div></div></div>
			Development and certification of Information Security Management System in line with ISO 27001	2024	New target
	Compliance and business ethics				

## STAKEHOLDER ENGAGEMENT



*Long-standing and reliable collaboration with our stakeholders forms a cornerstone of our Sustainable Development strategy, founded on open communication and the cultivation of relationships based on mutual trust and shared benefit.*



# Communication with stakeholders

At Vitex, we recognise that the success and sustainability of our operations are directly linked to our interaction with our stakeholders. These groups are identified based on the extent of their influence on the Company’s operations, products and strategy, as well as on the needs and expectations they hold towards Vitex.

**Stakeholders are classified as either internal or external.** Internal stakeholders include our shareholders and employees, while external stakeholders consist of clients, suppliers, the local community, financial institutions, government bodies and regulatory authorities. **Maintaining an ongoing dialogue and cooperative relationship** with all stakeholders is a cornerstone of our sustainable development strategy.

We place particular emphasis on prevention and the early identification of issues that concern each stakeholder group, with the aim of responding effectively through targeted actions and high value-added initiatives.

To this end, we have established dedicated and tailored communication channels for each stakeholder category, in order to ensure transparency, two-way information exchange, and their active involvement in the design and implementation of our strategic decisions.

	Channels / frequency of communication	Key issues / Basic needs and expectations	Company Response
Shareholders	<ul style="list-style-type: none"><li>• Regular meetings of the Board of Directors</li><li>• Periodic briefings</li><li>• Annual financial and non-financial publications</li></ul>	<ul style="list-style-type: none"><li>• Profitability of business activities</li><li>• Development of new products and activities</li><li>• Investment goodwill over time</li><li>• Maintaining company competitiveness</li><li>• Responsible corporate governance</li></ul>	<ul style="list-style-type: none"><li>• Targeted actions to improve the financial results</li><li>• Publication of the annual Financial Report</li><li>• Publication of the annual Corporate Responsibility Report</li></ul> More information can be found under the chapter titled <b>Corporate Governance</b>
Employees	<ul style="list-style-type: none"><li>• Telephone contact / daily</li><li>• E-mail correspondence / daily</li><li>• Company Intranet / daily</li><li>• Personnel meetings with management representatives / at regular intervals</li><li>• Open dialogue and events on a continuous basis</li><li>• Sustainability Report / annually</li></ul>	<ul style="list-style-type: none"><li>• Healthy and safe work environment</li><li>• Merit-based recruitment procedures</li><li>• Provision of equal opportunities</li><li>• Respect for employee rights</li><li>• Competitive pay</li><li>• Employment benefits</li><li>• Opportunities for training and growth</li></ul>	<ul style="list-style-type: none"><li>• Establishment and implementation of a health and safety policy and system</li><li>• Opportunities for continuing training and growth of employees</li><li>• Employee benefits</li></ul> More information can be found under the chapter titled <b>Society (S)</b>
Clients	<ul style="list-style-type: none"><li>• Telephone contact / daily</li><li>• E-mail correspondence / daily</li><li>• Customer satisfaction survey / annually</li><li>• Customer service and complaint handling department / daily</li><li>• Sales and technical consultant visits / on a continuous basis</li><li>• Participation in trade fairs / Periodically</li><li>• Meetings-seminars / Periodically</li><li>• Sustainability Report / annually</li></ul>	<ul style="list-style-type: none"><li>• Consistent provision / supply / procurement of products / services adhering to top quality and safety standards</li><li>• Technical support / prompt response to requests</li><li>• Competitive product prices</li></ul>	<ul style="list-style-type: none"><li>• Priority is given to product quality and safety, through a specific policy, certifications and actions / investments</li><li>• Continuous communication and cooperation with our clients</li></ul> More information can be found under the chapters titled Vitex Company and <b>Sustainable Development</b>
Suppliers	<ul style="list-style-type: none"><li>• Meetings with existing and new suppliers / Periodically, as needed</li><li>• Joint development of products</li><li>• Communication with the Purchasing Department / On a continuous basis</li><li>• Participation in trade fairs / Periodically</li></ul>	<ul style="list-style-type: none"><li>• Merit-based selection</li><li>• Ongoing, mutually beneficial cooperation</li><li>• Compliance with the terms of cooperation agreed upon</li></ul>	<ul style="list-style-type: none"><li>• Systematic and open communication with suppliers</li><li>• Implementation of supplier evaluation process</li></ul> More information can be found under the chapter titled <b>Corporate Governance</b>
Local community	<ul style="list-style-type: none"><li>• Contact with local bodies / Periodically, as needed</li><li>• Cooperation in the context of voluntary actions / Periodically, as needed</li><li>• Press releases / whenever deemed necessary</li></ul>	<ul style="list-style-type: none"><li>• Provision of employment opportunities / support for local employment</li><li>• Briefing on the company's operation at the local level</li><li>• Company actions on issues of common interest, such as environmental protection and social solidarity</li></ul>	<ul style="list-style-type: none"><li>• Implementation of social solidarity and environmental protection actions</li><li>• Emphasis on boosting local employment and recruiting employees from the local community</li></ul> More information can be found under the chapter titled <b>Society</b>
State / Public Authorities	<ul style="list-style-type: none"><li>• Cooperation with regulatory authorities, institutional bodies / on acontinuous basis</li><li>• Participation in associations and organisations at the national and EU level / on a continuous basis</li></ul>	<ul style="list-style-type: none"><li>• Law-abiding policy and full compliance with Greek and European legislation</li></ul>	<ul style="list-style-type: none"><li>• Creation and implementation of procedures that ensure compliance with legislation</li><li>• Cooperation with public authorities, when deemed necessary</li></ul> More information can be found under the chapter titled <b>Corporate Governance</b>
Capital providers / Banks	<ul style="list-style-type: none"><li>• General meeting of Shareholders / Annually</li><li>• Publication of balance sheet and financial statements / annually</li><li>• Sustainability Report / Annually</li><li>• Meetings / Periodically, as needed</li></ul>	<ul style="list-style-type: none"><li>• Profitability, growth and openness</li><li>• Servicing of loans</li></ul>	<ul style="list-style-type: none"><li>• Targeted actions to improve the financial results</li><li>• Publication of the annual Financial Report</li></ul> More information can be found under the chapter titled <b>Corporate Governance</b>



# Memberships, Awards and Distinctions

Vitex plays **an active role** in key national and international organisations, associations, and initiatives that focus on sustainable development and the ongoing advancement of the business environment. Our participation in these bodies is aligned with our strategic commitment to constructive collaboration on issues of both **sector-specific and broader business relevance**.

Through these partnerships, we seek to exchange knowledge, adopt and promote best practices, and foster innovation. At the same time, **we actively contribute to shaping new approaches and emerging trends** in the paints and building materials sector, supporting the acceleration of the transition towards a more sustainable development model.

Vitex’s representation in these bodies is carried out with consistency and responsibility, both by its specialised and experienced executives and by senior management, reflecting our dedication to responsible business conduct and ongoing dialogue within the wider industry ecosystem.

## MEMBERSHIPS IN GREEK ASSOCIATIONS AND NETWORKS



Hellenic Institute of Customer Service (HICS)



Σ Ε Χ Β  
ΣΕΧΒ / ΣΥΝΔΕΣΜΟΣ ΕΛΛΗΝ. ΧΗΜΙΚΩΝ ΒΙΟΜΗΧΑΝΙΩΝ  
HELLENIC ASSOC. OF CHEMICAL INDUSTRIES / HACI

Hellenic Association of Chemical Industries (HACI)



ΣΕΒ  
Hellenic Federation of Enterprises (SEV)



ΚΕΝΤΡΙΚΗ ΕΝΩΣΗ ΕΠΙΜΕΛΗΤΗΡΙΩΝ ΕΛΛΑΔΟΣ  
Union Of Hellenic Chambers Of Commerce (UHC)



ΕΜΠΟΡΙΚΟ & ΒΙΟΜΗΧΑΝΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ ΠΕΙΡΑΙΩΣ  
Piraeus Chamber of Commerce and Industry (PCCI)



ΕΛΛΑ-ΔΙΚΑ ΜΑΣ  
Initiative ELLA-DIKA MAS



CSR HELLAS  
TOGETHER TO A SUSTAINABLE FUTURE  
Corporate Sustainability and Responsibility Network Greece (CSR HELLAS)



HELLENIC CHINESE CHAMBER (HCC)



MBA Hellas  
Modern Building Alliance Hellas (MBA HELLAS)



UN GLOBAL COMPACT  
Global Compact Network Greece

UN Global Compact Network Greece



ARAB-HELLENIC CHAMBER (AHCCD)



endeavor GREECE  
Endeavo Greece



ΠΑΝΕΛΛΗΝΙΟΣ ΣΥΝΔΕΣΜΟΣ ΕΤΑΙΡΙΩΝ ΜΟΝΩΣΗΣ  
Hellenic Association of Insulation Companies (PSEM)



ΣΥΝΔΕΣΜΟΣ ΒΙΟΜΗΧΑΝΙΩΝ ΑΤΤΙΚΗΣ - ΠΕΙΡΑΙΩΣ  
Association of Attica - Piraeus Industries (SVAP)



ΠΑΝΕΛΛΗΝΙΟΣ ΣΥΝΔΕΣΜΟΣ ΔΙΟΚΣΙΝΕΝΣΕΩΝ ΠΟΛΥΕΤΕΡΗΝΗΣ  
HEPSA  
Hellenic Association of Expanded Poystyrene (HEPSA)

## MEMBERSHIPS IN INTERNATIONAL ASSOCIATIONS AND NETWORKS



CEPE  
European Council of the Paint, Printing Ink, and Artist's Colours Industry (CEPE)



COLOR GUILD  
GLOBAL COLOR AUTHORITY  
Color Guild CEUs



guildcpo  
Paint, Coatings & Related Purchasing Coop (Guild CPO)



UN GLOBAL COMPACT  
United Nations Global Compact (UNGC)(KEEE)



CRGI  
Coatings Research Group, Inc.  
Coatings Research Group Inc. (CRGI)(EBEIT)



## European Dialogue on Sustainability in the Chemical Industry

The annual summit of the European Chemical Industry, organised by CEFIC (Conseil Européen des Fédérations de l'Industrie Chimique), was held in Athens from 13 to 15 November 2024, bringing together 250 senior executives from the sector alongside representatives of European and international organisations. The event was hosted by the Hellenic Association of Chemical Industries (HACI), a member of CEFIC and the official



representative of the Greek chemical industry. The summit focused on developments and challenges facing the global chemical industry, with particular emphasis on sustainability, innovation, and responsible business practices. The significance of the summit for Greece and for the broader European dialogue was highlighted by the President of HACI and CEO of Vitex, Mr Armodios Yannidis, who welcomed delegates to Athens. His leadership role within HACI and active presence at the heart of European developments reflect Vitex's enduring commitment to a responsible and sustainable chemical industry.

## Advancing Sustainability through Direct Customer Engagement

At the "Sales in Action" conference organised by Boussias Events, Vitex highlighted the importance of its F2F (Family to Family) model, which it applies in its collaboration with customers—primarily small, family-owned businesses. This approach goes beyond commercial effectiveness; it serves as a foundation for sustainability by fostering trusted relationships with customers and partners. Through direct, personal interaction, the company cultivates values such as respect, responsibility, and transparency, contributing to the development of a resilient and sustainable business ecosystem in the long term.



## "Sharing Values": Inclusion and Responsible Collaboration in the Supply Chain

At Vitex, our stakeholder inclusion model is called "Sharing Values" and constitutes a key pillar of our responsible business strategy. We recognise the vital role that suppliers play in advancing sustainability, innovation and



competitiveness within the paints sector. In collaboration with Imerys, a global leader in industrial minerals, we showcased how our strategy stands out and how we can align effectively to deliver high-quality solutions to end users.

This strategic partnership, grounded in shared values and common goals, serves as a foundation for sustainable development and responsible corporate transformation.

## Commitment to Excellence and Sustainable Growth through the OPAP Forward Programme

Vitex participated in the OPAP Forward business empowerment programme, implemented by Endeavor Greece, joining in 2020 as a small to medium-sized enterprise and completing its journey as a mature, fast-growing company. Receiving three out of the programme's seven awards stands as a recognition of Vitex's people-centred approach and its continuous pursuit of excellence and sustainable growth. For Vitex, this distinction reinforces its commitment to act as a catalyst for values—towards its people, customers, partners, and the wider society.



## SBC conference 2024

Our participation in the Annual Sustainability Conference 2024, organised by SBC Greece, provided yet another valuable opportunity to contribute meaningfully to the public dialogue on sustainability and innovation.



Mr Nikolakopoulos, our R&D Director, represented Vitex

on the high-level panel entitled «Efficiency Paradox», actively engaging in the discussion on the real-world challenges and opportunities surrounding efficiency. Through his contribution, he highlighted the need for a holistic approach that goes beyond traditional energy efficiency indicators, incorporating the social, environmental, and technological dimensions of sustainability.

## PRODEXPO 2024



PRODEXPO 2024, the leading event for real estate and urban infrastructure in Southeast Europe, served as a key milestone for showcasing the potential

of sustainable urban development.

Vitex's R&D Director, Mr Nikolakopoulos, took on the role of moderator in the highly topical panel



discussion “Green Building and Resilient Cities”, facilitating a meaningful and multifaceted dialogue among distinguished industry experts.

The discussion highlighted best practices and innovative solutions addressing the challenges of the climate crisis, energy efficiency, and urban resilience.

### Career Day at the University of Crete

As part of our ongoing commitment to promoting sustainable development through the advancement of scientific knowledge and the support of young scientists’ career development, we actively participated in the Career Day organised by the Department of Chemistry at the University of Crete on Friday, 19 April 2024.

The event brought together companies and institutions active in the fields of Chemistry, Biology, Chemical Technology, and Materials Science, offering a valuable forum for dialogue and interaction with students and graduates.



Vitex’s R&D Manager, Ms Marina Sofra, presented our research and technological initiatives, highlighted career development opportunities, and engaged with young scientists—strengthening the link between academia and the production sector.

### MSc in Bioeconomy – University of Piraeus

Vitex enthusiastically accepted the invitation of the University of Piraeus to participate in the welcome ceremony for students of the Master’s Programme in “Bioeconomy, Circular Economy & Sustainable Development.”

The company’s HR Director, Ms Eleni Bona, delivered a presentation on Vitex’s approach to competitiveness, crisis management and— most importantly—the integration of the ESG framework into both strategic planning and day-to-day business operations.

She highlighted the company’s multidimensional sustainability strategy, with a focus on our annual Sustainability Reports, environmental and social priorities, and our practical commitment to responsible business practices.



### 2<sup>nd</sup> Family Business Session – ELLA-DIKA MAS

As a member of ELLA-DIKA MAS, a community of outward-looking, Greek-owned manufacturing and production companies dedicated to promoting modern Greek entrepreneurial and industrial culture,, Vitex took part in the association’s event titled “2nd Family Business Session.” Vitex’s Legal Advisor, Ms Madeleine Marten, participated in a panel discussion on “The Coexistence of Entrepreneurs and Professional Executives,” where professionals working within family-owned businesses shared their experiences and perspectives on the role of executives in such organisations.

The discussion focused on the challenges these professionals face— particularly in establishing and upholding principles of sound and transparent corporate governance—as well as the opportunities and conditions for success in this unique context. The panel also addressed the advantages of family businesses from an executive’s perspective, alongside areas for improvement.



### ETHOS Platinum Distinction

Following its 2024 reassessment, Vitex was awarded the ETHOS Platinum label with an outstanding score of 97.18%, reaffirming the company’s high level of compliance with the requirements of the Greek ETHOS Corporate Social Responsibility Evaluation Standard. This distinction reflects the company’s systematic and responsible approach across a wide range of business criteria, including compliance with the applicable regulatory and institutional framework, corporate governance, financial sustainability, and the effective management of the social and environmental footprint of our operations.

