

## ENVIRONMENT (E)

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Respect and care for the environment is the common denominator in everything we do.



## OUR APPROACH TO ENVIRONMENTAL PROTECTION



The protection of the environment and the mitigation of climate change are part of our strategic approach towards a net-zero and circular economy future.



At Vitex we cultivate **environmental responsibility** as an integral part of our corporate philosophy, recognizing the importance of protecting the environment, as well as the challenges posed by climate change, which is a global issue with implications that affect the company's operations and its stakeholders, and more generally the whole range of economic activities and life on the planet.

We strive for the **prudent and rational management** of environmental issues associated with our activities and take the necessary measures in accordance with the provisions of the relevant legislation, constantly improving our performance. At the same time, we ensure that all employees are **continuously informed on issues that concern the protection of the environment**, consolidating the concept of environmental protection.

Within this context, we promote **open dialogue and exchange of views** on how everyone can contribute towards reducing Vitex's environmental footprint.





## Environmental Management System

Aiming at effective environmental management throughout the value chain within the framework of the Unified Management System, we implement Environmental Management Systems (EMS), certified according to **ISO 14001:2015 and EMAS 1221:2009** standards.

Acting with sensitivity to the environment and being aware of the value of natural resources, we have adopted and are implementing an integrated policy of quality, environmental management and health and safety at work, which serves as a valuable guide to achieving the environmental improvement goals we have set.

More specifically, the Company operates with respect for the environment and, among other things, in order to do so:

- Continuously documents the environmental impact (direct and indirect) of every company activity in order to ensure full compliance with national and European legislation.
- Is committed to continuously improving its environmental performance and pollution prevention.
- Is committed to rationally using energy and natural resources and continuously striving to maximise the reuse and recycling of materials and products.
- Designs new, more environmentally friendly products and adopts new production methods so as to reduce its environmental impact.
- Raises environmental awareness at every level of the Company.
- Implements environmental programs to set and review environmental goals and targets.



## Effective organisation and management of environmental issues

At Vitex we have created an appropriate organisational structure to implement the Company's environmental policy and related goals, as well as to ensure the seamless operation of the Environmental Management System. The Technical Director of the organisation has been appointed as the management's representative regarding the Environmental Management System, and a competent collective body has been set up to monitor system issues. This Environment Committee consists of the following members:

- The Managing Director
- The Management's Representative on Quality, Environmental, Health and Safety issues
- The Quality, Environment, Health & Safety System Assurance Manager
- The Research and Development Director
- The Safety Engineer
- The Production Manager
- The Maintenance Manager

The Committee meets regularly, as well as whenever deemed necessary due to any issue. Top Management is immediately and effectively informed of any occurrence, and Committee members ensure that additional measures are taken and employees undergo training.





## Environmental impact management

Our commitment to protecting the natural environment and limiting the impact of our activities on it, is reflected in the following additional measures we are taking:

- We perform continuous valuations of the environmental impact of our activities with the aim of reducing it, monitoring air emissions, the way, liquid and solid waste is managed, the consumption of natural resources, as well as potential spills.
- We continuously improve our environmental performance through conducting annual reviews, setting environmental goals and targets, and examining the potential for using clean technologies and solutions.
- In addition to complying with all relevant environmental legislative requirements, as well as all relevant environmental regulations:
  - We incorporate environmental issues into the planning of new activities.
  - We prepare emergency response plans.
  - We train, educate and motivate our employees on environmental and climate change issues.
  - We encourage internal and external communication on environmental issues.



## CLIMATE CHANGE



Our main priority is to identify and evaluate both the severity of the risks as well as the opportunities created by climate change.



The cornerstone of our sustainable development strategy is our commitment to the collective European target of successfully and sustainably transitioning to a climate-neutral economy by 2050. To achieve this, we focus on identifying and evaluating the severity of the risks, as well as the opportunities created by climate change, aiming to take the necessary actions to mitigate the negative effects and enhance the positive outcomes.

Climate-related risks fall into two main categories:

- **Physical risks:** These risks arise from changes in climate conditions, whether due to long-term shifts in climate patterns (chronic physical risk) or the increasing frequency and severity of extreme weather events. Climate change can result in more frequent and intense storms, floods, and wildfires, causing damage to facilities, equipment, and infrastructure. It further leads to long-term changes, such as reduced water resources due to drought and higher temperatures that can lower worker productivity or result in lost workdays. Such risks can disrupt the production of raw materials and products in various regions, leading to supply chain issues like price increases, raw material shortages, and delivery delays.
- **Transition risks:** These risks are associated with changes in the regulatory framework (both regulatory and legal) and the measures that we must take to adapt to climate change, the introduction of new low-carbon technologies, and changes in market operating conditions and consumer preferences.





For both short-term and long-term strategic planning to address climate change, we thoroughly examine these risks and the related financial implications.

Key pillars of this strategy include:

### **Energy Efficiency**

At Vitex, we focus on the efficient use of the energy we consume by adopting high-energy efficiency technologies that reduce the energy needed per ton of produced product.

### **Greenhouse Gas Emissions**

We aim to reduce carbon dioxide emissions and curb climate change by making a significant effort to lower the air pollutants generated from our activities.

### **Renewable Energy Sources**

Recognizing that Renewable Energy Sources (RES) are an essential tool for decarbonizing the economy:

- We invest in the installation of solar power systems.
- We secure Guarantees of Origin (GOs) from electricity providers, certifying that the stated amount of electricity consumption has been generated by RES.

### **Low Environmental Impact Products**

We are steering our product portfolio towards achieving peak performance while leaving the smallest possible environmental footprint and minimizing environmental impact.

## ENERGY CONSUMPTION AND GHG EMISSIONS



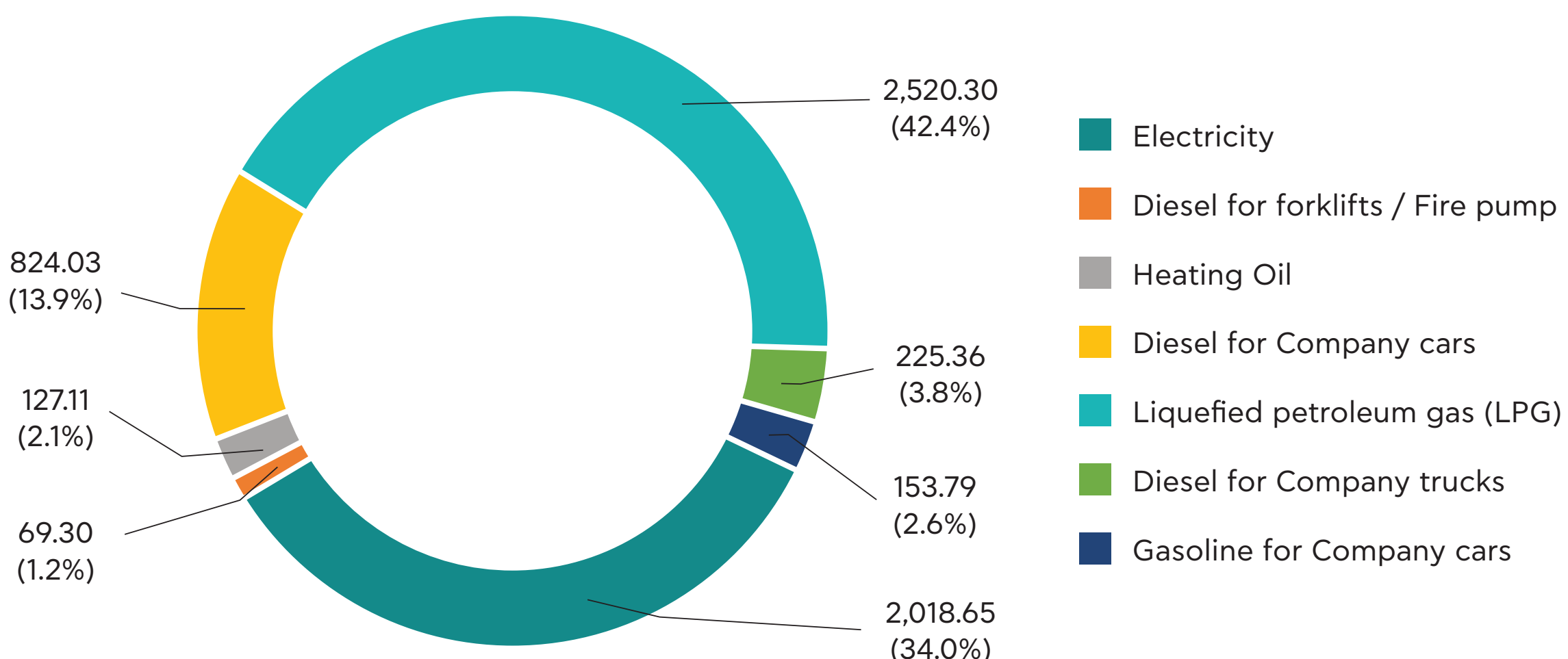
Energy conservation is  
crucial for combating  
climate change.

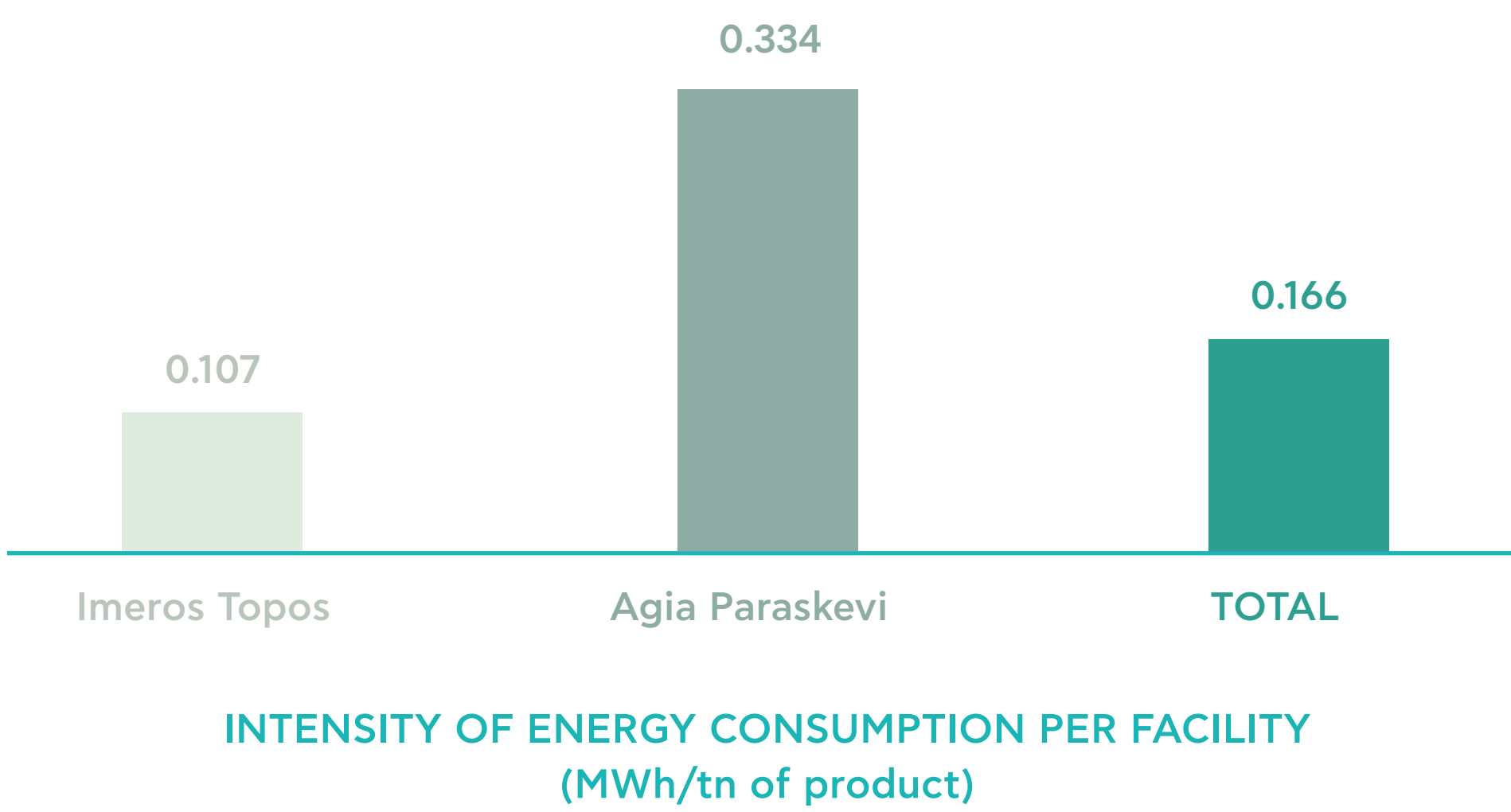
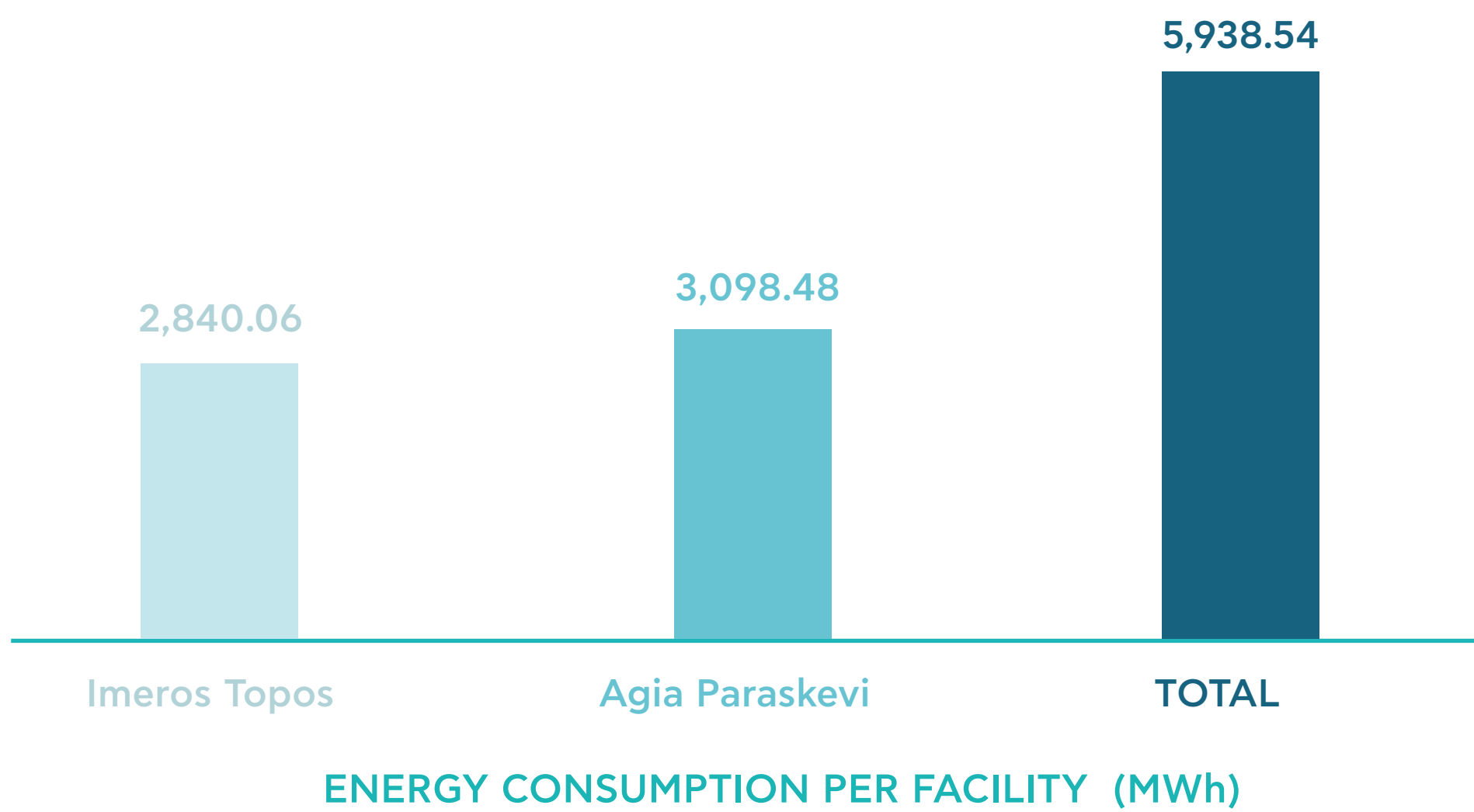


Energy conservation is crucial for combating climate change and achieving the targets set at national and European level. Vitex invests in **renewable energy sources and employs digital industrial methods in its production stages** to conserve energy, reduce fossil fuel dependency, and decrease emissions of gaseous pollutants. Energy consumption is systematically recorded and monitored in real-time through a state-of-the-art **control and telemetry** system for production equipment, ensuring swift resolution of any issues that could lead to higher consumption. We also prioritize staff training on energy-saving practices and climate impact, and regularly conduct energy audits to continually boost our energy efficiency.

In 2023, the Group's total energy consumption reached **5,938.54 MWh**. The largest portion of this energy consumption came from liquefied petroleum gas (LPG) (42.4%) used for the production of bituminous products and electricity (34.0%). Diesel consumption mainly pertained to the use of company vehicles, including Company-owned trucks for product transportation and forklifts in our production units. Heating oil was consumed for heating the office building at the Imeros Topos facility.

ENERGY CONSUMPTION DISTRIBUTION (MWh)





Since 2023 is the first year we calculated energy consumption from diesel and gasoline used in the Company’s vehicles, we are unable to provide comparative results regarding our overall performance relative to 2022. However, excluding this specific consumption, our energy performance is as follows:

Energy consumption (MWh)	2023 vs 2022
Electricity consumption	-1.22%
Thermal energy consumption	+1.73%
Total energy consumption	+0.51%

Intensity of energy consumption (MWh/tn of product)	2023 vs 2022
Electricity consumption intensity	-7.89%
Thermal energy consumption intensity	-5.14%
Total energy consumption intensity	-6.28%



Vitex prioritizes the identification and reduction of greenhouse gas (GHG) emissions across its entire value chain. By doing so, we contribute to combating climate change and offer stakeholders precise information on our environmental impact. Through the GHG Inventory that we performed, we identified and quantified our greenhouse gas emissions for Scopes 1 & 2 for 2023, in line with our climate policy and the ISO 14064-1:2018 standards. This ensures the publication of verified, comprehensive, and reliable information about the Company's climate impact, helping us comply with the new Climate Law and enhancing transparency and detailed documentation, while contributing to our energy goal setting and evaluation. The calculation of our carbon footprint will serve as a baseline, enabling the Company to establish and achieve specific, measurable targets. The emissions report was externally verified by an Accredited Certification Body to ensure compliance with ISO 14064-1, enhancing the reliability of the GHG Inventory.

The following emissions were identified:

- **Direct Greenhouse Gas Emissions** (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs) from our facilities, including emissions from stationary combustion processes, fugitive emissions (air conditioning, septic tanks), and emissions from mobile sources. All these emissions fall under **Scope 1**.
- **Indirect Greenhouse Gas Emissions** resulting from the consumption of purchased electricity at our facilities. These emissions fall under **Scope 2** and are calculated using two approaches:
  - **Location-based:** Calculated using a national factor for conversion of electricity consumption into greenhouse gas emissions, and
  - **Market-based:** Calculated based on a specific emission factor provided by the electricity supplier.



IMEROS TOPOS	ECO <sub>2</sub> (tn CO <sub>2</sub> eq.)	ECH <sub>4</sub> (tn CO <sub>2</sub> eq.)	EN <sub>2</sub> O (tn CO <sub>2</sub> eq.)	Total EGHG (tn CO <sub>2</sub> eq.)
Scope 1 - Direct emissions	352.317	35.706	3.586	391.610
Scope 2 - Indirect emissions	806.574	0.268	1.043	807.886
<b>Total GHG emissions Scope 1 &amp; 2 (location-based)</b>				<b>1,199.496</b>
<b>Total GHG emissions Scope 1 &amp; 2 (market-based)</b>				<b>391.610</b>

AGIA PARASKEVI	ECO <sub>2</sub> (tn CO <sub>2</sub> eq.)	ECH <sub>4</sub> (tn CO <sub>2</sub> eq.)	EN <sub>2</sub> O (tn CO <sub>2</sub> eq.)	Total EGHG (tn CO <sub>2</sub> eq.)
Scope 1 - Direct emissions	591.648	7.297	1.358	600.303
Scope 2 - Indirect emissions	269.831	0.090	0.349	270.270
<b>Total GHG emissions Scope 1 &amp; 2 (location-based)</b>				<b>870.573</b>
<b>Total GHG emissions Scope 1 &amp; 2 (market-based)</b>				<b>600.303</b>

For the Entire Company	ECO <sub>2</sub> (tn CO <sub>2</sub> eq.)	ECH <sub>4</sub> (tn CO <sub>2</sub> eq.)	EN <sub>2</sub> O (tn CO <sub>2</sub> eq.)	Total EGHG (tn CO <sub>2</sub> eq.)
Scope 1 - Direct emissions	943.965	43.003	4.944	991.913
Scope 2 - Indirect emissions	1,076.405	0,358	1,392	1,078.156
<b>Total GHG emissions Scope 1 &amp; 2 (location-based)</b>				<b>2,070.069</b>
<b>Total GHG emissions Scope 1 &amp; 2 (market-based)</b>				<b>991.913</b>

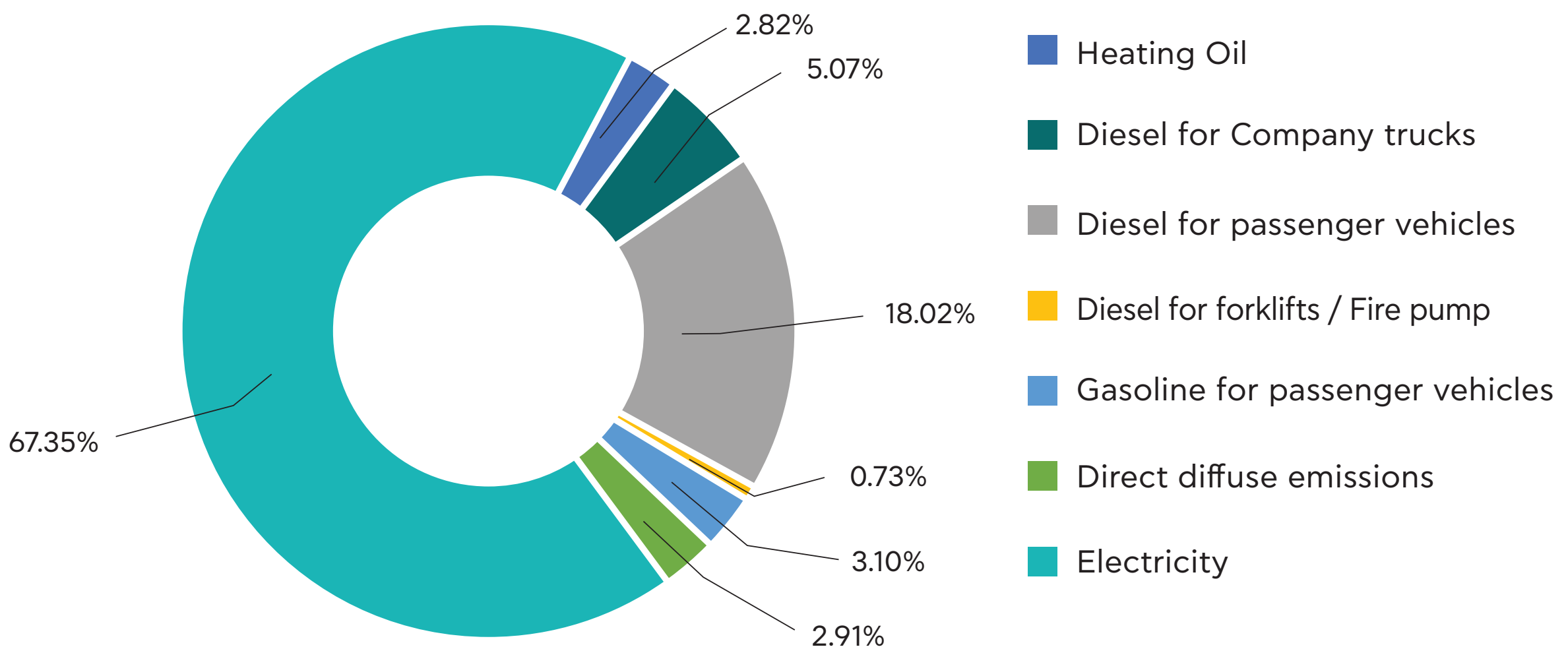
Note:

- For calculating direct CO<sub>2</sub> emissions from fuel consumption (LPG, diesel, and gasoline) in stationary and mobile sources, emission factors from Table 3.13 of the 2023 National Inventory by the Ministry of Environment and Energy were used. Indirect CO<sub>2</sub> emissions from consumption of grid electricity are calculated based on the emission factor provided by the Renewable Energy Sources Operator & Guarantees of Origin (DAPEEP SA) for the Residual Energy Mix 2022.
- For calculating CH<sub>4</sub> and N<sub>2</sub>O emissions from fuel consumption in stationary and mobile sources and from electricity consumption, the following emission factors were used: Table 2.3, Chapter 2 "Stationary Combustion" of the IPCC Guidelines (for stationary sources), Table 3.13 of the 2023 National Inventory of the Ministry of Energy (for passenger cars), Table 3.2.2, Chapter 3 "Mobile Combustion" of the IPCC Guidelines (for trucks), Table 3.3.1, Chapter 3 "Mobile Combustion" of the IPCC Guidelines (for forklifts), and Table 3.15 of the 2023 National Inventory of the Ministry of Energy for electricity, respectively.
- For converting CH<sub>4</sub> and N<sub>2</sub>O emissions to CO<sub>2</sub> equivalent tons, conversion factors from Appendix II of the Intergovernmental Panel on Climate Change (IPCC) "IPCC Assessment Report 5 WGIII" were used.

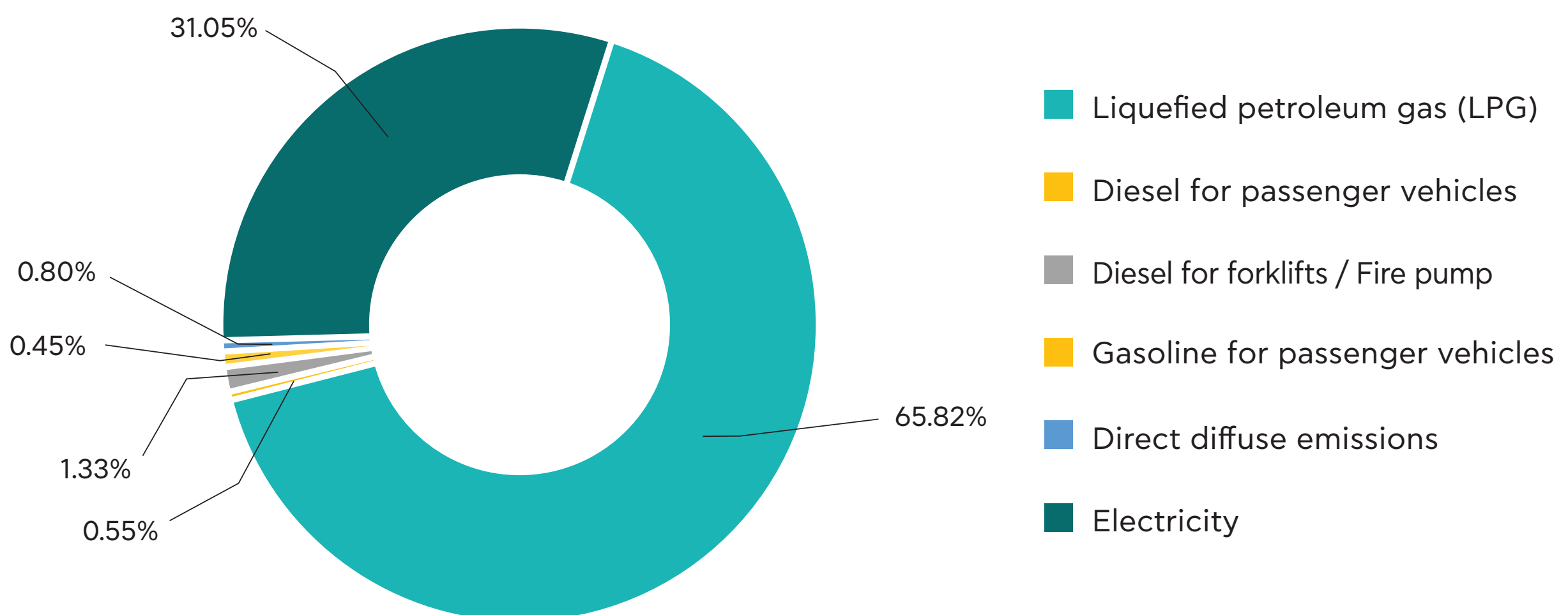




Allocation of GHG emissions by source - Imeros Topos (location-based)



Allocation of GHG emissions by source - Agia Paraskevi (location-based)

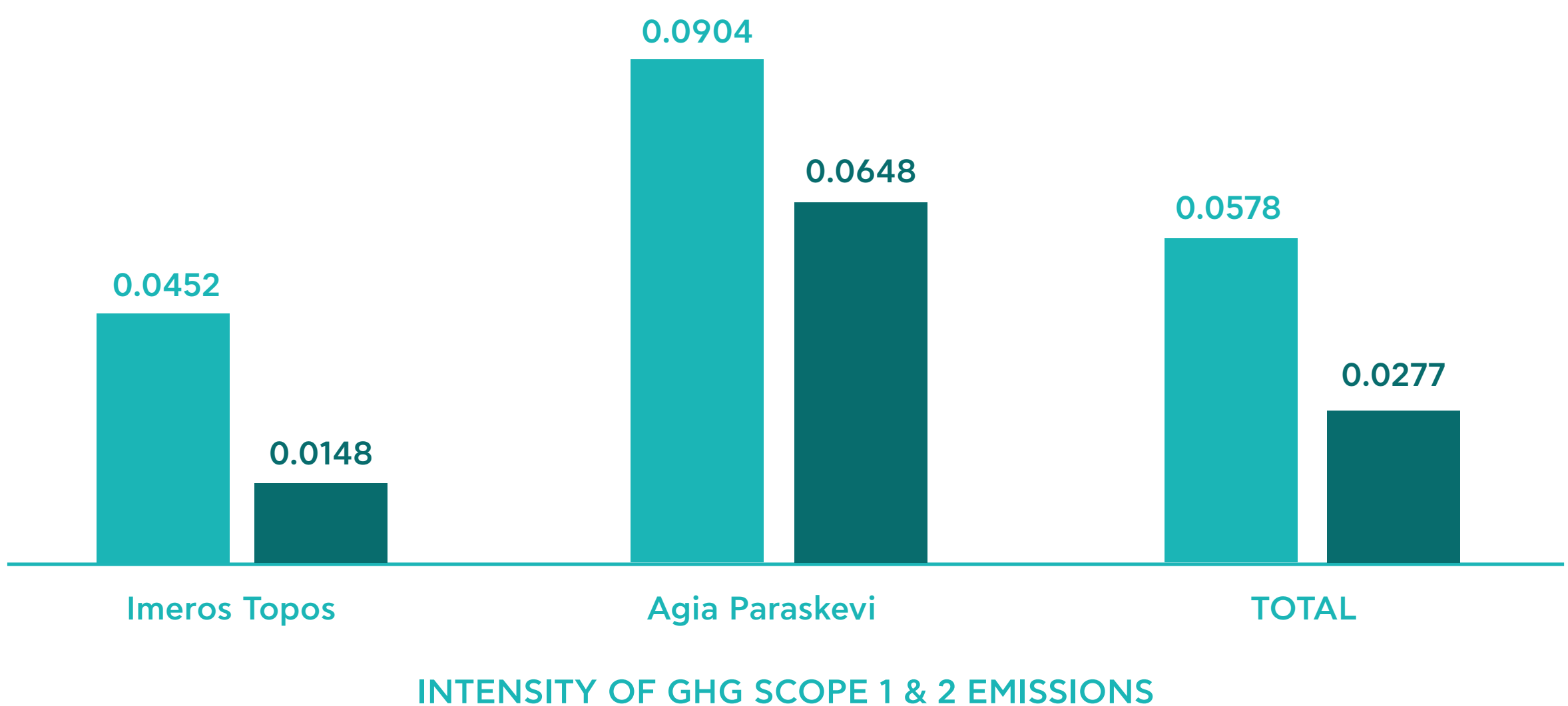


The main sources of emissions are fuel consumption in passenger vehicles, electricity use at the Imeros Topos facility, liquefied petroleum gas used in the production process, and electricity consumption at the Agia Paraskevi facility, respectively. Therefore, to mitigate the climate impact of these facilities, actions to reduce GHG emissions need to be implemented along these axes.



Each company facility procures as a whole renewable electricity obtained through Guarantees of Origin (GOs) and Cancellation Statements from the Renewable Energy Sources Operator & Guarantees of Origin (DAPEEP SA). Through these mechanisms, Vitex offsets electricity-related emissions, effectively nullifying Scope 2 (market-based) Greenhouse Gas Emissions. As a result, the company achieves **a total 67.3% and 31.1% reduction in Scopes 1 & 2 GHG Emissions for the Imeros Topos and the Agia Paraskevi facilities respectively, or 52.1% overall.**

From the rooftop solar parks at both facilities, the total electricity produced in 2023 was **1,134.99 MWh, a 13.91% increase** from the previous year. This clean energy production helped Vitex prevent an estimated **606.09 tons of CO<sub>2</sub> equivalent emissions from being released into the atmosphere.**



■ Intensity of GHG emissions - location based (tn CO<sub>2</sub> eq./tn product)

■ Intensity of GHG emissions - market based (tn CO<sub>2</sub> eq./tn product)

Although, in this specific case and based on the specifications set by the Climate Law, the GHG Inventory is limited to Vitex's facilities classified under "Category A / Subcategory A2" (Imeros Topos) and the vehicles connected to them, the company, aligned with its ongoing commitments, has voluntarily extended the emissions calculation to its second production unit (Agia Paraskevi), even though it falls under "Category B" (exempt from the Climate Law), thus covering all its production activities.



## WASTE MANAGEMENT AND CIRCULAR ECONOMY



At Vitex, we respect the natural environment and demonstrate this by implementing circular economy principles. Our goal is to reduce the volume of waste generated from our production processes through treatment, reuse, recycling, and material recovery whenever possible.



Using natural resources, raw materials, and materials in an environmental and cost efficient manner throughout their lifecycle is a key business approach in terms of the circular economy and reflects our commitment to environmental protection.

Thanks to our modern production line, emissions of hazardous substances remain low. We make every effort to use our raw materials efficiently, thereby minimizing the amount of waste we produce. This significantly contributes to reducing the environmental and human health impacts while simultaneously creating additional economic value for the company.

### **Efficient use of materials**

The Company ensures – within the framework of the rational use of natural resources – the most efficient use of materials, i.e., 100% utilization of raw materials. For our production needs, we purchase and use a wide range of raw materials and components.

These include emulsions, resins, pigments, fillers, solvents, and various additives for the production of paints and plasters. For bituminous products, we mainly use asphalt, polymers, and fillers.

Wherever possible, we incorporate recycled raw materials, significantly supporting the circular economy's goal of **reducing waste and using resources sustainably**.

Specifically, we use 100% recycled polypropylene in the production of bituminous membranes, which accounts for approximately 5% of the total consumption of raw materials for these products.



## Waste Management

Our waste management is based on an integrated process that covers all stages of the waste lifecycle. We focus primarily on:

- Reducing the quantities generated at the source.
- Separating waste into hazardous and non-hazardous categories.
- Maximizing utilization before final disposal through recycling, reuse, or recovery of useful components.

### Liquid waste

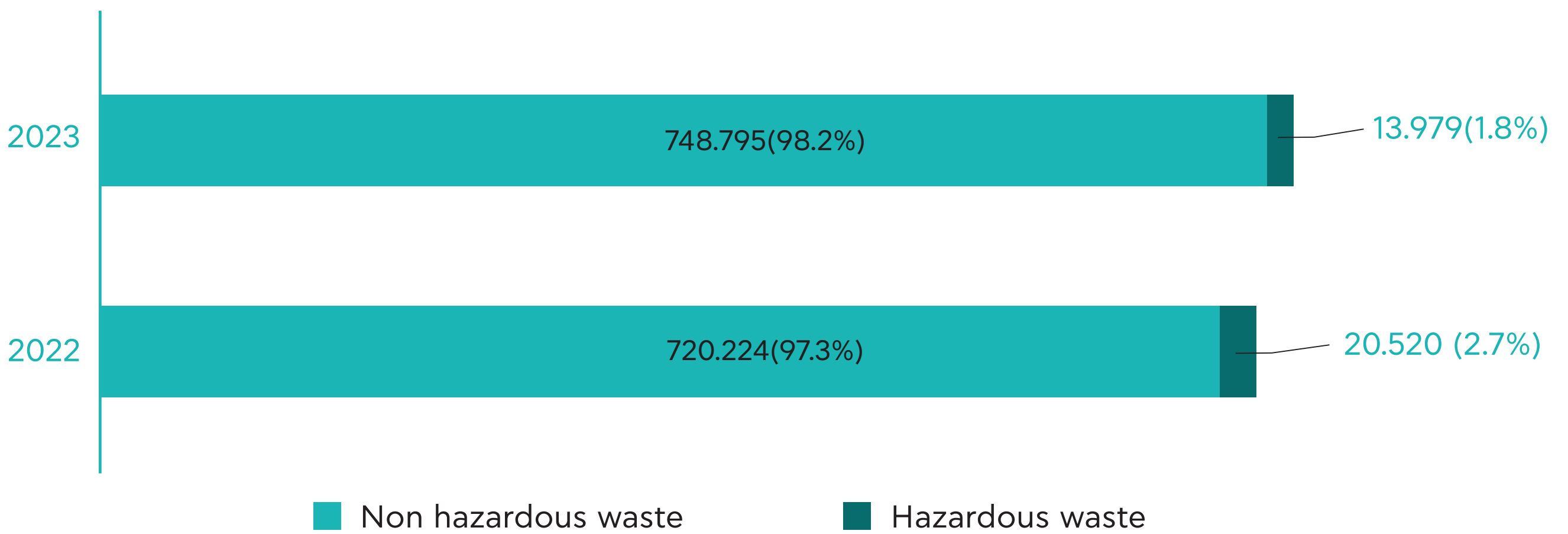
We handle our liquid waste with the utmost efficiency and safety, achieving nearly zero runoff into water bodies. We have installed state-of-the-art physical-chemical treatment units for water-based liquid waste which allow us to significantly conserve water. This process not only reduces the consumption of fresh water but also increases the amount of water we can reuse. Embracing the principles of the circular economy, we maximize the reuse of washing liquids from our solvent-based paint production, reintegrating them into the production of liquid bituminous products. In 2023, we successfully **reused 78.20 tons** of these liquids, cutting down on waste and saving both natural and financial resources. This innovative approach helps us create nearly zero waste, advancing our commitment to a smaller environmental footprint and a more sustainable future.

### Solid waste

We meticulously manage the solid waste generated from our production process and overall operations. This waste is collected and sorted into hazardous (such as lead batteries, accumulators, spent activated carbon, etc.) and non-hazardous categories (plastic/metal packaging, wood, paper, etc.). Through collaboration with appropriately licensed companies, we ensure proper handling and disposal.



## WASTE ALLOCATION (tn)



Waste (tn)	2023 vs 2022
Non hazardous waste	+3.97%
Hazardous waste	-31.88%
Total	+2.97%

Intensity of waste (tn/tn of product)	2023 vs 2022
Non hazardous waste	-3.05%
Hazardous waste	-36.48%
Total	-3.98%

**We managed to divert 100% of our waste for recovery, thus not ending up in landfills.**

Our company is registered in the National Register of Producers (E.M.PA.) with registration number 2348 and actively participates in the Packaging Alternative Management System. We comply with relevant legislation and have an ongoing contract with the "Hellenic Recovery Recycling Corporation (HERRCO S.A.)" for the collection and recycling of used packaging from our products sold in the Greek market, which are disposed of by end-users / consumers. **Our contributions in 2023 translated to the acquisition of 465 blue recycling bins or one recycling collection vehicle.**

## SUSTAINABLE WATER MANAGEMENT



We are committed to the efficient use of water in our facilities and focus on developing actions to increase its reuse.



The water consumed by Vitex comes entirely from the EYDAP water supply network and is used in various ways:

- As a raw material for the production of water-based paints and coatings.
- As a cleaning agent for vats, mixers, and various tools and accessories in the water-based paint production unit and the plaster production unit.
- In the staff washrooms.
- In the permanent firefighting equipment.

Recognizing that water is a precious natural resource and essential for our production process, Vitex aims to:

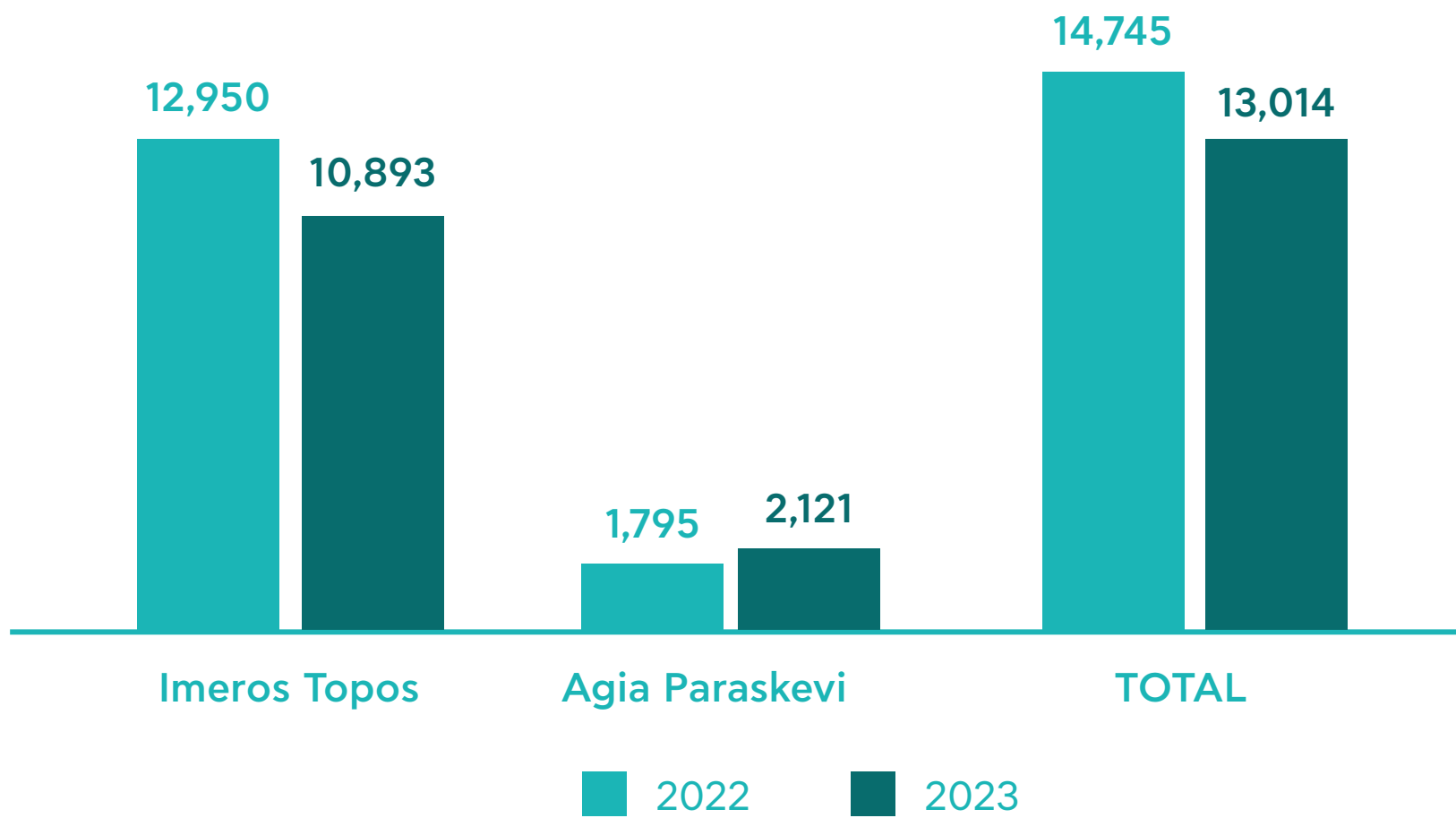
- conserve and use water rationally, minimizing leaks in all our production facilities through systematic monitoring, evaluation, and corrective measures where necessary.
- maximize water reuse and recycling as much as possible.

In both facilities, we receive significant amounts of recycled water from the wastewater treatment units, which we then reuse. By this use, the company aims to reduce the consumption of fresh water and correspondingly increase the amount of water reused.

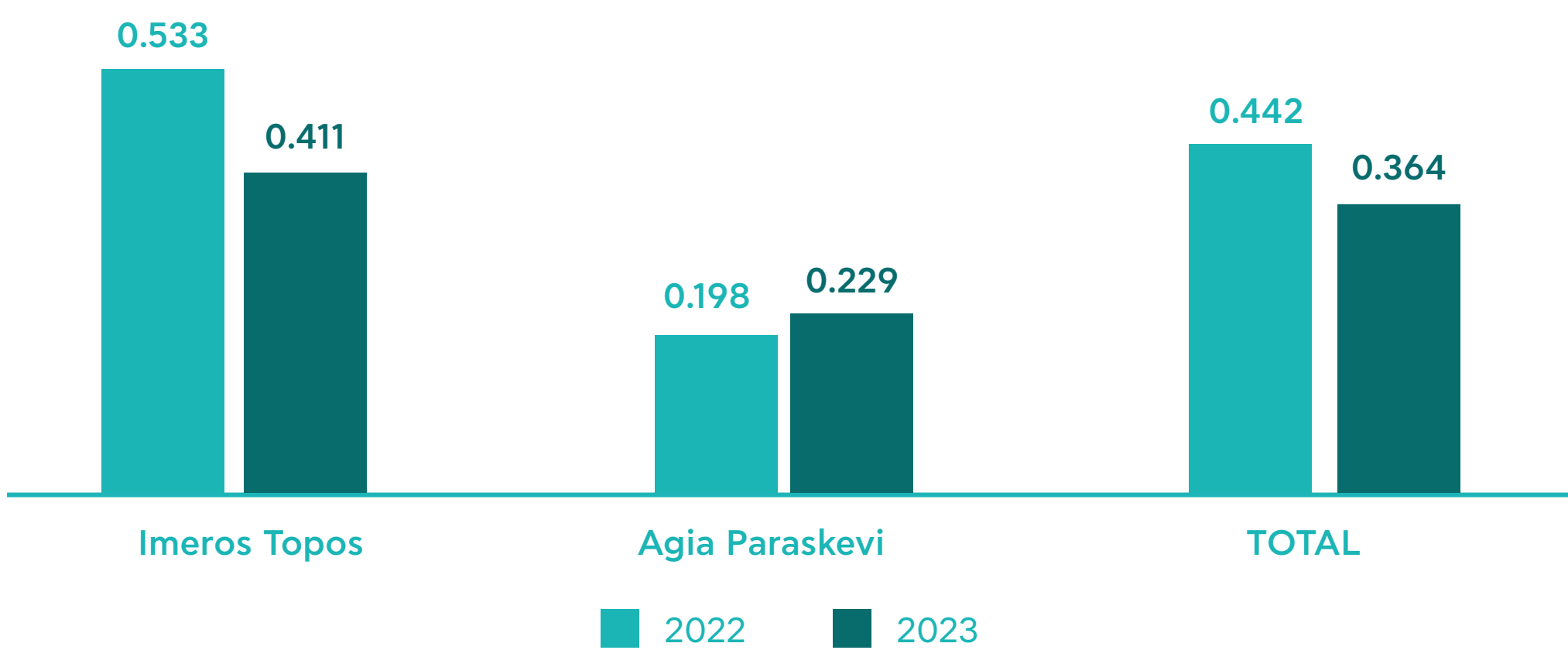




WATER CONSUMPTION PER FACILITY (m<sup>3</sup>)



INTENSITY OF WATER CONSUMPTION PER FACILITY (m<sup>3</sup>/tn of product)



Water consumption(m <sup>3</sup> )	2023 vs 2022
Imeros Topos	-15.88%
Agia Paraskevi	+18.16%
Total	-11.74%

Intensity of water consumption (m <sup>3</sup> /tn of product)	2023 vs 2022
Imeros Topos	-22.89%
Agia Paraskevi	+15.49%
Total	-17.70%

In March 2023, on the occasion of World Water Day, Vitex accepted the invitation from Papastratos, a member of the Philip Morris International group, to a meeting with neighboring companies at their facilities in the greater Aspropyrgos area. During this meeting, we discussed water resource management by the region's industries and highlighted the need to create a broader culture around water to reduce the environmental and local community impact of their activities.