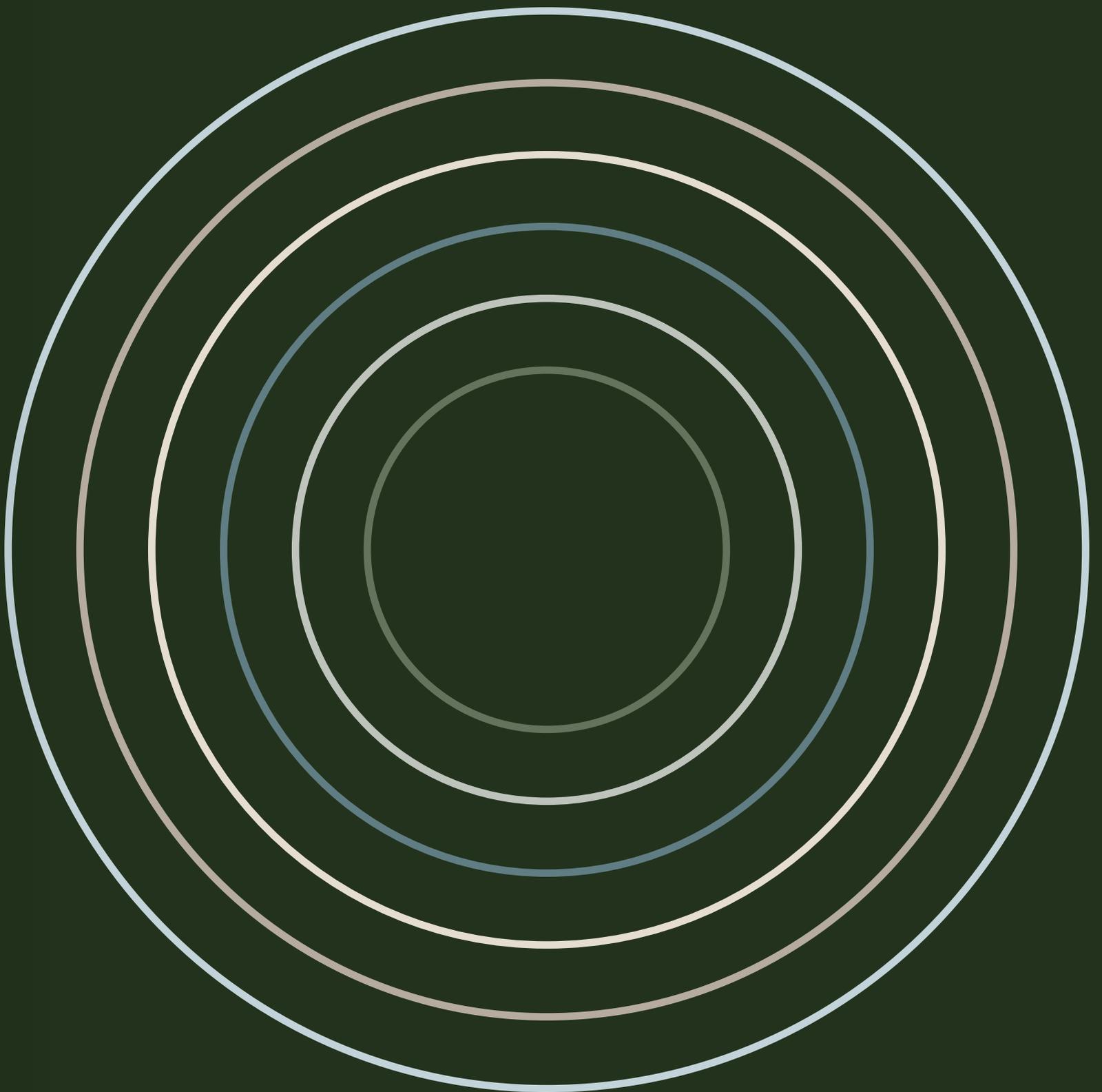


# Sustainability Report 23/24



Message  
of CEO  
Awards &  
Milestones



Corporate  
Governance



Financial  
Stability  
Investments



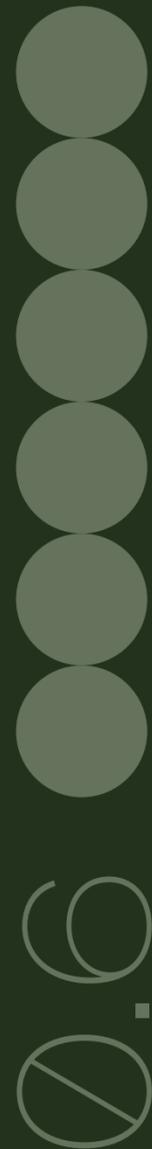
Employees  
Partners



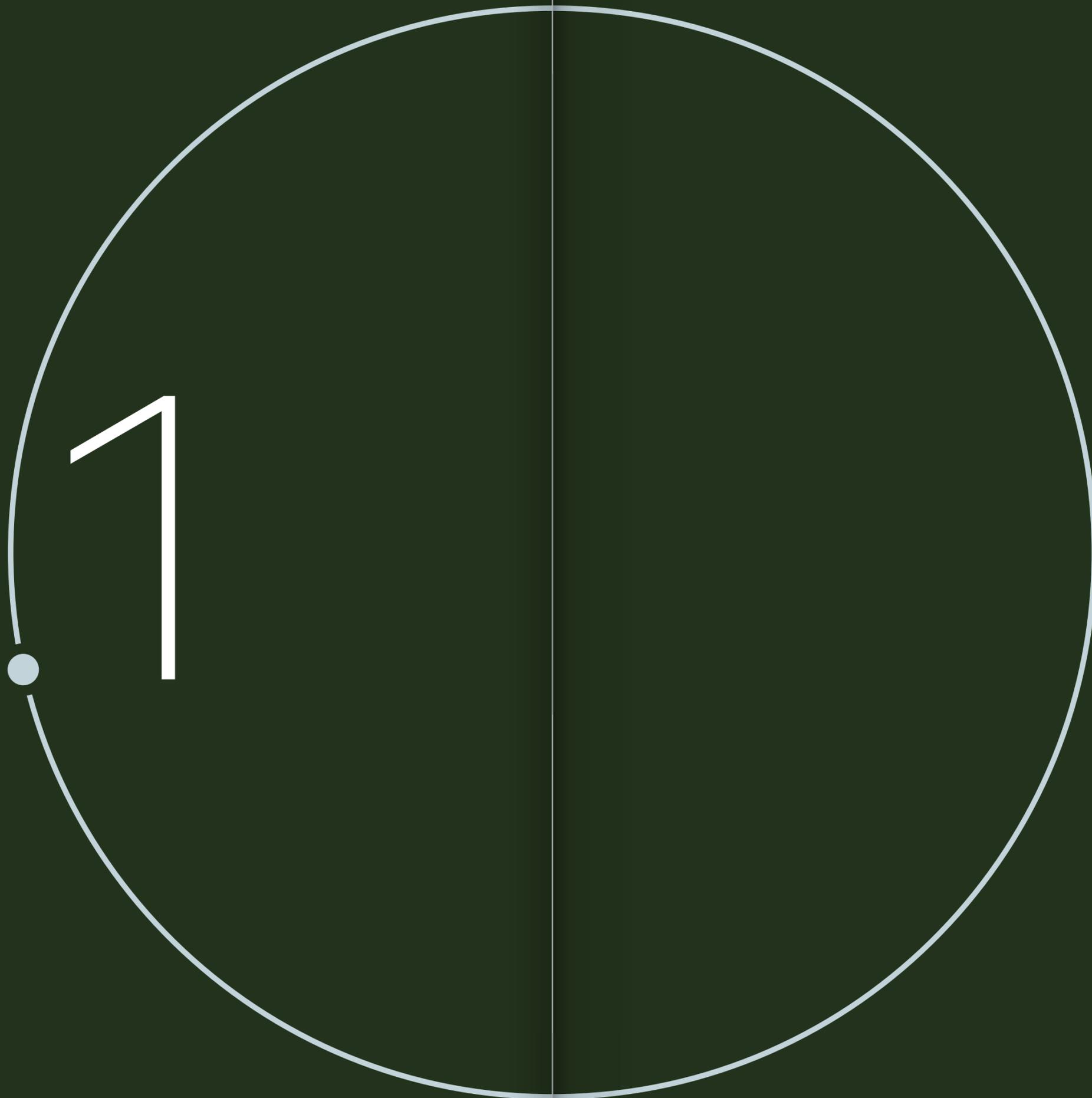
Innovations  
Production  
IT Transformation



Community - CSR  
Environmental  
and Energy  
Performance



# Sections



# Message from the CEO



**George Karavasilis**  
Chairman & Managing Director  
DRUCKFARBEN Group

To Our Valued Stakeholders,

I am proud to present our latest sustainability report, a testament to our unwavering commitment to a greener, more sustainable future. In an industry that is integral to modern living, yet challenged by environmental concerns, we stand at the forefront of innovative solutions.

Our journey in the coatings industry, particularly in the production of flexible packaging inks, architectural paints and thermal insulation systems, has always been guided by a deep sense of responsibility. We understand that our operations have a direct impact on the environment and communities. Therefore, our sustainability strategy is not just a component of our business model; it is the heart of everything we do.

This year, we have made remarkable strides in reducing our environmental footprint. We have embraced cutting-edge technologies on our new production facilities in Halkis to ensure that our flexible packaging inks are not only high-quality but also eco-friendly. Our research and development team has worked tirelessly to formulate inks that are safer for the environment, reducing VOC emissions and enhancing recyclability with our PU Ultima Ink Series.

In the realm of architectural paints, we have pushed the boundaries of innovation. Our products are now more sustainable than ever, with improved life cycles and reduced environmental impact. We have focused on developing paints that contribute to energy efficiency, indoor air quality and overall sustainability in buildings.

Our thermal insulation systems are a reflection of our commitment to energy efficiency. By improving the energy performance of buildings, we not only reduce carbon emissions but also address the global challenge of climate change. Our thermal insulation products are designed to be long-lasting and sustainable, contributing significantly to the reduction of greenhouse gas emissions.

Looking ahead, our vision is clear. We aim to lead the industry not just in quality and performance but in sustainability. We are investing in sustainable raw materials, optimizing our manufacturing processes and exploring new ways to reduce, reuse, and recycle.

We recognize that our journey towards sustainability is continuous. We are committed to transparency, accountability and continuous improvement. This report is a reflection of our achievements and our aspirations. We are grateful for the support of our employees, customers, suppliers, and communities who share our vision for a more sustainable future.

Together, we are making a difference **for a safer, cleaner world for ourselves and future generations.**

Warm regards

# Awards & Milestones

At DRUCKFARBEN Group, recognition is not the goal but a testament to the tangible progress we make on our sustainability journey.

The following awards and milestones reflect our continuous commitment to responsible innovation, ethical governance and environmental & social performance.

These achievements align with the GRI Standards (102-12, 102-13, 201, 301, 305, 403, 404) and ESRS requirements, particularly under ESRS 1 (General Requirements), ESRS E1 (Climate Change), E5 (Resource Use and Circular Economy), S1 (Own Workforce), and G1 (Governance).

## 2023 Highlights

- 28,920 kg of FSC-certified paper used for brochures and marketing materials, reinforcing our commitment to sustainable sourcing and reduced environmental impact. (GRI 301-1, ESRS E5).
- Green Awards for:
  - ClimaTop FlexoSil
  - Master Easy Clean
- HR Excellence Award:
  - Two-Gether: Best Organizational Behavior & Trust Initiative (GRI 404, ESRS S1)
- Manufacturing Excellence Award for operational optimization and sustainable production practices (GRI 201, ESRS E1).
- Packaging Award:
  - Cities of Color for innovative & sustainable packaging solutions (GRI 301, ESRS E5)
- Great Place to Work Certification, reflecting a culture of trust, inclusion, and employee well-being (GRI 403-6, ESRS S1).

## 2024 Highlights

- Recognized in Diamonds of Greek Economy by Naftemporiki for overall performance and sustainable growth (GRI 102-12, ESRS G1)
- Growth Awards for strong strategic direction of our Greek headquarters (GRI 201-1, ESRS G1)
- Environmental Awards in two categories:
  - Sustainable Manufacture
  - Sustainable Product Design (GRI 301, 305; ESRS E1, E5)
- Indie Awards for DOPE website in the Paints Division, acknowledging creative and functional digital presence (GRI 417-1, ESRS G1)
- Participation in FACHPACK (Nuremberg), advancing dialogue on circular packaging and sustainable printing (GRI 102-13, ESRS E5)
- Received a Silver Rating in Ecovadis, placing us among the top-performing companies in sustainability (GRI 102-12, ESRS G1)
- Launch of PU Ultima Series, our NC- and PVC-free inks for flexographic and gravure applications (GRI 301, 305; ESRS E1, E5)
- Completion of €8 million investment program enhancing energy efficiency, production capacity, and ESG compliance (GRI 201, 302; ESRS E1, E3, G1)



# Corporate Governance

“...our mission  
is to create  
sustainable  
value for our  
stakeholders  
by delivering  
high-quality  
products”

At Druckfarben Group our mission is to create sustainable value for our stakeholders by delivering high-quality products, fostering innovation and driving long-term business growth. Guided by our vision to be a leader in sustainable manufacturing and operations for all our business units (KRAFT Paints with architectural paints & mortars, BIOCLIMA® with thermal insulation systems and DF flexible packaging inks, primers and lacquers) we embed transparency, accountability, and ethical practices into every aspect of our governance framework.

Corporate governance serves as the foundation of our commitment to aligning business objectives with environmental, social, and economic sustainability. In 2023 / 2024, we enhanced our governance practices with focused leadership initiatives, ensuring strategic oversight and collaboration across all business units to meet our sustainability goals.

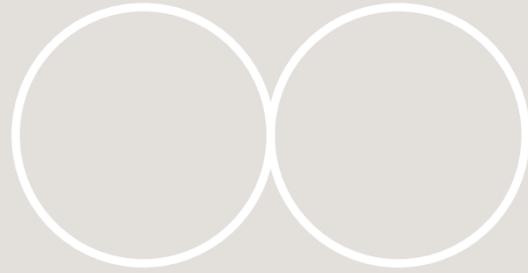
## Quarterly Board of Directors (BOD) Meetings

Our Board of Directors convenes quarterly with a dedicated focus on **Sustainability and CSR**, underscoring the company's commitment to integrating sustainable practices across all operations. During these meetings, strategic decisions on sustainability initiatives, resource allocation, and community engagement are discussed and approved.

Metric	2023	2024
Number of Managers Meetings	19	28
Sponsorships* Approved by BOD	9	12



**GRI Standards and ESG Goals:**  
**GRI 102-18:** Governance structure. | **GRI 102-19:** Delegating authority. | **ESG Criterion:** Governance - Board Oversight and Sustainability Focus.  
**Relevance:** Regular governance oversight ensures sustainability is embedded in decision-making and aligns with stakeholder expectations.  
 \*all other sponsorships have an agreement between the company and theand our found the CSR Section of the report.



## Quarterly Alignment Meetings with Subsidiaries

To ensure strategic alignment and operational consistency across our subsidiaries, **quarterly meetings** with the General Managers of each subsidiary are held. These sessions focus on sharing updates, addressing challenges, and aligning business strategies with the group's overarching sustainability and growth objectives.

**GRI Standards and ESG Goals:**

**GRI 102-20:** Executive-level responsibility for economic, environmental, and social topics.

**ESG Criterion:** Governance – Coordination and Collaboration.

**Relevance:** Regular alignment meetings ensure cohesive decision-making, allowing each subsidiary to contribute effectively to the group's overall objectives.

## Bi-Monthly Management Meetings

Every two months, we hold **management meetings** with department heads from each business unit, including Architectural Paints, Mortars & Thermal Insulation, and Flexible Packaging Inks. These meetings promote cross-functional collaboration, facilitate knowledge-sharing, and drive continuous improvements in operational efficiency & sustainability initiatives.

**GRI Standards and ESG Goals:**

**GRI 102-26:** Role of highest governance body in setting purpose, values, and strategy.

**GRI 102-43:** Approach to stakeholder engagement.

**ESG Criterion:** Governance – Cross-Functional Leadership and Innovation.

**Relevance:** Bi-monthly management meetings foster collaboration and innovation, ensuring every department contributes to achieving business goals and sustainability targets.

## Strategy Leadership Team Creation

In 2024, we established a **Strategy Leadership Team** to drive strategic initiatives and reinforce sustainability within our operations. The team convened for its first meetings in **April and May 2024**, bringing together key leaders from various functions to align strategies and enhance cross-functional collaboration.



### Purpose:

The Strategy Leadership Team focuses on identifying opportunities for innovation, optimizing processes and ensures alignment with the group's long-term goals.

**GRI Standards and ESG Goals:**

**GRI 102-20:** Executive-level responsibility for economic, environmental, and social topics.

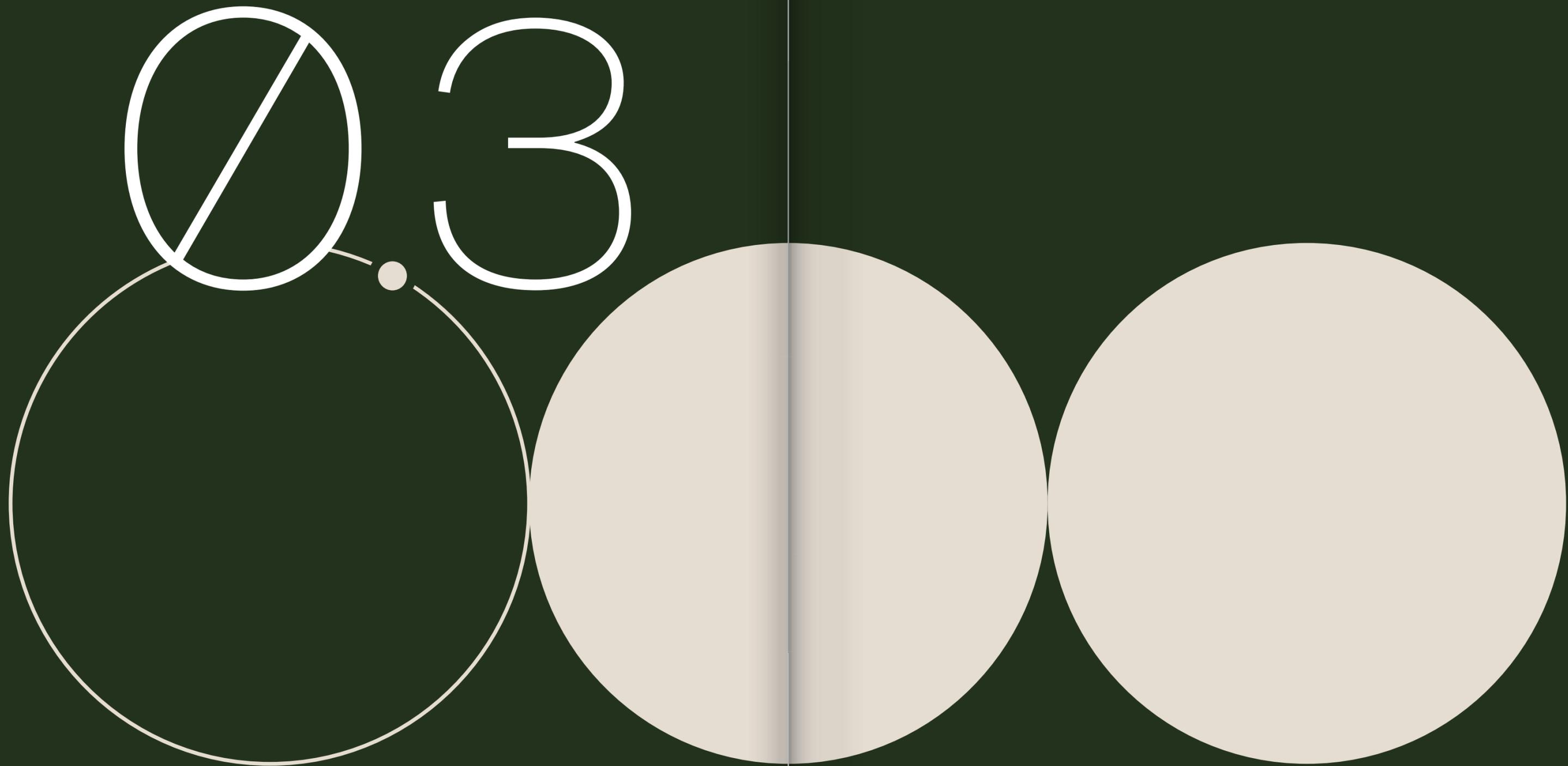
**GRI 102-26:** Role of highest governance body in setting purpose, values, and strategy.

**ESG Criterion:** Governance – Leadership in Sustainability and Strategic Collaboration.

**Relevance:** The creation of this leadership team fosters a collaborative approach to strategy development, ensuring all business units align with the group's sustainability vision & operational goals.

This enhanced governance structure indicates commitment to ethical leadership, cross-functional collaboration, and sustainable business practices, ensuring alignment with ESG principles and global **GRI Standards**. Moving forward the target is at least **50% of quarterly BOD meetings** to have sustainability and CSR as a core agenda item by 2026 and **100% alignment** on sustainability goals across all subsidiaries.





# Financial Stability



## 2023

	Group	Greece
Turnover	85,28 mil. €	70,67 mil. €
Earnings before Taxes, Financial, Investment Results and Depreciation (EBITDA)	12,03 mil. €	10,84 mil. €
Earnings before Taxes	6,52 mil. €	6,27 mil. €
Employees	378	232
Countries	10	8
Production Facilities	5	3
Salaries, Bonuses, and Financial Benefits for Employees	9,65 mil. €	7,04 mil. €
Taxes Paid to the Government	1,78 mil. €	1,70 mil. €
Contributions to Social Insurance Funds	2,25 mil. €	2,16 mil. €
Payments to Financial Institutions	2,32 mil. €	2,03 mil. €

## 2024

	Group	Greece
Turnover	85,39 mil. €	70,91 mil. €
Earnings before Taxes, Financial, Investment Results and Depreciation (EBITDA)	12,26 mil. €	11,05 mil. €
Earnings before Taxes	6,71 mil. €	6,34 mil. €
Employees	392	236
Countries	10	8
Production Facilities	5	3
Salaries, Bonuses, and Financial Benefits for Employees	10,40 mil. €	7,59 mil. €
Taxes Paid to the Government	1,87 mil. €	1,80 mil. €
Contributions to Social Insurance Funds	2,27 mil. €	2,17 mil. €
Payments to Financial Institutions	2,21 mil. €	1,97 mil. €

## Business Stability

At Druckfarben Group, business stability is a fundamental pillar of our sustainability strategy. Our strong financial performance, prudent management practices and strategic investments ensure long-term resilience and growth, enabling us to meet the needs of our stakeholders. By diversifying revenue streams, maintaining transparency, and fostering enduring partnerships, we strengthen our financial foundation and contribute to the group's overall sustainability goals. Stability in our operations supports innovation, responsible investments, and economic value creation, all of which are essential for achieving a sustainable future.

## Percentage of Total Sales Outside Greece

Sales conducted outside Greece increased from **35% in 2022 to 37% in 2023 and remained stable in 2024**. This figure reflects the share of total sales achieved beyond the Greek market, including transactions carried out directly by our subsidiaries, not exclusively through exports. This diversification reduces reliance on local market conditions and strengthens our geographic risk distribution.

**GRI Standards:**  
**GRI 102-6:** Markets Served | **GRI 201-4:** Financial Assistance Received from Government.  
**ESG Criterion:** Economic Resilience and Market Presence.  
**Relevance:** Diversifying sales geographically mitigates risks associated with local market fluctuations and ensures long-term financial stability.

## Transparency via Tax Certificates

In Greece, we uphold full tax compliance and have been issued **clean tax certificates annually**. This reflects our unwavering commitment to transparency and adherence to regulatory frameworks. It is important to note that this certification currently applies exclusively to our operations in Greece, not the entire group.

**GRI Standards:**  
**GRI 207-1:** Approach to Tax, **GRI 207-4:** Country-by-Country Reporting. | **ESG Criterion:** Governance – Transparency and Accountability.  
**Relevance:** Transparent tax practices reinforce stakeholder trust, ensure compliance with regulations, and demonstrate responsible governance.

## Debt-to-Equity Ratio

Our debt-to-equity ratio **remained in very healthy levels in 2024 (1.75), versus 2.01 in 2022 and 1.92 in 2023**, demonstrating enhanced financial stability and effective leverage management. This improvement highlights our prudent approach to balancing growth with financial health.

**GRI Standards:**  
**GRI 201-1:** Direct Economic Value Generated and Distributed. | **ESG Criterion:** Governance – Financial Management.  
**Relevance:** Lowering the debt-to-equity ratio strengthens the company's financial position, improves investor confidence, and ensures long-term operational resilience.

## Sales Growth

Total sales grew by **8.4% from 2022 to 2023 and increased slightly (0.1%) in 2024 (mainly due to the Naira currency fluctuations of our Nigerian subsidiary)**, reflecting robust market performance, operational efficiency, and strong demand across our product lines. This growth underscores our ability to respond to market opportunities and maintain a competitive edge.

**GRI Standards:**  
**GRI 102-7:** Scale of the Organization. | **GRI 201-1:** Direct Economic Value Generated and Distributed. | **ESG Criterion:** Economic Performance  
**Relevance:** Steady sales growth reflects operational efficiency, competitiveness, and the company's ability to adapt to changing market conditions.

## Long-Term Partnerships

In the **flexible packaging inks division**, our relationships with key accounts average **18 years**, showcasing the strength of our customer loyalty, trust, and the consistent value we deliver. In the paints division, the average years of our relationship with retailers is **10,5 years** (calculated since 2003). These enduring partnerships remain a cornerstone of our stability, driving mutual success and sustainable growth.

**GRI Standards:**  
**GRI 102-43:** Approach to Stakeholder Engagement. | **GRI 102-9:** Supply Chain. | **ESG Criterion:** Social – Customer Retention and Relationships.  
**Relevance:** Long-term partnerships with key accounts foster business stability, trust, and shared value, ensuring sustainable growth and resilience in competitive markets.

# Investments



## Investment Milestone

In 2023, we successfully implemented 20% of our planned €8 million investment, totaling €1.6 million. This milestone marks significant progress in enhancing operational capacity, improving efficiency, and supporting our sustainability initiatives.

In 2024, Druckfarben Hellas completed a significant part of the investment program, designed to enhance capacity, optimize production efficiency, improve manufacturing flexibility and elevate product quality while advancing the company's sustainability performance. This initiative aligns with our commitment to sustainable growth, operational excellence, and customer-centric solutions.

Key highlights of the investment program include:

### 1. Sustainable Energy Solutions:

- Installation of photovoltaic plants at the Halkis facility, generating enough electrical power to cover 60% of the plant's energy needs, significantly reducing reliance on conventional energy sources.
- Integration of low-energy consumption equipment, further amplifying energy efficiency and reducing environmental impact.

### 2. Emission-Friendly Logistics:

- Deployment of a modern, state-of-the-art vehicle fleet that minimizes emissions, ensuring environmentally friendly logistics both within and beyond the plant premises.

### 3. Advanced Technology and Infrastructure:

- Installation of state-of-the-art grinding machines, a modern dispensing unit, and a cutting-edge analytical laboratory (300 sqm).
- The new grinding mills enable in-house pigment grinding, reinforcing Druckfarben's core competency in ink production while achieving 25% efficiency gains in the grinding process.

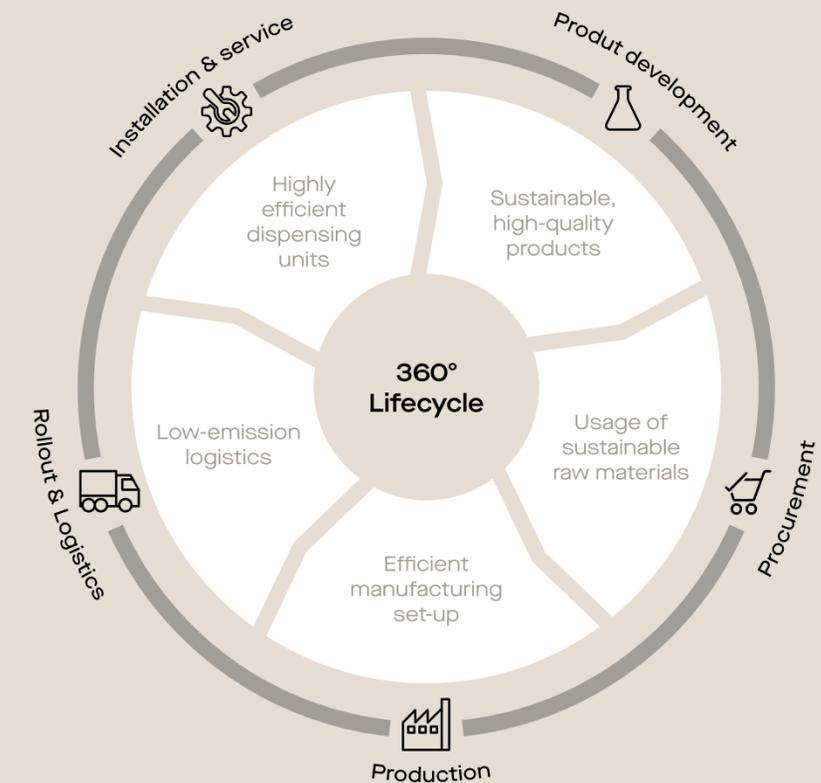
### 4. Capacity Expansion and Flexibility:

- Production capacity capabilities increase from 11,000 tons to 15,000 tons per year (in two shifts).
- Enhanced manufacturing flexibility allows the efficient production of various ink categories, catering to diverse customer needs.

## Holistic sustainability concept

### 5. Hub and Satellite Model:

- Cost efficiencies and improved customer proximity are achieved through a hub and satellite set-up for production and distribution capacities, ensuring faster delivery times and reduced transportation emissions.



#### GRI Standards:

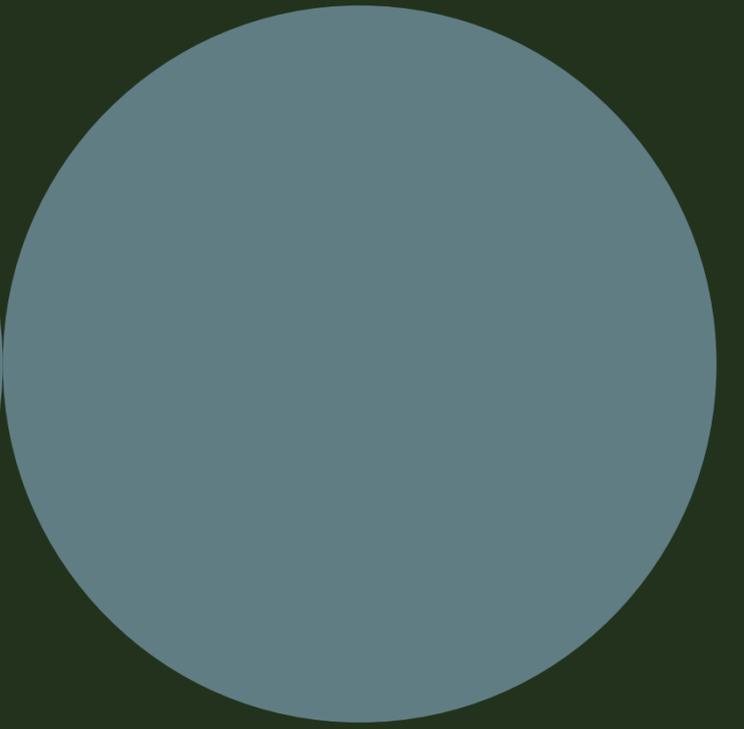
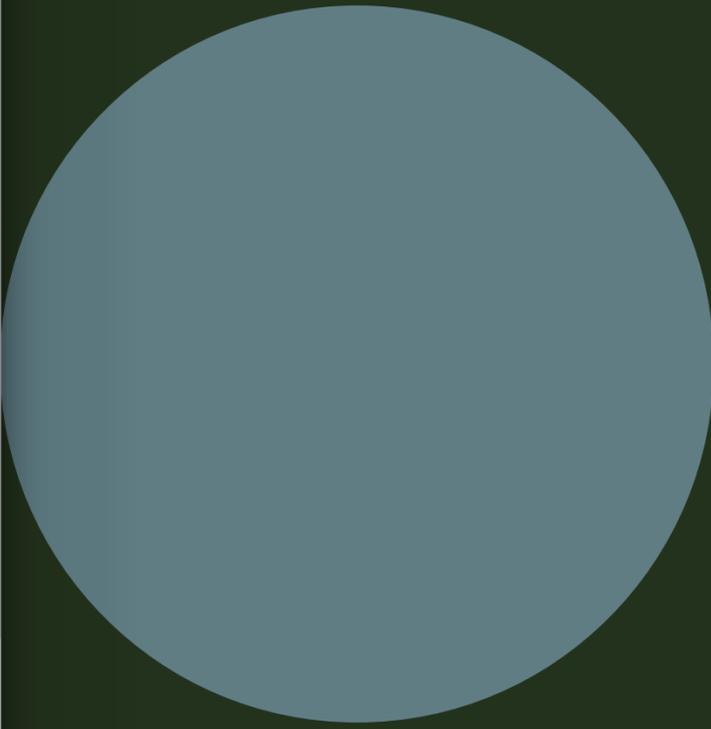
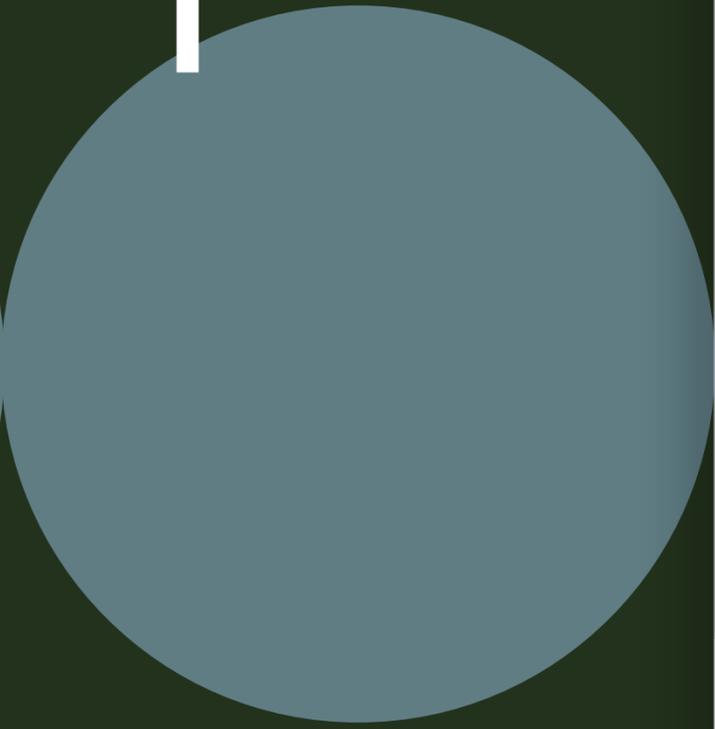
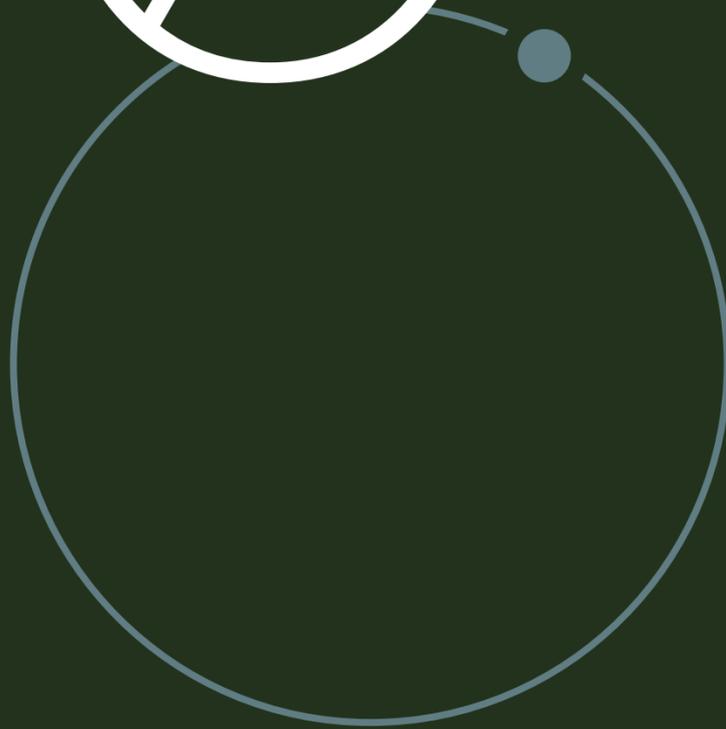
**GRI 203-1:** Infrastructure Investments and Services Supported. | **GRI 302-1:** Energy consumption within the organization. | **GRI 302-4:** Reduction of energy consumption. | **GRI 305-5:** Reduction of GHG emissions. | **GRI 201-1:** Direct economic value generated and distributed. | **ESG Criterion:** Governance - Investment and Innovation. | **Environmental:** Reduction of carbon footprint through renewable energy and low-emission logistics. | **Social:** Improved working conditions and enhanced employee skills with advanced infrastructure.

**Relevance:** Strategic investments enhance operational efficiency, drive innovation, and lay the foundation for long-term growth while contributing to sustainability goals.

The financial highlights showcase our commitment to economic performance, governance, and risk management, demonstrating our ability to balance growth with financial responsibility while aligning with global ESG principles and GRI Standards.



4



# Employees

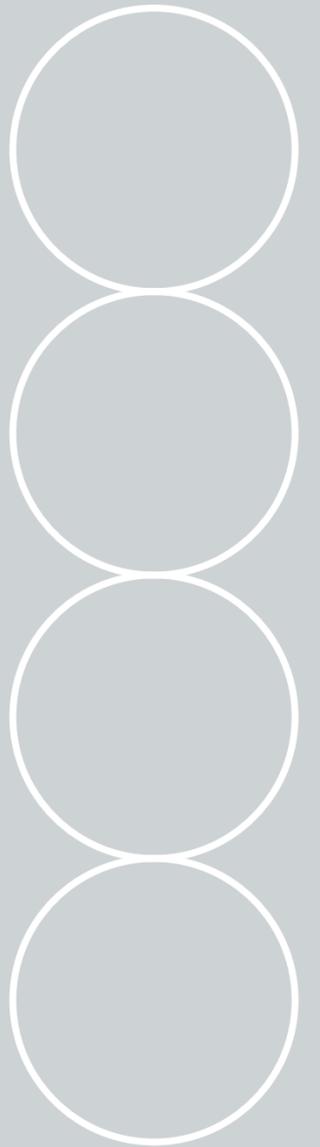


“  
Our  
people  
make the  
difference  
”

George Karavasilis  
Chairman & Managing Director  
DRUCKFARBEN Group

Our people are the cornerstone of Druckfarben Groups’s growth and success.

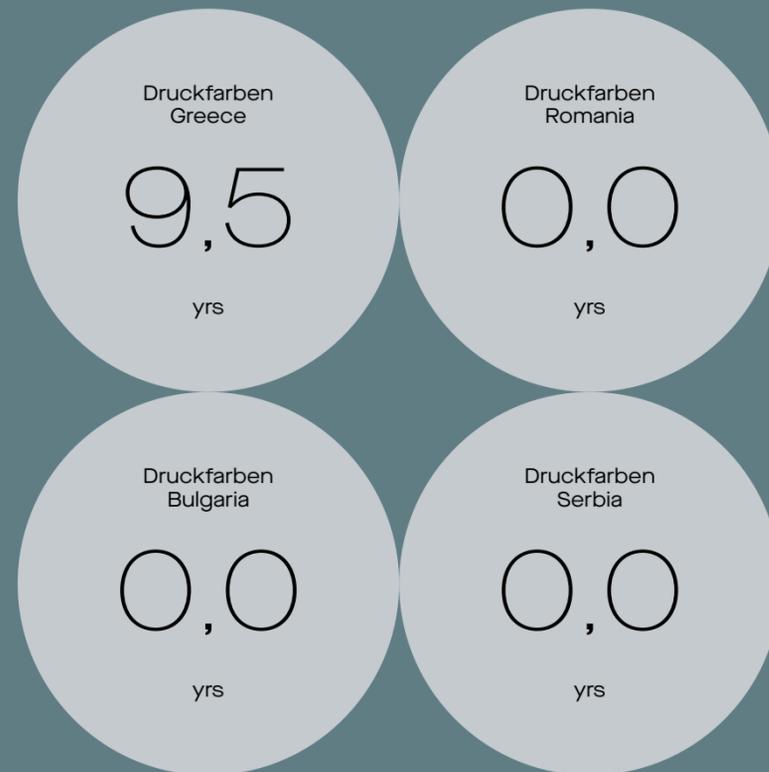
Their professional development, well-being, and active engagement are central to achieving our sustainability goals. We are committed to investing in their skills, providing the tools they need for success, and fostering a safe, inclusive, and collaborative work environment.



## Investing in OUR People

Investing in our employees is the most reliable path to sustainable growth. We value the long-term relationships we have built with our workforce and strive to maintain ongoing dialogue and collaboration with them.

- o **Key Metric:** total years in the company / Y2D total number of employees



To enhance employee capabilities, the Human Resources Department plans annual education and training programs. These include targeted training sessions, webinars, and seminars, with a goal of providing each employee with at least 10 hours of training annually.

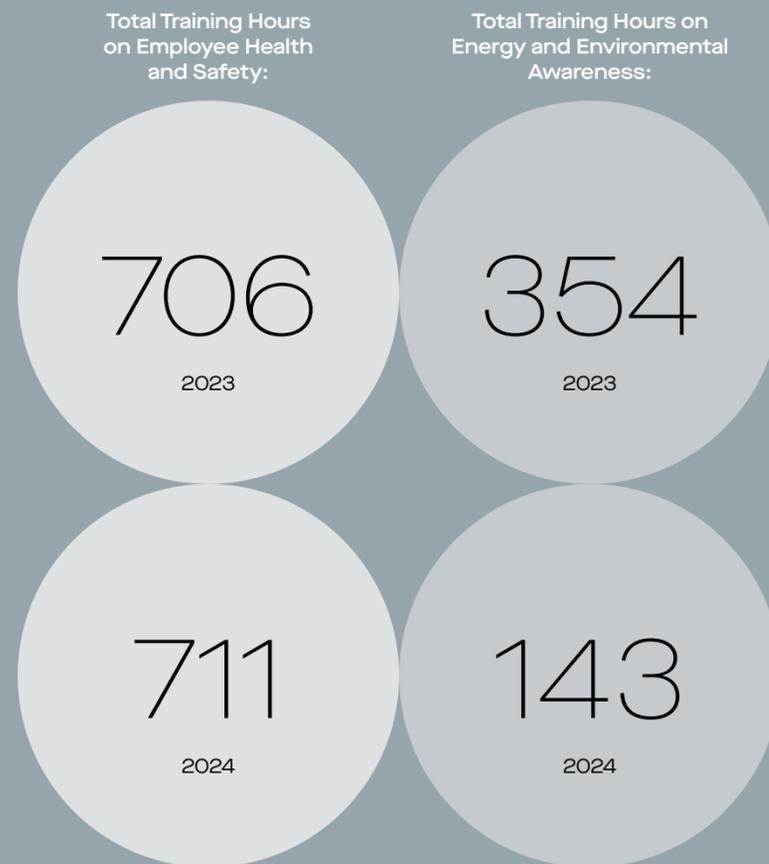
- o **Key Metric:**

Training Hours / Total Working Hours	2023	2024
Druckfarben Greece	1500	1250
Druckfarben Romania	338	416
Druckfarben Bulgaria	102	160
Druckfarben Serbia (New KPI for 2025)	N/A	N/A

Training Hours / Number of Employees	2023	2024
Druckfarben Greece	7,80	5,73
Druckfarben Romania	3,80	4,60
Druckfarben Bulgaria	5,10	8,00
Druckfarben Serbia (New KPI for 2025)	N/A	N/A

## Investing in Our People

The below training metrics reflect activities conducted at our headquarters in Greece, with plans underway to extend these programs across all subsidiaries to ensure consistent employee development and alignment with our group-wide sustainability goals.



Total Training Hours on Regulatory Topics (CE ETICS, CLP, EUROFINs, RED CERT2): New metric in 2024

350  
hours

Employees Receiving Skills Development Training: Over 170 employees (2023 & 2024)

170  
employees

External Training Programs / Conferences / Seminars: New metric in 2024  
86 programs attended

86  
programs

**GRI Standards and ESG Goals:**

GRI 404-1: Average hours of training per year per employee. | **ESG Criterion:** Social – Employee Development.

**Relevance:** Building a skilled workforce drives innovation, enhances productivity, and supports long-term growth.

## Employee Health & Safety

Safety is one of our core values and is non-negotiable. We are committed to ensuring that every employee, visitor, and contractor works safely in a secure environment and returns home without injury or adverse health effects. Our goal is zero accidents and zero emergencies at work, supported by a robust Health and Safety Policy. Recognizing the inherent risks in the chemical industry, we prioritize creating a safe and people-friendly environment that minimizes unsafe actions, protects facility users and promotes employee well-being.

To help ensure a safe working environment for all our employees, we have implemented a variety of health and safety measures, including:

- Continuous upgrades of the Health & Safety departments.
- Detailed, comprehensive and regular health and safety training for our employees. Employee training is conducted during working hours, with the employer bearing all the necessary costs. The training is conducted either face-to-face, or through computer assisted programs. The efficiency of the training materials and the employee's understanding on the aspects presented are tested throughout the program, as well as at the end of the training session.  
100% of our employees received HSE training in 2023 & 2024.
- We have strict procedures in place to manage health and safety risks including management of change procedures, as well as procedures to help ensure the proper handling of chemicals and hazardous substances. All processes and procedures are translated into the languages spoken by our employees.
- Regular fire prevention drills and emergency response training.
- Provision of personal and collective protective equipment such as dust masks, dedusting units to reduce airborne particles, ear protectors, goggles, gloves, protective clothing and footwear, silencers, noise cabins.

- Regular safety inspections and reviews of that equipment.
- Procurement and installation of modern mechanical equipment to reduce accidents, prevent leaks, and minimize emissions.
- Detailed health & safety risk assessments in all the companies within the Group.
- Regular monitoring of chemical agents & occupational health assessments.
- Provision of private healthcare programs covering specialized exams.
- Certification with ISO 45001:2018 for occupational health and safety management systems, both in Greece and Romania.

### Occupational health and safety committee

To ensure employees' involvement in elaborating and implementing decisions regarding occupational health and safety and labor protection, an Occupational Health and Safety Committee (OHSC) is set up within the company, organized in compliance with the provisions of the Occupational Health and Safety Law.

At Group Level, there are 3(three) such committees for all our production facilities (2 in Greece and 1 in Romania), that include the following members:

- the legal representative of the employer for the plant, who is the head of the site / plant manager.
- representatives of the employer, responsible for occupational health and safety matters.
- employee representatives with specific occupational health & safety responsibilities: they are elected by the employees for a period of 2 years; the vote is carried out in alignment with every country's own regulation.
- occupational physician / doctor.

## Monitoring Indicators for Employee Health and Safety

Goal	Monitoring Indicator / Calculation Method	2023	2024
Protect Employee Health and Safety	Number of Accidents / Total Working Hours (ratio of accidents to total hours, assuming 2,008 annual hours)	0	0
	Absolute Number of Accidents	0	0
	Near Miss Incidents / Total Working Hours (ratio of near-miss incidents to 2,008 annual hours)	0.000996	0
	Absolute Number of Near Miss Incidents	2 (Aspropyrgos Plant)	2 (Aspropyrgos Plant) + 1 (Halkida Plant)
	Number of Days Without Accidents (calendar days without recorded accidents)	495 (up to 15/04/2024)	699 (up to 31/12/2024)

Goal	Monitoring Indicator / Calculation Method	2023	2024
Protect Employee Health and Safety	Total Number of Emergency Drills per Unit	At least 1 per plant (Aspropyrgos / Halkida)	At least 1 per plant (Aspropyrgos / Halkida)
	Number of Incidents Exceeding Health & Safety Standards	None	None
	Evaluation of Employee Safety Questionnaires (% positive responses to communication forms)	Positive Responses: Above 80%	Positive Responses: Above 80%
	Lost Time Injury (LTI) Frequency Rate for Direct Workforce	0	0
	Lost Time Injury (LTI) Severity Rate for Direct Workforce	0	0

## Highlights

### 1. Addressing Heat Waves

Recognizing the increasing frequency of heat waves due to climate change, the DRUCKFARBEN Group has implemented preventive measures to protect our employees. These measures include:

- Monitoring workplace temperatures and adjusting working hours or conditions as needed.
- Providing adequate drinking water units throughout our facilities.
- Educating employees on recognizing and preventing heat-related risks.
- Ensuring proper ventilation & cooling systems are in place in all work areas.

### 2. Fire Prevention Training

As part of our ongoing commitment to health and safety, a fire safety drill in collaboration with the Fire Department was conducted at our Halkis plant on April 18th 2024. Prior to the drill, a preparatory visit took place on April 15th to ensure all necessary measures and protocols were in place for a successful exercise. This initiative underscores our dedication to emergency preparedness, protecting our employees and fostering strong partnerships with local safety authorities.

On February 14, 2024, the fire safety teams from the Aspropyrgos plant participated in a fire safety and prevention training session conducted by the Elefsina Fire Department. A total of 17 employees attended the training, which aimed to enhance their readiness and response capabilities in fire-related emergencies, ensuring workplace safety and compliance with fire prevention protocols.

### 3. New Machinery for Productivity and Employee Health & Safety (2023)

#### Aspropyrgos Plant: Mortar Production

- **Palletizer Installation:** A palletizer was installed to enhance productivity, improve quality, and support energy efficiency while strengthening environmental sustainability and employee health and safety.

#### Aspropyrgos Plant: Plaster Production

- **Vacuum Lifter Installation:** A vacuum lifter was implemented to boost productivity, prevent lifting heavy loads and minimize risks of back injuries, improve quality, and enhance energy efficiency while ensuring better environmental and workplace health and safety standards.

In 2024 the new facilities in Halkis were completed which included new machinery and offices as mentioned in Section 2 of the report.

#### GRI Standards and ESG Goals:

GRI 403-1: Occupational Health and Safety Management System. | GRI 403-9: Work-related injuries. | ESG Criterion: Social - Employee Health and Safety.

Relevance: A safe workplace ensures the well-being of employees and contributes to higher productivity and engagement.

### 4. Employee Engagement

These programs reflect our commitment to fostering a supportive, inclusive, and health-conscious workplace.

- **Well-being and Health Awareness:** Sessions like the Summer Make-Up Workshop & Melanoma Awareness Month aimed to support employee health and personal care, emphasizing prevention and self-care practices. →



## Human And Labour Rights

- **Team Building and Fitness:** Initiatives such as the Men's Basketball Team and the Trekking Team promoted physical fitness and teamwork, enhancing camaraderie and employee engagement.
- **Learning and Personal Development:** The establishment of a Company Library encouraged continuous learning, while targeted seminars and recreational events provided avenues for personal and professional growth.
- **Community and Festive Celebrations:** The Yearly Christmas Event and Start of the New Year "Pie Cutting" created a joyful atmosphere, strengthening the sense of belonging and recognizing collective achievements.
- **Common causes:** The Group's employees are involved in supporting common causes with a direct impact on the community, such as Race for the Cure, the largest international charity race to promote women's health and fight breast cancer. Employees have joined this cause for 5 years in Greece, 4 in Romania and 3 years in Bulgaria.

These initiatives align with ESG priorities (Social – Employee Engagement, Health, and Development) and GRI standards (403-6: Worker Health Promotion, 404-2: Skills Development Programs), demonstrating our dedication to the holistic growth and satisfaction of our workforce.

The protection of human and labor rights lies at the heart of our commitment to being a responsible business.

Our approach and commitments, as well as specific rules and practical guidelines supporting ethical behavior, are also clearly expressed in the dedicated documents we have internally implemented:

## Respect for Diversity

### Code of Conduct | Human Rights Policy | Diversity & Inclusion Policy

Our human resources, legal and compliance departments strive to ensure that all employees are informed. The above policies are implemented at the Group level (mother company and subsidiaries).

Certification with SA 8000:2014 -corporate social responsibility standard for our subsidiary in Romania, proves one more time the Group's commitment to socially responsible business practices.

Diversity and inclusion are integral to our corporate values and are vital for fostering innovation, improving economic performance, and attracting top talent. We focus on creating a collaborative environment free from discrimination and offering equal opportunities for all employees.

Our Diversity & Inclusion Policy (implemented at the Group level) expresses our objection to less favorable treatment on the grounds of age, sex, disability, gender, marriage and civil partnership, pregnancy and maternity, nationality and any other form of discrimination.

Any incidents can be brought to our attention through the procedure for dealing with employee complaints and grievances mechanism or by approaching an immediate supervisor / manager, the HR department or the legal & compliance department.

**There were no public discrimination incidents or notifications received from our employees (mother company & subsidiaries) regarding discriminatory behavior during 2023-2024. →**

#### Key Initiatives:

- Women hold 24% of senior-level positions at Druckfarben Hellas, 42 % at Druckfarben Romania and 33% at the level our subsidiary in Bulgaria
- Equal pay for equal roles across all levels.
- Policies to enhance women's participation in decision-making & leadership.
- Focus on diversity and inclusion in talent acquisition, management, employer branding, and business operations.
- Druckfarben Group is a proud signatory of Diversity Charter in 3 countries in which it operates (Greece, Romania & Bulgaria). This initiative aims to reflect and strengthen our voluntary commitment of making diversity, equal opportunity and social inclusion recognized and respected values of the local communities and society.
- HR Silver Award by Boussias in the category "Best Organizational Collaboration & Trust Initiative," highlighting the human-centric and innovative HR practices of the Druckfarben Group. With a continuous focus on the development and well-being of employees, the Group has implemented a pioneering HR program, consisting of various initiatives & activities.
- HR Originality Award for Druckfarben Romania, in the category "Social Wellbeing" at the Corporate Wellbeing Award Gala 2024. Radio RO\_GRatitude project was recognized as an innovative concept that underline the importance of gratitude in the working environment.

#### GRI Standards and ESG Goals:

**GRI 405-1:** Diversity of governance bodies and employees. | **GRI 405-2:** Ratio of basic salary and remuneration by gender. | **GRI 406:** Non-discrimination (406-1 Incidents of discrimination and corrective actions taken. | **ESG Criterion:** Social - Diversity and Inclusion.

**Relevance:** Embracing diversity ensures a culture of equity and inclusion, driving innovation and organizational growth.

## Ethics & Integrity

Druckfarben operates regionally through subsidiaries in a range of legal and business environments all around the region. We are aware that business ethics are extremely important for our company's growth and sustainable development, thus we take measures to ensure that our values are adopted, undertaken and implemented by all our employees.

Within our company, the Internal Regulations and the Code of Conduct dictate aspects regarding employee behavior and conduct and offer an implementation framework of existing procedures in this sense.

We are committed to increasing awareness among Group employees with respect to ethics, compliance, and our Code of Conduct through induction and periodic training.

**In 2023 and 2024 100% of our colleagues (Greece and subsidiaries) received awareness regarding the Code of Conduct rules and provisions.**

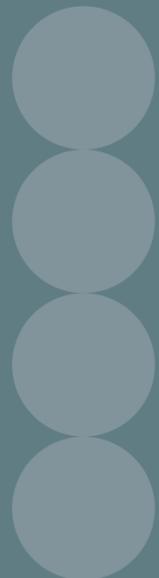
## Data Protection

We guarantee the confidentiality of all messages we receive and process all personal data in accordance with the European General Data Protection Regulation (GDPR), that came into force in May 2017.

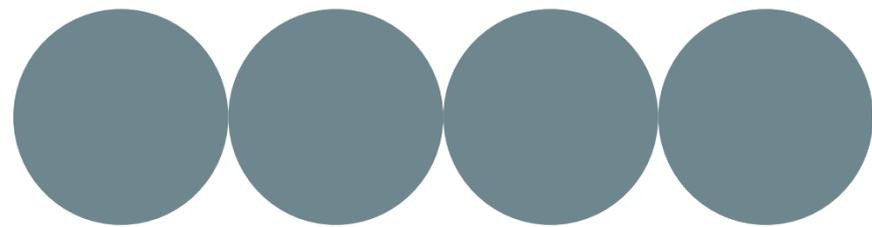
All legislative provisions regarding general data protection were integrated in our activities and operations, in all the countries in the EU where the Group has presence.

#### GRI Standards:

**GRI 102:** General disclosures. | **GRI 102-16:** Values, principles, standards, and norms of behavior. | **GRI 102-17:** Mechanisms for advice and concerns about ethics.



# Building the Future Together

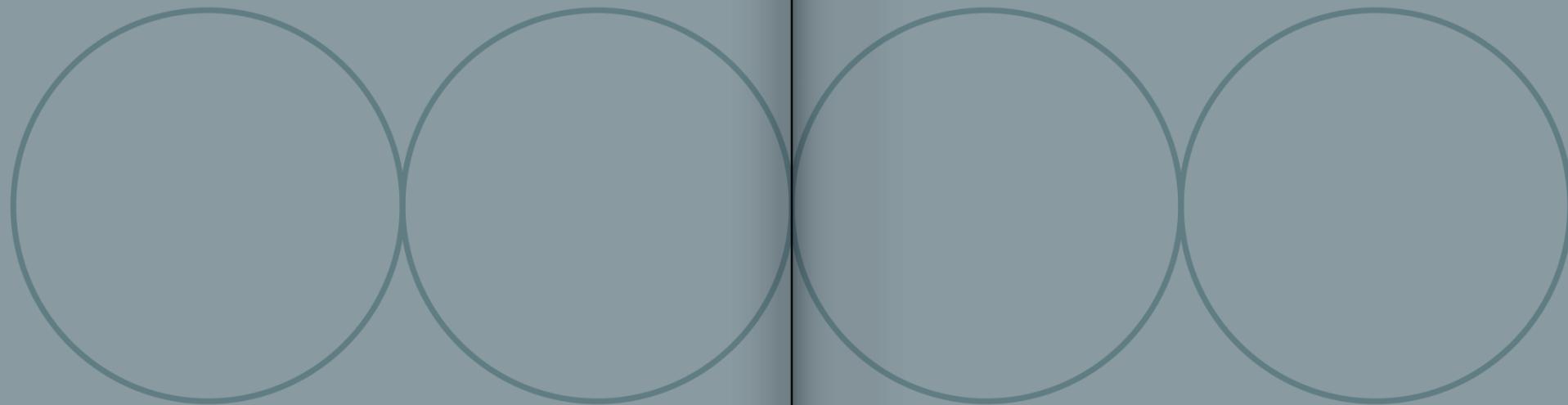


Our management team leads by example, but fostering an inclusive, safe, and growth-oriented culture requires the daily efforts of every employee. Together, we create a workplace that empowers individuals, celebrates diversity and supports sustainable development.

We strongly believe that sustainability defines the world of tomorrow, as the challenging times we currently live in have shown us how important it is to work together for a common purpose: a safe future that we are looking forward to shape it together.



Partners



## Customer and Supplier Relations

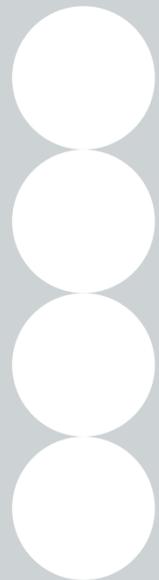
Our customers' growing satisfaction reflects the exceptional quality of our products and the superior level of service we deliver. This success is driven by meticulous supplier selection, strict adherence to industry standards, and an unwavering commitment to surpassing expectations. Our approach fosters mutual trust and benefits, ensuring long-term partnerships across the value chain.

## Customer Satisfaction and Quality Commitment

We aim to establish enduring relationships with customers by strictly adhering to our Code of Conduct, fair business practices, and international quality standards, including ISO 9001:2015. Through open communication and proactive engagement, we ensure that we consistently meet customer needs and strive to improve in every area of our operations.

## Key Customer Metrics:

- **Customer Satisfaction Rating (0/5):** Our annual customer satisfaction surveys have consistently shown year-on-year improvements, reflecting our commitment to quality and service. KRAFT Paints & Bioclima® 2023: 4.3/5, 2024 -4.3/5, Inks Division: 2023: 4.19/5 , 2024: 4.37/5.
- **Incident Management / Technical Support:**
  - All customer complaints are systematically recorded and managed. KRAFT Paints & Bioclima® 2023 – 587, 2024 – 708. The recorded 20.6% increase in complaints is attributed to the poor performance of the plastic buckets used for plasters and other products, typically sold in large containers. When these buckets are left exposed to sunlight - often by clients- the plastic material degrades, leading to structural weakness. As a result, the buckets are prone to cracking when placed in the mixing units of tinting machines. The issue has been resolved with the supplier, our customers were informed and product was replaced where needed.
  - **Inks Division Customer Complaints 2023:** 23 , 2024:15. There is a significant reduction of 34.80% due to the customer complaint handling system which is quick, clear and decisive. It is embedded in the company's culture and supported by all teams such as technical, lab and sales.



## Key Customer Metrics:

- **Customer Claims Compensated by Insurance Companies:**  
2023 - 0, 2024 - 0
- **Digital Tools for Customer Convenience:**
  - KRAFT Paints & Bioclima® prioritize building lasting relationships with our professional customers through innovative programs designed to support their needs. One of our key initiatives is the KRAFT PRO CLUB, a loyalty program tailored for industry professionals. The program offers a rewards system that incentivizes continued collaboration, efficient technical support to address customer challenges quickly and rapid product information through a dedicated application. These features streamline workflows, enhance convenience, and strengthen our commitment to providing exceptional value to our professional partners.
- **Specialized Tools and Trainings**
  - At KRAFT Paints, we prioritize providing innovative and practical solutions to meet the unique needs of our diverse customer base. One such example is the Peel and Stick Samples, a custom-designed tool that allows users to test paint colors in their space easily and effectively. These adhesive samples can be applied directly to walls and repositioned as needed, offering an accurate representation of the final color without the mess of traditional test patches. This tool enhances the decision-making process for our end users, ensuring convenience, precision, and confidence in their color choices, further reflecting our commitment to delivering exceptional customer experiences.

- **Colorimetry and Technical Expertise**
  - Druckfarben's commitment to excellence extends to colorimetry ink management, where our technical experts provide tailored solutions to enhance efficiency and precision in printing plants. Through careful planning and monitoring, we ensure that ink management processes meet the highest standards of accuracy and consistency. Our technical service team also works closely with customers to address and resolve printing failures, optimizing printing outputs for improved quality and productivity. Additionally, we produce specified shades directly at the customer's premises, leveraging our advanced colorimetry management system to deliver recipe accuracy and shade consistency.

### GRI Standards and ESG Goals:

**GRI 102-43:** Approach to stakeholder engagement | **GRI 416-1:** Assessment of the health and safety impacts of product categories | **GRI 417-1:** Requirements for product and service information and labeling | **ESG Criterion:** Social – Customer-Centric Innovation | **ESG Criterion:** Social – Customer Engagement | **ESG Criterion:** Social – Technical Support

**Relevance:** These practices enhance customer satisfaction and loyalty, contributing to sustainable business growth. By delivering advanced colorimetry solutions, we help customers optimize their processes, reduce waste, and achieve consistent, high-quality outputs, aligning with sustainable production goals.





# Supplier Engagement and Regional Economic Support

Our suppliers are crucial to maintaining high product quality and achieving customer satisfaction. We select suppliers based on recognized business, technical, and economic criteria, ensuring ethical sourcing and a commitment to sustainable practices.

## Key Customer Metrics:

### Purchases from Greek Suppliers:

2023:	16.673.829,23 €
2024:	19.679.575,90 €

### Purchases from International Suppliers:

2023:	31.078.315,12 €
2024:	30.963.972,63 €

### % of EU Purchases vs International

Greece vs International:

2023:	35% vs 65%
2024:	39% vs 61%

### Purchases from Romanian Suppliers:

2023:	1.429.813.53 €
2024:	1.850.095.46 €

### Purchases from International Suppliers:

2023:	5.960.431.81 €
2024:	5.886.367.95 €

### % of EU Purchases vs International

Romania vs International:

2023:	19% vs 81 %
2024:	24% vs 76 %

We actively support the local and regional economies where we operate by prioritizing Greek suppliers and Romanian local suppliers, for our procurement needs. This approach aligns with our sustainability and community support objectives.

### Supplier Selection and Standards:

- Adherence to ethical practices and fair trade policies.
- Compliance with ISO 9001:2015 and other relevant international standards.
- Supplier Management and Evaluation Procedure which is outlined below and includes EUPIA's criteria.
- Regular audits to ensure adherence to environmental and social responsibility criteria.

### GRI Standards and ESG Goals:

**GRI 204-1:** Proportion of spending on local suppliers | **GRI 308-1:** New suppliers screened using environmental criteria | **ESG Criterion:** Governance - Supply Chain Management

**Relevance:** Strengthening relationships with responsible suppliers supports sustainability and enhances product quality while contributing to local economies.



# Supplier Management and Evaluation Procedure

The Supplier Management and Evaluation Procedure, is a process for evaluating, selecting, and monitoring suppliers and partners to ensure compliance with quality, environmental, safety, and regulatory standards. It aligns with ISO standards (9001, 14001, 45001, and 50001) and emphasizes sustainability, legal compliance, and operational excellence.

## Key Elements:

- 1. Purpose**
  - Establishes a structured process for initial and periodic evaluation of suppliers, ensuring high-quality materials, compliance with regulations, and alignment with sustainability goals.
- 2. Scope**
  - Applies across all company activities, covering material and service suppliers, logistics partners, and regulatory requirements for hazardous goods transportation.
- 3. Evaluation Criteria**
  - Supplier assessments consider:
    - Certifications (ISO, environmental, health & safety).
    - Responses to detailed questionnaires and on-site inspections.
    - Reputation, compliance with legal and environmental standards, and product quality.
    - Ability to meet climate-related and sustainability expectations.

## 4. Supplier Approval

- New suppliers are approved based on evaluations conducted by the Procurement Department, including document verification, audits, and performance reviews.

## 5. Ongoing Monitoring

- The Procurement Department performs annual evaluations using a standardized scoring system. Suppliers are rated on:
  - Quality of products and services.
  - Timely and reliable deliveries.
  - Flexibility and responsiveness to company needs.

## 6. Regulatory Requirements

- Special provisions for ink suppliers include compliance with REACH and EuPIA standards for food-grade materials and safety data validation via the ECHA portal.

## 7. Documentation

- All records, including supplier evaluation forms, contracts, and safety data, are maintained for at least 5-10 years.

### GRI Standards and ESG Goals:

**ESG Environmental Focus:** Sustainable sourcing and reduction of environmental impacts through certified suppliers.

### GRI Standards:

**GRI 301-1:** Materials used by weight or volume | **GRI 308-1:** New suppliers screened using environmental criteria | **ESG Social Focus:** Labor rights and safety in the supply chain, ensuring fair and compliant supplier practices.

### GRI Standards:

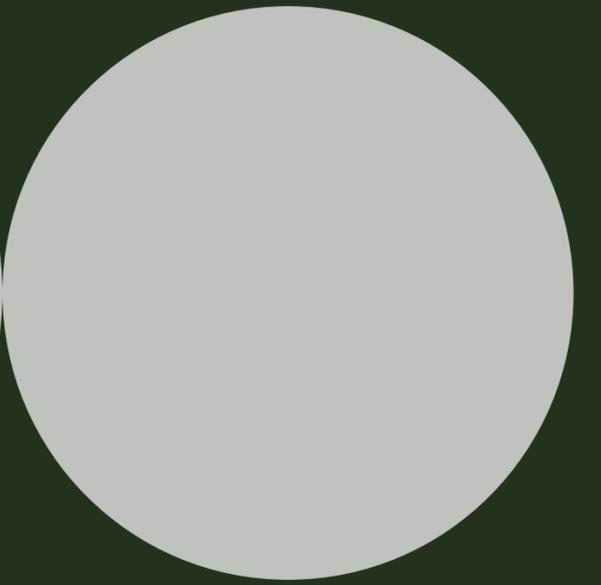
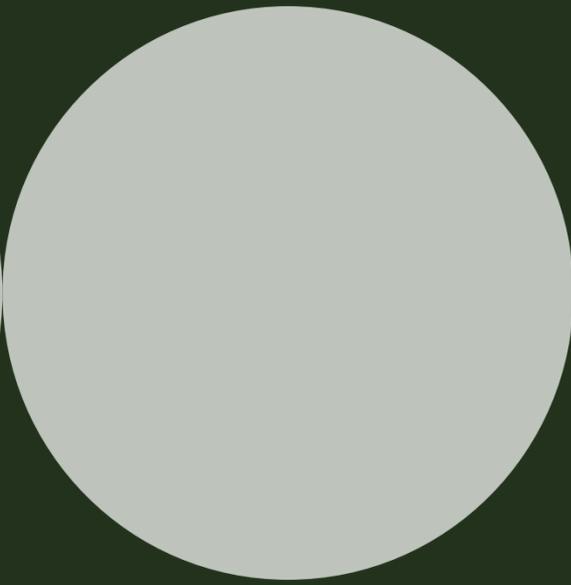
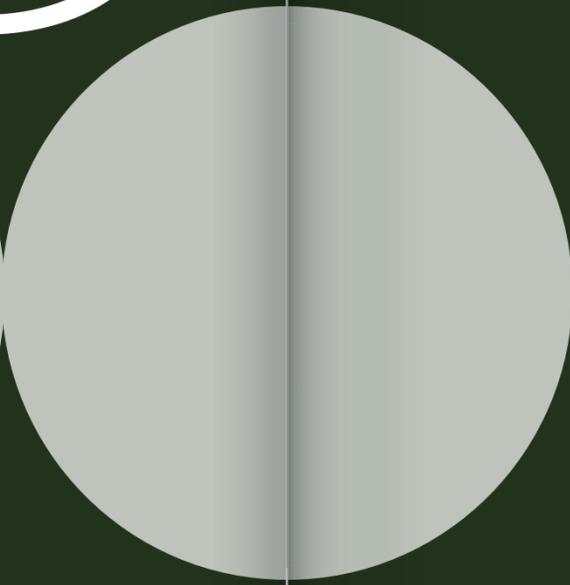
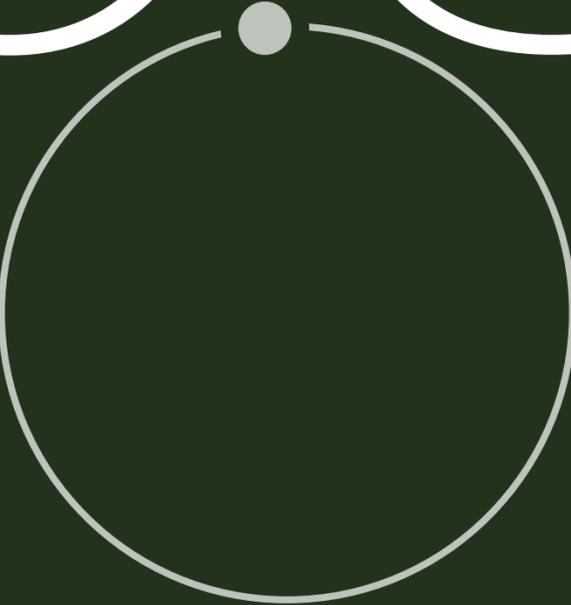
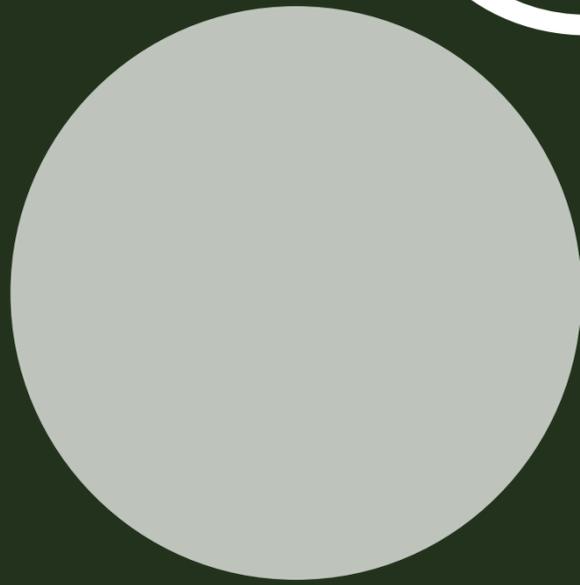
**GRI 414-1:** New suppliers screened using social criteria | **GRI 403-1:** Occupational health and safety management system | **ESG Governance Focus:** Transparent and structured evaluation, supplier accountability, and regulatory compliance.

### GRI Standards:

**GRI 102-9:** Supply chain description | **GRI 102-43:** Stakeholder engagement.

**Relevance:** This supplier management system ensures alignment with global sustainability standards, reduces supply chain risks, and fosters long-term relationships with compliant and reliable partners.

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# Product Innovation & Sustainable Formulations



Innovation is at the core of our commitment to sustainable development. In response to growing environmental challenges and market demands, we have prioritized the development of advanced product solutions that improve building performance, enhance recyclability, reduce emissions and extend material lifespan.

Our product innovations not only contribute to lower carbon emissions and improved recyclability, but also support safe application, indoor air quality, and compliance with evolving regulations (e.g., CLP, REACH, EN 15824, EN 12004 etc). By investing in sustainable chemistry and performance-based design, we ensure our solutions remain future-proof, while helping our partners and customers reduce their environmental footprint.

To evaluate progress in sustainable product development, we monitor specific KPIs related to product certifications, lifecycle impacts, and performance in circular economy applications.

- 15% of R&D projects leading to production due to raw material replacement or regulatory / customer requirements.
- Man-hours saved in production/lab due to control systems & automation.
- 60% of R&D hours allocated to sustainable formulation development and approx. 25% of spending is allocated to products receiving recyclability certifications.





### 1. WOOD SHIELD™ COLOR BASED

**Description:** A water-based polyurethane wood stain varnish that protects and decorates both interior and exterior wooden surfaces, enhancing natural wood grain with translucent colors.

**Certifications:**

- **Bio-Based Content:** Contains 43% biobased ingredients, according to EN 16640:2017 verified by an independent certification body.
- **EN 71-3 Compliance:** Suitable for children's furniture and toys, meeting the safety requirements of the EN 71-3 standard.

**ESRS Alignment:** **ESRS E1 - Climate Change:** Reducing reliance on fossil-based ingredients supports the transition to a circular economy | **ESRS E2 - Pollution:** Avoids harmful emissions through water-based formulation

**GRI Standards:** **GRI 302 - Energy** (indirectly, through bio-based production) | **GRI 305 - Emissions:** Low VOC and safer indoor air quality | **GRI 301 - Materials:** Use of renewable, bio-based raw materials

### 2. FLOOR SHIELD

**Description:** An innovative, one-component polyurethane-acrylic hybrid waterborne paint designed for interior and exterior floors with mild stress, offering quick drying and excellent hardening.

**Certifications:**

- **CE Marking:** Complies with European safety, health, and environmental protection standards.
- **EN 1504-2:** Meets the requirements for surface protection systems for concrete.
- **EN 13813:** Conforms to standards for screed materials and floor screeds.

**ESRS Alignment:** **ESRS E1 - Climate Change:** Formulation lowers carbon footprint via reduced solvent usage | **ESRS E5 - Resource Use and Circular Economy:** Durable product extending floor life reduces renovation frequency

**GRI Standards:** **GRI 302 - Energy and GRI 305 - Emissions:** Water-based nature helps reduce emissions during application | **GRI 416 - Customer Health and Safety:** Certified for safe use in building environments

### 3. ARTERRA PATITI FAMILY

**Description:** A decorative, ready-to-use microcement-style coating for walls and floors, offering high mechanical strength and a premium aesthetic finish.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E1 - Climate Change:** Durable finish reduces the need for frequent renovations | **GRI 301 - Materials:** Efficient use of materials in decorative applications

### 4. POWDERFINE READY MIX

**Description:** A ready-to-use acrylic finishing putty suitable for masonry, plasterboard, and concrete ceilings, providing excellent coverage and a smooth, even finish.

**Certifications:**

- **CE Marking:** Indicates compliance with European safety, health, and environmental protection standards.

### 5. POWDERFINE MULTI

**Description:** A versatile, multi-purpose putty suitable for various interior & exterior applications, providing excellent adhesion and workability.

**Certifications:**

- **CE Marking:** Indicates compliance with European safety, health, and environmental protection standards.

**ESRS Alignment:** **ESRS E2 - Pollution:** Low-VOC adhesives align with goals to reduce environmental impact from chemical products | **ESRS E5 - Resource Use and Circular Economy:** Efficient material use and reduced waste from batching errors

**GRI Standards:** **GRI 416 - Customer Health and Safety:** CE-marked, safe for indoor construction use | **GRI 301 - Materials:** Optimized packaging and mix ratios reduce material waste





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## 6. FIXOTILE PRO 10 / 20 / 30

### Description:

- **FIXOTILE PRO 10:** A cement-based adhesive for ceramic tiles.
- **FIXOTILE ULTRA 20:** A high-performance, polymer-modified, cement-based tile adhesive with enhanced adhesion and moisture resistance.
- **FIXOTILE FLEX 30:** A flexible, high-performance, polymer-modified, cement-based tile adhesive designed for demanding applications.

### Certifications:

- **FIXOTILE PRO 10:** Classified as C1TE according to EN 12004.
- **FIXOTILE ULTRA 20:** Classified as C2TE according to EN 12004 holds A+ indoor air quality rating and EC1 Plus GEV Emission certification for low VOC emissions.
- **FIXOTILE FLEX 30:** Classified as C2TE S1 according to EN 12004 holds A+ indoor air quality rating and EC1 Plus GEV Emission certification for low VOC emissions.

**ESRS Alignment: ESRS E2 – Pollution:** Low-VOC adhesives align with goals to reduce environmental impact from chemical products | **ESRS E1 – Climate Change:** Contributes indirectly to building energy performance and longevity  
**GRI Standards: GRI 305 – Emissions:** Very low VOC certifications | **GRI 416 – Customer Health and Safety:** Adheres to EN 12004 standards for safety and performance | **GRI 403 – Occupational Health and Safety** (relevant for installers due to safer application)

## 7. FIXOTILE PRO 5

**Description:** A cement-based, white adhesive for ceramic tiles, suitable for internal use.

### Certifications:

Classified as C1 according to EN 12004.

**ESRS & GRI Correlations: ESRS E5 – Resource Use and Circular Economy:** Efficient bonding reduces material waste | **GRI 301 – Materials:** Use of sustainable raw materials in adhesive formulation

## 8. FIXOTILE GEL

**Description:** A high-performance, polymer-modified, cement-based white tile adhesive with zero vertical slip and extended open time.

### Certifications:

Classified as C2TE according to EN 12004. Holds A+ indoor air quality rating and EC1 plus GEV Emission certification for low VOC emissions.

**ESRS & GRI Correlations: ESRS E2 – Pollution:** holds A+ indoor air quality rating and EC1 Plus GEV Emission certification for low VOC emissions | **GRI 416 – Customer Health and Safety:** Safe for indoor environments due to low emissions

## 9. FIXOTILE GEL MAX

**Description:** A flexible, high-performance, polymer-modified, cement-based tile adhesive designed for demanding applications.

### Certifications:

Classified as C2TE S1 according to EN 12004.

EC1 CERTIFICATION EMISSION

**ESRS & GRI Correlations: ESRS E1 – Climate Change:** Enhanced durability reduces the need for repairs | **ESRS E2 – Pollution:** holds A+ indoor air quality rating and EC1 Plus GEV Emission certification for low VOC emissions | **GRI 301 – Materials:** Efficient use of materials in adhesive formulation.

## 10. FIXOGROUT ONE 0-8

**Description:** An improved, cementitious, colored, water-repellent tile grout with high abrasion resistance and a smooth surface (Hard Velvet Effect).

### Certifications:

Classified as CG2 WA according to EN 13888.

**ESRS & GRI Correlations: ESRS E2 – Pollution:** Water-repellent properties reduce moisture-related issues.

**11. LEVEL WALL ONE**

**Description:** A fiber-reinforced, water-repellent, white, cementitious one-coat render that replaces base and final render in thicknesses up to 2.5 cm/layer.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E5 – Resource Use and Circular Economy:** Combines base and final render, reducing material use and packaging | **GRI 301 – Materials:** Efficient use of materials in construction applications

**12. POWDERBOND**

**Description:** A special copolymer emulsion that significantly improves the properties of cement mortars, enhancing adhesion, elasticity & waterproofing.

**ESRS & GRI Correlations:** **ESRS E2 – Pollution:** Improves waterproofing, reducing water-related issues | **GRI 301 – Materials:** Enhances the performance of cementitious materials

**13. TOTAL PROOF FLEX**

**Description:** A waterborne liquid waterproofing membrane with UV-crosslinking acrylic-based resins, enhanced with 3D Fiber Technology for flat roofs.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Reflective properties contribute to energy efficiency | **GRI 302 – Energy:** Reduces cooling energy demand

**14. TOTAL PROOF PU HYBRID**

**Description:** A waterborne elastomeric, liquid waterproofing membrane with acrylic and polyurethane-based resins for roofs.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Enhances building energy performance | **GRI 302 – Energy:** Contributes to reduced energy consumption

**15. TOTAL PROOF PU FIBER 25**

**Description:** A hybrid elastomeric liquid waterproofing waterborne membrane for roofs, certified for 25 years working life.

**Certifications:** CE Marking ETA-24/0356 according to EAD 030350-00-0402.

**ESRS & GRI Correlations:** **ESRS E5 – Resource Use and Circular Economy:** Long lifespan reduces material consumption | **GRI 301 – Materials:** Efficient use of durable materials

**16. TOTAL PROOF PRIMER AQUA**

**Description:** A transparent acrylic impregnation primer for horizontal porous surfaces, ideal for priming roofs to be waterproofed.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E2 – Pollution:** Low VOC emissions contribute to indoor air quality | **GRI 416 – Customer Health and Safety:** Safe for indoor environments due to low emissions.

**17. TOTAL PROOF FLEECE 110**

**Description:** A 110 g/m<sup>2</sup> polyester non-woven geotextile for reinforcing waterproofing liquid membranes.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E5 – Resource Use and Circular Economy:** Enhances durability of waterproofing systems | **GRI 301 – Materials:** Efficient use of reinforcing materials

**18. TOTAL PROOF TAPE 60**

**Description:** A sealing tape designed for use with waterproofing systems to ensure joint integrity.

**Certifications:** CE Marking.

**ESRS & GRI Correlations:** **ESRS E2 – Pollution:** Prevents water ingress, reducing potential damage | **GRI 416 – Customer Health and Safety:** Enhances the safety of waterproofing systems





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#### 19. TOTAL PROOF POLYUREA AL

**Description:** A 2-component, cold-applied aliphatic polyurea waterproofing membrane offering exceptional UV resistance, mechanical strength, and long-term durability for exposed surfaces.

**Certifications:**

- **CE Marking** (EN 1504-2)
- **Reaction to Fire:** Class E (EN 13501-1)
- NTUA-evaluated as a “cool material”
- **ISO 9001, ISO 14001, ISO 45001, ISO 50001**

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** High solar reflectance (SRI 110) reduces cooling energy demand | **ESRS E5 – Resource Use and Circular Economy:** Long-lasting protection minimizes maintenance and material replacement | **GRI 302 – Energy:** Contributes to building energy efficiency | **GRI 301 – Materials:** Efficient use of durable materials

#### 20. TOTAL PROOF POLYUREA AR

**Description:** A cost-effective, 2-component cold-applied polyurea waterproofing membrane designed for robust protection of building surfaces, suitable for both exposed and non-exposed applications.

**Certifications:**

- **CE Marking** (EN 1504-2)
- **Reaction to Fire:** Class E (EN 13501-1)
- NTUA-evaluated as a “cool material”
- **ISO 9001, ISO 14001, ISO 45001, ISO 50001**

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Reduces building surface temperatures, lowering energy consumption | **ESRS E5 – Resource Use and Circular Economy:** Durable solution extends the life of building materials | **GRI 302 – Energy:** Enhances energy efficiency through thermal insulation | **GRI 301 – Materials:** Promotes sustainable use of construction materials



#### 1. CLIMATOP WEATHERSIL

**Description:** A silicone-based, with Early Rain technology, fiber-reinforced decorative finishing render in pasty form, offering water repellency, vapor permeability, and protection against weathering, mold, and algae.

**Certifications:**

- **EN 15824** (Organic Binder Finishing Render)
- **Reaction to Fire:** Class A2, s1-d0, EN 13501-1)

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Enhances building envelope performance, contributing to energy efficiency | **ESRS E2 – Pollution:** Prevents mold and algae growth, improving indoor air quality | **GRI 416 – Customer Health and Safety:** Provides a healthy living environment by resisting biological growth | **GRI 301 – Materials:** Utilizes durable materials, reducing the need for frequent maintenance

#### 2. CLIMATOP ELITE

**Description:** Anticipated to be a high-performance finishing render with enhanced thermal insulation properties as part of ClimaWall system

**Certifications:**

- **EN 15824** (Organic Binder Finishing Render)
- **Reaction to Fire:** Class A2, s1-d0 (EN 13501-1)

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Expected to contribute to energy efficiency through improved insulation | **GRI 302 – Energy:** Potential to reduce energy consumption in buildings

#### 3. CLIMATOP SILICA

**Description:** Expected to be a silica-enhanced finishing render, offering superior durability and resistance to environmental factors.

**Certifications:**

- **CE, EN 13501-1** (Reaction to Fire: C-s1, d0)

**ESRS & GRI Correlations:** **ESRS E2 – Pollution:** Anticipated to offer protection against environmental pollutants | **GRI 301 – Materials:** Likely to utilize sustainable materials, promoting longevity

**1. PU ULTIMA INK SERIES**

**Description:** An innovative polyurethane-based ink system for high-speed flexographic and rotogravure printing, offering superior adhesion, durability, and performance on a broad range of substrates-even under harsh conditions like pasteurization and retort. The series is engineered to support circular economy goals by improving the recyclability of printed plastic films.

**Certifications:**

- In-house & customer-validated performance testing on >500 m/min lines and under pasteurization/retort. Recycling companies prefer PU solutions, since among all the other chemical groups, polyurathane provides until now the better result in the final quality of the granule.
- Compliant with food packaging safety standards (when used as part of compliant laminate systems). (Note: Specific EN/ISO certifications may apply depending on regional regulatory submissions.)

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Supports carbon reduction goals by extending substrate usability and reducing waste | **ESRS E5 – Resource Use and Circular Economy:** Enables better quality recycle through reduced contamination, aligning with polymer recovery goals | **GRI 301 – Materials:** Enhances material circularity through compatible ink systems | **GRI 306 – Waste:** Contributes to reducing post-industrial waste and improving recycle quality | **GRI 416 – Customer Health and Safety:** Safe for use in food packaging with proper compliance documentation

**2. HLV001A3099 – 2K MAT OPV FOR ROTO (NC- & PVC FREE )**

**Description:** A two-component matte overprint varnish for rotogravure printing, designed without nitrocellulose (NC). It is suitable for retort applications with high chemical resistances and ultra-low solvent retention, ideal for plastic recycling applications. It prevents gelation and gassing during extrusion, making it suitable for food contact and general packaging recyclability. >

**Certifications:**

- NC & PVC-Free verified formulation.
- Suitable for use in food packaging workflows (subject to final laminate compliance testing).
- Internal QA tests at industrial-scale rotogravure conditions.

**ESRS & GRI Correlations:** **ESRS E2 – Pollution:** Reduces emission risk during recycling; avoids formation of harmful by-products at high temp due to NC elimination | **ESRS E5 – Resource Use and Circular Economy:** Enables the safe recycling of printed films by eliminating | **NC GRI 305 – Emissions:** Prevents nitrous gasses formation during extrusion | **GRI 301 – Materials:** Improves downstream recyclability of materials | **GRI 416 – Customer Health and Safety:** Safer for packaging supply chains under high heat treatment applications PU ink systems present lower food safety risk

**3. HLV036L0000 – 1K MAT OPV FOR FLEXO (NC-FREE)**

**Description:** A one-component NC-free matte varnish developed for flexographic applications, ensuring consistent print quality and thermal stability. It prevents gassing and colors the granule in recycled plastic streams, while meeting brand-owner demands for PVC- and NC-free packaging solutions.

**Certifications:**

- NC-Free system suitable for high-temp recycling scenarios.
- Aligned with packaging sustainability specifications.

**ESRS & GRI Correlations:** **ESRS E1 – Climate Change:** Reduces carbon impact via improved recycle quality and lower defect rates | **ESRS E2 – Pollution:** Avoids gel formation and prevents gas formation during extrusion | **ESRS E5 – Resource Use and Circular Economy:** Promotes reuse of plastic films without quality degradation | **GRI 306 – Waste:** Reduces non-recyclable rejects due to ink contamination | **GRI 416 – Customer Health and Safety:** Non-toxic decomposition profile in recycling streams



# Production: Efficiency, Circularity & Data-Driven Excellence

Production across DRUCKFARBEN Group is driven by a commitment to sustainability, quality and operational precision.

Through integrated digital systems, real-time monitoring, and a shift toward circular resource use, we ensure that our manufacturing footprint aligns with global standards and ESG expectations.

The following performance indicators are monitored across all our production sites - including Greece & Romania - and support compliance with GRI and ESRS frameworks.





## 01 Reindustrialization Rate (% of Reused Material in Final Product)

GRI 301-3, ESRS E5

- 2023 (Mortars): 1.92%
- 2024 (Mortars): 0.35%
- Romania: 0.011 t reprocessed/t product in 2024 vs. 0.147 in 2023

**Relevance:** A significant drop in Romania reflects enhanced forecasting, reduced production of unsellable stock, and improved QC practices - reducing rework and associated emissions.

## 02 Reduction in Reprocessable Waste from Returns

GRI 306-2, ESRS E2

- 2023-2024 (Mortars): Waste from returns decreased by over 75%
- Focus: Waste streams such as dust, sludge, and customer returns now redirected for reuse instead of third-party disposal.

**Relevance:** Demonstrates both ecological performance and cost savings by lowering landfill and incineration dependencies.

## 03 QC-Driven Reprocessing Reduction

GRI 416-1, ESRS S1

- Romania 2023: 17% of batches required correction
- Romania 2024: 11.6% → 33% improvement

**Relevance:** Less reprocessing translates into less waste, less downtime, and more stable production—enhancing customer satisfaction and resource efficiency.

## 04 Right-First-Time Production Rate

GRI 416-2, ESRS S1

- Inks and Mortars: Measurement under development
- Romania: Tracked via reprocessing and QC corrections

**Relevance:** Critical for quality assurance and efficiency; ties directly to minimized waste and energy use.

## 05 Forecast Accuracy & Planning Efficiency

GRI 102-9, ESRS G1

- Improved Planning: Reduction in unsellable stock and optimized batching (e.g., plaster-to-primer sequencing in Romania)

**Relevance:** Enables water reuse, reduces energy use, and supports resource optimization across production lines.

## 06 Water Reuse in Cleaning Processes

GRI 303-3, ESRS E3

- Romania (2023-2024): 131,700 kg of water saved through batch sequencing
- Paints/Mortars (Greece): Water reuse programs in progress, tracked via SAP

**Relevance:** Contributes to circular water use, meeting ESRS water disclosures and reducing wastewater loads.

## 07 Solvent Recovery

GRI 306-2, ESRS E5

- Paints: Solvent recovery for cleaning reduces chemical waste
- Planned Expansion: Across all product divisions

**Relevance:** Prevents hazardous discharge, reduces virgin solvent use, and supports chemical circularity.

## 08 Energy & Fuel Optimization (Forklift Fleet)

GRI 302-1, ESRS E1

- Romania:
  - Electric forklift energy per kg reduced by 13%
  - Diesel forklift fuel per kg reduced by 3.33%
- Halkis: Transition to lithium battery forklifts under way

**Relevance:** Lower energy intensity per unit aligns with science-based targets and reduces scope 1 & 2 emissions.

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## Shrink Wrap Film Reduction

GRI 301-1, ESRS E5

- Romania: 3.45% reduction in film use per product unit
- Manual film use dropped 25% in weight, despite a 71% production increase

**Relevance:** Demonstrates waste minimization via automation—contributing to packaging efficiency and plastic reduction targets.

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## Recycled Packaging Materials (IBCs)

GRI 301-2, ESRS E5

- Romania:
  - 422 IBCs reused in 2023–24 (saving 26,164 kg of plastic)
  - Cost savings: €84,400

**Relevance:** Promotes circular logistics practices while reducing scope 3 emissions and material inputs.

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## Recycled Materials (Plastic, Wood, Metal)

GRI 301-2, ESRS E5

- Plastic: Reduced from 0.477 to 0.363 kg/kg produced
- Wood: Increased reuse by 27%
- Metal: Reduced due to better maintenance

**Relevance:** Tracks performance in secondary material integration—a core requirement under CSRD.

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## Low-Impact Raw Material Sourcing

GRI 302-1, GRI 301-1, ESRS E1, E2

- Romania: Switched calcium carbonate supplier, saving 1.14 tCO<sub>2</sub>/year
- Process chemical: Switched from sulfuric acid to aluminum sulfate, reducing hazard and improving waste compatibility

# KPI Monitoring Framework

Our cross-site dashboard now includes:

- Right-first-time rates
- Resource savings per ton
- Batch correction tracking
- Waste intensity metrics
- Emissions from internal logistics

# Case Studies:

## Closed-Loop Wastewater Recovery and Solvent Treatment

A core priority of our environmental strategy is reducing the impact of production waste through internal treatment and resource recovery.

The data submitted to the Electronic Waste Registry (HMA) for 2023 and 2024 showcases DRUCKFARBEN's progress in water and solvent waste management via internal processes and partnerships with external licensed handlers.

## 2023 Highlights

- Water Waste Processed Internally: 21,500 kg
  - Recovered Liquid: 18,382 kg
  - Generated Sludge: 3,118 kg
- Solvent Waste Treated Internally: 6,800 kg
  - Recovered Liquid: 5,746 kg
  - Generated Sludge: 1,054 kg
- External Disposal (VEN – Water only): 11,350 kg
- Total Waste Managed: 39,650 kg

## 2024 Highlights

- Water Waste (incl. from external partners): 30,000 kg
  - Recovered Liquid: 25,320 kg
  - Generated Sludge: 4,680 kg
- Solvent Waste Treated: 3,500 kg
  - Recovered Liquid: 2,975 kg
  - Generated Sludge: 525 kg
- External Disposal:
  - Water: 24,960 kg
  - Solvent: 3,650 kg
- Total Waste Managed: 62,110 kg

## Key Results:

- Recovery Efficiency Maintained:

Across both years, over 85% of incoming waste liquid was successfully recovered, minimizing the need for fresh resources and reducing environmental burden.
- Sludge Stabilization:

Although total waste volume increased in 2024, sludge volumes remained proportionally contained, showing optimized separation and water recovery.
- Capacity Expansion & Partner Integration:

In 2024, additional volumes were treated from an external collaborator, demonstrating scalability of the in-house treatment system and contribution to circular practices beyond our own operations.

## Relevance:

This initiative directly supports:

- GRI 306-2: Waste by type and disposal method
- GRI 303-3: Water recycled and reused
- ESRS E2 (Pollution) and E3 (Water & Marine Resources)

By maximizing recovery and minimizing disposal, we are progressing toward a closed-loop production system that transforms waste into a resource—both within our operations and for trusted partners.

Through data-driven monitoring, smart automation, and a continuous improvement mindset, DRUCKFARBEN Group is redefining what responsible manufacturing looks like in the inks, paints, and the coatings industry. The measurable gains in waste reduction, energy efficiency, water reuse, and process reliability demonstrate our commitment not only to operational excellence, but also to our environmental and social responsibilities.



# IT Transformation Internally

In a manufacturing company the IT department plays a vital role in supporting the digital transformation, operational efficiency, and long-term sustainability of Druckfarben Group.

By implementing advanced digital tools and platforms, such as Microsoft 365 and SAP modules, the department enhances communication, optimizes processes, and supports data-driven decision-making.

These improvements align with our ESG and sustainability goals, ensuring we operate efficiently, transparently, and securely.



## 01 Implementation of Microsoft 365

In 2023/2024, the deployment of Microsoft 365 across all departments streamlined communication, collaboration, and productivity. This transition facilitated the adoption of modern workplace solutions such as Teams, SharePoint, and OneDrive, enabling remote work capabilities and reducing dependency on paper-based processes.

Metric	2023	2024
Users Trained	80	115
Reduction in Paper Use (kg/yr)	2917	2879
Teams Usage (Active Users/mo)	40	80
Communication	N/A	44%
Meetings	N/A	8%
Collaboration	N/A	39%
Team Work	N/A	3%
Mobility	N/A	57%

**GRI Standards and ESG Goals:**

**GRI 302-4:** Reduction of energy consumption (through digitalization). | **GRI 301-1:** Materials used by weight or volume (reduction of paper use). | **ESG Criterion:** Governance - Digital Transformation and Efficiency.

**Relevance:** The adoption of Microsoft 365 reduces environmental impact by transitioning to digital operations while improving collaboration and productivity across the organization.

## 02 SAP Modules Implementation

The ongoing implementation and upgrade of SAP modules in areas such as finance, sales, and supply chain management have enhanced operational efficiency, accuracy, and transparency. Key modules include:

- **SAP S/4HANA Finance:** For improved financial reporting & resource planning.
- **SAP Sales & Distribution:** Streamlines sales operations & inventory tracking.
- **SAP MM (Material Management):** Optimizes procurement & materials tracking.
- New digital processes are introduced in order to comply with business or regulatory requirements resulting in Process Automation (PA) increase
- Existing processes are digitized resulting in Process Automation (PA) increase.

Metric	2023	2024
Users Trained	6	6
Paperless Initiatives (SAP content server replacing paper files) pages stored and not printed	4587	5147

**Overall Benefits & Relevance to Productivity**

These advancements significantly improve operational efficiency by:

- Reducing manual tasks and the risk of human error.
- Increasing speed in production and reporting processes.
- Ensuring traceability and compliance with quality standards.

Optimizing resource allocation for better production planning.

**GRI Standards and ESG Goals:**

**GRI 201-1:** Direct economic value generated and distributed. | **GRI 102-9:** Supply chain management. | **ESG Criterion:** Governance - Innovation and Efficiency in Operations.

**Relevance:** The implementation of SAP modules improves process accuracy, automates workflows, and enhances transparency, reducing inefficiencies across business operations.



### 03 Case Study:

#### Digitalizing Mortars Quality Control with SAP

The ongoing implementation and upgrade of SAP modules in areas such as finance, sales, and supply chain management have enhanced operational efficiency, accuracy, and transparency.

In 2024, DRUCKFARBEN Group advanced its quality control systems by transitioning the inspection process for finished mortars to SAP. As of August, all daily QC entries are recorded digitally, replacing 90% of previously handwritten forms.

#### Results & Impact

##### Efficiency Gains:

- Daily QC documentation time was reduced by two-thirds, saving approximately 20 minutes per day in administrative time during peak season.

##### Improved Accuracy:

- SAP now flags samples that fall outside tolerance limits, reducing human error and ensuring faster corrective actions.

##### Data Visibility:

- While Certificates of Analysis (CoA) for mortars are not yet fully deployed, SAP now generates monthly statistical reports tracking product acceptance and rejection rates strengthening audit readiness & operational insight.

##### Environmental Benefits:

- The shift to digital forms aligns with our paper-reduction goals and supports our broader sustainability strategy.

##### Traceability Compliance:

- Automation of raw material batch labeling and batch selection was essential to meeting BQV's EN 1504 traceability standards for Hydroguard resins. While the improvements did not directly affect on-floor production time, it enhanced efficiency in production support functions such as order closing and label management.

##### Relevant Standards:

GRI 416-1: Product quality and safety. | GRI 417-1: Product and service information. | ESRS G1: Governance and internal control.

### 04 Support for Sales Personnel

The IT department introduced new tools and technologies to empower sales teams with real-time data, improved reporting, and customer engagement solutions.

Metric	2023	2024
Sales Tablets Distributed	0	25
CRM Integration Completion (%)	60%	90%
Average Reporting Time Reduction	50%*	10%*

##### \*50%

- Hard disk replacement with SSD disks
- New reports created in Dada mining tools SAP BW (previously taken online from SAP)

\*10% has to do with the additional processes digitized using the CRM

### 05 IT related Hardware

The IT department introduced new tools and technologies to empower sales teams with real-time data, improved reporting, and customer engagement solutions.

Metric	2023	2024
Energy Efficiency (new MFPs replacing old) kwh saved/year	0	60kwh
Lifecycle Management (reuse, refurbishment of laptops) %	40%	100%
CO <sub>2</sub> emission reduction (use of MFPs) kg saved/year	30 kg	

##### GRI Standards and ESG Goals:

GRI 102-43: Stakeholder engagement. | GRI 417-1: Product and service information. | ESG Criterion: Social – Enhancing Customer Experience.

Relevance: Improved IT tools for the sales team increase efficiency, enable faster responses to customer needs, and enhance overall service quality while reducing administrative burdens.

### Summary

The IT department's initiatives contribute significantly to the organization's sustainability by driving digital transformation, improving efficiency, reducing environmental impact and enhancing service delivery.



# Digital Transformation

## New Website Development and AI Tool

In 2023 we launched updated, user-friendly websites for KRAFT Paints and Bioclima®, designed to enhance user experience, provide detailed product information, and improve accessibility for customers. These platforms are optimized for mobile devices, ensuring easy navigation and increased engagement.

In 2024 we introduced the innovative AI-powered “Chat in Color” tool on the KRAFT Paints website. This tool provides customers with instant, tailored paint recommendations and color advice, simplifying the decision-making process.



Metric	2023	2024
Website Visitors KRAFT (Active Users)	116,000	214,000
Av Time Spent (min) Fandecks Page	3m 42s	3m 55s
Website Visitors Bioclima® (Active Users)	25,000	28,000
Av Time Spent (min) Exoikonomo Page	53s	1m 48s
Chat in Color' User Interactions / Views	N/A	17,769
Chat in Color' Av Time Spent (min)	N/A	8s

**GRI Standards and ESG Goals:**

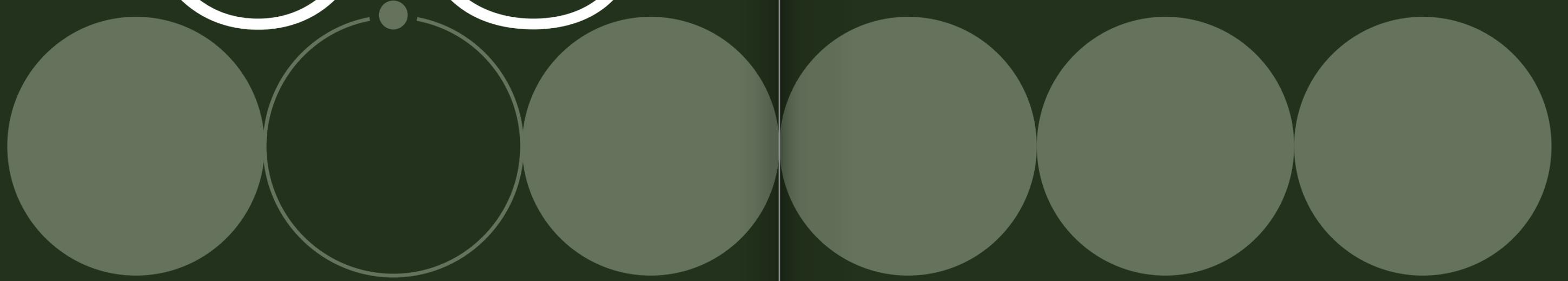
**GRI 417-1:** Requirements for product and service information and labeling. | **GRI 102-43:** Approach to stakeholder engagement. | **ESG Criterion:** Social – Customer Experience and Innovation in Digital Services.

### Relevance:

The new websites and the AI-powered “Chat in Color” tool enhance customer engagement, streamline product selection and improve accessibility to information. These innovations reflect our commitment to leveraging technology to provide superior service, while reducing unnecessary visits to stores and minimizing resource waste.

This addition highlights our strategic use of digital tools to improve customer experience and operational efficiency,

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# Corporate Social Responsibility

## Let's Color The Future

Under the banner of “Let’s Color The Future”, DRUCKFARBEN Group continues to drive positive change in communities across Greece by actively supporting education, culture, urban regeneration, and social cohesion.

Our CSR actions are grounded in the belief that color can be a catalyst for dignity, inclusion, and emotional connection. In 2023 and 2024, we proudly implemented more than 60 sponsorships and donations, supplying paint and building materials, impacting schools, healthcare facilities, non-profit organizations, and cultural institutions.

These actions align with the ESRSS1 (Own Workforce), ESRS E5 (Resource Use and Circular Economy), ESRS G1 (Business Conduct) & GRI standards (201, 413, 203-1, 302-1, 302-4, 404-1).

# Program Pillars:

## 01 Cities of Color

We transformed public spaces into living canvases through murals and artistic interventions that promote community pride and cultural identity.

### Highlight projects:

- Urban murals in Hospitals in Thessaloniki (AXEPA) and Giannena, humanizing institutional spaces (170L each)
- Revitalization of municipal and school walls in Athens, Peristeri, and Trikala
- Collaboration with local artists and students to co-create messages of unity and inclusion

## 02 Beyond School Walls

We invested in creating vibrant, inspiring learning environments that nurture creativity and focus.

### Highlight projects:

- Painting and renovation of public schools in Agia Eleni, Peraia, Halkida and Thessaloniki
- Refreshed educational settings for over 10 schools, kindergartens and special needs facilities
- Empowered teachers and students with environments that reflect care and dignity

## 03 Community Building

We partnered with NGOs, shelters, cultural institutions, and local municipalities to support community infrastructure, well-being, and accessibility.

### Highlight projects:

- Donation of paint for women's shelters, elderly homes and refugee support centers
- Support to Humanity Greece, Kivotos tou Kosmou & Documenta Kypseli
- Paint for municipal spaces, local theaters, and fire stations
- Tailored contributions such as catering support, event activation and volunteer coordination



## 04 Arts & Culture

We contributed to the cultural dialogue through collaborations with museums and artists, supporting events that inspire, educate, and connect.

### Highlight projects:

- Exhibition sponsorship for the Museum of Cycladic Art for Cindy Sherman's show
- Paint donations & installations for Thomas Steffens Fine Arts & Vogue events
- Engagements with local artists for workshops and performance spaces

## 05 Sports

Believing in the power of sport to bring communities together & foster youth development, we expanded our CSR footprint into the sports sector.

### Highlight projects:

- Sponsorship of PAOK Thessaloniki, supporting professional athletic performance and brand visibility in national sports
- Contribution to the West Attica Soccer Referees League, reinforcing grassroots sports and the importance of fair play
- Painting and support for local athletic facilities and community sports clubs
- We have formed our Basketball team that plays games throughout the year and our Hiking team that interacts with nature in regular outings reinforcing team building sense withing the Group's participants.

Our CSR efforts go beyond aesthetics they represent our long-standing commitment to sustainable communities, emotional well-being, and inclusive urban development. Through "Let's Color The Future," we remain dedicated to coloring spaces that nurture the next generation, uplift marginalized voices, and celebrate the diverse fabric of society.

# Environmental and Energy Performance

## DRUCKFARBEN

Group's, environmental stewardship is a core pillar of our sustainability strategy.

Our systematic efforts toward reducing GHG (Green House Gases)

emissions, conserving natural resources, improving energy efficiency, and advancing circular economy practices demonstrate our commitment to responsible production across all operations.

## 01 Energy Efficiency & GHG (Green House Gases) Emissions

Between 2023 and 2024, we achieved:

Energy & GHG emissions Indicators	2023	2024	Energy & GHG emissions results / Notes
Energy consumption (electricity & fuels) per ton of product (kWh/t)	81	85	4.9% slight increase due to the technical project for the expansion of Chalkida ink factory
Energy consumption (electricity) per square meter of built production area (kWh/m <sup>2</sup> )	74	75	1% slight increase due to the technical project for the expansion of Chalkida ink factory
Greenhouse gas emissions (Direct GHG emissions subcategories 1.1, 1.2., 1.4. & Indirect GHG emissions from imported energy subcategory 2.1.) (t CO <sub>2</sub> eq)	1238	954	22,95% reduction due to consumption of imported electricity from renewable energy sources (lower carbon footprint of purchased electricity)
Greenhouse gas emissions (Direct GHG emissions subcategories 1.1, 1.2., 1.4. & Indirect GHG emissions from imported energy subcategory 2.1.) per ton of produced goods tn (tn CO <sub>2</sub> eq/t)	0,0334	0,0246	26,35 % reduction, due to the lower carbon footprint of purchased electricity and the increase of our productivity
Total fuel consumption by our corporate fleet (trucks) per ton - kilometer (lt/t*km)	New indicator	0,000014	This new indicator will help us to measure a critical factor for our distribution process.

In the last past years, our company in Greece has been investing in the below critical projects and actions:

- Installation of LED lighting, energy-efficient HVAC systems, and modern printing equipment.
- Preventive maintenance programs and driver eco-training.
- Upgrade to a low-emission Euro 6 vehicle fleet.
- Integration of energy-conscious technologies across logistics & facilities.
- Upgrading of information systems (software & hardware)
- Energy and construction upgrading of offices buildings
- Quality & vehicle handling optimization design
- Replacement of diesel-powered fork lifts with electric pallet & forklift trucks
- Training and awareness programs for employees on energy consumption in offices, warehouses and production areas and eco-driving
- Installation of Photovoltaics in our three plants in Greece, which will have a total capacity of 1200 kW and cover over 75% of the facilities annual energy consumption

## 02 Waste Management & Circular Economy & Pollution Prevention

We align with circular economy principles by prioritizing waste reduction, recycling, and reuse. In 2023 and 2024 we recycled or recovered:

Waste Management Indicators	2023	2024	Environmental Benefit	
Paper Waste (t)	73,96	66,83	<ul style="list-style-type: none"> <li>Conservation of Trees and Forests</li> <li>Reduction in Energy and Water Usage</li> <li>Decrease in Greenhouse Gas Emissions</li> </ul>	<ul style="list-style-type: none"> <li>Economic Benefits: Job Creation in the Recycling Industry, Cost Savings</li> </ul>
Metal Scrap (t)	90,32	95,80	<ul style="list-style-type: none"> <li>Energy saving / Decrease in Greenhouse Gas Emissions</li> <li>Preservation of mineral and raw material reserves</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of water use and potential pollution</li> <li>Reduction of air pollution</li> </ul>
Wood Recycling (t)	22,25	35,11	<ul style="list-style-type: none"> <li>Saving of energy resources required for wood processing (e.g. drying) Decrease in Greenhouse Gas Emissions</li> <li>Reduction of the volume of waste and its disposal in landfills</li> </ul>	<ul style="list-style-type: none"> <li>Utilization of materials such as, damaged wooden pallets, tree branches from pruning, industrial packaging, wooden boxes, etc.</li> </ul>
Flexible Plastics & Containers (t)	15,34	13,39	<ul style="list-style-type: none"> <li>Reducing the amount of plastic in landfills and oceans</li> <li>Conserving natural resources and reducing energy consumption</li> <li>Minimizing water and air pollution, as well as greenhouse gas emissions</li> </ul>	<ul style="list-style-type: none"> <li>Promoting sustainable living and creating jobs</li> <li>Easing the demand for fossil fuel consumption</li> <li>Reducing health risks</li> </ul>
Electronic & Electrical Equipment (e-waste) (t)	1,34	0,62	<ul style="list-style-type: none"> <li>Saving of non-renewable Resources</li> <li>Provides Cheaper Materials for Manufacturing</li> <li>Reduction in Energy and Water Usage</li> <li>Decrease Greenhouse Gas Emissions</li> </ul>	<ul style="list-style-type: none"> <li>Proper recycling ensures that toxic chemicals don't get released into the atmosphere, water, and soil.</li> <li>Reducing health risks</li> </ul>
Used Lubricants & Oils (Re-refining) (t)	1,48	0,50		
Batteries (Pb-acid and household) (t)	2,50	0,03		
Toner Cartridge Recycling (pieces)	40	35		



**02**  
**Waste**  
**Management**  
**& Circular**  
**Economy**  
**& Pollution**  
**Prevention**

Waste Management Indicators	2023	2024	Environmental Benefit	
Water Recovery (from wastewater treatment) (t)	35	30	<ul style="list-style-type: none"> <li>Contribution to proper management of ink &amp; paint wastewater, we do not pollute the atmosphere, the subsoil or the aquifer with hazardous substances</li> <li>Saving annually is a valuable natural resource</li> </ul>	<ul style="list-style-type: none"> <li>Recovered water from the Physical-Chemical Treatment of ink and paint wastewater</li> </ul>
Solvent Recovery (via distillation) (t)	4,70	4,60	<ul style="list-style-type: none"> <li>Contributing to the proper management of solvent ink &amp; paint waste, we do not pollute the atmosphere, the subsoil or the aquifer with hazardous substances.</li> <li>Utilization of the recovered solvent in the distillation unit,</li> </ul>	<ul style="list-style-type: none"> <li>Saving annually valuable raw materials &amp; natural resources (solvents such as ethyl alcohol, isopropyl alcohol, light oil, etc.).</li> </ul>
Total amount of hazardous waste from all factories* (t)	66,83	310,66		
Total amount of non hazardous waste from all factories* (t)	2.457,42**	613,09	<ul style="list-style-type: none"> <li>Minimizing material consumption</li> <li>Preventing environmental pollution</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in Energy and Water Usage</li> <li>Decrease Greenhouse Gas Emissions</li> </ul>
Waste management efficiency tons of waste per tons of produced products (t of waste / t of products)	0,07	0,02		

\* Aspropyrgos & Chalkis

\*\*Includes waste from excavations from the technical project of Chalkis

We work continuously to reduce environmental impacts caused by our business activities. This includes preventing or reducing emissions to air and water, which we achieve first and foremost by operating our plants safely and efficiently. Our actions for avoiding and minimizing environmental pollution are described in detail in section 4.



### 03 Water Management

Water is a critical resource in the production of water-based paints and inks & for cooling the solvent tanks in our factories.

Water Management Indicators	2023	2024	Water Management Results
Water consumption (m <sup>3</sup> )	10.701,00	13.046,20	21,90 % increase
Average water consumption per ton of produced product (m <sup>3</sup> /tn)	0,29	0,34	17,63 % increase

Notes: The increase of water consumption was due to:

- Climate change: 2023 & 2024 were the hottest years on record since 1850 - Breaking the 1.5° Celsius limit for global warming. So we used water for cooling our solvents tanks from May to September.
- Chalkis technical project: In 2023 & 2024 the technical project of Chalkis premises expansion was implemented: industrial building and open covered areas in contact with it (Finished Products & Raw Materials Warehouse 1.800 m<sup>2</sup>), warehouse (for Nitrocellulose 110 m<sup>2</sup>) and two-floors office building (for R&D laboratory & offices, total 670 m<sup>2</sup>).

#### Our actions for minimizing water consumption:

- We implemented daily leak checks, installed flow meters, and optimized rinsing processes to minimize water waste.
- Treated wastewater was reused in production cleaning systems, further reducing freshwater usage.

### 04 Environmental & Energy Programs & Actions

In the EMAS (European Management Audit Scheme) verified environmental reports of the three factories (Aspropyrgos, Chalkis and Romania), the actions for environmental & energy management are indicated, such as:

- a) On regular basis there is management of solid recyclable and other non-hazardous waste
- b) Control of Environmental-Chemical Factors & Reduction of Particulate Matter Concentration (Indoor Respirable Dust)
- c) Control of environmental & chemical factors & reduction of VOC (Volatile Organic Compounds) emissions
- d) Noise control at the boundaries of the facilities
- e) Paper & Wood Recycling
- f) Recycling of electric batteries, household batteries with EWC (European Waste Catalogue): 20 01 33\*
- g) Recycling of Ink Printers
- h) Management of Solid Hazardous By-products from Production Processes
- i) Treatment in sludges from physico-chemical processes containing hazardous substances (EWC:19 02 05\*)
- j) Management in used mineral oils (EWC:13 02 05\*)
- k) Management in unsuitable inks containing dangerous substances (EWC: 08 03 12\*)
- l) Ink sludges from thermal processes containing dangerous substances (EWC:08 03 14\*)
- m) Water saving
- n) Electricity savings in offices & factory
- o) Environmental Awareness & Social Responsibility Program, through trainings, cleanliness actions, tree planting
- p) Solvent Management Process Analysis Program
- q) Aluminum / Iron & Steel / Metal packaging Recycling Program
- r) Plastic Flexible Materials Recycling Program
- s) Improving Biodiversity-Land Use
- t) Greenhouse gas & other air pollutant emission reduction program
- u) Program for the Reindustrialization of products>Returns of products from customers
- v) Environmental Accident Prevention Program (usage of sand, special containers/pallets for chemical leaks, leakage basins in the solvent tank, separation of liquid industrial waste into watertight tanks)

## 05 Certifications & Verification

- Druckfarben Hellas is certified with ISO 14001 for environmental management and ISO 50001 for energy management.
- We have been issuing verified EMAS environmental declarations since 2006, further affirming our transparency and compliance with EU environmental standards.
- In 2023 & 2024 we verified our GHG Report (Direct GHG emissions sub-categories 1.1, 1.2., 1.4. & Indirect GHG emissions from imported energy subcategory 2.1.) according to ISO 14064-1.

### GRI, ESG, and Relevance

**GRI Standards:** GRI 302-1, 302-4: Energy consumption and efficiency improvements | GRI 305-1 to 305-5: GHG emissions and reductions | GRI 306-2: Waste generation and management | GRI 303-1, 303-3: Water withdrawal and reuse | GRI 301-2: Recycled materials used | GRI 307-1: Environmental compliance

**ESG Criteria:** **Environmental (E):** Carbon footprint reduction, circular economy practices, water and energy conservation | **Social (S):** Occupational safety through hazardous waste control and clean workspace environments. | **Governance (G):** EMAS/ISO certification compliance, transparent reporting, and waste traceability

**Relevance:** These achievements reflect Druckfarben Hellas's continuous improvement in environmental performance and its commitment to operating as a responsible manufacturer in the coatings and chemical industry. Our environmental strategy supports the EU Green Deal, aligns with global climate goals, and directly contributes to the UN Sustainable Development Goals (SDGs), including SDG 12 (Responsible Consumption & Production) and SDG 13 (Climate Action).



## Case Studies

### In the Loop

The collaboration between Thrace Group and DRUCKFARBEN Group serves as a living example of effective ESG integration, demonstrating that when businesses unite around shared values, they can create a measurable and lasting impact. Together, they are paving the way for a better future by delivering products developed through responsible and sustainable practices, earning both the trust and respect of stakeholders.

Guided by the principles of the circular economy, the two companies have adopted practices centered around the reduction (reduce) of waste, the reuse, and the recycling of materials. These actions form the foundation of a business model that combines environmental responsibility, economic efficiency, and innovation, while setting a benchmark for impactful corporate collaboration.

Over the past three years, this partnership has led to a notable reduction in the use of natural resources, with 46% of the packaging materials used in KRAFT Paints & BIOCLIMA® derived from certified recycled raw materials—equivalent to 32 tons. These results are aligned with GRI 301 (Materials) and contribute to reporting transparency under internationally recognized ESG frameworks.

Additionally, through the innovative platform [www.in-the-loop.gr](http://www.in-the-loop.gr), 7 tons of plastic waste have been collected and upcycled into new sustainable products, showcasing a practical circular economy initiative. This effort directly supports GRI 306 (Waste) and reflects strong environmental governance under the E (Environmental) pillar of ESG.

The partnership between Thrace Group and DRUCKFARBEN Group is a living example of the value of joint action, where combining forces brings about real change. Together, they are setting the path toward a better future by delivering products through sustainable practices that earn the trust and respect of consumers.

## Photovoltaics

In 2024, our production facilities in Chalkis & Aspropyrgos have taken a major step forward in reducing energy consumption and minimizing environmental impact. By harnessing solar power, we aim to significantly reduce our reliance on traditional energy sources and increase energy efficiency.

Our three plants in Greece, will have a total capacity of 1200 kW and cover over 75% of the facilities annual energy consumption.

## Driving Forward Sustainable Manufacturing

The photovoltaic project, a part of the 8mil / € investment project which will be finalised by the end of the year, and is a key pillar of our broader sustainability strategy. By leveraging solar energy, we are significantly reducing greenhouse gas emissions and contributing to a cleaner environment, while also ensuring more cost-effective operations. Over time, we expect these initiatives to not only reduce our environmental impact but also contribute to the existing culture of responsibility and innovation within our company.

The upgrading of the production process of bleaching during the production of colour inks by optimizing the corresponding process and installing advanced equipment, which resulted in significant savings in production time and energy costs (from -30 % to -50 %).

Our continuous efforts in integrating renewable energy solutions and adopting more sustainable practices have been recognised the past month with the Silver Award for Sustainable Manufacturing in the Environmental Awards by Boussias. This accolade highlights our leadership in environmental stewardship and our commitment to sustainable growth in the manufacturing industry.



## Targets for 2025-2026

KPI	2026 Target vs 2024	GRI Standard	SDG Alignment
Recycled paper waste (t)	≥ 75	GRI 301-2 / 306-2	SDG 12
Energy consumption per ton of product (kWh/t)	- 6 %	GRI 302-1 / 302-4	SDG 7, 12, 13
GHG emissions per ton of product (CO <sub>2</sub> eq/t)	- 10 %	GRI 305-1 / 305-5	SDG 13
Fuel consumption (transport, litres/t km)	-15 %	GRI 302-1	SDG 13
Waste generation (% of production volume)	≤ 1.5 %	GRI 306-2	SDG 12
Share of waste recycled or reused (%)	≥ 90 %	GRI 301-2 / 306-2	SDG 12
Recovered solvents (t)	130	GRI 301-2 / 306-2	SDG 12, 13
Water consumption per ton (m <sup>3</sup> /t)	≤ 0.026	GRI 303-1 / 303-3	SDG 6, 12
Treated wastewater reused (t)	30	GRI 303-3	SDG 6, 12
Number of EMAS declarations published	Maintain annual reporting	GRI 307-1	SDG 12, 13

# Report Methodology

## Purpose & Structure of the 2024 Sustainability Report

The 2023-2024 Sustainability Report of DRUCKFARBEN Group aims to offer a clear and comprehensive presentation of our Environmental, Social, and Governance (ESG) performance. It reflects our continued commitment to responsible business conduct, sustainable development, and transparent communication with all stakeholders from customers and employees to suppliers, partners and local communities.

This Report covers the period from 1 January 2023 to 31 December 2024, including the activities of all Group companies operating in Greece and its Subsidiaries. It has been prepared in alignment with the Global Reporting Initiative (GRI Standards – “in accordance”) and is structured according to the principles of the European Sustainability Reporting Standards (ESRS).

While this Report has not been subject to external assurance, the KPIs and data presented have been verified internally and supported by third-party audits within the framework of ISO 14001, ISO 9001, ISO 45001, EMAS, and other relevant management systems. Full third-party assurance is being considered for future editions.

## Project Team

This Report was compiled by the Sustainability Team of DRUCKFARBEN Group, with input from departments across the company, including Production, R&D, HR, Sales, Quality, HSE, and Marketing. The design, coordination, and content editing were managed by the Corporate Communications and Sustainability Departments.

Team members were responsible for data collection, internal KPI validation, stakeholder input, and narrative development across each ESG pillar.

## Feedback & Communi- cation

At DRUCKFARBEN Group, we believe sustainability is a dialogue not a declaration. We welcome feedback, suggestions and reflections on this Report to enhance our future sustainability practices and disclosures. For questions or contributions, please contact:

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