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Sustainability Report

2024-2025

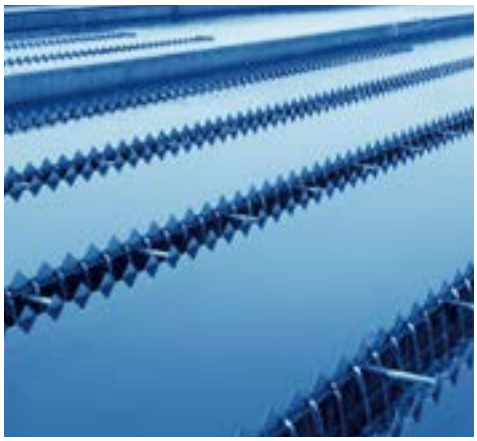




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CEO Message

Dear partners,

At ELTON Group, our business journey rests on enduring purpose and values, long-standing partnerships and a clear commitment to creating measurable value for the environment, our people and the communities around us. Guided by our vision, we work consistently to remain the preferred and most reliable distribution partner for our suppliers and customers, continuously supporting the broad range of industries we serve through innovative products and dynamic business solutions. With a strong sense of responsibility, we continue on our path, committed to expanding our product portfolio while taking into account the economic, social and environmental footprint of our activities.

Our people are at the core of our operations. At ELTON Group, we foster a working environment grounded in respect, equal opportunities, inclusion, and health and safety. Women make up 46% of our workforce, reflecting our commitment to balanced representation. We also invest systematically in our people's continuous development, delivering 3,930 hours of training over 2024-2025 (1,845 hours in 2024 and 2,085 in 2025) to support their professional and personal growth. Beyond our own operations, our corporate social responsibility initiatives support education and sport, promote environmental awareness, and strengthen local organizations and communities.

At ELTON, environmental responsibility lies at the core of our sustainable development strategy. We recognize the challenges that climate change poses globally, as well as the importance of strengthening the long-term resilience of our business. Guided by prevention, responsible operation and full compliance with the applicable legal and regulatory framework, we apply an integrated set of sustainable practices that reduce our environmental footprint. As a result, during 2024-2025 we reduced our total emissions by 25%. We are also investing in renewable energy generation, modernizing our corporate fleet and systematically monitoring our greenhouse gas emissions, with the aim of continuously improving our environmental performance.

At the same time, we remain committed to creating long-term value for the business community and our partners. Our dedication to responsible, ethics-driven practices is reflected in a resilient business model that builds strong bonds of trust with our suppliers, customers and all our stakeholders. In an environment of growing challenges, we aspire to be a trusted partner – responsible towards society and the environment, with our eyes firmly on the future.

Sincerely,

Alkistis Papathanasiou
Chief Executive Officer



“At ELTON, environmental responsibility lies at the core of our sustainable development strategy.”

ALKISTIS PAPATHANASIOU

Chief Executive Officer

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Company Profile



ELTON at a Glance



CUSTOMER
+15,000
SERVICE

GROUP PRESENCE IN
15
COUNTRIES

GROUP TURNOVER
+175m

9
GROUP DISTRIBUTION CENTERS

DISTRIBUTION
+8,000
OF PRODUCTS

ACTIVE IN
+17
INDUSTRIAL SEGMENTS

269
NUMBER OF EMPLOYEES IN 2025

2,085
TRAINING HOURS IN 2025

52%
WOMEN IN LEADERSHIP POSITIONS IN 2025

46%
WOMEN IN THE WORKFORCE IN 2025

470MWh
ELECTRICITY GENERATED BY PHOTOVOLTAICS (IN 2025)

165
LOCAL SUPPLIERS



Our identity

ELTON Group ranks among Europe's leading distributors of chemical and industrial raw materials, with a presence in 15 countries and more than 15,000 customers. Since 1981, we have evolved from a specialized supplier of raw materials for the pharmaceutical and cosmetics industries into a multifaceted organization active across almost every industrial sector. This growth has been driven by continuously deepening expertise, built through both organic growth and strategic acquisitions and partnerships.

We offer more than 8,000 products and integrated solutions to manufacturers of end products in food, pharmaceuticals, personal care, construction materials and water treatment. We support our customers from raw material sourcing through to the development of innovative products, leveraging modern management information systems and supply chain infrastructure to deliver efficiency, safety and added value.

We are one of the world's leading distributors of chemical raw materials, ranked 50th in Europe and 109th globally. Our goal is to remain the partner of first choice for customers and suppliers in raw materials distribution. Guided by our "Global Sourcing, Local Expertise" philosophy, we combine the strength of a global network with specialized knowledge and a deep understanding of each local market.

Our business is anchored in the values of responsibility, respect for people, environmental awareness and social contribution, values that inform every aspect of our operations and reflect our commitment to sustainable development and a positive impact on society.

Strategic market positioning

Creating added value for our customers is integral to ELTON's sustainable development strategy. We aim to grow our business responsibly, investing in innovative solutions, modern technologies, human capital and infrastructure that strengthen the Company's competitiveness and respond to the market's rising demands for quality, safety and sustainability.

By continuously improving our processes, driving innovation and empowering our people, we seek to deliver products and services that create value across the entire supply chain. We also invest in infrastructure and systems that support resource efficiency, operational excellence and the Group's long-term resilience – generating a positive impact for our customers, employees, partners and society as a whole.

Business Priorities – Vision – Purpose

Continuous growth through new ideas, proposals and process improvement.

A comprehensive package of solutions fully covering the needs of end-product manufacturers in key market sectors.

Investment in research, innovation and technology to deliver improved products and services.

Independent business units, providing customized products and high-value-added industrial solutions.

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Expansion into new markets and strengthening of the Group's competitive position.

Holistic, personalized customer service with a fully organized structure and agile response mechanisms.

Our Vision

Our Vision is to remain the preferred and most reliable distribution partner for both our suppliers and our customers, continuously strengthening the broad range of industries we serve with innovative, high-value-added products and dynamic business solutions that drive the success of our partners, customers and shareholders.

Our Purpose

Our Purpose is to empower local communities with globally driven innovations.

Our history



Establishment Phase

ELTON Group is founded as ELTON CHEMICALS S.A. by Nestoras Papathanasiou. It gradually expands its product portfolio and infrastructure, while extending its network with a new branch in Thessaloniki and doubling its warehousing capacity, enhancing customer service and its steady growth.

1981–1996

- **1981** | FOUNDATION OF ELTON CHIMICA A.E.B.E.
- **1986** | EXPANSION OF ACTIVITIES
- **1989** | NEW PROPRIETARY FACILITIES
- **1990** | EXPANSION OF ACTIVITIES
- **1993** | NEW BRANCH IN NORTHERN GREECE
- **1996** | SUPPLY CHAIN EXPANSION IN ATTICA AND THESSALONIKI

Growth Phase

ELTON Group expands into the Balkans with the establishment of subsidiaries in Romania ('97) and Bulgaria, sets up a Chemical Laboratory to improve customer services and acquires 52% of MOSCHOLIOS, consolidating a leading position in the Greek industrial raw materials market. In parallel, it lists on the Athens Exchange, expands into the agricultural sector and obtains ISO 9001 certification for its quality management processes. .

1997–2001

- **1997** | 1st SUBSIDIARY IN THE BALKAN MARKET
- **1998** | ESTABLISHMENT OF CHEMICAL LABORATORY
- **2000** | ACQUISITION OF MOSCHOLIOS / LISTING ON THE STOCK EXCHANGE / NEW SUBSIDIARY ELTON BULGARIA
- **2001** | EXPANSION OF ACTIVITIES INTO THE AGRICULTURAL SECTOR / QUALITY ASSURANCE CERTIFICATIONS

Expansion Phase

The Parent Company is renamed ELTON INTERNATIONAL TRADING S.A., while the Group expands across the Balkans and Eastern Europe with the establishment of subsidiaries in Serbia and Ukraine. The full absorption of MOSCHOLIOS is completed, while the Group acquires 70% of MARMARA in Turkey, a local distributor of raw materials for food, cosmetics and pharmaceuticals. This is followed by the Group's expansion into specialized blends for the food industry with the acquisition of LEKOS S.A.

2002–2024

- **2002** | NEW CORPORATE NAME: ELTON INTERNATIONAL TRADING S.A. / NEW SUBSIDIARY IN SERBIA
- **2004** | MERGER OF ELTON AND MOSCHOLIOS
- **2011** | NEW SUBSIDIARY IN UKRAINE
- **2020** | ACQUISITION OF 70% OF MARMARA, TURKEY
- **2024** | ACQUISITION OF LEKOS S.A.

The forces shaping our industry

As an integral part of the global supply chain, the chemical distribution market faces significant challenges driven by technological developments, evolving regulatory frameworks, shifting market requirements and the growing need for sustainable solutions. These key trends are reshaping the market, creating growth opportunities and calling for operational agility from companies seeking to capitalize on them.





Digitalization & technology

Industry trend

The adoption of digital platforms is driving efficiency and transparency across the value chain, from inventory management to customer and supplier relationships. Integrating new technologies improves inventory management, order tracking and data security.

ELTON Group's response

At ELTON Group, we are responding to this challenge by investing in the progressive digitalization of our operations. As part of this effort, we are developing a customized ERP system, expected to be completed within 2026, which will enable us to effectively map and manage our extensive product range, enhancing efficiency, compliance and sustainability.

Regulatory framework, safety & sustainability

Industry trend

Increasingly stringent regulations and an evolving legislative framework at national and European level make investment in compliance management systems essential, both to avoid legal sanctions and to protect corporate reputation. In addition, growing demands for sustainable practices in the handling, development and processing of chemical products require companies to redesign their processes to meet customer expectations.

ELTON Group's response

At ELTON Group, we address these challenges by continuously mapping legislative requirements and sustainability objectives, supported by an in-house regulatory compliance team committed to the highest standards. Modern digital tools ensure that the responsible units are alerted in good time, while our specialized staff monitor, map and redesign practices and procedures. We also invest in employee upskilling through targeted training programs.

Supply chain resilience & responsibility

Industry trend

The need for the safe and responsible storage and handling of hazardous chemical substances is heightening the importance of sustainable, resilient supply chains. Companies are investing in supplier diversification and in advanced analytics, forecasting and risk management tools to ensure business continuity and regulatory compliance. At the same time, EU-based chemical producers face challenges arising from high raw material costs, an increasingly stringent regulatory framework and growing competition from emerging markets, making stronger innovation and sustainable growth imperative.

ELTON Group's response

At ELTON Group, our established international presence and the specialized expertise we have built over more than 40 years guarantee security and reliability for our partners. We act as a strategic partner for businesses seeking deep market insight and support for their growth, building relationships of trust and long-term cooperation.

Specialized talent & operational excellence

Industry trend

Retaining and developing specialized talent is critical to operational excellence and sustainable growth in the raw materials distribution sector. A company's ability to attract skilled professionals directly affects operational efficiency, competitiveness and the delivery of strategic objectives.

ELTON Group's response

Our continued success rests on the expertise and deep knowledge of our highly trained people. With people strategically at the center of our approach, the Company places particular emphasis on developing skills, advancing employees' careers and supporting their overall wellbeing. ELTON has prioritized the design and implementation of targeted processes and practices to safeguard business continuity and to drive the progress and efficiency of its units.

The markets in which we operate

At ELTON Group, we have developed a dynamic distribution network serving the region's most significant markets and supporting healthy economic growth. We maintain a physical presence in 6 countries, Greece, Turkey, Ukraine, Romania, Bulgaria and Serbia, through which we cover a network of 15 countries, including Moldova, Croatia, Bosnia and Herzegovina, Montenegro, Kosovo, Hungary, Albania, North Macedonia and Cyprus.

Sales by geographical segment

The geographical distribution of our sales for 2024 and 2025 is presented below, based on the customers' country of establishment. The percentages reflect the activity of our subsidiaries in their respective local markets. Greece (55% in 2024 and 56% in 2025), Romania (21% in 2024 and 20% in 2025) and Serbia (stable at 11% in both years) account for the top positions in sales, confirming their decisive role in our strategic growth. They are followed, with significant contributions of their own, by Turkey (6% in 2024 and 7% in 2025), Bulgaria (4% in 2024 and 3% in 2025) and Ukraine (2% in both years), underscoring our commercial presence and momentum across the wider region.

2024

GREECE	ROMANIA	TURKEY
55%	21%	6%
SERBIA	**BULGARIA**	**UKRAINE**
11%	4%	2%

2025

GREECE	ROMANIA	TURKEY
56%	20%	7%
SERBIA	**BULGARIA**	**UKRAINE**
11%	3%	2%

Our network

We operate a strong network in the European market, built to serve customers across a wide range of industrial activities. Its reach extends throughout Southeastern Europe,covering countries such as Moldova, Croatia, Bosnia and Herzegovina, Montenegro, Albania, North Macedonia and Cyprus, through an organized network of subsidiaries, distribution centers and sales offices.

Our subsidiaries

ELTON Group's geographical presence forms a coverage and distribution network across strategic markets, anchored in a physical presence in 6 countries: Greece, Turkey, Ukraine, Romania, Bulgaria and Serbia.



Greece
ELTON International Trading Company SA

Turkey
ELTON Kimya Sanayi ve Ticaret AŞ

Romania
ELTON Corporation SA

Bulgaria
ELTON Corporation LTD

Serbia
ELTON Corporation DOO

Ukraine
ELTON Corporation LLC

Our business structure

Our business activity is organized into six market sectors, each of which constitutes a separate, specialized Business Unit (BU[1]) . Each BU is staffed by experienced executives and specialized technical sales teams, who deliver tailored solutions and high-level customer support, strengthening the cohesion and efficiency of the distribution network. In this way, we enhance our overall commercial and targeted expertise at both local and pan-European level.

Business Units

Food & Beverage BU

With long-standing experience since 1981 and partnerships with leading global suppliers, we offer advanced ingredients and additives that enhance food quality and safety, contributing to society's health and wellbeing.



Detergents, Pharmaceuticals & Cosmetics BU

The supply of ingredients and raw materials for the production of essential goods such as Detergents, Cosmetics and Pharmaceuticals has been a core pillar of our Group since 1981. Through strategic partnerships with leading research and manufacturing companies, and with our deep knowledge of the specificities of each market, we offer quality products, technical support and ongoing guidance, strengthening the success of our partners.



[1]***Note:*** *The "Specialty Chemicals & Refrigeration Applications" BU ceased operations on 31/12/2025 and is therefore no longer included in ELTON's business portfolio.*

Industrial BU

By maintaining stable, long-standing partnerships with global chemical leaders, combined with our proven expertise, we offer advanced chemical products to a wide range of industries engaged across a variety of applications.



Water & Metal Treatment BU

The unit provides high-quality chemical products and specialized technical support, ensuring effective and safe water treatment in line with the strictest environmental and social standards.



Agriculture BU

The unit offers a full range of plant nutrition, plant protection and propagating material products, combining innovation and quality for the sustainable development of agriculture. At the same time, it actively supports partners and producers with an experienced team of agronomists, following the latest technological developments and strict safety standards, with respect for the environment and food quality.



Animal Production BU

At ELTON Group, our goal is to become a steady supplier of the animal feed industry, offering high-quality raw materials and additives that meet our customers' needs. We design our products with respect to the specific requirements of each animal, promoting their health and performance. At the same time, we support the development of innovative and customized solutions that address both customer needs and the wider wellbeing of society.



Creating added value

Creating added value for our customers is an integral part of ELTON's sustainable development strategy. We seek to develop our operations responsibly by investing in innovative solutions, modern technologies, human capital and infrastructure that enhance the Company's competitiveness and respond to growing market demands for quality, safety and sustainability. Through the continuous improvement of our processes, the promotion of innovation and the empowerment of our employees, we seek to provide products and services that contribute to value creation across the supply chain. At the same time, we invest in infrastructure and systems that support the efficient use of resources, operational excellence and the Group's long-term resilience, creating a positive impact for our customers, employees, partners and society as a whole.



Input capital

Human capital
Sales and technical support workforce.
- 134 employees
- 46% women employees

Social capital
Partnerships with customers, suppliers, industries
- 21% local suppliers

Natural capital
Essential resources for operation and transport, energy, water, natural resources.
- 2,672 MWh electricity consumption
- ISO 9001, ISO 14001, ISO 45001, ISO 22000

Manufactured capital
Facilities, warehouses, infrastructure, offices
- 6 offices
- 9 distribution centers
- 26,000 m^2 of proprietary warehousing space

Intellectual capital
Knowledge, expertise, processes and information systems (ERP, logistics software)

financial capital
- € 6.1 million total investments over the two-year period 2024-2025

Business model

Value
We create value by connecting the global supply of chemical and industrial raw materials with local expertise and full regulatory compliance. We offer reliable solutions that strengthen the efficiency, quality and competitiveness of our customers.

Partnership Philosophy
We cultivate relationships that stand the test of time. Our partnerships are built on reliability, expertise and the continuous pursuit of solutions that add value and strengthen sustainable business growth.

Market
15 distribution countries

17 industrial sectors

15,000 customers

8,000 product codes

Continuous growth

Integrated proposal package

Investment in research, innovation and technology

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Independent business units

Expansion into new markets

Holistic and personalized customer service

CORPORATE GOVERNANCE | STAKEHOLDERS | RISK FACTORS | MARKET TRENDS

Output capital

Human capital
- 220 hours of Health and Safety training
- 4% salary increase compared to 2024
- Zero rate of high-consequence incidents

Social capital
- € 10,600 in Company investments in social actions
- €1,311 worth of donations through Nestor Papathanasiou" program, in 2025
- 22 employees with their families participated in the Alma Zois initiative: 16th Greece Race for the Cure, in 2024

Environmental capital
- 99t of waste generated were recycled, recovered or reused
- 650.47t CO_2e market-based GHG missions
- 27% reduction in total emissions, location-based and market-based
- 470MWh – Annual Energy Pro duction from Photovoltaics
- 3,065m^3 – Annual water con sumption

Financial capital
- € 175 million Group turnover for 2025

Our impacts

- Attraction, retention and development of talent
- Health, safety and wellbeing at work
- Diversity, equity and inclusion
- Labor practices and human right

- Environmental responsibility and support for local bodies
- Promotion of sports, health and social awareness
- Investment in knowledge, science and the new generation

- Responsible supply chain practices
- Compliance with the applicable regulatory and legislative framework

Contribution to sustainable economic development through:

- Investments
- Creation of local value
- Support of the supply chain

Holistic quality management

For ELTON Group, quality is not merely a business criterion but a daily commitment that defines the way we operate. With the needs of our customers and partners at the center, we consistently strive to exceed their expectations, applying a comprehensive quality management philosophy that strengthens the reliability, effectiveness and continuous improvement of the services and solutions we offer.

This unified quality management model enables us to set clear standards for our products and services, systematically evaluate the performance of our processes, and deliver consistent, efficient solutions tailored to our customers' needs. Their satisfaction is the common thread running through all our activities and values.

Management is committed, through the Quality Policy, to the continuous improvement of processes and the application of international standards that strengthen the Group's reliability and consistency. In this context, the implementation of Quality Management Systems is a strategic priority and is being implemented progressively across the Group's subsidiaries.



Unified Quality Management Model

01
Policies & Procedures
Guided by the assurance of the quality of the raw materials distributed through its network, ELTON applies a Quality Policy.

02
Quality Management System
Through ISO 9001, the Company ensures a framework for organizing its processes, safeguarding the consistent quality of its products and services.

03
Customer Satisfaction & Complaints
ELTON applies a defined procedure for collecting, recording and managing customer satisfaction and complaints, aiming at the continuous improvement of the quality of its products and services.

04
Staff Training
ELTON ensures the implementation of training and development programs for its workforce, as well as keeping it informed on quality assurance matters.

05
Internal & External Audit
ELTON conducts internal and external audits to ensure the effectiveness of and compliance with the quality system.

The subsidiaries with certified Quality Management Systems are as follows:

Greece | Bulgaria | Serbia | Romania

To support the above, Management ensures the availability of the necessary resources for staff training and development, error prevention, and the management of risks that may affect quality. At the same time, it promotes effectiveness, operations that respect people and the environment, and customer satisfaction.

Customer satisfaction & complaints management

We are guided by our customers' needs and concerns, and establish procedures that ensure continuous and constructive communication with them even after the sale, in order to assess their level of satisfaction. At the same time, we take into account any comments or complaints regarding the quality and safety of our products and services, and investigate and resolve any issues arising after their sale.



Customer Satisfaction

Aiming at the continuous improvement of the quality and safety of our products, as well as upgrading our level of customer service, the Company conducts an annual Customer Satisfaction Survey. This survey follows a structured process, as described below, in order to fully understand and meet our customers' needs and expectations.

01 Sample selection & data collection

02 Conduct of satisfaction survey

03 Score calculation & recording

04 Reporting, presentation & record-keeping

05 Corrective & preventive actions

06 Improvement of customer satisfaction

In 2024, a 15-question survey was conducted among 374 participants to assess customer satisfaction. The questions covered communication with the Company, technical support, order servicing, product reliability and quality, packaging, safety, value for money, complaints management, as well as the Company's overall image and the likelihood of recommending it to third parties.

Questionnaire	15	374
2024	Questions	Participants

A similar survey was carried out in 2025, again using a 15-question questionnaire with 186 participants; its results showed an upward trend in scores across the vast majority of assessment areas, confirming customers' growing trust. The results are carefully reviewed by ELTON's Management and used to improve service processes and the overall customer experience.

Questionnaire	15	186
2025	Questions	Participants



2024 Survey results:

59%	of customers are very satisfied with communication with the Company
55%	of customers are very satisfied with the technical support and service provided by the respective Sales Department
48%	of customers are very satisfied with the service of the Orders, Warehousing & Distribution Department
37%	of customers are very satisfied with delivery times
60%	of customers are very satisfied with the Company's adherence to what was initially agreed
59%	of customers are very satisfied with product reliability
52%	of customers are very satisfied with the absence of product defects
44%	of customers are very satisfied with the way complaints are handled
90%	of customers have ELTON as a key supplier
47%	of customers are very satisfied with the Company's overall image
60%	of customers would recommend ELTON to others

2025 Survey results:

62%	of customers are very satisfied with communication with the Company
57%	of customers are very satisfied with the technical support and service provided by the respective Sales Department
56%	of customers are very satisfied with the service of the Orders, Warehousing & Distribution Department
41%	of customers are very satisfied with delivery times
70%	of customers are very satisfied with the Company's adherence to what was initially agreed
64%	of customers are very satisfied with product reliability
62%	of customers are very satisfied with the absence of product defects
56%	of customers are very satisfied with the way complaints are handled
76%	of customers have ELTON as a key supplier
56%	of customers are very satisfied with the Company's overall image
63%	of customers would recommend ELTON to others



Customer complaints

At ELTON, we treat every complaint as a source of improvement. Customer reports are recorded immediately and forwarded to the Quality Team, regardless of who receives them. The Team examines the issue, implements the necessary actions and informs staff where needed. In this context, we seek feedback from the customer to confirm the effectiveness of the solution, while all data is recorded transparently, contributing to the continuous upgrading of our services.

Our value chain

At ELTON, we operate in the chemical and industrial raw materials distribution sector, where responsibility for the safe and proper management of products extends across our entire value chain. We understand our decisive role as a link between major multinational companies and the market, and we recognize the importance of ensuring quality, safety and sustainability at every stage of handling products with strict technical requirements. Guided by this responsibility, we operate in accordance with strict management standards, ensuring compliance and accountability across the entire value chain.



Upstream activities

Understanding this responsibility and applying common standards form the foundation for the proper functioning of the upstream processes of the value chain. At ELTON, upstream activities cover the procurement of chemical raw materials and collaboration with suppliers for the management of materials across all areas of activity. Building on long-standing partnerships, we apply strict due diligence procedures and regular audits to ensure supplier compliance with applicable legislation and our internal corporate ethics policies. At the same time, we maintain partnerships with suppliers committed to sustainable practices, contributing to the reduction of the environmental footprint of our products.

Own operations

ELTON's operations occupy a critical and strategic position in our value chain, serving as the link between upstream activities and our customers at the downstream stage. This part of the value chain focuses on distribution by road, air and sea from suppliers to our facilities or customers. Depending on the unit and product type, certain processing stages (e.g. blending or finishing) may be required to produce the final product. Warehousing remains critical, with products stored in warehousing facilities before further distribution. Focused on serving our customers, through organized business units and specialized teams, ELTON invests in the continuous improvement of processes while complying with our legal and regulatory obligations.

Downstream activities

Our activities accompany every product all the way to the shelf, from food and pharmaceuticals to cosmetics and detergents, ensuring that it reaches the consumer safely and with the required quality. For us, downstream activities focus on the distribution and sale of finished and semi-finished products, ensuring their safe, high-quality delivery to our customers. Working closely with our customers, we provide high - quality technical solutions, supporting increased product performance and enhanced competitiveness, while adapting international trends to the local needs of each market in which we operate.

Upstream activities

Regulatory authorities

- External Auditor
- Government local and national authorities
- Supervisory and regulatory authorities
- Policymakers

Suppliers

Indirect

- Raw materials
- Energy
- Technology
- Facilities

Direct

- Industrial materials
- Energy
- Technology
- Warehousing
- Transport management
- Corporate services
- Facilities

Industry bodies

- Industrial associations and professional federations

Own operations

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Procurement

Transport from supplier

Warehousing

Transport to customer

Repackaging

Blending

Final processing

Downstream activities

Customers

- Distribution to industries and producers
- Sales & Marketing
- Market analysis

Final products

- Final industrial processing
- Sales
- Wholesale / Retail trade
- End user
- Inspection and audit

Waste

- Management
- Recycling
- Sanitary landfill

Participation in industry professional bodies

We are members of the following associations, through which we seek, to the extent possible, to play an active role in shaping the decisions and conditions that define our operating environment.



Union of Listed Companies (ENEISET)

ENEISET is the institutional body representing companies whose shares are traded on the Athens Exchange. Headquartered in Athens, it has completed over 20 years of active presence, with a mission to strengthen the Greek capital market and promote investment-friendly policies.

Hellenic Association of Chemical Industries (HACI)

HACI is the official body representing approximately 900 companies in the sector. Its key objective is to strengthen competitiveness, innovation and sustainable development.

Greek Solar Industry Association (EBHE)

EBHE, founded in 1979, is the main Greek body of certified manufacturers of solar thermal systems and acts as an advocate for its members, aiming to promote the exploitation of solar energy and the overall strengthening of renewable energy sources.

Hellenic Fertilizers' Association (SPEL)

SPEL was founded in 1995 and represents companies in the plant nutrition sector in Greece. It promotes rational fertilization, sustainable agriculture and innovation.

Association of Propagating Material Companies (SEPY)

SEPY was founded in 1983 and represents the certified seed and propagating material sector in Greece. It is headquartered in Athens and supports agricultural development by promoting research and reliable production.

Awards & conferences

ELTON Group aims to participate in the conferences and trade fairs from which it derives the greatest possible added value in terms of knowledge of new materials, promotion of its image interaction, and the strengthening of its partnerships. Beyond the participations below, over the two-year period 2024-2025, the Company also attended the following events:

- Food Ingredients Europe **(Fi Europe)**
- **IFFA** - Internationale Frankfurter Fleisch-Ausstellung (International Meat Fair Frankfurt)
- **Enoforum**
- **Vitafoods Europe**
- **Cosmetics & Home Care Ingredients**
- **SEPAWA** - historically originating from the German name Seifen, Parfüm, Waschmittel und Aetherische Öle-Fachleute (Association of Soap, Perfume, Cosmetics and Detergent Experts)

CPHI Milan 2024

ELTON Group participated in CPHI Milan 2024 (October 2024), engaging with key players in the pharmaceutical industry and exploring new partnerships and innovation opportunities.



CPHI Frankfurt 2025

ELTON Group participated in CPHI Frankfurt 2025, where it discussed and exchanged views with global suppliers, exploring new raw materials and technologies and gaining valuable insights into sustainability, the digitalization of its processes and industry developments.



Cosmetorama 2024

On November 11, 2024, ELTON Group participated in Cosmetorama 2024, organized by the Hellenic Society of Cosmetic Scientists, where it was represented by two presentations delivered by its partners: one on the anti-ageing effects of plant stem cell extracts and the other on the marketing of sustainable cosmetics.. This participation reinforces the Group's commitment to innovation and sustainability in personal care.



European Coatings Show

ELTON Group was present at the European Coatings Show, the leading international exhibition for the paints and coatings industry. Its presence there helped strengthen relationships with existing partners and develop new contacts and collaborations with suppliers and industry professionals.



Istanbul Expo Center

In June 2025, ELTON Group participated in two exhibitions held at the Istanbul Expo Center: the Food & Nutritional Ingredients Exhibition and the Cosmetics & Home Care Ingredients Exhibition. These exhibitions were an excellent opportunity to exchange views with industry professionals and explore new growth prospects.



FI Europe 2024: Shaping the Future of the Food Ingredients

As one of the leading groups in the food and beverage sector, ELTON Group participated in "FI Europe 2024: Shaping the Future of the Food Ingredients," alongside top innovation experts. Through this participation, the Group gained valuable knowledge of emerging trends and cutting-edge technologies in the food and beverage industry, demonstrating its commitment to sourcing high-quality, modern solutions with pioneering products.



ATHEX Small Cap Conference 2024 & 2025

ELTON Group participated for two consecutive years in the ATHEX SMALL CAP CONFERENCE 2024 and 2025, organized by the Athens Exchange on November 12, 2024 and November 5, 2025 at the Royal Olympic Hotel. At the conference, the Group had the opportunity to hold B2B meetings with analysts and institutional investors, with the aim of providing direct updates from senior management.



"Energy in buildings" Conference

In February 2025, ELTON Group took part in the "ENERGY IN BUILDINGS" conference, organized by the non-profit organization ASHRAE at the Grand Palace Hotel in Thessaloniki. During the conference, the Group gave a presentation on "New F-Gas 2024/573 Regulation – Low GWP and Natural Refrigerants," providing valuable insights into new innovations in sustainable refrigeration practices.



Building strong and responsible partnerships in the supply chain

At ELTON, communication with our suppliers is founded on promoting a responsible value chain, with a mutual commitment to quality, integrity and sustainability.

The Company's Code of Conduct sets out the framework for cooperation with suppliers, ensuring that all transactions and communications are conducted with transparency, fairness and respect.

We select our suppliers and partners on the basis of a set of technical, operational and value-based criteria:

Product quality and safety. Consistency, reliability and adherence to deadlines	Competitiveness and professionalism
Ethical conduct and transparency	Compliance with applicable legislation, regulations and industry standards
Environmental responsibility	Commitment to sustainable development

Through these principles, we cultivate long-term, responsible partnerships that add value across the entire supply chain.



Our approach to product handling & distribution

We operate in a high-intensity sector that demands continuous monitoring of measurable data and strict regulatory compliance. As a Company specializing in the handling, storage and distribution of both non-hazardous and hazardous materials, we are fully aware of the potential risks our operations pose to employees, the environment and local communities.

We therefore apply strict safety standards at every stage of the supply chain, ensuring that chemical products are stored, handled and transported safely and in line with the regulatory framework.

At ELTON we maintain internally controlled infrastructure for handling, storing and distributing our products, ensuring quality control and business continuity. Our facilities, trained personnel and defined procedures ensure the safe and sustainable management of all materials, strengthening transparency, traceability and the continuous improvement of safety practices.

We follow a structured supply chain management process consisting of a series of steps outlined below:



1

Legislative Review

ELTON's Legal Department monitors and reviews all applicable national and European legislation relating to the sectors in which the Company operates. At the same time, it records and assesses the regulatory requirements applicable to each type of product.

2

Internal Briefing and Training

Based on the findings of the review, the relevant departments and Business Units are briefed and trained, ensuring that all employees are aware of the applicable compliance and safety requirements.

3

Supplier Briefing

Suppliers are clearly informed of the regulatory and technical requirements applicable to the products and services they provide, ensuring a common approach to product quality and safety.

4

Safe and Responsible Labelling and Distribution

Health and Safety Officers ensure that products are properly labelled and that users are informed of the risks associated with their handling. Safety Data Sheets (SDSs), which are provided by the relevant suppliers, ensure that all necessary information on the safe and sustainable use of the Company's products is available, thus ensuring full regulatory compliance.

5

Briefing of Customers and Institutional Bodies

ELTON provides customers and the competent authorities (e.g. the National Organisation for Medicines, ministries or other authorities) with all necessary information and documents whenever required, ensuring compliance and facilitating the completion of procedures.

6

Verification and Certification

The verification and certification procedures carried out responsibly include:

- By customers, to ensure compliance with contractual and quality requirements
- By the competent cooperating authorities, to ensure compliance with legislation
- By institutional certification bodies, to validate the safe and sustainable operation and supply chain

To further optimize and automate the process, we are exploring the use of specialized digital supply chain management platforms, such as ADR systems, that enable effective compliance monitoring, traceability of goods and support for compliance audits.

Number of compliance audits 2024 & 2025

	2024	2025
Inspections by State Authorities	12	8
Inspections by External Bodies	-	1
Quality Management Systems	4	4
Organic Product Certifications	1	1
Inspections of Partners	-	6

Our performance

Given the commercial nature of our operations, we rely heavily on international supply chains. At ELTON we source and move our products using all available modes of transport, selecting the optimal solution each time based on product requirements, the customer profile and safety and sustainability criteria. The percentage of supplies by mode of transport for 2025 is shown in the table below:

Geographical origin of suppliers

At ELTON we place particular emphasis on supporting local suppliers, recognizing their importance in strengthening local economies, reducing the environmental footprint of transport and building long-term partnerships based on trust.

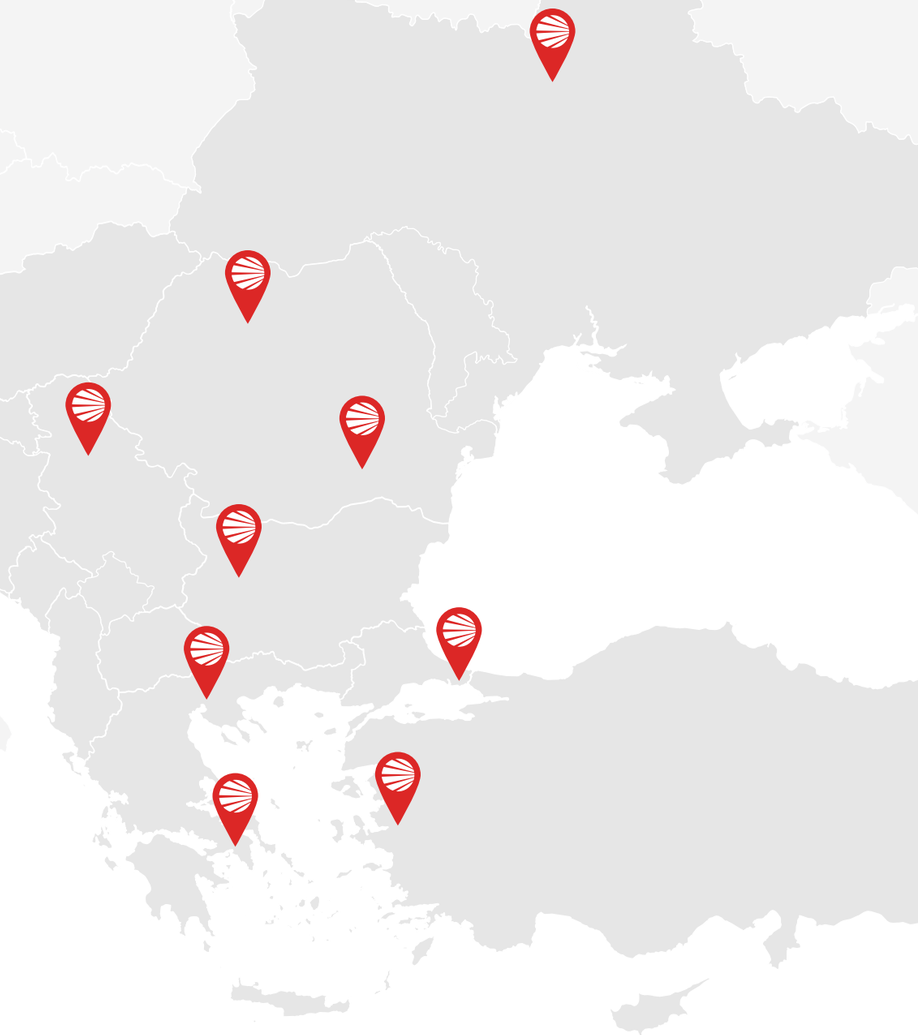
The number of our suppliers by origin is shown in the table below, which makes clear that local presence remains a fundamental value, while we also draw on international partnerships to enrich our supply chain – always guided by quality and sustainability.

	2024	2025
Domestic suppliers	80	85
Foreign suppliers	380	400

A Resilient and Sustainable Supply Chain

We place emphasis on strengthening the local economy through partnerships with domestic suppliers, which we define as businesses operating in the countries where we have a presence and covering essential operational needs. Suppliers are selected on the basis of objective criteria: quality, consistency, adherence to deadlines, price, technical expertise, professional reputation and responsibility towards the environment and society.

At the same time, we strengthen our long-standing partnerships and the trust we have built with our partners, recognizing their contribution to innovation and to creating added value. In the reporting period, **16% of total procurement spending was directed to local suppliers in 2025, compared with 17% in 2024.**



ELTON
Global sourcing • Local expertise

Sustainable Development

Our contribution to the Sustainable Development Goals (SDGs):





Key sustainability performance

25%
REDUCTION IN TOTAL LOCATION-BASED EMISSIONS

387MWh
ELECTRICITY CONSUMPTION

13%
INCREASE IN TRAINING HOURS

0
LABOUR LAW VIOLATIONS

33%
OF THE MEMBERS OF THE BOARD OF DIRECTORS ARE WOMEN

0
REPORTS AND FINES RELATED TO CORRUPTION AND BRIBERY INCIDENTS

7 YEARS
AVERAGE TENURE ON THE BOARD OF DIRECTORS

Our approach to sustainable development

We are among Europe's leading distributors of raw materials, with 45 years of presence in the sector. Our long track record rests on steady values that govern every aspect of our operations, grounded in respect for people, the environment, our partners and our customers.

As part of our strategy, we consistently seek to create long-term value for the environment, our people and the communities in which we operate. To this end, we have implemented a structured process for identifying and assessing our stakeholders, so that we understand in depth the issues that concern them. We have also carried out a materiality assessment, which helps prioritize the topics affecting both the Company and its stakeholders, supporting targeted and responsible decision-making.

In line with the above, we have drawn up and implement a Sustainable Development Policy. The Policy sets out our framework for action and focuses on the core pillars of sustainable development: Environmental, Social and Governance.



Environment

Given climate change and the way it affects ELTON, we pursue a sustainability path that recognizes the related climate impacts and risks.

Society

We ensure the protection of our people and safeguard health and safety at work, and undertake Corporate Social Responsibility activities.

Corporate Governance

We maintain responsible operations and place emphasis on transparency and integrity in our internal processes.

Sustainable development policy

Our standing objective is to monitor and assess our sustainability performance on an annual basis. The Sustainable Development Policy and any amendments thereto are approved by the Board of Directors and are available on the Company's official website.



At ELTON we have adopted and implement a Sustainable Development Policy across all levels and areas of our operations. The Policy covers 5 key areas:

01 Environmental Protection

02 Corporate Social Responsibility, including Corporate Governance

03 Employee Protection

04 Personal Data Protection

05 Anti-Bribery and Anti-Corruption

Assessment of sustainability matters through the Synesgy platform





As part of continuously strengthening our ESG performance, we have participated since 2023 in ICAP-CRIF's Synesgy assessment platform. For the reporting years (2024 and 2025) we received the relevant sustainability certifications confirming our assessment on environmental, social and governance matters. This distinction reflects our alignment with internationally recognized standards such as the Global Reporting Initiative (GRI) and marks a further significant step towards responsible and sustainable development.

Stakeholder engagement framework

Maintaining an open dialogue with our stakeholders is a priority for us. Communicating with them regularly helps us identify, understand and assess environmental, economic and social issues at an early stage.

Building relationships of trust and exchanging views and ideas openly with our stakeholders strengthens our resilience over the long term and gives us a clearer picture of what matters to the groups we work with. The table below sets out our stakeholders, how we communicate with them, the issues that concern each group and how we respond:

STAKEHOLDERS	COMMUNICATION CHANNELS	ISSUES OF CONCERN	COMPANY RESPONSE
SHAREHOLDERS	• General Meeting of Share holders • Financial statements • Shareholder services de partment • Press releases, presentations • Corporate website and • Telephone and email com munication	• Timely and accurate information • Group financial results • Business plan, strategic objectives and Group growth • Product quality • Risk management • Investments • Participation in decision-making	• Sound corporate gover nance • Publication of results and reports with adequate and reliable information • Effective management • Continued financial growth and investment • Good practices
MINORITY SHAREHOLDERS AND INVESTORS	• Corporate website and social media • Financial statements • Press releases, presentations • Participation in exhibitions and conferences	• Maintaining the Group's reputa tion • Risk management • Investments • Business plan, strategic objectives and Group growth	• Sound corporate governance • Financial growth • Publication of the Sustainabil ity Report • Policies and procedures • Initiatives and social activities • Compliance with national and European legislation • Good practices
EMPLOYEES	• Internal communication (intranet) • Corporate notice board • Grievance / whistleblowing mechanism • Email communication • Sustainability Report • Volunteering activities • Social media • Open-door policy	• Health and safety at work • Education and training opportunities • Professional development, ad vancement and empowerment • Fair pay and decent work • Equal opportunities and respect • Professional recognition	• Employment contracts • Pay and benefits • Wellbeing initiatives / programmes • Organization of training • Employee appraisal system • Employee rewards • Increased employee satisfaction • Publication of the Sustainability Report
CUSTOMERS	• Corporate website and social media • Press releases, presentations • Participation in exhibitions • Telephone and email commu- nication • Financial statements • Customer satisfaction surveys • Magazines	• Prompt service • Product quality and safety • Complaint handling • Commercial agreements • Order updates • Responsiveness to requests • Satisfaction • High-specification services and innovation	• Publication of the Sustaina- bility Report • Management systems • Policies and procedures • Certifications • Good practices
SUPPLIERS	• Regular email and telephone communication • Regular meetings and confer- ence calls • Procurement department • Press releases and corporate website • Participation in exhibitions and conferences	• Payment and credit matters • Terms of cooperation • Sound corporate governance and reliability • Delivery times • Building strong working relationships	• Assessment of supplies against financial and quality criteria • Building lasting, stable partnerships • Sound corporate governance
FOREIGN COMPANIES / BUSINESS PARTNERS	• Financial statements • Press releases, presentations • Email communication • Participation in exhibitions • Corporate website and social media	• Sound corporate governance and reliability • Cooperation and information • Strong corporate relationships • Risk management • Resolution of industry-related matters	• Publication of the Sustainabil- ity Report • Participation in industry associations • Good practices
STATE / AUTHORITIES	• Financial statements • Press releases, presentations • Sustainability Report • Telephone and email communication	• Compliance with applicable national and European legislation • Tax compliance • Adherence to State actions and programmes • Timely response to State requirements	• Sound corporate governance • Financial growth • Compliance with national and European legislation • Tax compliance
LOCAL COMMUNITY	• Corporate website and social media • Corporate Social Responsibil- ity activities • Media • Sustainability Report • Press releases, presentations • Magazines • Telephone, correspondence	• Sponsorships and donations • Building relationships of trust • Creating a positive impact on society and the environment in which we operate • Environmental responsibility • Health and Safety	• Open dialogue and close relationships • Employee volunteering activities • Publication of the Sustainabil- ity Report • Initiatives and social activities • Job creation • Support for vulnerable social groups • Good practices
FINANCIAL INSTITUTIONS	• Financial statements • Press releases • Corporate website • Telephone and email com- munication • Meetings	• Business plan and strategic objectives • Risk management • Liquidity • Sound corporate governance and transparency • Investments • Compliance with the terms of each contract • Fulfilment of tax obligations • Regulatory compliance	• Compliance with national and European legislation • Tax compliance •Financial growth • Sound corporate governance

Materiality Assessment

Having identified and prioritized the Group's stakeholders, we went on during the reporting year to analyse and assess the environmental, social and governance issues that matter to both ELTON and our stakeholders. The process followed the international GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board) standards, drawing on detailed research with representatives from all our stakeholder groups. The materiality assessment process is presented in the following stages:



01

Identifying and understanding material topics,

through research and analysis of material topics in accordance with the GRI standards and the relevant sector standards.

02

Assessing and prioritizing material topics

in terms of their impacts on the environment and society.

03

Incorporating stakeholder views

through an anonymous online survey to record and understand the views of all groups.

04

Approval of the material topics

by ELTON's Board of Directors.

Materiality matrix

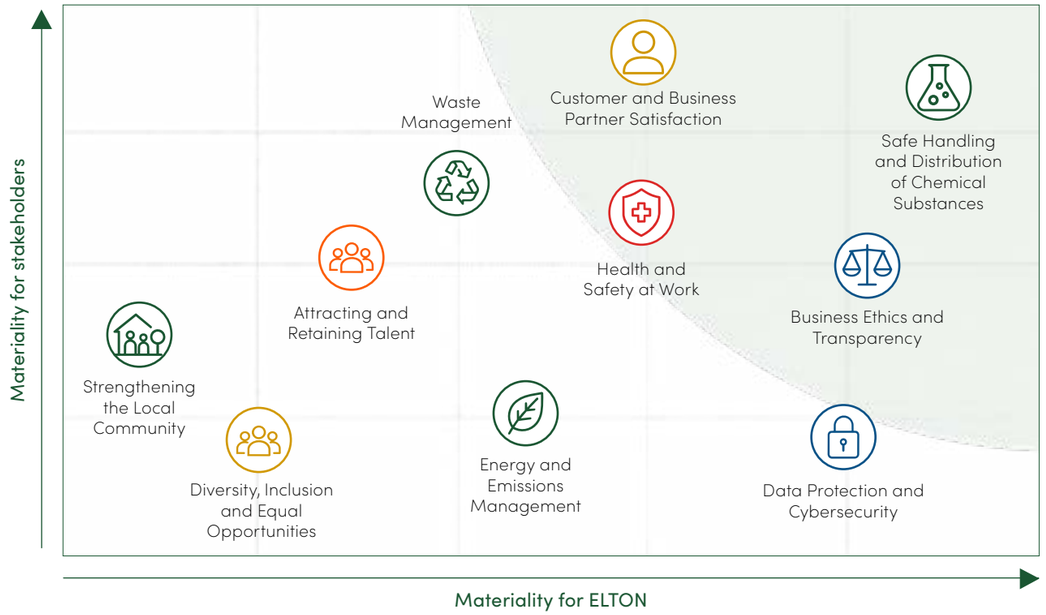


Table of material topics and their connection to the Sustainable Development Goals (SDGs)

	Material topics 2024-2025	Contribution to the UN Sustainable Development Goals (SDGs)
E Environment	✓Energy and emissions management ✓Waste Management ✓Safe handling and distribution of chemical substances	7, 12, 13
S Society	✓Attracting and retaining talent ✓Diversity, inclusion and equal opportunities ✓Customer and business partner satisfaction ✓Strengthening the local community ✓Health and safety at work	3, 5, 8, 10
G Governance	✓Data protection and cybersecurity ✓Business ethics and transparency	8, 16, 17

Sustainable Development Goals

Building on the results of the Materiality Assessment, we aim to improve our performance continuously and to strengthen our contribution to the UN Sustainable Development Goals (SDGs). This process reinforces our growth and operational resilience, leading us to set long-term and medium-term objectives that guide our programmes and activities. In this way, we ensure that our business makes a meaningful contribution to creating a sustainable future for all.

SUSTAINABILITY PILLARS	TARGETS	BASE YEAR 2024	REPORTING YEAR 2025 PROGRESS (%)	TARGET YEAR	CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)
E	5% reduction in Scope 1 and 2 greenhouse gas emissions.	887.77t CO_2e	650.47t CO_2e (-26.73%)	2030	3, 11, 12
	1% reduction in energy consumption.	2,656.50MWh	2,671.79MWh (+0.57%)	2030	12
	1% reduction in Energy intensity (MWh per € million of turnover)	30.43MWh	29.93MWh (-1.64%)	2030	12
	6% reduction in total GHG emissions intensity – market-based (tCO_2e per € million of turnover)	10.17t CO_2e	7.28t CO_2e (-28.42%)	2030	12
	10% reduction in waste.	99.59 t	99.01t (-0.58%)	2030	13
	Development of procedures for identifying and addressing climate change-related risks.	–	In progress – Development and implementation of the climate risk management framework (i.e. completion of the initial climate risk assessment, start of implementation of climate risk identification and assessment procedures).	2026	15
	Minimization of our environmental footprint.	–	In progress – Implementation of actions to reduce environmental impacts and monitoring of related indicators (i.e. implementation of energy efficiency and resource-saving actions, application of measures to reduce energy, water and waste consumption, start of implementation of the environmental improvement programme).	2030	12
S	Gradual strengthening and systematization of employee awareness training on sustainability and ESG matters.	Total ESG training/activity man-hours per year: 797.5 Number of ESG-related training sessions/activities: 51	Total ESG training/activity man-hours per year: 556.5 (-30.2%). Number of ESG-related training sessions/activities: 42 (-17.6%).	2027	4
	Strengthening and systematization of training activities, aiming to increase total training hours by at least 5% compared with the base year, contributing to the development and qualitative upgrading of employee skills.	Total training man-hours per year: 1,845 Training hours per employee: 14	Total training man-hours per year: 2,085 (+13%). Training hours per employee: 16 (+14.3%).	2026	
	Implementation and gradual maturing of a unified Performance Appraisal and Employee Development System, aiming to strengthen transparency, objectivity, a feedback culture and employees' professional advancement.	–	Monitoring indicators for base year 2026: Percentage of employees included in the appraisal process. Number of completed performance appraisals.	2026	
	Maintaining a high level of Occupational Health and Safety, with emphasis on prevention, zero High-Consequence Incidents or Fatal Accidents, and keeping Recordable Work-Related Injuries at extremely low levels.	Number of Fatal Accidents: 0 Number of High-Consequence Incidents: 0 Number of Recordable Injuries: 1	Number of Fatal Work-Related Accidents: 0 Number of High-Consequence Incidents: 0 Number of Recordable Injuries: 2	2026	5, 8
	Maintaining and strengthening a systematic framework of employee wellbeing, engagement and active listening, through established benefits, open communication channels and use of the results of the Annual Employee Survey to identify areas for improvement.	Employee Survey participation rate: 80.46%. Overall Employee Satisfaction: 7.23. Intent to Stay: 8.07. Employee Engagement Index: 7.25.	Employee Survey participation rate: 80%. Overall Employee Satisfaction: 8.02. Intent to Stay: 8.41. Employee Engagement Index: 7.92.	2026	10
	Maintaining and purposefully strengthening the Company's social contribution through targeted Corporate Social Responsibility activities that respond to the needs of society and local communities, with emphasis on education, science, health, sport, the environment and support for local organizations.	Total amount invested in CSR activities: € 3,900 Number of organizations supported per year: 8	Total amount invested in CSR activities: € 6,700 Number of organizations supported per year: 15	2026	
	Maintaining and strengthening a working environment of equal opportunities, respect and zero tolerance of discrimination, violence and harassment, through the implementation of relevant policies, systematic employee awareness-raising and the availability of safe reporting channels.	Number of confirmed incidents of discrimination, violence or harassment: 0. Percentage of female employees: 41%. Percentage of women in managerial positions: 52%.	Number of confirmed incidents of discrimination, violence or harassment: 0. Percentage of female employees: 46%. Percentage of women in managerial positions: 52%.	2026	

SUSTAINABILITY PILLARS	TARGETS	BASE YEAR 2024	REPORTING YEAR 2025 PROGRESS (%)	TARGET YEAR	CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)
G	Strengthening and systematization of an annual training programme for Board of Directors and Management members on sustainability, regulatory compliance and corporate governance, aiming to strengthen knowledge, oversight and the effective integration of ESG matters into the Company's strategy and operations.	Number of Board/Management members who attended at least one ESG, sustainability or Compliance training session: 9. Total man-hours of Board/Management training in ESG, sustainability or Compliance: 143.5.	Number of Board/Management members who attended at least one ESG, sustainability or Compliance training session: 5. Total man-hours of Board/Management training in ESG, sustainability or Compliance: 32.5.	2026	
	Assessment of suppliers against ESG criteria.	–	In progress – Development and implementation of the framework for assessing suppliers against ESG criteria.	2027	
	Maintaining transparency in decision-making processes.	–	Maintaining and strengthening those processes relating to sustainability	2026	
	Monitoring ESG performance and taking measures to improve performance and accountability across all business functions.	–	In progress – Development and implementation of procedures for monitoring ESG performance and taking measures to improve performance.	2028	
	Establishment of a Sustainable Development Committee	–	In progress – Development and operation of the Sustainable Development Committee.	2027	

ELTON
Global sourcing • Local expertise

Environmental Management and Responsible Operation



Our contribution to the Sustainable Development Goals (SDGs):

Our performance in 2025



2,285MWh
FUEL CONSUMPTION

387MWh
ELECTRICITY CONSUMPTION

650.47t CO_2e
MARKET-BASED GHG EMISSIONS

27%
REDUCTION IN TOTAL EMISSIONS

99.01t
OF WASTE RECYCLED OR RECOVERED

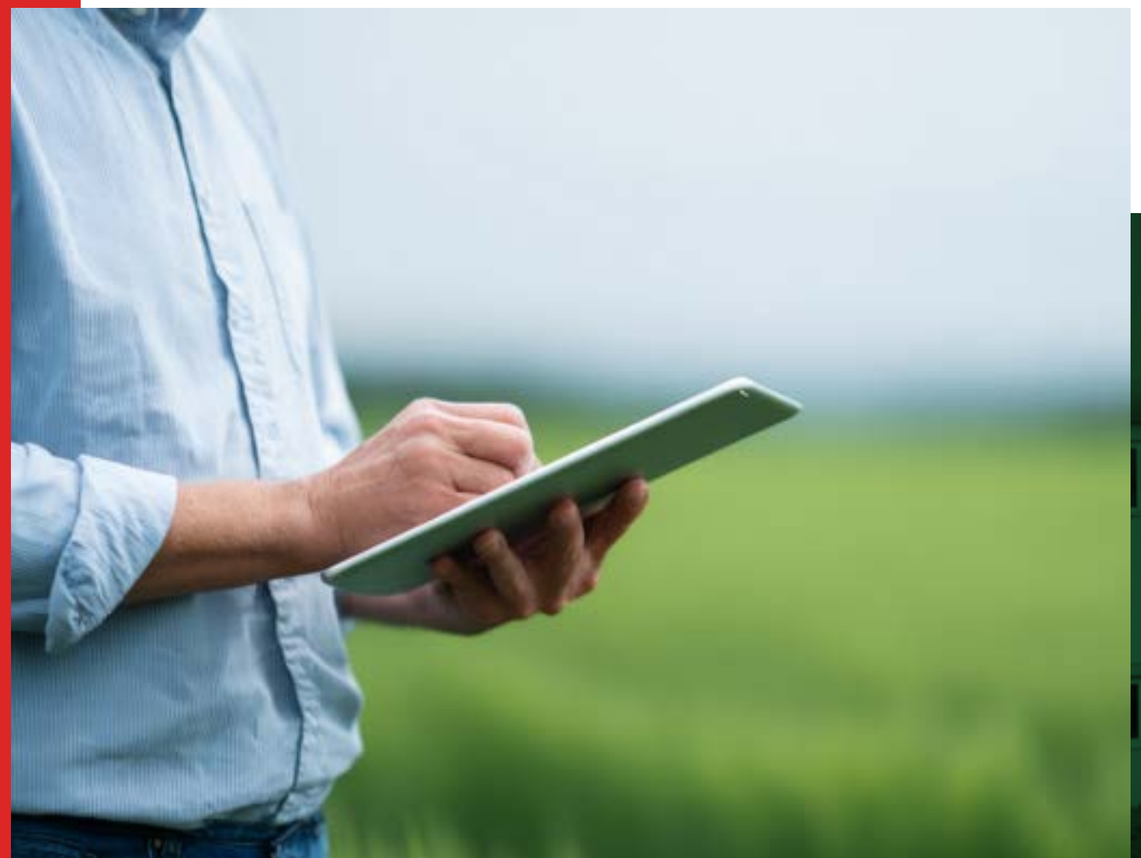
3.065,30m³
WATER CONSUMPTION

Our approach to managing environmental matters

Sustainable development & environmental responsibility

Environmental protection is a core pillar of ELTON's sustainability activities. The Company recognizes that climate change, extreme weather events and growing pressure on natural resources pose significant challenges both for society and for the long-term resilience of its business operations. Against this background, the Company applies an integrated approach to environmental management, aimed at continuously improving its environmental performance and reducing its environmental footprint.

The Company's environmental approach rests on the principles of prevention, compliance and responsible operation. Through appropriate policies, procedures and monitoring mechanisms, the Company seeks to ensure that its activities are carried out in a way that limits environmental impacts, contributes to protecting local communities and creates long-term value for all stakeholders.



Environmental management system

ELTON operates an Environmental Management System certified to the international standard ISO 14001:2015, integrating environmental criteria into its business operations and decision-making processes. The Environmental Management System helps identify and assess the environmental aspects of its activities and systematically monitor the associated risks and opportunities.

In this context, the Company:

- Operates in line with the applicable national and European legislative framework.
- Complies with the requirements relating to environmental permitting, emissions and waste management.
- Integrates environmental criteria into its decision-making processes.
- Applies mechanisms for monitoring environmental performance.
- Conducts regular self-assessment audits.
- Assesses environmental risks and opportunities.
- Reviews its sustainable development targets at regular intervals where required.
- Pursues the continuous improvement of the Environmental Management System.

Environmental culture

ELTON invests systematically in developing an environmental culture, encouraging employees to take an active part in environmental management and awareness. Through training and internal procedures, it seeks to strengthen understanding of its environmental targets and responsible day-to-day operation.
Environmental awareness is an integral part of ELTON's corporate culture, with emphasis on strengthening individual responsibility and employees' active participation in achieving the Company's environmental targets.





Responsible solutions for industry

ELTON distributes raw materials, chemical products and specialized solutions serving a broad range of industrial sectors, including food and beverage, pharmaceuticals, cosmetics, construction materials, water treatment and other chemical applications. Through its extensive product portfolio and the specialized technical support it provides to customers, the Company helps meet the needs of industry, supplying products and technical support that match current requirements for quality, safety and environmental compliance.

Given the nature of its activities, the Company applies procedures that ensure the safe storage, handling and transportation of its products, with the aim of preventing environmental impacts and complying with the relevant regulatory requirements.

Water treatment applications

ELTON contributes to the sustainable management of water resources by providing products and solutions for drinking water and industrial water treatment, as well as wastewater management.

These products help improve water quality, support compliance with environmental requirements and enable customers to manage water resources more efficiently.

Through partnerships with international suppliers, the Company continuously expands its portfolio with solutions that address current environmental challenges and evolving market needs.

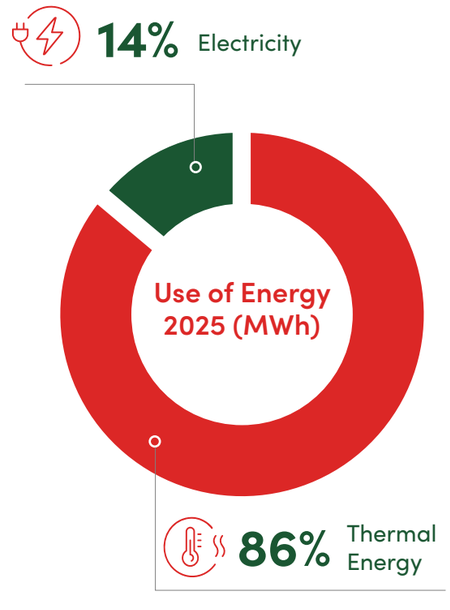
Energy management

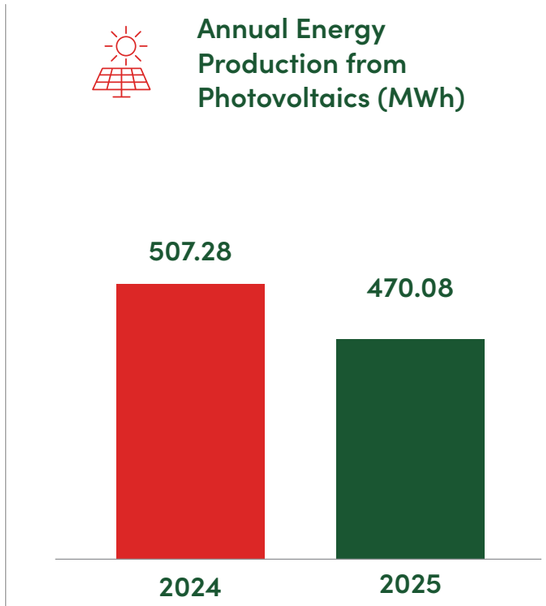
The Company implements measures aimed at improving the energy efficiency of its facilities and reducing energy consumption. To that end, it applies energy-saving practices and invests in modern equipment and infrastructure that help limit energy consumption and the associated greenhouse gas emissions.

The measures in place include the use of LED technology across facilities and offices, as well as systems for regulating and monitoring the thermal performance of buildings. Through appropriate maintenance of its facilities and equipment, the Company seeks to maintain a high level of energy efficiency.

Renewable energy sources

As part of its strategy for improving energy performance and a gradual transition to more sustainable operating practices, the Company has installed photovoltaic systems at its facilities in Avlonas, increasing energy production from renewable sources and helping reduce its dependence on conventional energy.





Fuel and Energy consumption (MWh)	2024	2025
Petrol	66.60	91.25
Diesel	2,006.03	1,995.17
Natural Gas	190.79	198.37
Electricity (Grid and RES)	393.08	387.00
Total	2,656.50	2,671.79
Energy Intensity (MWh/Turnover in € mn)	30.43	29.93

Greenhouse gas emissions

The Company recognizes the significance of monitoring and managing greenhouse gas emissions, taking into account the effects of climate change and the growing requirements for a transition to a lower-carbon economy. To that end, it implements actions aimed at improving energy efficiency, reducing fuel consumption and gradually reducing its environmental footprint.

The emissions monitored by the Company are classified as Scope 1 and Scope 2 emissions. Scope 1 emissions are direct GHG emissions from sources controlled by the Company, such as emissions resulting from fuel consumption for heating and vehicle use. Scope 2 emissions are indirect GHG emissions resulting from the consumption of purchased electricity at the Company's facilities.

Actions to reduce GHG emissions

Improving the energy efficiency of facilities, using renewable energy sources and modernizing the corporate fleet are key actions that help limit greenhouse gas emissions. At the same time, the Company monitors the relevant energy data and assesses opportunities to improve its environmental performance further.

In 2025, ELTON recorded a significant reduction in greenhouse gas emissions compared with 2024, both in absolute terms and in terms of emissions intensity. **Specifically, total Scope 1 and Scope 2 emissions fell by approximately 27%** on both a location-based and a market-based basis, which is linked to its energy improvement actions and its overall effort to limit the Company's environmental footprint.

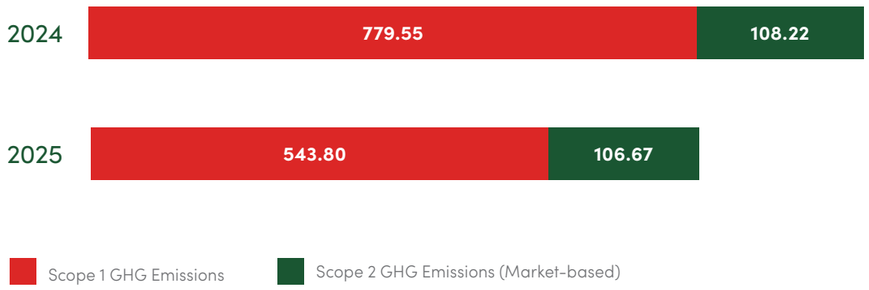
Emissions intensity indicators per turnover also improved, indicating more efficient energy and operational performance. This reflects the gradual adoption of energy-saving practices and the modernization of equipment and the corporate fleet.



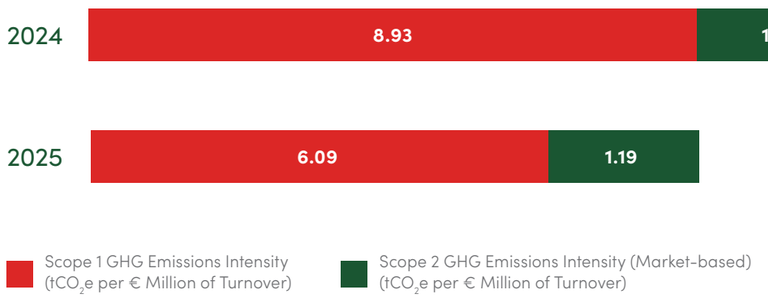
Greenhouse Gas Emissions (t CO_2e)	2024	2025
Scope 1 Emissions	779.55	543.80
Scope 2 Emissions (Location-based)	146.25	141.74
Scope 2 Emissions (Market-based)	108.22	106.67
Total Emissions – Location-based	925.80	685.54
Total Emissions – Market-based	887.77	650.47

GHG Emissions Intensity	2024	2025
Scope 1 Emissions Intensity – tCO_2e/Turnover in € mn	8.93	6.09
Scope 2 Emissions Intensity – Location-based (tCO_2e/Turnover in € mn)	1.68	1.59
Scope 2 Emissions Intensity – Market-based (tCO_2e/Turnover in € mn)	1.24	1.19
Scope 1 & 2 Emissions – Location-based (t CO_2e/Turnover in € mn)	10.60	7.68

Total GHG emissions - Marked-based (t CO_2e)



GHG Emissions Intensity (Market-based) (tCO_2e per € Million of Turnover)



For the purposes of this Sustainability Report, the factors relating to energy and fuel consumption were drawn from the updated 2025 data of the Ministry of Environment and Energy (YPEN) and DAPEEP. Specifically, the conversion of fuel quantities into energy units and Scope 1 greenhouse gas emissions used the factors provided by YPEN under the National Climate Law (4936/2022). The conversion of electricity into emissions used the factors for Greece's residual energy mix and for the electricity supplier's residual energy mix, as published annually by DAPEEP.

Waste management

The Company applies responsible waste management practices in order to protect the environment and comply with the applicable regulatory framework. To that end, hazardous and non-hazardous waste is collected separately and stored in purpose-built, clearly labelled containers.

Waste is managed in cooperation with licensed partners and specialized bodies, which are responsible for its collection, transport, recovery or final disposal in accordance with the prescribed procedures.



Circular economy

The Company places particular emphasis on promoting circular economy practices, seeking to recover and make use of materials wherever feasible. In 2025 there was a slight decrease in total waste generated, while hazardous waste generation was zero. All waste for disposal in 2025 was recycled, recovered, reused or used for composting, with any residues sent to landfill.

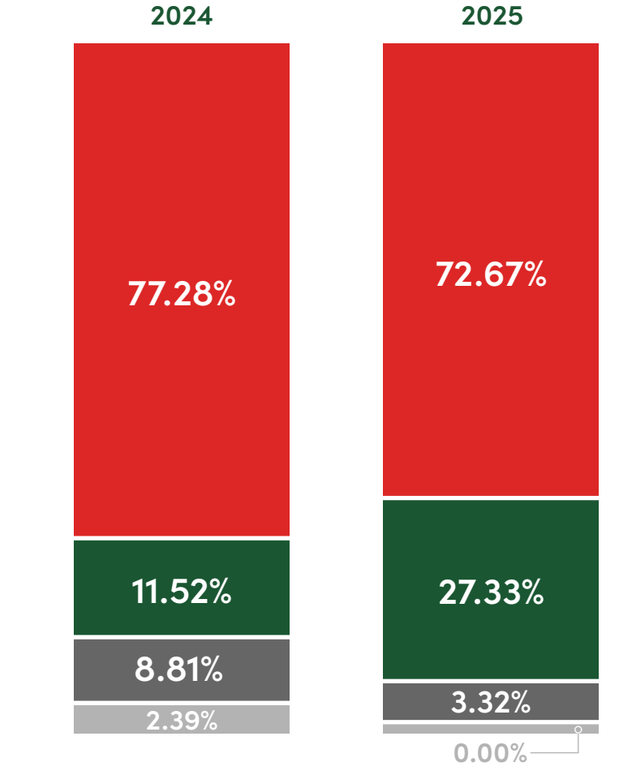
Preventing waste generation and minimizing the quantities sent for final disposal is a key priority for the Company.

Waste Management (t)		2024	2025
HAZARDOUS WASTE	Incineration	0.00	0.00
	Landfill	0.00	0.00
	Other Disposal Operations	2.38	0.00
	Total Hazardous Waste Directed to Disposal	2.38	0.00
	Preparation for Reuse	0.00	0.00
	Recycling	0.00	0.00
	Other Recovery Operations	0.00	0.00
	Total Hazardous Waste Diverted from Disposal	0.00	0.00
	Total Hazardous Waste	2.38	0.00

WASTE MANAGEMENT (t)		2024	2025
NON-HAZARDOUS WASTE	Incineration	0.00	0.00
	Landfill	0.00	0.00
	Other Disposal Operations	0.00	0.00
	Total Non-Hazardous Waste Directed to Disposal	0.00	0.00
	Preparation for Reuse	-	-
	Recycling	11.47	27.06
	Other Recovery Operations	85.74	71.95
	Total Non-Hazardous Waste Diverted from Disposal	97.21	99.01
	Total Non-Hazardous Waste	97.21	99.01

TOTAL WASTE GENERATED	2024	2025
	99.59	99.01

Waste Management (t)





Water consumption

ELTON recognizes the significance of managing water resources responsibly and the need to protect water availability and quality. Water consumption arises mainly from the operational needs of its facilities, including office and storage areas.

As part of its environmental commitment, the Company systematically monitors water consumption and examines opportunities to improve the related management practices. It also seeks to gradually strengthen its procedures for recording and assessing the relevant data, with the aim of using water resources more efficiently and continuously improving its environmental performance.

Water Consumption (m^3)		2024	2025
Avlonas	Water Supply	50.88	53.00
	Licensed Boreholes	879.36	916.00
	Office Consumption	9.89	10.30
Sindos	Water Supply Network	2,002.56	2,086.00
Total		2,942.69	3,065.30



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Our People



Our contribution to the Sustainable Development Goals (SDGs):



Our performance in 2025

We operate a strong network in the European market, developed to serve customers across a wide range of industrial activities. Its presence extends throughout Southeastern Europe, covering countries such as Moldova, Croatia, Bosnia and Herzegovina, Montenegro, Albania, North Macedonia and Cyprus, through an organized network of subsidiaries, distribution centres and sales offices.

46%
OF EMPLOYEES ARE WOMEN

52%
OF EXECUTIVES ARE WOMEN

2,085
TOTAL TRAINING HOURS

+13%
INCREASE IN TRAINING HOURS IN 2025 COMPARED TO 2024

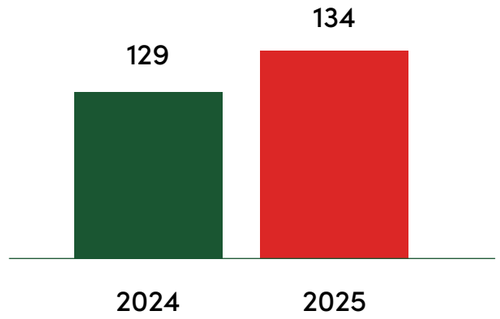
0
LABOUR LAW VIOLATIONS

16 hours
AVERAGE TRAINING HOURS PER EMPLOYEE

Employees at the heart of our organization

At ELTON, for 45 years, we have placed our employees at the heart of our organization, as they are a key determinant of our success and a driving force behind our continuous improvement. With the aim of retaining a skilled and talented workforce and strengthening our competitive advantage, we seek to provide a modern, fair and inclusive working environment. We focus on providing equal opportunities for career progression and development, investing in their continuous education and training, while implementing policies that promote transparency and accountability, thereby reinforcing the sense of security within the organization.

Total Number of Employees



134
Total Number of Employees*
** 100% of our employees are covered by a Collective Agreement.*

Focusing on equality & inclusion

At ELTON, we recognize that diversity and inclusion are fundamental to the Company's long-term success. We are committed to fostering an open workplace where every individual is valued for their uniqueness and where respect and mutual understanding are encouraged. Our goal is to ensure that every employee feels like an equal member of our team, with no discrimination based on personal characteristics.

To further promote a culture of diversity and inclusion across the Company, we have established and implemented Policies that safeguard our employees and foster a safe and trusting workplace.

Code of Ethics & Professional Conduct

The Code of Ethics and Professional Conduct sets out the principles and standards that govern the relationship between Management and employees, as well as the standards of professional conduct expected in interactions among employees and with third parties. It also outlines the competencies and skills expected of employees in carrying out their duties and applies to all employees across the Group, regardless of their position within the organizational hierarchy.

Policy for the Prevention of Violence and Harassment in the Workplace

The Policy for the Prevention of Violence & Harassment at Work is designed to prevent and eliminate violence and harassment in the workplace and protect all employees from potential incidents. It applies to everyone associated with the Company, regardless of their position or contractual relationship with ELTON, including employees, interns and apprentices undertaking practical training, volunteers, jobseekers and employment applicants, members of the Board of Directors and Committees, as well as customers, suppliers and their employees. The Policy also covers all external associates, regardless of their contractual status, as well as shareholders and anyone visiting the Company's premises. The Company's Human Resources Manager serves as the designated point of contact, while the Whistleblowing Committee is responsible for handling complaints effectively. The Policy sets out the procedures for managing such incidents, as well as the potential disciplinary measures, helping to ensure that incidents are addressed effectively and that transparency and accountability are maintained across the organization.

Whistleblowing Policy

We have established and implemented a Whistleblowing Policy to enable the prompt reporting of incidents involving violations of European and national legislation. Together with the Whistleblowing Procedure, the Policy provides a comprehensive framework for addressing potential incidents, helping to strengthen transparency and accountability in the workplace. It also provides employees with an additional internal channel for reporting such incidents confidentially, while safeguarding their personal data.

Non-Discrimination & Equal Opportunities Policy

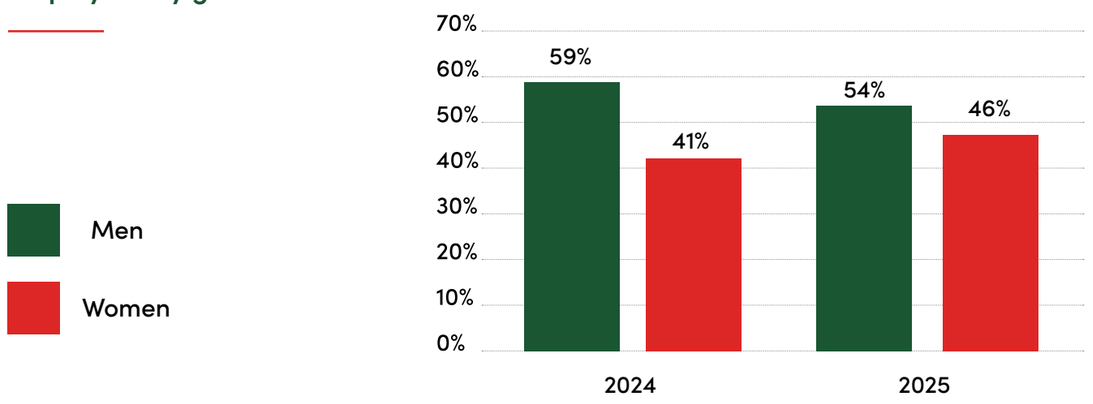
The Non-Discrimination & Equal Opportunities Policy supports a workplace culture that promotes equality, diversity and inclusion, contributing to the Company's long-term success. In particular, the Policy applies to recruitment, training and employee performance evaluations, as well as to all decisions, actions, activities, procedures and policies relating to the Company's workforce.



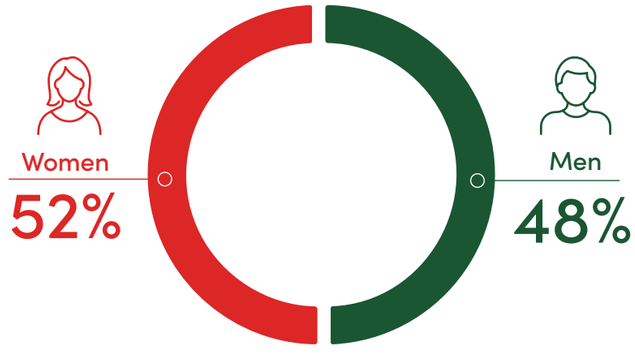
Diversity Charter

At ELTON, our commitment to promoting equality, diversity and inclusion is demonstrated through our signing of the Diversity Charter. We signed the Charter in 2020, followed by our subsidiaries in Romania and Bulgaria in 2021. By signing the Charter, both the Company and our subsidiaries reaffirm our commitment to providing equal opportunities and respecting the individuality of every employee in the workplace.

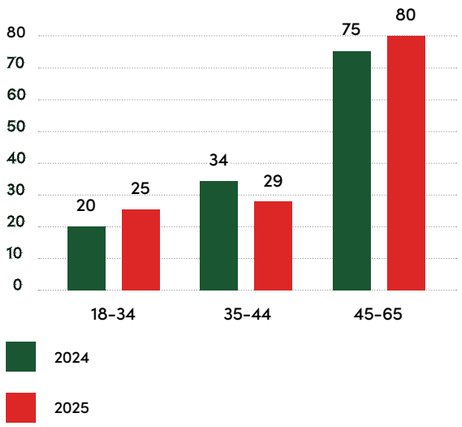
Employees by gender



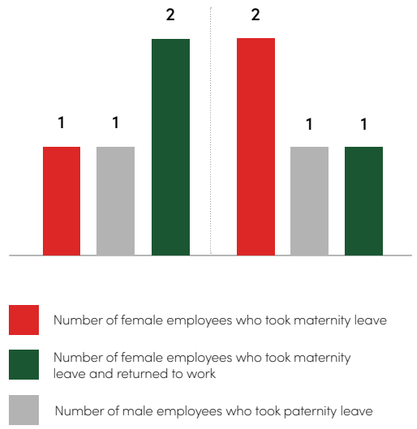
Executives by gender (2024&2025)



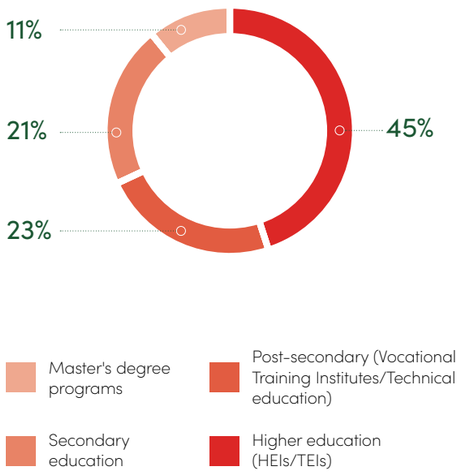
Number of employees by age group



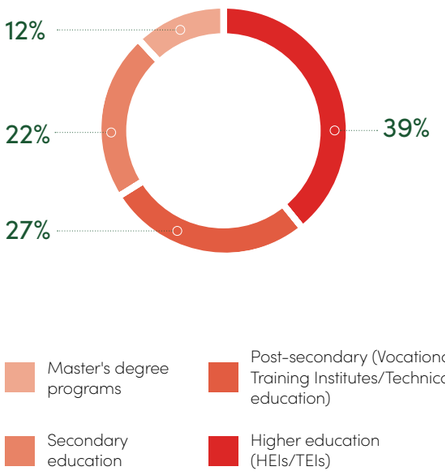
Parental leaves (2024 & 2025)



Educational level of employees (2024)



Educational level of employees (2025)



Employee attraction

At ELTON, we aim to attract the right candidate for each available position. Our goal is to strengthen our team with individuals who have the technical expertise and interpersonal skills needed to embrace and contribute to our culture and values. Our recruitment process is free from any form of discrimination based on personal characteristics, providing equal employment opportunities to all candidates based on clearly defined, merit-based criteria. Candidates are assessed by the relevant manager and team, followed by interviews with members of the Group's management team, before final approval for recruitment is granted.

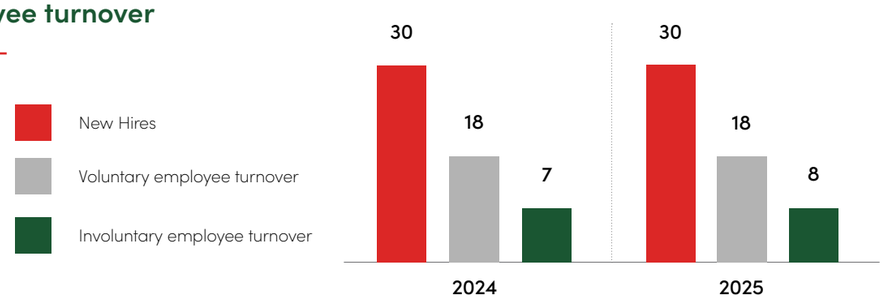
To ensure that we fill vacancies effectively, we have established the following recruitment channels:

website

LinkedIn

Online job portals

Employee turnover



Rate of employee turnover

19.38% for 2024

19.40% for 2025

Recruitment and performance evaluation process for senior management

The recruitment and performance evaluation process for Senior Management is included in the Internal Regulation Rules Code of Procedure and governs the recruitment of senior executives. The process aims to ensure the effective filling of positions with candidates who possess the necessary qualifications, without any form of discrimination.

Investing in our people's future

At ELTON, we strive for excellence and invest in developing our employees' skills and expertise through targeted training programs. We provide training that helps employees meet the demands of their roles while also strengthening their interpersonal skills. Training is delivered both in collaboration with external partners and internally, covering a broad range of topics, from specialized subjects to more general areas such as quality. We place particular emphasis on upskilling employees and keeping their professional knowledge up to date, while a dedicated team has also been established to provide training to our salespeople. At the same time, we have introduced opportunities for employees' professional development through the assignment of responsibilities, such as the roles of Country Experts and Country Coordinators, who are responsible for supporting the development of new projects.



Executive Training Policy

At ELTON, we have developed and implemented an Executive Training Policy that establishes continuous training and professional development for our Executives, enabling them to perform their duties effectively. The Human Resources Department is responsible for overseeing and implementing the process. Based on the relevant recommendations and approvals, the Department supports the training and development of the Company's management personnel, with the aim of supporting internal career development and succession, thereby contributing to the achievement of the Company's strategic objectives.

In addition, with a view to effectively addressing the individual needs of each employee, we fund both specialized training seminars and postgraduate study programs, supporting their comprehensive professional development.

Sales Academy

As part of ELTON's Sales Skills Development Program, which aims to update and strengthen employees' professional sales knowledge and skills, the "Advanced B2B Selling Skills" program was delivered in 2025. The training program has been running since 2018 and aims to equip employees with new knowledge, up-to-date sales techniques and practical tools. It enables participants to put what they learn into practice immediately in their day-to-day interactions with customers, helping them increase sales, maximize the achievement of monthly and annual targets and secure their bonuses.

Leadership Academy

ELTON's Leadership Academy is a structured initiative established to support team leaders and department managers with modern approaches and practical knowledge. Its primary objective is to strengthen participants' leadership capabilities and support the achievement of our strategic objectives. To this end, the "ELTON Leadership Program" was launched. Participation in this training program delivers two key benefits: it equips managers with practical management tools, enhanced communication skills and more effective approaches to motivation and feedback, while also increasing their ability to adapt their leadership style to the needs of their teams and colleagues. At the same time, the program promotes a common leadership "language", cross-functional collaboration, performance, and a culture of coaching and continuous improvement.

Recognizing the value of continuous learning and development, at ELTON we will introduce a performance evaluation system from 2026, with the aim of supporting the comprehensive professional development of our employees within the organization.

The training program for Senior and Middle Executives/Team Leaders is structured in five stages:

1. Live Workshop"Blanchard Management Essentials"
2. Group Coaching Session
3. Live Workshop "Blanchard Situational Leadership® (SLII®) – Power Inspired Leaders
4. Group Coaching Session
5. Access to the Blanchard Exchange Learning Portal

The training program for Senior and Executive Management consists of two stages:

1. Strategizing to Win
2. Managing for Growth – Turning Strategy into Results.

Performance Evaluation and Employee Development System

As part of our ongoing investment in and commitment to our people, in 2025 we designed a integrated Performance Evaluation and Employee Development System based on clear, objective and transparent criteria. The System aims to strengthen a culture of feedback, development and talent retention, align individual objectives with ELTON's overall strategy, and support career development, internal mobility and business continuity.

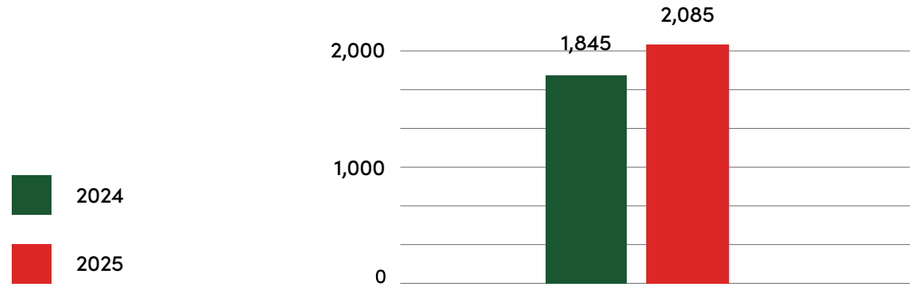
The System was designed in 2025 and is scheduled for implementation in 2026, with a focus on both qualitative and quantitative evaluation criteria. It is built around two complementary tools: Performance Evaluation and Talent Management, Career Development & Succession Mapping.

Performance Evaluation is an annual process covering the entire workforce and includes self-assessment, assessment by the direct manager, an overall performance rating and goal setting, with an emphasis on open and constructive dialogue. Its purpose is to support goal setting and feedback, while establishing a clear link between employee performance, development and recognition.

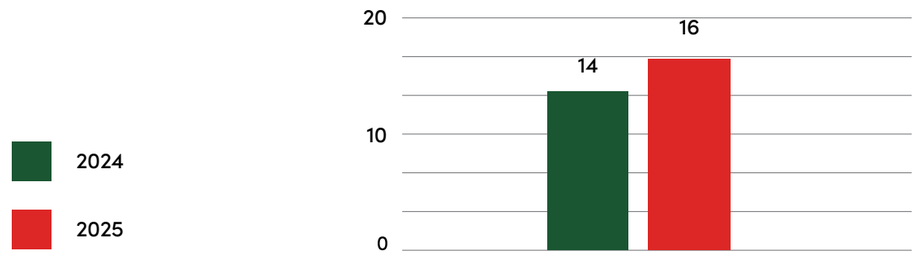
The Talent Management, Career Development & Succession Mapping tool is also conducted annually and is centered on assessment by the respective manager. It supports the identification and development of talent, internal employee mobility, and the retention of valuable knowledge, experience and expertise within ELTON.

The Performance Evaluation and Employee Development System strategically links human capital development with corporate governance and business continuity through common evaluation criteria, standardized processes, key performance indicators (KPIs) and effective succession mechanisms.

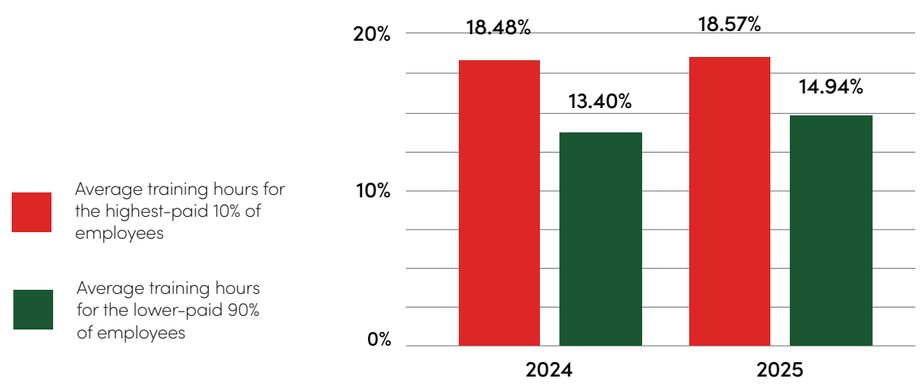
Total employee training hours



Average training hours per employee



Average training hours by employee group



Supporting our employees

At ELTON, supporting our employees is an integral part of retaining our people and maintaining our competitive advantage. To this end, we have established communication channels that promote open and two-way communication, enabling employees to raise any concerns and ensuring they are kept informed in a timely manner about matters that arise.



Our established communication channels are:

Open Door Policy	Email
Noticeboards	Quarterly meeting attended by all Company employees, during which new employees are introduced and other Company-related matters are discussed, strengthening internal communication.
Communication platform	
Whistleblowing channel	

At the same time, we have established a framework of additional financial and non-financial benefits aimed at supporting both our employees and their families. In addition to statutory benefits, we provide:

Group insurance covering medical care, life and accident insurance, at no cost to employees, regardless of their hierarchical level or length of service with the Company.
Employee transportation service in Athens using buses.
Modern fleet of company vehicles (trucks and passenger vehicles) equipped with emissions-reduction technology.
Fuel costs covered for employees entitled to use company vehicles.
Toll costs covered for employees entitled to use company vehicles who work at the Company's head-quarters.
Sales bonuses linked to the Company's commercial growth indicators.
Bonuses for all Support Office positions, linked to the Company's commercial growth indica-tors.
Corporate workwear for employees in Logistics and Warehouse Operations.
A €500 wedding gift is provided to employees, regardless of their position.
Christmas gifts for all employees, including symbolic gifts and products during the holiday season.
Funding for postgraduate study programs.
10 lucky coins, each accompanied by a cash prize, for the winners of the Company's Vasilopita cele-bration.
22 lucky-draw prizes consisting of small household electrical appliances for the winners of the Company's Vasilopita raffle.
Hybrid working model, including one remote working day for specific positions, in accordance with the relevant Company Policy.
Free coffee provided to Company employees.

ELTON Employee Survey «Your Voice Our Future | ELTON Group People Survey 2025»

ELTON's first employee satisfaction survey was conducted in December 2023 and covered employees in Greece exclusively. In December 2025, the survey was conducted for the third consecutive year, with employees from all Group companies participating, under the central theme "Your Voice Our Future". Employee satisfaction surveys are an important tool for dialogue, giving employees the opportunity to share their experiences and views, while also providing us with valuable feedback to continuously improve our practices and processes. Participation in the survey is voluntary, and employee anonymity is ensured throughout the process.



In 2025, the participation rate reached 80%, providing a strong basis for drawing reliable conclusions. The main areas covered by the survey included:

1. Corporate culture
2. Employee engagement
3. Performance management
4. Communication and feedback
5. Leadership and management
6. Work-life balance

The survey results showed high levels of employee satisfaction, a strong intention to remain with ELTON, and positive assessments of collaboration with managers. At the same time, we also identified opportunities for further improvement in areas such as internal processes, workload management and strengthening organizational alignment. Employees also put forward suggestions for improving the working environment, demonstrating their active engagement and the meaningful dialogue we seek to foster across the organization.

Based on the survey findings, ELTON's key priorities for the coming years are:

- Further simplification of systems
- A structured Performance Evaluation and Development System
- Strengthening cross-functional collaboration and the flow of information

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Health & Safety at Work



Our contribution to the Sustainable Development Goals (SDGs):

Operating framework

At ELTON, the health and safety of our employees is a top priority. We operate an Occupational Health and Safety Management System in accordance with ISO 45001:2018, with the aim of mitigating potential risks and preventing occupational accidents and illnesses. We also promote a culture of prevention and accountability by encouraging employees to report potential work-related hazards, while investing in their training and awareness on relevant health and safety matters.



Health & and safety policy

Our Health & Safety Policy aims to promote and protect the health and safety of all employees and stakeholders. It reflects Management's commitment to identifying and assessing risks, taking appropriate corrective measures, providing health and safety training, and ensuring compliance with applicable legislation.

Hazard identification, risk assessment & management

Through our Written Occupational Risk Assessment, we identify, document and assess work-related risks so that appropriate measures can be taken to prevent potential accidents and occupational illnesses. The identification and management of risks is a key element of our Health and Safety Management System and is carried out annually, with the aim of mitigating risks and reducing occupational accidents. We have also identified specific risks associated with the Company's activities and, accordingly, developed detailed job descriptions. This ensures that employees are aware from the outset of specific risks and considerations associated with their roles.

We place particular emphasis on encouraging employees to promptly report any potential work-related hazards to their manager, the Human Resources Department or the Safety Officer. The timely reporting of potential hazards helps ensure that they are addressed promptly and effectively, while also strengthening a culture of accountability across the organization.

The proper use of Personal Protective Equipment (PPE), preventive maintenance of machinery, and employee training and awareness-raising all contribute to the effective management of occupational health and safety risks.

Incident and emergency management

At ELTON, we place particular emphasis on the management of health and safety incidents, with the aim of continuously improving our practices and mitigating potential risks. In addition to the mandatory reporting of major accidents required by law, we also monitor minor incidents to identify their causes at an early stage and prevent their recurrence.

Alongside the effective management of occupational risks, we also invest in ensuring an effective response to emergencies at our facilities. Each facility has a Fire Safety Team comprising specially trained employees, who receive annual refresher training on the inspection and use of fire protection equipment. In addition, during 2024–2025, all employees attended first aid training to help ensure they are prepared to respond effectively to potential incidents.



Employee training

Employee training on health and safety issues is a key factor of keeping them informed and raising awareness. The aim of this training is to ensure that all employees understand the potential risks associated with their work, know how to address them effectively and are equipped to help prevent workplace accidents.



Health & Safety training hours

2024	2025
404	220

Training is provided both on day-to-day matters, such as the proper use of Personal Protective Equipment (PPE), and on more specialized topics, in collaboration with the Fire Service, the Safety Officer, the Occupational Physician and external partners. During 2024–2025, we delivered health and safety training covering a wide range of topics, from work-specific issues to general emergency preparedness. Examples of the training delivered during 2024–2025 on workplace hygiene, health and safety, and the safe performance of work activities include:

- Occupational Risk Assessment for the Avlona Warehouse Department and Drivers' Department.
- Key principles of manual handling and safe operating instructions for electric pallet trucks and forklifts.
- Driver training on the safe loading and unloading of vehicles
- Practical training on the safe use of lifting equipment.
- Practical training on responding to chemical liquid spill incidents for warehouse personnel.
- Emergency situations, including emergency response, fire extinguisher use and sources of risk in office areas.
- Health and safety: a priority for industry. Occupational health and safety in the digital age.
- Correct posture for office work and appropriate working conditions and requirements for office personnel.
- Seveso preparedness exercise.
- Evacuation drill.
- Fire Safety Team training on the inspection of fire protection equipment.
- CLP safety in the workplace and proper use of PPE.
- Basic training on the requirements for the safe multimodal transport of dangerous goods (ADR & IMDG Code).
- Fire safety training and drill for office premises.

Performance monitoring

Monitoring our health and safety performance helps us identify, track and assess our performance in these areas. We therefore monitor a range of indicators to benchmark our performance and support its continuous improvement.

Health & Safety indicators

		2025	2024
Employees	Number of hours worked	**268,000**	**258,000**
	Number of high-consequence work-related injuries	0	0
	High-consequence incidentswork-related injuries rate[1]	0	0
	Number of all recordable work-related injuries	2	1
	Rate of all recordable work-related injuries[2]	1.49	0.78
	Injury severity rate[3]	23.88	27.13
	Number of fatalities as a result of work-related injuries	0	0

[1]The high-consequence work-related injuries rate is calculated by dividing the number of high-consequence incidents by the annual number of man-hours worked and multiplying the result by 200,000.

[2]The rate of all recordable work-related injuries is calculated by dividing the number of all recordable work-related injuries by the annual number of man-hours worked and multiplying the result by 200,000.

[3]The injury severity rate is calculated by multiplying the number of working days lost due to occupational accidents by 200,000 and dividing the result by the total number of man-hours worked by all employees during the calendar year.



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Our Contribution to Society



Our contribution to the Sustainable Development Goals (SDGs):

Creating a positive social impact

10,600€
ALLOCATED TO THE COMMUNITY DURING 2024–2025

At ELTON, we recognize the importance of supporting local communities and implement initiatives aimed at creating value for the people and communities in the areas where we operate. Our employees play a key role in achieving this goal, actively participating in community engagement and awareness-raising initiatives. During 2024–2025, we implemented initiatives focused on investing in knowledge, supporting science and the younger generation, promoting sports, health and social awareness, as well as environmental responsibility and support for local organizations.

Investing in Knowledge, Science & the Next Generation

Promoting Sports, Health & Social Awareness

Environmental Responsibility & Support for Local Organizations

Investing in knowledge, science & the next generation

At ELTON, we see education, —particularly in the natural sciences and chemistry, —as an important area of our contribution to society. Inspired by the values and legacy of ELTON's founder, Nestor Papathanasiou, we support initiatives that promote learning, spark young people's interest in science and highlight the role of chemistry in education and society. In 2024–2025, we provided primary schools in our local communities with natural sciences and chemistry experiment kits. We also sponsored the participation of the Greek student team in the International Chemistry Olympiad and supported the celebration of the 30th anniversary of the Hellenic Society of Cosmetology.

Sponsorship of educational materials for primary school students

Since 2022, we have been running the annual "Nestor Papathanasiou" Natural Sciences Program, an initiative established in honor of the Company's founder and inspired by his long-standing belief in the value of knowledge, scientific thinking and learning hands-on experience.

Through the program, we support primary schools in the local communities where we operate by providing natural sciences and chemistry experiment kits for 5th- and 6th-grade students. The kits complement classroom teaching and give children the opportunity to explore science through observation, experimentation and hands-on learning.

The schools that benefited from the initiative were:

2025	2024
1st Primary School of Avlona	1st Primary School of Sindos
12th Primary School of Oinofyta	13th Primary School of Evosmos
2nd Primary School of Vasiliko	33rd Primary School of Thessaloniki – Child's Asylum
13th Primary School of Chalkida	3rd Primary School of Komotini
8th Primary School of Thessaloniki	4th Primary School of Nea Artaki
Primary School of Pentalofos – Oreokastro, Thessaloniki	8th Primary School of Chalkida











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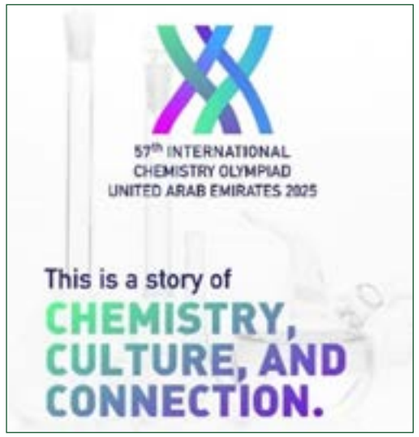
Each sponsorship includes three Educational Experiment Kits, provided by KNOWLEDGE RESEARCH, covering topics that complement the Chemistry and Physics curriculum for 5th- and 6th-grade students, specifically the following kits: CHEMISTRY, PROPERTIES OF MATTER, AND ELECTRICITY/ELECTROMAGNETISM.

By continuing the initiative in 2024 and 2025, we provided additional schools with educational equipment, supporting teachers in their work and encouraging students to develop their curiosity, creativity and enthusiasm for Chemistry and the natural sciences.

Through the "Nestor Papathanasiou" program, we continue to invest in the next generation and support science education as a key pillar of our social responsibility.

Sponsorship of the Greek Chemistry Team

As part of our ongoing commitment to supporting Chemistry and scientific excellence in Greece, we sponsored the participation of the Greek Chemistry Team in the 57th International Chemistry Olympiad, held in Dubai from July 5 to 14, 2025. The Greek student delegation represented our country with distinction at this demanding international competition, which brought together 354 participants from 90 countries, and won a bronze medal. By supporting initiatives such as this, we invest in the next generation of scientists, promote scientific knowledge and highlight the importance of Chemistry as a field of education, innovation and social progress.



Sponsorship of the Hellenic Society of Cosmetology

In 2025, we sponsored the Hellenic Society of Cosmetology in recognition of its 30 years of contribution to advancing knowledge of chemistry and cosmetic technology in Greece. By supporting a non-profit scientific organization that promotes research, education and collaboration in the field, we reaffirm our commitment to advancing scientific knowledge and highlighting Chemistry as a driver of innovation and social progress.



Promoting sports & and health

At ELTON, our commitment to social responsibility includes promoting health, well-being and active participation in the local communities where we operate. Through initiatives that encourage physical activity as part of a balanced lifestyle, foster sportsmanship, teamwork and inclusion, as well as awareness initiatives highlighting the importance of prevention, we seek to create a positive social impact. By engaging our employees and supporting relevant community and sporting initiatives, we help foster a culture of care, collaboration and responsible action for our people and the communities in which we operate.

Supporting Sports Clubs

We supported local sports clubs in the areas where we operate by sponsoring sports uniforms and equipment. Through this initiative, we contribute to promoting physical activity as part of a balanced lifestyle, while also fostering sportsmanship and the values that sport instils in young people. At the same time, we actively support the personal and social development of children and young people in our local communities by providing them with opportunities to develop their skills, nurture their talents, build collaborative relationships and experience values such as teamwork, fair play and solidarity.

Specifically, we supported:

- **Avlona** Football Club
- Sykaminos **Oropos** Football Academy
- **Avlona** TAE KWON-DO I.T.F. / Kick-boxing Club







Participation in the 19th Alexander the Great Marathon – Thessaloniki

We took part in the 19th International "Alexander the Great" Marathon, with almost all employees of our Thessaloniki Branch participating. The event provided a valuable opportunity to strengthen teamwork, collaboration and shared experiences among our people, highlighting the value of physical activity as a means of participation, connection and inclusion. By taking part in an event that is open to everyone, regardless of ability, level of preparation or personal characteristics, we reaffirm our commitment to a corporate culture built on active participation, respect and inclusion.



Employee Participation in the 16th and 17th Race for the Cure

At ELTON, our commitment to society is reflected in the active participation of our employees in initiatives focused on awareness, education and solidarity. Since 2019, our participation in the Race for the Cure has been a regular Company initiative, highlighting the importance of prevention, early awareness and open dialogue around breast cancer. In 2024 and 2025, ELTON employees, together with their families, took part in the 16th and 17th Race for the Cure, respectively, demonstrating their support for the message that health concerns us all—our people, their families and our communities. Through our participation, we highlight the power of knowledge, prevention and collective action in creating a positive social impact.

At ELTON, we believe that making a positive contribution to society starts with active employee involvement in initiatives that raise awareness, share knowledge and promote solidarity. Since 2019, the Race for the Cure has been a regular part of our social initiatives, helping to highlight the importance of prevention, early detection and open dialogue about breast cancer. In 2024 and 2025, ELTON employees and their families took part in the 16th and 17th Race for the Cure, respectively, supporting the message that health matters to all of us—our people, their families and the wider communities in which we operate. Through our participation, we help promote the importance of knowledge, prevention and collective action in creating a positive impact on society.

Employees that participated in the **Race for the cure** with their families.

22	16
in 2024	in 2025

Participation in the Pink@Work Campaign

In October 2025, we took part in the Pink@Work campaign, supporting the mission and work of "Alma Zois" – the Hellenic Association of Women with Breast Cancer. Our employees wore pink and came together to raise awareness and promote the importance of prevention, showing their support for this important social cause. We also shared information with employees on breast cancer prevention, further highlighting the value of knowledge and early detection. Through this initiative, we reinforced the message that looking after our health is something we all share responsibility for, and that awareness and collective action can make a meaningful difference.



Supporting local organizations

At ELTON, our commitment to corporate responsibility is reflected in initiatives that support environmental protection, prevention, safety and the local communities where we operate. Through partnerships with local organizations and responsible environmental management initiatives, we seek to use our resources responsibly and contribute to a positive social and environmental impact.

Donation to the Oinofyta Fire Service

As part of our ongoing and constructive cooperation with the Oinofyta Fire Service in relation to the training, awareness-raising and preparedness of our employees, we donated household equipment to members of the Service. This initiative reflects our appreciation for the important work carried out by the Fire Service and forms part of our ongoing commitment to supporting organisations that play a vital role in the safety and protection of the local communities where we operate.



EMPOWERING EVERYDAY HEROES

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Sound Corporate Governance



Our contribution to the Sustainable Development Goals (SDGs):

ELTON’s approach

At ELTON, we see corporate governance as a fundamental pillar of our business. It ensures the orderly operation of the Company while strengthening trust between ELTON and its stakeholders.

Our governance framework is underpinned by our Internal Rules Code of Procedure and a comprehensive set of policies and regulations that promote transparency, accountability and business integrity. These policies cover key areas such as executive remuneration and performance evaluation, the suitability of Board members, whistleblowing and the prevention of conflicts of interest. They also address regulatory compliance, equality and non-discrimination, protection against violence and harassment in the workplace, and data and information security.



The Board of Directors, supported by its Committees, oversees critical areas relating to the Company’s internal organization, risk management, internal controls and compliance with the applicable regulatory framework. The composition of the Board and the way it operates are designed to support independent, transparent and effective decision-making. Through this framework, we put our commitment to sound corporate governance into practice, aligning our policies and procedures with sustainable development and the creation of long-term value for all our stakeholders.

For the 2024–2025 reporting period, ELTON’s performance in areas relating to business integrity and compliance is presented below.

0

REPORTS AND FINES RELATING TO CORRUPTION AND BRIBERY INCIDENTS IN 2024–2025

0

INCIDENTS OF ANTI-COMPETITIVE, ANTITRUST AND MONOPOLY PRACTICES IN 2024–2025

0

SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA IN 2024–2025



Business model

At ELTON, our business model is built around the distribution and supply of chemical raw materials, specialized products and integrated solutions to industrial companies and businesses across a wide range of sectors. This model allows us to build on our competitive strengths, identify opportunities for growth and map potential risks.

By continuously expanding our range of products and services, building strategic partnerships with international companies and maintaining a presence across many countries in Southeastern Europe, we create value for our stakeholders and support our sustainable economic growth. Our focus remains on growing responsibly within our sector while continuously improving the quality of our products and services.

Key Partnerships

- Suppliers of chemical raw materials ana systems
- Logistics partners
- Research centers and quality certification organizations
- Commercial agents and subsidiary companies
- External partners in health & safety, environment, and IT

Key Resources

- Extensive network of warehouses and transportation across Southeast Europe
- Digital infrastructure for order management and product traceability
- Human capital with specialized technical expertise

Key Activities

- Distribution and trading of chemical raw materials and specialty products for industrial, agricultural, and consumer use
- Development of technical solutions, applications, and systems

Cost Structure

- Procurement and transportation costs
- Storage and inventory management costs
- Energy and operating costs of facilities
- Compliance and ISO certification costs
- Human resources, training, and safety costs

Value Proposition

ELTON offers high-quality products and solutions that combine technical know-how, reliability, and responsible business operations.
Through a flexible and efficient distribution model, it provides customers with access to innovative materials, technical support, and certified services that meet international safety and sustainability standards.

Competitive Advantages

The Group's competitiveness is based on geographic diversification, an extensive distribution network across 7 countries in Southeast Europe, high technical expertise, and a consistent corporate culture of integrity. ELTON combines international partnerships, 40+ years of experience, and a commitment to sustainable growth, delivering value through high-specification products.

Customer Relationships

- Continuous technical support & after-sales service
- Participation in exhibitions, seminars, and training sessions
- Trust-based relationships with industrial and commercial customers
- Periodic customer satisfaction assessment

Revenue Streams

- Sales of chemical raw materials, systems, and specialty products
- Distribution partnerships and agencies with international houses/brands

Customer Segments

- Chemical, food, cosmetics, energy, and agriculture industries
- Wholesale businesses and technical application companies

Communication Channels

- Regional offices and warehouses in Southeast Europe
- Corporate website and digital platforms for product information (social media)
- Participation in international trade fairs

Environmental – Social Cost

- Impacts from transportation and energy consumption
- Supply chain risks due to international disruptions
- Waste generated from packaging and chemical residues

Environmental – Social Benefits

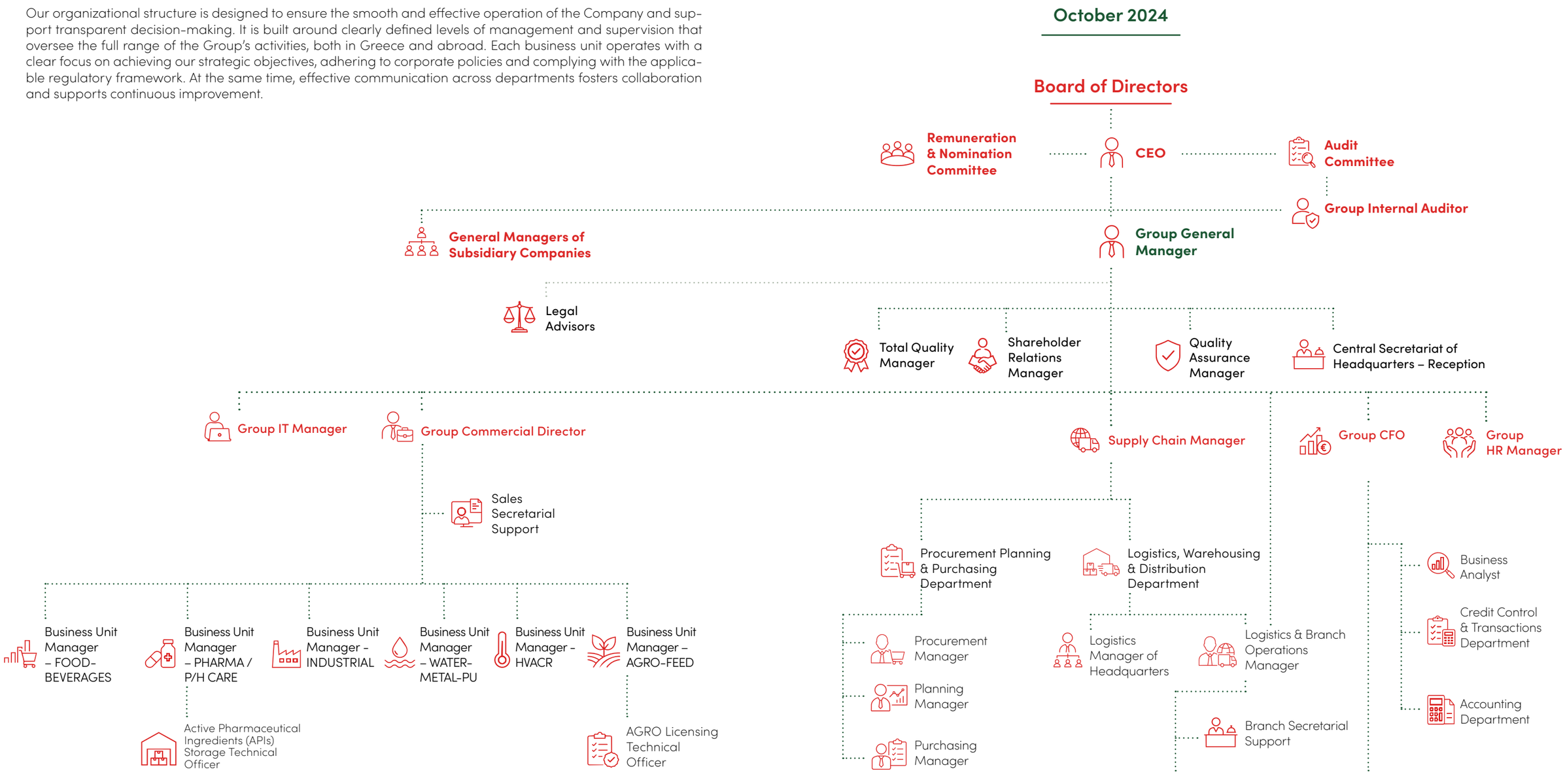
- Strengthening local economies through partnerships with domestic suppliers and job creation
- Supporting local communities through initiatives and sponsorships

Sustainable Business Model Canvas

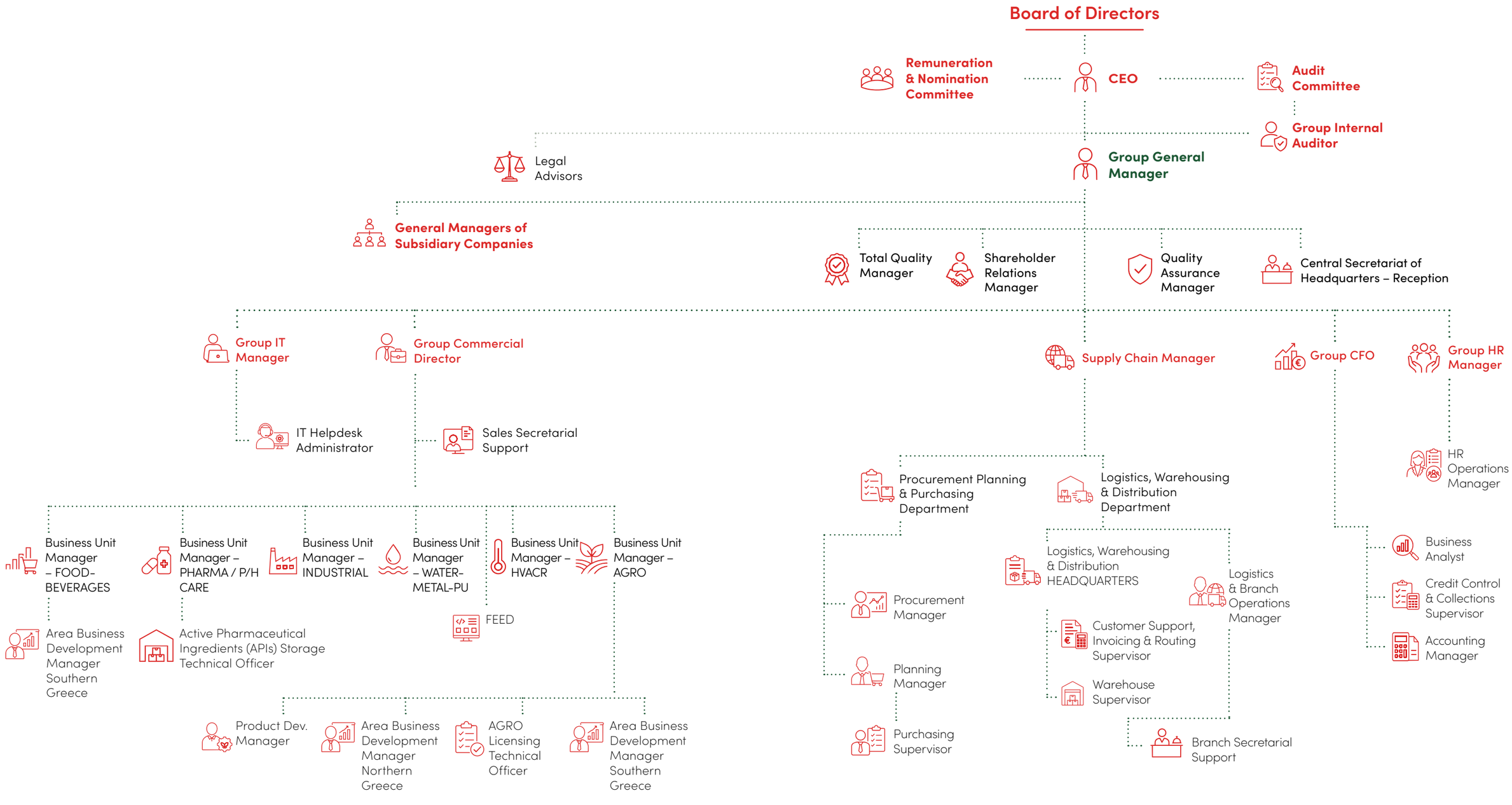
Business model canvas generation by Alexander Osterwalder and Yves Pigneur

Organizational structure

Our organizational structure is designed to ensure the smooth and effective operation of the Company and support transparent decision-making. It is built around clearly defined levels of management and supervision that oversee the full range of the Group's activities, both in Greece and abroad. Each business unit operates with a clear focus on achieving our strategic objectives, adhering to corporate policies and complying with the applicable regulatory framework. At the same time, effective communication across departments fosters collaboration and supports continuous improvement.



December 2025



Board of Directors

The Board of Directors is the Company's highest governing body, responsible for setting its strategic direction, overseeing its long-term growth and ensuring good corporate governance. Its composition reflects a balance between executive and non-executive members, supporting transparency and independence in decision-making.

The Board of Directors sets ELTON's strategy and approves its policies, ensuring their implementation across all levels and areas of operation. It oversees management, monitors financial performance and risks, approves the financial statements and ensures compliance with the applicable legal and regulatory framework. Through its Committees, the Board also oversees executive evaluations, remuneration policies, internal controls and the whistleblowing process.

During the reporting period covered by this Report, the Board of Directors comprised six (6) members, all of whom were over 51 years of age, with an average age of 61 as of December 31, 2025. Three members (50%) were executive and three (50%) were non-executive, of whom two (33%) were independent, as presented in the table below. The current Board's term of office runs until June 20, 2027. The Chair of the Board is an independent, non-executive member, in accordance with the provisions of the Hellenic Corporate Governance Code.

BOARD MEMBER	POSITION	INDEPENDENCE	COMMITTEE	
			Audit	Remuneration and nomination
Alkistis Papathanasiou	CEO – Executive Member			
Lavrentios-Eleftherios Alvertis	Chairman of the BoD – Independent Non-Executive	✓	✓	✓
Athanasios Iliopoulos	Executive Member			
Anna Mouratidou	Executive Member			
Christos Poulis	Non-Executive Member		✓	✓
Antonios Mouzas	Independent Non-Executive	✓	✓	✓

33%
REPRESENTATION OF WOMEN ON THE BOARD OF DIRECTORS

33%
INDEPENDENT MEMBERS ON THE BOARD OF DIRECTORS

7 YEARS
AVERAGE TENURE ON THE BOARD OF DIRECTORS FOR 2025

The members of our Board of Directors bring extensive professional experience and technical expertise, together with specialized knowledge in corporate governance, regulatory compliance, sustainable development and management. We apply a Board Members' Suitability Policy and conduct an annual assessment through the Remuneration and Nomination Committee, ensuring the Board's collective competence in ESG and sustainability matters (see the Regulatory Compliance subsection and the relevant policies here).

The current composition of the Board was also confirmed through the relevant assessments for 2024 and 2025 as adequately covering key areas of expertise, including strategic planning, risk management, regulatory compliance, operational excellence and responsible business practices. In addition to their professional qualifications, Board members hold certifications and have participated in programs covering ESG, corporate governance, cybersecurity and data protection. Furthermore, the Board's self-assessment process demonstrates the members' ongoing development of their knowledge in risk management, corporate responsibility and sustainability-related compliance, in line with the requirements of Law 4706/2020 and the Hellenic Capital Market Commission guidelines.

At ELTON, we also ensure that Board members have access to specialized advisors and external ESG experts to support well-documented and informed decision-making. The Board's collective knowledge and experience in sustainable development and governance strengthen our ability to effectively oversee the ESG objectives it sets, manage risks and monitor our performance across environmental, social and business ethics matters.



Committees & supporting functions

Audit Committee

Our Audit Committee acts as an advisory body to the Board of Directors, supporting it in overseeing financial and non-financial reporting, the effectiveness of the internal control and risk management systems, and compliance with the applicable regulatory framework. The Committee operates in accordance with its approved Terms of Reference. It comprises four members and has a term of office until June 20, 2027, in accordance with the decision of the Board of Directors. Three members are non-executive and/or independent members of the Board and a third party—who is not a member of the Board of Directors and is independent, Mr. Eirinaios Theodorou (Certified Public Accountant, currently suspended).



The Committee's responsibilities include, among other:

- Monitoring the preparation and audit of the financial statements.
- Overseeing the independence and effectiveness of the external auditor.
- Assessing the Internal Control System.
- Ensuring the adequacy of risk management and regulatory compliance mechanisms.
- Overseeing matters relating to corporate governance and business ethics.

Remuneration & Nomination Committee

The Remuneration & Nomination Committee operates in accordance with its approved Terms of Reference (Terms of Reference of the Remuneration & Nomination Committee) and comprises three non-executive members of the Board of Directors, two of whom are independent.

The Committee's responsibilities include, among others:

- Verseeing the selection, evaluation and renewal of the terms of office of Board members.
- Overseeing the implementation of the Board Members' Suitability Policy
- Monitoring the Board of Directors' evaluation process
- Overseeing the implementation of the Remuneration Policy.
- Making recommendations on aligning remuneration with the achievement of the Company's strategic objectives.
- Ensuring that remuneration is linked to performance indicators and responsible business practices.

Functions supporting the Board of Directors

Internal Audit

The Internal Audit Unit is responsible for providing assurance on the effectiveness of internal processes, the adequacy of the Internal Control System and compliance with applicable policies and regulatory requirements. It operates in accordance with its approved Terms of Reference and is guided by the principles of independence, objectivity, professional competence and confidentiality, in line with the International Professional Practices Framework (IPPF) for Internal Auditing.

Its key responsibilities include:

1. Assessing the adequacy and effectiveness of the Internal Control System.
2. Ensuring compliance with applicable laws, regulations, policies and procedures.
3. Making recommendations to Management to strengthen and improve control processes.
4. Monitoring the implementation of corrective actions.
5. Reporting its findings and any identified weaknesses to the Audit Committee.

Risk Management & Regulatory Compliance Functions

The Risk Management and Regulatory Compliance functions operate independently and in coordination with one another, under the oversight of the Audit Committee and the Board of Directors and in accordance with their respective approved Rules of Procedure.

The Risk Management Unit is responsible for:

- Developing and monitoring the Company's risk management framework
- Identifying, assessing and monitoring business and operational risk
- Preparing risk assessment reports for Management and the Board of Directors
- Recommending appropriate preventive and mitigating measures.

The Regulatory Compliance Unit is responsible for:

- Continuously monitoring legal and regulatory developments
- Keeping Management and employees informed of applicable compliance requirements
- Ensuring the proper implementation of relevant policies and regulations
- Preparing periodic reports for the Audit Committee and the Board of Directors.



Regulatory compliance

The regulatory compliance framework we have established combines the Code of Conduct with policies and procedures, supported by clearly defined oversight responsibilities. It is aligned with applicable national and European legislation, incorporates the necessary risk management and data protection measures, and is supported by regular assessments, training and reporting mechanisms.

The framework includes the following corporate documents:

- Code of Ethics & Professional Conduct
- Internal Rules of Procedure
- Rules of Procedure of the Internal Audit Unit
- Terms of Reference of the Risk Management and Regulatory Compliance Units
- Legislative & Regulatory Compliance Policies and Procedures
- Conflict of Interest Prevention & Management Policy
- Whistleblowing Policy
- Whistleblowing Procedure
- Policy on Preventing and Combating Violence and Harassment in the Workplace
- Non-Discrimination & Equal Opportunities Policy
- Sustainable Development Policy
- Board Members' Remuneration Policy

Code of Ethics & Professional Conduct

The Code sets out the principles that guide our conduct, including integrity, compliance with applicable laws and regulations, fair and responsible business practices, the prevention and management of conflicts of interest, transparency in relation to gifts and hospitality, confidentiality and data protection, equal treatment, respect for human rights, and zero tolerance of corruption and anti-competitive practices. It applies to all members of our Board of Directors, executives and employees, and also governs our relationships with customers, suppliers, business partners and other stakeholders. No operational exceptions are provided for in relation to its fundamental principles.

The implementation of the Code is monitored by the Regulatory Compliance and Internal Audit Units, under the oversight of the Audit Committee and with ultimate accountability to the Board of Directors. Compliance is supported by applicable national and European legislation, capital market regulatory requirements, and our approved internal policies and procedures (e.g. Compliance, Whistleblowing and Conflicts of Interest). The principles of the Code cover matters relating to employees, customers, suppliers and shareholders, as well as broader social issues, promoting a safe, equitable and trustworthy environment for collaboration. The Code is an official corporate document, communicated to employees and made available to stakeholders through the Company's communication channels.

During the 2024 and 2025 reporting period, no confirmed incidents of bribery or corruption or legal actions relating to anti-competitive practices were recorded. The mechanisms for preventing and reporting such incidents are set out in the Compliance, Conflicts of Interest and Whistleblowing policies.



Internal rules of procedure

The Internal rules of procedure define Internal Rules of Procedurethe Company's organizational structure, responsibilities, key procedures, reporting lines and operating rules for its corporate units. They apply to all companies of the ELTON Group. Their implementation is overseen by the Board of Directors through its Committees and supported by the Internal Audit, Regulatory Compliance and Risk Management Units. In addition to ensuring alignment with applicable corporate law, stock market legislation and internal policies, the Rules support the smooth operation of the Company, as well as transparency and accountability towards shareholders, employees, customers and suppliers. This approved corporate document is communicated internally and made available to stakeholders through official channels.

Policy on the prevention and management of conflicts of interest

This Policy defines the circumstances that constitute a conflict of interest, as well as the obligations for disclosure and management when such conflicts arise. It also establishes the relevant reporting lines and disciplinary measures. The Policy applies to members of the Board of Directors, executives and employees and is monitored by the Regulatory Compliance and Internal Audit Units.

Whistleblowing policy

The Policy and its corresponding procedure establish the internal and external reporting channels, define the scope of matters that may be reported—including breaches of laws or policies, corruption, fraud and harassment—and provide safeguards for confidentiality and anonymity, as well as protection against retaliation.

The Whistleblowing policy covers all employees, members of the Board of Directors, business partners and other persons with whom we conduct business. Its implementation is monitored by the Regulatory Compliance and Internal Audit Units, with reporting to and oversight by the Audit Committee and the Board of Directors, in accordance with their respective rules.

The policy also complies with applicable whistleblower protection legislation and the Company's internal policies, namely the Code of Conduct, Compliance and Conflict of Interest. It protects employees, business partners, suppliers and other stakeholders, ensuring a fair process and timely communication. The Policy is communicated to employees and is available through the Company's communication channels.

Policy on preventing and combating violence and harassment in the workplace

This Policy establishes our zero-tolerance approach to violence and harassment, defines examples of prohibited behaviors, and sets out prevention measures, reporting and investigation procedures, and sanctions. It covers all employees and persons working with the Company within the premises where we operate. The implementation of the Policy is overseen by Management and the Audit Committee through the Regulatory Compliance and Internal Audit Units. The Policy is communicated internally and made available through the Company's communication channels.

Sustainable development policy

The ELTON Group's Sustainable development policy sets out our key principles and commitments regarding responsible business practices, environmental protection, social progress and corporate governance. The Policy applies to all Group companies and facilities, covering all business functions and activities. Its objective is to integrate sustainability principles across all Group activities, supporting long-term growth and the creation of value for all stakeholders. Responsibility for implementing the Policy lies with the Board of Directors, which monitors progress towards sustainability objectives and makes decisions aimed at improving performance. The Audit Committee and the Regulatory Compliance and Risk Management Units support the oversight and assessment of the Policy's implementation. The Policy was developed taking into account the interests and expectations of key stakeholders and is a public document, available on the Company's official website.



Business continuity assurance

At ELTON, we operate within a Business Continuity Assurance framework designed to maintain operational resilience in the event of emergencies, natural disasters and/or digital incidents.
The framework is closely integrated with the Company's Risk Management System and its policies on Regulatory Compliance, Health & Safety, and Data Protection.



Our business continuity mechanisms focus on the following:

1. Prevention and assessment of operational and technological risks
2. Preparation of recovery plans for critical functions (Business Continuity Plans)
3. Ensuring the uninterrupted operation of warehouses, the distribution network, and information systems
4. Digital security and data protection management, in accordance with the requirements of privacy laws and the General Data Protection Regulation

At ELTON, we implement appropriate technical and organizational measures to prevent incidents involving the loss of, or unauthorized access to, customer, supplier and employee data. These measures are aligned with our Code of Ethics and Professional Conduct and Regulatory Compliance Policy. Information security and related matters are monitored in collaboration with the Risk Management and Regulatory Compliance Functions, while oversight at Board level is provided by the Audit Committee, in accordance with its Terms of Reference.

We have also developed business continuity plans and conduct regular tests across individual functions to assess their effectiveness and readiness. In addition, we provide our people with training on crisis management, cybersecurity and operational recovery, further strengthening our organizational resilience. During the 2024–2025 reporting period, no incidents involving data breaches or the loss of confidential information were reported.

Certified management systems

We implement internationally recognized management systems that support quality, food safety, environmental management, and occupational health and safety. We are certified by recognized international bodies in accordance with the ISO 9001, ISO 22000, ISO 14001 and ISO 45001 standards. Compliance with these standards is assessed through annual audits.

Quality management system - ISO 9001

The ISO 9001:2015 standard is implemented across the following ELTON subsidiaries, ensuring standardized processes, consistency in service delivery and customer satisfaction:

- ELTON International Trading Company S.A. (Greece) – Distribution and trading of chemical raw materials.
- ELTON Corporation S.A. (Romania) – Wholesale trade of chemical products.
- ELTON Bulgaria EOOD (Bulgaria) – Wholesale trade of chemical substances and products.
- ELTON Corporation DOO Beograd (Serbia) – Import, export, commercial representation and distribution of chemical raw materials.

Food safety management system - ISO 22000

The ISO 22000:2018 standard is implemented in Greece and covers food safety management across the supply chain. It further ensures that ELTON products supplied to the food and beverage industry meet safety and quality requirements throughout all stages of storage, distribution and transportation. The system covers risk control, traceability and compliance with food legislation, helping to safeguard the end consumer.

Environmental management system - ISO 14001

The ISO 14001:2015 standard is implemented at ELTON Group facilities in Avlona, Sindos and Romania, supporting the systematic monitoring, reduction and management of our environmental impacts.

- Avlona – Trading of raw materials and additives for the food, cosmetics, pharmaceutical and chemical industries.
- Sindos – Trading and packaging of glucose syrup and raw materials for industrial applications.
- Romania – Wholesale trade of chemical products and industrial raw materials.

Occupational health and safety management system - ISO 45001

The ISO 45001:2018 standard is implemented at the Company's facilities in Avlona and Sindos and focuses on preventing occupational risks and accidents, safeguarding employee health and safety, and continuously improving working conditions.

- Avlona – Trading of raw materials for the food, pharmaceutical and chemical industries.
- Sindos – Management and trading of raw materials, additives and agricultural supplies for the chemical, food, cosmetics and pharmaceutical industries.

Financial performance

At ELTON, we contribute to value creation by supporting the growth of the Greek economy, as well as the economies of the countries in which we operate. Our financial performance in relation to our operations in Greece is presented in the table below and reflects how our resources are distributed among our employees, shareholders, business partners and the wider community.



Financial performance in €

	2025	2024
Turnover	**89,275,635**	**87,298,303**
Operating profit	13,305,822	13,792,081
Operating costs	11,104,919	10,385,927
Payments to Providers of Capital	903,120	1,129,735
Profit / (loss) before tax	2,158,045	2,790,598
Profit after tax	1,730,189	2,153,703
Total equity	59,304,445	59,711,291
Total investments	600,000	5,500,000
Total assets	91,551,221	94,096,254

Social product in €

	2025	2024
Employee remuneration and expenses	6,321,658	5,964,291
Other employee benefits	77,746	72,391
Payments to capital pro viders	903,120	1,129,735
Payments to government (taxes)	427,856	636,895
Community investments	6,699	1,439
Purchases from local suppliers	11,987,717	12,658,792
Purchases from international suppliers	63,058,052	62,070,311
Total (distributed economic value)	**82,782,848**	**82,533,854**
Retained economic value	**6,492,787**	**4,764,449**

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Appendices

Report methodology

The Sustainability Report 2024-2025 of the parent company ELTON INTERNATIONAL TRADING COMPANY S.A. hereinafter referred to as "ELTON" or "the Company" is the first Report and covers the period from 01/01/2024 to 31/12/2025.

Through this Report, the Company describes how it responds to and holistically manages contemporary economic, environmental, and social challenges, integrating the principles of sustainable development and responsible business practices into its strategy and operations. The qualitative and quantitative information presented in this Report reflects ELTON's performance and initiatives and covers all of ELTON's operations in Greece.



Methodology

This Report was prepared in accordance with the GRI Standards of the Global Reporting Initiative (GRI), at the basic level of agreement – Core. The GRI reporting principles were also applied to define the Report's content, namely stakeholder inclusiveness, sustainability context, materiality and completeness, as well as the principles for defining report quality.

To finalize the content of this Report, material topics were identified and prioritized, taking into account the requirements and needs of our stakeholders. The results of this process are presented in the chapter "Sustainability at the core".

Furthermore, the guidelines of the sector-specific SASB standards, as well as the United Nations 17 Sustainable Development Goals (SDGs) have been taken into account.

Project team

For the preparation of this Report and the effective management of the relevant sustainability matters, a Sustainability Team was established. Among other responsibilities, the Team is responsible for collecting the relevant information and data.

External assurance

The data presented in this Report has not been audited by an independent third party. However, recognizing that this process can be useful and add value, the Company will consider the possibility of an external audit in a future publication.

Sources of information

The information and data presented in this Report have been collected by ELTON on the basis of internal recording procedures and databases maintained as part of the implementation of the relevant management systems. Where data is presented after processing or based on assumptions, the nature or method of calculation is indicated in accordance with the GRI Standards guidelines.

Contact

Please submit your comments and observations or complete the Evaluation Questionnaire provided at the end of this Report and send it to the following address:

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GRI content index

Statement of use	The information presented in this Report reflects ELTON's activities for the period from 1 January 2024 to 31 December 2025.and provides information on its social, environmental and governance performance. ELTON has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI 2: General Disclosures 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
1. 1. The organization and its reporting practices		
2-1	Organizational details	pp. 128-129
2-2	Entities included in the organization's sustainability reporting	pp. 128-129
2-3	Reporting period, frequency and contact point	pp. 128-129
2-4	Restatements of information	This is ELTON's first Sustainability Report. Therefore, there are no restatements of information.
2-5	External assurance	p. 129
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pp. 16-21, 28-29, 106-107
2-7	Employees	pp. 72-77
2-8	Workers who are not employees	No workers who are not employees are engaged.
3. Governance		
2-9	Governance structure and composition	pp. 108-117
2-10	Nomination and selection of the highest governance body	p. 115
2-11	Chair of the highest governance body	p. 112

GRI 2: General Disclosures 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
2-12	Role of the highest governance body in overseeing the management of impacts	pp. 112-113
2-13	Delegation of responsibility for managing impacts	pp. 112-113
2-14	Role of the highest governance body in sustainability reporting	pp. 49, 112-113
2-15	Conflicts of interest	p. 120
2-16	Communication of critical concerns	pp. 112-117
2-17	Collective knowledge of the highest governance body	pp. 112-113
2-18	Evaluation of the performance of the highest governance body	pp. 112-115
2-19	Remuneration policies	p. 115
2-20	Process to determine remuneration	p. 115
2-21	Annual total compensation ratio	Not disclosed due to confidentiality constraints.
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	p. 5
2-23	Policy commitments	pp. 74, 78, 89, 118-123
2-24	Embedding policy commitments	pp. 118-123
2-25	Processes to remediate negative impacts	pp. 116-117
2-26	Mechanisms for seeking advice and raising concerns	pp. 83, 120
2-27	Compliance with laws and regulations	pp. 118-123
2-28	Membership associations	pp. 30-33
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	pp. 46-47
2-30	Collective bargaining agreements	p. 73

GRI 3: Material Topics 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	pp. 48-49
	3-2 List of material topics	p. 49
ENVIRONMENT		
Energy and emissions management		
Stakeholders: Shareholders; Customers; Employees; Minority shareholders and investors; Suppliers; Government/ Authorities; Local communities		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 54-69
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 61
	302-3 Energy intensity	p. 61
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp. 64-65
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 64-65
	305-4 GHG emissions intensity	pp. 64-65
Waste management		
Stakeholders: Shareholders, Customers, Employees, Minority shareholders and investors, Suppliers, Government/ Authorities, Local communities		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 54-69
GRI 306: Waste 2020	306-3 Waste generated	pp. 66-67
	306-4 Waste diverted from disposal	pp. 66-67
	306-5 Waste directed to disposal	pp. 66-67
Safe handling and distribution of chemical substances		
Stakeholders: Shareholders, Customers, Employees, Minority shareholders and investors, Suppliers, Government/ Authorities, Local communities		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 54-69, 60, 123
ELTON KPI	Number of international certifications held by ELTON, ensuring its quality	pp. 122-123

GRI 3: Material Topics 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
SOCIETY		
Health and safety at work		
Stakeholders: Shareholders, minority shareholders and investors, employees, suppliers, international companies/ business partners		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 86-93
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 89
	403-5 Worker training on occupational health and safety	pp. 90-91
	403-6 Promotion of worker health	p. 89
	403-8 Workers covered by an occupational health and safety management system	100% of employees are covered by the occupational health and safety management system.
	403-9 Work-related injuries	p. 92
Attracting and retaining talent		
Stakeholders: Shareholders, minority shareholders and investors, employees, suppliers, international companies/ business partners		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 70-85
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 77
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 83
	401-3 Parental leave	p. 76
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 72
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 79
Diversity, inclusion and equal opportunities		
Stakeholders: Shareholders, minority shareholders and investors, employees, suppliers, local communities, international companies/business partners		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 70-85
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 72-76, 113

GRI 3: Material Topics 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
GRI 406:Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 51
Customer and business partner satisfaction		
Stakeholders: Shareholders, minority shareholders and investors, customers, employees, suppliers, international companies/business partners		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 6-39
ELTON KPI	Percentage of customers satisfied with the Company's complaint handling in 2025	pp. 26-27
Strengthening local community		
Stakeholders: Shareholders, minority shareholders and investors, employees, local communities		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 94-101
ELTON KPI	Total community investments during 2024–2025	p. 96
GOVERNANCE		
Business ethics and transparency		
Stakeholders: Shareholders, minority shareholders and investors, employees, local communities		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 102-125
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	pp. 124-125
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	pp. 42, 104

GRI 3: Material Topics 2021		
GRI Standards	**Disclosure**	**Page of the Report/Notes**
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 104
Data protection and cybersecurity		
Stakeholders: Shareholders, minority shareholders and investors, employees, customers, suppliers, international companies/business partners, government/authorities, financial institutions		
GRI 3: Material Topics 2021	**3-3** Management of material topic	pp. 48-52, 102-125
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 104



Sustainability Report 2024–2025 Evaluation Questionnaire

Dear Reader,

Thank you for taking the time to read ELTON's Sustainability Report 2024–2025.

We greatly value your feedback and suggestions, which help us continuously improve our ESG information disclosure practices and strengthen our sustainability performance.

To this end, we have prepared the short questionnaire below. Your participation and feedback are highly valued and make an important contribution to the continuous improvement of ELTON's sustainability initiatives and strategy.

Please select the stakeholder category that best describes you:

- ☐ Shareholders
- ☐ Minority Shareholders and Investors
- ☐ Employees
- ☐ Customers
- ☐ Suppliers
- ☐ International Houses / Business Partners
- ☐ State / Authorities
- ☐ Local communities
- ☐ Financial Institutions
- ☐ Other: _____

Multiple-Choice Questions

Please tick (✓) the appropriate box.

Question	Excellent	Good	Fair	Poor
The Report clearly and accurately presents the Company's most significant impacts on the economy, society and the environment.	☐	☐	☐	☐
The data, indicators and information presented are clear, comprehensive and reliable.	☐	☐	☐	☐
The language, structure and visual presentation of the Report are well organized and easy to understand.	☐	☐	☐	☐

Open-Ended Questions

1. What is your overall assessment of the Sustainability Report?

2. Which section of the Report did you find most interesting?

3. What additional information would you like to see included in future Sustainability Reports?

4. Do you have any suggestions for improving ELTON's approach to managing sustainability matters and reporting related information?

For more information, please visit our official website: **https://elton-group.com/el**

Contact email: **info@elton-group.com**

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