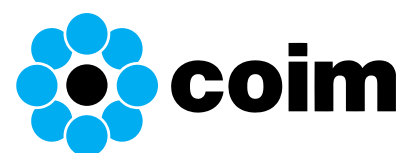
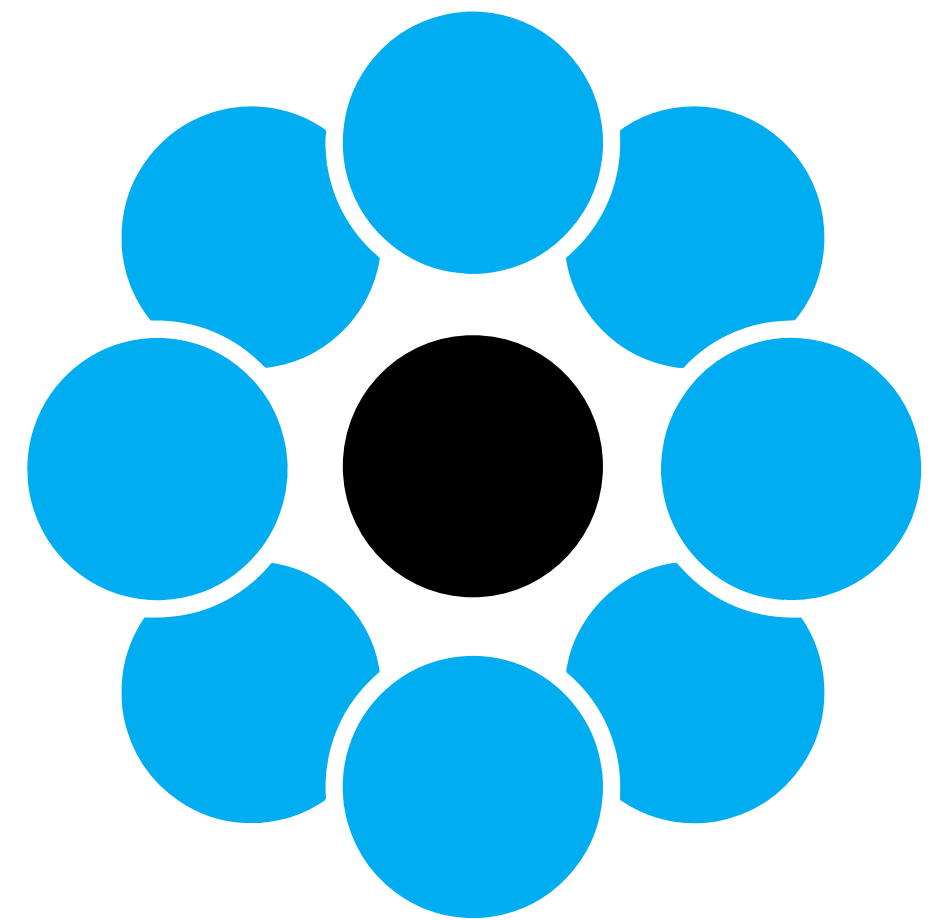


SUSTAINABILITY REPORT 2022





NATURE IS CHEMISTRY

*It's time to look ahead in the
direction of an environmentally
conscious chemical production.*

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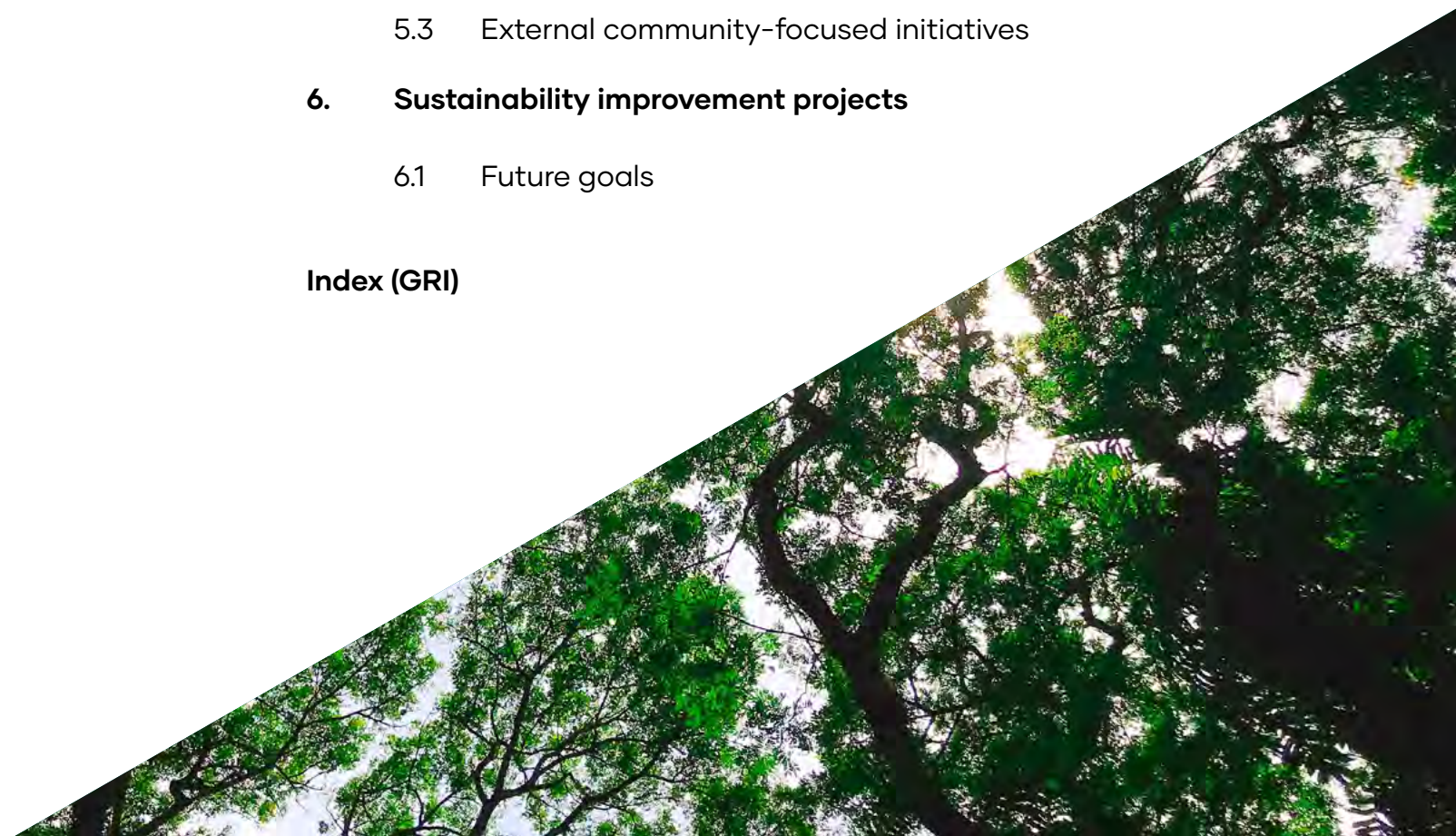
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LETTER TO THE STAKEHOLDERS 2022

In more than 60 years of business, growth and achievements, COIM's principles and values have not changed; instead, they have been strengthening because of the continuous attention paid to customers, innovation and the creation of value for every Stakeholder.

During the past year, in occasion of COIM's 60th anniversary, the first Sustainability Report was published. The document, as well as identifying the possible areas of improvement in the medium and long term, was useful to raise a global awareness about all the activities in progress in the field of Sustainable Development.

But that's not all.

I am pleased to introduce you the Sustainability Report for the year 2022, which illustrates the social, environmental and economic performance, as well as concerning workers' health and safety management, not only for COIM S.p.A. but extended also to COIM USA Inc., our production site in the United States, and the other European companies in the Group, COIM Deutschland GmbH and the recent acquisitions Synres B.V. and Neoflex S.L.

This is an important step towards the objective of a Group-level Sustainability reporting. In the coming years, in fact, all the other companies, both production and commercial, European and

non-European, belonging to COIM Group, will be progressively included in the scope of the Report. The goal is to identify the areas for improvement across all the Group companies, to maintain a uniform approach to Sustainability.

COIM has always believed in the importance of preserving the economic and psychophysical well-being of employees, safeguarding the environment, favouring the development of local communities, and ensuring long-term business stability and continuity, by guaranteeing to its customers the best possible product at a fair price. Particular attention is dedicated also to the selection of suppliers, to assess their alignment with the same principles of Sustainability.

The development of new products with a lower environmental impact and, simultaneously, a higher degree of safeness for workers and consumers, has been underway, while sustainability is an integral part of our nature and culture. Accordingly, it is essential to experience life within the company being conscious of this aspect, to create a better world for the future generations.

Giuseppe Librandi
C.E.O.
C.O.I.M. S.p.A.

Methodological Note

This document represents C.O.I.M. Group (hereinafter also mentioned as "Group", "COIM Group" or "COIM") second Sustainability Report and describes the main results achieved in terms of sustainability in 2022 by the Group. The Report was prepared reporting a selection of the "**Global Reporting Initiative Sustainability Reporting Standards**" (according to the "with referenced to" approach) defined by the **Global Reporting Initiative** (GRI), as outlined in the "**GRI Content Index**" table, which provides evidence of the coverage of GRI indicators associated with each sustainability issue reported in this document. Regarding GRI 1 (Foundation), GRI 2 (General Disclosures) and GRI 3 (Material Topics) Standards the most recent version of the GRI guideline (the 2021 one) was adopted.

In line with the provisions of the GRI Standards, COIM Group was inspired by the principles of stakeholder inclusiveness and completeness for the definition of contents, preliminarily assessing its own sustainability context; to the principles of **balance, clarity, accuracy, timeliness, comparability** and **reliability**, to guarantee the quality of the information and the adequacy of the methods of presentation.

With the aim to be aligned with the new methodological approach of the GRI Standards to sustainability materiality, COIM Group has carried out an accurate **impact assessment** in order to identify the most significant effects of the Group on the **economy, environment** and

people, including those on **human rights**, in the scope of its activities and business relationships. This activity has allowed the Group to determine the most relevant sustainability issues (the so-called "material issues"), around which drafting its Sustainability Report.

For this year, the materiality analysis based on impacts assessment has involved only COIM S.p.A. Top Management, while, for the coming years, the Group intends to involve other categories of Stakeholders as well, in order to make the analysis more accurate.

Information contained in this Report refers to the year 2022 (from January 1st to December 31st, 2022) and, where possible, a comparison was made with data related to the period from January 1st to 31 December 31st 2021 in order to allow the comparability of data over time. Furthermore, for a correct representation of performance and to ensure the reliability of data, the use of estimates has been limited as much as possible and, if present, they have been based on best available methodologies and adequately reported.

The reporting scope of economic data, based on the Consolidated Financial Statements, corresponds to the whole Group, while social and environmental data only include the following companies¹: **C.O.I.M. S.p.A.** (hereinafter also mentioned as COIM S.p.A.), **Synres B.V.**² (hereinafter also mentioned as Synres), **Neoflex S.L.**³ (hereinafter also mentioned as Neoflex), **Coim USA Inc.** (hereinafter also mentioned as COIM US), **Coim Deutschland Gmbh Div.** (hereinafter also mentioned as COIM Deutschland). Moreover, environmental data do not include Coim Deutschland Gmbh Div., a company which only provides sales and technical services, for this reason the environmental impact was considered "not material". Any further changes to the reporting scope are appropriately expressed in the text of this document.

In view of the entry into force of **CSRD Regulation** (Corporate

Sustainability Reporting Directive), the Group, in the coming years, is committed to expanding the scope of reporting to other subsidiaries as well.

It should also be noted that there were no significant changes in the Company's organizational structure, size, ownership structure and supply chain in 2022.

For additional information and suggestions regarding COIM Group's Sustainability Report, please contact:

regulatory@coimgroup.com

This document is also available on the website at

<https://www.coimgroup.com>

¹ The 2022 reporting scope does not include Novotex Italiana S.p.A. because, in view of the CSRD Regulation (Corporate Sustainability Reporting Directive) enactment, the scope of the Sustainability Report must be the same of the Consolidated Financial Statement, as well as including all fully consolidated companies (>50% control).

² For Synres B.V. and Neoflex S.L., the two most recently acquired companies, data only refers to reporting year 2022. Indeed, the former was acquired during 2022, while the latter at the end of 2021.

³ Please refer to footnote ².

Our Approach to sustainability

This Sustainability Report 2022 is an essential tool for sharing the sustainability results we have achieved with our stakeholders, and reporting the actions implemented to **monitor and reduce impact from production processes**, to safeguard the environment and promote wellbeing in the area and the community. As mentioned before, this report and the continuous improvement plan that COIM is committed to implementing have been drawn up in line with the international standards of the **Global Reporting Initiative (GRI)**.

According to the GRI standards, the reporting principles for defining Report content are as follows:

- Stakeholder inclusiveness in identifying relevant topics;
- Sustainability context in its three main areas (social, environmental and economic);
- Materiality analysis relating to mission, vision, founding values and analysis of the context and legitimate expectations of stakeholders;
- Completeness of the topics deemed significant.

According to the GRI standards, the **reporting principles** for defining Report quality are as follows:

- Accuracy in assessing performance;
- Balance between positive and negative data to give a weighted performance assessment; clarity of the information illustrated such that it is comprehensible to all stakeholders; comparability to enable the analysis of changes in performance over the years;
- Reliability of information provided from comprehensive, logged, analyzed and traceable sources;
- Timeliness of information.

The GRI standards are based on **agreements, declarations and recommendations** issued by authoritative international organizations such as:

- United Nations
- International Labor Organization
- Organization For Economic Co-operation and Development

We plan to continue on the path of sustainable environmental and social development specified by these organizations, in particular the United Nations 2030 Agenda for Sustainable Development.

Involvement and engagement with Stakeholders

The phase of identifying **stakeholders**, their expectations, and their interests represents one of the fundamental moments to define the contents of the Sustainability Report, a tool capable of illustrating the main dynamics and initiatives promoted by us during the year in the **ESG** (Environmental, Social, and Governance) field.

Through an in-depth analysis of our Group and the context in which it operates, the **main stakeholders directly and/or indirectly affected by COIM's activities**, and capable of influencing its operations, have been mapped. The stakeholder categories identified as of greater interest for us were then shared and confirmed during a dedicated **Workshop**, in which all **Top Management** members were involved.



In the following table, stakeholder categories have been ranked according to a prioritization activity which has involved the members of **Top Management** during the dedicated **Workshop** on materiality.

STAKEHOLDERS	REQUIREMENTS/EX-PECTATIONS	DIRECT COMMUNICATION METHODS
Employees and Collaborators	<ul style="list-style-type: none"> Job continuity Appropriate remuneration Safeguarding rights Professional development Safe working environment 	<ul style="list-style-type: none"> Information displayed on company notice boards Information videos Mailing – newsletters Company software Face-to-face meetings with management Social media
Customers	<ul style="list-style-type: none"> Value for money Compliance with standards Service continuity Timely service Meeting expectations 	<ul style="list-style-type: none"> Telephone contact Social media Mailing Face-to-face meeting Customer satisfaction surveys Trade fairs and events
Shareholders & investors	<ul style="list-style-type: none"> Maintaining or increasing value Investment result Business stability and continuity Transparency in reporting Attractive dividends Engagement on ESG issues Long-term business strategy 	<ul style="list-style-type: none"> Board of Directors
Suppliers	<ul style="list-style-type: none"> Service continuity Punctual payments Information on materials purchased 	<ul style="list-style-type: none"> Mailing Telephone Contact Social media Face-to-face meeting Trade fairs and events
Local Communities and Territory	<ul style="list-style-type: none"> Responsible practices Employment opportunities Social Activities 	<ul style="list-style-type: none"> Face-to-face meetings Press communications/media Meeting mediated by institutions
Institutions and regulatory authorities	<ul style="list-style-type: none"> Compliance with contractual and regulatory requirements Service reputation growth Availability of credit 	<ul style="list-style-type: none"> Face-to-face meeting Press releases
Trade Associations	<ul style="list-style-type: none"> Representation and protection of the Group and its employees' interests Listening and sharing experiences Open and constructive dialogue 	<ul style="list-style-type: none"> Conventions Mailing Telephone Contact
Research centers and academic institutions	<ul style="list-style-type: none"> Progress in R&D Internship opportunities 	<ul style="list-style-type: none"> Social media Mailing Face-to-face meeting Conventions

Relevant Topics and Materiality

A fundamental pillar underpinning the generation of value for all stakeholders, and the community in which we operate, is the incorporation of sustainability goals in our business by evaluating environmental, social and economic topics.

The materiality analysis process, aimed at identifying the most relevant sustainability aspects for our Group, has been developed following the new guidelines set by the non-profit organization **Global Reporting Initiative (GRI)** in its latest version of 2021, which has become effective from January 1, 2023.

According to the guidelines provided in section "**GRI 3: Material Topics 2021**" of the GRI Standards, an analysis has been conducted to identify the key aspects that encompass the most significant economic, environmental, and social impacts (both positive and negative, current and potential) for our Group and that can substantially influence the observations and decisions of our Stakeholders.

At an early stage, the materiality analysis has been focused on an as-is analysis of our Group combined with a benchmarking analysis of companies operating within the chemical sector including our main customers and suppliers, aimed at identifying current trends and best practices in reporting within the target market. This analysis has led to the identification of a long list of potentially material sustainability topics.

Starting from these ESG issues, the main positive and negative impacts that we in COIM Group can generate or can potentially generate through our activities and business relationships were then considered and mapped. Actually, according to the updated version of the GRI Standards, the reporting must be based on the relevant aspects for the Group, namely the ones providing the most significant positive and negative impacts on: economy, environment and people.

At a second stage, the identified impacts were evaluated by the members of the Top Management during a dedicated **Workshop**. The evaluations were expressed on a scale from 1 (low impact) to 5 (high impact), allowing the prioritization of relevant impacts.

From these impacts, therefore, the material issues on which to build the contents of this Report were identified.

Below, you will find the final list of ESG (Environmental, Social, and Governance) topics and their associated impacts.

ESG Area	MATERIAL TOPICS	IMPACTS GENERATED BY COIM GROUP
Environment	Emission and fight against climate change	<ul style="list-style-type: none"> • Generation of direct and indirect GHG emissions • Generation of other significant emissions into the air
	Energy	<ul style="list-style-type: none"> • Energy consumption • Promotion of energy efficiency initiatives
	Waste and circularity	<ul style="list-style-type: none"> • Waste production • Recycling and reuse of waste and industrial symbiosis activities
	Responsible use of materials	<ul style="list-style-type: none"> • Use of renewable and recycled raw materials
	Responsible use of water resources	<ul style="list-style-type: none"> • Water resource consumption
Governance	Creating shared value	<ul style="list-style-type: none"> • Generation and distribution of economic value
	Responsible supply chain management	<ul style="list-style-type: none"> • Creating a traceable supply chain • Contribution to improving suppliers' ESG performance
	Privacy and data protection	<ul style="list-style-type: none"> • Customer data breach and loss and poor cybersecurity management
Social	Protection of human and labor rights	<ul style="list-style-type: none"> • Respect for workers' rights
	Responsible management and employee well-being	<ul style="list-style-type: none"> • Employee satisfaction and well-being
	Workers' health and safety	<ul style="list-style-type: none"> • Workplace accidents • Occupational diseases
	Involvement and support to local communities	<ul style="list-style-type: none"> • Positive social impact on local communities • Positive economic impacts generated on local communities
	Equal opportunities and non-discrimination	<ul style="list-style-type: none"> • Creating an inclusive work environment • Discrimination in terms of liability, compensation and career advancement
	Development and training	<ul style="list-style-type: none"> • Development and enhancement of workers' skills through training activities
	Talent attraction and retention	<ul style="list-style-type: none"> • Job creation
Product	Product safety and quality	<ul style="list-style-type: none"> • Offering products of high quality and durability • Non-compliance in the field of product health and safety
	Sustainable innovation and product research	<ul style="list-style-type: none"> • Sustainable product development
	Customer satisfaction	<ul style="list-style-type: none"> • Satisfaction of customers and their expectations

The 2030 agenda: the significant goals

Sustainability represents value for the environment, people and organizations. Companies that are committed to incorporating sustainability within their business model manage their resources efficiently, thereby generating value for the company. To achieve our objectives, we have set out a **sustainability plan** in relation to the aims, fundamental topics and goals of the **UN 2030 Agenda**, which we have used as a model and guide in commencing our journey.

Of the **169 targets** proposed by the **United Nations**, we have identified those most relevant to our business operations.

Of the **17 goals**, **7** (and specific corresponding targets) have been defined as a priority for reporting our information with regards to the balance between the objectives of the **Social, Environment** and **Governance** macro areas.



The 2030 Agenda for Sustainable Development is an action plan for people, the planet and prosperity signed on 25 September 2015 by the governments of 193 UN member nations and approved by the UN General Assembly. The Agenda contains **17 Sustainable Development Goals** (SDGs) categorized within a wider action plan made up of **169 related targets** in a **social, environmental, economic** and **institutional context**, to be achieved by 2030. For the first time in the UN's history, the 2030 Agenda is not aimed solely at governments, but also at companies, institutions and all organizations deemed essential for achieving the sustainable development goals. We are all links in the same chain, and our strength is not as a single link, but as part of our chains.

COIM Group is aware of the importance of the **UN Sustainable Development Goals**. Actually, it commits to formalizing a Sustainability Action Plan based on specific ESG targets and associated KPIs in order to improve its sustainability performance in line with the SDGs.



Responsible Growth

COIM is an Italian company which has been developing and producing specialty chemicals since 1962.

60 years on from starting the business, we are now an international organization that has a leadership role in the production of:

- Polyesters
- Polyols
- Polyurethanes (Coatings, adhesives, sealants and elastomers)
- Special resins to make composite materials and coating

A global approach with local presence puts our company in the position to meet the numerous application requirements specified by our customers on five continents.

Our daily operations, an ability to establish relationships based on transparency and integrity, and to meet the expectations of our stakeholders, have enabled us to boast a reputation which has gone from strength to strength over the years. Added to this value system, which has always set us apart, is a longstanding sense of responsibility towards future generations, which requires us to operate sustainably and tackle the challenges of our times head on.

1962 to 2022: the stages of continuous growth

1962: Birth of the manufacturing site of Offanengo Production of organic peroxides

Our journey started through a meeting between Mario Buzzella and Cesare Zocchi who, with a shared passion for chemistry, decided to embark on an ambitious project together - an Italian chemical company that could meet the expectations of a market and an economy undergoing significant growth. The result was COIM and, in the space of a few months, the production facility in Offanengo in the province of Cremona opened in October 1962.

The first products developed were organic peroxides for composite materials (KETANOX).

1964: Production of monomeric plasticizers. COIM achieves 50% of the Italian peroxide market

This rapid success was just the first step in continuous growth, thanks also to the strategic vision that led both entrepreneurs to enter uncharted waters in the market. The production of monomeric plasticizers used in the cellulose field started in 1964 (PLAXTER), and in just a few years COIM had conquered 50% of the Italian peroxide market. A period of major expansion in those years was linked to the production of saturated polyesters destined for soles for sports footwear. COIM was producing saturated polyesters (DIEXTER) and polyurethanes for footwear (UREXTER) and, through these new products, tripled and then quadrupled its turnover in a few years.

1966: Nouri & Van der Lande (now Akzo) acquires 50% of the COIM shares

In 1966, Nouri & Van der Lande (now Akzo) acquired a 50% share in COIM. The proceeds from the sale enabled investment at the Offanengo facility for unsaturated polyesters (EXTER S) and alkyd resins (GLICEXTER) used in the paint industry.

1975: COIM expands in Europe, in South America, United States and Asia

Halfway through the 1970s COIM was expanding and constantly re-searching new products to conquer more market segments. Benefitting from the high growth for products carrying the Made in Italy label in the 1970s, the company set up a more extensive sales network, which enabled expansion not only in Europe but also in South America, the United States and Asia.

1979: COIM starts a collaboration with NOVOTEX. The whole property of COIM returns to Buzzella and Zocchi families

In 1979 a strong relationship was forged with NOVOTEX, a company owned by the Magni family, thanks to which the production of polyurethane for synthetic leather commenced (LARITHANE). In the same period, the company bought back the 50% share sold to Akzo, putting full ownership in the hands of the Buzzella and Zocchi families.

In the meantime, there was an increase in the production of polymer plasticizers and polyurethane granules for molding

and extrusion (LARIPUR), used for ski boots, cables, pipes seals, synthetic leather, adhesives etc.

1990: New production: binders and sizes for glass fiber; aromatic polyesters; polyurethanes for building insulation panels; water-based polyurethane dispersions

The first half of the 1990s was witness to new products, in 1992 with binders and sizing for fiber glass (FILCO), and in 1994 with aromatic polyesters and polyurethanes for making insulation panels (ISOEXTER) used mainly in the building industry. The production of water-based polyurethane dispersions also commenced (HYDROLAR).

2002: Foundation of COIM Asia Pacific Pte Ltd in Singapore

COIM's first step in this new direction was the takeover of the Brazil-based company Polimind, which became COIM Brasil Ltda, and the on-site production of polyurethanes for footwear. This was followed by the decision in 2002 to establish COIM Asia Pacific Pte Ltd in Singapore, specializing in the production of polyurethanes and saturated polyesters.

2004: Foundation of the subsidiary COIM USA Inc. Acquisition of NOVACOTE company

In 2004, a production facility was bought in West Deptford, New Jersey, from the American company Huntsman. A few years later, COIM bought a production facility in Paulsboro, NJ from AirProducts, along with the polyurethane pre-polymer business. As a result, the

subsidiary COIM USA Inc. was established.

In addition to investment outside of Europe, market penetration continued with the takeover of the German company Novacote for laminating adhesives in the pharmaceutical and food packaging industry (NOVACOTE).

2007: Polyurethane for casting

In 2007, the production of polyurethanes for casting (IMUTHANE) commenced, with various applications, ranging from mining operations through to printing cylinders.

2013: Indian site in New Delhi (COIM India Pvt. Ltd.). Foundation of COIM East Europe. Foundation of COIM East Turkey

The major development of the footwear industry in 2013 led to the establishment of the Indian site in New Delhi (COIM India Pvt. Ltd.), which quickly set the market standard for footwear customers.

After the takeovers outside of Europe, COIM extended its presence within the European area by establishing COIM East Europe in 2013 (Moscow) and COIM Turkey in 2014 (Istanbul).

In 2014, the Zocchi and Buzzella families decided to entrust the management of COIM to a CEO, remaining on the Board of Directors.

2017: Acquisition of Darwink company: COIM enters in the liquid printing inks market. Birth of COIM China

In 2017, with the takeover of the company Darwink in San Martino in Strada (LO), COIM went into liquid printing inks with the creation of the brand COIMINKS.

In the same year, COIM China was established, with the aim of adding trading activities (importing and distribution) to the existing commercial network to support the Chinese market.

2018: Joint venture agreement with Atmoso Petrochemie GmbH

Atmoso, located in Vienna, was established in 1995 and it is among the major independent producers of Phthalic Anhydride in Europe. The high quality of the product allowed Atmoso to establish itself as a reliable long-term supplier to most resin producers in EMEA.

Phthalic Anhydride represents a key raw material in the production of Aromatic Polyester Polyols, Unsaturated Polyesters, Alkyd resins and Plasticizers. This strategic integration is part of COIM goal to grant direct access to Phthalic Anhydride and secure the growing demand of our global production network. This partnership provides an extraordinary tool to improve the quality of our offer to COIM's strategic markets.

2021: Acquisition of controlling share in the Spanish company Neoflex SL.

The Spanish company Neoflex SL was taken over only recently (end of April 2021).

"This strategic takeover will enable our Group to strengthen its presence in the polyurethane adhesives market", explained Giuseppe Librandi, Chairman and CEO of COIM. "Integration downstream of our polyesters will let us decisively enter a specialty market with high added value that is continually expanding. There are numerous synergies with COIM - Neoflex provides solutions with low environmental impact that involve the use of raw materials already produced by COIM. By becoming part of a Group with our type of setup, Neoflex customers can be supported not only at a national and European level, but in all parts of the world where they operate", continued Librandi.

2022: Acquisition of Synres company

Finally, COIM took over Synres on 1 January 2022, a company established in 1947 and specialized in the production of acrylic and alkyd resins, situated near Rotterdam in the Netherlands.



Corporate structure and governance

The COIM Group's corporate structure reflects its international dimension.

Sales offices / technical services

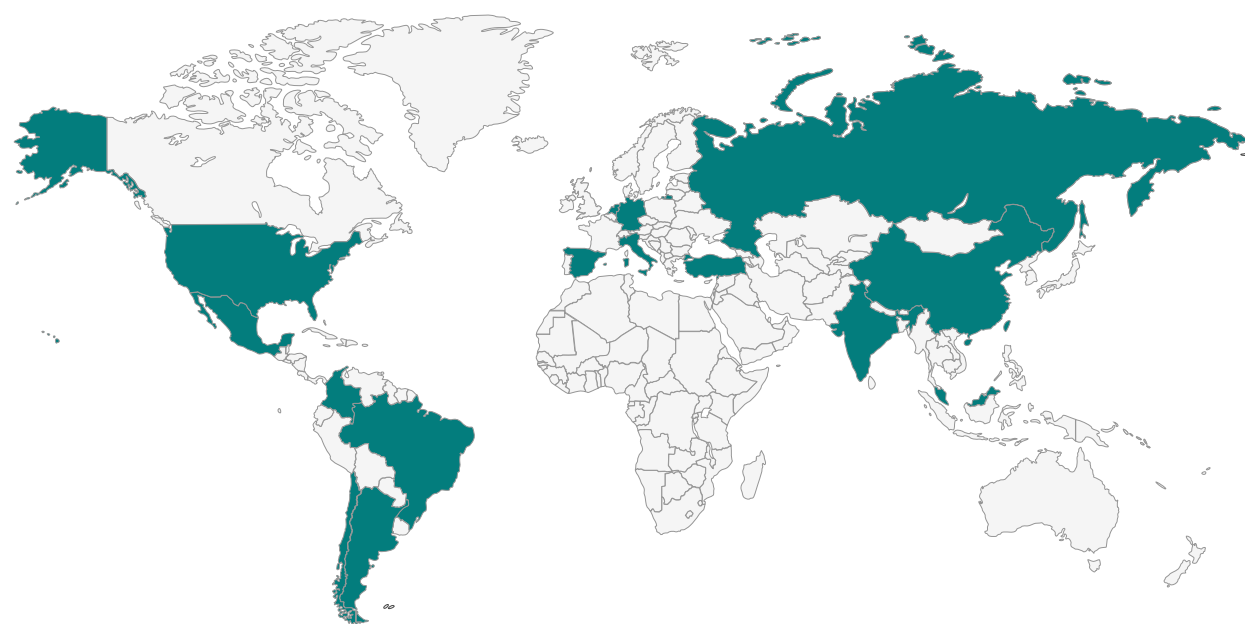
- Italy, C.o.i.m. S.p.a.
- Brazil, Coim Brasil Ltda.
- Russia, Coim East Europe Llc.
- Singapore, Coim Asia Pacific Pte.
- China, Coim International Trading.
- Turkey, Coim Turkey Poliüretan Ve Kimyasallar Sanayi Ve Ticaret A.ş.
- India, Coim India Pvt. Ltd.
- Usa, Coim Usa Inc.
- Colombia, Globocoim Colombia S.a.s.
- Argentina, Coim Argentina S.r.l.
- Germany, Coim Deutschland Gmbh Div. Novacote Flexpack.
- Chile, Coim Chile Ltda.
- Mexico, Globocoim Mexico.
- Spain, Neoflex S.I.
- The Netherlands, Synres B.v.

Manufacturing Plants / R&D Technical Service

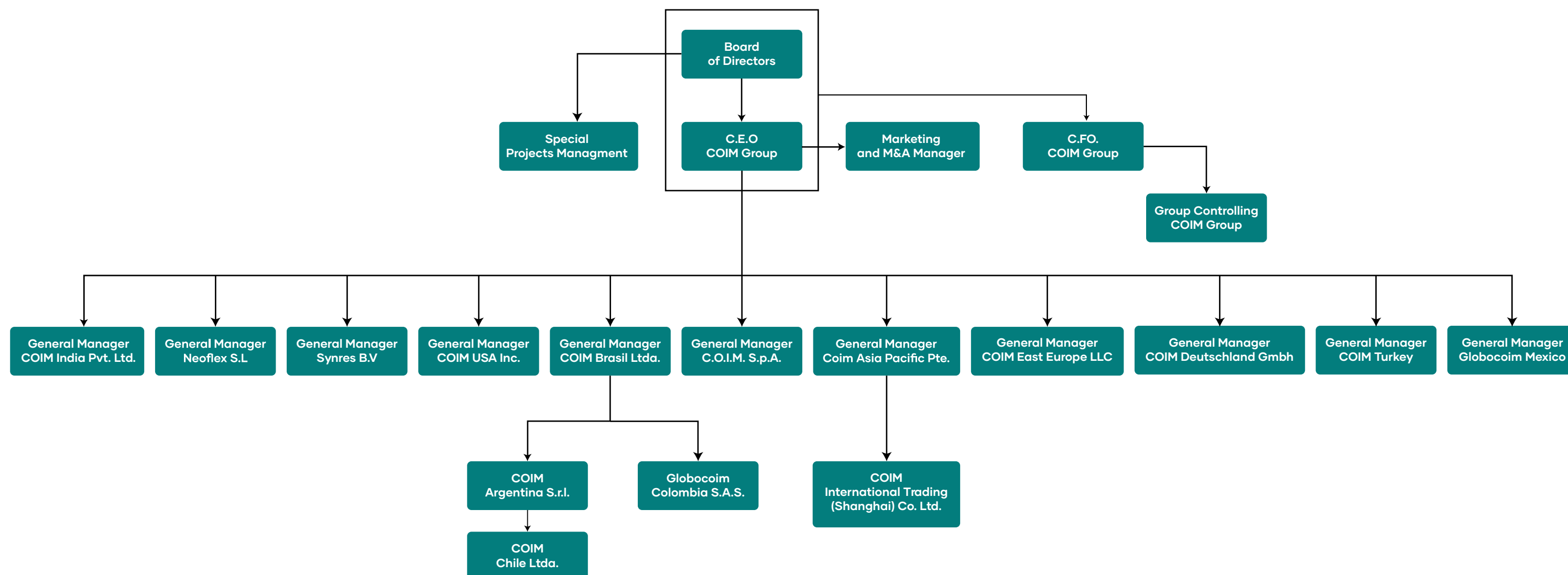
- Italy, C.o.i.m. S.p.a.
- Usa, Coim Usa Inc.
- India, Coim India Pvt. Ltd.
- Brazil, Coim Brasil Ltda.
- Singapore, Coim Asia Pacific Pte.
- Spain, Neoflex S.I.
- The Netherlands, Synres B.v.

Synthetic Leather Division

- Italy, Novotex Italiana S.p.a.
- Brazil, Novotex Sul Americana Lt.



Ownership Structure



COIM is an international Group whose headquarters are in the municipality of Buccinasco (Milan). Its operational sites are located in different European and Extra-European countries and the Group's main production site, the Offanengo one, is located in Italy, near Cremona.

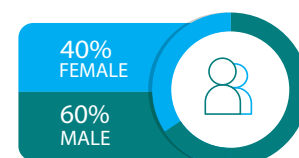
The management of the Group is entrusted to a **Board of Directors** (hereinafter BoD), the supervisory functions to the **Board of Statutory Auditors** and the statutory audit, as well as auditing, to the Auditing Company appointed by the Ordinary Shareholders' Meeting.

Board of Directors and Board of Statutory Auditors

The BoD is responsible for corporate governance, supported by company management for running business operations. The main supervisory bodies, in accordance with legislative decree 231/2001, are the **Board of Statutory Auditors** and the **Supervisory Board**.

Formation of the Board of Directors Board of Directors by gender 2022 COIM S.P.A.

Giuseppe Librandi
Francesco Buzzella
Beatrice Buzzella
Beatrice Zocchi
Cesare Riccardo Zocchi



GRI 2-9 BOARD OF DIRECTORS COMPOSITION AND GRI 405-1 DIVERSITY OF GOVERNANCE BODIES BY AGE GROUP AND GENDER

Number of people	December 31 st 2021				December 31 st 2022			
	<30 years old	30 - 50 years old	>50 years old	Total	<30 years old	30 - 50 years old	>50 years old	Total
Men	0	2	1	3	0	2	1	3
Woman	0	2	0	2	0	1	1	2
Total	0	4	1	5	0	3	2	5

In COIM S.p.A., the Regulatory, Quality & Compliance Manager, designated as the **Sustainability Coordinator**, informs directly three times a year the Board of Director on the start-up and progress of the various sustainable projects. Moreover, he is also responsible for informing the Chief Executive Officer regarding the most impactful sustainable activities. In 2022 we have also established a **Sustainability Committee**, composed by the Corporate Direction and the CEO of the

Group, in order to update and discuss together with the different business functions all the issues related to the sustainability activity of the Group. For this reason, we will hold a meeting with all the General Managers, at the purpose of designating a contact figure for each COIM company and to start an alignment project between the various COIM headquarters, with the further aim of building a unique sustainable vision of the Group. The meeting will take place in 2023.

Our business model

At COIM we firmly believe that an efficient corporate governance structure contributes to increasing **company competitiveness** and the **sustainability** of its development. The principles of Corporate Governance define the organization of departments and responsibilities, develop a suitable control system, and ensure the implementation of mindful decisions, the effectiveness of monitoring and the management

of business risks. As a result, we can ensure increased generation of revenue and value for all stakeholders. The main elements of the **Corporate Governance** system are the **Board of Directors**, the **Board of Statutory Auditors** and the **Shareholders' Meeting**.

Precautionary principle for sustainability

In the present-day challenges faced by every business, success on the market, or put another way, customer satisfaction, is determined by the focus that companies reserve for people's expectations in the context in which they operate, and their ability in **creating value for the area and local community**.

Of course, this approach fosters considerable integration as part of sustainability between systems that **manage quality**, the **environment, health and safety**, but it also requires companies to use these management systems as tools of prevention in line with risk-based thinking, whereby the

organization makes decisions and takes action as the result of assessing the positive and negative consequences of their choices.

Indeed, it is essential to eliminate or minimize negative or unwanted effects on business operations. The organization must, therefore, consider the context in which it operates and the expectations of stakeholders, define **the environmental, social, cultural, legal and economic factors** linked to conditions that are internal or external to the organization that affect the context in which it plans to pursue its objectives and assess the risks and opportunities on which to set up the management system.

Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231

We are always mindful of applying and respecting principles of loyalty and integrity, which are key to business success and characterize activities at COIM and throughout the entire Group. A Code of Ethics became necessary for further clarity and transparency, providing a set of principles and guidelines to underpin COIM and Group operations and direct the conduct of employees and anyone in contact with the organization.

COIM S.p.A. was in charge of drawing its principles and behavioral rules and monitoring its observance centrally, while the legal entities of COIM US, Synres and COIM Deutschland adopted and actively adhered to the Code. Synres, moreover, enforced its own **Code of Conduct**, to be respected by the individuals involved in its operational activities and business relations.

Our express intention is for the **Code of Ethics** to be an essential part of the **Organization, Management and Control Model** (Corporate Compliance). This is also the reason why, to produce it, we considered the guidelines drawn up by the **Confederation of Italian Industry** (Confindustria) on creating Organization, Management and Control Models to be applied to

prevent crime and determine corporate liability as per legislative decree no. **231 of 08 June 2001**. With the formalization of the 231 Model, COIM S.p.A. appointed a Supervisory Board and defined a whistleblowing system⁴. When drawing up the **Code of Ethics** we also considered the ten principles adopted by the UN Global Impact initiative, which were based on the **Universal Declaration of Human Rights**, the **International Labor Organization's Declaration on Fundamental Principles and Rights at Work**, the **Rio Declaration on Environment and Development** and the **United Nations Convention Against Corruption**.

The ethical principles which the company observes are detailed below:

- Compliance with legislation
- Safeguarding human rights
- Fairness and impartiality
- Professionalism and reliability
- Loyalty and good faith
- Valuing people and human resources
- Transparency and integrity
- Confidentiality
- Preventing conflicts of interest
- Health & Safety in the workplace

- Safeguarding the environment
- Prevention of money laundering and self-laundering
- Safeguarding the competition
- Product quality and safety
- Responsible product management
- Tackling corruption
- Safeguarding intellectual property

ANTI-CORRUPTION

Conduct based on principles of lawfulness, loyalty, honesty, integrity and transparency is an important driver of economic and social development. Our monitoring system is designed to prevent the risk of corruption and implements the best internationally recognized practices. Every single person working with us on any basis, and at all levels, must understand and apply our Code of Ethics, and report any omissions or infringements. Demonstrating a strong sense of lawfulness and compliance with legislation.

In 2021-2022 two-year period no cases of corruption, unfair competition, anti-trust or monopolistic practices were recorded.

GRI 205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

CONFIRMED INCIDENTS OF CORRUPTION	2022 = 2021 NONE
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GRI 206-1 LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLISTIC PRACTISES

UNFAIR COMPETITION	2022 = 2021 NONE
ANTI-TRUST PRACTISES	2022 = 2021 NONE
MONOPOLISTIC PRACTISES	2022 = 2021 NONE

In the end, always during **2021** and **2022** no cases of non-compliance with laws and regulations were recorded.

⁴ It is important to specify that both in 2021 and 2022 there were no reports of critical issues within the Group.

RESPECTING PRIVACY

Our **Code of Ethics** also refers to the processing of personal data in compliance with the **EU GDPR in force since 25/5/2018**, pursuant to article 13 of legislative decree 196/2003. All data subjects receive the relevant information.

The Group handles data belonging to three types of stakeholders:

- **Customers** (commercial and administrative information);
- **Suppliers** (commercial and administrative information);
- **Personnel** (personal, sensitive information).

As stipulated in the GDPR, we use procedures to obtain consent on processing and handling data. Furthermore, our IT systems have been reinforced to prevent any data losses. Should this transpire, it would be promptly flagged and remedied.

Each year, our goal is to carry out a comprehensive vulnerability assessment and penetration test, conducted by an external company, to ensure a thorough evaluation of our systems' security measures.

Sensitive data security was also (and will be) assessed during the audit for full AEO status for COIM S.p.A., whereby the customs authority issues certification to economic operators deemed to be reliable, making it possible to benefit from simplified customs procedures. **We obtained the certification, valid for three years, in 2021 following an audit carried out by this authority.**

It should also be noted that in the 2021-2022 two-year period no cases were recorded of non-compliance with privacy.



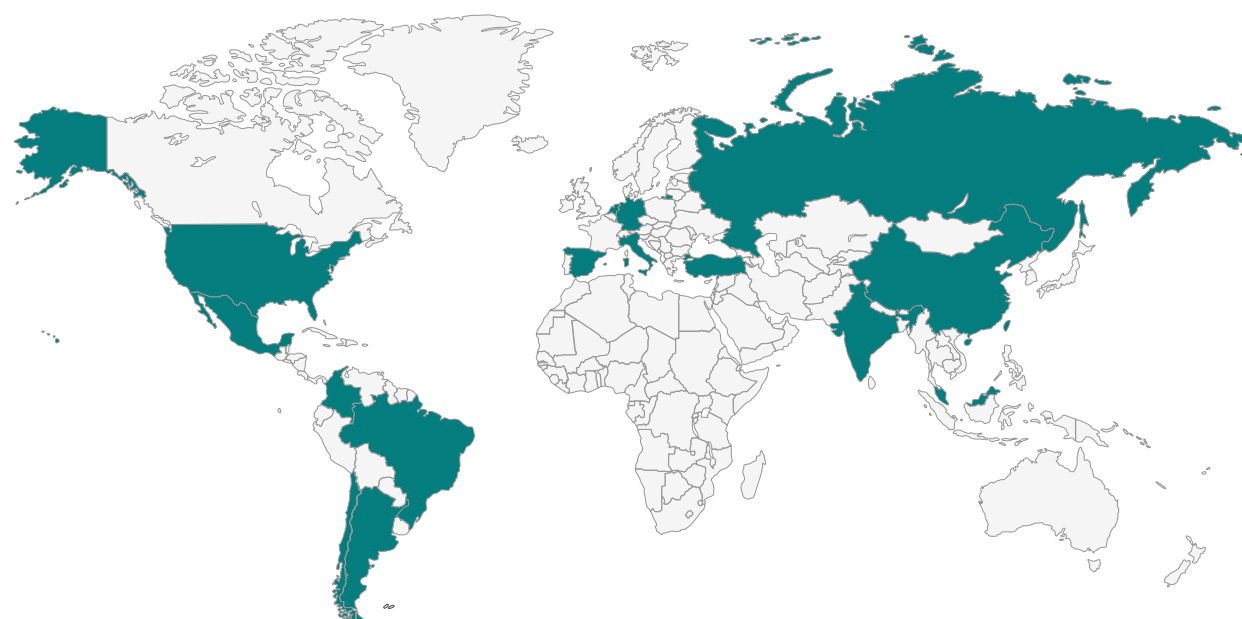
A winning synergy on the market

We were established as an Italian company and have been operating on the market since 1962 with the development and implementation of specialty chemicals, and specialty polyurethanes in particular.

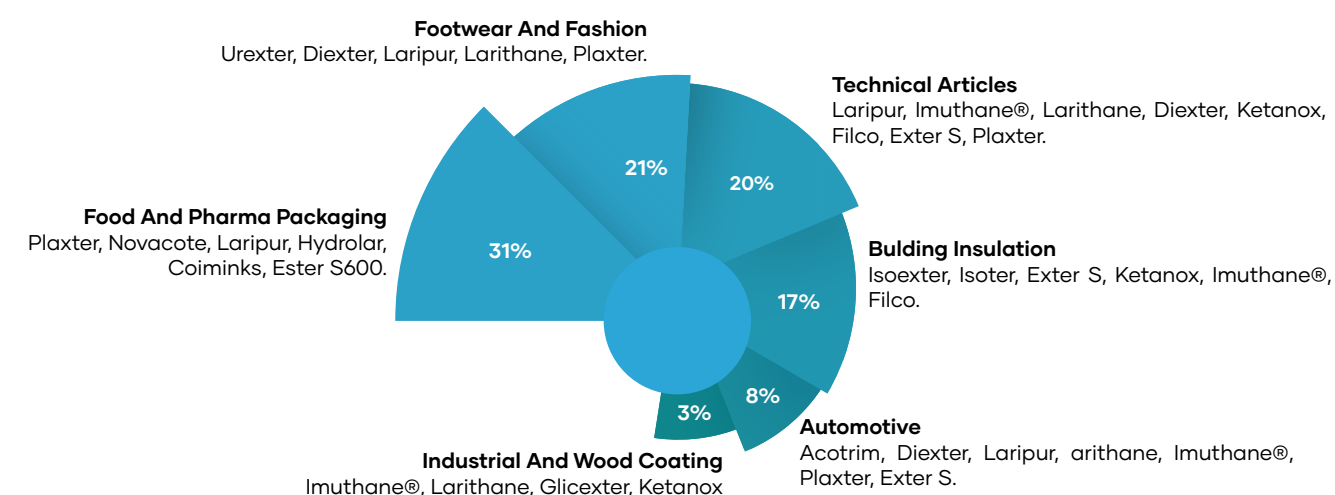
- Polyols for polyurethanes
- Polyurethane c.a.s.e. systems and coatings
- Polyesters and specialties for coating
- Polyesters and specialties for composite

Market presence:

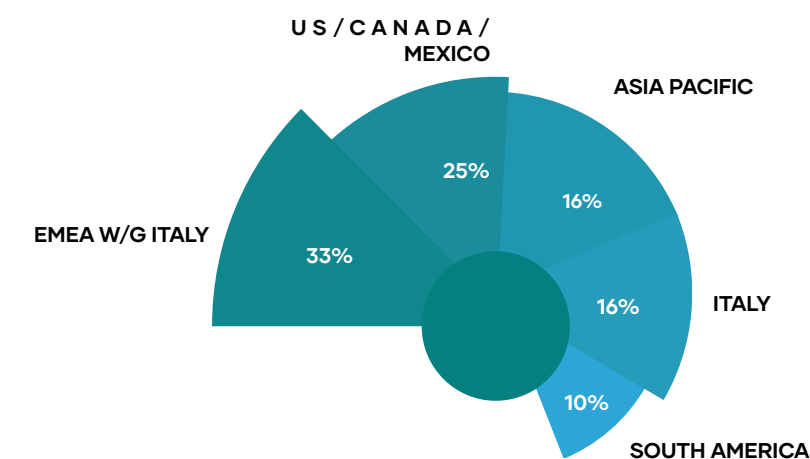
COIM Group now has 10 production facilities and 16 operational headquarters on four continents, combining a global approach with a local presence.



COIM mainly operates in the following sectors. As the diagram shows, the dominant industry is Food and Pharma Packaging, followed by Footwear and Fashion.



Moreover, the following representation shows the main customers' geographical areas of origin by considering revenues in 2022.



Shared economic value

The challenges presented to us require companies to change their business model considerably, also in relation to creating wealth and managing economic resources. Indeed, nowadays our role is no longer just about maximizing profit, it has to pursue **maximum benefit for our stakeholders**, starting with the host community. Never before has the principle of shared value been more important, with

companies playing a fundamental role in changing society. We are not shying away from this challenge, and this is demonstrated by how the economic value we generate is **distributed to our stakeholders**. Our role in creating economic value is important, and therefore the time has also come for us to maximize profit in a **win-win** rationale i.e. advantageous for us and our stakeholders.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

For the chemical industry, the current phase is both challenging and potentially filled with opportunities. The year 2022 has been marked by persistent uncertainty due to the global spread of COVID-19 and the ongoing Russia-Ukraine conflict, leading to an increase in the cost of utilities, especially gas and electricity. Moreover, the industry has faced challenges from high inflation and subsequent rises in interest rates, causing continued deterioration and significant changes in the competitive landscape.

Despite these challenges, there is potential for growth and advancement. The shift towards a circular economy, for instance, necessitates the development of new products. Leveraging our robust R&D structure, we have been actively engaged in this development for a long time. All this allows our company to potentially gain a competitive advantage over our peers. Actually, the current fiscal

year has shown an **increase in sales revenue** of 34.1% compared to 2021, as well as an **improving operating profitability**.

We have made the principle of shared value our own, creating wealth all around us. This is known as 'added value', in other words the remaining value generated after subtracting the economic resources required to purchase raw materials, goods and services.

This wealth rewards stakeholders who have established economic relationships with us, and who have contributed to the success of our company through work, investments, loans, public services and social benefit initiatives.

The figures shown below refer to annual turnover, **added value deducted and distributed**, and investments allocated in the two-year 2021-2022 period for COIM Group.

GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED (EUR '000 or € '000)	2021	2022
Revenues	988,592	1,348,229
Other income	15,724	16,385
Financial income	2,347	4,763
Exchange rate differences	-560	-11,894
TOTAL ECONOMIC VALUE DIRECTLY GENERATED	1,006,103	1,357,483

ECONOMIC VALUE DISTRIBUTED (EUR '000 or € '000)	2021	2022
Operating costs	784,120	1,110,360
Employee remuneration	74,771	93,247
Community investment ⁵	23	28
Remuneration of lenders	16,390	17,749
Remuneration of public administration	22,269	24,277
TOTAL ADDED VALUE DISTRIBUTED	897,574	1,245,661
ECONOMIC VALUE RETAINED	108,529	111,822

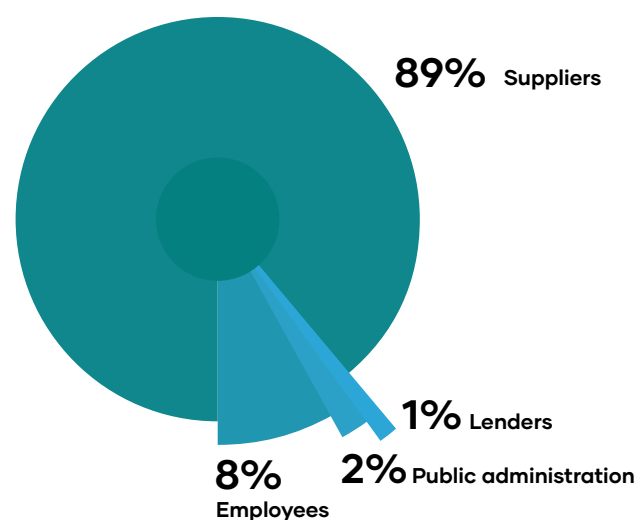
⁵ Data reported, which only refers to COIM S.p.A., represents the economic value exclusively destined to charity activities.

Alliances for sustainable development

The generated value has **increased by 35% compared to the previous year**, primarily due to the acquisition of Neoflex and Synres, an event that expanded our organizational environment. Specifically, in 2022, approximately **92% of the generated value was distributed to stakeholders**, while **8% was retained**, allocated to cover depreciation and amortization, and increase equity reserves.

Among the distributed value, **our suppliers received 89%** (operating costs), employees benefited from around 8%, public administration received 2%, and lenders obtained 1%.

Value distributed as of 31.12.2022



We have a strong local presence, and this is also expressed in our commitment to engagement, which is essential for promoting our sustainable business model and sharing the values of social and environmental responsibility.

This means that for years we have been communicating and working regularly with organizations in the community. In this regard, COIM S.p.A. is a member of major Italian and international trade and business organizations, including:



Moreover, other companies in the Group are members of local trade and business associations. For example COIM Deutschland is member of **IVK** (the German Adhesive manufacturers association) and **VCI** (the German Chemical Industry Association); COIM US is member of **Flexible Packaging Association**, **Polyurethane Manufacturers Association**, **Manufacturers**

Association of South Jersey and **Polyiso Insulation Manufacturers Association**; Synres is an active member of **Deltalinqs** (association of local chemical companies in Rotterdam Port area), **AWVN** (Dutch Employers Association), **VNCI** (Dutch Chemical Industries and **CEFIC SRM** (European Resins Producers forum).

ROLES POSITIONS

Francesco Buzzella is the President of Confindustria Lombardia for the 2021-2025 four-year term, having been unanimously elected by the association's presiding council. During council member consultations carried out by the appointed commission (with three past presidents of Confindustria Lombardia), he was identified as the sole candidate.

Born in 1968 in Crema and an economics graduate from Bocconi University, Buzzella is one of the members of COIM's Property and Chairman of Green Oleo, chemical companies with a combined turnover of more than a billion euro and with 1250 employees, operating in the chemical industry, in particular polyurethanes and green chemicals from renewable sources. President of Associazione Industriali della Provincia di Cremona from 2017 to June 2021, Buzzella has been a member of the Federchimica board since 2014, and a member of the presiding Federchimica council since 2017.

Product safety and quality

3

Our main objective is to pursue compatible development based on fundamental values relating to health, safety, quality and the environment.

A commitment to continually improve **customer satisfaction, safeguard the environment** and people's health, inside and outside of the production sites, is systematically monitored so that new targets can be achieved in accordance with legislation in every country where we operate.

Moreover, we promote quality in all our processes with the aim to support customers with a reliable and professional service. As evidence of such commitment, COIM S.p.A., Synres and Neoflex have a **Quality Management System certified according to UNI EN ISO 9001:2015** standard as well as a **Quality Policy**.

The importance of raw materials

The raw materials we mainly use are:

- **Isocyanates** (monomers used for polyurethane products);
- **Glycols** (monomers used mainly for polyester products, and polyurethane resins);
- **Dicarboxylic acids and anhydrides** (monomers used in polyester products);
- **Polyols and polyesters** (largely developed internally for use as raw materials for polyurethane products);
- **Solvents.**

We are determined to research solutions that move towards increasing sustainability. The main alternatives to synthetic raw materials are:

- Raw materials from **renewable sources** (bio-based);
- Raw materials from **recycling**.

Actually, we always work to develop sustainable and high-quality products with research and development teams and quality teams dedicated to each product line.

RENEWABLE AND RECYCLED RAW MATERIALS

In the last twenty years COIM Group has definitely increased its amount of raw materials from renewable sources.

RENEWABLE MATERIALS

Our R&D department is committed to sourcing **sustainable** and **bio-based solutions**, in order to develop alternatives to existing synthetic products. Being able to boast that our production is sustainable, while maintaining product quality, is of major importance to our development. This is why, where possible, we are researching raw materials with performance levels similar to existing materials, but which are bio-based, to offer the market both options (synthetic and bio/biotic/bio-based), compare the performance of the two products, and promote the bio-based product as much as possible on the market and to our customers.

RECYCLED MATERIALS

While reuse is an immediate action and means reusing an item that is not yet waste for the same purpose it was created, recycling is a fully-fledged transformation, because it means "recovering and reusing waste materials".

We started using recycled and bio-based materials about 20 years ago, trying to progressively increase their use.

In COIM S.p.A. we believe that the **Remade in Italy®** certification is of fundamental importance, as it endorses the fact that recycled materials



are used to make products. In 2022, we worked hard to ensure that we obtained Technical Disciplinary Remade in Italy® certification for three of our products "ISOEXTER". In 2023, the Remade in Italy® certified products are expected to become four.



COIM S.p.A. also obtained **OK Compost** certification for the company's adhesives, coatings, and ink modifiers for flexible packaging materials. The development of these product types is the result of major investment in research and development, with the aim of providing biodegradable, flexible solutions for food packaging. Such solutions have a low environmental impact.

To obtain the OK Compost endorsement, packaging had to pass the biodegradation tests set out by European standards. Even though packaging does not really come under raw materials, it is still a constituent part of the development of sustainable products.



In 2022, 18 "ISOEXTER" products from COIMUS have been validated by UL Solutions for recycled and rapidly renewable content (42% average recycled content and 14% average rapidly renewable content).

LIFE CYCLE ASSESSMENT (LCA)

Life Cycle Assessment (LCA) is an **analytical method that systematically evaluates the environmental footprint of a product or service along its entire life cycle**. It covers all phases from sourcing the raw materials through the production, distribution, use and final disposal of the product, thereby obtaining the environmental impact values associated with its life cycle.

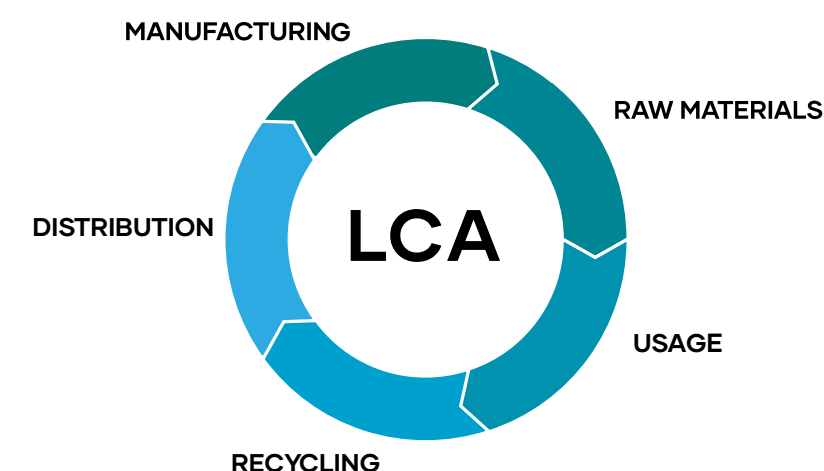
In April 2021, we purchased a special **software** with a perpetual license and total access to all available databases. It is a gateway to a large number of chemical substances and processes, including those relating to raw materials that we use. The software also makes it possible to integrate the database with data on the basis of knowledge possessed or received from suppliers. Integrating environmental data on raw materials involved in creating products and data from the synthesis process (relating to the plant used) means the value of a set of environmental impact categories can be calculated for each specific product. The software also enables us to assess the impact of individual elements examined, identify the origin of the most significant impact and evaluate mitigation and improvement actions in accordance with the specifications of **ISO 14040** and **ISO 14044** standards.

For an effective use of the software mentioned above, **specific training courses** have been held in May

2022, to develop skills related to LCA activities. The recipients of the training were: **several laboratory technicians** as well as the **Regulatory, Quality & Compliance department**, with the aim of having employees capable of carrying out LCA for the various product lines and raise greater awareness about the environmental and health-related impacts of single products.

In addition, during 2022, we shared with some customers the results of some LCA's activities and used them to compare synthetic and alternative bio-based products and assess the extent of environmental impact reduction.

As part of the **Life Cycle Assessment**, in 2022, we also started a process of data collection regarding **raw materials**, also involving the whole supply chain. Even if now there is no intention to begin a certification process, we even carry out an **internal structured analysis** whose main results are well explained in a specific **Report** containing, for example, data collected and used, database, system boundaries, functional unit and other relevant information.



The supply chain

Embedding sustainability in the procurement process is essential to our goal of making a sustainable contribution to society and environment.

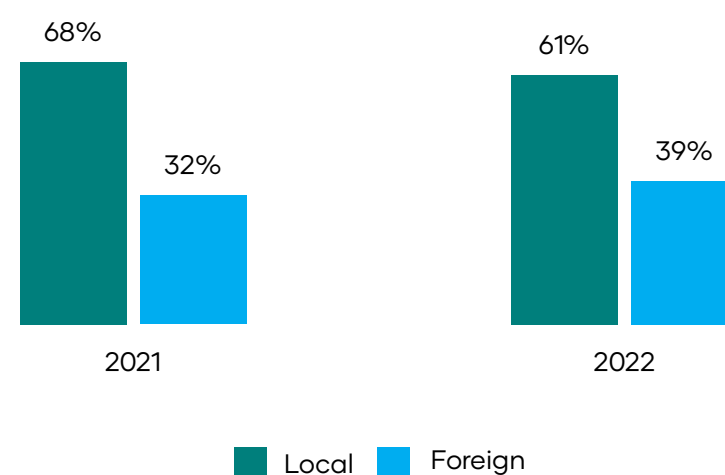
Actually, COIM S.p.A. drafted in 2022 the **Sustainable Procurement Policy**, through which the company underlines:

- The commitment to foster innovation in its supply markets with the aim to increase the availability and effectiveness of sustainable solutions that meet its organizational requirements.
- The right to refuse partnerships with organizations that do not respect human rights.
- The commitment to work in partnership with suppliers to achieve its common goals.
- The commitment to encourage and influence suppliers to improve their sustainability practices.

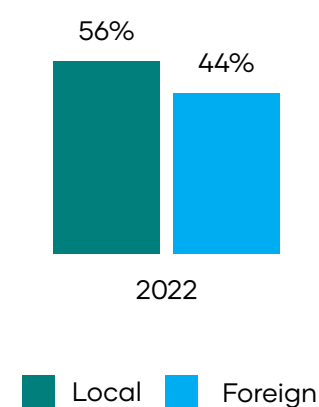
The following chart shows the proportion of expenditure towards local suppliers both for the years 2021 and 2022. The data considered do not refer to COIM Deutschland, as its activities are strictly commercial and do not require significant procurement practices.

In 2022, about 61% of the total supply expenditure was destined to local suppliers, while the remaining part was for foreign procurement.

GRI 204-1 PROPORTION OF SPENDING ON LOCAL⁶ SUPPLIERS (GROUP)

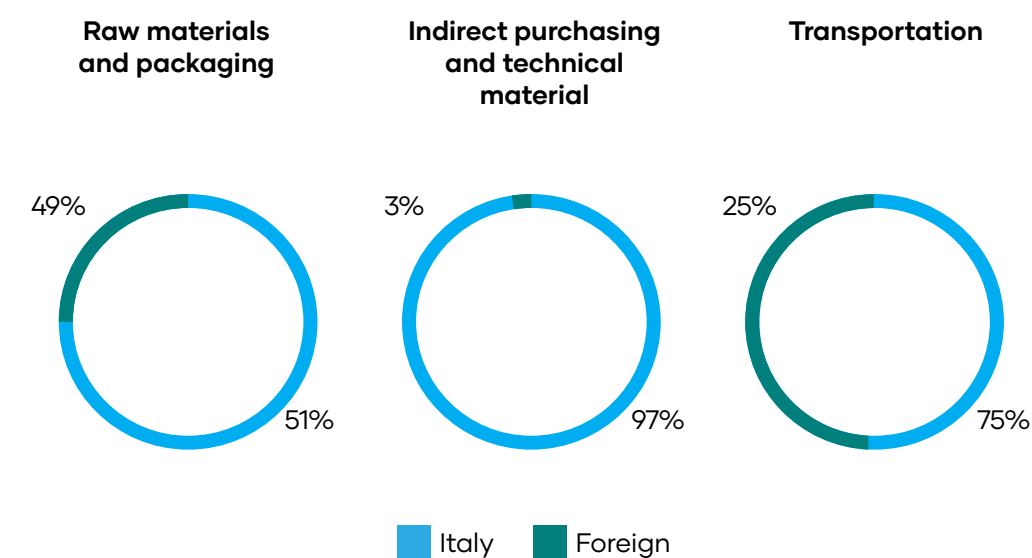


GRI 204-1 PROPORTION OF SPENDING ON LOCAL⁷ SUPPLIERS (COIM S.p.A.)



FOCUS ON COIM S.p.A

When splitting COIM S.p.A.'s expenditure into the three procurement activities required for its business operations, we observe a predominant reliance on Italian suppliers for the procurement of indirect purchasing and technical material and for the transportation. More balanced is, instead, the proportion of expenditure for the purchase of raw materials and packaging. In this case, COIM S.p.A. procures almost half with foreign suppliers.



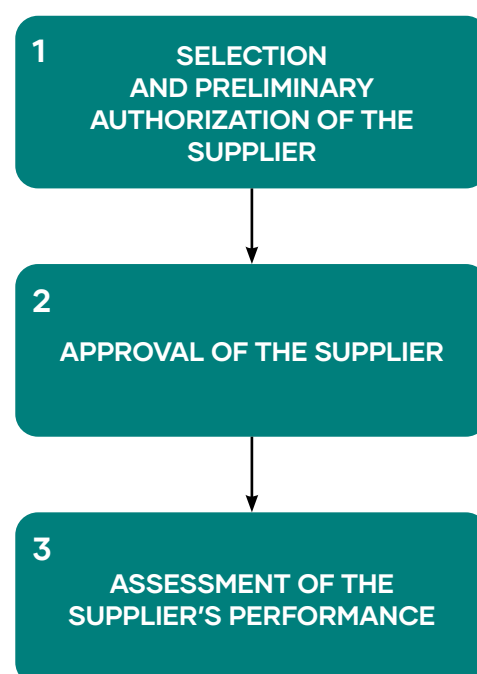
⁶ Local is used to define the nation where each single company is located: Italy, Spain, Netherlands and USA.

⁷Please refer to footnote 6.

In 2022, we counted **138 new suppliers** (+11 compared to 2021).

In COIM, supplier qualification requires prior checks and verification carried out by the Legal Department. This is a structured process which involves:

SELECTION, PRELIMINARY AUTHORIZATION AND APPROVAL OF SUPPLIERS



Suppliers are preliminarily authorized as potential suppliers based on a multi-aspect evaluation that includes:

- Registration and compliance with ethical and sustainability requirements
- Technical/professional capability
- Organizational structure
- Range of products and services provided
- Ability to guarantee compliance of products or services with our requirements
- Business and financial reliability
- Before and after-sales support capability
- Competitiveness of budget proposals
- Delivery timescales and availability of products/services

Once these evaluations have been carried out, the relevant department (Purchasing or Technical Purchasing) proceeds with the next steps required for the supplier to be added to the list of qualified suppliers. The involvement of relevant technical resources and departments may be useful in this phase (Regulatory Affairs, HSE, Site Manager, Contractor Manager, Electronic Instruments Manager, Engineering).

The final decision relating to the qualification of the supplier is taken by the Purchasing/Technical Purchasing Manager following specific checks by the Legal Department.

If suppliers fail to meet ethical and Sustainability requirements, they will automatically be classed as *Not Qualified*.

To guarantee a deeper inspection when deciding to qualify or not a potential supplier, COIM S.p.A. has recently defined a questionnaire with 7 pre-requisites related to Sustainability issues. The questionnaire will be introduced for the assessment of technical materials and packaging suppliers. The company is intended to start sending the questionnaire to all new suppliers, in a systematic way, by 2023.

Product safety

Product safety is essential to our business. The search for raw materials with toxicological profiles with less impact and which can guarantee **higher safety levels** for employees and end consumers is ongoing. Dedicated teams are in charge of assessing health and safety requirements (HSE) and legal compliance (Regulatory, Quality & Compliance).

In COIM S.p.A., before purchasing a raw material, we provide suppliers with a questionnaire in which multiple pieces of information are requested, with the aim of conducting adequate internal assessments. This procedure is planned to be extended to COIM US and Synres in 2023, and to Neoflex by 2024.

In COIM S.p.A., for incoming raw materials, there is a special laboratory responsible for quality evaluations related to their production and storage. The type of control is based on the criticality of the material type and the episodes of non-conformities associated to the supplier. For those materials defined as critical, a complete analytical control is carried out, while for less critical materials a spot check is sufficient.

At the end of this process, we can issue customers and users with certification that lets them make the necessary evaluations regarding the safety and compliance of products and processes. Our ongoing commitment is to guarantee a rapid, substantiated response.

The company is also a member of various industry organizations (EuPIA, FEICA, Federchimica to name but a few), which help us stay up-to-date with legal developments and predict potential impact on product compliance.

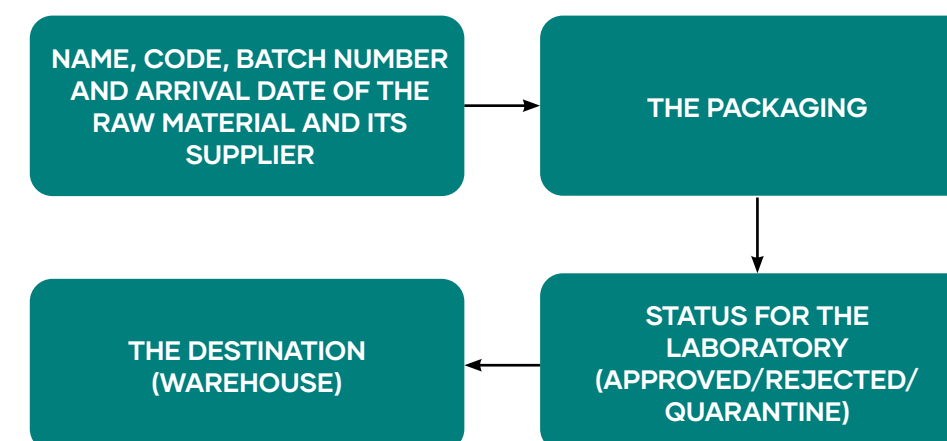
For the years 2021 and 2022, COIM US recorded 2 incidents of non-compliance with regulations and/or voluntary codes, respectively one per year, concerning the health and safety impacts of products and services. Both incidents, mainly related to missed inspections, reviews and testing on new processes and equipment, were reported by the New Jersey Department of Environmental Protection.

Transparency in traceability

Traceability is an essential requirement of Good Manufacturing Practices (GMP) and, as producers of intermediates for food packaging, we place considerable focus on this subject.

COIM Group carries out activities regarding traceability of all raw materials entering the premises, in addition to semi-finished products, intermediates, finished manufactured products or retail products that our departments put on the market. The aim is to guarantee the traceability of raw materials and intermediates along the entire production chain.

On registering an incoming raw material, Plant Logistics personnel must note:



The raw materials are then stored in the warehouse with the exception of bulk raw materials which are stored in tanks. Departments are therefore able to retrieve the raw material and use it in production while always maintaining the traceability of intermediates, finished products and the relevant analyses.

COIM Group performs regular traceability tests in various company departments to check their efficiency.

Relationships with customers

Our strength is our continuous engagement with customers. We strive for their full satisfaction through ongoing communication, careful assessment of their requirements, and the development of tailor-made products.

Our aim is always to establish longstanding relationships of trust with customers.

In this regard, in COIM Group, we have a very broad commercial function, composed by Product Managers, commercial officials, agents and Customer Service, split by product line and geographical area.

A remarkable contribute to our customer loyalty is also provided by the Technical Support Team, the R&D team, HSE and Regulatory, Quality & Compliance Departments, which ensure constant support in relation to legislation, regulations and regulatory developments.

Annually, a Budget Global Meeting with representatives of each legal entity of the Group is organized in order to ensure and discuss together the effectiveness of communication with customers and assess further improvements for their satisfaction.

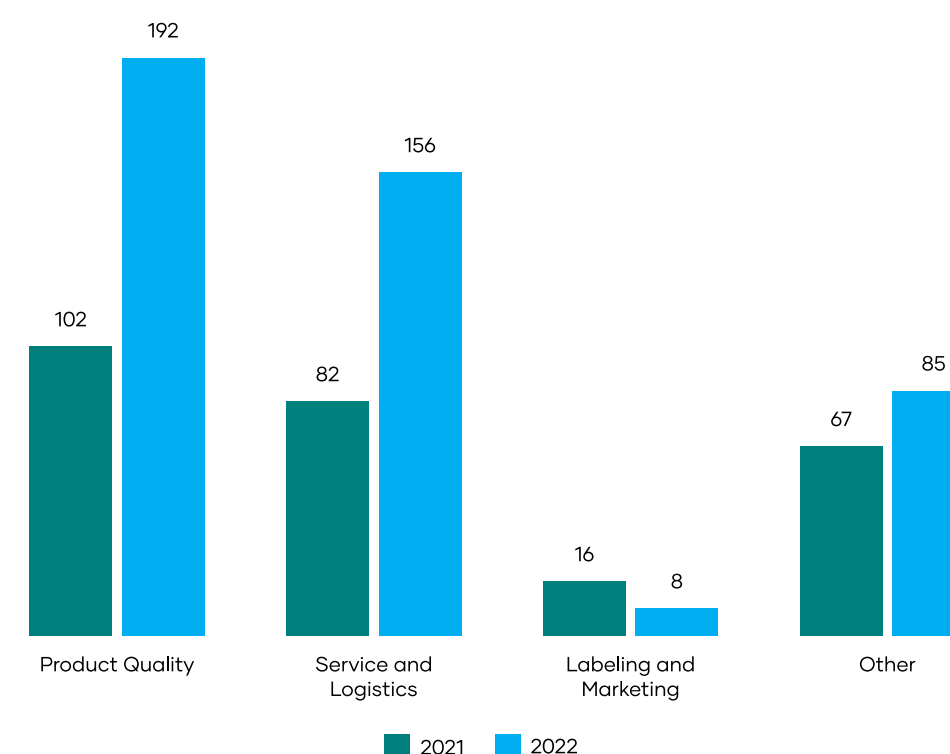
The chart reported below shows an increase in the number of

customer complaints⁸ received in the year 2022, compared to 2021. These results are consequent to the expansion in the perimeter of data considered, which in 2022 also include Neoflex and Synres. The increase in complaints in 2022 compared to 2021 is also due to a greater attention regarding the Quality through the adoption of a more critical approach in identifying and analyzing complaints that allows us to guarantee an increasingly high-quality products and services.

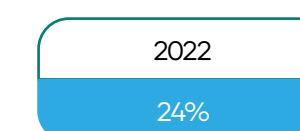
While complaints regarding products' quality, service and logistics and complaints of other nature have grown in proportion to the broader range of data, instead labeling and marketing-related complaints have halved.

CUSTOMER SATISFACTION AND COMPLAINTS⁹

Number of customer complaints in 2021 and 2022



Number of customer complaints received by COIM S.p.A. over the Group's total amount of complaints (%)



⁸ The data regarding the number of customer complaints does not include COIM Deutschland because it is not a production plant, therefore its complaints are included in the data of COIM S.p.A.

⁹ The "Other" category includes complaints like missing paperwork, customer handling issues or commercial agreement issues.

Innovation and research for product sustainability

CUSTOMER- FOCUSED APPROACH

Our Customer Service aims to turn a purchase into a positive experience. This requires substantial organization and management engagement to ensure precision, timeliness, reliability, flexibility and transparency, not to mention a special aptitude which we engender with training for our personnel.

We are happy for customers to carry out checks and inspections of our facilities, in the very spirit of full transparency. In this regard, COIM US has defined at the end of 2022 a dedicated customer satisfaction survey to be introduced in 2023 while COIM S.p.A. plans to introduce it during 2024.

COMMUNICATION

Sixty years in business and continuous growth have allowed us to become reliable and establish a good reputation, fostering strong internal and external relationships with customers, suppliers and public institutions in particular. Brand reputation has been essential to our growth and development strategies in various markets.

A direct interaction with customers built during the years through visits and meetings is of high priority for understand their needs and communicate our constant improvements.

A further communication channel concerns Social Networks which are increasingly important in the world of Marketing.

The continuous search for innovation is another essential pillar for the Group. Every product line is under a dedicated R&D team. The main activities are as follows:

- Development of products for new applications: in the basis of reviewed and changing market requirements, the aim of this activity is to develop new application solutions to meet continually evolving uses and technologies.
- Customization of existing products: research is aimed at improving/ optimizing existing products on the basis of customer and market requirements, by customizing our solutions as required.
- Development of sustainable alternatives: this is an area where we are consolidating our focus, to make bio-based products (as alternatives to synthetics) which are biodegradable and developed with recycled raw materials that meet the increasing demand for sustainability.
- Maintaining product compliance: considering the highly dynamic nature of current legislation, it is essential for the research team to be ready to adapt products to new rules and regulations to ensure their compliance.

COSTS DEDICATED TO R&D FOR COIM S.p.A.

		Economic value allocated to R&D investments/ Revenues
2021	Around 8 MILLIONS OF €	1,55%
2022	Around 9 MILLIONS OF €	1,52%

Certification and ratings

System certification is the pinnacle of the company process to integrate advanced Management and product systems are certified by independent and third-party organizations to ensure transparency and propriety. Processes and products are continually monitored and optimized in terms of quality, safeguarding the environment and employee safety. This represents value for us, our customers and the host community.

We have been endorsed through the following certification:



OK COMPOST

Obtained by COIM S.p.A. relating to several of its products (Adhesives, coatings and ink modifiers for flexible packaging materials)



REMADE IN ITALY®

Obtained by COIM S.p.A. in January 2022 for the ISOEXTER 40072 product



ECOVADIS RATING

COIM S.p.A. obtained a gold medal in 2022



UNI EN ISO 9001:2015
UNI EN ISO 14001:2015
UNI ISO 45001:2018



Obtained by COIM S.p.A. in 2021 for sensitive data security



UL Verification

Obtained by COIM US in 2022 for 18 ISOEXTER products

Moreover, during 2022, COIM S.p.A. registered on the IntegrityNext platform¹⁰, through which the company conducted a self-assessment regarding its ESG performance.

¹⁰ IntegrityNext is a platform that enables companies to monitor their whole supply base for sustainability and compliance, in order to meet regulatory requirements and reduce risk. The results of COIM S.p.A.'s self-assessment are available at the following link: <https://app.integritynext.com/profiles/28e82f37-790c-45f2-88f3-73978e2271d0>.

Safeguarding our environment

Goal 13 of the UN 2030 Agenda states the following: *"Take urgent action to combat climate change and its impacts"*, and it is extremely important for all businesses, large or small, to contribute to this shared objective.

COIM S.p.A. and Synres are certified **ISO 14001:2015** while **COIM US** is in the process of adopting the certification.



We are committed every day to limiting our impact on the environment. We continually monitor and manage our operations and the production chain to prevent harm and improve our environmental performance. COIM S.p.A. has formalized this commitment in its Environmental Policy in order to highlight the principles on which it bases its activities:

- Cooperation between all staff and encouragement of active contribution of employees and third parties;
- Maximum commitment to the prevention of contamination and environmental protection in general;
- Focus on stakeholders, both inside and outside the organization;
- Centrality of people and the sharing of experience and knowledge.

In addition, on Management instigation and in line with the goals expressed within the environmental policy for COIM S.p.A., we have implemented a governance system that involves continually monitoring environmental, production, administrative and social factors that are significant for the stakeholders. The application of the system aims to:

- Comply with current legislation regarding processes, safety, the environment and products;
- Monitor significant environmental aspects, such as water and energy consumption, wastewater management and reduced greenhouse gas emissions;
- Set up production control systems to reduce product waste and implement its controlled management;
- Prioritize, where possible, new processes, incoming materials, plants, machinery and equipment designed to improve company performance and contain environmental impact in compliance with health and safety in the workplace requirements;
- Design new products, focusing on environmental impacts generated by the entire product life cycle, maintaining and developing processes compliant with international standards.

Synres has also formalized its environmental commitment within the "Safety, Health, Environment and Quality Policy Statement". Through the policy, the company is committed to:

- Strive for a sustainable and constructive relationship with the relevant government authorities and local people;
- Comply with the relevant laws and regulations;
- Identify and mitigate HSE risks;
- Plan and provide job-specific training for all employees within the organization.

For the purpose of transparency, the following sections will discuss these topics in more detail for the benefit of our stakeholders.

Responsible use of natural resources

We plan to share the details of how we manage natural resources (water and energy) needed for production requirements with our stakeholders.

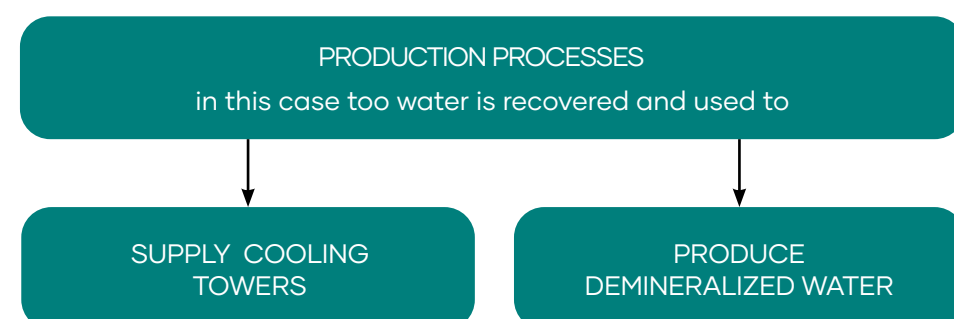
Use of water in production processes

At COIM S.p.A. we draw water from proprietary wells (authorized by the provincial government) for two main purposes:

COOLING TOWERS: based on a **semi-open system**, the purpose of the cooling towers present in COIM S.p.A. site is to make it possible to **reuse water** within the industrial processes, in order to reduce withdrawals and discharges. By reducing discharges, the amount of wastewater is minimized.

Considering an annual amount drawn of 1,213.761 ML for COIM S.p.A., the towers enable savings of approximately 300%. Moreover, compared to last year, there has been additional savings due to the lower amount reintegrated into the system.

PRODUCTION PROCESSES: production process involves consumption of water. In this case too, water is recovered and used to power the **cooling towers** and to **produce demineralized water**. The recovery and reuse of water are fundamental practices carried out in the plant.



Water that is discharged (in either the sewage system or surface water body) is analyzed regularly. Indicators are logged monthly by a dedicated team.

Discharges for COIM S.p.A. are managed as follows:

- **SEWAGE SYSTEM:** the water passes through settling tanks and ends up in the council sewer and onto the Crema water treatment plant;
- **SURFACE WATER BODY:** the only discharges are well water used to cool plants, rainwater from roofing and subsequent rain flush.

Regarding Synres, water is withdrawn from local freshwater network and disposed, according to its nature and use, in three different ways:

- **Rainwater**, which is clean water, is discharge directly into the river;
- **Suspected polluted water** is captured by a dedicated sewer system and, after an internal treatment process, it is disposed into the local sewer system;
- **Process water** generated during the process is burnt through the incinerator.

With regard to **Neoflex**, instead, water, deriving from the public water supply system, is used both for human consumption and sanitation and for washing some production machines. Water used for both purposes is then directly discharged.

In the end, in **COIM US** too water is withdrawn from the local water supply system and discharged complying with the Federal Regulations. Moreover, the amount of rainwater collected is directly released into the river.

COIM US and Synres also have cooling towers that allow the recovery and reuse of water.

Overall, the Group recorded a decrease in the volume of water withdrawn, passing from 1,437.17 ML in 2021 to 1,376.55 ML in 2022 (-4%).

The volume of water withdrawal from areas with water stress¹¹ indicates an organization's impact in those geographical areas where human and ecological water requirements are not met. Neoflex, in Spain, is located in an area with water stress.

¹¹ Water stress areas are areas where the ratio of total annual water withdrawal to total available annual renewable water supply (baseline water stress) is high (40-80%) or extremely high (>80%) according to data from the World Resources Institute's Aqueduct Water Risk Atlas.

GRI 303-3 WATER WITHDRAWAL BY SOURCE (ML)

SOURCES	2021			2022		
	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas
Groundwater (total)	1,318,73	-	1,318,73	1,213,76	-	1,213,76
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	1,318,73	-	1,318,73	1,213,76	-	1,213,76
Third Party water/ Municipal water (Total) ¹²	117,00	1,44	118,44	162,06	0,73	162,79
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	117,00	0,87	117,87	162,00	0,39	162,39
<i>Other water (>1000 mg/L total dissolved solids)</i>	-	0,57	0,57	0,06	0,34	0,40
Total	1,435,73	1,44	1,437,17	1,375,82	0,73	1,376,55

Percentage of **COIM S.p.A.** water withdrawal over the Group's total amount of water withdrawn

2022

88%

The volume of water discharged by the Group in 2022 was 1,483.37 ML (-2% compared to 2021).

¹² For COIM S.p.A. the data of third-party water/municipal water 2022 is related only to withdrawn water used in the product process by the site of San Martino (Lodi), also known as COIMINKS.

GRI 303-4 WATER DISCHARGERS BY AREA (ML)

SOURCES	2021			2022		
	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas
Surface water (total)	466,16	-	466,16	397,69	-	397,69
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	466,16	-	466,16	397,69	-	397,69
Third Party water/ Municipal water (Total)	1,041,73	1,44	1,043,17	1,084,95	0,73	1,085,68
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	1,041,73	0,87	1,042,60	1,070,85	0,39	1,071,24
<i>Other water (>1000 mg/L total dissolved solids)</i>	-	0,57	0,58	14,10	0,34	14,44
Total	1,507,90	1,44	1,509,34	1,482,64	0,73	1,483,37

Percentage of **COIM S.p.A.** water dischargers over the Group's total amount of water discharged

2022

89%

It must be pointed out that the value related to the total amount of water withdrawn is lower than the one concerning water discharge¹³ because, COIM S.p.A. has a value related to discharge which includes:

- Rainwater, which, by nature, is not withdrawn;
- Some chemical reactions involved in certain production processes generate water.

PROCESS WATER CONCENTRATOR (PWC)

The production process for some products involves reaction, which has water as a by-product. This water, which has a high organic load and contains some raw materials dispersed during the process, is collected and has two possible destinations - it can be transferred to the burner or can be distilled.

The Process Water Concentrator (PWC) through a multi-step process allows to obtain water with a low COD and recovering part of raw materials to reuse them in various production processes. This technique is in line with circular economy principles.

The PWC allows you to reduce the amount of waste water sent for disposal, which is important in terms of sustainability, also considering the reduction of external transport used to move the waste to the incinerator. Furthermore, part of this water is reused internally while another part is discharged into the sewage system.

PWC PLANT CAPACITY

The plant improvement process started in the first few months of 2020 and progressed gradually until halfway through 2021 when capacity had almost doubled. In February 2022, moreover, we started working to renovate the plant, to improve the yield of recovered raw materials and further reduce the amount of waste water destined for disposal.

Moreover, COIMUS is constantly planning initiatives to reduce environmental impacts. For example, in 2022, it has introduced a process water distillation and separation system that, by absorbing the process water stream from New Jersey polyester plant, recovers approximately 10% of materials to be reused, 83% of clean water and 7% of the original disposable material. As a consequence, this results in a reduction of approximately 68 ML of disposable material per year.

¹³ According to the GRI Standards, the following equivalence has to be respected: water withdrawn is equal to the sum of water discharged and consumed.

Energy consumption

In 2022, COIM S.p.A. drafted the Energy Management Policy through which the company commits to responsibly manage its energy consumption, improving cost-effectiveness, productivity, and reducing waste associated with energy use. COIM S.p.A. also promotes the efficient use of energy to produce and deliver its products to its customers, taking into consideration all the possible consumption generated.

In COIM S.p.A. energy is produced partly from electrical sources and partly from thermal sources with the consumption of methane gas.

The electricity purchased comes from the national grid. Its consumption is carefully monitored by the Energy Management Department.

One of the main sources of consumption is due to steam generation. However, recently, a study has begun in order to understand how to improve steam management and, consequently, reduce its consumption.

Natural gas consumption is mainly due to:

- Thermal plants: the boilers burn methane, which is mostly used in production processes and steam generation;
- Combined heat & power plants: these use natural gas to produce electricity and steam, and to heat water.

THERMAL ENERGY

Between 2020 and 2021 we did a detailed mapping of thermal consumption, thanks to the installation of meters that enable us to monitor energy consumption in departments in the southern area of the facility.

This means we can categorize departments on the basis of energy consumption and identify wastage more easily. The figures are logged monthly by a dedicated team.

In 2022, the same operation was carried out for the northern area of the plant of COIM S.p.A., in order to have a complete vision and awareness of the company's use of thermal energy. This careful monitoring makes it possible to better identify the areas with the highest energy consumption.

ELECTRIC ENERGY

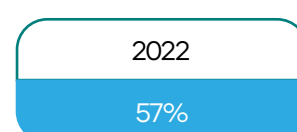
Electricity consumption in COIM S.p.A. is monitored in detail, as there are indicators for each production department, which allow us to have a vision of the most impactful processes.

In 2022, we recorded an increase in the total amount of energy consumed, passing from 1,050,909 GJ in 2021 to 1,099,654 GJ in 2022 (+5%). This is mainly due to the inclusion of Synres and Neoflex into the data. In addition, the purchase of electricity for COIM S.p.A. has been privileged compared to the use of natural gas during 2022, as reflected in data reported below.

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Energy consumption (GJ) ¹⁴	2021 ¹⁵	2022
Natural gas ¹⁶	939,475	885,251
Diesel (for heating or production processes)	2,425	6,107
Diesel (for company owned or leased/leased vehicles)	5,601	5,772
Petrol (for heating or production processes)	-	101
Self-produced electricity from renewable sources	204	370
Electricity purchased	103,204	202,053
Total	1,050,909	1,099,654

Percentage of energy consumption within **COIM S.p.A.** over the Group's total amount of energy consumed

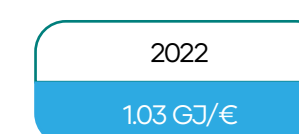


Energy intensity is a normalized environmental impact data and expresses the energy required related to an organization-specific metric. For COIM Group's case we have taken into consideration the total annual revenues.¹⁷

GRI 302-3 ENERGY INTENSITY

Energy intensity		
	2021	2022
Energy consumption	1,050,909 GJ	1,099,654
Energy intensity ¹⁸	1.46 GJ/€	1.10 GJ/€

Energy intensity in **COIM S.p.A.**



¹⁴ Energy consumption conversion factors to GJ used are the ones published by the UK Government "GHG Conversion Factors for Company Reporting" both for 2021 and 2022.

¹⁵ For COIM S.p.A. in 2021 the data of energy consumed do not include the site of San Martino (Lodi), also known as COIMINKS.

¹⁶ Within the Group natural gas is also destined to cogeneration systems responsible for the self-production of:

- electricity for both 2021 and 2022, steam and cooling exclusively for 2022 in COIM. S.p.A.;
- steam for 2022 in Synres;
- cooling for both 2021 and 2022 in COIM US.

¹⁷ The denominator used for the calculation of energy and emission intensities is the total annual revenues converted in thousands of euros starting from a value expressed in millions of euros.

¹⁸ For the total revenue considered, the value of COIM US provided in dollars was calculated using an exchange rate of 0.95347.

Our carbon footprint

CLEAN ENERGY

COIM S.p.A. has evidenced its commitment towards a responsible use and consumption of energy in drafting its Energy Management Policy. Among the different priorities emphasized within the document, the organization sets its commitment to apply the highest energy-efficient design for its own facilities.

The Buccinasco building is home to the commercial premises so has no production activity, and currently has active photovoltaic panels with an installed peak power of 69 kWh. As shown in the table, during 2021 the company was therefore able to use 203.52 Gj (56,533 kWh) of clean, self-produced energy.

Every kWh produced by the photovoltaic systems prevents the release of 0.65 kg of carbon dioxide into the atmosphere, therefore in 2021 we saved 36,746 kg of CO₂.

In 2022, we installed a photovoltaic plant in Offanengo too, with a peak power of 160 kWh.

These two plants have allowed the company to produce and consume 369.79 Gj (102,720 kWh) of clean energy, saving 66,768 kg of CO₂.

COIM S.p.A. : IN 2022

-66,768 KG OF CO₂



The CDP (formerly the Carbon Disclosure Project) is a non-profit organization that provides companies and countries with a system to measure, track, manage and share climate change information globally. Supported by more than 746 institutional investors with assets of \$136 trillion, the CDP holds the largest database of greenhouse gas emissions and data related to climate change, water management and deforestation, collected through questionnaires (CDP Climate Change, Water Security, Forestry and Supply Chain) in which thousands of organizations are invited to participate each year. The aim is to transform the way companies tackle climate change and the degradation of natural resources. Indeed, CDP's primary mission is to encourage transparency and accountability in environmental reporting, particularly in the context of climate change, water security, and deforestation. By collecting and assessing data from thousands of organizations worldwide, CDP provides investors, businesses, and policymakers with valuable insights into corporate sustainability efforts, risk management, and the potential for positive environmental impact. CDP's annual disclosure process allows companies to showcase their commitment to environmental sustainability while helping stakeholders make informed

decisions about their investments and partnerships, ultimately driving the transition towards a more sustainable and resilient global economy.

Companies participating in the CDP program can demonstrate to their investors, customers and stakeholders:

- **Leadership** in identifying and understanding the risks of climate change, deforestation and scarcity of natural resources.
- **Transparency and accountability** towards climate change issues.
- **Awareness** of its environmental impacts and commitment to reducing them.
- **Adaptation** to new global climate targets and regulatory and policy changes towards a low carbon economy.

Since we consider climate change topic extremely relevant for the type of business we carry out, in 2022, **COIM S.p.A.** voluntarily filled out the **Climate Change questionnaire**.

The GHG (Green House Gases) Protocol Corporate Standard classifies emissions into Scope 1 Direct Emissions, Scope 2 Indirect Emissions and Scope 3 Indirect Emissions.

The first category includes emissions deriving from sources that are owned or controlled by the organization. Scope 2 Emissions, instead, originate from the production of electricity, heat or steam, imported and consumed by the organization. For their calculation, two distinct approaches are used: "Location-Based" and "Market-Based".

The "Location-Based" approach involves the use of emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national borders. The "Market-Based" approach takes into account the total electricity purchased, including that purchased from renewable sources with Guarantee of Origin certificates.

All the companies of the Group use energy and produce emissions, but always operates within the boundaries of local applicable laws. They are all committed to improving technology and processes to lower energy use, promote clean energy, and, especially, reduce emissions. For example, Synres, with a view to improving, will replace by next year the backup steam generator in order to reduce gas consumption and emission.

In line with the increase in energy consumption, emissions have increased as a result of the inclusion of Neoflex and Synres within the perimeter considered in 2022.

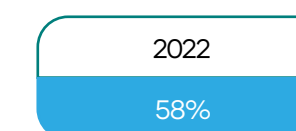
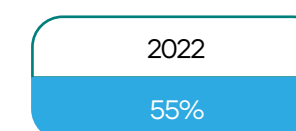
In general, it must be pointed out that the emission trend also depends on the increase/reduction in production volume of individual Group Companies. Furthermore, the increase in Scope 2 emissions seen during 2022 is mainly due to the increase in electricity purchased by COIM SpA; as a result, this Company reduced its self-production of electricity (Scope 1).

GRI 305-1 & GRI 305-2 DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS CAUSED BY THE ORGANIZATION'S ACTIVITIES

GHG Emission – tCO ₂ eq	2021	2022
Direct emission from combustion	53,561	50,613
Emission from refrigerant gas leaks ¹⁹	252	469 ²⁰
Scope 1 ²¹	53,814	51,082
Scope 2 (Location-based) ²²	9,915	19,564
Scope 2 (Market-based) ²³	11,884	24,157
Total (Scope 1 and Scope 2 Location-Based)	63,728	70,646
Total (Scope 1 and Scope 2 Market-Based)	65,698	75,239

Total Location-Based GHG Emissions caused by **COIM S.p.A.** over the Group's total amount (%)

Total Market-Based GHG Emissions caused by **COIM S.p.A.** over the Group's total amount (%)



¹⁹ The emission factors published by UK Government GHG Conversion Factors for Company Reporting in 2021 and 2022 were used to calculate refrigerant gas leak emissions.

²⁰ Interventions on fluorinated gases are regulated by EC Regulation 517/2014 and 1516/2007 and, in COIM, by an appropriate procedure. The differences between 2021 and 2022 are due to a repair work carried out during 2022. Actually, periodic checks are conducted as indicated by the Regulation, depending on the type of gas in the single plant and its quantity. The minimum frequency of inspection is annual.

²¹ The emission factors published by UK Government GHG Conversion Factors for Company Reporting in 2021 and 2022 were used to calculate Scope 1 emissions.

²² For the calculation of Scope 2 Location-Based emissions, emission factors published by Terna - International Comparisons (2018 and 2019) were used.

²³ For the calculation of Scope 2 Market-Based emissions related to Italy, Spain and Netherlands, emission factors published by Association of Issuing Bodies (AIB) European Residual Mixes (2021 and 2022) were used. For the same calculation, applied to US legal entity, emission factors published by Terna - International Comparisons (2018 and 2019) were used.

Focus on waste management

In calculating the GHG Emissions intensity ratio, as for energy intensity, we used the total annual revenues. GHG Emissions intensity, being a normalized environmental impact data, expresses the amount of GHG emissions per thousands of euros in revenues.

GRI 305-4 GHG EMISSION INTENSITY

GHG Emissions intensity ²⁴		
	2021	2022
Emissions intensity (Scope 1 + Scope 2 Location Based)	0.09 tCO ₂ eq/€	0.07 tCO ₂ eq/€
Emissions intensity (Scope 1 + Scope 2 Market Based)	0.09 tCO ₂ eq/€	0.08 tCO ₂ eq/€

GHG Emission intensity in COIM S.p.A.

2022
0.07 tCO ₂ eq/€

LOCAL VOLUNTARY INITIATIVES TO OFFSET EMISSIONS

In 2021, we planted more than 900 plants of varying type around the company perimeter (land belonging to COIM S.p.A.), further demonstrating our focus on the environment and the area in which we operate. These plants represent the main resource for cutting emissions (CO₂-eq).

Moreover, Synres is a voluntary member of the National Energy Reduction Forum. Furthermore, at Group level a car sharing approach has been adopted to reduce the number of car journeys during working days, thus reducing fuel consumption. This is a voluntary initiative which demonstrates the Organization's attention to the environment.

In COIM S.p.A., waste management has undergone a significant shift since January 2021, at the instigation of the management team.

The Technical Purchasing Department handles the selection/sourcing of waste disposal firms directly without intermediary consultation. Before approving a waste disposer, the authorizations and documentation of both the firm and the transporter are checked by Health, Safety & Environment Department, reliability is verified

by the Legal Department and a contract is drawn up.

Within the Company, the entire waste deriving from production activities of the plant is to be considered special waste, some of which classified as hazardous. In general, hazardous waste characteristics are assigned by HSE function based on their chemical and physical properties, the origin of the production cycle of the waste and the threshold concentrations and criteria identified in the specific Regulations. Moreover, for some waste, periodic analyses are done.

We paint emptied drums used for raw materials in order to reuse rather than dispose of them. Also IBC regeneration.

Synres manages organic waste with caloric value by storing it on-site in an organic waste tank and burning it in the incinerator. Other waste streams, instead, are disposed by a certified external company.

Furthermore, Neoflex collects household appliance batteries, including those for private consumption, and manages them through authorized competent external companies.

Neoflex and Synres in the perimeter considered for the same year. Moreover, it must be pointed out that waste production trends depend on the increase/reduction in production volume. Therefore, considering the production trend, it can be confirmed that waste generation has not undergone substantial changes.

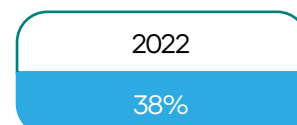
In 2022, the Group's total waste generation reached 18 thousand tons, of which about 49% non-hazardous waste. The increase of waste produced in 2022 (+15%) is mainly due to the inclusion of

²⁴ Please refer to footnote 18.

GRI 306-3 TOTAL WEIGHT OF WASTE GENERATED

Waste composition [t]	2021	2022
Hazardous	5,468	9,255
Non-hazardous	10,323	8,976
Total	15,791	18,230

Percentage of **COIM S.p.A.** waste generated over the Group's total amount produced

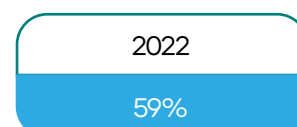


In 2022, 57% of waste generated was sent for disposal (incinerated or sent to the landfill), while the remaining 43% was not sent for disposal (reused, recycled, or separated).

GRI 306-4 TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL

Waste not sent for disposal [t]	2021	2022
Hazardous waste	2,607	5,662
Non-hazardous waste	1,728	2,105
Total	4,335	7,767

Percentage of **COIM S.p.A.** waste not sent for disposal over the Group's total amount



GRI 306-4 TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY RECOVERY METHODOLOGY

Waste not sent for disposal [t]	2021			2022		
	On-site	At an external site	Total	On-site	At an external site	Total
Hazardous waste						
Reuse	-	-	-	1,840	-	1,840
Recycling	-	2,607	2,607	104	3,653	3,757
Separation	-	-	-	-	65	65
Non-hazardous waste						
Reuse	-	-	-	-	-	-
Recycling	-	1,728	1,728	11	1,894	1,905
Separation ²⁵	-	-	-	-	200	200
Total	-	4,335	4,335	1,955	5,812	7,767

²⁵ Separation means to physically sort out different kinds of waste. In case of waste from demolition, for example, it means making sure that concrete, metal, wood and/or plastics are properly divided.

GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL

Waste sent for disposal [t]	2021	2022
Hazardous waste	2,861	3,593
Non-hazardous waste	8,596	6,871
Total	11,457	10,464

Percentage of **COIM S.p.A.** waste sent for disposal over the Group's total amount

2022
22%

GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL BY MANAGEMENT METHODOLOGY

Waste sent for disposal [t]	2021			2022		
	On-site	At an external site	Total	On-site	At an external site	Total
Hazardous waste						
Incineration (with energy recovery)	-	97	97	-	1,263	1,263
Incineration (without energy recovery)	1,274	-	1,274	150	351	501
Landfill	-	1,490	1,490	-	1,831	1,831
Non-hazardous waste						
Incineration (with energy recovery)	-	-	-	-	57	57
Incineration (without energy recovery)	-	-	-	-	25	25
Landfill	-	8,595	8,595	-	6,786	6,786
Total	1,274	10,182	11,456	150	10,313	10,463

The people-centered approach



The people who work for the COIM Group have always been viewed as a precious resource. This is why **engaging with them and focusing on their wellbeing** has been an essential part of company policy.

We are committed not only to ensuring respect for human rights in all work environments along the entire chain, but also to putting people at the center of our operations. Indeed, the growth of the business has coincided with that of our workers, and their wellbeing enables us to pursue development and improvement objectives.

Teamwork and the development of talent have been essential to this vision, which is reflected in the personnel recruitment process carried out by our HR Department in line with the following procedure:

1. Definition of the profile of interest;
2. Assessment and selection of the identified profile;
3. Definition of the reference parameters and contract type;
4. Onboarding with shadowing and training activities;
5. Performance monitoring, review of training requirements and corrective actions.

RECRUITMENT OF NEW RESOURCES

The personnel recruitment process is completely transparent with no fast-track routes. This process is carried out in line with the principles of our Code of Ethics and the

Organization, Management and Control Model as per legislation 231. We place significant focus on the people we choose to join our team. The aim is always to source personnel with the most suitable profiles and to develop their skills, in consideration of the increasingly evolving requirements of the market and production.

Depending on the defined job profile, the initial screening phase is based on various sources, such as:

- Speculative applications
- CVs received via the company website
- Applicant CVs submitted by COIM personnel
- Assessment of potential candidates known through work experience opportunities, such as dual work- education schemes
- Dedicated digital platforms, such as LinkedIn
- Recruitment agencies
- Specialist headhunters in the case of key roles

The initial search and selection procedures result in drawing up a shortlist of applicants followed by interviews.

When new resources are recruited, a map of their skills and knowledge is drawn up, which is then processed via specific software and made available to the relevant managers.

Human Resources

The strong and stable relationships that are established with people working at the company are based on a bond of mutual trust, which gets stronger day by day. We are of the belief that relationships with our workers must aim to nurture their development, with an approach that focuses on teamwork, sharing and communication - three aspects

that have always featured in our personnel policy. Given the importance of establishing long-lasting, trusted relationships, we prioritize **permanent contracts**, which account for 99% of the contracts for 2022, in line with 2021, held by internal personnel.

769 COIM Group workers in 2022

99% Permanent contracts

GRI 2-7 TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER

TYPE OF CONTRACT	December 31 st 2021			December 31 st 2022		
	Male	Female	Total	Male	Female	Total
Permanent	544	73	617	656	108	764
Temporary	2	-	2	3	2	5
Total	546	73	619	659	110	769

Percentage of COIM S.p.A. employees over the total number of employees within the Group

December 31st 2022

60%

Our commitment to developing and engaging with local communities is reflected in the presence of 99% of workers who are of the same nationality as the location in which the facility is situated.

The table below, instead, shows that **97% of all contracts are full-time**. The reason for this is not only because the relationship established between management

and personnel is based on **loyalty**, but also because the tasks and hours of work required to meet business requirements are difficult to manage on a part-time basis. However, we are assessing the option of extending part-time contracts where the needs of personnel are compatible with business requirements.

GRI 2-7 TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY FULL-TIME/PART-TIME AND GENDER

Full time/ Part time	December 31 st 2021			December 31 st 2022		
	Male	Female	Total	Male	Female	Total
Full-time	546	71	617	655	95	750
Part-time	-	2	2	4	15	19
Total	546	73	619	659	110	769

Moreover, 89% of our employees are covered by collective bargaining. Specifically, COIM S.p.A. is 100% covered by contracts attributable to the National Collective Employment Agreement **Chemical Industry and Industry Executives**. Instead, COIM US has two Collective Bargaining Agreements: **International Chemical Workers Union and Catalyst Employees' Association**. Working conditions and terms of employment for employees not covered by a collective bargaining

agreement are based on company policies, although there is some uniformity between company policies and the collective bargaining agreements.

As reported in the following table, in 2022, we employed a total of **154 external workers**. The primary category is represented by **workers of permanent contractors** ²⁶ (54%), followed by **interims** (34%), **trainees and interns** (6%), and **external collaborators** (5%).

GRI 2-8 NUMBER OF EXTERNAL WORKFORCE BY OCCUPATIONAL CATEGORY AND GENDER

Professional category	December 31 st 2021			December 31 st 2022		
	Male	Female	Total	Male	Female	Total
External collaborators	6	-	6	8	-	8
Trainees/interims	7	1	8	5	5	10
Interims	39	2	41	50	2	52
Workers of permanent contractors	71	22	93	61	22	83
Other ²⁷	1	-	1	1	-	1
Total	124	25	149	125	29	154

²⁶ COIM S.p.A. is the only company of the Group which has reported the number of people working for its permanent contractor companies. Part of this data have been estimated.

²⁷ The only person belonging to the category "Other" is a salesperson hired through a PEO (Professional Employer Organization), a specific American employee type of contract.

In 2022, we welcomed 75 new members (+3% compared to 2021), comprising 27% women and 73% men. Similarly, the number of terminations during this reporting period increased to 76 people, 18% of which represented by women and 82% by men.

In particular, 40% of the new hires falls within the age group of 30-50 years, 24% within the category represented by people over 50 years, while the remaining 36% is covered

by the younger age group (<30 years). These data demonstrate the Group's commitment to supporting the employment of younger people, always looking for new talent.

GRI 401-1 NUMBER AND RATE OF NEW HIRES BY GENDER AND AGE GROUP ²⁸

Number of people	2021					2022				
	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate
Men	23	37	4	64	12%	19	21	15	55	8%
Woman	1	8	-	9	12%	8	9	3	20	18%
Total	24	45	4	73	12%	27	30	18	75	10%
Rate	32%	15%	2%	12%		29%	8%	6%	10%	

Number of employees hired by COIM S.p.A.

2022
16

²⁸ The rate of new hires is calculated as the total number of new hires in age group and gender/ the total number of employees in age group and gender.

GRI 401-1 NUMBER AND RATE OF TURNOVER BY GENDER AND AGE GROUP ²⁹

Number of people	2021					2022				
	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate
Men	6	22	26	54	10%	15	22	25	62	9%
Woman	4	7	5	16	22%	3	8	3	14	13%
Total	10	29	31	70	11%	18	30	28	76	10%
Rate	13%	9%	13%	11%		19%	8%	9%	10%	

Number of termination in **COIM S.p.A**



Diversity, inclusion and human rights

AS FOR 2021, NO CASE OF DISCRIMINATION HAS BEEN RECORDED DURING 2022

People are essential for achieving company objectives, and we are committed to preventing all types of discrimination and ensuring equal opportunities for professional development.

Actually, to prevent potential situations of prejudice or distress arising, we have introduced procedures and control tools to safeguard and respect all employees as early as the recruitment phase, and all personnel appraisals are carried out on the basis of defined, fully transparent protocols.

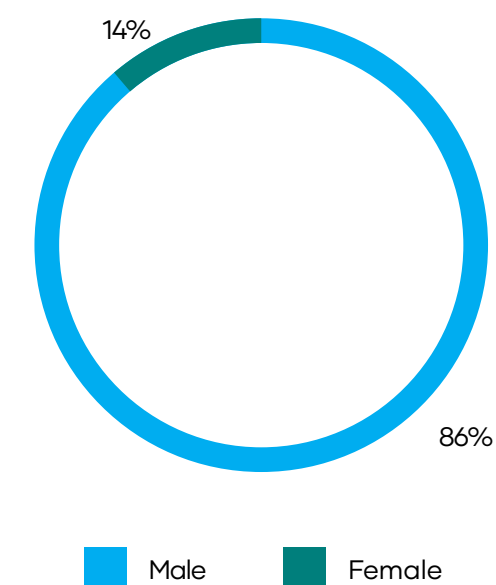
Recognizing people's diversity as a value and asset is reflected in four focus areas:

1. Protection of equal opportunities, of motherhood and fatherhood through welfare policies that promote the proper balance between working and private life.
2. Commitment to considering the needs of local communities.
3. Creating employment opportunities for young people.
4. Exchange and sharing of experiences and skills among colleagues from different companies.

Work takes up a large part of our lives, and this is why we strive to make it benefit the personal and professional development of all personnel.

Given the nature of its operations, we have a higher representation of men than women within the workforce. Indeed, the most prevalent job category in our company is represented by laborers.

EMPLOYEES BY GENDER 2022



²⁹ The rate of turnover is calculated as the total number of terminations in age group and gender/the total number of employees in age group and gender.

Our Group **promotes**, both within the Code of Ethics and COIM S.p.A.'s Human Rights Policy, the **safeguards of respect for people's moral, cultural, physical and professional integrity**, and is committed to continually improving all personnel professionally and involving them at all levels, fostering values based on merit, loyalty and teamwork. In addition, Synres, within its Code of Business Conduct highlights the importance of respect for people, recognition of their fundamental rights and the power of their diversity as key foundations. Within the company, all this has been translated into a human resources policy based on openness, fairness and trust with the aim to promote personal growth and integrate different view.

Moreover, COIM US has adopted proactive and robust policies and commitments related to the topic of diversity and equal opportunities. These policies are designed to counter discrimination and promote a more inclusive and harmonious workplace. In addressing actual negative impacts, COIM US conducts internal investigations and cooperates with relevant parties to remediate any instances of discrimination. Annually, the company promotes training to gauge the impact of diversity and anti-discrimination initiatives and it sets targets to measure progress. Effectiveness is assessed by evaluating progress towards these goals, ensuring alignment with the Group's organizational commitments. Lessons learned from these assessments are incorporated into its policies and procedures enabling continuous improvement.

Furthermore, regarding the specific theme of equal opportunities, Neoflex has defined its commitment to develop an "Equity Plan", in order to implement solutions aimed at managing these aspects in a more structured and effective way.

In our organization in 2022 **laborers accounted for 49%** of the total workforce, followed by **employees (34%)**, while **managers and executives** respectively **12%** and **5%**.

GRI 405-1b TOTAL NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER (GROUP)

Number of people	December 31 st 2021			December 31 st 2022		
	Male	Female	Total	Male	Female	Total
Executives	4%	1%	5%	4%	1%	5%
Managers	13%	1%	14%	11%	1%	12%
Employees	19%	10%	29%	22%	12%	34%
Laborers	52%	-	52%	49%	-	49%
Total	88%	12%	100%	86%	14%	100%

In 2022, COIM S.p.A. **laborers** accounted for **55%** of the total workforce, followed by **employees (28%)**, +1,6% compared to 2021, while **managers and executives** respectively **11%** and **6%**.

GRI 405-1b TOTAL NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER (COIM S.p.A.)

Number of people	December 31 st 2022		
	Male	Female	Total
Executives	5%	1%	6%
Managers	10%	1%	11%
Employees	19%	9%	28%
Laborers	55%	-	55%
Total	89%	11%	100%

With regard to age group, in 2022 our employees **between the age of 30 and 50** accounted for 46% of the workforce, followed by **42%** of people **over 50**. The remaining **12%** is represented by **younger employees (< 30 years old)**.

GRI 405-1b TOTAL NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP (GROUP)

Number of people	December 31 st 2021				December 31 st 2022			
	<30 years old	30 - 50 years old	>50 years old	Total	<30 years old	30 - 50 years old	>50 years old	Total
Executives	-	1%	4%	5%	-	1%	3%	5%
Managers	-	8%	7%	15%	-	6%	6%	12%
Employees	5%	17%	7%	29%	6%	17%	12%	35%
Laborers	7%	23%	21%	51%	6%	22%	20%	48%
Total	12%	49%	39%	100%	12%	46%	42%	100%

With regard to COIM S.p.A., in 2022 employees **between the age of 30 and 50** accounted for **51%** of the workforce, followed by **41%** of people **over 50**. The remaining **8%** is represented by **younger employees (< 30 years old)**.

GRI 405-1b TOTAL NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP (COIM S.p.A.)

Number of people	December 31 st 2022			
	<30 years old	30-50 years old	>50 years old	Total
Executives	-	2%	4%	6%
Managers	-	6%	5%	11%
Employees	3%	16%	9%	28%
Laborers	5%	27%	23%	55%
Total	8%	51%	41%	100%



EMPLOYEES BELONGING TO PROTECTED CATEGORIES³⁰

In 2022, the Italian facility had **9 employees with disabilities** (8 in force and 1 on permanent contract), 1 more than the previous year, **16 classed under the partial exemption mechanism**.

Convention article 14 of the Italian legislation on protected categories applies at the production facility in the province of Lodi, with a type B social cooperative for outsourcing cleaning work to cover 1 position.

At the production facility in the province of Milan, 2 people are classed under the partial exemption mechanism and 2 are categorized as per Convention article 11 of the Italian legislation on protected categories.

GRI 405-1b PROTECTED CATEGORIES BY EMPLOYEE CATEGORY AND GENDER

Number of people	December 31 st 2021			December 31 st 2022		
	Male	Female	Total	Male	Female	Total
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Employees	1	-	1	1	-	1
Laborers	8	-	8	8	-	8
Total	9	-	9	9	-	9

HUMAN RIGHTS

In carrying out its business activities, the Group, as stated within its Code of Ethics, is committed to protecting human rights and not being complicit in the commission by third parties of human rights abuses in accordance with **Principles 1 and 2** of the Ten Principles adopted by the **United Nations Global Compact**.

Furthermore, as a sign of the value and importance given to the respect for **human rights**, COIM S.p.A. drafted, in 2022, a dedicated **Policy** that recognizes respect for human rights as the foundation of **Freedom, Justice and Peace**, committing itself to actively support the **Universal Declaration of Human Rights** promoted by the **United Nation (UN)**.

The Human Rights Policy highlights the company's commitment to guarantee:

- Absence of any form of forced labor, child labor or any form of discrimination
- The recognition of the value of individuals, protecting their physical and moral integrity and fostering their continuous growth in terms of technical and professional skills
- The workplace health and safety
- The confidential storage of the information in its possession, and the strict compliance with the legislation in force on personal data protection
- The right to freedom of association and the actual recognition of collective labor agreements

These principles are emphasized in Synres' Code of Business Conduct too. Actually, the company acknowledges and respects human rights as defined by the United Nations. For example, it strives for the employment of a diverse workforce, promoting a recruitment process based on the qualifications and abilities of employees, and repudiating any form of discrimination.

Moreover, Synres condemns all forms of forced or child labor, in accordance with conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labor) of the International Labor Organization.

³⁰ Data regarding the number of employees belonging to protected categories only considers COIM S.p.A.

FREEDOM OF ASSOCIATION

The Group, within its Code of Ethics and COIM S.p.A.'s Human Rights Policy, supports the principle of **free association of employees**, and their **right to collective bargaining**. We recognize the importance of union organizations and are committed to respecting their activities and engaging with them as required. At COIM, relationships with unions and trade union representatives are ongoing, and involve general informal meetings on company progress and any specific topics. The personnel management team handles and coordinates relationships with unions.

In addition, Synres too, within its Code of Business Conduct highlights the importance of respecting the right of freedom of association and collective bargaining of its workers.

In 2022, there were **38 trade union members**. In 2022, **11 union representatives** were elected, all male, **9 of them at the Offanengo** facility and **2 in San Martino**.

WORK TAKES UP A LARGE PART OF OUR LIVES, AND THIS IS WHY WE STRIVE TO MAKE IT BENEFICIAL THE PERSONAL AND PROFESSIONAL DEVELOPMENT OF ALL PERSONNEL

PROMOTING COMPANY WELLBEING

Outlined below are other initiatives we have put in place to improve people's wellbeing:

- **Nursery:** we contributed to the construction of a nursery in the district of Offanengo and entered into an agreement that enables our employees to use it at a subsidized rate.
- **Company Benefits Plan:** if employees choose to join the company benefits plan (allocating a percentage of the voluntary participation premium), COIM will add another 10%.
- **Tax support and legal advice services:** every year, we offer our employees free professional support to complete their tax return and tax deduction documents. We have also signed an agreement for tax support services for employees and their partners. Furthermore, the company offers employees a legal advice service provided by Studio Tagliaferri e Associati. This service is free of charge unless deeds and/or documents need to be drawn up (letters, injunctions, appeals, summons, statements, communication with the judicial or public safety authorities etc.). If one of these documents is required, employees and

their partners can benefit from reduced fees.

- **Training:** in addition to these benefits, we are also committed to training. Growing as a business means enabling people and their skills to grow, by fostering a constructive team spirit starting with a focused induction process for new hires joining our team.

Professional development

Our personnel recruitment policies apply criteria of merit and the advancement of **ability, skills** and **potential** of each individual through **continuous learning**, the delivery of training and mentoring for new hires.

To adapt the professional skills of employees to technological progress and the latest market requirements, we provide training and refresher courses for all employees concerned.

Personnel training information is entered into the relevant software by the HR or HSE teams as appropriate, to ensure each employee's CV is up-to-date.

All training documentation is kept by HR or HSE as appropriate, for at least 10 years following the course completion date.

In 2022, the number of training hours reached a total amount of 12,870, +34% compared to 2021. The average hours of training for **employees** were 20, followed by **laborers** with 16 hours, while **manager** and **executives** with respectively 13 and 12 hours. Moreover, the number of training hours attended by women, 25, has recorded a significant increase (+86% compared to 2021).

GRI 404-1 AVERAGE TRAINING HOURS PER EMPLOYEE CATEGORY

Average Hours	2021			2022		
	Male	Female	Total	Male	Female	Total
Executives	8	20	9	11	18	12
Managers	14	23	15	12	20	13
Employees	22	11	18	16	26	20
Laborers	15	-	15	16	8	16
Total	16	13	15	15	25	17

Total average amount of training hours received per employee in **COIM S.p.A.**



Training is planned according to the following requirements:

- Standard information and training for new hires
- Job-specific training for new hires
- Training in response to significant changes (E.G. Responsibilities or department)
- Training in case stipulated by legislation
- Specialization and professional development

Training is categorized as follow:

- Mandatory (HSE)
- Not legally compulsory, broken down into: Development of hard skills (linguistic, use of specific software), development of soft skills (leadership, communication), webinars/refresher courses (e.g. on legislation), job-specific training

Through annual membership of professional development schemes, such as Fondimpresa and Fondirigenti, we are able to access qualification and training courses for our employees.

Indeed, we regularly accrue a 'training account' to be used in autonomous training plans or for attending free courses funded in this way on subjects such as technological innovation, business development, safety and the environment in conjunction with trade associations (such as Cremona's industrial association) or training providers.

Moreover, we are committed to organize a **sustainability training course** in 2023. This program will involve around 80 employees from various functions, encompassing those with direct responsibilities and those covering areas such as HR, Legal, Regulatory, and managerial roles. The training will address environmental sustainability topics classified as relevant to the Group, including Climate Change, Energy Management, and Circular Economy, preceded by a general section on the importance to address environmental sustainability.

Health and safety in the workplace

Safeguarding the **health and safety** of employees is our number one priority. As a result, we implement strategies to prevent accidents and occupational diseases by allocating all of the human and financial resources required.

We firmly believe that striving for continuous improvement in all fields, and in relation to OSH in particular, is essential for the success of the Organization and we intend to pursue this.

Actually, within the Group, all companies have structured systems in order to be compliant with national regulations about health and safety, covering 100% of the workforce. In particular, COIM S.p.A.³¹, Synres and COIM US have a **certified health and safety management systems compliant with standard ISO 45001:2018** and related **Health & Safety in the Workplace policies**.

Using such a management system makes it possible to define, monitor and improve all processes for safeguarding the health and safety of employees, distributing the benefits obtained in and outside of the Organization.

For instance, COIM Group has defined specific instructions on how to handle dangerous products and machines in place. Moreover, mandatory annual training for all staff based on their

roles are essential to guarantee occupational safety.

On the other hand, Neoflex has a contract with an external prevention service to meet occupational health and safety requirements, covering aspects such as occupational safety, industrial hygiene, psychosociology, and occupational medicine. All Neoflex workers, activities, and workplaces adhere to a risk prevention system, a requirement under Spanish regulations.

As shown in the following table, the number of accidents in 2022 were **13**, +7 compared to 2021. This is mainly due because 2021 health and safety data do not include Synres and Neoflex both for employee and external workers. The Group, which has always paid attention to the health and safety of its workers, is committed to monitoring the situation in order to take actions with a view to reducing accidents.

GRI 403-9 OCCUPATIONAL ACCIDENTS FOR EMPLOYEES

Number of accidents	2021	2022
Total number of recordable occupational injuries³²	6	13
Hours worked (ordinary hours + overtime hours)	1,042,500	1,262,548
Rate of recordable occupational injuries³³	5.75	10.30

Total number of recordable occupational injuries for **COIM S.p.A.**

2022
6

³² Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. It excludes commuting injuries.

³³ Injury rates are calculated by multiplying the ratio of the number of injuries to hours worked by 1,000,000.

³¹ The only site within COIM S.p.A. which is not certified ISO 45001:2018 is San Martino, which counts 19 employees and 4 external workers in 2022.

GRI 403-9 OCCUPATIONAL ACCIDENTS FOR EXTERNAL WORKERS

Number of accidents	2021	2022
Total number of recordable occupational injuries ³⁴	1	5
Hours worked (ordinary hours + overtime hours) ³⁵	273,950	272,720 ³⁶
Rate of recordable occupational injuries ³⁷	3.7	18.3

Total number of recordable occupational injuries for **COIM S.p.A.**

2022
5

Prevention is the most effective tool for safeguarding health and eliminating accidents. For this reason, we are committed to continually providing employees with safety information and training.

AS FOR 2021, NO RECORDS OF CASE WORK-RELATED ILL HEALTH WERE SUBMITTED DURING 2022

As soon as new hires are recruited, they receive intensive training on the risks and hazards (e.g. chemical risks) inherent in production processes.

All employees are required to adhere to the spirit of the health and safety policy and demonstrate a sense of responsibility. Behaviors and attitudes related to the proper development of the safety management system are integral aspects of everyone's job description. They are, therefore, significant elements for assessing the performance of individual employees and those provided by third parties.

³⁴ Please refer to footnote 32.

³⁵ Data for both 2021 and 2022 do not include hours worked by trainees/interns and external collaborators. They only consider hours worked by interims and workers of COIM S.p.A.'s permanent contractors. Part of this last data have been estimated.

³⁶ The total amount of hours worked by non-employees does not include Neoflex because the company was not able to get the information for its 2 external workers.

³⁷ Please refer to footnote 33.

OCCUPATIONAL MEDICINE

Every production facility has company doctors on site, as stipulated in legislation. This safety measure is accompanied by a health protocol that identifies the task of each employee and establishes the compulsory checks that each person must undergo and how often.

Within COIM S.p.A., in addition to accident prevention, the main aim of the plan is to define a procedure for responding to any emergencies, which defines roles, responsibilities and tasks of each department, in order to tackle issues in the most appropriate manner.

Furthermore, to emphasize the importance of health and safety, COIM US offers optional medical insurance for its employees. This insurance covers any non-occupational medical or healthcare services.

External community - focused initiatives

The main production facility, and the first to be established, is in Offanengo, a small district with about 6,000 inhabitants in the province of Cremona. Since its early years we have represented a point of reference and a source of work for families in the area. Most of the employees in Offanengo live in the same or nearby districts. This is why we have always focused on initiatives of social benefit in the area, and every year we allocate financial resources in the form of **donations or sponsorships** to support events by organizations, non-profit associations and authorized charities.

In 2022, COIM S.p.A. drafted a **policy dedicated to social initiatives**, wherein it acknowledges the significance of supporting the communities in which it operates. This commitment is demonstrated through the promotion of socio-economic development within the region and the enhancement of local communities' well-being.

COIM S.p.A. cooperates with public and private entities to grant:

- The right to education through the organization of targeted activities, like the provision of scholarships, in order to prevent school drop-out
- Access to artistic, sporting, and cultural initiatives in line with its own values
- Support in the development of decent building infrastructures and living conditions for the local community

- Correct address of the social needs deriving from forms of disadvantage or situations of fragility
- The sponsorship of local events that are in line with the Company's Values, Ethical Codes and Policies, aimed at helping, supporting or improving the community

Donations and sponsorships may be for social, cultural, artistic or sporting events and initiatives. These initiatives, such as the summer camps for children and teenagers or sports tournaments (football, tennis, volleyball), often involve our employees' children, who get the chance to play sport and have fun in their own area.

Requests for sponsorship are assessed and approved by our BoD, which checks the ethical integrity of the projects and prioritizes those with a social-humanitarian aspect.

For example, we place special emphasis on local associations that support children with disabilities using hippotherapy, or volunteers who support families in handling the day-to-day life of autistic children or children affected by other cognitive issues.

Similar consideration is also given to amateur sports organizations that promote sport as a way of bringing children together, with football, tennis and volleyball tournaments. Many of the sporting events are named after our company, as in the COIM S.p.A.

Tournament organized by a non-profit sport organization in Offanengo, which brings together young people in the area for sport and educational purposes.

Another event worthy of mention is the local football championship, whose matches are played on Offanengo's council sports pitch, named in memory of Mario Buzzella.

The commitment of COIM S.p.A. in supporting the territory can be summarized as follows:

- Point of reference and a source of work for families
- Donations and sponsorships
- Special emphasis on local associations that support children with disabilities
- Non-profit sports organization sponsorship

Moreover, COIM US engages in **philanthropy** by providing monetary donations to local charitable

organizations. Additionally, it has contributed to fire and emergency safety training events for local school children. Starting from the next year, the company will also implement an employee volunteer bank in order to give employees the possibility to use working hours to carry out voluntary activities.

Finally, Synres is a member of the local cooperation initiative of chemical companies, called Deltalinqs. Apart of this contribution is called DeltaPORTS Donatiefonds, which represents a local donation fund of the local community.

In 2022 the economic value of initiatives in favor of the territory was 91,666 €, increased by 89%³⁸ compared to 2021. This was mainly due because some sports associations were still unable to organize their events in 2021 because of COVID.

³⁸ Data related to the economic value of initiatives in favor of the territory for 2021 do not include COIM Deutschland, Synres and Neoflex, while 2022 data do not concern COIM Deutschland and Neoflex.

COIM 60th ANNIVERSARY

In 2022, we celebrated our **60th anniversary** with a circus-themed event named "Alchemy". The event involved over five hundred guests, including employees and special guests, and took place in Offanengo. The venue was transformed into an open-air theater where theatrical performances were held to express gratitude to the entire COIM community.



RELATIONSHIPS WITH EDUCATIONAL ESTABLISHMENTS

- **R&D WITH SCHOOLS AND UNIVERSITIES:** we support young people by engaging in collaborations between schools and universities and our R&D Department.
- **MIDDLE SCHOOLS:** except for when activities were suspended due to the pandemic, second-year students can work on laboratory activities alongside our personnel (e.g. pH and titration experiments normally carried out in company laboratories). The laboratory is in Offanengo and is named after Cesare Zocchi, founder of COIM along with Mario Buzzella. Planned visits of the production facility are organized for third-year students.
- **HIGH SCHOOLS:** currently the main collaboration is with the Galileo Galilei High School in Crema and involves dual work-education schemes and work experience opportunities that last several weeks. During this time students are able to become familiar with the working environment and learn directly in the Company. The facility can also be visited for post-diploma careers guidance purposes on request. COIM S.p.A. is always in contact with high schools with the aim of getting information about the young graduates.

Our collaboration with high schools is also structured to support specific post-diploma courses on chemistry, energy efficiency etc. In such cases, some of our employees are happy to act as lecturers, and we take 1-2 students onto our work experience scheme.

We also work closely with employment agencies, which organize career guidance pathways for young people.

Additionally, Synres too has collaborations with local technical schools whose interns are given the opportunity to attend a six-month internship.

UNIVERSITIES

We collaborate with numerous Italian and foreign universities and research organizations, including Milan Polytechnic, Turin Polytechnic, Venice University, Parma University, the National Research Council's Area di Ricerca Napoli 3 in Pozzuoli, and the Dresden polymer research institute.

We also collaborate with students requesting for bachelor or master theses for their courses. Concerning job vacancies, we use public announcements on the career portals of many universities (Cattolica, Milan University, the Polytechnic, Bocconi, etc.).

In collaboration with the Orientagiovani association of Crema, we attend career guidance sessions in universities, designed to enable young people to engage directly with our personnel and provide us with their CV. Finally, we offer support through various study grants, split into two macro categories:

- COIM company grant in line with company agreements (decided and funded by COIM S.p.A.):
 - General grant for employees' children (high schools)
 - STEM-focused grant for females (employees' daughters)
- Applications for grants made available by trade associations, which can be submitted by our employees' children.



Sustainability improvement projects

Sustainability is a challenge that can be transformed into excellence thanks to the research and development of innovative solutions, and an ongoing focus on everyone involved in the life of the company.

At COIM, we therefore view it as a generator of opportunities, not to mention a value for people as well as the environment.

To achieve our objectives, we have defined a set of actions to be implemented in the next years in relation to the goals of the UN 2030 Agenda. The results will be illustrated in the next Sustainability Report.

6

Future goals

One of the Group's main objectives is the alignment of a sustainable vision among all subsidiaries, aiming to create a Group sustainability culture and develop common goals. In this regard, another step is extending the policies already implemented for COIM S.p.A. also to the other legal entities.

ECOVADIS

The Group is committed to maintaining the Golden EcoVadis score obtained in 2022 by COIM S.p.A. and extending the assessment to other subsidiaries. In this regard, COIM US completed and submitted the questionnaire in 2022 and will receive the evaluation by 2023. The goal is to start evaluating individual legal entities and achieve a Group performance assessment in the future.

UN GLOBAL COMPACT

In COIM S.p.A., we are committed to joining, by **2023**, the **United Nations Global Compact**, and, in the coming years, extending the participation to the entire Group. This is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to undertake partnerships in support of UN goals. Joining the UN Global Compact would represent an opportunity to be informed about the latest sustainability news, to participate in interesting working tables and workshops, to take part in training courses and to share any of our progress and actions, increasing transparency in our sustainability management system.



ENVIRONMENTAL



ENERGY (SDG 7)

In COIM S.p.A., regarding the electricity purchased, the goal is to circumscribe the **100% of electricity procurement to certified renewable sources** starting from year **2025**, resulting also in a reduction in related emission. Within the next few years, the company has additionally planned to finalize the purchase of a software enabling the connection of the different meters to the network with the purpose of having real-time data collection on electricity consumption.

COIM US, instead, is committed to **reducing its energy consumption and related emissions**, launching **strategic green energy initiatives**, starting from **2023-2024**. Currently, COIM US has two manufacturing facilities in southern New Jersey, Paulsboro manufacturing facility and West Deptford NJ facility. The company, in 2022, started phasing out the Paulsboro manufacturing facility in order to consolidate its operations at the West Deptford NJ one. As a consequence, by reducing redundant operation and introducing newer and more efficient infrastructure, energy consumption is expected to be significantly reduced once the Paulsboro plant is fully closed at the end of 2023. Moreover, COIM US is planning to implement solar power at its New Jersey facility in 2024.

Neoflex has been working on incorporating solar panels with the intention of reducing electricity consumption and favoring green energy procurement to decrease its environmental footprint.

GHG (SDG 12 - 13)

We have planned to engage in a **decarbonization project** by next year, which will last three years. Indeed, we will collaborate with an external company in order to draw a decarbonization roadmap, for the Offanengo site. The steps defining this path will be determined according to site inspections, emissions analysis, and evaluations of the most energy-intensive processes, with the aim of understanding which solutions may reduce energy consumption and the whole company's **carbon footprint**. Actually, COIM S.p.A. is working to draw a GHG Report for the Offanengo site, a monitoring document including all data related to its direct and indirect emissions.

Within the project, moreover, we will be asking our suppliers for data on their emissions to calculate the **Scope 3** value, which considers emissions linked to the entire supply chain. For the next years, we are committed to extending the decarbonization project to the entire Group.

WATER (SDG 12 - 13)

We are proactively seeking solutions to help us further **reduce water consumption** as, even though we have made considerable savings in terms of water withdrawn and discharged (thanks to the recovery system), the amount of water we consume is still very high. This is a priority objective for us. We are working directly with the American subsidiary (COIM US), which has a much lower level of consumption than the Italian site, even though the production setup is similar to our own. We expect this consultation to result in major improvements in terms of limiting consumption.

As a Group, we are constantly committed to manage water and its use in the most efficient and responsible way. In this regard, we have planned to install, in Offanengo site, a new plant capable of treating esterification water in order to allow us to recover it and its glycols. Therefore, it will have a positive environmental impact both on water, by reducing its use, and waste, by reducing its production within the company.

WASTE

We constantly strive to manage our waste in a sustainable and responsible way, by opting for recycling processes and not sending them to disposal by thermolation or landfill.

SOCIAL : PERSONNEL (SDG 4 - 8)

Personnel training, delivering courses on ethical/environmental/human rights and other topics. Actually, in **2023** we will organize a **sustainability training course** starting from environmental sustainability topics such as Climate Change, Energy Management, Circular Economy, and Sustainable Procurement.

Improve communication between the company and its employees, including through the creation of a special app for company communications.

PRODUCT

COIM US and COIM S.p.A. are committed to obtain the ISCC Plus certification for specific products by the end of 2024. The ISCC PLUS is a voluntary scheme that is applicable for the bioeconomy and circular economy for food, feed, chemicals, plastics, packaging, textiles and renewable feedstock derived from a process using renewable energy sources.

We earmark financial resources for environmental, social and governance aspects in line with set objectives. The most significant investments are assessed on a case-by-case basis and analyzed according to company requirements, in full compliance with company policy and responsible growth targets.

There is a long road ahead and processes undergo continuous improvement, but we are of the firm belief that we will achieve our intention to balance current needs with those of future generations.

Index (GRI)

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Statement of use	COIM Group has reported the information cited in this GRI content index for the period 1/01/2022 – 31/12/2022 with reference to the GRI Standards.	
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