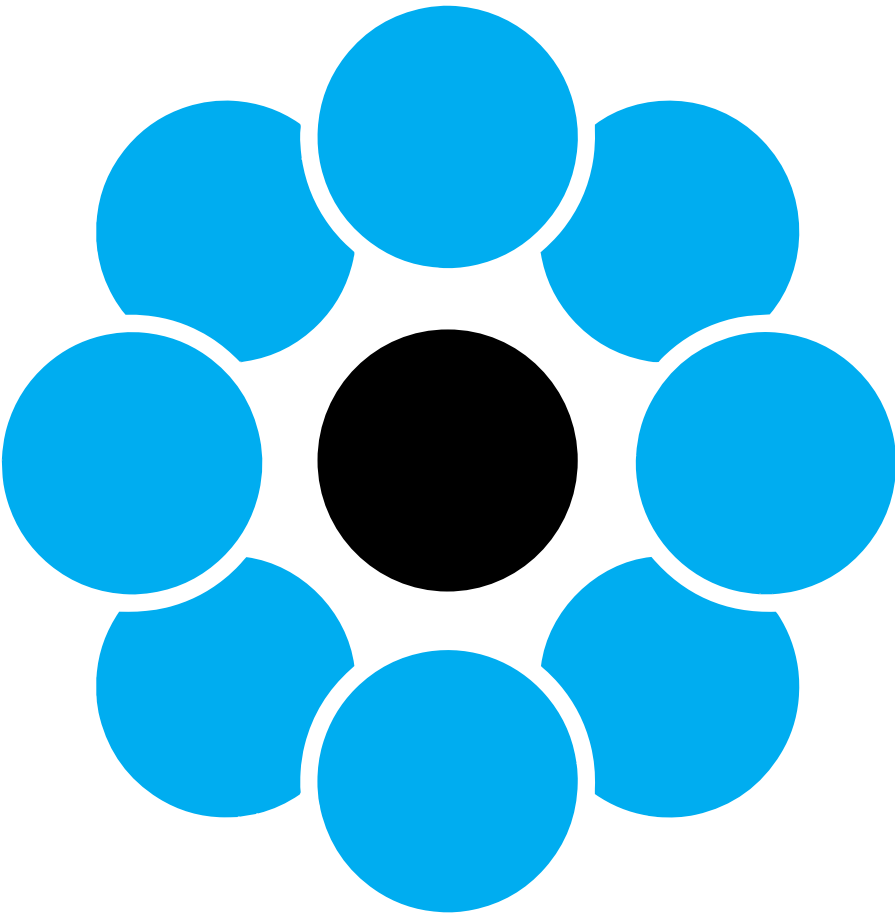


# SUSTAINABILITY REPORT 2024









*We create the future, respecting  
today's environment. Innovation  
with responsibility is the base  
of our future. Nature is chemistry*

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## LETTER TO THE STAKEHOLDERS 2024

Our path of Group-level Sustainability reporting is continuing. We started with the Sustainability Report for the year 2021 with perimeter only COIM S.p.A. including progressively all the other societies of the Group. At the end of 2024 we published our Sustainability Report for the year 2023 where we report the social, environmental and economic performance, as well as concerning workers' health and safety management, for all COIM Group.

This has been another step towards Sustainability at a corporate level.

I am pleased to introduce the Sustainability Report for the year 2024 that report ESG performance of all the companies belonging to the Group, European and non-European, including Atmoso, the last European acquisition. The goal is to identify the areas for improvement across all the Group companies, maintaining a uniform approach to Sustainability.

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.

COIM has always believed in the importance of preserving the economic and psychophysical well-being of employees, safeguarding the environment, favoring 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 future generations.

**Giuseppe Librandi**

C.E.O.

C.O.I.M. S.p.A.

# Methodological Note

This document describes the main results achieved in terms of sustainability in 2024 by C.O.I.M. Group (hereinafter also mentioned as "Group", "COIM Group" or "COIM"). Once again this year, the 2024 Sustainability Report has been prepared reporting a selection of the **"Global Reporting Initiative Sustainability Reporting Standards"** (according to the "with reference 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, in 2023 COIM Group has carried out an accurate **impact assessment** 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"), on the basis of which the Sustainability Report was developed.

The materiality analysis based on impacts assessment has involved only **COIM Italy** Top Management, while, for the coming years, the Group intends to involve other categories of Stakeholders as well, with the aim of further broadening its perspective on material sustainability topics. For example, in 2024, the Group worked on a **Stakeholder Engagement** activity involving other internal Stakeholders: a limited number of employees of COIM Italy, the General Managers of all Subsidiaries, all Corporate Roles, including the CEO, and the Group's Shareholders. In 2025, a more detailed Stakeholder Engagement activity will be conducted and will involve some categories of external Stakeholders too.

Information contained in this Report refers to the year 2024 (January 1st to December 31st, 2024) and a comparison was made with data related to the periods January 1st to December 31st 2023 and January 1st to December 31st 2022, to allow the comparability of data over time. In accordance with the requirements of the reporting standard, 2022 data are reported even if they are not fully comparable with those related to

2023 and 2024 due to changes in the reporting scope (**2022 data do not include Atmoso Petrochemie GmbH**). 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 the best available methodologies adequately reported.

Moreover, in view of the entry into force of **CSRD Regulation** (Corporate Sustainability Reporting Directive), the Group, for this reporting year, has decided to extend the scope of reporting to all its subsidiaries.

The reporting scope of the economic data, based on the Consolidated Financial Statements, corresponds to the entire Group, as do the social and environmental data. In detail, the perimeter includes the following companies: **C.O.I.M. S.p.A.** (hereinafter also COIM Italy), **Synres B.V.** (hereinafter also Synres), **Neoflex S.L.** (hereinafter also Neoflex), **Coim USA Inc.** (hereinafter also COIM US), **Coim Deutschland GmbH Div.** (hereinafter also COIM Deutschland), **Coim Brasil Ltda.** (hereinafter also COIM Brasil), **Coim East Europe LLC** (hereinafter also COIM East Europe), **Coim Asia Pacific Pte.** (hereinafter also COIM Asia Pacific), **Coim Turkey Poliüretan ve Kimyasallar Sanayi and Ticaret A.Ş.** (hereinafter also COIM Turkey), **Coim India Pvt.**

**Ltd.** (hereinafter also COIM India), **Globocoim Mexico** (hereinafter also COIM Mexico), **Globocoim Colombia S.A.S.** (hereinafter also COIM Colombia), **Coim Argentina S.r.l.** (hereinafter also COIM Argentina), **Coim Chile Ltda.** (hereinafter also COIM Chile), **Coim International Trading** (hereinafter also COIM China).

In 2024, **Atmoso Petrochemie GmbH** (hereinafter also Atmoso) has been included in the reporting scope, adjusting the data for the year 2023 as well. If the company was unable to recover 2023 data for certain indicators, this has been specifically noted through the text.

Moreover, environmental data do not include **COIM Deutschland, COIM East Europe, COIM China, COIM Turkey, COIM Argentina, COIM Chile, COIM Colombia, COIM Mexico**, as they represent companies that only provide sales and technical services, for which the environmental impact was considered "not material". Any further changes to the reporting scope are appropriately expressed in the text of this document.

For additional information and suggestions regarding COIM Group's Sustainability Report, please contact: [regulatory@coimgroup.com](mailto:regulatory@coimgroup.com). This document is also available on the website at <https://www.coimgroup.com>.

# Our Approach to sustainability



This Sustainability Report 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. By extending the reporting scope to the entire Group, readers can now analyze its overall performance and observe the ongoing progress through several projects and activities aimed at reducing Group's impact. 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 Cooperation 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**.

# COIM GROUP'S COMMITMENT TO SUSTAINABILITY: A UNIFIED APPROACH ACROSS THE ORGANIZATION

As part of COIM Group's commitment to sustainability, 2024 marks a significant step in extending sustainability policies across the entire Group. This effort highlights the Group's collective dedication to addressing key environmental, social, and governance issues. To strengthen this commitment, COIM has established a **comprehensive sustainability framework**, beginning with a **"PARENT" SUSTAINABILITY POLICY** that encompasses **seven key areas**. Each of these areas has its own dedicated policy to ensure detailed focus and measurable actions. These seven core themes are:

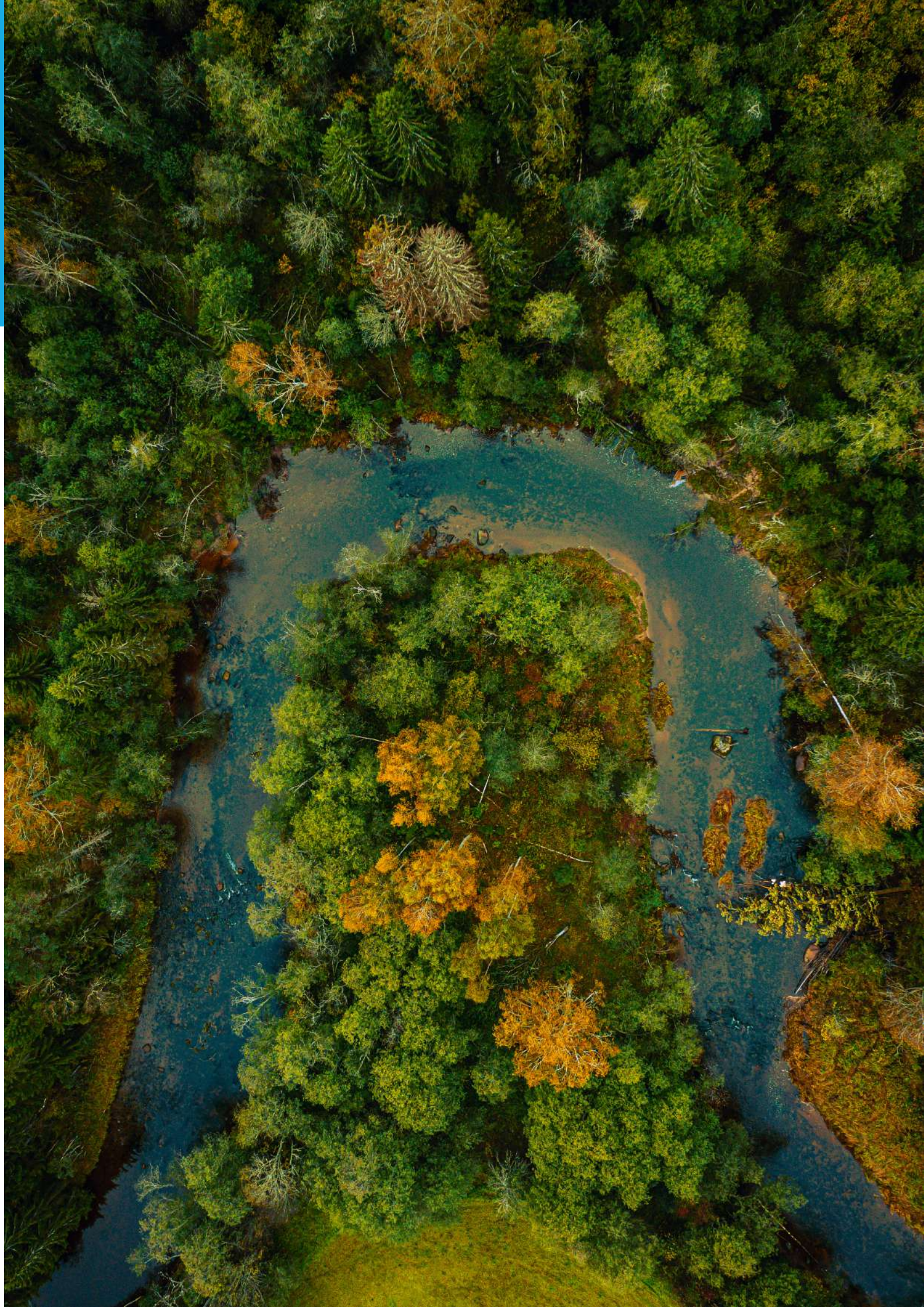
- 1) **Environmental** protection and continuous improvement in environmental performance, including the reduction of greenhouse gas emissions;
- 2) **Health and safety** of employees and stakeholders;
- 3) Protection of **human rights** and a firm stance against complicity in human rights violations by third parties;
- 4) A **Quality** Management System ensuring high-quality products, reliable customer service, and uninterrupted supply;
- 5) Engagement with **local communities** through sustainable projects and social initiatives;
- 6) Responsible **energy** management to optimize energy use, enhance cost-effectiveness, and reduce energy-related waste; and
- 7) Encouragement of **Suppliers** to improve their sustainability practices.

aims to ensure that sustainability is embedded in all operations and actions, reinforcing its role as a responsible corporate entity.

For more information on the Group's policies, please refer to the following website:

[https://www.coimgroup.com/library\\_common\\_ita.htm](https://www.coimgroup.com/library_common_ita.htm)

By systematically applying these policies across the Group, COIM



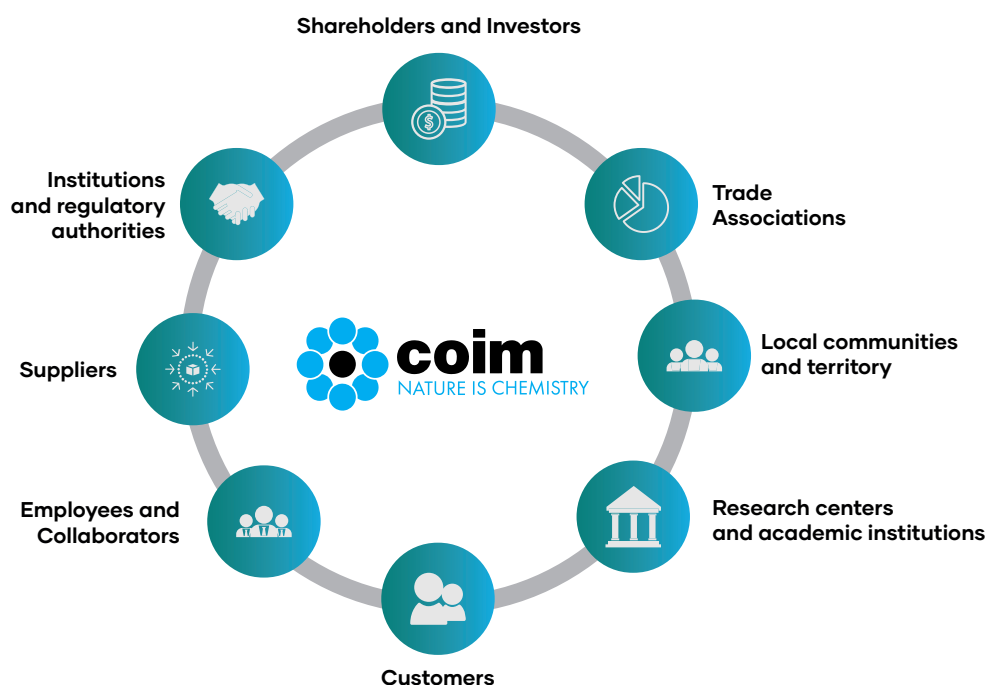
## Involvement and engagement with Stakeholders

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.

This activity was carried out in 2023 for the 2022 Sustainability Report, but the Stakeholder categories were also confirmed for the 2024 reporting period.



The following table shows the main requirements associated with each Stakeholder category identified as well as the main channels and methods the Group uses to communicate with them to meet their expectations.

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

Moreover, the Group in 2024 has carried out a first trial exercise of **Stakeholder Engagement activity** to directly involve some internal Stakeholders' groups (a representative sample of COIM Italy's employees, the General Managers of all Subsidiaries, all Corporate Roles, including the CEO, and the Shareholders of the Group) and integrate their opinions and expectations in the materiality analysis process. In fact, a **survey** has been sent to give them the possibility to evaluate the impacts previously defined and validated by COIM Top Management. Furthermore **a more detailed Stakeholder Engagement activity** will be carried out, in order to involve **external Stakeholders** like **customers** and **suppliers**.

This is an activity that fits with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the standards guide for the preparation of the sustainability statement (European Sustainability Reporting Standards). Engagement with affected stakeholders is essential for conducting the organization's sustainability impact materiality assessment, a process designed to identify and evaluate actual, potential, positive and negative impacts.

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.



## Impact Materiality

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 nonprofit organization **Global Reporting Initiative** (GRI) in its latest version of 2021, which has become effective from **January 1st, 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.

In the early stages, the materiality analysis focused on an as-is assessment of our Group, combined with benchmarking companies in the chemical sector, including our main customers and suppliers, to identify 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 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.

This materiality analysis' activity was carried out in 2023 for the reporting year 2022, but the findings have been confirmed also for 2024 Sustainability Report. As reported above, the materiality process will be revised by integrating the results coming from the Stakeholder engagement activity.

Below, the final list of ESG (Environmental, Social, and Governance) topics and their associated impacts were reported.

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

# Financial Materiality

**Financial materiality** in the context of sustainability refers to the idea that environmental, social, and governance (ESG) issues can have a significant impact on an organization's financial performance. Financial materiality considers how sustainability factors can influence the economic value and long-term stability of a company, particularly when a specific ESG aspect generates or may generate **risks or opportunities** that significantly affect or could affect future cash flows, financial position, and performance.

In the initial phase, through a context and benchmark analysis, a **long list of ESG risks and opportunities** related to COIM's activities and operations was identified, reviewed, and confirmed by the working group responsible for managing ESG issues internally. Subsequently, through an assessment conducted by compiling a tailored questionnaire, the analysis proceeded with a process aimed at identifying the most relevant risks and opportunities, which involved the Group's CFO. For this purpose, the following parameters were considered:

- **Likelihood** that the risk or opportunity will occur, considering the **medium-term horizon** (between 1 and 5 years);
- **Magnitude** of the risk or opportunity if it were to occur (considering the impact it could have on the financial metric **EBITDA**).

Below is an illustrative overview of

the approach used to assess and prioritize the risks and opportunities identified during the preliminary phase. This approach ensures a structured and systematic evaluation, helping to determine the most critical areas that require attention and action. By considering various factors such as potential impact, likelihood, and alignment with strategic objectives, the Group can effectively focus on the most significant risks and opportunities, driving informed decision-making in the next stages of the process.



Risk name	Inherent risk			Implemented mitigation
	Likelihood	Magnitude	Inherent rating	
Reputational risk due to Climate Change	4	x 4	16	<ul style="list-style-type: none"> <li>• Ongoing training</li> <li>• Support in calculation of emission from a specific process</li> <li>• Continuous review of energy consumption data</li> </ul>

**Step 1**

Mitigating actions	Residual risk			Time horizon		
	Likelihood	Magnitude	Residual rating	Short term	Medium term	Long term
Engaging a specialized external firm to audit Scope 1, 2, and 3 emissions of energy	2	x 4	8	✓	✓	
	Step 2			Step 2		

The evaluations considered for financial materiality are those associated with residual risk, as they are more aligned with the organization’s risk management practices. These practices focus on assessing the remaining risks after mitigation actions have been implemented, ensuring that only those risks with a potential financial impact, despite being managed, are considered for materiality.

In light of this, the following is a list of the risks and opportunities that have been recognized as material for COIM Group to date:

ESG Area	Risks/opportunities generated by COIM Group
Environment	<ul style="list-style-type: none"> <li>• Reputational risk due to inadequate monitoring and management of emissions <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Energy efficiency <b>(Opportunity)</b></li> <li>• High costs associated with the energy transition needs <b>(Risk)</b></li> <li>• Dependency on resources - energy supply <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Biodiversity: inadequate measures and controls <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Use of bio-based raw materials to develop sustainable products <b>(Opportunity)</b></li> <li>• Dependency on resources - raw material supply <b>(Risk)</b></li> <li>• Difficulty in offering low environmental impact assessments and products <b>(Risk)</b></li> </ul>
Governance	<ul style="list-style-type: none"> <li>• Inadequate ESG Governance <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Lack of supplier monitoring <b>(Risk)</b></li> <li>• Lack of supply chain traceability <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Data loss and IT infrastructure vulnerabilities <b>(Risk)</b></li> <li>• Insufficient data privacy and information protection <b>(Risk)</b></li> </ul>
Social	<ul style="list-style-type: none"> <li>• Loss of skills and talents <b>(Risk)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Attractiveness of talent through a positive corporate culture <b>(Opportunity)</b></li> </ul>
	<ul style="list-style-type: none"> <li>• Exposure to hazardous substances <b>(Risk)</b></li> <li>• Failure to comply with updates to health and safety guidelines <b>(Risk)</b></li> </ul>
Product	<ul style="list-style-type: none"> <li>• Creation of products not in compliance with existing regulations <b>(Risk)</b></li> </ul>

In the context of **double materiality**, the results of both the impact materiality and the financial materiality will be combined to identify the most relevant ESG aspects for COIM Group, which will serve as the basis for preparing the future sustainability documentation in accordance with the new European Standards.

## 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 defined a **Sustainability Policy** and 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 to improve its sustainability performance in line with the SDGs.



**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS




**17** PARTNERSHIPS FOR THE GOALS



# Responsible Growth

2

A close-up photograph of several small green seedlings growing in a dark brown, textured soil tray. The seedlings are in various stages of growth, with some showing two leaves and others just emerging. The background is dark and out of focus, with a thin green horizontal line near the top.



COIM is an Italian company which has been developing and producing specialty chemicals since 1962. Sixty-one years after founding the business, we are now an international organization with a leading 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 2023: 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 commenced in 1964 (PLAXTER), and in just a few years COIM had conquered 50% of the Italian peroxide market.

### **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.

COIM established production of saturated polyesters (DIEXTER) and polyurethanes (UREXTER) for footwear, and these new products enabled it to triple and then quadruple its turnover in just a few years.

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

Halfway through the 1970s COIM was expanding and constantly researching 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**

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 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.

Supported by its growth, during these years COIM bought back the 50% stake in the business sold to

Akzo, which returned to the hands of the Buzzella and Zocchi families.

**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).

**1996: Foundation of COIM Brasil Ltda**

COIM's first step in this new direction was the takeover of the Brasil-based company Polimind, which became COIM Brasil Ltda, and the on-site production of polyurethanes for footwear.

**2003: Foundation of COIM Asia Pacific Pte Ltd in Singapore**

The acquisition in Brasil was followed by the decision in 2003 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) began. These systems are normally used by manufacturers of technical articles in general, including wheels, vibration dampers and abrasion-resistant coatings, and by polyurethane system formulators in general.

**2012-2014: Indian site in New Delhi (COIM India Pvt. Ltd.). Foundation of COIM East Europe. Foundation of COIM Turkey**

The major development of the footwear industry in 2012 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 decided to extend its knowledge of the liquid printing ink sector. 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 acquired at the 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 between COIM and Neoflex to provide 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**

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.

**2023: Neoflex and Atmoso's 100% acquisition**

Finally, in 2023 COIM acquired 100% of the shares of **Neoflex SL** and **Atmoso Petrochemie GmbH**. With the completion of both acquisitions, the Group is now able to further accelerate its numerous projects, both commercial and technical.



## Corporate structure and governance



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

### Sales offices / technical services

- COIM S.p.A.
- COIM Brasil
- COIM East Europe
- COIM Asia Pacific
- COIM China
- COIM Turkey
- COIM India
- COIM USA
- COIM Colombia
- COIM Argentina
- COIM Deutschland
- COIM Chile
- COIM Mexico.
- Neoflex
- Synres
- Atmosa

### Manufacturing Plants / R&D Technical Service

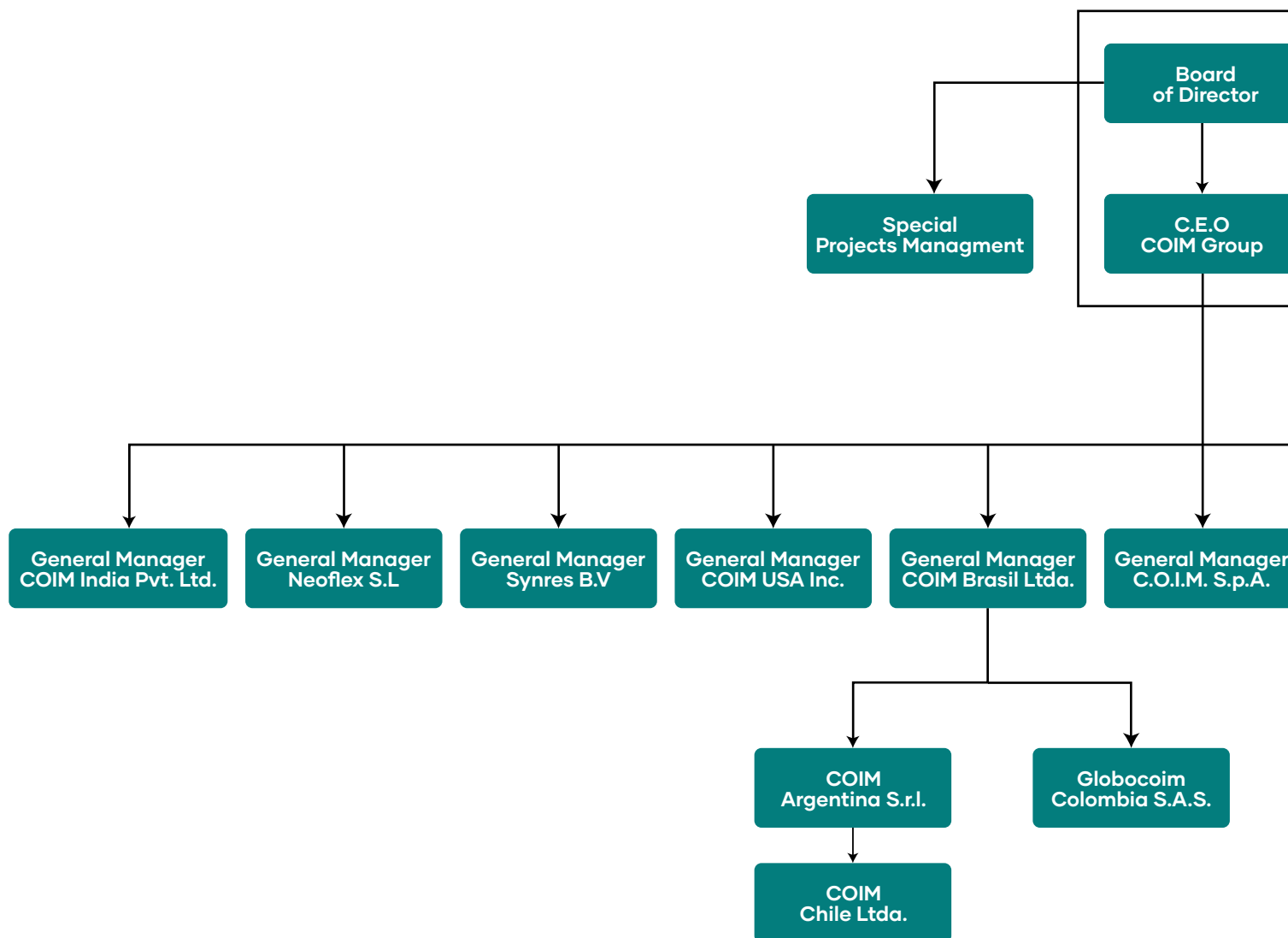
- COIM Italy
- COIM USA
- COIM India.
- COIM Brasil
- COIM Asia Pacific
- Neoflex
- Synres.
- Atmosa

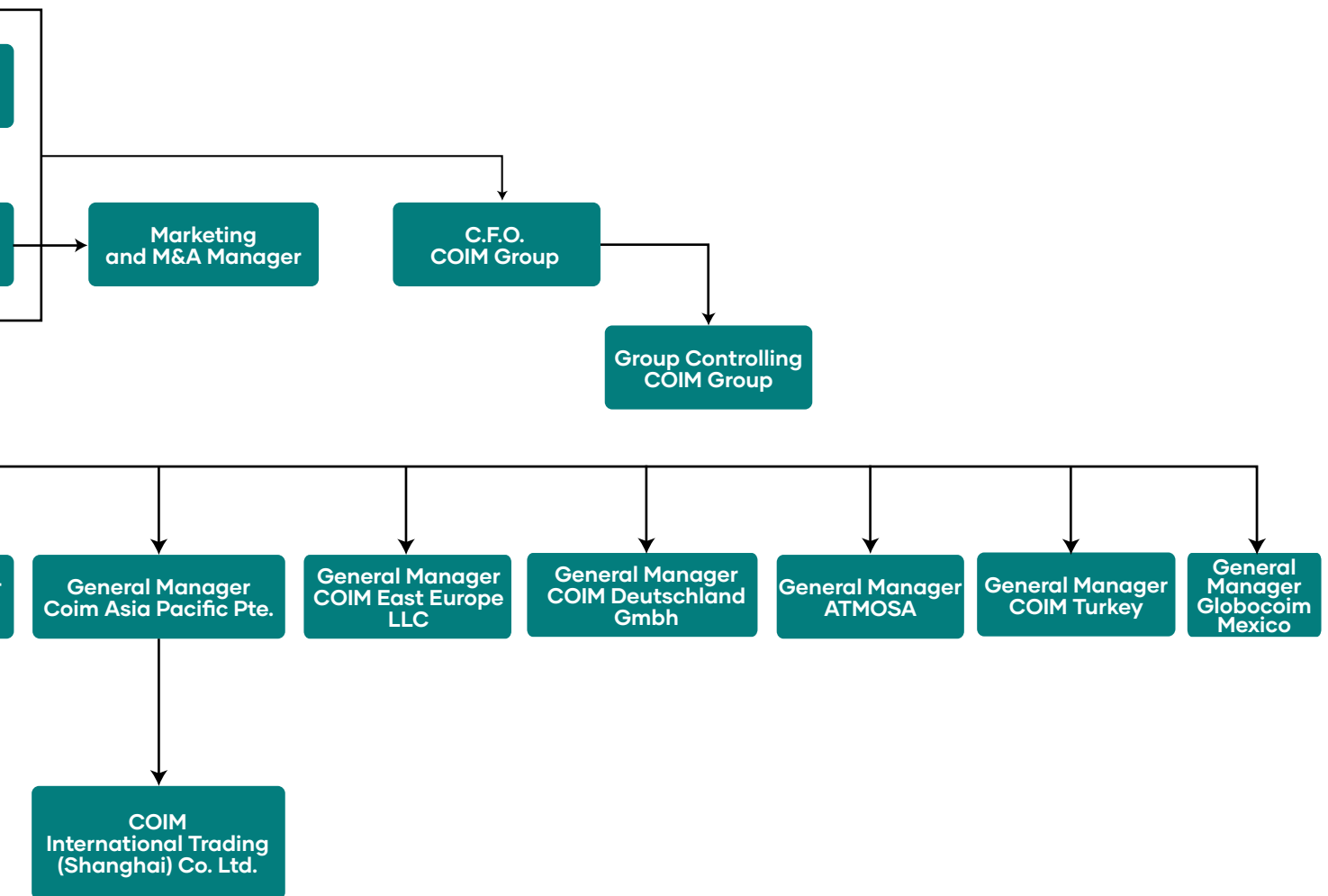
### Synthetic Leather Division

- Novotex Italiana
- Novotex Sul Americana



## 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.

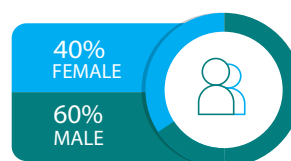
## Board of Directors and Board of Statutory Auditors

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 COIM Italy

Giuseppe Librandi  
 Francesco Buzzella  
 Beatrice Buzzella  
 Beatrice Zocchi  
 Cesare Riccardo Zocchi

### Board of Directors by gender 2024



### 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 <sup>st</sup> 2022				December 31 <sup>st</sup> 2023				December 31 <sup>st</sup> 2024			
	<30 years old	30 - 50 years old	>50 years old	Total	<30 years old	30 - 50 years old	>50 years old	Total	<30 years old	30 - 50 years old	>50 years old	Total
<b>Male</b>	0	2	1	3	0	2	1	3	0	1	2	3
<b>Female</b>	0	1	1	2	0	1	1	2	0	1	1	2
<b>Total</b>	0	3	2	5	0	3	2	5	0	2	3	5

In **COIM Italy**, 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. 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, 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 held a first meeting with all the General Managers, during which a sustainability contact figure for each COIM company has been designated with the goal of leading an alignment project among its various sites, with the ultimate aim of building a unified and sustainable vision for the Group. These contact figures, identified for each site of the Group, are regularly interfaced with the aforementioned Sustainability Coordinator and his team to discuss the progress made in terms of **ESG reporting<sup>1</sup> and performance**. In fact, **regular meetings**, at least once a year, are organized to allow the CEO, all the General Managers and ESG

responsible figures of the sites to meet and discuss together the activities carried out during the year and the future activities in the sustainability field.

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<sup>1</sup> It is important to specify that during 2023, regardless of the scope of the last Sustainability Report, all the Group's companies carried out the ESG data and information collection exercise. For this reason, during 2024, we conducted an analysis to identify any reporting gap on the part of the Group's individual subsidiaries to ensure the most complete reporting process possible.

## 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 an 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 in other words, 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**, and requires companies to use these management systems as proactive tools for prevention, aligned with risk-based thinking, whereby decisions and actions are

based on a thorough assessment of potential positive and negative impacts.

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 Italy** oversaw drawing its principles and behavioral rules and monitoring its observance centrally, while the other legal entities of the Group adopted and actively adhered to the Code.

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 Italy** appointed a Supervisory Board and defined a whistleblowing

system<sup>2</sup>.

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:

- Respect of laws
- Protection of human rights
- Equality and impartiality
- Professionalism and reliability
- Integrity and good faith
- Valuing individuals and human resources
- Transparency and correctness
- Confidentiality
- Prevention of conflict of interests
- Workplace health and safety
- Environmental protection
- Prevention of money laundering and self-laundering
- Protection of competition
- Product quality and safety

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<sup>2</sup> It is important to specify that three-year period there were no reports of critical issues within the Group.

- Product stewardship
- Combating corruption
- Protection of intellectual property

#### GRI 206-1 LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLISTIC PRACTISES

UNFAIR COMPETITION	2022 = 2023 = 2024 NONE
ANTI-TRUST PRACTISES	2022 = 2023 = 2024 NONE
MONOPOLISTIC PRACTISES	2022 = 2023 = 2024 NONE

In the end, in line with previous years, during **2024 no cases of non-compliance with laws and regulations** were recorded.

Moreover, as regards these **risks**, all the companies of the Group investigate them for each business area and manage them through appropriate actions.

## 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).
- **Authorities** (tax 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 Italy**, 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.**

Moreover, in 2022 **COIM Brasil** implemented a **Privacy and Personal Data Protection Policy** where all the practice of safeguarding sensitive information from data loss and corruption have been defined. Alongside the practices and precautions outlined in this policy, its Information Technology (IT) Department is responsible for examining and overseeing potential cyber-attacks.

**It should also be noted that in the three-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.

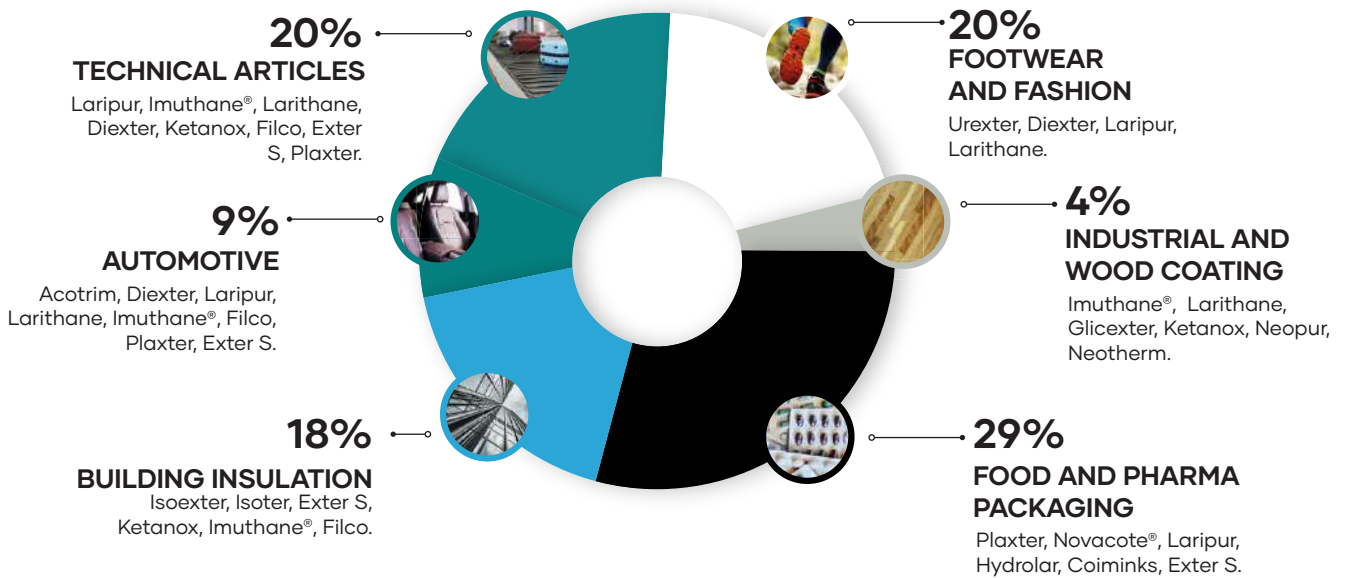
- Saturated and unsaturated polyesters
- Polyethers
- Polyurethanes
- Polyurethane prepolymers and polyols
- Isocyanate prepolymers
- Binders and sizings for glass fibres
- Organic Peroxides
- Monomeric and polymeric Plasticizers
- Glycerophthalic resins
- Coatings
- Printing inks
- Polyacrylates

### MARKET PRESENCE

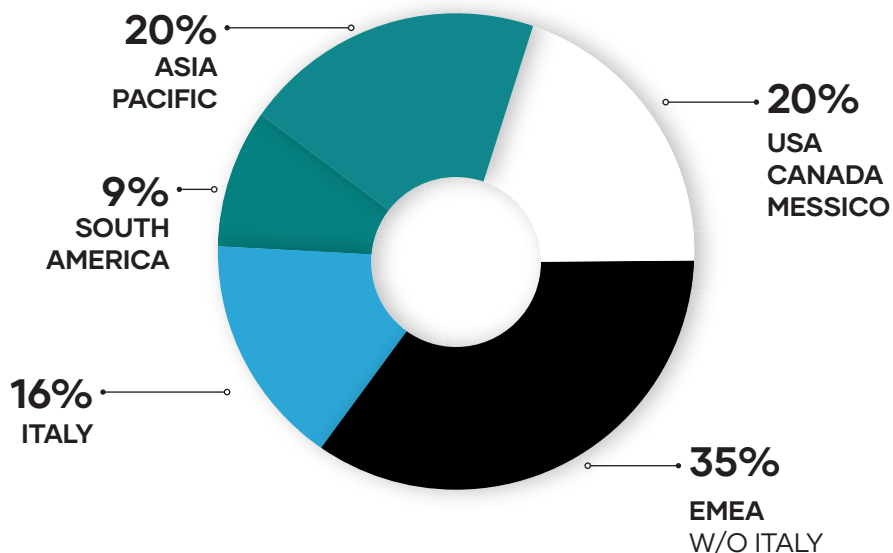
COIM Group now has 9 production facilities and 9 research centers on four continents, combining a global approach with a local presence.



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.



## Shared economic value

The challenges we face today confirm the importance of continuously evolving business models that integrate the creation of economic value with the responsible management of resources and the generation of long-term benefits for all Stakeholders, starting with the host communities. The principle of shared value is a key driver of this approach, highlighting the fundamental role that companies

can play in contributing to positive change within society. This commitment is reflected in the way the economic value generated by the Group is distributed among its Stakeholders. Generating profit remains essential, and we are committed to ensuring that it takes place within a framework that creates mutual benefit for both the company and its Stakeholders.

### ECONOMIC VALUE GENERATED AND DISTRIBUTED

In 2024, the **global chemicals market saw moderate growth**, with a 2.7% volume increase compared to the previous year. This growth was primarily driven by China, where the chemical sector expanded, while production in the United States remained stagnant and the European Union experienced a decline. The industry faced several challenges, including **geopolitical tensions, energy cost fluctuations, and uneven demand across major markets**. Moreover, in Europe, some companies struggled financially due to rising energy costs, a dynamic that has contributed to the process of deindustrialization.

Despite these challenges, the chemical industry continued to invest in **advanced and sustainable technologies**, with a growing focus on decarbonizing supply chains and adopting green chemistry practices. These efforts aim to meet increasing sustainability demands and comply with tightening environmental regulations.

Overall, 2024 was marked by contrasting dynamics: the Chinese market's growth, recovery in the automotive, electronics, and semiconductor sectors, and the shift towards sustainability were positive factors. However, economic and geopolitical tensions, particularly weak growth in Europe, trade restrictions, military conflicts, environmental pressures, and raw material cost fluctuations posed significant obstacles.

In summary, 2024 was a year of moderate growth for the global chemical industry, with strong performance in China and considerable challenges in other regions, accompanied by a growing focus on sustainability and technological innovation.

In this context, despite a slight decrease in sales and production volumes, as of December 31, 2024, COIM Group closed the Income Statement with a **positive profit**, higher compared to 2023.

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 three-year period for COIM Group.

### GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED (K€)	2022	2023	2024
Revenues	1,348,229	1,159,229	1,128,001
Other income	16,385	12,006	14,226
Financial income	4,763	9,641	10,350
Exchange rate differences	-11,894	-5,776	7,687
<b>TOTAL ECONOMIC VALUTE DIRECTLY GENERATED</b>	<b>1,357,483</b>	<b>1,175,099</b>	<b>1,160,304</b>

ECONOMIC VALUE DISTRIBUTED (K€)	2022	2023	2024
Operating costs	1,110,360	898,285	859,740
Employee remuneration	93,247	98,880	108,918
Community investment <sup>3</sup>	28	80	26
Remuneration of lenders	17,749	18,171	14,288
Remuneration of public administration	24,277	29,148	36,450
<b>TOTAL ADDED VALUE DISTRIBUTED</b>	<b>1,245,661</b>	<b>1,044,565</b>	<b>1,019,422</b>
<b>ECONOMIC VALUE RETAINED</b>	<b>111,822</b>	<b>130,533</b>	<b>140,882</b>

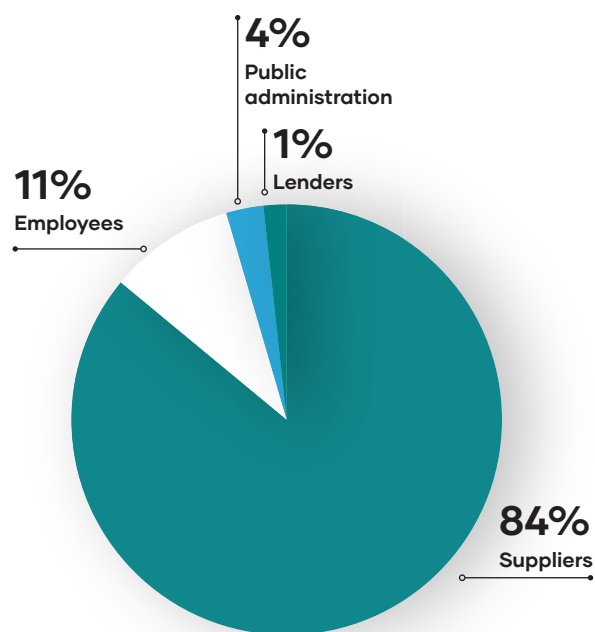
In 2024, generated value remained fairly stable compared to the previous year, decreasing by only 1%. Specifically, in 2023, approximately **88% of the generated value was distributed to Stakeholders**, while **12% was retained**, allocated to cover depreciation and amortization, and increase equity reserves.

Among the distributed value, **our suppliers received 84%** (operating costs), employees benefited from around 11%, public administration received 4%, and lenders obtained 1%.

<sup>3</sup> Data reported, which only refers to COIM Italy, represents the economic value exclusively destined to charity activities.



Value distributed as of 31.12.2024





## Alliances for sustainable development

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, the companies of COIM Group are members of the main national and international commercial and entrepreneurial organizations:

Name of Group's company	Associations
C.O.I.M. S.p.A.	<ul style="list-style-type: none"> <li>• Federchimica:               <ul style="list-style-type: none"> <li>- AVISA (adhesives and sealants, silk screen and printing inks)</li> <li>- AISPEC (intermediate and speciality chemicals)</li> <li>- Assomac</li> <li>- Plasticseurope Italia</li> </ul> </li> <li>• CEPE</li> <li>• EuPIA (European printing ink association)</li> <li>• FEICA (association of the european adhesive &amp; sealant industry)</li> <li>• Associazione industriali cremona</li> <li>• Associazione nazionale poliuretano espanso rigido</li> <li>• Assolombarda</li> </ul>
Coim Brasil Ltda.	<ul style="list-style-type: none"> <li>• ABIQUIM Brazilian Chemical Industry Association.</li> <li>• AEVI Vinhedo Business Association</li> </ul>
Coim Asia Pacific Pte.	<ul style="list-style-type: none"> <li>• Singapore chemical industry council limited</li> <li>• American chemical society</li> <li>• Urethanes technology international</li> <li>• Association of company emergency response teams singapore (a-certs)</li> <li>• Singapore Malay Chamber of Commerce</li> <li>• Italian Chamber of Commerce in Singapore</li> </ul>
Coim India Pvt. Ltd.	<ul style="list-style-type: none"> <li>• Haryana Environmental Management Society</li> <li>• Indian Footwear Components Manufacturer Association</li> <li>• Confederation of Indian Footwear Industries</li> <li>• Footwear Park Association</li> <li>• Indian Polyurethane Association (IPUA)</li> <li>• Bahadurgarh chamber of commerce and industry (BCCI)</li> <li>• The Associated Chambers of commerce and Industry (ASSOCHAM)</li> <li>• Indian Chemical Council (ICA)</li> </ul>

Coim USA Inc.	<ul style="list-style-type: none"> <li>• American Chemistry Council</li> <li>• Polyurethane Manufacturers Association,</li> <li>• Flexible Packaging Association,</li> <li>• Polyisocyanurate Insulation Manufacturers Association</li> <li>• The Association for Packaging and Processing Technologies (PMMI)</li> <li>• Flexographic Technical Association (FTA)</li> </ul>
Coim Deutschland GmbH Div. Novacote Flexpack	<ul style="list-style-type: none"> <li>• IVK (the German Adhesive manufactures association)</li> <li>• VCI (the German Chemical Industry Association)</li> </ul>
Synres B.V.	<ul style="list-style-type: none"> <li>• Deltalinqs (association of local chemical companies in Rotterdam Port area)</li> <li>• AWWN (Dutch Employers Association)</li> <li>• VNCI (Dutch Chemical Industries Association)</li> <li>• CEFIC SRM (European Solvent Resins Producers forum)</li> </ul>

## 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, both companies operating in the chemical industry. 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. In 2023, the Federchimica Assembly unanimously elected Francesco Buzzella as **President of the National Federation of the Chemical Industry for the four-year period 2023-2027.**

# 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 of supporting Customers with a reliable and professional service. As evidence of such commitment, all manufacturing companies, except for Atmosa, have a **Quality Management System certified according to UNI EN ISO 9001:2015** standard as well as a **Quality Policy**.

Name of Group's companies	ISO 9001:2015
COIM Italy	✓
COIM Brasil Ltda.	✓
COIM Asia Pacific Pte.	✓
COIM India Pvt. Ltd.	✗*
COIM USA Inc.	✓
Neoflex S.L.	✓
Synres B.V.	✓
Atmosa Petrochemie GmbH	✗

\* COIM India obtained the certification at the beginning of the year 2025.

## The importance of raw materials

Given the nature of the Group's activities, the number of materials involved in the production process is very significant. For the purposes of this sustainability reporting, **COIM** has created a common categorization of the materials used considering both renewable and non-renewable types in line with **GRI requirements**.

In this regard, the seven materials' categories are:

- **Acids and Anhydrides**

(monomers used in polyester products);

- **Additives and catalysts;**
- **Glycols** (monomers used mainly for polyester products, and polyurethane resins);
- **Isocyanates** (monomers used for polyurethane products);
- **Pigment and colorants;**
- **Polyols and polyesters** (largely developed internally for use as raw materials for polyurethane products);
- **Solvents.**

### GRI 301-1 MATERIALS USED BY WEIGHT OR VOLUME<sup>4</sup>

Type of material	Unit of measure	2023		2024	
		Not renewable	Renewable	Not renewable	Renewable
<b>Total</b>	Ton	422,453.2	25,551.3	444,538.1	27,066.0

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**

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

In 2024, manufacturing companies used **444.538,1 tons** of non-renewable materials and **27.066,0 tons** of renewable materials, for a total of **471.604,1 tons**, +5% compared to the previous year. Comparing data with the production volumes of the individual subsidiaries.

### RENEWABLE AND RECYCLED RAW MATERIALS

Over the last twenty years COIM Group has significantly increased the volumes consumed of raw materials from renewable sources.

<sup>4</sup> The Group has started collecting materials data (GRI 301-1 and GRI 301-2) from 2023, therefore 2022 values are not reported here.

## RENEWABLE MATERIALS

Our R&D department is committed to sourcing **sustainable** and **bio-based solutions**, 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**".

## GRI 301-2 MATERIALS USED THAT COME FROM RECYCLING<sup>6</sup>

Type of material	Unit of measure	2023		2024	
		Total material used	Total recycled material	Not renewable	Renewable
<b>Total</b>	Ton	448,004.6	31,227.0	471,604.1	37,044.0

We started using recycled and bio-based materials about 20 years ago, trying to progressively increase their use. In 2024, manufacturing companies used **471.604,1 materials** (+5% compared to 2023) of which **8%** were **recycled** (+1% compared to 2023).

**COIM Italy** obtained for a first part of products in 2022 Remade in Italy® certification, which endorses the fact that recycled materials are used to make products. Moreover, in 2024, it moved to the adoption of the wider certification called only Remade®. The company is committed to increasing the portfolio of its certified products.



**COIM Italy** also updated its **OK Compost INDUSTRIAL** certification for the company's line of adhesives (certificate TA8012105590 for the product Novacote® NE 810 S + CE 510), and inks for flexible packaging materials (certificate TA8011701881 for the products INSX0712, INSX2102, INSX5243, INSX7028 and INSX9006). 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 INDUSTRIAL certification, packaging had to pass the biodegradation tests set out by European standards.

Moreover, the company's line of adhesives is also certified in accordance with the European certification called **Seedling** and the American one known as **BPI International**, which both certificate that a product is compostable and can be

safely and responsibly disposed of in the environment. **COIM US** too holds the BPI certification for the Novacote NE 810S + CE 510 laminating adhesive system, certified as a component for use in biodegradable food packaging.



COIM US also owns 15 products from the "ISOEXTER" line validated by UL Solutions for their recycled and rapidly renewable content. The UL Validation is a way to combat greenwashing because it is a sort of verification regarding the accuracy of marketing and advertising claims of a product, process, system or facility.

## RecyClass



**COIM Italy** in 2023 got a new approval from **RecyClass** on its NC560A+CA101 system, certified as fully compatible with the PE flexible recycling stream.

In 2024 the company added 4 systems certified, for a total of 5.

In 2024, **COIM Italy** and **COIM US** obtained the **ISCC Plus Certification** for their polyester polyols. This certification endorses bio-based and circular raw

## Ø ZDHC

In 2024, **COIM Italy** obtained the **ZDHC certification** for sustainable chemical management (Level 1) for certain products. This certification demonstrates the company's commitment to progressively eliminating the use and discharge of hazardous chemicals. This certification is an integral part of the "Roadmap to Zero" program developed by the ZDHC Foundation, a global initiative involving over 160 members.

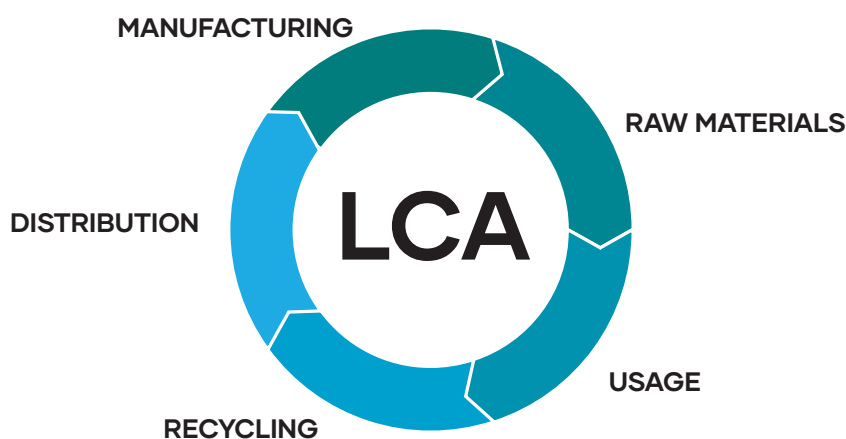


## ECO PASSPORT

**Neoflex** has renewed the certification **OEKO-TEX® ECO PASSPORT** Level 1, a certification that verifies chemicals meet strict safety standards for sustainable textile production. The products covered by this certification are some polyurethane reactive hot melt polymers.

## 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 to 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 specific tool with a perpetual license and total access to all available databases. It is a gateway to many chemical substances and processes, including those relating to raw materials that we use. The tool also makes possible to integrate the database with data based on knowledge possessed or received from Suppliers. Integrating environmental data on raw materials used in product formulation with data from the synthesis process (specific to the production plant) enables the calculation of environmental impact values across multiple categories for each individual 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.

To ensure proper use of the software mentioned above, **specific training courses** have been held in May 2022, to develop skills related to LCA activities. The recipients for the training were: **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 raising 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. COIM Italy is in the operational definition phase regarding the implementation of a **certification scheme** that will involve some product lines and that will allow to produce reliable and high-quality data. The company started this project at the beginning of 2025 and intends to conclude the activities of implementation by the first half of 2026. The certification scheme will focus on delivering the **Product Carbon Footprint** as the certified output. COIM, in fact,

is implementing a Carbon Footprint Systematic Approach in accordance with **ISO 14067:2018**, which provides a standardized method for quantifying and communicating the carbon footprint of products. This approach will ensure that the results are reliable, consistent, and align with international standards, strengthening the company's commitment to sustainability and transparency.

Initially, the certification will be applied to strategically selected product lines, with the possibility of future extension to additional products to be evaluated over time. At a Group level, some subsidiaries are also preparing themselves in operational terms to start carrying out **LCA** or **Product Carbon Footprint** studies autonomously and internally, through specially trained staff. The main goal is to have quantitative information on the **environmental impact** of the main products marketed by the Group. Towards the end of 2024, for example, **Synres**, **COIM US** and **COIM Asia Pacific** implemented dedicated software for data and information collection. Moreover, some of them also conducted training sessions with the support of external companies or directly with the assistance of **COIM Italy** to align the methodologies and approaches used at a Group level.

## The supply chain

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

COIM Italy drafted in 2022 the **Sustainable Procurement Policy**, through which the company underlines:

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

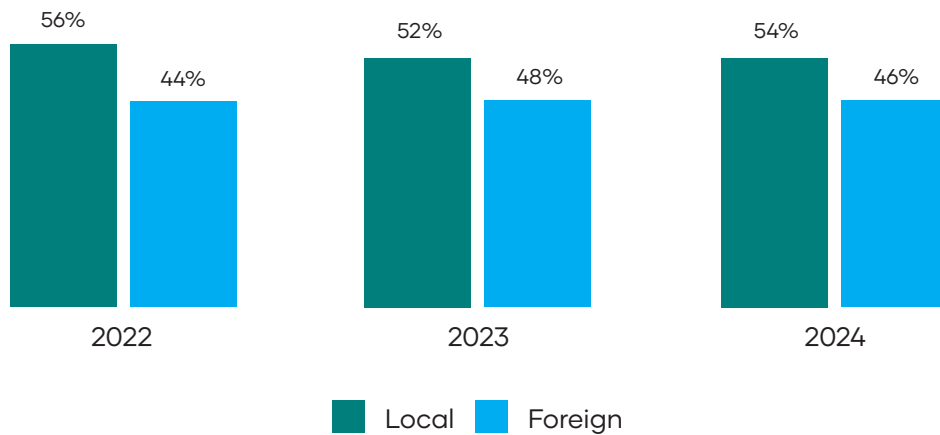
A specific evaluation of applicability to all sites was conducted, so that in 2024 **the Sustainable Procurement Policy** has been **extended to the Group level**.

In line with 2023, in 2024 too, the Group did not select its suppliers according to specific environmental and/or social criteria. This type of selection, based on ESG performance, will be introduced in the future, as it is now a priority topic in the context of the complete integration of sustainability into the corporate business. However, the Companies of the Group, in line with what is defined in the procedure, preliminarily submits all suppliers to ethical reliability verification.

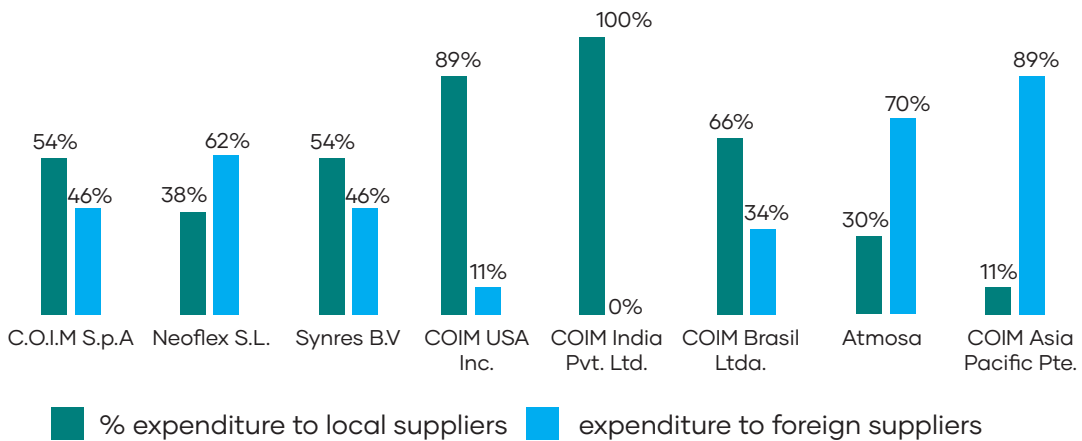
Moreover, it has to be noted that in the specific case of **COIM Italy**, in 2024 a Vendor Rating activity was launched to analyze and monitor supplier performance, including ESG aspects, with the aim of stimulating improvement and achieving a more **efficient and sustainable supply chain**. Throughout the year, the 10 main suppliers were evaluated on various aspects, using a straightforward system that also incorporated sustainability topics. This system also included the formulation of a score based on the responses provided.

The following chart shows the proportion of expenditure towards local suppliers both for the years 2023 and 2024. In particular, in 2024, approximately **54%** of total supply spending was allocated to local suppliers, while the remaining part was allocated to supplies from foreign suppliers.

**GRI 204-1 PROPORTION OF SPENDING ON LOCAL<sup>5</sup> SUPPLIERS (GROUP)<sup>6</sup>**



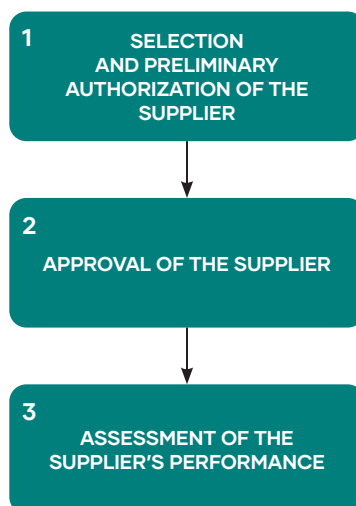
**% expenditure to local/non local suppliers per company (2024)**



<sup>5</sup> Local is used to define the nation where each single company is located: Italy, Spain, Netherlands, USA, India, Brasil, Singapore, Austria.

<sup>6</sup> Data do not include the sales offices / technical services companies (COIM Deutschland, COIM East Europe, COIM China, COIM Turkey, COIM Argentina, COIM Chile, COIM Colombia, COIM Mexico).

It is important to note that for **Neoflex**, **COIM Asia Pacific** and **Atmosa** the proportion of spending in foreign Suppliers is higher than the local one. The main reason for the first company mentioned is related to the fact that, given its business, it has many relationships with European countries near Spain, the country where it is located. Furthermore, Neoflex homologated some of COIM Italy Suppliers (and COIM Italy itself as a Supplier). Instead, for COIM Asia Pacific, being in Singapore, a country with a restricted territory, it is difficult to find local specialized Suppliers and apply a local purchasing policy. In the end, it has to be noted that Atmosa focuses on developing a single, highly specialized product, which leads to a more limited pool of Suppliers. The largest portion of expenses comes from raw materials, which are often sourced internationally due to their specific requirements and the pursuit of the best available options. While the company does rely on a network of local service providers, their contribution to overall costs is minimal compared to the raw material expenses. In COIM Group, 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*.

In general, the companies of the Group select their new suppliers by using typical selection business parameters. **COIM India**, for example, despite the absence of a supply chain management policy, selects its new suppliers taking into consideration multiple criteria, including reputation related to product quality, price, reliability, adherence to delivery times, resolution of customer complaints, and transportation methods with the least environmental impact. In addition, **COIM Brasil** has defined a **Procedure for Approval and Evaluation of Suppliers of Products and Services** that establishes criteria for selecting suppliers and purchasing raw materials.

To guarantee a deeper inspection when deciding to qualify a potential supplier, **COIM Italy** has recently defined a **questionnaire with 7 pre-requisites related to Sustainability issues**. The questionnaire is going to be progressively introduced for the assessment of all its new suppliers, to use ESG criteria also to promote responsibility throughout its procurement process.

Moreover, **COIM Asia Pacific** is committed to reducing its environmental impact by preferring raw materials derived from biomass.

In general terms, all the companies of the Group are always committed to managing their supply chain responsibly, as well as selecting new suppliers with increasing attention to sustainability aspects.

## Product safety

Product safety is essential for 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 responsible for assessing health and safety requirements (HSE) and legal compliance (Regulatory, Quality & Compliance) supporting R&D in this task.

In **COIM Italy**, 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 has been extended to all the companies of the Group in 2024.

COIM Group considers it a priority to guarantee safe and quality products, for this reason specific checks are carried out on incoming raw materials.

A documentary check of all incoming raw materials is carried out by default. As regards analytical control, however, it is carried out if necessary. This is established by the individual Group Companies.

However, the attention paid to this activity remains high, which allows the quality of COIM products to always be maintained high.

Regarding product safety, all the manufacturing plants of the Group complies with all applicable regulatory requirements.

In 2022 **COIM US** recorded 1 incident of non-compliance with regulations and/or voluntary codes, concerning the health and safety impacts of products and services. The incident, mainly related to missed inspections, reviews and testing on new processes and equipment, was reported by the New Jersey Department of Environmental Protection. In 2023 and 2024, instead, COIM US demonstrated its commitment to product and service safety by ensuring full compliance with regulations and self-regulatory codes. Actually, there were no instances of non-compliance, highlighting the company's effective internal processes for maintaining health and safety standards.

In a Group perspective too, during the two-year period (2023-2024), **there were no cases of non-compliance** with regulations and/or self-regulatory codes regarding the **health and safety impacts of products and services**.

## 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. The operational companies of the Group have defined systems consisting in processes, procedures and documentation designed to ensure that the products are consistently produced and controlled according to set quality standards.

**COIM Group** is able to trace all raw materials entering the premises, intermediates and, finished products ensuring the traceability along the entire production chain.

## 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 of Product Managers, commercial officials, agents and Technical 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 to ensure and discuss together the effectiveness of communication with customers and assess further improvements for their satisfaction.

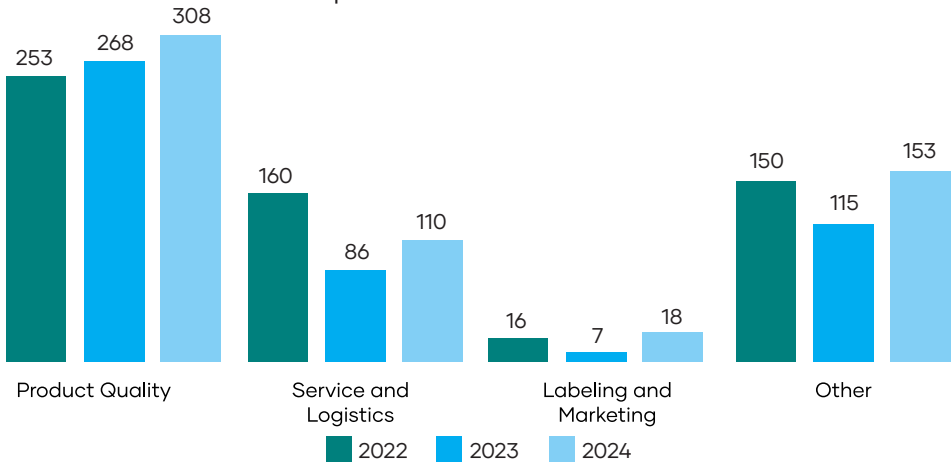
Moreover, COIM Italy has also

defined the **Product Recall Procedure** to guarantee customers a rapid and reliable system for the recall of finished products containing raw materials that are out of specification or which pose or may pose risks to the health of consumers.

The graph below highlights an overall increase of 24% in complaints received from customers in 2024, compared to 2023. However, 2023 data do not consider Atmos, which was not able to collect related values. The main increases were recorded for COIM US, COIM Brasil, and Synres in the complaint's categories of "Product Quality", "Service & Logistics", and "Other". Among the main complaints received there are those connected to **COIM Brasil** concerning packaging preservation. The issues were resolved during 2024 with the expansion of the warehouse, which is now better able to preserve the goods to be shipped. For **COIM US**, instead, the transition to a new warehouse and the increase in problems related to low inventory contributed to the rise in complaints. In the end, for **Synres**, the increase was driven by a technical failure, which has been promptly and successfully resolved.

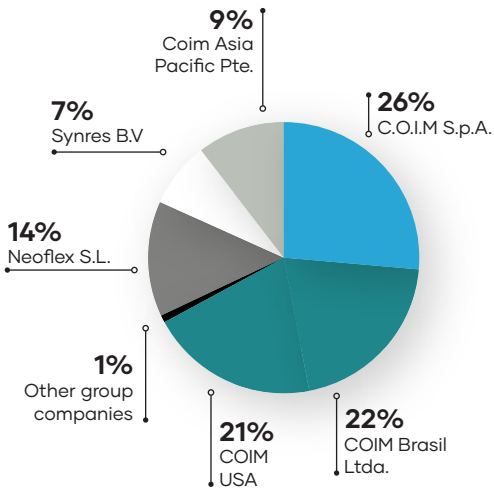
**CUSTOMER SATISFACTION AND COMPLAINTS<sup>7</sup>**

Number of customer complaints



The percentage breakdown by company of complaints received in 2024 is shown below. The item "Other group companies" refers to all companies in the Group that overall received approximately 1% of complaints. It has to be noted that all claims regard only operative sites, except for **COIM Mexico**, which, despite being a sales office, has a warehouse for the storage of products.

**% breakdown of complaints received by companies (2024)**



Focusing on **COIM Italy**, which keeps on being the company with the highest number of complaints, consistent with 2023 due to its production volumes, two significant updates have to be noted. Firstly, cases of "withdrawal of goods" not attributable to the company but due to Customer requests and responsibilities are no longer recorded as complaints because of their nature. Secondly, starting from 2024, COIM Italy has the capability to monitor complaints related to labeling (incorrect or missing labeling).

<sup>7</sup> "Other" category includes complaints like missing paperwork, Customer handling issues, packaging conservation or commercial agreement issues.

In proportion to tons of production volume, **Neoflex** registered the highest number of complaints during 2024 (82 complaints). After the total acquisition of **Neoflex** by COIM Group, an efficiency improvement process was carried out, aimed at adapting the Site to the Company's standards. It was possible to check the effects of these improvement actions already at the end of 2023, through a reduction in claims. The continuous improvement of processes and equipment is one of the main objectives of COIM Group. The positive effects are already evident in 2024, as the number of claims of **Neoflex** has decreased by 21% compared to the previous year.

#### **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.

In the field of **ISO 9001 certification**, some companies of the Group have specific procedures related to customer satisfaction as well as monitoring systems for complaints, order delivery dates and internal non-conformities management. The other companies of the Group without a certified quality management system maintain a continuous engagement with customers to ensure their satisfaction through ongoing communication, product information, dispatch related information and any technical service related to their products.

We are open for Customers' visits 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 introduced in 2023 and reissued during 2024, while **COIM Italy** and **COIM India** introduced it in 2024. In 2023 COIM Brasil has conducted its first Customer satisfaction survey too, carrying out 98 interviews with its key Customers. The company also carried it out in 2024, with the goal of achieving the results by April 2025.

#### **COMMUNICATION**

Sixty years in business and ongoing growth have enabled us to build a reputation for reliability and cultivate strong relationships with customers, suppliers, and public institutions. Brand reputation has been crucial to our growth and development strategies across 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.

## Innovation and research for product sustainability

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 solutions to meet continually evolving uses and technologies.
- Customization of existing products: research is aimed at improving/optimizing existing products based on customer and market requirements, by customizing our solutions as required.
- Development of sustainable alternatives: this is an area in which we are consolidating our focus, to create bio-based products (as alternatives to synthetics), biodegradable solutions and products that contain recycled raw materials.
- 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.

## 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 certifications:

### Ø ZDHC

#### ZDHC

COIM Italy obtained the **ZDHC certification** for sustainable chemical management (Level 1) for certain products.



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



**RESPONSIBLE CARE®**  
OUR COMMITMENT TO SUSTAINABILITY

**RESPONSIBLE CARE®**  
Program to which COIM Italy adheres and, from 2024, **COIM Brasil**. It is a voluntary program that aims to enhance ESG performance of the chemical industry worldwide.



#### ECO PASSPORT

#### OEKO TEX – ECO PASSPORT

Neoflex has renewed the certification OEKO-TEX® ECO PASSPORT Level 1, that verifies chemicals meet strict safety standards for sustainable textile production.



#### AEO

Obtained by **COIM Italy** in 2021, for sensitive data and security.



#### RecyClass

It is a voluntary audit schemes that demonstrate the degree of recyclability of plastic packaging and recycled content of plastics used in products. COIM Italy has, now, 5 systems covered by this certification.



#### ECOVADIS RATING

COIM Italy obtained, for the third consecutive year, a gold medal in 2024.

Synres and COIM US obtained the bronze medal, respectively in April and June 2024.



#### UL Verification

Obtained by **COIM US** in 2022. There are different products UL validated.



#### ISCC Plus certification

**COIM Italy** and **COIM US** have obtained the ISCC Plus Certification for their polyester polyols. This certification endorses bio-based and circular raw materials.

Moreover, it has to be noted that Neoflex renewed the **OEKO-TEX® ECO PASSPORT Certification** for textile and leather chemicals, colorants and auxiliaries' conformity, including also new products. **COIM Italy**, instead, obtained in 2024 the **ZDHC certification** for sustainable chemical management related to the polyurethane for synthetic leather and thermoplastic polyurethane.

As planned, **Synres** and **COIM US** in 2024 have conducted the ESG assessment on the EcoVadis platform, while **COIM Italy** and **COIM US** achieved the **ISCC Plus Certification** for bio-based and circular raw materials. Moreover, **COIM US** aims for 2025 to achieve the **APR recyclability certification** for a certain product line. This is a certification system that ensures that a product meets the criteria for being efficiently recyclable through standard recycling processes, supporting sustainable waste management practices.

# Safeguarding our environment



# 4

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 to contribute to this shared objective.

Having an environmental management system is a very important aspect for the Group and its capability to correctly manage all environmental risks related to its business and operational activities.

The following table lists the operative sites having a certified environmental management system according to ISO **14001:2015 Standard**.

It should be noted that **COIM Brasil** obtained the certification during 2024.



Name of Group's companies	ISO 14001:2015 as of 31-12-24
COIM Italy <sup>10</sup>	✓
COIM Brasil Ltda.	✓
COIM Asia Pacific Pte.	✓
COIM India Pvt. Ltd.	✗
COIM USA Inc.	<i>In progress (2026)</i>
Neoflex S.L.	✗
Synres B.V.	✓
Atmosa Petrochemie GmbH	✓

<sup>10</sup> The only site within COIM Italy which is not certified ISO 45001:2018 is San Martino, which counts 20 employees in 2024.

**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 Italy** has formalized this commitment in its **Environmental Policy** to highlight the principles on which it bases its activities as well as those of the Group. The scope of the present document has been extended to the other companies in 2024, as the protection of the environment and the reduction of environmental impact is a common commitment at Group level. Below are the principles that form the foundations of the Policy:

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

In addition, on Management instigation and in line with the goals expressed within the environmental policy, 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

Moreover, **COIM Asia Pacific** has defined a procedure for identifying environmental impact for all its activities. Actually, a Risk Management planning is established and maintained to plan the actions to address risks and opportunities and the objectives for its Environmental Management System.

For 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.

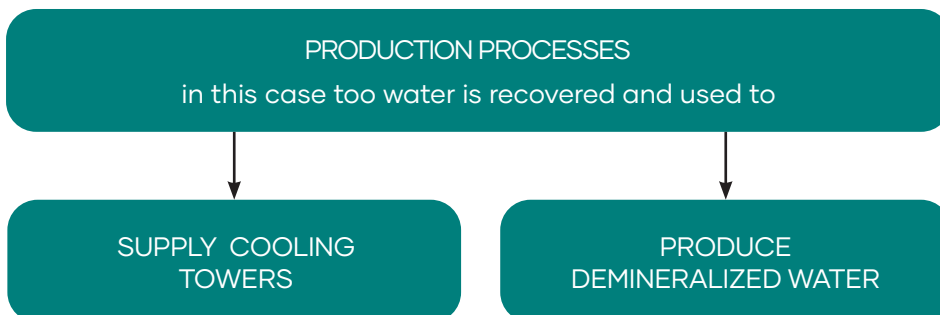
### Use of water in production processes

At **COIM Italy** we draw water from proprietary wells (authorized by the provincial government) for two main purposes:

**Cooling Towers:** based on a **semi-open system**, the operation at the base of the cooling towers makes it possible to **reuse water** within the industrial processes, by reducing withdrawals and discharges. By reducing discharges, the amount of wastewater is minimized. **COIM US, COIM Brasil, COIM Asia Pacific** and **Synres** also have cooling towers powered by water which is recovered and reused. Therefore, these plants too are able to reuse water in order to reduce the impact they have on this resource. In 2024, **COIM US** added new cooling towers, in parallel with the increase in production capacity.

*Considering an annual amount drawn of 1,130.1 ML for COIM Italy, the towers enable savings of approximately 300%, confirming the data from previous years this year too.*

**PRODUCTION PROCESSES:** production process involves the use 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 Italy** 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 delivered to an external company.

About **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. **COIM Brasil**, instead, collects water from two wells. This water is for civil use and industrial purposes, both sent to an external company specialized in water treatment which is responsible for its discharge. **COIM Asia Pacific** draws water exclusively from the local water supply and uses it for both industrial and civil purposes. The industrial water used in the process is then transferred to a specialized company that deals with its treatment and then discharges it. In **COIM US** too water is withdrawn from the local water supply system and discharged complying with the Federal Regulations. When analyzing the water withdrawal data at the Group level, it is important to highlight that a significant portion of the increase in 2023 and 2024 can be attributed to **Atmosa**. Specifically, 97% of the water withdrawn by Atmosa is circulation water used in the cooling cycle, which is then fully directed to a specialized company for treatment and discharge. Therefore, the increase observed between the 2022 data and the 2023/2024 data is largely due to the inclusion of Atmosa in the two most recent reporting periods. However, it is essential to note that Atmosa's use of water is both controlled and responsible, as it operates within a carefully managed and sustainable cycle.

Overall, COIM Group recorded a decrease in the volume of water withdrawn, passing from 3,261.8 ML in 2023 to **3,182.3 ML** in 2024 (-2%).

The volume of water withdrawal from areas with water stress<sup>9</sup> indicates an organization's impact in those geographical areas where human and ecological water requirements are not met. Both for 2023 and 2024, **Neoflex**, in Spain, and **COIM India**, are located in areas with water stress.

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<sup>9</sup> 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.

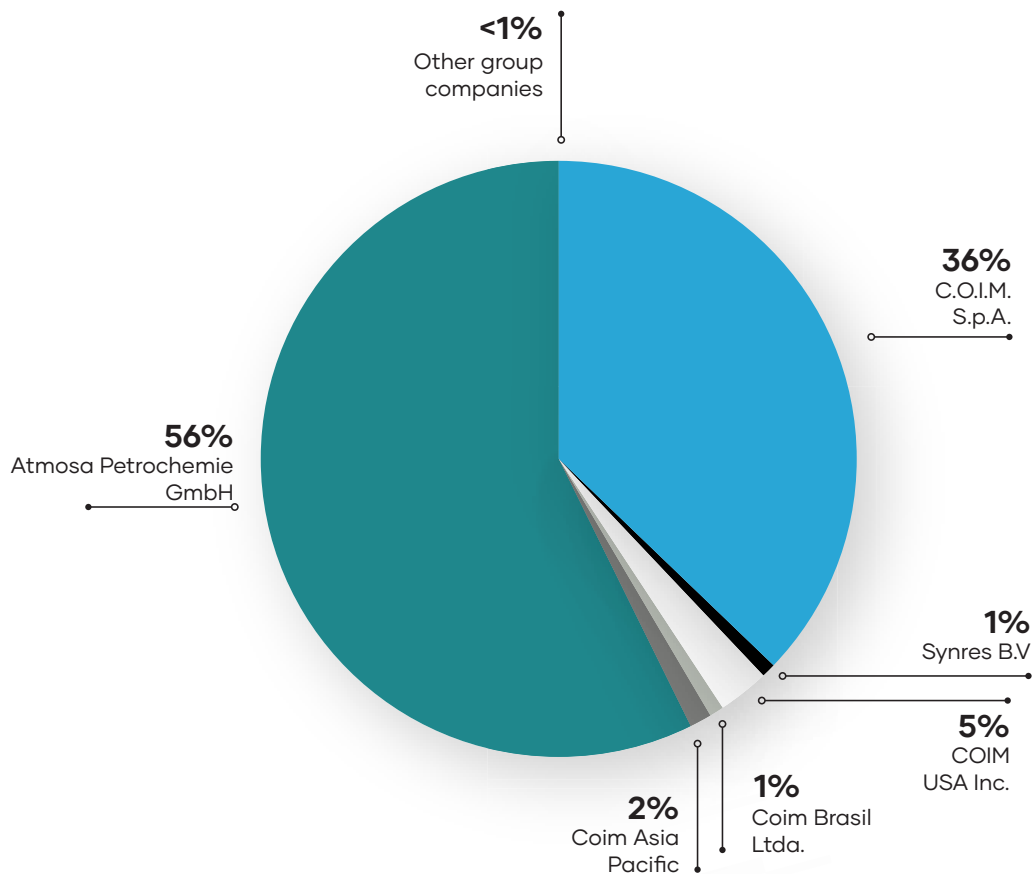
**GRI 303-3 WATER WITHDRAWAL BY SOURCE (ML) <sup>10</sup>**

SOURCES (ML)	2022			2023			2024		
	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas
<b>Groundwater (total)</b>	<b>1,238.8</b>	<b>-</b>	<b>1,238.8</b>	<b>1,148.7</b>	<b>-</b>	<b>1,148.7</b>	<b>1,172.8</b>	<b>-</b>	<b>1,172.8</b>
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	<i>1,238.8</i>	<i>-</i>	<i>1,238.8</i>	<i>1,148.7</i>	<i>-</i>	<i>1,148.7</i>	<i>1,172.8</i>	<i>-</i>	<i>1,172.8</i>
<b>Third Party water/ Municipal water (Total) <sup>11</sup></b>	<b>195.3</b>	<b>3.1</b>	<b>198.4</b>	<b>2,110.1</b>	<b>3.0</b>	<b>2,113.1</b>	<b>2,006.2</b>	<b>3.3</b>	<b>2,009.5</b>
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	<i>195.3</i>	<i>2.7</i>	<i>198.0</i>	<i>223.1</i>	<i>2.7</i>	<i>225.8</i>	<i>243.7</i>	<i>2.8</i>	<i>246.6</i>
<i>Other water (&gt;1000 mg/L total dissolved solids)</i>	<i>0.1</i>	<i>0.3</i>	<i>0.4</i>	<i>1,886.9</i>	<i>0.3</i>	<i>1,887.2</i>	<i>1,762.5</i>	<i>0.4</i>	<i>1,762.9</i>
<b>Total</b>	<b>1,434.1</b>	<b>3.1</b>	<b>1,437.2</b>	<b>3,258.8</b>	<b>3.0</b>	<b>3,261.8</b>	<b>3,179.0</b>	<b>3.3</b>	<b>3,182.3</b>

<sup>11</sup> For **COIM Italy** data of third-party water/municipal water are related only to withdrawn water used in the product process by the site of San Martino (Lodi), also known as COIMINKS.

The breakdown of water withdrawal among manufacturing companies in 2024 is illustrated below. The item "Other group companies" refers to **Neoflex** and **COIM India** which represent less than 1% of the total water withdrawal within the Group.

**% breakdown of water withdrawals by manufacturing companies (2024)**



The volume of water discharged by the Group in 2024 was **3,289.4 ML** (in line with 2023).

### GRI 303-4 WATER DISCHARGERS BY AREA (ML)<sup>12</sup>

SOURCES (ML)	2022			2023			2023		
	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas
<b>Surface water (total)</b>	<b>398.1</b>	<b>-</b>	<b>398.1</b>	<b>381.6</b>	<b>-</b>	<b>381.6</b>	<b>372.1</b>	<b>-</b>	<b>372.1</b>
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	<i>398.1</i>	<i>-</i>	<i>398.1</i>	<i>381.6</i>	<i>-</i>	<i>381.6</i>	<i>372.1</i>	<i>-</i>	<i>372.1</i>
<b>Third Party water/ Municipal water (Total)</b>	<b>1,084.9</b>	<b>3.1</b>	<b>1,088.0</b>	<b>2,899.2</b>	<b>3.0</b>	<b>2,902.2</b>	<b>2,914.1</b>	<b>3.2</b>	<b>2,917.3</b>
<i>Fresh water (≤ 1000 mg/L total dissolved solids)</i>	<i>1,070.8</i>	<i>2.3</i>	<i>1,073.1</i>	<i>994.1</i>	<i>2.2</i>	<i>996.3</i>	<i>1,134.6</i>	<i>2.2</i>	<i>1,136.8</i>
<i>Other water (&gt;1000 mg/L total dissolved solids)</i>	<i>14.1</i>	<i>0.8</i>	<i>14.9</i>	<i>1,905.1</i>	<i>0.8</i>	<i>1,905.9</i>	<i>1,779.5</i>	<i>1.0</i>	<i>1,780.5</i>
<b>Total</b>	<b>1,483.0</b>	<b>3.1</b>	<b>1,486.1</b>	<b>3,280.8</b>	<b>3.0</b>	<b>3,283.8</b>	<b>3,286.2</b>	<b>3.2</b>	<b>3,289.4</b>

It must be pointed out that the value related to the total amount of water withdrawn is lower than the one concerning water discharge<sup>13</sup> because:

- **Almost all manufacturing companies** have a value related to discharge including rainwater, which, by nature, is not withdrawn;
- In **COIM Italy, Synres, COIM US, COIM Brasil** and **COIM Asia Pacific**

<sup>12</sup> **COIM Brasil** and **COIM Asia Pacific** were not able to collect quantitative data on water discharged under their control. The two companies are committed to better monitoring these values for the next years.

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

some chemical reactions involved in certain production processes generate water. In COIM Italy and COIM US, this type of water, instead of being discharged, is partly recovered and treated to be reused, as described in the next paragraph.

As shown in the graph above, COIM Italy has a significant water withdrawal. However, it is important to consider that an amount of water greater than that withdrawn, which includes treated process water, is discharged into a surface water and sewage system and thus is not actually consumed in the production processes.

#### **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 economic principles.

The PWC allows you to reduce the amount of wastewater 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. The optimization of the PWC system made it possible, during 2023 and further in 2024, to further distill the process water leaving the production process in order to significantly reduce the quantities of water destined for external disposal plants and to increase the recovery of raw materials to be reintroduced into the production cycle.

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 materials to be reused, clean water and the original disposable material. As a consequence, this results in a reduction of approximately 68 ML of disposable material per year.

**COIM Asia Pacific** too is looking to install a process water distillation column, as in COIM S.p.A. and COIM US.

## Energy consumption

The COIM Group is committed to the responsible management of energy, the continuous improvement of energy performance and the reduction of greenhouse gas emissions in all plants.

In 2022, **COIM Italy** 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. Through the document, which has been extended at a Group level in 2024, **COIM Group** wants to promote the efficient use of energy to produce and deliver its products to its customers, taking into consideration all the possible consumption generated. Below the principles at the base of the Policy:

- The commitment of **compliance** with relevant legislation, regulations and other relevant requirements. The commitment to monitor energy use to seek realistic targets of improvement in the highest consumption installations.
- The commitment to obtain **adequate and reliable energy supplies** implementing adequate contingency plans that prevent any supply interruption.
- The commitment to develop **future manufacturing processes and related service activities** that take into consideration the associated energy consumption.
- The commitment to take into consideration the **highest energy-efficient design standards** in all new buildings.

As far as data collection concerns, **COIM Italy** is introducing a software enabling the connection of the different meters to the network with the purpose of having real-time data collection on electricity consumption. Moreover, in general, the companies of **the Group** have started to monitor energy consumption in a more detailed way, in order to, for example, categorize departments on the basis of their energy use and to better identify the areas with the highest energy consumption.

In **COIM Group** energy is produced partly from electrical sources and partly from fuel consumption with the main use of methane gas.

Within the Group, **72%** of the electricity is purchased and comes from the national grid. Its consumption is carefully monitored by the Energy Management Department. The remaining **28%**, instead, is self-produced from methane gas or solar panels.

Furthermore, one of the main sources of consumption is due to steam generation. However, recently, a study has begun to understand how to improve steam management and, consequently, reduce its consumption. Moreover, natural gas is also used to produce steam, as well as to heat water.

With reference to **COIMUS**, the company is committed to **reducing its energy consumption** and **related emissions**, launching **strategic green energy initiatives**, starting from **2023-2024**. **COIM US** had 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, whose closing activities were definitely concluded in 2024, to consolidate its operations at the West Deptford NJ one. Therefore, by reducing redundant operation and introducing newer and more efficient infrastructure, energy consumption is expected to be significantly reduced starting from the end of 2024, which could be seen as a transition year.

Focusing on **Neoflex**, the company is currently undertaking a feasibility study to explore innovative methods of harnessing the unutilized generated electricity, with the specific aim of reducing its diesel fuel consumption for oven ignition. These activities will deliver the first concrete results in the second half of 2025.

#### **ENERGY CONSUMPTION WITHIN THE GROUP**

Electricity consumption in **COIM Group** 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 2024, we recorded a slight increase in the total amount of energy consumed, passing from 1,528,326.6 GJ in 2023 to **1,561,511.6 GJ** in 2024 (+2%) as shown in the following table. The Group's overall energy consumption remained substantially stable compared to the previous year, showing no significant variations in resource usage. Variations in energy consumption may be related to the type of energy supply (such as Gas Natural use, electricity purchases, or self-generation of electricity) driven by the cost, availability, and other factors. However, as previously reported, the Group's total energy consumption did not undergo significant changes.

### GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Energy consumption (GJ) <sup>14 15</sup>	2022	2023	2023
Natural gas <sup>16</sup>	1,119,133.1	1,242,657.0	1,302,928.1
LPG	713.8	934.4	985.6
Diesel (for heating or production processes)	6,574.3	6,824.2	8,395.9
Diesel (for company owned or leased/leased vehicles) <sup>17</sup>	37,588.4	38,528.4	9,910.4
Petrol (for company owned vehicles or on long term lease/rental)	5,003.9	3,554.2	526.2
Electricity purchased <sup>18</sup>	260,361.4	223,086.4	241,020.9
Self-produced electricity from renewable sources	439.6	754.5	3,093.4
Self-produces electricity sold <sup>19</sup>	699	64.9	47.2
Steam purchased	-	23,526.5	37,748.4
Steam sold	-	11,474.0	43,050.1
<b>Total energy consumption</b>	<b>1,429,744.7</b>	<b>1,528,326.6</b>	<b>1,561,511.6</b>

The tables below<sup>21</sup> show the total amount of GJ self-produced by some companies of the Group through cogeneration systems, which allow them to produce energy by using fuels and electricity mainly used within the company for other purposes.

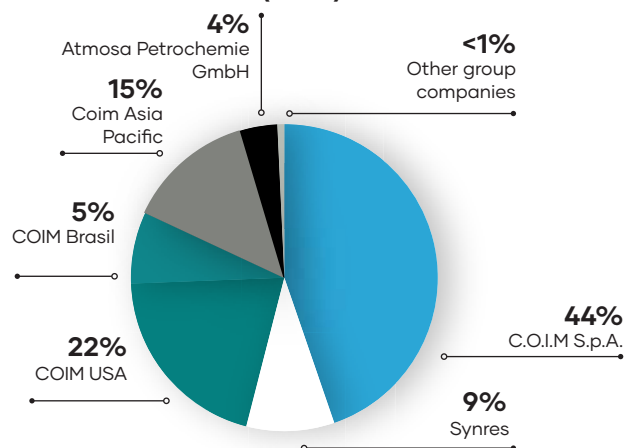
Steam (GJ)	2022	2023	2024
Self-produced steam	277,202.6	234,079.3	234,896.9

Cooling (GJ)	2022	2023	2024
Self-produced cooling	24,679.7	24,379.5	35,085.4

Electricity (GJ)	2022	2023	2024
Self-produced electricity	31,329.4	85,085.4	94,882.7

Below a breakdown of **energy consumed** by manufacturing companies is presented. The item "Other group companies" refers to Neoflex and COIM India which represent less than 1% of the total energy consumed by the Group.

**% breakdown of total energy consumption by manufacturing companies (2024)**



COIM Group also reports the **energy intensity**, equal to **1.4 GJ/M€** in 2024, which represents a normalized environmental impact figure and expresses the energy required with respect to a specific metric of the organization<sup>22</sup>. In general, it is important to note that the energy intensity often depends on each company's different product lines, which may require different levels of energy consumption.

<sup>14</sup> Energy consumption conversion factors to GJ used are the ones published by the UK Government "GHG Conversion Factors for Company Reporting".

<sup>15</sup> Please note that the LPG and Petrol (for company owned vehicles or on long term lease/rental) reported by **COIM US** are estimated data.

<sup>16</sup> Within the Group, natural gas is also destined to cogeneration systems responsible for the self-production of:

- electricity, steam and cooling in **COIM Italy**.
- steam in **COIM US**, Synres and **COIM Asia Pacific**.

<sup>17</sup> In 2023, COIM Brasil made an estimate of the fuel consumed by leased/rented vehicles. 2023-2024 reduction in Diesel consumption for company owned or leased/leased vehicles is mainly because the estimate in 2024 was not made.

<sup>18</sup> In **COIM Asia Pacific** and **COIM US** cooling is produced by electricity.

<sup>19</sup> For **COIM India**, the renewable energy produced has been totally sold.

<sup>20</sup> For the years 2023 and 2024, Atmoso is the only company in the Group that self-produces, buys and sells steam. However, the company is not able to report the self-generated steam. Atmoso is committed to report these data for the next year.

<sup>21</sup> These data are reported for information purposes as they are not included in the table dedicated to the total energy consumed.

<sup>22</sup> The denominator used for the calculation of energy intensity is the Group consolidated annual revenues converted in millions of euros starting from a value expressed in billions of euros.

### GRI 302-3 ENERGY INTENSITY

Energy intensity				
Energy Intensity	Unit of measure	2022	2023	2024
	GJ/M€	1.1	1.3	1.4

### CLEAN ENERGY

**COIM Italy** has evidenced its commitment towards a responsible use and consumption of energy in drafting its **Energy Management Policy**, which will be extended to all Group companies in 2024. 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. In 2022, we installed a photovoltaic plant in Offanengo too, with a peak power of 160 kWh.

During 2023 these two plants have allowed the company to produce and consume 689.59 GJ (191,552 kWh) of clean energy. Every kWh produced by the photovoltaic systems prevents the release of 0.65 kg of carbon dioxide into the atmosphere, therefore in 2023 we saved 124,509 kg of CO<sub>2</sub>.

In 2024, we were also able to increase the use of clean energy by self-producing 851.96 GJ (236,656.00 kWh) and saving 153,826 kg of CO<sub>2</sub>. Of the total renewable energy produced, 582 GJ were produced and consumed by the photovoltaic system at the Offanengo site, while the remaining 270 GJ were produced and consumed by the one at Buccinasco.

The other company within the Group producing renewable energy is COIM India, which has installed a photovoltaic panel on the roof of the administrative office and on rainwater harvesting wells throughout the site. However, both in 2023 and 2024, the company has put it back into the grid. In general, COIM India is working hard to better manage its environmental impacts by implementing, for example, an automatic, digital reporting process to be able to have timely, accurate and detailed information available on electricity consumption. The company has also set the target of increasing solar energy capacity during 2025 by installing photovoltaic cells/solar panels on its warehouse shed.

Additionally, in 2024 **Neoflex** too installed solar panels with the aim of minimizing electricity consumption from fossil fuels and promoting the provision of green energy by reducing its environmental impact. This initiative has yielded an average self-generation capacity of 37% of its total electricity consumption, demonstrating a substantial reduction in its reliance on external power sources.

## Our carbon footprint



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, both in 2023 and 2024, **COIM Italy** filled out the **Climate Change questionnaire**.

The GHG (Green House Gases) Protocol Corporate Standard classifies emissions into Scope 1, Scope 2 and Scope 3 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 considers the total electricity purchased, including that purchased from renewable sources with Guarantee of Origin certificates.

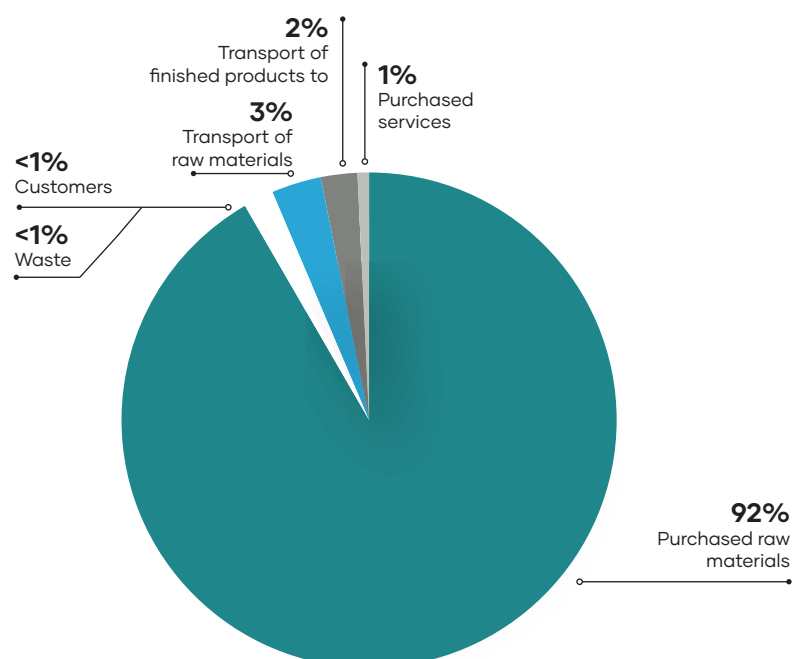
With reference to **COIM Italy** an important milestone has been reached. In fact, during 2023, as part of a broader decarbonization project, the company conducted an energy analysis and carried out a detailed calculation of Scope 1 and 2 emissions shared through a GHG Report involving also specialized consultants. In the course of 2024, **Scope 3 emissions** have been calculated on 2023 reporting data, and a **roadmap** has been prepared to identify possible solutions for the efficiency and reduction of the company's emission impact. These solutions are under feasibility evaluation and applicability by

the company's Engineering Team, which will identify the best actions to be implemented. The Group has set itself the objective of calculating **2024 Scope 3 emissions data** by 2025.

### COIM Italy Scope 3 - 2023

In the context of greenhouse gas (GHG) emissions reporting, Scope 3 represents one of the most complex but also most relevant categories engaged in a sustainability journey. These emissions arise, for example, from the production of raw materials, transport, the use of products sold, business travel, waste generated and so on. Precisely because of their extent and variety, calculating Scope 3 emissions requires a structured approach.

Accurately measuring Scope 3 is essential not only to understand a company's overall climate impact, but also to identify the most critical areas and opportunities for improvement, reinforcing the sustainability strategy and meeting growing market and regulatory expectations. **COIM Italy** has calculated during 2024, following the **GHG Protocol Methodology, Scope 3 emissions** referred to 2023 data. The value was equal to **798,743 tCO<sub>2</sub>eq** divided among the following categories: purchased raw materials and services (n° 1), fuel and energy-related activities (n° 3), transport of raw materials and transport of finished products to customers (n° 4), waste (n° 5), employee commuting (n° 7). The most significant category, as shown in the graph below, was **purchased raw materials**, corresponding to **92% of the total value**.



In general, all the companies of the Group use energy and produce emissions, but always operates within the boundaries of local applicable laws. For example, every year **COIM India** conducts a third-party external testing to produce, as a local requirement, an "Environmental testing Report", containing information such as emissions data and noise level generated. **COIM Asia Pacific** too monitors energy consumption and GHG emissions on annual basis to report it to the National Environmental Agency of Singapore. The companies of the Group 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 the backup steam generator to reduce gas consumption and emissions. **COIM India**, instead, has replaced the lighting system with LED solutions and, for reducing the emissions from diesel, in January 2023, it has installed a dual fuel kit on its diesel generator, to use both diesel (30%) and petrol PNG (70%) for its activities. This intervention has allowed the company to move from 8,000 liters of diesel consumed in 2022 to 3,900 liters in 2023. Furthermore, **COIM Brasil** has introduced a Change Management System where all the impacts related to significant changes in processes and installations are evaluated, including those on the environment.

In 2024, direct emissions - **Scope 1** corresponded to **76,197.8 tCO<sub>2</sub>eq**,

a slight increase of 3% compared to 2023, in line with energy consumption trend. As regards total emissions - Scope 1 and Scope 2 Market-Based (MB), COIM Group produced **103,950.2 tCO<sub>2</sub>eq** (up 4% compared to 2023), while Scope 1 and Scope 2 Location-Based (LB) emissions were **100,677.8 tCO<sub>2</sub>eq** (up 6% compared to 2023).

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

<b>GHG Emission – tCO<sub>2</sub>eq</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Direct emission from combustion	66,423.7	73,526.9	74,811.1
Emission from refrigerant gas leaks <sup>23</sup>	562.8	368.2	1,386.7
<b>Scope 1<sup>24</sup></b>	<b>66,986.5</b>	<b>73,895.1</b>	<b>76,197.8</b>
<b>Scope 2 (Location-based)<sup>25</sup></b>	<b>25,524.1</b>	<b>21,401.2</b>	<b>24,480.0</b>
<b>Scope 2 (Market-based)<sup>26</sup></b>	<b>31,260.2</b>	<b>26,199.3</b>	<b>27,752.4</b>
<b>Total (Scope 1 and Scope 2 Location-Based)</b>	<b>92,510.6</b>	<b>95,296.3</b>	<b>100,677.8</b>
<b>Total (Scope 1 and Scope 2 Market-Based)</b>	<b>98,246.7</b>	<b>100,094.4</b>	<b>103,950.2</b>

<sup>23</sup> The emission factors published by UK Government GHG Conversion Factors for Company Reporting in 2023 and 2024 were used to calculate refrigerant gas leak emissions.

<sup>24</sup> The emission factors published by UK Government GHG Conversion Factors for Company Reporting in 2023 and 2024 were used to calculate Scope 1 emissions.

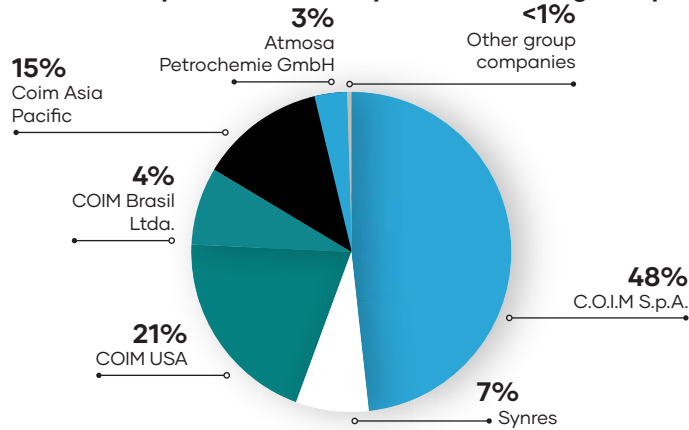
<sup>25</sup> For the calculation of Scope 2 Location-Based emissions, emission factors published by Terna - International Comparisons (2019) were used for extra-UE companies, while for European companies AIB European Supplier Mixes (2023, 2024) were applied.

<sup>26</sup> 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 (2023, 2024) were used. For the same calculation, applied to US legal entity, India, Brasil, Asia Pacific emission factors published by Terna - International Comparisons (2019) were used.

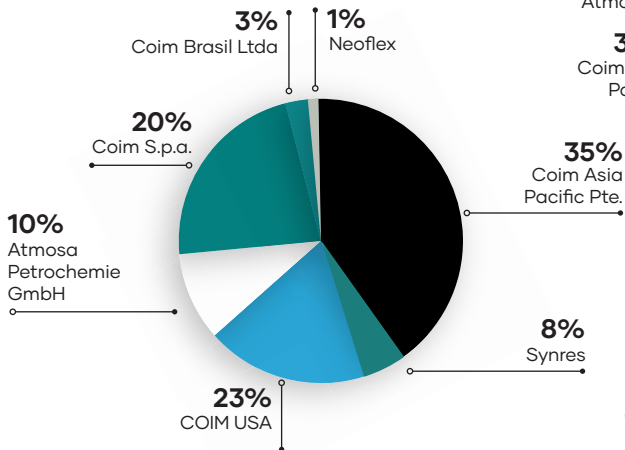
It should be noted that the AIB residual emissions mix factor for Austria is 0 as Not Applicable. For this reason, the LB Factor was also considered for Austria's Market Based emissions in both 2023 and 2024.

The breakdown of the emissions produced by Scope 1 and Scope 2 (Location-Based and Market-Based) in 2024 is illustrated below. The item "Other group companies" refers to Neoflex and COIM India which represent less than 1% of Scope 1, Scope 1 + Scope 2 Location-Based and equal to 1% of Scope 1 + Scope 2 Market Based by the Group.

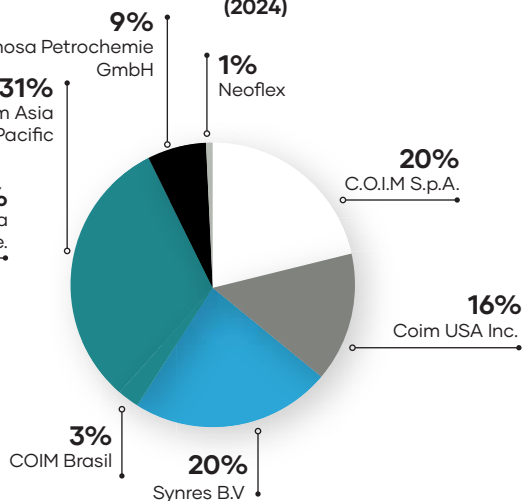
**% breakdown of Scope 1 emissions by manufacturing companies (2024)**



**% breakdown of Scope 2 Location-Based emissions by manufacturing companies (2024)**

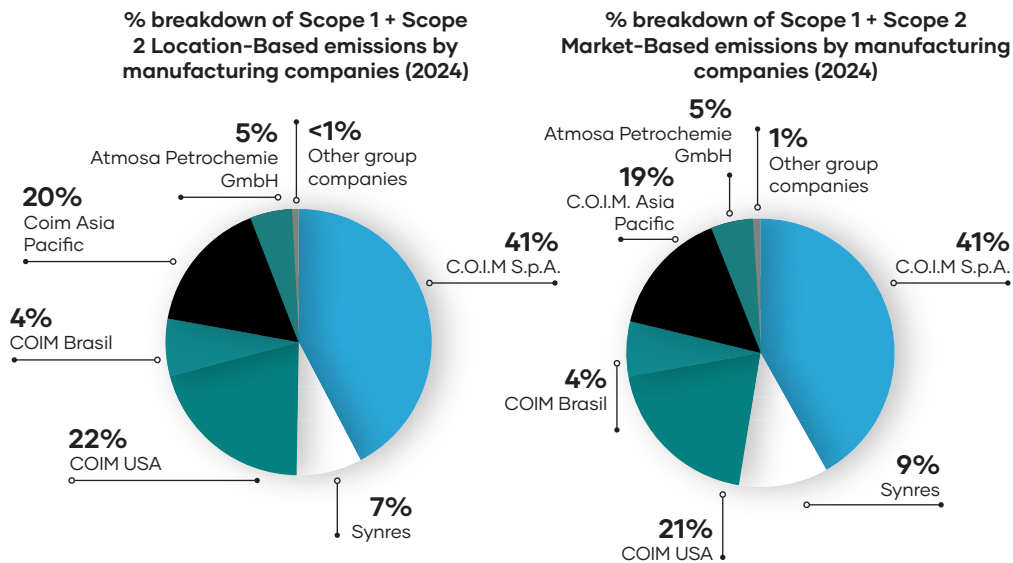


**% breakdown of Scope 2 Market-Based emissions by manufacturing companies (2024)**



Again, a predominance of COIM Italy in emissive terms emerges. The company, which is remembered to be energy-intensive especially for the Offanengo operational site, the biggest one, emits more than the other subsidiaries.

It can be seen how the energy sources change between various sites, for example COIM Asia Pacific has a greater impact on the Group's Scope 2 as it purchases an high quantity of electricity. In this way it impacts more on Scope 2 but in due course it impacts less on Scope 1.



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 millions of euros in revenues<sup>27</sup>. As for energy intensity, also in this case it is important to note that the emission intensity often depends on each company's different product lines, which may require different levels of energy consumption and, as a consequence, generate different quantity of emissions.

<sup>27</sup> The denominator used for the calculation of emission intensity is the Group consolidated annual revenues converted in millions of euros starting from a value expressed in billions of euros.

### GRI 305-4 GHG EMISSION INTENSITY

GHG Emissions intensity				
	Unit of measure	2022	2023	2024
Emissions intensity (Scope 1 + Scope 2 Location Based)	tCO <sub>2</sub> eq	92,510.6	95,296.3	100,677.8
Emissions intensity (Scope 1 + Scope 2 Location Based)	tCO <sub>2</sub> eq/M€	0.1	0.1	0.1
Emissions intensity (Scope 1 + Scope 2 Market Based)	tCO <sub>2</sub> eq	98,246.7	100,094.4	103,950.2
Emissions intensity (Scope 1 + Scope 2 Market Based)	tCO <sub>2</sub> eq/M€	0.1	0.1	0.1

### LOCAL VOLUNTARY INITIATIVES TO OFFSET EMISSIONS

At a Group level, COIM commits to find and implement initiatives, where applicable, to reduce its impact on the environment. For example, in 2021, we planted more than 900 plants of varying type around the company perimeter (land belonging to **COIM Italy**), further demonstrating our focus on the environment and the area in which we operate. These plants represent the main resource for cutting emissions (CO<sub>2</sub>-eq). The same project has been put in place by **COIM India**, which has planted 75 different plants.

Moreover, **Synres** is a voluntary member of the National Energy Reduction Forum.



## Focus on waste management

The waste produced by COIM Group is mainly wastes from the production, especially liquid and solid chemical wastes, as well as packaging contaminated with the same substances. 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.

In general, **COIM Group** is committed to manage its waste sustainably, promoting internally the generation of less waste in everyday process, reuse its waste material and convert, where possible, materials into new substances and/or products.

Looking at the specific case of **COIM Italy** and **COIM US**, the two companies, among the manufacturing ones, are the only ones to have plants capable of internally treating and discharging process water. This allows both to reduce the amount of waste produced, as these waters should be delivered to external companies and treated as waste.

**Synres** manages organic waste with calorific 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.

At a strategic level, COIM Asia Pacific has defined a program of actions to reduce its environmental impacts by working on materials and waste:

- Committing to minimize all waste produced;
- Reusing metal drums and pallets;
- Recycling metals;
- Recycling jumbo canvas bags previously used to store powders.

**COIM Asia Pacific** is planning to install ethyl acetate distillatory, which will allow to separate ethyl acetate from the polymers present after the cleaning activities. The distilled ethyl acetate can be reused for a new production or cleaning process, avoiding the disposal.

**COIM Brasil**, in the field of its Manual of Good Manufacturing Practices, trains every year its employees waste recycling and minimization while **COIM US** has formed a partnership with a paint company that utilizes a waste stream produced during its manufacturing process. This waste, which would otherwise be discarded, is collected by the paint company and repurposed for use in their paint products.

Furthermore, **COIM India** and **Neoflex** are the companies with a lower weight in terms of production volume compared to other manufacturing companies.

Therefore, the volume of waste produced by them is lower and therefore less impactful at Group level. The two companies always operate in accordance with national laws and in line with the reduction commitments defined at Group level. Furthermore, Neoflex is currently in the final stages of assessing alternative waste management service providers. This strategic review is aimed at optimizing its internal processes, improve waste stream segregation, and implement stronger containment protocols.

In 2024, the Group's total waste production was **42,810.1 tons**, of which approximately **45% non-hazardous waste**. The **total waste produced** in 2024 **increased by 14%** compared to 2023. This increase can be partially attributed to a slight rise in the number of tons produced, reflecting higher production volumes across several business units. Furthermore, the increase was also driven by **COIM Asia Pacific**, which began production at Plant 2 (new reactors) in March 2023, reaching full operational capacity in 2024. Additionally, a technical issue occurred at the same plant during 2024. These two factors contributed to the increase in volume of hazardous liquid waste in the year 2024. It is important to note that the plant-related issue has since been successfully resolved.

Moreover, it is important to highlight that as far as hazardous/non-hazardous classification concerns, European companies have followed the European Waste Catalogue which provides the classification of waste types as established by Directive 75/442/EEC. Non-European companies of the Group, instead, have ensured this breakdown in accordance with the regulatory requirements of the countries in which they are located.

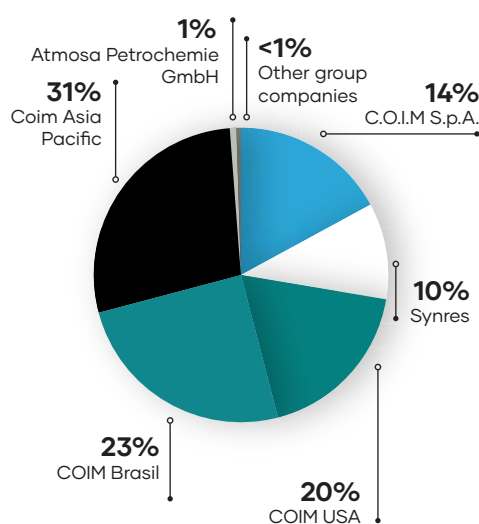
### GRI 306-3 TOTAL WEIGHT OF WASTE GENERATED

Waste composition [t]	2022	2023	2024
<b>Hazardous</b>	18,744.0	17,925.5	23,610.7
<b>Non-hazardous</b>	17,723.5	19,572.4	19,199.4
<b>Total</b>	<b>36,467.6</b>	<b>37,497.9</b>	<b>42,810.1</b>

The breakdown of the total waste, hazardous waste and non-hazardous waste generated among manufacturing companies in 2024 is illustrated below. In the first graph, the item "Other group companies" refers to **Neoflex S.L.** and **COIM India** and **Atmosa**, which represent about 1% of the total waste generated by the Group.

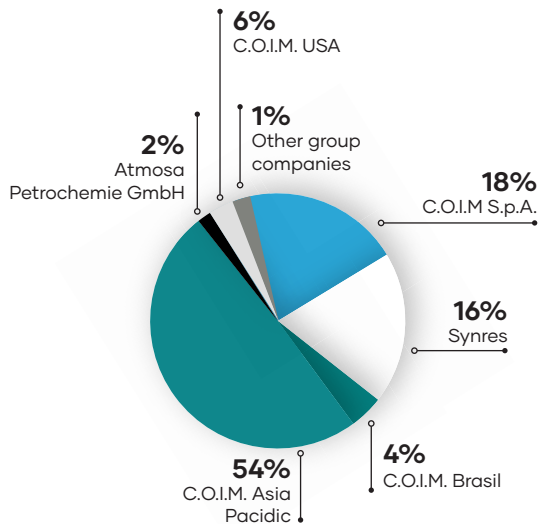
In general, it is important to highlight also in this case that different kinds of product lines can generate different quantities and types of waste, but, in general, waste generated is proportional to the production volume of each company. However, comparing data with the production volumes of the individual subsidiaries, the waste produced is greater in quantitative terms for **COIM Brasil**, **COIM Asia Pacific** and for **Synres** where water generated during the production process comes out as waste<sup>28</sup>. Actually, now, within the Group, the only companies which have decided to install internal advanced systems to treat autonomously process water are **COIM Italy** and **COIM US**.

**% breakdown of waste generated by manufacturing companies (2024)**

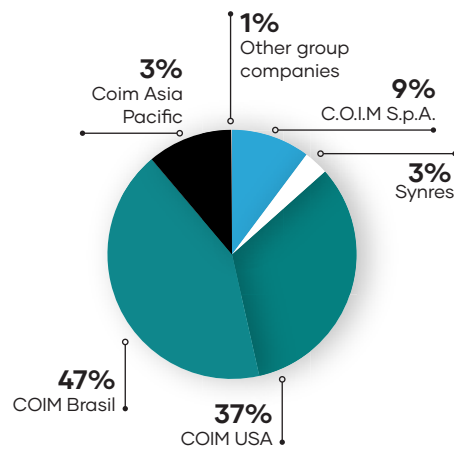


<sup>28</sup> If **COIM Brasil** and **Synres** deliver all contaminated process water to a specialized external company to be treated, **COIM Asia Pacific** also burns part of it on site through an incinerator.

**% breakdown of hazardous waste generated by manufacturing companies (2024)**



**% breakdown of non-hazardous waste generated by manufacturing companies (2024)**



As already reported in the previous paragraph and as shown in the graphs above, the different danger classification requirements influence the percentage weight of each Company on the two different indicators (dangerous and non-dangerous). Considering these differences, it is more useful to evaluate the overall data of waste produced to analyze the weight of each site.

In 2024, **58%** of waste generated was sent for disposal (incinerated or sent to the landfill), while the remaining **42%** was not sent for disposal (reused, recycled, separated, or subjected to biological treatment).

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

Waste not sent for disposal [t]	2022	2023	2024
<b>Hazardous waste</b>	5,782.1	5,104.4	6,736.4
<b>Non-hazardous waste</b>	9,514.1	10,371.0	11,163.5
<b>Total</b>	<b>15,296.2</b>	<b>15,475.4</b>	<b>17,899.9</b>

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

Waste not sent for disposal [t]	2022			2023			2024		
	On-site	At an external site	Total	On-site	At an external site	Total	On-site	At an external site	Total
<b>Hazardous waste</b>									
Reuse	1,840.0	-	<b>1,840.0</b>	474.0	1,988.1	<b>2,462.1</b>	2,115.0	1,583.1	<b>3,698.1</b>
Recycling	-	3,942.1	<b>3,942.1</b>	429.1	2,213.2	<b>2,462.3</b>	538.4	2,169.9	<b>2,708.3</b>
Separation	-	-	-	-	-	-	-	330.0	<b>330.0</b>
<b>Non-hazardous waste</b>									
Reuse	-	-	-	-	21.0	<b>21.0</b>	-	247.0	<b>247.0</b>
Recycling	-	2,279.8	<b>2,279.8</b>	-	2,094.0	<b>2,094.0</b>	-	1,837.7	<b>1,837.7</b>
Breaking <sup>29</sup>	-	-	-	-	-	-	-	87.0	<b>87.0</b>
Separation <sup>30</sup>	-	265.0	<b>265.0</b>	-	174.0	<b>174.0</b>	-	-	-
Biological treatment	-	6,969.2	<b>6,969.2</b>	8,082.0	-	<b>8,082.0</b>	8,991.8	-	<b>8,991.8</b>
<b>Total</b>	<b>1,840.0</b>	<b>13,456.1</b>	<b>15,296.1</b>	<b>8,985.1</b>	<b>6,490.3</b>	<b>15,475.4</b>	<b>11,645.2</b>	<b>6,254.7</b>	<b>17,899.9</b>

## GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL

Waste not sent for disposal [t]	2022	2023	2024
<b>Hazardous waste</b>	12,509.6	12,551.5	16,879.1
<b>Non-hazardous waste</b>	8,649.5	9,471.0	8,031.2
<b>Total</b>	<b>21,159.1</b>	<b>22,022.5</b>	<b>24,910.3</b>

GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL BY MANAGEMENT METHODOLOGY <sup>31</sup>

Waste sent for disposal [t]	2022			2023			2024		
	On-site	At an external site	Total	On-site	At an external site	Total	On-site	At an external site	Total
<b>Hazardous waste</b>									
Incineration (with energy recovery)	-	1,544.7	<b>1,544.7</b>	483.0	1,028.3	<b>1,511.3</b>	16.0	1,178.0	<b>1,194.0</b>
Incineration (without energy recovery)	149.8	355.3	<b>505.1</b>	704.0	166.1	<b>870.1</b>	206.0	444.9	<b>650.9</b>
Landfill	-	1,831.7	<b>1,831.7</b>	-	2,167.6	<b>2,167.7</b>	-	2,377.6	<b>2,377.6</b>
<b>Non-hazardous waste</b>									
Incineration (with energy recovery)	-	57.0	<b>57.0</b>	-	126.4	<b>126.4</b>	-	25.5	<b>25.5</b>
Incineration (without energy recovery)	-	25.0	<b>25.0</b>	-	42.0	<b>42.0</b>	-	9.0	<b>9.0</b>
Landfill	-	6,812.5	<b>6,812.5</b>	-	740.0	<b>740.0</b>	-	441.9	<b>441.9</b>
Underground injection disposal <sup>32</sup>	-	-	-	-	6,444.7	<b>6,444.7</b>	-	7,012.1	<b>7,012.1</b>
<b>Total</b>	<b>149.8</b>	<b>10,626.2</b>	<b>10,776.0</b>	<b>1,187.0</b>	<b>10,715.2</b>	<b>11,902.2</b>	<b>222.0</b>	<b>11,489.0</b>	<b>11,711.0</b>

In COIM, we constantly strive to manage our waste in a sustainable and responsible way, by opting for recycling processes and not sending them to disposal.

<sup>29</sup> Technique to break or crush waste in order to facilitate its treatment or recycling

<sup>30</sup> 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.


<sup>31</sup> Reporting of the total waste sent for disposal by COIM Asia Pacific does not include their destination for three-year period.

<sup>32</sup> It is a waste disposal technique involving the underground injection of wastewater from polyester processing. Wastewater is safely injected deep into the ground, into natural geological formations such as aquifers or porous rocks with the aim of minimizing environmental impact. This method is often used to dispose of liquids that might be difficult to treat on the surface to avoid damage to the environment.

# The people-centered approach



5



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 Group 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 companies 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.

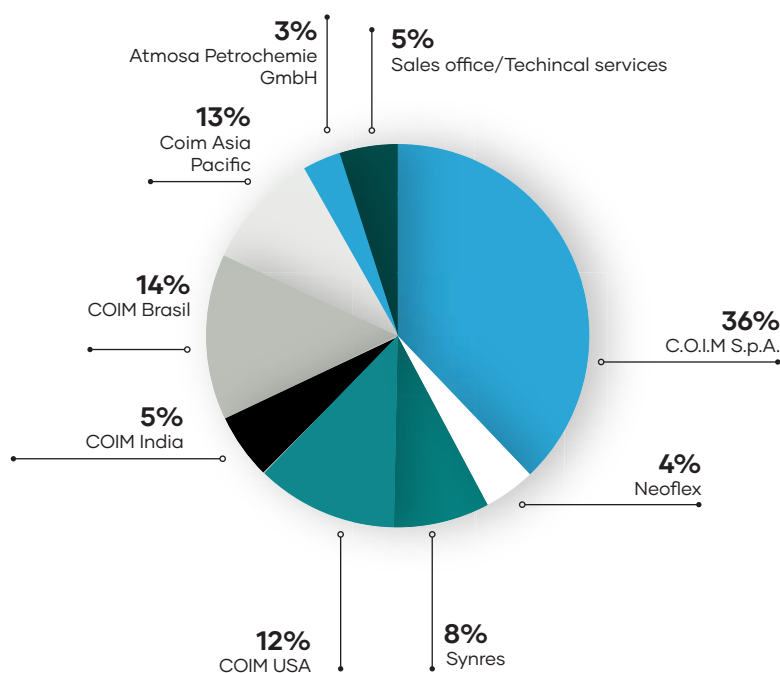
1,338 COIM Group workers in 2024 (+3% compared to 2023)

99% Permanent contracts

Given the importance of establishing long-lasting, trusted relationships, we prioritize **permanent contracts**, which account for 99% of the contracts for 2024, in line with 2023, held by internal personnel.

The chart below represents the detail regarding the percentage of employees in the Group as of 31.12.2024<sup>33</sup>.

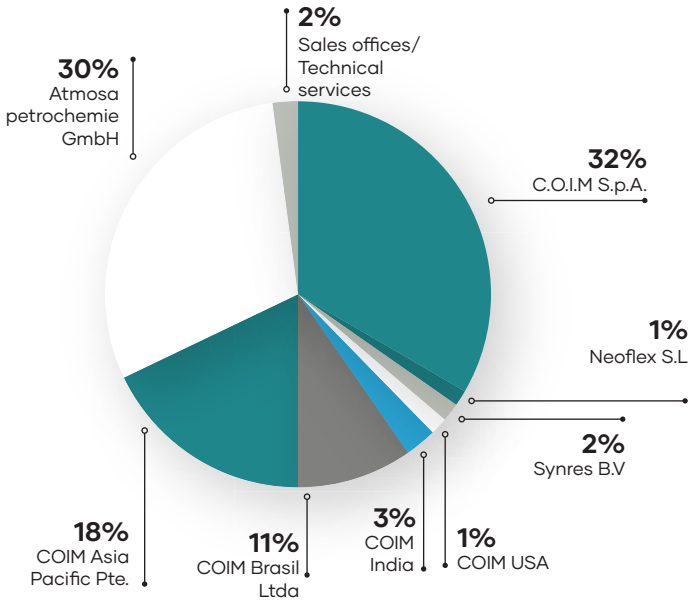
**% breakdown of employees by companies (2024)**



<sup>33</sup> Since the purely sales companies are very small in size and with few workers employed (63 people, representing 5% of the total workforce), within the chart they have been included in a single category, the "Sales offices/Technical services" one.

The chart below represents the detail regarding the percentage of external workforce in the Group as of 31.12.2024.

**% breakdown of employees by companies (2024)**



## Human Resources

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

TYPE OF CONTRACT	December 31 <sup>st</sup> 2022			December 31 <sup>st</sup> 2023			December 31 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	981	197	<b>1,178</b>	1,058	212	<b>1,270</b>	1,087	219	<b>1,306</b>
Temporary	7	2	<b>9</b>	30	1	<b>31</b>	30	2	<b>32</b>
<b>Total</b>	<b>988</b>	<b>199</b>	<b>1,187</b>	<b>1,088</b>	<b>213</b>	<b>1,301</b>	<b>1,117</b>	<b>221</b>	<b>1,338</b>

Our commitment to developing and engaging with local communities is also reflected in the presence of **98% of workers** who are of the same nationality as the location in which the facility is situated.

The table below, instead, shows that **98% 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**

TYPE OF CONTRACT	December 31 <sup>st</sup> 2022			December 31 <sup>st</sup> 2023			December 31 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	983	184	<b>1,167</b>	1,080	196	<b>1,276</b>	1,110	205	<b>1,315</b>
Temporary	5	15	<b>20</b>	8	17	<b>25</b>	7	16	<b>23</b>
<b>Total</b>	<b>988</b>	<b>199</b>	<b>1,187</b>	<b>1,088</b>	<b>213</b>	<b>1,301</b>	<b>1,117</b>	<b>221</b>	<b>1,338</b>

Moreover, **72%** of our Group employees are covered by collective bargaining agreements. Specifically, in COIM Italy, Neoflex, COIM Brasil, COIM Argentina and COIM Chile 100% of employees are covered by collective bargaining agreements. In the specific case of **COIM Italy**, its workforce is covered by contracts attributable to the National Collective Employment

Agreement **Chemical Industry and Industry Executives**. 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 2024, we employed a total of **355 external workers**. The primary category is represented by **external collaborators**<sup>34</sup> (86%), followed by **interims** (13%), and **trainees and interns** (1%).

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

Professional category	December 31 <sup>st</sup> 2022			December 31 <sup>st</sup> 2023			December 31 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
External collaborators	151	44	195	260	46	306	259	46	305
Trainees/interns	6	5	11	3	3	6	3	1	4
Interims	50	2	52	43	2	45	41	5	46
<b>Total</b>	<b>207</b>	<b>51</b>	<b>258</b>	<b>306</b>	<b>51</b>	<b>357</b>	<b>303</b>	<b>52</b>	<b>355</b>

In 2024, we welcomed **181 new members** (-8% compared to 2023), comprising **18% women** and **82% men**. Moreover, the number of terminations during this reporting period increased to **144 people**, **17%** of whom were women and **83% men**. This figure is part of a slightly fluctuating trend observed over the past three years, which, despite minor variations, has been **consistently offset by new hires**.

In particular, **60%** of the new hires falls within the age Group of 30-50 years, **14%** within the category represented by people over 50 years, while the remaining **26%** 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.

<sup>34</sup> This category includes people who work for companies dedicated to the following services: cleaning service, security and surveillance services, maintenance service, gardening service, canteen service, etc. The same category also considers the only person employed in **COIM Colombia**, who carries out a continuously collaboration with the company over time without subordination. Moreover, it is important to note that part of data concerning these workers of permanent contractor companies have been estimated.



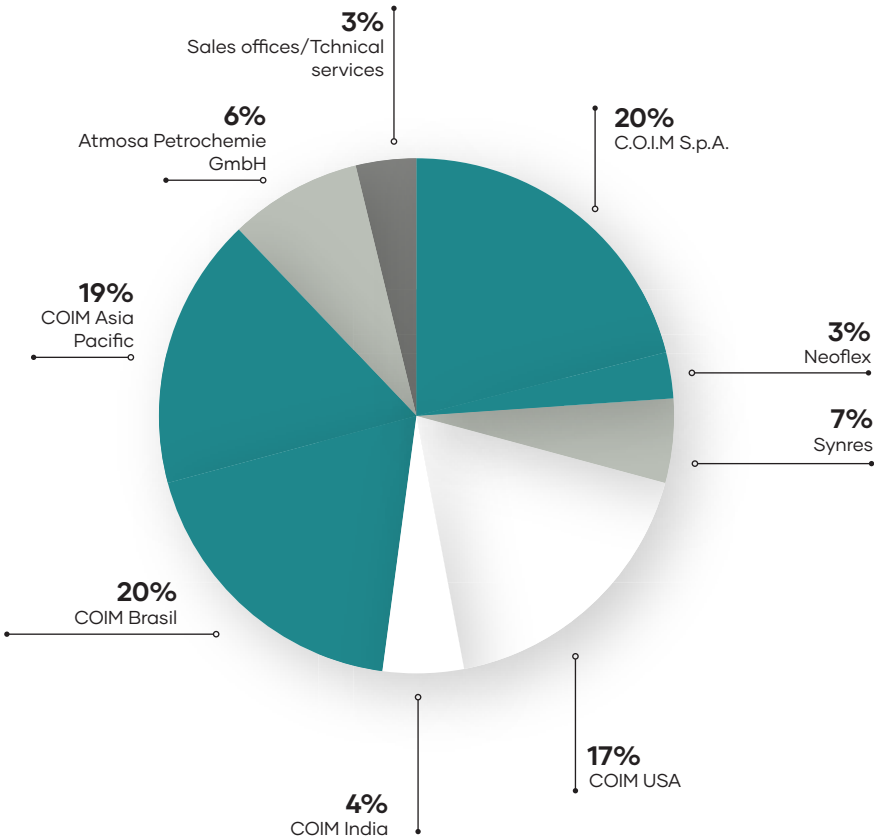
**GRI 401-1 NUMBER AND RATE OF NEW HIRES BY GENDER AND AGE GROUP <sup>35</sup>**

Number of people	2022					2023					2024				
	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate
<b>Men</b>	43	68	17	<b>128</b>	<b>13%</b>	58	96	14	<b>168</b>	<b>15%</b>	37	90	22	<b>149</b>	<b>13%</b>
<b>Woman</b>	14	27	3	<b>44</b>	<b>22%</b>	12	14	2	<b>28</b>	<b>13%</b>	10	19	3	<b>32</b>	<b>14%</b>
<b>Total</b>	<b>57</b>	<b>95</b>	<b>20</b>	<b>172</b>	<b>14%</b>	<b>70</b>	<b>110</b>	<b>16</b>	<b>196</b>	<b>15%</b>	<b>47</b>	<b>109</b>	<b>25</b>	<b>181</b>	<b>14%</b>
<b>Rate</b>	<b>39%</b>	<b>14%</b>	<b>5%</b>	<b>14%</b>		<b>37%</b>	<b>15%</b>	<b>4%</b>	<b>15%</b>		<b>25%</b>	<b>15%</b>	<b>6%</b>	<b>14%</b>	

<sup>35</sup> 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.

The chart below represents the detail regarding the percentage of employee hires in the Group as at 31.12.2024.

**% breakdown of employees hired by companies (2024)**



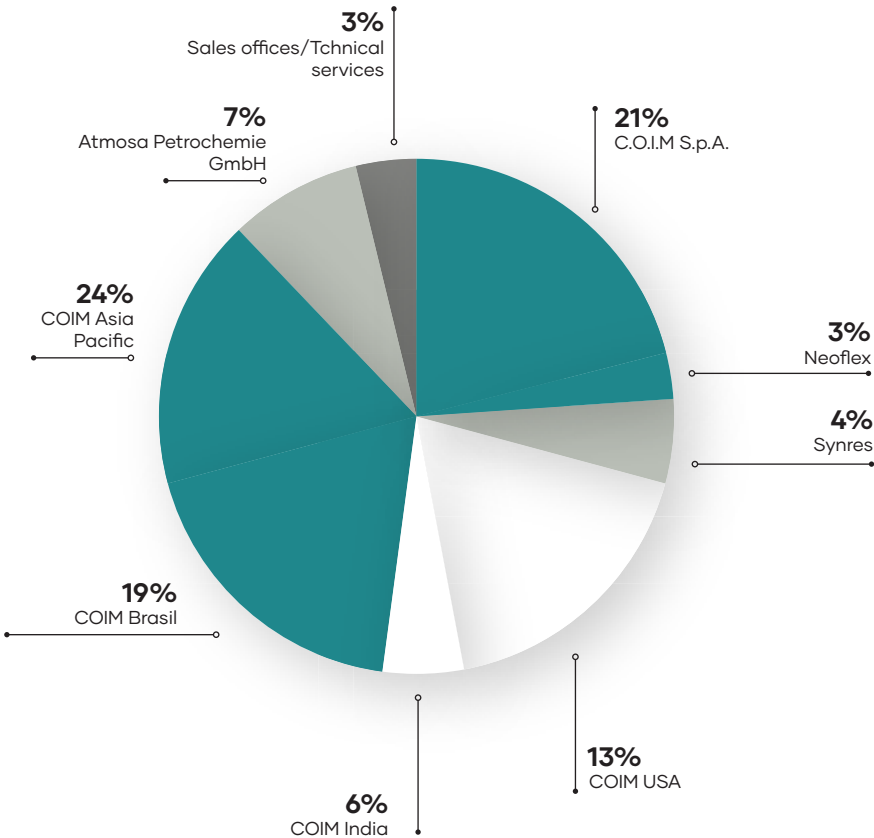
**GRI 401-1 NUMBER AND RATE OF TURNOVER BY GENDER AND AGE GROUP <sup>36</sup>**

Number of people	2022					2023					2024				
	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate	<30 years old	30 - 50 years old	>50 years old	Total	Rate
<b>Men</b>	33	60	35	<b>128</b>	<b>13%</b>	21	49	34	<b>104</b>	<b>10%</b>	2	63	35	<b>120</b>	<b>11%</b>
<b>Woman</b>	10	23	4	<b>37</b>	<b>22%</b>	3	11	3	<b>17</b>	<b>8%</b>	6	13	5	<b>24</b>	<b>11%</b>
<b>Total</b>	<b>43</b>	<b>83</b>	<b>39</b>	<b>165</b>	<b>14%</b>	<b>24</b>	<b>60</b>	<b>37</b>	<b>121</b>	<b>9%</b>	<b>28</b>	<b>76</b>	<b>40</b>	<b>144</b>	<b>11%</b>
<b>Rate</b>	<b>29%</b>	<b>13%</b>	<b>10%</b>	<b>14%</b>		<b>13%</b>	<b>8%</b>	<b>9%</b>	<b>9%</b>		<b>15%</b>	<b>10%</b>	<b>9%</b>	<b>11%</b>	

<sup>36</sup> 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.

The chart below represents the detail regarding the percentage of employee hires in the Group as at 31.12.2024.

**% breakdown of employees terminated by companies (2024)**



## Diversity, inclusion and human rights

**AS FOR 2022 AND 2023, NO CASE OF DISCRIMINATION HAS BEEN RECORDED DURING 2024**

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

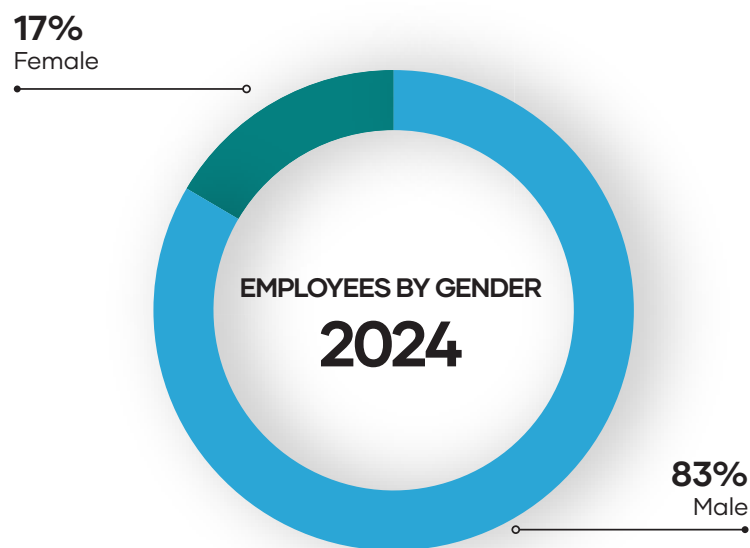
Actually, to prevent potential situations of prejudice or distress arising, we have introduced procedures and control tools to safeguard and respect all employees as early as the recruitment phase, and all personnel appraisals are carried out based on defined, fully transparent protocols.

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. For example, **COIM Italy** holds the **Maternity Book** that is an information brochure which aims to make known the internal procedures and regulations that workers must comply with in the event of maternity, as well as details on the duration and methods of use of the various leaves and permits and of the related economic treatments provided.

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.



Our Group **promotes** the protection of respect for the moral, cultural, physical and professional integrity of people, both within the **Code of Ethics** and the **Human Rights Policy**. This last document has been drafted by COIM Italy and has been extended and adapted to all the companies of the Group in 2024. Furthermore, the Group is committed to continuously improving all staff professionally and involving them at all levels, promoting values based on merit, loyalty and teamwork.

In carrying out its activity, the Group is committed to protecting human rights, both within its borders and with third parties with whom it collaborates, according to **Principles 1 and 2** of the Ten Principles adopted by the **United**

#### **Nations Global Compact.**

Moreover, in the management of the various social activities and in all the related decisions, the Group and its subjects undertake to **operate impartially**, taking decisions with professional rigor and objectivity, according to objective and neutral evaluation criteria. The respect for people, recognition of their fundamental rights and the power of their diversity are key foundations. The Group is committed to **counter discrimination** and **promote an even more inclusive and harmonious workplace**. It strongly believes in **equal opportunities** for all its employees and external collaborators, committing daily to creating a **healthy working environment** that allows employees to work **without fear of prejudices**.

**GRI 405-1b TOTAL NUMBER OF EMPLOYEES BY EMPLOYEES CATEGORY AND GENDER**

Number of people	December 31 <sup>st</sup> 2022			December 31 <sup>st</sup> 2023			December 31 <sup>st</sup> 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	4%	-	<b>4%</b>	4%	1%	<b>5%</b>	4%	1%	<b>5%</b>
Managers	11%	2%	<b>13%</b>	10%	2%	<b>12%</b>	10%	2%	<b>13%</b>
Employees	33%	14%	<b>47%</b>	29%	13%	<b>42%</b>	29%	13%	<b>42%</b>
Laborers	36%	-	<b>36%</b>	41%	-	<b>41%</b>	40%	-	<b>40%</b>
<b>Total</b>	<b>84%</b>	<b>16%</b>	<b>100%</b>	<b>84%</b>	<b>16%</b>	<b>100%</b>	<b>83%</b>	<b>17%</b>	<b>100%</b>

In our organization in 2024 people belonging to the **office staff category** accounted for 568 (42% of the total workforce), followed by 539 **laborers** (40%), while **managers and executives** respectively 170 (13%) and 61 (5%).

With regard to age Group, in 2024 our employees **between the age of 30 and 50** accounted for 726 (54% of the total workforce), followed by 425 (32%) of people **over 50**. The remaining 187 people (14%) is represented by younger employees (**< 30 years old**).

GRI 405-1b TOTAL % OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE

Number of people	December 31 <sup>st</sup> 2022				December 31 <sup>st</sup> 2023				December 31 <sup>st</sup> 2024			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Executives	-	1%	3%	4%	-	2%	3%	5%	-	1%	3%	4%
Managers	-	7%	6%	13%	-	7%	5%	12%	-	7%	6%	13%
Employees	7%	30%	10%	47%	8%	24%	10%	42%	8%	24%	10%	42%
Laborers	5%	18%	13%	36%	6%	22%	12%	41%	6%	22%	13%	41%
Total	12%	56%	32%	100%	14%	55%	30%	100%	14%	54%	32%	100%



Total number of employees (headcounts) by employee category and age Group (2024)

## EMPLOYEES BELONGING TO PROTECTED CATEGORIES

Below the situation for **COIM Italy**:

- In the province of Lodi, Article 14 of Italian legislation on protected categories is applied, with a type B social cooperative outsourcing cleaning work to cover 1 position.
- In the province of Milan, 1 person is in force and 2 are framed as per Convention Article 14 of the Italian legislation on protected categories.
- In the province of Cremona, 8 people are in force and 1 is an interim with a permanent contract.

## 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, the dedicated Policy aforementioned 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)**.

Policy highlights the company's commitment to guarantee:

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

## FREEDOM OF ASSOCIATION

The Group supports the principle of free association of employees and their right to collective bargaining through the **Code of Ethics** and the **Human Rights Policy**. We recognize the importance of union organizations and are committed to respecting their activities and engaging with them as required. In COIM Group, 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.

**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.
- **Wellbeing Events:** in some companies of the Group, we also organize awareness events on physical and mental health and prevention with healthcare professionals.

- **Scholarships:** in some companies of the Group, scholarships are awarded to the children of employees.
- **Other:** we are also committed to guaranteeing annual salary increases, price agreements with local gyms, scholarships, travel and meal allowances, staff medical benefits also extended to family members, bonus and pension funds to retain talents in the company. Moreover, the Group is committed to improve communication between the company and its employees. Specifically, COIM S.p.A. is working on the creation of a special app for company communications.

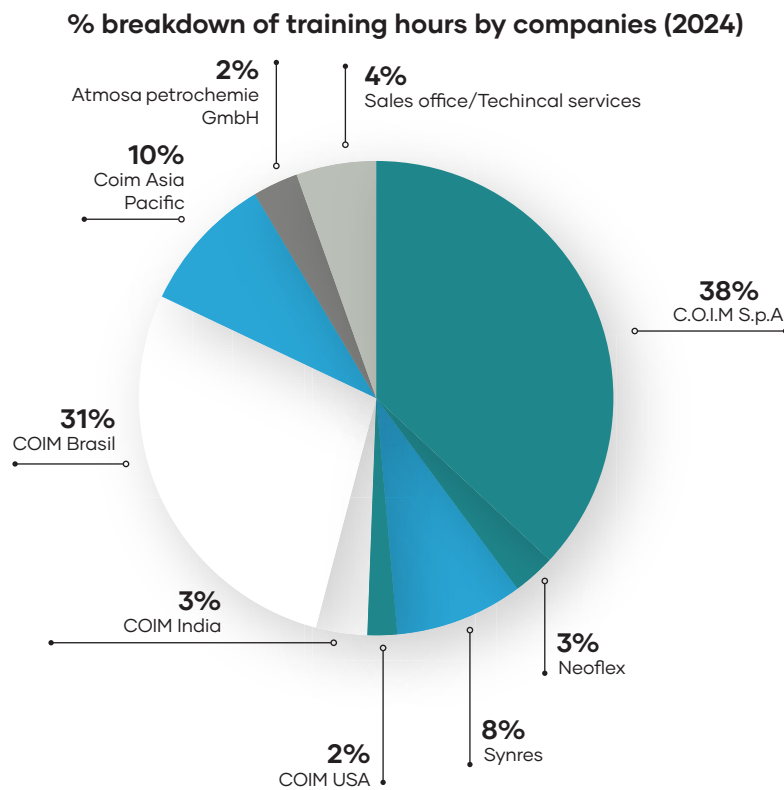
## Professional development

Our personnel recruitment policies apply criteria of merit and the advancement of **ability, skills** and **potential** of everyone 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, some companies of the Group have specific **training policies** to optimally manage the training and development of its workforce, providing training and refresher courses for all employees interested. In the specific case of COIM Brasil, the company has also delivered an **internal climate survey** to understand the main needs of its workforce, including the need to attend specific courses related to specific themes. Moreover, in 2024 **COIM Italy** will introduce the so-called "**Entry Interview**", a survey carried out on all the resources recently entered, following the first six months of the Company. The aim is to investigate the feelings of new hire in its first months of work in terms of support, integration and lived climate. 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.

The chart below represents the detail regarding the number of training hours in the Group as of 31.12.2024<sup>37</sup>.



In 2024, the total number of training hours reached **22,269**, a 17% decrease compared to 2023. This reduction can be partly explained by a change in the management software at COIM US, which prevented the company from tracking 2024 training hours with a breakdown by gender and category. As a result, COIM US data for 2024 are not included in the table, which may have contributed to the overall decrease in the reported hours. The average hours of training for **office staff** were 16.7 hours, followed by **laborers** with 16.1 hours, while **executives and manager** with respectively 12.8 and 16.6 hours.

<sup>37</sup> Since the purely sales companies are very small in size, it was decided to show the cross-section by individual company of only those that are also manufacturing.

### GRI 404-1 AVERAGE TRAINING HOURS PER EMPLOYEE CATEGORY

The table below presents the average annual training hours by professional category, broken down by gender (male and female) for the years 2022, 2023 and 2024. The "Total" column represents the overall average for each category, regardless of gender.

Average Hours	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Executives</b>	8.6	14.8	<b>9.3</b>	12.3	34.0	<b>15.0</b>	12.3	16.1	<b>12.8</b>
<b>Managers</b>	8.0	11.0	<b>8.4</b>	13.2	16.6	<b>13.8</b>	15.5	21.6	<b>16.6</b>
<b>Employees</b>	19.2	21.6	<b>19.9</b>	21.8	16.6	<b>20.1</b>	17.2	15.7	<b>16.7</b>
<b>Laborers</b>	15.9	8.5	<b>15.9</b>	23.6	28.8	<b>23.6</b>	16.3	0.0	<b>16.1</b>
<b>Total</b>	<b>15.9</b>	<b>20.2</b>	<b>16.6</b>	<b>21.2</b>	<b>17.3</b>	<b>20.6</b>	<b>16.3</b>	<b>16.2</b>	<b>16.3</b>

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:

1. Mandatory (HSE)
2. 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, 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, in COIM Italy we organized a **sustainability training course** in 2023 held by an external company. This program has involved around employees from various functions, encompassing those with direct responsibilities and those covering areas such as HR, Legal, Regulatory, and managerial roles. The training addressed 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 of addressing environmental sustainability.

In November 2023 a course was carried out, again by the same external company, relating to a particular topic, Responsible Sourcing. This course was aimed at employees who have a direct relationship with the supply chain.



Moreover, in 2024, **COIM Italy** participated in the **Climate Ambition Accelerator**, a comprehensive training program focused on climate change issues, which is promoted by the UN Global Compact. This program is designed to help companies enhance their sustainability efforts by providing the tools, knowledge, and strategies needed to accelerate their climate action. Participants are guided through practical steps to integrate climate-related goals into their business strategies, aligning with global standards and contributing to the achievement of the UN Sustainable Development Goals (SDGs). COIM Italy's involvement in this program reflects its commitment to addressing climate change and fostering a more sustainable future.

## 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.

Within the Group, all manufacturing companies have structured systems to be compliant with national regulations about health and safety, covering 100% of the workforce. In particular, **COIM Italy<sup>38</sup>, Synres B.V., COIM US, COIM Asia Pacific Pte. and COIM Brasil Ltda.** have a **certified health and safety management systems compliant with standard ISO 45001:2018** and related **Health & Safety in the Workplace policies.**



Name of Group's companies	ISO 45001:2018 as of 31.12.2024
COIM Italy	✓
COIM Brasil Ltda.	✓
COIM Asia Pacific Pte.	✓
COIM India Pvt. Ltd.	✗
COIM USA Inc.	In progress
Neoflex S.L.	✗
Synres B.V.	✓
Atmosa Petrochemie GmbH	✗

<sup>38</sup> The only site within **COIM Italy** which is not certified ISO 45001:2018 is San Martino, which counts 20 employees in 2024.

Moreover, **COIM Asia Pacific** has also obtained **SS 651:2019** which certifies in Singapore a Safety and Health Management System specific for the Chemical Industry. In 2024, it also received the **bizSAFE Star** certification which is the highest level in Singapore's bizSAFE program, recognizing excellence in workplace safety and health management.

Using such management systems make 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. The frameworks under H&S certified management systems allow companies to systematically manage health and safety risks and reduce workplace injuries by ensuring a continual improvement of companies' performance.

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.

Among manufacturing companies, the only ones which do not have a certified management system are Neoflex and COIM India. Nevertheless, they manage all aspects of health and safety in the best possible way.



**Neoflex** implements all the necessary requirements to comply with Spanish occupational risk prevention regulations, Law 31/1995 on Occupational Risk Prevention and RD 39/1995 Prevention Services Regulations. Actually, within the company, all the activities and workplaces are covered by a risk prevention system. Neoflex has also commissioned an external Prevention Service with technicians in charge of carrying out site-visits periodically. Moreover, all workplace accidents are appropriately investigated and documented within the "Accident investigation report". In addition, the Health Surveillance Service, as part of the Prevention Service, is responsible for employees' health checks.

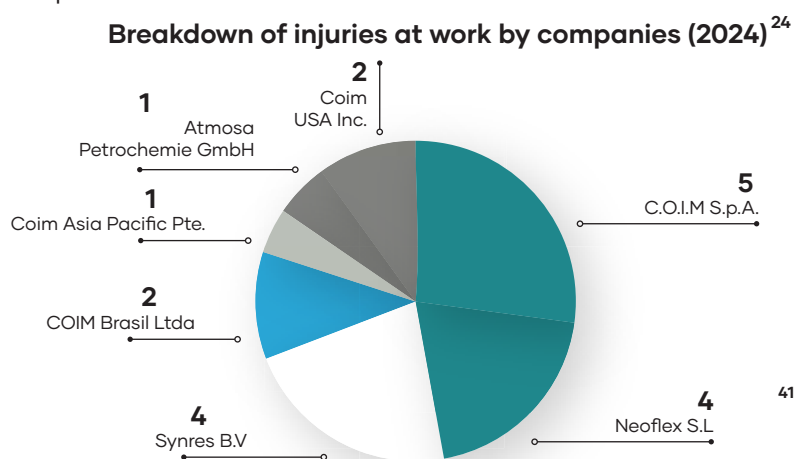
**COIM India**, in addition to applying the provisions of local laws, implements a Safety Management System based on the standards OHSAS 18001. The Safety Department of COIM India, responsible for health and safety risk assessment, takes daily routine visits to eventually identify and manage hazardous conditions or activities. Moreover, as far as health is concerned, a competent doctor offers medical checkups for all employees twice a month.

As shown in the following table, the number of accidents in 2024 were **19**, +2 compared to 2023. The Group, which has always paid attention to the health and safety of its workers, is committed to monitoring the situation to take actions with a view to reducing accidents.

### GRI 403-9 OCCUPATIONAL INJURIES FOR EMPLOYEES

Number of accidents	2022	2023	2024
<b>Total number of recordable occupational injuries</b> <sup>39</sup>	18	17	19
<b>Hours worked (ordinary hours + overtime hours)</b>	2,217,295	2,476,832	2,584,360
<b>Rate of recordable occupational injuries</b> <sup>40</sup>	<b>8.1</b>	<b>6.9</b>	<b>7.4</b>

Below a breakdown of **injuries at work** by manufacturing companies for 2024 is presented.



<sup>39</sup> "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.

<sup>40</sup> Injury rates are calculated by multiplying the ratio of the number of injuries to hours worked by 1,000,000.

<sup>41</sup> In Neoflex, the number of injuries (4) compared to the number of employees (56) is proportionally high. Despite this, it is important to note that these are all minor injuries and that the company is committed to working internally to increase safeguards and controls to minimize accidents.



During 2024 there were no cases of **work-related ill health** among employees compared to 2023 (2 cases<sup>42</sup>) and in line with 2022. Regarding **external workers**, instead, their number decreased slightly (less than 1%), while the relative number of **injuries** in 2024 among them is in line with the year 2023 (equal to 3).

#### GRI 403-9 OCCUPATIONAL ACCIDENTS FOR EXTERNAL WORKERS

Number of accidents	2022	2023	2024
Total number of recordable occupational injuries <sup>43</sup>	7	3	3
Hours worked (ordinary hours + overtime hours) <sup>44</sup>	514,225	493,344	485,367
Rate of recordable occupational injuries <sup>45</sup>	13.6	6.1	6.2

**Concerning work-related ill health, no cases were recorded over the three-year period among external workers.**

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

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.

<sup>42</sup> The two cases recorded in 2023 involve two employees of Atmosa who experienced allergic reactions to certain substances used in the products made by the Company.

<sup>43</sup> Please refer to footnote 39.

<sup>44</sup> Data for the three-year period, include hours worked by trainees/interns, interims and external collaborators, if present. This last category, whose hours worked were partly estimated, includes people working for companies dedicated to the following services: cleaning service, surveillance and security services, maintenance service, gardening service, canteen service etc. The same category also considers the only person employed in COIM Colombia, who carries out a continuously collaboration with the company over time without subordination.

<sup>45</sup> Please refer to footnote 40.

## 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 Italy**, 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, to tackle issues in the most appropriate manner.

## 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 Italy** 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. During 2024, the policy was extended to all Group companies.

**COIM Italy** cooperates with public and private entities to grant:

- Right to education through the organization of targeted activities, like the provision of scholarships, 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
- 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 summer camps for children and teenagers or sports tournaments often involve the children of our employees, giving them the opportunity to engage in sports.

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.

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 Italy**.

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

The commitment of **COIM Italy** 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. Starting from the next year, the company will also implement an employee volunteer bank to give employees the possibility to use working hours to carry out voluntary activities.

In 2024, in line with 2023, **COIM US** supported a Foundation dedicated to preserving and disseminating science education as well as other charitable initiatives and programs for children's development and for the support of infants, children and adults with physical, developmental, communication and sensory problems.

Finally, **Synres** is a member of the local cooperation initiative of chemical companies, called Deltalinqs. A part of this contribution is called DeltaPORT Donatiefonds, which represents a local donation fund of the local community dedicated to initiatives related to sport, art, culture and education.

## 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 Italy** 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 Italy**):
  - 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

6



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 Group, 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.

## 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, for example, the main policies already implemented for **COIM Italy** have also been extended to the other legal entities during 2024.

### ECOVADIS

The Group is committed to maintaining the Golden Ecovadis medal still obtained in 2024 by **COIM Italy**<sup>46</sup> and extending the assessment progressively to other subsidiaries. In this regard, **COIM US** updated its sustainability verification and **Synres** completed and submitted the questionnaire for the first time in 2024 (on 2023 data and information), receiving both the bronze medal. The goal is to keep on evaluating individual legal entities and arrive at a Group performance evaluation in the future.

### UN GLOBAL COMPACT

In line with the objective defined within the previous Sustainability Report, in 2023 **COIM Italy** joined the **United Nations Global Compact**. For the coming years, the

### WE SUPPORT



company is committed to 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.

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<sup>46</sup> The company was awarded the gold medal for all three years. The score obtained in 2024 confirms the commitment to maintaining the highest rating.

## ENVIRONMENTAL

### ENERGY

7 AFFORDABLE AND  
CLEAN ENERGY



**COIM Group** is committed to defining objectives and improving actions in the field of energy efficiency and renewable energy both at Group level and at individual company level. For example, in **COIM Italy**, 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.

### GHG

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



- The process of calculating **Scope 3** emissions started with COIM Italy, which in 2024 completed a GHG Report for the Offanengo site, covering direct (Scope 1) and indirect (Scope 2 and 3) emissions. Building on this, COIM Group aims to expand the Scope 3 **calculation to the entire Group in 2025**, using 2024 data and prioritizing the categories with the greatest impact. Once the full GHG inventory is completed, COIM Group will work with external consultants to define science-based carbon footprint reduction targets. This initiative will support the creation of a **Group-wide Climate Transition Plan**, outlining the actions required to meet the defined emission reduction goals.
- **COIM Italy** has demonstrated a strong commitment to reducing its environmental impact by investing 10 million euros in 2024 to **expand its research and development center** at the Offanengo plant. This significant investment reflects the company's dedication to sustainability and environmental responsibility. It will be used to construct a new **energy-efficient building**, which will include a state-of-the-art laboratory primarily focused on the development of low-emission products (prepolymers). This initiative not only underscores COIM Italy's proactive approach in minimizing its ecological footprint but also its long-term commitment to creating innovative solutions that support environmental preservation and contribute to a greener future.

The continuous search for solutions to reduce GHG emissions is a priority theme for **COIM Group**, which always works in a coordinated way between the different sites.

## SOCIAL: PERSONNEL

**4** QUALITY  
EDUCATION



**8** DECENT WORK AND  
ECONOMIC GROWTH



- Personnel training, delivering courses on ethical/environmental/human rights and other topics. In **2023** we organized a **sustainability training course**, aimed at certain categories of the company's staff, starting from environmental sustainability topics such as Climate Change, Energy Management, Circular Economy, and Sustainable Procurement. In 2024, the company once again demonstrated its commitment to environmental responsibility by participating in the **Climate Ambition Accelerator**, a specialized training initiative on climate change issues promoted by the **UN Global Compact**. This ongoing involvement reflects COIM's dedication to integrating sustainability into its business practices, continuously advancing its knowledge and actions towards a greener future. For the coming years, the aim is to extend these courses on ESG aspects to the other subsidiaries of the Group too.
- Improvement of **employee well-being**, through the Group's continuous evaluation of benefits to be implemented to benefit employees. This is one of the priority issues for the Group, which over the years has always taken care of people.

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)

GRI Standard	Disclosure	Page number and notes
<b>Statement of use</b>	COIM Group has reported the information cited in this GRI content index for the period 1/01/2024 – 31/12/2024 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	

GRI Indicator	Pages	Note
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>		
<b>The organization and its reporting practices</b>		
<b>GRI 2-1</b>	Organizational details	Methodological Note (Pagg. 10-11;35)
<b>GRI 2-2</b>	Entities included in the organization's sustainability reporting	Methodological Note (Pagg. 10-11;35)
<b>GRI 2-3</b>	Reporting period, frequency and contact point	Methodological Note (Pagg. 10-11)
<b>GRI 2-4</b>	Restatements of information	Methodological Note (Pagg. 10-11)
<b>GRI 2-5</b>	External assurance	The Sustainability Report is not subject to external assurance
<b>Activities and workers</b>		
<b>GRI 2-6</b>	Activities, value chain and other business relationships	Responsible Growth (Pagg. 26-32); A winning synergy on the market (Pagg. 42-43); The importance of raw materials (Pagg. 54-63)
<b>GRI 2-7</b>	Employees	Human resources (Pagg. 104-107)
<b>GRI 2-8</b>	Workers who are not employees	Human resources (Pag. 108)

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<b>GRI 2-9</b>	Governance structure and composition	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 34-37)	
<b>GRI 2-10</b>	Nomination and selection of the highest governance body	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 34-37)	
<b>GRI 2-11</b>	Chair of the highest governance body	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pag. 36)	
<b>GRI 2-12</b>	Role of the highest governance body in overseeing the management of impacts	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 34-37)	
<b>GRI 2-13</b>	Delegation of responsibility for managing impacts	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 36-37)	
<b>GRI 2-14</b>	Role of the highest governance body in sustainability reporting	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg.30-31)	
<b>GRI 2-15</b>	Conflicts of interest	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 38-39)	
<b>GRI 2-16</b>	Communication of critical concerns	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 38-39)	
<b>GRI 2-17</b>	Collective knowledge of the highest governance body	Corporate structure and governance_Board of Directors & Board of Statutory Auditors (Pagg. 36-37)	
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<b>GRI 2-22</b>	Statement on sustainable development strategy	LETTER TO THE STAKEHOLDERS 2024 (Pag. 9)	
<b>GRI 2-23</b>	Policy commitments	Our Approach to Sustainability (Pag. 14); The 2030 Agenda: The significant goal (Pag. 24); Code of Ethics and Organization Management and Control Model pursuant to Legislation 231 (Pagg. 38-40); Product quality and safety (Pag. 53); The supply chain (Pag. 60); Safeguarding our environment (Pagg. 73-75); Energy consumption (Pagg. 82;86); Human Resources (Pagg. 115; 118-119); Health and safety in the workplace (Pagg. 124-125); External community-focused initiative (Pag. 130).	
<b>GRI 2-24</b>	Embedding policy commitments		
<b>GRI 2-25</b>	Processes to remediate negative impacts	Our Business Model (Pagg. 37-39)	
<b>GRI 2-26</b>	Mechanisms for seeking advice and raising concerns	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231 (Pag. 38)	

<b>GRI 2-27</b>	Compliance with laws and regulations	Our Business Model ANTI-CORRUPTION (Pag. 39)	
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<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	Our carbon footprint (Pagg. 91-93)	
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