coim
NATURE IS CHEMISTRY

SUSTAINABILITY REPORT 2025

“Where matter evolves, nature reveals the future.”

coim

NATURE IS CHEMISTRY

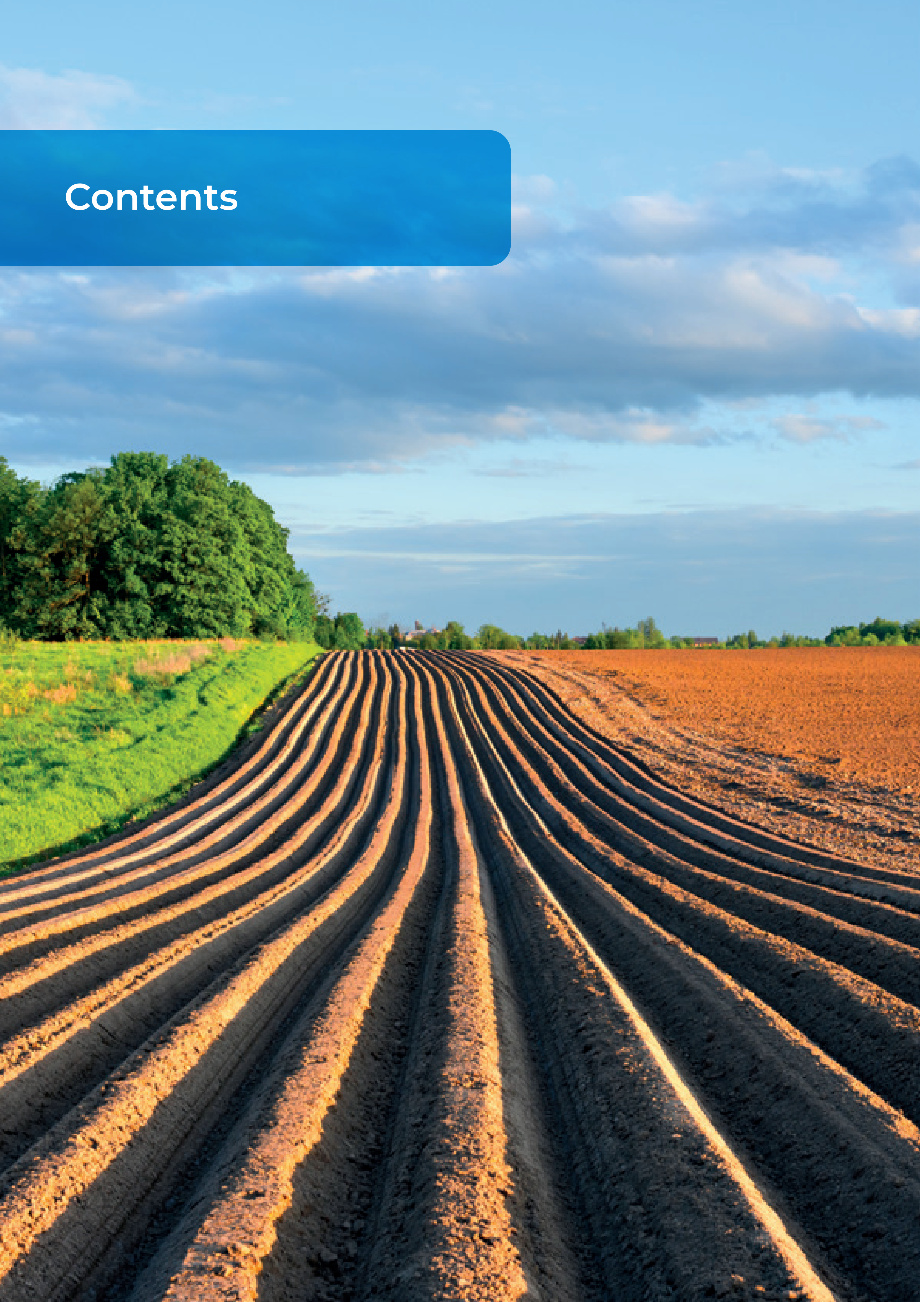
WE CREATE
THE FUTURE,

RESPECTING
TODAY'S
ENVIRONMENT.

INNOVATION
WITH
RESPONSIBILITY

IS THE BASE OF
OUR FUTURE.

NATURE IS CHEMISTRY.



Contents

Methodological Note 10

1
Our approach to sustainability 14
1.1. Involvement and engagement with Stakeholder 20

2
Who We Are 30
2.1. 1962 to 2025: the stages of continuous growth 34
2.2. Corporate structure and governance 38
2.2.1. Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231 46
2.3. Shared economic value 50
2.4. Alliances for sustainable development 54

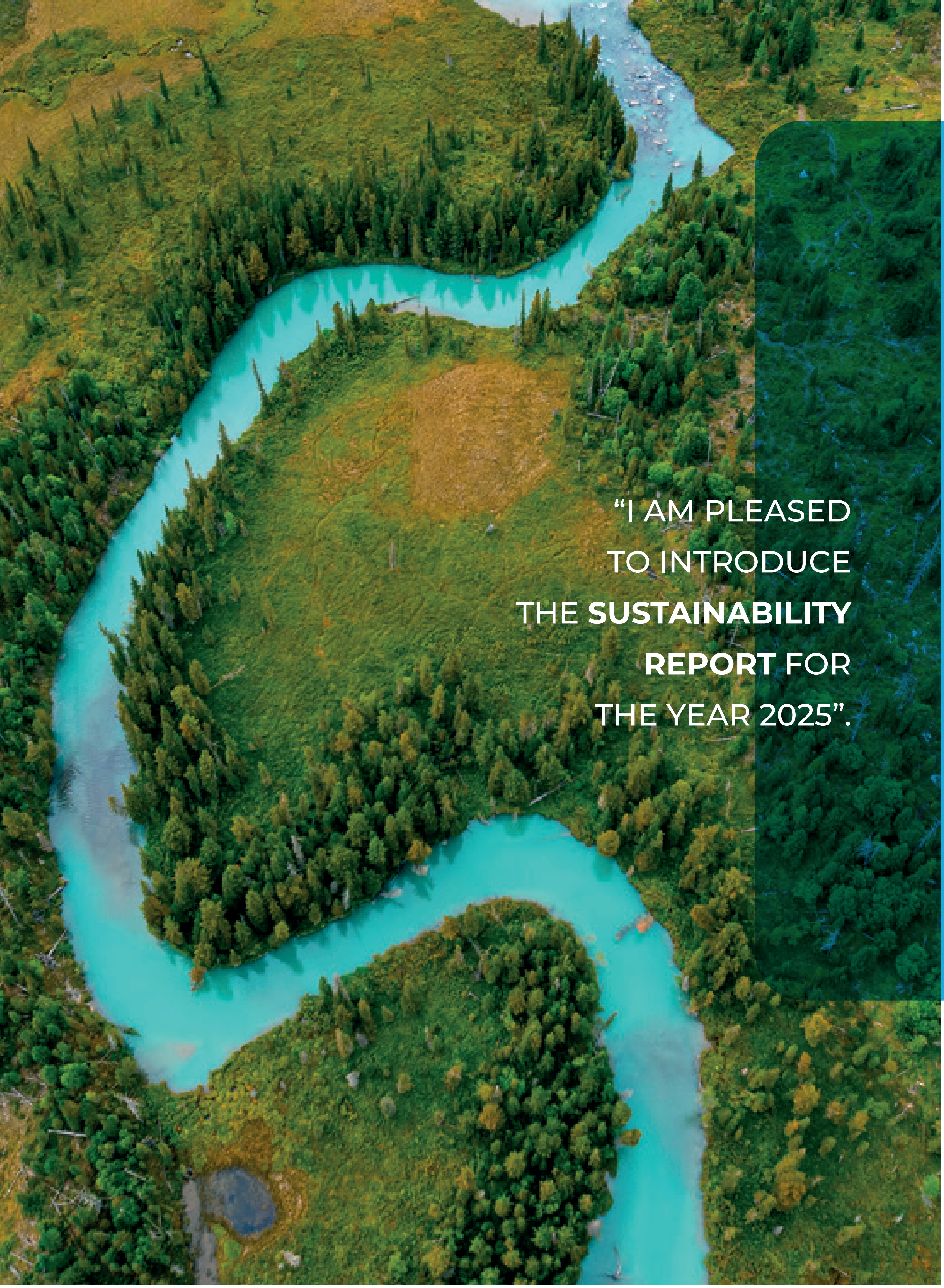
3
Product safety and quality 58
3.1. The importance of raw materials 60
3.2. The supply chain 66
3.3. Product safety 70
3.4. Innovation and research for product sustainability 76
3.5. Certification and ratings 77

4
Safeguarding our environment 78
4.1. Responsible use of natural resources 82
4.1.1. Energy consumption 88
4.2. Our carbon footprint 94
4.3. Focus on waste management 104

5
The people-centered approach 110
5.1. Human Resources 112
5.1.1. Diversity, inclusion and human rights 119
5.1.2. Professional development 127
5.2. Health and safety in the workplace 130
5.1 External community-focused initiatives 134

6
Sustainability improvement projects 136
6.1. Future goals 138

7
GRI Content Index 142



LETTER TO THE STAKEHOLDERS 2025

Our Sustainability path started with the reporting when in 2022 we published the first Sustainability Report for the year 2021 with perimeter only COIM S.p.A. The reporting task has extended the Sustainability path moving it to a Group level. Year after year all the other societies of the Group have been included and during 2025, we published our Sustainability Report for the year 2024 where we illustrate the social, environmental and economic performance, as well as concerning workers' health and safety management, for all the companies belonging to COIM Group.

I am pleased to introduce the Sustainability Report for the year 2025 that report ESG performance of the whole COIM Group, including all the companies, European and non-European. The step forward has been to reach compliance with the Global Reporting Initiative Standards (GRI), globally recognized guidelines for sustainability reporting. The goal is to identify the areas for improvement across all the Group companies, maintaining a uniform approach to Sustainability. Focusing on the whole Group, COIM implemented a new department called "Internal auditor" with the aim to assess and align all the societies of the Group implementing also the so-called Enterprise Risk Management to identify, assess and manage risks across all departments.

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. One of the news is also the implementation of a data protection system; this is not an obligation for the company, but it demonstrates constant attention to privacy and the protection of personal data. 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 2025 by C.O.I.M. Group (hereinafter also mentioned as “Group”, “COIM Group” or “COIM”). Once again this year, the 2025 Sustainability Report has been prepared through the **“Global Reporting Initiative Sustainability Reporting Standards”**, using for the first time the ***“in accordance”* 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, with the intention to involve other external categories of Stakeholders as well to further broaden its perspective on material sustainability topics. Actually, 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 the coming years, once the double materiality analysis will be updated—also considering the upcoming regulatory requirements—a more detailed Stakeholder Engagement activity with external categories will be conducted.

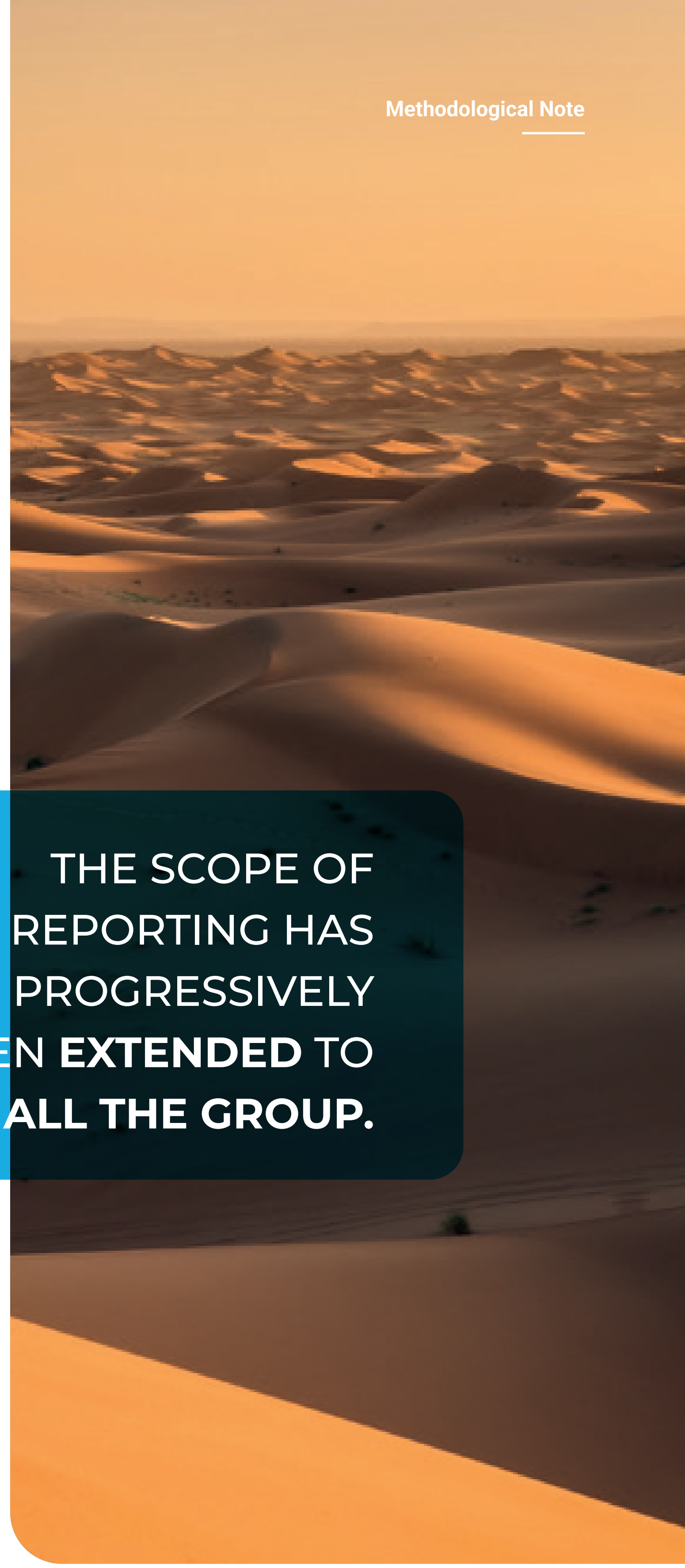
Information contained in this Report refers to the year 2025 (January 1st to December 31st, 2025) and a comparison was made with data related to the periods January 1st to December 31st 2024 and January 1st to December 31st 2023, to allow the comparability of data over time. Furthermore, for a correct representation of performance and to ensure the reliability of data, the use of estimates has been limited as much as possible and, if present, they have been based on the best available methodologies adequately reported.

Moreover, in view of the entry into force of **CSRD Regulation** (Corporate Sustainability Reporting Directive), the scope of reporting has progressively been extended to all the Group's subsidiaries, in order to align the reporting perimeter with that of the Consolidated Financial Statements. However, environmental data and supply chain 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, whose overall impact was considered "not material". Furthermore, it has to be noted that **Notedome Ltd**, acquired by the COIM Group during 2025, is the only company outside the whole reporting scope. Any further changes to the reporting scope are appropriately expressed in the text of this document.

In general, the scope of this Report includes the following companies:

- **Europe: C.O.I.M. S.p.A.** (hereinafter also COIM Italy), **Synres B.V.** (hereinafter also Synres), **Neoflex S.L.** (hereinafter also Neoflex), **Coim Deutschland Gmbh Div.** (hereinafter also COIM Deutschland), **Atmosa Petrochemie GmbH** (hereinafter also Atmosa);
- **Asia: 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), **Coim International Trading** (hereinafter also COIM China);
- **North America: Coim USA Inc.** (hereinafter also COIM USA);
- **South America: COIM Brasil Ltda.** (hereinafter also COIM Brasil, **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), **Globocoim Mexico** (hereinafter also COIM Mexico).

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



THE SCOPE OF REPORTING HAS PROGRESSIVELY BEEN **EXTENDED** TO **ALL THE GROUP.**

1 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 the path of sustainable environmental and social development specified by these organizations, particularly the **United Nations 2030 Agenda for Sustainable Development**.

Moreover, we have progressively strengthened our commitment to global sustainability by joining the United Nations Global Compact. The commitment began in 2023 with **COIM Italy**, followed in 2025 by three additional companies: **COIM Asia Pacific, COIM Brasil,** and **COIM USA.** This journey demonstrates the Group's commitment to promoting responsible practices on a global scale, with **Neoflex** scheduled to join in 2026.

Furthermore, it has to be noted that during 2025, the CEO of the Group has signed the **"Business for People and Society" Manifesto** promoted by the **UN Global Compact Network Italia.** By endorsing this Manifesto, we commit to strengthening the social dimension of sustainability within our business strategies. This commitment aims to create long-term value not only within the Group but also across its supply chain and the communities it serves. The Manifesto is a clear declaration of intent to promote a business model that places people and society at its center. We, in COIM Group, recognize and embrace this new paradigm of **doing business by creating shared value**, beyond purely economic goals.

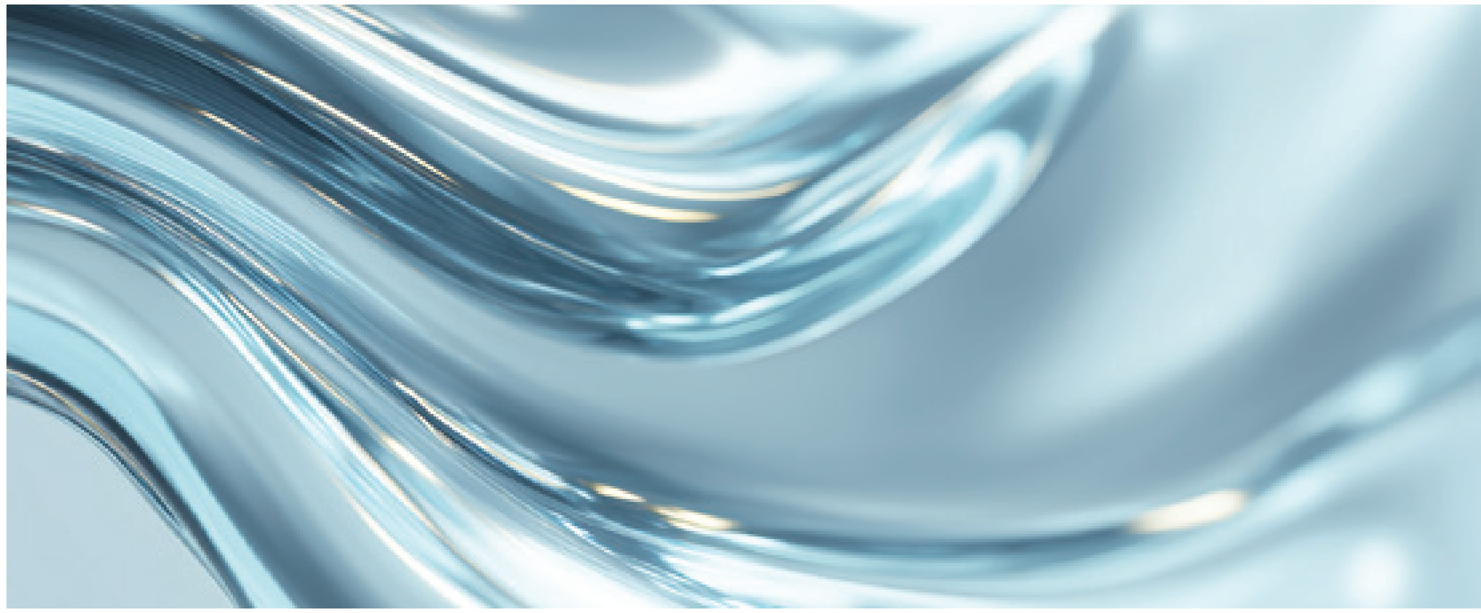
COIM GROUP'S COMMITMENT TO SUSTAINABILITY: A UNIFIED APPROACH ACROSS THE ORGANIZATION

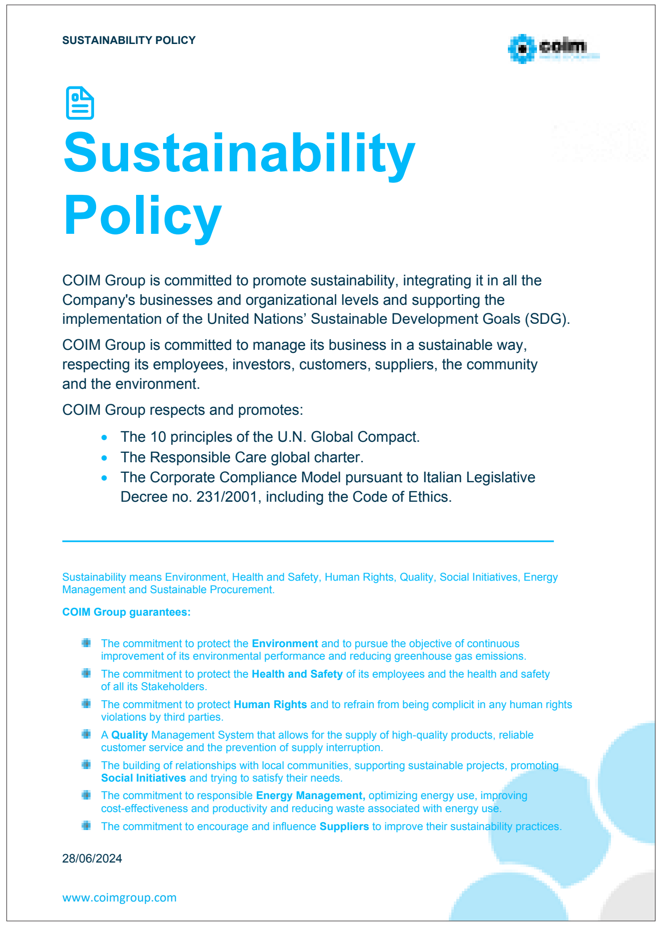
As part of COIM Group's commitment to sustainability, 2024 marks a significant step in extending sustainability policies across the entire Group. This effort highlights the Group's collective dedication to addressing key environmental, social, and governance issues. To strengthen this commitment, COIM 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;
7) Encouragement of **Suppliers** to improve their sustainability practices.

By systematically applying these policies across the Group, COIM 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/group_policy***





SUSTAINABILITY POLICY

Sustainability Policy

COIM Group is committed to promote sustainability, integrating it in all the Company's businesses and organizational levels and supporting the implementation of the United Nations' Sustainable Development Goals (SDG).

COIM Group is committed to manage its business in a sustainable way, respecting its employees, investors, customers, suppliers, the community and the environment.

COIM Group respects and promotes:

- The 10 principles of the U.N. Global Compact.
- The Responsible Care global charter.
- The Corporate Compliance Model pursuant to Italian Legislative Decree no. 231/2001, including the Code of Ethics.

Sustainability means Environment, Health and Safety, Human Rights, Quality, Social Initiatives, Energy Management and Sustainable Procurement.

COIM Group guarantees:

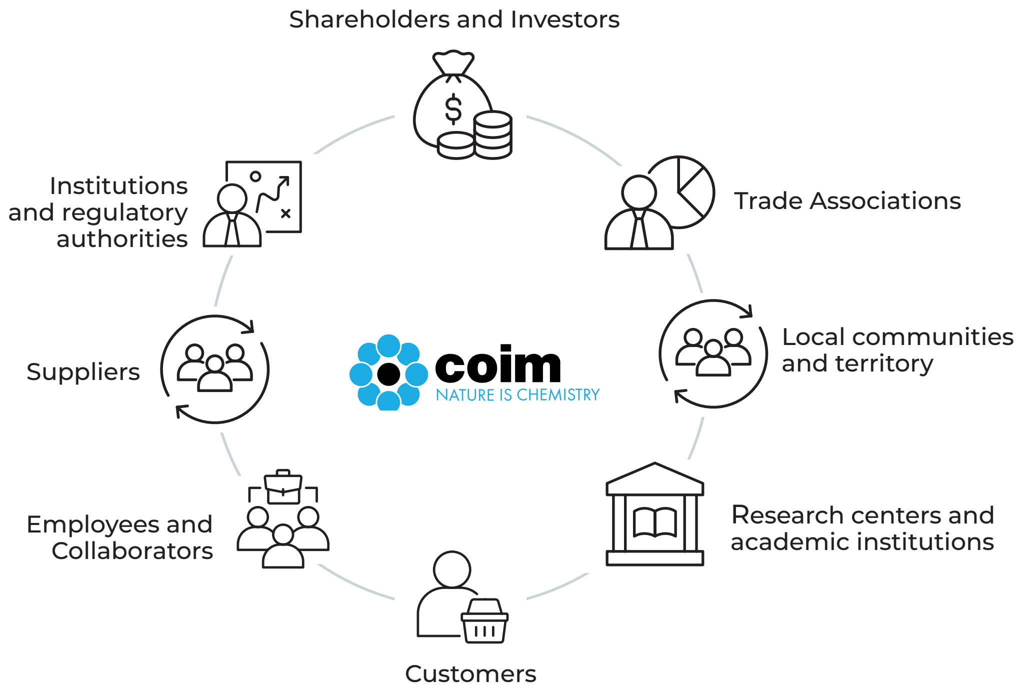
- The commitment to protect the **Environment** and to pursue the objective of continuous improvement of its environmental performance and reducing greenhouse gas emissions.
- The commitment to protect the **Health and Safety** of its employees and the health and safety of all its Stakeholders.
- The commitment to protect **Human Rights** and to refrain from being complicit in any human rights violations by third parties.
- A **Quality** Management System that allows for the supply of high-quality products, reliable customer service and the prevention of supply interruption.
- The building of relationships with local communities, supporting sustainable projects, promoting **Social Initiatives** and trying to satisfy their needs.
- The commitment to responsible **Energy Management,** optimizing energy use, improving cost-effectiveness and productivity and reducing waste associated with energy use.
- The commitment to encourage and influence **Suppliers** to improve their sustainability practices.

28/06/2024

www.coimgroup.com

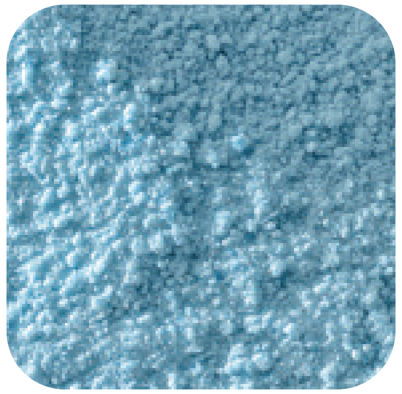
1.1. Involvement and engagement with Stakeholders

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 to 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 following reporting periods, including 2025.



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

STAKEHOLDERS	REQUIREMENTS/ EXPECTATIONS	DIRECT COMMUNICATION METHODS
Employees and Collaborators	• Safe working environment • Safeguarding rights • Inclusion • Job continuity • Appropriate remuneration • Professional development	• Information displayed on company notice boards • Information videos • Mailing – newsletters • Company software • Direct engagement with Top Management • Social media
Customers	• Safe working environment • Safeguarding rights • Compliance • Value for money • Service continuity • Timely service • Meeting expectations	• Telephone contact • Social media • Mailing • Direct engagement • Customer satisfaction surveys • Trade fairs and events
Shareholders and investors	• Compliance • Business stability and continuity • Long-term business strategy • Maintaining or increasing value • Investment result • Attractive dividends • Transparency in reporting • Engagement on ESG issues	• Board of Directors
Suppliers	• Compliance • Information on materials purchased • Service continuity • Punctual payments • Value for money	• Mailing • Telephone Contact • Social media • Face-to-face meeting • Trade fairs and events
Local Communities and Territory	• Compliance • Responsible practices • Employment opportunities • Safety environment • Social Activities	• Face-to-face meetings • Press communications/media • Meeting mediated by institutions
Institutions and regulatory authorities	• Compliance with contractual and regulatory requirements • Transparency • Service reputation growth • Availability of credit	• Face-to-face meeting • Press releases
Trade Associations	• Representation and protection of the Group and its employees' interests • Contribution to the growth of the industry • Listening and sharing experiences • Open and constructive dialogue	• Conventions • Mailing • Telephone Contact
Research centers and academic institutions	• Progress in R&D • Internship opportunities	• Social media • Mailing • Face-to-face meeting • Conventions



Engagement with relevant 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.

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, to involve **external Stakeholders** like **Customers** and **Suppliers**.

A FUNDAMENTAL PILLAR IS THE INCORPORATION OF **SUSTAINABILITY GOALS** IN OUR BUSINESS.

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 reporting practices 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 of 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 and 2025 Sustainability Reports**. As reported above, the materiality process will be revised with a focus on fulfilling the disclosure requirements set forth by the CSRD.

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	• Generation of direct and indirect GHG emissions • Generation of other significant emissions into the air
	Energy	• Energy consumption • Promotion of energy efficiency initiatives
	Waste and circularity	• Waste production • Recycling and reuse of waste and industrial symbiosis activities
	Responsible use of materials	• Use of renewable and recycled raw materials to develop sustainable products
	Responsible use of water resources	• Water resource consumption
Governance	Creating shared value	• Generation and distribution of economic value
	Responsible supply chain management	• Creating a traceable supply chain • Contribution to improving Suppliers' ESG performance
	Privacy and data protection	• Customer data breach and loss and poor cybersecurity management
Social	Protection of human and labor rights	• Respect for workers' rights
	Responsible management and employee well-being	• Employee satisfaction and well-being
	Workers' health and safety	• Workplace accidents • Occupational diseases
	Involvement and support to local communities	• Positive social impact on local communities • Positive economic impacts generated on local communities
	Equal opportunities and non-discrimination	• Creating an inclusive work environment • Discrimination in terms of liability, compensation and career advancement
	Development and training	• Development and enhancement of workers' skills through training activities
	Talent attraction and retention	• Job creation
Product	Product safety and quality	• Offering products of high quality and durability • Non-compliance in the field of product health and safety
	Sustainable innovation and product research	• Sustainable product development
	Customer satisfaction	• Satisfaction of Customers and their expectations

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.



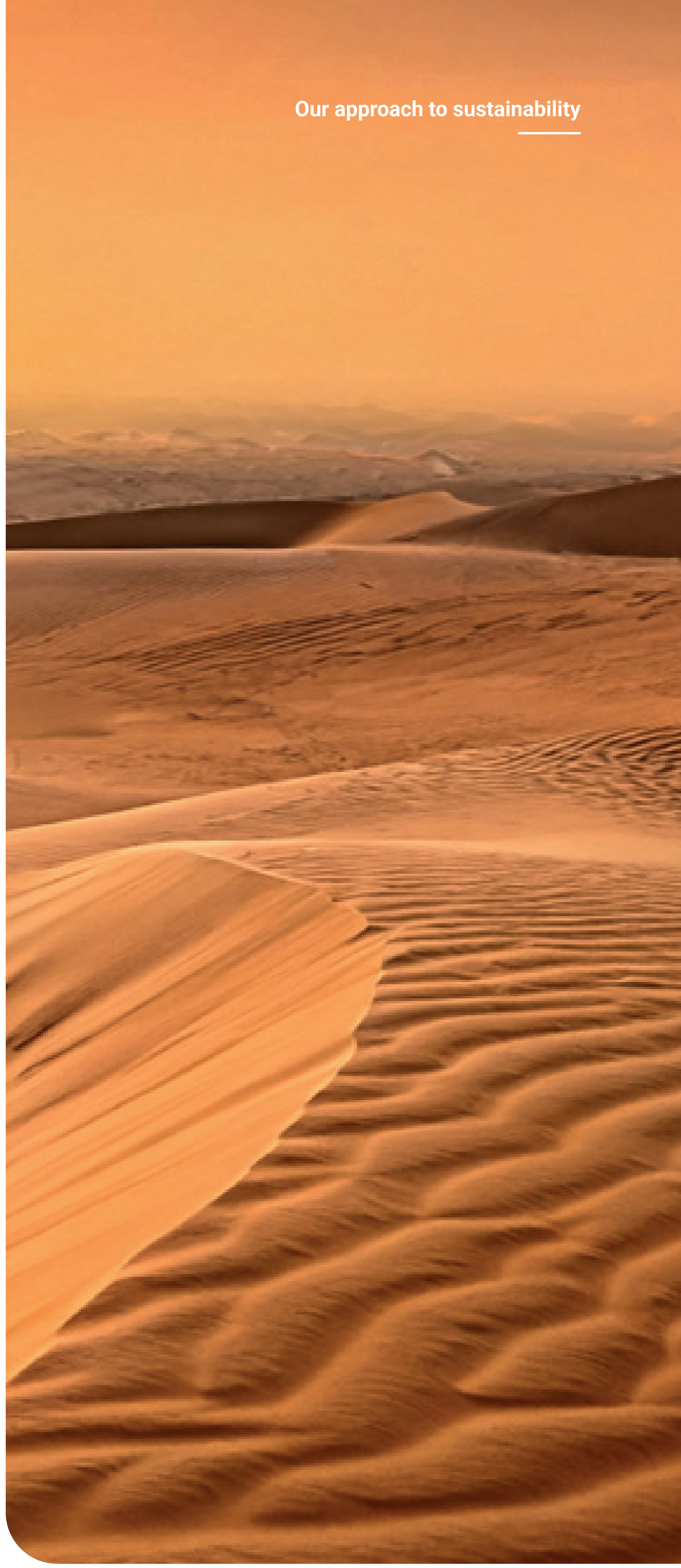

RISK NAME	INHERENT RISK					IMPLEMENTED MITIGATION ACTIONS	RESIDUAL RISK					TIME HORIZON		
	Likelihood		Magnitude		Inherent rating		Likelihood		Magnitude		Inherent rating	Short term	Medium term	Long term
Reputational risk due to Climate Change	4	X	4		16	• Ongoing training • Support in calculating Scope 1, 2, and 3 emissions from a specialized external firm • Continuous review of energy consumption data	2	X	4		8	✓	✓	
	STEP 1						STEP 1					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.

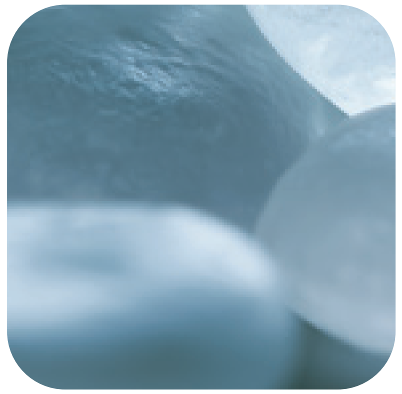
In light of this, the following is a list of the risks and opportunities that have been recognized as material for COIM Group to date:

ESG Area	RISKS/OPPORTUNITIES GENERATED BY COIM GROUP
Environment	• Reputational risk due to inadequate monitoring and management of emissions (Risk)
	• Energy efficiency (Opportunity) • High costs associated with the energy transition needs (Risk) • Dependency on resources - energy supply (Risk)
	• Biodiversity: inadequate measures and controls (Risk)
	• Use of bio-based raw materials to develop sustainable products (Opportunity) • Dependency on resources - raw material supply (Risk) • Difficulty in offering low environmental impact assessments and products (Risk)
Governance	• Inadequate ESG Governance (Risk)
	• Lack of Supplier monitoring (Risk) • Lack of supply chain traceability (Risk)
	• Data loss and IT infrastructure vulnerabilities (Risk) • Insufficient data privacy and information protection (Risk)
Social	• Loss of skills and talents (Risk)
	• Attractiveness of talent through a positive corporate culture (Opportunity)
	• Exposure to hazardous substances (Risk) • Failure to comply with updates to health and safety guidelines (Risk)
Product	• Creation of products not in compliance with existing regulations (Risk)

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.



2 WHO WE ARE



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

Over sixty 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 ad elastomers)
- Special resins to make composite materials and coating

Since our establishment, we have focused on the development and production of specialty chemicals, and polyurethanes.

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

Our **global approach**, combined with a strong **local presence**, allow us to meet the numerous application requirements specified by our customers on five continents.

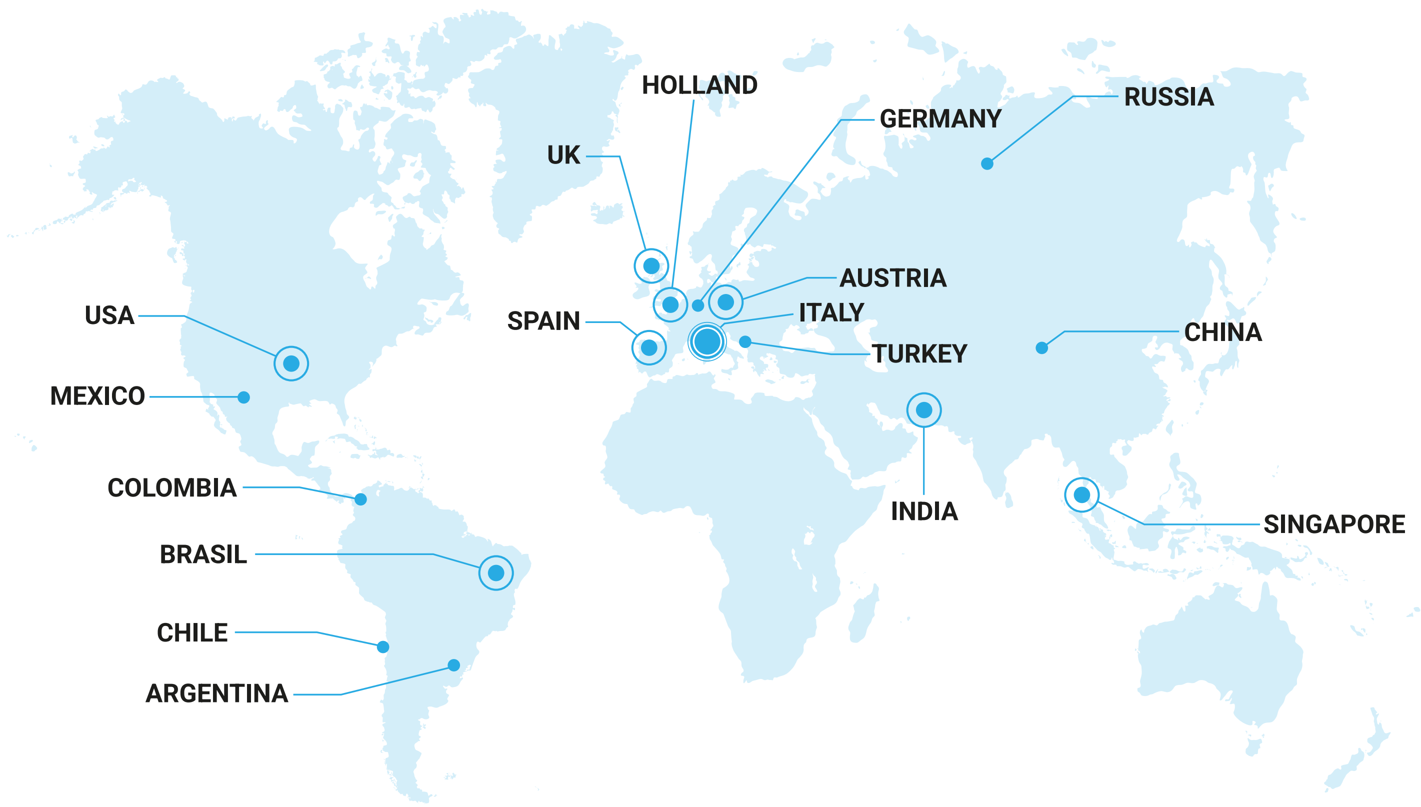
Our **daily operations**, an ability to establish relationships based on transparency and integrity, and to meet the expectations of our Stakeholders, have enabled us to boast a reputation which has gone from strength to strength over the years. Added to this value system, which has always set us apart,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

At COIM, we firmly believe that an efficient corporate governance structure is essential to enhancing **company competitiveness** and ensuring **sustainable growth**.
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.

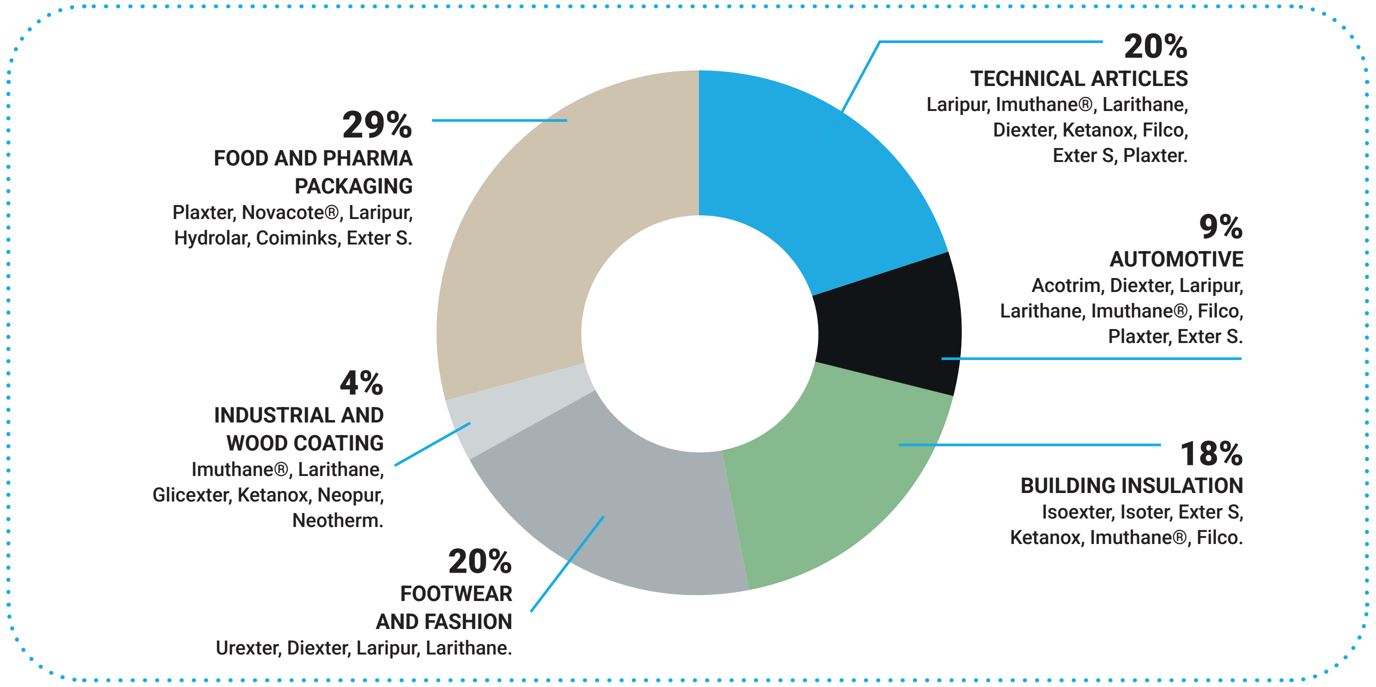
The main elements of the **Corporate Governance** system are the **Board of Directors**, the **Board of Statutory Auditors** and the **Shareholders' Meeting.**

Market presence

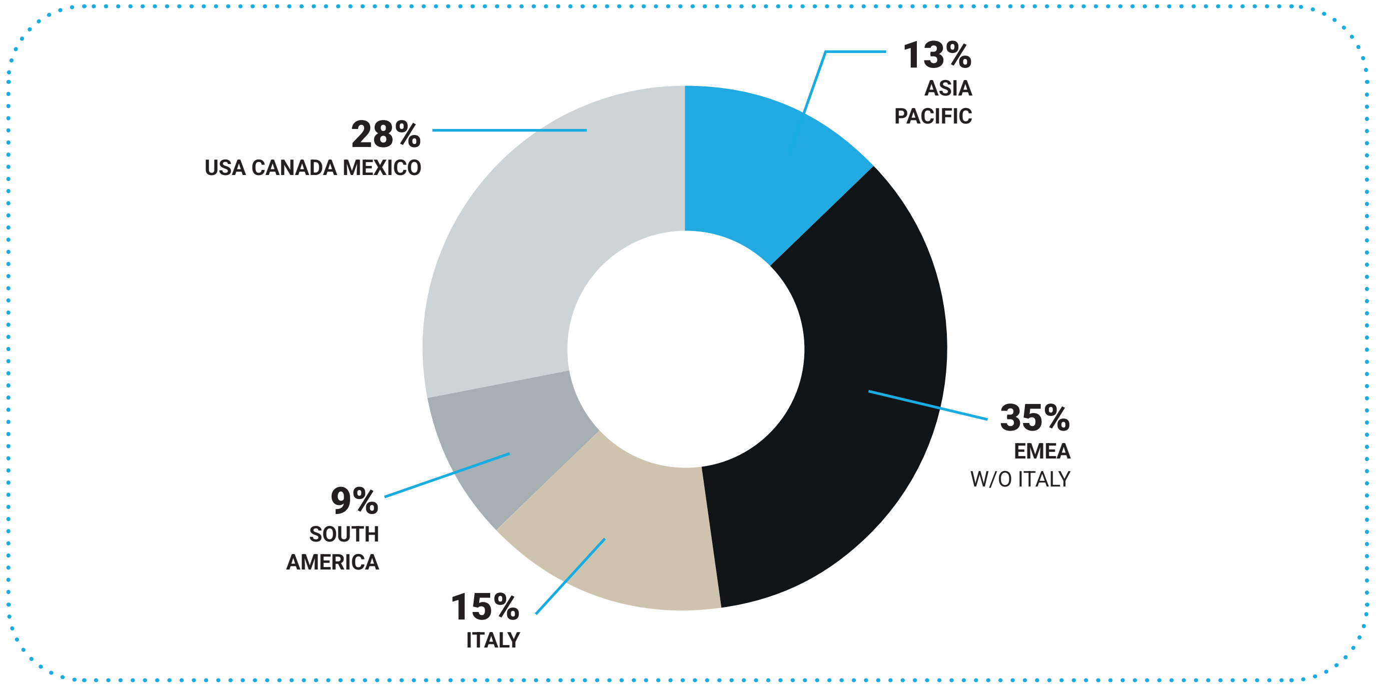
In 2025 we operate in 17 locations across four continents, including 9 production facilities and 8 sales and technical services offices, combining a global approach with a local presence. Each of these production plants is vertically integrated with the company's core polyester polyol technology, which serves as the foundation for their operations. These polyols are either sold directly to the market or used to develop specialized polyurethane products and systems that add downstream value.



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



In **Food and Pharma Packaging**, we offer a broad range of sustainable packaging and lamination solutions designed to address both environmental and cost challenges, while enabling responsive marketing worldwide. Our portfolio includes adhesives, heatseal and coldseal products, primers, release agents, and inks—all developed to support a sustainable future.
In **Footwear and Fashion**, we develop innovative polyurethane solutions that combine high performance with seamless compatibility across existing manufacturing processes, helping our clients create advanced and reliable products.
Moreover, the following representation shows the main Customers' geographical areas of origin by considering revenues.



2.1. 1962 to 2025: 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, in 2009, 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 Atmosa Petrochemie GmbH

Atmosa, 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 Atmosa 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 acquisition will allow COIM to strengthen its presence in the polyurethane adhesives market," said Giuseppe Librandi, President and CEO of COIM. "The downstream integration of our polyesters will allow us to decisively enter a high value-added and growing speciality market," Librandi continued.

"There are many synergies with COIM: Neoflex provides solutions with a low environmental impact that also use raw materials COIM already produces. In addition, by joining a structured Group like COIM, Neoflex Customers will be able to be served not only at the national and European level, but in all regions 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 Atmosa's 100% acquisition

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

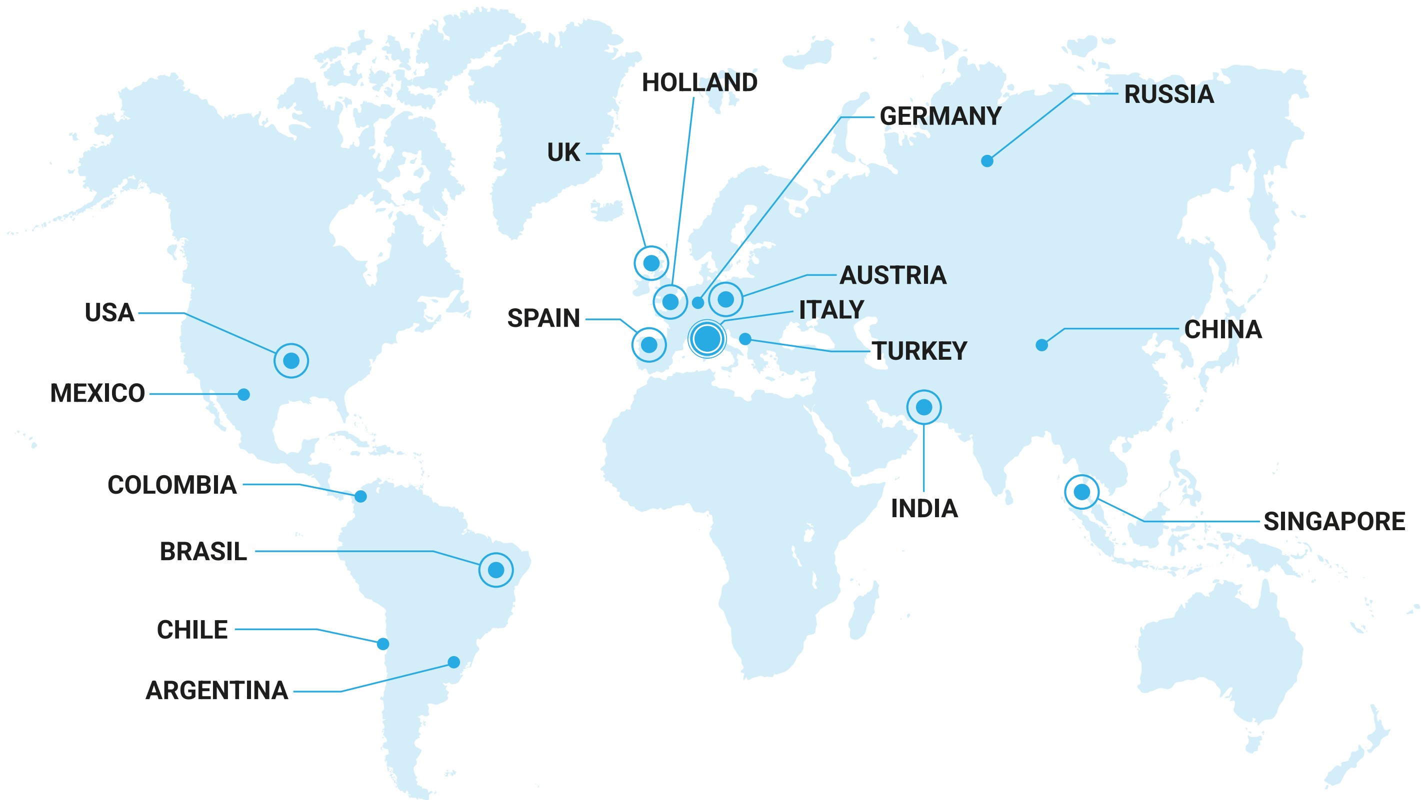
NEW ACQUISITION FOR COIM S.P.A. AND COIM US:

in 2025, **COIM Group** expanded with the opening of a new plant in **New Boston,** Texas, and the acquisition of Notedome, a new company in UK .

- **COIM USA acquired a 20-acre site in New Boston, Texas**, including existing logistics infrastructure and a new line of renewable polyol products made primarily from cashew nutshell liquid (CNSL). This expansion strengthens the company's presence in North America, enhances its portfolio of sustainable materials, and ensures efficient and reliable service for local customers.
- **COIM strengthened its international presence** through strategic acquisitions aimed at expanding both production capacity and technological expertise. Actually, **COIM S.p.A.** completed the acquisition in UK of **Notedome Limited,** a firm specialized in elastomers, consolidating and enhancing its footprint in key European markets.

2.2. Corporate structure and governance

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



MANUFACTURING PLANTS / R&D TECHNICAL SERVICE

COIM Italy
COIM USA
COIM India
COIM Brasil
COIM Asia Pacific
Neoflex
Synres
Atmosa
Notedome

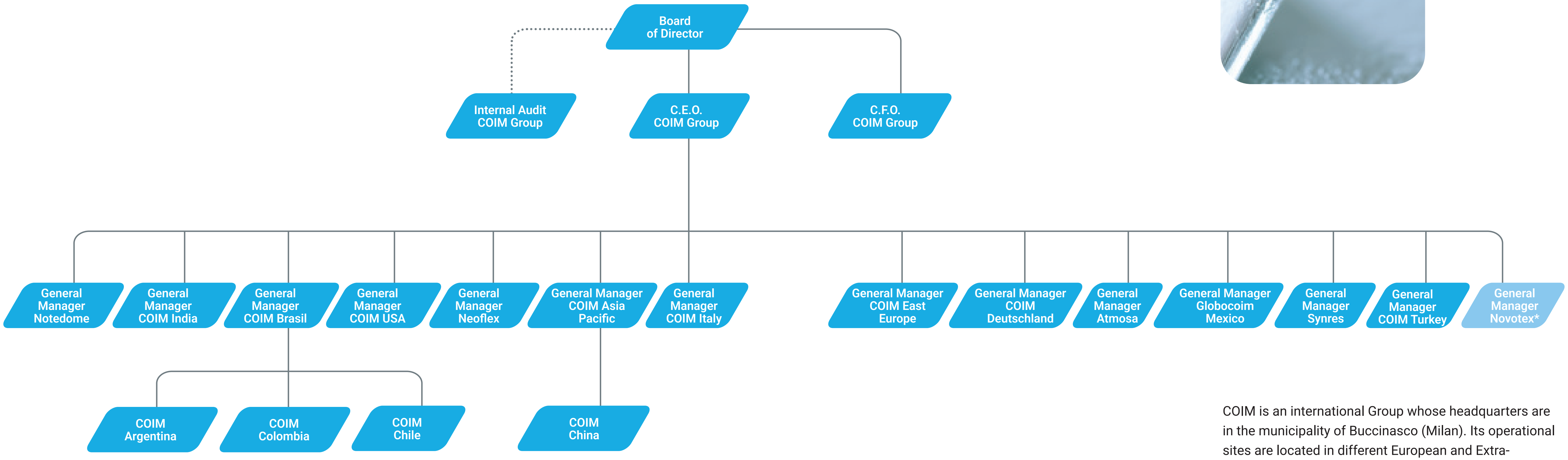
SALES OFFICES / TECHNICAL SERVICES

COIM East Europe
COIM China
COIM Turkey
COIM Colombia
COIM Argentina
COIM Deutschland
COIM Chile
COIM Mexico

SYNTHETIC LEATHER DIVISION

Novotex Italiana
Novotex Sul Americana

Ownership Structure



*COIM S.p.A. holds a 50% stake

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 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**.

The main supervisory bodies, in accordance with legislative decree 231/2001, are the **Board of Statutory Auditors** and the **Supervisory Board**.

Board of Directors and Board of Statutory Auditors

The BoD, consisting of **five people including the CEO** as the only executive member, is responsible for corporate governance, supported by company management in overseeing business operations; no independent members have been appointed, and the mandate lasts one year, until the approval of the Annual Financial Statement.

Candidates for the position of Board Member are proposed by the shareholders, with the appointment being approved by the Ordinary Shareholders' Meeting. When selecting external members outside the founding families, comprehensive criteria are carefully considered, including expertise, experience, independence, and diversity.

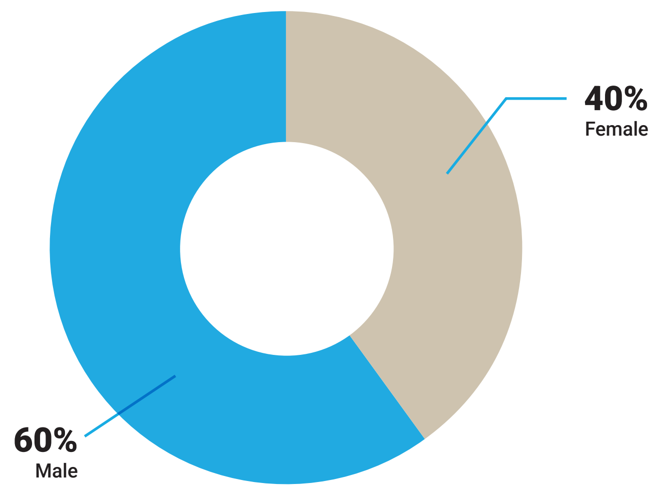
The Chair of the Board of Directors also holds the position of CEO, combining both strategic leadership and operational management within the organization. Measures to prevent and address **conflicts of interest** are outlined in a specific procedure that is currently being developed. For now, the main guiding documents are the Code of Ethics and Model 231. It is also important to note that individuals can report concerns directly to the Board of Directors to help prevent such conflicts.

Currently, **there are no performance evaluation systems for the Board of Directors** that take into account, among other things, how the Group manages impacts on the economy, the environment, and people.

FORMATION OF THE BOD COIM ITALY

Giuseppe Librandi
Francesco Buzzella
Beatrice Buzzella
Beatrice Zocchi
Cesare Riccardo Zocchi

Board of Directors by gender 2025



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

Number of people	DECEMBER 31ST 2023				DECEMBER 31ST 2024				DECEMBER 31ST 2025			
	<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
Men	-	2	1	3	-	1	2	3	-	1	2	3
Women	-	1	1	2	-	1	1	2	-	1	1	2
Total	-	3	2	5	-	2	3	5	-	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.

COIM Group Sustainability Committee

In 2022 we 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 and performance.**

In fact, **regular meetings** 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.

INTERNAL AUDIT AND RISK MANAGEMENT

In 2025, we established the **Internal Audit department** at the corporate level to further strengthen governance and risk oversight. Reporting directly to the Board of Directors, this function operates independently to analyze, monitor, and assess risks across the organization.
The **Internal Audit team** conducts **systematic and independent reviews of business processes and internal controls**, aiming to evaluate their effectiveness, identify areas for improvement, and enhance organizational and procedural safeguards.
This new department coordinates is also involved in **identifying, assessing, and monitoring key risks** that could impact the achievement of business objectives, supporting management in implementing appropriate mitigation measures and fostering a structured, informed approach to risk management across the Group. At a high level, certain climate-related risks have already been mapped, with the objective of expanding this system to include ESG risks as well, creating **a unified tool for comprehensive risk oversight.** Through these activities, the function ensures continuous risk monitoring and control effectiveness, aiding governance bodies in decision-making and driving ongoing improvements in business processes.

2.2.1. 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[1].

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
- Product stewardship
- Combating corruption
- Protection of intellectual property

[1]It is important to specify that during the three-year period there were no reports of critical issues within the Group.

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

Unfair competition	2023 = 2024 = 2025 **NONE**
Anti-trust practises	2023 = 2024 = 2025 **NONE**
Monopolistic practises	2023 = 2024 = 2025 **NONE**

In line with previous years, during **2025 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 and 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 vulnerability assessments and penetration tests to ensure a thorough evaluation of our systems' security measures. In 2025, for example, we successfully carried out a **comprehensive vulnerability assessment** in COIM Italy, conducted by an external company, to verify the **robustness of our systems' security controls.**

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 for the first time in 2021 following an audit carried out by this authority, and it has been confirmed for the subsequent years, including 2025.**

In line with our ongoing commitment to strengthening cybersecurity, the activation of **Multifactor Authentication tools** at the Offanengo site was planned and organized in 2025. While the Buccinasco site had already implemented these measures, the rollout at the Offanengo site began in 2026. Additionally, the employee **training programme on "Awareness of Risks in Data Management"** was launched always in 2025 and has continued into 2026, reinforcing staff understanding and vigilance regarding data security.

Moreover, **COIM Brasil** has 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.

Additionally, **COIM Asia Pacific** maintains strong security measures across its systems, ensuring continuous monitoring and protection of data and devices. **Daily backups and disaster recovery processes** safeguard critical information, while dedicated teams continuously oversee alerts and potential issues. Security tools such as **firewalls** and **advanced endpoint detection systems** help protect the network, while file activity is closely monitored to prevent unauthorized changes.

Regarding **COIM USA**, the company maintains strong data security through Microsoft's secure SharePoint platform with multifactor authentication. On-premise systems are protected by firewalls and strict password policies, while antivirus software monitors workstations continuously. Moreover, regular backups safeguard data, while plans are underway to create a disaster recovery area on campus to ensure business continuity.

In the end, as far as **Neoflex** is concerned, the company has strong security measures in place to protect its data and systems. Access is carefully controlled with encryption and user-specific permissions, and external connections are monitored through firewalls. Daily backups are made to keep information safe, and plans are underway to improve security further by adding two-




factor authentication, moving backups to the cloud, and preparing for possible emergencies with recovery plans. External experts also help ensure that sensitive data is handled properly and in line with legal requirements.

In early 2026, COIM Italy will appoint a **Data Protection Officer (DPO)** in accordance with EU Regulation 2016/679 (GDPR) to ensure the proper management and protection of personal data.
It should also be noted that in the three-year period no cases were recorded of non-compliance with privacy.

2.3. 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 **2025**, the global economic environment remained difficult, marked by moderate growth alongside ongoing geopolitical tensions and increasing protectionist trade policies. Europe continued to face high energy costs and stricter environmental regulations, which together put pressure on industrial competitiveness and profit margins.

In this complex situation, the **chemical industry saw uneven growth across different regions.** China kept its leading role in production volumes despite having excess capacity in some petrochemical areas, which pushed international prices down. Meanwhile, the United States benefited from relatively low energy costs but was affected by tariffs that impacted trade with China.

In contrast, the European chemical sector struggled with tight margins, weak industrial demand, and growing regulatory pressures related to environmental and climate policies.

Trade tensions and anti-dumping measures further disrupted global supply chains, causing uncertainty that led companies to rethink production locations and investment plans. Overcapacity in some Asian markets increased competitive pressure on European producers, who were already facing higher energy costs.

Despite these challenges, the chemical industry continued to move forward with its structural transformation towards more **sustainable and resilient business models**. Significant investments were made to improve energy efficiency, digitalize processes, adopt circular economy principles, and develop products with lower carbon footprints. Throughout 2025, companies showed resilience and flexibility, working to balance economic difficulties with a strong commitment to sustainable innovation and long-term value creation.

In this context, although overall production volumes remained stable between 2024 and 2025, we, in COIM Group, saw a 7% decline in sales revenue compared to the previous year, primarily due to a drop in sales volumes. This reduction varied across the Group's companies. Nevertheless, the Group closed the **income statement with a positive profit**, even if it was lower than the one related to 2024.

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.

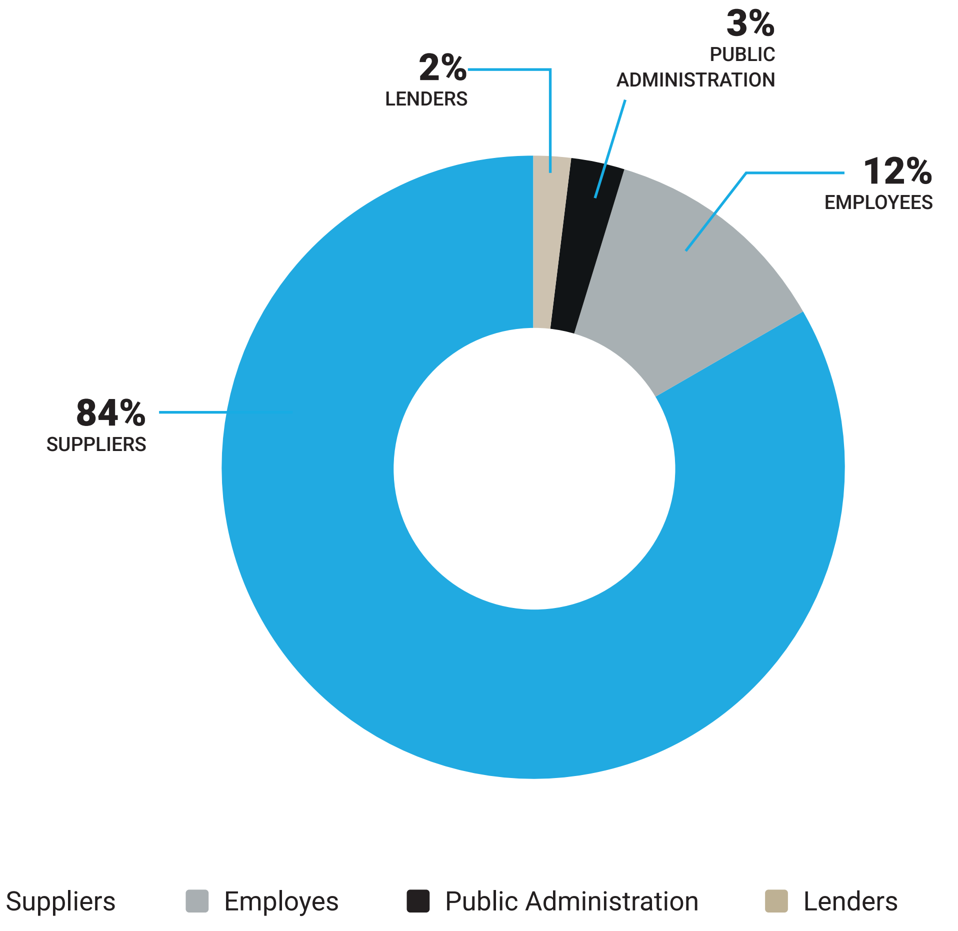
THE GROUP CLOSED THE INCOME STATEMENT WITH A **POSITIVE PROFIT.**

GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED (K€)	2023	2024	2025
Revenues	1,159,229	1,128,001	1,044,770
Other income	12,006	14,266	5,413
Financial income	9,641	10,350	9,395
Exchange rate differences	-5,776	7,687	-7,141
TOTAL ECONOMIC VALUTE DIRECTLY GENERATED	**1,175,099**	**1,160,304**	**1,052,437**

ECONOMIC VALUE DISTRIBUTED (K€)	2023	2024	2025
Operating costs	898,285	859,740	784,492
Employee remuneration	98,880	108,918	114,160
Community investment[2]	80	26	52
Remuneration of lenders	18,171	14,288	15,645
Remuneration of public administration	29,148	36,450	24,623
TOTAL ADDED VALUE DISTRIBUTED	**1,044,565**	**1,019,422**	**938,973**
ECONOMIC VALUE RETAINED	**130,533**	**140,882**	**113,464**

Value distributed as of 31.12.25



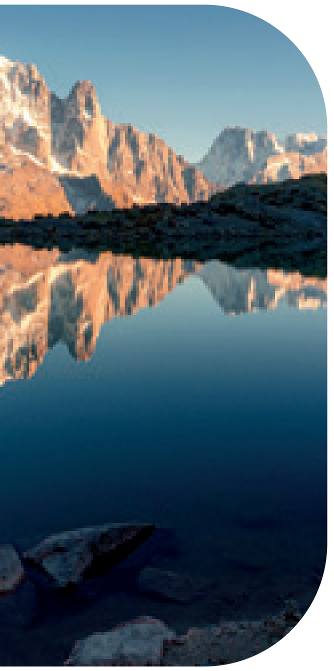
In 2025, the generated value slightly decreased compared to the previous year, reducing by 9%. Specifically, during the year, approximately **89% of the generated value was distributed to Stakeholders**, while **11% was retained**, allocated to cover depreciation and amortization, and increased equity reserves.

Among the distributed value, **our Suppliers received 84%** (operating costs), employees benefited from around 12%, public administration received 3%, and lenders obtained 2%.

[2] Data reported for 2023 and 2024 reporting years only refer to COIM Italy. The three-year figures represent the economic value allocated to charitable activities.

2.4. 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.	• Federchimica:
	  • AVISA (Adhesives and Sealants, Silk Screen and Printing Inks)
	  • AISPEC (Intermediate and Speciality Chemicals)
	  • Assomac
	  • Plasticseurope Italia
	• CEPE
	• EuPIA (European Printing Ink Association)
	• FEICA (Association of the European Adhesive & Sealant Industry)
	• Associazione industriali cremona
	• Associazione nazionale poliuretano espanso rigido
	• Assolombarda

COIM Brasil Ltda.	• ABIQUIM Brazilian Chemical Industry Association. • AEVI Vinhedo Business Association • ASSINTECAL Leather and Footwear Association • ABFLEXO Brazilian Technical Association of Flexography and Digital Conversion
COIM Asia Pacific Pte.	• Singapore chemical industry council limited • American chemical society • Urethanes technology international • Association of company emergency response teaclaims singapore (a-certs) • Singapore Malay Chamber of Commerce • Italian Chamber of Commerce in Singapore • Singapore Business Federation • Singapore Manufacturing Federation
COIM India Pvt. Ltd.	• Haryana Environmental Management Society • Indian Footwear Components Manufacturer Association • Confederation of Indian Footwear Industries • Footwear Park Association • Indian Polyurethane Association (IPUA) • Bahadurgarh chamber of commerce and industry (BCCI) • The Associated Chambers of commerce and Industry (ASSOCHAM) • Indian Chemcial Council (ICA)
COIM USA Inc.	• American Chemistry Council (ACC) • Polyurethane Manufacturers Association (PMA) • Flexible Packaging Association (FPA) • Polyisocyanurate Insulation Manufacturers Association (PIMA) • The Association for Packaging and Processing Technologies (PMMI) • Flexographic Technical Association (FTA)
COIM Deutschland Gmbh	• IVK (the German Adhesive Manufactures Sssociation) • VCI (the German Chemical Industry Association
Synres B.V.	• Deltalinqs (Association of local chemical companies in Rotterdam Port area) • AWVN (Dutch Employers Association) • VNCI (Dutch Chemical Industries Association) • CEFIC SRM (European Solvent Resins Producers Forum)

Roles positions

Francesco Buzzella is the President of Confindustria Lombardia for the 2021-2025 four-year term, having been unanimously elected by the association's presiding council. During council member consultations carried out by the appointed commission (with three past presidents of Confindustria Lombardia), he was identified as the sole candidate. Born in 1968 in Crema and an economics graduate from Bocconi University, Buzzella is one of the members of COIM's Property and Chairman of Green Oleo, 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.**

3 PRODUCT SAFETY AND QUALITY

COIM Mexico and COIM India, in 2025, achieved ISO 9001:2015 certification

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**. It should be noted that **COIM India** obtained it at the beginning of 2025 and the sales and technical support company **COIM Mexico**, which also has a warehouse, achieved the certification during the same year.

NAME OF GROUP'S COMPANIES	ISO 9001:2015 AS OF 31.12.25
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	✗
Globocoim Mexico	✔

3.1. 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[3]

Type of material		2023		2024		2025	
	Unit of measure	Not renewable	Renewable	Not renewable	Renewable	Not renewable	Renewable
Total	Ton	422,453.2	25,551.3	564,658.5	34,148.9	571,903.1	32,377.2

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 2025, manufacturing companies used **571,903.1 tons** of non-renewable materials and **32,377.2 tons** of renewable materials, for a total of **604,280.4 tons**, in line with the 2024.

[3]As a result of an improvement in the reporting system and to ensure its comparability, the amount of materials used in 2024 has been restated compared to the figure published in the previous Sustainability Report.

Renewable and recycled raw materials

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

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".**

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.

GRI 301-2 MATERIALS USED THAT COME FROM RECYCLING[4]

Type of material		2023		2024		2025	
	Unit of measure	Total material used	Of which: Recycled material used	Total material used	Of which: Recycled material used	Total material used	Of which: Recycled material used
Total	Ton	448,004.6	31,227.0	598,807.4	79,890.0	604,280.4	81,401.4

We started using recycled and bio-based materials about 20 years ago, trying to progressively increase their use. In 2025, manufacturing companies used **604,280.4 tons of materials** of which **13%** were **recycled** (+2% compared to 2024).

[4]As a result of an improvement in the reporting system and to ensure its comparability, the amount of recycled materials used in 2024 has been restated compared to the figure published in the previous Sustainability Report.

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, in 2025, increased 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 certify that a product is compostable and can be safely and responsibly disposed of in the environment. **COIM USA** 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 USA also owns different 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.

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 **COIM USA**, NOVACOTE SF 716A + CA 336 has earned the **APR Design for Recyclability Recognition**, with third-party validation showing the adhesive system is compatible with North American recycling processes and meets the criteria outlined in the APR Design Guide.

In 2024, **COIM Italy** and **COIM USA** obtained the **ISCC Plus Certification** for their polyester polyols. This certification endorses bio-based and circular raw materials and it is valid for both companies in 2025 as well.

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. The certification is still valid for 2025.

Neoflex has 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. The certification will be renewed during the next year.

Environmental impact assessment of products

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 environmental impact assessment 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 these analyses 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 environmental impact assessment's activities and used them to compare synthetic and alternative bio-based products and assess the extent of environmental impact reduction. In 2022, we also started a process of data collection regarding **raw materials**, also involving the whole supply chain.

COIM Italy is now 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 focuses on delivering the **Product Carbon Footprint** as the certified output. COIM Italy, in fact, is implementing a Carbon Footprint Systematic Approach[5] in accordance with **ISO 14067:2018**, which provides a standardized method for quantifying and communicating the carbon footprint of products. This approach ensures 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 the cradle-to-gate carbon footprint measurement of three strategically selected COIM Italy product lines—NOVACOTE ADESIVI, NOVACOTE COATING, and DIEXTER—with the possibility of future extension to additional product lines to be evaluated over time.

At a Group level, some subsidiaries are also preparing themselves in operational terms to start carrying out **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 USA** 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.

[5]The Product Carbon Footprint Systematic Approach is a structured management framework designed to calculate and manage the Carbon Footprint of multiple products consistently. Instead of analyzing a single product at a time, it establishes a verified procedure that can be applied across the entire Organization.

3.2. 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 a Group level.**

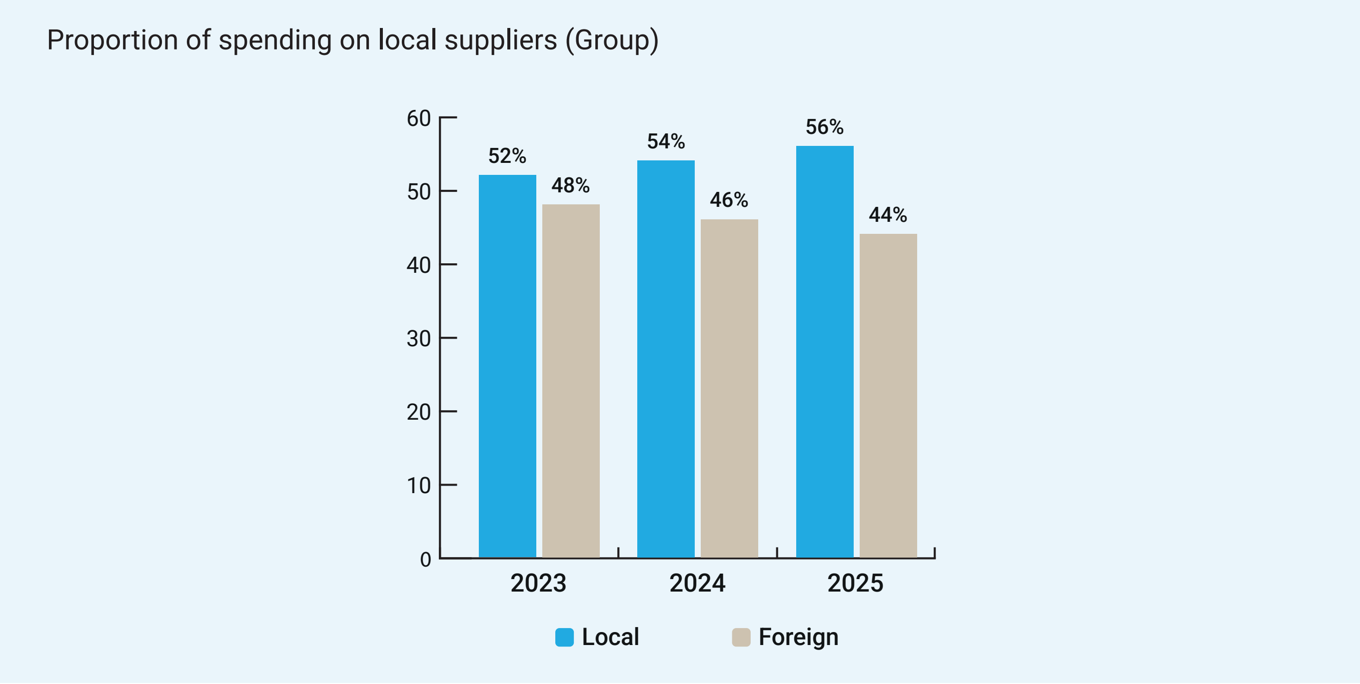
In line with the previous years, in 2025 too, at a Group level, there is no a structured selection of suppliers according to specific environmental and/or social criteria. For this reason, at the moment, the number of new suppliers screened using environmental and social criteria is equal to zero.

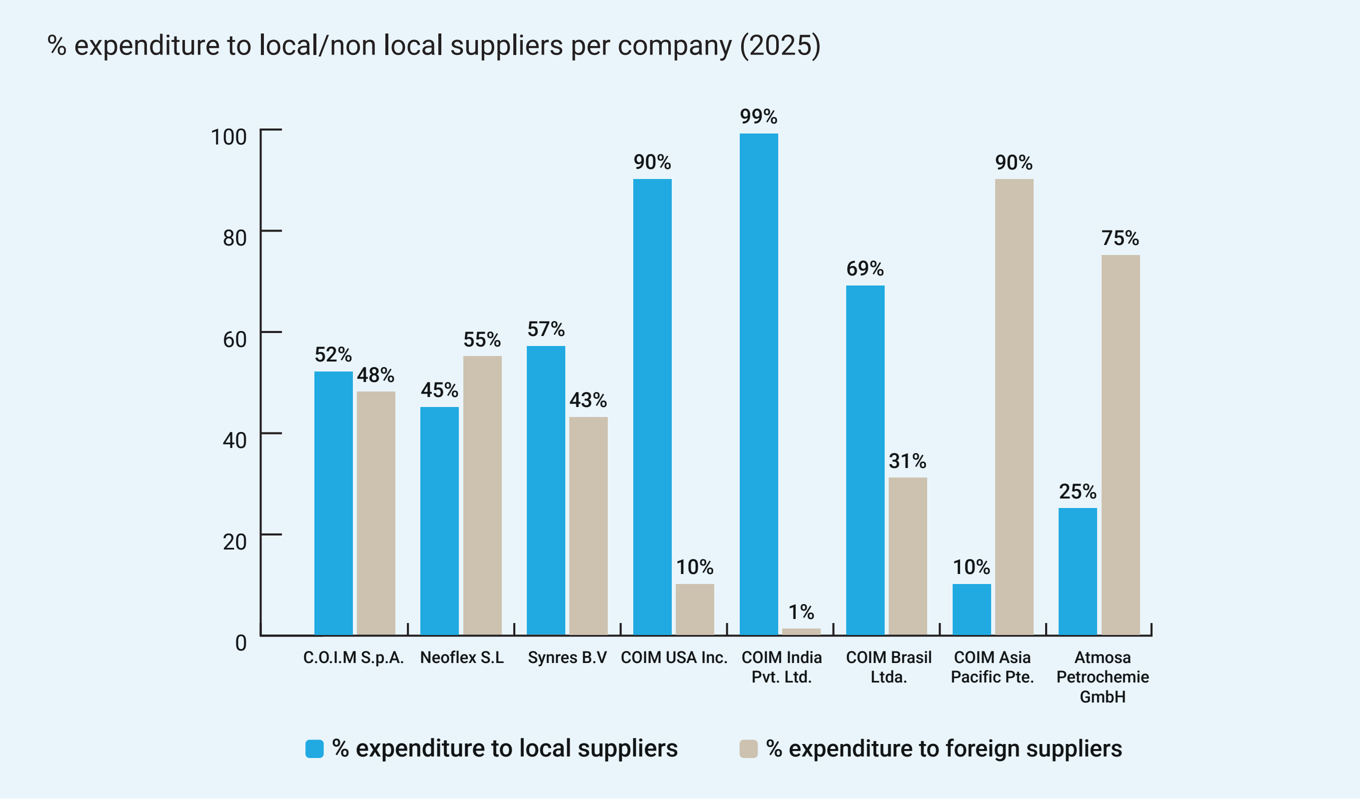
This type of selection, based on ESG performance, will be introduced in the future, as it is now a priority topic in the context of the complete integration of sustainability into corporate business. However, the Companies of the Group, in line with what is defined in the procedure, preliminarily submit 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 for the first time 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 Vendor Rating was conducted again in 2025.

The following chart shows the percentage of spending allocated to local suppliers for the years 2023, 2024, and 2025. In 2025, approximately **56%** 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[6] SUPPLIERS (GROUP)[7 8]





[6]Local is used to define the nation where each single company is located: Italy, Spain, Netherlands, USA, India, Brasil, Singapore, Austria.
[7]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).
[8]The local currency/euro exchange rate was calculated as of December 31, 2025. The method used to determine the exchange rate has been aligned with the best reporting practices, as compared to the approach adopted in the Sustainability Reports of previous years.

It is important to note that for **Neoflex, COIM Asia Pacific** and **Atmosa** the proportion of spending on 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. The company has also introduced a structured **supplier qualification system that includes ESG criteria**, requiring Suppliers to complete a detailed **questionnaire** and provide **legal documentation** to ensure compliance with relevant social and environmental standards. **COIM USA** too requests Suppliers to complete a raw material questionnaire that includes a section dedicated to sustainability.

To guarantee a deeper inspection when deciding to qualify a potential Supplier, **COIM Italy** defined a procedure to introduce and activate a **questionnaire with 7 pre-requisites related to Sustainability issues**. The questionnaire will be used 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.

3.3. 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 always 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 comply with all applicable regulatory requirements.

In a Group perspective too, during the three-year period (2023-2025), **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 can trace all raw materials entering the premises, intermediates and finished products ensuring 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 contribution 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.

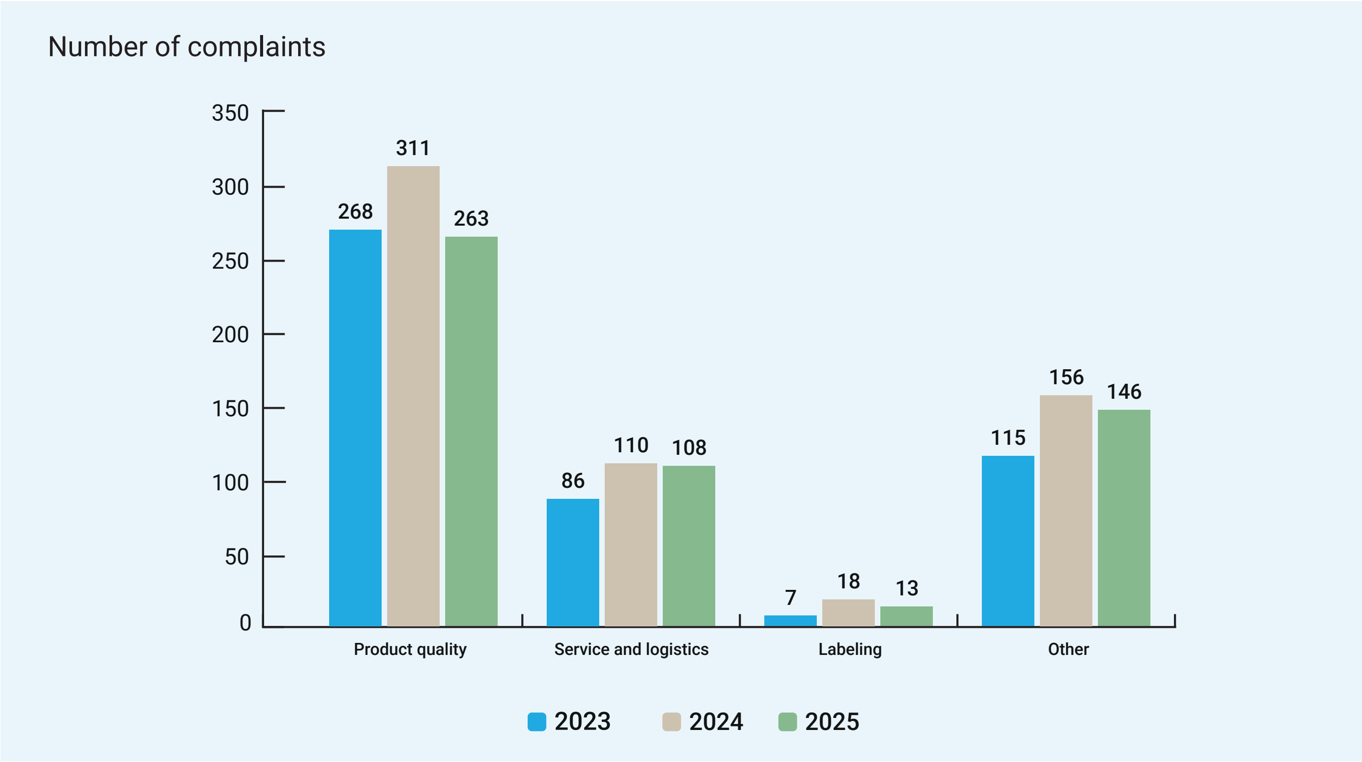
Annually, a Budget Global Meeting with representatives of each legal entity of the Group is organized to ensure and discuss together the effectiveness of communication with Customers and assess further improvements for their satisfaction.

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.

In 2025, the Group achieved positive results in complaint management. As shown in the graph below, the "Product Quality" and "Other" categories remain the most significant ones. The total number of complaints **decreased by 11%** compared to 2024, driven by a 15% reduction in the "Product Quality" category—a result that demonstrates the effectiveness of the adjustments implemented by Group companies in response to changing market conditions.

Overall, an **analysis of the 2023–2025 period** confirms that COIM Group remains committed to prioritizing the reduction of complaints. However, it is important to note that the volume of complaints tends to correlate proportionally with the production levels of individual companies. This explains the 24% increase in complaints observed in 2024 compared to 2023. Additionally, it should be highlighted that Atmosa began collecting complaint data only from 2024 onwards; therefore, the 2023 figures do not include this company.

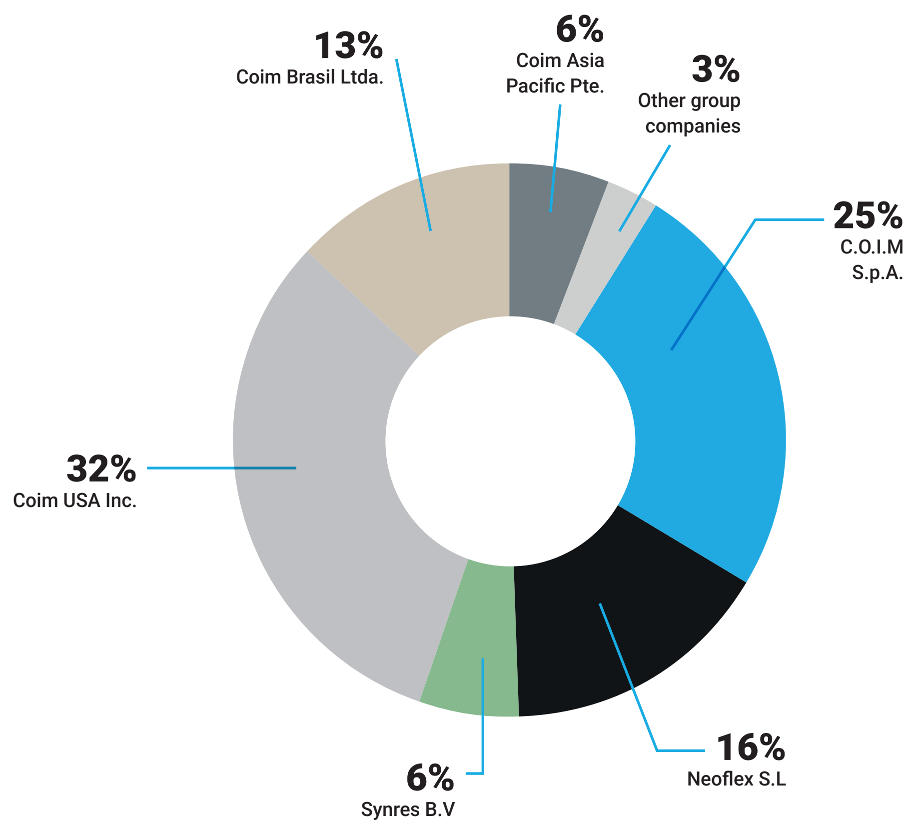
CUSTOMER SATISFACTION AND COMPLAINTS[9] [10]



The percentage breakdown by company of complaints received in 2025 is shown below. The item "Other group companies" refers to all companies in the Group that overall received 3% of complaints[11]. 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.

[9]"Other" category includes complaints like missing paperwork, Customer handling issues, damage packaging, packaging conservation or commercial agreement issues.
[10]Following improvements to the reporting system and to ensure comparability, the figure for the number of complaints in 2024 has been revised from the figure published in the previous Sustainability Report.
[11]Other group companies" category includes COIM India, COIM Deutschland, COIM East Europe, COIM China, COIM Turkey, COIM Argentina, COIM Chile, COIM Colombia, COIM Mexico and Atmosa.

% breakdown of complaints received by companies (2025)



In 2025, **COIM USA** recorded the highest number of complaints, mainly due to an increase in quality issues related to packaging defects, which was also linked to a rise in production. The company is taking steps to curb the rise in complaints.

Meanwhile, **Neoflex** successfully maintained its quality standards despite a significant increase in production. Although it recorded the highest number of complaints relative to its production volume, the total complaints remained steady at 83, demonstrating the company's strong commitment to quality during its growth.

This positive outcome reflects ongoing improvements following COIM Group's full acquisition of Neoflex. The introduction of new efficiency measures and alignment with corporate standards began to deliver results in 2024, with complaints decreasing by 21% compared to 2023. Enhancing processes and equipment remains a top strategic priority for the Group.

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 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, several companies within the Group regularly conduct **customer satisfaction surveys**, including COIM USA, COIM Italy, COIM India, COIM Brasil, and Synres. These surveys were also conducted again in 2025, demonstrating the Group's ongoing commitment to gathering customer feedback and improving service quality.

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 to understanding their needs and communicate our constant improvements.

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

3.4. 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 reviewing 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.

In 2025, we recorded operating costs related to research and development of approximately **12.0 million euros**, reflecting a 21% increase compared to the previous year and confirming the continued strategic focus on innovation. COIM Italy contributed 46% of the total, maintaining a central role in driving these activities. During the year, we also carried out targeted investments in development facilities and laboratory infrastructure amounting to about **1.1 million euros**, aimed at strengthening our technical capabilities and supporting future growth. In this area, COIM Italy accounted for 67% of total investments, further highlighting its leading role in the Group's development initiatives.

3.5. 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 organization-level certifications:

CERTIFIED MANAGEMENT SYSTEMS
CQY CERTIQUALITY

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

AEO

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

ECOVADIS RATING

COIM Italy obtained, for the fourth consecutive year, a gold medal in 2026.

While **Synres** and **COIM USA** obtained, respectively, the bronze and silver medal.

RESPONSIBLE CARE® OUR COMMITMENT TO SUSTAINABILITY

RESPONSIBLE CARE®

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

It has to be noted that **COIM Italy, COIM USA** and **Synres** updated the ESG assessment on the **EcoVadis** platform on 2024 data, obtaining respectively golden (COIM Italy), silver (COIM USA) and bronze (Synres) medals. **COIM India, COIM Asia Pacific**, and **Neoflex** are also scheduled to complete the EcoVadis assessment in 2026.

4 SAFEGUARDING OUR ENVIRONMENT

Goal 13 of the UN 2030 Agenda states the following:

"Take urgent action to combat climate change and its impacts", and it is extremely important for all businesses 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.**

NAME OF GROUP'S COMPANIES	ISO 14001:2015 AS OF 31.12.25
COIM Italy[12]	✔
COIM Brasil Ltda.	✔
COIM Asia Pacific Pte.	✔
COIM India Pvt. Ltd.	*In progress (2026)*
COIM USA Inc.	*In progress*
Neoflex S.L.	✗
Synres B.V.	✔
Atmosa Petrochemie GmbH	✔

[12] The only site within **COIM Italy** which is not certified ISO 14001:2018 is San Martino.

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 Group has formalized this commitment in its **Environmental Policy** to highlight the principles on which it bases its activities. The scope of the present document is 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. 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.

COIM GROUP **HAS FORMALIZED** THIS COMMITMENT IN ITS **ENVIRONMENTAL POLICY.**

4.1. 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.

4.1.1. Use of water in production processes

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

1. **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 USA, 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 to reduce the impact they have on this resource. In 2024, **COIM USA** added new cooling towers, in parallel with the increase in production capacity.

Considering an annual amount drawn of 1,196.6 ML for COIM Italy, the towers enable savings of approximately **300%**, *confirming the data from previous years this year too.*

2. **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.

PRODUCTION PROCESSES
in this case too water is recovered and used to

SUPPLY COOLING TOWERS | **PRODUCE DEMINERALIZED WATER**

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 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 networks and disposed, according to its nature and use, in three different ways:

- **Rainwater,** which is clean water, is discharged 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 USA** too water is withdrawn from the local water supply system and discharged complying with the Federal Regulations. Moreover, in 2025, the company introduced an advanced ultraviolet light technology designed for the efficient treatment of process water, which helps to effectively remove impurities and enhance water quality.

When analyzing the water withdrawal data at the Group level, it is important to highlight that a significant portion of the increase in recent years can be attributed to **Atmosa**. Specifically, in 2025, approximately 1,669 ML out of the reported 1,731 ML withdrawn by Atmosa (96%) consisted of circulation water used in the cooling cycle, which is then fully directed to a specialized company for treatment and discharge. 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 water withdrawals substantially in line with 2024 levels, with a slight increase form 3,182.3 ML in 2024 to **3,191.2 ML**[13] in 2025 (+0.3%).

The volume of water withdrawal from areas with water stress[14] indicates an organization's impact in those geographical areas where human and ecological water requirements are not met. For 2023, 2024 and 2025, **Neoflex**, in Spain, and **COIM India**, are located in areas with water stress.

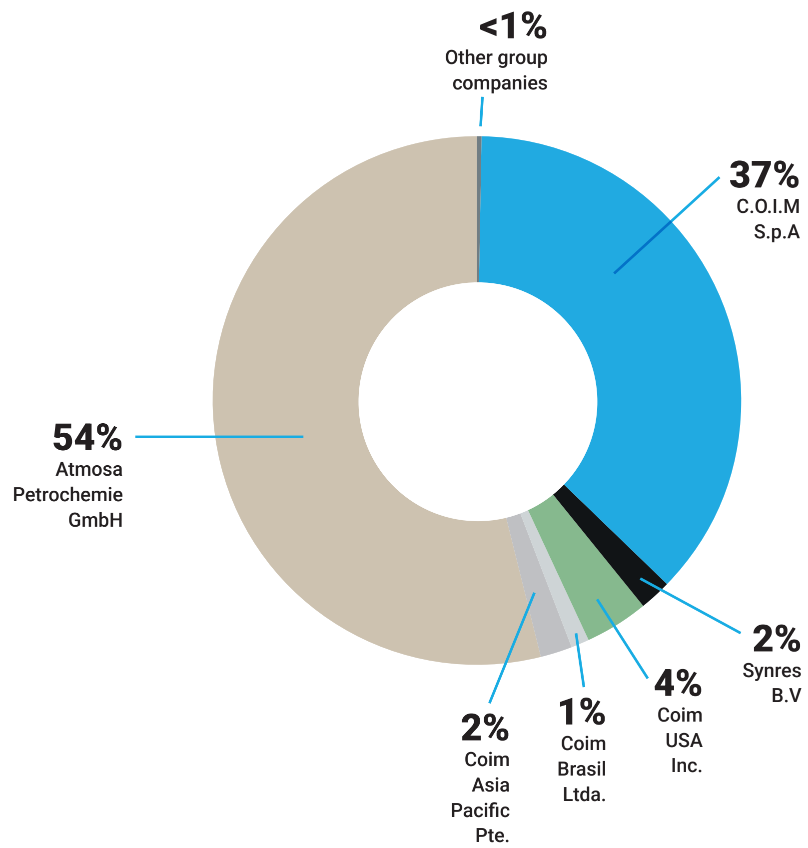
GRI 303-3 WATER WITHDRAWAL BY SOURCE (ML)[15]

Sources (ML)	2023			2024			2025		
	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
Groundwater (total)	**1,148.7**	**-**	**1,148.7**	**1,172.8**	**-**	**1,172.8**	**1,230.3**	**-**	**1,230.3**
Fresh water (≤ 1000 mg/L total dissolved solids)	1,148.7	-	1,148.7	1,172.8	-	1,172.8	1,230.3	-	1,230.3
Third Party water/ Municipal water (Total)[16]	**2,110.1**	**3.0**	**2,113.1**	**2,006.2**	**3.3**	**2,009.5**	**1,957.6**	**3.3**	**1,960.9**
Fresh water (≤ 1000 mg/L total dissolved solids)	223.2	2.7	225.8	243.7	2.8	246.6	226.0	2.9	228.9
Other water (>1000 mg/L total dissolved solids)	1,886.9	0.3	1,887.2	1,762.5	0.4	1,762.9	1,731.6	0.4	1,732.0
Total	**3,258.8**	**3.0**	**3,261.8**	**3,179.0**	**3.3**	**3,182.3**	**3,187.9**	**3.3**	**3,191.2**

[13] For **COIM Italy**, total water withdrawal amounted to 1,196.6 ML, with 99.9% attributable to the Offanengo plant and the remaining 0.1% to the San Martino plant.
[14] 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.
[15] Please note that **COIM USA** reports both water withdrawals and discharged based on estimates.
[16] 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).

The breakdown of water withdrawal among manufacturing companies in 2025 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 (2025)



The volume of water discharged by the Group in 2025 was **3,207.2 ML**, representing a 2% decrease compared to the previous year.

GRI 303-4 WATER DISCHARGERS BY AREA (ML)[17][18]

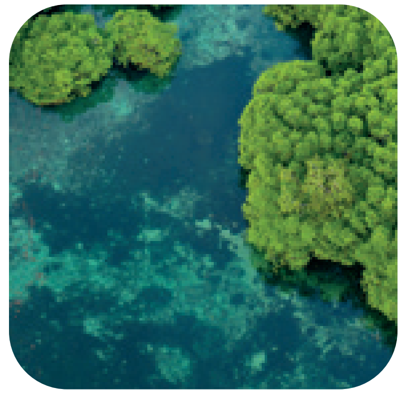
Sources (ML)	2023			2024			2025		
	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas	No water stress areas	Water stress areas	All areas
Surface water (total)	**381.6**	**-**	**381.6**	**372.1**	**-**	**372.1**	**433.9**	**-**	**433.9**
Fresh water (≤ 1000 mg/L total dissolved solids)	381.6	-	381.6	372.1	-	372.1	433.9	-	433.9
Third Party water/ Municipal water (Total)	**2,899.2**	**3.0**	**2,902.22**	**2,914.1**	**3.2**	**2,917.3**	**2,769.8**	**3.5**	**2,773.3**
Fresh water (≤ 1000 mg/L total dissolved solids)	994.1	2.2	996.3	1,134.6	2.2	1,136.8	1,020.1	2.4	1,022.5
Other water (>1000 mg/L total dissolved solids)	1,905.1	0.8	1,905.9	1,779.5	1.0	1,780.5	1,749.7	1.1	1,750.8
Total	**3,280.8**	**3.0**	**3,283.8**	**3,286.2**	**3.2**	**3,289.4**	**3,203.7**	**3.5**	**3,207.2**

It must be pointed out that the value related to the total amount of water withdrawn is lower than the one concerning water discharge[19] mainly because in **COIM Italy, Synres, COIM USA, COIM Brasil** and **COIM Asia Pacific** some chemical reactions involved in certain production processes generate water. The water used in the production processes in **COIM Italy** and **COIM USA** undergoes specific treatment to prevent it from being classified as waste; some of the treated water is reused within the production cycles, while the remaining part is discharged into the sewer system.

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.

[17]In **COIM Brasil** and **COIM Asia Pacific** all water discharged from their operations consists of contaminated liquids that are classified as waste and transferred to specialized third-party companies responsible for their treatment.
[18]**COIM Group** does not include rainwater in the calculation of water withdrawal and water discharge. First and second flush rainwater is not used for company processes and is therefore not included in the reported data.
[19]According to the GRI Standards, the following equivalence has to be respected: water withdrawn is equal to the sum of water discharged and consumed.





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 the following years, to further distill the process water leaving the production process 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, **COIM USA** is constantly planning initiatives to reduce environmental impacts. For example, in 2022, it 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. Consequently, this results in a reduction of approximately 68 ML of disposable material per year. Continuing its ongoing commitment, **COIM USA** during 2025 also implemented improvements to its chiller systems.

COIM Asia Pacific has planned to install a process water distillation column, as in COIM Italy and COIM USA, but the process will take some time due to the need for new land acquisition and the complexity of the project.

4.1.1. Energy consumption

COIM Italy and COIM Asia Pacific have purchased certificates of origine (GO) for the first time as part of their electricity procurement

The COIM Group is committed to 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 Customers, taking into consideration all the possible consumption generated. Below are the principles at the base of the Policy:

- The commitment to **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.

A far as data collection concerns, **COIM Italy** has introduced 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, to categorize departments based on their energy use and to better identify the areas with the highest energy consumption. As an example, in **COIM Brasil** in 2025, monitoring was improved with the introduction of a new device that measures the energy used by equipment more accurately. This allows for better analysis and supports decisions to improve energy efficiency. Similarly, **COIM India** has enhanced its energy monitoring by installing energy meters throughout the plant, including dedicated meters for the solar panels. This setup enables precise tracking of energy consumption and renewable energy generation, helping to optimize overall energy management.

COIM GROUP WANTS TO PROMOTE THE **EFFICIENT** USE OF **ENERGY.**

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 heat water.

In **2025**, COIM Italy launched **two important initiatives** aimed at improving both operational **efficiency** and **safety.** One of these involved replacing insulation on equipment and piping that was less energy efficient. This upgrade is expected not only to contribute to energy savings and lower carbon emissions but also to enhance safety by reducing the risk of fire. Additionally, the company upgraded the capacitive level sensors at one of its key plants to minimize the risk of spills, thereby ensuring more reliable and safer operations.

With reference to **COIM USA**, which is committed to **reducing its energy consumption** and **related emissions**, launched **strategic green energy initiatives** starting from **2023-2024**. The company, which had two manufacturing facilities in southern New Jersey, Paulsboro facility and West Deptford NJ facility, in 2022 started phasing out the Paulsboro manufacturing facility, whose closing activities were 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 has decreased comparing 2024 to 2025 (-1%). Moreover, in 2025, the company carried out focused upgrades on the insulation systems of specific reactors, removing obsolete ones. These improvements have enhanced energy efficiency by reducing heat loss.

Focusing on **Neoflex**, the company is optimizing the use of excess electricity generated by its photovoltaic system, particularly during weekends and low production periods. This surplus energy is used to minimize diesel consumption by switching off the diesel boiler whenever possible and operating the ovens using the available photovoltaic power, thereby reducing diesel use and energy costs. In 2025, Neoflex also implemented real-time monitoring of temperature and energy consumption for continuous operational tracking.

In 2025, **COIM Brasil** made key improvements to boost energy efficiency in its production. By upgrading the systems that start motors for vacuum pumps and cooling equipment, the company enhanced performance and reduced sudden energy surges. New technology was introduced to better control motor speeds, allowing electricity use to match operational needs. Additionally, major upgrades to the electrical system in the resin production area helped save energy. These combined efforts reduced energy waste and made production more stable and efficient.

Energy consumpion 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 2025, we recorded a slight decrease in the total amount of energy consumed, passing from **1,562,210.8 GJ** in 2024 to **1,547,094.7 GJ**[20] in 2025 (-1%) 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)[21 22]	2023	2024	2025
Natural gas[23]	1,242,657.0	1.302,928.1	1,299,647.3
LPG	934.4	1,447.5[24]	1,845.8
Diesel (for heating or production processes)	6,824.2	8,395.9	6,798.3
Diesel (for company owned or leased/ leased vehicles)[25]	38,528.4	10,147.6[26]	12,731.0
Petrol (for company owned vehicles or on long term lease/rental)	3,554.2	526.2	352.2
Electricity purchased[27]	223,086.4	241,020.9	248,227.3
of which, from renewable sources (certified)	-	-	95,574.8
Self-produced electricity from renewable sources	754.5	3,093.4	9,797.5
Self-produced electricity sold[28]	64.9	47.2	49.4
Steam purchased	23,526.5	37,748.4	20,856.3[29]
Steam sold	11,474.0	43,050.1	53,111.6
Total energy consumption	**1,528,326.6**	**1,562,210.8**	**1,547,094.7**

[20]For **COIM Italy**, total energy consumption amounts to 679,756.0 GJ, of which 99.5% is attributed to the Offanengo plant and 0.5% to the San Martino plant.
[21]Energy consumption conversion factors to GJ used are the ones published by the UK Government "GHG Conversion Factors for Company Reporting".
[22]Please note that the LPG and Petrol (for company owned vehicles or on long term lease/rental) reported by **COIM USA** are estimated data.
[23]Within the Group, natural gas is also destinated to cogeneration systems responsible for the self-production of:
- electricity, steam and cooling in **COIM Italy**.
- steam in **COIM USA, Synres** and **COIM Asia Pacific**.
[24]As a result of an improvement in the reporting system and to ensure its comparability, the figure for LPG consumption in 2024 has been restated compared to the figure published in the previous Sustainability Report.
[25]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.
[26]As a result of an improvement in the reporting system and to ensure its comparability, the figure for automotive diesel in 2024 has been restated compared to the figure published in the previous Sustainability Report.
[27]In **COIM Asia Pacific** and **COIM USA** cooling is produced by electricity.
[28]For **COIM India**, the renewable energy produced has been totally sold.
[29]For the entire three-year period, Atmosa 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. Steam is produced as a by-product of a chemical reaction during production, and this steam is partly consumed internally and partly sold externally. The portion of steam that is consumed internally is not tracked.

The tables below[30] show the total amount of GJ self-produced by some companies of the Group by cogeneration systems, which allow them to produce energy by using fuels and electricity mainly used within the company for other purposes.

Steam (GJ)	2023	2024	2025
Self-produced steam	**234,079.3**	**205,638.3[31]**	**210,530.3**

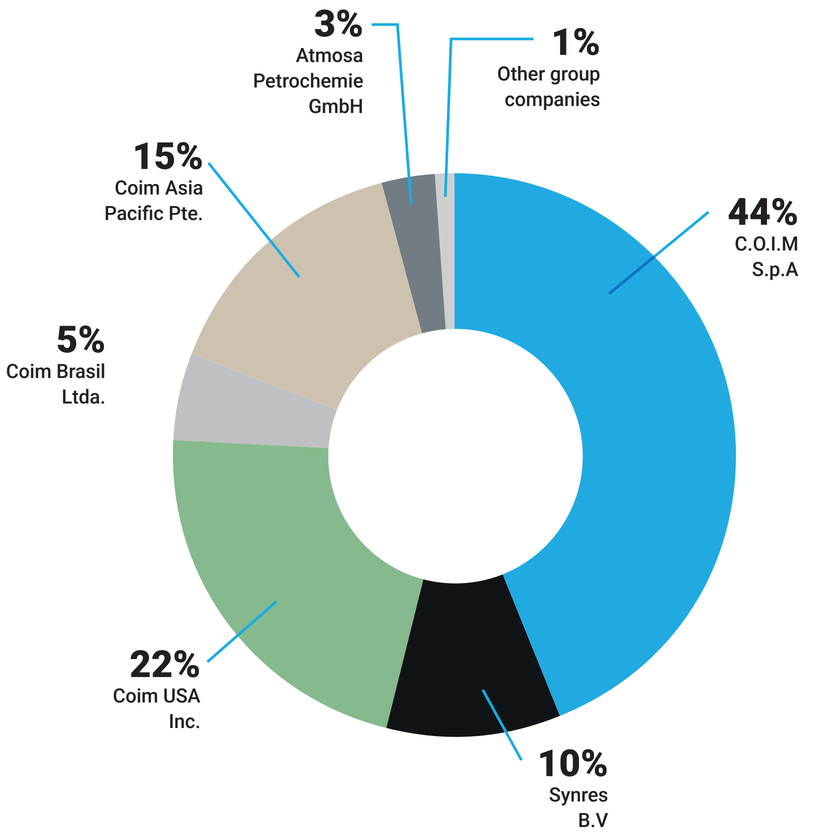
Cooling (GJ)	2023	2024	2025
Self-produced cooling	**24,379.5**	**35,085.4**	**35,744.6**

Electricity (GJ)	2023	2024	2025
Self-produced electricity	**85,085.4**	**94,882.7**	**97,576.5**

[30]These data are reported for information purposes as they are not included in the table dedicated to the total energy consumed.
[31]As a result of an improvement in the reporting system and to ensure its comparability, the figure for self-generated steam in 2024 has been restated compared to the figure published in the previous Sustainability Report.

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

% breakdown of total energy consumption by manufacturing companies (2025)



COIM Group also reports the **energy intensity**, equal to **1.5 GJ/M€** in 2025, which represents a normalized environmental impact figure and expresses the energy required with respect to a specific metric of the organization[32]. 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.

GRI 302-3 ENERGY INTENSITY

Energy intensity				
Energy intensity	Unit of measure	2023	2024	2025
	GJ/M€	1.3	1.4	1.5

[32]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.

Clean energy

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

The Buccinasco building is home to the commercial premises so it 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 689.6 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_2.

In 2024, we were also able to increase the use of clean energy by self-producing 852.0 Gj (236,656.00 kWh) and saving 153,826 kg of CO_2. 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. Following this path, as the previous years, in 2025, we generated 903.9 GJ (251,070.00 kWh) of clean energy, saving 163,195.5 kg of CO_2.
Moreover, as part of its clean energy initiatives, COIM Italy installed **electric vehicle charging stations** at its Buccinasco and Offanengo sites in 2025. This measure highlights the company's commitment to promoting sustainable mobility and reducing its environmental footprint.

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 2026 by installing photovoltaic cells/solar panels on its warehouse shed.

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.

GUARANTEES OF ORIGIN (GO) CERTIFICATES: A KEY INSTRUMENT FOR DRIVING DECARBONIZATION AND SUPPORTING CLEAN ENERGY

It is worth highlighting that, **starting from 2025**, the electricity consumption of **COIM Italy** (Offanengo site) and **COIM Asia Pacific** is 100% renewable and fully covered by **guarantees of origin (GO)** certificates. This important milestone significantly strengthens the Group's commitment to clean energy and marks a major step forward in its sustainability efforts, firmly reinforcing its leadership in environmental responsibility.

4.2. 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, in the three-year period, **COIM Italy** filled out the **Climate Change questionnaire.**
It should be noted that **COIM USA** too intends to submit the CDP questionnaire for the first time in 2026, marking an important step in extending systematic monitoring and disclosure of performance related to climate change.

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.

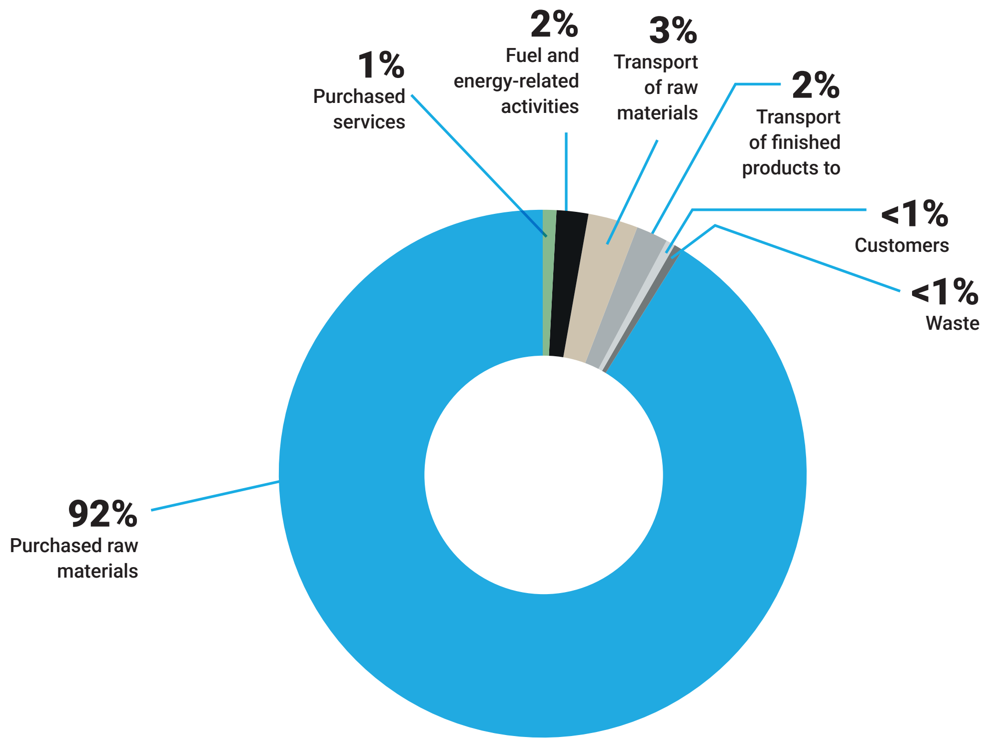
COIM Italy has reached a major milestone in its decarbonization journey. In 2023, the company conducted an energy analysis and calculated its Scope 1 and 2 emissions, with the results documented in a GHG Report developed with the support of specialized consultants. Moving forward into 2024, the reporting scope has expanded to include the calculation of Scope 3 emissions based on data from 2023.

Following the activity carried out by COIM Italy, **the Group too will start in 2026 a comprehensive analysis and evaluation of its environmental footprint**, as planned during the strategic phase completed at the end of 2025. The aim is to develop a structured and documented understanding of the Group's climate impact across its operations and value chain by measuring emissions and mapping key sources. This analysis goes beyond a formal obligation, serving as a management tool to raise awareness of environmental aspects linked to business processes and to pinpoint the highest emission areas. The resulting emissions inventory will provide **objective, comparable data over time**, essential for future assessments and improvement strategies. At the same time, internal **training and knowledge-sharing** will be promoted to strengthen **sustainability culture** and embed the climate perspective into decision-making. This initiative represents a strategic investment to deepen the Group's understanding of its environmental context and identify opportunities for sustainable development aligned with market expectations and transition challenges.

SCOPE 3 - COIM ITALY

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_2eq** 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.**
The calculation of Scope 3 emissions for 2025 is currently ongoing and will move from focusing on COIM Italy to covering **the whole Group.** Since the scope is being expanded and a clear, well-organized methodology is being developed, the data will be reported in the next reporting year.

COIM Italy Scope 3 - 2023 emissions data



In general, all the companies of the Group use energy and produce emissions but always operate 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, has replaced the steam and condensate system at the end of 2024, achieving a significant reduction in steam purchases.

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 2025, the company further advanced its environmental efforts by installing a closed-loop system for blowing and drying reactors. This system channels emissions to a treatment unit, ensuring that process vapors are properly managed before being released, thereby reducing atmospheric emissions.

In 2025, direct emissions - **Scope 1** corresponded to **76,468.1 tCO_2eq**[33], in line with the 2024 and trends in energy consumption. As regards total emissions - Scope 1 and Scope 2 Market-Based (MB), COIM Group produced **90,549.9 tCO_2eq**[34] (a 12% decrease compared to 2024), while Scope 1 and Scope 2 Location-Based (LB) emissions were **99,315.9 tCO_2eq**[35] (in line with the year 2024).

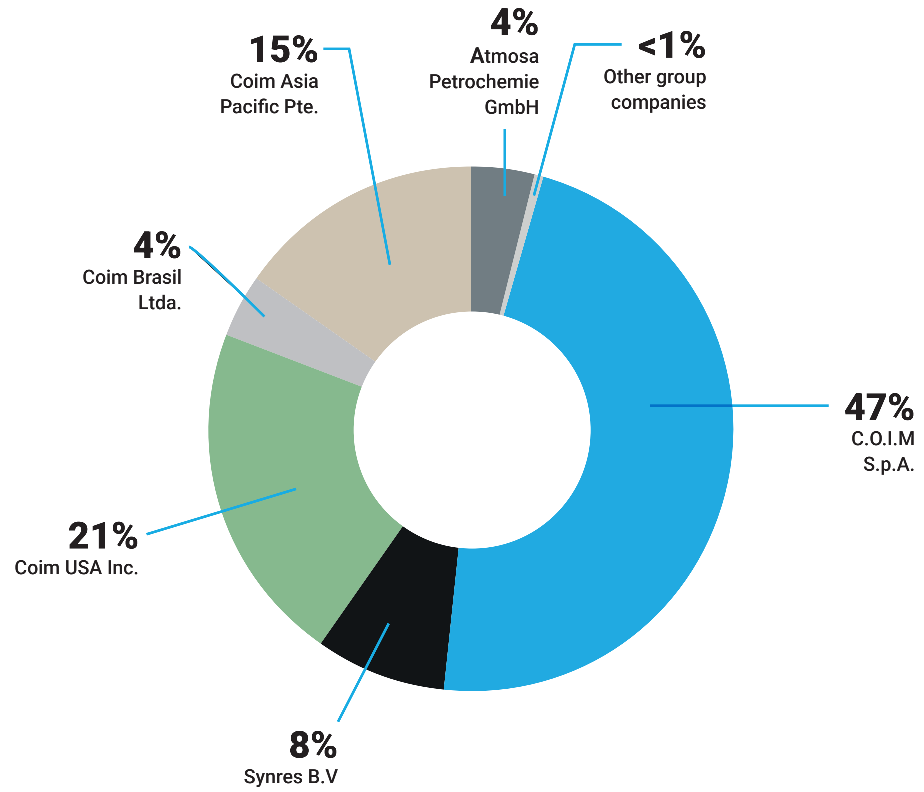
GRI 305-1 & GRI 305-2 DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS CAUSED BY THE ORGANIZATION'S ACTIVITIES

GHG Emission – tCO_2eq	2023	2024	2025
Direct emission from combustion	73,526.9	74,857.4	74,787.1
Emission from refrigerant gas leaks[36]	368.2	1,386.7	1,681.0
Scope 1[37]	**73,895.1**	**76,244.1**	**76,468.1**
Scope 2 (Location-based)[38]	**21,013.2**	**23,701.5**	**22,847.9**
Scope 2 (Market-based)[39]	**25,811.3**	**26,973.9**	**14,081.8**
Total (Scope 1 and Scope 2 Location-Based)	**94,908.3**	**99,945.6**	**99,315.9**
Total (Scope 1 and Scope 2 Market-Based)	**99,706.4**	**103,218.0**	**90,549.9**

[33] For COIM Italy, total Scope 1 emissions amount to 36,309.0 GJ, of which 99.8% is attributed to the Offanengo plant and 0.2% to the San Martino plant.
[34] For COIM Italy, total Scope 1 and Scope 2 Market-Based emissions amount to 36,533.9 GJ, of which 99.2% is attributed to the Offanengo plant and 0.8% to the San Martino plant.
[35] For COIM Italy, total Scope 1 and Scope 2 Location-Based emissions amount to 39,620.3 GJ, of which 99.4% is attributed to the Offanengo plant and 0.6% to the San Martino plant.
[36] The emission factors published by UK Government GHG Conversion Factors for Company Reporting were used to calculate refrigerant gas leak emissions.
[37] The emission factors published by UK Government GHG Conversion Factors for Company Reporting were used to calculate Scope 1 emissions.
[38] For the calculation of Scope 2 Location-Based emissions related to European companies, emission factors published by Association of Issuing Bodies (AIB) European Supplier Mixes were used. For COIM USA, instead, the emission factors published by the EPA (Environmental Protection Agency) were used: the ones published in June 2024 for the reporting year 2023, and the ones published in January 2025 for the other two reporting years (2024 and 2025).
Finally, for all other non-EU companies, the emission factors published by IGES (Institute for Global Environmental Strategies) were used in the version published in September 2024 (version 11.5) for the reporting year 2023, in the version published in January 2025 (version 11.6) for the reporting year 2024, in the version published in August 2025 (version 11.6.1) for the reporting year 2025.
[39] For the calculation of Scope 2 Market-Based emissions related to European companies, emission factors published by Association of Issuing Bodies (AIB) European Residual Mixes were used. For COIM USA, instead, the emission factors published by the EPA (Environmental Protection Agency) were used: the ones published in June 2024 for the reporting year 2023, and the ones published in January 2025 for the other two reporting years (2024 and 2025).
Finally, for all other non-EU companies, the emission factors published by IGES (Institute for Global Environmental Strategies) were used in the version published in September 2024 (version 11.5) for the reporting year 2023, in the version published in January 2025 (version 11.6) for the reporting year 2024, in the version published in August 2025 (version 11.6.1) for the reporting year 2025.
It should be noted that the AIB Residual Mix factor for Austria is 0 and, as a consequence, not applicable. For this reason, the LB factor was also considered for Austria's Market-Based emissions in both 2023, 2024 and 2025.

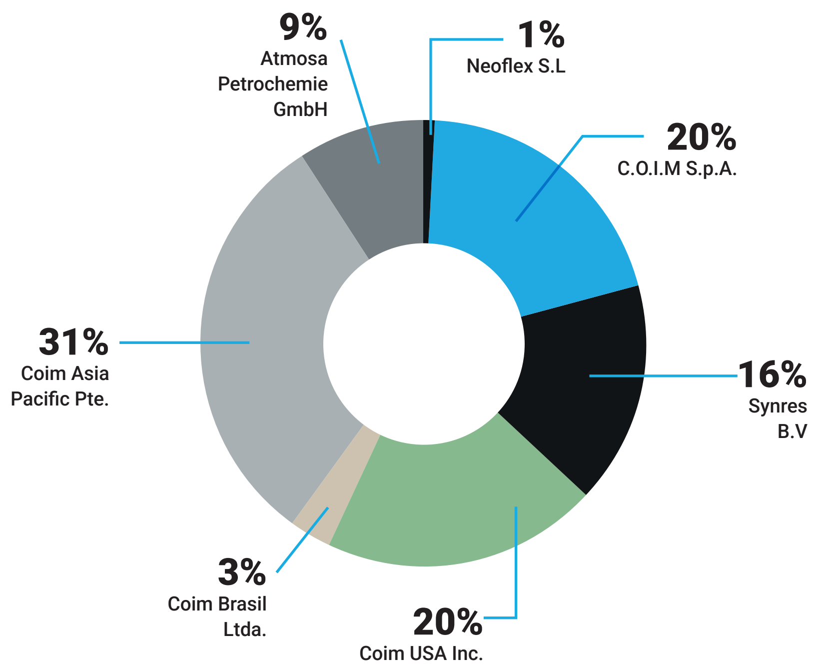
The breakdown of the emissions produced by Scope 1 and Scope 2 (Location-Based and Market-Based) in 2025 is illustrated below. The item "Other group companies" refers to Neoflex and COIM India which represent less than 1% of Scope 1, Scope 1 + Scope 2 Location-Based and equal to 1% of Scope 1 + Scope 2 Market Based by the Group.

% breakdown of Scope 1 emissions by manufacturing companies (2025)

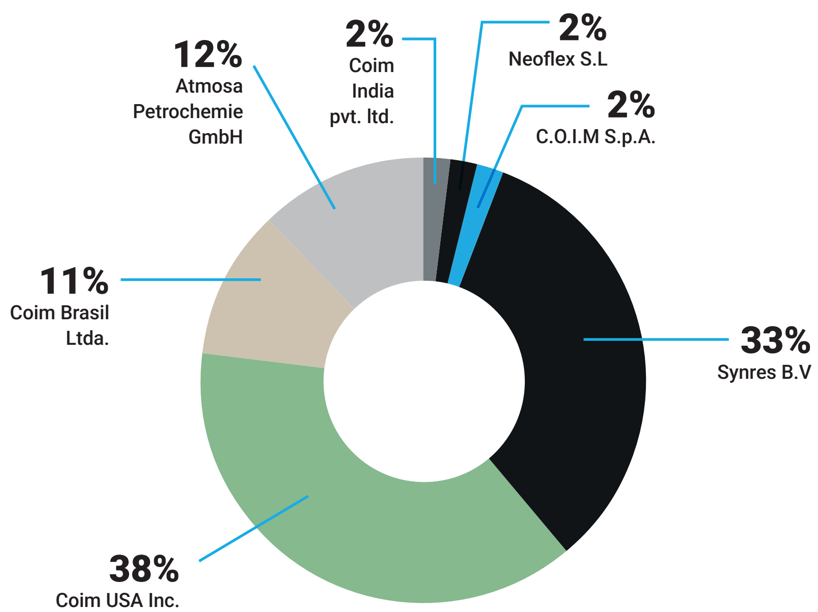


As shown in the second chart below, which illustrates Market-Based Scope 2 emissions, in 2025 all electricity purchased by **COIM Asia Pacific** was covered by Guarantees of Origin (GO) certificates. Consequently, the company's Market-Based Scope 2 emissions are zero compared to the 2024 graph shown alongside. Furthermore, also in 2025, **COIM Italy** met the entire energy needs of its Offanengo production site through GO certificates, thereby reducing its Market-Based Scope 2 emissions in 2025 compared to 2024.

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

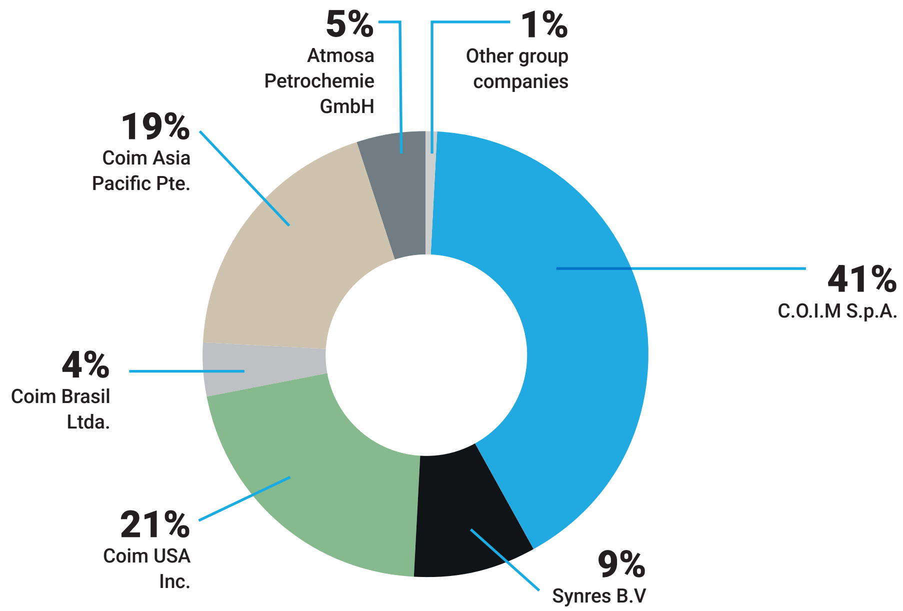


% breakdown of Scope 2 Market-Based emissions by manufacturing companies (2025)

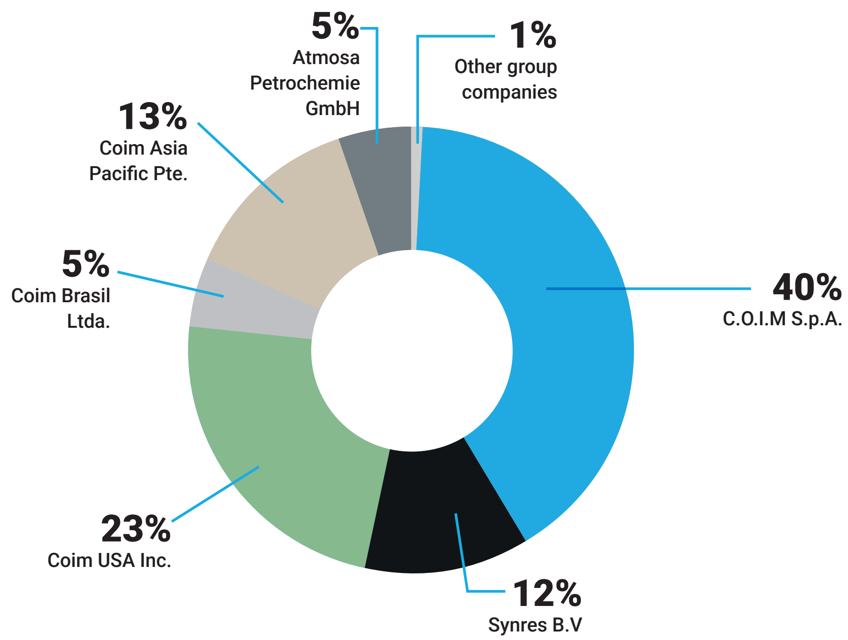


Overall, **COIM Italy** appears to be the primary contributor to total emissions, as shown in the graph below. The company, known for its high energy consumption—particularly at its Offanengo plant, which is the largest—emits more than its other subsidiaries. However, as shown in the two graph below for 2024 and 2025, the total Scope 1 and Scope 2 Market-Based emissions from **COIM Italy** and **COIM Asia Pacific** have decreased thanks to the purchase of GO certificates, as explained earlier, **contributing to reduce the overall emissions within the Group.**

% breakdown of Scope 1 + Scope 2 Market-Based emissions by manufacturing companies (2024)



% breakdown of Scope 1 + Scope 2 Market-Based emissions by manufacturing companies (2025)



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[40]. 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, consequently, generate different quantities of emissions.

GRI 305-4 GHG EMISSION INTENSITY

GHG Emissions intensity				
	Unit of measure	2023	2024	2025
Emissions intensity (Scope 1 + Scope 2 Location Based)	tCO_2eq	94,908.3	99,945.6	99,315.9
Emissions intensity (Scope 1 + Scope 2 Location Based)	tCO_2eq/M€	**0.1**	**0.1**	**0.1**
Emissions intensity (Scope 1 + Scope 2 Market Based)	tCO_2eq	99,706.4	103,218.0	90,549.9
Emissions intensity (Scope 1 + Scope 2 Market Based)	tCO_2eq/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 ($CO_{2\text{-eq}}$). 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.

Commitment to managing other air emissions

COIM Group manages the impact related to the **production of pollutants** such as nitrogen oxides (NOx), sulfur oxides (SOx), and other significant emissions that may contribute to climate change through strict adherence to local environmental regulations. Although monitoring methods vary across the Group due to differing legislative requirements, COIM ensures that **all emissions remain within the prescribed legal limits**. Currently, continuous monitoring is not uniformly implemented across all sites; however, the Group maintains robust compliance systems to track and control pollutant levels. As such, specific emission data are not reported this year, with plans to enhance monitoring and disclosure in line with upcoming CSRD requirements.

[40] 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.

4.3. Focus on waste management

The waste produced by COIM Group is mainly waste from production, especially liquid and solid chemical waste, 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 is 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 managing its waste sustainably, promoting internally the generation of less waste in everyday process, reusing its waste material and converting, where possible, materials into new substances and/or products.

Focusing on single companies, **COIM Asia Pacific**, for example, has introduced a program of actions to reduce its waste by reusing metal drums and pallets, recycling metals and jumbo canvas bags, previously used to store powders.

COIM Italy and **COIM USA**, moreover, 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. **COIM Italy,** the parent company, also provides its clients with a **reverse logistics service** for certain types of packaging used in its finished products. Through this service, a specialized third-party partner collects the empty packaging, enabling its safe reuse or refurbishment, thereby supporting sustainability and resource efficiency.

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

COIM Asia Pacific and **COIM Brasil** have installed ethyl acetate distillatory, which allows to separate ethyl acetate from the polymers present after the cleaning activities. The distillated ethyl acetate can be reused for a new production or cleaning process, avoiding the disposal.

In addition, **COIM Brasil**, in line with its Manual of Good Manufacturing Practices, provides annual training to its employees on waste recycling and minimization. Building on this commitment, in 2025 the company further solidified its strategic partnership with a leading organic waste management provider, initiated in November 2024. Through the composting of cafeteria organic waste, COIM Brasil successfully avoided 35.64 tons of CO_2 equivalent emissions, diverted significant volumes of waste from landfill, and eliminated methane emissions associated with landfill disposal. **COIM USA**, moreover, 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.

COIM GROUP IS COMMITTED TO **MANAGING** ITS **WASTE SUSTAINABLY.**

The two companies always operate in accordance with national laws and in line with the reduction commitments defined at Group level. Furthermore, in 2025, Neoflex has installed containment plinths in the temporary waste storage areas to ensure that any liquids spilled during the storage period are safely contained.

In 2025, the Group's total waste production was **38,108.20 tons**[41], of which approximately **40% non-hazardous waste**. The **total waste produced** in 2025 **decreased by 11%** compared to 2024.

The reduction in total waste generated in 2025 reflects a combination of operational and project-related factors across the Group. Notably, **Synres** recorded lower waste volumes following the completion of the new polyester project, which led to a more efficient production process with reduced waste outputs. At the same time, **COIM USA** contributed significantly to the overall decrease, particularly through a marked decline in non-hazardous liquid waste, which dropped from **7,126.1 tons in 2024 to 3,703.0 tons in 2025**.

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.

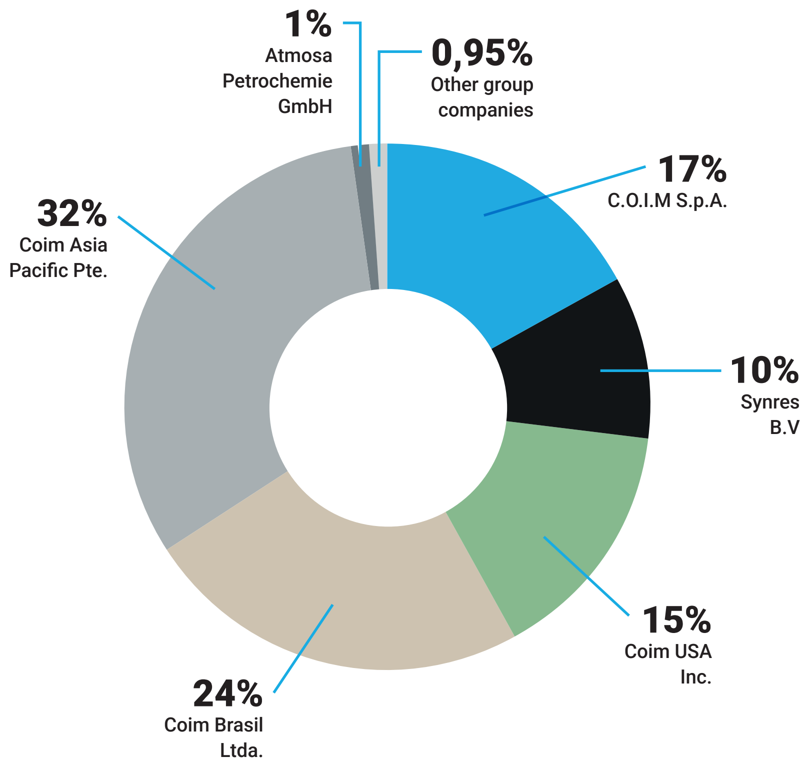
GRI 306-3 TOTAL WEIGHT OF WASTE GENERATED

Waste composition [t	2023	2024	2025
Hazardous	17,925.5	23,610.7	22,815.9
Non-hazardous	19,572.4	19,199.4	15,292.3
Total	**37,497.9**	**42,810.1**	**38,108.2**

[41]For COIM Italy, total weight of waste generated amounts to 6,425 ton, of which 97.2% is attributed to the Offanengo plant and 2.8% to the San Martino plant.

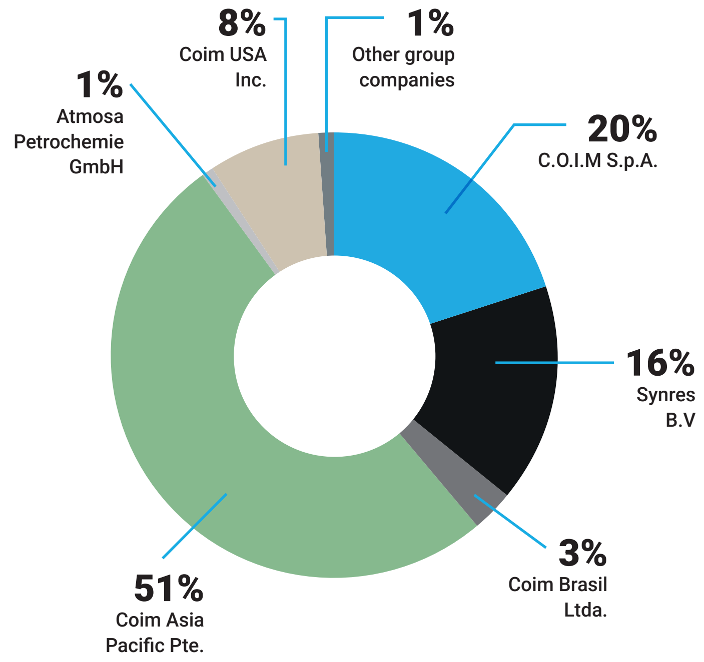
The breakdown of the total waste, hazardous waste and non-hazardous waste generated among manufacturing companies in 2025 is illustrated below. In the first graph, the item "Other group companies" refers to **Neoflex S.L.** and **COIM India**, which represent less than 1% of the total waste generated by the Group. In the second graph, "Other group companies" always refers to **Neoflex S.L.** and **COIM India**, which represent about 1% of the total hazardous waste generated by the Group, while in the third graph, instead, the item refers to **Neoflex S.L.** and **Atmosa**, which represent about 1% of the total non-hazardous waste generated by the Group. It must be noted that COIM India is the only company that has not produced non-hazardous waste.

% breakdown of waste generated by manufacturing companies (2025)

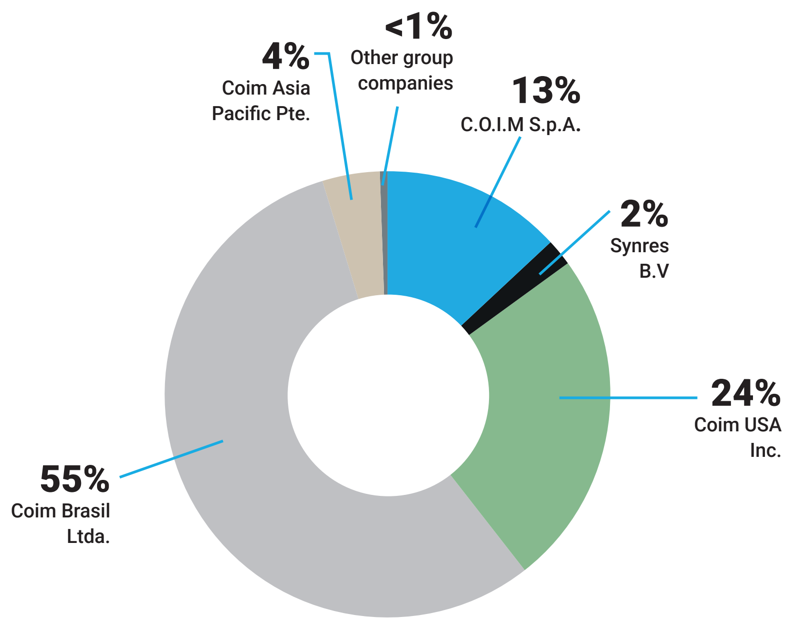


In general, it is important to highlight also in this case that different kinds of product lines can generate different quantities and types of waste, but, in general, waste generated is proportional to the production volume of each company. However, comparing data with the production volumes of the 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[42]. At the moment, within the Group, the only companies which have decided to install internal advanced systems to treat autonomously process water are **COIM Italy** and **COIM USA**.

% breakdown of hazardous waste generated by manufacturing companies (2025)



% breakdown of non-hazardous waste generated by manufacturing companies (2025)



[42] 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.

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 2025, **49%** of waste generated was sent for disposal (incinerated, underground injection or sent to the landfill), while the remaining **51%** was not sent for disposal (reused, recycled, separated, broken or subjected to biological treatment).

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

Waste not sent for disposal [t]	2023	2024	2025
Hazardous waste	5,104.4	6,736.4	8,564.3
Non-hazardous waste	10,371.0	11,163.5	10,850.1
Total	**15,475.4**	**17,899.9**	**19,414.4**

GRI 306-4 TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY RECOVERY METHODOLOGY[43]

Waste not sent for disposal [t]	2023			2024			2025		
	On-site	At an external site	Total	On-site	At an external site	Total	On-site	At an external site	Total
Hazardous waste									
Reuse	474.0	1,988.1	**2,462.1**	2,115.0	1,583.1	**3,698.1**	1,815.0	2,659.6	**4,474.6**
Recycling	429.1	2,213.2	**2,642.3**	538.4	2,169.9	**2,708.3**	452.9	3,636.9	**4,089.7**
Separation	-	-	-	-	330.0	**330.0**	-	-	-
Non-hazardous waste									
Reuse	-	21.0	**21.0**	-	247.0	**247.0**	-	320.0	**320.0**
Recycling	-	2,094.0	**2,094.0**	-	1,837.7	**1,837.7**	-	2,048.1	**2,048.1**
Breaking[44]	-	-	-	-	87.0	**87.0**	-	75.6	**75.6**
Separation[45]	-	174.0	**174.0**	-	-	-	-	-	-
Biological treatment	8,082.0	-	**8,082.0**	8,991.8	-	**8,991.8**	8,406.4	-	**8,406.4**
Total	**8,985.1**	**6,490.3**	**15,475.4**	**11,645.2**	**6,254.7**	**17,899.9**	**10,674.2**	**8,740.1**	**19,414.4**

[43]Reporting of the total waste not sent for disposal by COIM Asia Pacific does not include their destination for 2023-2024 period.
[44]Technique to break or crush waste in order to facilitate its treatment or recycling.
[45]Separation means to physically sort out different kinds of waste. In case of waste from demolition, for example, it means making sure that concrete, metal, wood and/or plastics are properly divided.

GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL

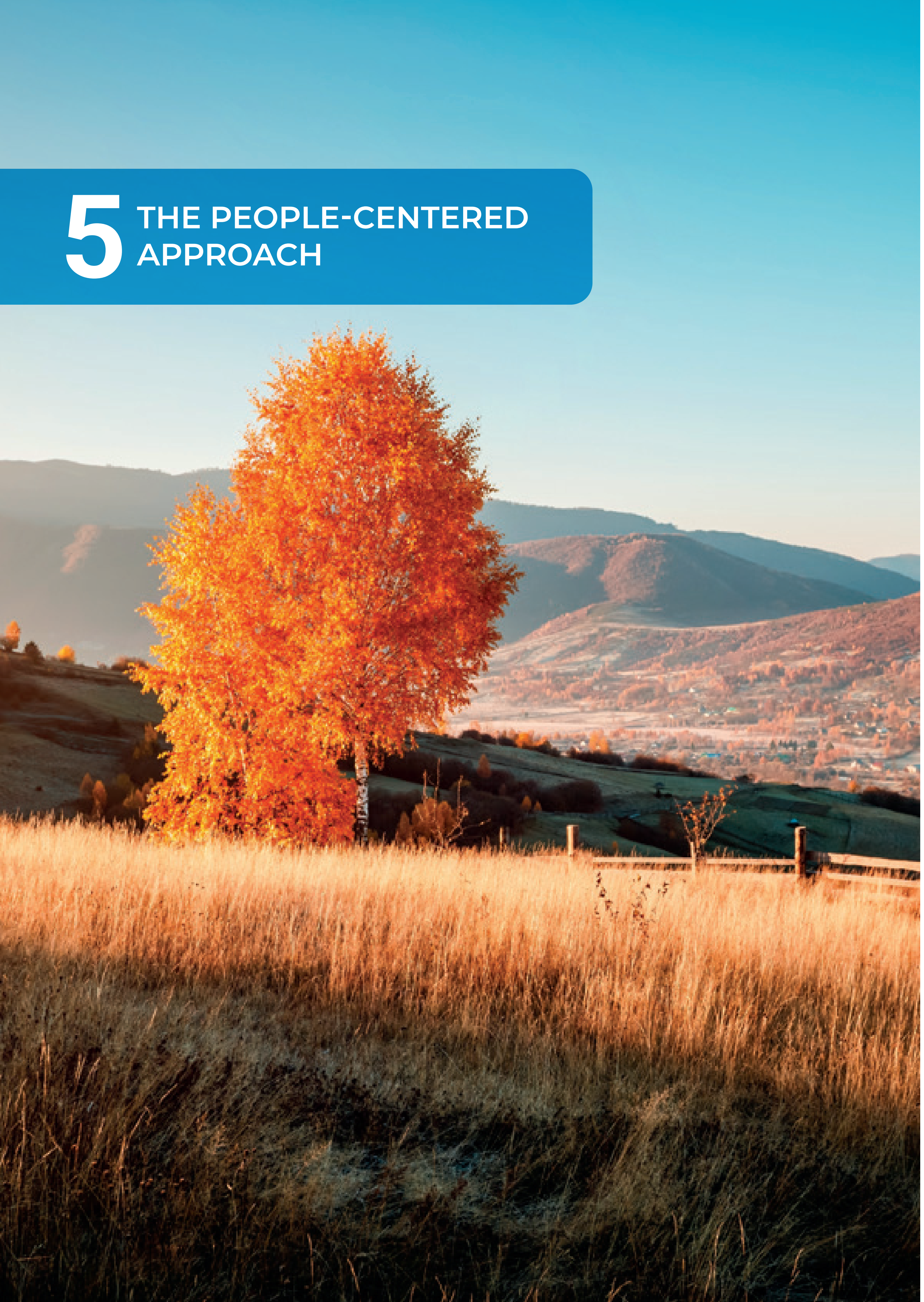
Waste sent for disposal [t]	2023	2024	2025
Hazardous waste	12,551.5	16,879.1	14,129.4
Non-hazardous waste	9,471.0	8,031.2	4,564.5
Total	**22,022.5**	**24,910.3**	**18,693.9**

GRI 306-5 TOTAL WEIGHT OF WASTE SENT FOR DISPOSAL BY MANAGEMENT METHODOLOGY[46]

Waste sent for disposal [t]	2023			2024			2025		
	On-site	At an external site	Total	On-site	At an external site	Total	On-site	At an external site	Total
Hazardous waste									
Incineration (with energy recovery)	483.0	1,028.3	**1,511.3**	16.0	1,178.0	**1,194.0**	8,127.0	3,697.0	**11,824.1**
Incineration (without energy recovery)	704.0	166.1	**870.1**	206.0	444.9	**650.9**	-	51.3	**51.3**
Landfill	-	**2,167.7**	**2,167.7**	-	2,377.6	**2,377.6**	-	**2,254.1**	**2,254.1**
Non-hazardous waste									
Incineration (with energy recovery)	-	126.4	**126.4**	-	25.5	**25.5**	--	699.0	**699.0**
Incineration (without energy recovery)	-	42.0	**42.0**	-	9.0	**9.0**	-	-	-
Landfill	-	**740.0**	**740.0**	-	441.9	**441.9**	-	**162.4**	**162.4**
Underground injection Disposal[47]	-	6,444.7	**6,444.7**	-	7,012.1	**7,012.1**	-	3,703,0	**3,703.0**
Total	**1,187.0**	**10,715.2**	**11,902.2**	**222.0**	**11,489.0**	**11,711.0**	**8,127.0**	**10,566.7**	**18,693.8**

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.

[46]Reporting of the total waste sent for disposal by **COIM Asia Pacific** does not include their destination for 2023-2024 period.
[47]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.



5 THE PEOPLE-CENTERED APPROACH

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

- Definition of the profile of interest
- Assessment and selection of the identified profile
- Definition of the reference parameters and contract type
- Onboarding with shadowing and training activities
- 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.

5.1. 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 is continuously strengthened over time. 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.

1,359
COIM Group workers in 2025
(+2% compared to 2024)

99%
Permanent contracts in 2025

Given the importance of establishing long-lasting, trusted relationships, we prioritize **permanent contracts**, which account for 99% of the contracts for 2025, in line with 2024 and 2023, held by internal personnel. Moreover, our commitment to developing and engaging with local communities is also reflected in the presence of **97% of workers** who are of the same nationality as the location in which the facility is situated.

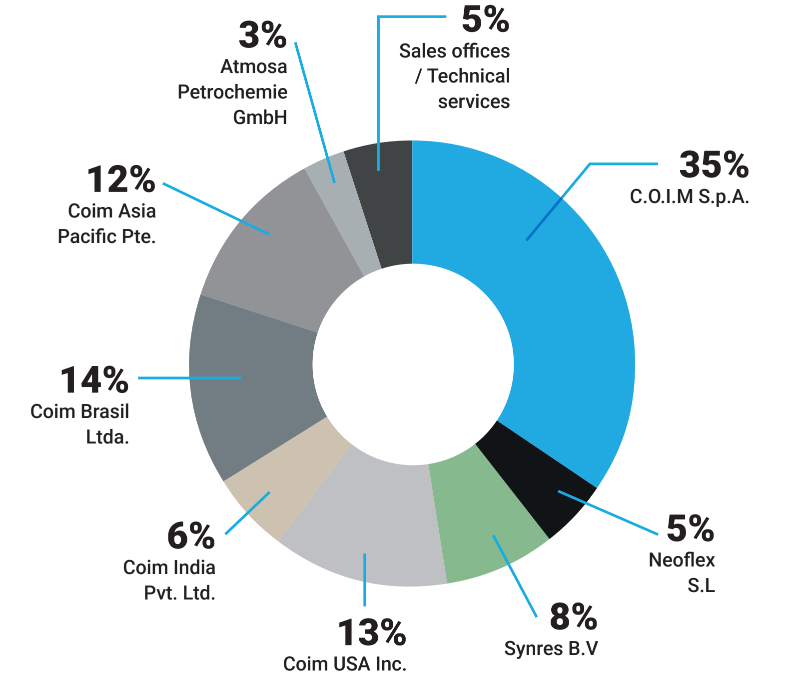
GRI 2-7 TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER

TYPE OF CONTRACT	December 31st 2023			December 31st 2024			December 31st 2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	1,088	213	**1,301**	1,109	220	**1,329**	1,125	214	**1,339**
Temporary	-	-	**-**	8	1	**9**	19	1	**20**
Total	**1,088**	**213**	**1,301**	**1,117**	**221**	**1,338**	**1,144**	**215**	**1,359**

The chart below represents the detail regarding the percentage of **employees** in the Group as of 31.12.2025[48].

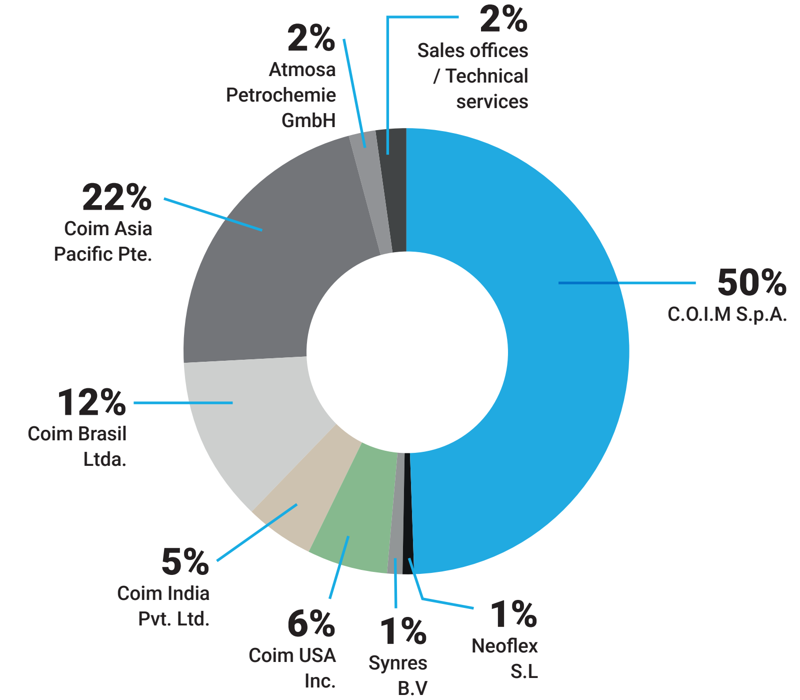
[48]Since the purely sales companies are very small in size and with few workers employed (65 people, representing 5% of the total workforce), within the chart they have been included in a single category, the "Sales offices/Technical services" one.

% breakdown of non-employee by companies (2025)



The chart below represents the detail regarding the percentage of **external workforce** in the Group as of 31.12.2025.

% breakdown of non-employee workers by companies (2025)



The table below 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

FULL TIME/ PART TIME	December 31st 2023			December 31st 2024			December 31st 2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	1,080	196	**1,276**	1,110	205	**1,315**	1,136	202	**1,338**
Part-time	8	17	**25**	7	16	**23**	8	13	**21**
Total	**1,088**	**213**	**1,301**	**1,117**	**221**	**1,338**	**1,144**	**215**	**1,359**

Moreover, **71%** 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 2025, we employed a total of **292 external workers,** a decrease of 15% compared to 2024. The reduction in the number of external workers was mainly due to **Atmosa**, which, after the completion of a major project in 2024, has recorded an important reduction in the number of external collaborators. The primary category is represented by **external collaborators**[49] (79%), followed by interims (20%), and **trainees and interns** (2%).

[49]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 2-8 NUMBER OF EXTERNAL WORKFORCE BY OCCUPATIONAL CATEGORY AND GENDER[50]

PROFESSIONAL CATEGORY	December 31st 2023			December 31st 2024			December 31st 2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
External collaborators	260	46	**306**	249	46	**295**	184	46	**230**
Trainees/interns	3	3	**6**	3	1	**4**	4	1	**5**
Interims	43	2	**45**	41	5	**46**	55	2	**57**
Total	**306**	**51**	**357**	**293**	**52**	**345**	**243**	**49**	**292**

In 2025, we welcomed **185 new members** (+2% compared to 2024), comprising 16% women and 84% men. Moreover, the number of **terminations** during this reporting period increased to **164 people**, 21% of whom were women and 79% 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, **54%** of the new hires falls within the age Group of 30-50 years, **16%** within the category represented by people over 50 years, while the remaining **30%**, which is a **high percentage**, 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.

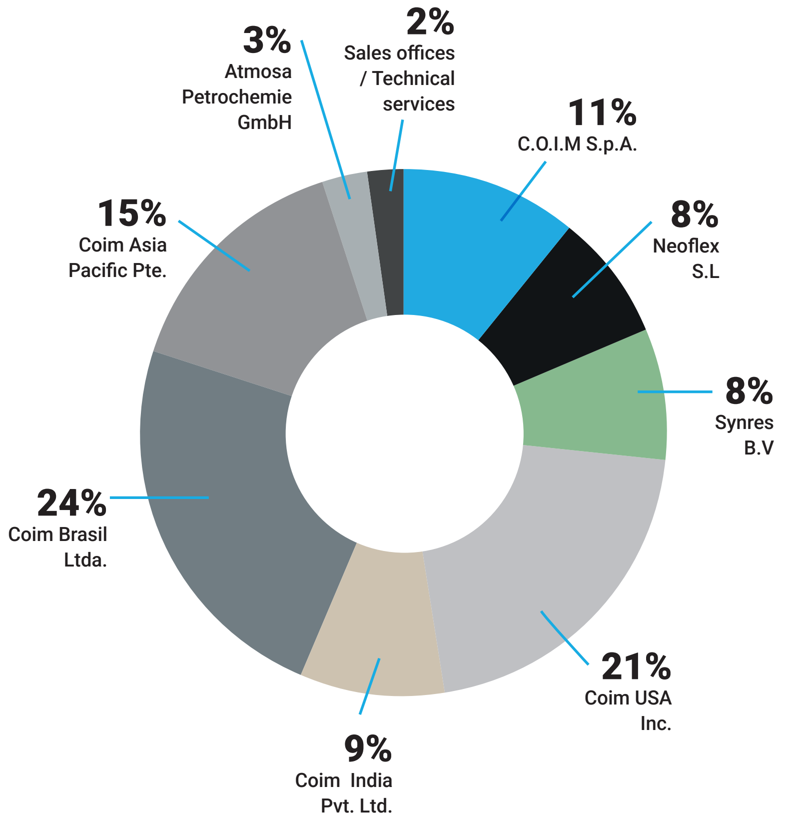
[50]As a result of an improvement in the reporting system and to ensure its comparability, the number of external workforces in 2024 has been restated compared to the figure published in the previous Sustainability Report.

GRI 401-1 NUMBER AND RATE OF NEW HIRES BY GENDER AND AGE GROUP[51]

Number of people	2023					2024					2025				
	<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
Men	58	96	14	**168**	**15%**	37	90	22	**149**	**13%**	43	88	25	**156**	**14%**
Women	12	14	2	**28**	**13%**	10	19	3	**32**	**14%**	13	12	4	**29**	**13%**
Total	**70**	**110**	**16**	**196**	**15%**	**47**	**109**	**25**	**181**	**14%**	**56**	**100**	**29**	**185**	**14%**
Rate	**37%**	**15%**	**4%**	**15%**		**25%**	**15%**	**6%**	**14%**		**34%**	**13%**	**7%**	**14%**	

The chart below represents the detail regarding the percentage of employee hires in the Group as at 31.12.2025.

% breakdown of employees hired by companies (2025)



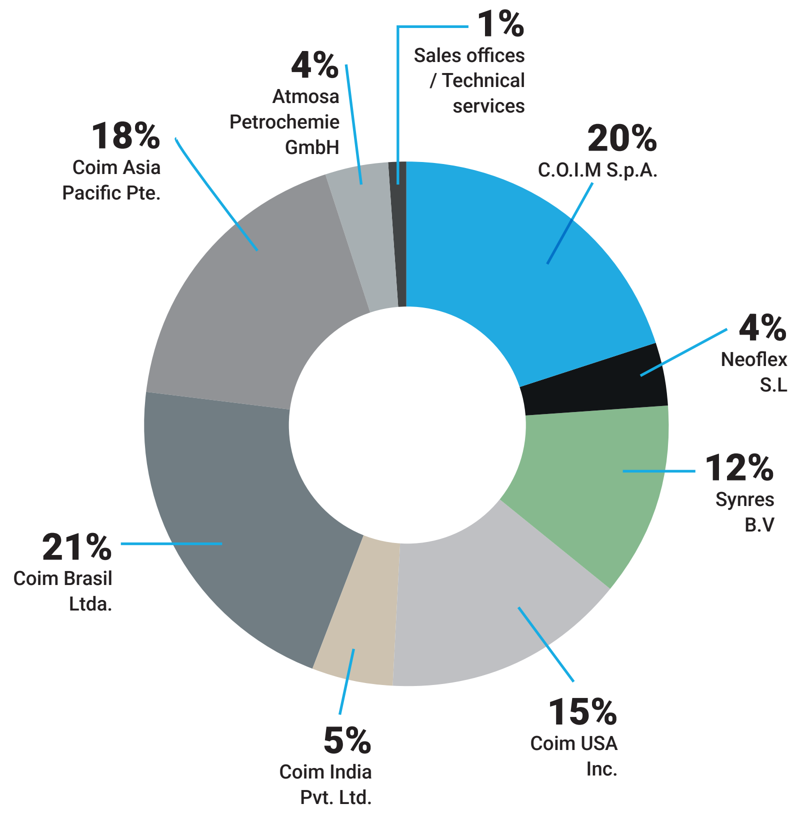
[51]The rate of new hires is calculated as the total number of new hires in age Group and gender/the total number of employees in age Group and gender.

GRI 401-1 NUMBER AND RATE OF TERMINATIONS BY GENDER AND AGE GROUP[52]

Number of people	2023					2024					2025				
	<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
Men	21	49	34	**104**	**10%**	22	63	35	**120**	**11%**	21	57	51	**129**	**11%**
Women	3	11	3	**17**	**8%**	6	13	5	**24**	**11%**	13	16	6	**35**	**16%**
Total	**24**	**60**	**37**	**121**	**9%**	**28**	**76**	**40**	**144**	**11%**	**34**	**73**	**57**	**164**	**12%**
Rate	**13%**	**8%**	**9%**	**9%**		**15%**	**10%**	**9%**	**11%**		**21%**	**10%**	**13%**	**12%**	

The chart below represents the detail regarding the percentage of employee terminations in the Group as at 31.12.2025.

% breakdown of employees terminated by companies (2025)



[52]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.

5.1.1. Diversity, inclusion and human rights

DURING THE THREE-YEAR PERIOD (2023-2025), NO CASES OF DISCRIMINATION WERE REPORTED

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.

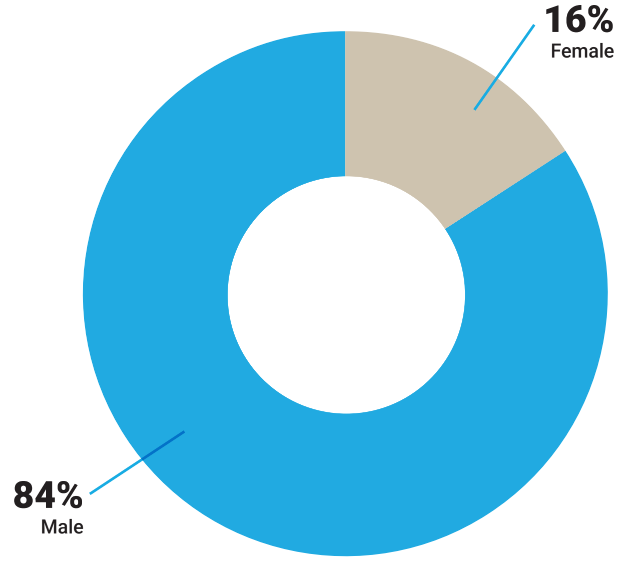
Recognizing people's diversity as a value and asset is reflected in four focus areas:

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.

Employees by gender in 2025



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. Respect for people, recognition of their fundamental rights and the power of their diversity are key foundations.

The Group is committed to **countering discrimination and promoting 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**.

Among the most significant initiatives in the area of diversity and inclusion, **Neoflex** formalized the **Equality Plan** in 2025, in compliance with Spanish legislation applicable to companies with more than 50 employees and maintains a **Pay Register** as mandated by law. In accordance with the Equality Plan, the company has implemented a comprehensive set of measures, to ensure and promote gender equality across employment access, working conditions, remuneration, and protection against discrimination.

GRI 405-1B TOTAL % OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER

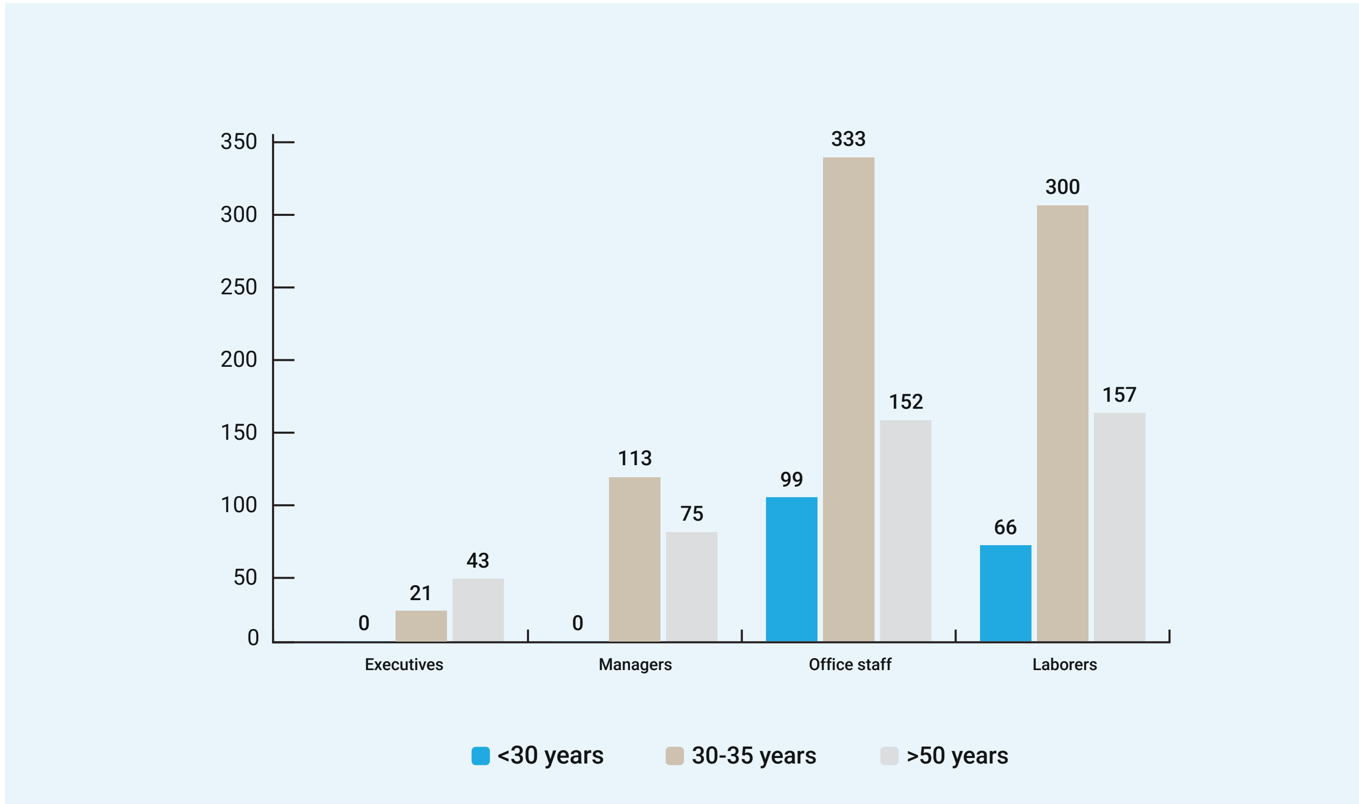
% OF PEOPLE	December 31st 2023			December 31st 2024			December 31st 2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	4%	1%	**5%**	4%	1%	**5%**	4%	1%	**5%**
Managers	10%	2%	**12%**	10%	2%	**13%**	11%	3%	**14%**
Office staff	29%	13%	**42%**	29%	13%	**42%**	31%	12%	**43%**
Laborers	41%	0,2%	**41%**	40%	0,4%	**40%**	38%	0,4%	**38%**
Total	**84%**	**16%**	**100%**	**83%**	**17%**	**100%**	**84%**	**16%**	**100%**

In our organization in 2025 people belonging to the **office staff category** accounted for 584 (43% of the total workforce), followed by 523 **laborers** (38%), while **managers and executives** respectively 188 (14%) and 64 (5%).
Regarding age Group, in 2025 our employees **between the age of 30 and 50** accounted for 767 (56% of the total workforce), followed by 427 (31%) of people **over 50**. The remaining 165 people (12%) are represented by younger employees **(< 30 years old).**

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

Number of people	December 31st 2023				December 31st 2024				December 31st 2025			
	<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	-	2%	3%	**5%**	-	1%	3%	**4%**	-	2%	3%	**5%**
Managers	-	7%	5%	**12%**	-	7%	6%	**13%**	-	8%	6%	**14%**
Office staff	8%	24%	10%	**42%**	8%	24%	10%	**42%**	7%	25%	11%	**43%**
Laborers	6%	22%	12%	**41%**	6%	22%	13%	**41%**	5%	22%	12%	**39%**
Total	**14%**	**55%**	**30%**	**100%**	**14%**	**54%**	**32%**	**100%**	**12%**	**56%**	**32%**	**100%**

TOTAL NUMBER OF EMPLOYEES (HEADCOUNTS) BY EMPLOYEE CATEGORY AND AGE GROUP (2025)



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, 9 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 to avoiding any form of direct or indirect involvement in human rights violations committed by third parties, 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 placed on respect for **human rights**, the dedicated **Policy** 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 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 agreements 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 A SOURCE OF BOTH PERSONAL AND PROFESSIONAL DEVELOPMENT FOR 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:** we also organize awareness events on physical and mental health and prevention with healthcare professionals.
- **Scholarships:** in some companies of the Group, we support education through scholarships, including awards for high school diplomas, scholarships specifically for STEM courses reserved for employees' daughters, and scholarships for bachelor's and master's degrees.
- **Other:** we are also committed to guaranteeing price agreements with local gyms and nursery schools, travel and meal allowances, staff medical benefits (including periodic health check-ups) also extended to family members, bonuses (such as baby bonuses) and pension funds. Moreover, the Group is committed to improving communication between the company and its employees. Specifically, COIM Italy is working on the creation of a special app for company communications.

Parental leave

In 2025, COIM Group confirmed its commitment to supporting parenthood and promoting an inclusive work environment. In all the countries where it operates, parental leave is guaranteed by law—although the number of days varies—and is available to both men and women; overall, it was available to 1,260 employees[53], including 1,073 men and 187 women. During the year, 36 employees took parental leave, of whom 28 were men and 8 were women. The overall **return to work rate** stands at 92%, with a value of 96% for men and 75% for women, highlighting strong retention capacity and effective management of post-leave reintegration. Only one case of employment termination was recorded following parental leave, while two employees were still on leave at the end of the year.

[53] The number of employees reported in the paragraph as eligible for parental leave does not match the number of employees declared under GRI 2-7 because, in the United States of America, employees become eligible for parental leave only after one year of employment with the company.

GRI 401-3 PARENTAL LEAVE[54]

NUMBER OF PEOPLE	2025		
	Male	Female	Total
Employees that were entitled to parental leave	1,073	187	**1,260**
Employees that took parental leave	28	8	**36**
Of which: returned to work during the year	27	6	**33**
Of which: left the company	1	-	**1**
Of which: still on leave at year-end	-	2	**2**

[%]	2025		
	Male	Female	Total
Return to work rate	96%	75%	**92%**

The data highlights the **Group's positive performance** in managing parental leave, with particular attention to employment continuity and support for employees during their return-to-work process. Moreover, it has to be noted that, given the lack of a national legal requirement for paternity leave in the private sector, **COIM India** proactively introduced a policy in 2025 to support new fathers. The company officially established Paternity Leave, offering 8 days of paid leave for the birth or adoption of the first two children, which can be taken at the time of childbirth.

[54]Information is incomplete because data does not include the sales offices/ technical services companies: COIM Deutschland, COIM East Europe, COIM China, COIM Turkey, COIM Argentina, COIM Chile, COIM Colombia, and COIM Mexico. The reporting perimeter currently includes only the operating companies, which also represent the most significant entities of the Group. The companies commit to include and report this data in the next reporting year.

5.1.2. 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 interested employees.
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. The company is also working to introduce, starting from 2026, the initiative **"Meeting with HR,"** an open dialogue and listening forum designed to discuss employees' concerns, perceptions, and suggestions regarding their daily work. This initiative aims to strengthen communication, enhance transparency, and continuously foster a healthy and collaborative work environment. In 2025, **Synres** too carried out an employee satisfaction survey to assess the well-being and engagement of its workforce. Furthermore, the company has appointed two designated confidential counsellors who are available to offer support in cases of inappropriate behavior or personal concerns, ensuring employees have access to trusted and confidential assistance whenever needed.

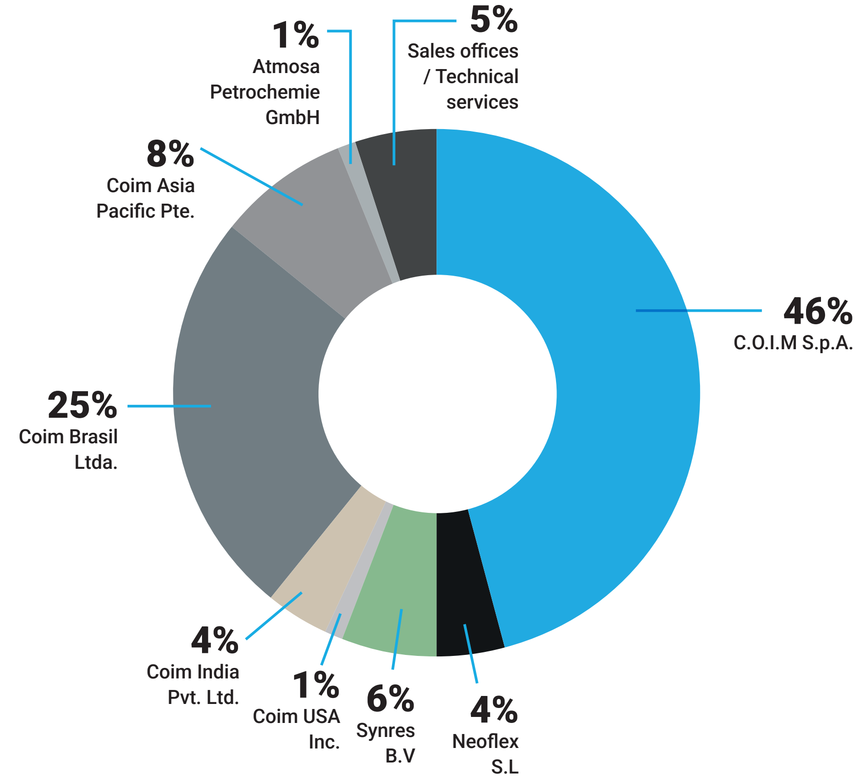
Moreover, in 2024 **COIM Italy** introduced the so-called **"Entry Interview",** a survey carried out on all the resources recently entered, following the first six months of the Company. The aim is to investigate the feelings of new hire in its first months of work in terms of support, integration and 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. It has to be noted that the survey was also conducted again in 2025.

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 details regarding the number of training hours in the Group as of 31.12.2025[55].

[55]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.

% breakdown of training hours by companies (2025)



In 2025, the total number of training hours reached **25,849**, a 19% increase compared to 2024. The increase in training hours was mainly due, among other things, to **COIM India**, which organized technical and specialized courses, and to **COIM Mexico**, which managed accounting and administrative courses. The average hours of training for **office staff** were 20.2 hours, followed by **laborers** with 18.9 hours, while **executives** and **managers** with respectively 16.3 and 16.6 hours.

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 three-year period. The "Total" column represents the overall average for each category, regardless of gender.

AVERAGE HOURS	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	12.3	34.0	**15.0**	12.3	16.1	**12.8**	15.8	20.1	**16.3**
Managers	13.2	16.6	**13.8**	15.5	21.6	**16.6**	14.2	26.4	**16.6**
Office staff	21.8	16.6	**20.1**	17.2	15.7	**16.7**	20.1	20.6	**20.2**
Laborers	23.6	28.8	**23.6**	16.3	0.0	**16.1**	18.8	26.6	**18.9**
Total	**21.2**	**17.3**	**20.6**	**16.3**	**16.2**	**16.3**	**18.5**	**21.7**	**19.0**

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 (linguistics, 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. The company continued to offer sustainability training in 2024 and 2025, further reinforcing its commitment to these important topics.

During 2025, also **COIM USA** and **Neoflex** offered ESG training courses mainly related to diversity in the workplace, equality, workplace harassment, sustainability in procurement, and employee health and safety. Similarly, **COIM Brasil** is committed to enhancing ESG knowledge across the entire workforce by offering training and awareness programs on key sustainability topics. These include climate change, circular economy, ethics, compliance, and workplace health and safety. The company supports continuous learning through specialized courses and promotes a culture of responsible business practices and environmental protection among all employees.

UN GLOBAL COMPACT CLIMATE AMBITION ACCELERATOR

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.

5.2. 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 the human and financial resources required.

We firmly believe that striving for continuous improvement in all fields, and in relation to HSE 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**[56], **Synres B.V., COIM USA, COIM Asia Pacific Pte.** and **COIM Brasil Ltda.** have a **certified health and safety management systems compliant with standard ISO** and related **Health & Safety in the Workplace policies.**

NAME OF GROUP'S COMPANIES	ISO 45001:2018 AS OF 31.12.25
COIM Italy	✔
COIM Brasil Ltda.	✔
COIM Asia Pacific Pte.	✔
COIM India Pvt. Ltd.	*In progress (2026)*
COIM USA Inc.	*In progress*
Neoflex S.L.	✗
Synres B.V.	✔
Atmosa Petrochemie GmbH	✗

[56]The only site within **COIM Italy** which is not certified ISO 45001:2018 is San Martino, which counts 18 employees in 2025.

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 allows us 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 is essential to guarantee occupational safety.

Among manufacturing companies, the only one which does not have a certified management system is Neoflex. Nevertheless, it manages all aspects of health and safety in the best possible way. Actually, the company 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. 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.

Among the key initiatives in the area of Safety, Health, and Environment, **Synres** organizes annual SHE Days, each focusing on a central theme—Safety, Health, or Environment—to raise awareness and strengthen knowledge across the organization. Additionally, every employee is required to carry out at least one safety walk per year with a colleague, concentrating on identifying potential hazards and enhancing workplace safety on site.

As shown in the following table, the number of injuries in 2025 was **16**, -3 compared to 2024. The Group is committed to monitoring the situation to take actions with a view to reducing injuries. In **Neoflex**, the number of injuries (7) compared to the number of employees (64) 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 injuries.

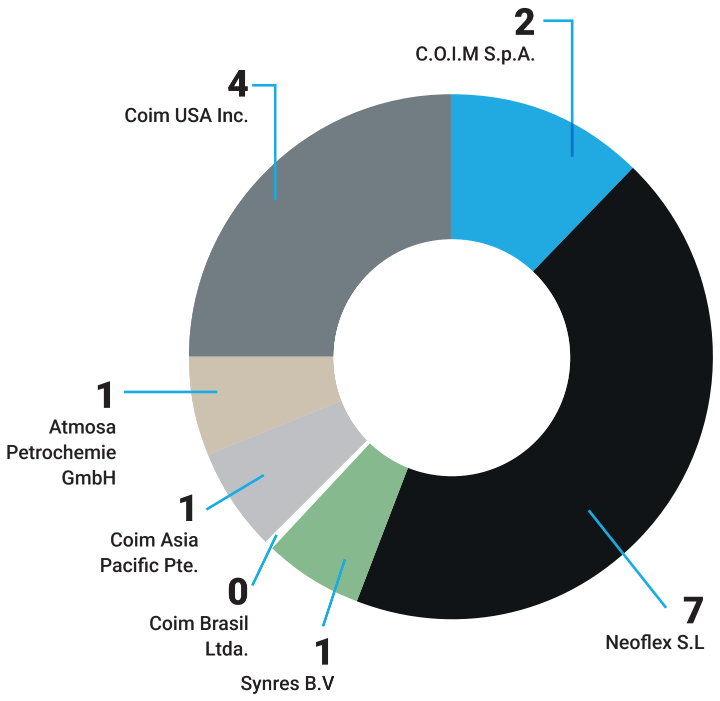
GRI 403-9 OCCUPATIONAL INJURIES FOR EMPLOYEES

Number of injuries	2023	2024	2025
Total number of recordable occupational injuries[57]	17	19	16
Hours worked (ordinary hours + overtime hours)	2,476,832	2,584,360	2,529,522
Rate of recordable occupational injuries[58]	**6.9**	**7.4**	**6.3**

Below a breakdown of **injuries at work** by manufacturing companies for 2025 is presented.

[57]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.
[58]Injury rates are calculated by multiplying the ratio of the number of injuries to hours worked by 1,000,000.

Breakdown of injuries at work by companies (2025)



During 2025 there were no cases of **work-related ill health** among employees in line with 2024, while in 2023 2 cases were recorded[59].
As for **external workers**, however, the number of injuries in 2025 is in line with that of 2024 and 2023 (3 in total).

GRI 403-9 OCCUPATIONAL INJURIES FOR EXTERNAL WORKERS[60]

Number of injuries	2023	2024	2025
Total number of recordable occupational injuries[61]	3	3	3
Hours worked (ordinary hours + overtime hours)[62]	493,344	514,570	561.765
Rate of recordable occupational injuries[63]	**6.1**	**5.8**	**5.3**

[59]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.
[60]As a result of an improvement in the reporting system and to ensure its comparability, the hours worked in 2024 has been restated compared to the figure published in the previous Sustainability Report.
[61]Please refer to footnote 57.
[62]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.
[63]Please refer to footnote 58.

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 injuries.** 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 with 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.

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.

5.1 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

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. For example, we place special emphasis on local associations that support children with disabilities using hippotherapy, or volunteers who support families in handling the day-to-day life of autistic children or children affected by other cognitive issues.
Similar consideration is also given to amateur sports organizations that promote sport as a way of bringing children together, with football, tennis and volleyball tournaments. Many of the sporting events are named after our company, as in the **COIM 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:

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

Moreover, **COIM USA** engages in **philanthropy** by sponsoring local sports organizations and providing monetary donations to local charitable organizations. For example, it supports 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. Since February 2024, the company has also implemented an employee volunteer bank, allowing employees to use working hours to engage in voluntary activities.

Moreover, **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.

In the end, the economic value of **COIM Group's initiatives supporting the local community** in 2025 amounted to **€ 52,400**.

Relationships with educational establishments

- ***R&D WITH SCHOOLS AND UNIVERSITIES:*** we support young people by promoting collaborations between schools, universities and our R&D Department.
- ***MIDDLE SCHOOLS:*** second-year students have the opportunity to participate in laboratory activities under the supervision of our specialized staff, conducting experiments such as pH determination and titration, which are typically performed in industrial laboratories. The laboratory, named after the company's founder, serves as a center of excellence for hands-on learning. Additionally, guided tours of the production facilities are organized for third-year students to foster a direct understanding of industrial processes.
- ***HIGH SCHOOLS:*** the main collaborations involve local technical and scientific high schools and include dual work-education schemes and work experience programs lasting several weeks. During this time, students gain familiarity with the working environment and learn directly within the company. COIM is always in contact with high schools with the aim of getting information about the young graduates.

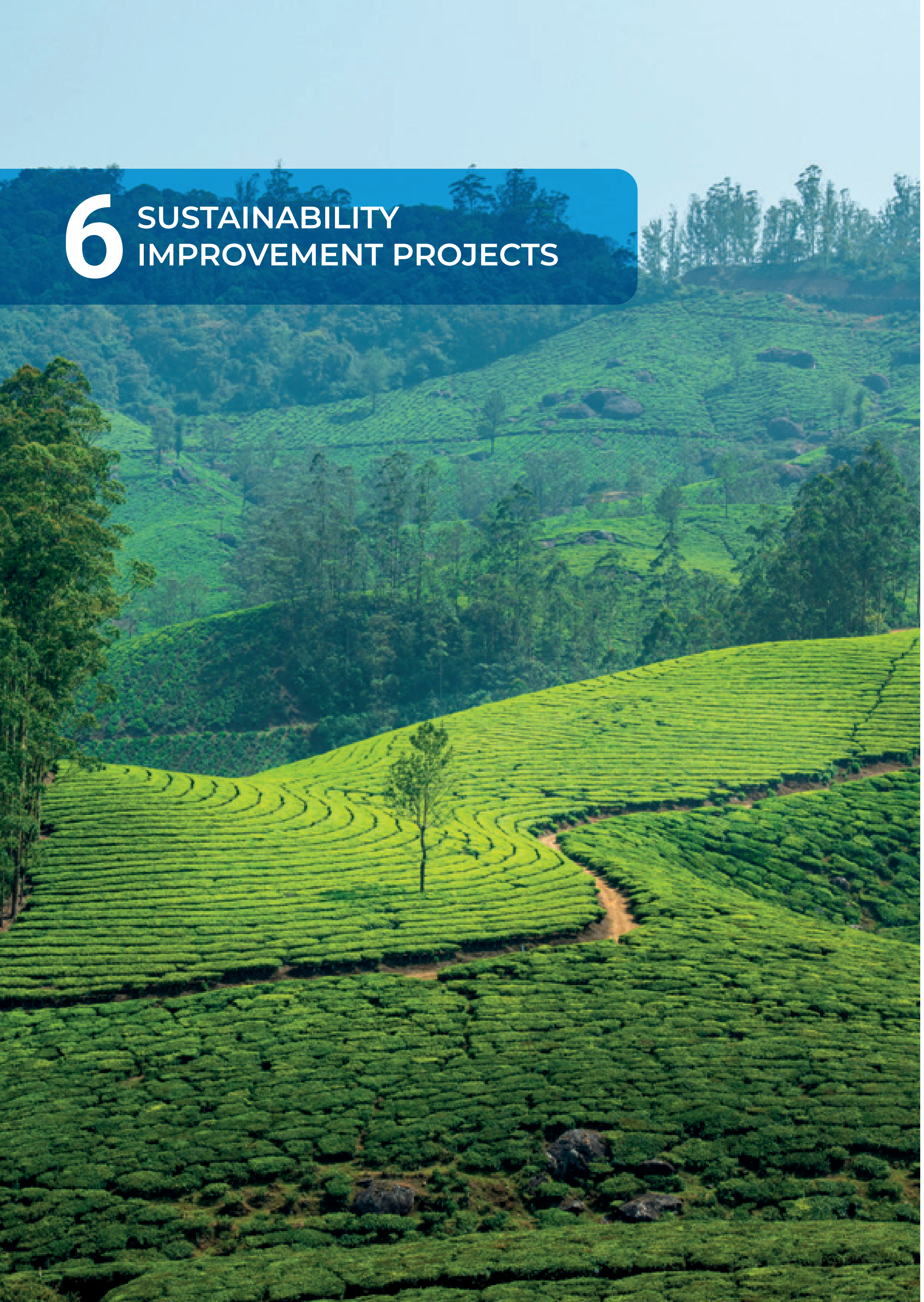
Our collaboration with high schools is also designed to support specific post-diploma courses in areas such as chemistry and energy efficiency. In such cases, some of our employees may contribute as lecturers, and selected students are offered work experience opportunities.

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

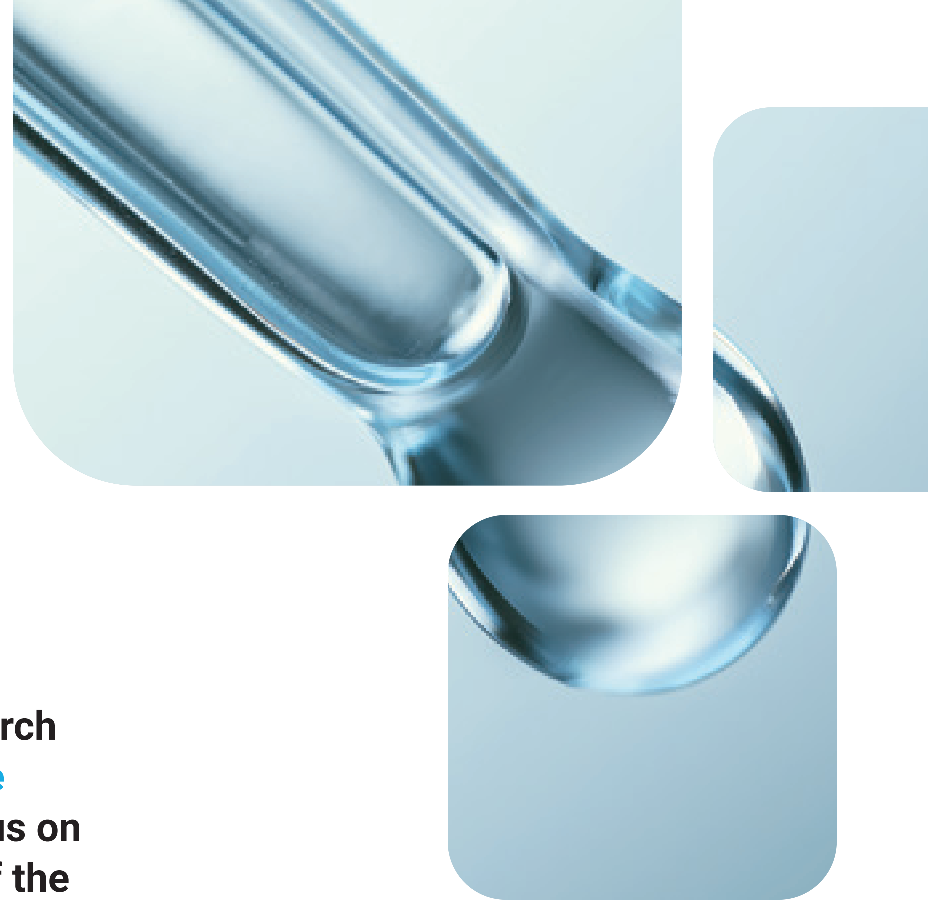
At COIM, we also collaborate with numerous **Italian and international universities and research organizations**, providing various forms of support, such as assisting students undertaking their bachelor's or master's thesis projects. For job opportunities, instead, we publish vacancies on the **career portals** of various universities, while, in collaboration with youth orientation associations, we also participate in **career guidance events at universities**, allowing students to interact directly with our personnel and submit their CVs.

Finally, we provide support through various study grants, divided into two macro categories:

- COIM company grant in line with company agreements (decided and funded by **COIM Italy**):
  - General grant for employees' children attending high school
  - STEM-focused grants aimed at encouraging employees' daughters
- Applications for grants made available by trade associations, which can be submitted by our employees' children.



6 SUSTAINABILITY IMPROVEMENT PROJECTS



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

At COIM 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.

6.1. Future 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** 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. 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 2026 (on 2024 data) by **COIM Italy** and extending the assessment progressively to other subsidiaries. In this regard, **Synres** updated its sustainability verification and was awarded the bronze medal, while COIM USA, which had received the bronze medal on 2023 data, upgraded its verification to achieve the silver medal in 2025 (on 2024 data).
In 2026, the completion of the EcoVadis assessment is also planned for **COIM India, COIM Asia Pacific** and **Neoflex**. The goal is to keep on evaluating individual legal entities and arrive at a Group performance evaluation in the future.

UN Global Compact

In 2023, **COIM Italy** joined the United Nations Global Compact, followed in 2025 by **COIM Asia Pacific, COIM Brasil,** and **COIM USA**, strengthening the Group's global commitment, with **Neoflex** scheduled to join in 2026. For the coming years, there is the intention to **extend the participation to the entire Group**, starting from the manufacturing sites by the end of 2026. 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 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.

CDP (Carbon Disclosure Project)

COIM S.p.A. has been submitting the CDP questionnaire since 2023, reflecting its commitment to transparency and environmental accountability. In line with this approach, **COIM USA** intends to submit the CDP questionnaire for the first time in 2026, marking an important step in extending systematic monitoring and disclosure of performance related to climate change, resource management, and environmental impacts across the Group. This initiative aligns with the best international practices and stakeholder expectations.

GHG

Environmental

- 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 2026**, using 2025 data and prioritizing the categories with the greatest impact. Once the full GHG inventory is completed, COIM Group will work 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 invested 10 million euros in 2024 to **expand its research and development center** at the Offanengo plant. This significant investment, which reflects the company's dedication to sustainability and environmental responsibility, has been used to construct a new **energy-efficient building**, which includes a state-of-the-art laboratory primarily focused on the development of **low-emission products** (prepolymers). During 2025, some product lines have been transferred to the new laboratory in the new building, equipped with efficient machinery, for processing. 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.

- **COIM Italy** will also continue **engaging with suppliers on ESG topics**, specifically focusing on **obtaining** and **analyzing Product Carbon Footprint data for its raw materials**. This engagement is also going to involve the other companies of the Group and their suppliers.
  The process, already initiated, involves requesting, receiving, and evaluating such data within the company's data quality system. This objective is a key part of COIM Italy's broader commitment to sustainability and data-driven decision-making. The company aims to achieve **ISO 14067:2018 Product Carbon Footprint certification by 2026**, focusing on key product lines such as DIEXTER, NOVACOTE ADHESIVES, and NOVACOTE COATING. This certification will allow the company to self-certify its carbon footprint studies and implement a systematic internal management system, including procedures and training, to ensure reliable, high-quality assessments and promote alignment with Group-wide operational standards.

- **COIM Group** is committed to exploring **new alternative fuel sources** to replace fossil-based ones as part of its ongoing sustainability efforts. Starting from late 2026, the company plans to begin integrating biomethane into its energy mix, reflecting its dedication to reducing reliance on traditional fossil fuels and advancing towards cleaner, more sustainable production processes.

Social: personnel

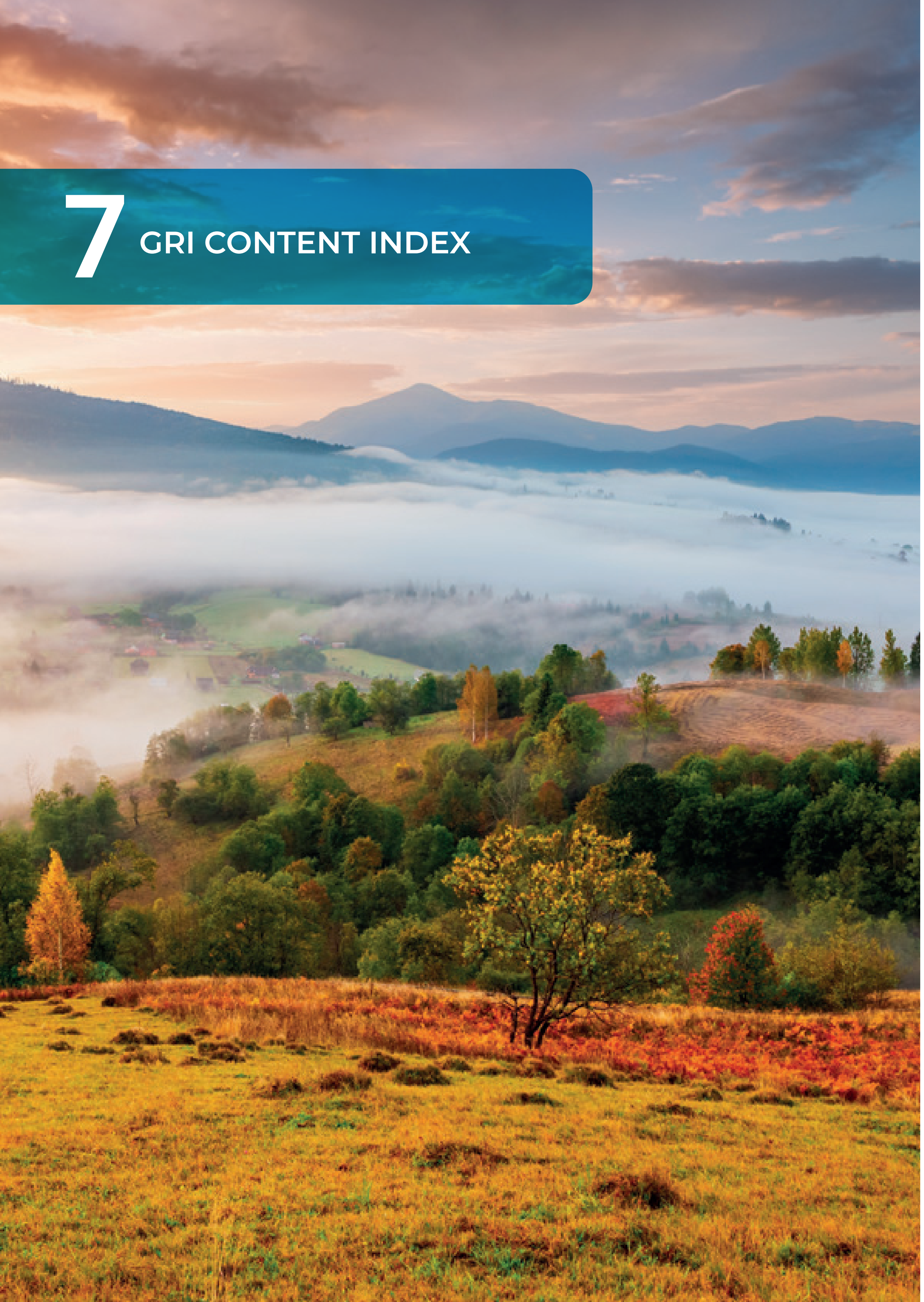
- Personnel training, delivering courses on ethical/environmental/human rights. In 2023 we organized a **sustainability training course in COIM Italy**, aimed at certain categories of the company's staff, starting from environmental sustainability topics such as Climate Change, Energy Management, Circular 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**. In 2025, both **COIM USA** and **COIM Brasil** also began offering training programs covering a range of ESG topics. For the coming years, the goal is to raise awareness and encourage other Group subsidiaries to offer training courses on ESG topics, as well as to monitor the ESG training provided in a more structured manner.
  The Group also aims to provide at least **20 hours of ESG training** to the sustainability referent of each company **by 2030**, averaging approximately 4 hours per year. The focus will be on researching and selecting relevant topics to concentrate the training efforts, dedicating a specific number of hours to each chosen theme.

- 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.

- **COIM Italy** aims to integrate **ESG criteria into its vendor rating system** and complete the evaluation of the top **20 strategic suppliers**—representing approximately 75% of total raw material purchases—by the end of 2026.

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.



7 GRI CONTENT INDEX

GRI Standard	Disclosure	Page number and notes
Statement of use	COIM Group has reported the information cited in this GRI content index for the period 01/01/2025 – 31/12/2025 in accordance with the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	

Gri standard	Disclosure	Location	Omission			Gri sector standard ref. No.
			Requirement(s) omitted	Reason	Explanation	
GENERAL DISCLOSURE						
	The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1 Organizational details	Methodological Note				
	2-2 Entities included in the organization's	Methodological Note				
	2-3 Reporting period, frequency and contact point	Methodological Note				
	2-4 Restatements of information	Methodological Note				
	2-5 External assurance	The Sustainability Report is not subject to external assurance				

Gri standard	Disclosure	Location	Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	Gri sector standard ref. No.
GENERAL DISCLOSURE						
GRI 2: General Disclosures 2021	**Activities and workers**					
	2-6 Activities, value chain and other business relationships	Who We Are; A winning synergy on the market; The importance of raw materials				
	2-7 Employees	Human resources				
	2-8 Workers who are not employees	Human resources				
	Governance					
	2-9 Governance structure and composition	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-10 Nomination and selection of the highest governance body	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-11 Chair of the highest governance body	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-13 Delegation of responsibility for managing impacts	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-14 Role of the highest governance body in sustainability reporting	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-15 Conflicts of interest	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-16 Communication of critical concerns	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-17 Collective knowledge of the highest governance body	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
GRI 2: General Disclosures 2021	**Governance**					
	2-18 Evaluation of the performance of the highest governance body	Corporate structure and governance; Board of Directors & Board of Statutory Auditors				
	2-19 Remuneration policies				*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*	
	2-20 Process to determine remuneration				*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*	
	2-21 Annual total compensation ratio				*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*	
	Strategy, policies and practices					
	2-22 Statement on sustainable development strategy	Letter to the stakeholders 2025				
	2-23 Policy commitments	Our Approach to Sustainability; Code of Ethics and Organization Management and Control Model pursuant to Legislation 231; Product quality and safety; The supply chain; Safeguarding our environment; Energy consumption; Human Resources; Health and safety in the workplace; External community-focused initiative; Future goals.				
	2-24 Embedding policy commitments	Our Approach to Sustainability; Code of Ethics and Organization Management and Control Model pursuant to Legislation 231; Product quality and safety; The supply chain; Safeguarding our environment; Energy consumption; Human Resources; Health and safety in the workplace; External community-focused initiative; Future goals.				
	2-25 Processes to remediate negative impacts	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 230				

GRI 2: General Disclosures 2021	**Strategy, policies and practices**					
	2-26 Mechanisms for seeking advice and raising concerns	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231				
	2-27 Compliance with laws and regulations	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 232				
	2-28 Membership associations	Alliances for sustainable development				
	Stakeholder engagement					
	2-29 Approach to stakeholder engagement	Involvement and engagement with Stakeholders				
	2-30 Collective bargaining agreements	Human Resources				
MATERIAL TOPICS						
GRI 3 - Material Topics 2021	3-1 Process to determinate material topic	Involvement and engagement with Stakeholders				
	3-2 List of material topics	Involvement and engagement with Stakeholders				
CREATING SHARED VALUE						
GRI 3 - Material Topics 2021	3-3 Management of material topics	Shared economic value				
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Shared economic value				
RESPONSIBLE SUPPLY CHAIN MANAGEMENT						
GRI 3 - Material Topics 2021	3-3 Management of material topics	The importance of raw materials; The supply chain				
GRI 204: Procurement practices (2016)	204-1 Proportion of spending on local Suppliers	The importance of raw materials; The supply chain				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	The importance of raw materials; The supply chain				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	The importance of raw materials; The supply chain				

RESPONSIBLE USE OF MATERIALS						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The importance of raw materials				
GRI 301: Materiali 2016	301-1 Materials used by weight or volume	The importance of raw materials				
	301-2 Recycled input materials used	The importance of raw materials				
WASTE AND CIRCULARITY						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Focus on waste management				
GRI 306: Waste2020	306-3 Waste generated	Focus on waste management				
	306-4 Waste diverted from disposal	Focus on waste management				
	306-5 Waste directed to disposal	Focus on waste management				
ENERGY						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Energy Consumption				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption				
	302-3 Energy intensity	Energy Consumption				
EMISSIONS AND FIGHT AGAINST CLIMATE CHANGE						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Our carbon footprint				
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	Our carbon footprint				
	305-2 Energy indirect (Scope 2) GHG emissions	Our carbon footprint				
	305-4 GHG emissions intensity	Our carbon footprint				
GRI 305: Emission 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		*The information is not fully available, as it has been collected using heterogeneous methodologies across the various countries where we operate. A harmonization process of data collection systems is currently underway, aimed at ensuring coherent reporting aligned with CSRD requirements by FY 2027. COIM confirms that data collection is conducted in compliance with applicable local regulations*			

RESPONSIBLE USE OF WATER RESOURCES

GRI 3 – Material Topics 2021	3-3 Management of material topics	Responsible use of natural resources; Use of water in production processes				
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	Responsible use of natural resources; Use of water in production processes				
	303-2 Management of water discharge-related impacts	Responsible use of natural resources; Use of water in production processes				
	303-3 Water withdrawal	Responsible use of natural resources; Use of water in production processes				
	303-4 Water discharge	Responsible use of natural resources; Use of water in production processes				

TALENT ATTRACTION AND RETENTION

GRI 3 – Material Topics 2021	3-3 Management of material topics	Human Resources				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources				

RESPONSIBLE MANAGEMENT AND EMPLOYEE WELL-BEING

GRI 3 – Material Topics 2021	3-3 Management of material topics	Promoting company wellbeing				
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Promoting company wellbeing				

PROTECTION OF HUMAN AND LABOUR RIGHTS

GRI 3 – Material Topics 2021	3-3 Management of material topics	Parental leave				
GRI 401: Employment 2016	401-3 Parental leave	Parental leave	*Information is incomplete because data does not include the sales offices/ technical services companies. The reporting perimeter currently includes only the operating companies, which also represent the most significant entities of the Group. The companies commit to include and report this data in the next reporting year.*			

DEVELOPMENT AND TRAINING

GRI 3 – Material Topics 2021	3-3 Management of material topics	Professional development				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Professional development				

EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

GRI 3 – Temi materiali – versione 2021	3-3 Management of material topics	Diversity, inclusion and human rights				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, inclusion and human rights				
	405-2 Ratio of basic salary and remuneration of women to men		*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, inclusion and human rights				

WORKERS' HEALTH & SAFETY

GRI 3 – Material Topics 2021	3-3 Management of material topics	Health and safety in the workplace				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and safety in the workplace				
	403-2 Hazard identification, risk assessment, and incident investigation	Health and safety in the workplace				
	403-3 Occupational health services	Health and safety in the workplace				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety in the workplace				
	403-5 Worker training on occupational health and safety	Health and safety in the workplace				
	403-6 Promotion of worker health	Health and safety in the workplace				

WORKERS' HEALTH & SAFETY						
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety in the workplace				
	GRI 403-8 Workers covered by an occupational health and safety management system	Health and safety in the workplace				
	403-9 Work-related injuries	Health and safety in the workplace				
	403-10 Work-related ill health	Health and safety in the workplace				
PRODUCT SAFETY AND QUALITY						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Product safety				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product safety				
PRIVACY AND DATA PROTECTION						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Respecting privacy				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of Customer privacy and losses of Customer data	Respecting privacy				

INVOLVEMENT AND SUPPORT TO LOCAL COMMUNITIES						
GRI 3 – Material Topics 2021	3-3 Management of material topics	External community-focused initiatives				
GRI 202: Market Presence 2016	202- 2 Proportion of senior management hired from the local community		*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		*For confidentiality reasons and given the sensitive nature of the information, the requested data has not been made available*			
CUSTOMER SATISFACTION						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Product safety				
SUSTAINABLE INNOVATION AND PRODUCT RESEARCH						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Innovation and research for product sustainability				
OTHER GRI STANDARDS						
GRI 3 – Material Topics 2021	3-3 Management of material topics	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231				
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231				
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Code of Ethics and Organization, Management and Control Model pursuant to Legislation 231				

coim
NATURE IS CHEMISTRY

NATURE IS CHEMISTRY

www.coimgroup.com