

ANNUAL SUSTAINABILITY REPORT

2023



The Annual Sustainability Report for the year 2023 was approved on may 21st , 2024 by the SCIL II (TOPCO) LIMITED's Board of Directors

TABLE OF CONTENTS

CEO's Message On Sustainability	2	CHAPTER 2 The Product	16	CHAPTER 7 Group's Environmental performance	57
About the Sustainability Report	3	2.1 Integrated Business	17	7.1 Product innovation and sustainability	58
Methodological Note	4	2.2 Product application	19	7.2 Materials	59
CHAPTER 1 The Group	7	CHAPTER 3 Activities	20	7.3 Energy	66
1.1 Our History & Shareholders	8	3.1 Chemical events	21	7.4 Emissions	70
1.2 Group's Identity	9	3.2 Membership associations	22	7.5 Task Force on Climate Related Financial Disclosure	74
1.3 The Code of Conduct	10	CHAPTER 4 Group's approach to Sustainability	23	7.6 Water and effluents	75
1.4 Group's Geographical Presence	12	4.1 Sustainability context	24	7.7 Waste	79
1.5 Group's Corporate Structure and Governance	13	4.2 Impact analysis	25	Annex	83
1.6 The relationship with stakeholders	15	4.3 Group's Sustainability Strategy	29	Social Annex	82
		4.4 EU Taxonomy for the Group	32	Environmental Annex	91
		CHAPTER 5 Group's Economic Performance	33	Governance Annex	101
		5.1 Supply Chain	34	Economic Annex	102
		5.2 Proportion of spending on local suppliers	35	GRI content Index	103
		CHAPTER 6 Group's Social performance	36		
		6.1 Group's People	38		
		6.2 Diversity of Group's people	40		
		6.3 People at the core	47		
		6.4 Health & Safety in the Group	53		



Dear Stakeholders,

At Polynt Group we want a world that provides a viable future with enhanced quality of life for everyone. We contribute to do so by creating chemistry that makes the best use of available resources. We are committed to doing business in an ethical and transparent manner and acting as a fair and reliable partner.

This is essential to ensure the Group's growth is sustainable and provides value to our stakeholders.

The passion and commitment of our people is a key driving force to our success, and we are committed to investing in both our current employees and the future through our training programs.

Polynt Group is committed in promoting the growth and the enrichment of its employees and in fostering inclusivity at work. Principles of non-discrimination and equal opportunities are integrated in our environment.

The safe operations at our plants, the health and safety of our employees and the protection of the environment, are the driving forces that rule our behavior throughout all our companies' undertakings.

We strive for continuous improvement in our environmental performance and elimination of pollution and waste at source in line with our business objectives, using recognized environmental best practices.

The 2023 Sustainability Report highlights the path of Polynt Group towards a sustainable development.

President and CEO

Rosario Valido



About the sustainability report

KEY FACTS

- Reporting period aligned to the SCIL II (TopCo) Ltd. Annual Report 2023 (from the 1st of January 2023 to the 31st of December 2023)
- Covers SCIL II (TopCo) Ltd and (all) its subsidiaries; together hereafter referred as the “Group”
- Reporting with reference to GRI Standards

The Directors of SCIL II (TopCo) Ltd. are pleased to present the Sustainability Report for the year 2023. SCIL II (TopCo) Ltd., domiciliated in the United Kingdom, is controlled by Speciality Chemicals International Ltd. which is held by subsidiaries of Black Diamond Capital Management LLC with other shareholders holding minority positions. In 2021, SCIL II (TopCo) Ltd. acquired control of the Polynt Group through an indirect subsidiary.

The report provides an overview of the Group’s contribution towards sustainable development.

The publication of this sustainability report is the expression and the result of the Group’s ongoing commitment to the promotion of Environmental, Social and Governance (ESG) factors as an integral part of its business operations. Values such as sustainable management, environmental protection, health and safety and employees’ wellbeing and development have always been core values and priorities for the Group.

All the initiatives and activities in the ESG field have now been summarised in this Group’s Sustainability Report.

The Group issues sustainability reports on an annual basis in order to promote transparency and to share with the stakeholders its commitment and contribution towards sustainability.

The new EU Corporate Sustainability Reporting Directive (CSRD) will require the Group, as well as all large companies to report on a full range of sustainability data and information relevant to the Group’s business starting from the fiscal year 2025. The new Directive aims at ensuring that companies report reliable and comparable sustainability information. On this regard, the new Directive will also require a limited level of external audit assurance on the disclosed sustainability information. The Group has undertaken this journey well in advance not only to prepare itself for the actual obligation, but mostly because the Group strongly believes in sustainability reporting as a strategic opportunity that can also enhance risk management and trigger continuous improvements.

This sustainability report is the result of the worldwide contribution and effort of many employees of the Group. Hoping that readers will find the report information interesting and useful, comments or questions about the contents are welcome and they should be addressed to the Group ESG & Internal Audit Manager: salvatore.dipasquale@polynt.com



Methodological note

This report has been prepared “with reference to” the Global Reporting Initiative (GRI) Standards, the international reference standards for non-financial reporting. Report’s preparation followed most of the principles set out by the GRI for defining report content and quality. The principles are:

- Comparability,
- Accuracy,
- Balance,
- Clarity,
- Timeliness,
- Reliability for the quality and the sustainability context,
- Materiality and completeness for the content.

MATERIALITY ANALYSIS

In 2021, the Group carried out an initial materiality analysis to identity the priority topics to report on.

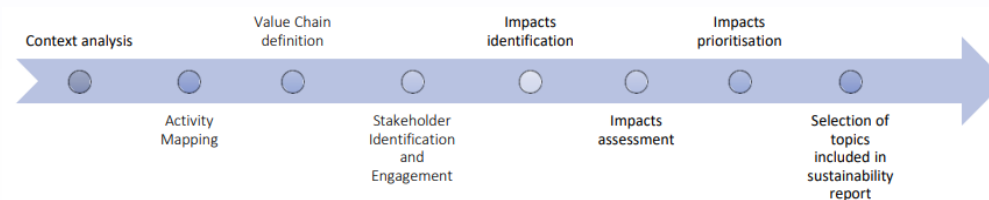
With the double materiality perspective suggested by the CSRD (Corporate Sustainability Reporting Directive), the Group analysed the impacts of the Group business on the environment and on people as well as how sustainability issues affect its business.

During 2022, the materiality analysis was updated and enriched with the so-called impact analysis. In addition to the negative and positive impacts and to the real and potential impacts, the analysis focused on the unintended and unexpected impacts caused by the Group on the environment and society.

Such broad analysis contributes to strength the Group’s strategy and to build resilience in a context defined by constant disruption with high level of uncertainty.

This analysis has also been confirmed for the year 2023 and will represent the basis for implementing double materiality as indicated by the new ESRS standards during the year 2024.

Below are presented the main steps of the analysis:



Methodological note

Data and information collection, performed with a cross-functional approach, involved all Group’s sites and business departments. The broad analysis conducted in 2022 mainly confirmed the results and the reporting boundaries of the previous year analysis with some minor modifications.

Step 1: Context analysis

- Analysis of the main activities performed (and services offered) by the Group, as well as its business relationships and challenges in the sectors in which it operates;
- Scenario analysis for global chemical industry including the review of context analysis documents already conducted by the Group for the implementation of ISO 9001, ISO 14001, ISO 45001 when applicable at the site level;
- Identification of all the dimensions and business areas and impacts analysis (scale, depth, duration, remediable character among other factors) following/using international frameworks;
- Peer and competitor analysis (global level).

Step 2: Value Chain definition

- Representation of the full chain of the business activities carried out by the Group including upstream and downstream, therefore taking into account also the process of getting materials and the process of bringing products to the end consumers.

Step 3: Stakeholders identification and engagement

- Identification and involvement of key Stakeholders as further detailed. Stakeholder involvement is integrated into the day-to-day management of all group activities.

Step 4: Impacts identification

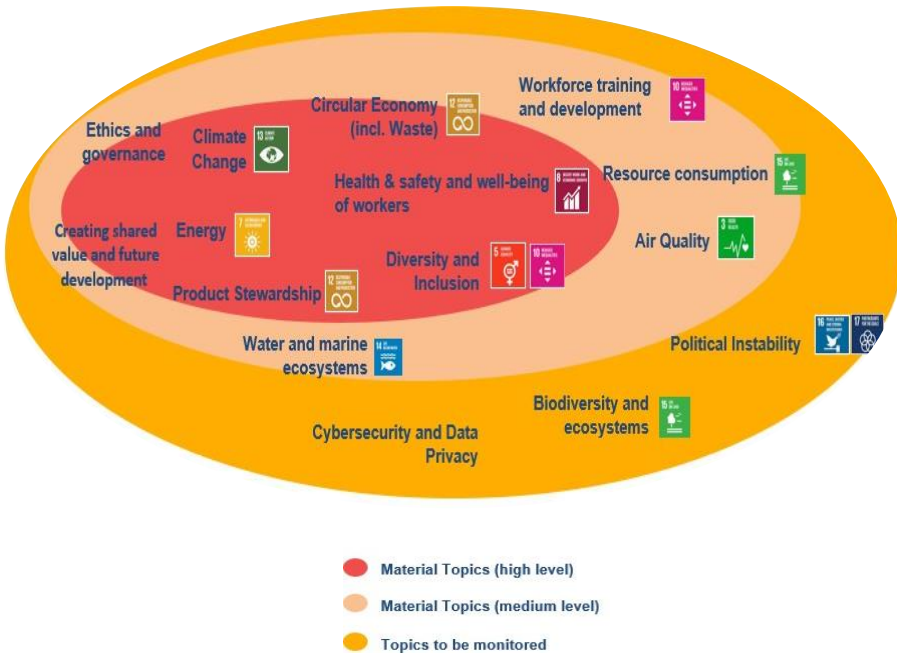
- The previous steps allow a broad and complete representation of all significant Group’s impacts (actual/potential, positive/negative) on the three pillars of sustainability: environment, society and economy.

Step 5: Impacts assessment

- Negative impacts assessment by their severity and likelihood, whereby the severity of an actual or potential negative impact is determined by: (i) scale (how grave the impact is), (ii) scope (how widespread the impact is) and (iii) irremediable character (how hard it is to counteract or make good the resulting harm). Severity levels allows the categorization/definition of impacts as acceptable, tolerable, undesirable, intolerable;
- Positive impacts assessment by their scale, scope and likelihood;
- Impacts assessment took also into account findings from desk analysis on chemical industry pressures, trends and regulatory developments.

Step 6: Material Issues selection

The results of the analysis are represented in the following figure:



The entire analysis as well as its single step has been developed, supervised and approved by the Group ESG & Internal Audit Manager and is the result of the Group cross-functional effort.

The **MATERIAL TOPICS** identified by the materiality assessment are:

- **Ethics and Governance:** governance integrity refers to the corporate governance capacity to manage the Group’s business activities responsibly and transparently in order to build and to maintain trust (and engagement) with all stakeholders;
- **Creating shared value and future development:** shared value generation refers to the creation of economic, social and environmental value that benefits both the company and the communities in which it operates. Future development refers to the planning and management of new projects and new plants/installations to promote economic growth and to improve the quality of life of the people living nearby;
- **Climate Change:** it refers to long-term shifts in temperatures (global warming) and weather patterns due to GHG emissions (i.e., Carbon dioxide (CO2), Methane (CH4), Nitrous oxide (N2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF6), Nitrogen trifluoride (NF3)). The consequences of climate change include, among others, wildfires, water scarcity and desertification, more frequent heatwaves and the spreading of tropical diseases, rising sea levels, flooding, melting polar ice and catastrophic storms. These events can have impacts on businesses, livelihoods, infrastructures, people's health and natural ecosystems;
- **Product Stewardship:** it refers to the products safety: impacts of the products on human health and the environment, including aspects related to the use of substances of very high concerns (e.g., REACH list), and products transparency (e.g., labelling);

- **Energy:** energy production and consumption, including sources of energy (e.g., renewable, oil, gas) and energy efficiency;
- **Health & Safety and well-being of workers:** it refers to working conditions, employees’ safety (e.g., injuries, fatalities), and work-related ill health, including mental health. It includes also impacts on health due to the use/process of substances of very high concerns (e.g., REACH list). Employee wellbeing is about understanding and valuing employees with a holistic perspective which considers employees duties, expectations, stress levels and working environments;
- **Circular Economy (including Waste):** it refers to product lifecycle management including materials sourcing and resources efficiency. Circular economy implies moving from a linear approach Take-Make-Dispose (raw materials are collected, then transformed into products that are used until they are finally discarded as waste) to a circular approach Reduce-Reuse-Recycle. The circular approach aims at addressing the overuse of natural resources and the scarcity of planet resources. It is a model of design, production and consumption which involves minimizing the consumption of resources, sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. The life cycle of products is extended, and waste is reduced to a minimum. When a product reaches the end of its life, its materials are kept within the economy wherever possible, thereby creating further value;
- **Diversity and Inclusion:** diversity in the workplace refers to diversity of gender, race, ethnicity, age, sexuality, language, educational, background and skills. Inclusion and equal opportunities refer to the above-mentioned categories and also to people with physical or mental disabilities;

- **Workforce Training and Development:** it refers to educational activities to enhance the knowledge and skills of employees, career and remuneration;
- **Resource consumption:** the ecological footprint represents the amount of natural resources consumed by the Group in terms of raw material purchases, technical purchases and packaging;
- **Air Quality:** emissions to the atmosphere (e.g., carbon monoxide, lead, nitrogen oxides, sulfur oxides, dust and particulate among others);
- **Water and marine ecosystems:** both water (i.e., freshwater use sourcing, treatment and discharge, including water pollutants and water efficiency) and marine ecosystem (i.e., oceans and seas with interaction of plants, animals and the marine environment).

The **TOPICS TO BE MONITORED**, identified by the materiality assessment are:

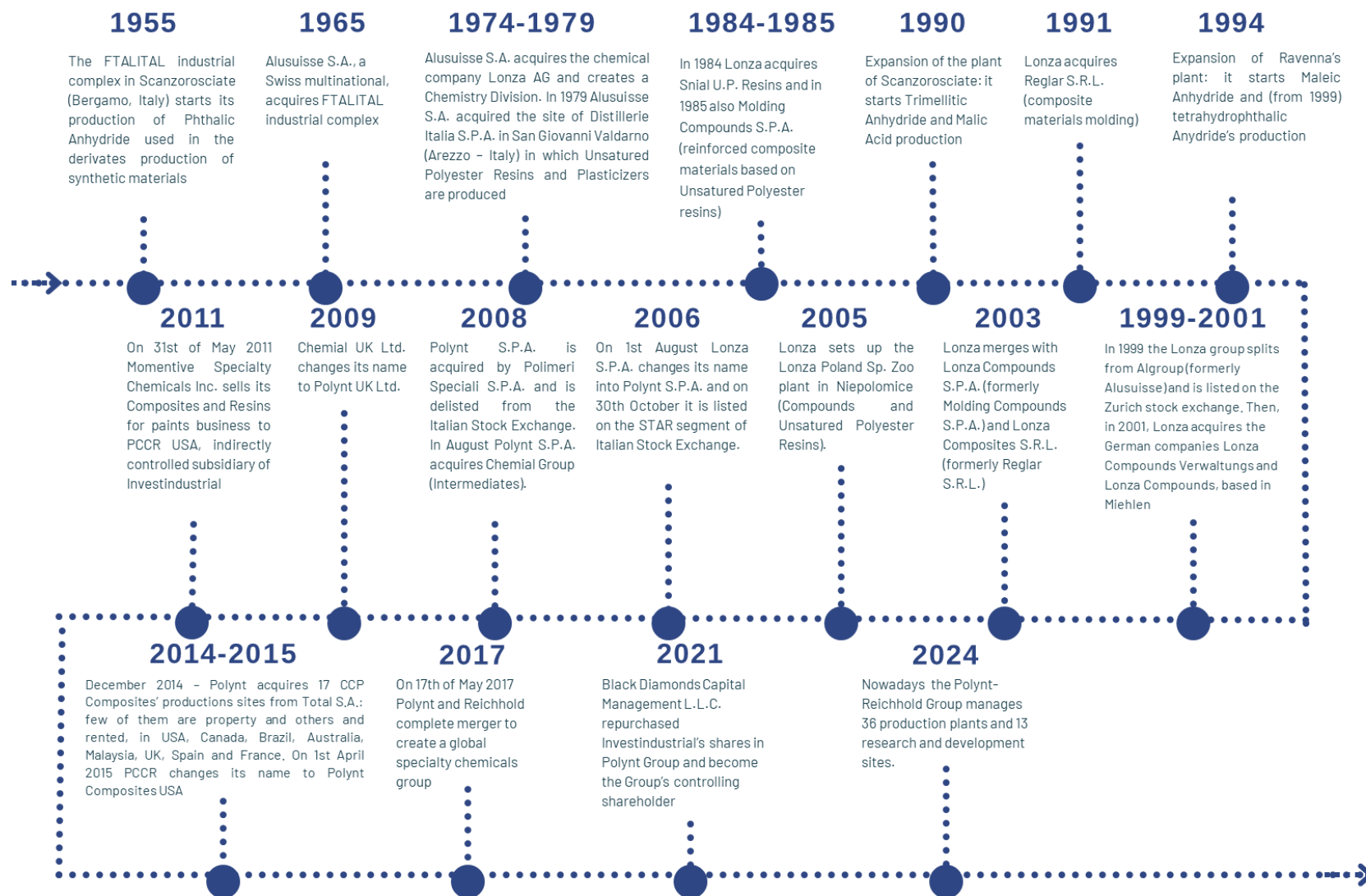
- **Cybersecurity and Data Privacy:** security, reliability and capacity of the information technology systems, to prevent data fraud or thefts, and protect the company's intellectual property and other sensitive business information;
- **Political Instability:** war, major political crisis impacting the macroeconomic environment with disruption of social, economic and geopolitical stability;
- **Biodiversity & Ecosystems:** variability among living organisms and the ecological complexes of which they are part. Pollution, including from hazardous wastes and chemicals, is considered as one of the main drivers of biodiversity loss.



1 | THE GROUP

The Group's history

For over 65 years, the Group has been a burgeoning force in the specialty chemicals sector, dedicated to the production, marketing, and advancement of organic anhydrides and their derivatives.



The Group Identity and Shareholders

BLACK DIAMOND CAPITAL MANAGEMENT is a leading privately held alternative asset management firm with over \$9 billion in assets under management.

With complementary control distressed/private equity, hedge fund, mezzanine fund and CLO and other structured vehicles, Black Diamond specializes in high yield credit, stressed & distressed credit, restructurings and business turnarounds, further focusing on investing in debt securities that offer structural protection and have substantial underlying assets.

Black Diamond's control distressed/private equity funds focus more specifically on middle market companies with market leadership positions within their sectors.

The Firm employs a disciplined investment process that synthesizes bottom-up credit analysis with an in-depth knowledge of the credit system.

Founded in 1995, Black Diamond employs 40 investment professionals and has offices in Stamford CT, St Thomas USVI, and London, England. For more information, visit www.bdc.com.

The Group is steadfast in its mission to stand at the forefront of the specialty chemicals industry, harnessing its considerable technical expertise while steadfastly upholding its commitments to environmental stewardship and social responsibility.





The Code of Conduct

The dissemination of the Code of Ethics, along with any subsequent updates, is a process carried out with great care and diligence within our organization.

This pivotal document is shared with all employees and stakeholders through electronic mail, ensuring receipt is acknowledged.

Additionally, to guarantee transparency and accessibility, the Code of Ethics is publicly available on Polynt's website, under the sustainability section (<https://www.polynt.com/sustainability/sustainability-statement-and-scoring/>), offering a comprehensive overview of our ethical stance and operational guidelines.

Central to the organizational ethos, the Code of Ethics lays down a framework of ethical and behavioral norms that guide the conduct at every level of operation, both within the company and in interactions with external parties.

This commitment extends beyond the immediate organizational boundaries, as the Group strive to impart its values to third parties, including customers, suppliers, and contractors, fostering a culture of integrity and respect in all business dealings.

COMPLIANCE WITH LAWS AND REGULATIONS

	UoM	2023	2022
Total number of significant instances of non-compliance with laws and regulations during the reporting period	n.	0	0
of which number of instances for which fines were incurred	n.	0	0
of which number of instances for which non-monetary sanctions were incurred	n.	0	0
Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	n.	0	0
of which fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	n.	0	0
of which fines received in the previous reporting periods	n.	0	0
Monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	€	0	0
of which value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	€	0	0
of which value of fines received in the previous reporting periods	€	0	0

WHISTLEBLOWING REPORTING SYSTEM

The Group provides the possibility to report any Ethical Code violation to all involved parties through a Whistleblowing Reporting System (<https://polynt.integrity.complylog.com>).

In particular, the whistleblowing policy encourages employees’ participation and contribution through spontaneous recommendations and warnings. A Whistleblowing Reporting System allows the Group’s staff to report anonymously any anomaly, irregularity or violation related to Health & Safety, Harassment, Human rights, Antitrust, Anti-Money Laundering, Corruption as well as other topics.

WHISTLEBLOWING	2023
Number of whistleblowing reports received in the year	6
Number of open whistleblowing reports at the end of the year	4
Number of whistleblowing reports that have been closed in the year	2
Number of anonymous whistleblowing reports	6

ANTICORRUPTION APPROACH

The Group adopts a common corporate anti-corruption policy, while about a third of the Group's sites have established specific anti-corruption policies that take into account distinct risks at the local level. These policies are carefully designed to address and mitigate the risks of corruption characteristic of each country where Polynt operates, ensuring that prevention strategies and counteraction measures are highly customized and directly relevant to each operational context.

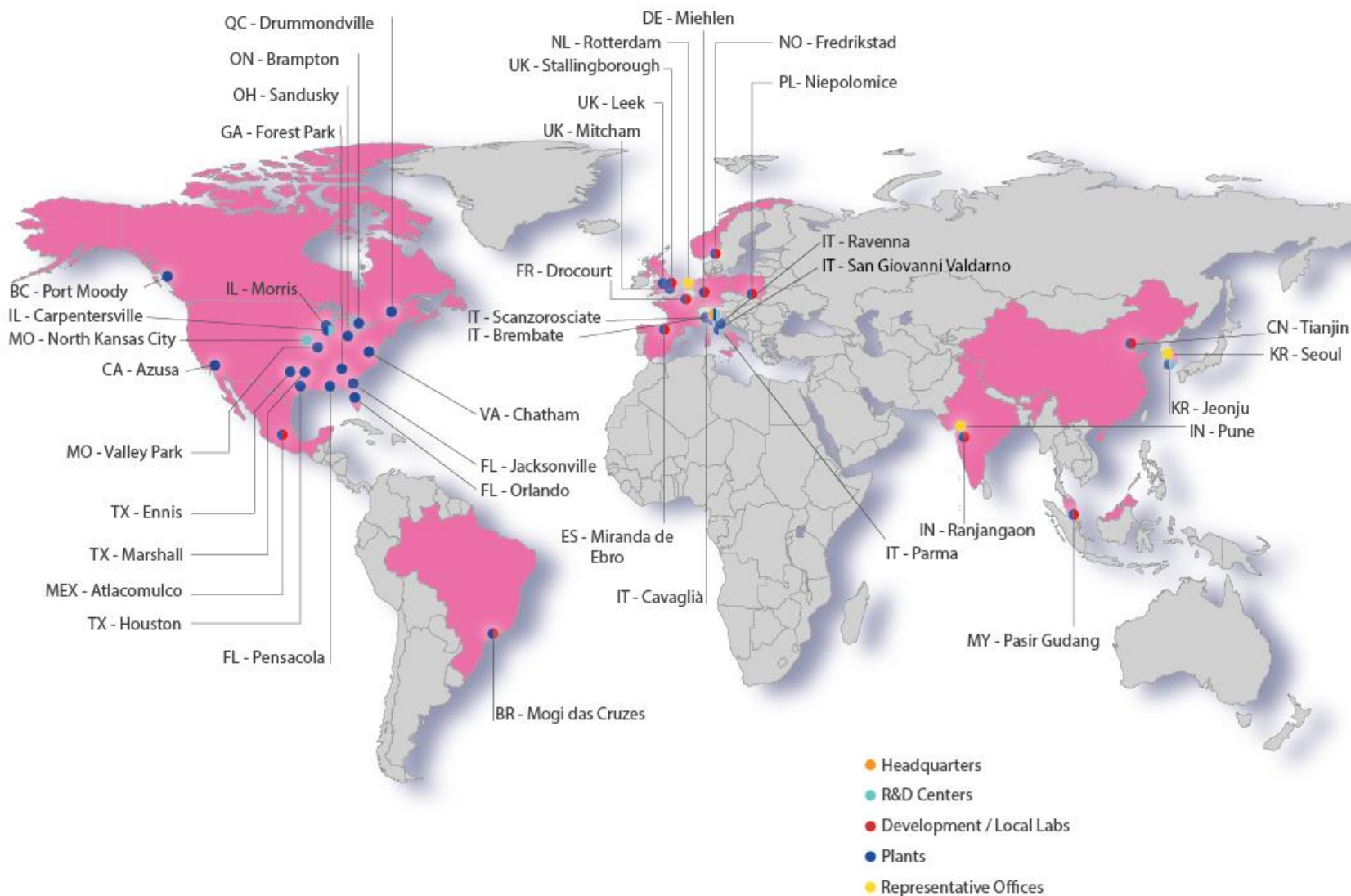
The Group commits to understanding the complexity of corruption on a global scale and is determined to implement effective safeguard measures that reflect the unique challenges and specific legal requirements of each jurisdiction. The data related to anti-corruption training will be available from 2024.

CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	2023
Total number of proven corruption incidents	0
Total number of proven corruption incidents in which employees have been dismissed or have been the subject of bribery measures	0
Total number of episodes of ascertained corruption for which contracts with commercial partners have been resolved or have not been renewed due to violations related to corruption	0
Corruption-related public lawsuits against the organization or its employees during the reporting period and the outcomes of such incidents	0

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	2023			
	EXECUTIVE	MANAGER	WHITE COLLAR	BLUE COLLAR
N. of people who have received communication on anti-corruption policies and procedures	9(*)	157	1,329	1,541
% of people have received communication regarding anti-corruption policies and procedures	100%	100%	100%	100%
N. of people who have received training on anti-corruption policies and procedures	n.a.	n.a.	n.a.	n.a.
% of people have received training regarding anti-corruption policies and procedures	n.a.	n.a.	n.a.	n.a.

(*) = In the counting, it has been included also the CEO
n.a. = not available

Group's Geographical Presence



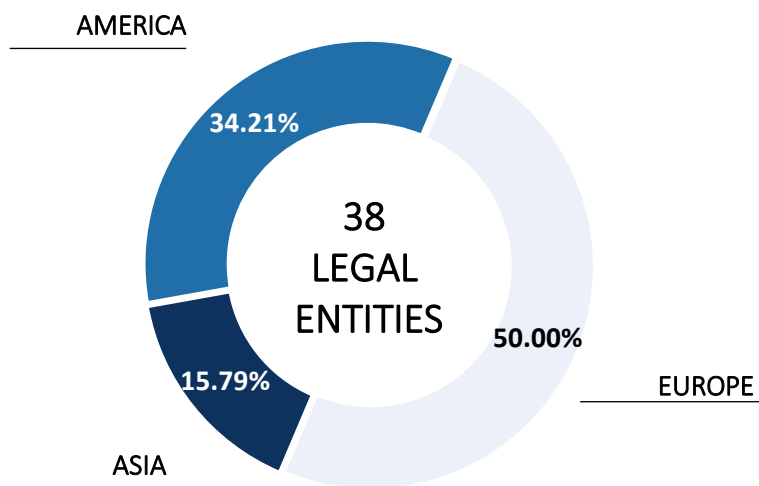
Group's Corporate Structure and Governance

The Group operates all over the world with a wide production and distribution network thanks to a growing number of companies and affiliates.

The Group operates in:

- 15 different countries
- 3 different world regions (Asia, Europe, Americas)

As result of several acquisitions and transactions occurred during the years, the Group's structure as of December 31, 2023, is composed by 38 legal entities:



As global company, the Group is present in Europe, America and Asia with both manufacturing and commercial facilities committed to provide innovative, responsible, and sustainable solutions to the costumers.

In addition to the six Italian sites (Brembate di Sopra, Cavaglià, San Polo di Torrile, Ravenna, Scanzorosciate and San Giovanni Valdarno), the Group oversees internationally with operating and commercial subsidiaries in:

- Europe (Norway, UK, Spain, France, Germany, Poland)
- Asia (China, Korea, India, Malaysia)
- America (Canada, USA, Mexico and Brazil).

Group’s Corporate Structure and Governance

At the end of 2023, the structure of the Specialty Chemicals International Ltd’s Board of Directors, which is the parent company that wholly held SCIL II (TopCo), is represented in the following table:

POSITION	NAME	TIME IN POSITION	GENDER
President & Group CEO (*)	Rosario Valido	Appointed in May 2017	Male
Director	Peter Richard Frank	Appointed in May 2017	Male
Director/Independent	Philip James Bruce	Appointed in October 2019	Male
Director	Ritesh R. Tanna	Appointed in April 2020	Male
Director/Independent	Steven Kenny	Appointed in May 2022	Male

(*) Executive

The President and Group Chief Executive Officer and the Board of Directors members are appointed by the shareholders of the Group. The maximum and minimum number of Directors may be determined from time to time by ordinary resolution. Subject to and in default of any such determination there shall be no maximum number of Directors and the minimum number of Directors shall be one.

Directors may appoint a secretary upon conditions as they think fit the professional role and purpose. Directors can also dismiss any appointed secretary. Any director may appoint any other director as an alternative as well as they may appoint any other person approved by the directors.

At the end of 2023, the structure of the SCIL II TopCo’s Board of Directors is represented in the following table:

POSITION	NAME	TIME IN POSITION	GENDER
Director	Philip James Bruce	Appointed in May 2022	Male
Director	Ritesh R. Tanna	Appointed in June 2021	Male
Director	Steven Kenny	Appointed in May 2022	Male

The SCIL II TopCo’s Board of Directors is responsible for reviewing and approving the Sustainability Report for the year 2023 including the list of the material topics. As of December 31, 2023 the Group has a Managing Board (established in 2006 starting from the exit from the Lonza Group), composed of Senior Executives of the Group, and three Committees for each Regional Division (Europe, Americas, Asia) established in June 2017.

The Chair of the Managing Board is the Group CEO. The Managing Board is responsible in developing, approving and updating the organization’s purpose, value or mission statements, strategies, policies and goals related to sustainable development in line with budget and indications from the shareholders.

At the end of 2023, the structure of the Group’s Managing Board is represented in the following table

POSITION	NAME	GENDER
President & Group Chief Executive Officer	Rosario Valido	Male
Group Chief Operating Officer	Sergio Conni	Male
Group Chief Financial Officer	Paolo Carugati	Male
Group General Counsel - Group Director HR&IT	Alberto Carpani	Male
Group Supply Chain Director	Luca Bielli	Male
Executive Vice President Europe	Maurizio Leonardi	Male
Executive Vice President Americas	Harold Visser	Male
Executive Vice President Asia	Alberto Milesi	Male
Group Communication Manager - Corporate General Service & CEO Assistant	Simona Grilli	Female

The relationship with stakeholders

The responsibility of the Group towards sustainability is inspired by continuous communication with the stakeholders. In particular, the Group involves the best human resources and skills in management with a global approach in order to make responsible decisions both globally and locally.



The Group is willing to strengthen the engagement with all its stakeholders to build strong relationships with them. The first fundamental step has been a clear and complete stakeholders' identification to build a comprehensive stakeholders' map.



“

We are committed to create sustainable and shared value for customers, employees, investors, suppliers, and communities who expect the company to make a positive contribution to the economy, the environment and society.

”

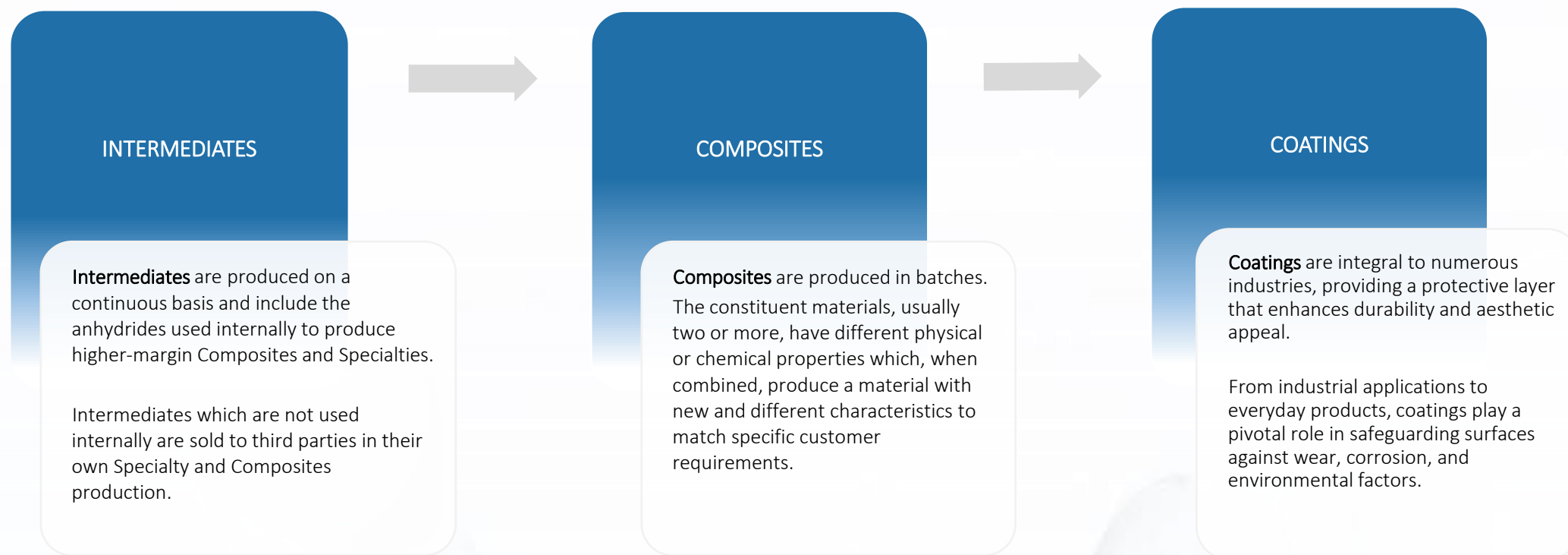


2 | THE PRODUCTS

Integrated Business

The Group stands as a forefront manufacturer of distinct polymer chemical intermediates, such as anhydrides (including Maleic, Phthalic, and Trimellitic) and their associated derivatives (such as Plasticizers), dibasic acids (Fumaric and Malic), unsaturated polyester resins, compounds, composites, and specialised esters.

The product portfolio is categorised into three main classes: Intermediates, Composites and Coatings.

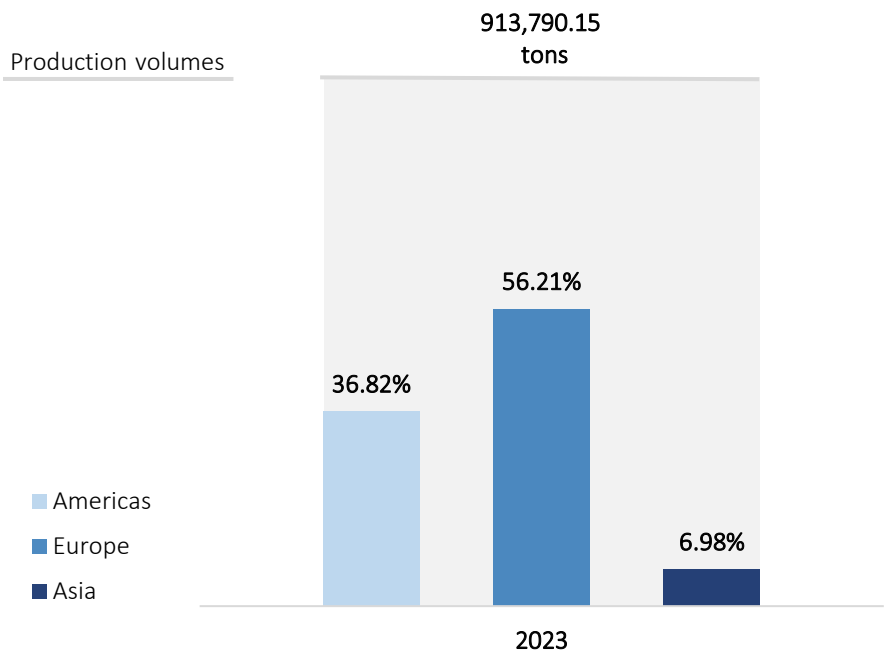


Integrated Business

Last year the Group produced a total of just under one million tons of products while selling about a million tons.

Compared to the previous year, there was a significant decrease in both aspects as reported in the details of the economic chapter.

Also, for 2023, the European region accounts for more than half of the group's production capacity, confirming the group's efficient and well-established business model.



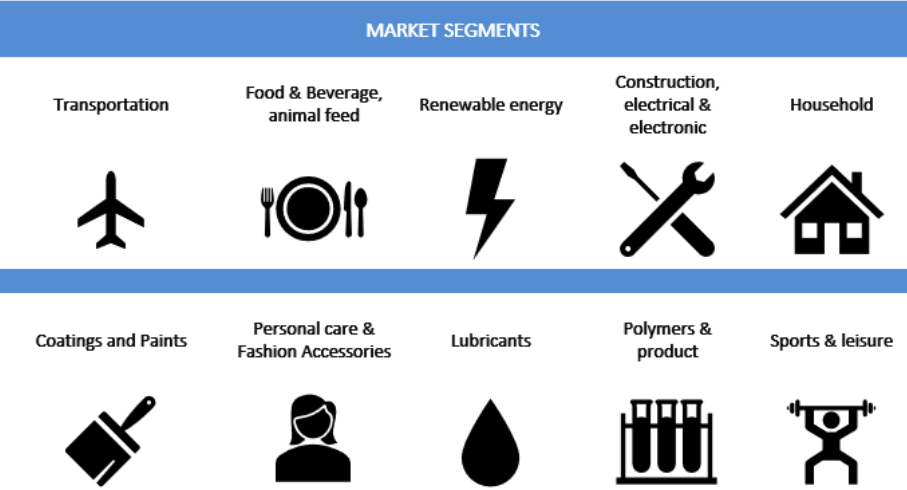
Product Applications

The Group is a distinguished manufacturer specializing in the production of polymer products with widespread applications across various industries. Renowned for its unwavering commitment to quality and innovation, Group's extensive range of solutions serves as a cornerstone in numerous sectors.

Through cutting-edge research and development, Group consistently delivers high-performance polymer products that enhance functionality and durability in diverse applications.

With a focus on meeting the evolving demands of clients globally, Group remains dedicated to ensuring efficiency, safety, and sustainability across a broad spectrum of industries.

As a trusted leader in the polymer industry, **Group continues to set the standard for excellence, driving progress and innovation in every aspect of its operations.**



3 | ACTIVITIES



Chemical events and Membership associations

As demonstration of its interest in relationships with its stakeholders the Group usually participates at events to communicate its results, to collect feedback and to sensitive their stakeholders, in a spirit of continuous and sustainable improvement.

JEC

The largest international platform dedicated to the composites industry.



ICERP

The biggest event on Composites in India, and the second biggest in Asia at the Bombay Exhibition Centre in Mumbai.



INITIATIVES OF SUSTAINABILITY

To reinforce our commitment to sustainability, the Group have launched several key initiatives designed to reduce the social footprint and promote sustainable growth.



Chemical events and Membership associations

It is important to emphasize how **the Group is actively involved in over 40 associations worldwide.**

This commitment manifests through dynamic and multidimensional participation, which includes strategic collaborations, contributions to joint initiatives, and active participation in decision-making processes and advocacy activities.

This approach not only strengthens the Group's role as a responsible leader in the industry but also allows it to positively influence practices and policies related to the chemical sector on a global scale, ensuring that the company's activities are aligned with sustainable development goals and the expectations of stakeholders.

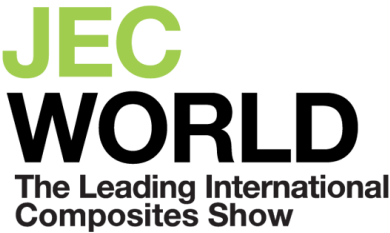
Major associations include:

ACMA is the unified voice of the composites industry, providing a seat at the table for distributors, suppliers and manufacturers of all sizes to gain knowledge, influence and competitive advantage.



JEC World is a networking hub of creativity, vision and action. It shows how composite materials push the limits of your projects and ambitions.

China Synthetic resin Association, UPR Branch, the participation is more significant and intend to promote/guide greater use of composites materials in the various industrial applications in China.



An aerial photograph of a large concrete dam spanning a wide river. The river's water is a vibrant turquoise color, contrasting with the deep green of the surrounding forested hills. A road with a few vehicles curves along the riverbank above the dam. The overall scene is lush and natural.

4

| GROUP'S APPROACH TO SUSTAINABILITY

Sustainability Context

The chemical industry has played a vital role in the global economy for centuries. Chemistry produces key inputs and enables processes for other manufacturing activities that benefit, in different ways, citizens and communities worldwide. In fact, chemistry is essential for satisfying basic human needs of food, clothing, shelter, health, energy, clean air, water and soil.

At the global level, the United Nations General Assembly adopted, in 2015, a new Sustainable Development Agenda, which includes 17 Sustainable Development Goals (SDGs) to end poverty, protect the planet, and ensure prosperity for all.

Specifically, **SDG 12 “Responsible consumption and production”**, requires a systematic approach throughout the lifecycle of chemicals from producers to final consumers.

Target 12.4 calls for achieving the “environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and for significantly reducing their release to air, water and soil in order to minimize their adverse impacts on human health and the environment”.

Since chemicals touch each aspect of development, their sound management contributes, directly or indirectly, to many other SDGs.

Precisely, in addition to the SDG 12, the chemical industry plays an important role in the achievement of the **SDG 7 “Affordable and clean energy”** and the **SDG 13 “Climate Action”**. Acting as a regenerative sector, a sustainable chemical industry stimulates innovation across all sectors to design and to implement new chemicals, production processes and product stewardship practices that will provide an increased value while protecting and enhancing human health and the environment.



Impact Analysis

The identification of the material topics is based on the relevant stakeholders' identification and engagement to ensure the Group prioritizes sustainability issues which are related to the greatest impacts on the environment and communities and those that matter the most to the Group's stakeholders.

Therefore, the **starting point of the analysis was the identification of the stakeholders' needs and expectations**. This step allowed the development of a complete map with all the actual and potential impacts of the Group on the environment and on society. Afterwards, each actual and potential impact was assessed according to its relevance.

A methodology for measuring the generated impacts was applied using an inside-out perspective considering four areas:

- GOVERNANCE
- ECONOMY
- SOCIETY
- ENVIRONMENT

The Group, driven by a continuous improvement strategy, is willing to further develop this impacts analysis soon, combining this inside-out perspective with an outside-in perspective as requested by the CSRD.

While the analysis assessed both risks and opportunities related to the impacts caused by the Group on the environment and people, a risk-oriented approach was predominantly followed. Therefore, the analysis focused on the negative impacts, both actual and potential, considering the severity and likelihood of each of them.

Specifically, as mentioned above, the scope of each actual negative impact was assessed by measuring the severity of the impact itself. The potential negative impacts were analyzed throughout a matrix which combines the severity of the impact (acceptable, tolerable, undesirable, intolerable) and the likelihood of the impact (unlikely, possible, certain). On the other hand, the positive impacts, both actual and potential, were always reported whenever relevant for the Group and regardless of their specific assessment and measurement.

The Group assessed the significance of the negative impacts in order to prioritize them and to determine which of the negative impacts will be included in the material topics list. Following a risk management system, the cut-off point/threshold for the impacts to be reported on was a medium level of risk. Therefore, only negative impacts with medium and high levels of risk were considered significant and therefore prioritized.








In addition to that, the way the Group is involved with each negative impact has been analyzed, meaning that the Group can cause negative impacts (business activities on their own result in the impact), contribute (business activities lead, facilitate or incentivize another entity to cause the negative impact) or being directly linked to negative impacts by business relationships. As already explained, impacts assessment took also into account findings from desk analysis on chemical industry trends and regulatory developments. Finally, each impact was linked to specific Sustainable Development Goals in order to specify the Group's contribution towards sustainable development.

The main results of the analysis performed is given on the following pages.










GOVERNANCE AND ECONOMIC RESPONSABILITY

MATERIAL THEME	ACTIVITIES	NEGATIVE IMPACT	POSITIVE IMPACT	STAKEHOLDER	SDGs
ETHICS AND GOVERNANCE	<ul style="list-style-type: none">Governance and business conduct	<ul style="list-style-type: none">Organizational weakness and management deficiencyThreats from individuals involved in illegal activities.	<ul style="list-style-type: none">Organizational and relationships strength and integrityCorruption risk reduction	GOVERNANCE BODIES, LOCAL, NATIONAL, INTERNATIONAL, EUROPEAN INSTITUTIONS, SUPPLIERS, COMMUNITIES	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>4QUALITY EDUCATION</div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>
SHARED VALUE GENERATION AND DEVELOPMENT	<ul style="list-style-type: none">Production and management Sustainable supply chain management	<ul style="list-style-type: none">Rise in demand that could exceed the capacity of local unitsService interruption or delaysResistance or unwillingness of suppliers to comply with the Group's sustainability requirements	<ul style="list-style-type: none">Versatility and flexibility of chemical products for different applications including that of the medical sectorEconomic value directly generated and distributed	SUPPLIERS EMPLOYEES COMMUNITIES	<div><div>8DECENT WORK AND ECONOMIC GROWTH</div></div>
PRODUCT STEWARDSHIP	<ul style="list-style-type: none">Investment managementEquipment management (availability and adequacy)Research funds management.	<ul style="list-style-type: none">Impact on the local communitiesInadequate use or waste of funds for research	<ul style="list-style-type: none">New jobs creation and development in the area with quality-of-life improvements for the local communitiesResources and infrastructures accessibility, improved quality of life and well-being of people	EMPLOYEES COMMUNITIES	<div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>

SOCIAL RESPONSIBILITY

MATERIAL THEME	ACTIVITIES	NEGATIVE IMPACT	POSITIVE IMPACT	STAKEHOLDER	SDGs
DIVERSITY AND INCLUSION	<ul style="list-style-type: none">Human Resources managementInclusion and diversity activities	<ul style="list-style-type: none">Reduced productivity and creativityWorking conditions deterioration	<ul style="list-style-type: none">Stronger corporate culture and resilienceEmployees engagement	EMPLOYEES COMMUNITIES	 
HEALTH & SAFETY AND WEEL-BEING OF WORKERS	<ul style="list-style-type: none">Occupational health and safety managementWelfare (both personal and familiar) management	<ul style="list-style-type: none">Work overload and work related stress damaging quality of work with higher health and safety risks;Lack of flexibility and adaptation;Lack of interest, engagement and adherence of employees in relation to training and education, hampering projects’ achievements.	<ul style="list-style-type: none">Professional development and growth for all employees;Stronger corporate culture and resilience;Work quality improvement.	WORKERS & EMPLOYEES	  
WORKFORCE TRAINING AND DEVELOPMENT	<ul style="list-style-type: none">Human Resources management and trainingTender participation and funds management	<ul style="list-style-type: none">Lack of organization, poor training, poor performance evaluationChallenges in budgets management	<ul style="list-style-type: none">Increased workforce motivation and commitmentDevelopment of new products and technologies, advancements in scientific research	EMPLOYEES	 

ENVIRONMENTAL RESPONSIBILITY

MATERIAL THEME	ACTIVITIES	NEGATIVE IMPACT	POSITIVE IMPACT	STAKEHOLDER	SDGs
CLIMATE CHANGE	<ul style="list-style-type: none">Products transportation;Supply chain and logisticsEmployees transportation;Chemical reaction;Waste incinerator;Energy consumption.	<ul style="list-style-type: none">High intensity of ghg emissions	<ul style="list-style-type: none">More efficient transportation and logistics with costs reductionResearch and development on product impacts (LCA analysis)	EMPLOYEES COMMUNITIES	
AIR QUALITY	<ul style="list-style-type: none">Products transportationSupply chain and logisticsEmployees transportationChemical reactionWaste incineratorProduction and logistics	<ul style="list-style-type: none">Leakages of ozone-depleting gases in air conditioners and refrigeration systemsAtmospheric emissions produced	<ul style="list-style-type: none">More efficient transportation and logistics with costs reductionResearch and development on product impacts (LCA analysis)	EMPLOYEES COMMUNITIES	 
RESOURCE CONSUMPTION	<ul style="list-style-type: none">Production and logisticsWaste and water management;	<ul style="list-style-type: none">Potential negative effects on human health and on the environmentPollution of water and soils	<ul style="list-style-type: none">Longer product life cycle: plastic is a durable material that enables the production of long lasting and strong products such as pipes, containers, and automobile parts.	WORKERS COMMUNITIES	 
ENERGY	<ul style="list-style-type: none">Production and logisticWaste and water treatment	<ul style="list-style-type: none">Energy consumption	<ul style="list-style-type: none">Increased energy efficiency: the production of plastic products requires less energy than other materials such as glass or metal.	COMMUNITIES	 
CIRCULAR ECONOMY	<ul style="list-style-type: none">Production and logisticWaste and water treatment	<ul style="list-style-type: none">Waste production	<ul style="list-style-type: none">Recyclability: plastics can be recycled and reused to produce new productsWaste reduction.	COMMUNITIES	
WATER AND MARINE ECOSYSTEM	<ul style="list-style-type: none">Production and logisticWaste and water treatment	<ul style="list-style-type: none">Water pollutionHuman health risksLoss of marine and terrestrial biodiversity	<ul style="list-style-type: none">Research and development on product impacts (LCA analysis)	COMMUNITIES	

Group's Sustainability Strategy

The Group, aware of the crucial role of chemistry in overcoming the most pressing sustainability challenges, is willing to play an active role in sustainability.

According to the Group's mission, the company is committed to being a benchmark in the field of specialty chemicals, by making best use of its technical capabilities and by respecting environmental sustainability.

Recognizing the dynamic and complex interconnections of the economy, the environment and the society, the Group wants to create values for all the stakeholders. While pursuing economic growth, the Group wants to guarantee and to promote environmental and social protection with the purpose of contributing to a sustainable development and a better future for the new generations.

Thanks to a robust experience and with a strong culture of continuous improvement, the Group

continues to improve efficiency and effectiveness of its operations by optimizing plants capacity utilization, by producing internally the electricity necessary for the production and by an ongoing monitor of its performance indicators.

In addition to that, growing efforts in research and development, innovation and technology, combined with a constant dialogue and engagement with clients, ensure the Group's competitive advantages in markets with growing demand of quality and safety.

In fact, the Group believes in research and innovation as key drivers for the development of solutions that respect the dynamic ecosystems' equilibrium, while offering efficient alternatives to the consumption of the natural resources.

POLICIES AND CODES

The adoption and implementation of policies focused on sustainability and social responsibility are essential not only for ensuring regulatory compliance but also for promoting an ethically responsible business. The following sustainability policies are key to guiding and concretizing the group's sustainability strategy, influencing operational and strategically long-term decisions:

- **ESG POLICY** outline the company's commitment to responsible environmental, social, and governance practices, integrating these principles into the global business strategy ([direct link](#)).
- **SUPPLIER CODE OF CONDUCT** ensures that business partners also adhere to the same high ethical and sustainable standards as the company ([direct link](#)).
- **WHISTLEBLOWING POLICY** supports transparency and allows employees to report any illicit or unethical behavior without fear ([direct link](#)).
- **HUMAN RIGHTS AND LABOR POLICY** aim to protect the fundamental rights of workers, ensuring fair and safe working conditions ([direct link](#)).
- **HEALTH, SAFETY, AND ENVIRONMENT POLICY** is crucial for ensuring a safe working environment and for minimizing the environmental impact of business operations ([direct link](#)).
- **ANTI-CORRUPTION AND BRIBERY POLICY** commits the company to operate with integrity and transparency, avoiding any form of corruption and promoting a fair and clean business environment. Implementing these policies requires ongoing commitment and strong leadership to ensure that they are effectively integrated and upheld across all business activities ([direct link](#)).

Group's Sustainability Strategy

GROUP TARGETS AND COMMITMENTS

Passion, expertise, technology, and innovation are the pillars that define the Group's identity and its commitment to a sustainable future. Guided by these values, the Group has set ambitious targets to integrate sustainability into all its activities, committing to achieving significant milestones in the coming years.
The base year for the targets is 2022.

- **GREENHOUSE GAS (GHG) EMISSIONS REDUCTION:** the Group aims to reduce its greenhouse gas emissions by 20% by 2030. This goal will be pursued through the adoption of cleaner technologies, improved energy efficiency in production processes, and an increase in the use of renewable energies.
- **ZERO INJURIES:** another fundamental goal is to eliminate injuries on a global scale by 2030. To achieve this, the Group is implementing strict safety standards, periodic training, and investing in technologies that enhance worker safety.
- **ESG EVALUATION OF THE SUPPLY CHAIN:** by 2028, the Group aims to complete a comprehensive ESG evaluation of its entire global supply chain. This will include analyzing the environmental, social, and governance practices of all suppliers to ensure they meet the same high sustainability standards as the Group.
- **INCREASE IN FEMALE PRESENCE IN MANAGERIAL ROLES:** The Group has set a target to increase female presence in managerial roles by 20% by 2030, promoting greater gender diversity within corporate leadership and implementing equal opportunity policies.
- **ANNUAL IT SECURITY TRAINING FOR ALL IT USERS:** by 2025, the Group commits to ensuring that 100% of IT users receive annual security training. This is crucial for mitigating data security risks and ensuring the protection of corporate information.
- **REDUCTION OF THE SALARY GAP:** the Group has also committed to reducing the salary gap by 20% by 2027, working to ensure fair and transparent remuneration that reflects skills and performance, regardless of gender or other discriminatory factors.

The Group is committed to pursuing a series of crucial goals to improve its environmental and social footprint. Firstly, the Group aims to continuously improve its environmental performance, as well as health, safety, and security knowledge related to technologies, processes, and products. It strives to use resources efficiently and minimize waste across all operations.
The Group is also dedicated to reporting transparently on its performances, achievements, and shortcomings, ensuring clear communication about its progress and areas for improvement.

Group's Sustainability Strategy

The Group is also strongly committed to the protection of the health and the environment with 3 main objectives:

- Progressive substitution of fossil raw materials to renewable ones, with the aim of developing new products that have a lower environmental impact;
- Creation of recyclable products to reduce impact on environment and human health;
- Response to the needs of local communities that host the Group's plants, combined with a continuous reduction of the environmental impacts.

For these purposes, the Group undertakes **Life Cycle Assessment (LCA)** studies and carefully examines the cradle-to-gate impact of its raw materials and processes. It allows to compare the environmental impact of specific raw materials and production processes, therefore selecting the most environmentally friendly scenarios for product manufacturing.

Furthermore, the Group annually participates in the independent assessment by Ecovadis on sustainability issues.

Ecovadis is a platform where information on sustainability-related performance is shared. These performances are based on four topics: Environment, Labor and Human Rights, Ethics and sustainable purchasing. The Group started in 2022 the evaluation process and at the end of 2023 the Group has assessed all its operative companies.

The Group is continuously working on certifications and qualifications which demonstrate commitment to uphold industry standards, to increase agility and competitiveness which extend professional credibility.

The Group considers certifications' process also as opportunities to build a culture of lifelong learning among the workforce as the Group use them as a method of knowledge and skills building.

The following link provides an overview of the certifications' coverage:
<https://www.polynt.com/sustainability/hse-quality-certification/certificazioni/>



EU Taxonomy for the Group

The **European taxonomy** (adopted by the European Union with Regulation 2020/852) defines six environmental objectives to identify economic activities that are sustainable from an environmental point of view: mitigation of climate change; adaptation to climate change; sustainable use and protection of waters and marine resources; transition towards a circular economy; prevention and reduction of pollution; and protection and restoration of biodiversity and ecosystems.

Please note that the reporting of the EU taxonomy pursuant to the EU regulation, the Delegated Act on Climate and the Complementary Delegated Act is reported in full in the 2022 Sustainability Report - Non-financial declaration pursuant to Regulation (EU) 2020/ 852.”

EUROPEAN UNION TAXONOMY REGULATION FOR SUSTAINABLE ACTIVITIES

In the journey towards achieving sustainability and compliance with the EU Taxonomy, Polynt has embarked on a comprehensive assessment to evaluate the alignment with the EU’s environmental objectives.

This process has been instrumental in identifying current state, highlighting substantial contributions to climate change mitigation and adaptation, and pinpointing areas for further improvement.

Despite the challenges encountered, including data limitations and the need for deeper analysis in certain segments, the efforts have yielded significant insights into our operations' sustainability aspects.

Having successfully carried an initial analysis of the San Giovanni Valdarno plant, we have concluded that **as of 2023 there are no Taxonomy aligned activities**, nonetheless the analysis yielded an initial fundamental step to further quantify Polynt’s sustainability efforts and clearing a path to clarify and enhance our environmental, social, and governance (ESG) strategies.

This foundational step will allow to develop a more structured approach towards sustainability, identifying specific areas for improvement and investment. By focusing on these areas, the Group can work towards achieving Taxonomy alignment in the future.

The strategy will be further defined in the outcome of the next analysis, which will enhance the understanding of the current expenditure and turnover's impact on overall sustainability level.

We acknowledge the gaps identified in the current practices and are committed to addressing these through targeted actions and continuous improvement.

The dedication to enhancing sustainability practices is mirrored in the ongoing efforts to refine our Human Rights Due Diligence processes and ensure adherence to Minimum Social Safeguards across global operations. This assessment marks a critical step in sustainability journey, offering a clear pathway for future progress. We are dedicated to increasing transparency with stakeholders, demonstrating the commitment to sustainable development, and contributing positively to planet’s future.

Polynt is committed to filling the identified gaps by 2026, thereby reinforcing our pledge to sustainability and responsible corporate citizenship.

5

| GROUP'S ECONOMIC PERFORMANCE



Supply Chain

The Group is a leader in the composites and intermediates sector with a strong presence in the global market through numerous production and commercial sites. Indeed, the Group is an important player for several industries and sectors such as building and construction, transportation and food, maritime and household appliances.

A solid and effective supply chain management is critical for the protection of the Group's business continuity and long-term sustainability. Indeed, not surprisingly, most of the generated economic value is distributed to the suppliers.

The Group manages internally the entire production chain through an integrated supply chain management and a direct interface with a large number of customers from different markets.

The four purchasing categories considered in this report are:

- Raw Materials
- Packaging
- Logistics
- Technical purchases

The Group counts and deals with 7,939 worldwide suppliers at the end of 2023. From 2022, there has been a growth in the number of suppliers of 11.21%, which indicates a significant expansion of the supply network.

This can be interpreted positively, suggesting a possible increase in production capacity or market expansion.

	2023	2022	Δ
Raw Materials	1,755	1,779	-1.35%
Packaging	298	301	-1.00%
Logistics	429	381	12.60%
Tehcnical purchases (maintenance service and goods)	5,457	4,678	16.65%
Total number of Suppliers	7,939	7,139	11.21%

In 2023, in terms of geographical distribution, the largest part of the four categories, is located in Europe (57%), followed by the Americas (33%) and then by Asia (10%) as represented in the table below

REGION	2023	2022	Δ
Europe	4,515	4,268	5.79%
Asia	825	800	3.13%
Americas	2,599	2,071	25.49%

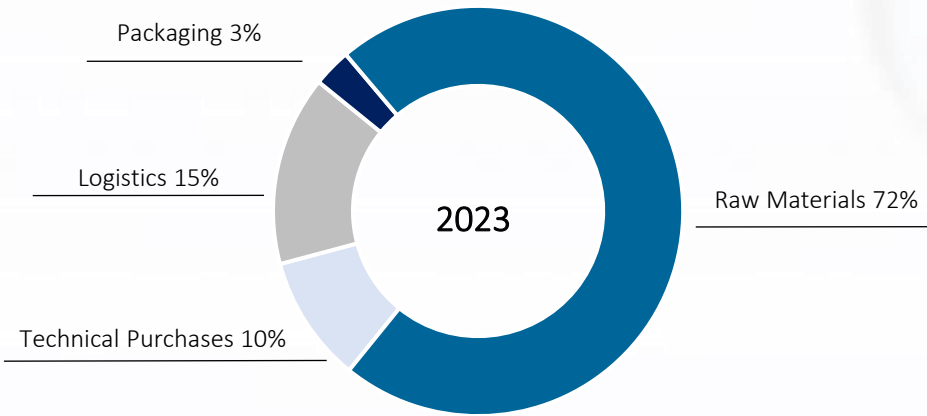
Proportion of spending on suppliers

Raw material suppliers represent the largest category (72% of spending) as the main activity of the organization is intensive in the use of raw materials.

Given the significant weight of this category, Polynt is aware of the need to ensure that raw materials are sourced sustainably, paying attention to extraction practices, provenance, workers' rights along the supply chain and the environmental impact of their transportation and production. Packaging suppliers make up a small fraction of the total, as the organization has optimized its supply chain by reducing packaging material as part of its distribution strategy.

The main raw materials used are petroleum based such as butane, ortho-xylene, benzene, styrene and pseudocumene. Therefore, the prices for these raw materials are closely linked to the value of crude oil: changes in the price of crude oil had and will continue to have a significant impact on the Group's operating results and financial position.

The Group relies on different suppliers around the world for each type of raw material. The Group usually purchases raw materials at fixed or market-related prices, agreed on a quarterly, monthly or on a more frequent basis in line with the chemical industry practice.



Thanks to a vertically integrated production model, the Group can largely benefit from in-house production. In addition to that, the use of the Group's own catalyst technology to manufacture products, allows a significant operational autonomy and less price dependence, as well as a rapid ability to adapt to customers' needs and demand.

The Group counts on several companies and facilities that are located close to its suppliers and customers, enabling lower logistics and transport costs. In addition to that, the extended geographic diversification protects the Group against local economic downturns or shocks, allowing operating leverage optimization.

Proportion of spending on suppliers

For the purpose of this report and the analysis, the following definitions are considered:

- **'local'** suppliers are located in the same Country of the reporting site
- **'regional'** suppliers are located in the same Region (Europe, Americas, Asia) excluding local suppliers already accounted for the reporting site
- **'non-local'** suppliers are located out of the Country and out of the Region of the reporting site

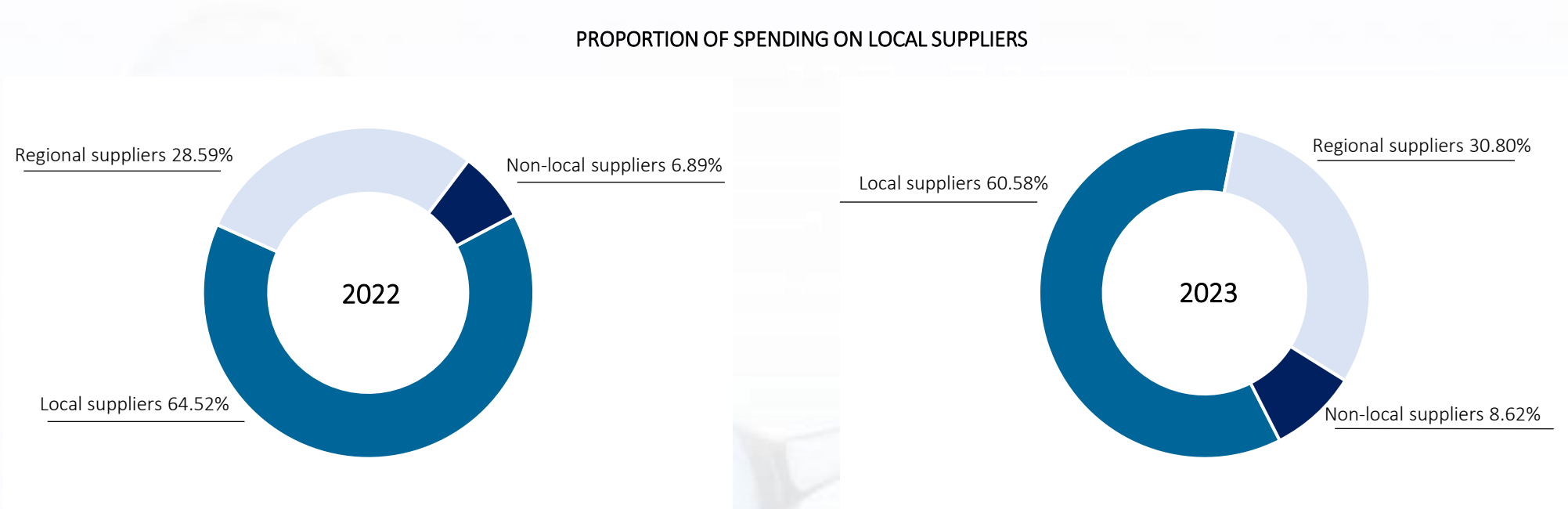
The Group strengthened its supplier evaluation as fundamental process to ensure that all the selected suppliers comply with the Group's quality and reliability standards and requirements.

The Group has also begun to include sustainability criteria in the suppliers' assessment.

This evaluation process can help to improve the sustainability of the supply chain by promoting ethical, environmental and socially responsible practices among suppliers themselves such as reducing waste and emissions.

During 2023, none of the new suppliers were evaluated on environmental and social criteria at the Group's level. The Group is preparing a Group Supply Chain policy which will be implemented and distributed in the year 2024.

It has the objective to implement the assessment of new suppliers for both social and environmental criteria.





6

| GROUP'S SOCIAL PERFORMANCE

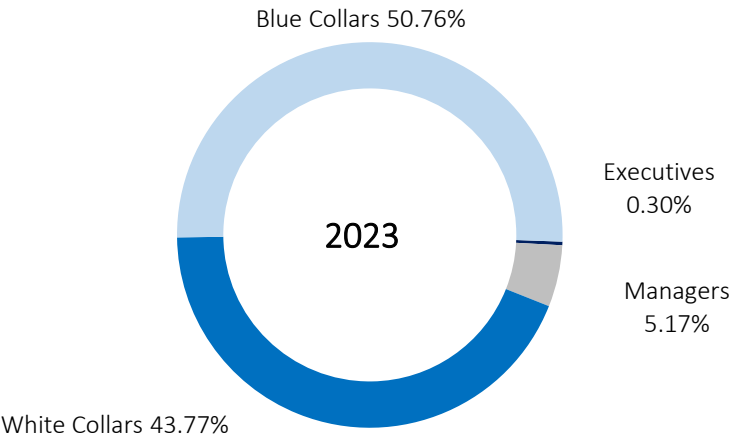
Group's People

THE GROUP HIGHLY VALUES ITS HUMAN CAPITAL AND IS DEDICATED TO NURTURING ITS PEOPLE AT EVERY STAGE OF THEIR JOURNEY WITHIN THE ORGANIZATION.

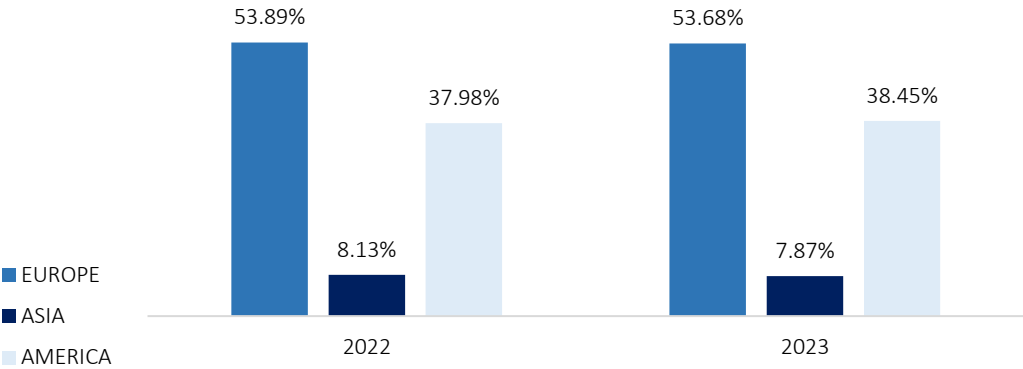
From recruitment and training to evaluation and welfare, the Group prioritizes the well-being and development of its employees.

It acknowledges the pivotal role of human resources in ensuring the sustainable functioning of the organization.

In 2023, 3,061 people worked for the Group- including trainees- and 4,165 people considering also the workers who are not employees (employed by outside contractors).



Most employees (54%) work in the Europe followed by the American continent with a significant distribution of the U.S. followed finally by Asian countries. There have been no significant changes over the past year in the distribution below shown punctually by country of origin.

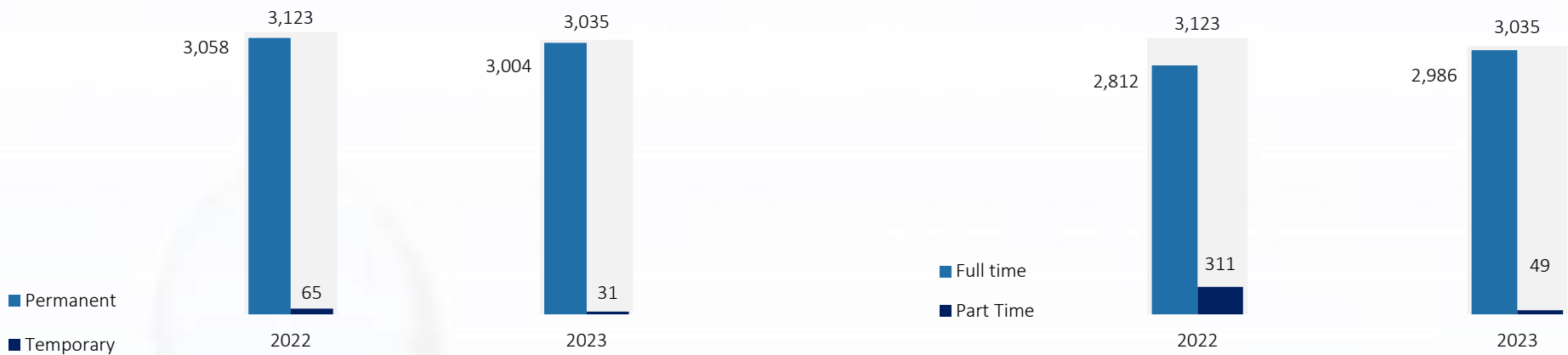


Group's People

In all the Regions, the number of workers and employees did not change significantly over the two years.

There was a significant increase in the number of full-time employees in 2023, with an increase of 6.19%, while the number of part-time employees decreased significantly by 84.24%.

This change in workforce composition reflects a trend of workforce stabilization, downsizing, and internal reorganization in the group's U.S. companies.



The Group promotes stable employment relationship with **only 1% of employees hired temporarily** and **no worker under a non-guaranteed hours contract** (value halved from the previous year).

Over the last years, the percentage of permanent workers furtherly increased in Asia and America.

In the latter 99% of employees are hired on permanent contracts.

Diversity of Group's People

TREND OF DIVERSITY EMPLOYEES	2023	2022	Δ
	3,036	3,124	-2.82%
EXECUTIVES	9*	9*	0.00%
< 30 years	0	0	0.00%
30 - 50 years	1	1	0.00%
> 50 years	8	8	0.00%
MANAGERS	157	86	82.56%
< 30 years	0	0	0.00%
30 - 50 years	69	33	109.09%
> 50 years	88	53	66.04%
WHITE COLLARS	1329	1407	-5.54%
< 30 years	111	105	5.71%
30 - 50 years	649	689	-5.81%
> 50 years	569	613	-7.18%
BLUE COLLARS	1541	1622	-4.99%
< 30 years	226	273	-17.22%
30 - 50 years	802	832	-3.61%
> 50 years	513	517	-0.77%

* The CEO is also included in this calculation



Diversity of Group's People

In 2023, out of a total of 3,035 employees, 16.97% were women and 83.03% were men. Specifically for full-time employees, women made up 15.65% while men made up 82.73%. For part-time employees, however, women made up 1.32% and men 0.30% of the total.

Comparing to previous year, there is a slight decrease in the percentage of women in both total employees and full-time employees from 2022 to 2023, while the percentage of part-time women increased slightly.

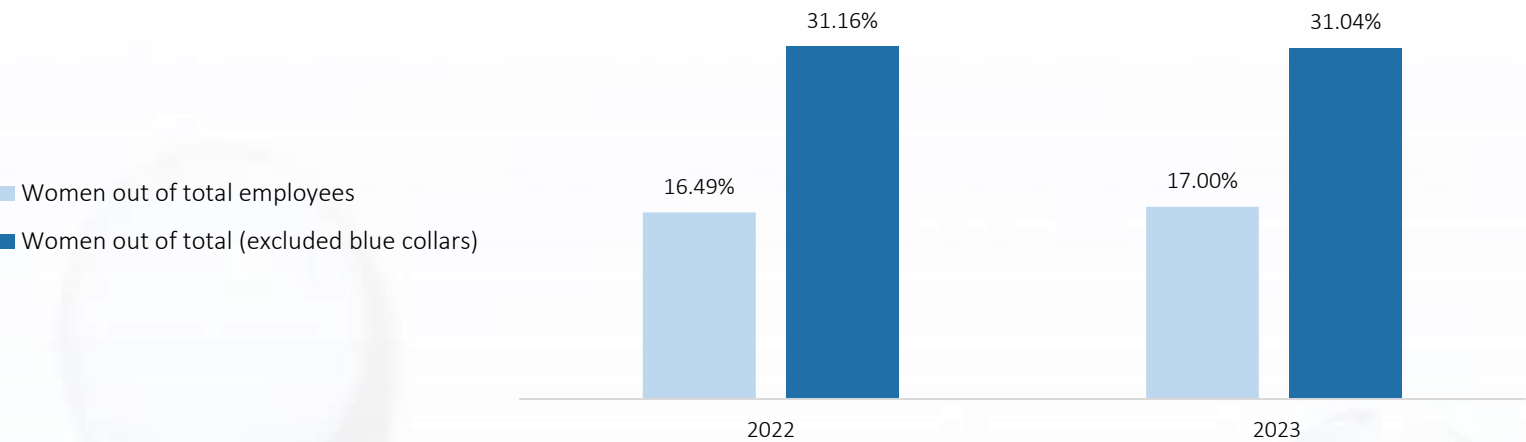
(GRI 2-7) EMPLOYEES	2023				2022			
	W	%	M	%	W	%	M	%
TOTAL NUMBER OF EMPLOYEES	515	16.97%	2,520	83.03%	544	17.42%	2,579	82.58%
of which Full-time	475	15.65%	2,511	82.73%	473	15.15%	2,337	74.90%
of which Part-time	40	1.32%	9	0.30%	71	2.27%	240	7.68%
OF WHICH PERMANENT EMPLOYEES	503	16.57%	2,501	82.41%	534	17.10%	2,524	80.82%
of which part-time	40	1.32%	9	0.30%	71	2.27%	240	7.68%
of which full-time	463	15.25%	2,492	82.11%	463	14.83%	2,284	73.14%
OF WHICH TEMPORARY EMPLOYEES	12	0.40%	19	0.62%	10	0.32%	55	1.76%
of which part-time	0	0.00%	0	0.00%	0	0.00%	0	0.00%
of which full-time	12	0.40%	19	0.62%	10	0.32%	55	1.76%

Diversity of Group's People

In terms of gender, it is not surprising that women's representation varies significantly across occupational categories.

Women are less represented in the "blue-collar" category, while the percentage of women in the "white-collar" category was 17% in 2023, an increase of about 3% from the previous year.

However, excluding the “blue collars” category the presence of women at group level increases at 31.16% in 2022 and 31.04% in 2023.



Diversity of Group’s People

In 2023, almost 12% of the Group’s workforce belong to a minority or to vulnerable groups which include persons with some specific physical, social, political, or economic condition or characteristic that places the group at a higher risk of suffering a burden.

Minority and vulnerable groups include children and youth, the elderly, people with disabilities, ex-combatants, the internally displaced, refugees or returning refugees, HIV/AIDS-affected households, indigenous peoples, and ethnic minorities.

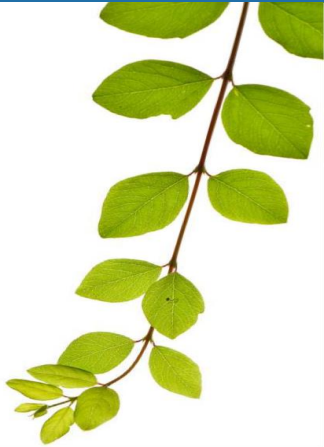
(GRI 405-1) EMPLOYEES WHICH BELONG TO MINORITY OR VULNERABLE GROUPS	2023			2022			Δ
	W	M	TOTAL	W	M	TOTAL	
Executives	0	0	0	0	0	0	0.00%
Managers	0	1	1	0	1	1	0.00%
White collars	39	72	111	35	90	125	-11.20%
Blue collars	7	247	254	3	239	242	4.96%
Total number of employees which belong to minority or vulnerable groups	46	320	366	38	330	368	-0.54%



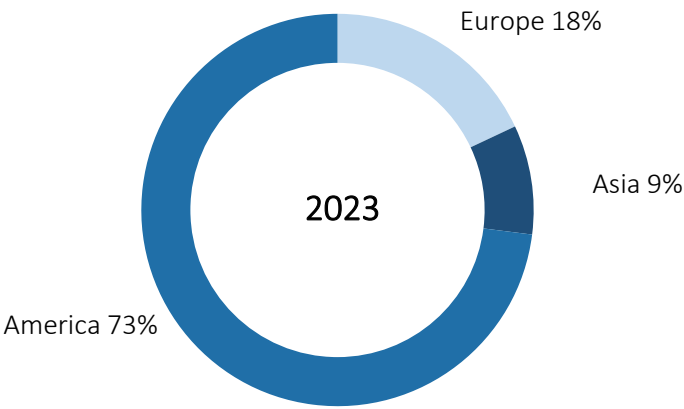
Diversity of Group's People

Compared with the previous year, the overall hiring rate decreased by 48 percent. However, the data confirm the Group's ability and willingness to attract young talent. Of the 240 new employees hired 2023, 75 are under the age of 30, accounting for nearly 31 percent of all new hires.

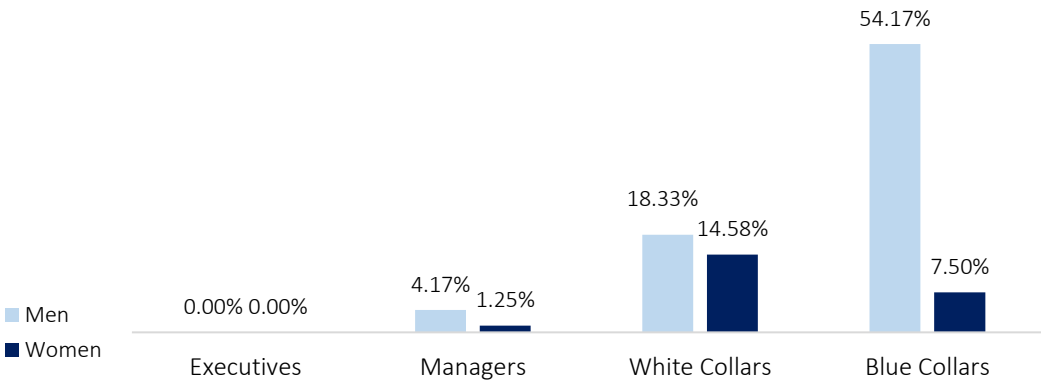
It is also interesting to point out the positive trend of hiring in Asia and how 73% of the group's new hires refer instead to American group companies.



NEW HIRES BY REGION



NEW HIRES BY CATEGORY (2023)



In addition to the young generations, the Group values the employees with consolidated and long experiences who represent an important component of the workforce. In 2023, 37 of the new employees were over 50 years old, representing more than 15% of the total new employees at the Group level.

The diversity as well as the attention for equal opportunities among the Group's people including job access for the older population, is a key driver of the management approach.

Diversity of Group’s People

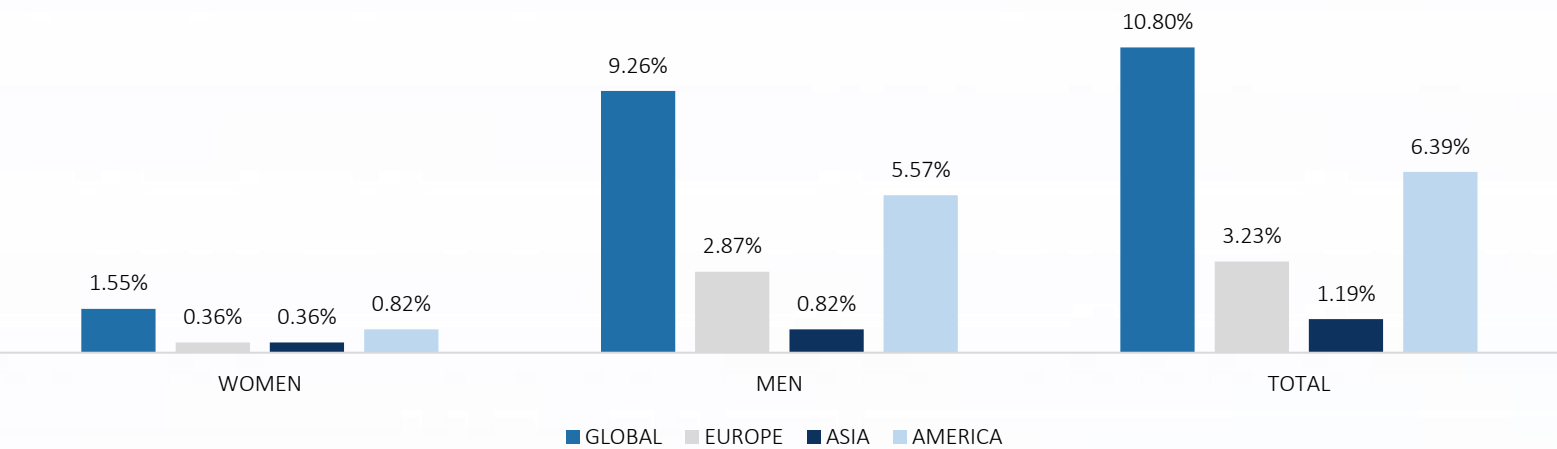
During 2023 there were 328 employees who left the company (with a 7% increase over the previous year), of which 14% were women and the remaining 86% were men.

Detailed figures are provided in the following table. Over the last two years, employee’s turnover is quite stable.

The region with the most exits was Americas with an overall turnover of 6.39%, while Asia has a lower rate of 1.19%.

In addition, the overall turnover rate is higher among men than women.

TURNOVER RATE BY GENDER AND REGION
(2023)



The main reason for leaving the company is voluntary resignation, followed by dismissals. It presented an increase of 26%.

TURNOVER REASONS	2023	2022	Δ
Volunteer resignation	145	151	-3.97%
Retirement	62	68	-8.82%
Dismissal	87	69	26.09%
Other reasons	34	18	88.89%
TOTAL	328	306	7,19%

Diversity of Group's People

During 2023, a total number of 209 employees took the parental leave with a return rate in the same year of 12% (15% for women and 11% for men), with a slight increase from the previous year.

MITCHAM SITE EMPLOYEE ASSISTANCE PROGRAM

Mitcham site, a subsidiary of Group Polynt located in the United Kingdom, offers all its employees access to the Enhanced Ability Assist (EAP) program through The Hartford Insurance Company.

This program aims to assist employees and their families in overcoming unforeseen challenges and swiftly managing minor struggles to prevent them from escalating into major issues.

Through the program, employees can receive guidance and support for various matters that may divert their attention, time, and energy from job tasks, including legal issues, financial concerns, healthcare matters, emotional and work-life counseling, workplace stress, and relationship management.

The program includes three face-to-face counseling sessions at no cost to the employees or their families.

(GRI 401-3) PARENTAL LEAVE	2023			2022		
	W	M	TOTAL	W	M	TOTAL
Total number of employees that were entitled to parental leave	374	1344	1718	297	1350	1647
Total number of employees that took parental leave	61	148	209	35	64	99
Number of employees returned to work in the reporting period after parental leave ended	57	149	206	38	128	166
Number of employees who have returned to work after parental leave and are still employed after 12 months	54	150	204	28	59	87
RETURN TO WORK RATE	15.24%	11.09%	11.99%	12.79%	9.48%	10.08%

People at the core

Our dedication to sustainability is further exemplified through our comprehensive training programs, which are integral to our operational strategy. These training programs are designed to enhance the knowledge and skills of our employees, enabling them to implement sustainable practices effectively within their daily roles. By investing in continuous learning and development, we ensure that our workforce is not only proficient but also motivated to contribute actively to our sustainability objectives.

GROUP CORPORATE BUSINESS CASE (ITALY)

The first Corporate #BusinessCase was an exceptional success. The young #talents we met were well-prepared, incredibly passionate, and ready to make a difference.

We witnessed engaging presentations, #innovative solutions, and authentic enthusiasm for the #business world. We are thrilled to welcome new members to our #team and thank all Company departments involved in the project for their #commitment.



“NEVER STOP LEARNING “(ITALY)

The "Never Stop Learning" managerial training course began, in collaboration with Cegos Italia, aimed at 25 company managers, men and women, who work in management and coordination positions in various company areas.

Polynt intends to actively invest in the human and professional growth of its "key people" with an eye to the future and the challenges that await us, also ensuring the sharing of corporate values and culture.





People at the core

The Group is deeply committed to creating a work environment where people are at the center, ensuring that the dignity of every employee is respected.

This goal is achieved by promoting equal opportunities, rigorously protecting the privacy and security of personal data, and offering a robust corporate welfare system that includes benefits

designed for the physical, mental, and financial well-being of employees.

Additionally, the company is dedicated to the continuous professional growth of its staff, providing advanced training and creating opportunities to develop skills and careers in a stimulating and supportive environment.

For the Group, promoting a work environment characterized by inclusiveness and nondiscrimination is not only a moral imperative, but also a strategic business necessity. Recognizing and celebrating diversity in all its forms enriches organizational culture, enhances creativity and innovation, and ultimately drives sustainable success. In this context, each person is seen as a valuable resource, whose unique contribution is essential for the progress and success of the entire organization.

The goal is to create an environment where everyone feels valued, supported, and an integral part of a collective project, thus contributing to sustainable productivity and a genuinely positive work atmosphere.

- **Zero Tolerance for Discrimination:** discrimination in any form has no place within our organization. We maintain a zero-tolerance policy towards discrimination, harassment, and bullying of any kind. This includes but is not limited to discriminatory practices based on race, gender identity, religion, disability, or any other protected characteristic. Every employee is expected to uphold these principles and contribute to fostering a culture of respect, tolerance, and inclusion.
- **Diversity and Inclusion Initiatives:** embracing diversity goes beyond mere compliance with legal requirements; it is about actively nurturing an environment where differences are valued and celebrated. To this end, we implement a range of diversity and inclusion initiatives aimed at promoting awareness, understanding, and appreciation of diverse perspectives. These initiatives may include diversity training programs, cultural awareness workshops, employee resource groups, and mentorship schemes designed to support underrepresented groups within the organization.
- **Creating an inclusive and welcoming professional environment:** individual differences and contributions are not only recognized but also valued. This approach aims to build a workplace atmosphere where every team member can feel like a fundamental part of the collective success. Providing ongoing training and development opportunities for all employees, regardless of their level or role within the organization. Investing in training and development programs is essential to equip staff with the skills needed to meet future challenges and advance in their careers. To achieve these goals, the Group and all its affiliated companies have developed detailed procedures and codes of conduct that guide behavior and business practices.

People at the core

As previously emphasized, personal and professional development holds a central position within the Group's strategic framework. Recognizing the intrinsic link between business growth, workforce development, and the well-being of individuals, the Group allocates significant resources annually to training initiatives aimed at enhancing employees' professional trajectories, satisfaction, and overall well-being.

While the primary objective is to ensure that every individual maintains an appropriate level of competence necessary for task performance, the Group offers a diverse array of training programs. Employees are also empowered to request specific or additional courses that they deem beneficial for their professional growth.

In 2023, the Group’s workforce received a total number of 112,121 training hours meaning an average of roughly 37 hours per person considering all the Group’s locations.

In addition, the trend in average hours of staff training have increased over the past year by about 30% (not including Health & Safety training).

These figures reflect Polynt's growing commitment to the development and training of its employees, both in general terms and in specific areas of expertise, highlighting an ongoing investment in improving the skills and competencies of the workforce.



(GRI 404-1) AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	2023	2022	Δ
Average annual training hours per employee without health and safety topics	11.11	8.57	29.64%
Average annual training hours per employee	36.94	32.90	12.28%

People at the core

The following table shows more detailed figures on collective bargaining agreements across the Regions.

At the Group level, 57% of the employees are covered by collective bargaining agreements in 2023.

- Europe leads with 83% of the employees covered by the agreements
- Followed by Americas region with 30% of the employees covered.
- In Asia 16% of the employees are covered by collective bargaining agreements in 2023

(GRI 2-30) COLLECTIVE BARGAINING AGREEMENTS	2023	2022	Δ
Number of employees covered by collective bargaining agreements	1,666	1,747	-4.64%
Total number of employees	3,035	3,123	-2.82%
% OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	54.89%	55.94%	-1.88%
EUROPE			
Number of employees covered by collective bargaining agreements	1,281	1,335	-4.04%
Total number of employees	1,629	1,683	-3.21%
% OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	78,64%	79.32%	-0.86%
ASIA			
Number of employees covered by collective bargaining agreements	38	38	0.00%
Total number of employees	239	254	-5.91%
% OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	15.90%	14.96%	6.28%
AMERICAS			
Number of employees covered by collective bargaining agreements	347	374	-7.22%
Total number of employees	1,167	1,186	-1.60%
% OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	29.73%	31.53%	-5.71%

People at the core

As highlighted in the following tables, training on Health and Safety covers 70% of the total training offered to the Group’s workforce. In particular, in 2023, the total number of hours on Health and Safety has grown of 3%.

TOTAL HOURS OF TRAINING BY TOPIC	2023		2022		Δ
Compliance & Anticorruption	7,923	7.07%	5,079	4.94%	56.00%
Cross-training (Soft Skills, Languages, Digital Skills)	9,198	8.20%	3,392	3.30%	171.17%
Technical Skills	8,419	7.51%	5,980	5.82%	40.79%
Sustainability	4,166	3.72%	980	0.95%	325.10%
Others	4,032	3.60%	11,332	11.03%	-64.42%
Health and safety training hours	78,384.10	69.91%	75,990.33	73.95%	3.15%
TOTAL NUMBER OF TRAINING HOURS	112,122.10	100.00%	102,753.33	100.00%	9.12%

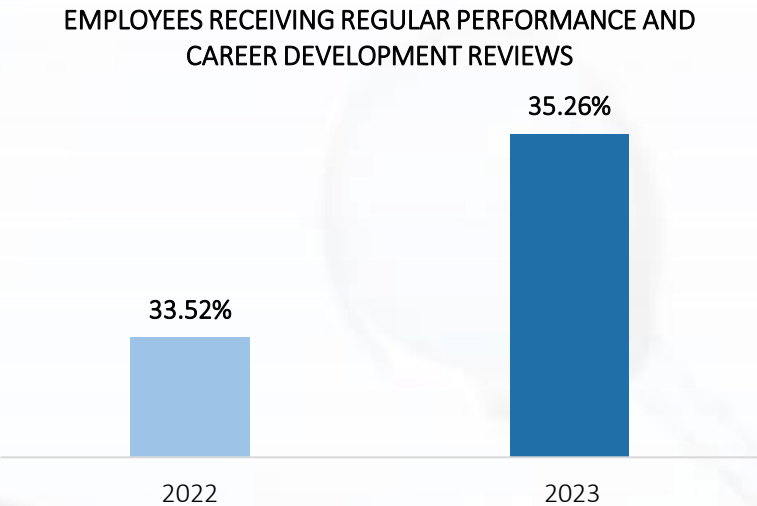
These data show significant variation in the number of hours of training per year per employee across different categories of workers and years under consideration. This variation is due to several factors, such as role-specific training needs or company strategies aimed at enhancing employees' skills. Managers specifically represent the most trained category in 2023.

(GRI 404-1) AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	2023			2022		
	W	M	TOTAL	W	M	TOTAL
Executives	49.00	0.88	6.22	0.00	0.35	0.31
Managers	36.21	42.17	41.18	11.53	8.09	8.53
White collars	11.67	9.84	10.44	6.67	5.47	5.86
Blue collars	16.16	8.40	8.66	51.98	9.74	10.96

People at the core

Another important achievement is related to the performance and career development reviews: during 2023, 35.26% of the Group’s workforce received such review highlighting, over the last two years, an increase of 5.19% in the number of the employees evaluated.

The table provides the figures for the different employment categories.



(GRI 404-3) PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	2023	2022	Δ
EXECUTIVES			
Men	0.00%	0.00%	0.00%
Women	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%
MANAGERS			
Men	0.63%	0.43%	46.51%
Women	0.26%	0.10%	160.00%
Total	0.89%	0.53%	67.92%
WHITE COLLARS			
Men	7.94%	4.35%	82.53%
Women	3.53%	2.68%	31.72%
Total	11.47%	7.03%	63.16%
BLUE COLLARS			
Men	21.29%	24.56%	-13.31%
Women	1.61%	1.41%	14.18%
Total	22.90%	25.97%	-11.82%
TOTAL NUMBER OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	35.26%	33.52%	5.19%

Health & Safety in the Group

In our pursuit of sustainability, health and safety remain paramount. We adhere to the highest standards, consistently reporting best case practices within our industry.

Our health and safety initiatives are comprehensive, covering both preventative measures and rapid response strategies.

4,000 DAYS OF SECURE PRODUCTION! (CHINA)

Safety first: Reichhold Polymers (Tianjin) LTD. celebrates 4,000 days of secure production. Good job!



These include regular training in safety procedures, the implementation of state-of-the-art safety equipment, and rigorous compliance audits.

By showcasing these best practices, we not only ensure a safe working environment for our employees but also set a benchmark for the industry, promoting a culture of safety and care that extends beyond our company boundaries.

JEONJU PLANT: 10 YEARS OF INJURY-FREE (KOREA)

Polynt Composites Korea - Jeonju plant: no lost time injury and recordable injury for more than 10 years. Great job!



Health & Safety in the Group

The Group, year after year, consolidates and renews its commitment to ensuring the health, safety and well-being of its workers as reflected in the main performance indicators that, during 2023, show further improvement in the safety levels achieved.

The achievement of these results and their maintenance is guaranteed by the H&S Management Systems adopted by the various Group companies; the supervision and coordination of these tools are entrusted to Site Managers, supported by the relevant H&S organizational structure and appropriate operational resources.

Moreover, the plants at risk of major accidents present within the Group supplement the tools provided by the Management Systems with specific procedures and control systems that take into account the need to also protect the context outside the plants characterized by this type of risk.

RISK MANAGEMENT

The identification of hazards, risk assessment and subsequent implementation of prevention and protection measures are managed by site H&S Managers who, guided by the management tools adopted, manage to ensure a systematic process capable of grasping and managing changes that could impact the health and safety of workers in a timely manner.

FROM HEALTH PROTECTION TO WELLNESS PROMOTION

Occupational medicine services represent a fundamental tool for the prevention of occupational diseases and, therefore, have been organized for all Group sites; the health management of these prevention activities is entrusted to the Occupational Doctors, who systematically visits all employees, annually inspects the relevant company site, and collaborates in the assessment of risks and the identification of related of measures.



Health & Safety in the Group

The Group organizes and delivers H&S education and training courses in compliance with the requirements and deadlines set by the applicable regulations.

To this end, staff needs are identified each year and the relevant H&S training plans are prepared, also taking into account the findings of risk assessment updates and harmful events that may have occurred.

During 2023, more than 78,300 total hours of training were provided, corresponding to more than 25 hours on average per employee, up from the previous year; a slight decrease in total hours provided is expected in 2024.

These changes can be attributed to differential refresher hours between years as well as additional variables typical of a business organization (e.g., staff turnover).

AVERAGE HOURS OF H&S TRAINING BY REGION	2023	2022	Δ
Europe	32,093	33,228	-3.42%
Asia	6,190	4,607	34.36%
Americas	40,100	38,154	5.10%
Total	78,383	75,989	3.15%

AVERAGE HOURS OF SCHEDULED H&S TRAINING BY REGION	2024
Europe	24,679
Asia	4,715
Americas	40,530
Total	69,924

Health & Safety in the Group

The Group Companies are aware of the attention that needs to be paid to their supply chain and, therefore, to the personnel who, although not employees, work within their plants; during 2023, the number of such workers has increased, exceeding the total number of 1,100 people.

OCCUPATIONAL INJURIES AND ILLNESSES

The continuous improvement pursued by Group is demonstrated by the reduction of the most significant parameters on occupational injuries and illnesses recorded during 2023.

EMPLOYEE INJURIES

Specifically, between January 1 and December 31, 2023, no employees were affected by fatal or serious injuries; moreover, the total number of injuries decreased very significantly especially considering that the total number of incidents (including near-misses) increased instead.

OCCUPATIONAL ILLNESSES EMPLOYEE PERSONNEL

During 2023, there were 1 case of occupational disease among employee personnel; this is a sharp decrease from the previous year, when there were a total of 3 cases.

Therefore, there were no deaths related to work-related illnesses.

NUMBER OF INJURIES BY REGION	2023	2022	Δ
Europe	13	26	-50.00%
Asia	0	0	0%
Americas	17	24	-29.17%

LOST TIME INJURY FREQUENCY RATE BY REGION*	2023	2022	Δ
Europe	5.18	9.62	-46.15%
Asia	0	0	0%
Americas	8.38	12.56	-33.28%

**Formula: (number of recorded injuries/hours worked) x 1,000,000 (annual reference hours) Injuries refer to physical injuries sustained by a person while at work*

LOST TIME INJURY SEVERTY RATE BY REGION*	2023	2022	Δ
Europe	0.27	0.18	50.00%
Asia	0	0	0%
Americas	0.07	0.26	-73.08

**Formula: (number of lost workdays/hours worked) x 1,000*

OCCUPATIONAL WORK RELATED ILLNESSES	2023	2022	Δ
Europe	1	0	100.00 %
Asia	0	0	0 %
America	0	3	- 100.00 %

7 | GROUP'S ENVIRONMENTAL PERFORMANCE



Product innovation and sustainability

Group's activities are carried out in accordance with the principles of sustainable development. The Group is actively engaged in sustainable development and operates with internal management systems that prioritize safety, quality and efficiency which includes a commitment to environmental, social and economic health.

The Group has all the knowledge, resources and capabilities to help customers to develop more sustainable products utilizing the technologies described below.

In particular, the Group is committed to:

- Continuously improve the environmental, health, safety and security knowledge and performance of its technologies, processes, and products throughout their life cycle so as to avoid harm to people and the environment;
- Use resources efficiently and minimize waste;

- Listen to, engage and work with people to understand and address their environmental concerns and expectations;
- Provide help and advice to encourage responsible management of chemicals by all those who manage and use them along the product supply chain;
- Report openly on performance, results and shortcomings.

According to the last point and as required by the GRI Standard, the five most significant environmental aspects of the Group are reported: materials, energy, emissions, water and waste. Data collection was possible thanks to the commitment of the Group, which allowed to have a picture of the situation relating to 37 plants around the world for all three regions: Europe, Americas and Asia.



ECO-MANAGEMENT AND AUDIT SCHEME (EMAS)

Some sites in Italy are certified according to EMAS, "Eco-Management and Audit System (EMAS). EMAS is part of the voluntary instruments included in the Fifth European Program for the Protection of the Environment, which the Group has decided to adopt.

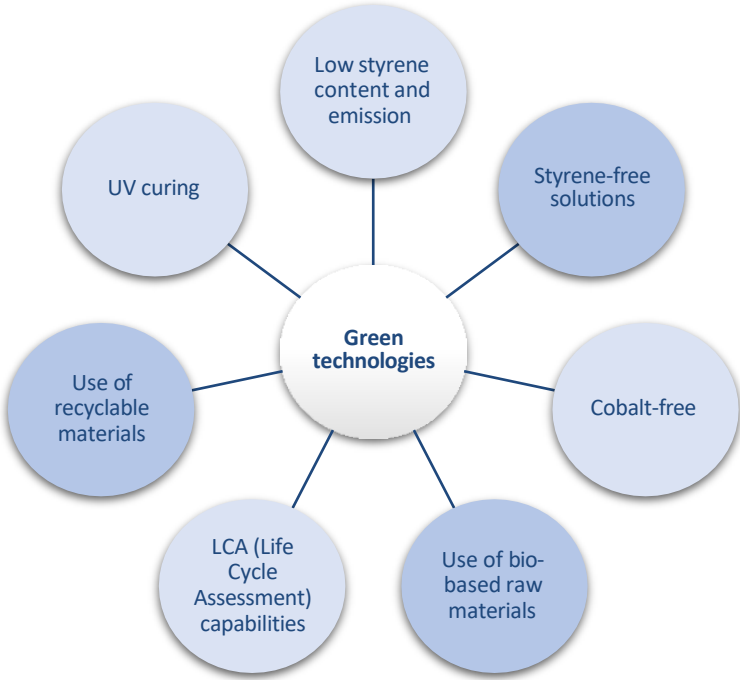
The objective of EMAS is to promote continuous improvements in the environmental performance of organizations through the introduction and implementation of an environmental management system.

The environmental management system required by the EMAS standard is based on ISO 14001:2015

Materials

In this chapter, an analysis of the situation is made, from which a dynamic reality emerges, undergoing profound transformation after the recent acquisitions.

Alongside the general trends, what is happening in various production areas is explained, and some success stories in the environmental field are highlighted, which will become more and more important in the Group's strategies.



Continuous improvement of production processes in environmental area is focused on the following objectives:

- Reducing CO/CO2 emissions by improving proprietary catalyst technology;
- Recovery and recycling of self-produced energy by converting heat to energy with a view to optimization;
- Recovery and reuse of by-products in order to minimize and sometimes completely eliminate waste;

- When possible, use non-hazardous materials for equal performance of end products.

A great effort in R&D is the underway for a transition to a green chemistry, but this must be made slowly, under several technological and economical constraints. Today, most of the materials used come from oil & gas industry, but several interesting stories emerge.

SUSTAINABILITY SOLUTIONS

To achieve the Group’s environmental goals, projects and collaboration with several university institutes enabled the Group to launch numerous products on the market each year and to consolidate the company's historical vocation toward 'human-scale' chemistry.

COMPOSITES: UV-CURING RESINS

UV-curing resins have been developed to meet stringent regulations in Europe and North America and to reduce air pollution and energy consumption. UV-induced curing has many advantages over conventional curing in terms of lower energy consumption and equipment space, reduced waste, lower emissions, higher productivity (fast curing), and lower temperature processing. In addition, UV-curing resins usually do not contain organic solvents that have a negative effect on the environment. Cobalt- and styrene-free and/or low-content matter are also used.

GREEN COMPOUND QUALITIES

Compared with traditional materials, such as steel, aluminum and cement, which have a high environmental impact in terms of energy consumption, raw materials and carbon dioxide emissions, compounds possess very attractive environmental qualities:

- Reduced number of post-processing steps such as drilling and welding;
- Optimized life cycle behavior by being sustainable and recyclable through coprocessing in cement kilns in accordance with the European Waste Framework Directive (WFD) 2008/98/EC;
- Reduced waste compared to other reinforced plastics;
- Eco-friendly materials include recycled grades based on thermoset material and/or available fibers (e.g. - RECarbon product line);
- Styrene-free and/or low-VOC compounds offer improved air quality in the work environment and inside facilities/vehicles;
- Bio-based raw materials/chemicals further replace resin monomer and additives from renewable sources;
- Some of the products used are also made of natural fibers such as bamboo, flax, hemp, and cellulose to create specific bio-based reinforcement.

LIFE CYCLE ASSESSMENT (LCA) IN THE GROUP

LIFE CYCLE ASSESSMENT (LCA) is a methodology used to measure the environmental impact of a product (or a system) over a life cycle. It measures the environmental impacts from extraction of raw materials, through processing, manufacture, refurbishment to eventual end of life and disposal. All products have an impact on the environment.

This impact can occur at any time during the manufacture, use of the product or at end of life. All these different stages are called collectively a life cycle.

The Group actively collaborates with customers to conduct cradle-to-end LCA assessments by conducting LCA studies and carefully examining the cradle-to-gate impacts of its raw materials and processes.

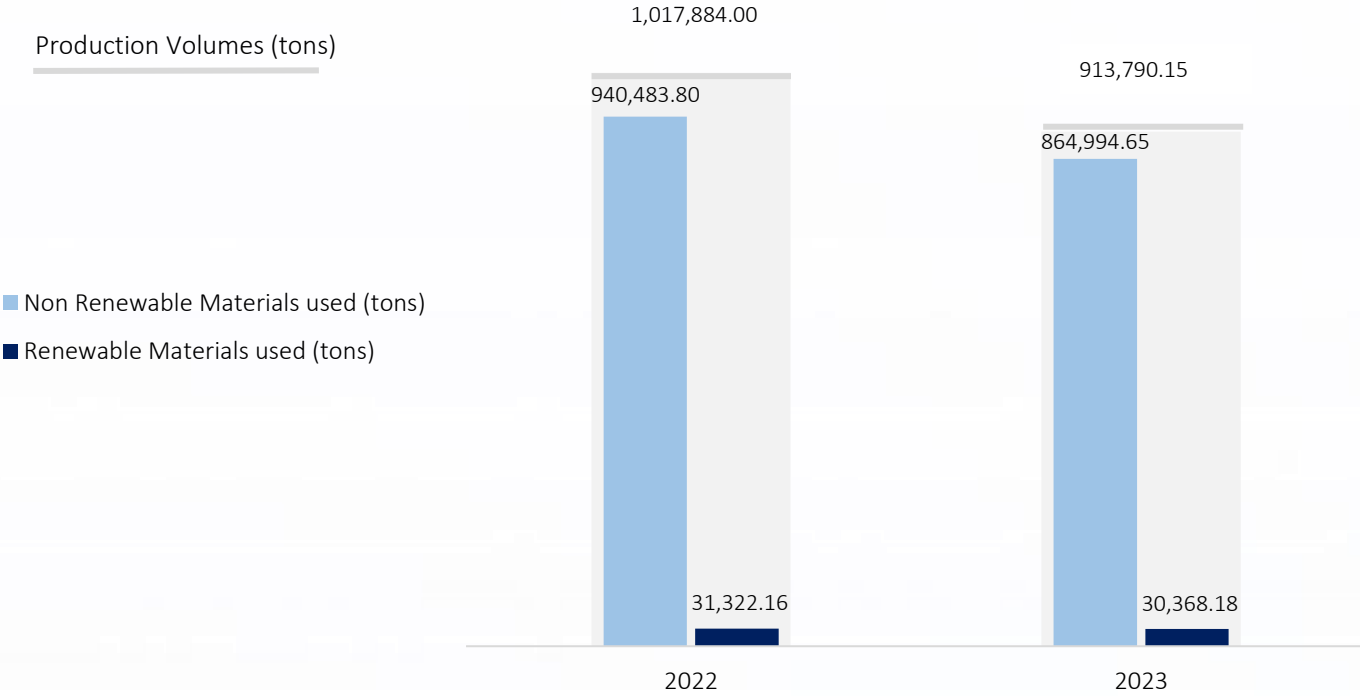
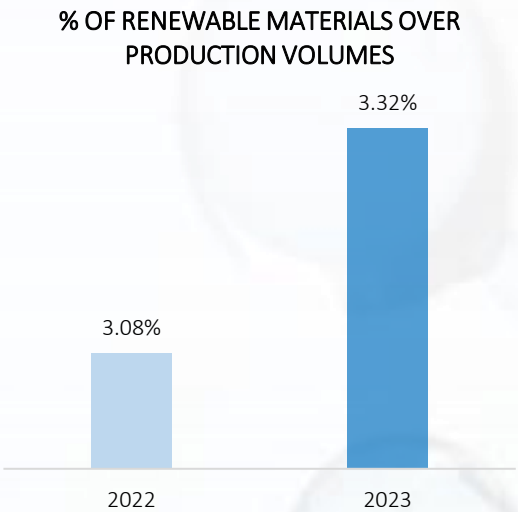
This allows it to compare the environmental impact of specific raw material and process productions, identifying areas that require improvement and selecting the most environmentally friendly scenarios for product production.

The procedures to perform the studies are included in ISO standards 14000 series, in particular ISO 14040 and ISO 14044, through the use of dedicated software/databanks managed by the R&D department.

Materials

The Group's global production of goods declined slightly in 2023, and so did material consumption.

At the same time, there was modest growth in the percentage share of renewable materials used: given the previous fluctuations highlighted in the last report, this trend will need to be verified in the coming years.



Materials

Looking at sales of bio-based and non-bio-based materials, the trend that sees the America market as the most developed for this type of product is confirmed.

During 2023, sales of 'bio' materials accounted for more than 8% of the total, whereas Asia and Europe stopped at around 2%.

Raw materials of natural origin are mainly represented by **soybean** oil for the production of coating resins and **glycerine** for specialty esters.

VALLEY PARK AND RENEWABLE MATERIALS

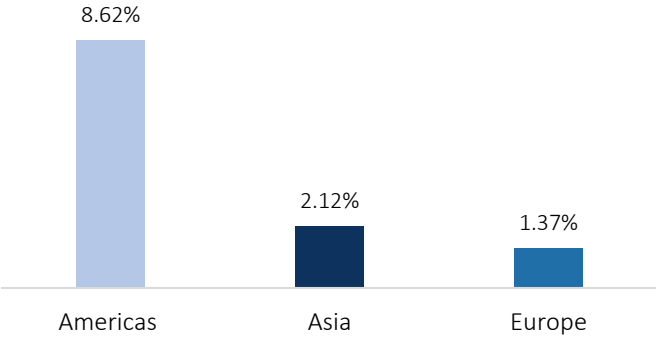
Speaking of Valley Park, for example, we have a raw material usage of 30% due to five main ingredients, which is slightly higher than a 1:3 ratio of renewables:

- Soybean oil
- Linseed oil
- Corn oil fatty acids
- Linoleic acid
- Sunflower oil

Soybean oil and linseed oil account for approximately 40% by weight of Valley Park's oil-modified urethanes, which represent approximately 65-70% of Valley Park's total production. This accounts for the majority of Valley Park's use of renewable materials.

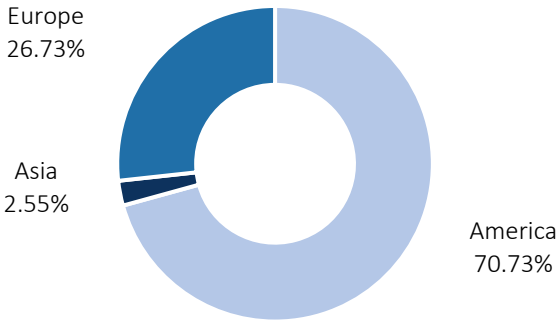
Another important effort towards sustainability is the purchase of renewable materials. These materials can be intermediates, resins or compounds: the data available for the last two years for the European area are in line with the trend for total production.

% OF BIO-BASED SALES BY REGION (2023)



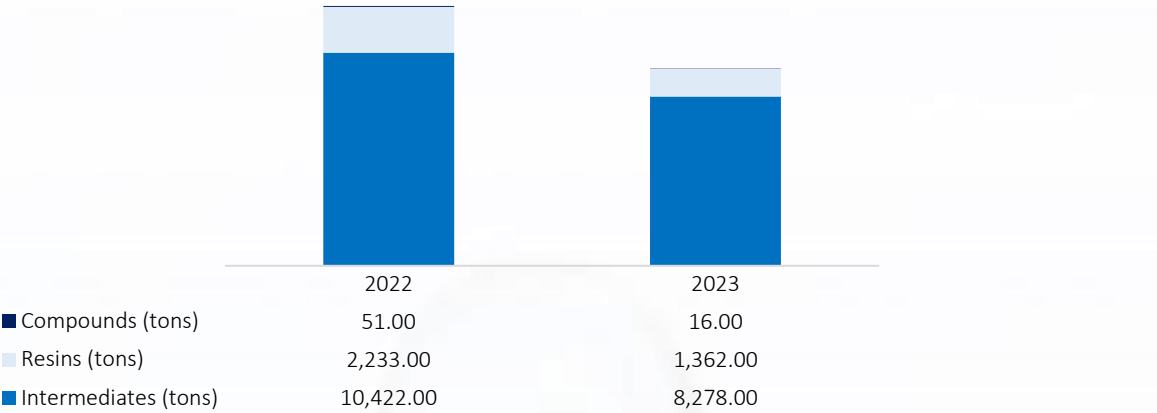
The Americas accounted for almost three quarters of all bio-based materials sold worldwide

BIOBASED MATERIAL SOLD AS A PERCENTAGE OF BIOBASED MATERIAL SOLD WORLDWIDE (2023)



Materials

BIO BASED PRODUCTS SOLD TO THE MARKET
EUROPE REGION (2022-23)



NOTE: Asia and Americas weren’t disclosed in this chapter and will also be covered in future releases.

BIO-BASED RESINS

Phasing out from fossils requires not only new energy sources, but also new raw materials.

Currently, resin chemistry is a fossil-based chemistry, and the Group is well equipped to change, and develop new bio-based materials.

The key in the assessment of these materials is, obviously, a rigorous LCA: bio-based materials show advantages in terms of greenhouse gas emissions, non- renewable energy use, climate change and ozone depletion, but other parameters linked to the agriculture can be worse, such as marine and terrestrial eutrophication.

A conclusion is not feasible without weighting different types of environmental impacts against each other.

To meet these ambitious goals, the Group has developed a wide range of products.

First, there are natural fillers: almond, hazelnut, walnut, and oat can be used up to 30% instead of mineral, non-renewable sources. Secondly, bio-based resins with glycols based on renewables are already available.

Also, several natural fibers can be used in formulation of resins: cotton, juta, flax are just some examples of what can be done.

During the transition to more sustainable materials, the Group doesn’t need to throw away in a landfill the old resins: exhausted products, beyond any possibilities of reuse, can be shredded/pulverized/grinded and recycled in formulation of new materials, up to 20-25% in weight.

The last option is co-processing of waste in cement kilns. Using these old resins instead of fossils can lower CO2 emissions, allowing to co-process waste and lowering the demand for virgin materials.

Materials

In the Americas, there's a noticeable shift towards the use of recycled raw materials.

Thermosetting resins are particularly advantageous as they can be reprocessed more readily than thermoplastic variants if they fail to meet specific standards.

This practice significantly reduces the reliance on new, unprocessed materials.

The emphasis on recycling in this region is not only economically savvy but also ecologically beneficial, highlighting a commitment to sustainable material management.

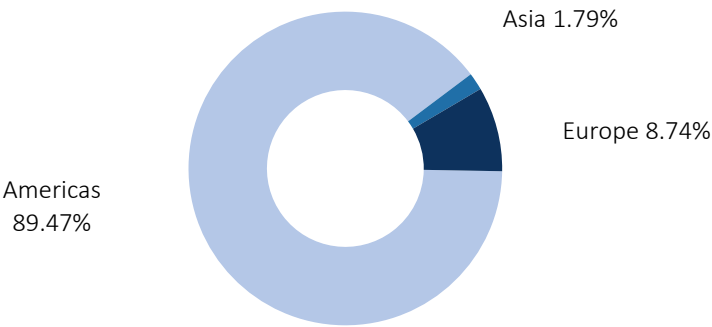
In Brazil, the Mogi Das Cruzes Plant stands out as a prime example of environmental stewardship in the PET industry.

It consistently utilizes an impressive quantity of recycled materials, exceeding 8% of its inputs, which is significantly higher than the global average of 1%.

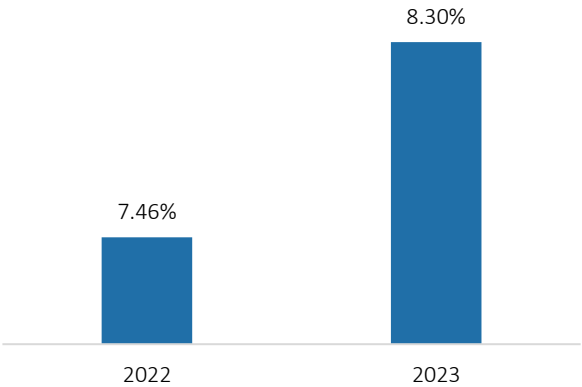
This achievement is largely attributed to the widespread adoption of PET recycling practices within the country, spurred by economic incentives that encourage participation from the public.

Such initiatives not only support sustainable manufacturing but also foster a culture of recycling among the community, contributing to a more environmentally conscious society.

TOTAL RECYCLED MATERIALS USED BY REGION
(2023)



TOTAL RECYCLED MATERIALS USED AT
MOGI DAS CRUZES PLANT (BRAZIL)



Materials

PET

In its search for a more sustainable supply chain, the Group is working on extracting value from discarded products.

Empty PET bottles, such as water bottles, are a typical waste which is produced in almost every household or office.

The Group has developed a process to extract terephthalic acid by bottle scrap, via a chemical process call glycolization.

Thanks to this process, it is possible to substitute up to 30% of essential organic acids which are used for the polymerization process by terephthalic acid.

The resin produced is called R-PET and has several, interesting, key features:

- Good alternative for standard resins
- Excellent mechanical properties
- Improved chemical resistant.
- Excellent water resistance
- Higher Molecular weight

LCA analysis clearly shows that a substantial amount of energy is spared: PET recycling is much less energy consuming than producing from the raw materials.

Currently, some products line such as ENVIROLITE® and POLYLITE® benefit from this process; the challenge is to improve this technology, addressing some of the weaknesses, such as colour consistency, adhesion to gel coat and styrene content.



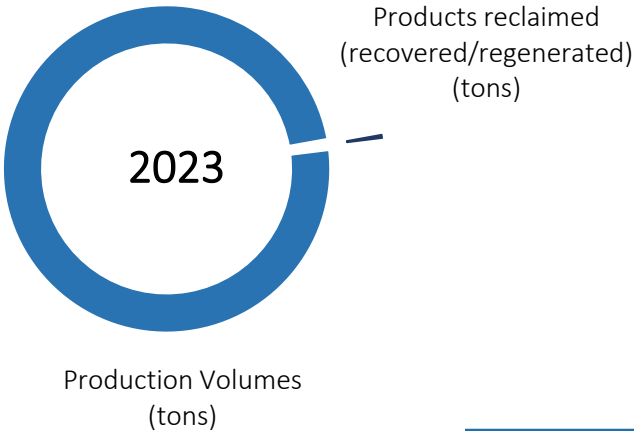
Materials

"Reclaimed products" refer to materials like off-spec resins that, instead of being thrown away, are incorporated into products in small amounts.

Although they currently represent a minor portion of the total materials utilized, less than 1%, this practice is garnering attention.

It's a trend that's expected to be closely observed in subsequent updates due to its potential implications for sustainable manufacturing processes.

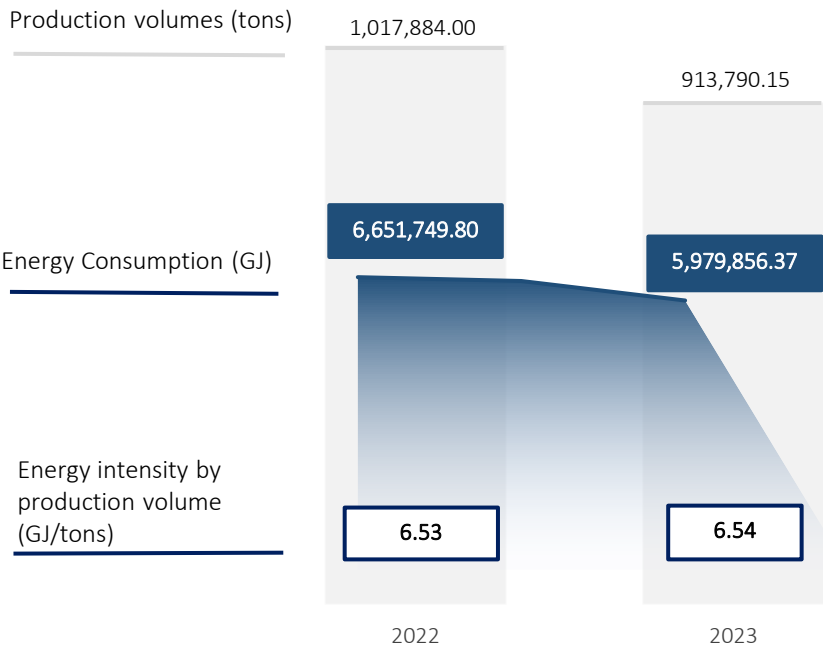
	UoM	2023	2022
Production Volumes	tons	913,790.15	1,017,884.00
Products reclaimed (recovered/regenerated)	tons	8,228.28	7,259.08



Energy

Global consumption of the group fell below 6 billion GJ in 2023, as a result of the decline in goods production.

At a local level, both in Asia and the Americas, the decline in production hasn't been accompanied by a reduction in energy consumption.



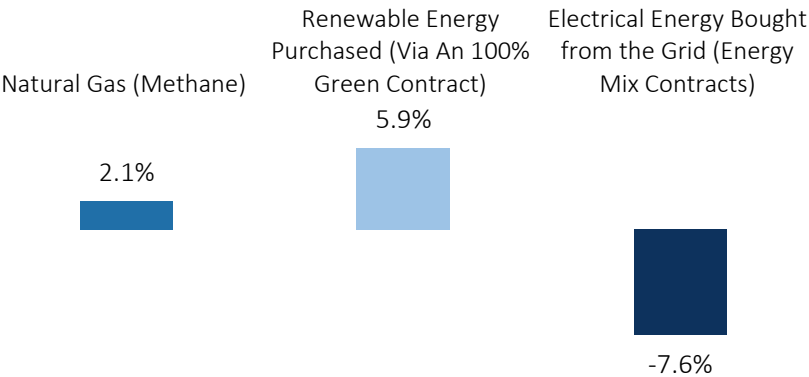
Energy

As can be seen in the graph, the main source of energy used in 2023 is methane, followed by self-produced various types of energy that are by-products of intermediate production.

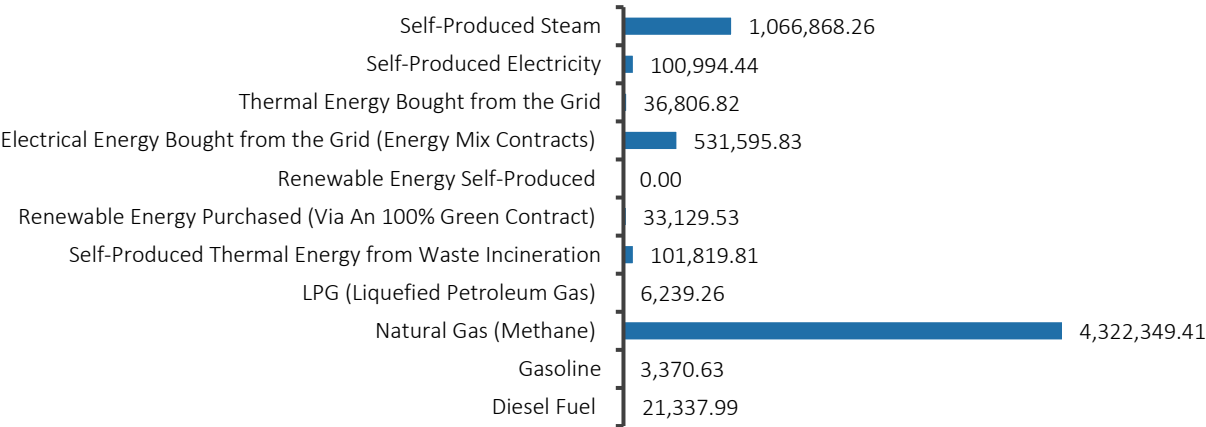
Methane is used in trigenerators, which are a very efficient way of producing energy, with a good environmental footprint, included by the European Union in the "green taxonomy".

In 2023 the consumption of methane increased, while the purchased electrical energy decreased.

% CHANGE IN CONSUMPTION OF ENERGY SOURCES (2023)



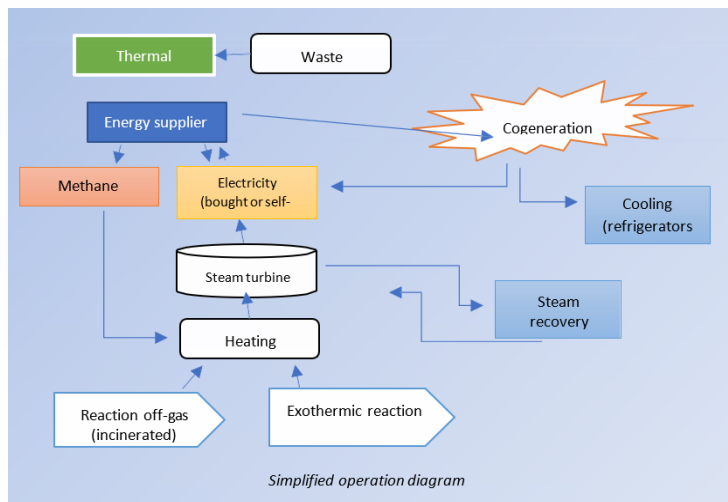
PRODUCTION BY DIFFERENT ENERGY SOURCES (GJ) (2023)



PRODUCTION OF ENERGY: COGENERATOR

These syntheses are part of the family of chemical reactions known as “oxidation”, quite like what happens to woods in a fireplace, or sugar in a human cell: so, there is heat production, and this production is carefully collected and used for electricity generation.

The next step is to follow Europe's Green Taxonomy: as of today, natural gas has been identified as a "transition source" of energy, and Group plants use it to the maximum extent, via co-generation, always striving to avoid any unnecessary waste.



JOINT RESEARCH PROJECT IDROGENO

Furthermore, hydrogen can be used as a raw material in chemical synthesis, “green” steel production, and many other applications.

- Multi-sector forecasting models and scenarios of production, storage, distribution and possible end uses of hydrogen
- Definition of supply chain development strategies based on evolutionary analysis of the energy system: technologies, markets, legislation and technical regulations.

- Furthermore, “vertical” projects include:
- Product development uniting with other companies and polytechnic;
 - Enabling technologies and business models for the hydrogen economy;
 - Deployment of «clean hydrogen» production, including «green» and «low carbon»;
 - Solutions for short-and long-distance hydrogen transport and advanced storages;
 - Solutions for end-use in residential, industrial and transportation applications;
 - Development of best practices and technical standards for design, construction and maintenance of hydrogen infrastructures.

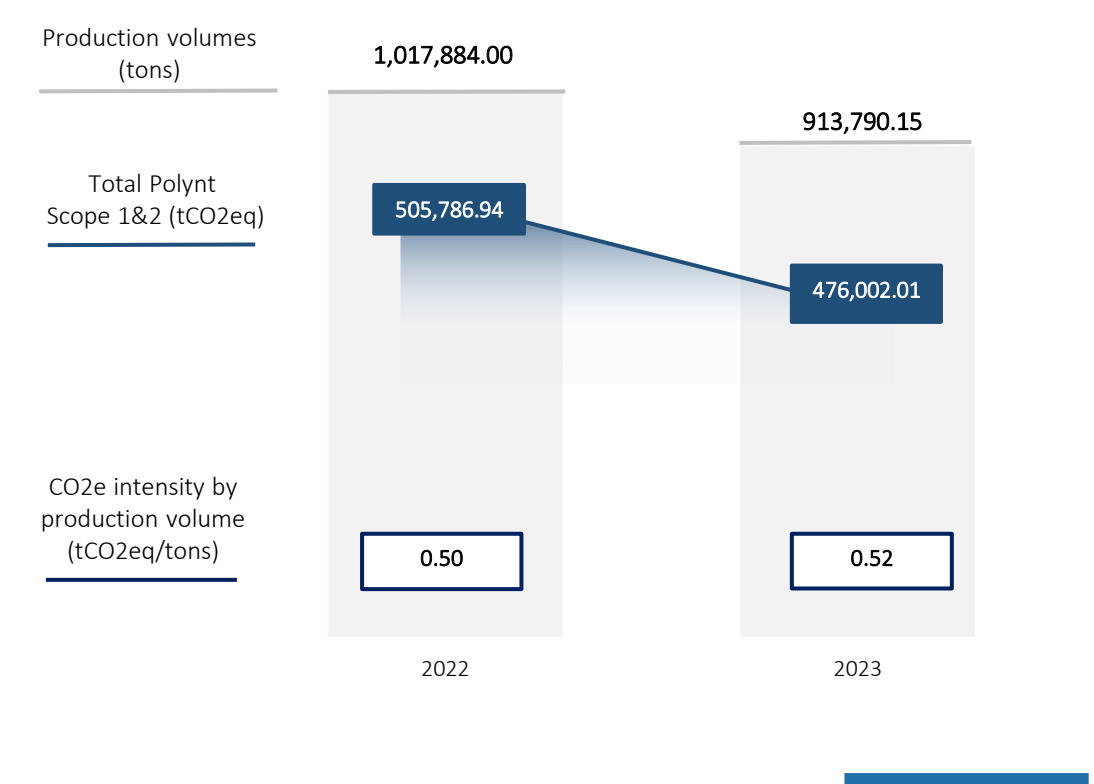
Future development aims to self-produce hydrogen for chemical production, energy storage and a new generation of products for the chain of transportation of hydrogen

Emissions

Total Group GHG emissions have been calculated as the equivalent in tons of carbon dioxide: in this year's report, a fuller disclosure of Scope 3 emissions has been introduced and the table below gives the full picture:

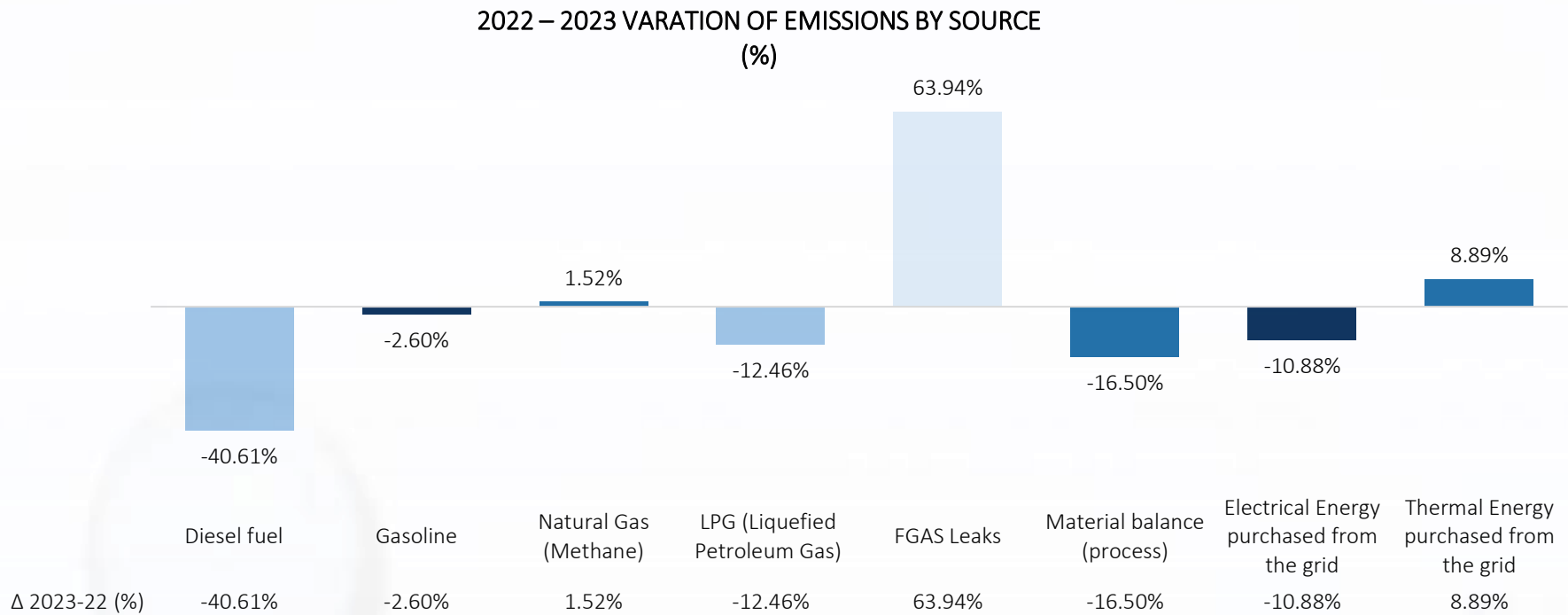
	<i>UoM</i>	2023	2022	Δ
TOTAL GREEN HOUSE GASES EMISSION	<i>tEqCO2</i>	2,712,788.84	2,634,301.28	2.98%
Direct Total Emissions (Scope 1)	<i>tEqCO2</i>	403,666.88	425,318.69	-5.09%
Total Indirect Emissions (Scope 2)	<i>tEqCO2</i>	72,335.14	80,468.25	-10.11%
Total Other Indirect Emissions (Scope 3)	<i>tEqCO2</i>	2,236,786.82	2,128,514.34	5.09%

However, the reduction in production was greater than that in emissions, probably because some of the most energy-intensive goods demanded by the market were still being produced, as shown by the energy intensity figure, which showed a slight increase in relation to production.



Emissions

Looking at the different emission sources, the main changes appear to be due to F-gas leakage and diesel fuel.



Emissions

The main reduction was due to a decrease in emissions from intermediate synthesis, mainly because of the closure of this production at San Giovanni Valdarno, as described in the previous chapter.

There was also a decrease in purchased electricity, partially offset by methane consumption.

As mentioned above, the most significant change in this year's report is the introduction of broader disclosure of Scope 3 emissions.

According to the GRI, Scope 3 emissions are defined as “indirect greenhouse gas (GHG) emissions not included in energy indirect (Scope 2) GHG emissions that occur outside of the organization, including both upstream and downstream”.

As can be seen in the table and graphs below, Scope 3 emissions dwarf other types of sources, especially purchases of goods and services: as this is the first year of disclosure, this metric will need to be refined in future releases.

	UOM	2023	2022	Δ
Total Scope 3 - Group	tEqCO2	2,236,786.82	2,128,514.34	5.09%
Purchased Goods And Services	tEqCO2	2,225,727.51	2,128,336.25	4.58%
Employee Commuting	tEqCO2	10,522.56	n.a.	100.00%
Business Travels	tEqCO2	497.32	178.09	179.25%
Hotel Stay	tEqCO2	39.43	n.a.	100.00%

n.a. = not available

SCOPE 1, 2 AND 3 EMISSIONS
(2023)



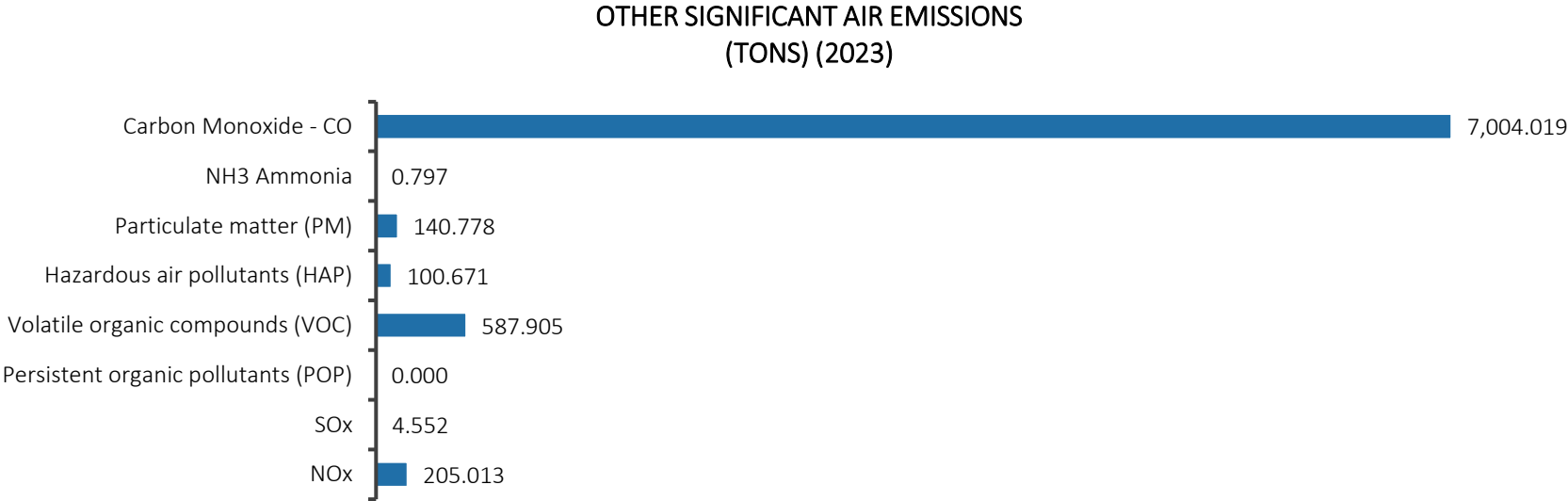
Emissions

The use of advanced abatement technologies ensures that all emissions meet regulatory standards.

The use of the best available techniques contributes to this compliance. In addition, the extensive use of trigeneration maximizes energy efficiency. In addition, the heat generated by the catalytic oxidation process is carefully conserved and reused, further reducing energy waste to the minimum level permitted by today's technology.

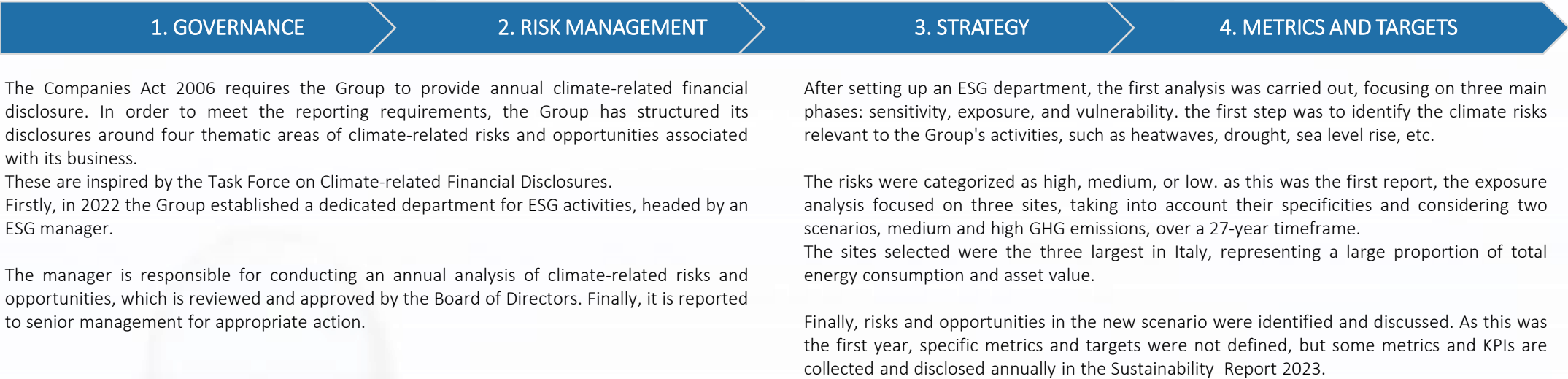
As reported last year, the main contributor to this category of emissions is carbon dioxide, which is mainly produced by the Italian plants during the synthesis of intermediates.

As shown in the graph below, most of these emissions increased in 2023, mainly due to the change in CO.



Task Force on climate-related financial disclosures

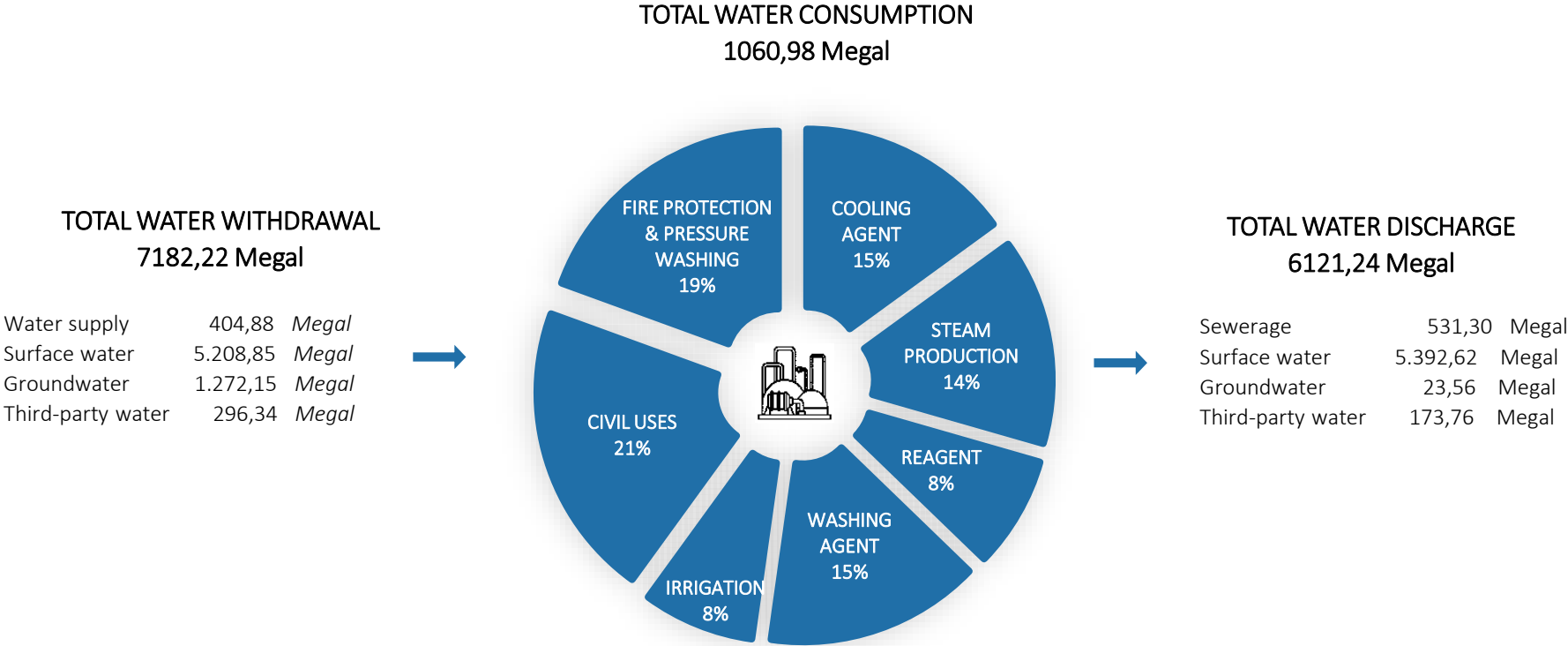
The Group will have to include mandatory Climate-Related financial disclosure (in accordance with UK Companies Act 2006) inspired to the TCFD - Task Force on Climate Related Financial Disclosures - for financial periods beginning on or after 6th April 2022.
It is mandatory for the Group starting from the year 2024 (fiscal year 2023).



Water and effluents

In the Group's manufacturing facilities, water serves multiple purposes, and the organization's stewardship of this vital resource is evaluated following the guidelines of GRI 303-1.

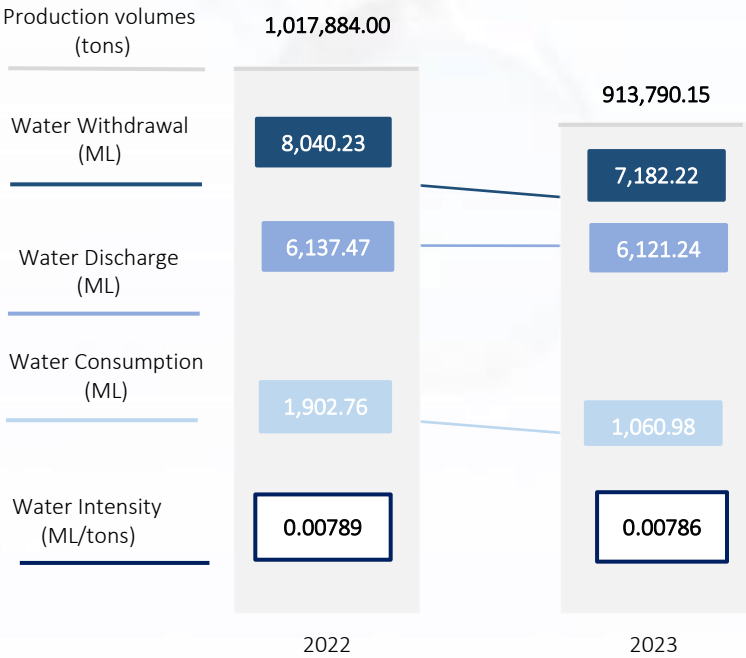
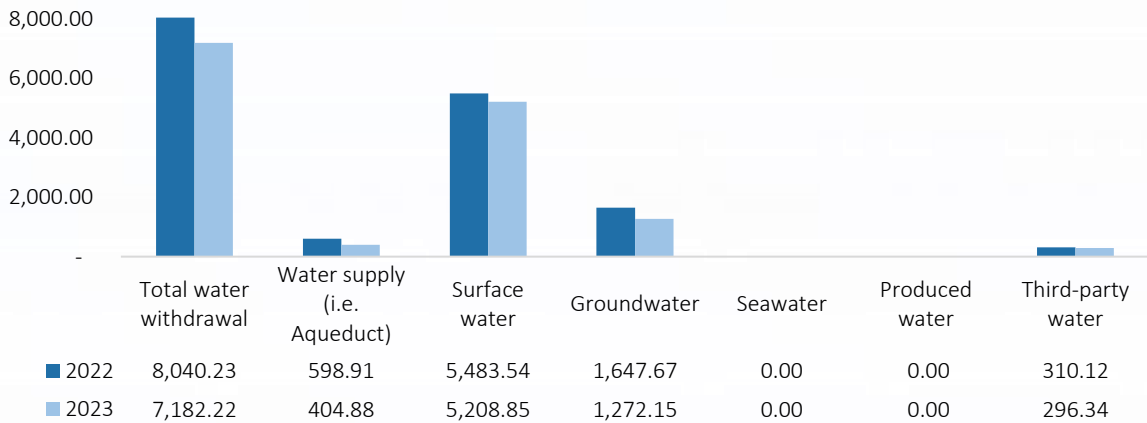
The most common uses are as a fire protection, washing, and cooling agent, in addition to the obvious civil uses.



Water and effluents

A closer look reveals that most of the water comes from aqueducts and similar sources, while third-party water can vary widely in different geographical areas.

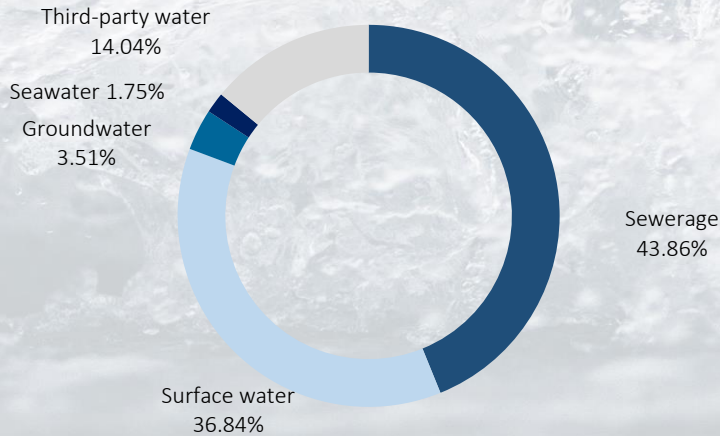
TOTAL WATER WITHDRAWAL
(ML)



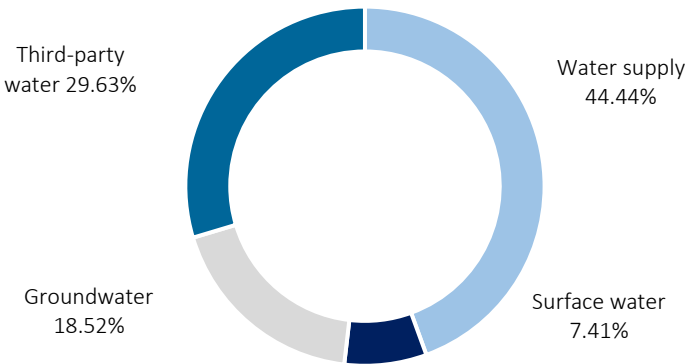
Water and effluents

Unfortunately, consumption data are subject to a high degree of uncertainty due to some technical limitations in the collection of discharge data, so this aspect is not covered in this report. The Group returns the water it extracts in various ways, mostly sewerage and surface water.

WATER DISCHARGE DESTINATIONS
(2023)



WATER WITHDRAWAL SOURCES
(2023)

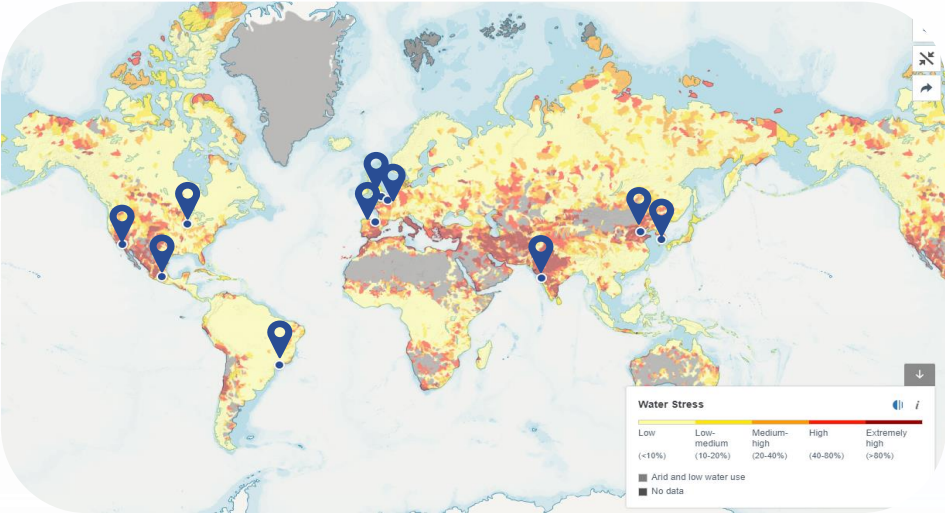
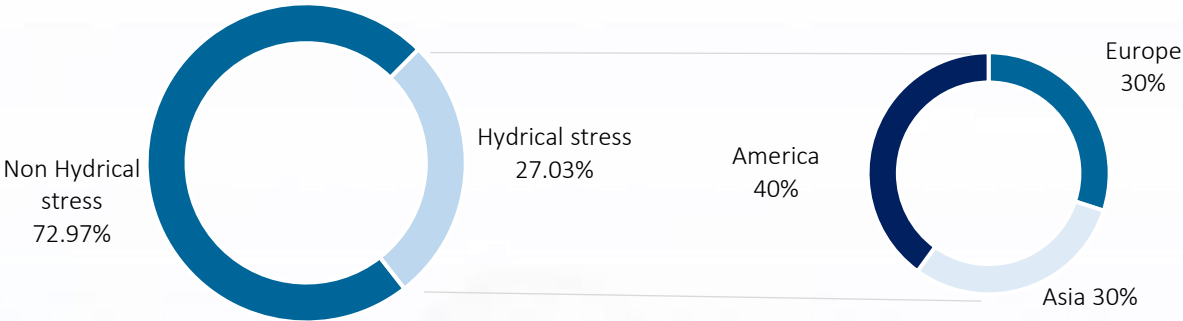


The GRI guidelines, at 303-2, mandate disclosure of the baseline quality criteria for wastewater release, detailing the methodology behind these benchmarks.

Although the Group's facilities are globally dispersed, leading to some variability among sites, each location adheres to the local regulatory standards, upholding the commitment to safeguard this vital resource effectively. More than 2,800 analyses were carried out in 2023, and the number of non-compliances remains low, although the number of detected non-compliances is increasing. More information can be found in the annex.

Water and effluents

According to the data collected, around a quarter of the Group's production sites are located in areas with significant water stress, as detailed in the Appendix. However, these areas only account for around 5% of total water withdrawal. The number of sites is evenly distributed across the three regions.



AMERICAS	EUROPE	ASIA
Atacomulco (Mexico)	Miranda de Ebro (Spain)	Tianjin (China)
Azusa (United States)	Drocourt (France)	Wanju-gun (South Korea)
Carpentersville (United States)	Mitcham (United Kingdom)	Ranjangaon (India)
Mogi das cruzeiros (Brazil)		

Waste

As the Research and Development sector progresses towards a more eco-friendly "green chemistry," the Group remains dedicated to reducing the environmental footprint of its manufacturing processes.

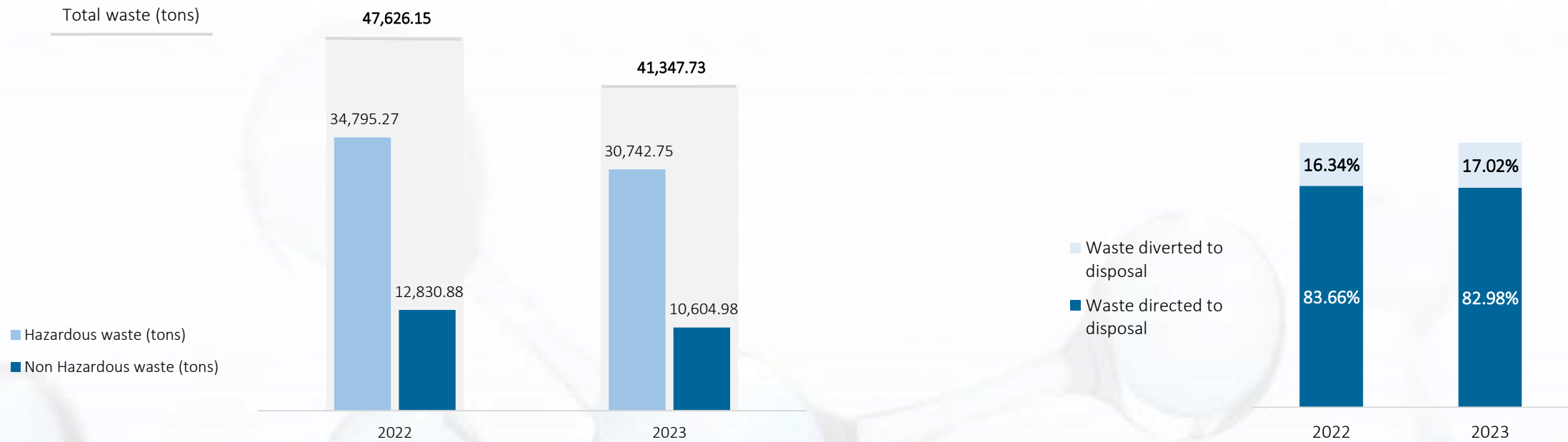
The company's commitment to safety and sustainability is reinforced by its adherence to REACH regulations, which mandate thorough research to guarantee product safety and risk management throughout production.

Equally, the organization applies meticulous attention to the disposal and handling of waste generated. this approach underscores the Group's dedication to environmental stewardship and responsible chemical management.

During 2023, the Group generated approximately 41,348 tons of waste, of which 25,65% as non-hazardous waste and the remaining amount as hazardous waste (74,35%).

The total waste production experienced a significant decrease of 13% in 2023, which can be mainly addressed to the declining production

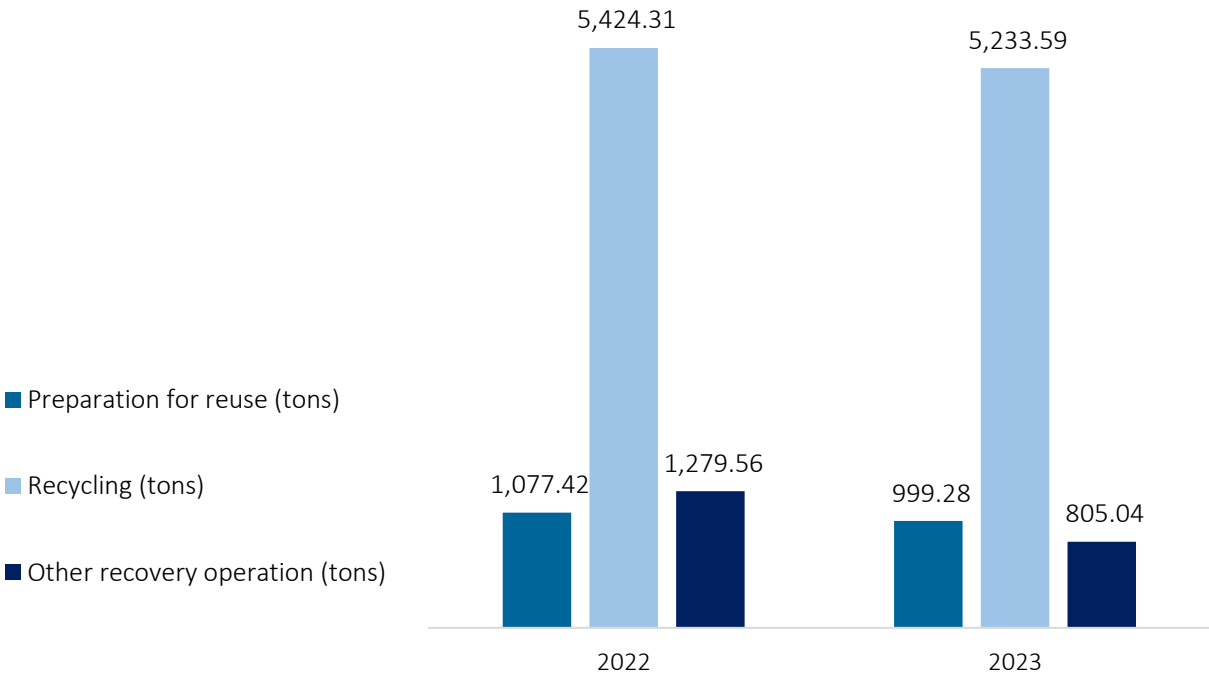
Hazardous waste accounted for almost three-quarters of total waste generation, although the share of waste diverted from disposal increased slightly by 2023.



Waste



TOTAL WASTE DIVERTED FROM DISPOSAL

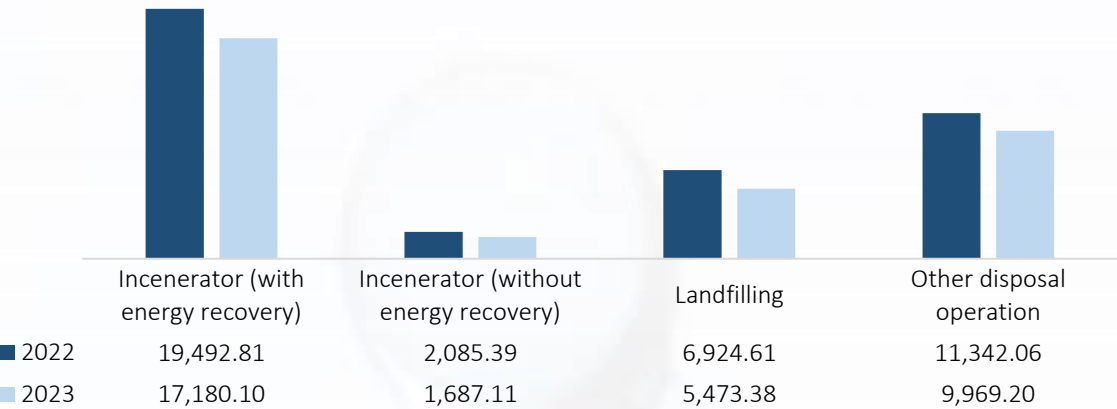


Waste

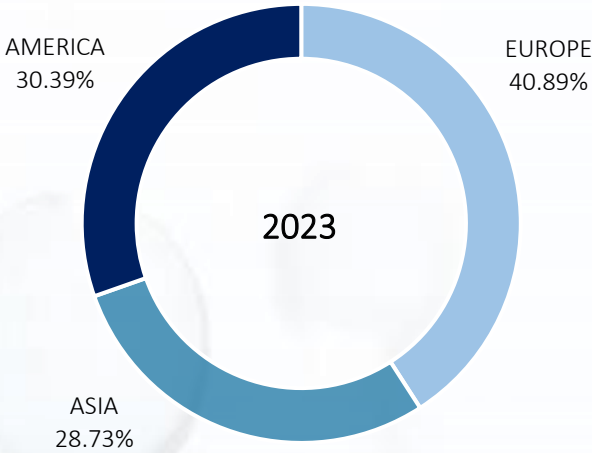
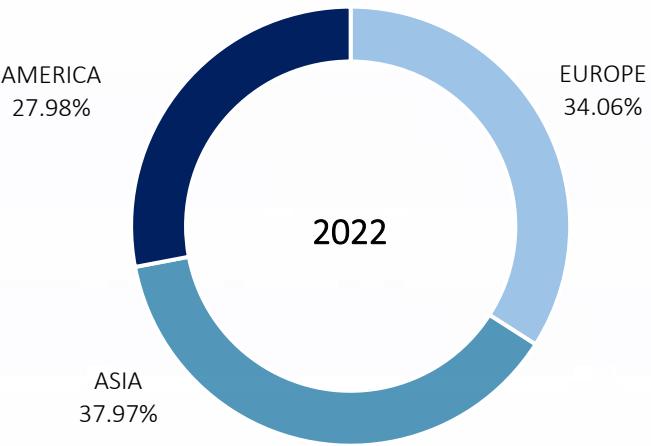
More details about waste composition and management can be found in the annex.

At a regional level, in recent years Europe has have seen a steady trend in recovered waste, which accounted for almost 20% of the total waste managed, while the Americas remained at around 14%. In 2023, the trend in Asia was more similar to that in the Americas, while the percentage of recovered waste remained higher in Europe.

BREAKDOWN OF WASTE DIRECTED TO DISPOSAL
(TONS)



REGIONAL BREAKDOWN OF WASTE DIVERTED FROM DISPOSAL





SMART BRIDGE

The search for sustainable materials has brought to the rediscovery of several natural fibres, among them flax. This traditional plant fiber, combined with a special bio-resin, can be made into a light and highly stable material with properties comparable to aluminum or steel.

The EU project "Smart Circular Bridge" shows what is possible with this innovative new material: via the development of three bridges from this so-called bio-composite. A first one has now been built, and two more will follow.

This first bridge uses around 3.2 tons of flax fibres, woven into mats and impregnated with a polyester resin: 25 percent of this resin is based on biomass. For the coming bridges, the goal is to increase this share to about 60 per cent.

To achieve this objective, waste products from biodiesel production and recycled PET bottles are used. Innovations in the project include not only the development of a suitable resin that can handle the residual moisture of the flax fibres, but also the development of a cobalt-free accelerator.

One of the advantages of this composite material is that flax is a fast-growing plant – compared to wood, for example. In addition to flax, other fibres are also available as raw materials for high- performance bio-composites.

Almost 2 million bridges, in Europe and United States, are more than 50 years old: the aim of this project is to develop a new standard, cheap and sustainable, to offer several benefits to investors:

- Cost savings to municipalities looking to repair damaged bridges and viaducts;
- Construction time is much shorter than demolition and rebuilding, limiting inconvenience for residents and businesses in the area near the road;
- Longer lifespan than concrete alternatives with virtually no maintenance required;
- Co2 emissions are reduced by preventing demolition and extending the lifespan of the bridge.

ANNEX



Data and information presented in the report has been collected and aggregated with the support of the sustainability advisory firm Ventitrenta S.r.l. SB.

Data reported were obtained throughout surveys, interviews and internal information systems. While there is no doubt about the overall reliability of the reported data, a minimum degree of uncertainty is inevitable due to the aggregation of some data at the Group level.

Metrics and data provided in the report aim to enhance data collection and reporting as a process of continuous improvement and as part of the Group’s sustainability strategy.

Sustainability data collection systems have put in place to guarantee timely and accurate sustainability information and to monitor specific targets’ progress.

The data was collected and presented in the two-year period 2022-2023, in accordance with the reporting perimeter of SCIL II (TopCo) Ltd to allow comparability and analyze changes in the organization's performance over time.

The information related to sustainability may possess inherent uncertainty due to incomplete scientific and economic knowledge and the quality of external data utilized. Additionally, certain information can be influenced by the selection of methodology, as well as the assumptions and estimates employed during its preparation and presentation within the company's reporting protocols.

Finally, following the consolidation in the construction of information flows, and the consequent increase in data quality, many of the metrics reported in this report have been revisited and updated.

GRI 2-1 ORGANIZATIONAL DETAILS

Legal name of the organization	Legal name: SCIL II (TopCo) Limited Business name: Polynt Group
Nature of organization's ownership and legal form	Nature of ownership: privately owned Legal form: Private Limited Company
Location of the organization's headquarters	United Kingdom
Organization's countries of operation	23



GRI 2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT

Reporting period for, and the frequency of, the organization's sustainability reporting	The reporting period goes from 01.01.2023 to 31.12.2023. The frequency of the organization's sustainability reporting is annual.
Reporting period for the organization's financial reporting	The reporting period for the organization's financial reporting is 01.01.2023 - 31.12.2023


(GRI 2-7) EMPLOYEES - REGION

2023					2022			
TOTAL NUMBER OF EMPLOYEES	W	%	M	%	W	%	M	%
of which Full-time	475	15.91%	2511	84.09%	473	16.82%	2339	83.18%
of which Part-time	40	81.63%	9	18.37%	71	22.83%	11	77.17%
EUROPE								
of which Full-time	240	15.19%	1340	84.81%	277	17.35%	1320	82.65%
of which Part-time	40	81.63%	9	18.37%	40	48.92%	46	51.08%
ASIA								
of which Full-time	40	16.74%	199	83.26%	42	16.54%	212	83.46%
of which Part-time	0	0.00%	0	0.00%	0	0.00%	0	0.00%
AMERICAS								
of which Full-time	195	16.71%	972	83.29%	154	16.02%	807	83.98%
of which Part-time	0	0.00%	0	0.00%	31	13.78%	194	86.22%

(GRI 2-7) EMPLOYEES -REGION

2023					2022			
TOTAL NUMBER OF EMPLOYEES	W	%	M	%	W	%	M	%
Permanent	503	16.74%	2,501	83.26%	534	17.46%	2,524	82.54%
Temporary	12	38.71%	19	61.29%	10	15.38%	55	84.62%
EUROPE								
Permanent	274	17.05%	1,333	82.95%	308	18.94%	1,318	81.06%
Temporary	6	27.27%	16	72.73%	9	15.79%	48	84.21%
ASIA								
Permanent	40	16.81%	198	83.19%	42	17.00%	205	83.00%
Temporary	0	0.00%	1	100.00%	0	0.00%	7	100.00%
AMERICAS								
Permanent	189	16.31%	970	83.69%	184	15.53%	1,001	84.47%
Temporary	6	75.00%	2	25.00%	1	100.00%	0	0.00%

ANNEX SOCIAL					
(GRI 2-7) GROUP WORKFORCE BY REGION					
	2023		2022		Δ
	No.	%	No.	%	%
TOTAL NUMBER OF EMPLOYEES	3,035	100.00%	3,123	100.00%	-2.82%
EUROPE	1,629	53.67%	1,683	53.89%	-3.21%
Italy	974	32.09%	1,014	32.47%	-3.94%
France	191	6.29%	194	6.21%	-1.55%
UK	124	4.09%	137	4.39%	-9.49%
Poland	91	3.00%	92	2.95%	-1.09%
Netherlands	7	0.23%	4	0.13%	75.00%
Norway	65	2.14%	65	2.08%	0.00%
Spain	92	3.03%	92	2.95%	0.00%
Germany	85	2.80%	85	2.72%	0.00%
ASIA	239	7.87%	254	8.13%	-5.91%
China	71	2.34%	80	2.56%	-11.25%
Malaysia	41	1.35%	39	1.25%	5.13%
South Korea	73	2.41%	78	2.50%	-6.41%
India	54	1.78%	57	1.83%	-5.26%
AMERICAS	1,167	38.45%	1,186	37.98%	-1.60%
Brazil	190	6.26%	210	6.72%	-9.52%
Canada	53	1.75%	49	1.57%	8.16%
Mexico	152	5.01%	153	4.90%	-0.65%
US	772	25.44%	774	24.78%	-0.26%



Polynt Group 2023 Sustainability Report

85

(GRI 2-7) EMPLOYEES - REGION

	2023	2022	Δ
EUROPE	1,629	1,683	-3.21%
of which Full-time	1,580	1,597	-1.06%
of which Part-time	49	86	-43.02%
ASIA	239	254	-5.91%
of which Full-time	239	254	-5.91%
of which Part-time	0	0	0.00%
AMERICAS	1,167	1,186	-1.60%
of which Full-time	1,167	961	21.44%
of which Part-time	0	225	-100.00%

(GRI 2-7) EMPLOYEES

	2023	2022	Δ
TOTAL NUMBER OF EMPLOYEES	3,035	3,123	-2.82%
of which Full-time	2,986	2,812	6.19%
of which Part-time	49	311	-84.24%
of which Permanent	3,004	3,058	-1.77%
of which Temporary	31	65	-52.31%

(GRI 2-8) WORKER WHO ARE NOT EMPLOYEES

	2023	2022	Δ
Total number of workers who are not employees (employed by contractors) and whose work and/or workplace is controlled by the organization	1,104	1,062	3.95%
% of workers who are not employees	26.68%	25.38%	

ANNEX SOCIAL								
(GRI 2-7) EMPLOYEES - REGION			2023			2022		Δ
EUROPE			1,629			1,683		-3.21%
of which Permanent			1,607			1,626		-1.17%
of which Temporary			22			57		-61.40%
ASIA			239			254		-5.91%
of which Permanent			238			247		-3.64%
of which Temporary			1			7		-85.71%
AMERICAS			1,167			1,186		-1.60%
of which Permanent			1,159			1,185		-2.19%
of which Temporary			8			1		700.00%
(GRI 2-7) EMPLOYEES			2023			2022		Δ
Permanent employees			3,004			3,058		-1.77%
of which part-time			49			311		-84.24%
of which full-time			2,955			2,747		7.57%
Temporary employees			31			65		-52.31%
of which part-time			0			0		0.00%
of which full-time			31			65		-52.31%
(GRI 2-7) TRAINEES			2023			2022		Δ
	W	M	TOTAL	W	M	TOTAL		
TOTAL NUMBER OF TRAINEES	14	12	26	14	11	25	4.00%	
Of which part time	9	5	14	8	4	12	16.67%	
Of which full time	5	7	12	6	7	13	-7.69%	
Of which blue collars	2	2	4	3	5	8	-50.00%	
Of which white collars	12	10	22	11	6	17	29.41%	

(GRI 401-1) NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP

(GRI 401-1) NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP		2023			2022		
		W	M	TOTAL	W	M	TOTAL
GLOBAL							
NEW EMPLOYEES	56	184	240	53	301	354	
< 30 years	25	50	75	16	104	120	
30 - 50 years	28	100	128	28	167	195	
> 50 years	3	34	37	9	30	39	
EUROPE							
NEW EMPLOYEES	13	31	44	18	95	113	
< 30 years	8	9	17	6	41	47	
30 - 50 years	4	14	18	9	48	57	
> 50 years	1	8	9	3	6	9	
ASIA							
NEW EMPLOYEES	7	14	21	1	13	14	
< 30 years	3	5	8	1	4	5	
30 - 50 years	4	7	11	0	9	9	
> 50 years	0	2	2	0	0	0	
AMERICAS							
NEW EMPLOYEES	36	139	175	34	193	227	
< 30 years	14	36	50	9	59	68	
30 - 50 years	20	79	99	19	110	129	
> 50 years	2	24	26	6	24	30	

(GRI 401-1) EMPLOYMENT CONTRACT

	2023				2022				Δ			
Permanent employees	218				296				-26.35%			
Temporary employees	22				58				-62.07%			
TOTAL	240				354				-32.20%			

(GRI 401-1) EMPLOYEE WHO LEFT THE COMPANY AND TURNOVER RATE

	2023			2022											
	n.	W	%	n.	M	%	n.	TOTAL	%	n.	W	%	n.	M	%
GLOBAL															
TOTAL	47		1.55%	281		9.26%	328		10.80%	58		1.86%	248		7.94%
< 30 years	12		0.40%	53		1.75%	65		2.14%	11		0.35%	43		1.38%
30 - 50 years	25		0.82%	118		3.89%	143		4.71%	26		0.83%	99		3.17%
> 50 years	10		0.33%	110		3.62%	120		3.95%	21		0.67%	106		3.39%
EUROPE															
TOTAL	11		0.36%	87		2.87%	98		3.23%	20		0.64%	99		3.17%
< 30 years	1		0.03%	16		0.53%	17		0.56%	3		0.10%	15		0.48%
30 - 50 years	8		0.26%	19		0.63%	27		0.89%	8		0.26%	21		0.67%
> 50 years	2		0.07%	52		1.71%	54		1.78%	9		0.29%	63		2.02%
ASIA															
TOTAL	11		0.36%	25		0.82%	36		1.19%	1		0.03%	33		1.06%
< 30 years	2		0.07%	3		0.10%	5		0.16%	0		0.00%	8		0.26%
30 - 50 years	9		0.30%	16		0.53%	25		0.82%	1		0.03%	21		0.67%
> 50 years	0		0.00%	6		0.20%	6		0.20%	0		0.00%	4		0.13%
AMERICA															
TOTAL	25		0.82%	169		5.57%	194		6.39%	37		1.18%	116		3.71%
< 30 years	9		0.30%	34		1.12%	43		1.42%	8		0.26%	20		0.64%
30 - 50 years	8		0.26%	83		2.73%	91		3.00%	17		0.54%	57		1.82%
> 50 years	8		0.26%	52		1.71%	60		1.98%	12		0.38%	39		1.25%

(GRI 402-1) MINIMUM NUMBER OF WEEKS NOTICE PROVIDED	2023	2022	Δ
Minimum number of weeks’ notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	4.03	3.45	16.81%

(GRI 405-1) DIVERSITY OF EMPLOYEES	2023			2022		
	W	M	TOTAL	W	M	TOTAL
EXECUTIVES	0.19%	0.32%	0.30%	0.19%	0.31%	0.29%
< 30 years	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30 - 50 years	0.00%	0.04%	0.03%	0.00%	0.04%	0.03%
> 50 years	0.19%	0.28%	0.27%	0.19%	0.27%	0.26%
MANAGERS	5.04%	5.20%	5.17%	2.14%	2.87%	2.75%
< 30 years	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30 - 50 years	3.49%	2.02%	2.27%	1.17%	1.03%	1.06%
> 50 years	1.55%	3.17%	2.90%	0.97%	1.84%	1.70%
WHITE COLLARS	84.69%	35.40%	43.77%	88.54%	36.45%	45.04%
< 30 years	9.69%	2.42%	3.66%	8.54%	2.34%	3.36%
30 - 50 years	48.64%	15.79%	21.38%	52.04%	16.14%	22.06%
> 50 years	26.36%	17.18%	18.74%	27.96%	17.98%	19.62%
BLUE COLLARS	10.08%	59.09%	50.76%	9.13%	60.37%	51.92%
< 30 years	3.10%	8.33%	7.44%	2.91%	9.89%	8.74%
30 - 50 years	5.81%	30.63%	26.42%	5.24%	30.85%	26.63%
> 50 years	1.16%	20.13%	16.90%	0.97%	19.62%	16.55%

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (WOMEN)	2023	2022	Δ
Women out of total employees	17.00%	16.49%	3.09%
Women out of total executives	11.11%	11.11%	0.00%
Women out of total managers	16.56%	12.79%	29.47%
Women out of total white collars	32.88%	32.41%	1.45%
Women out of total blue collars	3.37%	2.90%	16.21%
Women executive out of total women	0.19%	0.19%	0.00%
Women manager out of total women	5.04%	2.14%	135.51%
Women white collars out of total women	84.69%	88.54%	-4.35%
Women blue collars out of total women	10.08%	9.13%	10.41%
Women out of total (excluded blue collars)	31.04%	31.16%	-0.004%

Boundaries

SITE	COUNTRY	ECOINVENT GEOGRAPHICAL AREA	SITE	COUNTRY	ECOINVENT GEOGRAPHICAL AREA
Carpentersville	Illinois (United States of America)	RFC	Atlacomulco	Mexico	MX
Morris	Illinois (United States of America)	MRO	Niepolomice	Poland	PL
Sandusky	Ohio (United States of America)	RFC	Miehlen	Germany	DE
Chatham	Virginia (United States of America)	NPCC	Miranda De Ebro	Spain	ES
North Kansas City	Missouri (United States of America)	MRO	Drocourt	France	FR
Ennis	Texas (United States of America)	MRO	Stallingborough	United Kingdom	GB
Marshall	Texas (United States of America)	RFC	Leek	United Kingdom	GB
Forest Park	Georgia (United States of America)	SERC	Scanzorosciate	Italy	IT
Houston	Texas (United States of America)	MRO	San Giovanni Valdarno	Italy	IT
Orlando	Florida (United States of America)	SERC	Ravenna	Italy	IT
Azusa	California (United States of America)	WECC	San Polo di Torrile	Italy	IT
Valley Park	Missouri (United States of America)	MRO	Brembate di Sopra	Italy	IT
Pensacola	Florida (United States of America)	SERC	Cavaglià	Italy	IT
Jacksonville	Florida (United States of America)	SERC	Fredrikstadt	Norway	NO
Drummondville	Canada	QC	Mitcham	United Kingdom	GB
Brampton	Canada	ON	Rotterdam (office)	Netherlands	NL
Port Moody	Canada	BC	Ranjangaon	India	IN- WESTERN GRID
Mogi das Cruzes	Brazil	SOUTH EASTERN-MID WESTERN GRID	Pune (office)	India	IN- WESTERN GRID
			Pasir Gudang (Johor)	Malaysia	MY
			Wanju-gun	South Korea	KR
			Seul (office)	South Korea	KR
			Tianjin	China	CN-NCGC

Materials

(GRI 301-1) MATERIALS USED BY WEIGHT OR VOLUME	UoM	2023	2022	Δ
Total Materials Used	tons	895,362.83	971,805.96	-7.87%
Non-Renewable Raw Materials Used	tons	749,029.52	812,777.39	-7.84%
Non-Renewable Additives Used	tons	115.965,13	127,706.41	-9.19%
% Non-Renewable Used	%	96.61%	96.78%	-
Renewable Raw Materials Used	tons	30,054.30	30,908.07	-2.76%
Renewable Additives Used	tons	313.88	414.09	-24.20%
% Renewable Used	%	3.39%	3.22%	-
(GRI 301-2) RECYCLED INPUT MATERIALS USED	UoM	2023	2022	Δ
Total Recycled Materials Used	tons	9,389.89	10,052.11	-6.59%
Total Materials Used	tons	895,362.83	971,805.96	-7.87%
% Total Recycled Materials Used	%	1,05%	1,03%	-
Recycled Raw Materials Used	tons	9,389.89	10,052.11	-6.59%
Recycled Additives Used	tons	0,00	0.00	0.00%
(GRI 301-3) RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS	UoM	2023	2022	Δ
Total Products Reclaimed (Recovered/Regenerated)	tons	8,228.28	7,259.08	13.35%
% Total Products Reclaimed (Recovered/Regenerated)	%	0.79%	0.60%	-
Out Of Spec/Recovered Materials Produced (Ton)	tons	7,694.68	6,876.14	11.90%
% Out Of Spec/Recovered Materials Produced (Ton)	%	0.74%	0.56%	-
Packaging Reclaimed (Recovered/Regenerated)	tons	533.60	382.93	39.35%
% Packaging Reclaimed (Recovered/Regenerated)	%	0.05%	0.03%	-

Energy

GLOSSARY: a gigajoule, abbreviated as GJ, is a unit of measurement of energy consumption: a gigajoule is equal to one thousand million joules.

NOTE: The calculation of the tonnage value for annual production, as per the GRI standards, involves a specific set of criteria that may differ from other reporting frameworks. This means that when comparing figures across different publications, it's important to note that variations can occur due to the differing perimeters or boundaries considered in different reports, based upon different methodologies and standards. Understanding the context and framework used for each set of data is crucial for accurate interpretation and comparison.

(GRI 302-1) ENERGY CONSUMPTION WITHIN THE ORGANIZATION		2023		2022		Δ
	UoM	VALUE	GJ	VALUE	GJ	
A - Total Consumption of Fuel From Non-Renewable Sources (302-1a)	<i>GJ</i>		<u>4,455,117.10</u>		<u>4,368,366.56</u>	
Diesel Fuel	<i>l</i>	592,140.33	21,337.99	991,281.51	35,612.50	-40.08%
Gasoline	<i>l</i>	104,440.84	3,370.63	104,038.15	3,379.55	-0.26%
Natural Gas (Methane)	<i>m3</i>	118,688,475.17	4,322,349.41	118,560,914.31	4,233,573.12	2.10%
LPG (Liquefied Petroleum Gas)	<i>l</i>	255,631.64	6,239.26	292,808.12	7,125.39	-12.44%
Self-Produced Thermal Energy from Waste Incineration	<i>GJ</i>		101,819.81		88,676.00	14.82%
B. Total Fuel Consumption Within the Organization From Renewable Sources			<u>33,139.32</u>		<u>31,288.29</u>	
Renewable Energy Purchased (Via An 100% Green Contract)	<i>kWh</i>	9,202,648.00	33,129.53	8,688,148.00	31,277.33	5.92%
Renewable Energy Self-Produced	<i>kWh</i>	2,720.00	9.79	3,045.00	10.96	-10.68%
C. Total of Electricity, Heating, Cooling, Steam Consumed (Or produced)			<u>1,736,265.35</u>		<u>2,513,218.62</u>	
Electrical Energy Bought from the Grid (Energy Mix Contracts)	<i>kWh</i>	147,665,508.27	531,595.83	159,823,431.00	575,364.35	-7.61%
Thermal Energy Bought from the Grid	<i>kWh</i>	10,224,116.67	36,806.82		34,208.00	7.60%
Self-Produced Electricity	<i>kWh</i>	28,054,011.11	100,994.44	35,754,797.78	128,717.27	-21.54%
Self-Produced Steam	<i>GJ</i>		1,066,868.26		1,774,929.00	-39.89%
D. Total of Electricity, Heating, Cooling, Steam Sold			<u>244,665.40</u>		<u>261,123.69</u>	
Self-Produced Electrical Energy Sold*	<i>kWh</i>	58,894,000.00	212,018.40	61,657,692.00	221,967.69	-4.48%
Self-Produced Thermal Energy Sold	<i>GJ</i>		-		-	0.00%
Self-Produced Steam Sold	<i>GJ</i>		32,647.00		39,156.00	-16.62%
E. Total Energy Consumption Within the Organization			<u>5,979,856.37</u>		<u>6,651,749.78</u>	

* Please note that the value of electricity sold is higher than the total electricity produced. This is due to the fact that, in accordance with GRI 302, section 2.1.1, the electricity generated from natural gas is only counted once, in the Fuel section.

Energy

GRI 302-3 ENERGY* INTENSITY	UoM	2023	2022	Δ
Total Number of Employees	<i>n</i>	3,035.00	3,123.00	-2.82%
Energy Intensity over Employees (GJ/N)	<i>GJ/n</i>	1,970.30	2,129.92	-7.49%
Energy Intensity over Production (GJ/Ton)	<i>GJ/tons</i>	6.54	6.53	0.15%
Energy Consumption (Indicate which items will be included in the calculation)	<i>GJ</i>	5,979,856.38	6,651,749.80	-10.10%
<i>* All kinds of energy consumed within the organization are included in the energy intensity figure</i>				

CONVERSION FACTORS FOR GJ CALCULATION	UoM	CALORIFIC VALUE*		DENSITY (FROM LITRES TO METRIC TONS/FROM CUBIC METERS TO KILOGRAMS) **
		2023	2022	
Diesel Fuel	<i>GJ/tons</i>	42.73	42.60	0.0008430
Gasoline	<i>GJ/tons</i>	43.18	43.62	0.0007473
Methane	<i>GJ/tons</i>	45.52	45.20	1.2572
LPG	<i>GJ/tons</i>	45.96	45.94	0.0005311
<i>* DEFRA guidelines 2023, 2022 ** DEFRA guidelines 2023, 2022</i>				

	2023	2022	SOURCE
Electrical Energy bought from the grid	0.0036	0.0036	Terna 2019

Water and effluents

GLOSSARY: megalitre (plural megalitres) is a unit of volume equivalent to 1,000,000 litres. Symbol: ML

GRI 303-1 INTERACTIONS WITH WATER AS A SHARED RESOURCE. PLEASE SEE THE CHAPTER ENVIRONMENT.

GRI 303-3 WATER WITHDRAWAL	UoM	2023	2022	Δ	AREAS WITH WATER STRESS (2023)
TOTAL WATER WITHDRAWAL	ML	7,182.22	8,040.24	-10.67%	358.33
Water Supply	ML	404.88	598.91	-32.40%	202.31
Surface water	ML	5,208.85	5,483.54	-5.01%	37.95
Groundwater	ML	1,272.15	1,647.67	-22.79%	91.84
Seawater	ML	0.00	0.00	0.00%	0.00
Produced Water	ML	0.00	0.00	0.00%	0.00
Third-party Water	ML	296.34	310.12	-4.44%	26.23
(GRI 303-4) WATER DISCHARGE	UoM	2023	2022	Δ	
TOTAL WATER DISCHARGE*	ML	6,121.24	6,137.47	-0.26%	
Sewerage	ML	531.30	535.51	-0.79%	
Surface Water	ML	5,392.62	5,476.51	-1.53%	
Groundwater	ML	23.56	18.72	25.85%	
Seawater	ML	0.00	0.00	0.00%	
Third-party Water	ML	173.76	106.73	62.80%	

* Discharge data for some sites may include rainwater, which is water that is not consumed or contaminated by the various processes. Water consumption data are not reliable, due to technical problems regarding water discharge explained before, therefore the focus of the report will be on water withdrawal.

(GRI 303_1) WATER INTENSITY	UoM	2023	2022	Δ
ML of Water	ML	7,182.22	8,040.24	-10.67%
Production in tons	tons	913.790,15	1.017.884,00	- 10.23%
Water Intensity (ML/Ton)	ML/tons	0.007860	0.007899	-0.50%

(*) Due to technical issues explained in GRI 303-5, water intensity has been calculated as water withdrawal intensity rather than consumption intensity.

Water stressed areas were assessed using the Water Risk Atlas at <https://wri.org/aqueduct> . The database was version 3.0.

Emissions

GLOSSARY: a carbon dioxide equivalent or CO2 equivalent, abbreviated as CO2-eq is a metric measure used to compare the emissions from various greenhouse gases on the basis of their global-warming potential (GWP), by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential.

NOTE: greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

(GRI 305-1) TOTAL GHG EMISSIONS	UoM	2023	2022	Δ
Total GHG Emissions	tEqCO2	2,712,788.84	2,634,301.28	2.98%
Direct Total Emissions (Scope 1)	tEqCO2	403,666.88	425,318.69	-5.09%
Total Indirect Emissions (Scope 2)	tEqCO2	72,335.14	80,468.25	-10.11%
Total Other Indirect Emissions (Scope 3)	tEqCO2	2,236,786.82	2,128,514.34	5.09%

(GRI 305-1) DIRECT (SCOPE 1) GHG EMISSIONS	UoM	2023	2022	Δ
Direct total emissions (Scope 1)	tEqCO2	403,666.88	425,318.69	-5.09%
Diesel Fuel	tEqCO2	1505.92	2535.51	-40.61%
Gasoline	tEqCO2	219.07	224.91	-2.60%
Natural Gas (Methane)	tEqCO2	243,318.44	239,683.92	1.52%
LPG (Liquefied Petroleum Gas)	tEqCO2	399.07	455.85	-12.46%
Burned Petrochemical Feedstock*	tEqCO2	9,907.82	6,130.18	61.62%
Fgas Leaks	tEqCO2	2275.98	1388.30	63.94%
Material Balance (Process)	tEqCO2	146,040.58	174,900.00	-16.50%

* The way this data is collected and processed has changed in 2023

- NOTE:**
- Conversion factors published by DEFRA for 2023 and 2022 have been used to calculate emissions from diesel, petrol and natural gas consumption.
 - F-Gas values were provided by the different sites in the survey. Conversion from tons to tCO2eq was made using conversion factors from European Regulation 517/2014. A
 - The CO2 figure in the mass balance of the process calculation is taken from Polynt ETS data.

Emissions

(GRI 305-2) ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	UoM	2023	2022	Δ
Total Indirect Emissions (Scope 2)	tEqCO2	72,335.14	80,468.25	-10.11%
Electrical Energy Purchased from the Grid	tEqCO2	68,924.93	77,336.41	-10.88%
Thermal Energy Purchased from the Grid	tEqCO2	3,410.21	3,131.85	8.89%
GRI 305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	UoM	2023	2022	Δ
Total Scope 3 - Group	tEqCO2	2,236,786.82	2,128,514.34	5.09%
Purchased Goods and Services	tEqCO2	2,225,727.51	2,128,336.25	4.58%
Employee Commuting	tEqCO2	10,522.56	n.a.	100.00%
Business Travels*	tEqCO2	497.32	178.09	179.25%
Hotel Stay	tEqCO2	39.43	n.a.	100.00%
* Data regarding flights for business in km were converted to tCO2eq using DEFRA conversion factors				
(GRI 305-4) GHG EMISSIONS INTENSITY	UoM	2023	2022	Δ
Total number of employees	n	3,035.00 (*)	3,123.00 (*)	-2.82%
Total GHG Emissions intensity for employees	tEqCO2	156.84	161.96	-3.16%
Total GHG Emissions intensity for production in tons	tEqCO2	0.52	0.50	4.00%
Total GHG Emissions	tEqCO2	476,002.01 (**)	505,786.94(**)	-5.89%

(*) In the counting is not included the CEO.
(**) It includes Scope 1 and Scope 2 GHG Emissions

Emissions

GRI 305-6: EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

During the observed period, there was no use or emission of Ozone Depleting Substances.

(GRI 305-7) NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS	UoM	2023	2022	Δ
Total significant air emissions	tons	8,043.74	7,365.47	9.21%
NOx	tons	205.01	228.07	-10.11%
SOx	tons	4.55	19.27	-76.39%
Persistent Organic Pollutants (POP)	tons	-	-	0.00%
Volatile Organic Compounds (VOC)	tons	587.91	374.05	57.17%
Hazardous Air Pollutants (HAP)	tons	100.67	110.47	-8.87%
Particulate Matter (PM)	tons	140.78	31.61	345.37%
Nh3 Ammonia	tons	0.80	0.77	3.90%
Carbon Monoxide - Co	tons	7,004.02	6,601.23	6.10%

CONVERSION FACTORS FOR TCO2EQ CALCULATION	UoM	2023	2022	DENSITY (FROM LITRES TO METRIC TONS/FROM CUBIC METERS TO KILOGRAMS)
Diesel Fuel	tCO2eq/ton	3.016	3.033	0.000843
Gasoline	tCO2eq/ton	2.807	2.903	0.000747
Methane	tCO2eq/ton	2.563	2.559	1.257160
LPG	tCO2eq/ton	2.939	2.939	0.000531

Emissions

SITE	ECOINVENT GEOGRAPHICAL AREA *	2023 CONVERSION FACTOR (ECOINVENT 3.10)	2022 CONVERSION FACTOR (ECOINVENT 3.9.1)	SITE	ECOINVENT GEOGRAPHICAL AREA *	2023 CONVERSION FACTOR (ECOINVENT 3.10)	2022 CONVERSION FACTOR (ECOINVENT 3.9.1)
Carpentersville	RFC	4.89E-01	4.90E-01	Atlacomulco	MX	5.55E-01	5.80E-01
Morris	MRO	5.14E-01	5.13E-01	Niepolomice	PL	9.49E-01	9.80E-01
Sandusky	RFC	4.89E-01	4.90E-01	Miehlen	DE	4.38E-01	4.86E-01
Chatham	NPCC	2.39E-01	2.40E-01	Miranda De Ebro	ES	1.86E-01	2.52E-01
North Kansas City	MRO	5.14E-01	5.13E-01	Drocourt	FR	6.26E-02	6.45E-02
Ennis	MRO	5.14E-01	5.13E-01	Stallingborough	GB	2.43E-01	2.85E-01
Marshall	RFC	4.89E-01	4.90E-01	Leek	GB	2.43E-01	2.85E-01
Forest Park	SERC	4.88E-01	4.88E-01	Scanzorosciate	IT	4.08E-01	4.44E-01
Houston	MRO	5.14E-01	5.13E-01	San Giovanni Valdarno	IT	4.08E-01	4.44E-01
Orlando	SERC	4.88E-01	4.88E-01	Ravenna	IT	4.08E-01	4.44E-01
Azusa	WECC	3.80E-01	3.80E-01	San Polo di Torrile	IT	4.08E-01	4.44E-01
Valley Park	MRO	5.14E-01	5.13E-01	Brembate di Sopra	IT	4.08E-01	4.44E-01
Pensacola	SERC	4.88E-01	4.88E-01	Cavaglià	IT	4.08E-01	4.44E-01
Jacksonville	SERC	4.88E-01	4.88E-01	Fredrikstadt	NO	9.48E-03	9.34E-03
Drummondville	QC	1.55E-02	1.59E-02	Mitcham	GB	2.43E-01	2.85E-01
Brampton	ON	7.36E-02	6.80E-02	Rotterdam (office)	NL	4.36E-01	5.20E-01
Port Moody	BC	2.81E-02	2.42E-02	Ranjangaon	IN- WESTERN GRID	1.27E+00	1.26E+00
Mogi das Cruzes	SOUTH EASTERN-MID WESTERN GRID	1.98E-01	1.42E-01	Pune (office)	IN- WESTERN GRID	1.27E+00	1.26E+00
				Pasir Gudang (Johor)	MY	8.15E-01	8.04E-01
				Wanju-gun	KR	6.38E-01	6.83E-01
				Seul (office)	KR	6.38E-01	6.83E-01
				Tianjin	CN-NCGC	1.13E+00	1.15E+00

* The table indicates the geographical area considered and the version of the Ecoinvent database used for each year. Please note that in the previous report the database was different, and the conversion factors were a less accurate national average, so they can't be compared.

Waste

(GRI 306-3) WASTE GENERATED	UoM	2023	2022	Δ
Total Waste	tons	41,347.73	47,626.15	-13.18%
Of which Dangerous	tons	30,742.75	34,795.27	-11.65%
Share of Grand Total (%)	%	74.35%	47.77%	-
Of which Non Dangerous (Number)	tons	10,604.98	12,830.88	-17.35%
Share of Grand Total (%)	%	25.65%	28.83%	-
Totale Hazardous Waste	tons	30,742.75	34,795.270	-11.65%
Of which Waste Diverted from Disposal	tons	4,785.21	5,025.66	-4.78%
Of which Waste Directed to Disposal	tons	25,957.54	29,769.61	-12.81%
Total Non Hazardous Wastes	tons	10,604.98	12,830.880	-17.35%
Of which Waste Diverted from Disposal	tons	2,252.71	2,755.625000	-18.25%
Of which Waste Directed to Disposal	tons	8,352.27	10,075.25	-17.10%
(GRI 306-4) WASTE DIVERTED FROM DISPOSAL	UoM	2023	2022	Δ
Waste Diverted from Disposal	tons	7,037.91	7,781.29	-9.55%
Share of Grand Total (%)	%	17.02%	16.34%	-
Preparation for Reuse	tons	999.28	1,077.42	-7.25%
Recycling	tons	5,233.59	5,424.31	-3.52%
Other Preparations for Recovery	tons	805.04	1,279.56	-37.08%
(GRI 306-5) WASTE DIRECTED TO DISPOSAL	UoM	2023	2022	Δ
Waste directed to disposal	tons	34,309.79	39,844.87	-13.89%
Share of Grand Total (%)	%	82.98%	83.66%	-
Incinerator (with energy recovery)	tons	17,180.10	19,492.81	-11.86%
Incinerator (without energy recovery)	tons	1,687.11	2,085.39	-19.10%
Landfilling	tons	5,473.38	6,924.61	-20.96%
Other disposal operation	tons	9,969.20	11,342.06	-12.10%

Group Geographical Presence

GRI 2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING

EUROPE	AMERICAS	ASIA
Polynt Composites Germany GmbH	Polynt Composites USA Inc.	Polynt Composites Korea Co. Ltd.
Polynt Composites Poland Spzoo	Polynt Composites Canada Inc.	Polynt Composites Malaysia SDN BHD
Polynt S.p.A.	Polynt Coatings Canada Limited	Reichhold India Private Limited
Polynt Composites UK Ltd.	Reichhold Do Brasil Ltda.	Reichhold Polymers (Tianjin) Ltd.
Polynt UK Ltd.	Polynt Composites Mexico S.A. de C.V.	
Polynt Composites Norway AS		
Polynt Composites Spain, S.L.		
Polynt Composites France S.A.		

Supply Chain

(GRI 204-1b) PROPORTION OF SPENDING ON LOCAL SUPPLIERS		2023				2022			
	GLOBAL	EUROPE	ASIA	AMERICAS		GLOBAL	EUROPE	ASIA	AMERICAS
Percentage of local suppliers' costs on total	60.58%	28.90%	79.86%	90.52%		64.52%	34.89%	77.45%	91.55%
Percentage of regional suppliers' costs on total	30.80%	58.80%	18.12%	3.73%		28.59%	55.67%	20.52%	3.35%
Percentage of non-local suppliers' costs on total	8.62%	12.30%	2.02%	5.75%		6.89%	9.45%	2.03%	5.10%

(GRI 414-1) NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA		2023		2022	Δ
Total number of new suppliers		198		44	350.00%

(GRI 308-1) NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA		2023		2022	Δ
Total number of new suppliers		198		86	130.23%



GRI CONTENT INDEX

STATEMENT OF USE: Group Polynt has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

GRI CONTENT INDEX GRI STANDARD		DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021		2-1 Organizational details	Chapter 1: The Group Annex
		2-2 Entities included in the organization’s sustainability reporting	Chapter 1: The Group “Groups Geographical Presence” Governance Annex
		2-3 Reporting period, frequency and contact point	About the Sustainability Report Annex
		2-6 Activities, value chain and other business relationships	Chapter 5: Group’s Economic Performance “Supply Chain”
		2-7 Employees	Chapter 6: Group’s social performance “Group’s People”
		2-8 Workers who are not employees	Chapter 6: Group’s social performance Social Annex
		2-9 Governance structure and composition	Chapter 1: The Group “Group Corporate Structure and Governance”
		2-10 Nomination and selection of the highest governance body	Chapter 1: The Group “Group Corporate Structure and Governance”
		2-11 Chair of the highest governance body	Chapter 1: The Group “Group Corporate Structure and Governance”
		2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 1: The Group “Group Corporate Structure and Governance” Chapter 4: Group’s approach to Sustainability “Impact Analysis”
		2-17 Collective knowledge of the highest governance body	Methodological note
		2-22 Statement on sustainable development strategy	CEO’s message on sustainability Chapter 4: Group’s approach to Sustainability
		2-23 Policy commitments	Chapter 1: The Group “The Code of Conduct” Chapter 4: Group’s approach to Sustainability “Group’s Sustainability Strategy”
		2-24 Embedding policy commitments	Chapter 4: Group’s approach to Sustainability “Group’s Sustainability Strategy”
		2-26 Mechanisms for seeking advice and raising concerns	Chapter 1: The Group “The Code of Conduct”
		2-27 Compliance with laws and regulations	Chapter 1: The Group “The Code of Conduct”
		2-28 Membership associations	Chapter 3: Activities “Memberships associations”
		2-30 Collective bargaining agreements	Chapter 6: Group’s social performance “People at the core”

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Methodological note
	3-2 List of material topics	Methodological note
	3-3 Management of material topics	Methodological note Chapter 4: Group’s approach to Sustainability
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Chapter 5: Group’s Economic Performance Economic Annex
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Chapter 1: The Group “The Code of Conduct”
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: The Group “The Code of Conduct”
	205-3 Confirmed incidents of corruption and actions taken	Chapter 1: The Group “The Code of Conduct”
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Chapter 7: Group’s environmental performance “Materials” Environmental Annex
	301-2 Recycled input materials used	Chapter 7: Group’s environmental performance “Materials” Environmental Annex
	301-3 Reclaimed products and their packaging materials	Chapter 7: Group’s environmental performance “Materials” Environmental Annex
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Chapter 7: Group’s environmental performance “Energy” Environmental Annex
	302-3 Energy intensity	Chapter 7: Group’s environmental performance “Energy” Environmental Annex

GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Chapter 7: Group’s environmental performance “Water and effluents” Environmental Annex
	303-2 Management of water discharge-related impacts	Chapter 7: Group’s environmental performance “Water and effluents” Environmental Annex
	303-3 Water withdrawal	Chapter 7: Group’s environmental performance “Water and effluents” Environmental Annex
	303-4 Water discharge	Chapter 7: Group’s environmental performance “Water and effluents” Environmental Annex
	303-5 Water consumption	Chapter 7: Group’s environmental performance “Water and effluents” Environmental Annex
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 7: Group’s environmental performance “Emissions” Environmental Annex
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 7: Group’s environmental performance “Emissions” Environmental Annex
	305-3 Other indirect (Scope 3) GHG emissions	Chapter 7: Group’s environmental performance “Emissions” Environmental Annex
	305-4 GHG emissions intensity	Chapter 7: Group’s environmental performance “Emissions” Environmental Annex
	305-6 Emissions of ozone-depleting substances (ODS)	Environmental Annex
	GRI 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Chapter 7: Group’s environmental performance “Emissions” Environmental Annex

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Chapter 7: Group’s environmental performance “Waste” Environmental Annex
	306-3 Waste generated	Chapter 7: Group’s environmental performance “Waste” Environmental Annex
	306-4 Waste diverted from disposal	Chapter 7: Group’s environmental performance “Waste” Environmental Annex
	306-5 Waste directed to disposal	Chapter 7: Group’s environmental performance “Waste” Environmental Annex
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	Economic Annex
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Chapter 6: Group’s social performance “Diversity of Group’s people” Social annex
	401-3 Parental leave	Chapter 6: Group’s social performance “Diversity of Group’s people”
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	Chapter 6: Group’s social performance Social Annex
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-3 Occupational health services	Chapter 6: Group’s social performance “Health and Safety in the Group”

GRI CONTENT INDEX		
GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-5 Worker training on occupational health and safety	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-6 Promotion of worker health	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-8 Workers covered by an occupational health and safety management system	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-9 Work-related injuries	Chapter 6: Group’s social performance “Health and Safety in the Group”
	403-10 Work-related ill health	Chapter 6: Group’s social performance “Health and Safety in the Group”
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Chapter 6: Group’s social performance “People at the core”
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 6: Group’s social performance “People at the core”
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 6: Group’s social performance “People at the core”
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Chapter 6: Group’s social performance “Diversity of Group’s people” Social Annex
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Economic Annex



CONTACTS AND OTHER INFORMATION

For more information, comments or questions regarding Polynt Group's sustainability report, please

contact:

ESG Department

Group ESG & Internal Audit Manager

Salvatore.dipasquale@polynt.com

<https://www.polynt.com/it/>

<https://www.polynt.com/it/sustainability/>

