SUSTAINABILITY REPORT 2025

“

We have celebrated seventy years of success, despite the complex and constantly evolving global environment. We always seek to strengthen our commitment to safer, more efficient and environmentally sound industrial practices.

Looking forward to the future aware of the challenges but determined and committed for the success of our Group!

”

President and CEO
Rosario Valido

Sustainability at Polynt

01

CEO letter to sustainability

Dear Stakeholders,

We are delighted to share with you the 2025 Sustainability Report, essential for transparently sharing our sustainability commitment.

2025 represented a year of challenges and consolidation for our Group: we have celebrated seventy years of success, despite the complex and constantly evolving global environment. We always seek to strengthen our commitment to safer, more efficient and environmentally sound industrial practices.

Chemical industry has a significant impact on environment and society. For this reason, we continue to focus our attention on environmental impacts, through investments in energy efficiency, research and optimization of production processes and materials.

Moreover, the valorisation of people, through dedicated training programs, and measures to strengthen workplace safety and staff well-being, always remains a solid and non-negotiable point.

The contribution of the people of the Polynt Group, as well as the dialogue with our partners, customers and suppliers, has been and will continue to be an essential element in our progress.

We are convinced that sustainable development can be achieved only through robust and transparent collaborations that balance competitiveness, innovation, and responsibility.

Through innovative chemistry and strong collaboration, we are committed to creating a viable future. Over the years we have evolved, and we remain determined to keep improving. We will continue to strengthen this commitment, embedding it ever more deeply into our operational culture.

The 2025 Sustainability Report presents Polynt Group's progress along its journey toward sustainable growth. We look forward to the future aware of the challenges but determined and committed for the success of our Group!

President & Group Chief Executive Officer
Rosario Valido

About the sustainability report

The Directors of SCIL II (TopCo) Ltd. are pleased to present **the Sustainability Report for the year 2025**.

The Sustainability report refers to the same reporting period of the SCIL II (TopCo) Ltd. Annual Report 2025 meaning from the 1st of January 2025 to the 31st of December 2025.

SCIL II (TopCo) Ltd., domiciled 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.

As data perimeter, the Sustainability Report covers SCIL II (TopCo) Ltd and (all) its subsidiaries together hereafter referred to as the "Group".

With this report, the Group goals to provide transparent and in-depth information into its **contribution towards sustainable development** and sustainability performance.

This report has been prepared as a voluntary choice by the Group, with the primary objective of providing its stakeholders with a clear and detailed overview of the company's commitment to sustainability.

The publication of this Sustainability Report represents the expression and the result of the Group's ongoing commitment to promoting Environmental, Social, and Governance (ESG) factors as an integral part of its business activities.

Values such as sustainable management, environmental protection, health and safety, employee well-being, and development have always been at the core of the Group's priorities.

All initiatives and activities carried out in the ESG field are now summarized in this Group Sustainability Report.

The Annual Sustainability Report for the year 2025 was approved on May, 13th 2026 by the SCIL II (TOPCO) LIMITED's Board of Directors.

Transparency and intellectual property protection

The Group has ensured maximum transparency in reporting sustainability-related information, in compliance with the principles of completeness and reliability.
However, should specific information regarding intellectual property, know-how, or innovation results have been omitted, this has been done exclusively to protect sensitive and confidential data, preventing any potential compromise to the company's competitiveness and strategic advantage. The approach adopted ensures that the **omission of such information does not hinder the understanding** of the Group's commitment to sustainability, while at the same time ensuring compliance with regulations and best practices related to intellectual property protection.

Reference

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 address to the Group ESG & Internal Audit Manager: salvatore.dipasquale@polynt.com

This 2025 Sustainability Report was prepared at a stage of developing of the regulatory framework applicable to environmental communications and so-called green claims. Specifically, Legislative Decree no. 30 of 20 February 2026, implementing Directive (EU) 2024/825, entered into force on 24 March 2026, with the related provisions applying from 27 September 2026. In view of the regulatory transition phase and the fact that the document was set up and drafted before the full consolidation of the application criteria, certain wording, images or information contained in the Budget may not fully reflect the latest guidance on environmental communications and consumer protection. The Company is committed to updating subsequent external communication methods, ensuring ever greater clarity, specificity, verifiability and transparency of the environmental information disclosed.

About the sustainability report

Included and Excluded Companies

The Group **conducts its activities on a global scale**, supported by an extensive production and distribution network built through a steadily expanding portfolio of companies and affiliates.

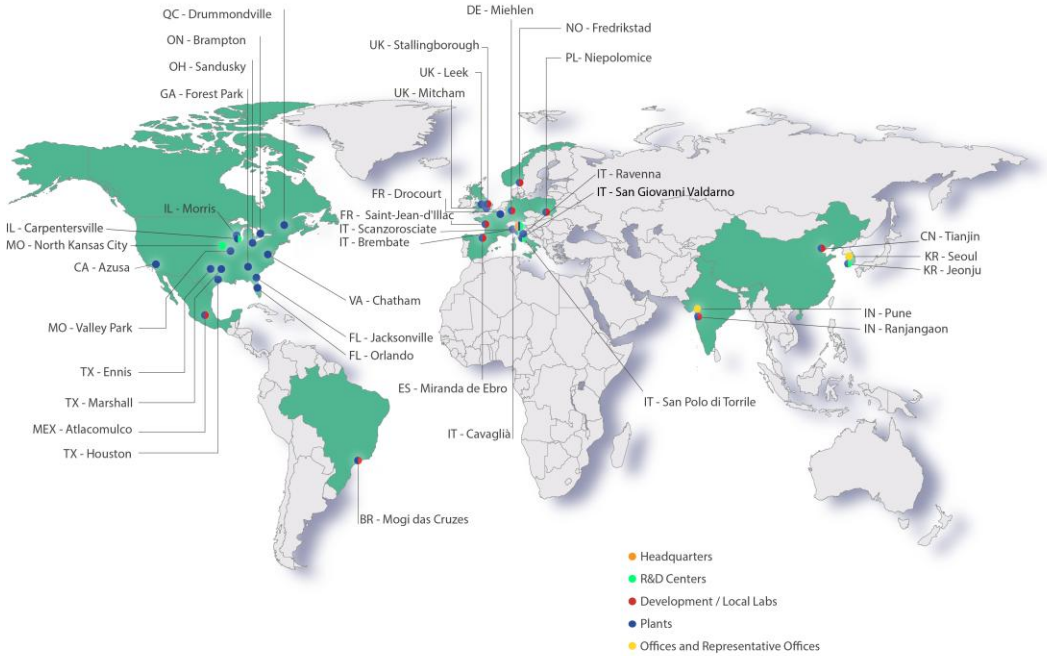
With operations spanning three continents – **Europe, America and Asia** – the Group combines manufacturing sites and commercial offices dedicated to delivering innovative, responsible and sustainable solutions to its customers.

Alongside its six Italian facilities (Brembate di Sopra, Cavaglià, San Polo di Torrile, Ravenna, Scanzorosciate and San Giovanni Valdarno), the Group maintains an **international presence** through operating and commercial subsidiaries across Europe (Norway, UK, Spain, France, Germany, Poland), Asia (China, Korea, India) and the Americas (Canada, USA, Mexico and Brazil).

As previously outlined, this international footprint has been developed primarily through the acquisition of established companies and, in certain cases, through the creation of newly constructed operational sites.

At the end of 2025, the Group comprised 33 legal entities.

The scope of consolidation and the entities included in the sustainability reporting therefore remain consistent with those adopted in 2024, **ensuring full comparability of the data over time**.



About the sustainability report

GRI ref.	Indicator description
2-2	**ENTITIES INCLUDED IN THE ORGANIZATION SUSTAINABILITY REPORTING**

EUROPE

Polynt Composites Germany GmbH
Miehlen
Polynt Composites Poland Spzoo
Niepolomice
Polynt S.p.A.
Scanzorosciate
San Giovanni Valdarno
Ravenna
Brembate di Sopra
Cavaglià
San Polo di Torrile
Specialty Chemical Holding II BV
Rotterdam (office)
Polynt Composites UK Ltd.
Stallingborough
Mitcham
Polynt UK Ltd.
Leek
Polynt Composites Norway AS
Fredrikstad
Polynt Composites Spain, S.L.
Miranda de Ebro
Polynt Composites France S.A.
Drocourt
Polyprocess S.A.S.
St. Jean D'Illac

ASIA

Polynt Composites Korea Co. Ltd.
Wanju-gun
Seoul (office)
Reichhold Polymers (Tianjin) Ltd.
Tianjin
Reichhold India Private Limited
Ranjangaon
Pune (office)

AMERICAS

Polynt Composites USA Inc.
Carpentersville
Morris
Sandusky
Chatham
North Kansas City
Ennis
Marshall
Forest Park
Houston
Orlando
Azusa
Valley Park
Jacksonville
Polynt Composites Canada Inc.
Drummondville
Brampton
Polynt Composites Brazil Ltda.
Mogi das Cruzes
Polynt Composites Mexico S.A. de C.V.
Atlacomulco

Methodological note

Integration of GRI Standards and Alignment with EFRAG Standards in Compliance with the CSRD

In preparing the Sustainability Report 2025, the Group has adopted a rigorous and structured methodological approach, aligned with the best international sustainability reporting practices. To this end, **the Global Reporting Initiative (GRI) Standards have been applied**, as they are universally recognized as the benchmark reference for sustainability disclosure.

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**.

The adoption of the GRI Standards reflects the Group's commitment to ensuring clarity, comparability, and transparency in communicating its Environmental, Social, and Governance (ESG) performance. This approach enables stakeholders to interpret data more easily, understand the impact of the company's activities, and objectively assess its path towards sustainable development.

At the same time, in response to the evolving European regulatory framework on sustainability, the Group has taken an initial step towards alignment with the **European Financial Reporting Advisory Group (EFRAG) Standards**, in compliance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) of the European Union.

This transition represents a strategic and gradual process that will allow the Group to progressively adapt to the new transparency and accountability requirements, ensuring increasingly comprehensive and compliant reporting in line with regulatory and market expectations.

In light of the European regulatory context and sustainability standards, which are currently undergoing continuous evolution, it was deemed appropriate for this Report to maintain the methodological approach adopted in the previous year, with the primary objective of strengthening and improving data collection processes and the overall quality of the reported information. The transition towards full alignment with the CSRD and the ESRS has therefore been deferred to a later stage, when the regulatory and implementation framework will be more clearly defined and stabilized.

Time horizons

The Group's time horizons are aligned with the definitions set forth in the European Sustainability Reporting Standards (ESRS). In compliance with ESRS 1, section 6.4 ("Definition of short, medium, and long term for reporting purposes"), the Group has adopted standard time frames to ensure consistency and comparability in its sustainability reporting.

For the Group, time horizons are classified as follows:
- **Short term**: <2 year
- **Medium term**: 2-5 years
- **Long term**: 5-10 years or more.

Metrics value chain data estimated using indirect sources

When it is not possible to collect direct information on the value chain despite reasonable efforts, the Group relies on estimates, using indirect data, industry benchmarks, and proxies to ensure an adequate level of reliability in reporting. The use of estimated data becomes necessary due to several factors, including the complexity of the operational environment, which involves a vast network of actors across multiple value chains, making the complete mapping of direct and indirect business relationships particularly challenging. Additionally, the heterogeneity of stakeholders complicates their technical capacity to provide structured and timely information.
Finally, the lack of consolidated industry standards and the limited availability of tools and platforms for the systematic sharing of information may hinder access to reliable and comparable data.
To address these challenges, **the Group is committed to a continuous improvement process**, aiming to enhance access to more comprehensive and precise information, strengthening collaboration with various value chain actors to foster greater transparency and data traceability.

The information subject to the **estimation process includes Scope 3 emissions and climate risk analysis**.
The frameworks used were the GHG Protocol for calculating upstream and downstream emissions within the value chain, and the IPCC scenario analyses for assessing climate risks in compliance with TCFD reporting requirements.
In the absence of primary data, estimation techniques were applied, including emission factors and scenario analysis to assess potential future climate changes.

Methodological note

Accuracy

The Group provides in this report a clear indication of the use of estimates and their degree of accuracy (where applicable), ensuring that the metrics used undergo specific validation checks by industry experts to verify their reliability.

To obtain more accurate data along the value chain, the Group fosters an ongoing dialogue with stakeholders and, when direct engagement is not feasible, relies on external data sources.

Assumptions

PolyProcess S.A.S. will not be included in the Scope 3 calculations for this reporting period because its impact is considered not significant to the Group's overall indirect emissions.

Changes

There were no changes in the reporting perimeter nor in the corporate structure. The only changes introduced in the current reporting cycle concern corrective refinements to certain calculation methodologies, aimed at improving data quality and ensuring stronger alignment with the relevant international standards applied.

Specifically:
- Renewable energy consumption is now calculated based on national energy mixes.
- Scope 2 emissions are reported using both the market-based approach (where data availability allows) and the location-based approach.

Information stemming from other legislation or from generally accepted sustainability reporting standards and frameworks included in sustainability statement

Information generally accepted sustainability reporting standards and frameworks included
in the sustainability statement

For the 2025 reporting year, no additional sustainability information derived from specific regulations has been included in the sustainability statement beyond disclosures required under Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation). The sustainability-related regulatory requirements remain exclusively linked to climate-related topics, including the identification and assessment of physical and transition risks, which continue to be disclosed in line with the TCFD recommendations for the Group companies directly involved.

The Group continued its EU Taxonomy alignment assessment as part of its broader effort to evaluate the environmental sustainability of its operations against the EU objectives on climate change mitigation, climate change adaptation, and the other four environmental goals of the Taxonomy Regulation. Consistent with the previous reporting year, the scope of analysis remained limited to the San Giovanni Valdarno (SGV) site, which continues to serve as the Group’s pilot perimeter for Taxonomy implementation.

This approach reflects both the current structure of available data and the strategic decision to prioritize methodological consolidation before progressing to a broader rollout.

During 2025, the Group monitored the progress of the ongoing EU Taxonomy simplification process introduced under Regulation (EU) 2026/73, which is expected to streamline technical screening criteria and reporting obligations.
In alignment with this upcoming regulatory evolution, the Group decided to postpone full implementation of the EU Taxonomy assessment model to 2026, when the simplified framework is expected to apply.

This deferral will enable the Group to develop a more efficient and consistent methodology, ensuring that data collection, internal controls, and KPI definitions are fully harmonized with the new requirements.

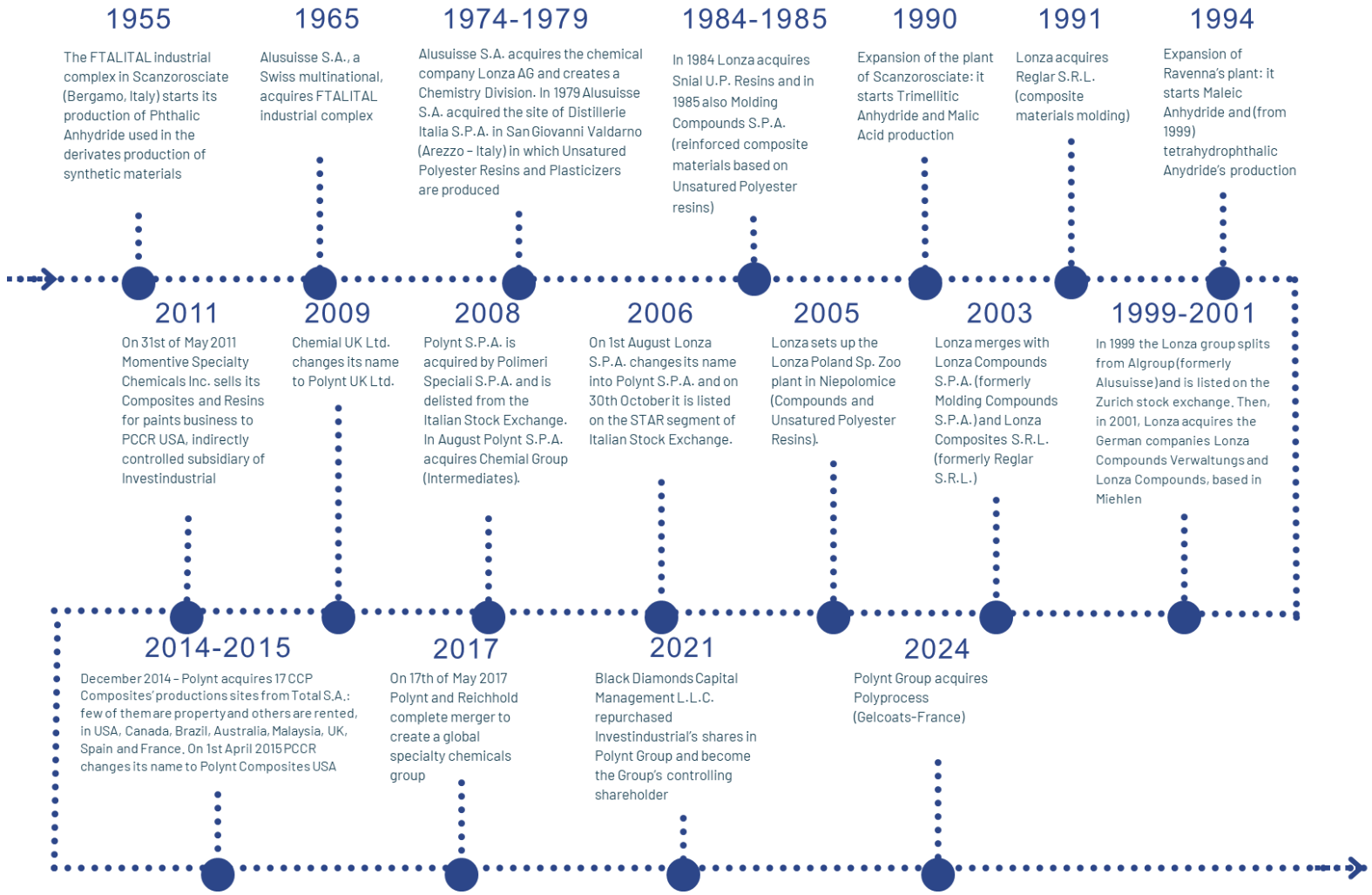
The Group confirms its commitment to completing the full EU Taxonomy implementation starting in 2026, with a phased approach that will first focus on the Italian perimeter and subsequently extend to EU and global operations. The methodology developed through the SGV pilot will serve as the foundational framework, to be adapted and strengthened as additional data and regulatory clarity become available.

The Group

02

Our History & Shareholders

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.



Our History & Shareholders

Our 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.bdcm.com.

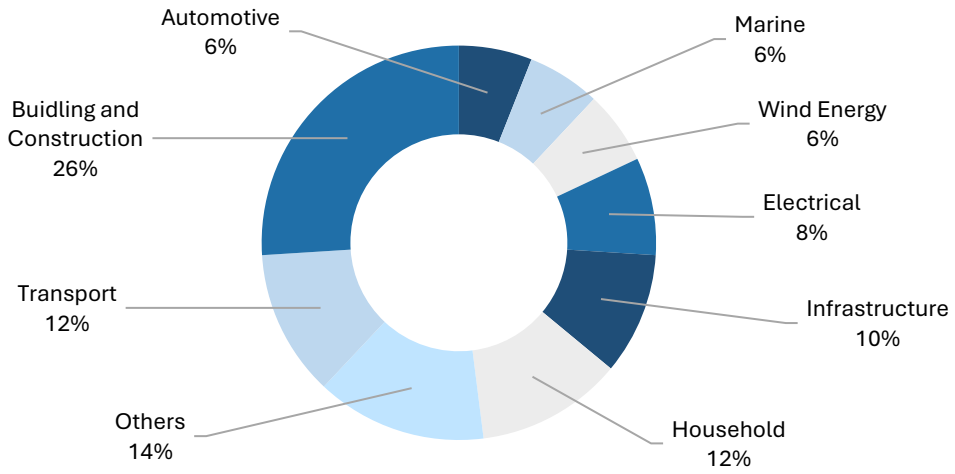
The Group is a distinguished manufacturer specializing in polymer products with widespread applications across various industries. Renowned for its unwavering commitment to quality and innovation, the Group's extensive range of solutions is a cornerstone in numerous sectors. Through cutting-edge research and development, the Group consistently delivers high-performance polymer products that enhance functionality and durability in diverse applications.

Market segments:

- Transportation
- Food & Beverage, Animal Feed
- Renewable Energy
- Construction, Electrical & Electronic
- Household
- Coatings and Paints
- Personal Care & Fashion Accessories
- Lubricants
- Polymers & Product
- Sports & Leisure

Focusing on meeting the evolving needs of global customers, the Group remains dedicated to ensuring efficiency, safety, and sustainability across a broad range of sectors.
As a reliable leader in the polymer industry, the Group continues to set the standard of excellence, driving progress and innovation in its operations.

REVENUES BREAKDOWN BY END MARKET



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 **objective has been achieved**, ensuring full coverage of the planned training and contributing to strengthening the prevention of data security risks and 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.

Business model and value chain

Description of business model and value chain

The following table presents the Strategic Hotspot along the Group's value chain, from upstream to downstream. Each activity is accompanied by a brief description, illustrating how the Group generates value throughout its production and commercial processes.

While the Group continues to grow its business responsibly, the aim is to contribute to a sustainable development and to have sustainability fully embedded by considering the impacts on the environment and society along the value chain, from raw materials to end of life.

POSITION	PROCESS/ACTIVITY
A-UPSTREAM - INDIRECT COMMERCIAL RELATIONSHIPS (VC SUB-SUPPLIES)	Raw materials extraction and transportation
B-UPSTREAM - FIRST-TIER (KEY SUPPLIERS)	Production and commercialization of raw materials
	Transportation and logistics services
C-CORE - PRIMARY ACTIVITIES	Production - General
	Finished goods logistics - Shipping
D-CORE - SUPPORT ACTIVITIES	Waste management/treatment
	Water management
	Energy management
	Governance and business conduct
	Research & development
	Human Resources management and training
	Inclusion and diversity activities
	Occupational health and safety management
	Welfare (both personal and familiar) management
	Sustainability management
F-DOWNSTREAM - FIRST-TIER (KEY CLIENTS AND/OR END USERS)	End users' applications - General
G-DOWNSTREAM - INDIRECT COMMERCIAL RELATIONSHIPS	Waste recovery and disposal
I-RELATIONSHIP	Events participations

Business model and value chain

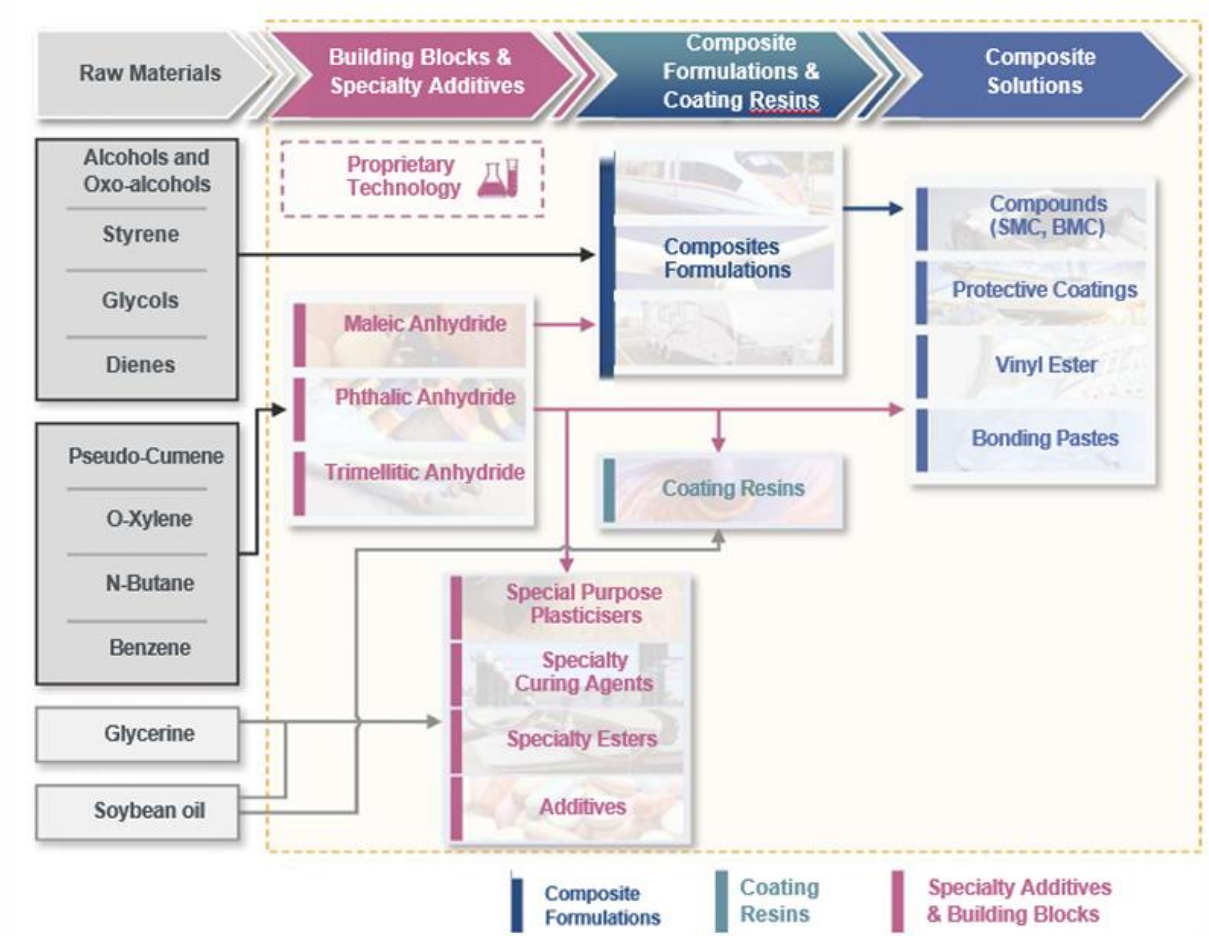
The Group adopts an **integrated business model** which, through a logic of self-consumption of part of its own raw materials and selling the remaining portion externally, allows for a reduction in operating costs and strong autonomy from external suppliers.

This allows:

- Constant and accurate control of product quality and compliance with standards.
- Maintenance of production process efficiency, in order to offer alongside basic products also a wide selection of tailor-made products.
- Maximum safety and environmental protection.

The responsibility of the Group is to create sustainable and shared value for customers, employees, investors, suppliers, and communities, who expect a positive contribution to the economy, environment, and society.

The Group promotes environmental and social innovation by proactively engaging in dialogue with stakeholders who help improving practices, thus enabling to achieve the goals.



Business model and value chain

The responsibility towards sustainability is inspired by continuous dialogue with stakeholders, contributing to the achievement of Group's objectives.

The Group engages the best human resources and skills in problem management with a global approach, aiming to make responsible decisions both globally and locally.

The Group invests in research, innovation, and development to provide solutions capable of respecting the balance of the ecosystem.

It extends across four continents through manufacturing and commercial facilities, allowing it to offer customers innovative, sustainable, and responsible solutions.

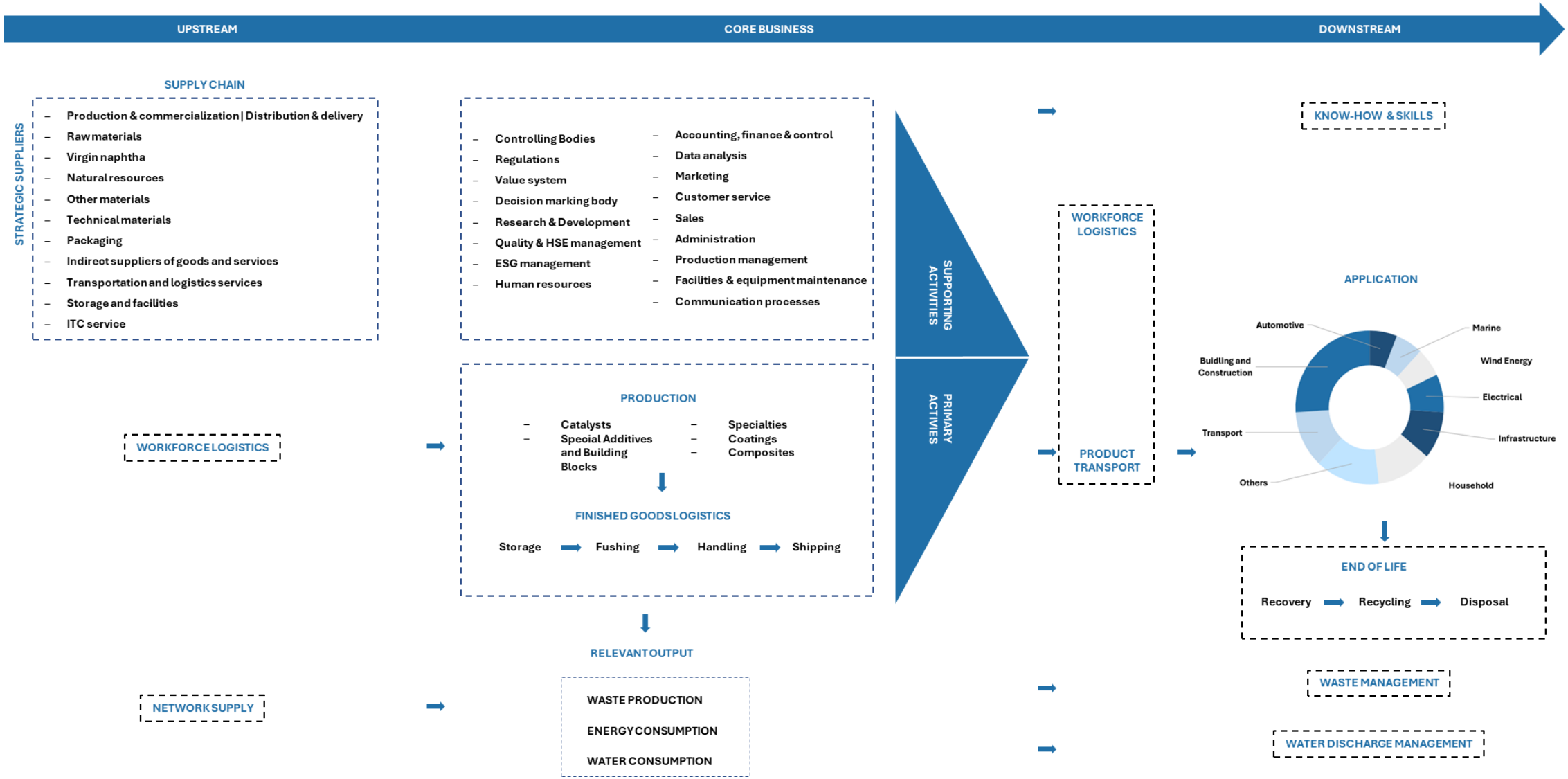
The Group continues to supply a wide range of products designed for all key sectors of the food, biomedical, construction, electronics, logistics, and maritime industries.

Production is based on three sectors: **Composites**, **Special Additives & Building Blocks**, and **Coatings**, contributing to the creation of thousands of objects that improve the quality of life.

Through specific production technologies and customized design solutions, the Group continues to benefit from loyal and committed customers.

The Group dedicates particular attention to **Research & Development activities**, technological implementation, and process control to meet the ever-increasing demand for safety and quality required by current markets.
These activities are always carried out with the aim of creating a people-oriented chemical industry.

Business model and value chain



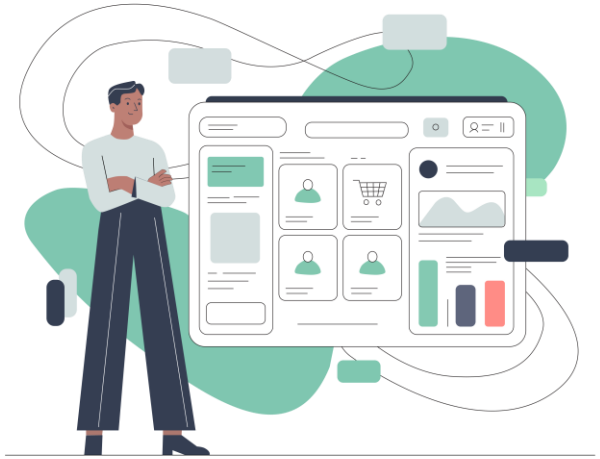
The relationship with stakeholders

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

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 committed to strengthening its engagement with all stakeholders in order to build solid and lasting relationships. The first essential step in this process was the clear and thorough identification of stakeholders, leading to the development of a comprehensive stakeholder map.

The Group aims to create sustainable and shared value for its customers, employees, investors, suppliers, and communities, all of whom expect the company to contribute positively to the economy, the environment, and society.

The stakeholder engagement process involves key internal functions including the Group ESG Manager, Human Resources, Business Units, and Site Managers that work collaboratively to address stakeholder needs, align strategic objectives, and promote transparent and constructive dialogue.



By leveraging top human capital and managerial expertise, the Group adopts a global perspective to support responsible decision-making at both the global and local levels.

Stakeholder engagement is also carried out upon request, ensuring continuous monitoring and an annual evaluation of stakeholder expectations, supported by active listening to the ensures that stakeholder priorities and needs are integrated into operational and strategic decisions, strengthening specific needs of each stakeholder category. Through regular interactions and periodic assessments, the Group responsibility and sustainability.

This approach ensures that stakeholder priorities and expectations are consistently taken into account in strategic decisions, reinforcing the Group's commitment to responsible and sustainable governance.

The company consistently takes stakeholder input into consideration.
While no changes have been made to the overall strategy or business model as a direct result of this feedback, the perspectives provided have been acknowledged and integrated into the organization's ongoing evaluation and decision-making processes.

The relationship with stakeholders

Rating ESG of the Group

Polynt Group participate, annually, in the independent evaluation for the following score rating:

- **Ecovadis** is a collaborative platform for trading partners to share sustainability performance information. This performance is based on four themes which Environment, Labor and Human Right, Ethics and Sustainable Procurement.
- **SEDEX**, is a collaborative platform which allows us to capture, analyze, manage, and present risk information in our supply chain. Increase our social, environmental, and ethical sustainability, to enhance and protect our corporate reputation, globally.

Major associations

Polynt is a member of the following associations, actively participating in industry dialogue and contributing to the development of sustainable practices, regulatory standards, and innovation within the chemical sector:

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.

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.

CEFIC is the voice of the European chemical industry, representing companies and national associations to promote a sustainable, innovative, and competitive chemical sector in Europe. It acts as a key interlocutor with EU institutions on regulatory, environmental, safety, and innovation-related matters.

European Plasticizers is a sector group of CEFIC representing European producers of plasticizers. Its mission is to provide scientific and technical information, promote the safe use of plasticizers, and ensure compliance with EU regulations, with a focus on health, environmental protection, and material performance.

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

The relationship with stakeholders

Events participation

Throughout 2025, the **Group actively participated in institutional, scientific, and industry events**, contributing to the dialogue on innovation, sustainability, and the challenges facing the chemical sector. Below are some of the most significant initiatives that involved the Group at both national and international levels.

ALMACO (Latin American Composite Materials Association)

In 2025, CPTM (Companhia Paulista de Trens Metropolitanos) hosted an event in São Paulo promoted by ALMACO (Latin American Composite Materials Association), focused on innovation in the metro-rail sector.

The initiative provided an important platform for dialogue between industry operators and sector stakeholders, with the aim of presenting advanced technological solutions to support the modernization and operational efficiency of railway systems.

XXIII National Congress of the Division of Industrial Chemistry

Giacomo Cipriani, R&D Resins Manager for Europe at Polynt Group, recently spoke at the XXIII National Congress of the Division of Industrial Chemistry organized by the Italian Chemical Society.

The event took place at the Centro Congressi “Le Benedettine” in Pisa on November 10 and 11, 2025.

Vynil Plus participation

Polynt has achieved certification for its participation in PVC activities with Vynil Plus, a voluntary program promoting sustainability within the PVC supply chain.

As Polynt’s GPP and SPP plasticizers are used in 90% of compounds, from cables to automotive interiors and medical tubing.

The relationship with stakeholders

Suppliers

The Group is a leader in the composites and Special Additives & Building Blocks sector with a strong presence in the global market through numerous production and commercial sites.

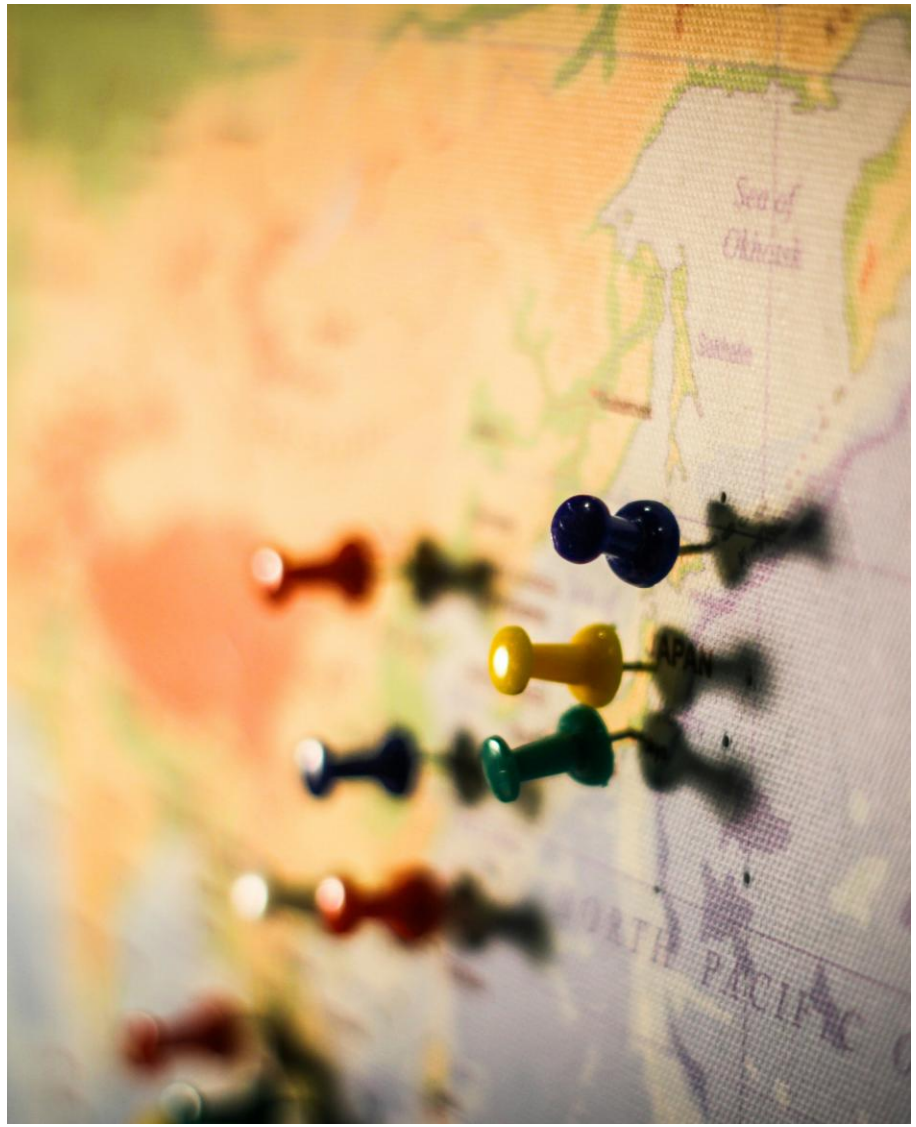
Indeed, the Group is an important player for several industries and sectors such as building and construction, transportation and food, maritime and household appliances.

A solid and effective supply chain management is critical for the protection of the Group's business continuity and long-term sustainability.

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 table below illustrates the percentage of suppliers by category for the years 2025 and 2024. This breakdown offers a view of how the supplier base is structured and how it has evolved over time.

GRI ref.	Indicator description		2025	2024
2-6	**% OF SUPPLIERS BY CATEGORY**			
	Raw materials	(%)	30.51%	31.46%
	Packaging	(%)	5.57%	5.30%
	Logistics	(%)	6.36%	5.99%
	Technical purchases (maintenance service and goods)	(%)	57.56%	57.26%
	Total number of suppliers by category	(%)	**100%**	**100%**

The relationship with stakeholders

The Group strengthened its supplier evaluation as a 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 during onboarding phases.
This evaluation process can help to improve the sustainability of the supply chain by promoting ethical, environmental and socially responsible practices among suppliers themselves.

With the objective of assessing raw materials' suppliers, the Supplier Assessment 2025 has involved 70 out of the most important suppliers, which account for around 85% of spending for raw materials (€) of year 2024.

The percentage rate of filled Suppliers Qualification Questionnaire is 47.14% which means that 33 out of 70 suppliers answered the questionnaire.

The **Supplier Qualification Questionnaire** is focused on the following topics:

- Corporate governance and ethics
- Social sustainability
- Environmental sustainability
- Supply chain sustainability
- Reporting and accountability

Each topic has been attributed with a certain number of points. Following, accordingly with the total points, a score has been attributed to the supplier (Low level of sustainability, Good level of sustainability, Advanced level of sustainability).

The relationship with stakeholders

The table below presents the percentage breakdown of supplier-related costs by category for the years 2025 and 2024. This overview provides insight into the company's spending structure, highlighting the relative weight of each category in the overall procurement budget and enabling year-over-year comparisons.

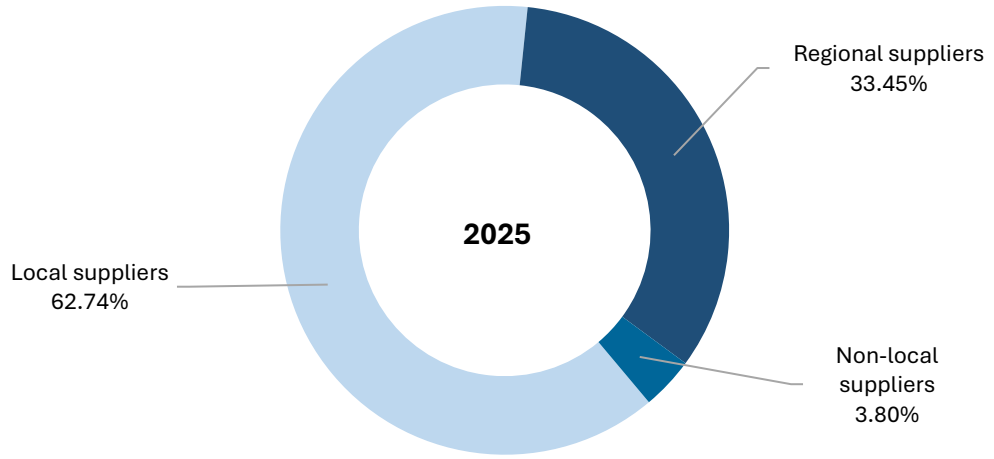
Raw Materials represent the most significant cost category, reflecting their central role in the company's production processes.

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 LOCAL SUPPLIERS



GRI ref.	Indicator description		2025	2024
2-6	**% COST OF SUPPLIERS BY CATEGORY**			
	Raw materials	(%)	85.79%	87.19%
	Packaging	(%)	4.03%	3.47%
	Logistics	(%)	6.97%	6.47%
	Technical purchases	(%)	3.21%	2.87%
	Total number of suppliers by category	(%)	**100%**	**100%**

The relationship with stakeholders

The table provides an overview of the proportion of supplier spending based on geographical origin for the years 2024 and 2025.
It details, for each year, the percentage of total supplier costs allocated to suppliers from the same country, from the same region (excluding the country), and from other regions.

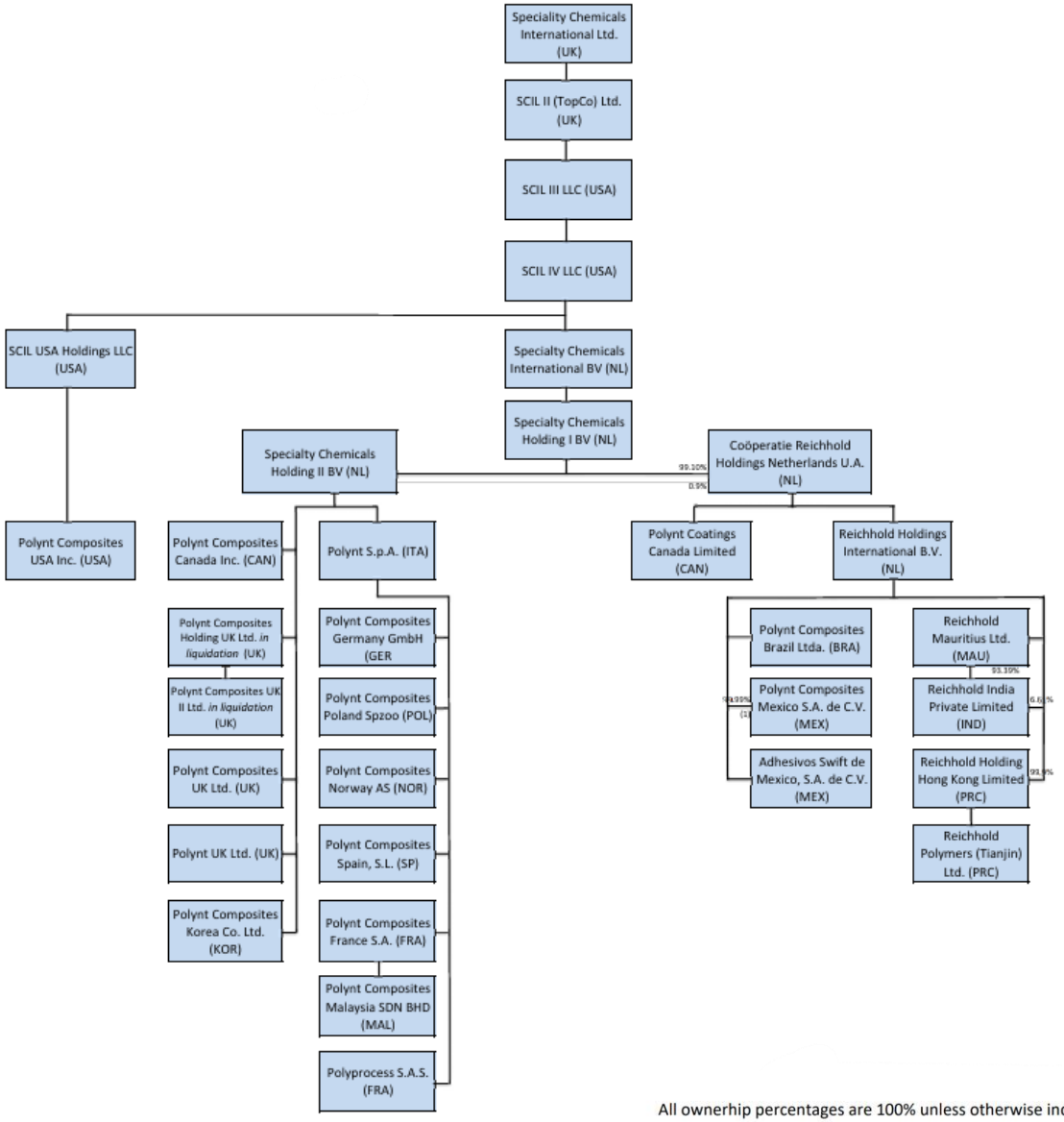
This analysis is presented both at the global level and across the main geographic areas in which the Group operates: Europe, Asia, and the Americas.

The data highlights the extent to which the Group relies on local suppliers within national and regional boundaries, offering insights into procurement strategies and supply chain localization.

The comparison between 2024 and 2025 allows for identifying trends in sourcing practices and the evolution of supplier relationships across different geographies.
It shows a relatively stable structure, with consistent sourcing patterns and a balanced distribution of supplier spending across the different geographic levels.

GRI ref.	Indicator description		2025				2024			
204-1	**PROPORTION OF SPENDING ON LOCAL SUPPLIERS**		**GLOBAL**	**EUROPE**	**ASIA**	**AMERICAS**	**GLOBAL**	**EUROPE**	**ASIA**	**AMERICAS**
	Percentage of suppliers' costs on total from the same country	(%)	62.74%	30.78%	79.65%	93.95%	60.95%	31.39%	85.00%	90.92%
	Percentage of suppliers' costs on total from the same region (excluding the country)	(%)	33.45%	64.05%	16.27%	3.70%	31.01%	57.81%	13.17%	3.39%
	Percentage of suppliers' costs on total from other regions	(%)	3.80%	5.17%	4.08%	2.35%	8.04%	10.80%	1.83%	5.69%
		(%)	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Group Corporate Structure and Governance



All ownerhip percentages are 100% unless otherwise indicated
(1) 1 quota owned by Polynt Coatings Canada Limited

Group Corporate Structure and Governance

At the end of 2025, 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:

GRI ref.	Indicator description	2025			
2-9	**GOVERNANCE STRUCTURE: Specialty Chemicals International Ltd's Board of Directors**				
	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 2025, the structure of the **SCIL II TopCo's Board of Directors** is represented in the following table:

GRI ref.	Indicator description	2025		
2-9	**GOVERNANCE STRUCTURE: SCIL II TopCo's Board of Directors**			
	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 2025 including the list of the material topics.

Group Corporate Structure and Governance

As of December 31, 2025 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 for 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.

It is specified that the structure of the Group's Managing Board and the Regional Committees, although formalized with the date 01/01/2026 to reflect the actual appointments at the start of the new fiscal year, remained substantially consistent with the operational composition in place during the entire 2025 reporting period.

This choice ensures transparency regarding the governance structure that will guide the implementation of ESG strategies in the next cycle.

At the 01/01/2026, the structure of the **Group's Managing Board** is represented in the following table.

The Regional Committees are in charge for the business and operations management of the relevant regional division. Each member is entitled to the position in the Regional Committees starting from her/his appointment to the relevant Group role.
The structures of the **Group's Regional Committees** are represented in the Annex section.

The Group established the **Global Management Committee** with the aim of strengthening strategic and operational coordination at a global level, ensuring greater integration among the various geographical areas and business units.

The committee is composed of 21 members, including the Group's Top Executives and senior leaders from the main operational and regional areas (Europe, Americas, Asia).

GRI ref.	Indicator description	01/01/2026	
2-9	**GOVERNANCE STRUCTURE: Group's Managing Board**		
	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 EMEA	Maurizio Leonardi	Male
	Executive Vice President Americas	Alessandro Verde	Male
	Group Communication Manager - Corporate General Service & CEO Assistant	Simona Grilli	Female

Group Corporate Structure and Governance

The organization is actively taking measures to bolster gender diversity in senior managerial roles, aiming to leverage a wider array of expertise, backgrounds, and viewpoints. As the business expands and diversifies, there is a concerted effort to foster a culture of managerial excellence and inclusivity.

In essence, the governance framework of the Group has matured and progressed, with a focus on embedding sustainability throughout all its Companies. Ongoing efforts involve the development and continuous evaluation of projects, policies, and guidelines to steer responsible practices across global operations.

Notably, in September 2021, the Group ESG Manager was appointed, marking the first step towards transparently communicating sustainability performance. The importance of "Ethics and Governance" has been underscored through materiality and impact analyses, making it a top sustainability priority.

GRI ref.	Indicator description		2025			2024		
2-9	**GOVERNANCE STRUCTURE AND COMPOSITION (QUANTITY)**		Women	Men	**Total**	Women	Men	**Total**
	Total members	(n)	0	3	**3**	0	3	**3**
	Non-executives members	(n)	0	3	**3**	0	3	**3**
	Executives members	(n)	0	0	**0**	0	0	**0**
	Members with independence requirement	(n)	0	0	**0**	0	0	**0**

The organization upholds responsibility and transparency as fundamental tenets of its corporate governance, essential for fostering trust and strong partnerships with stakeholders. In accordance with the Group's Code of Ethics, the organization is currently implementing several policies and procedures at Group level.

A culture of continuous improvement has spurred the revision of the Management Control System, not solely to ensure compliance with Italian legislation but also as an opportunity to enhance Group management practices and contribute more effectively to sustainable development.

The **composition of the SCIL II TopCo's Board of Directors** has remained unchanged between 2024 and 2025.
The Board consists exclusively of non-executive members, with a total of three members in both years. The composition of the SCIL II TopCo's Board of Directors has remained unchanged between 2024 and 2025.

Group Corporate Structure and Governance

At Polynt, responsibilities related to the management of ESG impacts, risks, and opportunities are clearly defined within the corporate structure:

– **Group ESG & Internal Audit Manager**
Oversees and coordinates the ESG reporting process, inclusion of sustainability in decision-making processes, the compliance with international regulations and the relationship with Group's stakeholders. This role is an integral part of the Group's ESG responsibilities.

– **ESG Department**
Responsible for analyzing, monitoring, and managing ESG-related initiatives, including data collection.
Additionally, the department conducts materiality assessments every two years to align sustainability actions with organizational and operational developments.

Although there is no ESG committee within the Board of Directors, sustainability oversight is embedded within the Board of Directors's responsibilities.

The definition of targets related to material impacts, risks, and opportunities is structured through a process based on **materiality analysis**, which is conducted at the Group level **every two years**.

The materiality analysis helps identify and update key priorities, ensuring that targets remain aligned with organizational and operational developments.
The ESG Department is responsible for data collection and analysis, while Top Management oversees the findings and translates them into concrete strategies and actions.

Through this approach, the Group ensures continuous monitoring of progress toward set targets, with a periodic review process that allows the corporate strategy to adapt to emerging challenges and new opportunities.

The **materiality analysis is formally approved by the Board of Directors**, which recognizes its strategic importance in guiding business decisions and ensuring that ESG policies and objectives are aligned with the Group's long-term vision and mission.

Business Conduct

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
HIGH	LOW	SHORT TERM – MEDIUM TERM

Role of administrative, supervisory and management bodies

The Group adopts a governance model based on the principles of **integrity**, **accountability**, and **transparency**, as established in its Code of Ethics. It serves as a fundamental reference for promoting business conduct aligned with the highest ethical and professional standards.

Responsibility for the dissemination, implementation, and supervision of the Code of Ethics is shared across all levels of the organization, with the direct involvement of administrative, managerial, and supervisory bodies:

- The Board of Directors plays a strategic guidance and oversight role, ensuring that ethical principles are integrated into decision-making processes and corporate management. The Board's approval of the Code of Ethics reflects its commitment to fostering transparent and responsible conduct.
- Operational management is responsible for the day-to-day implementation of the principles set out in the Code, ensuring that business activities align with the defined ethical standards. Functional managers are required to oversee compliance with the Code within their respective areas of responsibility.
- Supervisory bodies play a central role in monitoring compliance with the Code of Ethics, assessing non-compliant behaviour, and managing reporting channels. These bodies ensure the effectiveness of the internal control system in matters of corporate integrity, in accordance with Legislative Decree 231/2001.

Through this shared responsibility framework, the company fosters a culture of legality and respect, strengthening stakeholder trust and the sustainability of its governance system.

Business Conduct

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.

This dedication forms the cornerstone of its journey towards sustainability. To achieve this vision, the Group has set forth a series of objectives aimed at fostering a culture of excellence and integrity. The Group prioritizes the clear and effective communication of its core values to every customer and employee. Understanding that the foundation of any successful organization lies in its people, the Group ensures that every member of its workforce is equipped with the necessary resources and opportunities for both personal and professional growth. This commitment to employee development is matched by an unwavering focus on continually improving the Group's overall performance across all facets of its operations.

Furthermore, the Group is deeply committed to being a force for good in the communities it serves. By openly sharing its contributions and efforts towards local welfare, it seeks to foster a sense of community and shared purpose. Transparency is also a key principle in the Group's interactions with its stakeholders and shareholders. By openly communicating its goals, strategies, and progress, the Group builds trust and aligns its diverse interests towards common objectives. In embodying these principles, the Group not only leads by example in the specialty chemicals sector but also paves the way for a sustainable future, marked by excellence, responsibility, and mutual respect.

The Group strives at constantly improving its performances and meeting its customers' expectations, by providing them with proposals which take their specific needs into consideration, acting with integrity and delivering clear and complete information.

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.

All these policies are publicly available and can be consulted online on the official website at the following link: https://www.polynt.com/sustainability/sustainability-statement-and-scoring/.

The following sustainability policies are key to guiding and concretizing the group's sustainability strategy, influencing operational and strategically long-term decisions:

- **ESG Policy**: provides a strategic framework for embedding sustainability across its operations. It is grounded in international standards (e.g., UNGC, ILO, SDGs) and focuses on legal compliance, human rights, ethical conduct, non-discrimination, environmental stewardship, and sound corporate governance. The policy includes periodic ESG materiality assessments and aims to enhance positive impacts while mitigating ESG-related risks.
- **Supplier Code of Conduct** defines the ESG standards that suppliers, subcontractors, and business partners are expected to uphold. It covers environmental protection, human rights, and ethical governance. Suppliers should minimize environmental impact, prevent forced or child labor, respect labor rights, and ensure business integrity by avoiding corruption, maintaining accurate records, and protecting confidential information.
- The **Whistleblowing policy** provides a confidential and protected channel for employees and external stakeholders to report serious misconduct, human rights violations, or ESG-related concerns, ensuring timely investigation, legal compliance, and protection from retaliation.
- **Anticorruption 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.
- **HSE Policy** establishes the company's commitment to protecting health, safety, and the environment by ensuring regulatory compliance, preventing workplace incidents, promoting continuous improvement, and fostering a safety-driven culture through risk assessment, employee training, and sustainable resource use across all operations.
- **Labor and Human Rights Policy** commits to upholding international human rights standards by ensuring fair labor practices, prohibiting child and forced labor, promoting diversity and non-discrimination, safeguarding freedom of association, and requiring suppliers and partners to adhere to the same principles.
- **Sustainable Purchasing Policy** ensures that suppliers are evaluated on environmental, social, and ethical criteria through ESG assessments, supply chain mapping, and annual monitoring to minimize sustainability risks and promote responsible sourcing.

Business Conduct

The Code of Ethics

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

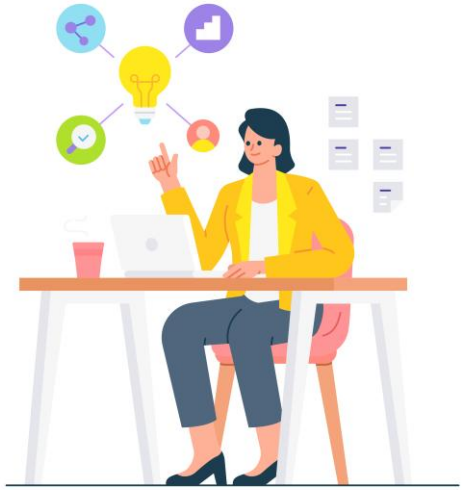
This pivotal document is shared with employees and stakeholders. Additionally, to guarantee transparency and accessibility, the Code of Ethics is publicly available on the website, under the sustainability section (https://www.polynt.com/sustainability/sustainability-statement-and-scoring/), offering 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 behavioural 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 strives to impart its values to third parties, including customers, suppliers, and contractors, fostering a culture of integrity and respect in all business dealings.

The scope of the Code of Ethics is broad, encapsulating a wide range of areas crucial to maintaining the Group's reputation as a responsible and law-abiding entity. These areas include, but are not limited to, strict compliance with legal standards and ethical interactions with public officials, service providers, and private individuals.
Trade practices, commercial relationships, and fair-trading principles are rigorously upheld, reflecting the commitment to fairness and legality in all transactions.

Moreover, the Code of Ethics addresses vital issues such as safety, health, and environmental stewardship, IT security, and the safeguarding of personal data, company assets, and confidential information. In the realm of human resources, it delineates the approach to personnel selection, recruitment, and evaluation, ensuring that discrimination is eradicated from the employment practices and that conflicts of interest are meticulously managed.

Through the implementation of these guidelines, the Group aims not only to uphold legal and ethical obligations but also to foster an organizational culture that prioritizes the well-being of employees, the communities served, and the environment at large.
The Code of Ethics is more than just a document; it reflects the values and a blueprint for sustaining a principled, transparent, and responsible business.



Business Conduct

The Group recorded **no new significant instances of non-compliance in 2025**. Nevertheless, with a view to total transparency and proactive tax compliance, tax agreements were finalized for audits relating to previous years.

With a view to transparency and proactive tax compliance, Polynt S.p.A. and Reichhold S.r.l. settled tax assessments for previous years during 2025. The total expenditure of €1.56 million, fully covered by specific risk funds, marks the final resolution of these matters.

The threshold of 250,000 € is specified to determine the significance of non-compliance instances.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
2-27	**COMPLIANCE WTIH LAWS AND REGULATIONS**				
	Total number of significant instances of non-compliance with laws and regulations during the reporting period	**(n)**	**0**	**0**	**0.00%**
	of which number of instances for which fines were incurred	(n)	0	0	**0.00%**
	of which number of instances for which non-monetary sanctions were incurred	(n)	0	0	**0.00%**
	Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	**(n)**	**6**	**0**	**100.00%**
	of which fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	(n)	0	0	**0.00%**
	of which fines for instances of non-compliance with laws and regulations that occurred in the previous reporting periods	(n)	6	0	**100.00%**
	Monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	**(€)**	**1,561,069.00 €**	**0**	**100.00%**
	of which value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	(€)	0	0	**0.00%**
	of which value of fines for instances of non-compliance with laws and regulations that occurred in the previous reporting periods	(€)	1,561,069.00 €	0	**100.00%**

Business Conduct

Whistleblowing Reporting System

The Group provides the possibility to report any 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.

The Group guarantees that no employee will face discriminatory treatment, dismissal, threats, or retaliation for reporting potential acts of corruption or misconduct in good faith.
The Group provides protection and support to those who report wrongdoing, even if an investigation determines that the suspicion was unfounded.
If an employee believes they have been subjected to unfair treatment, they can contact their manager.

The Group has procedures in place to investigate business conduct incidents, including cases of corruption and bribery, in a timely, independent, and objective manner.

Reports are managed through whistleblowing channels and may be subject to internal investigations by the Group ESG & Internal Audit Manager and Group General Counsel - Group Director HR&IT.

Training on anti-corruption and anti-bribery policies is provided, both during the onboarding of new employees and through periodic updates.

Additionally, the company's zero-tolerance policies on corruption are communicated to all suppliers, contractors, and business partners.
The anti-corruption and bribery policy is published on the company website. (https://www.polynt.com/wp-content/uploads/2023/02/Anticorruption-and-Bribery.pdf)

The business functions most exposed to the risk of corruption include relationships with customers, suppliers, distributors, and public authorities, as these interactions may involve commercial and contractual exchanges subject to the risk of unethical practices.
The Group implements strict controls on gifts, hospitality, political contributions, and donations to prevent conflicts of interest and illicit activities.

The Group is dedicated to fostering a responsible corporate culture through robust policies on Labor and Human Rights, ESG (Environmental, Social, and Governance), and Sustainable Purchasing. These policies ensure ethical business conduct, respect for human rights, and sustainability across operations and the supply chain.

GRI ref.	Indicator description		2025	2024
2-26	**MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS**			
	Number of whisleblowing reports received in the year	(n)	**2**	**6**
	Number of open whistleblowing reports at the end of the year	(n)	1	0
	Number of whistleblowing reports that have been closed in the year	(n)	1	6
	Number of anonymous whistleblowing reports	(n)	1	5

Business Conduct

Management of relationships with suppliers

The Group adopts a structured approach to supplier management, integrating environmental, social, and governance (ESG) criteria to ensure a responsible and sustainable supply chain. The Supplier Code of Conduct requires suppliers and subcontractors to comply with applicable regulations and international standards, with a particular focus on reducing environmental impact and protecting human rights.
To evaluate suppliers, the Group requires a preliminary ESG assessment, which includes signing the Supplier Code of Conduct and completing a self-assessment questionnaire.

The data is analyzed by the ESG department, which assigns a score considered in the final Supply Chain decision-making process. Monitoring continues annually to ensure compliance with standards and to identify potential risk areas.
As part of its commitment to supply chain sustainability, the Group aims to complete a comprehensive ESG evaluation of its entire global supply chain by 2028. This evaluation will assess the environmental, social, and governance practices of all suppliers to ensure alignment with the Group's high sustainability standards.
This approach enables the Group to mitigate supply chain risks, enhance transparency, and promote sustainable business practices across all operations.

Prevention and detection of corruption or bribery

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 it 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.

GRI ref.	Indicator description		2025				2024			
205-2	COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES		Executives	Managers	White collars	Blue collars	Executives	Managers	White collars	Blue collars
	Number of people who have received communication on anti-corruption policies and procedures	(n)	7	134	1,352	1,382	8	130	1,322	1,433
	Percentage of people have received communication regarding anti-corruption policies and procedures	(%)	100%	100%	100%	100%	100%	100%	100%	100%
	Number of people who have received training on anti-corruption policies and procedures	(n)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Percentage of people have received training regarding anti-corruption policies and procedures	(%)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Business Conduct

Actions and resources related to business conduct

The Group promotes a corporate culture based on quality, professional integrity, and continuous skill development—key elements of its approach to responsible business conduct. In this context, obtaining internationally recognized certifications and qualifications represents not only a concrete commitment to meeting industry standards, but also a strategic tool to strengthen professional credibility, enhance competitiveness, and foster a culture of continuous improvement and lifelong learning among employees.

The certification process is therefore conceived as an integral part of corporate governance and the responsible management of human resources, contributing to ensuring process quality, operational efficiency, and regulatory compliance.

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

To date, over 90% of the Group's sites are certified according to the ISO 9001 standard for Quality Management Systems (QMS). This standard confirms the Group's ability to consistently deliver products and services that meet customer requirements and applicable regulations.
The Group has implemented an "Occupational Health and Safety Management System" aimed at achieving defined health and safety objectives by optimizing organizational processes, maximizing effectiveness, and minimizing risks and costs.

The system includes:

- **ISO 45001** is the internationally recognized standard for occupational health and safety management systems, designed to prevent work-related injuries and illnesses and to promote a safe and healthy working environment. Certification to this standard enables the Group to systematically manage health and safety risks, ensure regulatory compliance, and foster the overall well-being of its workforce.
- **HACCP (Hazard Analysis and Critical Control Points)** is a systematic preventive approach to food safety aimed at identifying, evaluating, and controlling biological, chemical, and physical hazards throughout the entire food production and distribution chain. This includes all phases of processing, warehousing, transportation, storage, and retail. The primary objective of HACCP is not only to ensure product quality but to safeguard public health by proactively preventing contamination risks, thereby going beyond customer satisfaction to uphold stringent food safety standards.
- **FSSC 22000** is a globally recognized Food Safety Management System certification scheme that ensures food safety across all levels of the supply chain. It certifies the food, feed, and packaging safety management systems of companies operating within the food production and processing sectors, providing assurance of compliance with international food safety standards.

The Group integrates the best available medical science knowledge and methods into its business operations, with the goal of protecting employee health and contributing to the well-being of the local communities in which it operates.
The protection of human health is recognized by all employees as a fundamental part of the corporate culture and of responsible workplace conduct.
In this context, the Group adheres to Responsible Care, a global and voluntary initiative of the chemical industry aimed at the continuous improvement of health, safety, environmental, and product sustainability performance.
Through this commitment, the Group ensures high standards in plant safety, environmental protection, occupational health and safety, and responsible product stewardship throughout the entire product lifecycle.

Business Conduct

The Environmental Management System (EMS) is a strategic tool adopted by the Group to identify, assess, and manage the significant environmental impacts associated with its operations.

It supports the continuous improvement of environmental performance and strengthens a corporate culture oriented toward environmental responsibility.

- In this context, the Group applies the international standard **ISO 14001**, which sets out the requirements for an effective environmental management system. By implementing this standard, the Group establishes common guidelines and practical tools to achieve its environmental objectives and ensure compliance with applicable regulations.

- Moreover, the Group participates in the **European Eco-Management and Audit Scheme (EMAS)**—a voluntary initiative that helps organizations evaluate, report, and improve their environmental performance. Group's adherence to EMAS reflects its commitment to transparency, accountability, and continuous improvement, in line with the principles of sound business conduct and sustainable governance.

- **ISCC PLUS (International Sustainability and Carbon Certification)** is a voluntary certification scheme recognized internationally. It applies to biomass, circular materials, bio-based and recycled materials intended for non-energy markets.

Eventually, other certifications include several accreditations such as:

- **FAMI-QS**, a leading specialty feed ingredients and mixtures certification;
- **HALAL** which attests that a product is manufactured in full compliance with the Islamic law;
- **KOSHER** which assures that a product and its production adhere to all Kosher law requirements;
- **Non-GMO** standard which guarantees that a product was produced without genetic engineering and also its ingredients are not derived from GMOs;
- **Virginia Environmental Excellence Program (VEEP)** which assists organizations to go above and beyond their legal requirements on environmental impacts.

In addition to the certifications previously mentioned, the 2025 Sustainability Report further demonstrates the Group's ongoing commitment to transparent and accountable communication of its sustainability performance.

The Group ESG & Internal Audit Manager, who was appointed in September 2021, has been pivotal in enhancing the ESG strategy. Since early 2022, the Group has invested significantly in developing a comprehensive set of internal processes for data collection, designed to ensure high standards of data quality.
This robust framework supports the accurate monitoring, assessment, and reporting of the Group's sustainability initiatives.

Business Conduct

New headquarters offices in Italy

During 2025, the Group inaugurated the new headquarters offices in Scanzorosciate, which serve as the core hub for general management and coordination activities.

The opening of the new premises represents a significant step in the Group's organizational development, aimed at strengthening functional integration, improving operational efficiency, and fostering a modern and collaborative working environment.

This initiative aligns with a broader vision of sustainable growth, focused on reinforcing governance structures and promoting employee well-being, both considered central pillars of the Group's ESG strategy.

Award for Corporate Performance Excellence

Polynt participated in the awards ceremony for "The 1,000 Best Performing Companies in the Province of Bergamo," which was held on November 20th at the Mia Foundation in Bergamo (Italy).

Polynt was once again selected this year as one of the 1,000 "Best Performing" companies in the province of Bergamo.

This recognition demonstrates Polynt's ongoing commitment to excellence in production and research in the chemical sector.

Business Conduct

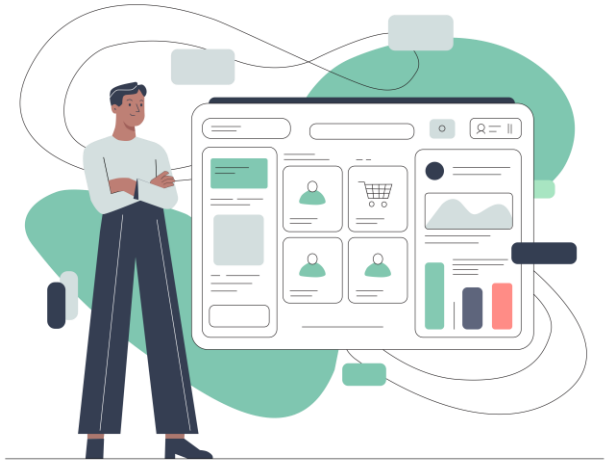
Incidents of corruption or bribery

The Group maintains a zero-tolerance policy towards corruption and bribery, ensuring strict compliance with ethical and legal standards. In both 2024 and 2025, there were no confirmed incidents of corruption, no employees dismissed or sanctioned for bribery, and no contract terminations due to corruption-related violations.

Additionally, the company faced no public lawsuits linked to corruption during the reporting period.

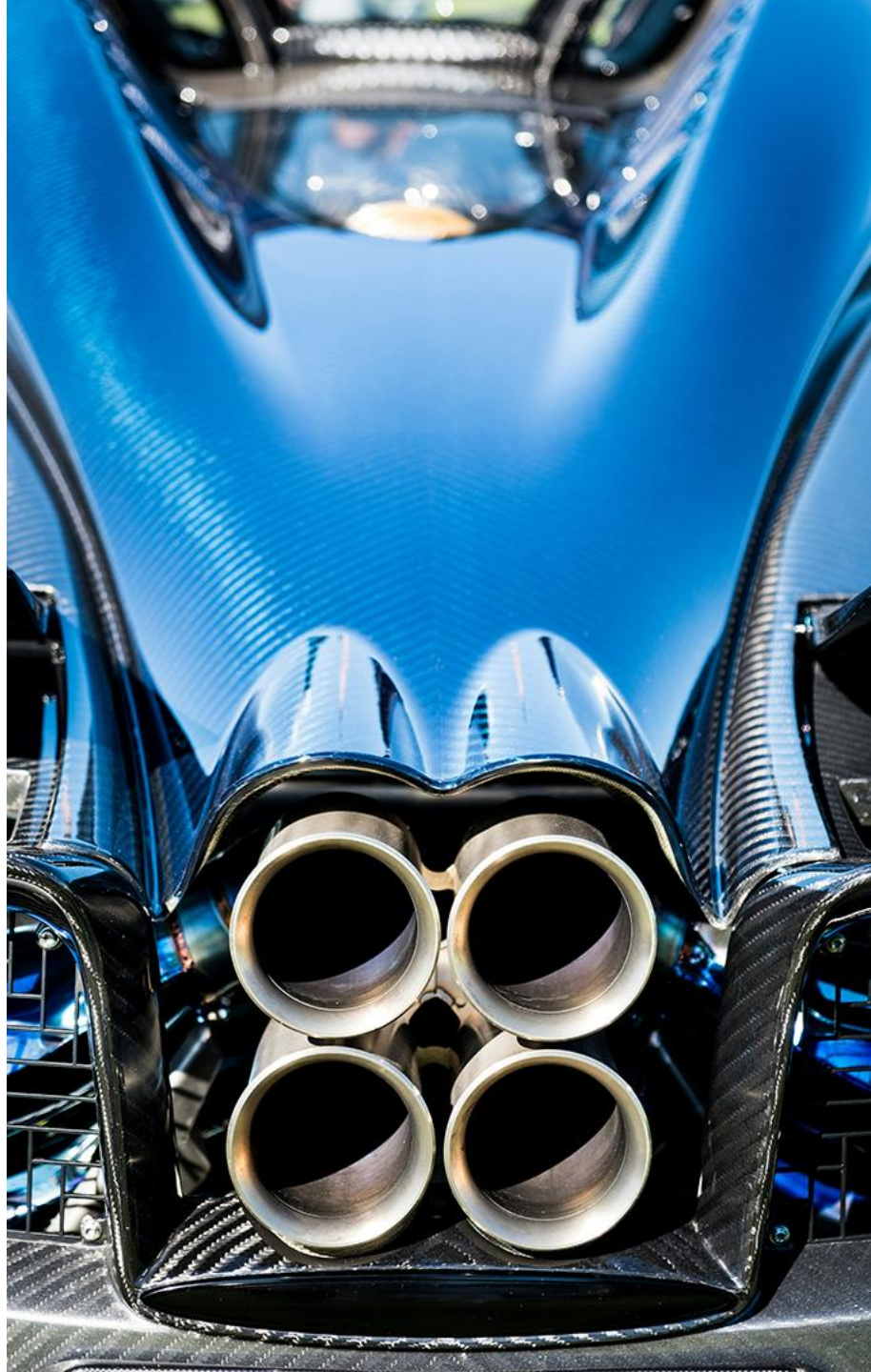
These results reflect its strong commitment to integrity, ethical business practices, and rigorous internal controls, reinforcing its dedication to maintaining a transparent and responsible corporate environment.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
205-3	**CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN**				
	Total number of proven corruption incidents	(n)	0	0	**0.00%**
	Nature of the cases of corruption ascertained	(n)	0	0	**0.00%**
	Total number of proven corruption incidents in which employees have been dismissed or have been the subject of bribery measures	(n)	0	0	**0.00%**
	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	(n)	0	0	**0.00%**
	Corruption-related public lawsuits against the organization or its employees during the reporting period and the outcomes of such incidents	(n)	0	0	**0.00%**



03

Double Materiality Analysis



Material impacts, risks and opportunities

Material impacts, risks and opportunities and their interaction with strategy and business model

In the context of double materiality, the Group has identified 255 total material Impacts, Risks, and Opportunities (IROs) have been identified across the value chain (own operations, upstream, and downstream) for each topic and subsequently consolidated through prioritization criteria.

CLIMATE CHANGE

POLLUTION

WATER AND MARINE RESOURCES

RESOURCES USE AND CIRCULAR ECONOMY

OWN WORKFORCE

VALUE CHAIN WORKERS

AFFECTED COMMUNITIES

CONSUMERS AND END-USERS

BUSINESS CONDUCT

Description of identification process

The double materiality analysis adopted by the Group aims to identify the material topics that affect both the organization's economic and financial performance (financial materiality) and the environment, society, and stakeholders (impact materiality).

The process involved **identifying relevant topics** through a review of the context, regulations, and industry trends, followed by an assessment of their significance through a structured engagement with internal stakeholders.

The process was carried out through the following preliminary phases:

– CONTEXT ANALYSIS

The Group conducted a thorough analysis of its operational and strategic context, considering the main activities carried out, sector-specific dynamics, applicable regulations, and emerging socio-environmental challenges. Operating in three global regions (Europe, Asia, and the Americas), the analysis took into account the unique features of each geographic context and the characteristics of the production sites in every region, including local regulatory, cultural, and environmental factors. During this phase, corporate activities were mapped to understand the relationships between internal operations and external variables, identifying the particularities of the Group's different business realities and highlighting variations in exposure to risks, impacts, and opportunities across the entire global value chain.

– VALUE CHAIN DEFINITION

The company then outlined its entire value chain, including both upstream (raw material sourcing and suppliers) and downstream (distribution and final product use) phases. This step enabled the Group to analyse impacts across all stages of the life cycle, ensuring a comprehensive and detailed view of the interconnections between operational processes and the external context. During this phase, "hotspot" processes within the value chain were identified—areas where significant risks, substantial impacts, or strategic opportunities are most likely to arise. Pinpointing these hotspots allowed the Group to focus its analytical efforts on critical segments, enhancing risk management and leveraging innovation and continuous improvement opportunities.

– STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

Key internal and external stakeholders were then identified through structured analyses of business operations. This step ensured that the expectations, perceptions, and needs of stakeholders were taken into account when assessing impacts. The Group regards ongoing stakeholder engagement as essential to ensuring an inclusive and transparent due diligence process.

– IDENTIFICATION AND ASSESSMENT OF RISKS, OPPORTUNITIES, AND IMPACTS

Identifying and evaluating risks, opportunities, and related impacts represents the central phase of the company's strategic analysis in Sustainability. In this context, double materiality makes it possible to examine risks and opportunities across two dimensions: financial materiality and impact materiality. The results were presented in a double materiality histogram, highlighting the topics with the greatest effect on both dimensions.

– IMPACTS PRIORITIZATION

Finally, the identified impacts were classified by their level of significance, taking into account both internal assessments and stakeholder perspectives through a desk analysis. Simultaneously, a priority matrix was developed following an approach that integrates both the corporate viewpoint and stakeholder relevance. The most significant issues were included in the materiality matrix and integrated into the corporate strategy, thereby guiding resources toward corrective and improvement actions.

– MONITORING AND CONTINUOUS IMPROVEMENT

The due diligence process provides for continuous monitoring of impacts and a periodic review of priorities, in order to adapt to regulatory and operational changes as well as shifts in the external environment. Internal control procedures ensure that assessments are regularly updated, supporting proactive and responsible management of the Group's impacts.

Description of identification process

Adopted criteria

The information to be disclosed was determined in a structured manner, **clearly defining which sustainability topics require specific information and at what level of detail**.

The Group first verified whether a given topic is considered “material” from both an **impact** and **financial** performance perspective.

Next, the Group examined the existence and application of policies, actions, or targets related to the topic.

Where it was deemed truly material, the Group provided the requested information. Data and information presented in the report has been collected and aggregated with the support of the sustainability advisory firm Progesia 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 2024-2025**, 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.

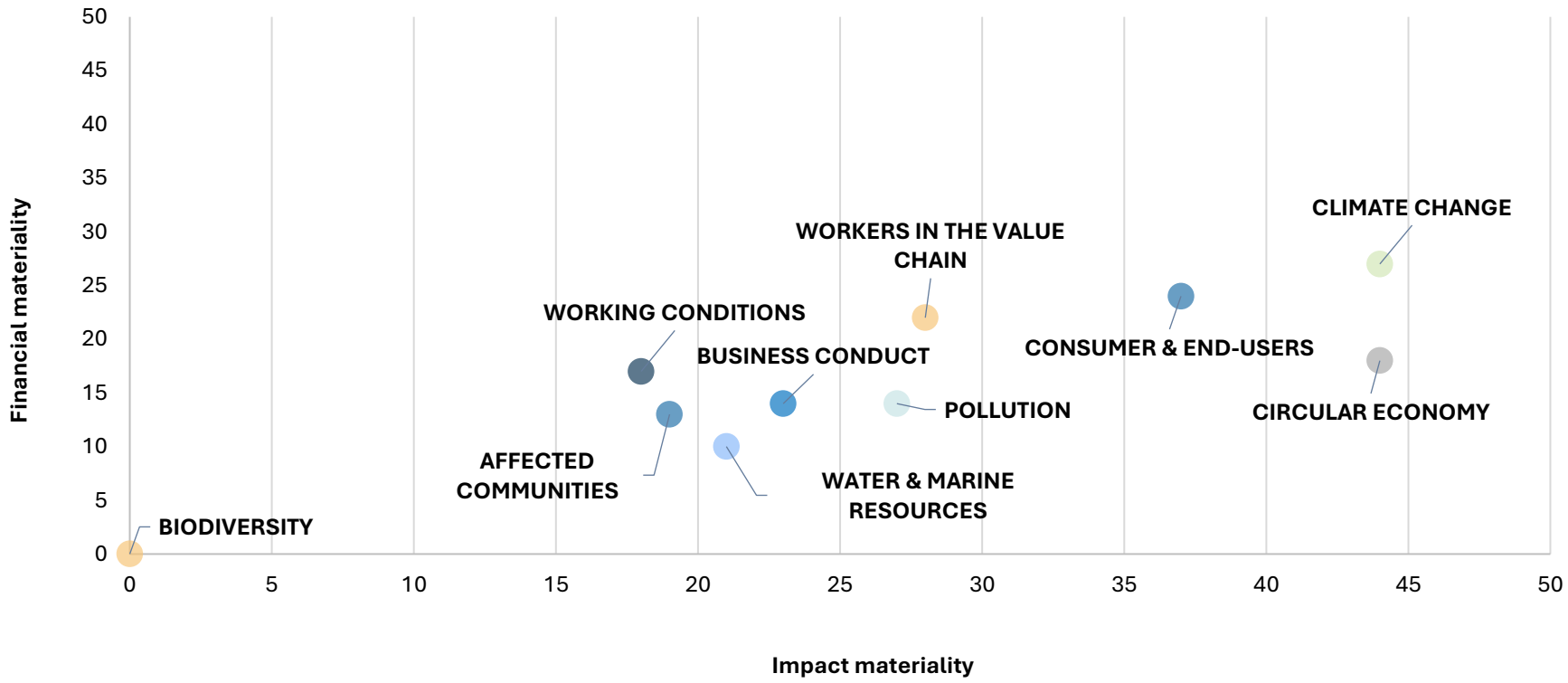
Additionally, **certain information can be influenced by the selection of methodology**, as well as the assumptions and estimates employed during its preparation and presentation within the company's reporting protocols.

Outcomes of the double materiality assessment

Disclosure of topics assessed not to be material

Within the scope of **Biodiversity and Ecosystems, no material Impact, Risk, or Opportunity were identified,** under current conditions and reporting scope.
This is primarily because the Group's operations and business model do not significantly intersect with biodiversity-related issues.

The nature of the Group's core activities, focused on chemical production and industrial applications, limits its direct dependency on or influence over natural ecosystems.
As a result, biodiversity and ecosystem considerations are not deemed a relevant topic in the context of the group's overall environmental and financial materiality assessment.



Environmental performance

04

Climate change

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
HIGH	MEDIUM	MEDIUM TERM – LONG TERM

The **management of climate-related risks and opportunities** is a key component of the Group's governance system, particularly concerning sustainability activities. To strengthen this commitment, the Group has established a dedicated department responsible for monitoring and managing ESG-related initiatives.

At the same time, the role of Group ESG Manager was introduced to oversee and coordinate the ESG department's activities.
The Group follows a structured process to identify, assess, and manage climate-related risks and opportunities, with a specific focus on applicable regulatory requirements and reporting in line with **TCFD** recommendations.

The ESG department is responsible for conducting this analysis, including data collection, scenario evaluation, and the development of mitigation strategies. TCFD-related assessments are conducted annually, while materiality analyses at the Group level are carried out every two years to ensure continuous updates and alignment with organizational developments and operational changes.
The findings of these analyses are presented to Top Management, which is responsible for managing the identified risks and opportunities and translating them into concrete actions.

The Group developed its **first analysis for the identification and assessment of climate-related risks and opportunities in 2023**, updating it in 2024.

Risk identification and process evaluation are carried out with the contribution of various business functions.

However, these processes are not yet structured within an Enterprise Risk Management (ERM) system that would allow for an integrated risk management approach at the Group level. With this in mind, the Group is considering the implementation of an ERM system in the coming years, which will also include climate risk management.

For each climate-related hazard, the Group has conducted a detailed analysis to determine whether the risk falls into the category of physical risks or transition risks. The analysis was conducted on the Group's most relevant assets. For the results, please refer to the Task-Force Climate-Related Financial Disclosures published by SCIL II (TOPCO) LIMITED.

Climate change

The Group is committed to reducing its environmental impact through the continuous optimization of its catalytic oxidation technology, which effectively reduces CO/CO_2 emissions. This initiative is a key part of the company's ongoing efforts in decarbonization and process innovation to promote more sustainable operations.

PRODUCTION OF ENERGY AT THE GROUP

Energy is a precious resource, and the Group is well aware of that. The bigger plants, such as Scanzorosciate, San Giovanni or Ravenna, generate a wide amount of energy via this self- generation. The main point of the cogeneration plant is to recover the heat generated during the production of Special Additives & Building Blocks, in Scanzorosciate, Ravenna or San Giovanni Valdarno. In this way, the energy is not wasted but can be used as electricity.

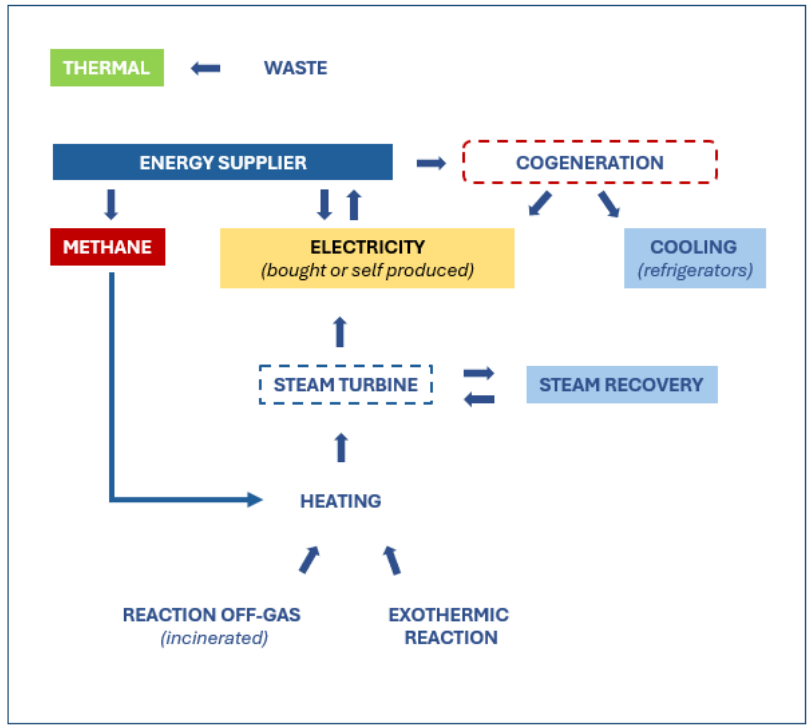
HYDROGEN JOINT RESEARCH PLATFORM (JRP)

The Group is a partner of the Hydrogen Joint Research Platform (JRP) at the Polytechnic University of Milan, a joint research project aimed at developing innovative solutions for the production, storage, and utilization of hydrogen as a sustainable energy carrier.

ABATEMENT TECHNOLOGIES AND EMISSION REDUCTION

The Group is progressively optimizing its proprietary catalytic oxidation technology to reduce CO/CO_2 emissions, as part of its continuous improvement strategy in environmental process management. This represents one of the company's key actions in decarbonisation and process innovation.

SIMPLIFIED OPERATION DIAGRAM



Climate change

Innovating times in the marine industry

Polynt incorporates LyondellBasell Styrene +LC into its marine resins, specifically formulated for the boat and yacht industry. These resins provide the required durability and strength for marine applications while offering a reduced product carbon footprint compared to standard alternatives, supporting the industry's transition toward lower-carbon materials.

Reforestation Initiative at Atlacomulco plant

As part of our commitment to the environment, 35 trees were planted at the Atlacomulco plant; this was made possible thanks to the support of our partners.
We continue to work with awareness and responsibility through actions that contribute to a more sustainable future.

Climate change

Energy consumption and mix

The **total energy consumption** of the Group for the reporting period amounted to **5,626,151.80 GJ**.

- The total consumption of fuel from **non-renewable sources** for the reporting period was **5,421,472.55 GJ**, compared to the previous period, reflecting a 7.54% reduction.
- The total consumption of fuel from **renewable sources** for the reporting period was **204,679.25 GJ**, compared to 37,406.69 GJ in the previous period, reflecting a 447.17% increase.

The percentage of total fuel consumption from renewable sources for the reporting period was 3.64%. The methodology for this year's report has been enhanced to include the percentage of renewable energy within different energy mixes, utilizing **International Energy Agency's data**. This leads to a more accurate representation of the actual energy origin and directly accounts for the reported increase in consumption from renewable sources.

The percentage of total fuel consumption from non-renewable sources for the reporting period was 96.36%.
The Group monitors energy consumption across its different geographical areas, highlighting significant variations between 2024 and 2025, particularly in the European region.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION**				
	Total energy consumption	**(GJ)**	**5,626,151.80**	**5,901,086.38**	**-4.66%**
	Total consumption of fuel from non-renewable sources	(GJ)	5,421,472.55	5,863,679.69	**-7.54%**
	% Total fuel consumption of non-renewable sources	*(%)*	*96.36%*	*99.37%*	
	Total consumption of fuel from renewable sources	(GJ)	204,679.25	37,406.69	**447.17%**
	% Total fuel consumption of renewable sources	*(%)*	*3.64%*	*0.63%*	

Climate change

The total fuel consumption from **crude oil and petroleum products** for the reporting period was 19,905.99 GJ, a marked increase with respect to previous year.

The total consumption of **natural gas (methane)** for the reporting period was 4,187,430.00 GJ , compared to 4,126,676.11 GJ in the previous period, reflecting a 1.47% increase.

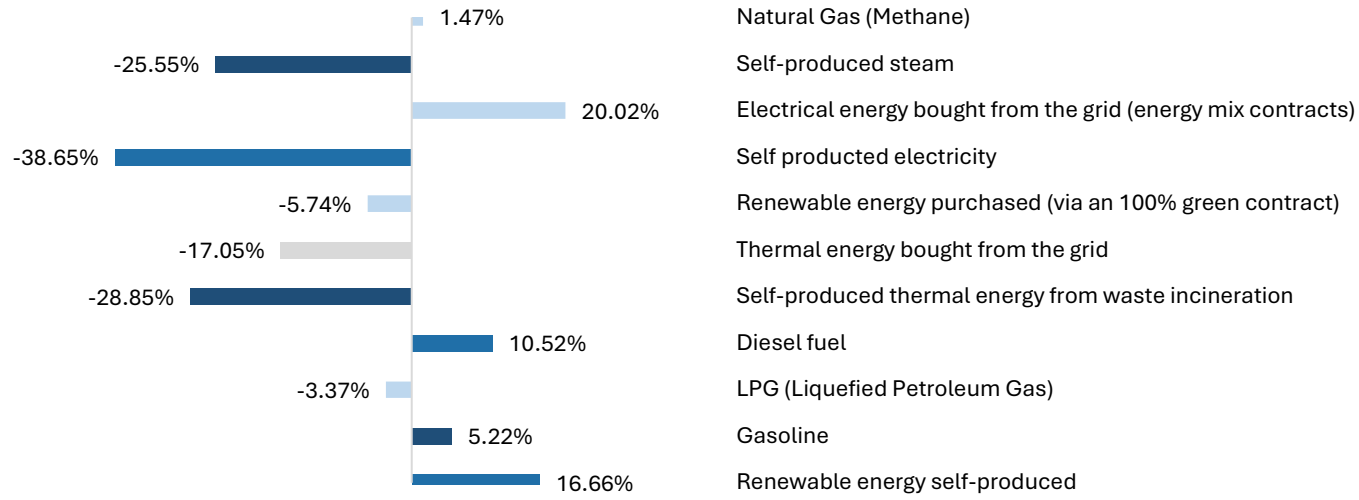
The **total electrical energy purchased from the grid** under energy mix contracts for the reporting period was 563,798.11 GJ. The total thermal energy purchased from the grid amounted to 28,774.13 GJ.

The total consumption of **electrical, thermal, and steam energy** for the reporting period amounted to 1,312,040.74 GJ.

In 2025, the Group's total energy consumption decreased, primarily due to a reduction in non-renewable fuel consumption, such as LPG and thermal energy, despite an increase in renewable energy use.

Although the purchase of renewable energy decreased, the production of renewable energy via solar panels registered a slight increase (+16.65%) as noted before.

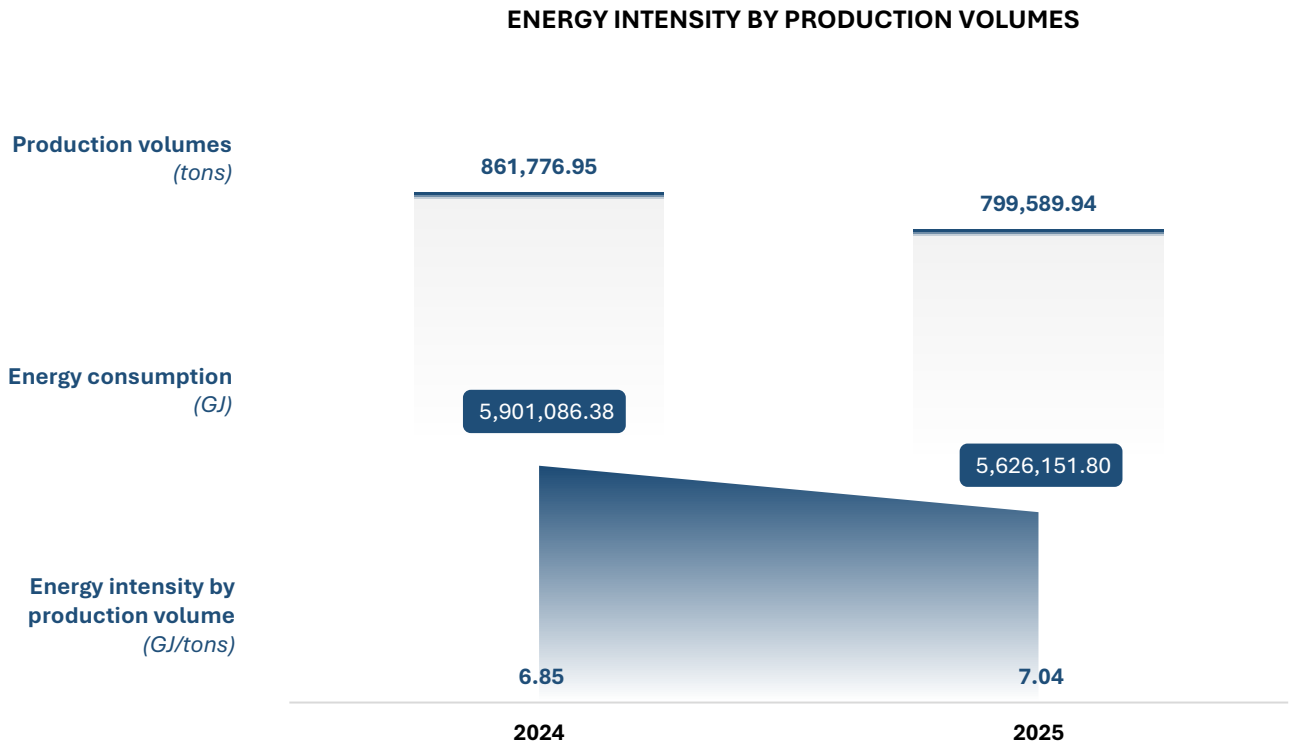
% CHANGE IN CONSUMPTION OF ENERGY SOURCES



Climate change

Energy intensity

Energy intensity by production volumes increased in 2025.



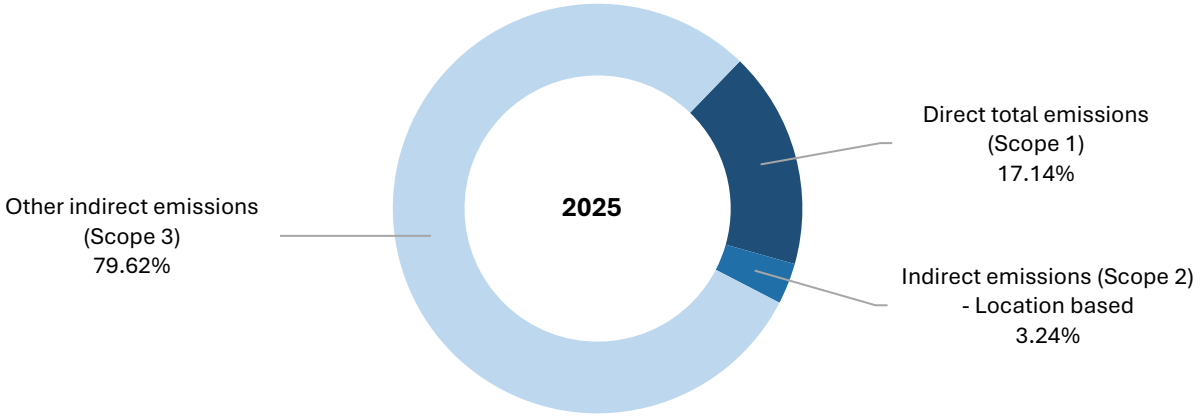
Climate change

Total GHG emissions

The Group achieved a significant reduction in **total GHG emissions** for the reporting period, which decreased by 12.02% to **2,295,785.50 tCO_2eq** from 2,609,359.28 tCO_2eq in the prior year.

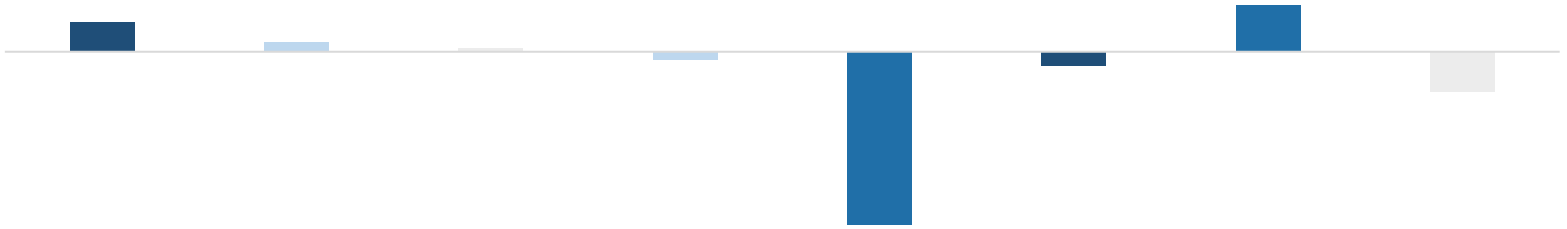
This decrease is primarily attributable to a reduction in Scope 1 and Scope 3 emissions, as will be detailed later.

TOTAL SCOPE 1, 2 AND 3 EMISSIONS



As shown in the graph below, the different sources vary along different paths. The main variation is due to a refinement in methodology, related to gas leaks, and is the main driver of this reduction.

2024 – 2025 VARIATION OF EMISSIONS BY SOURCE



	Diesel fuel	Gasoline	Natural Gas - Methane	Liquefied Petroleum Gas	FGAS Leaks	Material Balance	Electrical Energy purchased from the grid	Thermal Energy purchased from the grid
Δ % 2025-2024	12.88%	4.26%	1.49%	-3.34%	-75.65%	-6.08%	20.51%	-17.63%

Climate change

Scope 1 – Total Direct Greenhouse Gas Emissions

Direct greenhouse gas (GHG) emissions – Scope 1 include all emissions directly generated by the Group's activities, including production processes, fossil fuel consumption, and other operational sources that contribute to CO_2 equivalent (tCO_2eq) emissions.

For the reporting period, total direct emissions (Scope 1) amounted to **393,609.21 tCO_2eq**, compared to 412,225.10 tCO_2eq in the previous year, marking a 4.52% decrease.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
305-1	**DIRECT GHG EMISSIONS - SCOPE 1**				
	Direct total emissions (Scope 1)	**(tCO2eq)**	**393,609.21**	**412,225.10**	**-4.52%**
	% on the Total Emissions	(%)	*17.14%*	*15.80%*	
	Diesel fuel	(tCO2eq)	1,197.84	1,061.19	**12.88%**
	Gasoline	(tCO2eq)	211.76	203.11	**4.26%**
	Natural Gas - Methane	(tCO2eq)	235,754.22	232,303.38	**1.49%**
	Liquefied Petroleum Gas	(tCO2eq)	293.29	303.43	**-3.34%**
	Burned petrochemical feedstock	(tCO2eq)	220.14	10,745.26	**-97.95%**
	FGAS Leaks	(tCO2eq)	520.30	2,136.62	**-75.65%**
	FGAS Leaks	(tons)	0.25	0.20	**26.36%**
	Material Balance	(tCO2eq)	155,411.66	165,472.10	**-6.08%**
	% of Material Balance	(%)	*39.48%*	*40.14%*	

The Group cannot modify the 2024 comparative data because the reporting period is officially closed. Consequently, the significant decrease in F-GAS emissions (-75.65% in tCO2eq) is not related to an operational reduction but is due to the correction of a data overestimation error in the 2024 reporting from the Chinese site, which had previously overstated the release of high-GWP refrigerants. In addition, the significant reduction of Burned petrochemical feedstock (-97.95% in tCO2eq) is given by a methodological alignment in order to avoid double counting with the material balance computations.

The Group does not use biomass in its production cycle. Therefore, it does not report biogenic CO_2 emissions separately from Scope 1 GHG emissions. However, it does include emissions from other greenhouse gases (GHGs), specifically CH_4 (methane) and N_2O (nitrous oxide).

Climate change

Scope 2 - Total Indirect Greenhouse Gas Emissions

The accounting and reporting of Scope 2 Greenhouse Gas (GHG) emissions, which cover emissions from the generation of purchased or acquired electricity, steam, heat, or cooling, is governed by two primary methodologies under the GHG Protocol's Scope 2 Guidance: the location-based method and the market-based method.

The **location-based method** is designed to reflect the average GHG emissions intensity of the electricity grids from which energy consumption occurs.

This approach relies primarily on grid-average emission factor data, such as regional or national factors.
It essentially calculates emissions based on the characteristics of the electricity grid in the geographic location where the energy is consumed, without regard to any specific contractual arrangements the company may have made for renewable energy.

In contrast, the **market-based method** aims to reflect the emissions from electricity that companies have actively and purposefully chosen, or, alternatively, the default emissions for those that have made no specific choice. This method tracks emissions based on contractual instruments (such as Power Purchase Agreements, Renewable Energy Certificates, or Guarantees of Origin) that companies use to procure specific types of electricity, particularly from low- or zero-carbon sources.

Where specific contractual instruments are not in place, residual mix factors or default market factors are typically applied.

The specific conversion factors used to translate electricity consumption into associated GHG emissions were sourced from **Ecoinvent, version 3.12**. The exclusive use of Ecoinvent data for the conversion factors ensures a high level of consistency and transparency in the application of the chosen location-based methodology.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
305-2	**ENERGY INDIRECT GHG EMISSIONS - SCOPE 2**				
	Total indirect emissions (Scope 2) - Location based	**(tCO2eq)**	**74,367.19**	**62,719.70**	**18.57%**
	% on the Total Emissions	(%)	*3.24%*	*2.40%*	
	Electrical Energy purchased from the grid	(tCO2eq)	71,742.97	59,533.65	**20.51%**
	Thermal Energy purchased from the grid	(tCO2eq)	2,624.21	3,186.04	**-17.63%**
	Total indirect emissions (Scope 2) - Market based	**(tCO2eq)**	**81,109.51**	n.a.	n.a.
	% on the Total Emissions	(%)	*3.52%*	n.a.	n.a.
	Electrical Energy purchased from the grid	(tCO2eq)	78,485.30	n.a.	n.a.
	Thermal Energy purchased from the grid	(tCO2eq)	2,624.21	n.a.	n.a.

Climate change

Scope 3 – Total Other Indirect Greenhouse Gas Emissions

Scope 3 greenhouse gas (GHG) emissions represent all indirect emissions associated with activities in the Group's value chain that are not directly owned or controlled by the organization.

These emissions are critical for a comprehensive understanding of the Group's total environmental footprint, encompassing a broad range of upstream and downstream activities.

All data in Scope 3 are derived from **primary sources and direct data collection**. The Scope 3 GHG emissions of the Group are measured using specific activity data from both upstream and downstream value chain processes.

The calculation incorporates primary data obtained from suppliers and other value chain partners, ensuring a more accurate representation of emissions.

The percentage of emissions calculated using primary data from these sources is also disclosed to enhance transparency and reliability in the reporting process.

The **other Scope 3 categories have been excluded** as they were deemed insignificant in relation to the Group's overall emissions profile.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
305-3	**OTHER INDIRECT EMISSIONS - SCOPE 3**				
	Total other indirect emissions (Scope 3)	**(tCO2eq)**	**1,827,809.10**	**2,134,414.49**	**-14.36%**
	% on the Total Emissions	(%)	*79.62%*	*81.80%*	
	Purchased goods and services	(tCO2eq)	1,817,743.01	2,124,082.12	**-14.42%**
	Employees commuting	(tCO2eq)	9,874.82	10,015.09	**-1.40%**
	Hotel stays	(tCO2eq)	23.29	29.43	**-20.86%**
	Business travels	(tCO2eq)	167.98	287.85	**-41.64%**

Climate change

Emission intensity

The **emissions intensity** was calculated in relation only to Scope 1 and Scope 2 emissions (location based).

The metric registered an increase of 6.20%.
It could be attributable to several factors, including:

1. Shift in Product Mix

The Group may have produced a higher proportion of products with inherently more energy-intensive manufacturing processes, thus driving up the average emissions per unit of overall production.

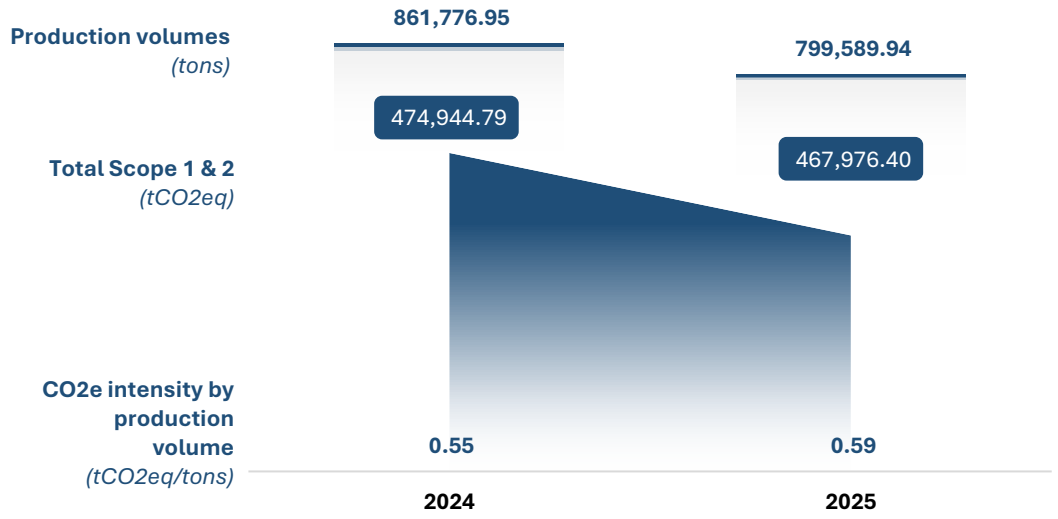
2. Operational Efficiency Decline

A temporary or permanent reduction in the energy efficiency of key production assets, perhaps due to maintenance issues, changes in raw material inputs, or suboptimal operation of machinery.

2. Increased Use of High-Emitting Energy Sources

The Group's energy consumption mix may have shifted towards sources with a higher emissions factor (e.g., increased reliance on fossil fuels over renewable or lower-carbon alternatives).

EMISSION INTENSITY BY PRODUCTION VOLUMES



Pollution

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
MEDIUM	MEDIUM	MEDIUM TERM – LONG TERM

Almost all sites included in the analysis perimeter are affected by the pollution issue. To identify potential specificities, a materiality analysis was conducted through a dedicated questionnaire in 2024. To support this evaluation, targeted interviews were carried out with relevant corporate functions to further explore critical aspects and gather additional perspectives useful for environmental management.
The company adopts a structured and collaborative approach to pollution management, promoting transparency, dialogue, and preventive actions in its relationships with stakeholders.

The main activities include:

- **Collaboration with local authorities:** the Group maintains an ongoing dialogue with relevant authorities, such as the police department and fire brigade, to ensure a timely and effective response in the event of environmental incidents.
- **Consultation for environmental remediation:** in cases of soil or groundwater contamination, the company works in coordination with local authorities to ensure that remediation efforts comply with current regulations.
- **Engagement with the industrial district and new collaborations:** the company actively participates in the EMAS industrial district of Ravenna, supporting joint initiatives to reduce pollution. Additionally, it collaborates with specialized companies in waste management and water treatment to enhance overall environmental efficiency.
- **Environmental permits and public consultations:** documentation related to environmental permits is made public, allowing citizens to provide comments and observations. Public consultation is mandatory for the issuance of Integrated Pollution Prevention and Control (IPPC) permits, whose renewal was submitted in 2024.
- **Active stakeholder engagement:** the company takes part in local meetings organized by municipal authorities, attended by the HSE Manager (Environmental, Health, and Safety). These meetings provide an opportunity to discuss environmental performance, gather feedback, and identify areas for improvement.
- **Emergency drills and response plans**: Joint drills are periodically organized with the city council, fire brigade, and police to test the readiness and effectiveness of environmental emergency plans.

Pollution

The Group's activities include production and operational processes that generate significant environmental impacts while also being affected by external factors related to pollution.

The responsible management of these aspects is a strategic priority to ensure the sustainability of operations, regulatory compliance, and the reduction of environmental impact along the entire value chain.

The Group manages its production activities with an integrated approach, considering processes, raw materials, and waste management, while maintaining a constant focus on environmental aspects.

Main Operations Include:

- Receipt, storage, and processing of raw materials for the production of UPR resins, alkyds, gelcoats, and specialized chemical products.
- Use of energy and chemicals in production processes, generating process water and secondary reactions.
- Air emissions, including styrene and NOx from boiler burners, as well as potential odor emissions associated with the processing of specific resins, such as DCPD resins. An additional significant source of emissions is waste incineration.
- Water is a fundamental resource for many company operations, including:
  1. Fire protection
  2. Washing and cooling of machinery
  3. Treatment and disposal of industrial wastewater

Clean Industry certification for PC Mexico

Polynt Composites Mexico recently received the prestigious Clean Industry certification. This recognition was presented by Engineer Federico Ortiz Flores, Head of the Federal Attorney's Office for Environmental Protection (PROFEPA) Delegation in the State of Mexico.

The Clean Industry certification is part of the National Environmental Audit Program (PNAA), which seeks to promote self-regulation and continuous improvement in companies to minimize their environmental impact.

This is a testament to the company's commitment to sustainability and environmental protection, aligning with the PNAA's objectives to promote responsible and sustainable industrial practices in Mexico.

Pollution

It is crucial to monitor and report on **other air pollutants** that have a significant, demonstrable impact on environmental quality and public health. These non-GHG emissions, while not directly linked to global warming in the same way as CO2 equivalents, contribute substantially to issues such as smog formation, acid rain, and respiratory illnesses.

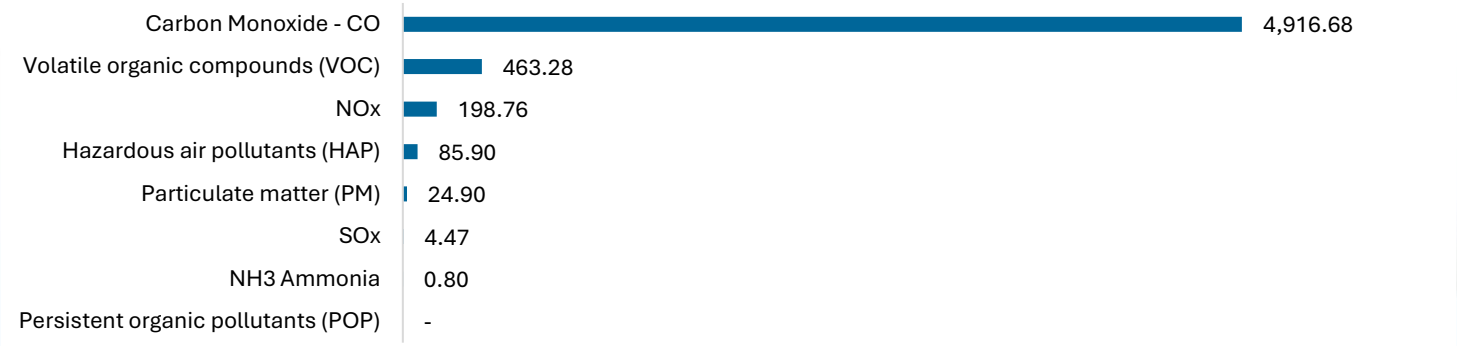
Our commitment to transparent environmental reporting dictates the inclusion of these pollutants, as they are essential indicators of our operational environmental footprint.

It is important to highlight the evolution of our reporting framework. Following a comprehensive and thorough internal analysis of our company processes and the specific chemical reactions occurring at our production sites, the contribution of **Carbon Monoxide** (CO) was proactively identified and added to this list in past editions of the report.

The substantial reduction in emissions observed in 2025 was primarily attributable to a decrease in carbon monoxide (CO), which constitutes the major portion of these emissions. Since CO is inherently tied to the Group's production processes, particularly the synthesis of intermediates, this reduction was also the main factor driving the decrease in CO2 emissions, highlighting the intrinsic link between CO and CO2 emissions.

The data was collected by the various sites when they carry out periodic checks on emissions, for example as required by the various environmental permits.

TOTAL SIGNIFICANT AIR EMISSIONS - 2025



Pollution

Substances of concern and substances of very high concern

The Group uses and produces certain **substances of concern and substances of very high concern (SVHCs)**, which are strictly regulated under national and international legislation, including REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) regulations.
Recognizing the potential risks associated with these substances, the Group is fully committed to their responsible management.

This includes:

- **Compliance with all applicable regulations**, ensuring that substances are handled, stored, and used in accordance with the highest safety and environmental standards.
- **Risk assessment and mitigation**, integrating best practices to minimize exposure and environmental impact throughout the production and supply chain.
- **Ongoing monitoring and reporting**, with strict internal controls and periodic evaluations to ensure full regulatory compliance.
- **Research and innovation**, actively working on the development of safer alternatives and greener formulations where possible.

Furthermore, the Group engages with stakeholders, suppliers, and regulatory bodies to foster transparency and cooperation in managing these substances. Through this approach, the Group ensures that its operations align with sustainability principles, reducing potential risks to human health and the environment while maintaining the highest industry standards.
The Group intends to report quantitative metrics related to this category of substances in the future, further enhancing transparency and monitoring.
This initiative aims to provide a clear and measurable assessment of the use, management, and potential impact of substances of concern and substances of very high concern (SVHCs), reinforcing the Group's commitment to responsible chemical management and regulatory compliance.

Water and marine resources

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
MEDIUM	LOW	MEDIUM TERM – LONG TERM

In the Group's production sites, water serves multiple purposes and is managed with a responsible approach to minimize its impact on local ecosystems and communities.

Water management is carefully planned to optimize consumption, reduce waste, and ensure responsible use, preserving the environmental balance in the areas where the Group operates.

The organization adopts best practices for efficient and sustainable water use, ensuring transparency in the management of this essential resource.

Detailed site-specific information was collected regarding the impacts generated and experienced from water use, with the aim of further improving resource management and optimizing water risk mitigation strategies.

Water is used for various operational purposes, including fire protection, washing, and cooling, in addition to civil uses.

The Group actively engages stakeholders in the responsible management of water resources through various initiatives.

Environmental permits are made accessible to the public for comments during both the issuance and renewal phases, promoting transparency and dialogue with the community.

Local authorities establish authorization limits for water discharges, ensuring compliance through discharge permits and regular unannounced inspections conducted by regulatory bodies.

Water and marine resources

Policies related to water and marine resources

Water management policies within the Group are entrusted to the HSE (Health, Safety & Environment) management of individual sites, which operate based on local specificities and the water conditions of their respective areas.

This decentralized approach allows for the implementation of effective and targeted strategies to ensure the responsible use of water resources and the reduction of environmental impact.

At a general level, the Group adopts common principles to ensure:

- Sustainable use and responsible sourcing of water resources.
- Wastewater treatment in compliance with local regulations and the adoption of advanced technologies to reduce water pollution.
- Prevention and reduction of water pollution, through continuous monitoring and process improvements to minimize the release of contaminants.
- Product and service design with a particular focus on water conservation, promoting innovative solutions with lower environmental impact.
- Reduction of water consumption, with special attention to water-stressed areas, optimizing production processes to decrease water use in industrial cycles.

Actions and resources related to water and marine resources

The continuous monitoring of **wastewater treatment plant** (WWTP) performance plays a crucial role in environmental performance control, ensuring the efficient and sustainable use of water.

The Group adopts a structured approach to wastewater management, implementing a series of actions aimed at optimizing consumption, preventing water pollution, and ensuring regulatory compliance.

The key activities include:

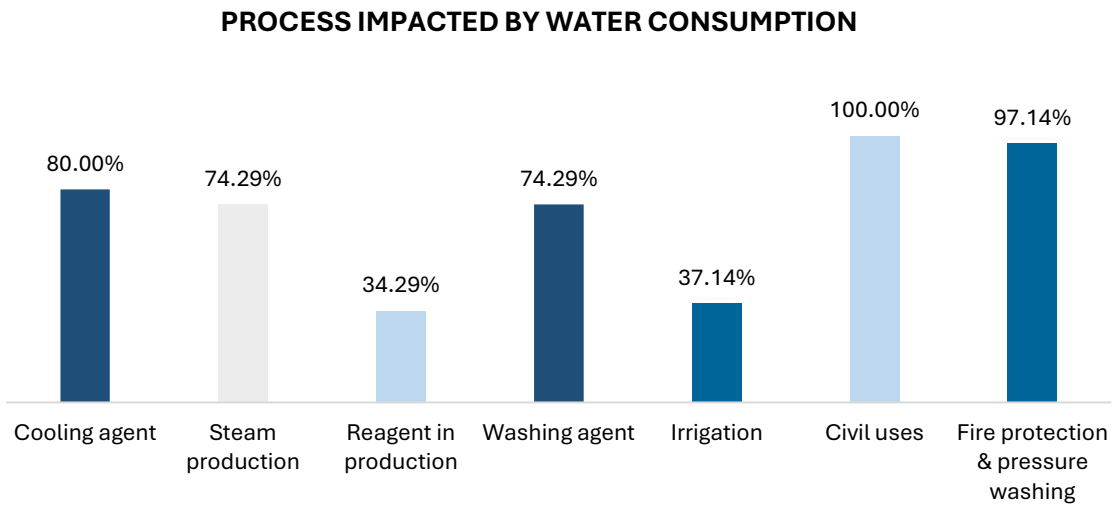
- Constant monitoring of water quality at the inlet and outlet of treatment plants through chemical, physical, and biological analyses, ensuring compliance with regulatory limits.
- Optimization of purification processes, utilizing advanced filtration, sedimentation, and chemical-biological treatment technologies to enhance the efficiency of wastewater treatment.
- Reuse of treated water in industrial processes whenever possible, reducing the intake of potable water and minimizing waste.
- Control and reduction of water discharges, implementing recovery and optimized wastewater management systems in line with the best environmental standards.
- Stormwater management, through collection and treatment of rainwater to prevent uncontrolled runoff and reduce the risk of soil and groundwater contamination.

Water and marine resources

Water consumption

The following table reports the various uses of water, as defined by GRI 303; the Standard requires to report a description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships.

Most of the sites use water for **fire protection** or **civil uses**.



The Group actively monitors its water consumption to ensure resource efficiency and minimize the environmental impact of its operations.

In 2025, **total water consumption reached 975.54 ML**, which represents a 23.00% increase compared to the 793.09 ML consumed in 2024. This rise in 2025 consumption is attributed to increased water withdrawals.

As noted in prior reports, withdrawal data is considered the primary indicator, given that water discharge figures are less reliable, largely because they partially include rainwater and especially stormwater at several sites.

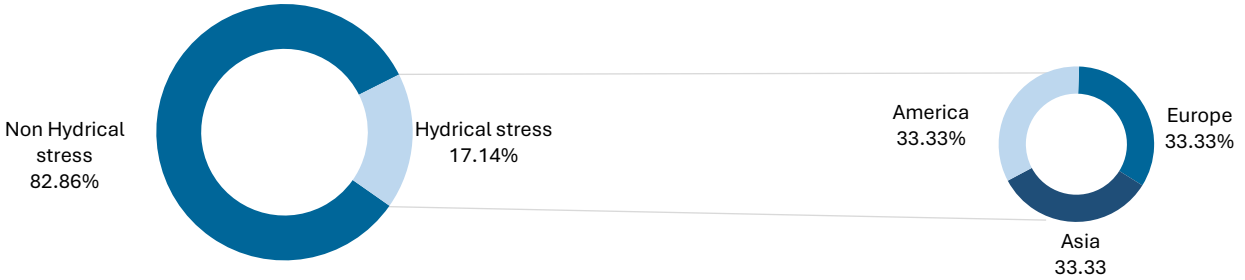
Water and marine resources

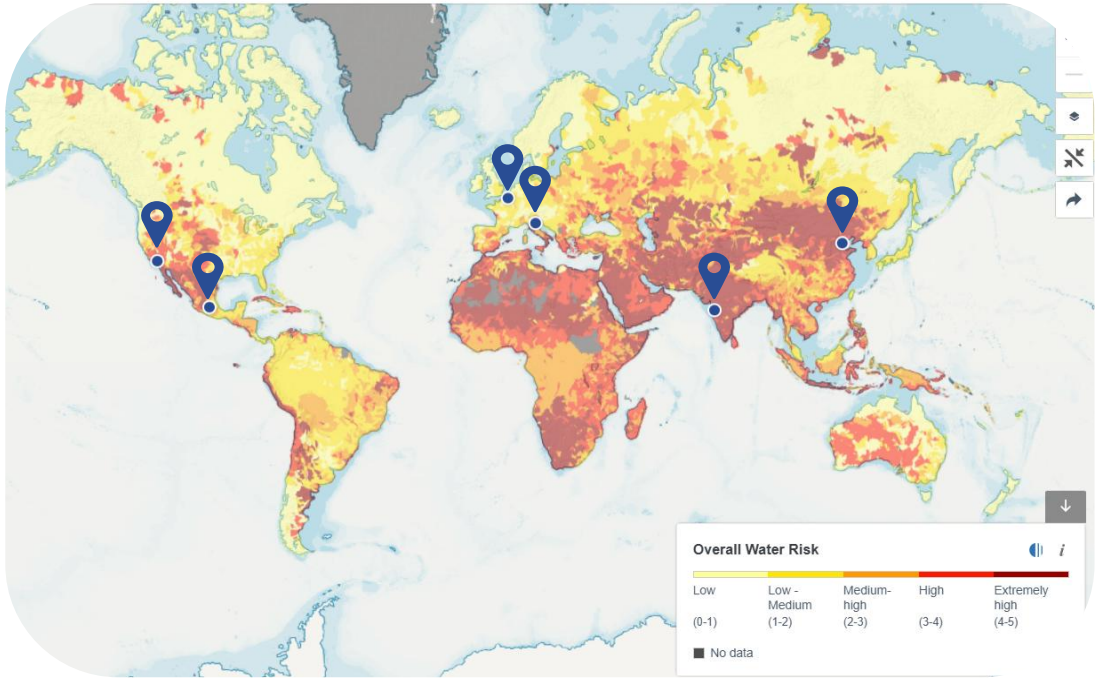
Water stress areas

According to the data collected, around 17% of the Group's production sites are located in areas with significant water stress, as detailed in the Appendix.
The number of sites is evenly distributed across the three regions.

The analysis has been performed with Water risk atlas (version 4.0), considering the overall water risk.

WATER STRESS AREAS (%)





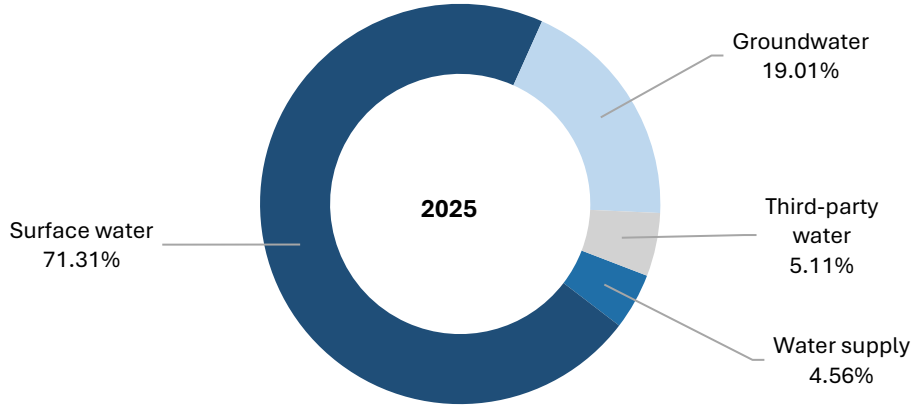
Water and marine resources

Water withdrawal and discharge

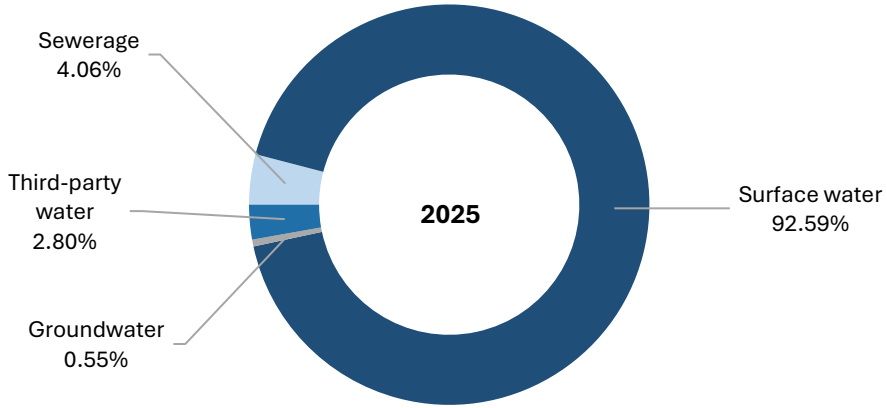
In accordance with GRI, the **water withdrawal** figure is calculated as the sum of all water withdrawn from surface water, groundwater, seawater or from third parties for any use during the reporting period.
Sites primarily rely on surface water, with groundwater serving as a secondary source.

Most of the water is returned to the surface water.
As explained above, the data is not 100% reliable due to the interference of rainwater at some sites.

WATER WITHDRAWAL SOURCES



WATER DISCHARGE DESTINATIONS



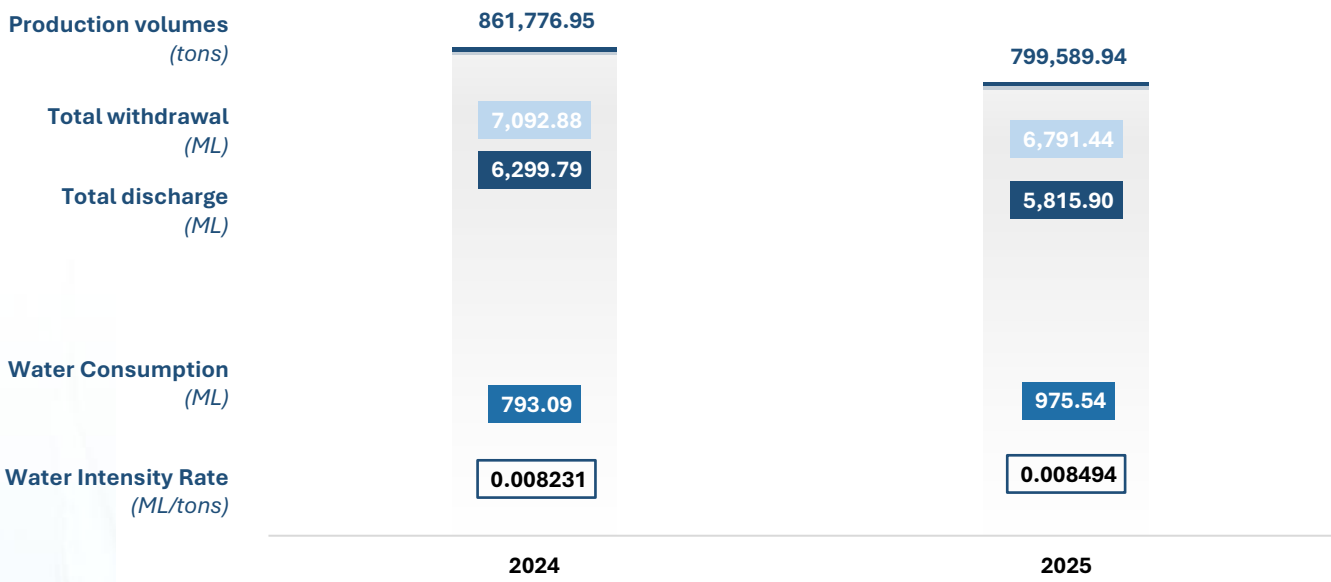
Water and marine resources

Water intensity

Water intensity increased in 2025 because the registered decrease in production did not result in a parallel reduction in water withdrawal.

Conversely, total discharge was lower; however, total discharge is currently unreliable due to extreme meteorological events and will require future refinement.

WATER INTENSITY BY PRODUCTION VOLUMES



Circular economy

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
HIGH	MEDIUM	SHORT TERM — MEDIUM TERM

With regard to the topic of circular economy, the Group has initiated a **structured process aimed at mapping and assessing actual and potential impacts**, as well as the risks and opportunities associated with its assets and activities, both within its direct operations and across its upstream and downstream value chain.

To ensure a comprehensive and shared perspective, the Group actively involves all key representatives and managers from its various companies, promoting a collaborative and cross-functional approach.

The screening activities are supported by common methodological tools, based on both qualitative and quantitative analyses, using internationally recognized guidelines and integrating site-specific data.

The analysis process is subject to periodic review.

Circular economy

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.

LIFE CYCLE ASSESSMENT (LCA)

From a circular economy perspective, Life Cycle Assessment (LCA) is a key methodology used to measure the environmental impact of a product or system throughout its entire life cycle, from the extraction of raw materials, through production, use, and ultimately to reuse, recycling, or final disposal.

This approach allows for the evaluation of impacts and circularity opportunities at each stage, supporting strategies for eco-design, life extension, and end-of-life optimization.
The Group actively collaborates with its customers to carry out cradle-to-gate LCA assessments, conducting in-depth studies and carefully examining the cradle-to-gate impacts of its raw materials and processes.

BIO-BASED MATERIALS

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.

Circular economy

EXTRACTING VALUE FROM DISCARDED PRODUCTS

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.

COMPOUNDS WITH AN IMPROVED ENVIRONMENTAL PROFILE

Compared with traditional materials, such as steel, aluminum, and cement—which typically entail high energy consumption and carbon dioxide emissions—our compounds offer significant life-cycle advantages:

- Reduced number of post-processing steps, such as drilling and welding;
- Optimized end-of-life management, being recoverable through co-processing in cement kilns in accordance with the European Waste Framework Directive (WFD) 2008/98/EC;
- Potential for reduced waste generation during the manufacturing phase compared to standard reinforced plastics;
- Integration of circular solutions, including recycled grades based on thermoset material and/or recovered fibers (e.g., the RECarbon product line);
- Styrene-free and/or low-VOC compounds offer improved air quality in the work environment and inside facilities/vehicles;
- Progressive integration of bio-based raw materials to replace specific resin monomers and additives with renewable alternatives;
- Some of the products used are also made of natural fibers such as bamboo, flax, hemp, and cellulose to create specific bio-based reinforcement.

Circular economy

SMC AND BMC: AN ECO-FRIENDLY SOLUTION

The parts made with traditional materials, such as steel, aluminium and concrete, have a high environmental impact in terms of energy consumption, raw materials and carbon dioxide emissions.

For these reasons, SMC and BMC are the best answer to today's needs:

- Weight reduction of the component with a consequent significant decrease in fuel consumption and CO2 emissions;
- Reduced processing following steps such as drilling and welding;
- The thermosetting compounds are sustainable and recyclable through co-processing in cement kilns in compliance with the European Waste Framework Directive (WFD) 2008/98/EC.

COATINGS APPLICATION

Whether it's enhancing the durability of pipes or providing fire retardant properties to materials, coatings play a crucial role in numerous sectors such as marine, construction, and manufacturing.

Moreover, advancements in bio-resins and food-compliant coatings highlight the industry's commitment to sustainability and safety standards.

This diverse range of applications underscores the importance of coatings in modern-day industries.

RESINS

Resins are polymers used as a base material in many industrial products and processes. They can be natural or synthetic and are known for their ability to harden through a polymerization or cross-linking process. Resins are used in a wide range of applications, including the production of plastics, composites.

- **Low styrene content**
  ENVIROLAMTM emerges as an extremely cost-effective and environmentally sustainable solution, significantly reducing styrene emissions by up to 50% during use and reducing greenhouse gas emissions by 25% and volatile organic compounds (VOC) emissions by 50% compared to GRP resins standards, as confirmed by a "cradle to grave" life cycle analysis.
- **Styrene-free**
  The ENCORE® PRIME range represents a significant advancement in the realm of styrene-free products. This line of resins is engineered to deliver a host of benefits aimed at enhancing the user experience and environmental compliance.
- **Biobased-resins**
  ENVIROGUARD® is the Polynt Composites' range that contains up to 50% of bio-sourced content. This product line provides similar properties to the conventional UP resin and depending on the renewable material content, provides a carbon footprint of 10 to 30% less than a traditional resin.

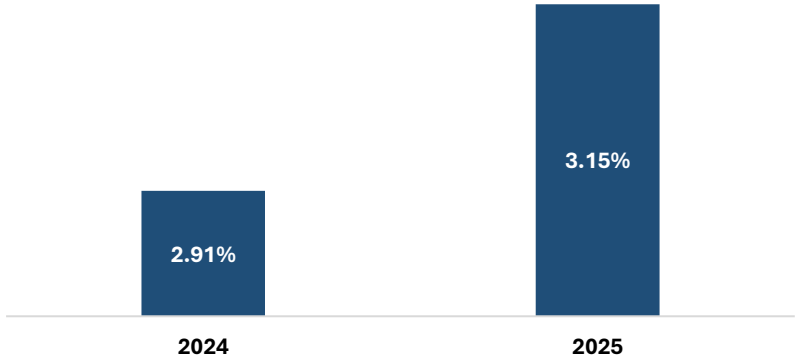
Circular economy

Resource inflows

The Group measures material consumption per GRI 301. We achieved a measurable decrease in overall material usage in 2025 due to optimized production and efficiency efforts.
Despite this reduction, the vast majority of our materials remain non-renewable and fossil-fuel-based, which is typical for specialty resin and composite production in the chemical industry.

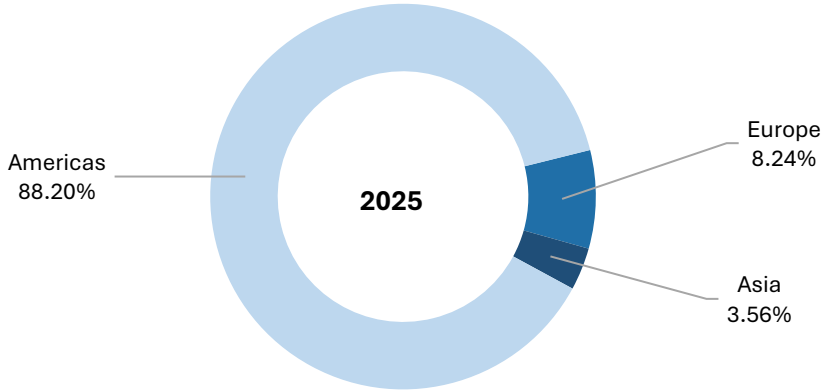
The Group is actively committed to transitioning to sustainable materials where feasible.
In 2025, we saw a small but notable increase in the use of renewable additives and raw materials, stemming from R&D efforts to integrate bio-based and recycled content.

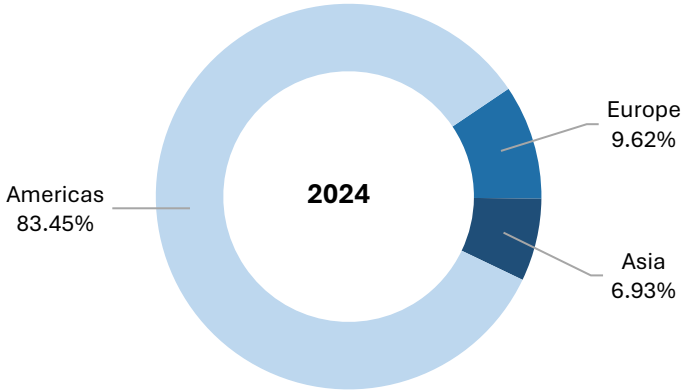
RENEWABLE MATERIALS OVER PRODUCTION VOLUMES



The total amount of recycled input materials is shown below. In 2025 there was an increase in their use.

TOTAL RECYCLED INPUT MATERIALS USED BY REGION





Circular economy

Resource outflows

Following the merger in May 2017, the Group has emerged as a global powerhouse in the sectors of **Special Additives & Building Blocks, Coating and Composite Resins, Thermoset Compounds, Gel-coats, and specialized niche areas**. This merger has significantly bolstered the Group's status as a top-tier, vertically integrated player in the specialty chemicals industry. Renowned for its superior product quality, comprehensive product lineup, and robust distribution network, the Group is committed to providing premier services to its clientele.

A key aspect of this commitment is the emphasis on customer satisfaction, achieved through the dedicated efforts of the Customer Service and Technical Service teams, who provide unwavering support and assistance. The Group's operations span research and development, production, marketing, and sales, with product innovation playing a crucial role in its business strategy.

Engaging in ongoing dialogue with clients, the Group focuses on discovering innovative solutions that meet and surpass clients' needs, thereby continuously enhancing its product offerings and services. The Group is at the forefront of developing technologies not only for internal use in production but also for licensing to external parties, showcasing its role as a leader in technological advancement within the industry.

The Group stands as a forefront manufacturer of distinct polymer chemical Special Additives & Building Blocks, 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: **Special Additives & Building Blocks, Composites and Coatings**.

Circular economy

COMPOSITES

This family of materials is distinguished by its unique composition, which integrates two or more distinct materials. What characterizes composites is the presence of at least two components with significantly different physical properties.

The Composites Business Unit manufactures and markets the following product families: Bonding pastes, Cleaning agents, Gelcoats, Low-shrink additives and tooling systems, Unsaturated polyester resins, Vinyl ester resins, and Compounds.

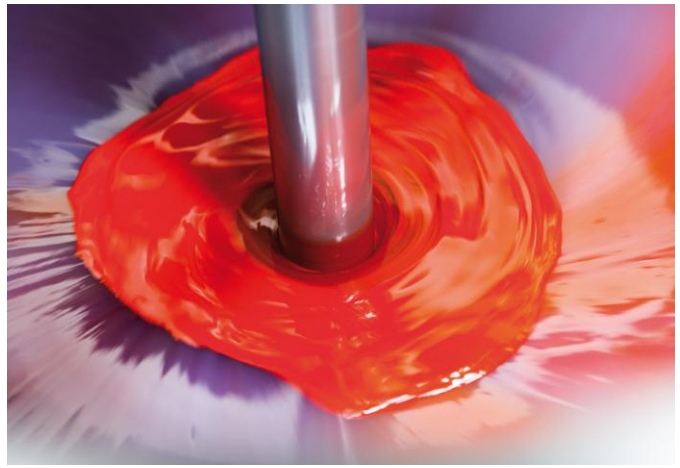
SPECIAL ADDITIVES & BUILDING BLOCKS

Since 1955, the Group has been active in the production, sale, research and development of organic anhydrides and their derivatives. Thanks to the company's integrated business model, the Special Additives & Building Blocks Business Unit manufactures and markets the following product families: Acids, Anhydrides, Special Additives, Catalysts, and Plasticizers.
Positioned at the top of the integrated model, catalysts play a strategic role for the Group and are continuously improved to enhance their performance. Groups catalyst portfolio is primarily focused on the production of maleic anhydride and phthalic anhydride but also covers other selective oxidation processes.

COATINGS

The spectrum of coatings available is wide, from anti-corrosion protection to aesthetic treatments, highlighting how these innovative materials can transform and enhance characteristics in different areas of application.

The Coatings Business Unit manufactures and markets the following product families: ALKYD, Curative, Latex, Polyesters, Powder, Solutions acrylics, UV Curables.



Circular economy

Products applications

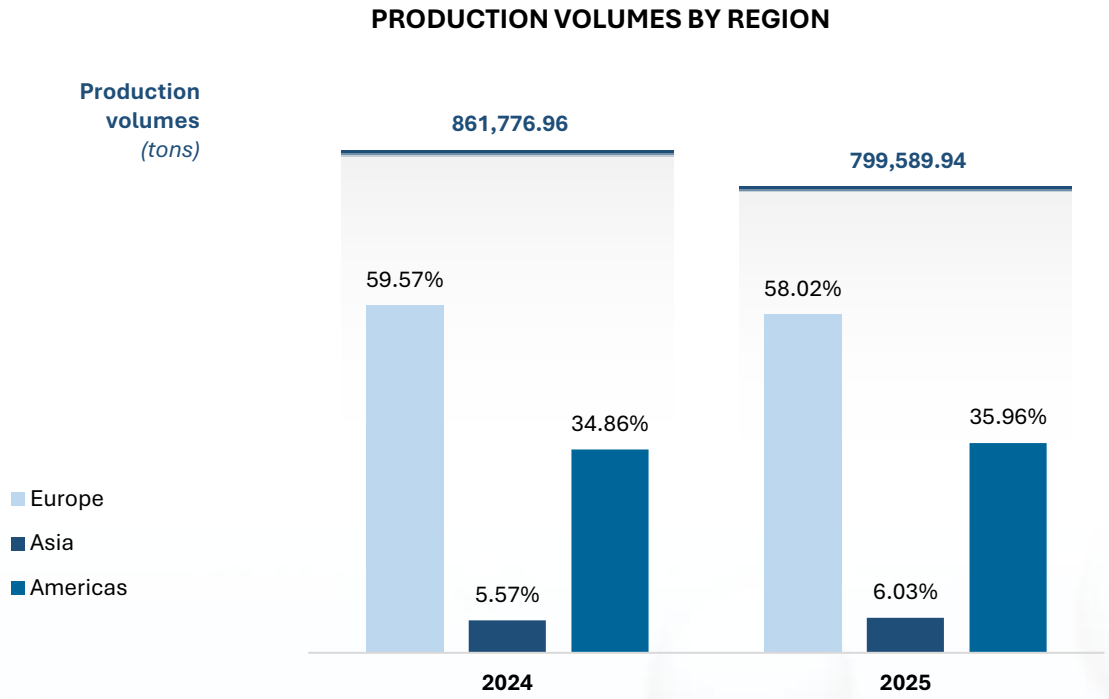
The Group is a distinguished manufacturer specializing in the production of polymer products with widespread applications across various industries. Renowned for its unwavering commitment to quality and innovation, Group's extensive range of solutions serves as a cornerstone in numerous sectors.

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, the 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.

Bio-based and recycled lines (e.g., ENVIROGUARD and R-PET) represent growing strategic segments, although they currently remain niche compared to core volumes.

In 2025, the overall production landscape remained largely consistent, with the European region accounting for the majority of production. The Americas followed as the second-largest region, contributing approximately one-third of the total output.



Circular economy

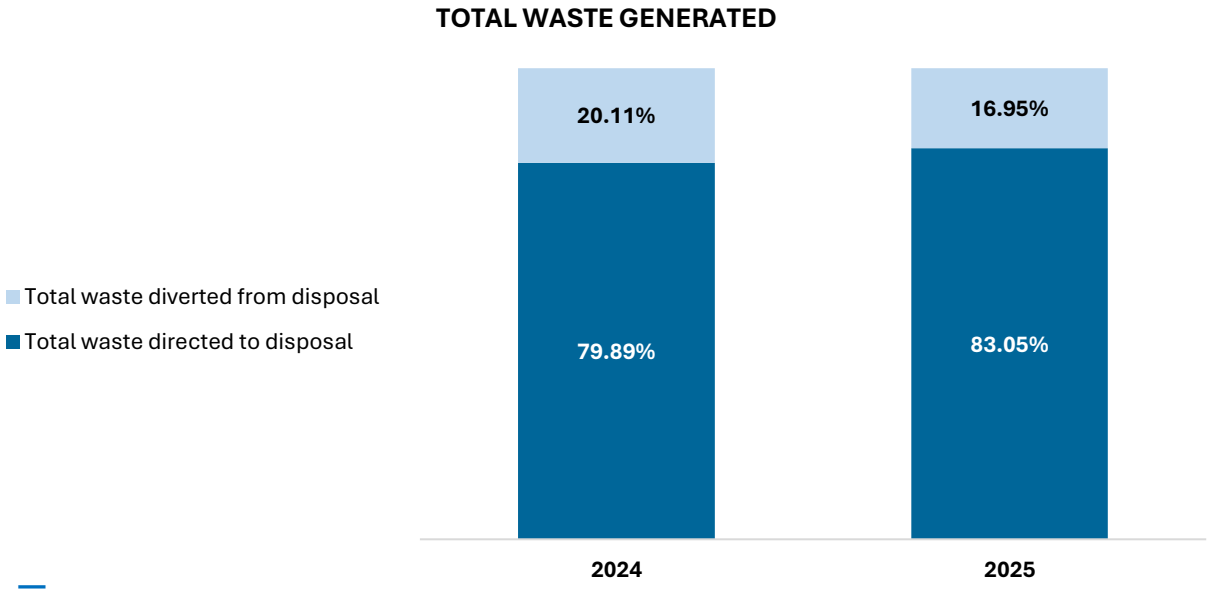
Waste production

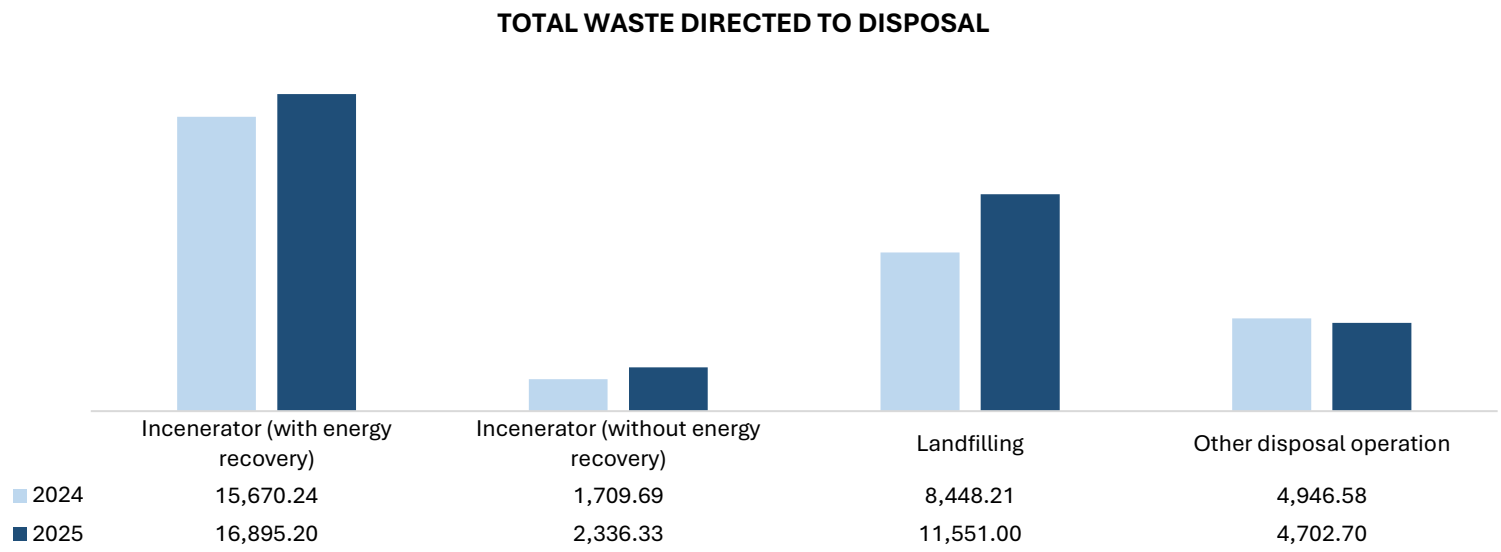
The organization applies meticulous attention to the disposal and handling of waste generated.
This approach underscores the Group's dedication to environmental stewardship and responsible chemical management.

Despite circular economy efforts focused on finished products, 2025 production dynamics led to a temporary increase in hazardous waste (+13.3%) and a decline in the share sent for recovery.

The total amount of waste generated increased in 2025, despite the lower usage of materials, mainly due to the hazardous waste directed to disposal.

In 2025, total waste directed to disposal increased by 15.31% compared to 2024.





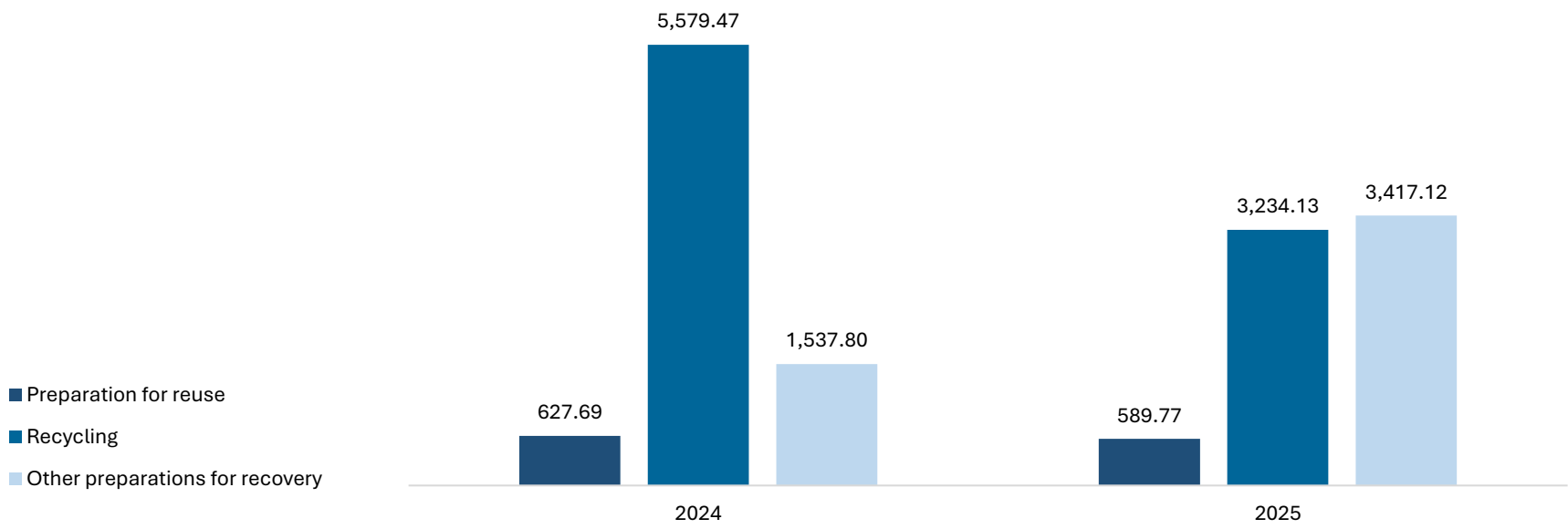
Circular economy

The data highlights that the **majority of waste generated is hazardous** (74.26%), given the nature of products used in the production of chemicals: the share of hazardous waste grew up by 2.15% in 2025.
The share of waste diverted from disposal decreased in 2025.

In 2025, the proportion of waste diverted from disposal that was recycled decreased, with a corresponding increase in other recovery operations.

Waste generation and disposal data were collected **through a survey**. Quantities and destinations were determined through transport documents and other site records.

TOTAL WASTE DIVERTED FROM DISPOSAL



Social performance

05

5.1 Own workforce
5.2 Affected communities
5.3 End-users

Own workforce

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
MEDIUM	MEDIUM	SHORT TERM – MEDIUM TERM

The Group constantly monitors material impacts, risks, and opportunities related to its workforce, as well as their interaction with the organization's strategy and business model, to ensure responsible human capital management and support sustainable business development.

All people who work in the Group are included in the scope of this disclosure.
The organization's employees are divided into four main categories:

- Executives, who hold top-level roles and define the company's global or regional strategy;
- Managers, who oversee specific functions, departments, or teams and are responsible for managerial and decision-making tasks;
- White collars, who are engaged in administrative, technical, commercial, and support activities, typically office-based roles; and
- Blue collars, who are workers directly involved in production, logistics, or maintenance processes and are essential to the daily operational activities of the plants.

The workforce that are not employees consists primarily of individuals provided by third-party companies, engaged in ongoing or specialized operational activities at production and administrative sites. These workers include cleaners, maintenance personnel, electricians, specialized technicians, security guards, gardeners, logistics operators, and other technical profiles.

The Group has signed service supply agreements with contractor companies defining the scope of work, responsibilities, timelines, economic conditions, and safety standards.

This category of workforce is essential for the daily operation of the facilities and may be subject to fluctuations due to extraordinary projects (e.g., CAPEX), production peaks, or scheduled maintenance interventions.

Own workforce

The Group integrates respect for human rights and the protection of health, safety, and the environment as foundational elements of its corporate responsibility strategy.

These commitments are reflected in two cornerstone policies:

- **LABOR AND HUMAN RIGHTS**

  This policy reflects the Group's commitment to protecting the dignity and fundamental rights of workers, in line with key international standards, including the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the ILO Core Conventions. (https://www.polynt.com/sustainability/sustainability-statement-and-scoring/)

- **HEALTH, SAFETY, AND ENVIRONMENT**

  The HSE policy sets out its commitment to preventing accidents, occupational diseases, and negative environmental impacts by integrating the management of these aspects into decision-making and operational processes. (https://www.polynt.com/sustainability/sustainability-statement-and-scoring/)

Breast Cancer Awareness Month

To mark Breast Cancer Awareness Month, Polynt Composites Brazil organized a meeting with employees and a healthcare professional. They talked about prevention, early diagnosis, and treatment of breast cancer.

Own workforce

The "Polynt Hackathon"

Key moment of our recent "Polynt Hackathon", an event that highlighted the talent and creativity of chemical engineers. During this day, participants had the opportunity to collaborate with our Engineering Team, tackling real-world technical challenges and demonstrating their skills in a stimulating and professional environment

Training for the future

Managerial training initiative developed in collaboration with CEGOS Italia. This program, structured over five days totalling 40 hours, took place at our Scanzorosciate facility and covered essential topics for the development of managerial skills. Participants had the opportunity to explore topics such as managerial negotiation, self-efficacy and proactivity, key project management tools, financial fundamentals for non-specialists, and teambuilding dynamics.

Own workforce

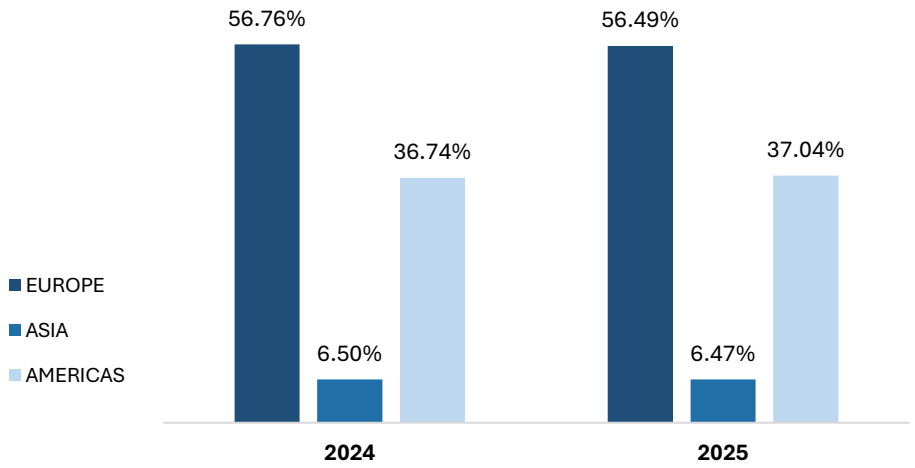
The Group highly values its human capital and is dedicated to nurturing its people at every stage of their journey within the organization.

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 2025, the Group's total number of employees was 2,875, marking a 0.62% decrease compared to 2024 (2,893 employees). The reduction affected both male staff (-0.59%) and female staff (-0.79%). The gender composition remained relatively stable, with female representation accounting for 17.5% of the total workforce in 2025.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
2-7	**TOTAL NUMBER OF EMPLOYEES**				
	Female	(n)	502	506	**-0.79%**
	Male	(n)	2373	2387	**-0.59%**
	Total	(n)	**2875**	**2893**	**-0.62%**

EMPLOYEES' DISTRIBUTION BY REGION



Analyzing the geographical distribution, several significant trends can be observed:

- **Europe** remains the Group's main employment area, with 1,624 employees (56.49%) in 2025, remaining stable compared to the previous year. Italy continues to have the highest number of employees (929.00), despite a slight decline compared to 2024.
- In **Asia**, the workforce remained stable after a previous two-year period that had recorded a significant decrease due to the exclusion of the Malaysian site.
- In the **Americas**, the workforce also remained stable, with a concentration of employees in the United States, representing approximately 25.00% of the region's workforce.

Own workforce

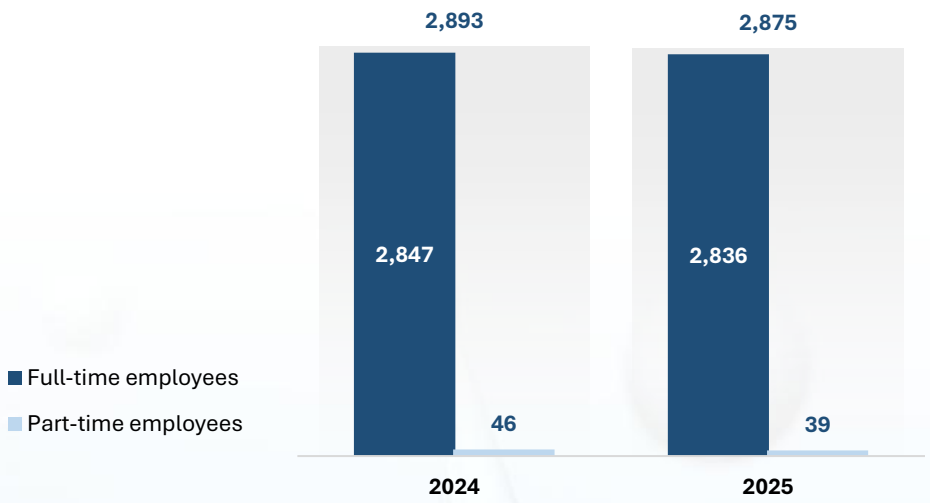
The decrease particularly affected permanent employees, who declined from 2,868 to 2,827 units (-1.4%).
Temporary employees increased, from 25 to 48, suggesting an increase (92%) in the use of flexible contracts.

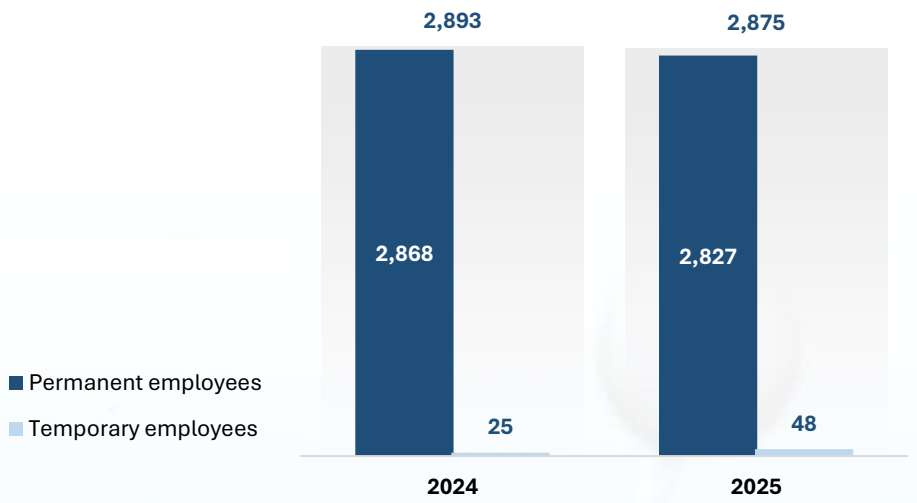
No employees were engaged under non-guaranteed hours contracts in either 2024 or 2025.

In terms of working hours, the majority of employees continue to work under full-time contracts (98.64% of the total in 2025), while part-time roles represent a small but stable portion.

The decline was observed in both Europe (-1.10%) and Asia (-1.06%), except for the Americas (0.19%). Part-time employees, all based in Europe, decreased (-15.22%), representing a marginal share of the workforce.

EMPLOYEES' DIVERSITY





Own workforce

Trainees

In 2025, the total number of trainees increased by 17.24%, rising from 29 to 34. The growth involved both female and male trainees.

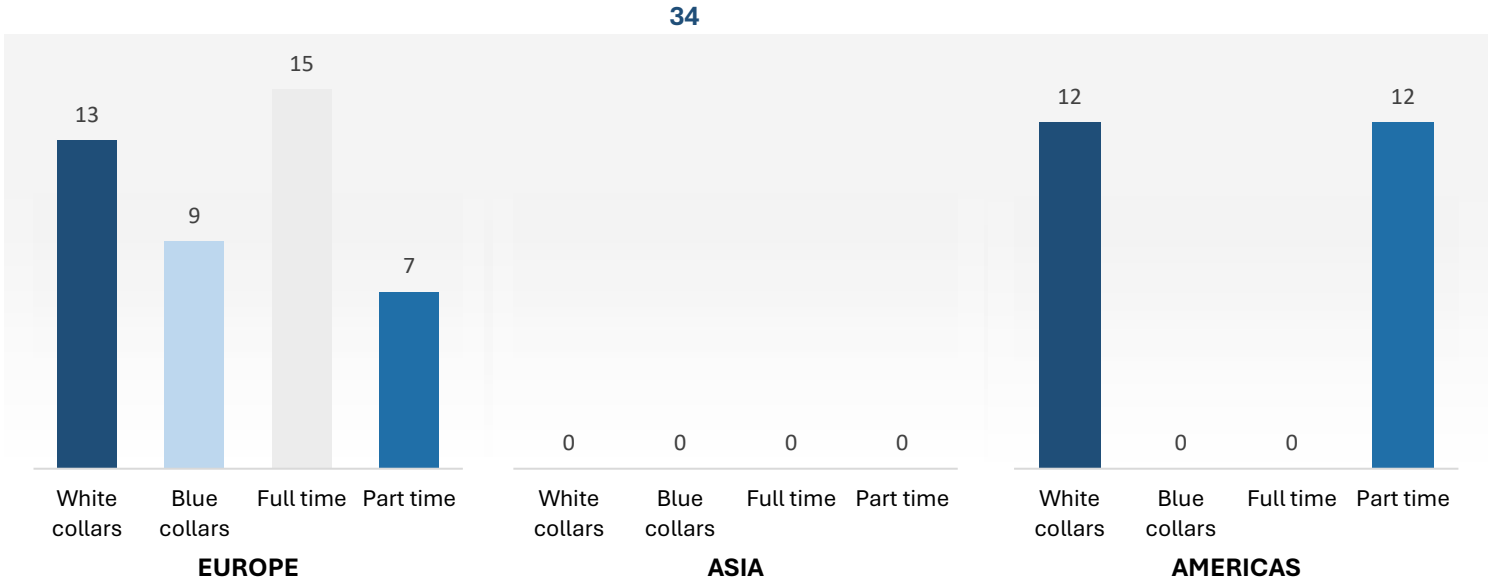
Full-time trainees recorded the most significant increase, while part-time trainees remained relatively stable.

The majority of trainees continue to be employed in white-collar positions, and almost all are under 30 years old, confirming the educational and entry-level nature of the program.

The growth is concentrated in Europe, which recorded a significant increase of 29.41%. In the Americas, a stability was observed, while in Asia, no trainees were reported in either of the two years considered.

TOTAL NUMBER OF TRAINEES

Total number of trainees



Own workforce

Turnover of employees

In 2025, the Group recorded 253 new hires globally, representing a 13.45% increase compared to 2024 (223).

The increase was mainly driven by the 30–50 age group, which grew significantly (+39.60%), while hires under 30 declined slightly (-6.45%). The over-50 group also decreased (-13.79%).

At regional level, Europe showed the most significant growth (+29.76%), largely driven by the 30–50 age group, which increased substantially (+72.73%).

The Americas recorded a moderate increase (+3.94%), while Asia remained broadly stable, with a limited number of hires.

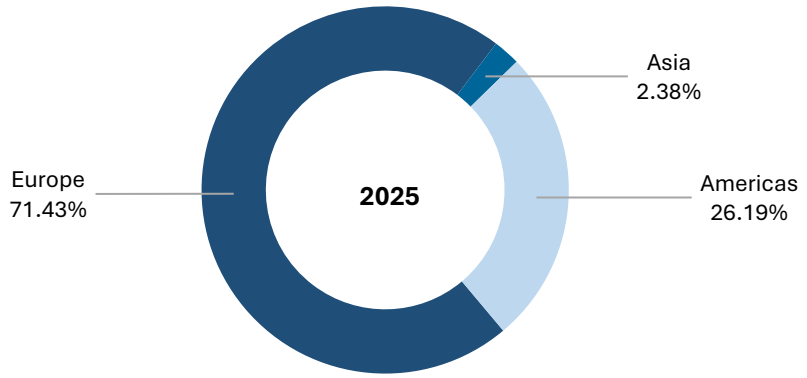
The distribution of new hires by gender reflects the characteristics of the industrial sector in which the Group operates, historically characterized by a higher male presence due to technical and production-related roles.

Most new hires are concentrated in blue-collar positions, where men represent the majority, while female hires remain more limited in these operational roles.

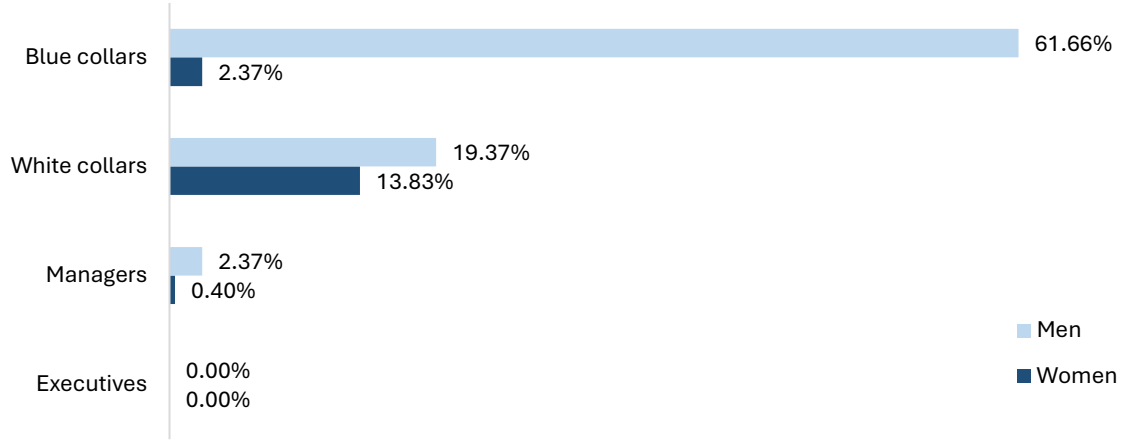
At the same time, a more balanced distribution can be observed in white-collar positions, where female representation is relatively higher.

Female presence also appears in managerial roles, although overall numbers remain limited, and no new hires were recorded at the executive level.

NEW EMPLOYEES HIRES BY REGION



NEW EMPLOYEE HIRES BY GENDER



Own workforce

In 2025, employee exits decreased globally, with 270 employees leaving the Group compared to 310 in 2024 (-12.90%).
The reduction mainly involved employees aged over 50 (-22.22%) and those in the 30-50 age group (-14.62%), while exits among employees under 30 increased by 20.0%.

At regional level, Asia recorded the sharpest decline in exits (-36.36%), followed by the Americas (-17.72%), while Europe remained broadly stable (-3.08%).

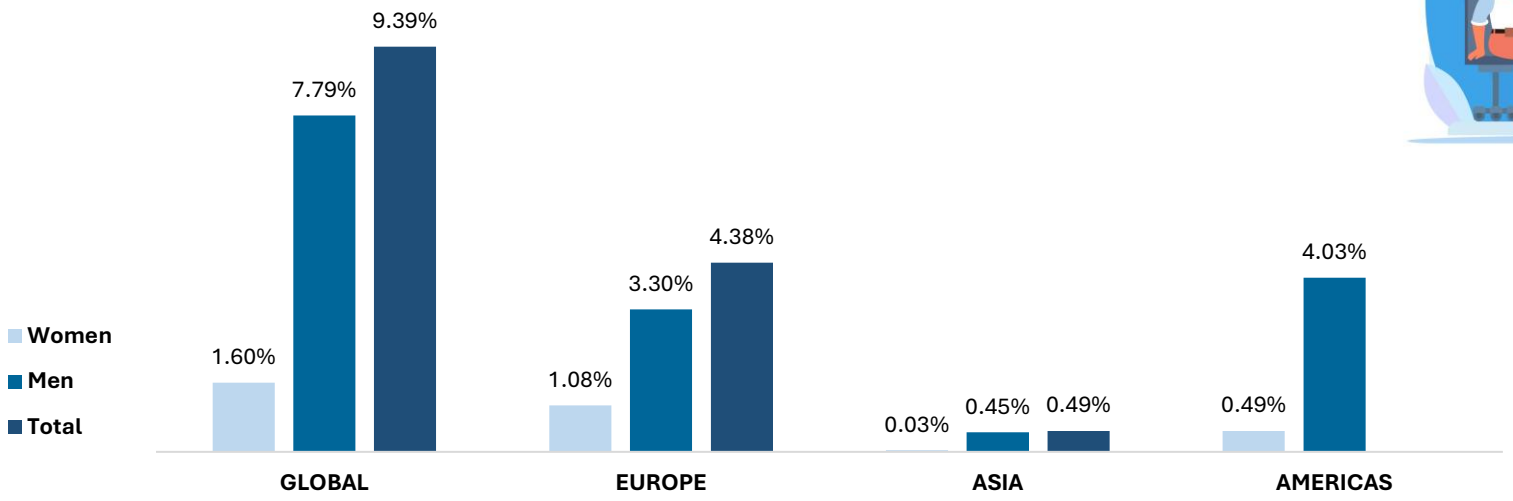
In Europe, the reduction was mainly driven by the over-50 age group (-37.65%), whereas exits increased among younger employees and in the 30-50 age group.

In 2025, the global turnover rate declined to 9.39%, compared to 10.72% in 2024, indicating a slight improvement in employee retention.
As in previous years, turnover remained higher among men (7.79%) than women (1.60%), reflecting the gender composition of the workforce in the industrial sector.

Across age groups, turnover decreased for employees over 50, dropping from 4.67% to 3.65%, while the 30–50 age group also recorded a moderate decline (from 4.49% to 3.86%).

Conversely, turnover among employees under 30 increased slightly, rising from 1.56% to 1.88%, suggesting greater mobility among younger workers.

TURNOVER RATE BY GENDER AND REGION



Own workforce

Collective bargaining and social dialogue

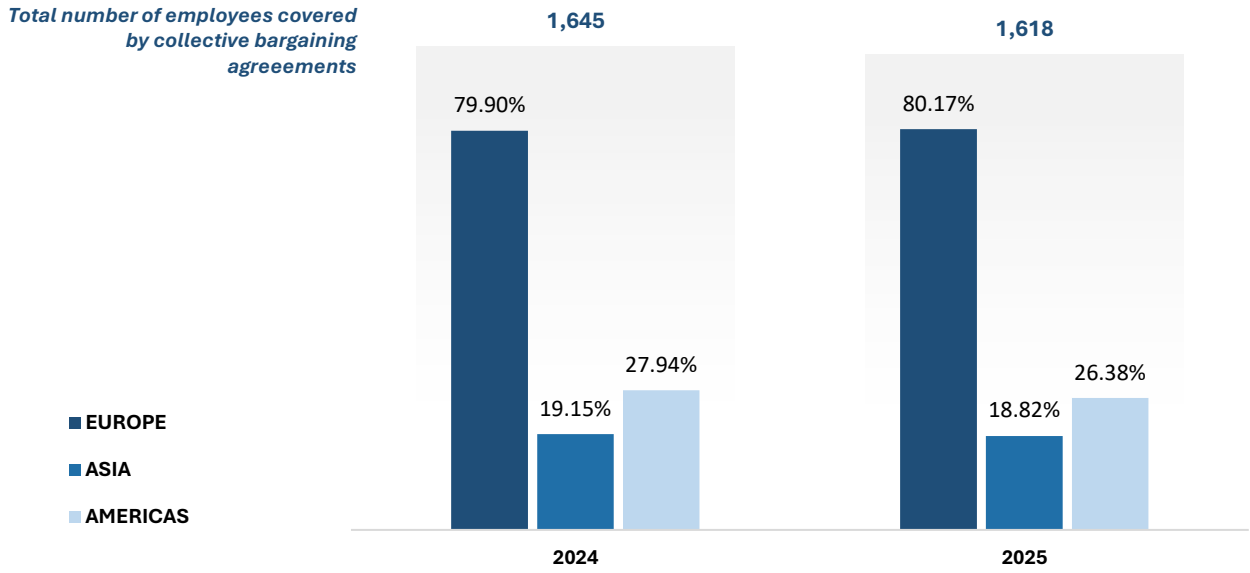
In 2025, the number of employees covered by collective bargaining agreements globally was 1,618, slightly decreasing from 1,645 in 2024 (-1.64%). The overall workforce also declined marginally, resulting in a coverage rate of 56.28%, compared to 56.86% in the previous year, indicating substantial stability in collective representation within the Group.

Europe remains the region with the highest level of union coverage, with 80.17% of employees covered by collective agreements, slightly increasing compared to 79.90% in 2024.

In Asia, the number of covered employees remains limited (35 employees), with a coverage rate of 18.82%, slightly decreasing compared to the previous year.

In the Americas, the number of employees covered by collective bargaining agreements declined from 297 to 281 (-5.4%), resulting in a coverage rate of 26.38%, compared to 27.94% in 2024.

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS



GRI ref.	Indicator description	2025	2024	Δ % 2025-2024
402-1	**MINIMUM NUMBER OF WEEKS NOTICE PROVIDED**			
	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	3.81	3.81	**0.00%**

In 2025, the minimum notice period provided to employees and their representatives prior to the implementation of significant operational changes remained stable at 3.81 weeks, unchanged from 2024.

This stability reflects the Group's continued commitment to ensuring adequate advance communication and consultation with employees in the event of organizational changes that could substantially affect them, in line with internal policies and applicable labour regulations.

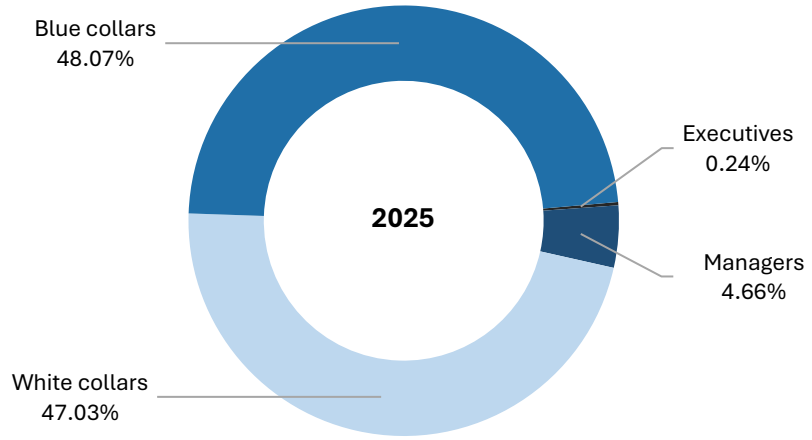
Own workforce

Diversity

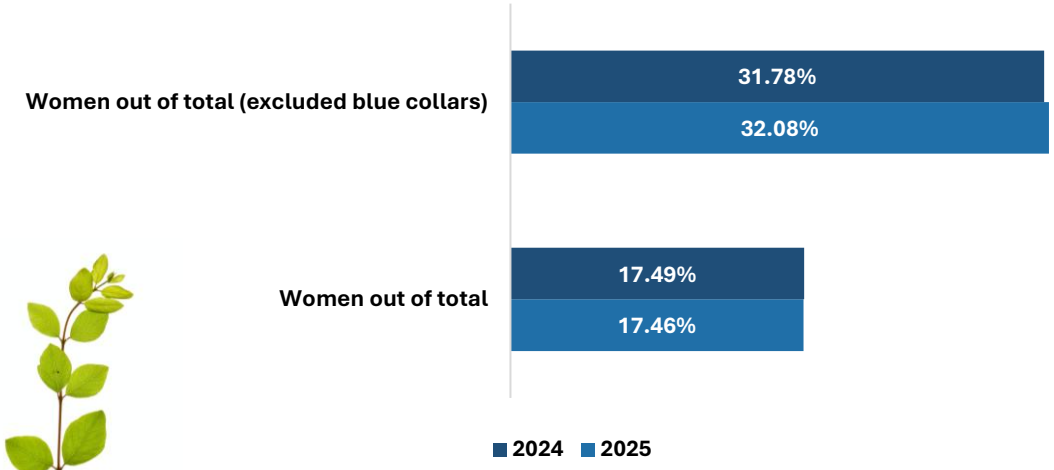
The Group incorporates initiatives into its strategic plans aimed at making operational roles more attractive to younger generations, through the implementation of professional development programs focused on internal growth and maintaining a generational balance that fosters knowledge transfer and business continuity. The Group places great value on the potential of young human resources and is actively committed to creating new and diverse professional opportunities for younger generations.

Gender balance shows a female representation of 17.46% of the total workforce, remaining broadly stable compared to 17.49% in 2024. Within managerial roles, women represent 16.42% of managers, slightly increasing compared to the previous year. Among executives, female representation also increased, reaching 14.29%. Female presence remains higher among white-collar employees, where women account for 33.73% of the category, while among blue-collar workers the share is 1.66%.

EMPLOYEES' DIVERSITY



DIVERSITY OF WOMEN IN THE ORGANIZATION



In an industry like chemicals, which is characterized by a systemic gender gap, the Group also recognizes the importance of promoting female participation—particularly in technical and operational roles that have traditionally been underrepresented—with the goal of building an increasingly inclusive and balanced work environment.

In 2025, the female presence among white-collar employees reached 33.73%, remaining broadly stable compared to 33.51% in 2024.
Looking at the internal distribution of women across job categories, the majority are employed in white-collar roles, which represent 4.38% of the total workforce, while a smaller share occupies executive and managerial positions.

Overall, 90.84% of female employees work in white-collar roles, confirming the concentration of women in administrative, professional and managerial functions within the organization.

Own workforce

Minority or vulnerable groups

In 2025, the total number of employees belonging to minority or vulnerable groups increased slightly to 347, compared to 339 in 2024 (+2.36%). Blue-collar workers continue to represent the largest share within this group, accounting for 237 employees, reflecting the occupational structure of the workforce.

White-collar employees represent 105 individuals, showing a slight decrease compared to the previous year.
The presence of employees from minority or vulnerable groups remains limited in managerial positions (5 managers) and absent at the executive level.

Overall, the composition of this group remains predominantly male, with women accounting for 38 employees, confirming the broader gender distribution observed across the workforce.

It should also be noted that the criteria used to identify employees belonging to minority or vulnerable groups are not uniform across the Group, as they depend on the specific social and regulatory contexts of the countries where the local units operate; the assessment is therefore carried out by the respective local HR departments.

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
405-1	**EMPLOYEES WHICH BELONG TO MINORITY OR VULNERABLE GROUPS**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	Executives	(n)	0	0	0	0	0	0	**0.00%**
	Managers	(n)	0	5	5	0	3	3	**66.67%**
	White collars	(n)	34	71	105	36	75	111	**-5.41%**
	Blue collars	(n)	4	233	237	6	219	225	**5.33%**
	TOTAL NUMBER OF EMPLOYEES WHICH BELONG TO MINORITY OR VULNERABLE GROUPS	(n)	**38**	**309**	**347**	**42**	**297**	**339**	**2.36%**

Own workforce

Training and skills development metrics

Personal and professional development holds a central position within the Group's strategic framework.

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.

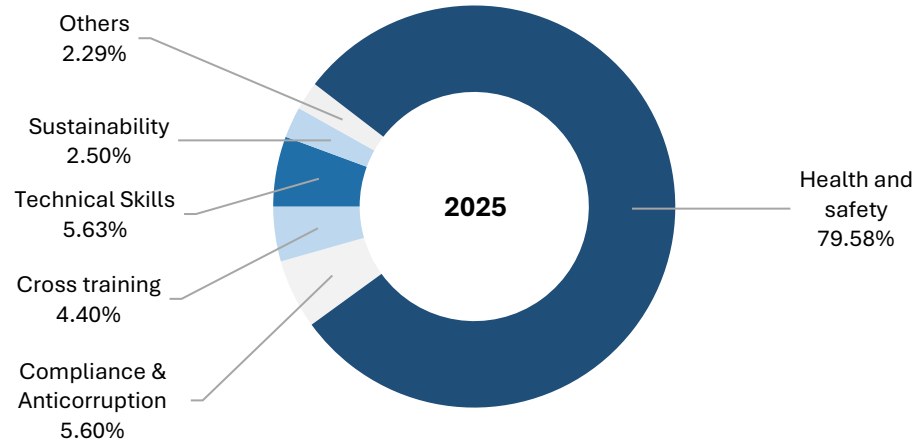
Employees are also empowered to request specific or additional courses that they deem beneficial for their professional growth.

In 2025, the Group delivered a total of 115,530.40 hours of training, representing a 16.9% increase compared to 2024.

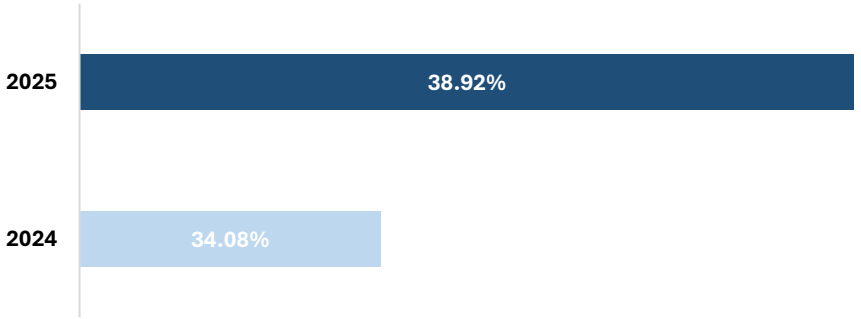
The average annual training per employee also rose to 40.18 hours, up 17.63% from 34.16 hours in 2024, confirming the Group's strengthened commitment to employee development.

Health and safety training remained the primary focus area, accounting for 79.58% of total training hours, slightly increasing compared to 78.44% in the previous year.

TOTAL TRAINING HOURS BY TOPIC



% OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS



Performance and career development reviews

This disclosure measures the extent to which structured evaluation systems are applied, systems that are essential not only for monitoring performance, but also for promoting skills development, fostering dialogue between managers and employees, and enhancing employee satisfaction.

In 2025 there has been a broader adoption of performance and development review processes across the organization, despite still limited coverage in certain employee categories.

The 38.92% of employees received a regular performance and/or career development review, representing an increase compared to 34.08% in 2024. Blue-collar workers continue to show the highest coverage, reaching 21.43%, slightly increasing compared to 21.05% in the previous year.

Significant improvements were also recorded among white-collar employees, whose coverage rose to 15.83%, and among managers, although their overall share remains limited (1.67%).

Own workforce

Work-life balance metrics

For the Group, it is essential to ensure a working environment where the dignity of every individual is fully respected and where people are at the heart of the organization. To this end, the Group actively promotes equal opportunities, safeguards the privacy and security of personal data, and provides a solid and structured corporate welfare system aimed at supporting employees' physical, mental, and financial well-being. At the same time, the company is strongly committed to the continuous professional development of its workforce by offering advanced training paths and opportunities for skills and career growth within a stimulating and inclusive work environment.

- **Zero Tolerance for Discrimination:** discriminatory, offensive, or dignity-violating behavior is not tolerated in any way within the organization. Any act of discrimination, harassment, or bullying — including, but not limited to, those based on race, gender identity, religion, disability, or other protected characteristics — is regarded as serious and unacceptable. All employees are responsible for upholding these principles and actively contributing to the creation of an inclusive, fair, and respectful working environment.

- **Diversity and Inclusion Initiatives:** our commitment to diversity goes far beyond legal compliance; it is rooted in the desire to build a workplace where differences are recognized as a genuine asset. To this end, we carry out a variety of initiatives aimed at cultivating an inclusive and conscious culture that encourages dialogue and openness to diverse viewpoints. These efforts include dedicated training.

- **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.

Understanding the critical role that human resources play in ensuring the sustainable functioning of the organization, the Group invests heavily in creating a supportive and inclusive work environment. It recognizes that a well-supported workforce is more productive, more innovative, and more aligned with the company's long-term goals. To this end, the Group offers a range of tailored welfare benefits, such as comprehensive health care plans, flexible working conditions, and competitive retirement packages, which are designed to meet the diverse needs of its workforce. Furthermore, these companies endeavor to structure and oversee workflows to accommodate individual needs and promote employee well-being. Additionally, certain companies within the Group may also introduce supplementary welfare services and programs at a local level, in alignment with the overarching Group policy.

Own workforce

The trend of 2025 indicates a stable use of family-related leave, with a slight reduction in uptake and post-leave retention, while maintaining a higher participation among female employees.
The percentage of employees who took family-related leave remained substantially stable.
The rate was higher among women (8.99%) than men (5.68%), although both groups recorded a slight decrease compared to the previous year.

GRI ref.	Indicator description		2025	2024
401-3	**ENTITLED EMPLOYEES THAT TOOK FAMILY - RELATED LEAVES**			
	Women	(%)	8.99%	9.91%
	Men	(%)	5.68%	5.76%
	TOTAL	(%)	**6.39%**	**6.64%**

The average level of benefit coverage for full-time employees is very high, with a rate exceeding 90% for the main benefits. This figure highlights the Group's commitment to ensuring stable, safe working conditions that are focused on the overall well-being of its people.

By "benefits," this refers to all measures and services provided in addition to those required by law, including life insurance, healthcare coverage, disability and invalidity protection, parental leave, retirement provisions, and other welfare-related initiatives.

GRI ref.	Indicator description		2025	2024
401-2	**BENEFIT PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY/PART-TIME EMPLOYEES**			
	Life insurance	(%)	100.00%	100.00%
	Health care	(%)	91.71%	91.76%
	Disability and invalidity coverage	(%)	100.00%	100.00%
	Parental leave	(%)	100.00%	93.93%
	Retirement provision	(%)	95.28%	95.78%
	Others	(%)	93.51%	93.43%

Own workforce

Health and safety

An occupational health and safety management system has been implemented in 86% of sites (with a slight increase of 2% compared to the previous year), confirming a solid level of structure in H&S processes.

In 70% of these cases, the system was introduced to meet legal requirements, while two-thirds are based on recognized risk management guidelines or management system standards. This highlights an approach that goes beyond mere compliance, showing a commitment to aligning with best practices. In 78% of sites, the implemented systems cover all company activities and workplaces.

At an operational level, around 86.49% of organizations have adopted specific procedures for managing health and safety in the workplace, demonstrating a concrete and formalized approach to risk prevention.

Lastly, nearly 73% of the Group's companies have promoted initiatives or projects aimed at strengthening health and safety culture and performance - such as safety-themed days - showing a willingness to go beyond regulatory compliance and foster active employee engagement.

Almost all employees were covered by an occupational health and safety management system.
Coverage of external workers (contractors) extended to 73% of the Group's sites, with a +3% increase from 2024 confirming the organization's commitment to ensuring health and safety protections even for those who, while not directly employed, operate under its control.

The management system includes regular internal audits to verify its effectiveness and proper implementation.

Regarding external audits or certifications, nearly half of the employees were covered by a system audited or certified by an external body. Among contractors, certified coverage rose to 23%, highlighting a growing focus on quality and transparency, including in third-party relationships.

The management system actively involves workers, who participate directly or through their representatives in risk assessments and the definition of preventive measures.

In addition, structured procedures are in place for reporting and managing incidents, injuries, and near misses, with the aim of promptly identifying issues and implementing effective corrective and preventive actions.

GRI ref.	Indicator description	2025		2024		2023		Δ % 2025-2024*
403-8	**WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**	(n)	(%)	(n)	(%)	(n)	(%)	
	Employees who are covered by an **occupational health and safety management system**	2720	94.59%	2737	94.59%	2802	92.31%	**0.00%**
	Contractors (workers who are not employees but whose work and/or workplace is controlled by the organization), who are covered by an **occupational health and safety management system**	794	72.97%	762	70.27%	736	66.67%	**3.85%**
	Employees who are covered by an occupational health and safety management system that has been **internally audited**	2464	85.70%	2499	86.38%	2525	83.21%	**-0.78%**
	Contractors management system that has been **internally audited**	765	70.27%	678	62.46%	644	58.33%	**12.51%**
	Employees who are covered by an occupational health and safety management system that has been **audited or certified by an external party**	1169	40.65%	1285	44.43%	1422	46.84%	**-8.52%**
	Contractors (workers who are not employees but whose work and/or workplace is controlled by the organization) who are covered by an occupational health and safety management system that has been **audited or certified by an external party**	250	22.97%	279	25.68%	269	24.36%	**-10.53%**

**The percentage change for the two-year period refers to the percentage values.*

Own workforce

Hazard identification, risk assessment, and incidents investigation

In 2025, the organization reaffirmed a solid and well-structured approach to occupational health and safety management, demonstrating a concrete commitment to risk prevention, active worker participation, and emergency preparedness. Employees are provided with effective tools to report issues or suggest improvements, contributing to an open corporate culture focused on continuous improvement. Among the most common mechanisms are periodic safety meetings (daily, weekly, monthly, or quarterly), health and safety committees, and town hall meetings, which serve as structured opportunities for listening, discussion, and proposing improvements. In many sites, there is an open-door policy that allows workers to freely approach management to discuss safety concerns or suggestions. Formalized reporting procedures, such as Safety Observations, near miss forms, deviation reports, and digital HSEQ management systems, enable employees to document any potentially hazardous situations, ensuring traceability and the implementation of corrective actions. Some sites have integrated these practices into advanced digital systems or adopted biometric devices to track the distribution and use of personal protective equipment (PPE). In line with corporate policies and local regulations, specific training sessions are also provided to support hazard recognition. For example, dedicated hazard communication programs ensure that every employee is aware of the preventive measures to be adopted, especially in relation to chemical risks.

The Group has adopted a shared policy that uniformly regulates corrective actions, the management of reports, and the protection of whistleblowers, promoting a corporate culture based on ethics, transparency, and non-retaliation.

Similarly, formal processes for identifying and assessing risks, as well as investigating incidents, are widely implemented - essential elements of an effective management system. Health and safety considerations are integrated at every stage of technological innovation and workplace renovation, ensuring that changes are addressed with a preventive mindset. All changes - whether structural, organizational, or related to plants and processes - are managed through specific Management of Change (MOC) procedures, in order to ensure prior risk assessment and the protection of occupational health and safety.

Emergency management within the Group is governed by structured plans and shared procedures that ensure the protection of people, the environment, and local communities, providing a prompt, coordinated, and effective response in the event of critical incidents. Emergency management is also well established, with both internal and external plans, reflecting strong preparedness for critical situations.

Commissioning of the New K50 Reactor Center in Carpentersville

In 2025, the new K50 reactor center was completed and commissioned at the Polynt plant in Carpentersville (USA), marking an important step in strengthening the site's production capabilities. The project was executed over more than 25,000 working hours without injuries, confirming the Group's commitment to high health and safety standards and rigorous operational management.

Own workforce

Occupational health services

At Group level, occupational health services are ensured across all sites through specialized external clinics, agreements with local healthcare facilities, and, in some cases, on-site nurses or occupational physicians.

Health surveillance includes pre-employment, periodic, and return-to-work medical examinations, often integrated with in-house first aid services and immediate medical support, confirming a systemic and consistent approach to protecting workers' health.
Moreover, occupational health services contribute to hazard identification and risk reduction, being actively involved in this function in 60% of the sites covered by this report.

This figure highlights an opportunity to further strengthen the preventive role of these services within the overall health and safety management system.

At the same time, the organization stands out for its strong commitment to safeguarding workers' privacy, a right respected by nearly all corporate health services.
This aspect is particularly important in fostering a climate of trust and respect among employees.

Worker participation, consultation and communication

In this year, active worker participation in occupational health and safety matters was fairly widespread across the organization.
The Group conducted internal investigations to gather employee feedback on health and safety issues in over 83.78% of sites, reflecting a concrete commitment to listening and engagement.
Nearly all workers, or their representatives, are involved in the development, implementation, and evaluation of the H&S management system, contributing to a more participatory and inclusive risk management approach. Approximately 65% of workers have a formally recognized representative for dialogue with management.

Where formal health and safety committees or working groups exist, their members operate in a protected environment, with safeguards in place against reprisals, an essential condition for enabling open and active contribution.
Finally, 72.16% of the workforce is represented by formal H&S committees.

Training Health & Safety

The Group is committed to ensuring continuous training in the field of Occupational Health and Safety by organizing educational activities that comply with applicable regulations and related deadlines. Each year, a training needs analysis is carried out to plan targeted initiatives, also based on updates to risk mapping and insights gained from any incidents or critical situations that may have occurred. A fundamental aspect of the training process is the effective understanding and assimilation of content by participants. For this reason, training managers place strong emphasis on the quality of instruction, relying on experienced professionals and monitoring results through both final tests and on-the-job assessments.
The Group recorded a significant improvement in training coverage related to Health and Safety compared to the previous year. The 97.30% of operational sites provide health & safety training to employees. With a significant increase of 18.59% in the total number of training hours delivered (from 77,525 to 91,934), the organization exceeded the planned training hours demonstrating a proactive commitment to going beyond its initial training objectives.

Own workforce

Promotion of healthcare

The Group facilitates or offers medical and healthcare services not related to occupational health, such as medical check-ups or other preventive services, demonstrating a growing focus on the overall well-being of workers. This approach goes beyond regulatory obligations and embraces a broader vision of health, in line with the principles of promoting physical and mental well-being in the workplace. All employees are protected by company policies and practices that prevent the improper use of health-related data, whether for favorable or unfavorable treatment (e.g., hiring decisions, career advancement, etc.).

Health and safety linked by business relationships

Attention to health and safety along the value chain represents a cornerstone of the Group's responsible approach. In line with this vision, suppliers are approved at the corporate level, based on consistent and rigorous criteria that ensure compliance with safety standards and alignment with the company's core values. This centralized system enables the organization to maintain effective and continuous control over the partners with whom it conducts business relationships. Further reinforcing this commitment, the Group's Code of Ethics applies to all its companies and stakeholders, with particular emphasis on third parties. The Group is committed to ensuring that customers, suppliers, and external contractors fully comply with the provisions of the Code, thus ensuring both value-based and operational alignment throughout the entire relationship chain. In this context of transparency and responsibility, customers also receive the Safety Data Sheets (SDS) related to the products. These SDS contain all the necessary information for the safe use of products, helping to strengthen awareness and risk prevention throughout every stage of the product life cycle, up to the end user.

50th anniversary of the start of resin production

In 2025, the Polynt plant in Mogi das Cruzes (Brazil) celebrated the 50th anniversary of the start of resin production, marking a significant milestone in the industrial history of the site and the Group. On this occasion, the company organized a dedicated visit for former employees who had contributed to the plant's early development phases.

Own workforce

Injuries and ill health

In 2025, the total number of work-related incidents (including both near misses and injuries) among employees remained stable at 1,180 cases. Data on actual injuries show a slight decrease (from 43 to 41 for employees, and from 7 to 2 for non-employees).
However, 3 high-consequence injuries were recorded among employees, leading to a significant increase in lost work hours.

The number of injuries among non-employee workers decreased significantly (-71.43%), with 2 recorded injuries.

Lost hours due to employee injuries rose by 3.00%, while hours for non-employees decreased by 3.53%. However, no fatalities or high-consequence injuries were reported across any worker category. Total lost workdays due to accidents for all employees amounted to 1,451.

In 2025, **no fatalities** related to work-related ill health were reported, either among employees or non-employee workers, confirming a positive result and continuity with the previous year. As for non-employee workers, no cases of occupational illness were recorded, confirming consistency with the previous year and the effective implementation of preventive measures, including for external personnel working under the organization's control.

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
403-10	**WORK-RELATED ILL HEALTH**				
	EMPLOYEES				
	Total number of fatalities as a result of work-related ill-health for all employees	(n)	0	0	**0.00%**
	Total number of cases of recordable work-related ill-health for all employees	(n)	0	2	**-100.00%**
	WORKERS WHO ARE NOT EMPLOYEES				
	Total number of fatalities as a result of work-related ill-health for workers who are not employees	(n)	0	0	**0.00%**
	Total number of cases of recordable work-related ill-health for workers who are not employees	(n)	0	0	**0.00%**

Affected communities

The Group confirms that all communities likely to be subject to material impacts, whether actual or potential, are included within the scope of its disclosure.

This includes communities that may be affected by:

- The Group's own operations
- Its upstream and downstream value chain
- Its products and services
- Its business and commercial relationships.

These communities have been identified through the Group-level value chain mapping and the double materiality assessment process.

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
MEDIUM	LOW	SHORT TERM — MEDIUM TERM

Investing in Future Technical Talent

Bridging Education and Industrial Practices

Support for Neonatal Transport Initiative in San Giovanni Valdarno

Affected communities

The Group has identified some activities that may generate material positive impacts on external communities affected by its operations or value chain.

Activities contributing to such impacts include:

- **Environmental innovation projects** aimed at reducing emissions, improving air and water quality, and promoting safer production practices near industrial sites. These contribute to a healthier environment for communities living close to Group's facilities, particularly in areas at risk of air or water pollution.
- **Circular economy initiatives**, such as the use of recyclable materials, recycled PET (R-PET), and bio-based resins, which help reduce environmental pressure and waste generation. These initiatives are particularly relevant in areas where end-of-life product disposal or waste management takes place, indirectly benefiting local populations.
- **Life Cycle Assessment** (LCA) of products and processes, used to identify and minimize negative environmental impacts across the value chain, thereby contributing to the protection of ecosystems and community well-being in both extraction and waste phases.
- **Sustainable sourcing policies**, which require suppliers to comply with ESG standards, thus promoting higher social and environmental performance along the upstream value chain. This may lead to improved working and environmental conditions in regions where raw materials are extracted or industrial inputs are produced.

The types of communities positively affected include:

- Local communities around production sites, which benefit indirectly from reduced emissions, better safety management, and local employment opportunities;
- Suppliers and business partners, through engagement with the Group's ESG standards and long-term collaboration;
- Research and academic communities, involved in joint projects such as the hydrogen innovation platform in partnership with Politecnico di Milano.

Support for SBS – Special Bergamo Sport

Industry–Academia Engagement in Industrial Chemistry

Affected communities

The Group is committed to **respecting the rights of communities that may be affected by its operations and value chain activities**.

Our tax policy

The Group understands the importance of contributing fairly to the communities in which it operates and recognizes that paying taxes is one of the most important ways in which Group companies can support local and national economies. The Group's tax policy approved by the Board aligns with the business activity and reflects the Group's commitment to duly, properly and timely comply with all applicable tax laws.

The Group accepts a low level of risk in respect of, and takes a prudent and transparent approach to, tax affairs and works collaboratively with tax authorities to resolve any uncertainties or disputes. Responsibility for fiscal management lies with the Group Chief Financial Officer (CFO), who reports to the Group CEO.

To this end, the CFO is supported by tax teams at group, regional and country level that are comprised by individuals with a mix of law, industry and business knowledge and external tax advisers are engaged to provide specialist expertise and to undertake tax compliance work where appropriate. The company also maintains an internal control system to ensure the accuracy of tax returns and compliance with tax obligations.

The Group respects the principle of paying taxes where the value is generated and, accordingly. Tax compliance is at the heart of the group's tax strategy, ensuring that all declarations and payments are made promptly. Tax compliance risks, that is, risks that result from a potential violation of regulations, are defined and assessed in consideration of their probability of occurrence and consequences, and measures for risk mitigation are implemented. Tax risks associated with business operations are also regularly assessed and measures are taken to mitigate these risks.

Our management decisions are driven by industrial and commercial objectives, and tax considerations do not impact on such decisions but they are only relevant as a support to their realisation; therefore, tax planning activities are only aimed at optimizing tax positions in line with business operations and regulatory changes.

The Group does not enter into any “aggressive tax planning”, which consists of artificial structures put in place merely to save tax, or of transactions lacking economic substance aimed at obtaining undue tax advantages. We make use of tax incentives and concessions, when available, in a transparent way. The Group provides a dedicated whistleblowing portal at the following address: https://scil.world/ to report any type of concerns by employees and outside stakeholders.

Affected communities

The Group undertakes various initiatives that help prevent or mitigate potential negative impacts, such as emergency response exercises and safety collaborations with local authorities and carries out a range of voluntary actions with positive social value.

The Group intends to progressively strengthen its governance and disclosure practices on this topic, in line with stakeholder expectations and future regulatory alignment.

To reinforce our commitment to sustainability, the Group launched several key initiatives designed to reduce the social footprint and promote sustainable growth. By integrating these sustainability initiatives into the core business operations, the Group not only adheres to global sustainability standards but also drives innovation and efficiency within daily practices, demonstrating leadership in business stewardship.

Industry–Education Collaboration through the “Legami CoValenti” Project

Promoting Employee Well-being through Sports Initiatives

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.

End-users

IMPACT MATERIALITY:	FINANCIAL MATERIALITY:	TIME HORIZONS OF THE IMPACTS:
MEDIUM	MEDIUM	SHORT TERM → MEDIUM TERM

The Group operates in a **business-to-business (B2B) context**, supplying chemical intermediates and specialties to industrial customers in sectors such as automotive, construction, electronics, personal care, and composite materials.

As such, the Group **does not engage directly with final consumers or end-users**, and does not carry out direct sales, or collect personal data from individuals.
However, the company acknowledges the possibility of indirect impacts along the downstream value chain, particularly concerning the safety and sustainability of final products that incorporate its chemical compounds.

The company assesses risks to health, safety, and the environment for all processes, technologies, and products prior to implementation.

Only those that meet the standards are adopted. The **safe use and handling of products is ensured internally** and communicated externally through technical and safety documentation, thereby supporting safe practices throughout the supply chain.
Any new plant or modification to existing processes undergoes a formal risk analysis and is supported by emergency plans, including protocols for external communication in case of incidents that may affect third parties.

The Group is committed to **collaborating with suppliers who adopt sustainable practices** and uphold high ethical, environmental, and health & safety standards, helping to prevent negative impacts across the value chain.

In addition, the company does not market products aimed at vulnerable consumer groups (e.g., children or financially vulnerable individuals), nor does it produce goods that are inherently harmful to human health when used as intended.

End-users

Through its integrated HSE management systems and ongoing training efforts, **the Group fosters a culture of prevention and accountability**, significantly reducing the risk of negative, albeit indirect, impacts on final consumers and end-users.

Based on the materiality assessment, the Group acknowledges the possibility of indirect material negative impacts that may arise from the downstream use of its chemical products in certain sectors. These potential impacts are generally related to the inappropriate use, transformation or communication of product safety information by downstream clients, and not from its direct operations.

The Group's commitment to risk prevention and product stewardship includes the systematic health, safety and environmental risk assessment of all processes, technologies and products prior to implementation.

Furthermore, **safe handling and use of chemical products** is ensured and externally communicated via technical and safety documentation shared with clients, thereby contributing to the safety of final users.

These practices support the creation of safer and more sustainable end-products in multiple industries, indirectly benefiting end-users by reducing exposure to hazardous substances and supporting circular economy principles.

While the Group does not specifically serve or target vulnerable consumer groups, it recognizes that some downstream applications may involve vulnerable populations, such as users of personal care products or construction materials.
These risks are mitigated by upstream control and communication to clients.
Risks to the business include potential reputational damage or legal exposure resulting from improper use or insufficient risk communication by downstream clients.

Opportunities include strengthened market position through product safety excellence, enhanced partnerships with sustainability-minded clients, and the growing demand for safer, regulation-compliant chemical components.

Product Portfolio Presentation at Industry Open Day

Presence at São Paulo Boat Show and Technical Contribution to the Marine Sector

06

Annex

GRI content index

Statement of use: Polynt Group has reported the information cited in this GRI content index for the period 1 January 2025 - 31 December 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2: GENERAL DISCLOSURES 2021		
	2-1 Organizational details	Chapter “Sustainability at Polynt”: About the sustainability report
	2-2 Entities included in the organization’s sustainability reporting	Chapter “Sustainability at Polynt”: About the sustainability report
	2-3 Reporting period, frequency and contact point	Chapter “Sustainability at Polynt”: About the sustainability report
	2-6 Activities, value chain and other business relationships	Chapter “The Group”: The relationship with stakeholders
	2-7 Employees	Chapter “Social”: Own workforce
	2-8 Workers who are not employees	Chapter “Social”: Own workforce
	2-9 Governance structure and composition	Chapter “The Group”: Group corporate structure and governance
	2-10 Nomination and selection of the highest governance body	Chapter “The Group”: Group corporate structure and governance
	2-11 Chair of the highest governance body	Chapter “The Group”: Group corporate structure and governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter “The Group”: Group corporate structure and governance
	2-22 Statement on sustainable development strategy	Chapter “Sustainability at Polynt”: CEO letter to sustainability
	2-23 Policy commitments	Chapter “The Group”: Business conduct
	2-24 Embedding policy commitments	Chapter “The Group”: Business conduct
	2-26 Mechanisms for seeking advice and raising concerns	Chapter “The Group”: Business conduct
	2-27 Compliance with laws and regulations	Chapter “The Group”: Business conduct
	2-28 Membership associations	Chapter “The Group”: The relationship with stakeholders
	2-30 Collective bargaining agreements	Chapter “Social”: Own workforce
GRI 3: MATERIAL TOPICS 2021		
	3-1 Process to determine material topics	Chapter “Double Materiality Analysis”
	3-2 List of material topics	Chapter “Double Materiality Analysis”
	3-3 Management of material topics	Chapter “Double Materiality Analysis”
GRI 204: PROCUREMENT PRACTISES 2016		
	204-1 Proportion of spending on local suppliers	Chapter “The Group”: The relationship with stakeholders
GRI 205: ANTI-CORRUPTION 2016		
	205-1 Operations assessed for risks related to corruption	Chapter “The Group”: Business conduct
	205-2 Communication and training about anti-corruption policies and procedures	Chapter “The Group”: Business conduct
	205-3 Confirmed incidents of corruption and actions taken	Chapter “The Group”: Business conduct

GRI content index

Statement of use: Polynt Group has reported the information cited in this GRI content index for the period 1 January 2025 - 31 December 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 207:TAX 2019		
	207-2 Tax governance, control, and risk management	Chapter “Social”: Affected communities
GRI 301:MATERIALS 2016		
	301-1 Materials used by weight or volume	Chapter “Environment”: Circular economy
	301-2 Recycled input materials used	Chapter “Environment”: Circular economy
	301-3 Reclaimed products and their packaging materials	Chapter “Environment”: Circular economy
GRI 302:ENERGY 2016		
	302-1 Energy consumption within the organization	Chapter “Environment”: Climate change
	302-3 Energy intensity	Chapter “Environment”: Climate change
GRI 303:WATER AND EFFLUENTS 2018		
	303-1 Interaction with water as a shared resource	Chapter “Environment”: Water and marine resources
	303-2 Management of water discharge-related impacts	Chapter “Environment”: Water and marine resources
	303-3 Water withdrawal	Chapter “Environment”: Water and marine resources
	303-4 Water discharge	Chapter “Environment”: Water and marine resources
	303-5 Water consumption	Chapter “Environment”: Water and marine resources
GRI 305:EMISSIONS 2016		
	305-1 Direct (Scope 1) GHG emissions	Chapter “Environment”: Climate change
	305-2 Indirect (Scope 2) GHG emissions	Chapter “Environment”: Climate change
	305-3 Other indirect (Scope 3) GHG emissions	Chapter “Environment”: Climate change
	305-4 GHG emission intensity	Chapter “Environment”: Climate change
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Chapter “Environment”: Pollution
GRI 306:WASTE 2020		
	306-1 Waste generation and significant waste-related impacts	Chapter “Environment”: Circular economy
	306-3 Waste generated	Chapter “Environment”: Circular economy
	306-4 Waste diverted from disposal	Chapter “Environment”: Circular economy
	306-5 Waste directed to disposal	Chapter “Environment”: Circular economy

GRI content index

Statement of use: Polynt Group has reported the information cited in this GRI content index for the period 1 January 2025 - 31 December 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 401: EMPLOYMENT 2016		
	401-1 New employee hires and employee turnover	Chapter “Social”: Own workforce
	401-2 Benefit provided to full-time employees that are not provided to temporary or part-time employees	Chapter “Social”: Own workforce
	401-3 Parental leave	Chapter “Social”: Own workforce
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
	402-1 Minimum notice periods regarding operational changes	Chapter “Social”: Own workforce
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
	403-1 Occupational health and safety management system	Chapter “Social”: Own workforce
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter “Social”: Own workforce
	403-3 Occupational health services	Chapter “Social”: Own workforce
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter “Social”: Own workforce
	403-5 Worker training on occupational health and safety	Chapter “Social”: Own workforce
	403-6 Promotion of worker health	Chapter “Social”: Own workforce
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter “Social”: Own workforce
	403-8 Workers covered by an occupational health and safety management system	Chapter “Social”: Own workforce
	403-9 Work-related injuries	Chapter “Social”: Own workforce
	403-10 Work-related ill health	Chapter “Social”: Own workforce
GRI 404: TRAINING AND EDUCATION 2016		
	404-1 Average hours of training per year per employee	Chapter “Social”: Own workforce
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter “Social”: Own workforce
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
	405-1 Diversity of governance bodies and employees	Chapter “Social”: Own workforce

Governance annex

GRI ref.	Indicator description	01/01/2026	
2-9	**GOVERNANCE STRUCTURE: Global Management Committee**		
	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 EMEA	Maurizio Leonardi	Male
	Executive Vice President Americas	Alessandro Verde	Male
	Group Communication Manager - Corporate General Service & CEO Assistant	Simona Grilli	Female
	COO Intermediates Europe	Emanuele Boriero	Male
	COO Resins & GC Europe	Enrico Carrea	Male
	COO Compounds Europe	Marco Telò	Male
	Deputy EVP EMEA	Roberto Leanza	Male
	Group R&D and Technology Director	Carlotta Cortelli	Female
	Business Manager Composites	Markus Schiffmann	Male
	Business Manager Coatings Americas	Connie Loukinen	Female
	COO Asia	Marco Desideri	Male
	General Manager Polynt Composites Korea	Han Taeho	Male
	General Manager Reichhold India Private Limited	Vishal Shelke	Male
	General Manager Reichhold Polymers (Tianjin)	Alfred Yu	Male
	CFO Europe	Paolo Malagoli	Male
	CFO Americas	David Betti	Male
	CFO Asia	Annie Wang	Female

Governance annex

GRI ref.	Indicator description	2025			
405-1	**GOVERNANCE STRUCTURE: SCIL II TopCo's Board of Directors**				
	Position	**Name**	**Time in position**	**Gender**	**Age**
	Director	Philip James Bruce	Appointed in May 2022	Male	> 50
	Director	Ritesh R. Tanna	Appointed in June 2021	Male	30-50
	Director	Steven Kenny	Appointed in May 2022	Male	> 50

GRI ref.	Indicator description	01/01/2026	
2-9	**GOVERNANCE STRUCTURE: Europe Committee**		
	Position	**Name**	**Gender**
	Executive Vice President EMEA	Maurizio Leonardi	Male
	Group Supply Chain Director	Luca Bielli	Male
	COO Intermediates Europe	Emanuele Boriero	Male
	COO Resins & GC Europe	Enrico Carrea	Male
	COO Compounds Europe	Marco Telò	Male
	Deputy EVP EMEA	Roberto Leanza	Male
	Group Technology Director	Luca Gambacciani	Male
	Intermediates Operation Europe	Flavio Brunetti	Male
	R&D Europe Manager	Luigi Bocconi	Male
	Marketing & Public Relations	Daniele Antonini	Male
	CFO Europe	Paolo Malagoli	Male
	Group HR Deputy Director	Andrea Cannoni	Male

Governance annex

GRI ref.	Indicator description	01/01/2026	
2-9	**GOVERNANCE STRUCTURE: Americas Committee**		
	Position	**Name**	**Gender**
	Executive Vice President Americas	Alessandro Verde	Male
	CFO Americas	David Betti	Male
	Operations Manager Americas	Chuck Doebler	Male
	HR Manager Americas	Fallon Drake	Female
	Business Manager Composites	Markus Schiffmann	Male
	Business Manager Coatings Americas	Connie Loukinen	Female
	R&D Manager Americas	Linda Bergstrom	Female
	Commercial and Technology Manager Polynt Composites Brazil	Samir Quintiliano	Male
	General Manager Polynt Composites Mexico	Gabriel Siles	Male

GRI ref.	Indicator description	01/01/2026	
2-9	**GOVERNANCE STRUCTURE: Asia Committee**		
	Position	**Name**	**Gender**
	Deputy EVP EMEA	Roberto Leanza	Male
	General Manager Reichhold Polymers (Tianjin)	Alfred Yu	Male
	General Manager Reichhold India Private Limited	Vishal Shelke	Male
	COO Asia	Marco Desideri	Male
	Asia R&D Manager	Charushila Manjrekar	Female
	CFO Asia	Annie Wang	Female
	Purchasing & Logistics Manager Asia	Aaron Li	Male
	General Manager Polynt Composites Korea	Han Taeho	Male
	Group HR Deputy Director	Andrea Cannoni	Male
	Site & Operation Manager Polynt Composites Malaysia	Liow Wanlim	Male

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION (by region)**				
	EUROPE				
	Total energy consumption	(GJ)	3,891,789.99	4,195,165.76	**-7.23%**
	ASIA				
	Total energy consumption	(GJ)	112,965.63	111,308.84	**1.49%**
	AMERICAS				
	Total energy consumption	(GJ)	1,621,396.17	1,594,611.78	**1.68%**

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION**				
	Total energy consumption	**(GJ)**	**5,626,151.80**	**5,901,086.38**	**-4.66%**
	Diesel fuel	(GJ)	16,617.64	15,036.48	**10.52%**
	Gasoline	(GJ)	3,288.35	3,125.09	**5.22%**
	Natural Gas (Methane)	(GJ)	4,187,430.00	4,126,676.11	**1.47%**
	LPG (Liquefied Petroleum Gas)	(GJ)	4,584.25	4,743.97	**-3.37%**

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION**				
	Total energy consumption	**(GJ)**	**5,626,151.80**	**5,901,086.38**	**-4.66%**
	Fuel consumption	(GJ)	4,109,431.81	4,116,503.86	**-0.17%**
	Renewable consumption from outside	(GJ)	204,679.25	37,406.69	**447.17%**
	Electrical, thermal, steam consumption	(GJ)	1,312,040.74	1,747,175.83	**-24.91%**
	Electricity and steam sold	(GJ)	230,571.43	241,857.72	**-4.67%**

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION**				
	Renewable energy				
	Renewable energy self-produced	(GJ)	10.44	8.95	**16.66%**

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
302-1	**ENERGY CONSUMPTION WITHIN THE ORGANIZATION**				
	Cogenerator				
	Self producted electricity	(GJ)	128,082.99	208,779.93	**-38.65%**
	Thermal energy self produced	(GJ)	- *102,488.44* *	- *33,077.79* *	**209.84%**
	Waste incineration				
	Self-produced thermal energy	(GJ)	23,420.85	32,917.18	**-28.85%**
	Steam consumption				
	Self-produced steam	(GJ)	900,716.46	1,209,828.00	**-25.55%**
302-3	**ENERGY INTENSITY**				
	Energy consumption	**(GJ)**	**5,626,151.80**	**5,901,086.38**	**-4.66%**
	Total number of employees	(n)	2,875	2,893	**-0.62%**
	Energy intensity by employees	***(GJ/n)***	***1,956.92***	***2,039.78***	**-4.06%**
	Production volumes	(tons)	799,589.94	861,776.95	**-7.22%**
	Energy intensity by production	***(GJ/tons)***	***7.04***	***6.85***	**2.76%**

**Thermal energy self produced is computed as (self produced electricity - self-produced electricity sold). For both years the results are negative since the self produced electricity quota generated with the use of methane has been removed to avoid double counting.*

		2025**	2024*	
CONVERSION FACTORS FOR GJ CALCULATION		***CALORIFIC VALUE***		***DENSITY*** *(from litres to metric tons/from cubic meters to kilograms) **
Diesel Fuel	*GJ/tons*	42.839	*42.73*	0.000832
Gasoline	*GJ/tons*	43.061	*43.18*	0.000746
Methane	*GJ/tons*	45.745	*45.52*	0.802000
LPG	*GJ/tons*	45.944	*45.96*	0.000530

**UK Government GHG Conversion Factors for Company Reporting 2024 (DESNZ/DEFRA 2023) – fuel properties (calorific values).*
***UK Government GHG Conversion Factors for Company Reporting 2025 (DESNZ/DEFRA 2025) – fuel properties (calorific values and density).*

	2025	2024
ELECTRICAL ENERGY BOUGHT FROM THE GRID		
Source: DEFRA	0.0036	0.0036

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
	TOTAL GHG EMISSIONS	**(tCO2eq)**	**2,295,785.50**	**2,609,359.28**	**-12.02%**
305-1	Direct total emissions (Scope 1)	(tCO2eq)	393,609.21	412,225.10	**-4.52%**
305-2	Indirect emissions (Scope 2) - Location based	(tCO2eq)	74,367.19	62,719.70	**18.57%**
305-3	Other indirect emissions (Scope 3)	(tCO2eq)	1,827,809.10	2,134,414.49	**-14.36%**

	TOTAL GHG EMISSIONS	**(tCO2eq)**	**2,302,527.82**	n.a.	n.a.
305-1	Direct total emissions (Scope 1)	(tCO2eq)	393,609.21	n.a.	n.a.
305-2	Indirect emissions (Scope 2) - Market based	(tCO2eq)	81,109.51	n.a.	n.a.
305-3	Other indirect emissions (Scope 3)	(tCO2eq)	1,827,809.10	n.a.	n.a.

	TOTAL GHG EMISSIONS - Europe	**(tCO2eq)**	**344,333.40**	**350,198.10**	**-1.67%**
305-1	Direct total emissions (Scope 1)	(tCO2eq)	314,140.85	331,468.12	**-5.23%**
305-2	Total indirect emissions (Scope 2) - LB	(tCO2eq)	30,192.55	18,729.99	**61.20%**

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
	TOTAL GHG EMISSIONS - Asia	**(tCO2eq)**	**14,520.02**	**17,017.22**	**-14.67%**
305-1	Direct total emissions (Scope 1)	(tCO2eq)	3,392.13	5,313.05	**-36.15%**
305-2	Total indirect emissions (Scope 2) - LB	(tCO2eq)	11,127.89	11,704.18	**-4.92%**

	TOTAL GHG EMISSIONS - Americas	**(tCO2eq)**	**109,122.97**	**107,729.47**	**1.29%**
305-1	Direct total emissions (Scope 1)	(tCO2eq)	76,076.23	75,443.93	**0.84%**
305-2	Total indirect emissions (Scope 2) - LB	(tCO2eq)	33,046.75	32,285.54	**2.36%**

GRI ref.	Indicator description	2025		2024		Δ % 2025-2024
	CO2 ETS STATEMENT	CO2 from Fuels (Methane Diesel) (tons)	**CO2 from Process (Material Balance) (tons)**	CO2 from Fuels (Methane Diesel) (tons)	**CO2 from Process (Material Balance) (tons)**	
	San Giovanni Valdarno	**28,511.96**	**2,134.77**	**35,261.93**	**1,449.10**	**47.32%**
	%	22.44%	1.37%	27.82%	0.88%	
	Ravenna	**25,155.10**	**104,987.90**	**25,014.80**	**106,376.00**	**-1.30%**
	%	19.80%	67.55%	19.74%	64.29%	
	Scanzorosciate	**73,398.00**	**48,289.00**	**66,452.00**	**57,647.00**	**-16.23%**
	%	57.76%	31.07%	52.44%	34.84%	
	Total	**127,065.06**	**155,411.67**	**126,728.73**	**165,472.10**	**-6.08%**
	%	100%	100%	100%	100%	

ETS data are collected annually in accordance with Directive 2003/87/EC for the three major Italian plants.

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
305-4	**GHG EMISSION INTENSITY - Location based**				
	Total GHG Emissions (scope 1 + scope 2 + scope 3)	**(tCO2eq)**	**2,295,785.50**	**2,609,359.28**	**-12.02%**
	Total number of employees	(n)	2,875.00	2,893.00	**-0.62%**
	Total GHG Emissions intensity for employees	**(tCO2eq/n)**	***798.53***	***901.96***	**-11.47%**
	Production	(tons)	799,589.94	861,776.95	**-7.22%**
	Total GHG Emissions intensity for production	**(tCO2eq/tons)**	***2.87***	***3.03***	**-5.17%**
305-4	**GHG EMISSION INTENSITY - Market based**				
	Total GHG Emissions (scope 1 + scope 2 + scope 3)	**(tCO2eq)**	**2,302,527.82**	n.a.	n.a.
	Total number of employees	(n)	2,875.00	n.a.	n.a.
	Total GHG Emissions intensity for employees	**(tCO2eq/n)**	**800.88**	n.a.	n.a.
	Production	(tons)	799,589.94	n.a.	n.a.
	Total GHG Emissions intensity for production	**(tCO2eq/tons)**	**2.88**	n.a.	n.a.
305-7	**NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS**				
	Total significant air emissions	**(tons)**	**5,694.80**	**8,296.44**	**-31.36%**
	Persistent organic pollutants (POP)	(tons)	-	-	**0.00%**
	NH3 Ammonia	(tons)	0.80	0.84	**-3.84%**
	SOx	(tons)	4.47	2.85	**56.90%**
	Particulate matter (PM)	(tons)	24.90	25.13	**-0.92%**
	Hazardous air pollutants (HAP)	(tons)	85.90	92.11	**-6.74%**
	NOx	(tons)	198.76	210.61	**-5.63%**
	Volatile organic compounds (VOC)	(tons)	463.28	561.66	**-17.52%**
	Carbon Monoxide - CO	(tons)	4,916.68	7,403.24	**-33.59%**

Environmental annex

Scope 1: Conversion factors for tCO2Eq calculation

- F-Gas values were provided by the different sites in the survey. Where applicable, conversion from tons to tCO2eq was made using conversion factors from European Regulation 517/2014.
- In order to calculate the value of CO2 emissions due to feedstocks (mostly waste water and organic compounds that cannot otherwise be used), the various analyses available at the sites were examined, and emissions were estimated based on the chemical composition of the individual streams

UK Government GHG Conversion Factors for Company Reporting 2025 (DESNZ/DEFRA 2025 and 2023) – fuel properties (calorific values and density).

		2025**	2024*	
CONVERSION FACTORS FOR GJ CALCULATION		***CALORIFIC VALUE***		***DENSITY*** *(from litres to metric tons/from cubic meters to kilograms) **
Diesel Fuel	*tCO2Eq/tons*	3.087945	3.015655	0.000832
Gasoline	*tCO2Eq/tons*	2.772979	2.806659	0.000746
Methane	*tCO2Eq/tons*	2.575464	2.562574	0.802000
LPG	*tCO2Eq/tons*	2.939361	2.939361	0.000530

Scope 2: Emission factors from electricity by geographical area (gCo2eq / Kwh)

This report used the geographical area considered and the version of the Ecoinvent database used for each year.

Scope 3: Emission factors

Data regarding flights for business in km were converted to tCO2eq using DEFRA conversion factors.

		2025	2024
CONVERSION FACTORS SOURCES FOR SCOPE 3 CALCULATION			
Purchased goods and services	Source:	Ecoinvent 3.12	Ecoinvent 3.10
		Ecoinvent 3.11	Agribalyse 3.0.1 2020 dataset
		Agribalyse 3.1.1 dataset	Evah OzLCI2019 Free Database
		Suppliers data	IPCC 2021
Employees commuting	Source:	Ecoinvent 3.12	Ecoinvent 3.9.1
Hotel stays	Source:	DEFRA 2025	DEFRA 2023
		Hotel sustainability benchmarking index	Hotel sustainability benchmarking index
Business travels	Source:	DEFRA 2025	DEFRA 2023

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
303-1	**INTERACTIONS WITH WATER AS A SHARED RESOURCE**				
	Processes impacted by water consumption				
	Cooling agent	(%)	80.00%	62.50%	
	Steam production	(%)	74.29%	60.00%	
	Reagent in production	(%)	34.29%	27.50%	
	Washing agent	(%)	74.29%	65.00%	
	Irrigation	(%)	37.14%	35.00%	
	Civil uses	(%)	100.00%	85.00%	
	Fire protection & pressure washing	(%)	97.14%	82.50%	
303-5	**WATER CONSUMPTION**				
	Total water consumption	**(ML)**	**975.54**	**793.09**	
	Total water consumption (water stress areas)	**(ML)**	**158.57**	**154.87**	**2.39%**
	Total water withdrawal	(ML)	6,791.44	7,092.88	**-4.25%**
	Areas with water stress	(ML)	378.86	362.50	**4.51%**
	Areas with no water stress	(ML)	6,412.58	6,730.38	**-4.72%**
	Total water discharge	(ML)	5,815.90	6,299.79	**-7.68%**
	Areas with water stress	(ML)	220.28	207.64	**6.09%**
	Areas with no water stress	(ML)	5,595.62	6,092.15	**-8.15%**
303-3	**WATER WITHDRAWAL**				
	Total water withdrawal	**(ML)**	**6,791.44**	**7,092.88**	**-4.25%**
	Water supply	(ML)	309.73	329.32	**-5.95%**
	Surface water	(ML)	4,843.17	5,019.60	**-3.51%**
	Groundwater	(ML)	1,291.31	1,428.42	**-9.60%**
	Seawater	(ML)	-	-	**0.00%**
	Produced water	(ML)	-	-	**0.00%**
	Third-party water	(ML)	347.23	315.54	**10.04%**

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
303-4	**WATER DISCHARGE**				
	Total water discharge	**(ML)**	**5,815.90**	**6,299.79**	**-7.68%**
	Sewerage	(ML)	236.14	304.87	**-22.54%**
	Surface water	(ML)	5,384.78	5,810.31	**-7.32%**
	Groundwater	(ML)	32.20	6.87	**368.77%**
	Seawater	(ML)	-	-	**0.00%**
	Third-party water	(ML)	162.79	177.74	**-8.41%**
	Number of analysis carried out to verify the quality of discharged water	(n)	4,518	4,175	**8.22%**
	Number of incidents of non-compliance with discharge limits	(n)	48	44	**9.09%**
	Number of incidents of non-compliance with discharge limits (%)	(%)	*1.06%*	*1.05%*	

GRI ref.	Indicator description		2025	2024
	PRODUCTION VOLUMES BY REGION			
	GROUP	**(%)**	**100.00%**	**100.00%**
	Europe	(%)	58.02%	59.57%
	Asia	(%)	6.03%	5.57%
	Americas	(%)	35.96%	34.86%

Environmental annex

WATER RISK ATLAS (VERSION 4.0) - OVERALL WATER RISK	WATER STRESS CLASSIFICATION	
Ravenna	**High**	**Water stress**
Drocourt	**High**	**Water stress**
Tianjin	**Extremely high**	**Water stress**
Ranjangaon	**Extremely high**	**Water stress**
Atlacomulco	**High**	**Water stress**
Azusa	**High**	**Water stress**
Scanzorosciate	Low	No water stress
San Giovanni Valdarno	Medium high	No water stress
San Polo di Torrile	Low	No water stress
Brembate di Sopra	Low	No water stress
Cavaglià	Medium high	No water stress
Leek	Low medium	No water stress
Stallingborough	Low medium	No water stress
Mitcham	Low medium	No water stress
Niepolomice	Medium high	No water stress
Rotterdam	Low	No water stress
Fredrikstadt	Low	No water stress
Miranda de Ebro	Low medium	No water stress
Miehlen	Low	No water stress
Saint-Jean-d'Illac	Low	No water stress
Wanju gun	Medium high	No water stress
Mogi das Cruzes	Medium high	No water stress
Brampton	Medium high	No water stress
Drummondville	Low	No water stress
Carpentersville	Medium high	No water stress
Morris	Low medium	No water stress
Sandusky	Low	No water stress
Chatham	Low medium	No water stress
North Kansas City	Low	No water stress
Ennis	Low	No water stress
Marshall	Low medium	No water stress
Forest Park	Low	No water stress
Houston	Low medium	No water stress
Orlando	Low medium	No water stress
Valley Park	Low	No water stress
Jacksonville	Low medium	No water stress

Environmental annex

GRI ref.	Indicator description		2025		2024		Δ % 2025-2024
301-1	**MATERIALS USED BY WEIGHT OR VOLUME**						
	Total materials used	**(tons)**	**826,628.05**		**881,728.41**		**-6.25%**
	Non-renewable Raw Materials used	(tons)	704,365.74		751,334.82		**-6.25%**
	Non-renewable Additives used	(tons)	97,064.71		105,305.38		**-7.83%**
	% Non-renewable used	*(%)*	*96.95%*		*97.15%*		
	Renewable Raw Materials used	(tons)	24,505.02		24,410.57		**0.39%**
	Renewable Additives used	(tons)	692.59		677.64		**2.21%**
	% Renewable used	*(%)*	*3.05%*		*2.85%*		
301-2	**RECYCLED INPUT MATERIALS USED**						
	Total recycled materials used	**(tons)**	**8,609.14**		**7,836.44**		**9.86%**
	Recycled raw materials used	(tons)	8,609.14		7,836.44		**9.86%**
	Recycled additives used	(tons)	-		-		**0.00%**
	% Total recycled materials used	*(%)*	*1.04%*		*0.89%*		
	TOTAL RECYCLED INPUT MATERIALS USED BY REGION		(n)	(%)	(n)	(%)	
	Total recycled materials used	**(tons)**	**8,609.14**	**100.00%**	**7,836.44**	**100.00%**	**9.86%**
	Europe	(tons)	709.62	8.24%	753.57	9.62%	**-5.83%**
	Asia	(tons)	306.61	3.56%	543.09	6.93%	**-43.54%**
	Americas	(tons)	7,592.91	88.20%	6,539.78	83.45%	**16.10%**
301-3	**RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS**						
	Total products reclaimed (recovered/regenerated)	(tons)	7,276.91		7,902.35		**-7.91%**
	% Total products reclaimed (recovered/regenerated)	(%)	*1.11%*		*1.07%*		
	Out of spec/recovered materials produced	(tons)	6,595.08		7,255.83		**-9.11%**
	% Out of spec/recovered materials produced	(%)	*1.01%*		*0.98%*		
	Packaging reclaimed (recovered/regenerated)	(tons)	681.83		646.52		**5.46%**
	% Packaging reclaimed (recovered/regenerated)	(%)	*0.10%*		*0.09%*		

Environmental annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
306-3	**WASTE GENERATED**				
	Total waste generated	(tons)	**42,726.25**	**38,519.65**	**10.92%**
	Hazardous waste	(tons)	31,726.73	28,002.29	**13.30%**
	of which hazardous (%)	(%)	*74.26%*	*72.70%*	
	Non hazardous waste	(tons)	10,999.52	10,517.36	**4.58%**
	of which non-hazardous (%)	(%)	*25.74%*	*27.30%*	
	Totale hazardous waste	(tons)	**31,726.73**	**28,002.29**	**13.30%**
	of which waste diverted from disposal	(tons)	4,589.52	4,808.25	**-4.55%**
	of which waste directed to disposal	(tons)	27,137.21	23,194.04	**17.00%**
	Total non-hazardous wastes	(tons)	**10,999.52**	**10,517.36**	**4.58%**
	of which waste diverted from disposal	(tons)	2,651.49	2,936.71	**-9.71%**
	of which waste directed to disposal	(tons)	8,348.02	7,580.65	**10.12%**

			2025			2024			Δ % 2025-2024
306-4	**WASTE DIVERTED FROM DISPOSAL**		**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**	**Total**
	Total waste diverted from disposal	(tons)	4,589.52	2,651.49	**7,241.03**	4,808.25	2,936.71	**7,744.96**	**-6.51%**
	Waste diverted from disposal (%)	(%)	*10.74%*	*6.21%*	*16.95%*	*12.48%*	*7.62%*	*20.11%*	
	Preparation for reuse	(tons)	510.26	79.51	589.77	548.64	79.05	627.69	**-6.04%**
	Recycling	(tons)	2,329.70	904.44	3,234.13	3,641.96	1,937.52	5,579.47	**-42.04%**
	Other preparations for recovery	(tons)	1,749.56	1,667.56	3,417.12	617.65	920.14	1,537.80	**122.21%**

306-5	**WASTE DIRECTED TO DISPOSAL**		**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**	**Total**
	Total waste directed to disposal	(tons)	27,137.21	8,348.02	**35,485.23**	23,194.04	7,580.65	**30,774.72**	**15.31%**
	Waste directed to disposal (%)	(%)	*63.51%*	*19.54%*	*83.05%*	*60.21%*	*19.68%*	*79.89%*	
	Incenerator (with energy recovery)	(tons)	16,822.77	72.43	16,895.20	14,196.71	1,473.53	15,670.24	**7.82%**
	Incenerator (without energy recovery)	(tons)	1,865.39	470.94	2,336.33	1,472.14	237.55	1,709.69	**36.65%**
	Landfilling	(tons)	5,127.58	6,423.42	11,551.00	4,711.42	3,736.79	8,448.21	**36.73%**
	Other disposal operation	(tons)	3,321.46	1,381.23	4,702.70	2,813.80	2,132.78	4,946.58	**-4.93%**

Social annex

GRI ref.	Indicator description		FEMALE		MALE		TOTAL	
2-7	**TOTAL NUMBER OF EMPLOYEES (by gender)**		**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
		(n)	**502**	**506**	**2,373**	**2,387**	**2,875**	**2,893**
	Permanent employees	(n)	493	500	2,334	2,368	2,827	2,868
	Temporary employees	(n)	9	6	39	19	48	25
	Non-guaranteed hours employees	(n)	0	0	0	0	0	0
	Full-time employees	(n)	468	467	2,368	2,380	2,836	2,847
	Part-time employees	(n)	34	39	5	7	39	46

GRI ref.	Indicator description		EUROPE		ASIA		AMERICAS		GLOBAL	
2-7	**TOTAL NUMBER OF EMPLOYEES (by region)**		**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
		(n)	**1,624**	**1,642**	**186**	**188**	**1,065**	**1,063**	**2,875**	**2,893**
	Permanent employees	(n)	1,586	1,626	183	187	1,058	1,055	2,827	2,868
	Temporary employees	(n)	38	16	3	1	7	8	48	25
	Non-guaranteed hours employees	(n)	0	0	0	0	0	0	0	0
	Full-time employees	(n)	1,585	1,596	186	188	1,065	1,063	2,836	2,847
	Part-time employees	(n)	39	46	0	0	0	0	39	46

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
2-7	**TRAINEES**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	EMPLOYMENT CONTRACT	(n)	**15**	**19**	**34**	**13**	**16**	**29**	**17.24%**
	Part time	(n)	10	9	19	10	8	18	**5.56%**
	Full time	(n)	5	10	15	3	8	11	**36.36%**
	CATEGORY	(n)	**15**	**19**	**34**	**13**	**16**	**29**	**17.24%**
	Blue collars	(n)	2	7	9	2	4	6	**50.00%**
	White collars	(n)	13	12	25	11	12	23	**8.70%**
	AGE GROUP	(n)	**15**	**19**	**34**	**13**	**16**	**29**	**17.24%**
	< 30 years	(n)	15	19	34	13	15	28	**21.43%**
	30 - 50 years	(n)	0	0	0	0	1	1	**-100.00%**
	> 50 years	(n)	0	0	0	0	0	0	**0.00%**
	TOTAL NUMBER OF TRAINEES	(n)	**15**	**19**	**34**	**13**	**16**	**29**	**17.24%**

GRI ref.	Indicator description		EUROPE		ASIA		AMERICAS		GLOBAL	
2-7	**TRAINEES**		**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
	TOTAL NUMBER OF TRAINEES	(n)	**22**	**17**	**0**	**0**	**12**	**12**	**34**	**29**
	White collars	(n)	13	11	0	0	12	12	25	23
	Blue collars	(n)	9	6	0	0	0	0	9	6
	Full time	(n)	15	11	0	0	0	0	15	11
	Part time	(n)	7	6	0	0	12	12	19	18

Social annex

GRI ref.	Indicator description	2025		2024	
2-7	**TOTAL GROUP WORKFORCE**	**n.**	**%**	**n.**	**%**
	GROUP	**2,875.00**	**100.00%**	**2,893.00**	**100.00%**
	EUROPE	**1,624.00**	**56.49%**	**1,642.00**	**56.76%**
	Italy	929.00	32.31%	946.00	32.70%
	France	255.00	8.87%	253.00	8.75%
	UK	131.00	4.56%	123.00	4.25%
	Poland	90.00	3.13%	88.00	3.04%
	Netherlands	6.00	0.21%	6.00	0.21%
	Norway	42.00	1.46%	55.00	1.90%
	Spain	91.00	3.17%	89.00	3.08%
	Germany	80.00	2.78%	82.00	2.83%
	ASIA	**186.00**	**6.47%**	**188.00**	**6.50%**
	China	62.00	2.16%	61.00	2.11%
	Malaysia	-	0.00%	-	0.00%
	South Korea	71.00	2.47%	72.00	2.49%
	India	53.00	1.84%	55.00	1.90%
	AMERICAS	**1,065.00**	**37.04%**	**1,063.00**	**36.74%**
	Brazil	173.00	6.02%	185.00	6.39%
	Canada	34.00	1.18%	35.00	1.21%
	Mexico	147.00	5.11%	148.00	5.12%
	USA	711.00	24.73%	695.00	24.02%

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
2-8	**WORKER WHO ARE NOT EMPLOYEES**				
	A significant portion of the activities is carried out by non-employees	(%)	8.11%	5.41%	**50.00%**
	Total number of workers who are not employees (employed by contractors) and whose work and/or workplace is controlled by the organization	(n)	1,088	1,085	**0.28%**
	% of workers who are not employees	(%)	27.45%	27.28%	

Social annex

GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
2-30	**COLLECTIVE BARGAINING AGREEMENTS**				
	GLOBAL				
	Number of employees covered by collective bargaining agreements	(n)	1,618	1,645	**-1.64%**
	Total number of employees	(n)	2,875	2,893	**-0.62%**
	% of employees covered by collective bargaining agreements	(%)	56.28%	56.86%	**-1.03%**
	EUROPE				
	Number of employees covered by collective bargaining agreements	(n)	1,302	1,312	**-0.76%**
	Total number of employees	(n)	1,624	1,642	**-1.10%**
	% of employees covered by collective bargaining agreements	(%)	80.17%	79.90%	**0.34%**
	ASIA				
	Number of employees covered by collective bargaining agreements	(n)	35	36	**-2.78%**
	Total number of employees	(n)	186	188	**-1.06%**
	% of employees covered by collective bargaining agreements	(%)	18.82%	19.15%	**-1.73%**
	AMERICAS				
	Number of employees covered by collective bargaining agreements	(n)	281	297	**-5.39%**
	Total number of employees	(n)	1,065	1,063	**0.19%**
	% of employees covered by collective bargaining agreements	(%)	26.38%	27.94%	**-5.56%**

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
401-1	**NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	GLOBAL	(n)	**42**	**211**	**253**	**51**	**172**	**223**	**13.45%**
	< 30 years	(n)	19	68	87	28	65	93	**-6.45%**
	30 - 50 years	(n)	16	125	141	19	82	101	**39.60%**
	> 50 years	(n)	7	18	25	4	25	29	**-13.79%**
	EUROPE	(n)	**30**	**79**	**109**	**18**	**66**	**84**	**29.76%**
	< 30 years	(n)	15	27	42	14	28	42	**0.00%**
	30 - 50 years	(n)	11	46	57	3	30	33	**72.73%**
	> 50 years	(n)	4	6	10	1	8	9	**11.11%**
	ASIA	(n)	**1**	**11**	**12**	**1**	**11**	**12**	**0.00%**
	< 30 years	(n)	0	3	3	0	1	1	**200.00%**
	30 - 50 years	(n)	1	6	7	1	9	10	**-30.00%**
	> 50 years	(n)	0	2	2	0	1	1	**100.00%**
	AMERICAS	(n)	**11**	**121**	**132**	**32**	**95**	**127**	**3.94%**
	< 30 years	(n)	4	38	42	14	36	50	**-16.00%**
	30 - 50 years	(n)	4	73	77	15	43	58	**32.76%**
	> 50 years	(n)	3	10	13	3	16	19	**-31.58%**

Social annex

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
401-1	**EMPLOYEE WHO LEFT BY AGE GROUP AND GENDER**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	GLOBAL	(n)	**46**	**224**	**270**	**56**	**254**	**310**	**-12.90%**
	< 30 years	(n)	10	44	54	19	26	45	**20.00%**
	30 - 50 years	(n)	15	96	111	20	110	130	**-14.62%**
	> 50 years	(n)	21	84	105	17	118	135	**-22.22%**
	EUROPE	(n)	**31**	**95**	**126**	**22**	**108**	**130**	**-3.08%**
	< 30 years	(n)	4	15	19	6	8	14	**35.71%**
	30 - 50 years	(n)	12	42	54	6	25	31	**74.19%**
	> 50 years	(n)	15	38	53	10	75	85	**-37.65%**
	ASIA	(n)	**1**	**13**	**14**	**2**	**20**	**22**	**-36.36%**
	< 30 years	(n)	1	2	3	0	2	2	**50.00%**
	30 - 50 years	(n)	0	8	8	2	15	17	**-52.94%**
	> 50 years	(n)	0	3	3	0	3	3	**0.00%**
	AMERICAS	(n)	**14**	**116**	**130**	**32**	**126**	**158**	**-17.72%**
	< 30 years	(n)	5	27	32	13	16	29	**10.34%**
	30 - 50 years	(n)	3	46	49	12	70	82	**-40.24%**
	> 50 years	(n)	6	43	49	7	40	47	**4.26%**

GRI ref.	Indicator description		2025			2024		
401-1	**EMPLOYEE WHO LEFT BY AGE GROUP AND GENDER - Turnover rate**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**
	GLOBAL	(%)	**1.60%**	**7.79%**	**9.39%**	**1.94%**	**8.78%**	**10.72%**
	< 30 years	(%)	0.35%	1.53%	1.88%	0.66%	0.90%	1.56%
	30 - 50 years	(%)	0.52%	3.34%	3.86%	0.69%	3.80%	4.49%
	> 50 years	(%)	0.73%	2.92%	3.65%	0.59%	4.08%	4.67%
	EUROPE	(%)	**1.08%**	**3.30%**	**4.38%**	0.76%	3.73%	4.49%
	< 30 years	(%)	0.14%	0.52%	0.66%	0.21%	0.28%	0.48%
	30 - 50 years	(%)	0.42%	1.46%	1.88%	0.21%	0.86%	1.07%
	> 50 years	(%)	0.52%	1.32%	1.84%	0.35%	2.59%	2.94%
	ASIA	(%)	**0.03%**	**0.45%**	**0.49%**	0.07%	0.69%	0.76%
	< 30 years	(%)	0.03%	0.07%	0.10%	0.00%	0.07%	0.07%
	30 - 50 years	(%)	0.00%	0.28%	0.28%	0.07%	0.52%	0.59%
	> 50 years	(%)	0.00%	0.10%	0.10%	0.00%	0.10%	0.10%
	AMERICAS	(%)	**0.49%**	**4.03%**	**4.52%**	1.11%	4.36%	5.46%
	< 30 years	(%)	0.17%	0.94%	1.11%	0.45%	0.55%	1.00%
	30 - 50 years	(%)	0.10%	1.60%	1.70%	0.41%	2.42%	2.83%
	> 50 years	(%)	0.21%	1.50%	1.70%	0.24%	1.38%	1.62%

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GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
401-3	**PARENTAL LEAVE**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	Total number of employees that were entitled to parental leave	(n)	434	1,585	**2,019**	434	1,615	**2,049**	**-1.46%**
	Total number of employees that took parental leave	(n)	39	90	**129**	43	93	**136**	**-5.15%**
	Number of employees returned to work in the reporting period after parental leave ended	(n)	36	88	**124**	42	91	**133**	**-6.77%**
	Number of employees who have returned to work after parental leave and are still employed after 12 months	(n)	36	85	**121**	39	98	**137**	**-11.68%**

GRI ref.	Indicator description		2025		2024		Δ % 2025-2024
404-1	**AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE**			(%)		(%)	
	Compliance & Anticorruption	(n)	6,468.50	5.60%	7,314.37	7.40%	**-11.56%**
	Cross-training (Soft Skills, Languages, Digital Skills)	(n)	5,086.50	4.40%	2,754.50	2.79%	**84.66%**
	Technical Skills	(n)	6,509.25	5.63%	5,213.33	5.27%	**24.86%**
	Sustainability	(n)	2,887.00	2.50%	2,132.00	2.16%	**35.41%**
	Others	(n)	2,644.60	2.29%	3,892.00	3.94%	**-32.05%**
	Health and safety	(n)	91,934.55	79.58%	77,525.78	78.44%	**18.59%**
	Total number of training hours	**(n)**	**115,530.40**	**100.00%**	**98,831.98**	**100.00%**	**16.90%**
	Average annual training hours per employees	**(n)**	**40.18**		**34.16**		**17.63%**

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
404-1	**AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	Executives	(n)	-	1.50	1.29	-	1.29	1.13	**14.29%**
	Managers	(n)	17.39	11.82	12.73	17.57	10.31	11.42	**11.45%**
	White collars	(n)	8.42	8.37	8.39	7.07	6.92	6.97	**20.28%**
	Blue collars	(n)	11.13	7.57	7.63	8.01	7.38	7.39	**3.18%**
	Health & Safety average annual training hours	(n)	23.03	33.87	31.98	18.26	28.61	26.80	**19.33%**

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GRI ref.	Indicator description		2025	2024
404-3	**PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS**			
	EXECUTIVES	(%)	0.00%	0.00%
	Men	(%)	0.00%	0.00%
	Women	(%)	0.00%	0.00%
	MANAGERS	(%)	1.67%	1.11%
	Men	(%)	1.32%	0.80%
	Women	(%)	0.35%	0.31%
	WHITE COLLARS	(%)	15.83%	11.93%
	Men	(%)	10.82%	7.98%
	Women	(%)	5.01%	3.94%
	BLUE COLLARS	(%)	21.43%	21.05%
	Men	(%)	20.77%	19.74%
	Women	(%)	0.66%	1.31%
	Total number of employees receiving regular performance and career development reviews	(%)	38.92%	34.08%

GRI ref.	Indicator description		2025			2024			Δ % 2025-2024
405-1	**DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**	
	TOTAL NUMBER OF EMPLOYEES	(n)	**502**	**2373**	**2875**	**506**	**2387**	**2893**	**-0.62%**
	EXECUTIVES	(n)	**1**	**6**	**7**	**1**	**7**	**8**	**-12.50%**
	< 30 years	(n)	0	0	0	0	0	0	**0.00%**
	30 - 50 years	(n)	0	0	0	0	1	1	**-100.00%**
	> 50 years	(n)	1	6	7	1	6	7	**0.00%**
	MANAGERS	(n)	**22**	**112**	**134**	**20**	**110**	**130**	**3.08%**
	< 30 years	(n)	1	1	2	0	2	2	**0.00%**
	30 - 50 years	(n)	13	35	48	13	42	55	**-12.73%**
	> 50 years	(n)	8	76	84	7	66	73	**15.07%**
	WHITE COLLARS	(n)	**456**	**896**	**1352**	**443**	**879**	**1322**	**2.27%**
	< 30 years	(n)	61	59	120	65	69	134	**-10.45%**
	30 - 50 years	(n)	261	396	657	243	389	632	**3.96%**
	> 50 years	(n)	134	441	575	135	421	556	**3.42%**
	BLUE COLLARS	(n)	**23**	**1359**	**1382**	**42**	**1391**	**1433**	**-3.56%**
	< 30 years	(n)	4	177	181	8	212	220	**-17.73%**
	30 - 50 years	(n)	13	696	709	27	703	730	**-2.88%**
	> 50 years	(n)	6	486	492	7	476	483	**1.86%**

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GRI ref.	Indicator description		2025	2024
405-1	**DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (WOMEN)**			
	Women out of total	(%)	17.46%	17.49%
	Women out of total executives	(%)	14.29%	12.50%
	Women out of total managers	(%)	16.42%	15.38%
	Women out of total white collars	(%)	33.73%	33.51%
	Women out of total (excluded blue collars)	(%)	32.08%	31.78%
	Women out of total blue collars	(%)	1.66%	2.93%
	Women executive out of total women	(%)	0.20%	0.20%
	Women manager out of total women	(%)	4.38%	3.95%
	Women white collars out of total women	(%)	90.84%	87.55%
	Women blue collars out of total women	(%)	4.58%	8.30%

GRI ref.	Indicator description		2025			2024		
405-1	**DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**		**WOMEN**	**MEN**	**TOTAL**	**WOMEN**	**MEN**	**TOTAL**
	TOTAL NUMBER OF EMPLOYEES	(%)	**17.46%**	**82.54%**	**100.00%**	**17.49%**	**82.51%**	**100.00%**
	Executives	(%)	**0.03%**	**0.21%**	**0.24%**	**0.03%**	**0.24%**	**0.28%**
	< 30 years	(%)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	30 - 50 years	(%)	0.00%	0.00%	0.00%	0.00%	0.03%	0.03%
	> 50 years	(%)	0.03%	0.21%	0.24%	0.03%	0.21%	0.24%
	Managers	(%)	**0.77%**	**3.90%**	**4.66%**	**0.69%**	**3.80%**	**4.49%**
	< 30 years	(%)	0.03%	0.03%	0.07%	0.00%	0.07%	0.07%
	30 - 50 years	(%)	0.45%	1.22%	1.67%	0.45%	1.45%	1.90%
	> 50 years	(%)	0.28%	2.64%	2.92%	0.24%	2.28%	2.52%
	White collars	(%)	**15.86%**	**31.17%**	**47.03%**	**15.31%**	**30.38%**	**45.70%**
	< 30 years	(%)	2.12%	2.05%	4.17%	2.25%	2.39%	4.63%
	30 - 50 years	(%)	9.08%	13.77%	22.85%	8.40%	13.45%	21.85%
	> 50 years	(%)	4.66%	15.34%	20.00%	4.67%	14.55%	19.22%
	Blue collars	(%)	**0.80%**	**47.27%**	**48.07%**	**1.45%**	**48.08%**	**49.53%**
	< 30 years	(%)	0.14%	6.16%	6.30%	0.28%	7.33%	7.60%
	30 - 50 years	(%)	0.45%	24.21%	24.66%	0.93%	24.30%	25.23%
	> 50 years	(%)	0.21%	16.90%	17.11%	0.24%	16.45%	16.70%

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GRI ref.	Indicator description		2025	2024	Δ % 2025-2024
403-9	**WORK-RELATED INJURIES**				
403-10	**EMPLOYEES**				
	Total number of fatalities as a result of work-related injury	(n)	-	-	**0.00%**
	Rate of fatalities as a result of work-related injury	(n)	-	-	**0.00%**
	Total number of high-consequence work-related injuries (excluding fatalities)	(n)	3.00	2.00	**50.00%**
	Rate of high-consequence work-related injuries (excluding fatalities)	(n)	0.61	0.39	**55.40%**
	Total number of Work-related injuries	(n)	41	43	**-4.65%**
	Rate of recordable work-related injuries*	(n)	8.37	8.48	**-1.22%**
	Total numbers of hours worked by all employees	(n)	4,896,720.27	5,073,122.19	**-3.48%**
	WORKERS WHO ARE NOT EMPLOYEES				
	Total number of fatalities as a result of work-related injury for all workers who are not employees (employed by contractors) and whose work and/or workplace is controlled by the organization	(n)	-	-	**0.00%**
	Rate of fatalities as a result of work-related injury	(n)	-	-	**0.00%**
	Total number of high -severity accidents related to work for all non -dependent workers (excluding fatal accidents).	(n)	-	-	**0.00%**
	Rate of high-consequence work-related injuries (excluding fatalities)	(n)	-	-	**0.00%**
	Total number of Work-related injuries for workers who are not employees (employed by contractors) and whose work and/or workplace is controlled by the organization	(n)	2	7	**-71.43%**
	Rate of recordable work-related injuries*	(n)	1.97	6.65	**-70.38%**
	Total numbers of hours worked by all workers who are not employees (employed by contractors) and whose work and/or workplace is controlled by the organization	(n)	1,015,558.65	1,052,704.88	**-3.53%**

**Total number of lost time injury events x 1.000.000) / total hours worked*

CONTACTS AND OTHER INFORMATION

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

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