

DOMO
caring is our formula

CARING FOR A BETTER TOMORROW

SUSTAINABILITY REPORT 2023



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Three years have now passed since we launched our mission to become a “benchmark for sustainable development and social responsibility,” with 2023 marking another year of progress along this journey.

Sustainability continues to be a core focus for DOMO, one which is embedded as a pillar of our corporate strategy and integrated into our engagements with all key stakeholders.

We are delighted to present the third edition of our DOMO Sustainability Report. Throughout this report we aim to show our evolution and maturity as a company, focusing on our progress towards our 2030 objectives and our commitment to innovation and pursuit of excellence across each of our strategic pillars. This report was prepared in accordance with Global Reporting Initiative (GRI) standards, the most widely recognized reporting standard for sustainability.

Thank you for reading this report! We welcome readers to engage with us and join our efforts to expand our industry’s sustainability agenda.

This edition covers our company-level assessment and performance, encompassing all entities under DOMO Chemicals Holding NV (hereafter referred to as “DOMO”). For any questions regarding the content of the report, please contact our Sustainability Director, Thomas Bollen (Thomas.bollen@domo.org)

SUSTAINABILITY HIGHLIGHTS 2023

29% GHG REDUCTION

in scope 1 & 2 emissions against our 2019 baseline.

18% RENEWABLE ELECTRICITY

usage across our operations globally – up from 12% in 2022.



13% ENGINEERED MATERIALS

from circular and bio-based sources.

7% ENERGY INTENSITY IMPROVEMENT

achieved compared to last year thanks to multiple energy efficiency projects.

ISCC+ CERTIFICATION

obtained for 3 production sites and 300+ PA6 and engineered materials products.

39% WASTE REDUCTION

(hazardous and non-hazardous) compared to our 2019 baseline.



ECOVADIS GOLD MEDAL

>85% SAFETY SCORE

achieved by all sites on leading initiatives.

71% EMPLOYEE ENGAGEMENT

based on our third Pulse Check Engagement Survey.

9.4% IMPROVEMENT GLOBAL SAFETY SURVEY

in comparison to 2021 results.



2nd CARE TO BE SAFE AWARD



STRATEGIC PARTNERSHIPS

6 COMMUNITY EVENTS

hosted at our sites through our drive to inspire future generations on sustainability.

EMPLOYEE ASSISTANCE PROGRAM

launched to provide confidential work and life matters counselling by external professionals.

RDF BOILER OPENING

to produce steam for the Alsachimie plant.

CEO MESSAGE

Dear Reader,

I am pleased to present our third annual Sustainability Report, which highlights our continued commitment and progress in this important area. As we face the challenges of a rapidly changing world, sustainability remains at the core of our business strategy.

Purposeful progress

Our journey towards sustainability has been relentless. We recognize that it is not just a buzzword, but an imperative. Our customers, stakeholders and employees continue to emphasize its importance, and we have listened. In 2023, we accelerated our progress, achieving a remarkable reduction of almost 30% in greenhouse gas (GHG) emissions since our 2019 baseline. In addition, we significantly increased our reliance on renewable energy sources. In 2023, 18% of the company's electricity consumption came from renewables, up from 12% in 2022.

How did we achieve this? Sustainability is embedded in every facet of our operations, in every action of our departments, and in the very resolve of our daily work. From circularity initiatives to chemical recycling and renewable energy adoption, we are well advanced in our efforts. Operational excellence, digitalization and data optimization have been integral to our sustainability journey. And perhaps the strongest evidence of the fulfilment of our sustainability agenda was our achievement of an EcoVadis Gold Medal, just one year after receiving the Silver Medal.

Customer centricity

Our extended circular and bio-based product offerings empower our customers to make responsible choices. In 2023, we were able to provide our customers with an even greater choice of circular and bio-based solutions by earning ISCC+ certification. This achievement reaffirms our commitment to customer centricity, the guiding principle of our daily actions. Every day, we engineer and produce new possibilities to improve the world thanks to polyamide. Polyamides make our cars lighter, the electronics in our homes safer and garden tools more sustainable. E-mobility, a leading force in our approach to anticipating future customer needs, has led to a wealth of innovative polyamide-based applications. Sustainable polyamides, produced with less greenhouse gas emissions, will define the way we use bikes, cars and buses in the future.

We've already seen sales of these circular and bio-based solutions grow to 13% in our European engineered materials business in 2023, a testament to the trust our customers place in us. Sustainable solutions partnerships - like the one with Mitsubishi Chemical Group - are a proven way to join forces for a better future. I am confident that many of you will be inspired to work with us on solutions that reduce the environmental impact of your products.

Responsible employer

Our ethos goes far beyond business. Our motto of "caring is our formula" shapes our culture and attracts top talent. Caring is one of our core values and is defined by the way we listen every day. In the third year of our Pulse Check engagement survey, the engagement of our employees

remains unwavering. At the same time, the support for our workforce does not stop at the factory gate: we've established an Employee Assistance Program to support our employees and their families on critical topics. Our multicultural workforce, comprised of 18 nationalities, is a source of pride and reflects our commitment to inclusiveness.

Bringing the world together

The year 2023 has paved the way for a more united and stronger industry. This is based on megatrends such as new mobility, urbanization and improved lifestyles that have long shaped our path forward. Today, more than ever, the chemicals and plastics industry remains committed to resilience, driving innovation and securing quality jobs for workers while advancing sustainability goals. Our heart of operations is in Europe, and we embrace the Business Case for a new Industrial Deal as we unite for a better future. But it is not just Europe that needs to come together - it is the world we need to protect and connect. Breaking the ground at our new plant in China is an example of our global reach and sustainability achievements, setting new standards for environmental stewardship.

As we move forward, let us remember that sustainability is not a destination - it is a continuous journey. This year's report testifies our caring formula to sustainable progress. Together, we can build a brighter, more sustainable future. Let's keep moving forward on this journey.

Sincerely,

Yves Bonte
CEO



"Together, we can build a brighter, more sustainable future. Let's keep moving forward on this journey."

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OUR COMPANY

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“At DOMO, we take a holistic approach to building a high-performance business and have defined clear goals to create value for all our stakeholders.”

Yves Bonte
CEO

02

ABOUT DOMO

We are a leading engineered materials company and highly integrated solution provider committed to the sustainable future of polyamides.

Total Revenue

€1.38 billion

Total Employees

2077

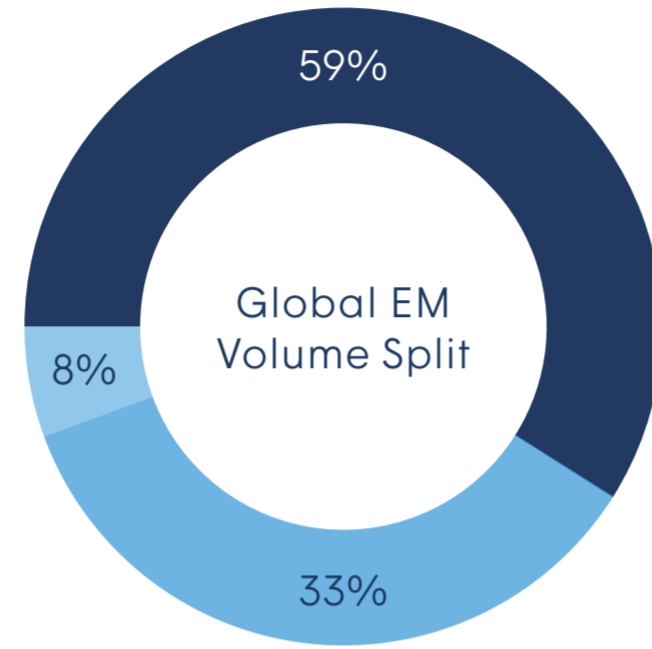


Figure 1 | DOMO Global Presence



MISSION, VISION, VALUES

Our Mission

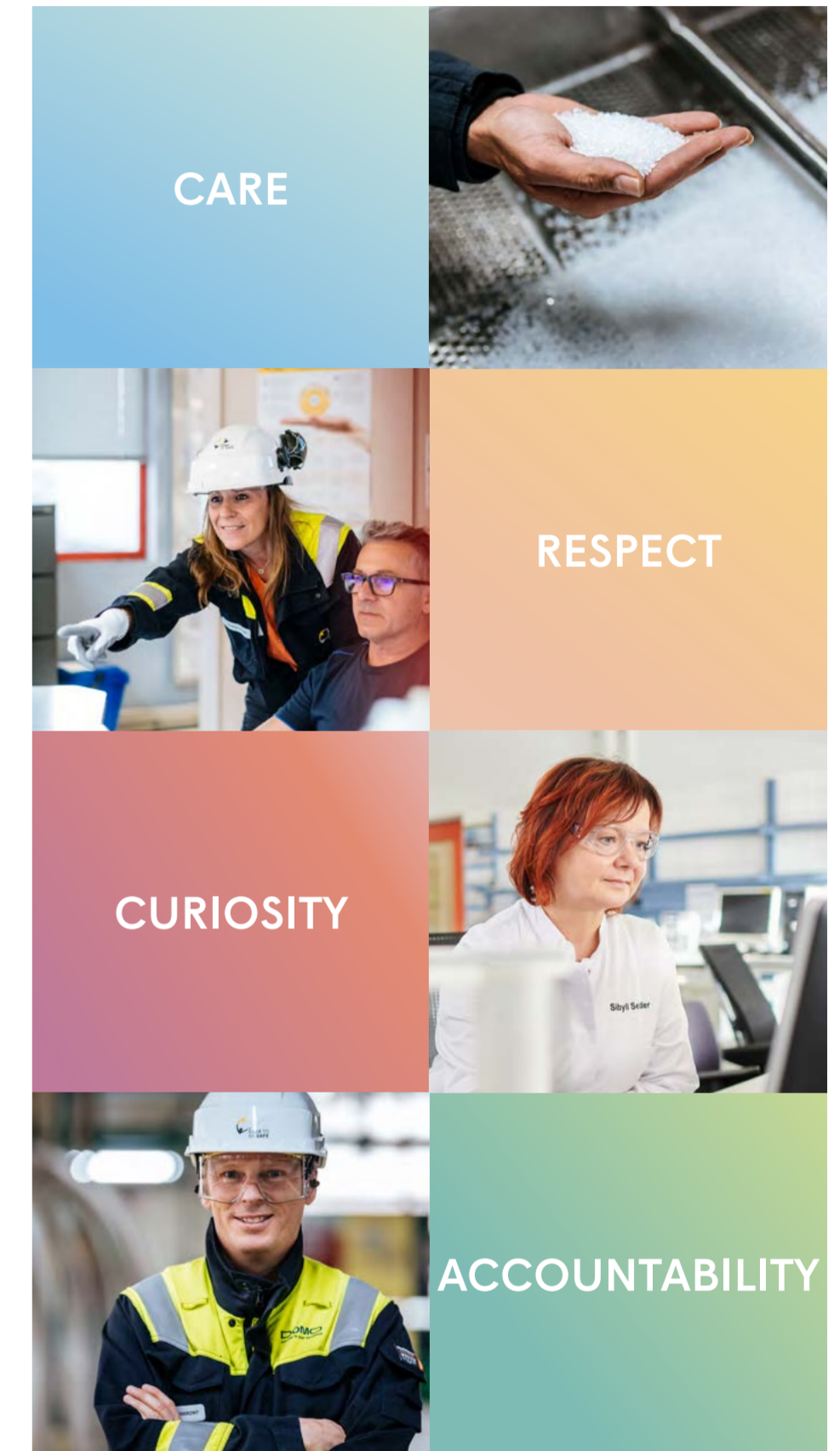
Caring is our formula to engineer polyamide solutions that contribute to changing the world, sustainably and for the better.

Our Vision

To make a positive contribution to society by creating value for all our stakeholders.

Our Values

The DOMO values - Care, Respect, Curiosity and Accountability - have been defined by our DOMO colleagues and are designed to guide all of us in our daily work and interactions with one another, no matter what our role in the company. They inspire our employees and managers to behave in ways that we believe are essential to creating a work environment and a culture in which everyone feels valued, engaged and eager to contribute.



COMPANY STRATEGY

At DOMO, we take a holistic approach to building a high-performance business and have defined clear goals to create value for all our stakeholders.

We want to be a benchmark for engineered materials among the global leaders in our industry, and we have built this ambition on the trust and commitment of all our 2,000+ employees. Our purpose, vision and mission are supported by focused goals and sound financial targets, driven by our four-pillar strategy.

“DOMO pursues a strategy of sustainable value growth and wishes to be, in 2030, a benchmark in sustainable development and social responsibility, and be recognized among the best in our industry.”

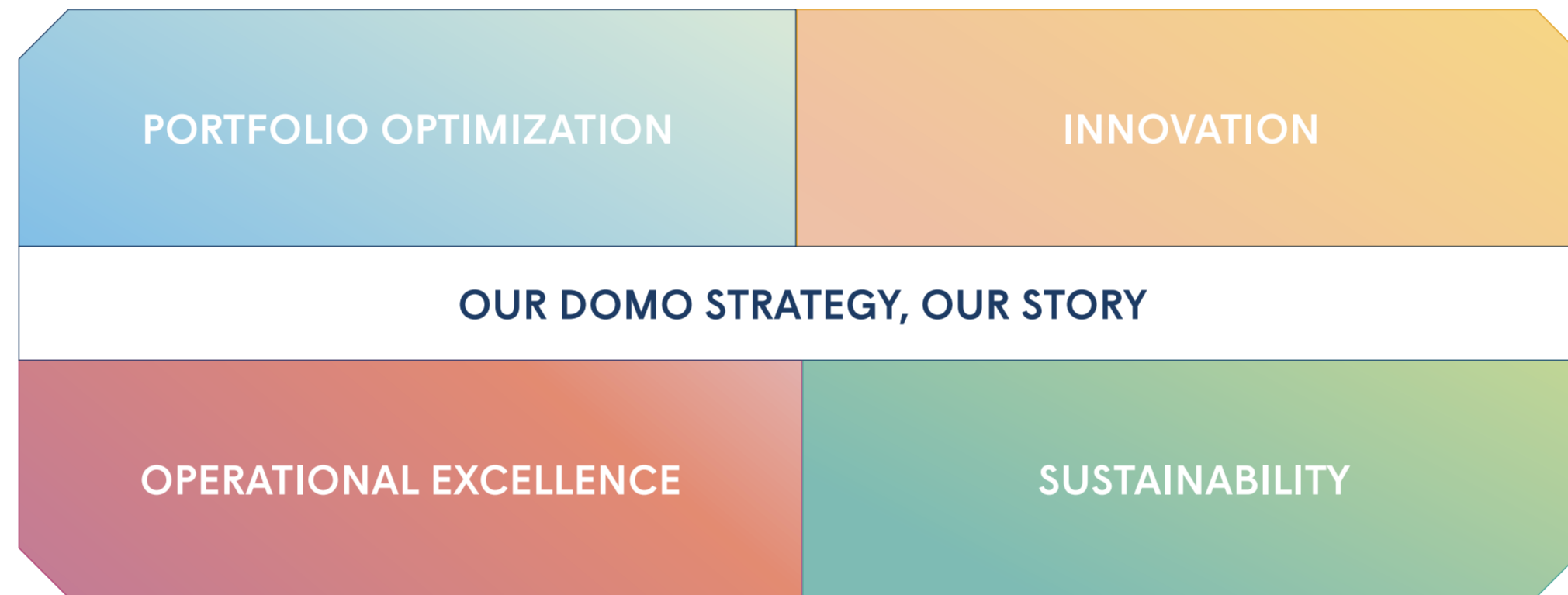
Yves Bonte,
Chief Executive Officer

→ Portfolio Optimization

Portfolio optimization involves assessing our activities and prioritizing those with the greatest potential for success. We are intensifying our focus on Engineered Materials and bolstering our global presence. Additionally, we are optimizing our polyamide value chain to better serve key markets and continuously evolving customers' requirements.

→ Innovation

Based on our leading polyamide brand TECHNYL® we continuously focus on innovation, product development and application research. We actively engage with customers to anticipate future needs. Our global innovation centers play a pivotal role in developing sustainable polyamide solutions, addressing market demands while prioritizing a lower environmental impact.



→ Operational Excellence

Operational excellence sits alongside sustainability as one of the four pillars of our DOMO corporate strategy, and the two are intrinsically linked within our company. Our Operational Excellence Roadmap, initiated during 2023, is a crucial tool in enabling us to drive our Care to be Safe journey (more information on page 27) as well as strengthening the reliability, efficiency and flexibility of our operations.

→ Sustainability

Sustainability is directly linked to our mission of engineering polyamide solutions that contribute to positive global change. DOMO Beyond (more information on page 12) serves as our roadmap for innovative projects aimed at achieving our sustainability targets. By fostering networks with all stakeholders, we address significant environmental challenges and ensure our business grows in an eco-friendly manner. The publication of this yearly report serves as a testimony of our focus and commitment to sustainability.

Our two enablers of DOMO's strategy remain of paramount importance:

People & Culture

The success of DOMO is built on our people and culture. Sustainability is a core human value and we prioritize a meaningful employee experience since we need every single employee's engagement. Safety remains our top priority and providing a healthy and safe working environment (HSE) is non-negotiable for us as a company. In 2023, we accelerated our multifaceted Care to be Safe program to support the improvement of our safety culture, creating the right awareness for the health, safety and well-being of our employees. We also actively engage employees through surveys and recently launched our first Employee Assistance Program (more information on page 29).

Digitalization

Digitalization remains key for driving our overall strategy. As we harness the power of digitalization to further improve reliability and interaction with all our customers and partners, we also continue to empower our people to focus on more motivating, challenging, safer and, most importantly, value-adding activities. In 2023, we accelerated our ambitious digitalization efforts, enabling us to become even more connected, smarter and more efficient in our operations, our product innovations and with our collaborators and partners across the value chain. Our digitalization progress also allows us to create more circular and bio-based solutions that deliver both sustainability and cost benefits to our customers.

OUR SUSTAINABILITY JOURNEY

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“We have set ambitious objectives that address our sustainability impact in a holistic manner.”

Stéphane Guélat
Chief Operating Officer

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OUR SUSTAINABILITY JOURNEY



Our sustainability journey at DOMO is guided by the need to deliver a corporate agenda that meets the needs of our current and future stakeholders, while identifying, anticipating and acting upon elements that will be essential in ensuring a sustainable future for people and planet.

We have set ambitious objectives that address our sustainability impact in a holistic manner. This impact is also balanced within the three pillars of our sustainability framework – Planet Care, Partner of Choice and Responsible Employer, shaped by our

understanding of the topics that are most material to our business and value chain.

Planet Care demonstrates our balance of short, medium and long-term projects to manage and mitigate our environmental impact. Our robust decarbonization roadmap combines our renowned operational excellence with site-level and group-wide initiatives, with its success demonstrated by our continuous reductions in GHG emissions coupled with increased renewable energy usage since 2019. Over the same timescale, we have reduced our waste disposal and water intake by 39% and 2.1% respectively. Innovation continued apace in 2023 to ensure further progress, such as a decision to upgrade our packaging facilities in Gorzów and our Praline and Gavarnie energy efficiency projects.

Being a **Partner of Choice** means focusing on customer centricity and ensuring we have an attractive portfolio of circular and bio-based solutions for our customers. One of our major achievements in 2023, the granting of ISCC+ certification for our production sites in Arco, Gorzów and Leuna, is a significant step forward for DOMO on this journey. We are also showcasing our agility and proactiveness via our E-mobility roadmap, which is enabling us to meet growing customer demands for essential materials to drive the electric vehicle revolution. The quality of our partners highlighted throughout this report, including Mitsubishi Chemical Group, OMV and MARTOR, only strengthens our viability as an organization.

Safety remains our primary priority and is the foundation of our position as a **Responsible Employer**, for our 2000+ employees as well as third parties who operate on our premises. 2023 saw an

acceleration in our Care to Be Safe journey, with the active involvement and recognition of all sites with our second Care to Be Safe awards. We continue to actively engage with our employees through our annual Pulse Check engagement survey and the subsequent actions taken on the outcomes, such as the launch of our first ever Employee Assistance Program this year along with Talent and Succession plan for all employees.

Being serious about sustainability also requires the courage to take risks. Alongside those activities above, we are also positioning ourselves as a leader through our exploration of innovative and novel feedstocks (such as bio-benzenes) and utilization of early-stage technologies such as electrolyzers. We pursue these opportunities as part of our customer-centric mindset and desire to push the boundaries of what is possible for sustainability in our industry.

We are confident that this report will assure all DOMO stakeholders that sustainability is ingrained in our corporate DNA, demonstrates our commitment and progress towards our objectives, and will inspire a desire to partner with us on this journey.

Stéphane Guélat
Chief Operating Officer

Success Story

ECOVADIS GOLD MEDAL

Our ambition to be an industry leader in sustainable development was further validated in 2023 with our achievement of an EcoVadis Gold Medal. EcoVadis, the world's largest sustainability rating agency, sets stringent expectations for a company's sustainability management system, with requirements for outstanding policies, procedures and reporting frameworks in order to be recognized as a leader.

By moving from the 73rd to the 94th percentile between 2022 and 2023, courtesy of a 13-point improvement in our overall score, DOMO is now ranked within the top 6% of all companies assessed by EcoVadis, regardless of industry. The resultant Gold Medal is celebrated by everyone within our company as a key milestone in the continuous progress and improvements we seek to make in our sustainability agenda.

Our holistic integration of sustainability within our strategy and daily work was also shown through our progress in each of the four EcoVadis pillars, covering the Environment, Labor & Human Rights, Business Ethics and Sustainable Procurement. Our achievements and validation by third party experts serve to strengthen our commitment to our three-pillar sustainability strategy of Planet Care, Partner of Choice and Responsible Employer.



2023 PROGRESS TOWARD OUR 2030 OBJECTIVES

2023 was another year of continued growth and success in relation to DOMO's group level targets related to our strategic pillars of Planet Care, Partner of Choice and Responsible Employer.

The outcomes below demonstrate DOMO's commitment to corporate transparency and accountability, with the improvements across the three pillars reflective of the dedicated approach we take, embracing sustainability as a key foundational element of our corporate strategy.

The following chapters will provide more color and granularity on how we continue to make progress on our objectives.

STRATEGIC PILLAR	KPI	BASELINE ²	2023 PROGRESS	2030 TARGET
PLANET CARE 	CO ₂ eq emissions (Scope 1 & 2)	404 Kt CO ₂	-29%	-40% (net zero by 2050)
	Waste	15.1 Kt waste	-39%	-7%
	Water intake	22,947 m3 ('000)	-2.1%	-25%
	Renewable electricity	4%	18%	50% (100% by 2040)
PARTNER OF CHOICE 	Circular & bio-based solutions	10% EM ³ sales	13%	20%
	Carbon footprint	4.2 kg CO ₂ /kg	-9.5%	-20%
	EcoVadis rating	N/A	Gold	Gold
RESPONSIBLE EMPLOYER 	Safety TRIR ⁴	5.1	4.8	<1
	Employee engagement	69%	71%	80%
	Women in management role	30%	28%	35%

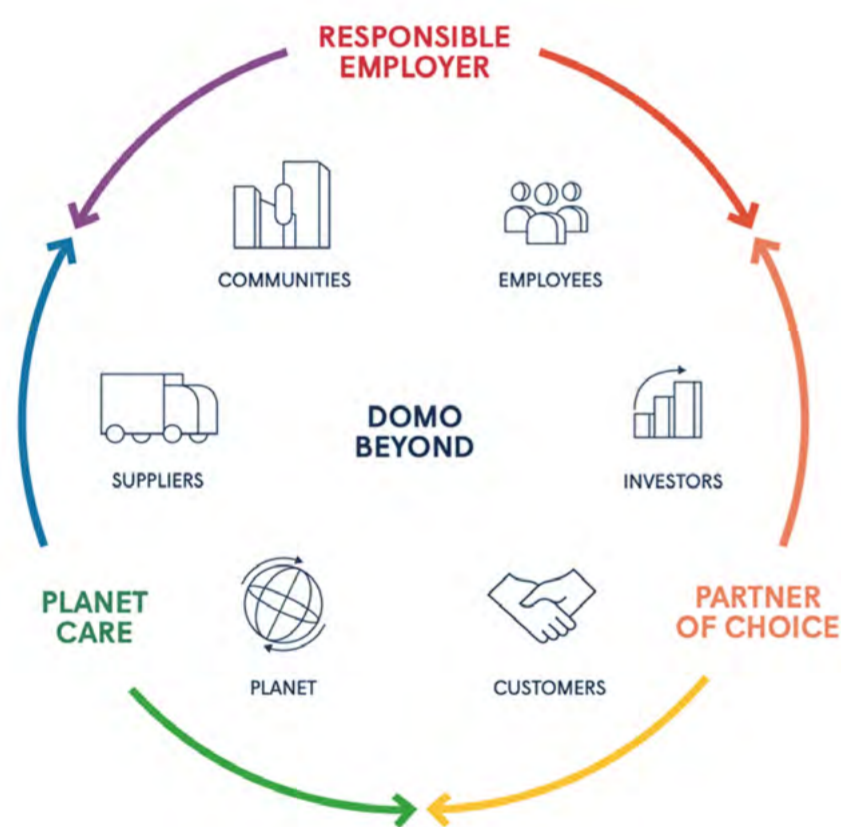
² The baseline year is selected based upon first year of data availability; for renewable electricity and employee engagement the year 2021 is used, for carbon footprint and women in management role the year 2022 is used; for all other KPIs the year 2019 is used.

³ EM = Engineered Materials.

⁴ TRIR = Total Recordable Injury Rate.

DOMO BEYOND

Our DOMO Beyond Framework continues to structure and facilitate our internal approach to managing sustainability. The framework remains a comprehensive overview of our key stakeholders - Planet, Employees, Communities, Investors, Suppliers and Customers - and sustainability matters, grouped under our three pillars of Planet Care, Partner of Choice and Responsible Employer, that are most important to our business and the context in which we operate. This framework outlines our ambitions as well as enabling us to measure improvement each year.



MATERIALITY ASSESSMENT

For the purpose of identifying the sustainability issues that matter most to our business and our stakeholders, we conducted a materiality assessment in 2021.

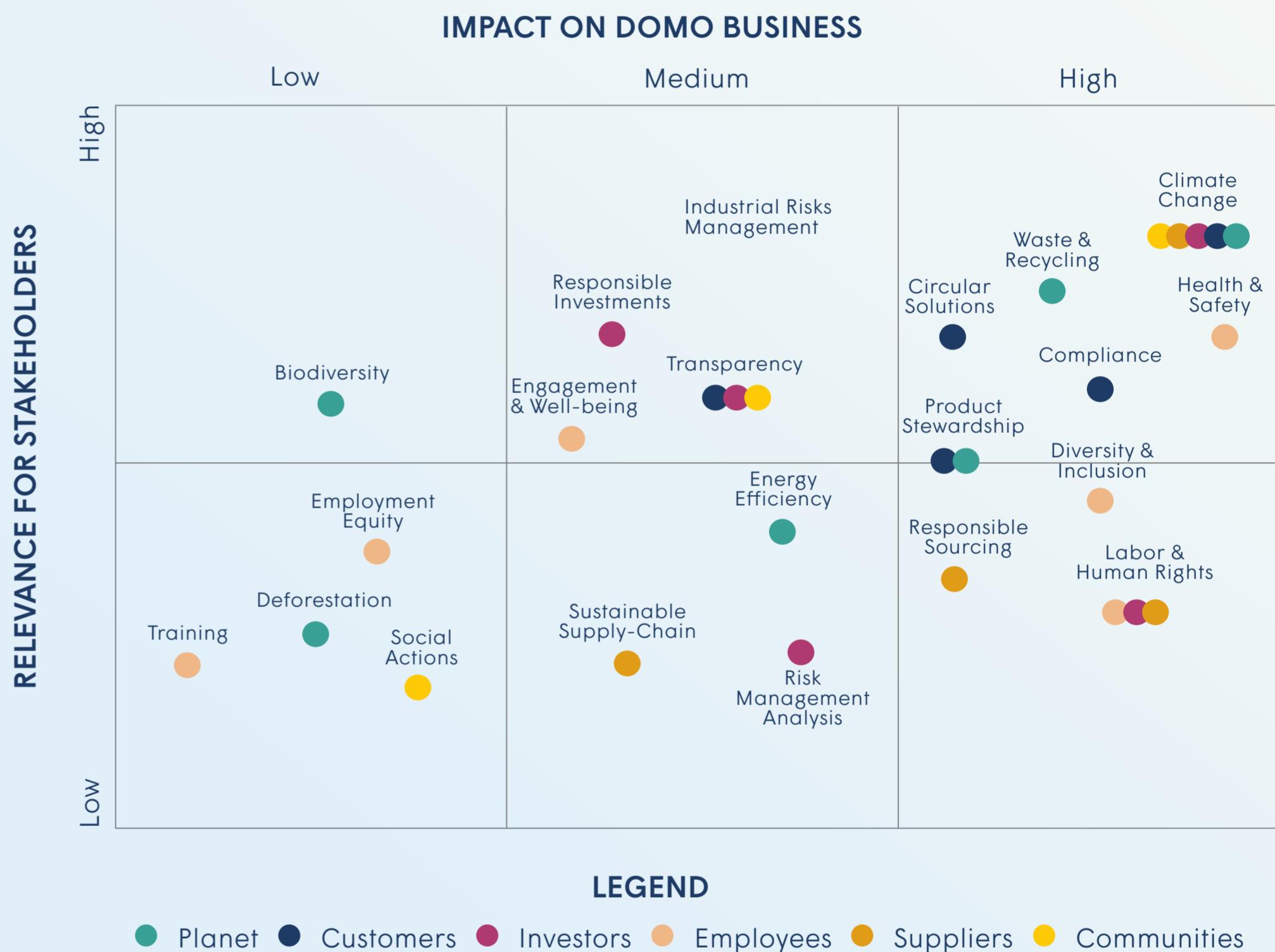
Materiality assessments allow for the prioritization of topics that generate the most impact in sustainability strategies.

As part of our preparation for the upcoming European Union sustainability legislation, the Corporate Sustainability Reporting Directive (CSRD), we will be conducting a new double materiality assessment in 2024. This will be a foundational step in our roadmap towards CSRD compliance in 2026, at which point we will be mandated to disclose publicly using 2025 data. For 2023, we continue to utilize the 2021 dataset for prioritization within our sustainability strategy.

→ Stakeholder Engagement

DOMO maintains a regular, transparent and target group-specific dialogue with its stakeholders to ensure they are kept informed. Key stakeholders include customers, employees, suppliers and business partners along with our shareholders, the media and other representatives of society. We aim to notify our various target groups promptly and appropriately regarding developments at DOMO and its objectives, thus enabling our stakeholders to obtain a comprehensive picture of our company and its business activities. In return, this dialogue enables us to identify the needs and expectations of our stakeholders, to evaluate those trends and to appropriately reflect them in our business decisions.

Figure 2 | DOMO Materiality Matrix



As a member of relevant technical and industry associations at a local, regional and international level, DOMO maintains an active dialogue concerning industry-specific issues. DOMO's Management and Global Communications departments regularly and promptly notify our various groups

of shareholders, customers, key partners and journalists of developments within the company; for instance, presenting the latest company developments via press releases, in conferences and events as well as via the company's website and various social media channels.

PLANET CARE

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Ambition

We are committed to contributing to the fight against climate change through investing in CO₂ emissions reductions, delivering on our ambition to be a GHG scope 1 & 2 net zero company by 2050, as well as managing and mitigating our impact on water and waste.

Priorities

- Decarbonization
- Water Management
- Waste Management

GRI

- GRI 301, GRI 302, GRI 303, GRI 305, GRI 306

04

DECARBONIZATION

In 2022, we created our decarbonization roadmap, which principally focuses on reducing energy consumption and carbon emissions at our Belle Étoile (France) and Leuna (Germany) sites, our two most energy-intensive facilities.

Progress on our roadmap accelerated further in 2023, as we continued towards our holistic goals of reducing our scope 1 & 2 greenhouse gas (GHG) emissions by 40% by 2030 and achieving net zero by 2050.

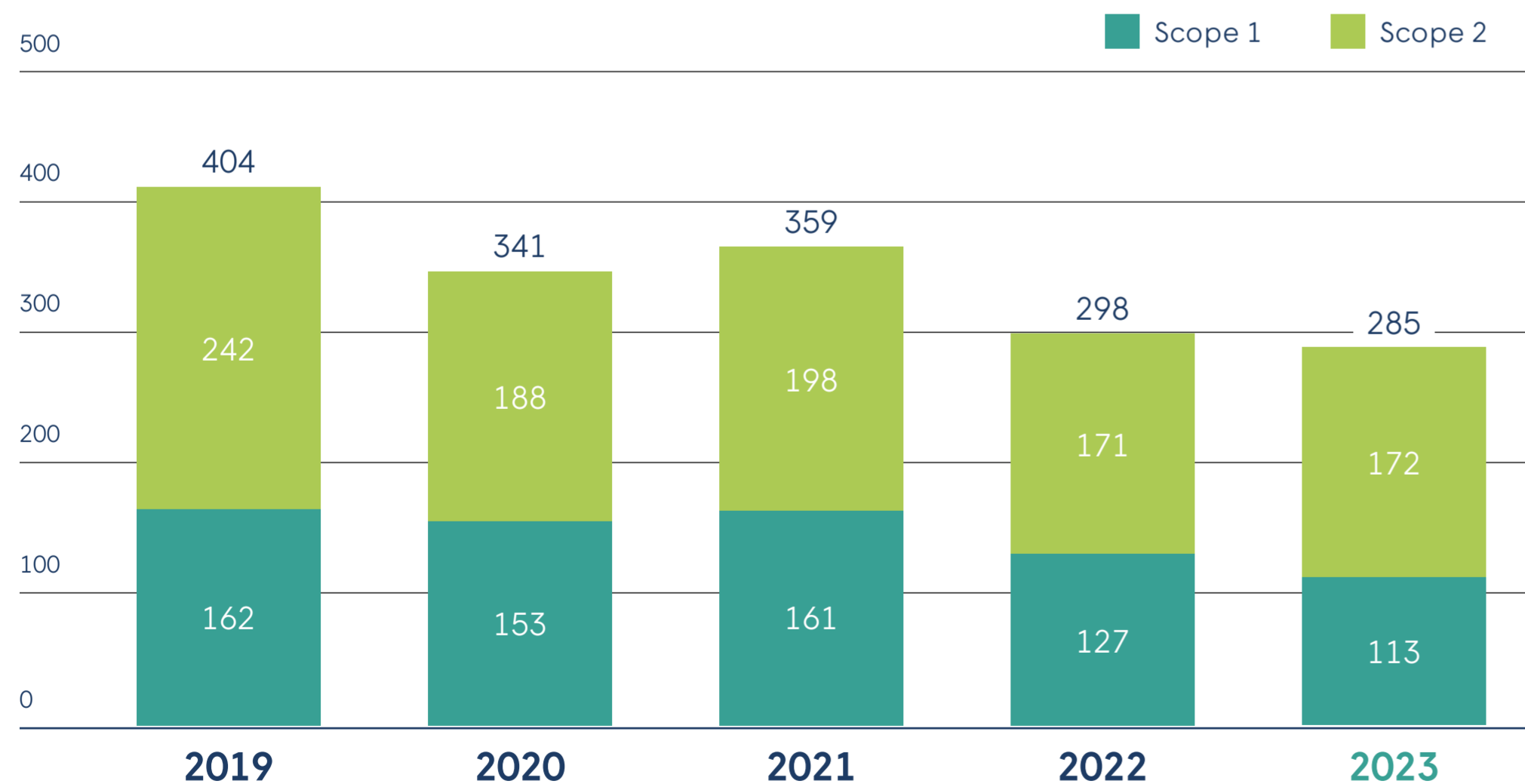
We also invest in renewable energy sources and aim to procure 50% of our electricity from renewable sources by 2030 and 100% by 2040.

29% GHG emissions reduction since 2019 baseline.

18% Electricity consumed via renewable sources.

7% Energy intensity reduction compared to 2022.

Figure 3 | DOMO Emissions (Kt CO₂eq)



→ Carbon Management

In 2023 we progressed further in reducing our GHG emissions, continuing our efforts since 2019. Our latest carbon footprint assessment demonstrates a 29% reduction since the 2019 baseline and a year-on-year reduction of 5% since 2022.

While our GHG emissions have continued to fall in line with our corporate strategy, the pace of our progress did slow in 2023 and we have assessed our ongoing measures in light of this. Operational and business factors still significantly influence the expected yearly reductions. We are considering all available methods to reduce GHG emissions, such as energy efficiency, renewable energy sourcing, fuel switching and engagement with the value chain. We aim to reduce emissions across our entire operational scope and apply mitigation strategies to our main emission sources.

Methodological overview

Our Greenhouse Gas Inventory follows the methodology proposed by the GHG Protocol (Corporate Accounting and Reporting Standard). We have calculated our scope 2 emissions using a market-based approach, which considers emission factors directly provided by our electricity suppliers.

→ Energy Management

Our sites are currently engaged in identifying their emissions hotspots and exploring energy efficiency opportunities. For instance, our Valence site (France) successfully reduced its GHG emissions by 6.6% in 2023 in comparison to the previous year by implementing specific energy efficiency actions. Further site level initiatives are constantly being created or refined as we seek to spread the impact of our emission reduction strategy across the business. Globally DOMO reduced its energy intensity by 7% compared to the previous year.

→ Energy Sourcing

In 2023, 18% of our electricity consumption was supplied via renewable sources, a significant growth on the 12% we achieved in 2022 and a substantial 4.5x increase since we initiated this objective in 2021. This includes 100% coverage at our sites in Arco (Italy) and Blanes (Spain), setting a high standard which we are aiming to emulate across our operational footprint over the coming years.

→ Continuing Our Progress

We keep a strong focus on energy efficiency by using cutting-edge technologies to minimize energy consumption and emissions and seeking to install solar panels and wind turbines where feasible. For example, a solar panel installation project is planned at our site in Leuna (Germany) for which the chemical park operator InfraLeuna has been negotiating with suppliers to kickstart this initiative in 2026.

We are also progressively increasing the proportion of renewable electricity sourced across our plants. In parallel we are seeking to utilize waste and biomass as sustainable fuel alternatives to reduce reliance on fossil fuels and mitigate emissions, as well as integrating power purchase agreement (PPA) contracts with key suppliers. Lastly, we are investigating innovative technologies such as electrification and electrolyzers to produce green hydrogen, such as the HyDom project introduced in our 2022 Sustainability Report.

To support these ambitious targets, we have a robust financial strategy in place. We are allocating resources judiciously to fund key initiatives and investments in clean technologies and maximizing opportunities through subsidies and partnerships in clean energy and technology sectors. As was the case in 2022, we believe that DOMO remains poised to both lead and accelerate the transition towards a sustainable and low-carbon future in our industry.

Success Story

PRALINE PROJECT: PRODUCING HIGH-CONCENTRATION NYLON SALT WITH LOWER ENERGY CONSUMPTION

In last year's Sustainability Report, we introduced PRALINE (Pre-salification In Belle-Étoile), a complex project which aims to produce nylon salt directly at a higher concentration in comparison to typical process outcomes.

This helps to decrease steam consumption at the evaporation step and reduce natural gas consumption, ultimately lowering our GHG emissions. To achieve this, we have adapted our salt workshop by using temperature adaptation and pre-salification processes that require less water for evaporation.

Once fully implemented, the project is expected to decrease total CO₂ emissions by approximately 5Kt per year, which amounts to 5% of the site's GHG emissions. Overall, this project shows significant potential for improving our environmental performance while maintaining our competitiveness.

The construction of the new installation has now been approved and started. It is expected to be completed by mid-2025, following a thorough assessment of the project's economic and environmental benefits, which began in 2019.

Success Story

GAVARNIE HEAT INTEGRATION: LESS STEAM, FEWER GHG EMISSIONS

In November 2021, to reduce our environmental footprint in line with our DOMO Beyond objectives, we installed an additional heat exchanger and a separate liquid/gas exchange drum at our Belle-Étoile site in France.

From a technical perspective, the new exchanger is installed on the roof of the distillation building and has a specific design that results in high efficiency, smaller volume and lower pressure drop.

This design achieves an 8% reduction in steam consumption during the hexamethylene diamine (HMD) distillation process. With less steam required, this reduces the natural gas consumption of the HMD process, saving approximately 2,300 t CO₂/year - equivalent to a 2.6% decrease in GHG emissions for the Belle-Étoile site.

An additional benefit is that this also lowers our variable costs, which helps to improve the profitability of the site. This project is just one of many examples illustrating how we are implementing solutions that balance our sustainability and profitability objectives to secure DOMO's future in a sustainable way.

WATER MANAGEMENT

Water is a key input in the polyamide manufacturing process and is therefore used for many purposes in our operations.

All our sites are required to collect, monitor and manage metrics related to water use, allowing us to track progress at both a site and company level.

Our commitment to reducing our water use and seeking efficiencies where possible is demonstrated by our 2030 agenda, with a key strategic goal of reducing our water use by 25% from the 2019 baseline. Since 2019, we have reduced our water withdrawal by 2.1%.

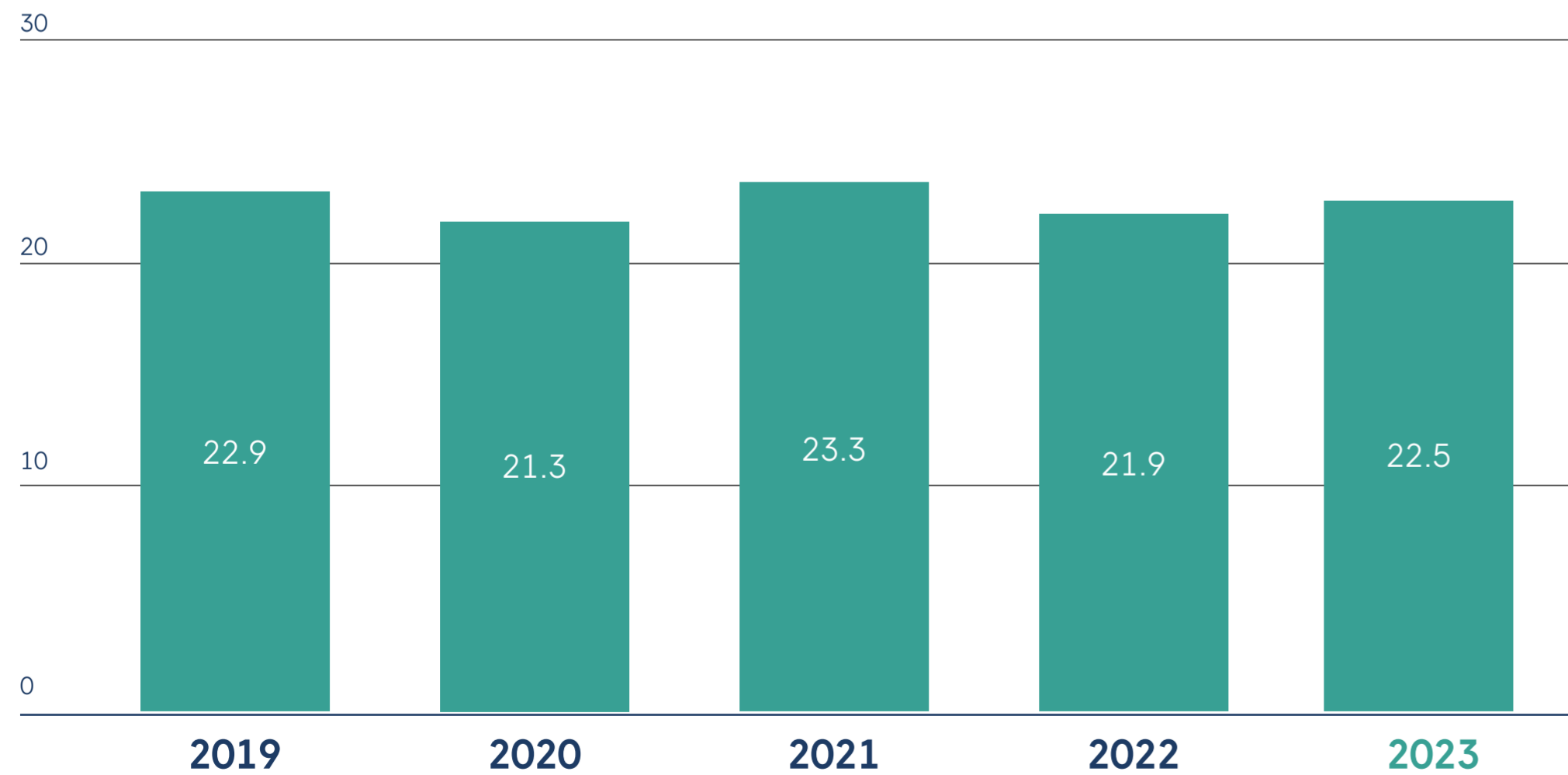
At DOMO we seek to implement initiatives to reduce our consumption or install additional metering equipment where needed. For example: In Belle-Etoile (France), we are in the process of establishing a closed water system. This will reduce our water consumption by approximately 600,000 to 1,300,000 m³ each year until 2030, bringing us close to our overall target. Furthermore, this year we decided to replace all three flowmeters of one of our water feeding plants in Belle-Etoile (France) with a state-of-the-art external measurement system, which is scheduled to be implemented in 2025.



“We seek to implement initiatives to reduce our consumption or install additional metering equipment where needed.”

Sabine Foure,
HSE Manager

Figure 4 | **DOMO Water Withdrawal (in million m³)**



→ Wastewater

Our commitment to water stewardship does not end with water intake, as we also carefully manage water discharge as part of our responsibility to preserve and maintain the local ecosystems that surround our operations. We continue to operate in full compliance with stringent wastewater regulations to determine the quality and toxicity of our effluent and implement the necessary measures on a site-by-site basis.

WASTE MANAGEMENT

We strive to minimize waste throughout our operations by optimizing the materials we use, maximizing reuse or seeking new and innovative solutions through research and development, all of which are key objectives within our Planet Care approach.

Packaging is a key factor in this, something our teams have focused on to deliver efficiency, productivity and environmental benefits for the business in 2023.

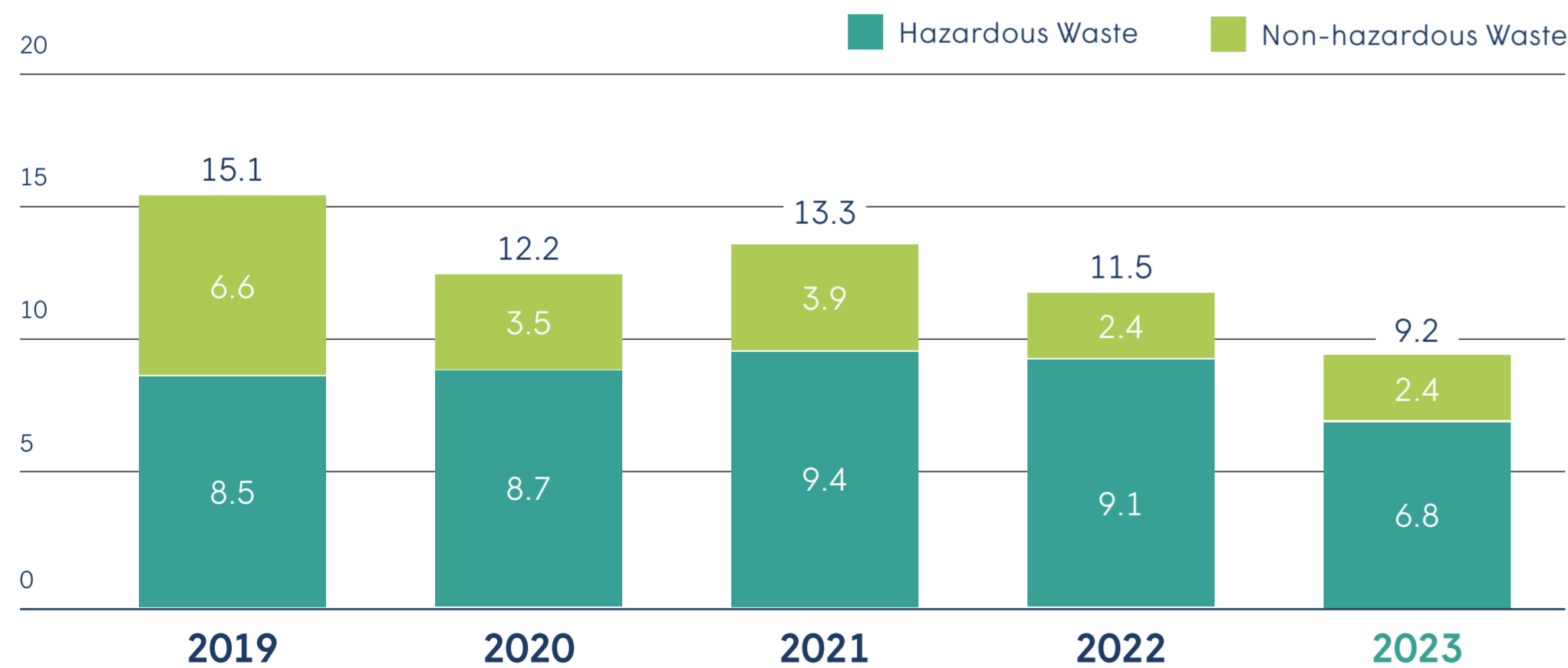
We optimize raw material consumption and waste management according to circular economy principles to ensure maximum recovery of waste that can be recycled or incinerated.

39% Reduction of disposed waste from the baseline.

20% Reduction of disposed waste from 2022.

We are committed to reducing our industrial waste generation by 7% by 2030, compared to our 2019 baseline. In light of the fact that we have significantly overachieved our original target, we will revise it to increase our ambition for 2030.

Figure 5 | DOMO Disposed Waste (in Kt)⁵



⁵The scope of our waste generation takes into account operational boundaries, meaning that all facilities over which DOMO has direct operational control are included.

Success Story

UPGRADING OUR PACKAGING CAPABILITIES IN GORZÓW (POLAND)

As part of continued efforts to reduce our packaging footprint, in 2023 we validated a new investment project to replace existing machinery at our plant in Poland. First installed 20 years ago, the machinery is designed for aluminum-paper functionality, which is not only environmentally unfriendly but also limited in its output capacity, hindering our efforts to expand our engineered materials production volumes.

Our proposed solution will utilize machinery with polyethylene (PE) as the main material, allowing for 90% aluminum-free packaging and a significantly improved ecological footprint. Two solutions of PE film have been selected for a final trial, with both anticipated to provide longer shelf-life benefits for our 25kg bags of TECHNLYL® product due to advanced water barrier properties as well as improved mechanical properties.

This solution is fully aligned with our plans to accelerate the transformation of our plant in Gorzów, reducing not only the variable costs associated with our packaging but also strengthening our sustainability efforts via use of more environmentally friendly materials and inputs. This technology is already being utilized at our site in Arco with noticeable reliability improvements, helping to further strengthen our efforts to bring best practice and consistency across our sites.



Success Story

WASTE INCINERATION IN CHALAMPÉ (FRANCE)

Steam is an indispensable ingredient in the chemical industry, especially in the polyamide sector. With the challenge of decarbonization imposed by both the market and regulations, steam production via an incineration model is an interesting alternative to fossil fuels such as natural gas. The Energy Production Center Chalampé (EPCC) is a waste incinerating plant to supply high- and low-pressure steam, and was built by the B+T Group on the chemical park "Weurope," managed by ALSACHIMIE in Chalampé (France). Opened in 2023, this plant supplies the ALSACHIMIE chemical site, a joint venture between BASF and DOMO for the production of adipic acid. By using the steam from the refuse-derived fuel (RDF) power plant, the chemical company can significantly reduce its dependence on natural gas for steam generation.

Approximately 200,000 tons of processed, non-recyclable and non-hazardous waste is thermally recovered at the EPCC each year. This achievement represents a major step toward resource-efficient energy production in the Chalampé region and a significant reduction in natural gas consumption. As DOMO has strong ambitions for growth in the circular economy, the energy production enabled by the EPCC and its waste-to-energy process is a step forward in this ambition.

200K

Tons of processed, non-recyclable and non-hazardous waste is thermally recovered at the EPCC each year.

PARTNER OF CHOICE

In this chapter

Circular & Bio-Based Solutions	19
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Ambition

We are moving towards a lower CO₂, circular and bio-based solutions portfolio, so that we can offer our customers an ever-greater range of recycled and carefully engineered products and applications that can help them to reduce their own emissions, without compromising on performance.

Priorities

- Circular & Bio-based Solutions
- Life Cycle Assessments (LCAs)
- Sustainable Procurement
- Addressing Sustainable Market Trends

GRI

- GRI 308, GRI 414

05

CIRCULAR & BIO-BASED SOLUTIONS



“At DOMO, we believe in empowering our customers to make smart choices without compromising on high quality. For years, we’ve been championing the principles of the circular economy and using cutting-edge recycling technologies. With ISCC+, DOMO has taken an important step towards offering sustainable plastics using bio-based, bio-circular and circular feedstocks.”

Vedran Kujundzic
Chief Commercial Officer
Polymers and Intermediates

Thanks to DOMO’s increased focus on reducing the CO₂ footprint of our upstream production processes, our polyamides portfolios such as DOMAMID®, STABAMID®, and TECHNYL® offer our customers an excellent carbon-footprint performance.

Additionally, DOMO’s growing circular product portfolio is providing our customers further solutions to fulfill their sustainability and circularity needs.

In 2023, our expanded portfolio of circular and bio-based solutions was a central driver in our strategic goal of being the preferred partner of choice for our customer base.

This year we continued to progress on our circular goals, increasing our proportion of sustainable engineered materials to 13% of total Engineered Materials volumes sold and continuing our steady upward trajectory since our 2019 baseline of 10%.

We remain confident and on track to achieve our goal of 20% of circular and bio-based solutions volumes by 2030.

→ **We will achieve this target by:**

Further developing our recycling technologies.

DOMO is already a leader in recycled polyamide solutions, with a significant portion of our TECHNYL® production derived from recycled materials. Our proprietary Move4Earth® technology enables efficient polyamide recycling to produce high performance materials that meet stringent application requirements. We are continually advancing our chemical recycling technologies and increasing the use of post-consumer raw materials. By having the possibility to use various recycling techniques, such as mechanical and chemical recycling, we can process a wide range of waste materials, select the best option for each application and optimize the CO₂ savings for our customers.

Further building our product portfolio containing bio, bio-circular, or circular feedstock.

Our recent International Sustainability & Carbon Certification (ISCC+), certification for the polyamide 6 (PA6) value chain is a major step forward, and we are exploring options to offer a wider range of sustainable solutions across our product lines (see page 20 for further details).

→ **ISCC+ Certified Offering**

Our commitment to providing customers with the best available feedstock took a major step forward in 2023 as we obtained DOMO's first ISCC+ certification, a voluntary scheme applicable for plastics, chemicals and feedstock (among others) derived from bio, bio-circular or circular sources.

This innovative method seamlessly integrates circular and bio-based materials into existing production processes, ensuring meticulous tracking and verification from their entry into the production process to the final product. This chain of custody is powered by Circularise, a mass balance software solution provider.

This mass balance approach brings numerous benefits for the planet, including:

- Saves fossil resources and reduces greenhouse gas emissions.
- Drives the use of sustainable and renewable feedstock.
- Complementary to traditional recycled or bio-based products.

We have obtained ISCC+ certification for our production sites in Arco (Italy), Gorzów (Poland) and Leuna (Germany), priming us to offer bio, bio-circular and circular DOMAMID® resins and TECHNYL® C compounds to our customers.

These products are produced from the bio-circular building blocks of caprolactam and allocated according to the ISCC+ principles up to PA6 resins and compounds, providing solutions with various percentages of bio-based or circular content.

We welcome engagement from new and existing customers looking to partner with us on this exciting mass-balance driven sustainability journey.



Success Story

FROM OMV TO VIMAR - COLLABORATING ON CIRCULARITY ALL ALONG THE VALUE CHAIN

Our commitment to circularity advanced significantly in 2023 with our first ever ISCC+ certification. One of the first customers to benefit from this new endeavor is Vimar, a leader in the electrical and electronics offering.

DOMO has developed a new halogen-free, self-extinguishing PA6, certified by ISCC+. This material is composed of bio-circular raw materials, including waste and residues of biological origin. With this new offering, DOMO is continuing along a path aimed at reducing the environmental impact of our customers' products, by introducing a sustainable material in applications that require excellent mechanical, thermal and esthetic performance.

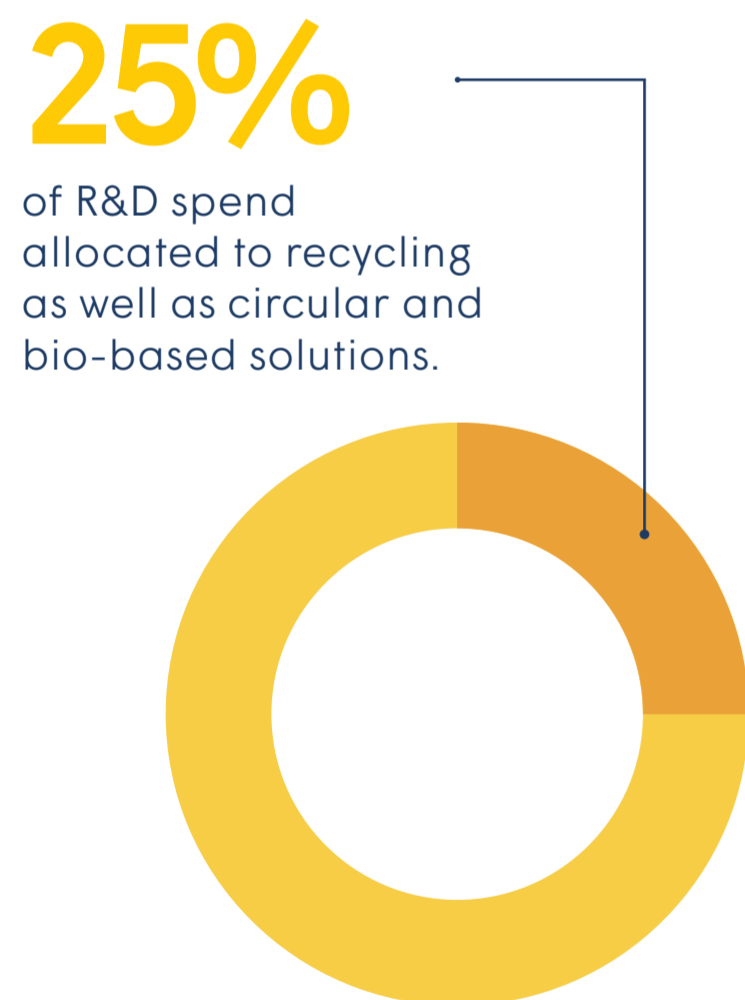
At the top of the value chain, this success has been enabled by the strong collaboration with our supplier, OMV, who provide us with bio-circular benzene. Through advanced recycling technologies, OMV converts bio-waste into high-quality feedstock for petrochemical production, reducing reliance on virgin resources and mitigating environmental pollution. This landmark collaboration underscores our joint commitment to environmental stewardship, as well as our desire to design the right sustainable and circular value chain to allow our customers such as Vimar more sustainable product choices.



→ Innovation

Innovation is central to our continued progress, as we seek to respond to our customers' challenges with new or improved polyamide-based products. Investment in research into recycling and sustainable solutions, which was around 25% of total R&D spend in 2022, again reached 25% in 2023, demonstrating our ongoing commitment to circularity as a business and sustainability priority. This has been demonstrated through partnerships with customers looking for DOMO to join their decarbonization journey.

Figure 6 | R&D Spend, 2023



Customer Success Story

MARTOR

In 2023, we were delighted to announce a joint project with MARTOR, a provider of premium cutting tools for industrial and professional purposes, for the development of a new family of sustainable safety knives.

DOMO's PA6-based TECHNYL® 4EARTH® materials are being used to mold MARTOR's new ECO line of safety knives, SECUMAX 148, and SECUMAX 350 SE. The TECHNYL® 4EARTH® materials used for MARTOR's knives provide a significantly reduced CO₂ footprint compared to virgin-based alternatives.

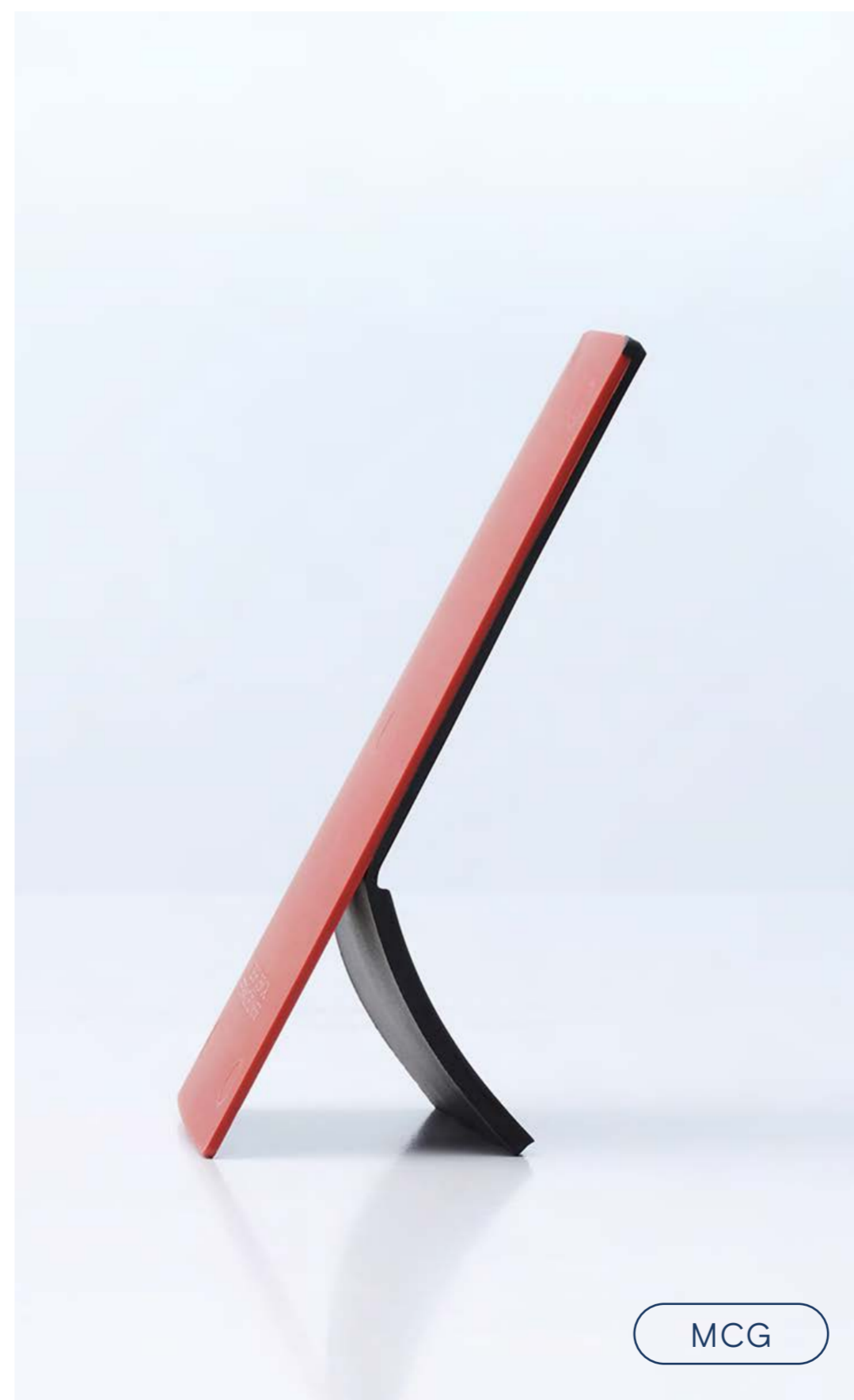
As confirmed by the Environmental Product Declaration (EPD) certified data, the level of CO₂ emitted in the production of a non-reinforced grade is 0.3 kg CO₂ eq. and 1.3 kg CO₂ eq. for 35% glass fiber reinforced grades. If compared with the global warming potential (GWP) of virgin equivalent alternatives, using the same dataset, this results in a CO₂ reduction of between 60 and 90%, signifying the vast potential of our polyamide products to assist our customers in meeting their climate goals.

"In DOMO we have found a new and trusted partner for sustainable development, and we will continue to collaborate with them to explore further opportunities to foster circularity."

Dr. Daniel Zuber,
Head of Development and Technical Design at MARTOR



MARTOR



MCG

Customer Success Story

MITSUBISHI CHEMICAL GROUP (MCG)

In collaboration with Mitsubishi Chemical Group (MCG), Performance Polymers Division, we have developed an innovative circular solution for the power tools and home appliances segment. It consists of a new combination of polyamide and thermoplastic elastomer (TPE) that offers unlimited color choice and mechanical properties identical to virgin PA6 materials.

MCG requested a TECHNYL® 4EARTH® polyamide in red color with recycled content to add value to their new circular TPE compound for two component applications. The combination of a 30% recycled polyamide over-molded with TPE brings several advantages: a low-density solution with high chemical resistance and very good mechanical properties provided by the polyamide, combined with the soft touch, good grip and sound dampening of TPE. Both solutions provide superior surface quality typically required in consumer goods applications. Depending on the design, the TPE can also ensure sealing against moisture, dust and air.

"With DOMO we have found the right partner. With their broad portfolio of sustainable polyamides, we have been able to find the right solution that will synergize the value of our new circular TPE compound for two-component injection molding applications with polyamides."

Fabien Resweber,
Sales and Marketing Manager at MCG (Performance Polymers EMEA)

LIFE CYCLE ASSESSMENT (LCA) STUDIES

Another of our Partner of Choice objectives is to reduce the carbon footprint of our top selling products by 20% by 2030.

This year we are proud to have continued progressing towards this, achieving 3.8kg CO₂/kg of product sold across our entire business, representing a 9.5% reduction from 2022 (4.2kg CO₂/kg) and reflecting the continued and determined efforts we are making in this space.

A key driver of this progress is our Life Cycle Assessment (LCA) program, which we utilize to better understand the full environmental impact of our product offerings from cradle-to-gate. As of the end of 2023, most of our product portfolio had been assessed through an LCA and we were delighted to assist a growing number of our customers by addressing more than 500 requests in this area.

9.5%

reduction in CO₂ per kg of product sold compared to 2022.

>500

LCA customer requests addressed in 2023.

Figure 7 | Reduction of CO₂/kg of Product Sold, 2022-2023

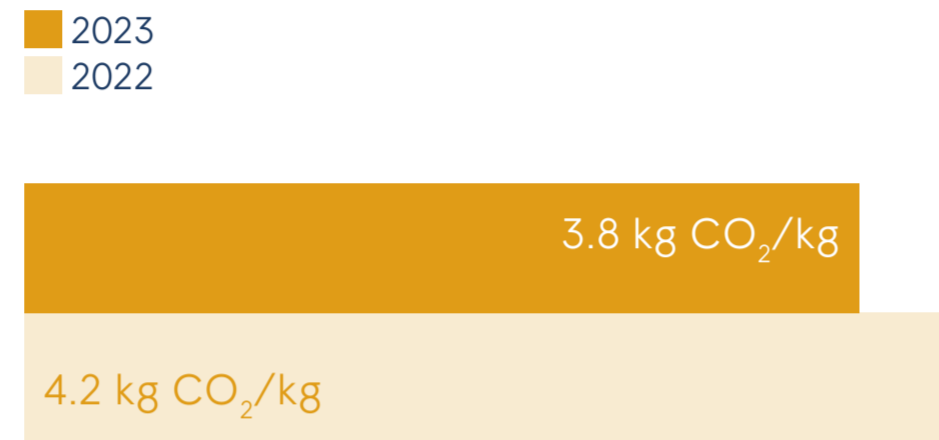
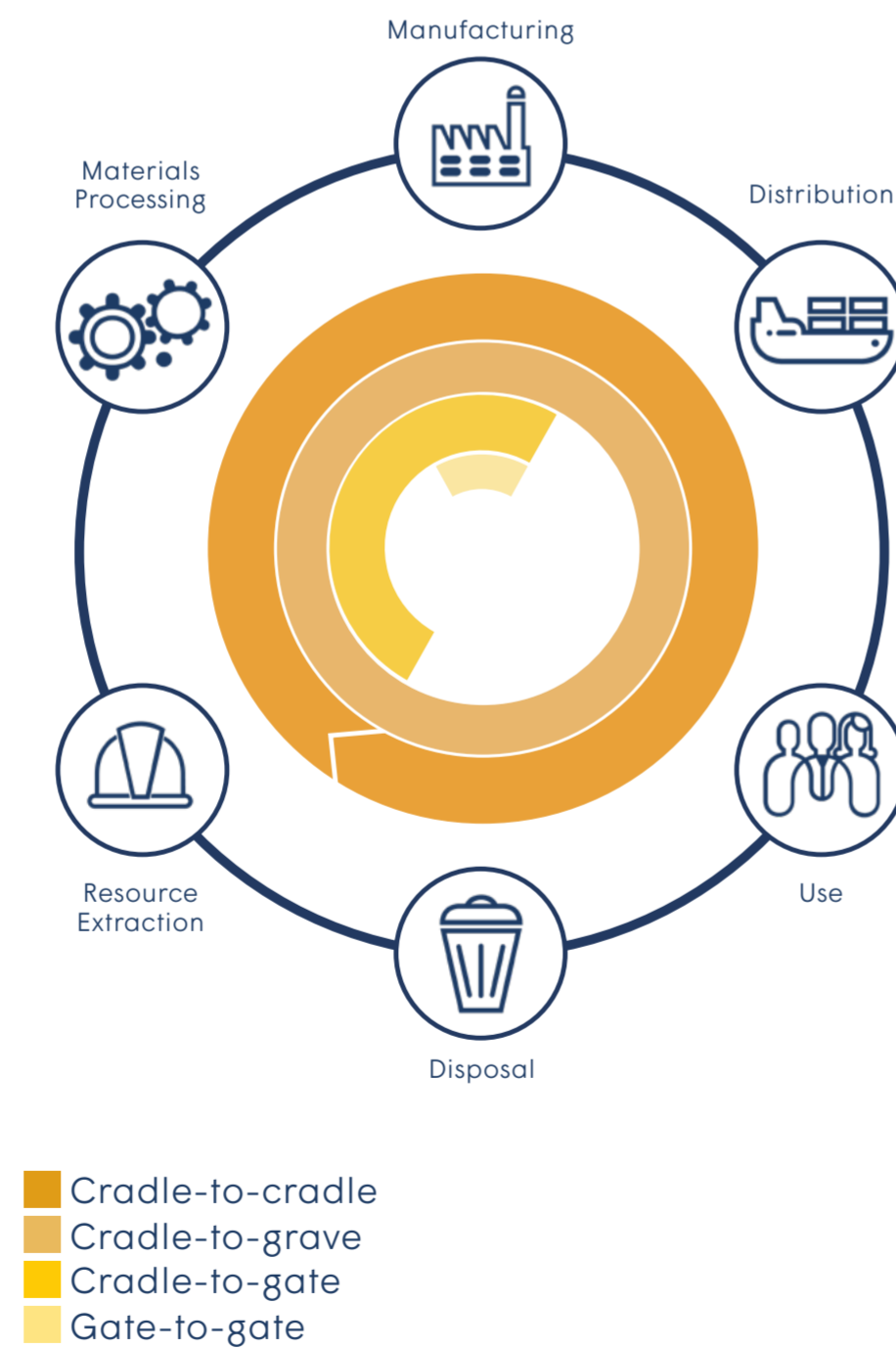


Figure 8 | Product Life Cycle & Stages



The visualisation has been adopted from [Circularise](#) and [ScienceDirect](#).



SUSTAINABLE PROCUREMENT



“As we continuously embrace sustainable sourcing, DOMO can future-proof its investments, meet emerging market demands, effectively manage risk, protect its brand reputation and foster the creation of innovative, relevant products and services.”

Frédérique Chauvin,
Global Corporate Purchasing
Director

In doing so, we progress with our supplier code of conduct, outlining the expectations and requirements we expect our suppliers to adhere to in relation to topics covering all three pillars of our sustainability strategy. We set the objective of 50% of our 80/20 suppliers to sign this code of conduct by 2023 and were delighted to exceed this figure by achieving 80% this year.

In 2023, we placed a particular focus on energy purchasing by implementing a long-term energy sourcing strategy for Southern and Northern Europe. We developed long-term sourcing strategies for electricity, gas and hydrogen, ensuring alignment with customer contracts and optimizing existing energy supplies. The DOMO Energy Committee, established in 2022, continued to explore innovative energy projects and drive negotiations with potential partners and suppliers.

In addition, we focused on recyclable and recycled packaging, green transportation solutions (such as preferring barges to trucks and using biofuel) and sustainable raw materials such as ammonia, bio-benzene and glass fiber. We actively explored mass balance solutions for raw materials globally in 2023 and successfully expanded the range of bio-based solutions through smart purchasing.

→ Supplier Management

At DOMO, sustainable sourcing is an integral part of the company's long-term decisions. We practice sustainable sourcing by integrating environmental, social and governance considerations into our day-to-day management of our suppliers. By committing to long-term supplier

relationships, we ensure that our core corporate values are reflected throughout our supply chain and product lifecycle. In 2023 we accelerated our partnerships with suppliers to promote sustainability. After collecting data from suppliers, we assess risks and help suppliers improve their

compliance performance. Our collaborative efforts focus on sustainable solutions and aim to align both parties with common goals. Co-innovation plays a critical role in achieving circularity, which underscores the importance of strong supplier relationships.

Success Story

SUSTAINABLE PROCUREMENT POLICY

As part of our drive for continuous improvement and efforts to ensure our sustainability efforts in procurement remain at the forefront, we recently developed an improved Sustainable Procurement Policy.

The policy formalizes our commitment to being a responsible partner in the chemical industry and outlines several key objectives and measures we are taking to achieve this. These include our goals of suppliers signing our code of conduct and implementing further social and environmental clauses in our contracts with partners.

Furthermore, the policy confirms our decision to implement a new Supplier Relationship Management tool in 2024 as part of our company-wide drive towards digitalization. This tool is anticipated to bring significant efficiency gains across our procurement operations and provide our team with greater transparency and visibility on strategic decisions, and increased granularity in classifying our suppliers on their sustainability performance.

Success Story

FIRST RESULTS OF SCOPE 3 GHG BASELINE & ACTION PLAN

We undertook a first scope 3 baseline assessment in France this year, with plans for other locations already in place. We have successfully measured the emissions from 12 main raw materials (comprising 98% of our total raw material mass), freight, services, assets and effluents, with efforts to measure the remaining 2% of raw materials, packaging, solid wastes and employee commuting ongoing.

Our efforts to decrease our carbon footprint will not be achievable without collaboration with our supply chain partners.

We will use our scope 3 GHG baseline to continue to push forward efforts in 2024 and beyond, and in doing so will be proactively engaging with our partners to ensure our data is reliable, comparable and consistent across all aspects of our supply chain.

By driving sustainability in our supply chain, we help scale the positive impact we have as a company and ensure that the high standards we set are replicated by the third parties we work with, either directly or indirectly.

ADDRESSING SUSTAINABLE MARKET TRENDS



“DOMO has always excelled in providing sustainable polyamide solutions for some of the biggest trends shaping our world, such as urbanization, modern mobility, lifestyle and miniaturized parts. For example, in the field of e-mobility, we offer both sustainable raw materials and the ability to improve application performance, such as battery autonomy, through lightweight polyamide solutions. In addition, a wide range of electrical and electronic applications can now count on our certified sustainable flame retardant polyamides.”

Ludovic Tonnerre
Chief Commercial Officer
Engineered Materials

DOMO is dedicated to serving markets and consumers with polyamide-based solutions. Our innovations address tomorrow's challenges while maintaining meticulous quality and service for current production needs.

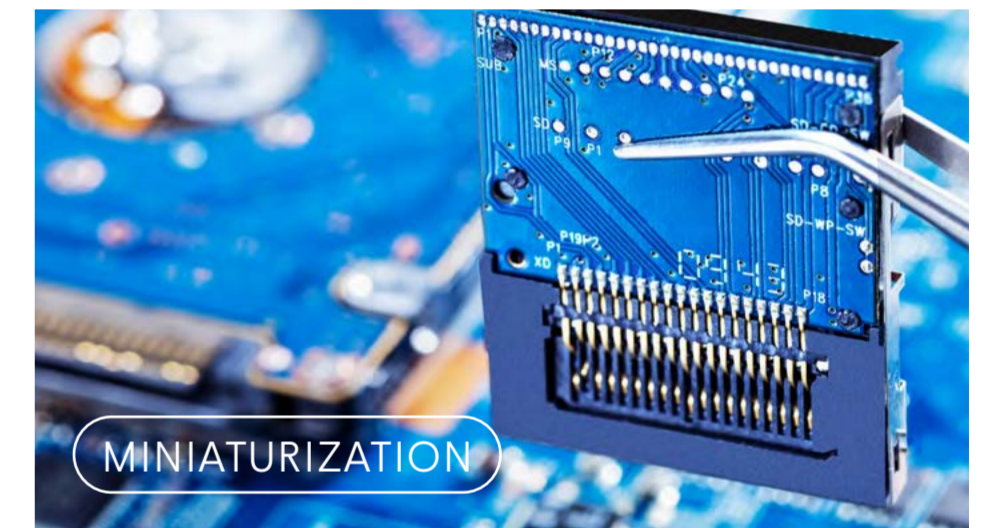
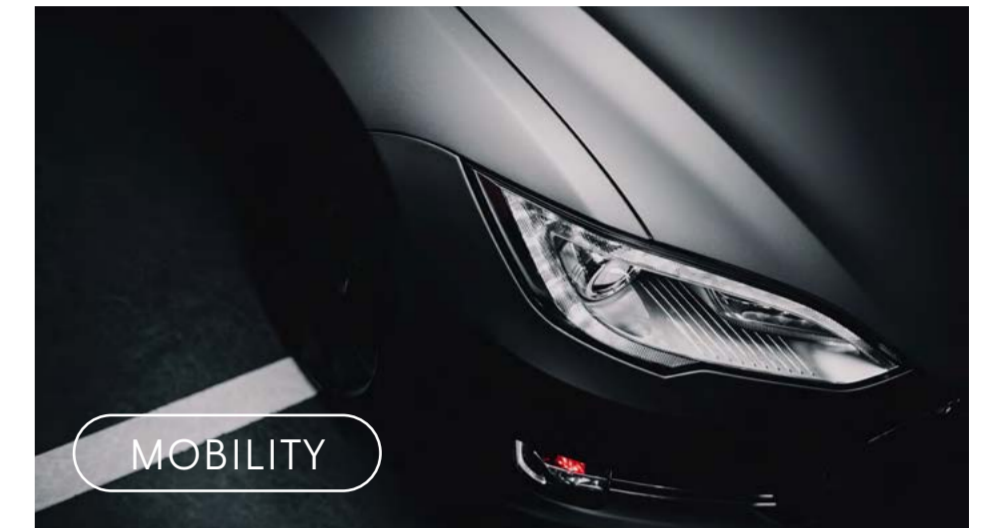
We are actively addressing megatrends from mobility to quality of life, and are committed to finding innovative solutions that enable people to live better, healthier and more sustainable. By addressing these unique needs, we are also ensuring a sustainable future for polyamide applications.

In 2023, we accelerated our development in E-mobility based on our decades of experience in the automotive sector. Our full range of halogen-free, flame-retardant polyamides helps manufacturers produce high-quality miniaturized components that meet the strictest safety standards, giving them a competitive edge in their sector.

We also specialized in developing compact, space-saving solutions that are critical to the growing trend of miniaturization in the mobility and electrical and electronics sectors. Our TECHNYL® polyamide product portfolio enables manufacturers to create stronger, lighter and safer components.

In response to urbanization and evolving lifestyle demands, we offer innovative polyamide solutions that help build smart, sustainable cities and enhance modern lifestyles. In 2023, we focused on expanding our TECHNYL® SAFE range of drinking water certified materials, designed to meet key national drinking water requirements and regional food contact regulations.

→ Trends Shaping Our World



→ E-mobility & Automotive Engineering Plastics

The shift from internal combustion engine (ICE) vehicles to electric vehicles (EVs) presents opportunities for manufacturers, particularly those producing materials like polyamide and other automotive engineering plastics.

The growing market for EV components is enabling companies to pivot towards producing parts specifically designed for electric powertrains, such as battery enclosures and electric motors. Furthermore, the increasing demand for lightweight materials in EVs creates a favorable environment for manufacturers producing materials such as polyamide, which offers high strength-to-weight ratios and impact resistance.

We are embracing this challenge by leveraging and reinforcing our competencies in engineered materials, specifically our core expertise related to thermal management know-how, metal replacement solutions and fire protection capabilities. We also recognize the opportunity to gain new competencies to address rising challenges such as EMI (electromagnetic interference) shielding, thermal conductivity associated with electrical insulation.

DOMO already offers a range of solutions for the new technologies related to the development and optimization of EVs, as we have proactively dedicated resources and expertise in recent years to create product lines that support our customers' efforts in the global transition.

These existing solutions, coupled with our R&D focus on innovative and cutting-edge new technologies and products, demonstrate our capabilities as an agile, cost-competitive and innovative partner of choice.

Success Story

FIRST UL RTI LISTING FOR FLAME RETARDANT POLYAMIDES

In 2023 DOMO became the first supplier to obtain the UL RTI (Relative Thermal Index) electrical rating for a mechanically recycled polyamide. This certification, a significant milestone in the polyamide industry, underscores DOMO's commitment to sustainability and innovation in the highly technical electrical and electronics (E&E) sector. The UL RTI rating ensures that materials meet stringent long-term thermal aging and electrical performance standards. Contrary to popular belief, recycled materials have been proven not to degrade product performance.

DOMO has made progress in ensuring fire safety in electrical and electronic applications based on alternative and environmentally friendly materials. Our sustainable flame retardant polyamides bring fire safety, mechanical performance and circularity to the E&E sector, making them a valuable choice for manufacturers seeking both quality and sustainability.

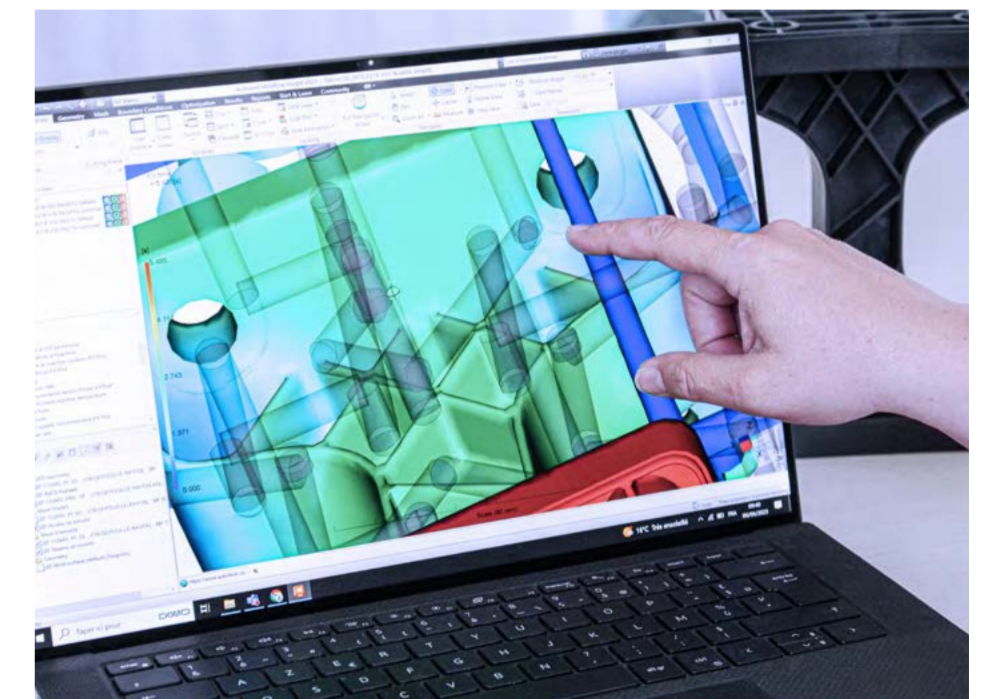
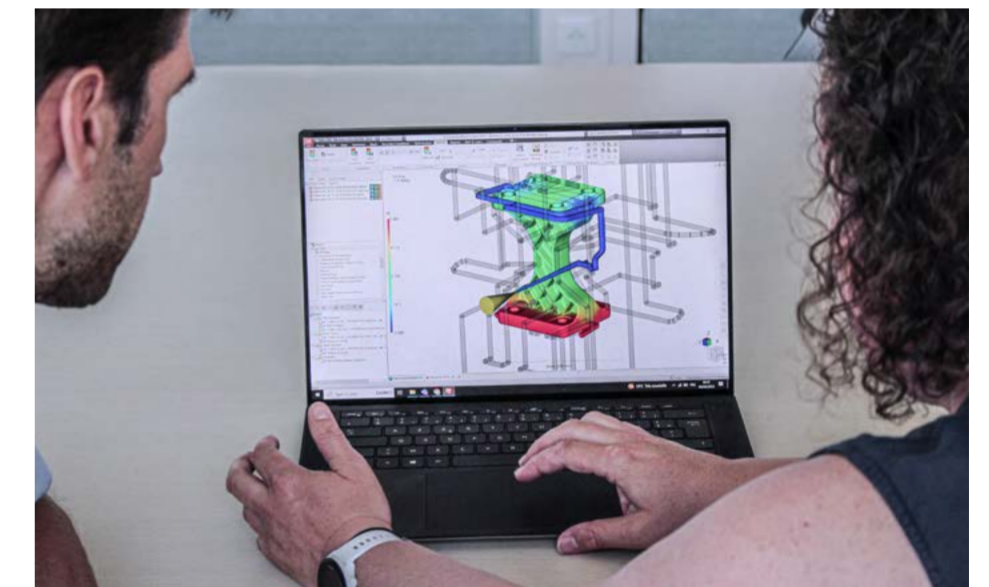
→ Integrative Structural Simulation for New Mobility

The transition to new mobility has led to a significant change in the automotive industry. In response to the need to reduce GHG emissions and the resulting changes in engine technology, advanced methods of simulation have become essential for automakers and their suppliers. Virtual prototyping allows engineers to explore design and material alternatives without investing in physical prototypes.

Virtual prototyping means simulating the mechanical behavior of parts. For glass fiber reinforced polyamides, integrative simulation also needs to take the molding process into account to predict glass fiber orientation-dependent properties. This opens improved possibilities for parts optimization to switch from metal to plastics, allowing for a significant weight reduction for the targeted parts. DOMO has the ability to master the three dimensions of an accurate predictive simulation and virtual prototyping: injection molding simulation, modeling of polyamide material behavior, and structural simulation.

Integrative structural simulation, known as MMI (mechanical modelling, mechanical simulation, injection molding), begins with injection molding simulation. High quality data is essential for both injection molding and mechanical component simulation. With the help of Hexagon's Digimat material modeling software, our MMI team optimized the behavior of an engine mount during the design phase. The total weight was reduced by 40% compared to the original metal weight.

MMI simulations have enabled significant weight reduction and cost savings in real-world applications, helping to create more sustainable applications for our customers. By combining polymer science-based material data with commercially available simulation software, performance of injection molded parts can be accurately predicted, providing cost and time-to-market benefits to customers aiming to save energy in production and during usage, and enhance recyclability of components.



RESPONSIBLE EMPLOYER

In this chapter

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Fostering Diversity, Equity & Inclusion	30
Attracting & Retaining Talent	31

Ambition

We are committed to maintaining and further accelerating our status as an employer of choice and creating valuable relations with all our stakeholders. We want to be an attractive company and a great place to work, both for all our employees and for our contractors.

Priorities

- Health & Safety
- Engaging with Our Employees
- Diversity, Equity, & Inclusion
- Attracting & Retaining Talent

GRI

- GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

06

HEALTH & SAFETY

Safety is our license to operate, as it always has been and always will be.

Ensuring that we provide a safe working environment across all our operational sites and strengthening our capabilities to reduce the potential for and exposure to injuries remains our highest priority.

Our comprehensive corporate health, safety and environment (HSE) roadmap resulted in some notable achievements and activities in 2023, including:

- Internal health and safety audits conducted at our plants in Blanes, Leuna, Premnitz and Valence, with all other sites scheduled for a periodic audit in 2024. For these, our audit teams prepare a questionnaire, through which the site and responsible personnel conduct a thorough self-assessment which is shared four weeks in advance of the site visit.
- Further rollout of our HSE tool Synergi Life, a comprehensive solution designed to support our holistic risk and HSE management processes, alongside structured training for identified users to better implement incident management and systematic inspection capabilities.
- Corporate harmonization to ensure consistency in our standards for process, transport and hygiene safety, with information sharing and collaboration facilitated across the sites.
- Hosting our global DOMO safety week in July and HSE manager workshops in September.

In 2023 we also continued on our Care to Be Safe journey, which was launched in 2021 with the intention of creating trust and accountability through a heightened sense of collective ownership of caring for oneself and each other.

Success Story

CARE TO BE SAFE ACHIEVEMENTS

Our first Care to Be Safe award was granted in 2022 to our Spanish site in Blanes, with Gorzów, Valence and Premnitz receiving a category award for exemplary achievements.

For our second iteration in 2023, perhaps our greatest and proudest achievement is that all 10 sites have participated and shared their learnings, helping to fully ground our health and safety culture across all areas of our business.

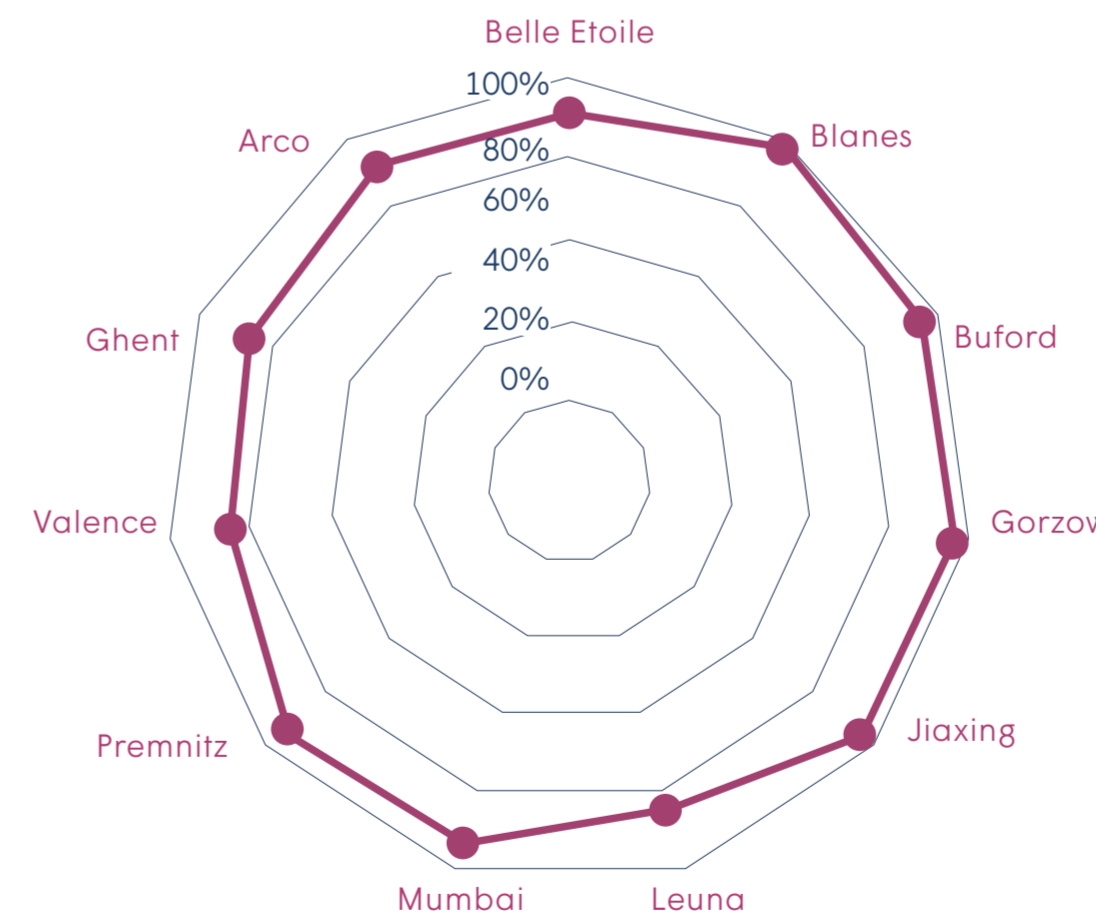
The Awards Committee thoroughly reviewed all inputs and results and were delighted to announce that this year's award was granted to our site in Gorzów (Poland). The committee also identified and recognized the outstanding contributions of Arco, Buford, Premnitz and Valence across the key pillars of our health and safety strategy.

In recognition of this achievement, a trophy and check – to be invested in safety initiatives – were presented to the team by Yves Bonte, our CEO, during the company-wide townhall meetings in early 2024.

→ Safety Performance

We continue to closely monitor and report on metrics related to our Care to Be Safe journey across all our sites. Based on our safety strategy, we launched several leading initiatives. These include “walk-observe-communicate” and systematic inspections, closure of “life-saving rules” non-conformances and reporting on near misses and critical situations. We track performance and progress of our leading initiatives through our safety leading initiatives score. We are delighted to report that our 2023 results show excellent consistency and improvement across all our sites. Whereas in 2022 all but one site achieved a score above 85%, this year every single one of our locations managed to attain this grade within the assessment.

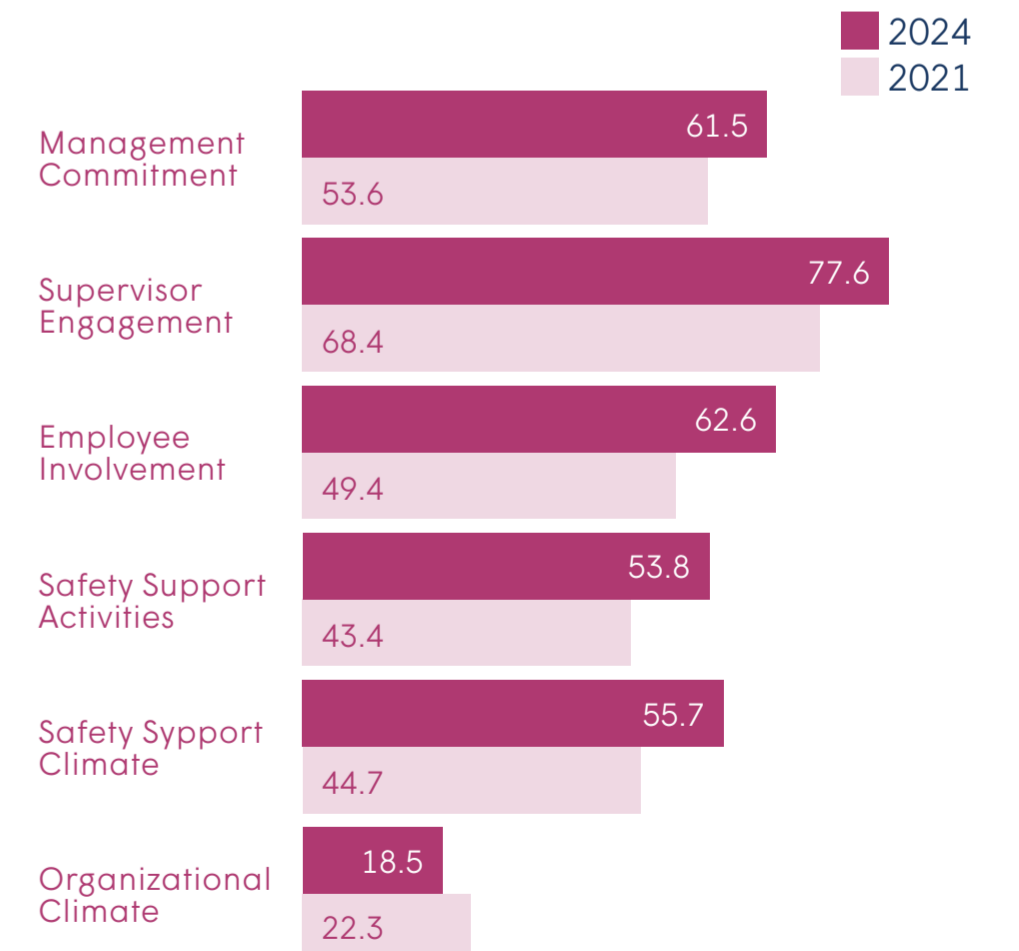
Figure 9 | Safety Results, 2023



We also conducted a global safety survey supported by the NSC (National Safety Council) for the second time and improved our overall percentile score by 9.4 points compared to our 2021 results. All five categories of excellence directly related to safety showed significant improvement. Among the specific categories, employee engagement showed the greatest progress with a 13.2 point increase. The sixth area of excellence - organizational climate, which is not specific to safety - showed a slight decrease in percentile score from 22.3 to 18.5.

We will use these results to guide workshops to identify and remove barriers as part of our ongoing efforts to improve workplace safety.

Figure 10 | Development in Safety Specific Areas of Excellence



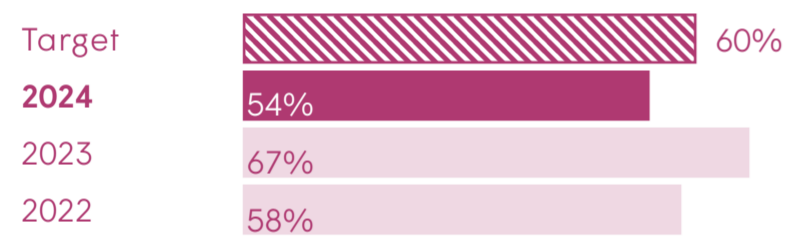
ENGAGING WITH OUR EMPLOYEES

An essential aspect of being a responsible employer is engaging with our employees in constructive and effective two-way dialogue.

We recently conducted our third Pulse Check engagement and enablement survey, inviting employees to respond to 15 questions across four sections: their own job, overall employee experience, DOMO as a place to work and our strategic objectives (including customer centricity).

Figure 11 | Pulse Check Engagement Survey Results, 2023

→ Participation



→ Engagement



→ Inclusion



→ Energy



Notable progress and outcomes compared to the previous Pulse Check include:

- Our engagement score remains consistent at 71%, as we move towards our 2030 objective of 80%.
- Our people’s level of energy at work has increased to 75% (+4% vs. previous year).
- Respondents value what relates to their own job/work environment (stable at 82% compared to last year).
- The vast majority of our employees understand how their role contributes to DOMO’s strategic goals (88.8%).
- Our employees feel highly informed about DOMO’s strategic objectives (74%), thanks to regular feedback from managers, company-wide meetings through various communication channels, town halls and monthly updates on the company’s progress.



“Sustainability underpins everything we do and is embedded in our People Roadmap to success. We are fully focused on providing a holistic employee experience, ensuring that our people – who are our most valuable asset – receive the support they need to be the best versions of themselves and contribute to DOMO’s success.”

Edyta Górecka,
Chief Human Resources Officer

Success Story

EMPLOYEE ASSISTANCE PROGRAM

Our employees are the cornerstone of our business and we strive to support them to the best of our ability in both professional and personal matters. One of our central new initiatives is our Employee Assistance Program, offering everyone at DOMO, as well as their family members, the opportunity for confidential counseling by external professionals completely free of charge. We launched this program on the back of our previous Pulse Check survey results, which showed we had a significant opportunity to help build resilience in the post-pandemic “new-normal” in which we now operate. The program is also available in all DOMO languages to better facilitate uptake across our sites.

These sessions are available across a wide range of factors, including practical information, work- or private-life issues or psychological, financial or legal advice, and dealing with critical incidents, with employees able to access the service(s) via phone, email, online chat or a dedicated app.

Through the program, we hosted multiple webinars throughout 2023, as well as providing a series of wellness videos which are available at any time, covering topics as diverse as Alzheimer’s disease, menopause, depression, infertility and many others.

→ Listening & Responding to Our Employees

One of our key priorities is to ensure that we act on the results of our engagement Pulse Checks. Based on these latest results, we will continue to improve the organization, listen to our 2,000+ employees and continue to better explain all the survey results. As one measure, we regularly invite all employees to local workshops to develop action plans that will help make DOMO an even better place to work. We regularly communicate to our employees where we are in the development and implementation of the action plans, reinforcing our DOMO values. Active participation and insight have been invaluable in this process, as our goal is to create an environment where everyone feels heard and valued.

→ Supporting Our Communities: Sparking Curiosity in Youth

In various parts of the world, we are embracing opportunities to give back to the communities in which we operate.

All these initiatives are invaluable ways in which DOMO has spread knowledge and sparked curiosity in younger generations, who will hopefully be inspired to play a big role in making the world, and maybe even our industry, more sustainable in the future.

Community Initiatives

Italy

DOMO Arco had the pleasure of being Ambassador of the closing event of the educational path of the Positive Impact City project, held at the local secondary school in Riva del Garda. During this event, a group of seventh grade students (aged 12-13) presented canvas projects on the themes of environment, social and sustainability. The ideas included encouraging sports for the disabled, creating green spaces where people can grow plants freely, and putting up signs with QR codes leading to virtual maps. The seven classes involved each received a scholarship of €500, donated by the companies and associations participating in the project.

Spain

Our mission is to make a positive impact on society by creating value for all our stakeholders. We combine creativity and talent to make the world a better place. As a testament to this mission, our colleagues in Blanes proposed to collaborate with an art school to paint a 35-meter mural, decorating the gray wall with ideas about our sustainability ambitions, focusing on decarbonization and climate change. In total, there are eight characters on the mural that relate to recycling, the environment and sustainability.

Poland

We visited a neighboring kindergarten to teach them about chemistry and the role it plays in our everyday lives. The children were invited to participate in a series of spectacular chemical experiments: they could test the pH of some everyday products, they made their own pigments out of carbonated tissue paper, they saw how a balloon is blown up by adding soda to vinegar, they observed tissue under a microscope, and much more. The event helped to demonstrate how lab workers protect themselves at work and what kinds of solutions DOMO develops.

Germany

Our plant in Leuna opened its doors to a group of 24 students to give them a unique look behind the scenes of our company. The day was packed with exciting activities and informative presentations to introduce the students to the fascinating world of the chemical and plastics industry. An outstanding success was the fact that 17 students expressed their interest in a future career at DOMO. This shows that the day was not only informative but also inspiring and left a lasting impression on the students.



FOSTERING DIVERSITY, EQUITY AND INCLUSION (DEI)

We value creating a diverse and equitable workplace for our employees that promotes inclusivity and belonging.

We believe that having a diverse team means that we enable different perspectives and more creative solutions for our company and industry.

→ Diversity & Equity in numbers

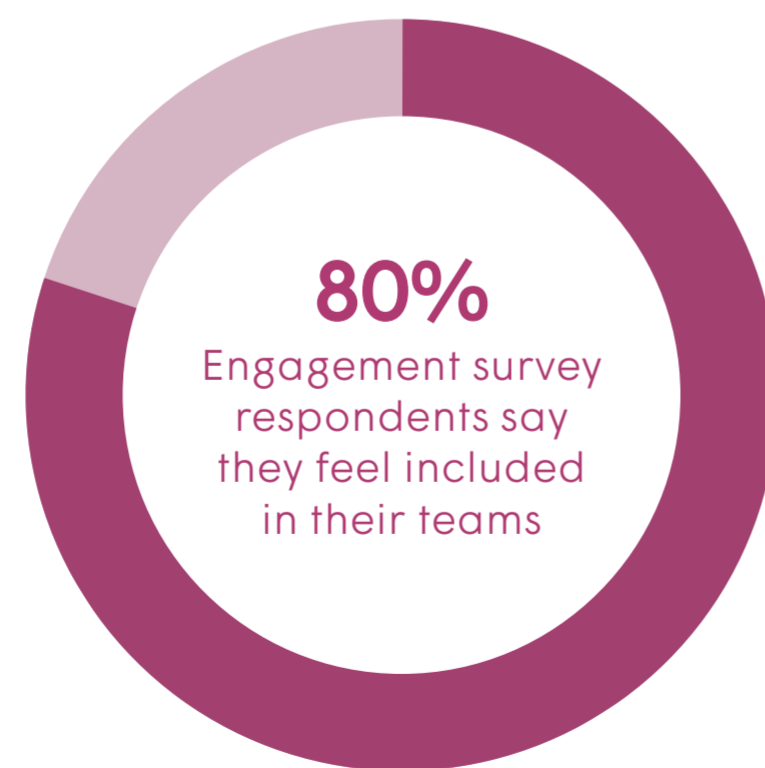
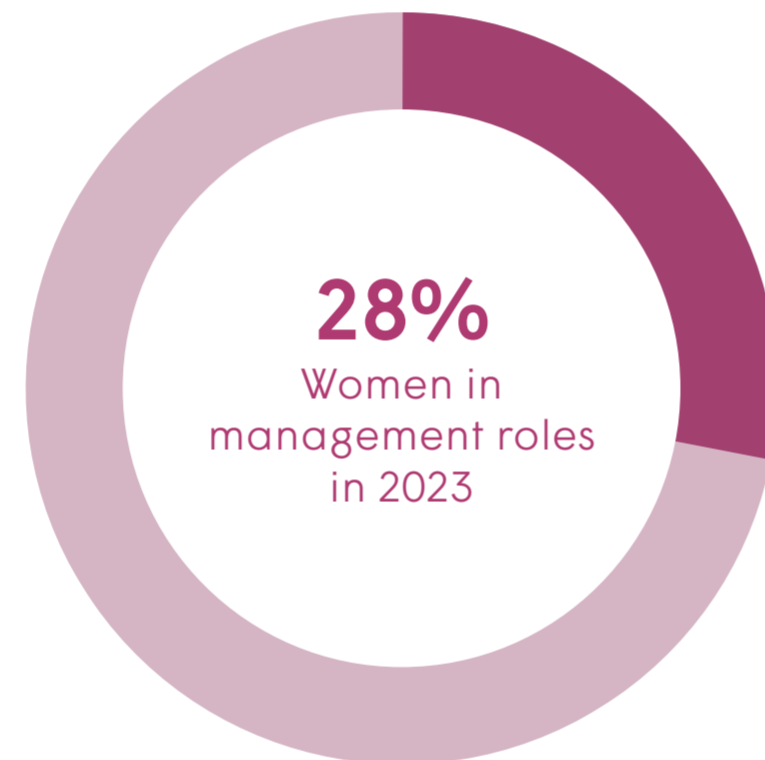
We are committed to increasing gender diversity and reaching 35% of women in management roles by 2030. Despite ongoing efforts and initiatives towards this long-term goal, we have seen a slight year-on-year decline going from 30% in 2022 to 28% in 2023. We are actively implementing measures to address this; for example, when working with external recruitment agencies, we place a special focus on identifying top female talent on short lists.

In 2023, 18 nationalities worked in our facilities. At DOMO, we take inclusion even further - in terms of belonging, connection and community at work. We are proud that nearly 80% of respondents to our annual engagement survey say they feel included in their teams.

→ Discrimination & Harassment

We do not tolerate any form of discrimination or harassment. To address this potential misconduct, we have established our whistleblowing procedure. This procedure covers any incidents of discrimination and/or harassment. We are pleased to report that we did not have any reported incidents in 2023, meeting our target.

Ambition
We are committed to increasing gender diversity and reaching 35% of women in management roles by 2030.



Insights

AN INTERVIEW WITH SILVIA LOPEZ, SITE DIRECTOR IN BLANES

Looking back on your remarkable career, what one thing would you have changed in your working environment to break the bias?

// Well, it's been quite a journey. If I had to pinpoint one thing, it would be the need for a profound change in societal perceptions. Breaking gender bias required challenging ingrained notions that confined women to specific roles. It's not just a workplace challenge; it's a cultural shift that needs a global perspective.

Working in a male-dominated discipline and industry, what challenges did you face as a woman, and how did you navigate them?

// Oh, there were challenges, especially when I became the first woman production manager. The decision had to go through extensive consultations. Changing perceptions is not something a company can achieve with a stroke of a pen. It's about altering the broader cultural landscape. Thankfully, I've had supportive bosses who believed in my capabilities and resolved differences with respect.

Your role is senior, highly technical, and traditionally male-dominated. What drew you to this type of role, and how do you encourage other women to break into similar positions?

// Choosing chemistry as my major was about understanding the "why" of things and embracing challenges. Accepting leadership roles was always due to someone else's belief in me. As a manager, you can change the world by changing one life. Encouraging women to break into such roles involves inspiring them to find their path, irrespective of gender biases. Let's measure ourselves by our interests, abilities and perseverance.

What's your take on the broader theme of inspiring inclusion?

// Inspiring inclusion goes beyond corporate policies; it's a global movement that begins with education and challenges societal norms. By sharing experiences, supporting each other, and embracing diversity, we lay the foundation for a more inclusive future.



ATTRACTING AND RETAINING TALENT

We recognize the global context in which we operate; one where employees and candidates increasingly define their working lives with purpose, and where they seek to join and build long lasting relationships with companies whose values can be proven to match their own.

This trend is particularly significant for the chemical industry, where people want to make sure that we can be seen to make a true and meaningful impact in relation to sustainability. As such, attracting and retaining talent is a core focus for us as a Responsible Employer.

How do we do it? Our Human Resources team continually evaluates and refines our recruiting strategies to adapt to the evolving needs of the talent marketplace. We also prioritize creating a positive candidate experience throughout our recruiting process, emphasizing transparency, respect and efficiency. Once a candidate is hired, we provide many opportunities for personal and professional growth through development and training programs (including leadership), an Employee Assistance Program designed to support employees and their families, and participation in cross-functional projects and initiatives that allow employees to better understand and contribute to DOMO's growth.

→ Employee Learning & Development

Ongoing learning and development is at the heart of DOMO's values. We want our people to feel confident that they can improve their contribution to our success as a business and find ways to drive their own personal development and success. At DOMO, employees are in the driver's seat of their learning and development.

We follow a 70-20-10 model of learning, with the majority of experience coming from on-the-job training, rotations and assignments. Approximately 20% of our learning is through peer-to-peer teaching, knowledge sharing and growth.

For the remaining 10%, we use MyLearning, our learning platform, which is available to employees to develop themselves in line with their career aspirations and goals. Through these online modules, we provide DOMO employees with relevant information on key concepts, theories and frameworks that build knowledge and skills so that employees can focus on continuous development in their current roles and prepare for the next step in their career.

The MyLearning platform is available 24/7 to our employees and covers a wide range of topics, both technical and behavioral, with a diversity of different training modules accessible at any time. The content itself is available in a variety of formats and lengths to meet the diverse needs of our employees.

→ Career Management

Our performance management cycle includes an employee development dimension that addresses both the scope for development in current roles and the requirements for future roles.

During the yearly goal-setting process, career ambitions are shared with each manager, and the career conversation and feedback form the basis for a career development plan. Based on the career plan and the target role, the development plan is created.

Managers support this process by creating opportunities for the employee to be exposed to different roles, people and leaders, and by providing feedback and guidance. We strongly believe that every employee should be in the driver's seat of his or her own career development.

As a follow-up to the talent review and succession planning cycle, the ExCom team meets quarterly with a specific focus on talent topics, including a review of successors for critical positions, retention challenges following individual development conversations with key talent, and addressing organizational capabilities at the team or function level. In this way, we link organizational capability to key talent development areas so that they converge in the same direction and prepare successors for the next role.

→ Leadership Training

Great leadership is a precursor to great teamwork and excellent performance. In 2023, we identified "what makes a great leader" and what we can do to achieve this throughout DOMO. In response, we established our Leadership Competency model, a journey that takes our managers through steps of self-assessment, reading and online modules, workshops, peer learning, re-adjustment of individual development plans and action plans to address gaps. We follow a blended approach with a combination of self-paced training as well as hands-on workshops to offer both flexibility and an interpersonal touch.



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LOOKING FORWARD

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We recognize the need to be proactive and agile to retain our position as an industry leader in sustainability and welcome the opportunity to demonstrate continued transparency to our stakeholders as we progress on this journey.

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LOOKING FORWARD



Our 2023 Sustainability Report brings together a year of improvement and innovation in sustainability within our company. As we look towards 2024 and beyond, our approach to sustainability will continue to be governed by our three-pillar framework: Planet Care, Partner of Choice and Responsible Employer.

The pace of our journey will only accelerate in 2024, particularly considering new regulations in the European Union. Preparation for our compliance with the Corporate Sustainability Reporting Directive (CSRD) in 2026 is already underway and will move further forward in 2025, beginning with a double materiality assessment. Maintaining our EcoVadis Gold Medal is also a high priority, as we seek to externally validate our sustainability efforts through a holistic and globally recognized third party.

Within our decarbonization strategy, we will keep focusing on multiple and diverse levers to decarbonize our assets, seeking to further refine existing projects and strive to utilize new innovative solutions such as green hydrogen. Continuing to expand our portfolio of circular and bio-based solutions will be key to our customer-centric business

approach, as we address environmental and social challenges while seeking to further embrace exciting sustainable market trends such as e-mobility. These engagements are all underpinned by an unwavering commitment to attract and retain the best talent within our industry and to listening to the voices of our employees and responding quickly to their needs.

While we have identified and are acting upon a vast range of opportunities within sustainability, it is important to acknowledge the challenges alongside these. As well as a rapidly shifting regulatory landscape, we must contend with the need for operational cost efficiencies, changing geopolitical dynamics, crucial investments in decarbonization technologies, and other hurdles on our sustainability journey. We recognize the need to be proactive and agile to retain our position as an industry leader in sustainability and welcome the opportunity to demonstrate continued transparency to our stakeholders as we progress on this journey.

We invite readers of this report to engage with us on this sustainability journey, as we know true progress is only possible through collaboration and partnerships.

Thomas Bollen
Sustainability Director

KEY FOCUS AREAS FOR 2024

As alluded to throughout this report, sustainability at DOMO is a continuous journey. As such, our plans and intentions for 2024 are already defined, with key initiatives including:



Planet Care

- **CSRD and EU taxonomy audit; and official publication in 2024 Sustainability Report**

As noted, preparations for our compliance with European Union legislation will pick up pace next year. We will complete a double materiality assessment to determine which sustainability matters are most relevant for our business context and use these for strategy development and CSRD-aligned reporting, with further information planned for inclusion in our next Sustainability Report.

- **Investigate the commitment to a GHG scope 3 target**

We are progressing actively towards our GHG scope 1&2 emissions reduction targets of a 40% reduction in 2030 vs. our 2019 baseline and a net zero target by 2050. To further validate our approach, we will investigate introducing and committing to a GHG scope 3 target.

- **Conduct third party verification on GHG emissions reporting**

To further strengthen our reporting practices and seek external validation of our GHG emissions, we will conduct a third-party verification in 2024.

Partner of Choice

- **Explore potential to extend ISCC+ approach to the PA66 chain**

By implementing ISCC+, DOMO has marked a crucial milestone in providing sustainable plastics, utilizing bio-circular and circular feedstock, available for PA6 products. We are currently exploring the potential to extend this approach to the PA66 chain.

- **Raise awareness on compliance**

Our compliance focus point for 2024 is creating awareness and adherence to compliance standards. This commitment is exemplified through various initiatives, such as live training sessions and facilitating online tailor-made learning opportunities. In addition, recognizing the importance of ease of access to compliance-related information, we are developing a dedicated compliance website within our internal website. This platform serves as a centralized hub where employees can readily access comprehensive information on various compliance topics.

- **Progress on new recycling technologies**

In addition, we are also progressing on new recycling technologies with the aim to facilitate the recycling of end-of-life products, such as polymer dissolution – with trials already giving promising results.

Responsible Employer

- **Aligning our leadership development program with the DOMO Leadership Competencies**

Having defined “What Makes a Great Leader” in DOMO, we begin our development and training program around the identified core leadership competencies for our managers.

- **Maintain safety as our license to operate**

As safety continues to be one of our paramount priorities for 2024, we will remain steadfast in organizing new initiatives to further enhance our performance in this area. The 2024 Care to Be Safe days, scheduled across all sites during the summer, will represent a pivotal step in further nurturing an autonomous safety culture among our workforce. Equally significant will be the forthcoming third Care to Be Safe awards campaign, slated to commence in the fall of 2024.

- **Taking our employee experience to the next level**

Building on our foundations and cornerstones in terms of tools and processes, we are moving to the next level of maturity to build a cohesive employee-centric system that links employee development, employee performance, employee engagement and succession planning.

CORPORATE GOVERNANCE

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“While ultimate accountability for sustainability lies at the top of our organization, we strive for all employees to contribute to our agenda actively and consciously.”

Yves Bonte
CEO

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CORPORATE GOVERNANCE

We maintain the highest standards of corporate and sustainability governance within DOMO, dedicating resources and ensuring that we effectively delegate accountability and responsibility for our approach to appropriate leaders and subject matter experts internally.

Our Sustainability Champions – supported by our extended Leadership Team and the Corporate Sustainability Team – help to drive engagement and participation across all sites and functional levels. While ultimate accountability for sustainability lies at the top of our organization, we strive for all employees to contribute to our agenda actively and consciously.

As a Responsible Employer and with a long-term vision in mind, we truly believe that we cannot achieve our goals and objectives without the contribution of everyone who works at our company.

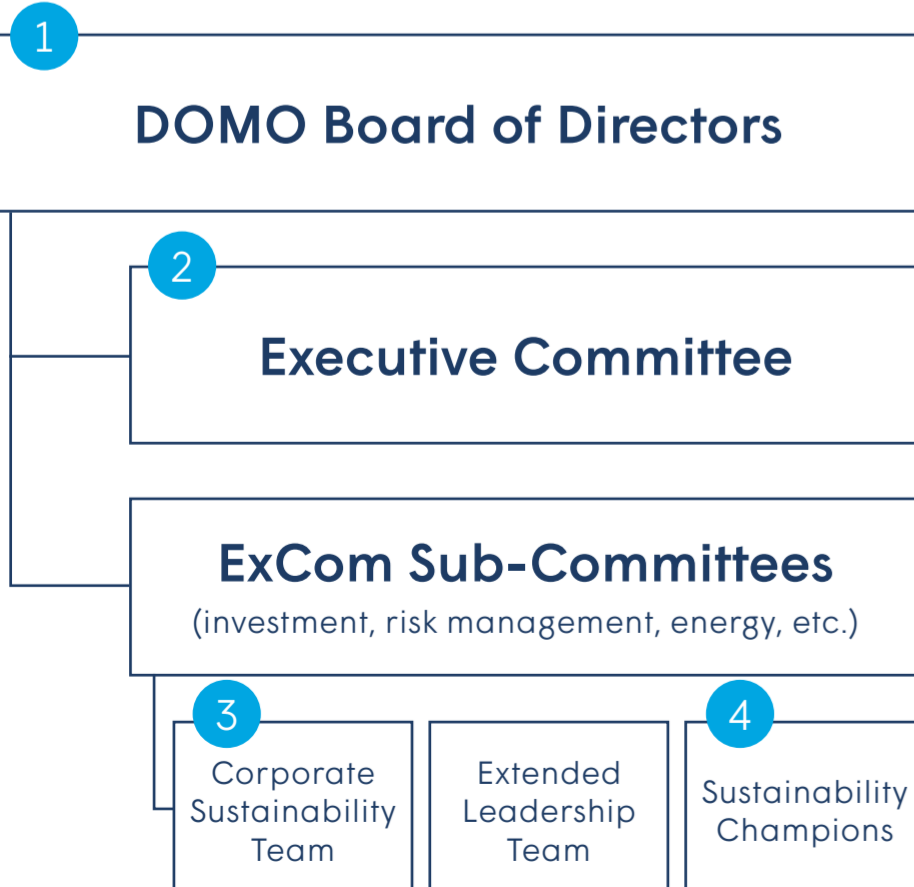
1 Board of Directors

Chairman & CEO Yves Bonte	Founder & Honorary Chairman Jan J. Declerck	Directors - Family Representatives Gregory De Clerck Anthony De Clerck Jan I. De Clerck	Independent Directors Christian Jourquin Christian Reinaudo Pierre Joris Herman Daems
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2 Executive Committee (ExCom)



Yves Bonte, CEO	Bernard De Vos, Chief Legal Officer	Ludovic Tonnerre, Chief Commercial Officer Engineered Materials	Vedran Kujundzic, Chief Commercial Officer Polymers & Intermediates	Stéphane Guélat, Chief Operating Officer	Edyta Górecka, Chief Human Resources Officer	Koen Van Loock, Chief Financial Officer
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2 Executive Committee

At ExCom level, sustainability is kept on the agenda on a recurring basis:

- Quarterly review and approval of the sustainability roadmap and targets, and the materiality matrix.
- Quarterly cross-functional sustainability review to evaluate global challenges and megatrends and set mid and long-term goals to initiate projects and activities in the field of sustainability.

3 Corporate Sustainability Team

The Corporate Sustainability Team deals with all sustainability issues that are relevant to the company. This includes, for example:

- Establishing the company policy, strategy and standards.
- Coordinating and monitoring its implementation.
- Designing, implementing and optimizing our DOMO Beyond framework.
- Providing information and advice to DOMO sites and functions on regulatory, environmental and safety matters.
- Monitoring Key Performance Indicators (KPIs).
- Facilitating cross-functional collaboration.

4 Sustainability Champions 2023

A dedicated team of Sustainability Champions from sites, functions and business units is driving the execution of this strategic framework and overseeing regional-led initiatives. These champions embody the company-wide spirit and ambition toward achieving our sustainability agenda.

Sites	Sustainability Champions
Belle-Etoile	Sébastien Plouchart
Valence	Loïc Piriou
Leuna	Thomas Völkner
Premnitz	Marcel Müller
Blanes	Jose Antonio Gallardo
Arco	Silvio Furlani
Gorzów	Izabela Jasiukiewicz
Functions	Sustainability Champions
Employees	Apolline Renié
Customers	Alexandra Berthoud
Suppliers	Jean-Philippe Bertrand
Investors	Cassandra Scholliers
Communities	Matthias Schmidt



SUSTAINABILITY MANAGEMENT SYSTEMS

In order to solidify our position as a Partner of Choice, we strive to obtain third-party recognition for the quality and consistency of our sustainability management systems.

Preferring International Organization for Standardization (ISO) standards as a recognized global best practice, we have certified our operations against rigorous environmental, energy, quality and health and safety standards.

Reflecting our desire to address market needs, our sites in Belle-Etoile, Gorzów and Premnitz are also International Automotive Task Force (IATF) 16949 certified, demonstrating our commitment to adhere to the highest possible quality management system standards required by the automotive industry and further validating our standing as a trusted partner in relation to E-mobility.

Sites	ISO 9001 Quality	IATF Quality (AUTO)	ISO 14001 Environment	ISO 45001 Occupational Health & Safety	ISO 50001 Energy
Arco	✓	2024	✓	✓	
Belle-Etoile	✓	✓	✓		✓
Gorzów	✓	✓	✓	✓	
Premnitz	✓	✓	✓	✓	✓
Jiaying / Haiyan	✓	2025			
Mumbai	✓				
Buford	✓				
Blanes	✓		✓	✓	✓
Leuna	✓		✓	✓	✓
Valence	✓			✓	

Each ISO refers to the most up-to-date version of the standards; 2015 (9001, 14001); 2016 (IATF) and 2018 (45001, 50001).

ETHICAL BUSINESS CONDUCT

Our compliance framework provides a structured approach to managing compliance as a component of overall enterprise risk management.

We focus on the intersection between each of the components of our framework and key compliance drivers:

- Anti-corruption & anti-bribery
- Money laundering
- Data privacy & protection
- Trade
- Anti-competitive practices
- Conflicts of interest
- Fraud

→ Anti-corruption & Bribery

DOMO and our employees follow strict policies against corruption, bribery, and money laundering. We are currently refining our risk management framework and conducting internal control audits and risk assessments to manage our processes and systems. Additionally, we have established a procedure for gift and hospitality, which includes a tool to mitigate any risks of non-compliance.

→ Anti-competitive Practices

In addition to corruption and bribery, we also guide our employees on how to comply with expectations and legislation relating to anti-competitive practices. In 2023 we continued to host mandatory training sessions on the topic.

→ Data Privacy & Protection

We are taking all necessary steps to maintain compliance with GDPR and ensure that data privacy processes are transparent and secure. The following key processes support our Data Protection and Data Privacy Policy and our Information Security Management System:

- Record of processing activities
- Record retention procedure
- Data Protection Impact Assessments (DPIA)
- Data subject request procedure

→ Training & Awareness

To guarantee that our teams adhere to our framework’s principles correctly and can support our efforts to always remain compliant, we provide training on all critical compliance drivers. This year we launched an awareness campaign to train employees on the following:

- Business ethics
- Anti-corruption & anti-bribery
- GDPR
- Anti-competitive practices

To reinforce our internal culture of compliance, we launched an intranet page in 2023 dedicated to increasing awareness of key topics related to business ethics. We publish newsletters regularly on this page to help engage and inform employees of their responsibilities. We also hosted “Compliance Days,” a two-day event focusing on compliance knowledge. This event is designed for human resources representatives and legal departments, who receive training from external experts. Compliance-related topics are covered, such as GDPR, anti-bribery and anti-corruption, gifts and hospitality, whistleblowing, and conflict of interest.

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KPI INDEX

STRATEGIC PILLAR	TOPIC	KPI	UNIT OF MEASUREMENT	2022	2023
PLANET CARE	Energy consumption and GHG emissions	Energy consumption	GWh	1,459*	1,434*
		Energy intensity	GWh/Kton product	2.00*	1.87*
		Renewable energy usage	%	12%	18%
		Scope 1 GHG emissions	Tons CO ₂ eq.	127,436	112,500
		Scope 2 GHG emissions (market based)	Tons CO ₂ eq.	171,458	172,234
		Total scope 1 & 2 GHG emissions	Tons CO ₂ eq.	298,894	284,734
	Waste	Hazardous waste	Tons	9,106	6,817
		Non-hazardous waste	Tons	2,393	2,440
		Total waste	Tons	11,499	9,246
	Water	Water withdrawal	m3 ('000)	21,899	22,470
PARTNER OF CHOICE	Sustainable solutions	Circular & bio-based solutions sales	% of EM sales	11%	13%
		Carbon footprint	CO ₂ kg/kg	4.2	3.8
		Recycled input materials used	%	5.4%	6.6%
		R&D expenditure on sustainable solutions	% of total revenue	0.6%	0.8%
	Corruption & Anti-competitive behavior	Corruption incidents	#	0	0
		Anti-trust/Anti-competitive behavior incidents	#	0	0
	EcoVadis	EcoVadis score	#/100	57	70
RESPONSIBLE EMPLOYER	Health & safety	Total recordable injury rate (TRIR)	# per million hours worked	5.3	4.8
	Training	Average number of training days per employee	#	2.4	2.4
		Buyers trained on sustainability	%	100%	100%
	Diversity, equity, & inclusion	Whistleblowing cases	#	0	0
		ExCom gender diversity	% women	22%	22%
		Women in management position	% women	30%	28%
		Employee gender diversity	% women	23%	23%
	Employee engagement	Annual Pulse Survey participation	%	67%	54%
Annual Pulse Survey engagement		%	71%	71%	

a) Our GHG emissions cover our European sites and operations
 b) Numbers with * are restated

GRI INDEX

DOMO has reported the information cited in this GRI Context Index for the period January – December 2023 in accordance with the GRI Standards.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 2-1	Organisational details	About DOMO (p. 7)	DOMO Chemicals Holding NV (hereafter referred to as 'DOMO') is a Belgian limited liability company headquartered in Ghent, Belgium.
GRI 2-2	Entities included in the organisation's sustainability reporting	About DOMO (p. 7)	
GRI 2-3	Reporting period, frequency and contact point		Our sustainability reporting is in line with our financial reporting, both of which run from January - December. This report was published in June 2024. For any information about this report, please contact Thomas Bollen at Thomas.Bollen@domo.org.
GRI 2-4	Restatements of information		This year we have restated information related to: <ul style="list-style-type: none"> Greenhouse gas emissions, which we have recalculated because of higher data availability and increased accuracy of said data. Updated 2022 scope 1 & 2 GHG emissions are 298.9 KtCO₂e (previously reported as 293.7 KtCO₂e). Energy consumption, which we have recalculated using a more accurate methodology. Updated 2022 energy consumption is 1,459 GWh (previously reported as 3,070 GWh). Employee training on a) code of conduct & b) anti-bribery and anti-corruption, where we have omitted the percentage of employees who undertook this training since previous information was found to be incomplete.
GRI 2-5	External assurance		We did not externally assure our 2023 Sustainability Report.
GRI 2-6	Activities, value chain and other business relationships	About DOMO (p. 7)	
GRI 2-7	Employees	About DOMO (p. 7)	
GRI 2-8	Workers who are not employees		We employed 27 contingency workers in 2023; these workers mostly support us in office-based duties.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 2-9	Governance structure and composition	Corporate Governance (p. 36-37)	<p>The Board of Directors of DOMO consists of Jan J. DeClerck (Founder & Honorary Chairman) and sons Gregory De Clerck, Anthony De Clerck and Jan Jr. De Clerck, alongside our CEO Yves Bonte and a group of highly experienced and independent directors, who have been selected on the basis of their specific knowledge and experience to come to a complementary and balanced composition:</p> <ul style="list-style-type: none"> Christian Jourquin Christian Reinaudo Pierre Joris Herman Daems <p>A Sustainability Committee has been set up which reviews annually the economic, environmental and social risks that may potentially impact DOMO. The Board has delegated the daily management of our sustainability agenda to the Executive Committee (ExCom).</p>
GRI 2-10	Nomination and selection of the highest governance body		The members of the Board of Directors are appointed by the Shareholders' meeting for a period of in principle four years. Members can be reappointed after the termination of their term. However, a reappointment is by no means automatic. Before nominating the member for reappointment, the results of the internal evaluations, any new needs of the company considering its current composition (the competences already present) and the strategy may be taken into consideration. The Board of Directors must include at least two independent members, in addition to members of the family Jan Declerck. Independent members are defined as members that do not belong to the management nor to the family Jan Declerck. A rotation system is pursued to appoint new independent members regularly.
GRI 2-11	Chair of the highest governance body	Corporate Governance (p. 36-37)	

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p. 36-37)	The Board of Directors determines what kind of information, according to what frequency and in which manner, must be provided by the ExCom and the CEO. The ExCom, through the CEO, reports to the Board of Directors at least once a month on all aspects of the daily management of DOMO and on the most important decisions made by the CEO and the ExCom. The key domains on which the members of the Board of Directors receive information include, but are not limited to, the financial key figures, safety incidents and overall HSE performance, key HR issues, product development and innovation, key legal and compliance issues, environmental issues, sustainability, product safety and any material risks potentially affecting DOMO's business. This reporting enables the Board of Directors to follow up the implementation of the strategy and the general management and to monitor the day-to-day management.
GRI 2-13	Delegation of responsibility for managing impacts	Corporate Governance (p. 36-37)	Two key committees exist at the ExCom level: <ol style="list-style-type: none"> 1. Integrated Sustainability Steering Committee: chaired by our COO, this committee reviews DOMO's sustainability management, approves the sustainability roadmap and targets, and reviews and approves the materiality matrix. 2. Cross-functional Sustainability Steering Committee (SteerCo): also chaired by our COO and made up of key representatives of our business, functions and regions, the SteerCo fosters the sustainable development of DOMO in a holistic approach according to our Corporate Social Responsibility Policy. It evaluates global challenges and megatrends and sets mid and long-term goals to initiate projects and activities in the field of sustainability and meets four times a year.
GRI 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance (p. 36-37)	DOMO's Board of Directors is responsible for reviewing and approving the reported information included in this report.
GRI 2-15	Conflicts of interest		The members of the Board of Directors are not allowed to hold any mandate in or provide services to competing companies or companies which could create a conflict of interest with DOMO. All Board members are expected to refrain from any actions, views or interests contrary to interests of DOMO. The same conflicts of interest rules are applicable to the ExCom: the members of the ExCom are not allowed to hold any mandate in or provide services to competing companies or companies which could create a conflict of interest with DOMO, and all ExCom members are expected to refrain from any actions, views or interests contrary to the interests of DOMO.
GRI 2-16	Communication of critical concerns	Corporate Governance (p. 36-37)	Any critical concerns and potential wrongdoings can be reported through a number of internal channels: the respective line manager, the respective ExCom member, the Chief Legal Officer, Chief HR Officer or CEO as well as via our online DOMO Reporting Channel (Speak Up).

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 2-17	Collective knowledge of the highest governance body	Corporate Governance (p. 36-37)	The Board of Directors of DOMO is composed of highly experienced directors, who have been selected on the basis of their specific knowledge and experience to come to a complementary and balanced composition of the Board of Directors. The Chairman of the Board of Directors takes the initiative to draw up and optimize the concretely searched competence profile each time a vacancy is created for new external members, taking into account amongst other the already existing collective knowledge and requested group dynamics within the Board of Directors.
GRI 2-18	Evaluation of the performance of the highest governance body		The Board of Directors regularly evaluates its performance, workings and composition and the performance of its members. Evaluation criteria for the Board's workings and members' contributions include, amongst others: attendance at meetings, contribution to discussions and decision-making, contribution to group dynamics, displaying a thorough preparation, bringing in a specific useful competence or experience, active co-operation in one or more committees, improvement of DOMO's external reputation and control of the management team's activities and reports. The Board of Directors' general workings are evaluated every two years and individual members are evaluated on occasion of a reappointment proposal (as the case may be) and at least every three years. If this evaluation shows that the composition and/or workings of the Board of Directors, as well as the individual contribution of certain members, would no longer be sufficient for the most effective realization of DOMO's objectives, it is the responsibility of the Chairman of the Board of Directors to take the necessary adjustment measures.
GRI 2-19	Remuneration policies		While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.
GRI 2-20	Process to determine remuneration		While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.
GRI 2-21	Annual total compensation ratio		While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.
GRI 2-22	Statement on sustainable development strategy	CEO Message (p. 5) Our Sustainability Journey (p. 10)	
GRI 2-23	Policy commitments	Ethical Business Conduct (p. 38)	Our policy commitments for responsible business conduct make reference to; the UN Universal Declaration on Human Rights and thereby do not tolerate any child or forced labour in our operations or those of our suppliers and, the ILO Declarations on Fundamental Principles and Rights at Work as well as the ILO Minimum Age Convention no. 138. The policy is available here: https://www.domochemicals.com/en/sustainability/employer-choice

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 2-24	Embedding policy commitments	Ethical Business Conduct (p. 38)	Policies related to commitments for responsible business conduct are approved at ExCom level and shared internally. Different functions in each country will ensure that the policies are well understood in the respective countries and will ensure the policies are aligned with local rules and regulations.
GRI 2-25	Processes to remediate negative impacts		While we have created processes to remediate negative impacts, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Engaging with our Employees (p. 28)	
GRI 2-27	Compliance with laws and regulations	Ethical Business Conduct (p. 38)	
GRI 2-28	Membership associations		We are a proud member of the European Chemical Industry Council (CEFIC) and ASPIRE. These non-profit organizations are involved in supporting chemical companies through various sustainability programs, including climate change and energy, Health, Safety and Environment (HSE), innovation, and product stewardship. Furthermore, at our Belle-Etoile site we are a member of the Chemical Valley Sustainable Development Association.
GRI 2-29	Approach to stakeholder engagement	Materiality Assessment (p. 12)	
GRI 2-30	Collective bargaining agreements		While we do have collective bargaining agreements in place at DOMO, we chose to omit this disclosure on the basis of unavailable or incomplete information.

→ GRI 3 Material Topics 2021

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 3-1	Process to determine material topics	Materiality Assessment (p. 12)	<p>We engaged with our main stakeholders to assess issues that may be material to our company. Throughout this process, six stakeholder groups were considered, namely: planet, customers, investors, employees, suppliers, and communities.</p> <p>Stakeholders were interviewed to gather valuable insights into their perspectives of materiality. Starting with initial research to identify a long list of potentially material issues across Environmental, Social and Governance (ESG) pillars, we have narrowed down the priorities based on stakeholder insights and explorative questions. All in all, we were able to prioritize key sustainability topics into the matrix below, differentiating between:</p> <ul style="list-style-type: none"> The impact on DOMO's business: Qualitative insights from employees The relevance for stakeholders: Qualitative insights from communities, investors, suppliers and customers, as well as expert opinion to determine the relevance for the planet
GRI 3-2	List of material topics	Materiality Assessment (p. 12)	<p>Planet Care: a) Reducing Greenhouse Gas Emissions; b) Materials Management; c) Wastewater Management</p> <p>Partner of Choice: a) Carbon Footprint; b) Recycling/Circularity; c) EcoVadis</p> <p>Responsible Employer: a) Safety; b) People Engagement c) Diversity</p>
GRI 3-3	Management of material topics	Materiality Assessment (p. 12)	

→ GRI 205 Anti-Corruption 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 205-1	Operations assessed for risks related to corruption	Ethical Business Conduct (p. 38)	A risk assessment was performed in the beginning of 2023 and at the end of 2023 on anti-corruption and anti-bribery. The assessment was done twice to review progress and ensure the correct actions are being taken.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethical Business Conduct (p. 38)	Mandatory anti-bribery and anti-corruption training is required to be followed online. Additionally local management discussed the anti-bribery and anti-corruption policies and procedures during sessions held locally
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct (p. 38)	No corruption incidents were uncovered or reported in 2023

→ GRI 206 Anti-competitive Behavior 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Business Conduct (p. 38)	In 2023, we have not gone through any legal actions regarding anti-competitive behavior, anti-trust or monopoly practices. We actively work towards mitigating the risk of these incidents.

→ GRI 301 Materials 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 301-1	Materials used by weight or volume		While we track our material usage and input volumes, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 301-2	Recycled input materials used	KPI Index (p. 40)	
GRI 301-3	Reclaimed products and their packaging materials		We are not yet tracking the percentage of reclaimed products and their packaging materials for each category, and hence choose to omit this disclosure.

→ GRI 302 Energy 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 302-1	Energy consumption within the organization	Decarbonization (p. 14-15) KPI Index (p. 40)	Our total energy consumption in 2023 was 1,434 GWh. Within this, our purchased electricity accounts for 292 GWh; natural gas for 495 GWh; other stationary energy for 95 MWh and other utilities for 552 GWh.
GRI 302-2	Energy consumption outside of the organization		We do not yet have a full overview of energy consumption outside our organisation and hence have chosen to omit this disclosure.
GRI 302-3	Energy intensity	Decarbonization (p. 14-15) KPI Index (p. 40)	

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 302-4	Reduction of energy consumption	Decarbonization (p. 14-15) KPI Index (p. 40)	
GRI 302-5	Reductions in energy requirements of products and services		We do not yet have a full overview of a reduction in energy consumption based on sold products and hence have chosen to omit this disclosure.

→ GRI 303 Water and Effluents 2018

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 303-1	Interactions with water as a shared resource	Water Management (p. 16)	
GRI 303-2	Management of water discharge-related impacts	Water Management (p. 16)	
GRI 303-3	Water withdrawal	Water Management (p. 16) KPI Index (p. 40)	
GRI 303-4	Water discharge		While we carefully manage our interactions with water in relation to withdrawal, discharge and consumption, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 303-5	Water consumption		While we carefully manage our interactions with water in relation to withdrawal, discharge and consumption, we chose to omit this disclosure on the basis of unavailable or incomplete information.

→ GRI 305 Emissions 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 305-1	Direct (Scope 1) GHG emissions	Decarbonization (p. 14-15) KPI Index (p. 40)	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Decarbonization (p. 14-15) KPI Index (p. 40)	
GRI 305-3	Other indirect (Scope 3) GHG emissions		We are beginning to track our scope 3 emissions in 2023, hence we choose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 305-4	GHG emissions intensity		Our GHG emissions intensity was 0.35 tons CO ₂ /tons of product sold in 2023.
GRI 305-5	Reduction of GHG emissions	Decarbonization (p. 14-15) KPI Index (p. 40)	
GRI 305-6	Emissions of ozone-depleting substances (ODS)		While we track our emissions and the substances therein, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		While we track our emissions and the substances therein, we chose to omit this disclosure on the basis of unavailable or incomplete information.

→ GRI 306 Waste 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management (p. 17)	
GRI 306-2	Management of significant waste related impacts	Waste Management (p. 17)	
GRI 306-3	Waste generated	Waste Management (p. 17) KPI Index (p. 40)	

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 306-4	Waste diverted from disposal		While we track our waste generation and disposal, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 306-5	Waste directed to disposal		While we track our waste generation and disposal, we chose to omit this disclosure on the basis of unavailable or incomplete information.

→ GRI 308 Supplier Environmental Assessment 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 308-1	New suppliers that were screened using environmental criteria		We include sustainability criteria in the selection of all new suppliers. All new suppliers receive a supplier code of conduct which we request to be signed, and we also include a clause in our contracts which stipulates our requirements in relation to environmental issues.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		None of our suppliers were assessed or identified as having negative environmental impacts in 2022.

→ GRI 401 Employment 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 401-1	New employee hires and employee turnover	Attracting and Retaining Talent (p. 31)	In 2023, we have hired a total of 158 new employees. Our Voluntary Turn over is 4.4%.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaging with our Employees (p. 28-29)	Asides from our US operations, all benefits provided for full time employees are also provided to part time employees and temporary employees.
GRI 401-3	Parental leave	Fostering Diversity, Equity and Inclusion (p. 30)	In 2023 we had 70 employees who took parental leave (21 women and 49 males) this number increased by +37% versus 2022. By location, this entailed 2 in Belgium, 6 in Spain, 9 in Poland, 15 in China, 18 in Germany and 20 in France (data is unavailable for our operations in Italy, USA and India).

→ GRI 403 Occupational Health & Safety 2018

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 403-1	Occupational health and safety management system	Health and Safety (p. 27)	Our Care to be Safe journey was initiated in 2021 to develop a corporate safety culture towards an interdependent safety culture (according to DuPonts Bradley curve). The Care to be Safe initiative covers 100% of our group sites and operations.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety (p. 27)	We also publish our Code of Conduct which contains our group Health, Safety and Environment Policy, which covers how we identify hazards, mitigate risks and investigate related incidents. The policy is available here: https://www.domochemicals.com/sites/domo/files/2021-11/EN-Code_of_Conduct-20211122_1p.pdf
GRI 403-3	Occupational health services		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		DOMO has a health and safety committee which provides a vehicle for workers to participate and communicate with the company on the topic of health and safety.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 403-5	Worker training on occupational health and safety	Health and Safety (p. 27)	We carry out regular on-site training for impacted employees related to health and safety, covering specific work related hazards which are related to our scope of operations.
GRI 403-6	Promotion of worker health		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 403-8	Workers covered by an occupational health and safety management system	Health and Safety (p. 27)	Our Care to be Safe journey was initiated in 2021 to develop a corporate safety culture towards an interdependent safety culture (according to DuPonts Bradley curve). The Care to be Safe initiative covers 100% of our group sites and operations.
GRI 403-9	Work-related injuries	Health and Safety (p. 27) KPI Index (p. 40)	
GRI 403-10	Work-related ill health		We recorded zero fatalities as a result of work-related ill health in 2023, including employees and contingency workers. For the same group, we recorded 17 incidents of recordable work-related ill health, from issues such as stumbling, squeezing hands/fingers and ergonomic injuries from lifting/lowering. We follow OSHA guidelines for classifying, counting and reporting occupational accidents.

→ GRI 404 Training & Education 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 404-1	Average hours of training per year per employee	KPI Index (p. 40)	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Attracting and Retaining Talent (p. 31)	We offer a multitude of training opportunities for upgrading employee skills, including job-specific skills and management training, coaching and dedicated external training courses offered by expert third parties.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Attracting and Retaining Talent (p. 31)	In 2023, 100% of our exempt employee population received performance reviews in our nine locations, and more than 50% of them received development reviews.

→ GRI 405 Diversity and Equal Opportunity 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 405-1	Diversity of governance bodies and employees	Corporate Governance (p. 36-37) Fostering Diversity, Equity and Inclusion (p. 30)	
GRI 405-2	Ratio of basic salary and remuneration of women to men		The overall remuneration ratio at DOMO (average female base salary/average male base salary) is 107%. Females at DOMO primarily occupy white collar positions (74% of all women) in comparison to blue collar (26% of all women).

→ GRI 406 Non-discrimination 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 406-1	Incidents of discrimination and corrective actions taken	Fostering Diversity, Equity and Inclusion (p. 30)	

→ GRI 414 Supplier Social Assessment 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional information and reason(s) for omission (where applicable)
GRI 414-1	New suppliers that were screened using social criteria		We include sustainability criteria in the selection of all new suppliers. All new suppliers receive a supplier code of conduct which we request to be signed, and we also include a clause in our contracts which stipulates our requirements in relation to social issues.
GRI 414-2	Negative social impacts in the supply chain and actions taken		None of our suppliers were assessed or identified as having negative social impacts in 2023

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