

**DOMO**  
caring is our formula

SUSTAINABILITY  
REPORT 2024

[domochemicals.com](https://domochemicals.com)



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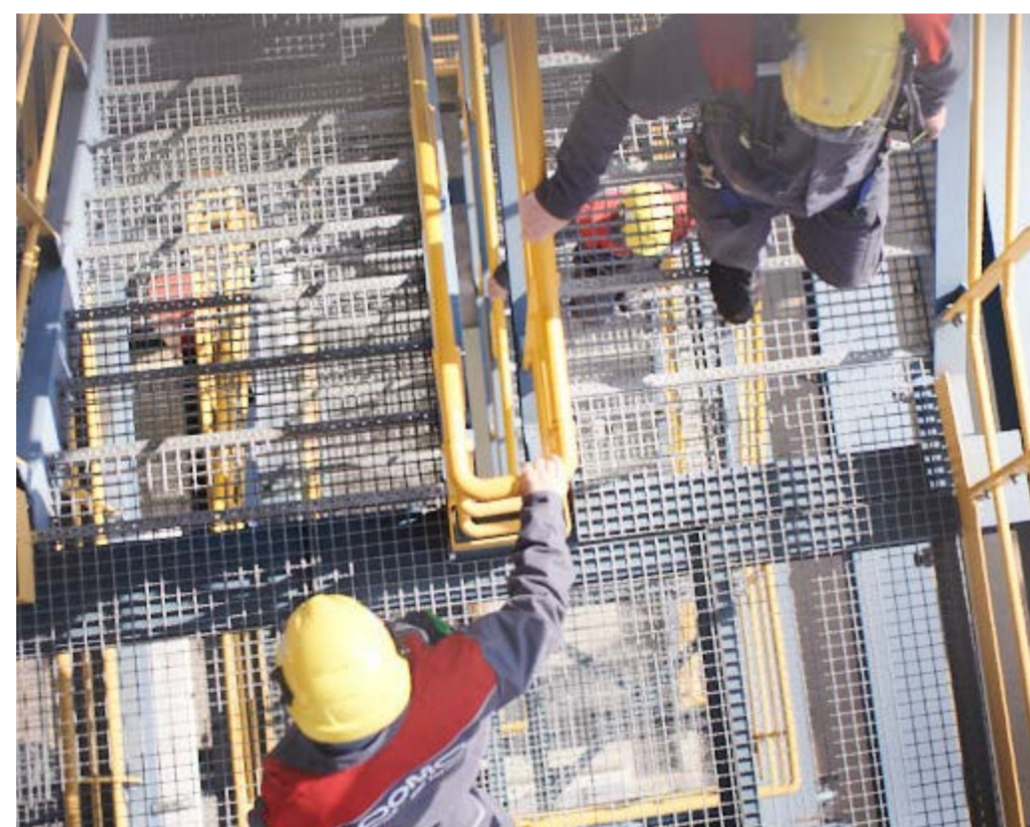
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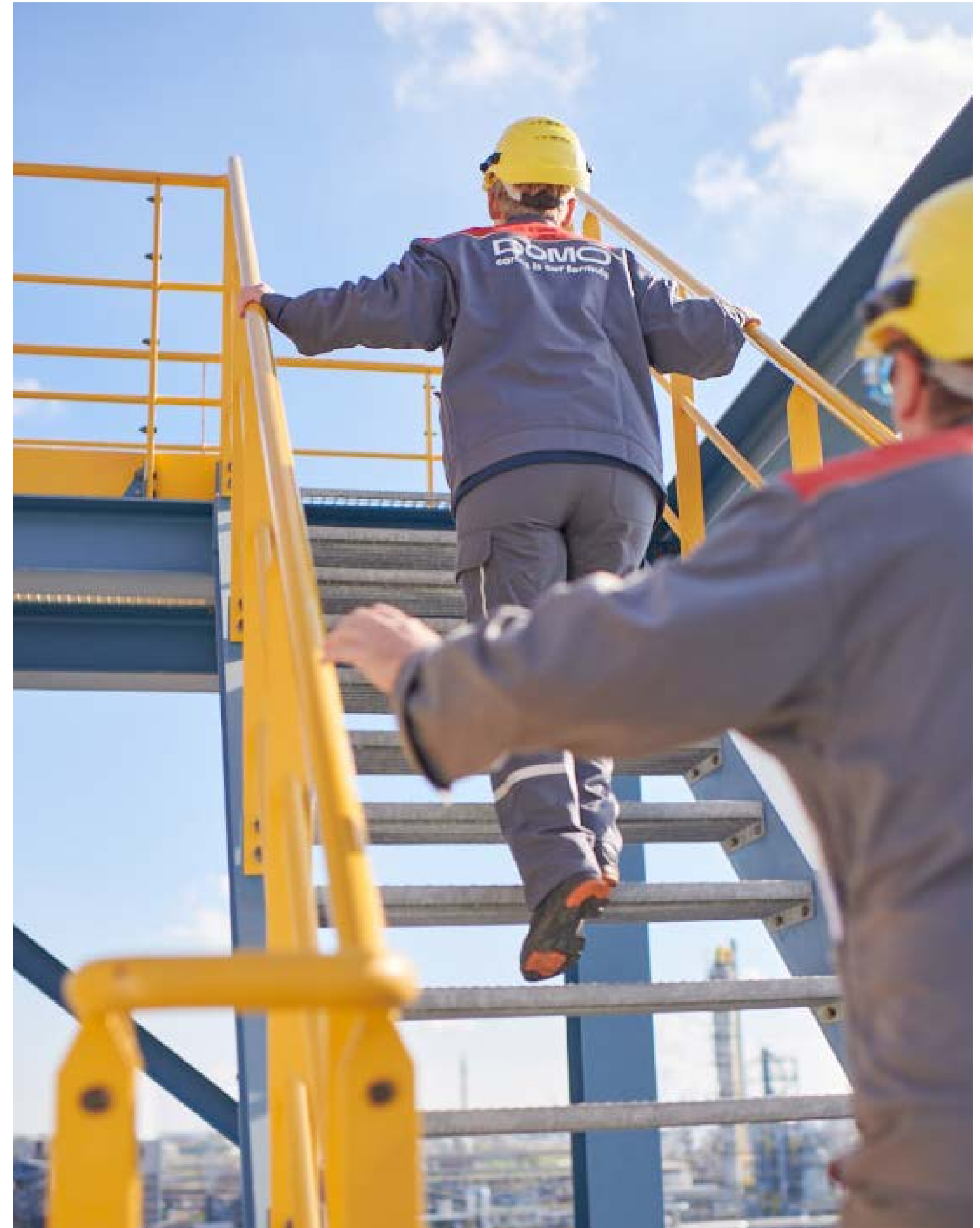
**Our ambitious sustainability agenda – through which we are on track to become a sustainability leader in the chemicals sector – is well underway.**

**In 2024, we continued our progress across the environmental, social, and governance (ESG) spectrum.**

Sustainability remains a core focus for DOMO Chemicals; as such, it is embedded in our business strategy and integrated into our stakeholder engagements. In line with our commitment to responsibility and transparency, we are pleased to present the fourth edition of the DOMO Sustainability Report, prepared in accordance with the Global Reporting Index (GRI) standards. In this report, we share details of our performance in 2024, our progress toward our 2030 goals, and our commitment to excellence and innovation across our three sustainability pillars: Planet Care, Partner of Choice, and Responsible Employer.

We welcome engagement and feedback and encourage readers to join our efforts to accelerate the sustainability transition in our industry.

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



# 2024 SUSTAINABILITY HIGHLIGHTS

**26% GHG REDUCTION**  
in absolute Scope 1 & 2 emissions  
versus 2019 baseline

**2 DOMO sites**  
using 100% renewable  
electricity

**94% SAFETY SCORE**  
achieved by all sites on leading  
initiatives

**RSTAR SAFETY  
CAMPAIGN**  
launched

**21% RENEWABLE  
ELECTRICITY**  
use across our global operations

**70% EMPLOYEE  
ENGAGEMENT**  
in Pulse Check survey

**4 out of 10 DOMO sites**  
fully certified according to ISCC+  
(International Sustainability and  
Carbon Certification) standards



**15 COMMUNITY  
EVENTS**  
hosted at our sites

**14% ENERGY  
INTENSITY  
IMPROVEMENT**  
versus 2019

**24-HOUR ACCESS TO  
EMPLOYEE ASSISTANCE  
PROGRAM**  
for confidential work and life  
counseling by external professionals



# A LETTER FROM OUR CEO

Dear reader,

**Europe's chemical industry stands at a pivotal crossroads, playing a vital role in accelerating the green transition. Decarbonization, circularity, and bio-based innovation are no longer optional – they are essential to ensuring both environmental and economic resilience. As EU regulations set a clear course, our industry holds the power and responsibility to lead the way by investing in alternative feedstocks, advanced recycling, and cleaner production technologies.**

At DOMO Chemicals, we are fully committed to this transformation. Our sustainability strategy focuses on advancing bio-based and circular polyamides to deliver lower-carbon solutions for mobility, electronics, and packaging. But innovation alone is not enough. A thriving industrial base – supported by competitive energy prices, smart regulation, and investment incentives – is key to scaling sustainable chemistry.

By fostering collaboration between industry leaders, policymakers, and consumers, Europe can maintain its leadership in sustainable materials while ensuring long-term industrial resilience and economic growth. This shared commitment is at the heart of DOMO's approach as we continue integrating sustainability into our operations, partnerships, and product innovation.

In this context, we are once again proud to publish our annual Sustainability Report, highlighting DOMO Chemicals' progress in 2024 and our vision for the future. In a year marked by global uncertainty, our commitment to sustainability has remained steadfast. More than ever, these challenges reinforce the need to accelerate our journey

and help lead the transformation of our industry.

A major milestone in 2024 was achieving EcoVadis Platinum status, placing DOMO in the top 1% of rated companies worldwide. This recognition reflects our commitment to continuous improvement and reinforces our ambition to become even more sustainable across our three strategic pillars: Planet Care, Partner of Choice, and Responsible Employer.

## **Planet Care: Accelerating the shift to low-carbon solutions**

We have made significant strides toward more environmentally sustainable operations this year. We improved energy efficiency by upgrading equipment at key sites, optimizing energy use, and reducing emissions. Our commitment to renewable energy also advanced, with renewables now accounting for 21% of our energy mix.

In terms of carbon footprint reduction, we achieved a 26% decrease in our absolute Scope 1 and 2 CO<sub>2</sub> emissions compared to our 2019 baseline: a similar result to 2023, as our abatement efforts are offset by an increase in production volumes. We also made further progress on lowering our Scope 3 emissions by supplying bio-based, circular, and low-carbon materials, converting to recyclable packaging material, and electrifying transport.

## **Partner of Choice: Empowering customers with sustainable innovation**

2024 was a complex year for global markets, shaped by lingering effects of the energy crisis, supply chain disruptions, and geopolitical tensions. In this landscape, supporting our customers in reducing their environmental impact was more important than ever.

Our hard work ensured that 10% of sales in our Engineered Materials business came from bio-based and circular products in 2024. In other key achievements, we expanded our ISCC+ certifications across multiple sites and launched a project to recycle discarded fishing nets into our TECHNYL® 4EARTH® material.

To stay ahead of evolving trends, we continue to build a robust pipeline of sustainability-focused innovations. In the area of new mobility, we collaborate closely with customers to address material needs for next-generation vehicles – including lightweighting, flame-retardant, and low-carbon applications. We are also leveraging AI to enhance R&D efficiency and customer service.

## **Responsible Employer: Fostering a safe, inclusive, and engaging workplace**

At DOMO, being a responsible business starts with our people. Health and safety remain our highest priority. While several sites made progress in safety performance in 2024, others showed us there is still work to do. These learnings reinforce the importance of continuous improvement and stronger engagement on safety across all levels.

Beyond safety, we are committed to building a fair, inclusive, and inspiring workplace where every colleague can thrive. Our employee engagement score (as measured in our annual Pulse Check survey) has decreased slightly from 2023 but remains high at 70%. Given the challenges our industry has faced this year, we consider this a positive result. In response to the latest Pulse Check insights, we have set up a DOMO-wide employee engagement action plan, including Connecting DOMO: an initiative that provides a framework for bringing our values to life.



## **Looking ahead: Our commitment to action**

Despite global challenges, we are taking bold steps to turn our commitment to sustainability into action. And we know that we can only take these actions together. That's why we actively collaborate across the value chain – with suppliers, recyclers, policymakers, and industry leaders.

Together, with our people and partners, we will continue building a more sustainable future for all.

Sincerely,  
**Yves Bonte**  
Chief Executive Officer

# OUR COMPANY

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“Our motto is "Caring is our formula". By acting with care, we create value for our customers, end-consumers, and teams, as well as for the communities in which we operate and our wider society.”

Yves Bonte,  
CEO



# ABOUT DOMO

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

Total revenue  
**€1.34 billion**

Total employees  
**2,079**

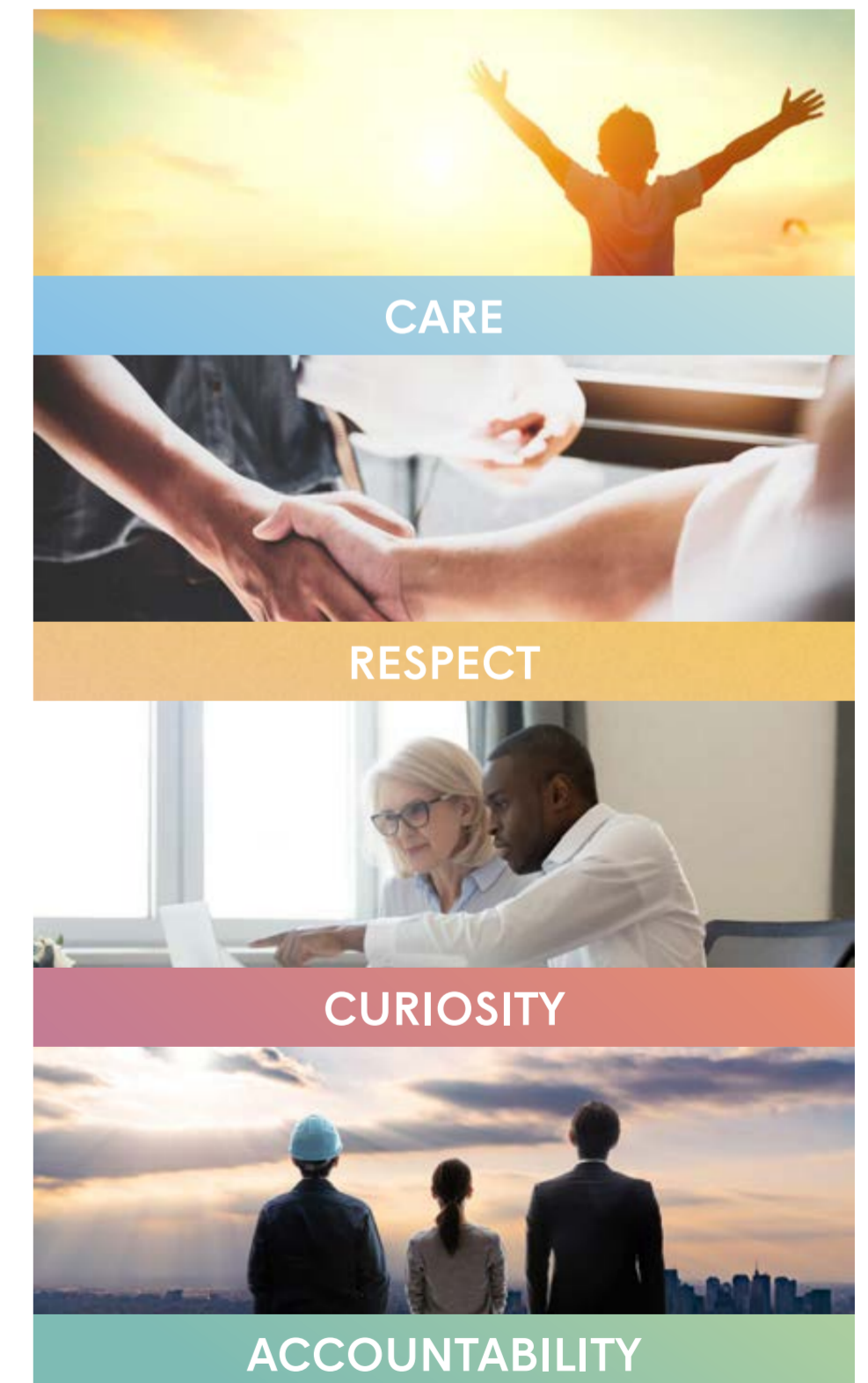
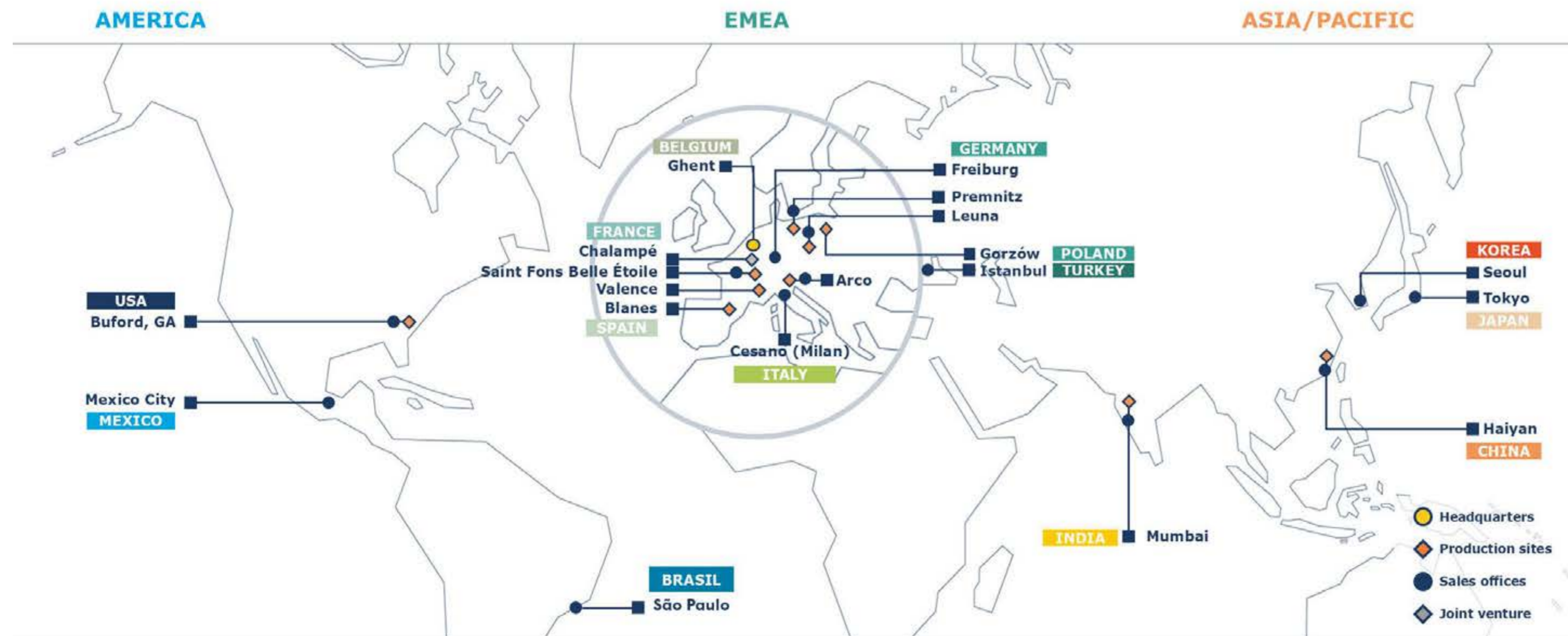
# OUR MISSION, VISION, AND VALUES

**Our mission** is to engineer polyamide solutions that contribute to changing the world, sustainably and for the better.

**Our vision** is to make a positive contribution to society by creating value for all our stakeholders.

**Our values** are Care, Respect, Curiosity, and Accountability. Defined by our DOMO colleagues, these values are designed to guide us all in our daily work and interactions with one another, no matter our role in the company. They inspire people at all levels of our organization to behave in ways that we believe are essential to creating a work environment and culture in which everyone feels valued, engaged, and eager to contribute.

Figure 1 | DOMO global presence



# OUR 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 and to be recognized among the global leaders in our industry. We have built this ambition on the trust and commitment of our approximately 2,000 employees. Our mission, vision, and purpose are supported by focused goals and sound financial targets, brought to life through the four pillars of our corporate strategy.



## Portfolio optimization

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

## Innovation

Innovation, product development, application research, material simulation, and part testing are key focuses at DOMO, especially in relation to our leading polyamide brand TECHNYL®. We actively engage with customers to anticipate and address future needs. Our global innovation centers and Application Part Testing Lab play a pivotal role in developing sustainable polyamide solutions and addressing market demands while prioritizing a lower environmental impact.

## Operational excellence

Operational excellence is closely linked with sustainability within our corporate strategy. Our Operational Excellence Roadmap, launched in 2023, is a key tool to drive our Care to Be Safe journey (see page 34) and in strengthening the reliability, efficiency, and flexibility of our operations.

## Sustainability

Sustainability is at the core of our mission to engineer polyamide solutions that drive positive global change. DOMO Beyond (see page 48), our ESG framework, outlines how we integrate environmental responsibility, social progress, and strong governance into every aspect of our business. Aligned with the material topics identified in our DMA (see page 14), this approach ensures that we not only minimize our environmental impact but also foster ethical business practices, support our employees, and create long-term value for all stakeholders. The publication of this yearly report serves as testament to our focus on and commitment to sustainability.

Figure 2 | DOMO strategy



**To support our strategic progress, we have two enablers of paramount importance:**

### People and culture

DOMO's success is built on our people and culture, and we rely on the engagement of every single one of our people in our sustainability journey. Health and safety is always our highest priority: safe processes and tools are a non-negotiable prerequisite for everything we do. In 2024, we continued our Care to Be Safe program to improve our safety culture and create the right conditions for the health, safety, and well-being of our employees. We also actively engage employees through surveys and support people through our Employee Assistance Program (see page 41).

### Digitalization

Digitalization is a key enabler of our strategy, enhancing efficiency, reliability, and customer engagement while empowering our people with smarter, safer, and more value-driven work. In 2024, we accelerated our digital transformation, including the launch of AI-enhanced customer interfaces to improve responsiveness and interaction.

Beyond optimizing operations and product innovations, digital tools allow us to strengthen collaborations across the value chain, making us more connected and agile. Digitalization also plays a critical role in advancing sustainability, helping us develop more circular and bio-based solutions that deliver both environmental and cost benefits for our customers. By integrating intelligent systems into our business, we are shaping a smarter, more sustainable future for polyamide solutions.

# OUR SUSTAINABILITY JOURNEY

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“We have created this report to reaffirm our deep commitment to sustainability and to inspire our stakeholders to join us in driving meaningful change. Sustainability is embedded in DOMO’s DNA, and through collaboration, we can accelerate the transition to a more sustainable future.”

Stéphane Guélat,  
Chief Operations Officer



# OUR THREE PILLARS

**Our sustainability journey at DOMO is guided by the need to deliver a corporate agenda that creates value for our current and future stakeholders while also identifying, anticipating, and acting upon elements that are critical for ensuring a sustainable future for people and planet.**

Our ambitious objectives are designed to address our sustainability impact across the ESG spectrum in a holistic manner. This impact is also balanced across the three pillars of our sustainability strategy – Planet Care, Partner of Choice, and Responsible Employer – and shaped by our understanding of the topics that are most material to our business and value chain (see *Double materiality assessment*, page 13).



We recognize that climate change and natural resource scarcity are among the greatest threats facing our planet. Under **Planet Care**, we execute short-, medium-, and long-term projects aimed at managing and mitigating our environmental impact. Our robust decarbonization, water, and waste roadmap combines DOMO’s renowned operational excellence with site-level and group-wide initiatives that have seen us reduce our GHG emissions, waste disposal, and water withdrawal versus our 2019 baseline, while increasing the proportion of renewable energy used across our business. Our targets include cutting down our Scope 1 and 2 carbon emissions by 40% by 2030 compared to 2019 and becoming climate neutral by 2050.

See our progress in Planet Care →

As well as being an essential building block in countless products with a positive impact on people’s lives, polyamides enable important sustainability developments like circularity, durability, recyclability, and lightweighting. As a **Partner of Choice**, we strive to offer the world’s most advanced polyamide portfolio, including circular and bio-based solutions, to meet the needs of our customers in different industries and support these partners to achieve their business and sustainability goals. By 2030, we aim for 20% of our Engineered Materials sales to come from circular and bio-based materials, and to realize a 20% reduction in the carbon footprint of all our products, both versus our 2019 baseline.

See our progress in Partner of Choice →

Being a **Responsible Employer** starts with our duty to all our employees globally and the third parties who operate on our premises. Safety therefore remains our

highest priority at DOMO and is upheld through our continuously evolving Care to Be Safe program. Meanwhile, to support innovative and sustainable growth in our organization, we aim to offer an inspiring work environment and a culture of personal and professional development. Our goal is to be an employer of choice, ahead of the industry benchmark, with at least 80% employee engagement and at least 35% of middle and upper management roles filled by women by 2030.

See our progress in Responsible Employer →

Being serious about sustainability also requires the courage to take risks. At DOMO, we position ourselves as a leader through our exploration of numerous feedstocks from sustainable sources and recycling technologies. We pursue new opportunities as part of our customer-centric mindset, looking to push the boundaries of what is possible for sustainability in our value chain and across the chemicals industry.

We have created this report to reaffirm our deep commitment to sustainability and to inspire our stakeholders to join us in driving meaningful change. Sustainability is embedded in DOMO’s DNA, and through collaboration, we can accelerate the transition to a more sustainable future.

**Stéphane Guélat**  
Chief Operations Officer

## Success Story

### PLATINUM ECOVADIS MEDAL

Our hard work in the area of sustainability management was recognized in 2024 with the award of a prestigious Platinum medal from the world’s leading sustainability ratings company, EcoVadis. Coming just one year after we achieved Gold, the Platinum medal reflects DOMO’s commitment to our sustainability journey and the progress we have made in four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

With an overall EcoVadis score of 82 out of 100 (2023: 70), DOMO stands among the top 1% of rated companies worldwide. As well as earning 90 points for Labor & Human Rights, we were proud to see a significant improvement in our Sustainable Procurement score, rising from 50 points in 2022 to 80 in 2024.




While we celebrate this success across our organization, we are not resting on our laurels. At DOMO, we remain committed to continuous sustainability improvements.



# 2024 PROGRESS TOWARD OUR 2030 OBJECTIVES

In 2024, we continued to make progress toward DOMO's group-level targets across the three pillars of our sustainability strategy.

These 10 key performance indicators (KPIs) show our commitment not only to sustainability action as a key element of our organizational strategy, but also to corporate transparency and accountability. In the following chapters, we provide more information about the steps we took in 2024 and how we aim to continue improving our sustainability performance in 2025 and beyond.

STRATEGIC PILLAR	KPI	BASELINE <sup>1</sup>	2024 PROGRESS	2030 TARGET
<b>PLANET CARE</b> 	CO <sub>2</sub> eq emissions (Scope 1 & 2) <sup>2</sup>	396 Kt CO <sub>2</sub>	-26%	-40% (carbon neutrality by 2050)
	Waste	15.1 Kt waste	-33%	-20% <sup>3</sup>
	Water intake	22,947 m <sup>3</sup> ('000)	-7%	-25%
	Renewable electricity	4%	21%	50% (100% by 2040)
<b>PARTNER OF CHOICE</b> 	Circular & bio-based solutions	10% EM <sup>4</sup> sales	10% (16.5 kton)	20%
	Carbon footprint	3.9 kg CO <sub>2</sub> eq/kg	-10% (3.5 kg CO <sub>2</sub> eq/kg)	-20%
	EcoVadis rating	N/A	Platinum	Gold
<b>RESPONSIBLE EMPLOYER</b> 	Safety TRIR <sup>5</sup>	5.1	5.5	<1
	Employee engagement	69%	70%	80%
	Middle and upper management roles filled by women	30%	29%	35%

<sup>1</sup> 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 roles the year 2022 is used; for all other KPIs the year 2019 is used.

<sup>2</sup> Numbers differ from last year as our energy and material suppliers provided us with updated and more accurate emission factors for all reported years.

<sup>3</sup> 2030 waste target has been increased since 2023

<sup>4</sup> EM = Engineered Materials.

<sup>5</sup> TRIR = Total Recordable Injury Rate based on one million working hours for DOMO employees and contractors.

# DOUBLE MATERIALITY ASSESSMENT

**As part of our preparation for future compliance with the EU's Corporate Sustainability Reporting Directive (CSRD), we carried out a double materiality assessment (DMA) in 2024, aligned with European standards.**

Double materiality represents a dual-lens approach to sustainability. It requires companies to assess not only how sustainability issues impact the company's financial performance (outside-in perspective) but also how the company's operations impact society and the environment (inside-out perspective). This dual view allows for a more nuanced understanding of long-term value creation, going beyond compliance to actively inform risk management, innovation, and corporate strategy.

Our DMA helps us to systematically identify the sustainability issues that are both financially and societally significant for DOMO Chemicals, and in turn to prioritize actions and allocate resources where they are most impactful.

**"At DOMO, sustainability is more than a goal – it's a mindset. From reducing CO<sub>2</sub> emissions to driving circular innovation, we are taking bold action to build a more sustainable future alongside our partners and customers."**

Yves Bonte,  
Chief Executive Officer

## A value-chain-wide approach

In alignment with the European Sustainability Reporting Standards (ESRS) 1 – General Requirements and the Implementation Guidance of the European Financial Reporting Advisory Group (EFRAG), DOMO's assessment extends beyond the company's own operations and considers the up- and downstream value chain, including business partners, suppliers, customers, and other stakeholders that are linked to significant impacts, risks, and opportunities (IROs).

In particular, the analysis focuses on identifying:

- Entities linked to "hot spots": critical activities or geographies likely to generate actual or potential negative impacts on people or the environment, which in turn create reputational or operational risks for DOMO
- Entities that represent key dependencies for DOMO's business model, such as essential suppliers, technology partners, or customers in sectors undergoing rapid transition. These dependencies are potential sources of both risk (e.g., supply chain disruption) and opportunity (e.g., innovation and circularity partnerships)

By mapping these interactions, DOMO is better equipped to anticipate disruptions, engage with relevant actors, and design mitigation or adaptation strategies that support both business continuity and societal value creation.

## DMA process in 2024

Our 2024 DMA was carried out according to a robust methodology including:

- A structured mapping of stakeholders and value chain actors
- Identification and categorization of potential material sustainability topics in accordance with the ESRS
- Application of quantitative and qualitative criteria to determine the materiality of negative and positive impacts, as well as risks and opportunities
- Involvement of internal and external stakeholders through interviews, workshops, prospective research, and industry benchmarking to validate findings and ensure alignment with real-world expectations

This comprehensive methodology ensures that the outcomes of the analysis are both useful for decision-making and actionable, forming the foundation for DOMO's sustainability reporting, strategy setting, and performance monitoring. The insights derived from the DMA will not only shape DOMO's future sustainability initiatives, but also drive meaningful improvements across the company's innovation agenda, operations, supply chain, and stakeholder relationships.

## Stakeholder engagement

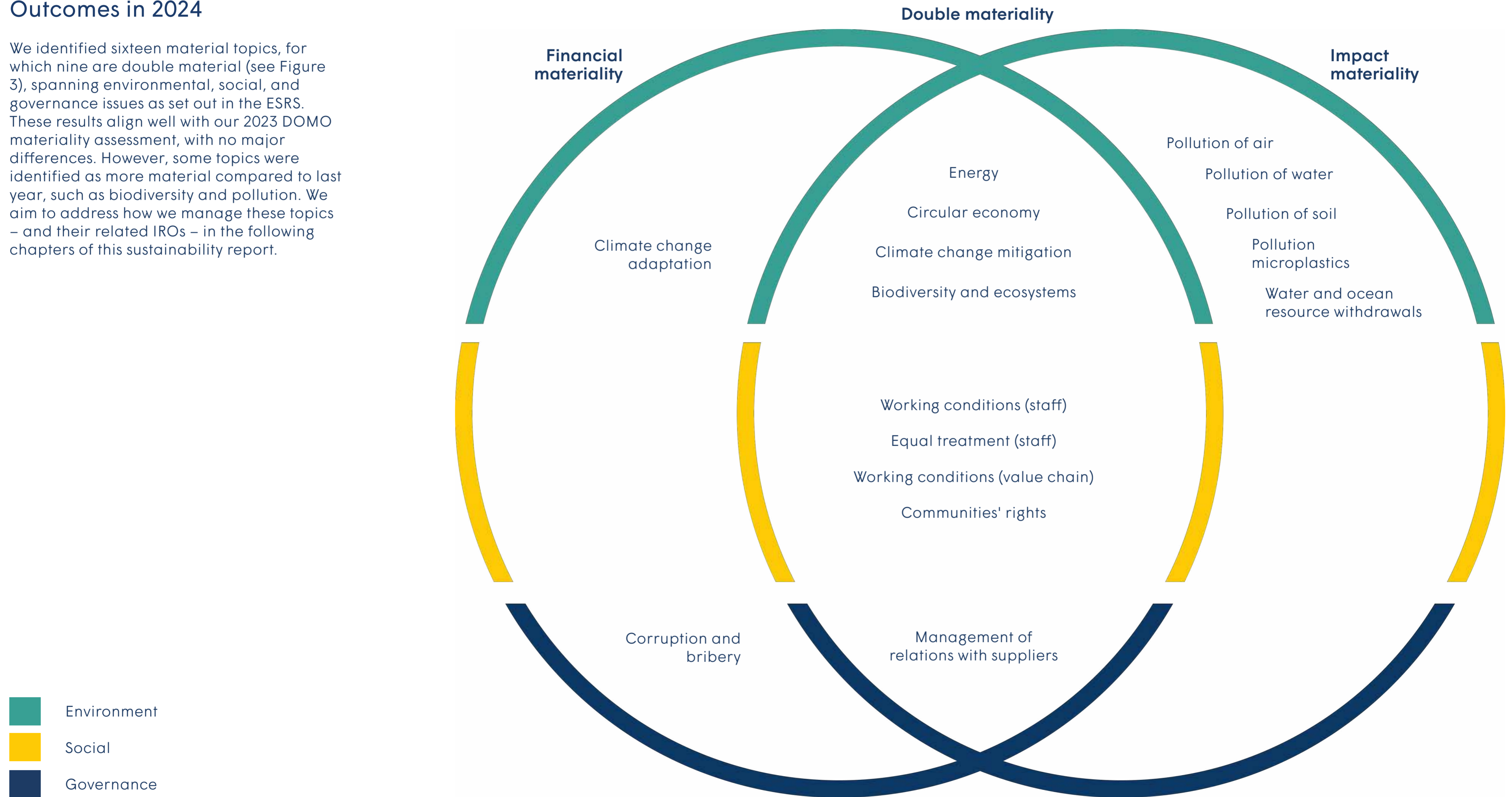
DOMO's key stakeholder groups include customers, employees, suppliers, and business partners, as well as shareholders, the media, and other representatives of society. We maintain regular, transparent, and target-group-specific dialogue with these stakeholders to inform them of relevant developments and to provide a comprehensive picture of our company and its activities. In return, this engagement enables us to identify their needs and expectations, evaluate trends, and respond appropriately in our decision-making.

Stakeholder engagement takes place through a variety of channels, depending on the situation and the target group. For example, our management and Global Communications department regularly and promptly notify our stakeholders of developments by publishing press releases, holding conferences and events, and updating DOMO's website and social media channels. We perform regular customer surveys on sustainability, and internally we hold Pulse Check surveys to measure engagement among our employees. As a member of relevant technical and industry associations at a local, regional, and international level, DOMO also participates in active dialogues concerning industry-specific issues.

## Outcomes in 2024

We identified sixteen material topics, for which nine are double material (see Figure 3), spanning environmental, social, and governance issues as set out in the ESRS. These results align well with our 2023 DOMO materiality assessment, with no major differences. However, some topics were identified as more material compared to last year, such as biodiversity and pollution. We aim to address how we manage these topics – and their related IROs – in the following chapters of this sustainability report.

Figure 3 | DMA outcomes 2024



# PLANET CARE

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**Ambition**

We are committed to mitigating the impact of climate change and securing an environmentally sustainable future. We pursue this ambition by investing in Scope 1, 2, and 3 CO<sub>2</sub>eq emissions reductions, mitigating our water- and waste-related impact, and taking action to preserve biodiversity in the areas where we operate.



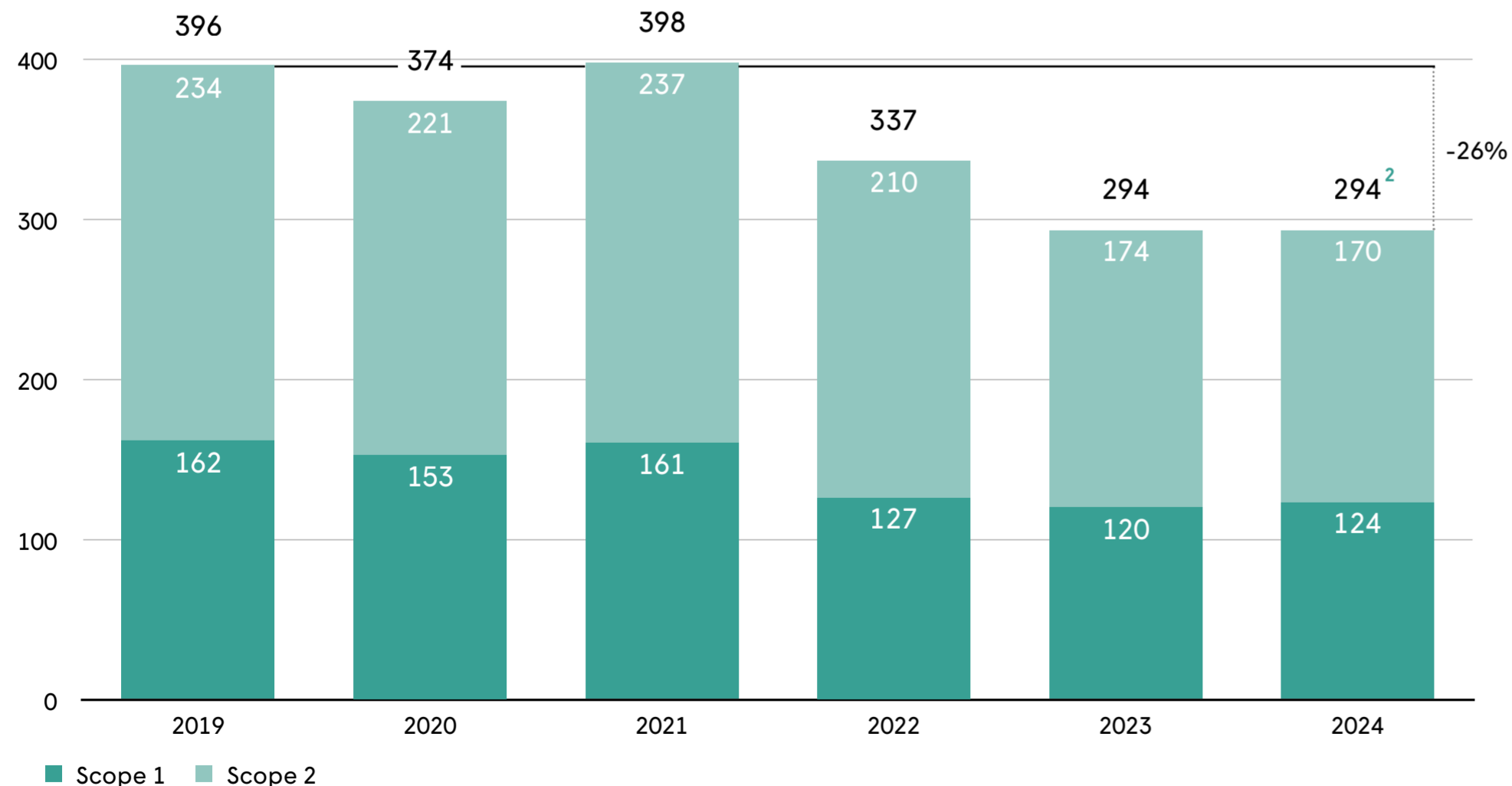
# DECARBONIZATION

Decarbonization of CO<sub>2</sub>eq Scope 1, 2, and 3 emissions plays a critical role in our approach to reducing our environmental impact, and we aim to reduce emissions and energy consumption across our entire operational scope. In 2024, we continued our progress along the decarbonization roadmap created in 2022, working toward a 40% reduction in Scope 1 and 2 CO<sub>2</sub>eq emissions by 2030 (from our 2019 baseline) and, ultimately, toward carbon neutrality by 2050.

## Scope 1 and 2 CO<sub>2</sub>eq emissions

In 2024 we achieved an accumulated 26% CO<sub>2</sub>eq reduction versus our 2019 baseline year: a similar result to 2023, as our abatement efforts are offset by an increase in production volumes.

Figure 4 | Scope 1 and 2 emissions over time<sup>1</sup> (kt CO<sub>2</sub>eq)



### Calculation methodology

Our methodology for calculating CO<sub>2</sub>eq-related figures – such as absolute CO<sub>2</sub>eq emissions and CO<sub>2</sub>eq intensity – is based on the principles of the GHG Protocol (Corporate Accounting and Reporting Standard).

For Scope 1 emissions (natural gas and other fuels) and Scope 2 emissions (purchased steam, heat, and electricity), we prioritize using emission factors provided by our suppliers. Where these are not available, we rely on internationally recognized sources, such as the International Energy Association (IEA).

Scope 2 electricity emissions are calculated using a market-based approach. This includes emissions from grey electricity and green electricity, whether purchased from the grid or self-generated. Green

**26%** Scope 1 and 2 CO<sub>2</sub>eq emissions reduction since 2019 baseline

**14%** energy intensity (electricity and gas) reduction versus 2019 baseline

**21%** renewable electricity use<sup>2</sup>

electricity is assumed to have a zero-emission factor.

Emission factor data is based on the most recent information at calculation time, and is updated upon release of new or more accurate factors, potentially affecting published emissions. For example, our Leuna site's steam and electricity emission factors (2019-2024) were revised per updated data received from our energy supplier InfraLeuna. This included a refined steam calculation and an electricity factor adjustment due to a national renewable energy accounting change. These updates were externally validated for our Scope 1 and 2 CO<sub>2</sub> emissions.

Regarding the car fleet, we estimated emissions based on the average mileage of our leased vehicles, applying industry average values for fuel consumption and

<sup>1</sup> Scope 1 and 2 emissions differ from 2023 report due to update to more accurate CO<sub>2</sub>eq emission factors and the inclusion of our sites in Asia and the US. Reported values exclude DOMO's car fleet and office space (which combined account for less than 0.1% of total DOMO emissions). Refrigerant use in our sites is currently under revision. Therefore, the related emissions could not be included in the 2024 sustainability report, this will be updated and integrated in next year's report.

Table 1 | Scope 3 accounting methods

Scope 3 accounting method	Scope 3 category
Average data	1, 3, 5, 10, 11 & 12
Spend-based	2, 4, 8, 9, 13 & 14
Distance-based	6 & 7

emissions per liter of gasoline. These values were drawn from recognized international databases.

For our sale offices, we do not have physical office spaces in Istanbul, Sao Paulo, Tokyo, Seoul, Shanghai, and Mexico City. For the remaining three locations in Freiburg, Ghent, and Milan, we used the total office area and applied an average energy consumption per square meter. This estimate was then multiplied by country-specific emission factors, reflecting the local electricity grid mix in each location.

Combined, emissions from the car fleet and office operations account for less than 0.1% of DOMO's total emissions. Given their minimal contribution and complexity to of obtaining measured data, these sources were excluded from the scope of this year's report.

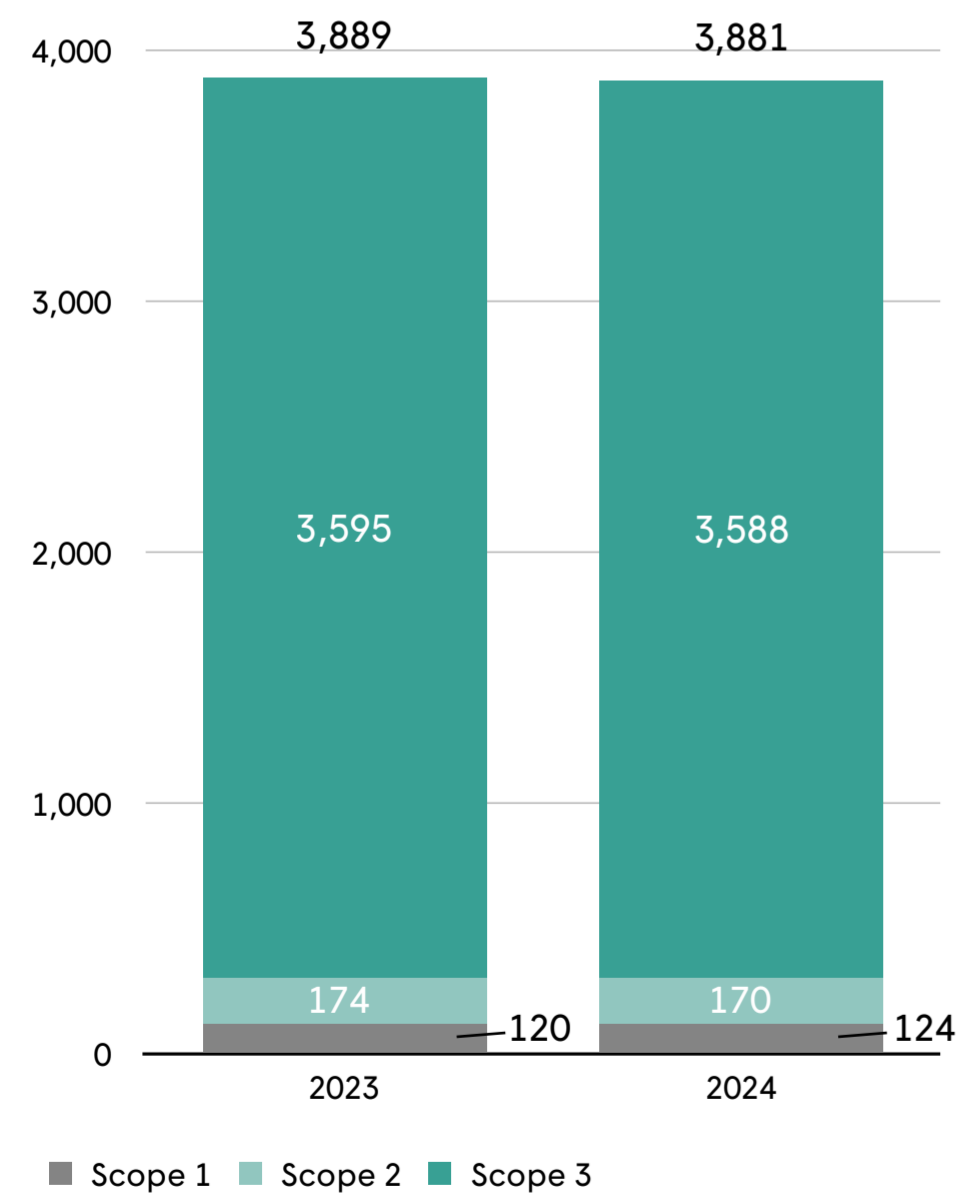
<sup>2</sup> External Assurance: Our CO<sub>2</sub>eq emissions scope 1 & 2 (market-based) and renewable electricity 2024 metrics were externally verified by DOMO's financial auditor. The External Assurance report is available in the Appendix, page 60.

## Scope 3 CO<sub>2</sub>eq emissions

Scope 3 emissions are a crucial component of our decarbonization journey, reinforcing our commitment to Planet Care and our aspiration to be the Partner of Choice within our supply chain.

To support these goals, we conduct company-wide Scope 3 emission assessments encompassing both upstream and downstream activities. We engaged with our partners to ensure the data used was reliable, comparable, and consistent, and are using it to maintain a smart and effective corporate strategy and roadmap for Scope

Figure 5 | DOMO emissions Scope 1, 2 & 3 (kt CO<sub>2</sub>eq)



Since our Scope 3 assessment covered 2023 only, we have extrapolated the results to 2024, with the same proportion of Scope 1 and 2 to Scope 3 emissions as for 2023: see figure 5.

3 emissions. This strategy plays an important role in our ongoing decarbonization efforts.

### Calculation methodology

We followed the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the Technical Guidance for Calculating Scope 3 Emissions, which subdivides the Scope 3 emissions into 15 categories. Internal data systems were used to extract most of the activity data, while Ecolnvent was used to obtain the emission factor for each activity. The method followed to calculate emissions for each category was dependent on the type of information available. Table 1 illustrates the accounting method used for each Scope 3 category.

We have yet to include the emissions associated with investments made by DOMO (Category 15); this will be part of next year's report. Category 1 (Purchased Goods and Services) was the primary focus of this assessment, as it represents the majority of our Scope 3 emissions.

The outcome is the best estimate according to available data described in the methodology. We will continuously update and improve our internal data collection systems and emissions factors, moving from average to supplier data where possible.

### Outcome

DOMO's Scope 3 emissions represent >90% of our total carbon emission footprint (Scope 1, 2, and 3).

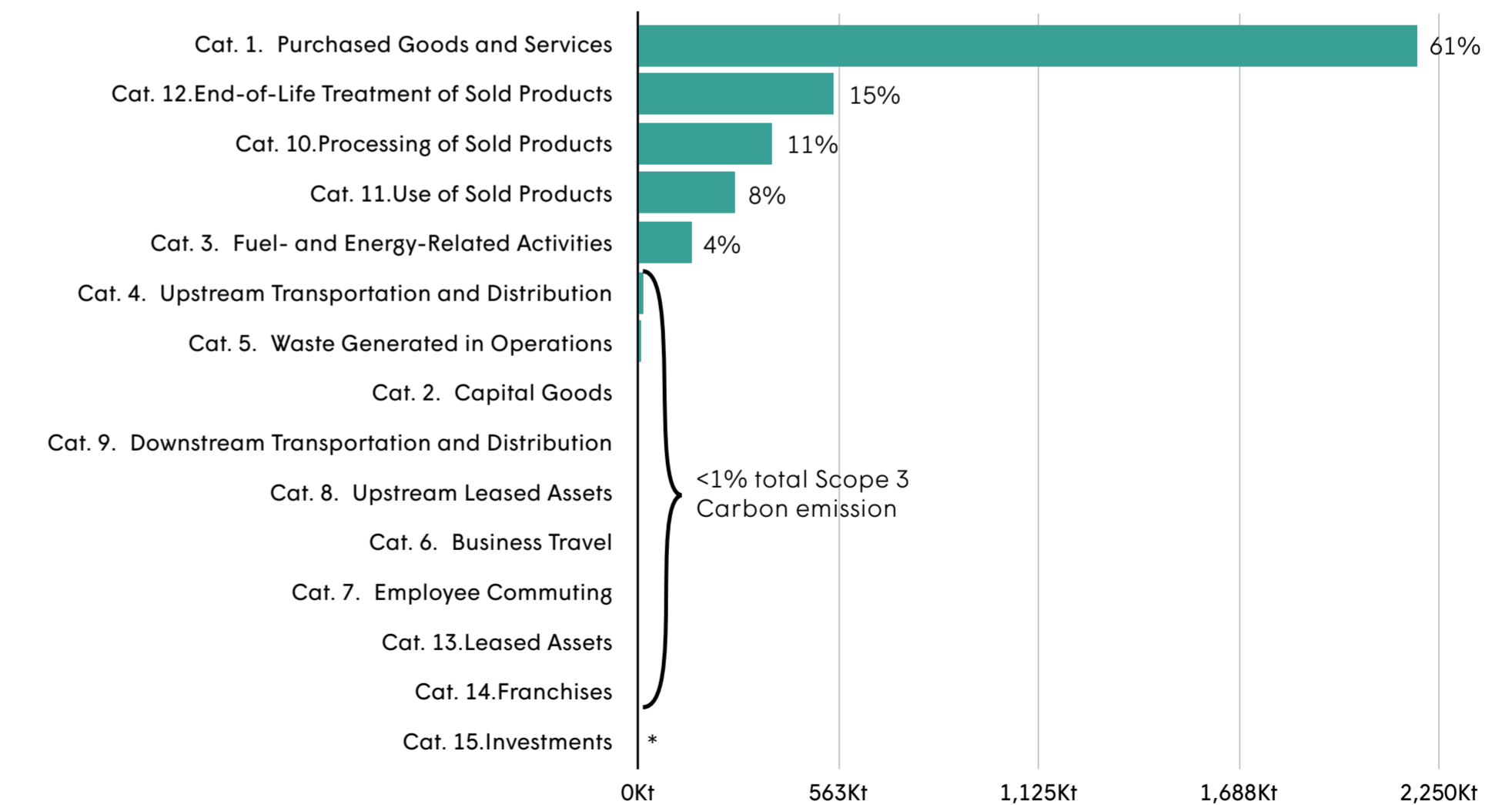
Out of the 3,588 ktons CO<sub>2</sub>eq Scope 3 carbon emissions, 61% are part of Category 1 (Purchased Goods and Services). These results are aligned with those of typical manufacturing companies, which rely on large volumes of raw material purchased

for production. Category 12 (End-of-Life Treatment of Sold Products) is the second-largest contributor. This is largely due to the nature of the chemical industry, where products are usually made from carbon-intensive materials which, upon incineration, will eventually release the carbon back to the atmosphere. Our polymers require further processing steps before being sold to end-users. This is why Category 10 (Processing of Sold Products) is the third-largest contributor to our Scope 3 carbon emissions. Some of our products, such as fertilizers, release CO<sub>2</sub>eq directly to the atmosphere during the use phase. This is why Category 11 (Use of Sold Products) also contributes significantly to our Scope 3 carbon emissions.

### Way forward

The current Scope 3 assessment serves as the baseline for our overall DOMO carbon footprint assessment. Scope 3 emissions are nevertheless complex to decarbonize, as they extend to downstream and upstream of DOMO's activities. As a first step, we focus on increasing the amount of (bio)circular feedstocks sourced at DOMO. This directly reduces the emissions from Category 1 (Purchased Goods and Services), which currently account for 61% of DOMO's total Scope 3 emissions. In addition to decarbonizing our emissions, this would also allow us to sell low-carbon and carbon-neutral products to our customers, reinforcing our commitment to Planet Care and our aspiration to be the Partner of Choice within our supply chain.

Figure 6 | Total Scope 3 emissions (kt CO<sub>2</sub>eq)  
Total CO<sub>2</sub> Scope 3 emissions for 2024: 3,588 kt CO<sub>2</sub>eq



\* Currently our CO<sub>2</sub> scope 3 baseline excludes the CO<sub>2</sub> coming from Cat. 15 investments.

## Renewable energy sourcing

One of the key levers of our CO<sub>2</sub>eq reduction progress in 2024 was our higher use of renewable energy sources. We aim to consume 50% of our electricity from renewable sources by 2030 and 100% by 2040.

### Electricity

In 2024, 21% of the electricity we consumed was supplied via renewable sources: another solid increase from the 18% we achieved in 2023, and a more than threefold increase since 2021. This includes 100% coverage at two sites – Arco (hydropower and solar) and Blanes (hydropower and wind) – as well as partial coverage at Haiyan (12% – solar) and Leuna (33% – almost double the 2023 figure).

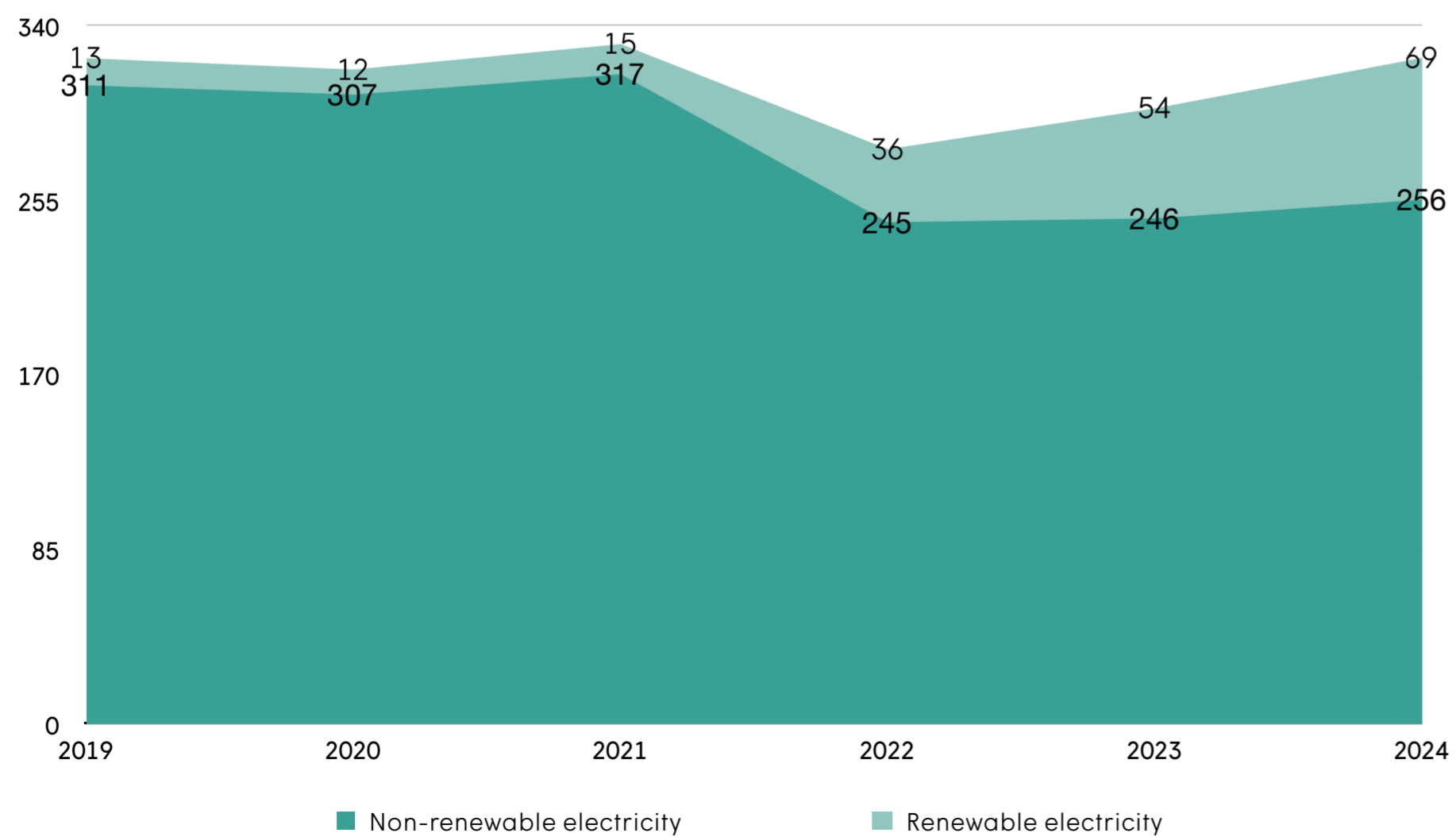
We continue to increase the proportion of renewable electricity sourced across our plants and aim to engage in power purchase

agreements (PPAs), either through local electricity grids or from on-site installations. In 2024, we began discussions on a PPA for our site in Leuna with different partners, and we will continue looking for additional opportunities. For further information on our sustainable energy sourcing, see *Sustainable Procurement* on page 30.

### Steam

Besides electricity, we continue to explore sustainable alternatives to fossil fuels, such as biomass or electric boilers. For instance, the chemical park operator InfraLeuna is working to install an electric boiler to produce decarbonized steam at our site in Leuna. Construction is expected to begin in July 2025, and the boiler is expected to be fully operational by July 2026. We are also currently evaluating the business case for a biomass boiler in Blanes.

Figure 7 | Renewable electricity use with 3.65x increase compared to 2019 (GWh/yr)



## Energy efficiency

Improving our energy efficiency is another important driver in reducing our Scope 1 and 2 CO<sub>2</sub>eq emissions. All DOMO sites actively work to identify energy-efficiency opportunities.

Thanks to several energy-management initiatives and a higher total production volume, we realized an overall 14% reduction in DOMO's energy intensity compared to 2023. For instance, we replaced the steam boiler at our site in Valence (France) with a new condenser boiler that recovers heat to produce hot water. This will lower our CO<sub>2</sub>eq emissions, as well as reducing our water consumption.

At our site in Leuna, we installed an additional steam generator at the cyclohexanone plant (see box) and replaced 45-bar steam with 23-bar steam at the cumene plant. Other actions included installing Advanced Process Control on the hexamethylene diamine unit at Blanes and upgrading a heat exchanger at Premnitz.

We will continue working to improve our energy efficiency by minimizing energy consumption and emissions. In 2025, planned initiatives include carrying out an energy audit in Leuna and starting a heat integration project at Blanes. In all cases, we will prioritize initiatives that have a high potential impact.

### Success Story

#### SMART STEAM GENERATION IN LEUNA'S CYCLOHEXANONE PLANT

In 2024, we installed an additional steam generator to increase energy efficiency in the cyclohexanone plant at our site in Leuna (Germany).

The generator enables DOMO's plant to produce steam in-house by recovering waste heat, thereby cutting down purchased steam requirements. An expansion tank collects hot condensate and expands it to generate 2.5 tons of 0.8-bar steam per hour. This removes the need to cool and release the condensate, saving 100 m<sup>3</sup> of recooling water per hour.

As well as helping DOMO to remain compliant with the revised EU Energy Efficiency Directive (EED), the new generator reduces the cyclohexanone plant's CO<sub>2</sub>eq emissions by about 1,000 tons per year and delivers cost-efficiency benefits. We are now investigating whether we can generate a further two tons of 0.8-bar steam from by-products.

This project continues a strong track record of emissions mitigation at Leuna. All plants in the site network use advanced heat recovery and multiple heat utilization systems; one-third of the plant's steam is generated as a zero-carbon by-product from the sulfuric acid plant; and the site's caprolactam process virtually eliminates N<sub>2</sub>O emissions, which have 265 times the global warming potential of CO<sub>2</sub>eq. Thanks to the site's integrated network, energy-efficiency initiatives at one plant can often benefit another (e.g., repurposing wasted energy).

**“To support our ambitious decarbonization initiatives, we have a robust financial strategy that ensures we allocate resources judiciously and maximize opportunities through subsidies and partnerships in the clean energy and technology sectors. With these capabilities, DOMO is well prepared to lead and accelerate the transition to a low-carbon chemicals industry.”**

Stéphane Guélat,  
Chief Operations Officer

# WATER MANAGEMENT

We use water in many parts of our operations, as a key element in the polyamide manufacturing process. At DOMO, our approach to water stewardship involves managing this resource responsibly when it comes to both withdrawal and discharge, in order to safeguard the environments and societies in which we operate.

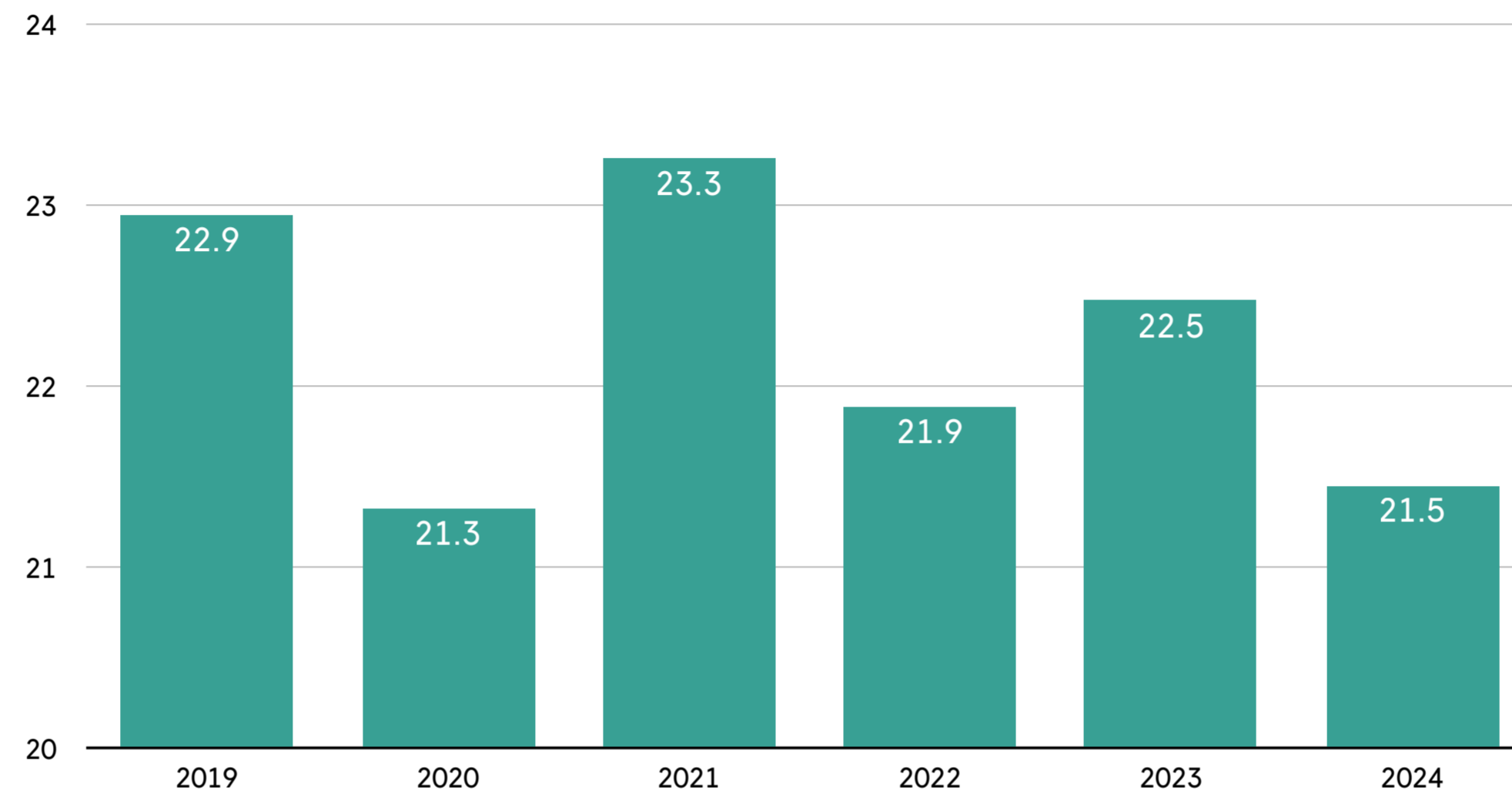
## Water withdrawal

We are committed to reducing our water use wherever possible, with the target of a 25% reduction from our 2019 baseline by 2030. To track our progress toward this goal, we monitor water use at both site and company level, using metrics that our sites collect and manage. To continue reducing our water withdrawal while maintaining or increasing production volumes, we implement initiatives such as installing additional metering equipment where needed. In 2024, we reduced our water withdrawal by 7% from the 2019 baseline.

Initiatives at multiple sites contributed to this reduction. For instance, our site in Blanes has implemented the use of recovered water, removed a water-cooling system, implemented hydraulic guards in one of its discontinuous systems, and saturated production lines that used a closed-water loop (see box).

At our Belle Etoile site in France, one of the main contributing factors was our ongoing work to improve central water control (of not only consumption, but also effluence and temperature). Our initiatives saved around 30 m<sup>3</sup> of water per hour in 2024, ensuring the site's overall water withdrawal was lower than in 2023. We also recalibrated the sensors on three of the site's flowmeters to obtain more reliable and accurate data

Figure 8 | Water withdrawal (million m<sup>3</sup>)



about the amount of water being used to feed our plants. Potential future projects include continuing to establish a closed water system, based on further studies carried out in 2024.

Our Move4Earth<sup>®</sup> plant in Gorzów has also optimized its consumption of water, after testing which actions would be most effective. This involved implementing the combination of flow reduction and effluent control that would deliver the largest possible reduction in water consumption, while maintaining safe conductivity levels. Implementing these conditions enabled a 30% reduction in average water consumption from 2022 to 2023, as well as a reduction in operating costs and an increase in efficiency.

Our Arco site is also planning to invest in a closed-loop system for heat-exchanger cooling to reduce water withdrawal, to potentially be implemented in 2026.

## Wastewater

Besides reducing water withdrawal, we carefully manage our water discharge to protect local ecosystems and biodiversity. We continue to comply with stringent wastewater regulations to determine the quality and toxicity of our effluent, taking action as needed on a site-by-site basis.

## Success Story

### MULTIPLE WATER-SAVING INITIATIVES IN BLANES

Our site in Blanes has implemented multiple initiatives to reduce water consumption. These include implementing the use of recovered water in its cooling towers for a ~6,000m<sup>3</sup> per year reduction in water consumption, as well as increasing the towers' concentration cycles to minimize water discharge. The site has also replaced its air compressor with one without a water-cooling system (~8,000m<sup>3</sup> saving per year), implemented hydraulic guards in one of its discontinuous systems (~13,000m<sup>3</sup> saving per year), and saturated the production lines that used a closed-water loop.



# WASTE MANAGEMENT

In line with circularity principles, we strive to minimize all forms of waste across our operations by reducing our consumption of raw materials, maximizing reuse and recovery, and innovating recycled and recyclable solutions that fit within a circular economy.

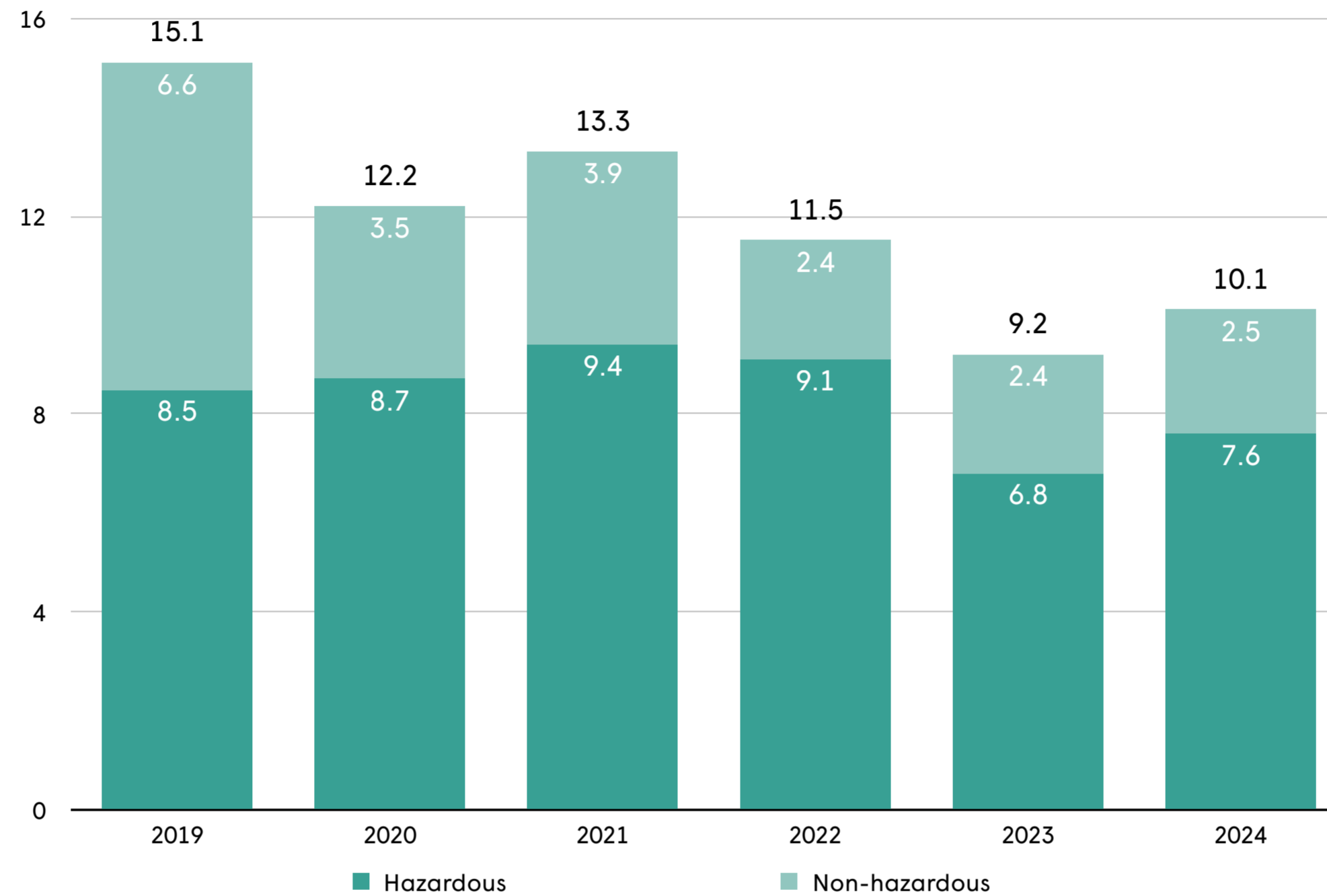
## Waste generation

Having set ourselves the target of reducing our industrial waste disposal by 20%<sup>1</sup> by 2030 compared to our 2019 baseline, we have already surpassed this goal. By the end of 2024, our waste disposal was 33% lower than in 2019.

**33%** reduction in disposed waste versus 2019 baseline

Looking ahead, we plan to continue improving our management of both waste and water on a global level.

Figure 9 | Waste generation over time (kt)



<sup>1</sup> Last year, we revised our 2030 target for reducing industrial waste disposal from -7% to -20%

## Success Story

### RECYCLING PPE WASTE IN ARCO

One source of waste at our sites is personal protective equipment (PPE), which must be disposed of when damaged or worn out. In 2024, our Arco site in Italy began collecting and recycling end-of-life PPE as part of its “Back to Work” initiative, in collaboration with waste management company ESO.

The site team has set up dedicated boxes to collect waste PPE, which ESO then mechanically recycles. The material is subsequently used in products such as sound-absorbing panels for construction and anti-trauma paving tiles for playgrounds and sports fields.

Together, Arco’s employees needed only a few months to implement this initiative, and they continue to take collective, active accountability for depositing the PPE correctly. With the Arco site expected to dispose of more than 1,000 kg of PPE in 2025, this initiative will ensure effective waste management, enable the creation of new safety-enhancing products, and reinforce a culture of circularity.

**“This project allows us to make a real contribution to sustainability initiatives: not only giving new life to end-of-use materials but also helping to protect our society.”**

Linda Bottesi,  
HSE Specialist

# BIODIVERSITY

**We strive to preserve and maintain the ecosystems that surround our operations – both through responsible waste and wastewater management, and through proactive initiatives to nurture biodiversity.**

In 2024, DOMO completed a deforestation risk assessment in preparation for complying with the EU Deforestation Regulation (EUDR), finding no direct risks of non-compliance. We have begun asking our suppliers to ensure they are compliant with the EUDR and will formally incorporate compliance into our Supplier Code of Conduct in 2025.

We also planted >100 trees and plants around our new Haiyan site in China in 2024, fostering biodiversity and contributing to a healthier environment for people living and working near the site. Elsewhere, we are participating in a project to plant 16,000 trees at the joint-venture Alsachimie site in Chalampé, France, together with the Haute-Alsace Rivers Union, BASF, and several other partners. Covering 10 hectares of land, these trees will ultimately form a forest crossed by a stream, providing diverse and attractive habitats for a variety of local wildlife.



# PARTNER OF CHOICE

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APPENDIX

## Ambition

We continuously innovate with the aim of moving toward a portfolio of lower-CO<sub>2</sub>eq, circular, and bio-based solutions. This means 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.



# CIRCULAR AND BIO-BASED PRODUCTS

**Reducing the carbon footprint of the products we deliver, while ensuring high levels of quality and performance, is a central objective within our environmental agenda. What is more, as a partner of choice to the chemicals industry, we strive to offer the solutions our customers need to contribute to the transition to a circular economy.**

From DOMAMID® to STABAMID® to TECHNYL®, we are increasingly introducing more sustainable high-quality polyamides using two main methods: mechanical and chemical recycling, and mass balancing in accordance with ISCC+ standards. This is both central to our approach as a responsible player in the chemicals industry and a key driver of our Partner of Choice ambitions.

We remain committed to making sure circular and bio-based materials account for at least 20% of sales volumes in Engineered Materials – the part of our business where demand is greatest – by 2030. This is also one of our levers for reducing the carbon footprint of our business (see *Decarbonization*, page 16).

## 10%

of EM sales are made up of circular and bio-based materials

In 2024, these sustainable materials accounted for 10% of Engineered Materials sales. We are committed to growing this customer base in 2025. In particular, we anticipate some room for growth in the Polymers & Intermediates arm of our business, where we also serve many customers in the packaging industry.

Recyclability for polyamide (PA) in multilayer packaging film is still an openly discussed challenge. As part of efforts to address this, DOMO is part of the Advanced Packaging Association, which aims to promote the use of PA as a valuable contributor in food packaging. With its high mechanical strength and oxygen-barrier properties, PA has a valuable role in ensuring fast processability, low final packaging weight, and food-waste prevention.

Currently, mechanically recycled plastic is unsuitable for food-contact applications. In addition, the upcoming EU Packaging and Packaging Waste Regulation (PPWR) will set strict quality targets for packaging manufacturers who use recycled content in their final products.

Bio-based solutions are the best option for today's food and pharma packaging industry to guarantee full compliance with EU regulations for direct contact materials and to ensure that any recycled content is certified and traceable, while reducing their carbon footprint.

**"At DOMO, we are committed to helping our customers achieve a lower carbon footprint without compromising on product properties or performance. By leveraging our expertise in polyamide technology and our drive to promote circularity in chemicals and plastics, we are continuously improving and expanding our wide range of solutions with reduced environmental impact."**

Vedran Kujundzic,  
Chief Commercial Officer  
Polymers and Intermediates



## Mechanical and chemical recycling

In pursuit of our 2030 goal, as well as continuing to expand our offering of products made using bio-based, circular, and bio-circular feedstocks, we are working to advance our recycling capabilities and technologies. DOMO has long been recognized as a leader in recycled polyamide solutions, with a significant portion of TECHNYL® volumes derived from recycled materials. We aim to harness complementary (chemical and mechanical)

technologies to enable a wide range of end-of-life materials to be reused as part of a more circular value chain. One example is our proprietary Move4Earth® technology, which leverages efficient PA recycling to produce high-quality materials with no compromise on performance.

In 2024, 30% of our R&D spend was allocated to recycling technologies (a five percentage-point increase compared to 2023). On the chemical recycling side, we are exploring the use of dissolution technology to recycle end-of-life parts from the automotive industry.

2025 will see us further innovate in mechanical recycling. Building on our experience of post-consumer waste recycling in the USA, we will expand our TECHNYL® 4EARTH® offering based on post-consumer waste in Europe. Collaborations such as those with Sea2see (see box) underpin this effort. We will also further leverage our expertise in post-industrial recycling, recently recognized by the Plastics Recycling Awards in India.

With 30% of our R&D spend to recycling technologies and more than half of new product developments related to recycling in 2024, we are well prepared to continue accelerating our capabilities in this area and differentiating our customer offering.



### Success Story

#### VALORIZING POST-CONSUMER WASTE WITH SEA2SEE FOUNDATION

In 2024, together with the Sea2see Foundation, we began mechanically recycling discarded polyamide-based fishing nets from across Africa.

Sea2see collects these fishing nets, which would otherwise take up to 500 years to decompose, and DOMO transports the nets to Europe to recycle and use in its TECHNYL® 4EARTH® material. This material can then be used in a variety of end-products, including furniture, automotive parts, and consumer electronics, and we can tailor the formulations accordingly. In all cases, the recycled content is fully traceable.

This partnership enables us to provide more recycled-based products to replace fossil-based materials. Not only that, but it also helps to reduce ocean plastic pollution, preserve marine ecosystems, and support the communities in the coastal areas where the nets are collected. In this way, it reflects our commitment to both environmental and social sustainability.

### Success Story

#### RECOGNITION FOR RECYCLING IN INDIA

In December 2024, DOMO's TECHNYL® 4EARTH® C2E 216 V30 BK, developed in partnership with TATA Group, won Recycled Plastic Product of the Year at the first Plastics Recycling Awards India.

TECHNYL® 4EARTH® C2E 216 V30 BK is made from a mix of post-industrial yarn waste and post-consumer fishing nets, converted into a high-performance polyamide 6 (PA6) using advanced treatment and optimization technologies. It also contains 30% glass fiber, providing increased mechanical strength. Environmental Product Declaration (EPD) certification data shows that this new TECHNYL® 4EARTH® solution reduces CO<sub>2</sub> emissions by 80%.

With properties customized to meet the needs of automotive fan and shroud applications, such as strength, durability, and aesthetic appeal, the material demonstrates our innovative plastics recycling capabilities and supports both our and TATA Group's sustainability goals.

**“This polyamide is carefully tailored to meet the automotive industry’s specific needs for fan and shroud applications, while replacing fossil materials with circular alternatives. This recognition reflects our commitment to sustainable innovation and our ability to help meet the rising demand among OEMs for recycled materials.”**

Ron Bult,  
General Manager Asia

## ISCC+-certified mass balancing

Developed by the International Sustainability & Carbon Certification, ISCC+ is a voluntary scheme for the credible certification of materials including plastics, chemicals, and feedstocks derived from bio-based, circular, or bio-circular sources. At DOMO, we use this system to assure our customers that they are accessing products made from certified sustainable feedstocks. The chain of custody, including meticulous tracking and verification from a material's entry into production to the final product, is powered by software from Circularise.

By allocating the share of bio-circular or circular caprolactam building blocks, along with circular fillers, in our PA6 resins and compounds according to ISCC+ principles, this mass-balance approach brings numerous benefits for the planet, including:

- Reducing use of fossil resources
- Reducing greenhouse gas emissions
- Driving use of sustainable and renewable feedstocks
- Complementing traditional recycled or bio-based products

Having obtained DOMO's first ISCC+ certifications in 2023, we made great strides on this front in 2024: as well as moving from partial to full certification of our sites in Leuna, Gorzów, and Arco, we also earned full certification of our site in Haiyan. As a result, we can now offer bio-based, circular, and bio-circular DOMAMID® resins and TECHNYL® C compounds to more of our customers.

We are expanding this program to our Belle Etoile, Premnitz, Blanes, and Valence sites and aim to have them certified by Q4 2025. Meanwhile, we will continue engaging with partners about the importance of ISCC+-certified solutions.



## Life-cycle assessment

Within our Partner of Choice pillar, we have set ourselves the target of reducing the overall carbon footprint of our Engineered Materials portfolio by 20% by 2030, compared to our 2022 baseline. In 2024, we reached a 17% reduction compared to 2022, improving on our 2023 result. This improvement was due to several reasons, such as increased sourcing of bio, circular, and bio-circular materials and increased sales of our recycled product TECHNYL® 4EARTH®. Furthermore, other Scope 1, 2, and 3 decarbonization efforts lower our product carbon footprint KPI: for example, energy efficiency, green energy sourcing, and recyclable packaging. Lastly, more accurate and supplier-specific emission factors and a change in product mix also contributed to a lower product carbon footprint.

Our life-cycle assessment (LCA) program not only helps us monitor our progress toward this objective, but also enables our Partner of Choice ambitions. Thanks to independently verified LCA data, we are better able to understand the cradle-to-gate environmental impact of our products. In turn, our customers can make more informed decisions.

By the end of 2024, we had achieved the landmark of ensuring LCA information was available for 100% of DOMO's product portfolio.

### Success Story

#### MEETING THE GLOBAL RECYCLED STANDARD IN CHINA

The progress of our Haiyan site in China in 2024 meant the site achieved Global Recycled Standard (GRS) certification in early 2025. GRS is an international voluntary standard for tracking and verifying the content of recycled materials in a final product, addressing traceability, environmental principles, social requirements, chemical content, and labeling.

**“This accomplishment showcases DOMO’s dedication to driving innovation in recycled solutions and embracing a more circular future, in which recyclable plastics will play a key role. With extensive experience in recycling nylon materials, and a leading portfolio of recycled TECHNYL® PA6 and PA66 solutions, we are committed to helping our customers reduce their carbon footprint without compromising on performance.”**

Denny Meng,  
Head of EM Business China

# MARKET-DRIVEN INNOVATION

DOMO is committed to serving customers in different markets with the sustainable polyamide-based solutions they are looking for – whether as part of their own sustainability roadmap, or to meet consumer demand. Our innovation program spans a wide range of bio-based and circularity technologies, ensuring we can provide tailored solutions that support our customers' particular needs as well as contributing to the global sustainability transition.

“Our aim at DOMO is to be a one-stop shop for our customers: offering the most versatile portfolio of high-quality circular and bio-based polyamide solutions. We combine our specialist polymer expertise and customer-focused R&D capabilities with an in-depth understanding of our markets and of end-application requirements, working closely with customers to develop high-performance materials that address key trends.”

Maarten Veevaete,  
Application Center Director

## Automotive and e-mobility

As an emissions-intensive industry, the automotive world is increasingly under pressure to reduce its environmental impact. There are two main drivers for this: firstly, new-energy vehicles (NEVs) are gaining traction in the market to reduce tailpipe emissions, and simultaneously, the focus is on producing vehicles and parts with a lower carbon footprint.

DOMO's more sustainable polyamide solutions can play a key role in both. Indeed, with all our automotive application center activities focused on either recycled materials or e-mobility applications, this team is dedicated to accelerating the sustainable mobility transition.

### Developments

In 2024, we saw a rise in automotive customers – including many of the world's biggest names – approaching us to discuss more sustainable plastic solutions. The need for change is particularly urgent for original equipment manufacturers (OEMs) in Europe, where the European Commission's proposed new End-of-Life Vehicles (ELVs) Directive will require at least 20% of the plastic used to build a vehicle to be recycled, and for 15% of this recycled content to come from ELVs. Within this wider context, we observe two trends.

First, the mass-balance approach is not the preferred solution for the automotive industry. At DOMO, we are able to meet this market's preference for alternative approaches thanks to the extraordinary diversity of our portfolio, which includes mechanically and chemically recycled solutions. This is a significant differentiator for our business and makes us an ideal partner for OEMs.



Secondly, while material developments within NEVs primarily focus on fulfilling the requirements of NEV applications, material innovations in vehicles with internal combustion engines are mainly centered on lightweighting through metal replacement, as well as replacing prime materials with more sustainable alternatives.

At DOMO, we believe the success of sustainable innovation hinges on our ability to develop more circular, lower-impact solutions that deliver the same quality and performance as prime incumbents. This is a principle that we emphasize in our discussions with all OEMs, no matter their application needs, in order to maximize both the sales and the impact of our more sustainable polyamides.

## Success Story

### CREATING CUTTING-EDGE HANDLEBARS FOR CANYON BICYCLES WITH ENGEL

In 2024, we began working with ENGEL (a manufacturer of injection-molding machines), along with Plastic Innovation, Simoldes, and Artefakt Design on new bicycle cockpit handlebars for Canyon Bicycles. The goal was for the handlebars to be both lightweight and resistant to bending.

By utilizing TECHNLYL® C 218 V50 BK (our glass-fiber-reinforced PA6), we were able to reduce the handlebars' weight and CO<sub>2</sub> footprint compared to traditional aluminum handlebars. Our TECHNLYL® LITE C118 C60 T210 unidirectional tape helped to further reinforce critical areas and minimize deflection by as much as 10%. The handlebars are ready to use directly after being injection-molded by ENGEL's machinery, eliminating the need for additional processing steps.

The result is cutting-edge design and unmatched functionality – including high stiffness and no corrosion – that sets a new benchmark for sports and leisure lightweighting.

### Metal replacement

One key area in which we advanced our innovation together with automotive customers in 2024 was metal-replacement solutions. With high strength-to-weight ratios and impact resistance, polyamides are well suited to replace heavier incumbents like aluminum. In turn, using recycled and/or recyclable plastic instead of metal not only makes vehicles lighter – and thus means less fuel or electricity is needed to power them – but also offers the opportunity for smart design that minimizes the use of materials, thereby conserving resources. We apply this “use less, use best” philosophy across our R&D activities.

### In the pipeline

Throughout 2024, we embarked on more projects with customers exploring innovations and applications in sustainable product grades, with these making up 30% of our R&D pipeline by the end of the year. This is a five-percentage-point rise since 2022, with our innovative and collaborative approach meaning we are increasingly recognized as a partner of choice for the automotive industry as it navigates the sustainability transition.

In 2025, we will focus on further integrating sustainability into the design and development of our innovative solutions. For example, recyclability will soon become a key criterion in the vehicle design process, and we will therefore continue to enhance our portfolio of recycled materials and recycling technologies in line with market requirements.

### Success Story

#### REPLACING ALUMINUM COMPONENTS IN HEAVY-DUTY TRUCKS WITH BRANO

To reduce the CO<sub>2</sub> emissions involved in manufacturing heavy-duty trucks, manufacturers must look at all components. To this end, in 2024 we began working with car part supplier Brano to replace the die-cast aluminum in a pedal support plate for a new heavy-duty truck model.

The new plate would need to be able to withstand 6 million rupture-test cycles and 4.5 million cycles of clutch operation, in multiple environmental conditions. To provide the properties needed, we recommended our TECHNYL® glass-fiber-reinforced polyamides.

As well as providing TECHNYL®, we also supported the design re-engineering with our Integrative Predictive Simulation service and our mechanical and injection molding (MMI) simulations. These simulations helped us to optimize the short-term and long-term performance of the polyamide parts in areas such as fatigue and humidity resistance.

The resulting TECHNYL®-based plate is approximately 27% lighter than the previous aluminum plate – enabling reduced CO<sub>2</sub> emissions – and delivers a 60% cost reduction overall. It also doesn't require post-treatment, enabling easier recyclability, and increases the lifetime of the injection mold by four.



## Electrical and electronics

Many segments of the consumer public are more aware than ever of the need to transition to a circular and more sustainable economy. As a result, we see greater interest among our customers in reduced-footprint products when their end-applications are closer to consumers. For this reason, we can look back on stronger demand for more sustainable solutions in DOMO's electrical and electronics (E&E) market in 2024.

### Recycling

E&E manufacturers are also looking for drop-in recycled alternatives that deliver the same properties and performance as prime materials, but with a lower carbon footprint. One highlight during the year was our chemical recycling partnership with global technology leader Siemens (see box). We are also holding more and more conversations with customers looking for, for example, alternatives to non-recyclable thermoset plastics – like our recyclable TECHNYL® range.

### Flame retardance

Flame-retardant polymers for E&E applications remained a key focus area in 2024. Having earned an industry-first full UL certification (including Relative Thermal Index (RTI) rating) for a mechanically recycled polyamide in 2023, we continued to



improve our halogen-free, flame-retardant, circular products together with customers during the year, thereby minimizing the use of hazardous chemicals and supporting user safety.

### New market segments

In the same way that our polyamides support the automotive industry's sustainability evolution by enabling e-mobility advancements, they can also enable intrinsically sustainable applications within E&E. Photovoltaics and heat pumps are two examples of inherently sustainable markets where DOMO's products are attracting increasing interest.

In 2025, we will look to continue to diversify both our customer base and the products we provide, so we can keep addressing the needs of the E&E market. Our aim is to triple our sales of more sustainable products in this segment by the end of the year.

## Consumer goods

In response to rising urbanization and changing lifestyles, DOMO offers innovative polyamide solutions that help build smart, sustainable cities and make modern life better and healthier. From construction to sports and leisure, our customers choose to work with us to harness the performance potential of circular and bio-based products, appeal to consumers, and contribute to a more sustainable future for communities around the world.

Our TECHNYL® SAFE range of materials, for instance, is designed and certified to meet key requirements around food and drinking water. Besides this, our wide range of PFAS-free solutions enables our customers to develop consumer products without these so-called forever chemicals.

### Success Story

#### FROM WASTE TO CIRCUIT BREAKERS WITH SIEMENS

In this landmark collaboration, we successfully developed and validated a new, high-performance TECHNYL® 4EARTH® PA6 material to be used for Siemens residual current circuit breakers (RCCBs), which incorporates chemically recycled content and advanced flame-retardant technology. The resulting product – Siemens' first RCCB to be made with recycled materials – offers performance and quality identical to that of prime materials.

The partially chemically recycled PA6, a component in DOMO's groundbreaking and UL-certified TECHNYL® 4EARTH® material, will be used to make most of the covers and housings for the RCCBs.

**“Our collaboration with Siemens reflects our commitment to providing customers with sustainable materials and technologies that offer the same high performance they are used to. We are proud to have supported Siemens' milestone incorporation of chemically recycled content into their circuit breakers, and look forward to continuing to promote circularity and responsible resource use together.”**

Juha Jokinen,  
Chief Commercial Officer  
Engineered Materials



# SUSTAINABLE PROCUREMENT

**At DOMO, we see it as our responsibility to help drive sustainability all along our value chain: not only downstream, through the impact of our products, but also upstream, by factoring sustainability into our purchasing decisions. We aim to work with carefully selected suppliers who share our ambition to improve the sustainability of the chemical industry.**

## Sustainable feedstocks

One of our main levers for reducing our environmental impact is purchasing raw materials with a lower carbon footprint. In 2024, we focused on ensuring access to more sustainable key feedstocks for our PA6 production processes: bio-benzene, bio-ammonia, and bio-propylene. This included partnering with OMV to purchase bio-based benzene, certified according to ISCC+ (see *Circular and bio-based products*, page 24).

In our engineered materials supply chain, we began sourcing ISCC+ certified recycled glass fiber. We achieved our first sales at the end of 2024, showing the potential of this solution in enabling a more circular electronics industry. We also began exploring demand for recycled polyethylene terephthalate (PET) for electrical applications, as well as starting to recycle discarded fishing nets in collaboration with Sea2see (see page 25). These materials will expand our existing range of recycled polymers made from post-consumer waste, including airbags and carpets.

We also continued pursuing our aim of transitioning to green hydrogen during the year and are currently discussing the possibility of purchasing green hydrogen from the on-site electrolyzer of our supplier Linde at Leuna. This would support not only

our own green hydrogen transition but that of the wider chemical park.

Despite the market headwinds, we will continue to advance our sustainable purchasing efforts. This includes holding sustainability discussions with customers, with the aim of increasing offtake of our low-carbon-footprint solutions. In 2025, we will also focus on procuring more circular feedstocks – for example, by exploring the potential of recycled industrial oils in partnership with OMV.

## Packaging

In 2024, we continued reducing the carbon footprint associated with our packaging materials. This included setting up a project team to ensure DOMO is prepared to meet the requirements of new packaging legislation, such as the EU's Packaging and Packaging Waste Regulation (PPWR), which applies from August 2026. During the year, we implemented reusable bags for intermediates and prepared to introduce new bags with a recyclable plastic lining in place of aluminum for compoundings. We also purchase cardboard boxes made from recycled material and reuse pallets where possible.

**“Despite the challenges facing the industry, we believe it is only right to accelerate investment in sustainable purchasing. After a year of progress, DOMO is better placed than ever to support our customers with the low-carbon materials needed to reduce the value chain’s CO<sub>2</sub>eq footprint and contribute to a circular economy.”**

Frédérique Chauvin,  
Global Corporate Purchasing  
Director



## Transportation

Meanwhile, we took important steps to lower our transportation emissions. Our Chalampé site is now served by river barges (cargo boats) powered by eco-fuels. In other locations where river transport is not an option, we aim to increase the proportion of trucks we use that run on biofuels. We will continue working with our logistics suppliers in 2025 to reduce the negative impact of these activities on the environment and local communities.

## Green energy

As a chemical company, we are committed to decarbonizing our energy-intensive processes (see page 16). In 2024, we made important progress in several areas.

### Decarbonized steam

DOMO's approach to sustainable energy purchasing starts with reducing consumption in the first place. At our Leuna

site, for instance, we have a heat recovery program in place, enabling us to use the heat produced by our processes to make steam that is then used in other parts of the production line. This energy-efficiency initiative saves around 1,000 tons of CO<sub>2</sub>eq emissions per year.

In parallel, we are working closely with partners on solutions for purchasing decarbonized steam. For example, at our Leuna site, chemical park operator InfraLeuna will begin constructing an electric boiler in July 2025 to produce decarbonized steam, aiming for full operation by July 2026. Meanwhile, in Blanes we are evaluating the business case for building a biomass boiler (see page 18). In Belle Etoile, we are working with the local authorities and neighboring sites in Lyon's "Chemical Valley" area via the external DECLYC project to jointly decide on the best way to decarbonize our steam.

### Renewable electricity

DOMO's target is to have 50% of our electricity consumption coming from renewable sources by 2030. By the end of 2024, we had reached 21% (2023: 18%), putting us well on track to achieve this. Two of DOMO's sites are fully powered by green electricity – Blanes (hydropower and wind) and Arco (hydropower and solar), while about 12% of Haiyan's electricity came from its own produced solar energy by the end of 2024. Leuna consumes electricity purchased from a diverse range of renewable energy producers. Furthermore, we are currently investigating the use of power purchasing agreements (PPAs) as a long-term solution for green electricity sourcing.

## Sustainable supply chain

At DOMO, we aim to build long-term relationships with suppliers that share our own high standards in areas across the ESG spectrum, thereby scaling up our positive impact along the value chain. Our commitment to being a responsible partner in the chemical industry is formalized in our Sustainable Procurement Policy, which we updated in 2024 in line with our efforts to continuously improve our sustainable purchasing activities.

The policy also sets out our commitment to integrating ESG considerations into our supplier management activities. We ask our key suppliers, as well as all new suppliers, to agree to DOMO's Supplier Code of Conduct, which outlines what we expect and require of them in relation to a range of sustainability topics. We sent the code to all our suppliers in 2024. By the end of the year, 82% of our spend was covered by the code, exceeding our 70% target. Furthermore, we include a sustainability clause in all new supplier contracts, incorporate sustainability criteria

into our tender processes, and require suppliers to answer questions on their sustainability performance during their onboarding to our new supplier relationship management (SRM) system. By capturing and standardizing this data, the SRM, which was rolled out in 2024, is already helping us to better evaluate and compare our suppliers and in turn to make more informed sourcing decisions.

We believe collaboration is the best way to accelerate the sustainability transition in our supply chain and in the chemical industry. Where we identify risks or room for improvement, we therefore aim to work with suppliers to improve their understanding and performance. In 2024, for example, we conducted awareness sessions with suppliers in China on the standards we expect them to meet and the requirements for EcoVadis certification, which is another tool we use where possible to assess our suppliers' efforts in key sustainability areas.



# RESPONSIBLE EMPLOYER

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## Ambition

Our employees and contractors are a key stakeholder group. We are committed to creating strong relationships with them and providing a great place to work, further strengthening our position as an employer of choice.



# HEALTH AND SAFETY

**Safety always has been, and always will be, our license to operate at DOMO. As such, our highest priority is to provide a safe working environment and minimize the risk of injury across all our sites, both operational and those under construction.**

## Safety highlights

We further matured and standardized our global health, safety, and environment (HSE) roadmap throughout our Care to Be Safe journey in 2024. As well as continuing our day-to-day on-site safety practices – including toolbox meetings, systematic inspections, behavior-based observations, and implementation of life-saving rules for employees and visitors – we implemented the following safety activities in 2024:

- Internal health and safety audits at our plants in Leuna, Premnitz, Valence, Arco, Gorzow, Buford, and Haiyan as part of our long-term site audit plan, under which we aim to audit every site at least once every two years. As well as site visits from our specialist audit teams, the audits involve a self-assessment completed by site personnel four weeks in advance. Following these audits, implementation of our life-saving and transversal rules across all sites reached 92%.
- New training initiatives, including a company-wide onboarding deck to harmonize procedures, and both global and local training sessions on our safety management systems. In particular, we fostered participation in proactive observations and inspections across all sites, with 100% of operational leaders trained to lead these initiatives by the end of 2024.

- Further development of our HSE incident management tool, Synergi Life, with additional features to enable systematic inspections across all HSE domains. We began implementing a new reporting module for incidents and accidents, which is available in all languages, at the end of 2024.
- Care to Be Safe days at all DOMO sites between May and October 2024, focusing on ensuring the right mindset for safe behaviors. In 2025, we plan for all our sites to hold these days within the same week, as part of a global safety event to increase awareness, cohesion, and collaboration.
- Barrier Identification and Barrier Removal workshops at all sites, following our global 2024 safety survey (see page 34), to pinpoint and eliminate obstacles to safety excellence.

In 2025, we will further harmonize these initiatives across our sites to ensure consistency in our standards for process, transport, and hygiene safety.

## Success Story

### RSTAR CAMPAIGN

To further enhance awareness and promote a safety-first mindset, DOMO launched an RSTAR (Recognize, Stop, Think, Act, Report) campaign at the start of 2024. Through this campaign, posters and videos are continuously deployed that highlight DOMO's business principles for strengthening employee and contractor engagement in workplace safety and safe behaviors.

## Success Story

### PROMOTING A CULTURE OF SAFETY

Our Care to Be Safe award encourages and recognizes accountability for safety across the following pillars:

- **Employee involvement** – Employees use the knowledge and experience gained through their daily work to contribute to developing and maintaining a "Care to Be Safe" culture.
- **Safety leadership** – Managers lead and contribute to creating a "Care to Be Safe" culture by communicating, being visible in the field, leading by example, encouraging participation, and developing their team's competence.
- **Operational conformance** – The whole team works to agreed standards consistently and with high quality, refusing to accept deviations.
- **Continuous learning** – The team continuously maintains a high level of competence to practice agreed safe standards of work (particularly the life-saving rules), learn safe behaviors from each other, and learn from near misses to reduce exposure to injury.
- **Risk control** – In accordance with our Safety Management Principles, managers reduce risk to a level as low as reasonably practical, and employees and contractors follow the identified control measures.



In 2024, all 10 of our production sites once again participated in the Care to Be Safe award, reflecting the embedding of our safety culture across our business. The 2024 award was granted to our Arco site, which demonstrated strong safety leadership and high levels of safety engagement among employees across all safety wheel elements. This development was evidenced by a 54-percentile increase in performance in 2024 safety survey results compared to 2021. The Awards Committee also granted Category Awards to our sites in Gorzów (for safety leadership), Blanes (for continuous learning), and Haiyan (for risk control).

Each year, the winning site receives funding to invest in health and safety initiatives. In 2024, the Gorzów team (winners of the 2023 award) used this funding to implement a "Caring for our health" campaign, which included initiatives to help prevent breast cancer, prostate cancer, and cardiovascular diseases.

## Safety performance

To track our safety performance and inform further improvements, we continue to monitor and report on several safety metrics across all our sites.

### Total recordable injury rate (TRIR)

Despite our continued safety efforts, our TRIR increased from 4.8 in 2023 to 5.5 in 2024, with 20 injuries across our sites. According to analysis using the United States Occupational Safety and Health Administration (OSHA) methodology, 80% of these injuries were significantly behavior related.

We are committed to countering this and, in turn, to improving our TRIR. As we continue working toward our 2030 target of <1, we are implementing several initiatives to foster a safety mindset for all employees. Among

those already begun is a poster and video campaign promoting the RSTAR (Recognize, Stop, Think, Act, Report) framework and highlighting real-life examples of safety learnings from people’s daily work at DOMO. We also extended our behavioral observations in operational areas by training all operational leaders.

### Safety-specific areas of excellence score

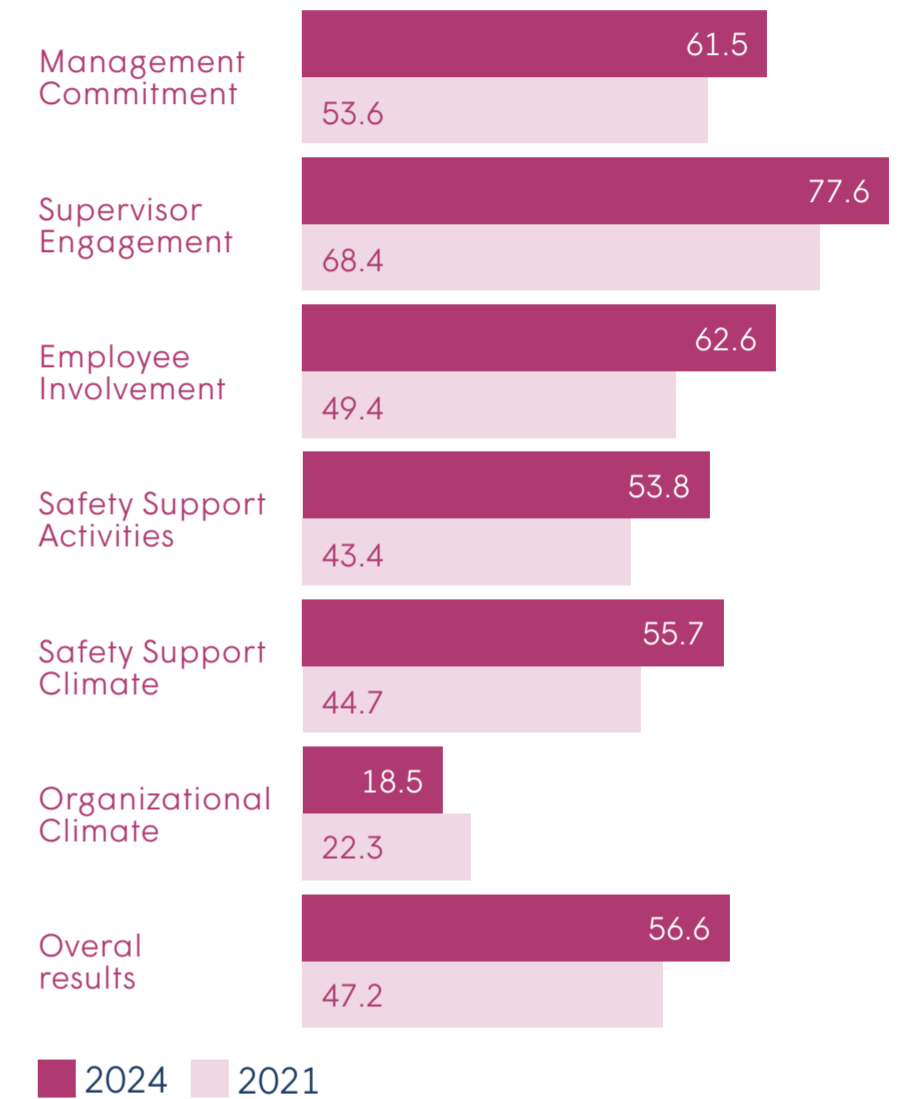
To measure progress in safety-specific areas of excellence, we conducted our second global safety survey supported by the National Safety Council (NSC) in 2024, with a 74% participation rate. Like the first survey conducted in 2021, this survey included 50 questions across six categories: Management Commitment, Supervisor Engagement, Employee Involvement, Safety Support Activities, Safety Support Climate,

and Organizational Climate.

As we reported previously, the survey conducted in early 2024 showed improvement compared to 2021 – both overall (by 9.4 percentage points) and in the five individual categories directly related to safety. In five out of the six categories, we scored higher than in 2021. Employee Involvement showed the biggest improvement, with a 13.2 percentage point increase. Supervisor Engagement held the highest performance category score of 77.6, an increase of 9.2 percentage points since 2021.

To continue monitoring our progress across all categories, we will conduct the next survey in 2026.

Figure 10 | Development in safety-specific areas of excellence, benchmarked against 1,500 industrial companies



**Safety leading initiatives**

DOMO's Care to Be Safe HSE leading initiatives are crucial for transforming our safety culture and preventing accidents. By proactively promoting safety through visible leadership, continuous training, and clear communication, these initiatives help embed safety as a core value across all levels of our organization. We encourage our employees to take ownership of safety, report hazards, and follow safety procedures, thereby reducing risks and fostering a culture of prevention rather than reaction.

Our safety leading initiatives score tracks the performance and progress of our safety initiatives. In 2024, we achieved a score of 94%, exceeding our target of 93%. We achieved particularly good results for our behavior-based observations, safety toolbox, and reporting of potential cases.

We will continue to use these results to guide our ongoing efforts to improve workplace safety. For 2025, we have defined three new global KPIs for fostering safety awareness and risk management.

**Results of 2024 safety leading initiatives**

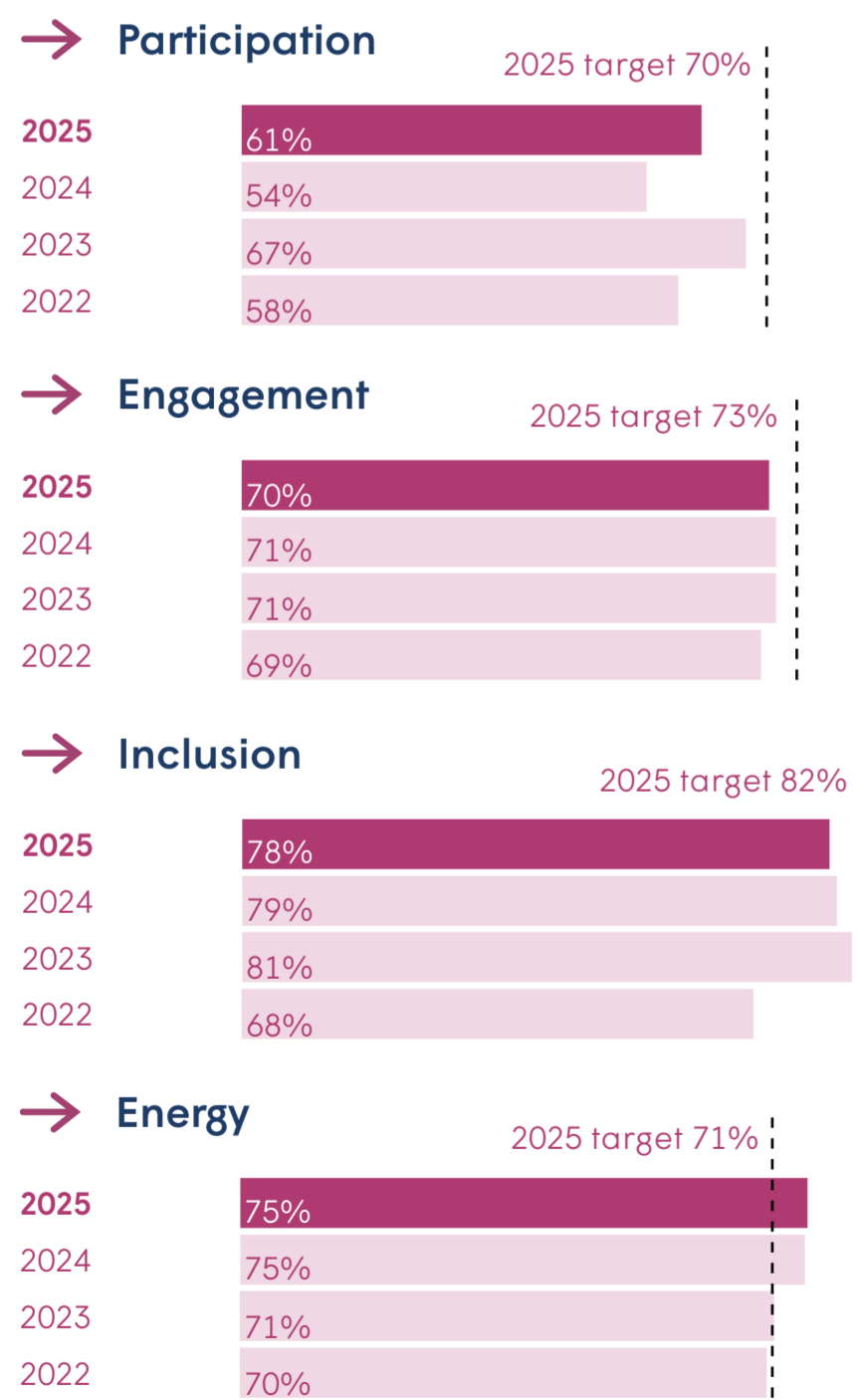
- 3,117** behavioral observations reported
- 1,263** systematic inspections reported
- 230** operational leaders trained on leading initiatives
- 100%** operational leaders trained on leading initiatives
- 1,890** toolbox meetings
- 74%** participation rate in second global safety survey



# ENGAGING WITH OUR EMPLOYEES

As a responsible employer, we aim to create an environment where our people feel heard, valued, and engaged with our activities and culture. To support this, we seek effective and constructive two-way dialogue with our approximately 2,000 employees, communicating regularly and responding to their insights in turn.

Figure 11 | Pulse Check engagement survey results, 2025



## Measuring engagement

In our fourth Pulse Check survey, conducted early in 2025, we invited employees to respond anonymously to questions about their own job, the overall employee experience, DOMO as a place to work, and our strategy. Every year, the results allow us to measure the levels of participation, engagement, inclusion, and energy felt by our workforce – and, more importantly, to take action where we identify room to improve the employee experience.

### Key insights from the latest survey

- Our engagement score remained high and consistent at 70%. We remain committed to improving this score in the future towards our target for 2030.
- Participation in the survey was 61%, seven percentage points higher than the previous year.
- Energy remained stable year on year at 75%, a strong score that shows people’s willingness and motivation to perform.
- While our "perspective on career opportunities within DOMO" score showed a slight drop of 2 percentage points compared to last year, we are acting to increase internal visibility of open positions and gathering further insights during action planning workshops with employees.
- 90% of respondents appreciate their supervisor or team leader’s openness to listening to their concerns, indicating that employees feel strong support and care from our people managers.

**“Our HR vision is to be a great place to work where we’re all inspired to be the best version of ourselves and contribute to DOMO’s success. We aim to balance our four strategic imperatives: shaping our DOMO culture, nurturing talent, strengthening leadership, and building a resilient organization. By focusing on these essential priorities, we deliver more value for our people and our other stakeholders.”**

Edyta Górecka,  
Chief HR Officer



We will use these results to define follow-up actions in 2025, capitalizing on the momentum and engagement shared at all levels and in all regions of our business. This builds on the work we did in 2024, when we used our analysis of the previous Pulse Check and insights from a series of local and functional workshops to inform more than 100 local and DOMO-wide actions (nearly twice as many as in 2023). More than 70% of these actions were underway by the end of the year, with many continuing into 2025.

### Success Story

#### DOMO-WIDE ACTION PLANS

In 2024, in response to the insights gained from our Pulse Check, we incorporated relevant topics into our Corporate Updates (regular online calls where we share news and developments). These sessions also provide a chance for global leadership to share progress on the DOMO-wide action plan that is shaping our culture. Designed to be relevant, realistic, and meaningful, this action plan addresses issues that are raised by local teams but that require concerted high-level action across our organization.

As well as the Corporate Updates themselves, the DOMO-wide action plan implemented in 2024 included on-site visits from our ExCom, where employees can ask questions and share experiences with colleagues. We also rolled out a communications program to give our people a better understanding of which of our products end up in which final consumer products, thereby helping them become closer to our customers.



## Connecting DOMO

One of the outcomes of the 2024 Pulse Check was a clear interest in strengthening connections within our organization. During the year, our HR and Communications teams together built and launched Connecting DOMO, a holistic initiative designed to improve our people’s connections with each other, with the communities in which we work, and with themselves.

Dozens of initiatives – many organized by our employees – were carried out in 2024, with a positive impact on our local teams and the people around them. We aim to build on these successes in 2025 by further promoting Connecting DOMO as an impactful engagement mechanism that helps people embody our values, particularly Care, Curiosity, and Respect.

### DOMO connection highlights

- We celebrated the 30th anniversary of our Leuna site by inviting 300 guests to the Kulturhaus Leuna to enjoy food, games, and dancing.
- Premnitz celebrated 20 years on Children’s Day with activities and entertainment for our employees and their families.
- At our new plant in Haiyan, we held events for Chinese New Year (February) and for the plant’s inauguration (April), together with employees’ families.
- Colleagues in Ghent enjoyed a summer barbecue after a team Safety Day, raising awareness and creating connections.
- Many locations raised awareness of important health issues during Pink October and Movember.



- At Blanes, employees created a 33-meter inclusion mural – titled “All people have chemistry” – in partnership with a local art institute.

### Community connection highlights

- At various DOMO locations, members of our teams visited local schools to inspire the next generation through chemistry.
- Employees at many of our sites – including Arco, Belle Etoile, Blanes, and Gorzów – took part in local running and cycling events, supporting local causes and demonstrating their team spirit.

“At DOMO, the culture often feels like family; we can share our thoughts and opinions freely. Likewise, management genuinely listens to and acts on our feedback. For instance, last year we expressed a desire to connect more with each other, leading to the implementation of a social hour on the last Thursday of every month. It’s a great way to network and boost our team spirit.”

Bram D'Hoore,  
Network Engineer

### Personal connection highlights

- The team at Belle Etoile organized an on-site skin cancer screening day for employees, conducted by dermatologists from a local clinic.
- At Gorzów, we offered cardiovascular health check-ups, blood tests, and support with quitting smoking.
- We rolled out stress management resources for all employees, helping to take care of people’s mental well-being.

## Success Story

### COMMUNITY ENGAGEMENT

Combining the Connecting DOMO initiative with our Planet Care pillar and our company value of Care, 15 volunteers from our site in Blanes organized a clean-up of a park near our plant. In just one day, the team collected approximately 250 kg of trash, contributing to a safer and cleaner environment for the community and helping to conserve the local ecosystem.

We also continued our record of donations to good causes. The funds raised during the anniversary celebrations in Germany were doubled by DOMO and given to a local children’s home. In Poland, our team held a bake sale and raffle, using the proceeds to buy more than 200 kg of food for a local animal shelter. Meanwhile, in France, DOMO employees collected more than 600 kg of food, sanitary products, and other essential items for various charities to distribute to people in need.

To celebrate two years of accident-free working at Gorzów, we held an art competition for our workers’ children and grandchildren, inviting them to visit our site to learn more about what we do and how we stay safe. Their artwork now hangs proudly in the lobby of our polymerization building, brightening the atmosphere for employees and visitors.

# FOSTERING DIVERSITY, EQUITY, AND INCLUSION (DEI)

**At DOMO, we are committed to ensuring diversity in our teams and to promoting equity and inclusion in our workplaces, living up to our values of Care, Accountability, Curiosity, and Respect.**

We believe that a diverse workforce provides the best source of talent, creativity, and experience. People with different backgrounds and life experiences can identify opportunities and address problems from different perspectives. DOMO values and fosters this diversity because it contributes to a culture that delivers outstanding performance. Furthermore, by nurturing inclusion and creating a sense of belonging, we aim to support our people's well-being and enable them to perform to the best of their potential.

## 29%

of middle and upper management roles filled by women in 2024

## 78%

of Pulse Check respondents feel included in their teams

## Gender diversity

While we recognize and promote diversity in many forms, we are particularly focused on improving the gender balance at DOMO. Our target is for women to fill 35% of middle and upper management roles by 2030. In 2024, our result remained stable year on year at 29%. This reflects the challenge we face in today's chemicals industry and labor market. We aim to increase the number of strong female candidates applying for our high-level vacancies; as such, we now require all our trusted recruitment partners to present, for every talent search, at least one female candidate who meets all our criteria. A few months in, this initiative shows promising signs, and we will continue to monitor its impact closely.

At the same time, we aim to ensure a solid pipeline of female talent within our organization. In 2025, we will review our succession planning and identify at least one woman in the path of succession for every key position. We will also conduct "stay interviews" – which we believe are potentially much more impactful than traditional exit interviews – with selected women in management roles. The goal is to understand their experience of working at DOMO, their motivation and any barriers they face, and their likelihood of leaving within the next year, so we can address any concerns and maximize our chances of retaining the diverse talent we rely on.

## Inclusion

People of 33 different nationalities worked at our sites in 2024. While we are proud of this, we believe that diversity alone is not enough: we also have a responsibility to foster inclusive and welcoming workplaces where everyone feels they belong, regardless of their background, gender, sexual orientation, disabilities, age, or any other characteristic. This applies all across DOMO, ensuring that everybody feels valued regardless of their workplace, role, or experience level.

In our 2025 Pulse Check, our inclusion score of 78% remained relatively high

compared to the baseline (2021: 69%). We are investigating this topic thoroughly to ensure we can take steps to improve inclusion across our business. As a global company, we are careful to remain sensitive to cultural differences and geopolitical developments that might affect our people's well-being and feeling of belonging in the DOMO community. In 2023 and 2024, for example, our IT hub in Spain welcomed a number of new colleagues who had left other countries for their own safety. Our employees mobilized to support them in finding accommodation and settling into life in a new country – embodying our core DOMO values of Care and Respect.



# ATTRACTING AND RETAINING TALENT

Employees and candidates around the world increasingly prioritize purpose in their working lives, looking to make an impact as part of a company whose values demonstrably match their own. This is particularly significant for the chemicals and plastics industry, where people want to contribute to a more sustainable future. At DOMO, we likewise seek to attract and retain ambitious individuals who have the talent and motivation we need to achieve our mission.

## Talent attraction

In 2024, external economic difficulties and social and cultural changes posed the biggest challenges in attracting the talented candidates we rely on. To address this, we stepped up our profile and engagement on our social media channels, aiming to attract more attention to our company and to promote the benefits we offer our workforce.

In 2024, we also began a significant project to update our Employee Value Proposition (EVP) and Employer Branding statement. We started by collecting information about DOMO's characteristics as an employer from sources including managers, new hires,

statement, ensuring our profile and message resonate with talented people who want to contribute to a responsible and sustainable organization.

**“For us, sustainability isn’t just a poster on the wall or a set of abstract targets: it’s a living, breathing thing that we realize every day. As a responsible employer, we’re proud to be differentiated by our sustainability approach and to attract candidates who share this interest and want to make a positive impact as part of our company.”**

Linda Kolonits,  
Corporate Talent and  
Development Manager

and business leaders. We will now gather feedback on the internal and external narratives before rolling them out internally and externally by the end of 2025.

## Progress in our plants

Recruitment of blue-collar employees is increasingly challenging as more alternative career paths emerge and manual work in chemical plants becomes less appealing. Having first thoroughly investigated the problem, including by engaging with shift leaders, we took various steps to address it in 2024.

In one key initiative, rather than only looking to hire multi-skilled operators with more than three years' experience, we worked with shift leaders to develop adjusted training plans for more specialized positions, opening up opportunities to employees without prior experience in the chemicals sector. To support this, we developed a rigorous three-month training program that empowers operators with greater independence and responsibility, increased automation in other parts of our processes, and implemented apprenticeships for local students.

We also invested in people management skills training for our shift leaders, resulting in a halved voluntary turnover rate at our Leuna site in particular (from 4% in 2023 to 2% in 2024). In addition, we implemented more flexible shift patterns and adjusted remuneration packages for weekend shifts in locations where we need to ensure our offering is competitive with other local industries.



## Success Story

### SUSTAINABILITY AS A DIFFERENTIATOR

Sustainability at DOMO is not only a major source of pride for our existing employees, but also a priority and key motivation for candidates interested in joining our organization, especially for the younger generation and for office-based roles. The majority of candidates we interview ask about our sustainability efforts and ambitions, and we are always pleased to confirm that ESG is deeply embedded in all we do at DOMO. We have equipped our hiring teams around the world with key talking points so they can highlight concrete examples of our achievements, helping candidates connect with our commitments and practices.

Sustainability will also form a key part of our forthcoming EVP and Employer Branding

## Talent retention

Once candidates are hired, we aim to provide a great place to work, offering opportunities for personal and professional development and prioritizing transparent communication and care for our people. Our Pulse Check is one key means of identifying and addressing any retention risks, giving us valuable insights into employees' engagement and motivation (see *Engaging with our employees*, page 36).

### Learning and development

Ongoing learning and development are central to our Responsible Employer ambitions. We want all our people to feel confident that they can continuously contribute to our success as a business and drive their own personal development and career success. At DOMO, employees are in the driving seat when it comes to their growth and development.

We follow a 70-20-10 model of learning that blends self-paced online trainings with hands-on or in-classroom sessions. Around 70% of learning comes from on-the-job training and temporary assignments; approximately 20% takes place through peer-to-peer teaching, knowledge sharing, and growth; and the remaining 10% is undertaken through e-learning resources.

In 2024, we continued rolling out a new e-learning platform to all DOMO employees in all languages. It provides a range of training courses, to be completed during working hours, as well as mandatory training on topics like compliance or safety. We will complete the roll-out in 2025, encouraging managers to incorporate the platform into their direct reports' development plans (see below).

### Performance management

Our annual performance management cycle includes goal-setting, individual development plans, career conversations, and mid-year and year-end reviews. During the cycle, we encourage our employees to share their career ambitions and targets. Managers support the process by creating opportunities for the employee to be exposed to different experiences and by providing feedback and guidance.

In 2024, we deployed trainings designed to explain why this performance and development cycle is key for our employees and managers, and how they can make the most out of it. As a result, 89% of performance review discussions were completed by the deadline, a significant improvement compared to the previous year (50%).

### Enhancing leadership

We believe leadership is a precursor to great teamwork and excellent performance. In 2024, we recalibrated our focus on leadership competences with the launch of a new Leadership Journey program. Designed by our HR team and lasting three months, the program is hosted online and follows a blended approach including self-paced learning and assessment, as well as facilitated peer-to-peer learning and workshops. There are also group sessions where leaders from DOMO sites around the world can share their experiences with each other. With a satisfaction rate of more than 90% among 2024's Leadership Journey participants, the Leadership Journey program will be rolled out to more groups in 2025.

A major achievement in 2024 was the introduction of a new dashboard that significantly enhanced our use of HR data,

enabling our business leaders to take informed decisions on people-related data. Thanks to this system, they have greater insight into metrics such as attrition and absenteeism, so they can more easily identify causes and tackle any issues in turn.

### Employee Assistance Program

We continued to offer our Employee Assistance Program (EAP) in 2024. Available via phone, email, online chat, or a dedicated app, the program provides our employees and their family members with free confidential counseling on topics ranging from psychological and work-related issues to financial and legal questions.

During the year, personal stress was the most common reason for people seeking support through the program. Based on this information, we shared stress-management resources with our employees and hosted webinars with the aim of helping them become more resilient. This also informed our choice of resilience as an additional theme within the Pulse Check we conducted early in 2025.

We believe that the fact that people are less likely to turn to the EAP for specifically work-related concerns – such as career development or conflicts – is a positive sign, indicating that our employees are comfortable approaching management directly about these topics.



# LOOKING AHEAD

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### Ambition

To navigate the challenges ahead and retain our position as an industry leader in sustainability, we need to continue to be proactive and agile, demonstrate transparency to our stakeholders, and, above all, collaborate with our partners.



# OUR ROAD AHEAD

**In 2025 and beyond, we will continue to accelerate our sustainability journey in line with our three-pillar framework: Planet Care, Partner of Choice, and Responsible Employer. In doing so, we will build on the improvements and innovations we have already unlocked. At the same time, upcoming developments will introduce new dynamics to this journey.**

For instance, the regulatory landscape in the European Union continues to shift, most recently with the European Commission's proposed Omnibus package, which aims to simplify sustainability reporting requirements. At DOMO, we are closely monitoring relevant developments while continuing to prepare for future compliance with the Corporate Sustainability Reporting Directive (CSRD). Having completed our first double materiality assessment (DMA) in 2024, we will now work on closing any data gaps in line with the European Sustainability Reporting Standards (ESRS), completing the EU Taxonomy alignment and KPI calculation exercises, and continue building a fully CSRD-compliant annual report.

We proudly achieved EcoVadis Platinum status (see page 11) and will continue working diligently to achieve a high level of scoring. In 2025, guided by the insights provided by EcoVadis, we will therefore expand our sustainability KPI dashboard and further detail our policies. We also plan to continue our ongoing decarbonization efforts across Scopes 1, 2, and 3.

To ensure we remain a partner of choice, we will continue sourcing more sustainable energy and raw materials, expanding our portfolio of circular and bio-based products, and using recycling and other technologies to drive circularity in a wide

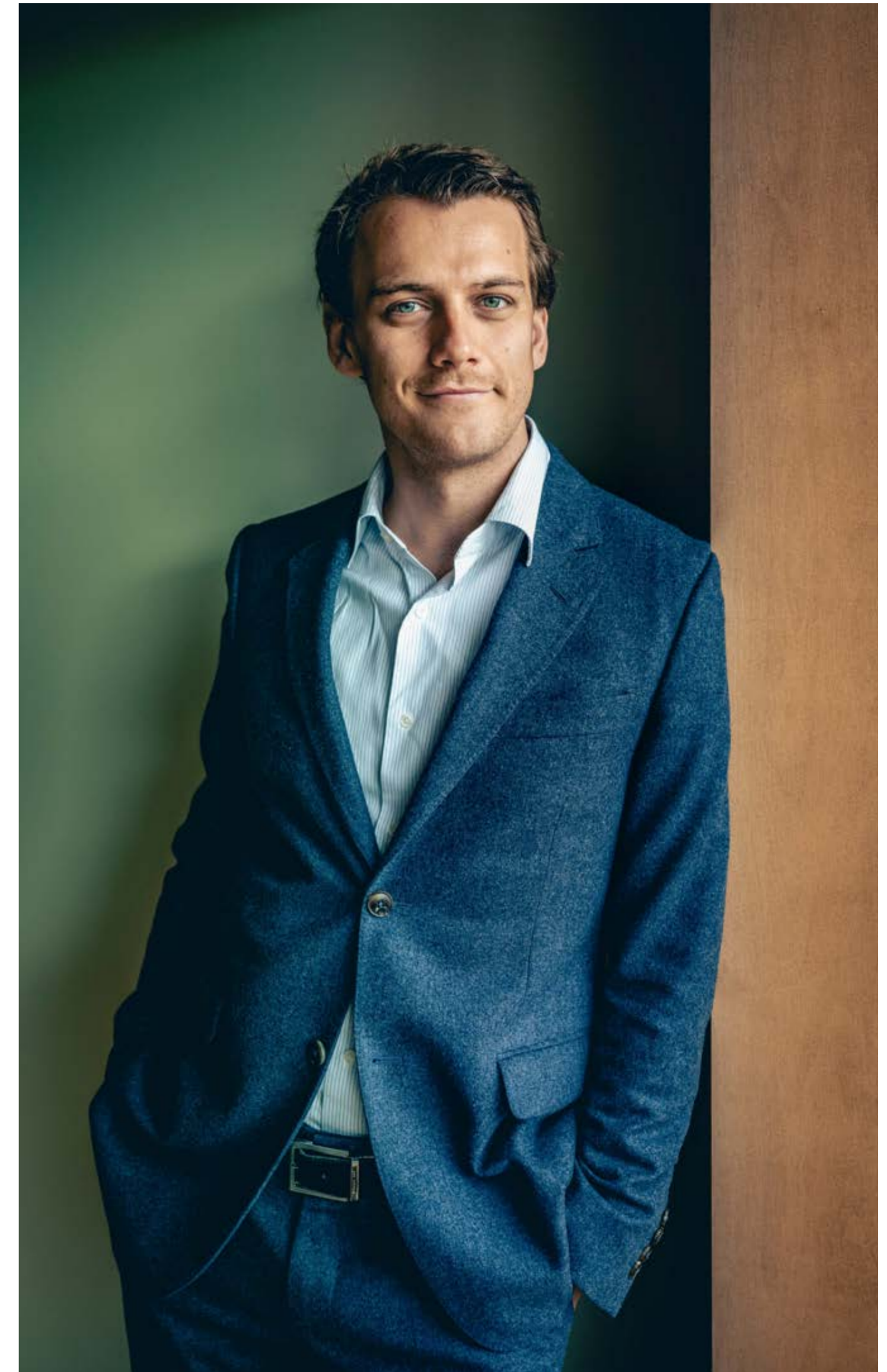
range of industries and applications. Demonstrating the value of these solutions and collaborating with suppliers and customers who share our commitment to sustainability will both be essential in this journey.

We are committed to continuous investment in innovation as it is a crucial enabler of the decarbonization of both our operations and products. As always, these ongoing activities will be underpinned by our unwavering commitment to attracting and retaining the best talent in our industry and providing a safe and positive working environment.

At the same time, we acknowledge that we face certain challenges. We will need to contend with the need for operational cost-efficiencies, a rapidly changing regulatory landscape, and volatile geopolitical dynamics. To navigate these challenges and retain our position as an industry leader in sustainability, we need to continue to be proactive and agile and to demonstrate transparency to our stakeholders.

Real progress requires strong partnerships. We invite you to collaborate with us in shaping a more sustainable future.

**Thomas Bollen**  
Sustainability Director



# KEY FOCUS AREAS FOR 2025

While we celebrate our successes, sustainability at DOMO is a journey of ongoing improvement. As such, we have defined several focus areas and key initiatives for 2025.

## → Continuing to prepare for future CSRD compliance

We will work on closing data gaps in line with the European Sustainability Reporting Standards (ESRS), completing the EU Taxonomy alignment and KPI calculation exercises, and building a fully CSRD-compliant annual report – closely following the development of the EU's proposed Omnibus Simplification Package.



## PLANET CARE

### → Continuing to improve our energy efficiency

We will continue working to improve our energy efficiency. Our focus remains on enhancing energy efficiency by closely monitoring performance, quickly implementing approved projects, and actively seeking new improvement opportunities. Most of our initiatives are related to heat integration, electrical efficiency, and production process improvements.

### → Securing additional renewable energy sources

We are actively engaging with renewable energy developers to secure additional renewable energy sources, and will seek to arrange Power Purchase Agreements for sustainable energy sourcing in 2025. In doing so, we ensure that our procurement directly contributes to the development of new renewable energy projects, driving meaningful progress toward a more sustainable future.

### → Further optimizing our Scope 3 emissions

We are committed to enhancing the accuracy of our Scope 3 emissions calculations (for example, by transitioning from industry-average data to supplier-specific data). Additionally, we will take targeted action to optimize our Scope 3 emissions. We will prioritize the most impactful categories – particularly Category 1: Purchased Goods and Services.

## PARTNER OF CHOICE

### → Expanding the scope of ISCC+ certified DOMO sites

We have a plan to expand our ISCC+ certifications to cover our Belle Etoile, Blanes, Valence, and Premnitz sites, bringing the total number of certifications to 8 out of our 10 sites. In doing so, we will be able to offer customers circular- and bio-circular-based products for both the PA6 and PA66 value chains.

### → Innovating to provide new sustainable solutions

We are committed to continuous investment in innovation to grow our portfolio of sustainable products, including bio-based and mechanical- and chemical-recycled-based solutions. We will prioritize sustainable feedstocks and a reduced environmental impact while continuing to address market needs.

### → Further enhancing our LCA approach

We will continue to look for more accurate LCA data – including by collecting supplier-specific emission factor data – and will adapt calculations to the methodologies that customers request where possible.

## RESPONSIBLE EMPLOYER

### → Continuing our safety focus

We will keep working on fostering a safety culture and harmonizing standards and initiatives across our sites, such as through our company-wide Care to Be Safe week. The fourth Care to Be Safe awards will also remain important for raising awareness and promoting a safety mindset across our workforce.

### → Further strengthening our labor and human rights procedures

We will perform an in-depth risk assessment on human rights topics. This will support further strengthening of our policies and procedures around child labor and forced labor, helping us to ensure controls and remediation are in place and aligned with updated standards.

### → Enhancing our position as an employer of choice

We will launch our new Employee Value Proposition and Employer Branding statement internally and externally, capitalizing on our sustainability ambitions to resonate with talent within and beyond our organization. This will support our strategic goals to improve employee engagement, reduce turnover, and foster a positive organizational culture.

# CORPORATE GOVERNANCE

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# OUR GOVERNANCE STRUCTURE

DOMO strives to maintain the highest standards of corporate governance. This not only supports us in achieving our objectives over the short, medium, and long term, but also ensures we act and operate responsibly within our wider society.

Our governance structure comprises our Board of Directors, Executive Committee (ExCom) and sub-committees, and Extended Leadership Team (ELT). This enables us to dedicate resources and delegate accountability and responsibility as appropriate, leveraging the vast experience and expertise in our organization.

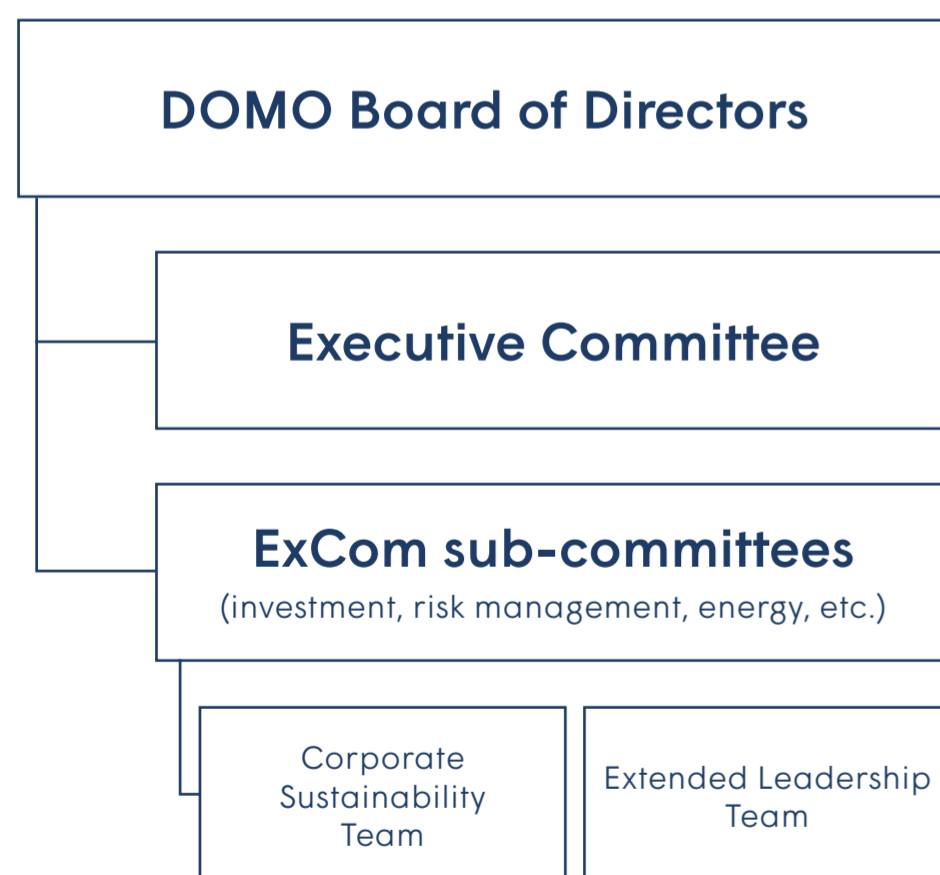
## Board of Directors

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



Yves Bonte, CEO	Juha Jokinen Chief Commercial Officer Engineered Materials	Stéphane Guélat, Chief Operations Officer	Koen Van Lookck, Chief Financial Officer	Bernard De Vos, Chief Legal Officer	Edyta Górecka, Chief Human Resources Officer	Vedran Kujundzic, Chief Commercial Officer Polymers & Intermediates
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# SUSTAINABILITY GOVERNANCE

**Sustainability is consciously embedded in our overall governance approach. While responsibility for sustainability ultimately lies with our ExCom and Board of Directors – supported by relevant sub-committees, the ELT, and our Corporate Sustainability department – we expect all our employees to contribute actively to our sustainability goals.**

At the ExCom level, we keep sustainability high on the agenda as part of the regular governance cycle. Every quarter, the ExCom:

- Reviews and approves DOMO's sustainability agenda, roadmaps and targets
- Performs a cross-functional review of global challenges and megatrends
- Sets mid- and long-term goals to stimulate sustainability initiatives

The ExCom also has sub-committees dedicated to specific sustainability topics such as energy and circular and bio-based solutions.

Our Corporate Sustainability department manages sustainability issues as relevant for our day-to-day business. Its responsibilities include:

- Establishing DOMO's sustainability strategy, standards, and policies, and coordinating and monitoring their implementation
- Designing, implementing, and optimizing our DOMO Beyond framework
- Providing information and advice to our sites and functions on regulatory, environmental, and safety matters
- Monitoring key performance indicators (KPIs)
- Facilitating cross-functional collaboration

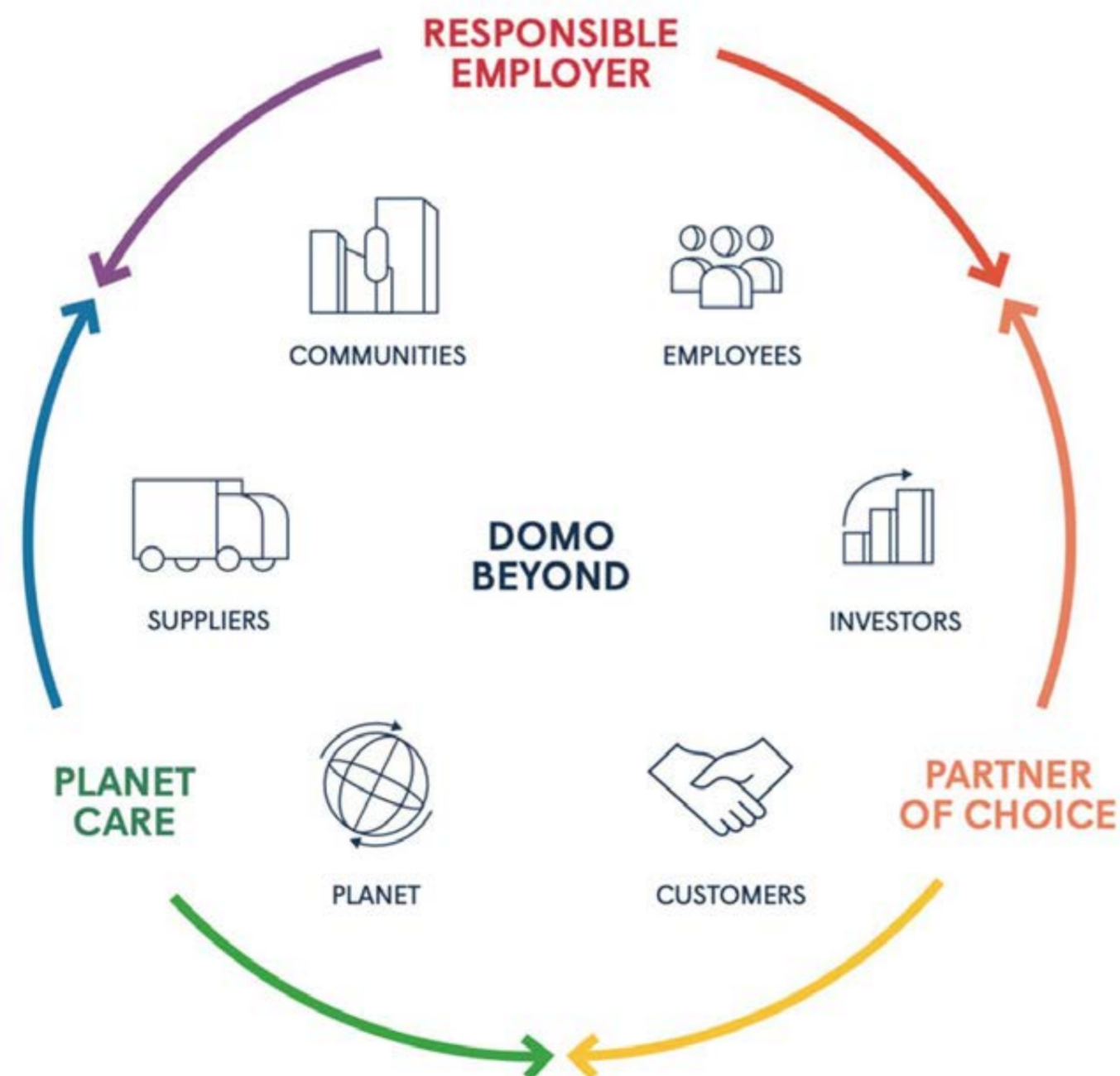


# DOMO BEYOND

At all levels of our organization, our sustainability efforts are guided by DOMO Beyond: our framework for managing the material topics identified through our CSRD-aligned DMA (see page 14). DOMO Beyond provides an overview of how our three sustainability pillars impact and are impacted by our key stakeholder groups – our customers, suppliers, investors, employees, communities, and planet.

In 2024, we updated how we track and measure progress toward our DOMO Beyond ambitions, based on the EcoVadis scoring system and the disclosure requirements of the ESRS.

Figure 12 | DOMO Beyond



# SUSTAINABILITY MANAGEMENT SYSTEMS

To ensure we remain a Partner of Choice, we strive to obtain third-party recognition for the quality and consistency of our sustainability management systems. In line with global best practices, we choose to be certified in accordance with International Organization for Standardization (ISO) standards. All our sites are ISO 9001 (Quality) certified, with many also achieving environment, energy, and health and safety certification (see table 2).

Reflecting our goal of addressing market needs, our sites in Belle Etoile, Gorzów, and Premnitz are also certified according to the International Automotive Task Force (IATF) 16949 standard. This demonstrates our commitment to adhering to the highest quality-management system standards applicable to the automotive industry and further validates our position as a trusted partner in the e-mobility transition.

Table 2 | Site certifications

Sites	ISO 9001 Quality	IATF Quality (AUTO)	ISO 14001 Environment	ISO 45001 Occupational Health & Safety	ISO 50001 Energy
Arco	✓	✓	✓	✓	
Belle Etoile	✓	✓	✓		✓
Blanes	✓		✓	✓	✓
Buford	✓	2026			
Gorzów	✓	✓	✓	✓	
Haiyan	✓	2025	✓	✓	
Leuna	✓		✓	✓	✓
Mumbai	✓				
Premnitz	✓	✓	✓	✓	✓
Valence	✓			✓	✓

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

# ETHICAL BUSINESS CONDUCT

**At DOMO, we uphold high ethical standards in our operations and aim to comply with all relevant legislation. Our compliance framework provides a structured method for managing compliance as part of our broader enterprise risk management (ERM) strategy.**

We strengthened this framework in 2024 by adding new KPIs and metrics. We also prepared to comply as far as possible with the German Supply Chain Due Diligence Act (though not officially in scope) and further potential similar EU-wide regulations. Additionally, we created a more formalized ERM policy that covers, among other things, ELT ownership for specific risks, actions to prevent risks from materializing, decision-making around risk acceptance, and our internal controls.

## Training and awareness

During the year, we also formalized our calendar of training programs for colleagues, including mandatory and recommended trainings targeted to each team's needs, to support relevant employees in adhering to our key compliance drivers. By the end of 2024, we had reached a completion rate of 84% for mandatory trainings.

In 2024, we once again hosted an in-person Compliance Days event for DOMO's Human Resources, Legal, and Compliance teams. Over the two days, external and internal experts led training sessions and workshops on ethics and compliance topics, promoting awareness and understanding and contributing to risk mitigation. We also continued to update our online training resources, which are accessible to employees on demand. In 2025, we plan to hold a global Compliance Week to strengthen alignment and adherence across DOMO.

**“Across DOMO, we take ethical business conduct and compliance very seriously. This is why we provide training to ensure employees in all parts of our organization understand how to approach our key compliance drivers, which include anti-bribery, anti-competitive practices, and data privacy. In parallel, we continue to refine our Enterprise Risk Management framework to assess and mitigate risks of non-compliance.”**

Caassandra Scholliers,  
Director Internal Audit

## Key compliance drivers

### Anti-corruption, -bribery, and -money laundering

DOMO and our employees follow strict policies against corruption, bribery, and money laundering. We also have a procedure in place for accepting gifts and hospitality. We continue to refine our ERM framework and carry out risk assessments to mitigate risks of non-compliance.

### Anti-competitive practices

We train and guide our employees on complying with legislation and expectations related to fair competition. Our anti-competitive practices manual, available via our intranet, was reviewed and updated in early 2025.

### Data privacy and protection

We take care to maintain compliance with the EU's General Data Protection Regulation (GDPR) and to ensure our data privacy processes are secure and transparent. DOMO has a Data Protection & Data Privacy Policy in place, as well as an information security management system.

In 2024, we introduced new training for our HR, IT, procurement, and communications teams to ensure understanding of our policies and procedures for:

- Recording data processing and retention activities
- Conducting impact assessments
- Handling data subject requests

We also established a Cyber Risk Committee, made up of leadership-level colleagues from across our different business functions. The group meets monthly to discuss issues related to cybersecurity – such as data breaches or artificial intelligence (AI) – and how to mitigate (potential) risks.

## Speaking up

We encourage employees who experience or witness misconduct to speak up. While we aim to create an environment where people feel comfortable raising issues with their direct manager, ExCom member, or HR or compliance representative, we recognize that this is not always possible. At the global level, DOMO therefore partners with WhistleB to provide an anonymous platform, available in different local languages, through which employees and third parties can report misconduct.

Our local HR teams are responsible for ensuring awareness of WhistleB and for putting in place other local reporting channels as necessary. Any cases raised are investigated and handled – confidentially – by an internal committee. No reports were made in 2024.

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# KPI TABLE

STRATEGIC PILLAR	TOPIC	KPI	UNIT OF MEASUREMENT	2023	2024
PLANET CARE	Energy consumption and GHG emissions	Energy consumption	GWh	1,466	1,525
		Energy intensity	GWh/Kton product	1.84	1.58
		Renewable energy usage	%	18%	21% <sup>2</sup>
		Scope 1 GHG emissions	Ktons CO <sub>2</sub> eq.	120 <sup>1</sup>	124 <sup>2</sup>
		Scope 2 GHG emissions (market based)	Ktons CO <sub>2</sub> eq.	174 <sup>1</sup>	170 <sup>2</sup>
		Total scope 1 & 2 GHG emissions	Ktons CO <sub>2</sub> eq.	294 <sup>1</sup>	294
	Waste	Hazardous waste	Kilotons	6.8	7.6
		Non-hazardous waste	Kilotons	2.4	2.5
		Total waste	Kilotons	9.2	10.1
	Water	Water withdrawal	million m <sup>3</sup>	22.5	21.5
PARTNER OF CHOICE	Sustainable solutions	Circular & bio-based solutions	% of EM sales	13%	10%
		Carbon footprint	CO <sub>2</sub> eq kg/kg	3.7 <sup>1</sup>	3.5
		Recycled input materials used	%	6.6%	5.7%
		R&D expenditure on sustainable solutions	% of total revenue	0.8%	0.9%
	Corruption & Anti-competition	Corruption incidents	#	0	0
		Anti-trust/Anti-competition incidents	#	0	0
	EcoVadis	EcoVadis score	#/100	70	82
RESPONSIBLE EMPLOYER	Health and safety	Total recordable injury rate (TRIR)	# per million hours worked	4.8	5.5
	Training	Average number of training days per employee	#	2.4	2.4
		Employees trained on anti-bribery and anti-corruption	%	-	86%
		Buyers trained on sustainability	%	100%	100%
	Diversity, equity, and inclusion	Whistleblowing cases	#	0	0
		ExCom gender diversity	% women out of total ExCom members	22%	17%
		Women in management position	% women out of total middle/upper management roles	28%	29%
	Employee engagement	Employee gender diversity	% women out of total employees	23%	23%
		Annual Pulse Survey participation	%	54%	61%
Annual Pulse Survey engagement	%	71%	70%		

<sup>1</sup> Scope 1 and 2 emissions differ from 2023 report due to update to more accurate CO<sub>2</sub>eq emission factors and the inclusion of our sites in Asia and the US. Reported values exclude DOMO's car fleet and office space (which combined account for less than 0.1% of total DOMO emissions). Refrigerant use in our sites is currently under revision. Therefore, the related emissions could not be included in the 2024 sustainability report, this will be updated and integrated in next year's report.

<sup>2</sup> External Assurance: Our CO<sub>2</sub>eq emissions scope 1 & 2 (market-based) and renewable electricity 2024 metrics were externally verified by DOMO's financial auditor. The External Assurance report is available in the Appendix, page 60.

# GRI INDEX TABLE

DOMO has reported the information cited in this GRI Context Index for the period January – December 2024 in accordance with the GRI Standards.

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 2-1	Organisational details	About DOMO (p. 8)	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. 8)	
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 2025. For any information about this report, please contact Thomas Bollen at Thomas.Bollen@DOMO.org.
GRI 2-4	Restatements of information		We have restated information related to our greenhouse gas emissions. Numbers differ from last year as our energy and material suppliers provided us with updated and more accurate emission factors for all reported years.
GRI 2-5	External assurance		We did externally assure our 2024 Sustainability Report for the following KPIs: scope 1 CO2 emissions, scope 2 CO2 emissions (market-based), and renewable electricity usage
GRI 2-6	Activities, value chain and other business relationships	About DOMO (p.8)	
GRI 2-7	Employees	About DOMO (p. 8)	
GRI 2-8	Workers who are not employees		We have increased our visibility on the employment of contingent workers. As a result, we can report that in 2024, we employed 63 contingent workers (45 with blue-collar roles and 18 with office-based roles).
GRI 2-9	Governance structure and composition	Corporate Governance (p. 45)	The Board of Directors of DOMO consists of Jan J. De Clerck (Founder & Honorary Chairman) and sons Gregory De Clerck, Anthony De Clerck and Jan Jr. De Clerck, alongside 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. 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).

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
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 De Clerck. Independent members are defined as members that do not belong to the management nor to the family Jan De Clerck. A rotation system is pursued to appoint new independent members regularly.
GRI 2-11	Chair of the highest governance body	Corporate Governance (p. 45)	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p. 45)	The Board of Directors determines what kind of information, according to what frequency and on 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 Chemicals 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 Chemicals' 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. 45)	Two key committees exist at the ExCom level: <ol style="list-style-type: none"> <li>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</li> <li>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.</li> </ol>

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance (p. 45)	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 Chemicals. All Board members are expected to refrain from any actions, views or interests contrary to interests of DOMO Chemicals. The same conflict-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 Chemicals, and all ExCom members are expected to refrain from any actions, views, or interests contrary to the interests of DOMO Chemicals.
GRI 2-16	Communication of critical concerns	Corporate Governance (p. 45)	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, the Chief HR Officer, or the CEO, as well as via our online DOMO Reporting Channel.
GRI 2-17	Collective knowledge of the highest governance body	Corporate Governance (p. 45)	The Board of Directors of DOMO Chemicals 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, among other factors, 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 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 Chemicals' 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 Chemicals' objectives, it is the responsibility of the Chairman of the Board of Directors to take the necessary adjustment measures.

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 2-19	Remuneration policies		While we do have these policies and an overview of these processes in place, 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 we do have these policies and an overview of these processes in place, 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 we do have these policies and an overview of these processes in place, 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	A letter from our CEO (p. 6) Our Sustainability Journey (p. 10)	
GRI 2-23	Policy commitments	Ethical business conduct (p. 49)	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 labor 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: <a href="https://www.domochemicals.com/en/sustainability/employer-choice">https://www.domochemicals.com/en/sustainability/employer-choice</a>
GRI 2-24	Embedding policy commitments	Ethical business conduct (p. 49)	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 that they align 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	Responsible Employer (p. 32)	
GRI 2-27	Compliance with laws and regulations	Ethical business conduct (p. 49)	
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 3 Material Topics 2021

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 3-1	Process to determine material topics	Double materiality assessment (p. 13)	
GRI 3-2	List of material topics	Double materiality assessment (p. 13)	
GRI 3-3	Management of material topics	Double materiality assessment (p. 13)	

→ GRI 101 Biodiversity 2024

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 101-1	Policies to halt and reverse biodiversity loss		<p>We currently have no dedicated policy on biodiversity specifically. However, our global Group Safety Environment Policy addresses biodiversity with objectives and measures. This covers different targets from the GBF (Global Biodiversity Framework):</p> <p><b>Target 7 (GBF):</b> Reduce Pollution to Levels That Are Not Harmful to Biodiversity We have set a target to reduce waste disposal (hazardous and non-hazardous) by 20% in 2030 compared to 2019 values. In 2024, we already reached a 33% decrease.</p> <p><b>Target 8 (GBF):</b> Minimize the Impacts of Climate Change on Biodiversity and Build Resilience We have set CO2 scope 1 &amp; 2 emission targets for 2030, to reduce these emissions by 40% from our 2019 baseline, and for 2050, to reduce them by 100% from our 2019 baseline.</p> <p><b>Target 11 (GBF):</b> Restore, Maintain and Enhance Nature's Contributions to People We have set a target to reduce water withdrawal by 25% in 2030 compared to 2019 values.</p>
GRI 101-2	Management of biodiversity impacts		<p>Our business's mitigation plan on biodiversity limits itself to the targets and corresponding action plans outlined in GRI 101-1.</p> <p>Furthermore, we have taken voluntary action to enhance biodiversity around some of our production sites and joint ventures:</p> <ul style="list-style-type: none"> <li>Between 2017 - 2019, we planted 18,400 trees on our largest production site (Leuna) and installed nesting boxes for birds and bees to increase the biodiversity around the site. (<a href="https://www.iplantatree.org/user/DOMO%2520Chemicals">https://www.iplantatree.org/user/DOMO%2520Chemicals</a>)</li> <li>In 2024, we planted 16,000 trees and 1,000 aquatic plants at our joint-venture site in Chalampé in partnership with the Alsace Nature association (<a href="https://www.francebleu.fr/infos/environnement/haut-rhin-16-000-arbres-plantes-a-chalampe-pour-constituer-une-foret-alluviale-rhenane-8577931">https://www.francebleu.fr/infos/environnement/haut-rhin-16-000-arbres-plantes-a-chalampe-pour-constituer-une-foret-alluviale-rhenane-8577931</a>)</li> </ul> <p>We have 68 ha for the forest near Leuna (<a href="https://www.domochemicals.com/en/media/press-releases/successful-domo-sustainability-day-belantis-theme-park">https://www.domochemicals.com/en/media/press-releases/successful-domo-sustainability-day-belantis-theme-park</a>) and 10 ha for the forest near Chalampé.</p> <p>Furthermore:</p> <ul style="list-style-type: none"> <li>We don't use offsets</li> <li>One of the few actions that can be taken to reduce scope 3 (upstream and downstream) emissions associated with the chemical industry is to switch from fossil-based to bio-based feedstock. DOMO is already using some bio-based alternatives; in the long run, these might generate a trade-off between actions to manage climate change impact and actions to manage biodiversity.</li> </ul>
GRI 101-3	Access and benefit-sharing		N.A.

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 101-4	Identification of biodiversity impacts		<p>"The most significant impact to biodiversity comes from our supply chain (upstream and downstream). Most of our feedstock material is fossil-based, and the extraction of fossil fuels has a big impact on biodiversity. With regard to our downstream activities, the potential harm of plastics and microplastics on the environment is undeniable. Nevertheless, there is very little action that we can take to control the end-of-life fate of our material.</p> <p>Regarding both upstream and downstream effects, we take indirect mitigation actions by using circular and bio-circular material. In 2024, 10% of our Engineered Materials sales came from circular or bio-based resources. This reduces the amount of virgin material that needs to be extracted and reduces the amount of waste and potential harm from plastics in the environment."</p>
GRI 101-5	Locations with biodiversity impacts		<p>The locations of our sites with the most significant impacts on biodiversity are:</p> <ul style="list-style-type: none"> <li>Leuna: Am Haupttor 3101, Bau 3101, 06237 Leuna, Germany (46.3 hectares); this site produces mainly Polyamide 6, Ammonium Sulphate, and Caprolactam</li> <li>Belle Etoile: Av. Albert Ramboz, 69190 Saint-Fons, France (52 hectares); this site produces mainly Polyamide 66</li> </ul> <p>We are aware of the following areas of physical water risks:</p> <ul style="list-style-type: none"> <li>Leuna: 2.5km to small lakes (Runstedter) and 4km to small river (Saale)</li> <li>Belle Etoile: 500m from Rhône</li> </ul> <p>Looking at the products and services in our supply chain with the most significant impacts on biodiversity, the main impact comes from:</p> <ul style="list-style-type: none"> <li>Upstream: extraction of fossil fuels</li> <li>Downstream: potential harm of plastics and microplastics</li> </ul>

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 101-6	Direct drivers of biodiversity loss		<p>Our approach to assessing our environmental impact, as outlined in our global Group Safety Environment Policy, addresses several key areas:</p> <p>Regarding land and sea use change, we report that there has been no significant increase or change in land and sea use at any of our reported sites whose activities lead or could lead to such changes. This indicates that our operations have not resulted in the conversion of natural ecosystems or the transformation of intensively used or modified ecosystems during the reporting period.</p> <p>In terms of the exploitation of natural resources, we currently report no wild species harvested at any of our sites where activities lead or could lead to such exploitation.</p> <p>For water withdrawal and consumption, our data for 2024 shows:</p> <ul style="list-style-type: none"> <li>Leuna site: 2,231 megaliters of water withdrawal.</li> <li>Belle Etoile site: 16,339 megaliters of water withdrawal. Water consumption data is not separately reported in this context.</li> </ul> <p>Concerning pollution, our sites where activities lead or could lead to pollution generated the following quantities and types of pollutants in 2024:</p> <ul style="list-style-type: none"> <li>Leuna site: 5,503 tons of hazardous waste and 274 tons of non-hazardous waste.</li> <li>Belle Etoile site: 1,143 tons of hazardous waste and 444 tons of non-hazardous waste.</li> </ul> <p>For the introduction of invasive alien species, we report that there are no identified instances or mechanisms by which our activities lead or could lead to the introduction of invasive alien species at any of our reported sites.</p> <p>Finally, for contextual information on data compilation, we confirm that the reported data for waste and water has been compiled based on direct measurements (invoice data).</p>
GRI 101-7	Changes to the state of biodiversity		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 101-8	Ecosystem services		We chose to omit this disclosure on the basis of unavailable or incomplete information.

→ GRI 205 Anti-Corruption 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 205-1	Operations assessed for risks related to corruption	Ethical business conduct (p. 49)	The risk assessment initiated in 2023 to evaluate the risks related to bribery and corruption was updated during 2024 to ensure the right focus was given to key risk areas on this subject.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethical business conduct (p. 49)	Employees are required to follow mandatory anti-bribery and anti-corruption training 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. 49)	No corruption incidents were uncovered or reported in 2024.

→ GRI 206 Anti-Competition 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 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. 49)	In 2024, we did not go through any legal actions regarding anti-competitive behavior, anti-trust or monopoly practices. Tailormade mandatory training was given in 2024 by an external and internal expert to ensure there is a good level of understanding of competition compliance at the company.

→ GRI 301 Materials 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 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	Waste management (p.21)	Recycled materials made up 5.7% of our overall material use in 2024.
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 chose to omit this disclosure.

→ GRI 302 Energy 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 302-1	Energy consumption within the organization	Decarbonization (p. 16)	Our total energy consumption in 2024 was 1,525 GWh. Within this, our purchased electricity accounts for 325 GWh; natural gas for 490 GWh; other stationary energy for 99 MWh; and other utilities for 611 GWh.
GRI 302-2	Energy consumption outside of the organization		We do not yet have a full overview of energy consumption outside our organization and hence have chosen to omit this disclosure.
GRI 302-3	Energy intensity		Our energy intensity ratio in 2024 was 1.58 GWh/kton product.
GRI 302-4	Reduction of energy consumption	Decarbonization (p. 16)	Our total energy consumption increased from 1,465 GWh in 2023 to 1,525 GWh in 2024.
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	2024 additional information and reason(s) for omission (where applicable)
GRI 303-1	Interactions with water as a shared resource	Water management (p. 20)	In 2024, 67% of all water withdrawal was groundwater, 22% was surface water and 11% was third-party water (sanitary water). We mostly use water for cooling purposes.
GRI 303-2	Management of water discharge-related impacts	Water management (p. 20)	There are minimal effluents generated from the water we use, as most of the water is used for cooling purposes.
GRI 303-3	Water withdrawal	Water management (p. 20)	Our total water withdrawal was 21,450,574 m3 in 2024.
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	2024 additional information and reason(s) for omission (where applicable)
GRI 305-1	Direct (Scope 1) GHG emissions	Decarbonization (p. 16) KPI table (p. 51)	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Decarbonization (p. 16) KPI table (p. 51)	
GRI 305-3	Other indirect (Scope 3) GHG emissions		Our scope 3 GHG emissions were 3,588,000 tons CO <sub>2</sub> eq in 2024 (extrapolated based on scope 1 and 2 emissions from 2023 measured scope 3 data).
GRI 305-4	GHG emissions intensity		Our GHG emissions intensity was 0.30 tons CO <sub>2</sub> /ton of product sold in 2024.
GRI 305-5	Reduction of GHG emissions	Decarbonization (p. 16)	
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 (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), 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 2020

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 306-1	Waste generation and significant waste-related impacts	Waste management (p.21)	
GRI 306-2	Management of significant waste-related impacts	Waste management (p.21)	
GRI 306-3	Waste generated	Waste management (p.21)	We generated 10,144 tons of waste in 2024.
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 Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
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	2024 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 is 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 2024.

→ GRI 401 Employment 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 401-1	New employee hires and employee turnover	Attracting and retaining talent (p. 40)	In 2024, we have hired a total of 272 new employees. Our Voluntary Turnover is 5.4%.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaging with our employees (p. 36)	Aside from our US operations, all benefits provided to full-time employees are also provided to part-time employees and temporary employees.
GRI 401-3	Parental leave	Fostering diversity, equity and inclusion (p. 39)	In 2024, 90 DOMO employees took parental leave (23 women and 67 men), a 29% increase versus 2023. Of this number, 2 were in Belgium, 12 in Italy, 7 in Spain, 9 in Poland, 13 in China, 21 in Germany, 25 in France, and 1 in US.

→ GRI 403 Occupational Health and Safety 2018

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 403-1	Occupational health and safety management system	Health and safety (p. 33)	Our 'Care to Be Safe' journey was initiated in 2021 to develop our corporate safety culture into an interdependent safety culture (according to the DuPont Bradley curve). The Care to Be Safe initiative covers 100% of our group sites and operations.
GRI 403-2	Occupational health and safety management system	Health and safety (p. 33)	Our Code of Conduct 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: <a href="https://www.domochemicals.com/sites/domo/files/2021-11/EN-Code_of_Conduct-20211122_1p.pdf">https://www.domochemicals.com/sites/domo/files/2021-11/EN-Code_of_Conduct-20211122_1p.pdf</a> All DOMO operations conduct risk assessments for process safety, occupational hazards, and environmental hazards. All assessments are subject to review/update at least every two years. The status is tracked and monitored at global level. All reported TRIs are subject to an investigation and a root-cause analysis. The investigation results are evaluated by the CEO and shared with all DOMO sites.
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. DOMO conducts a dedicated safety survey for all employees every two years. Results are shared and evaluated, and actions are created and followed up.
GRI 403-5	Worker training on occupational health and safety	Health and safety (p. 33)	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. 33)	Our 'Care to Be Safe' journey was initiated in 2021 to develop our corporate safety culture into an interdependent safety culture (according to the DuPont Bradley curve). The Care to Be Safe initiative covers 100% of our group sites and operations.
GRI 403-9	Work-related injuries	KPI table (p. 51)	DOMO records and reports all work-related injuries for employees and contractors according to the US OSHA standard.

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 403-10	Work-related ill health		DOMO sites maintain health-check systems (country-specific). Work-related illness is recorded and handled locally. Reports are made to the corporate HSE team.

→ GRI 404 Training & Education 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 404-1	Average hours of training per year per employee		In 2024, DOMO employees received an average of 3.5 days (24.3 hours, on the basis of a 7-hour working day) of training, representing a 48% increase compared to the previous year. This includes a wide range of learning opportunities such as vocational training, paid educational leave, externally provided instruction funded by the company, and topic-specific training, in line with the GRI 404-1 definition.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Attracting and retaining talent (p. 40)	We support employee skill development through ad-hoc role-related training sessions and access to selected internal and external courses, including e-learning resources. Transition assistance and broader career development support are provided where relevant, depending on role and individual needs.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Attracting and retaining talent (p. 40)	"In 2024, 100% of exempt DOMO employees, both full-time and part-time, across our nine countries were included in our performance management cycle. This includes regular performance reviews, career conversations, and individual development plans, all aimed at supporting growth and aligning individual and business goals. For our blue-collar workforce, practices vary across countries to reflect local needs. These may include career discussions, skills development opportunities, and performance feedback. We are committed to supporting the development of all employees through locally adapted approaches."

→ GRI 405 Diversity and Equal Opportunity 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 405-1	Diversity of governance bodies and employees	Corporate Governance (p. 45) Fostering diversity, equity and inclusion (p. 39)	
GRI 405-2	Ratio of basic salary and remuneration of women to men		The overall basic salary ratio at DOMO (average female base salary/average male base salary) is 107%. Females at DOMO primarily occupy white-collar positions (79% of all women) in comparison to blue-collar positions (21% of all women).

→ GRI 406 Non-Discrimination 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 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. 39)	

→ GRI 413 Local Communities 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 additional information and reason(s) for omission (where applicable)
GRI 413-1	Operations with local community engagement, impact assessments, and development programs		For 100% of our operations, we have implemented local community engagement in the form of gender impact assessments, environmental impact assessments, and ongoing monitoring.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities		As all our plants are chemical manufacturing plants, they could in theory have a negative impact on the environment of local communities - e.g., through spillage of chemicals. This includes our operations in Germany, Poland, France, Spain, Italy, US, China, and India. However, as we operate all our plants safely and in line with regulations, the chance of such incidents is very limited. Related risk or impact assessments are done. Emergency preparedness and readiness plans are in place, and employees receive quarterly training on them.

→ GRI 414 Supplier Social Assessment 2016

GRI Disclosure	Disclosure Title	Section & Page Number	2024 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 is 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 2024.

# EXTERNAL ASSURANCE REPORT



## Independent auditor's assurance report

### Scope

We have been engaged by Polytechnyl SAS (hereafter the "Company" or "DOMO") to perform a limited assurance engagement in accordance with the International Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000 revised"), hereafter referred to as "the Engagement", and to report on the total of the Company's Scope 1 and Scope 2 (market-based) Green House Gas ("GHG") emissions, as well as the percentage of renewable electricity consumed (together the "Subject Matter"), as included in the accompanying Sustainability Report 2024 (the "Report") for the period from 1 January 2024 to 31 December 2024.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express any conclusion on such information.

### Criteria applied by DOMO

In preparing the Scope 1 and Scope 2 (market-based) GHG emissions as well as the percentage of renewable electricity consumed included in the report, DOMO's management applied, in all material respects, the criteria identified in the Greenhouse Gas Protocol Corporate Reporting and Accounting Standard ("GHGP") (hereafter "the Criteria").

### DOMO's responsibilities

DOMO's management is responsible for selecting the Criteria, and for presenting, in all material respect, the Subject Matter in accordance with those Criteria. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a limited assurance conclusion on the Subject Matter, based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000 revised") and the terms of reference for this engagement as agreed with the Company on May 2025.



ISAE 3000 revised requires that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the information obtained is sufficient and appropriate as a basis for our limited assurance conclusion.

### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

Our firm applies International Standard on Quality Management 1, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.



### Our procedures included amongst other:

- Obtaining an understanding of the reporting processes for the Subject Matter;
- Evaluating the consistent application of the Criteria;
- Interviewing management and relevant staff that are responsible for data collection, data aggregation, and for carrying out internal controls of the Subject Matter;
- Interviewing relevant staff that are responsible for reporting the Subject Matter in the Report;
- Obtaining internal and external documentation that reconciles with the Subject Matter;
- Performing analytical review of the data and trends in the Subject Matter;
- Performing limited tests of details and tracing the input information to supporting invoices or other evidence;
- Evaluating the overall presentation of the Subject Matter in the Report.

We also performed such other procedures as we considered necessary in the circumstances.

### Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter included in the Report for the period from 1 January 2024 to 31 December 2024 has not been presented, in all material respects, in accordance with the applicable criteria.

Ghent, 12 June 2025

EY Bedrijfsrevisoren BV  
Represented by

  
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