

SUSTAINABILITY REPORT 2021

ABOUT

This Sustainability Report is the first of its kind for DOMO. It marks the beginning of a series of reports in which we will communicate our progress towards our ultimate objective of becoming a sustainable leader in our industry by 2030.

The report serves three core purposes:

Firstly, it reflects on our journey so far and offers insight into some of the latest changes at DOMO over the past two years. Secondly, the report looks at our current performance in different areas of our sustainable development, which will serve as a baseline for future reporting. Thirdly, we clearly lay out our long-term ambition for DOMO, with challenging targets in the areas of Planet Care, being a Responsible Employer, and being a Partner of Choice.

We are committed to ensuring that we meet our goals through transparent assessment and realistic targets, backed by the investments and resources needed to achieve them. In some areas, we have already made significant progress, such as the roll-out of safety, wellbeing, and career development programs for our employees. In others, having measured our performance for the first time, we have realized that more work needs to be done. We are increasing our efforts in these areas accordingly.

This edition covers our assessment and performance for our 2021 reporting year.

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A NOTE FROM OUR CEO

“Our primary goal is to become a benchmark for sustainable development and social responsibility, so that we can be recognized among the best in our industry by 2030.”

WELCOME TO DOMO'S 2021 SUSTAINABILITY REPORT!

This report is the first of its kind for DOMO and reflects on the many changes that we have introduced over the past two years. The 2020 merger and integration of Solvay's Performance Polyamides operations into DOMO's core activities has provided a unique opportunity to combine our strengths and expertise, and we are developing a truly special foundation for DOMO's future.

With new capabilities and resources, we've started putting better processes in place to measure and manage our scope 1 and scope 2 emissions, as well as assessing our scope 3 emissions (both upstream and downstream) from our activities. Currently, we have over 140 projects in development, aimed at reducing our carbon footprint and greenhouse gas emissions. What's more, we have already identified and assigned the capital expenditure resources required to advance these initiatives. Our primary goal is to become a benchmark for sustainable development and social responsibility, so that we can be recognized among the best in our industry by 2030. We are confident of the steps we are taking to realize our vision of evolving into one of the most considerate producers of durable engineered materials and applications in our sector.

As you will see from the following pages, we are laying out a clear roadmap with measurable milestones. We are actively investing in technology, in people, and in further growing our sustainable development capabilities as a provider of engineered materials solutions and applications. And we are holding ourselves accountable, not only celebrating our progress and successes, but also being pragmatic about where we have fallen short in the past and have more work to do.

From the introduction of our "Care to Be Safe" program, which is at the heart of our commitment to the safety and wellbeing of our employees, to the expansion of our portfolio to include an ever-increasing range of recycled solutions for our customers, we've already made a strong start. We'll also continue to develop innovative approaches to waste management and working with suppliers to more efficiently procure and use energy and resources. There's a role for everyone to join us on this journey. To all those working for – and with – DOMO, I'd like to personally thank you for all your contributions so far. It's taken a lot of hard work to get to where we are today, with many changes to adjust to along the way.

We want DOMO to be a company you can truly believe in and be proud to be associated with for the long term. As we embark on this next stage of our company's history together, I hope you will continue to share your ideas, enthusiasm, and collaborative spirit with us.



Yves Bonte —

*Chief Executive Officer DOMO
/ Chair of the Board of Directors*

OUR HISTORY



1991
DOMO family-owned group is founded in Ghent, Belgium as a manufacturer of carpets and yarn.

1994
Acquisition of caprolactam site in Leuna, Germany. DOMO has since established itself as an industry leader and producer of the highest-quality caprolactam on the market.

2002
Acquisition of PA2000 factory in Premnitz, Germany. DOMO ventures into Nylon 6 (PA 6) Engineering Plastics for the first time.

2013
Acquisition of Aquafil Engineering Plastics in Italy, USA and China. DOMO expands globally to provide specialized engineering plastics solutions to customers worldwide.



2014
Acquisition of CFP Flexible Packaging SpA in Italy. DOMO strengthens its Nylon 6 (PA 6) value chain and expands its portfolio.

2015
Acquisition of Technical Polymers, LLC, in the USA. DOMO further grows its innovative capabilities in specialist engineering plastics and enhances the service level.



2018
Investment in Michiels Advanced Materials (MAM), a Belgian group specializing in high-end window films that make buildings more sustainable by keeping heat out.

2019
Frost & Sullivan recognizes DOMO Chemicals with the 2018 European Product Line Strategy Leadership Award for our Econamid range. We also participated in external collaborations, including: A.SPIRE membership / Circularise partnership.

2020
Acquisition of Solvay's Performance Polyamides Business in Europe. The acquisition of this leading PA 6.6 business significantly strengthened DOMO Chemicals' downstream.



2021
Divestment of DOMO Film Solutions business to JPF Italy SpA, an affiliated company of Jindal Films Europe.

2022
First sustainability report published

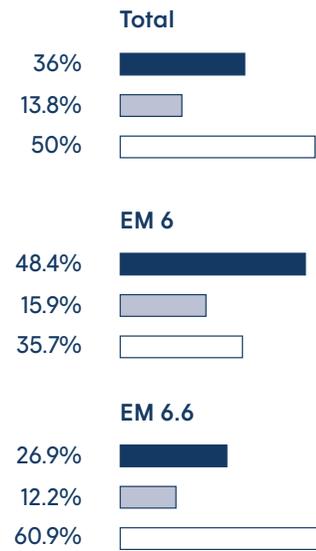
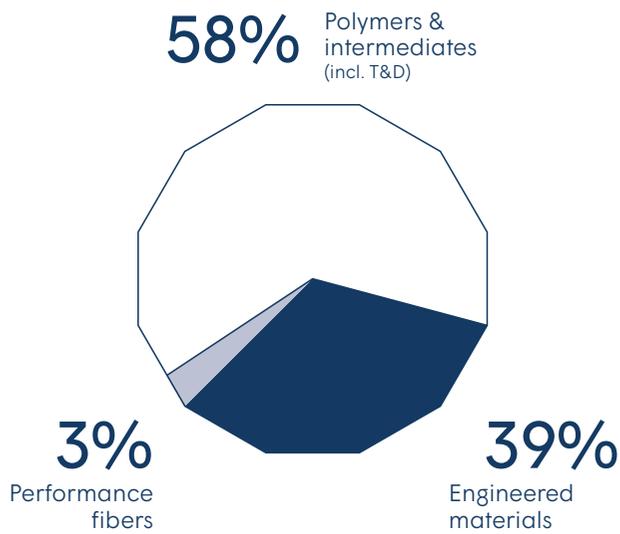
DOMO Chemicals is a leading global engineering materials company and highly integrated solution provider, committed to the sustainable future of polyamides.

€ 1.9 billion
in total revenues in 2021

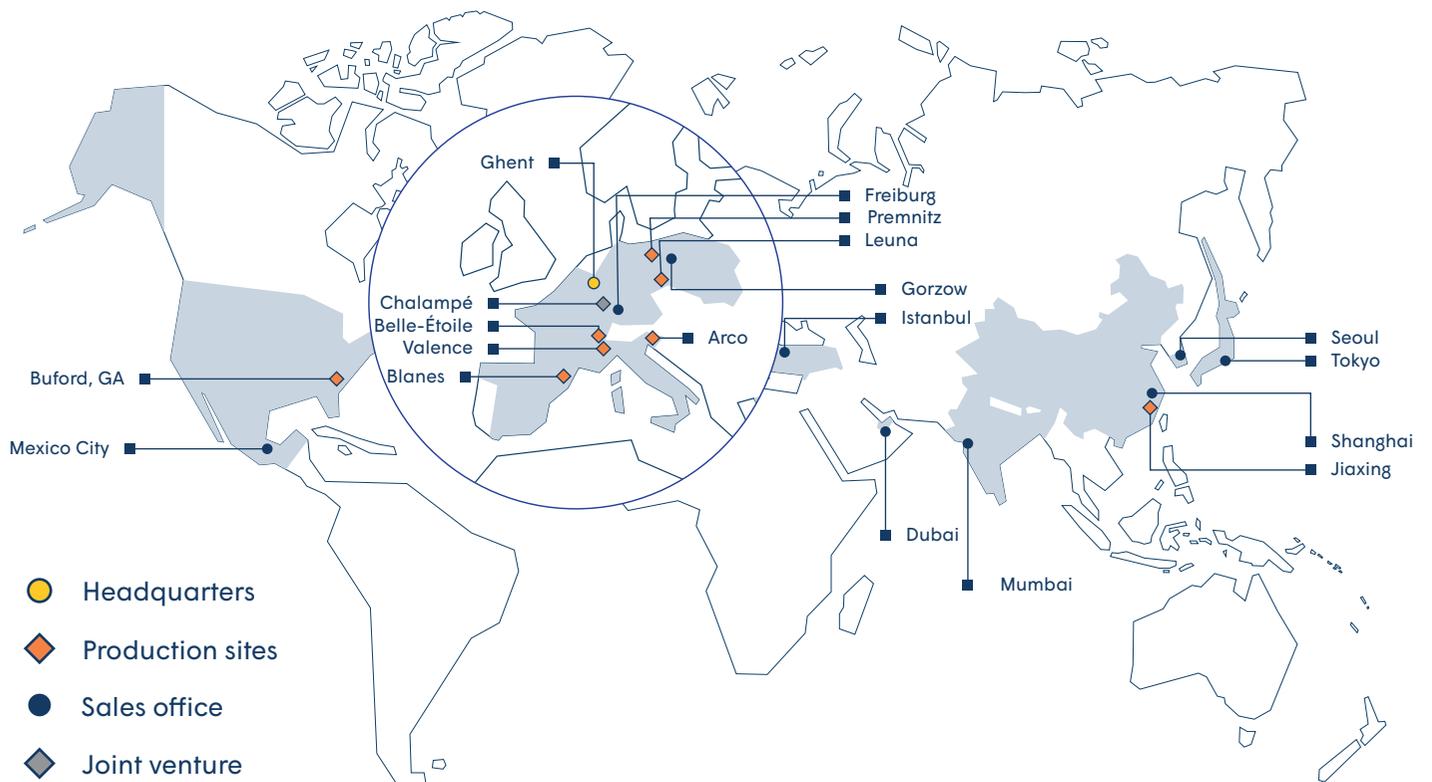
2,200
employees

Revenues per business unit in %

■ Automotive ■ E&E □ ICG



Our Global Presence



Caring is our formula

It's how we create value for our customers and consumers, for our teams and our people, for our shareholders, the communities around us, and for society. Our mission is to engineer polyamide solutions that contribute to changing the world, sustainably and for the better.

We can succeed in achieving our objectives together.



for more information go to P.24

OUR APPROACH

Our sustainability approach is ultimately guided by our commitment to being a company that deeply cares about everything we do. We infuse this philosophy throughout every aspect of our brand and company culture.

Caring is our formula for combining powerful elements of performance and sustainability, human attributes (values, attitude & relationships), true competitiveness and a desire to become a leader in our industry, all while acknowledging our strong heritage and vision for the future.

Our vision

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

Our mission

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

Our strategy

At DOMO Chemicals, we take a holistic approach to building a high-performing company and have defined clear objectives to create value for all our stakeholders. We want to become a benchmark for engineered materials among the global top tier of our industry. Our purpose, vision and mission are supported by focused objectives, financial targets and a 4-pillar strategy:



1. Sustainability

Sustainability is at the heart of our strategy and we have already started to implement our DOMO Beyond roadmap of innovative projects to deliver on our sustainability targets. Building networks with all stakeholders, we will address some of the major environmental challenges of our industry and ensure that our business grows in an eco-friendly way.



2. Portfolio optimization

We've weighed our activities over the past months and prioritized those with the greatest potential for success and maximized return. To optimize our portfolio, we will focus on Engineered Materials; strengthen our position in Asia; improve our PA 6.6 value chain and cross-fertilize PA 6 and 6.6.



3. Innovation

Sustainability drives innovation at DOMO. Much of our product & application development and research focuses on improving the recycled volume, durability, and waste cycles of our products. We also work in close partnership with our customers and suppliers to identify novel applications that contribute to lower emissions and better performance across the value chain.

4. Operational excellence

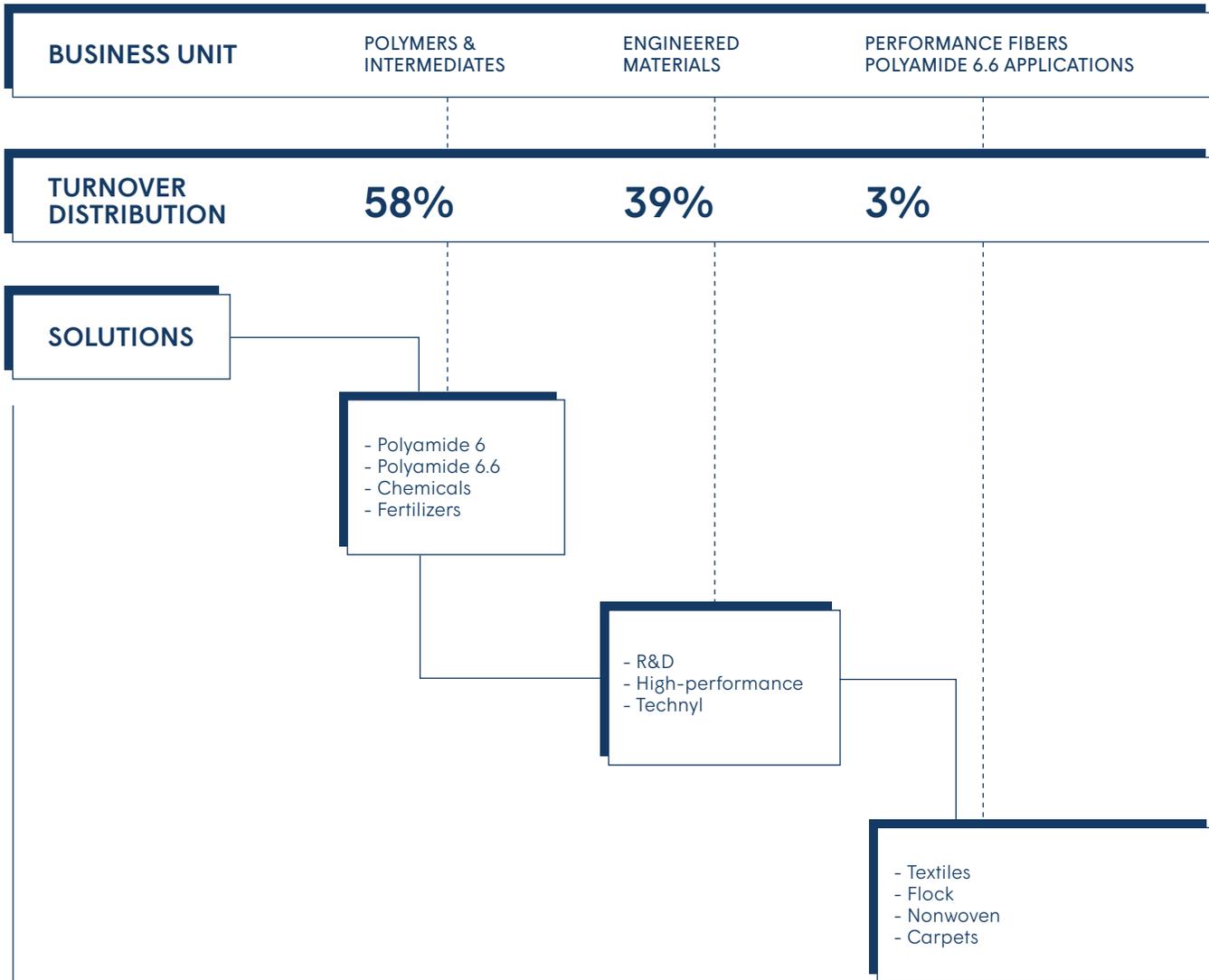
Our goal is to become a benchmark for excellence in our industry. This means examining each aspect of our organization to identify improvements that elevate our performance. That's why we've started quantifying our activities with a view to planet care, being a responsible employer, and a partner of choice. By working together to infuse our culture with the highest standards we're confident that we can become a sustainable leader for our industry.



OUR BUSINESS UNITS & OPERATIONS

Our deep knowledge of the entire value chain, coupled with strong vertical integration, enables us to consistently provide high-quality products – even for the most demanding applications.

At the same time, our in-house R&D department constantly works on further developing our product portfolio to meet the changing needs of the market and help customers efficiently respond to new trends.



OUR AMBITION, COMMITMENTS, AND 2030 TARGETS

Our Commitments

Our sustainability ambition is built around three long-term commitments: **Planet Care**, being a **Partner of Choice** and being a **Responsible Employer**. These commitments are translated into clear targets with 2030 deadlines. As well as improving our own company performance, our first set of targets is designed to meaningfully contribute towards the UN's 2030 Sustainable Development Goals.

Our Priorities for 2030

To support our ambition to become a benchmark in sustainable development and social responsibility, and be recognized among the best in our industry, we have defined clear priorities to drive a decade of progress:

1. **Contribute to climate crisis resolution by minimizing our impact on the environment.**
2. **Sustain in business and help our customers to do so by enhancing our offering of sustainable solutions.**
3. **Operate in accordance with our values to be an employer of choice.**

Our Corporate Sustainability KPIs

To support our DOMO Beyond strategy, we have established nine corporate key performance indicators (KPIs) that we will focus on to manage our sustainability journey and achieve our 2030 targets. There are three KPIs for each of our sustainability pillars. The 9 KPI's now in the report relate to the European sites only. Our reference year is 2019:

PILLAR	DEFINITION	TARGETS
<p><i>Planet care</i></p> 	<p>CO₂eq emissions. (scope1 & 2) Kt CO₂eq</p>	<p>-40% by 2030; -80% by 2040 Carbon neutral by 2050</p>
	<p>Waste and effluent (% waste/product sold)</p>	<p>-7%</p>
	<p>Renewable electricity</p>	<p>50% @2030 and 100% @2040</p>
<p><i>Partner of choice</i></p> 	<p>Circular solutions (% of total sales)</p>	<p>Double share of circular products in EM sales by 2030, from 9.4% Today to 20% by 2030 (& 30% by 2035)</p>
	<p>Carbon footprint (of top 100 EM products kg CO₂eq/kg product sold)</p>	<p>-20%</p>
	<p>Ecovadis rating</p>	<p>First quartile</p>
<p><i>Responsible employer</i></p> 	<p>Safety TRIR</p>	<p><1</p>
	<p>Employee engagement Survey (positive rating)</p>	<p>>80%</p>
	<p>Females in middle and upper management (%)</p>	<p>>35</p>

OUR PROGRESS SO FAR

Since we launched our DOMO Beyond strategy, we've already implemented a number of actions in 2021 as the first steps on our journey to achieving our 2030 targets.

In 2021 we:

- Defined our DOMO Beyond 35 practices and scoring framework
- Trained our sustainability champions for our self-assessment campaign
- Conducted our first evaluation of all 35 practices by stakeholders
- Defined our 2021 objectives for CO₂ emissions, recycled products and key processes and reflected these in variable remuneration
- Mapped and reported CO₂ equivalent scope 1 and 2 emissions by site
- Reduced our CO₂ Emissions by 10% vs 2019 (for 2021: 162kT Scope 1- 192 kT Scope 2)
- Launched our CO₂ emission reduction roadmap: decarbonization roadmap
- Conducted an estimative Life Cycle Analysis Program for engineered materials products, TOP 50 PA 6.6 and TOP 50 PA 6
- Prepared our Ecovadis rating Q3 2022
- Launched our first employee engagement pulse check survey
- Prepared our Supplier Code of Conduct
- Launched our Care to be Safe program



Our plan for this year is as follows:

This year, we are continuing to advance the progress made in 2021 and the implementation of our 2022 priority actions is already well underway.

DOMO BEYOND

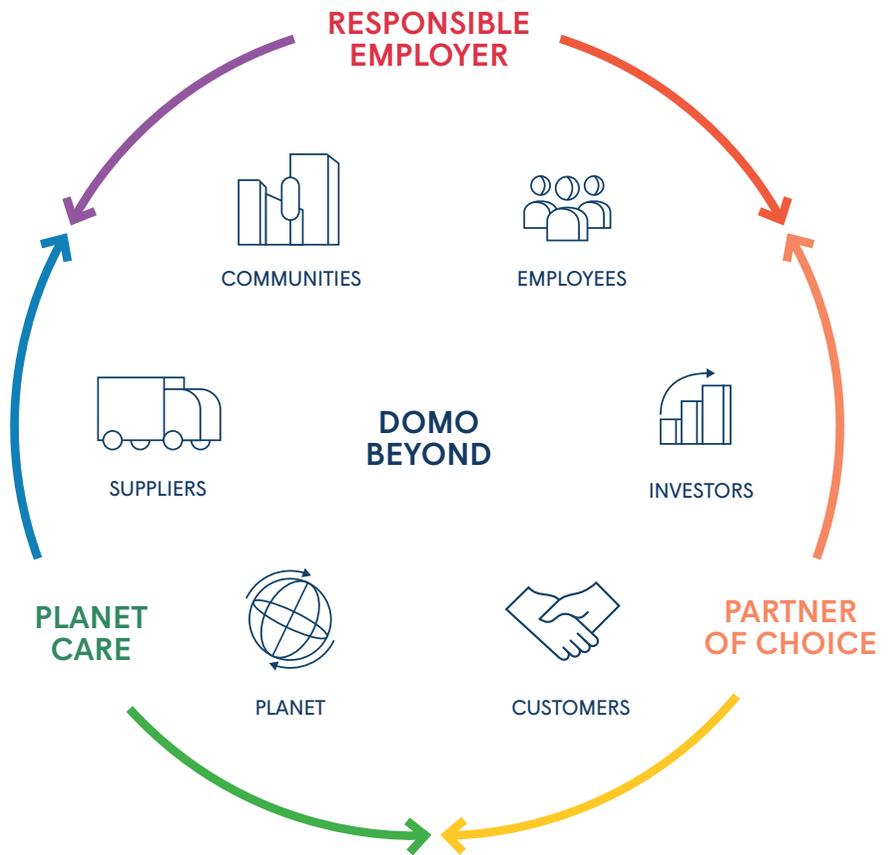
Our framework called DOMO Beyond outlines our ambition and our sustainable development approach, with concrete actions for all 6 stakeholders - Planet, Employees, Communities, Investors, Suppliers, Customers - and improvement measurement each year.

Framework

The framework is designed to make a clear contribution to some of the UN Sustainable Development Goals, supported by a management system and governance to ensure our company objectives in the three dimensions of people, planet, and performance are met. With DOMO Beyond, we will measure our progress and embed sustainable value creation into DOMO's long-term growth strategy.

Self-assessment

To help us stay on track, we undertake a yearly self-assessment exercise, in which we evaluate our performance in more than 34 relevant areas of sustainable practice. We are targeting 150 to 200 improvement actions per year and monitor progress based on a simple scoring methodology. This annual exercise will also be supported by quarterly updates, to better monitor the achievement of the actions throughout the year.



Sustainability governance

DOMO Beyond

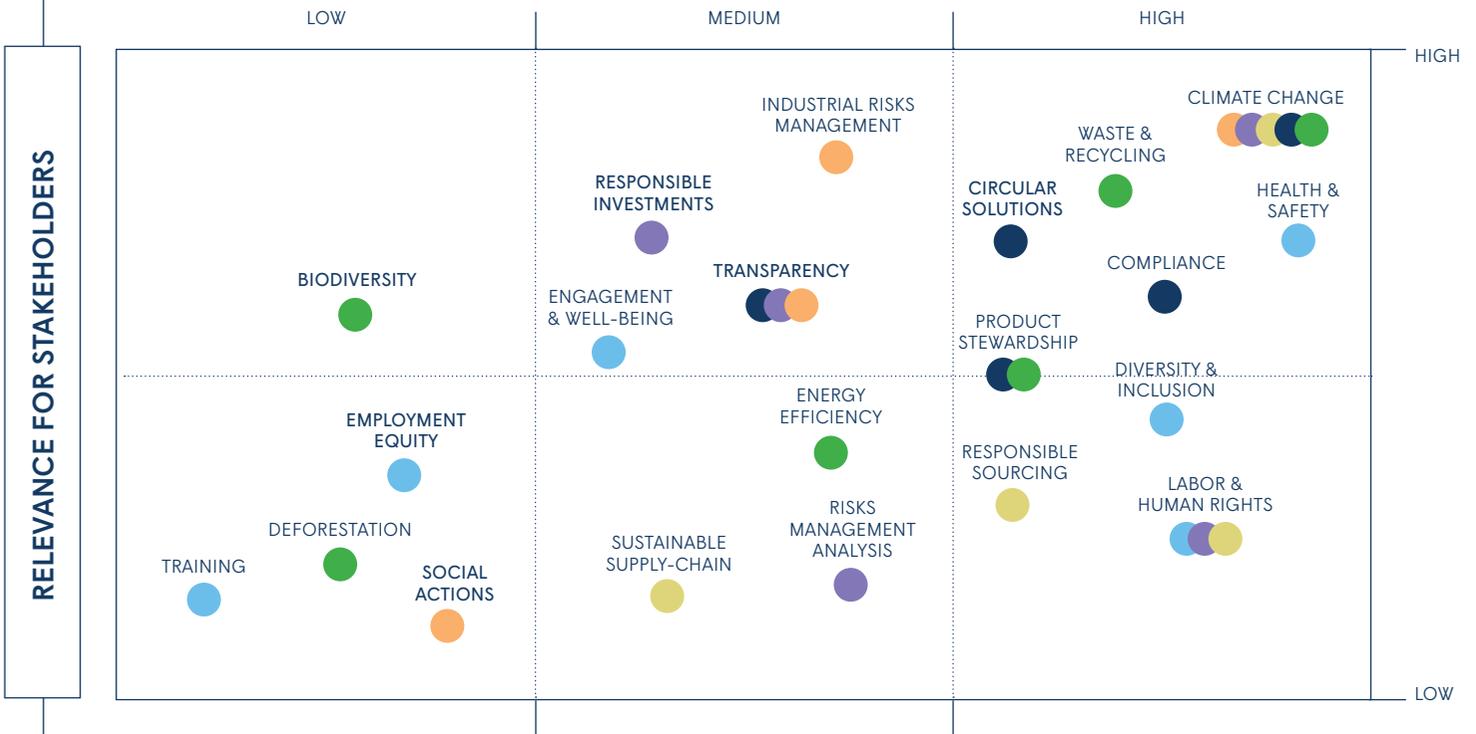
DOMO Supervisory Board	ExCom	Global Sustainability team	Cross divisional authority delegation (Extended Leadership Team)	Sustainability Champions
Board Yearly review of economic, environmental, and social risks	Integrated sustainability steering committee chaired by CEO Reviews of sustainability management, approves roadmap & targets Reviews and approves materiality matrix	- Develops & Executes Sustainability Strategy - Integrates sustainability across all divisions of the group - Leads reporting activities - Liaise with external stakeholders	Leadership accountability across business units, regions, and functions on key stakeholders' principles and KPIs. Mobilizes employees to implement strategies.	Support DOMO Beyond System implementation Oversee regional - Level initiatives

Maintaining a dialogue with our Stakeholders

DOMO maintains a regular, transparent and target group-specific dialogue with its stakeholders to ensure they are kept in the loop with the latest updates. Key stakeholders include customers, employees, suppliers and business partners along with investors, the media and other representatives of society. We aim to notify our various target groups promptly and appropriately regarding developments at DOMO and its objectives, thus enabling our stakeholders to obtain a comprehensive picture of our company and its business activities.

In return, this dialogue enables DOMO to identify the needs and expectations of our stakeholders, to evaluate those trends and to appropriately reflect them in our business decisions. As a member of relevant technical and industry associations at a local, regional and international level, DOMO maintains an active dialogue concerning industry-specific issues.

IMPACT ON DOMO BUSINESS



- PLANET
- CUSTOMERS
- INVESTORS
- EMPLOYEES
- SUPPLIERS
- COMMUNITIES

DOMO's Management and Global Communications departments regularly and promptly notify investors, customers, key partners and journalists of developments within the company, e.g., presenting the latest company developments via press releases, in conferences and events as well as via the company's website and various social media channels.

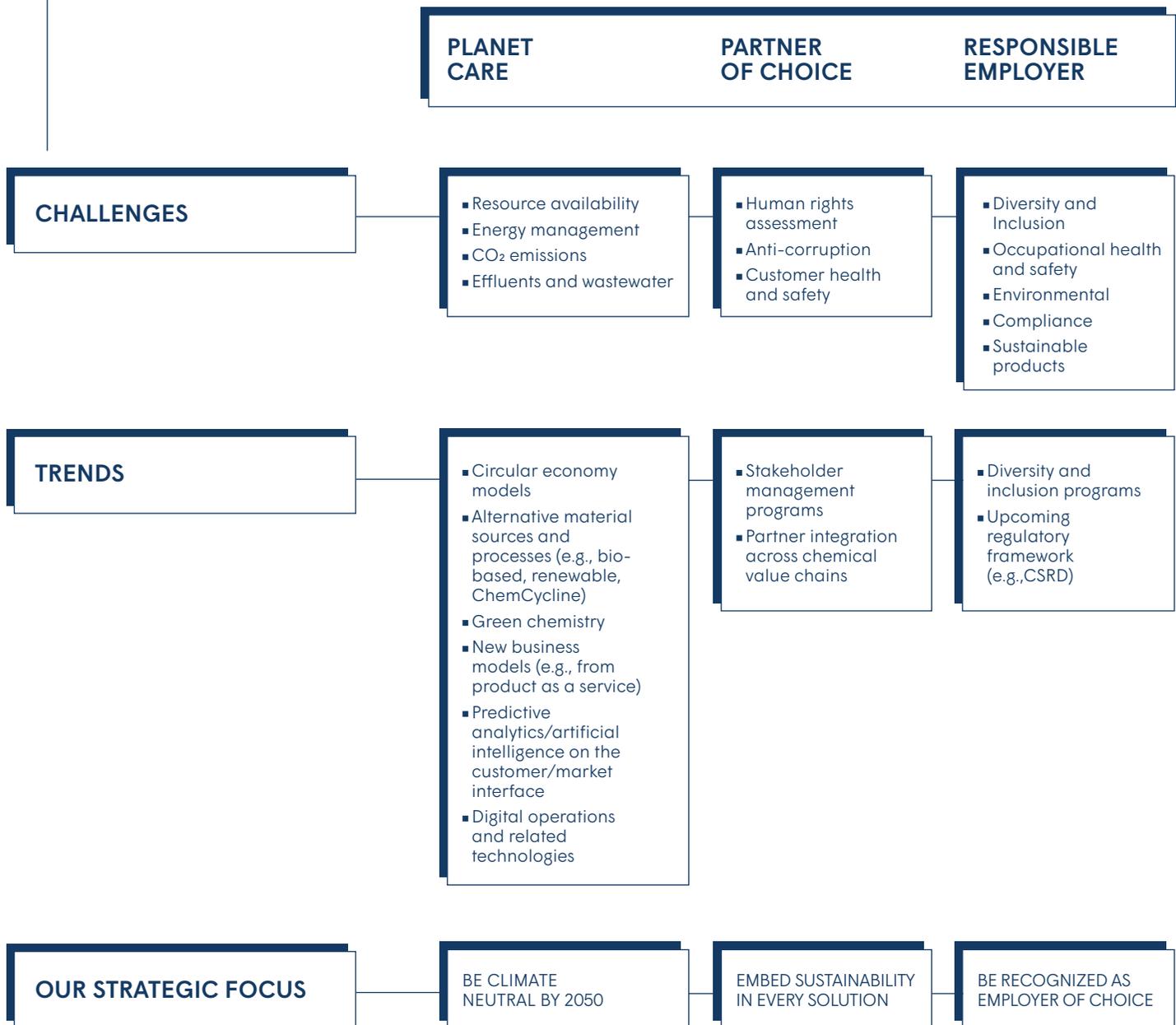
In 2021, we continued to regularly communicate with our employees in meetings, and provided information through newsletters, video conference calls and via the Intranet. Communications in relation to the COVID-19 pandemic became routine during the reporting year. Digital communications are now firmly embedded in the company and the ExCom continued to provide regular updates on the current status or new measures in 2021.

A portrait of Kristina Friberg, a woman with long, wavy, light-colored hair and blue eyes, smiling. She is wearing a black long-sleeved top and has her arms crossed. She is wearing a white smartwatch on her left wrist and a gold ring on her left hand. The background is a blurred outdoor setting with greenery and a brick building.

“Sustainability is an end-to-end process: each and every one of us can do our share, every day.”

Kristina Friberg - Chief Industrial Officer

How we translate materiality analysis into targets.



Sustainability is an important innovation driver.

Within our industry, we constantly develop new ways to improve product durability and recyclability, as well as more environmentally-friendly ways to produce them. Our innovation approach ranges from product development to end-of-life disposal, to efficiency management of our production processes, to how we think and use resources – from raw material inputs to energy.

Application Center

Our Application Center is DOMO's research and innovation hub. Its activities include co-developing products and solutions together with our customers and other industry partners. Our R&D is aligned to create long-term value for the company and our stakeholders. Within the Application Center, we have regular R&D activities that are extremely focused on the different market segments DOMO is active in, namely: automotive; electrical and electronic; and industrial and consumer goods. These activities are completed by two product development processes related to sustainability: circular solutions and advanced products.



Circular Solutions

Our goal is to develop smart recycling using technologies that will position DOMO's engineered materials solutions as a leader, with recycled materials representing 30% of our total volumes by 2035. To support this, we have built a dedicated Circular Solutions team within our Application Center and have increasingly invested in new technological advances aimed at improving end-of-life disposal and waste management through more circular practices. This includes several projects linked to chemical recycling, depolymerization, and dissolution, among others.

Advanced Products

We strive to develop products that are not only durable, with a long lifespan to reduce waste, and which also offer technical advantages to our customers that make them more attractive than non-renewable products with standard properties and applications. This includes durable, lightweight, heat and flame retardant applications for increased safety in all DOMO market segments.

TECHNYL® 4EARTH®

is a product range developed to reduce the environmental impact of polyamide parts to levels never achieved before. It fits with our strategy as a circularity support, and provides efficient solutions to answer post-industrial recycling challenges. Life cycle assessment shows outstanding results, with up to 30% less CO₂ emissions, up to 70% less water and up to 50% less energy consumption, compared to prime-grade polyamide. The TECHNYL 4Earth solutions are based on automotive airbag waste and is derived from Move 4EARTH®, an award-winning project supported by the European Commission (LIFE+ program).

Providing leading-edge performance comparable to prime polyamide 6 and 6.6 (PA 6 and PA 6.6), TECHNYL® 4EARTH® is commercially available in various grades with up to 50% glass or carbon fiber content. With TECHNYL® 4EARTH®, DOMO's goal is to accelerate the use of sustainable plastics by providing top-performing grades to meet the most demanding technical requirements of our industries as well as to broaden the scope of target applications.

Sustainability at DOMO

Our passion is to become a truly sustainable leader in our sector. We care deeply about our role in the communities around us and the impact of our activities on the environment. That's why our view on sustainability is not limited to CO₂ emissions reduction, but is also driven by our desire to contribute to more circular use of resources through innovation in product recyclability. We are particularly proud of our TECHNYL® 4EARTH® and Circularise solutions, which are just two examples of the many products and services we offer our customers to help them on their own sustainability journey.

At the same time, all companies are first-and-foremost about people, which is why we are equally determined to ensure the care, safety and wellbeing of our employees, to make DOMO one of the best companies to work for in our sector.

Succeeding in any one of these dimensions can be an achievement, but combined together they represent the scale and ambition of not only what we want to do as a company, but also who we want to be and how we want to operate.



“Domo will only succeed with strategic partners which are driven by the same ambition levels than ours, leading to creation of new ecosystems, in recycling and decarbonized processing routes for instance.”

Wilfried Debus - Chief Corporate Development Officer

OUR VALUES

Our DOMO Values have been established via a collaborative process, in which over 500 dedicated employees participated in local workshops to exchange ideas about the values and behavior that best represent the DOMO spirit. The results of this exchange were distilled into four core values.

These values have been defined for and by DOMO colleagues and are designed to guide all of us in our daily work and interactions with one another, no matter what our role in the company.

They inspire our employees and managers to behave in ways that we believe are essential to creating a work environment and a culture in which everyone feels valued, engaged and eager to contribute.

CARE

That means caring for all the people involved with our business, not least the safety, physical and mental wellbeing and growth of our employees. As well as looking out for individuals, we cooperate and share knowledge to excel as a team, both internally and externally with partners and other stakeholders. DOMO also cares for the planet – our endeavors to cut the environmental footprint of our products are framed around a series of solid commitments which will lead us to carbon neutrality by 2050.

ACCOUNTABILITY

This means being responsible for the successful development and long-term viability of the organization, and taking ownership in responding to the needs of our stakeholders through a lens which also focuses on DOMO's and society's wider interests.

CURIOSITY

We normalize asking questions that are bold and brave, and can be asked in an environment where ideas flow freely and employees feel comfortable letting their voices be heard. Without this culture, DOMO would not be able to innovate and courageously explore new horizons.

RESPECT

DOMO operates with an inclusive and open mindset, embraces differences and communicates with transparency to nurture relationships based on integrity and trust.

Our values in practice



“When our curiosity is triggered, we think more deeply and rationally about making decisions and come up with more creative solutions. Curious and courageous members of a group put themselves in one another’s shoes and take an interest in one another’s ideas, rather than focus only on their own perspective. When we are curious, we view tough situations more creatively. We also perform better.”

Reema Akkar - *Polymer Engineer,
Mumbai Site, India*

“Caring means that I truly listen to people and to understand how they are doing and learn how we can collaborate even better. Care also means that we as a company have the responsibility to care for the future of our planet.”

Catherine Weyne - *Internal Communications Manager, Ghent, Belgium*



“Accountability is the value I live by every minute of my working day. It is one of the engines that moves me. It is a driver in my quick decision making. It helps me to keep my commitments to employees and customers.”

Silvia Lopez - *Site Manager, Blanes Site, Spain*



“Respect means listening to try to understand people and their ideas or point-of-view. In combination with an open mindset and transparent communication, we can easily raise an idea, evaluate it together with the team, and find effective solutions.”

Ugur Yayuz - *Sales Manager,
DOMO T&D, Turkey*

FOCUS ON PEOPLE

Caring for our employees is at the heart of our HR strategy. Without our employees' care, dedication, and expertise, DOMO would not have been able to achieve all that it has already done so far. We are confident that in our current phase of renewed ambition, by putting employee safety, wellbeing, and career development at the core of our People strategy, we can succeed in achieving our objectives together.

We want to be agile, ambitious, and in a leading position for operational excellence in everything we do, with pride about where we've come from and where we are today. This is complemented by an ambitious agenda for the future, and clarity about how challenging it is to set out the kind of vision we are putting in place. We are not setting easy targets, but at the same time, we know what to do, we are bold, courageous, and committed to the plan.

More information about our Care to be Safe program can be found on page 58.



Care to be Safe

Employee safety is our number one priority. Accidents at work can and should be avoided. The more we instill a culture of looking out for ourselves and one another, the more consistently we can reduce the number of accidents in the workplace.

That's why safety and wellbeing are a critical part of our HR strategy. Our Care to be Safe program is based around five components that we encourage everyone at DOMO to integrate into their day-to-day working lives. These are safety leadership; employee involvement; operational conformance; risk control; and continuous learning. In 2021, there were a total of 14 registered recordable incidents, according to the Occupational Safety and

Health Administration (OSHA) definition. Despite all measures and an open safety culture there is an inherent risk of incomplete accident reporting. Domo Chemicals is dependent on information provided by the person (employee and/or contractor) involved in an accident. These were 13 lost time incidents and 1 medical treatment case. The overall performance (Total Recordable Incidence Rate for 12 months) in 2021 was 3.7, based on 1 million working hours and including contractors.

While our 2030 target is to achieve a Total Recorded Incident Rate (TRIR) of < 1 per year, our ultimate goal is always to achieve zero workplace-related injuries and zero workplace fatalities.

Diversity and Inclusion

Based on our recent company-wide workforce analyses, we have observed that the distribution of men and women in different roles across our company is not even, with higher representation of men across all functions. The manual labor components of many functions – particularly onsite at our plants – may offer one explanation for this. However, even in management, safety, office or lab-based functions, we observe a much lower representation of women than men.

While this trend can be typical of our industry, we recognize that here nonetheless is a lot more that we could do to improve the representation of women in our company, particularly in leadership roles.



Leadership & Talent Development

As of 2021, DOMO implemented performance review and career development plans for all existing exempt populations – including people who are not directly linked to production. We also implemented talent review and succession plans for top leadership in 2021 and for all exempt populations in 2022.

Every person will have a career discussion with their manager which will be documented and translated into opportunities and correlated with performance review. In 2021 we implemented a new Human Resource Information System (HRIS) and introduced a new Performance Management Guide. Through both formal and informal processes, it helps us align our employees and resources to meet our strategic objectives.

Within our new Performance Management approach, we use a SMART framework to set employee objectives and career development plans. As we encourage a proactive safety culture, each employee sets a minimum of one safety objective among their annual key performance indicators. Employees also set 2-4 performance objectives based on the working priorities of the current year, as well as individual development goals and actions. We've also made it easier for employees to identify new roles for themselves within the company, so that they can have opportunities to develop their careers and expand their skills with new responsibilities.

As of 2021, we have introduced a new vacancy section on our intranet, so that employees clearly see new vacancies as soon as they become available.

As a first step, our 2030 objective is therefore to increase the combined representation of women in middle management and higher management – from 27% in 2021 to 35% by 2030.

On our intranet, there is an accompanying "speak up" template where people can report any inconsistencies or share concerns about practices or behavior that may contravene the code of conduct.



Employee Engagement

We're setting ourselves up for success with a renewed focus on employee engagement. We believe that by including our employees' ideas and offering them opportunities to give feedback to help shape the future of our company, we will all be stronger for it.

We have set ourselves two 2030 targets for employee engagement, based on an annual Gallup-style engagement and enablement survey.

- We aim to achieve an 80% overall satisfaction rate from survey respondents. As 75% is considered to be a world class score, this would place us among the leading employers in our industry.

- Our ambition is to achieve support from 70% of our respondents in response to the statement "I feel valued and included at DOMO".

Our first survey was conducted in February 2022, with the results showing an engagement score of 69%. This shows us that there is plenty of opportunity for us to improve, to do more to listen to and include our employees, as well as offer them a clearer view of their role and future development within the company.

A first step we have taken is to introduce a new code of conduct in 2021, which offers clear information about the kinds of behavior and working conditions that employees can and should expect when working at DOMO, as well as what is expected of them. HSE safety principles and policy are also included in the code of conduct.

“Our ambition is to be a benchmark in our industry. We want to provide a safe workplace for everybody. Accidents and injuries are preventable and together we have to work every day, in everything we do, to realize this. Every injury is one too many and none of us should tolerate them happening. That’s why we have started a safety journey where zero injury is our common goal.”

Yves Bonte - CEO



“DOMO started developing its first sustainability concept, built around three “P’s”: Planet, Products, and People. And of course, now we are entering an even more strategic phase and investment in sustainability is being integrated throughout every corner of the company.

Like many people, sustainability has been increasingly present in both my personal and professional lives. A particularly memorable trigger point for me was when my daughter asked me a few years ago what I – and what DOMO – would do to save her future. Since then, step-by-step, with a lot of small actions, like waste separation, recovering rainwater, energy savings, buying from local food providers, reuse instead of disposal, our family has been gradually increasing our efforts to put sustainability philosophy into practice, not just at home, but wherever we see an opportunity.

Professionally, the earliest I remember working directly on sustainability at DOMO was in 2014, when we were developing one of our polymer products – DOMAMID Green – produced in Premnitz. Then in 2015/2016, DOMO started developing its first sustainability concept, built around three “P’s”: Planet, Products, and People. And of course, now we are entering an even more strategic phase and investment in sustainability is being integrated throughout every corner of the company.

A strong recent example of how we link sustainability to caring for our people is how quickly and decisively our global crisis team acted to put measures in place to position DOMO as best as possible throughout the pandemic. This meant carefully considering different local situations, continuous monitoring of the latest figures and regulations, and ensuring all our sites received the necessary equipment, like masks or self-tests. I was especially proud when one of our team leaders gave me a call during this time and said that the work of the crisis team had really shown how DOMO cares for our employees.

Caring also means participating in the wider community, and for a few years now, DOMO has been encouraging employees at our Leuna plant to participate in a charity run in Merseburg. In the first year, only a few colleagues were brave enough to join the running team, but even with this small team we achieved an excellent result – not only with our running time, but with the charity contributions we generated. This helped spark greater curiosity amongst our colleagues and the following year, the team grew so we were able to make even more of an impact! It helped that the Leuna site management team allowed our volunteer runners and supporters to participate in this initiative during working time. Everyone doing their bit has bonded the team together, and honestly this group of runners has become something like a family. It helps keep us all motivated to see smiling faces when bypassing each other at work or during training and some people even involve their entire families, bringing their kids to the track, too! It’s one of my favorite examples of how DOMO combines social responsibility, team spirit, and employee engagement. I look forward to many more years of our involvement in this initiative!

OUR GOVERNANCE

“The Board of Directors consists of Jan J. DeClerck (Founder & Honorary Chairman) and sons Gregory, Anthony DeClerck and Jan Jr. DeClerck. The BoD is strengthened by independent directors/advisors.”



CHAIRMAN & CEO

1- Yves Bonte (*)

FOUNDER & HONORARY CHAIRMAN

2- Jan J. DeClerck

DIRECTORS - FAMILY REPRESENTATIVES

3- Gregory DeClerck (*)

4- Anthony DeClerck (*)

5- Jan I. DeClerck (*)

INDEPENDENT DIRECTORS

6- Christian Jourquin

7- Christian Reinaldo

8- Pierre Joris (*)

INDEPENDENT ADVISOR TO THE BOARD

9- Herman Daems (*)

All positions indicated with an (*) are exercised in the name of a management company and are not in personal name.



CORPORATE GOVERNANCE

The most recent update of the DOMO Chemicals Corporate Governance Charter dates from 20 October 2020. This charter compiles all internal arrangements about the corporate governance of DOMO Chemicals. It particularly concerns the composition, role and competences and working methods of the group's three governing bodies: the shareholders, the Board of Directors and the Executive Committee (the "ExCom").



It lays down a number of fundamental arrangements about efficient interactions between the shareholders, the Board of Directors and its members and committees, the Chairman of the Board of Directors, the CEO and the Executive Committee.

This internal charter is considered a "living document" which is periodically evaluated when considered useful by the Board of Directors, to allow an as accurate as possible image of the applicable arrangements and responsibilities at all times and to comply in

a professional and disciplined manner with the best practices and standards with respect to corporate governance.

Within the Board of Directors, a number of committees exist with mere an advisory role. They assist the Board in specific fields, by making concrete recommendations. In addition to the Audit Committee and the Nomination and Remuneration Committee, ad hoc committees can be set up within the Board for specific activities and assignments and during a specific term, if the Board considers it relevant.



For efficiency reasons, committees can be set up within the ExCom upon the initiative of the CEO. The ExCom can delegate a number of its assignments in specific fields or activities to such committees, such as the investment committee, the Covid crisis committee, the risk management committee, the energy committee and a number of specific ad hoc project committees. More specific details on the role and responsibilities of each committee are elaborated in a specific charter of such committee, which is regularly updated.



COMPOSITION OF THE EXECUTIVE COMMITTEE

- 1-** Yves Bonte (*)
Chief Executive Officer
- 2-** Vincent Kamel (*)
Chief Operating Officer
- 3-** Ludovic Tonnerre (*)
*Chief Commercial Officer
International Markets*
- 4-** Kristina Friberg (*)
Chief Industrial Officer
- 5-** Koen Van Loock (*)
Chief Financial Officer
- 6-** Wilfried Debus (*)
*Chief Corporate
Development Officer*
- 7-** Edyta Gorecka (*)
Chief Human Resources Officer
- 8-** Philippe Guérineau (*)
*Chief Commercial Officer
Europe & European Exports*
- 9-** Bernard De Vos (*)
Chief Legal Officer

All positions indicated with an (*) are exercised in the name of a management company and are not in personal name.

In addition to the **DOMO Chemicals Corporate Governance Charter**, an **ExCom Governance Charter** was drawn up, the purpose of which is twofold:

- on the one hand, it lays down a number of working arrangements of the ExCom of DOMO Chemicals; and
- on the other hand, it clarifies which decisions need to be taken or validated by the ExCom and which topics the ExCom needs to be informed about or consulted on.

DOMO Chemicals has a strong, active ExCom, which consists of the C-level executives of DOMO Chemicals responsible for a defined function, business and/or geography. The ExCom is entrusted with the daily management of DOMO Chemicals, under the leadership of the CEO, and assists the CEO in defining the proposed strategy of DOMO Chemicals, which is ultimately validated by the Board of Directors.

Planet Care

We want to play our part in helping to address the serious and complex challenges facing our environment, and become a key contributor to resolving the climate crisis.

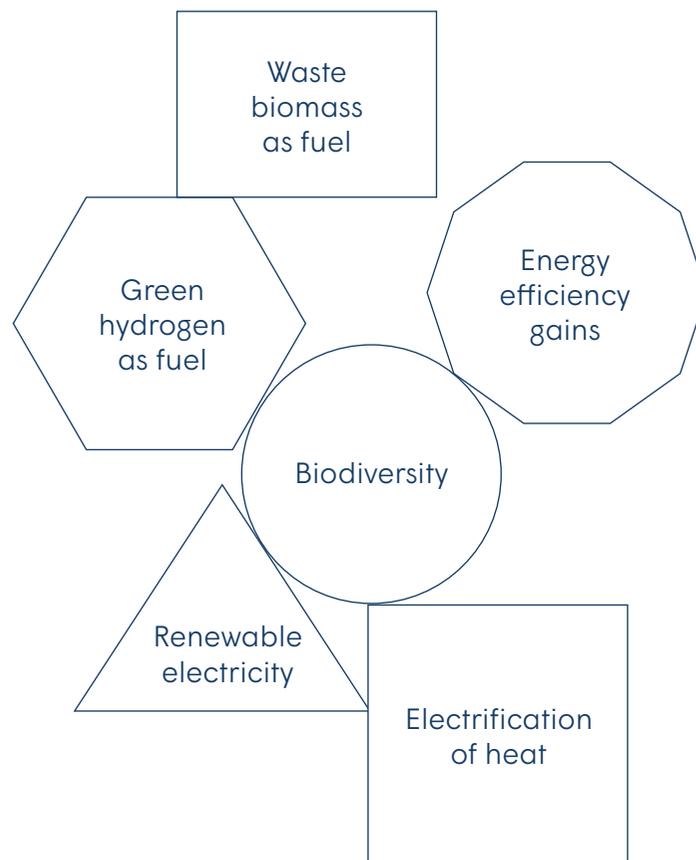
A natural playground
ground for bees.



for more information go to P.37

We have carefully assessed our initiatives to determine which areas to focus on to improve our impact on the environment.

We have identified six areas in which to invest our resources to improve our performance.



Some are naturally quicker to implement based on resource ability, current capability/capacity, and have been assigned priority levels accordingly, in order to take steps to transition as soon as possible. Others are longer-term projects, due to the investment and/or time horizon required to implement them, which may, for example, include purchasing new equipment or need additional research and development in

order to design an appropriate solution. Our focus is on long-term investments to increase energy efficiency and recycling, as part of our decarbonization road map, laid out in short, mid, and long-term priority levels of implementation. Examples of our projects in these three priority phases are outlined in the next pages.



*We are mindful that
we also operate within
a larger environmental
ecosystem.*

Biodiversity — While emissions, renewable use of resources and responsible energy use are among the most important sustainability challenges in the chemicals. Our people know that biodiversity has an extremely important role to play in ensuring that our shared environment is healthy and stable. Acknowledging this responsibility, DOMO has engaged with a number of employee-led initiatives, such as I Plant a Tree (IPAT) and Bee-Diversity.

2030

We aim to increasingly include green hydrogen in our energy mix towards the end of the decade.



Top: Abstract representation of Hydrogen

SUCCESS CASE

-

Green Hydrogen

Green hydrogen has many benefits, including much lower emissions in its production as it is generated from renewable energy. However, at present the supply market for green hydrogen is still limited in Europe, in part due to its high production costs. This can make it difficult to source and procure for use at manufacturing scale in energy-intensive industries, such as the engineered materials industry in which DOMO operates.

Nonetheless, we view green hydrogen as a key means to reduce our scope 3 emissions and are actively looking at ways to introduce it into our operations in the longer term. While at present, none of our plants currently use green hydrogen, we aim to increasingly include it in our energy mix towards the end of the decade (2028 – 2030).

-2,300 t

CO₂/YEAR



SUCCESS CASE

- Gavarnie Heat saving on HMD* distillation

In November 2021, to reduce our environmental footprint in line with our DOMO Beyond objectives, we installed an additional heat exchanger and a separate liquid/gas exchange drum at our Belle-Étoile site in France. From a technical perspective, the new exchanger is installed on the roof of the distillation building and has a specific design that results in high efficiency, smaller volume and lower pressure drop.

This design achieves an 8% reduction in steam consumption during the HMD distillation process. With less steam required, this reduces the natural gas consumption of the HMD process, saving approximately 2,300 t CO₂/year - equivalent

to a 2.6% decrease in gas emissions for the Belle-Étoile site. An additional benefit is that this also lowers our variable costs, which helps to improve the profitability of the site. This project is just one of many examples illustrating how we are implementing solutions that balance our sustainability and profitability objectives to secure DOMO's future in a sustainable way.

Top: Belle-Étoile
monitoring
technicians

*hexamethylene
diamine

18,415
TREES PLANTED

938,641 t
CO₂ BOUND

Rank 1
MEMBER SINCE 2015

The last active collaboration took place in September 2021 at the DOMO Family Summer Festival.



SUCCESS CASE

-

I Plant a Tree (IPAT)

Based in Germany, IPAT is an organization established to support the UN goal of planting 1 billion trees, helping to support the development of near-natural or mixed, sustainable forestry. The IPAT website not only shows data on companies which participate in this initiative, it also shows counters that not only show the trees species planted, but also the calculation of CO₂ sequestered as a result.

DOMO has partnered with "I Plant A Tree" since 2015. In addition to recurring planting campaigns, we support this initiative with an annual donation. We are currently considering launching our own initiative so that companies that work with us (customers and suppliers) can share our excitement about this initiative and are encouraged to join in.

2019

*Year of start of the project initially
foreseen to run for three years.*

8 hectares



SUCCESS CASE

–

BEE Diversity

Pollination is a fundamental natural process to sustain healthy, biodiverse habitats and food chains. However, bee populations are in decline across Europe - linked to pesticide use and land-use change. Together with LDZ GmbH (agricultural cooperative from Bad Dürrenberg), DOMO has developed an area of approximately eight hectares as a beneficial meadow for bees and other insects along the B91 in Germany. The project started in 2019 and was initially foreseen to run for

three years, although we are already in discussion with the landlord to operate this for the longer term. Due to legal requirements for farmers regarding crop rotation and agricultural use of land, it may well be that different areas are managed over the years. For the time being, sunflowers are being grown as they fulfil both the agricultural crop criteria and also are a suitable food source for bees. DOMO has established a cooperation with Mr Kohla, a beekeeper based in Schladebach near Leuna. We support the cultivation of wildflowers (acacia) and sunflowers – an agricultural crop – which offer bee populations suitable sources of food to sustain their colonies. At the same time, bee colonies housed in

beehives produce honey, which can then be harvested. Thanks to this project, the first DOMO honey was collected and sold in 2019. Our collaboration with Mr. Kohla has been extended for the year 2021-2022. During this time, DOMO will host four beehives for the duration of the acacia blooming season (April/May) and then the sunflower blooming season (typically late June/July/August). By creating an environment in which the bees will have a continual food supply over the entire summer months, this supports both the propagation of plants which are important to a variety of insects and other species, whilst also supporting the growth of bee populations themselves

Top: bee harvesting

Collaboration with the “Samariterherberge” foundation



Top: nesting box
workshop

SUCCESS CASE

-

Supporting wild birds

SAMARITERHERBERGE

In the context of social sustainability, we also cooperated with the “Samariterherberge” foundation from Horburg (a district of Leuna) to produce nesting boxes for a wide variety of bird species.

These nesting boxes were then made available to interested employees for their private gardens, among others.

100%

RENEWABLE ENERGY BY 2040

Our aim is to further transition our energy mix and increase the percentage of renewable electricity to 50% by 2030.



SUCCESS CASE

Renewable Electricity

We have already begun to transition our plants to use more green electricity in our operations to help reduce our emissions. Four of our eight plants currently include some percentage of green electricity in their energy mix, with a fifth, at our Leuna plant, currently undergoing a feasibility study to improve the share of green energy sourced for use in the plant.

In 2021 4% of our current electricity usage comes from renewable sources. Our aim is to further transition our energy mix and increase the percentage of renewable electricity to 50% by 2030 and 100% by 2040.

Top: Arco plant

-1,573 t

CO₂/YEAR



SUCCESS CASE

-

Domo Caproleuna

PERFORMANCE PROJECT: STEAM PRODUCTION IN CATALYTIC COMBUSTION (KNV3)

Since the beginning of the 1990s, DOMO's Caproleuna site has operated catalytic combustion units for the treatment of waste gas coming from our phenol unit. DOMO Caproleuna initially had two parallel operated catalytic combustion units serving seven oxidation reactors. Due to limited capacity, these combustion units have been replaced with a single new catalytic combustion unit (KNV3). While the phenol unit is fully compliant with operation permit requirements, the level of waste heat generated was not sustainable.

Waste gas from the combustion unit has a relatively high temperature (averaging around 210°C), which can be used to generate steam. By using the heat content of the waste gas, we have been able to reduce the temperature to approximately 120°C. At the same time, we have reduced our CO₂ footprint by 1.573 t/yr as steam produced onsite replaces steam coming from an external supplier (generated by burning natural gas). This reduction accounts for about 3% of the phenol unit's scope 2 CO₂ emissions.



“While sustainability has been on DOMO’s agenda for some time, on a personal level, it became particularly important to me when my first child was born, and I really started to think more deeply about what the future would look like for them.”

What kind of quality of life would they have and how much of that is down to the choices we make today? It became even more clear to me that we need to ensure that we leave our planet in a state that is not just liveable for future generations, but more than that – a planet where people can thrive and enjoy everything that life in all its forms has to offer.

I’m fortunate that being conscious of the impact of our behavior for future generations also translates into my day-to-day work at DOMO’s Application Center. We are constantly innovating to find new ways to ensure that our polyamides serve the goal of a more sustainable future. We also work closely with our customers, suppliers, and other partners, to co-develop new solutions and applications that help our entire supply chain to move ever closer to realizing the dream of a truly circular economy.

This includes advanced services, such as parts testing and simulation, to support our customers in finding the best and most sustainable solutions to their challenges and changing needs. We really put a lot of thought and care into this. I’m very proud of the work we do at the Application Center and what this collaborative, sustainable approach to innovation and partnership says about DOMO’s priorities. I truly believe that it is this kind of work that will help us to become one of the leaders in our field, setting new standards for our industry.

Partner of choice

Moving towards a sustainable solutions portfolio, so that we can offer our customers an ever-greater range of recycled and carefully engineered products and applications that can help them to reduce their own emissions, without compromising on performance.

Porsche proof of concept for collaborative circularity.

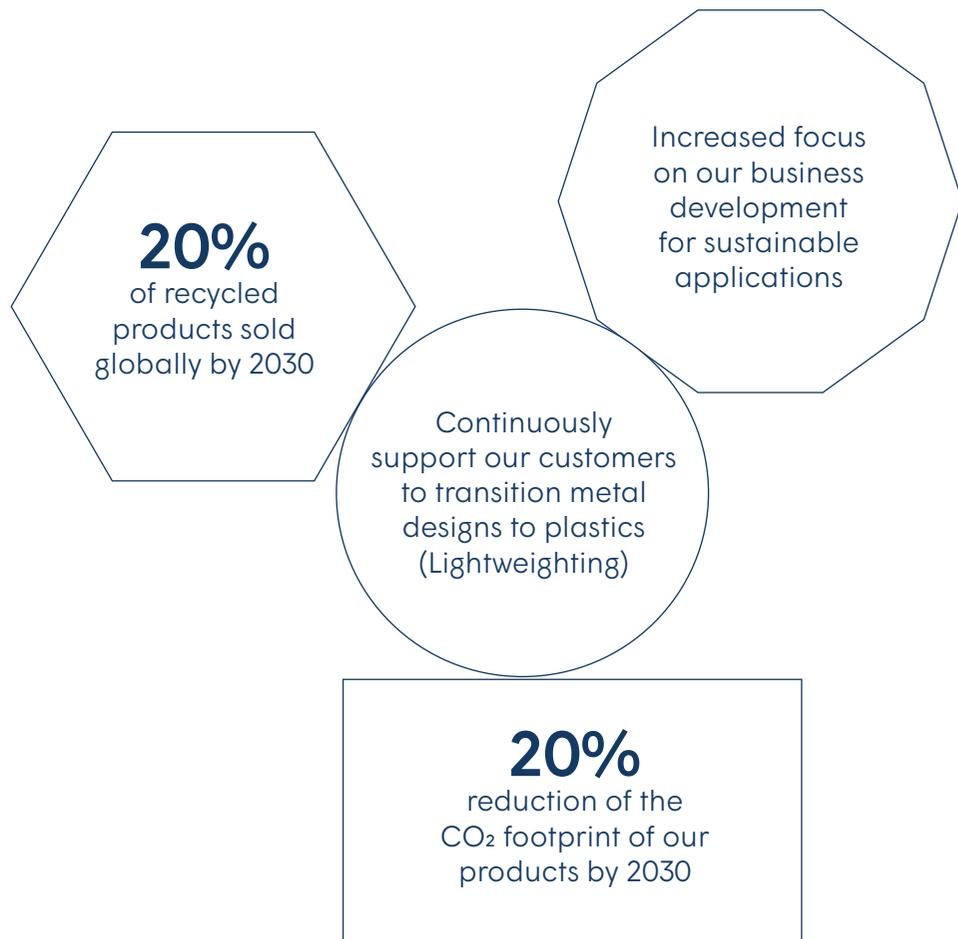


for more information go to P.51

**PARTNER
OF CHOICE,
OUR
3 STRATEGIC
INITIATIVES**

We are committed to the sustainable future of polyamide.

**Our aim is to advance circularity
in polyamides and secure sustainable
value creation in our industry.
Our targets are:**



We not only hold ourselves accountable to our own high internal standards of quality and operational excellence, we are also committed to aligning our practices with external sustainability principles.

Our national presence and European commitments include being active members of CEFIC, the European Chemical Industry Council and A.SPIRE, the European Association to manage and implement the Processes4Planet co-programmed Partnership.

We are focusing on solutions that help to assist the transition from a linear to a circular, resource-efficient economy.

By 2030, we aim to grow our sales from circular economy products, to focus new developments on "sustainable applications" areas and to collaborate with suppliers to reduce our scope 3 emissions impact.

Assist the transition
from a linear to a circular,
resource-efficient
economy.





Top: Belle Étoile plant

Carbon footprint- Life Cycle Analysis

We have invested in life cycle analysis (LCA) capability and expertise at DOMO and are continually working to improve the accuracy of our analyses to better reflect and manage our overall carbon footprint.

Our expertise within DOMO enables us to measure our LCA including the Global Warming Potential (GWP). We are also able to measure our carbon performance in relation to our competitors and improve our product lifecycles in order

to become an industry leader. This enables us to measure and manage our progress to reduce our carbon footprint by 2030.

What's more, we are in the process of LCA to support our clients in determining the LCA of their products so that they can improve the sustainability of their own operations and supply chain.

Our 2021 Life Cycle Analysis study

Our 2021 LCA study has been carried out following the international standards ISO 14040–44 recommendations.

The scope of this LCA study is a cradle-to-gate approach including all the process steps excluding transport and packing to the customer gate.

The computation is provided by the LCA software Simapro 9.2 in combination with Ecoinvent database. The methodology IPCC 2013, 100 years is used for assessing the GWP impact.

The foreground data are primary production data from DOMO industrial sites (Europe).

The background data are mainly from the Ecoinvent V3.7 LCA database. The TOP 100 is related to around the 125th most sold compounds and represents 69% of the total volume.

The LCA is already available for more than 100 compound grades but we are able to calculate the LCA of almost all grades that we produce.

The GWP of the PA 6.6 resin is around 5.3 kg CO₂ eq/ kg and the PA 6 resin is around 5.6 kg CO₂ eq/ kg.

In comparison the data from the literature for the resins are:

- From PlasticEurope (2014), PA 6: 6.7 kg CO₂ eq/kg & PA 6.6: 6.4 kg CO₂ eq/kg
- From Ecoinvent 3.7 LCA database for Europe: PA6: 9.3 kg CO₂ eq/kg & PA66: 8.3 kg CO₂ eq/kg

The GWP of our compound is various depending on the formulation but the average is around 4–5kg CO₂ eq/ kg and for the recycled grades is from 0.3 kg⁽¹⁾ CO₂ eq/ kg for unfilled recycled compound from Arco up to 3 kg⁽²⁾ CO₂ eq/ kg for filled recycled compound from Gorzow.

(2) data from the report comparing virgin and recycled compounds
« Analyse comparative du Cycle de Vie entre deux formulations de plastique technique à base de polyamide : le Technyl® A 218 V30 Black 21NS (polyamide primaire) le Technyl® 4EARTH® A4E 218 V35 BLACK (polyamide recyclé) pour un boîtier de filtre à carburant » from Jean-François VIOT (Solvay), 11th July 2017 which get a critical review by PwC (PricewaterhouseCoopers Advisory), 3th July 2017 using SIMAPRO v8.1.1.16 and ecoinvent V2.2.

(1) data from EPDs (Environmental Product Declaration) Econamid FL6 and FL66 unfilled & reinforced compounds

Certification number S-P-01079 & S-P-01080
Revision Date 25.10.2021
Version: 02
Programme operator

EPD International AB
This EPD has been developed in accordance with ISO 14025 LCA REPORT: Life Cycle Assessment applied to ECONAMID® Compounds v04 REFERENCE DATABASE: Ecoinvent 3.6 SOFTWARE: SimaPro ver. 9.1.1.1 (www.pre.nl) PCR review was conducted by: The Technical Committee of the International EPD® System.PCR 2010:16 (versions 3.01).

Plastics in primary forms, UN CPC 347
Contact via info@environdec.com
Independent third-party verification of the declaration and data, according to ISO 14025: 2006 Third party verifier: Ugo Pretato, Recognized Individual Verifier, Corso Vittorio Emanuele II 18 - 10123 Torino, Italy



Product stewardship and chemical management compliance

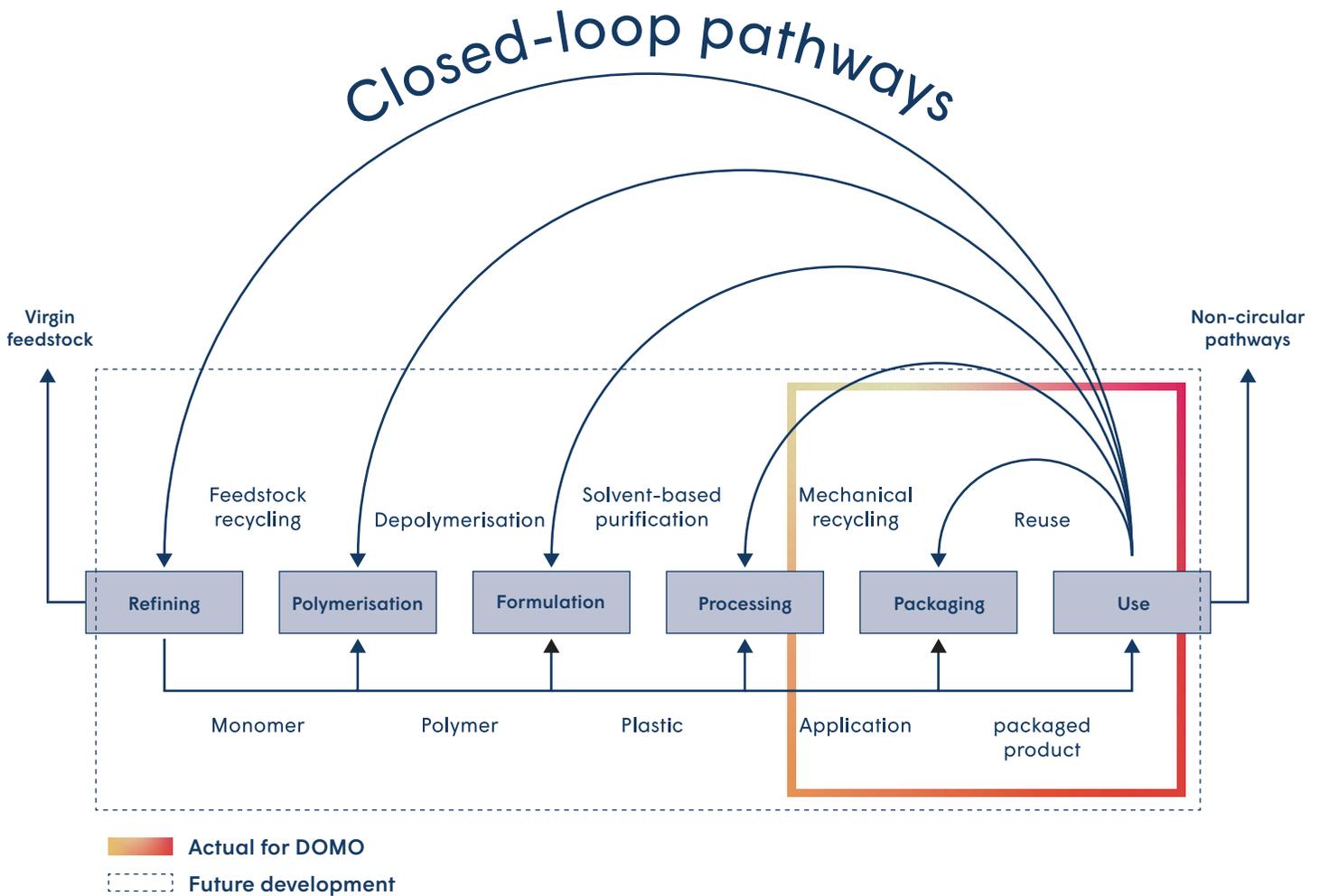
We have registered all relevant substances according to the necessary tonnage bands. The relevant legal entities are represented in the related REACH consortia in order to follow the

legal developments and regularly update our dossiers. We have also registered or applied to register our relevant substances for Korea, Turkey, and Great Britain. We have one crucial substance - Trichloroethylene - in Leuna, which is subject to authorization renewal. The Leuna team has already applied for renewal.

9.4%

OF OUR TOTAL SALES 2021

Target for 2030 for all recycled products = 20%
Target for 2035 = 30%



Top: overview of different loops for plastics in a circular economy

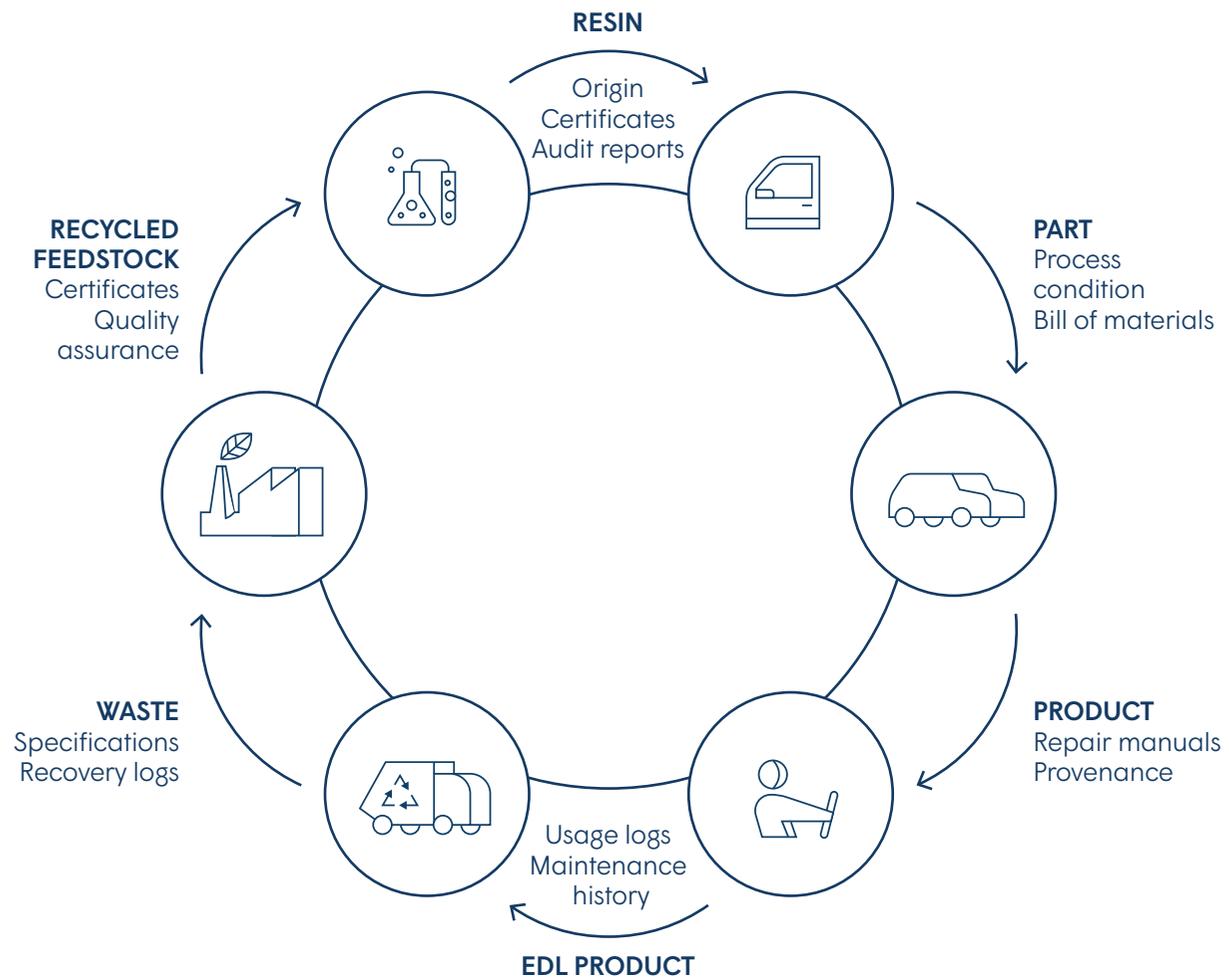
Recycling & Engineering Materials

Recycling is extremely important at DOMO. We are making significant investments in R&D to continuously develop new recycling capabilities for our durable polymers. We are highly motivated to identify new technologies to bring our industry closer to full circularity. Durable polymers have significantly different properties from single-use plastics which makes them more suitable for recycling. There are two main ways in which polymers can be recycled:

chemical recycling and mechanical recycling. All our PA 6 and PA 6.6 polymers can be fully mechanically recycled, and the feedstock for our mechanical recycling comes primarily from post-industrial feedstock. Thanks to their chemical structures, polyamides can be recycled endlessly. Post-consumer feedstocks are becoming more and more available (Fishnets, Carpets, Molded Parts, Regrind, Film). Chemical recycling is becoming the most attractive option as technologies for more circular recycling loops have been progressing over the last year. At present, our industry is already capable of fully chemically recycling PA 6 polymers, including technologies that turn feedstocks back to monomers. There are also some chemical

recycling technologies by which it is possible to deconstruct polyamide 6.6, extract the polymer from the scrap and reproduce the polymer. DOMO R&D is already engaged in projects within this scope with preliminary lab scale success. However, we are still working on developing the depolymerization capability to fully revert PA 6 back to the caprolactam monomer, in line with our commitment to sustainability. We do not yet consider PA 6.6 to be fully chemically recyclable using all the methods available for PA 6. Despite very little commercial demand for PA 6.6 monomers, we are nonetheless investing in technology as we believe that it is an important part of creating a more complete circular future for our industry.

Towards a shift to a circular economy by digitising and tracing materials.



Collaborative circularity

PARTNERSHIP WITH CIRCULARISE AND COVESTRO

In 2019, DOMO Chemicals partnered with Circularise, an innovative supply chain transparency start-up and Covestro, a supplier of high-tech polymer materials.

This partnership established a collaborative project for circularity in the engineered materials industry through the use of blockchain technology. The aim of this project is to set up an open communication standard around sharing data required to move to a circular economy. The goal of this standard is to improve transparency throughout the whole plastics value chain. It also makes providing evidence of provenance for an object, as well as

communication of such information as recycled content, audit reports and certificates to our customers and end consumers a lot easier. With Circularise, our customers can show the origin and impact of their products, avoid greenwashing and build customer trust, and prove product sustainability with absolute certainty.



Courtesy of Porsche



“For me, caring about sustainability is as much in the small, day-to-day details as it is in the big projects and targets. I really believe that every little contribution adds up and everyone can find some way to improve how things are done from within their role, no matter what position they are in at DOMO.”

For example, where I work in our Blanes plant, our production process is clean; it generates little waste. But during the casting and handling of the product for movement through the factory and packaging, a certain number of pellets always falls to the ground. We are always looking for ways to avoid this and have already taken several actions to prevent these pellets from impacting our environment.

Our Maintenance Manager had the idea to install fine screens to prevent any pellets from passing into the sewage network. Our Opex Manager also suggested that we could recover all the polymer swept from the floor by finding a client capable of cleaning it of dust residue and consuming it. They have been great for the impact on the circularity of our factory. Thanks to these contributions, the Blanes plant no longer destroys any pellets. Solutions like this are where I most notice the caring approach - how our teams interact and collaborate to solve problems. There's a strong feeling of camaraderie and we really support each other. We especially experienced this throughout the pandemic, when we had new challenges to face.

For each problem, we typically looked for 2 or 3 solutions. We focused on one and if it was not feasible, we had an alternative ready. The sense of working together to solve problems gave us a lot of confidence that we would identify the right solutions - and honestly, it has always been this way! What's more, I've felt supported by a management team that rolled up its sleeves to act wherever it was necessary. And they have continued to do so quickly and without hesitation in the most difficult of circumstances.

5 years

*Biodegradation after our fiber
has been landfilled.
This is compared to more than 50 years
for synthetic fibers in general.*



*"Best Fabric & Fibre Innovation"
Award 2021 PCIAW® (Professional Clothing
Industry Association Worldwide)*



Biodegradable fibers

As part of our ambition to reduce waste and improve the impact of our products on the environment, our innovative staple fiber & tow nylon 66 fibers integrate Amni Soul Eco patented technology from the Solvay Group to offer enhanced biodegradability. Thanks to this combination of technology, our fibers biodegrade in around 5 years after they have been discarded and landfilled, compared to more than 50 years for synthetic fibers in general. Our fibers offer the same properties as traditional nylon 66 in terms of durability, high tenacity, soft touch and abrasion resistance, with the added advantage of a reduced environmental impact.

We received a "Best Fabric & Fibre Innovation" award for this product at the 2021 PCIAW® (Professional Clothing Industry Association Worldwide) Summit & Awards.

Top: application example

Responsible employer

Being a Responsible Employer means we are committed to becoming an employer of choice and creating valuable relations with all our stakeholders. We want to be an attractive company and a great place to work for all our employees and contractors.

Good practices for positive mental health is key.



for more information go to P.57

To become an employer of choice, an attractive company and a great place to work and in accordance with DOMO's values.

To achieve a Total Recordable Incident Rate (TRIR) of **< 1 per year by 2030.**

To increase female representation in middle and upper management from 27% to 35% by 2030.

To obtain an Employee Engagement score of 80% in our annual e-survey by 2030.



DOMO
caring is our formula

"Diversity in
the workforce
leads to more
innovation."



Health & Safety

Care to be Safe

Care to be Safe is the program that drives our coordinated Health & Safety management approach, and aims to stimulate greater awareness and engagement, as well as a more active Health & Safety culture throughout the DOMO group. Cultural transitions are a long-term project and we

count on our managers and employees to apply consistent effort and attention to acting according to best practices, and leading by example. Our ultimate goal is to develop a day-to-day interdependent safety culture where safety is not a demand or a need, but a choice.

The Care to Be Safe program was launched in April 2021, and supports the rollout of a number of best practices – especially for onsite health and safety – such as Lifesaving rule deployment, operational conformity, and common incident management for reporting, classification and root cause solving. Our employees have had a distinct role in shaping

our Care to Be Safe journey, from contributing ideas for the name of the program to participating in our first-ever company-wide Safety survey to gauge the level of awareness and maturity of safety practices at all of our production sites.

In 2022, this program will be further strengthened with the introduction of safety plan dashboards for each site, to help standardize the implementation and monitoring of eight mandatory, corporate-driven Health & Safety activities, with monthly reporting on progress which must be dealt with the same way at all times.



Employee Wellbeing

"BE.WELL" CAMPAIGN

At DOMO, we recognize that mental health and wellbeing are also essential to caring for our employees. During the height of the Covid-19 pandemic, we launched an internal campaign call "BE.WELL", through which we shared good practices for positive mental health, as well as advice to support employees experiencing stress.



COLLABORATION
WITH COMMUNITIES

Inspiring young girls to become scientists

DOMO BEYOND IN BLANES

On 11 February 2021, our Blanes laboratory team welcomed 64 young children between the ages of 3 and 6 for an experimental chemistry workshop to celebrate the French National Day of Women in Science. During this workshop,

the children had an opportunity to experiment with water, plasticine, balloons, eggs and water containing colored dyes to understand the basics of physical reactions, like when acetic bases release CO₂ that can be used to inflate balloons.

Gabriel Fiorotto, Quality Assurance & Operational Excellence Manager, looks back at the event: "We don't welcome small children to our site often, so it was a special occasion for everyone. It was very rewarding to see so many smiling faces and to answer their inquisitive questions. Let's hope that some of these children are now inspired to pursue science as part of their education." Eva Sillero, HR Manager Blanes explains:

"With DOMO Beyond, we invest in a sustainable future. DOMO's sustainability roadmap also focuses on inclusion and diversity. Making young children, especially girls, curious about chemistry and science, helps lower the threshold towards education in this domain. In the end, this will help us in the future to attract a more diverse workforce. This is important, as research has shown that diversity in the workforce, based on gender, age, background, ... leads to more innovation. Many thanks to the Laboratory team for the excellent preparation, for such a nice initiative, with a clear link to one of our strong values: Curiosity."

69%

OF ENGAGEMENT AND
SATISFACTION AT DOMO



Pulse Check survey results

In February 2022, we conducted our first ever Pulse Check survey to assess employee engagement and satisfaction at DOMO.

We achieved a total response rate of 58% and an average score of 69%. Our goal is to achieve an 80% engagement rate by 2030. These scores offer an encouraging start but show that we still have some work to do to improve employee satisfaction in a number of areas.

We continue to roll out our new HR strategy, which includes regular performance feedback and career development pathways. We have also established a European Works Council (see below) and are continually investing in employee safety and internal communication to improve our overall employee experience.



SOCIAL DIALOG

ENGAGEMENT

European Works Council

The European Works Council (EWC) for DOMO was established mid-2021, to improve engagement with employee representatives at a transnational level. All of the countries in which DOMO operates are represented and there are a total of 13 employee representatives. The EWC does not replace national work councils and does not operate as an independent legal entity.

Sustainability is a fixed item on the EWC's agenda. DOMO sustainability leaders directly engage with the EWC to present and discuss sustainability topics, such as safety and wellbeing, with the goal of getting the EWC view to help define the group's

sustainability approach towards employees. The agreement signed between DOMO and the EWC goes beyond the minimum requirements of the European Works Council Directive. However, as it is a young organization, there is also flexibility for the EWC to grow and develop, in terms of numbers of representatives, language competences, training possibilities and the frequency of meetings as the needs of the organization change over time.



"Having worked in the plastics industry for a long time, I've seen and experienced sustainability blooming in our sector, despite unfavorable publicity in the past. To me, this is where change is most evident: right in the space where there is the greatest contrast."

For decades, we have undertaken efforts to look differently at chemical plants, viewing our business not only through economic but also social and environmental prisms. We started with a phase of discovery and learning; we're now building on that evidence to continuously develop practices that integrate our stakeholders into the shared future of our business, the planet, and the people of our communities.

As an HR and Communications manager, I've had a unique opportunity to witness and participate in this process. My role enhances interactions with stakeholders and gives grounds for promoting the culture of sustainability in its different dimensions. We have happily supported local initiatives addressing safety culture at schools and kindergartens, just as much as we have proudly launched our unique circular production at Move4Earth pilot plant in Gorzów. These are examples of how common effort, infused with long-term vision, brings the notion of real "care" to life.

Caring is a formula that works in every scenario. We care when we reduce the water intake at our plants; when we develop light materials to replace metal; when we constantly improve working conditions and safety standards; promote internal talent and consider employees' well-being. Care overlaps with accountability, respect, and curiosity - simultaneously creating positive associations and high expectations. It's by co-developing our working environment and anchoring these values within DOMO, that we respond to the evolving reality and set ourselves on course for a sustainable tomorrow.

Long-term sustainability is our number one priority

As a family-owned company with a deep interest in being part of a future that offers both exciting possibilities and solutions to the challenges of the world today, long-term sustainability is our number one priority. While we are proud of what we have accomplished so far, we have entered a new phase of transition. Our strategy going forward is built around sustainable value growth, which aims to balance profitability with care and respect for people and our surroundings.

By now, we hope it's evident that across our company, our evolution is an ongoing process. No single project, report, or initiative offers an overnight transformation. All of these elements must be combined harmoniously together and continuously infused with the values we have chosen for ourselves, day after day. We know there is work to be done, but we are also confident that we have the right people in our company, willing to work together so that we can meet the ambitious targets we have set ourselves.

Once again, we are deeply grateful to everyone whose hard work and dedication have contributed to all that we have already achieved and look forward to continuing to work with you as we enter this next stage of our journey.



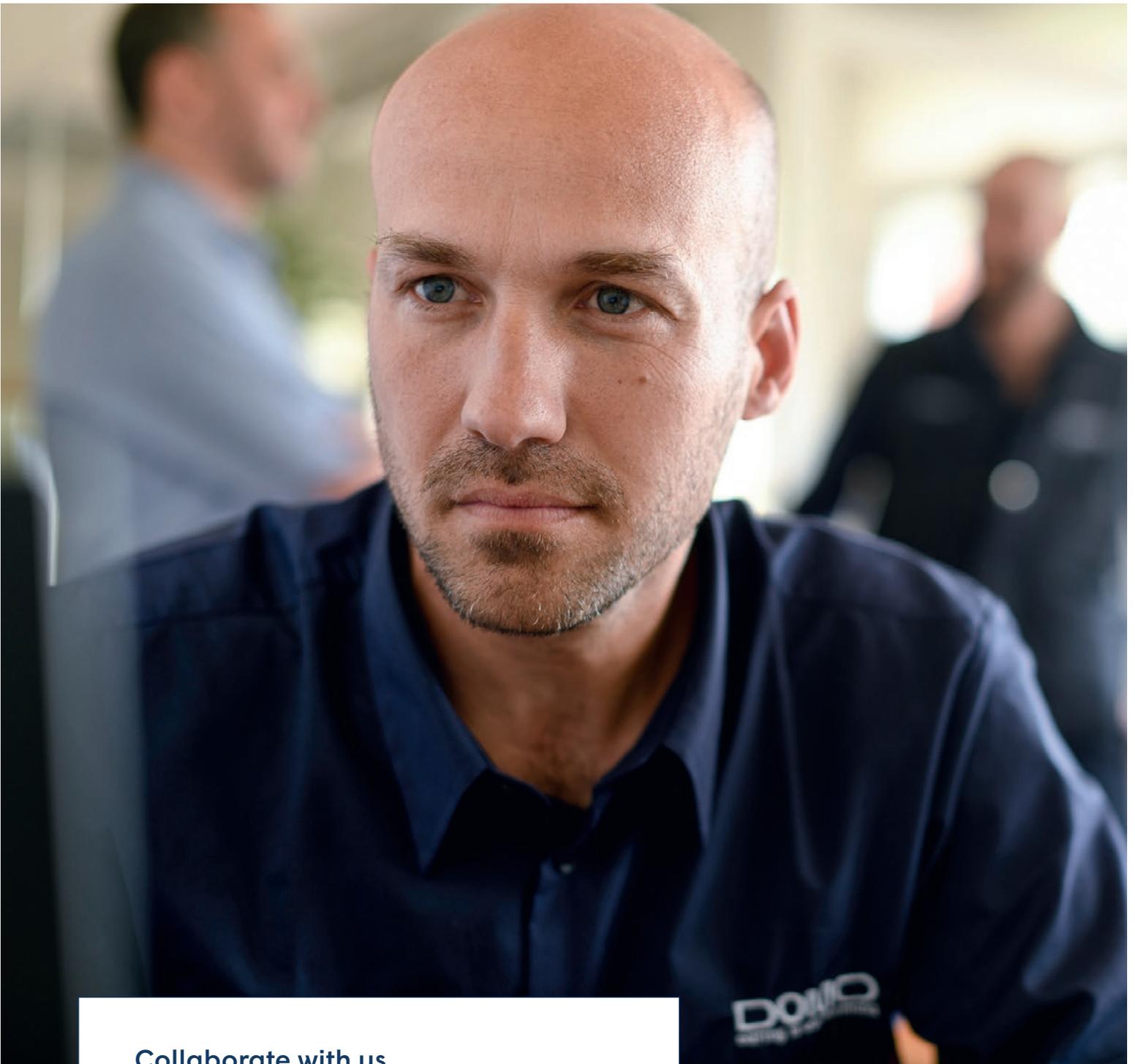
*In the coming year,
our short-term
goals with regard
to our reporting
and ratings are...*



To get our first Group Ecovadis rating by Q3 – 2022



To apply GRI standards as a framework to report on our impact on the economy, environment and people in a comparable and credible way, thereby increasing transparency on our contribution to sustainable development



Collaborate with us

For our sector to accelerate the transition to sustainability, all of the stakeholders in our supply chain and ecosystem, from suppliers and logistics partners, to employees, customers, and other companies in our industry need to work together.

We continue to partner with interested stakeholders, from industry peers, to customers, to research institutions and universities. If you or your organization would like to work with us - either on a specific solution, or to more broadly collaborate on initiatives to reduce the emissions output, or improve the energy efficiency of our industry - we strongly encourage you to reach out to us.

Contact

Françoise Jirgens
- *Director Corporate Communications*

Dr. Bouchra Caret-Rhers
- *Manager Corporate Sustainability*



“Wanting to better understand these changes was also an important influence in developing my creativity and problem-solving mindset, as well as a deep passion for science, which led me to the career I have today.”

As a Sustainability Manager at DOMO, I have opportunities to identify and support ways to better integrate environmental, social, and governance practices into our corporate targets and overall strategy. Sustainability and profitability are very much interlinked for the future of our company and this inspires me to stay curious and constantly find new ways in which we can improve, knowing that my colleagues are equally motivated to support this transition. Our motto is ‘caring is our formula’ and this also deeply resonates with the responsibilities of being a chemist. I’m passionate about developing new products and processes that respect all the regulations and ‘do no harm’ to users, whether they be employees or end consumers.

At heart, I’m a caring family person, who considers sustainability vital for present and future generations to inherit this planet that we all share. In this sense, there is no real separation between my personal and professional values. Wherever I am, whatever I’m doing, I simply try to make the best possible choice - whether it’s about food, travelling, or my daughter’s education - and contribute wherever I see an opportunity to make a change for the better.

When I was a child, I spent all my summer holidays with my grand-parents in the Fes region. There was a river not far from their house where we often played that was full of small fish but each year, I noticed that there were fewer and fewer of them in the water. I was surprised and began to understand that something was wrong. Witnessing such a clearly negative change in the biodiversity of the river I had spent so much time around when I was young deeply affected me. As a result, I became much more conscientious about how I use water personally and have taken a greater interest in changing global temperatures and the impact that this has on the availability of water and the central role it plays in supporting all forms of life.

I’m also fortunate to live in the periphery of Lyon, which is a pleasant rural area with potential to combine community living with environmental consideration. Since many years, I have been the president of my Neighbourhood Association and have promoted the development of more green spaces for residents. I have also participated in an initiative to disconnect our public lighting to reduce light pollution and improve energy consumption. I’m still an active member of the Neighbourhood Association and would like to work with other neighbourhoods interested in incorporating greater respect for the environment into residential areas, so everyone can benefit from happier, healthier communities.

To the General Shareholders' Meeting of the company Domo Chemicals.

Scope

We have been engaged by Domo Chemicals ("The Company") to perform a 'limited assurance engagement,' as defined by International Standards for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ("ISAE 3000"), to report on Domo Chemicals' Sustainability KPI's (in the English sustainability report) as listed in Appendix A (the "Subject Matter") for the period from 1 January 2021 to 31 December 2021.

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 Sustainability report containing the Subject Matter ("The Report"), and accordingly, we do not express a conclusion on this information.

Criteria applied by Domo Chemicals

In preparing the subject matter, Domo Chemicals applied the criteria set forth by the OSHA (Occupational Safety and Health Administration) and a set of own reporting criteria as disclosed on pages 49 & 68 of the Report. Together referred to further in this report as "the Criteria".

Domo Chemicals' responsibilities

Domo Chemicals' management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with the Criteria, in all material respects. 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.

Our responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with ISAE 3000, and the terms of reference for this engagement as agreed with the Company on 2 May 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented 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 evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

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.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and 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.

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

Our procedures included amongst other:

- Obtaining an understanding of the reporting processes for the Subject Matter;
- Evaluating the consistent application of the Criteria;
- Interviewing relevant staff at local level responsible for data collection, reporting and calculation of the Subject Matter;
- Interviewing management and relevant staff at corporate level responsible for consolidating and carrying out internal control procedures on the Subject Matter;
- Interviewing relevant staff responsible for reporting the Subject Matter in the Report;
- Determining the nature and extent of the review procedures for each of the locations contributing to the Subject Matter;
- Obtaining information that the Subject Matter reconciles with supporting documentation (e.g. calculations, IT-systems) of the Company (on Group and site level);
- Validate the mathematical accuracy of the calculated KPI's;
- Evaluating, on a limited test basis, relevant internal and external documentation (e.g. calculation files, internally defined criteria);
- Performing an analytical review of the data and trends in the Subject Matter at the corporate consolidated level as well as at the level of the individual locations;
- 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 our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the period from 1 January 2021 to 31 December 2021 in order for it to be in accordance with (the Criteria).

Diegem, 25 May 2022
EY Bedrijfsrevisoren BV Represented by



Paul Eelen
* Partner

Appendix A

KPI's in scope of this limited assurance engagement ("Subject Matter):

- Renewable electricity %
- Diversity: % of female representation in middle and upper management
- Circular solutions (recycled product %)
- People engagement survey
- CO2 emissions Scope 1
- CO2 emissions Scope 2
- Safety (TRIR)

**Acting on behalf of a SRL 22PE0188*

TERM	DEFINITION
Caprolactam	Caprolactam is an organic compound used to make polyamide 6 filament, fiber, and plastics
Monomer	A monomer is a simple molecular unit that can be joined together with others of its kind to create compounds with specific properties.
Polyamide	A natural or synthetic polymer in which the component monomer units are connected together by the amide group –CONH– (e.g., nylon).
Performance Polyamide	A polyamide which has been engineered to have specific properties and characteristics, such as heat resistance, flexibility, or durability (among others) for use in consumer or industrial applications.
Polyamide 6 (PA 6)	A polyamide with a semi-crystalline molecular structure that can be used to produce tough fibers that are both flexible and elastic, with high tensile strength, resistance to abrasion and wrinkling. Also referred to as Nylon 6.
Polyamide 6.6 (PA 6.6)	A polyamide containing two monomers, each with 6 carbon atoms. It is mostly used to create materials that meet the requirements of mechanical strength, rigidity, stability under heat and/or chemical resistance. Together, polyamide 6 and polyamide 6.6 are the two most common polyamides used in the production of textiles and plastics.
Polymer	A polymer is a natural or synthetic chemical compound consisting of large molecules made of a chain of many smaller molecules of the same type (monomers).
Scope 1 emissions	Scope 1 emissions are direct emissions from an organization's activities or those it controls. This includes onsite emissions from boilers, emissions from a vehicle fleet owned (or controlled) by the organization, and direct building heat or air-conditioning emissions, among others.
Scope 2 emissions	Scope 2 emissions are indirect emissions from energy purchased and used by the organization (electricity, steam, etc.)
Scope 3 emissions	Scope 3 emissions are all other indirect emissions related to the organization's activities, but that come from sources controlled outside of the organization. This includes emissions related to travel, supplier and external partner emissions, as well as waste and water.
CO₂ emissions (Scope 1 and 2) targets	% of reduction and CO ₂ is expressed in absolute values for CO ₂ eq KT, including Scope 1 and Scope 2. For Scope 2, a market-based method has been chosen.
Renewable electricity target	% of renewable electricity for DOMO's European plants acquired by certificates or through Power Purchase Agreements (PPA) vs the total of electricity purchased.
Circular solutions	"Circular product" is defined as a product in which at least 50% of the polymer is originating from a recycled feedstock.
Carbon footprint	Based on the top 100 EM products with the LCA method from the 'cradle' to the DOMO factory gate. Calculation of KPI is based on volumes average of 2018-2019-2020.
Safety TRIR target	According to the Occupational Safety and Health Administration (OSHA) definition. The overall performance registered (Total Recordable Incidence Rate for 12 months) is based on 1 million working hours and includes contractors.
Employee engagement	% of eligible active DOMO employees and agreed long-term contractors who took part in the survey. Non-eligible: employees with less than 3 months tenure, pre-retirees, inactive paid or unpaid employees, students & interns, employees who have left in the meantime. 63 people who did not activate their email addresses were excluded.
% of women in middle and upper management	Target applies to previously exempt female employees starting from grade G08+ seniority and applicable up to, and including, ExCom members. Why focus on G08 ? These are employees that have the ability to have a broader view of the business, translate the strategy into concrete actions within their teams and areas of expertise. We also expect from this level and above a decision making and execution that is taking into account several aspects of the business/area of expertise. Typically employees at G08 level have minimum 10 years of experience in their field.
Cradle-to-gate	The scope of this LCA study is a cradle-to-gate approach including all the process steps: From raw materials, including: <ul style="list-style-type: none"> • all the precursors and transportation Via process data, including: <ul style="list-style-type: none"> • Energy consumption (electricity, steam, gas, ...) • Emissions from on-site energy production • Process emissions (air, water, soil) • Waste treatment • Transportation of intermediates Infrastructures are excluded from the system boundaries.

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