P. S. C.

PRIMA SOLE COMPONENTS S.p.A.

Sustainability Report 2020

LETTER TO THE STAKEHOLDERS

The presentation of the fourth economic, social and environmental sustainability report of Prima Sole Components is carried out in the context of a particularly sensitive time, characterized by a great deal of uncertainty alongside the need to find a “new normal life”, after having paid the particularly negative consequences deriving from Covid-19 pandemics.

Unfortunately, the first half of 2020 was affected by the devastating results caused by the forced interruption, to a large extent, almost total, of production, due to the restrictions issued by the Government Authority, to which followed a second half of the year characterized by a strong recovery in the volume of sales and production. This enabled to close the year in harmony, by totally preserving employment levels, along with the implementation of planned productive investments.

In addition, it was carried out the reorganization and onsumptionn process of all production sites with a view to 4.0 industry and, more generally, to digital and environmental transition.

Despite the strong slowdown in the market, we will continue to pursue the industrial objectives planned with respect of social and environmental sustainability, being aware of the significant difficulties we are facing today and which, in the near future, may require a reprogramming of the existing development policies defined at the time.

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PRIMA SOLE COMPONENTS S.p.A.

NAME OF THE PLANTS	*ACRONYM*
PRIMA SOLE COMPONENTS	**PSC**
PRIMA COMPONENTS ITALIA	**PCIT**
PRIMA AUTOMOTIVE	**PRAU**
PRIMA COMPONENTS ANAGNI	**PCAN**
PRIMA COMPONENTS FERENTINO	**PCFE**
PRIMA COMPONENTS GRICIGNANO	**PCGA**
PRIMA COMPONENTS PALIANO	**PCPA**
PRIMA EASTERN	**PREA**
SP PRIMA	**SPPR**
TECNOPRIMA	**TEPR**
SOLE COMPONENTS	**SOCO**
SOLE ODERZO	**SOOD**

NAME OF THE PLANTS	*ACRONYM*
SOLE SUZZARA	**SOSU**
SOLE PONTEDERA	**SOPO**
SOLE SCANZOROSCIATE	**SOSC**
PRIMA COMPONENTS EUROPE	**PCEU**
PRIMA POPRAD	**PRPO**
PRIMA WOERTH*	**PRWO**
PRIMA SOSNOWIEC COMPLEX PLASTIC SYSTEMS	**PSCPS**
PRIMA SOSNOWIEC ADVANCED PLASTIC TECHNOLOGIES	**PSAPT**
PSC DO BRASIL	**PSCBR**
PSMM PERNAMBUCO	**PSMMP**
PRIMA SOLE COMPONENTES AUTOMOTIVOS	**PSCA**

**In 2020 a portion of BU Sole Components*

"In the interest of this report, the following names and abbreviations have been used to specify the plants."

QUALITY AND COMPETITIVENESS, BUT WITH RESPECT FOR PEOPLE AND THE ENVIRONMENT: THIS IS WHAT WE WORK FOR EVERY DAY, BY DEDICATING ALL OUR ENERGY.

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1.3 STRUCTURE AND ORGANIZATION

1.4 PRODUCTS AND MARKETS

1.0 Who We Are

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COVID-19 PANDEMICS MANAGEMENT

The Covid19 pandemics has revolutionized not only our daily lives but also the world of work. The companies had to redesign their organization and processes with the aim of preserving employment levels and ensuring working environments in which resources felt safe. We talked about it with **Ermanno Zoino,** AU of Prima Components Gricignano and **Marco Micheli,** AU of Prima Components Italia.

The start of pandemics caught everyone unprepared, which element in particular turned out to be complex to manage in the first few weeks?

«The first weeks of emergency saw several DPCM emanation in few days and each of these involved an organizational revolution: as mechanics, we had to disassemble the organization and reassemble it in a new way».

What did all this mean for a diverse reality like PSC?

«Each plant, regardless the industry sector being the same, is different in structure, number of employees, size, processes involved and hosting area which expresses its resources. We had to work on single plants regarding the general provisions laid down in the protocol drawn up in March 2020, as amended and supplemented, following a confrontation with the involved social partners»..

From a practical point of view, how did this operation take shape?

«It was conducted by a specific working group for each site, in which also a doctor was part of this process, along with the plant manager and the workers' representatives. Equipped with self-certification to be able to access the plants – a real innovation – we have modified the workplaces by simulating the presence of people. There was also a huge effort to involve the social partners and trade unions, in particular, in a context where people were lost».

Now it is possible to look forward to that stage, but at the beginning what problems arose?

«We simply did not know what kind of masks to use and where to find large quantities. All this in the constant need to ensure

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a supply chain to realities located in countries where pandemics arrived a little later; our customers were supportive, but still demanded the components agreed. At the same time we had to make sure that fear did not spread, despite reports being dramatic».

So, the first few months were the most complex ones?

«Yes, from mid-March to the end of April 2020 we had to stop production lines; The attempts to restart at the end of this period made us as newborns taking their first steps in a place historically belonging to us and that somehow had suddenly become new. The months of May and June, despite being characterized by low production volumes, allowed us to break in the new organizational system».

A crisis also brings with it unexpected opportunities; what happened after this first stage?

«In the second half of 2020, production was even higher than in the past: in July, we were so proud that an organization which was supposed to slow down by these new rules, including staggered shifts, did better than in the past. Overall, Covid19 gave us the opportunity to review our organization in a self-critical way».

From a practical point of view, which aspects of the organization did you have to rethink?

«We proceeded with cultural campaigns on public transport, in order to discourage traveling together and for those who could not avoid it we demanded always to wear the mask. Then we revolutionized the system of using common areas and sanitizing plants, by limiting or banning the use of changing rooms. Also the setting of refectories and canteens has been modified with the introduction of glass shield panels and other measures that help to limit the spread of the virus».

Have you faced particularly complex moments?

« Mixed feelings having an intense emotional impact. Also for this reason we have created safety protocols that go beyond what we were asked for by DPCM ».

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And what were the results of such strict protocols?

«First of all, a percentage of those infected in the company far below the national average. We have to keep in mind that most of the infections happened outside the company. However,we can say that, as statitics prove, the protocols have had a positive effect».

In the early months of the pandemics, it was also very difficult to get a swab; how did you organize this?

«During the first months we have successfully organized ourselves: in Gricignano plant we provided molecular tests on a voluntary basis; in the other sites, instead, we have organized campaigns of rapid antigenic swabs, typically on a weekly basis».

And what was the response?

«It depends on the site: in some of them it was "Bulgarian", in others we barely reached 50% of the staff. But we know that on behalf of the Group there are substantial investments to ensure the security of resources: we are talking about tens of thousands of euros per week only for tampons».

What characteristics of the company allowed to overcome this period?

«We are a Group that gives flexibility and speed of reaction, which is a fundamental feature of its DNA. Such feature is used in oder to to make of it the utmost expression.Resilience and vividness are other characteristics belonging to us also by definition, since we produce plastic components».


SYTRAMA
LA TUA SICUREZZA
4
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MiR

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1.1 IDENTITY, VISION, MISSION AND VALUES

Identity and vision

Prima Sole Components (PSC- Stock Company)is a Group which has been operating since 1973 in the field of automotive plastic components, motor vehicles and household appliances. It designs, manufactures and sells innovative and sustainable products whose goal is to live up to its customers expectations on a regular basis. An ambitious goal, pursued thanks to a long-term and flexible partnership, where competitiveness, quality and service achieve high standards, alongside staff work of its own resources that daily carry out their activities with motivation and efficiency and constant research of revolutionary solutions that are sustainable at the same time.

PSC aims to emerge in the Italian and International market as a global actor in its operating field. Europe, Brazil, United States of America and Far East: these are the countries in which PSC is particularly reinforcing its leadership in the market of plastic components, where success is determined by three main factors:

- Competitiveness; - Innovation; - Globalization.

In order to become partner of the most prestigious customers it is fundamental to reach specific economic standards. For this reason, as well as to improve the highest degree of competitiveness, in 2018 PSC introduced COBOTs: these are collaborative robots representing industry 4.0, useful in particular for manufacturing processes, such as assembling and polishing, where human-machine interface can be incredibly handy; moreover, object of study are different applications of a world which has increased remote connections through technological Champion[1]

Mission

It is the Group's intention to strengthen the relationship of trust with all stakeholders and to pursue the objectives by harmonizing each player's interests, in compliance with the provisions of law and the principles of impartiality, reliability, loyalty, fairness and transparency.
It is in this context that the objective of a shared prosperity promotes the well-being of the territory, thanks to PSC activities.
The mission of the Group is characterized by three aspects that are inseparably related to each other:

- **Economic.** The management of the Group is characterized by the creation of value for shareholders in compliance with rigorous economic and financial sustainability parameters.
- **Productive and Market.** PSC designs, manufactures and promotes innovative and Technologically advanced products that fully meet our customer's needs.
- **Social.** The PSC Group is aware of the centrality of its social role towards the internal and external community, whether it local, national orinternational. For this reason, it is committed to the establishment of innovative paths aimed at improving all the Group stakeholders' quality of life, with utmost respect for the surrounding external environment.

1. The Champion is an internal position in the Group employed in Research and Development department, qualified for a specific technology.

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1.1 IDENTITY, VISION, MISSION AND VALUES

Values

The group takes some values which take shape within its staff's behavior, working both individually and collectively:

- **Always act with honesty and moral integrity**
- **Being critical with yourself and questioning how to improve yourself**
- **Be respectful towards the organization, highlighting meritocracy**
- **Focus on growth and its long-term sustainability**
- **Pay attention to safety and the environment**
- **Be respectful towards customers**

The annual publication of the Sustainability Report contributes to such values consolidation and confirms the attention to the most up-to-date national and international regulations, already firmly at the basis of PSC's working practices.

Among the values that guide the Group's activities, two in particular have a prominent role: respect for the person and for the environment. For this reason, in the Ethical Code – updated throughout 2020 – the support and respect for human rights are clear, in accordance with the UN's Universal Declaration. The organizational and management model, in accordance with Legislative Decree 231, was reviewed and implemented during 2020, according to the reorganization of the Group occurred over the years. In both documents, the introduction of new contents, developed on the basis of the process performed by PSC through a better sustainability of its activities, has been introduced. Such model shall be finally introduced within June 2022 in all Italian plants. Within such date the Code of Ethics will be spread in all the business units of the Group

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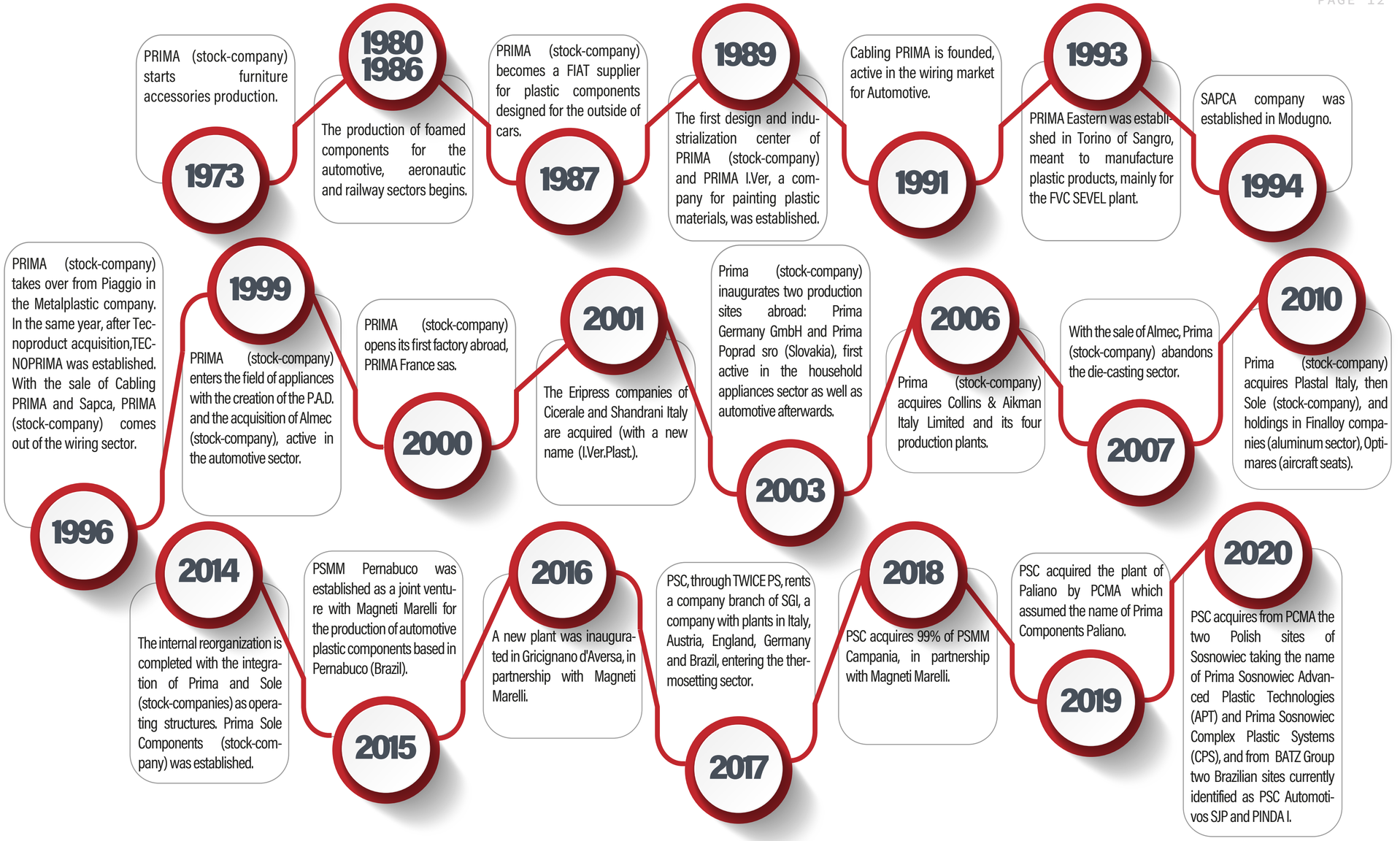

1.2 HISTORY AND PARTNERSHIPS

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1.2 HISTORY AND PARTNERSHIPS

PSC is a member of two important national trade associations:

- **Confindustria,** , the main representative organization of the Italian manufacturing companies of which the PSC's President, Maurizio Stirpe, is the national Vice-President, with responsibility for Labor and Industrial Relations. PSC is actively and constantly involved in some projects of Confindustria.

- **Assonime,** the association of the Italian joint-stock companies that critically analyses and discusses perspectives, developments and issues of the Italian Economy.

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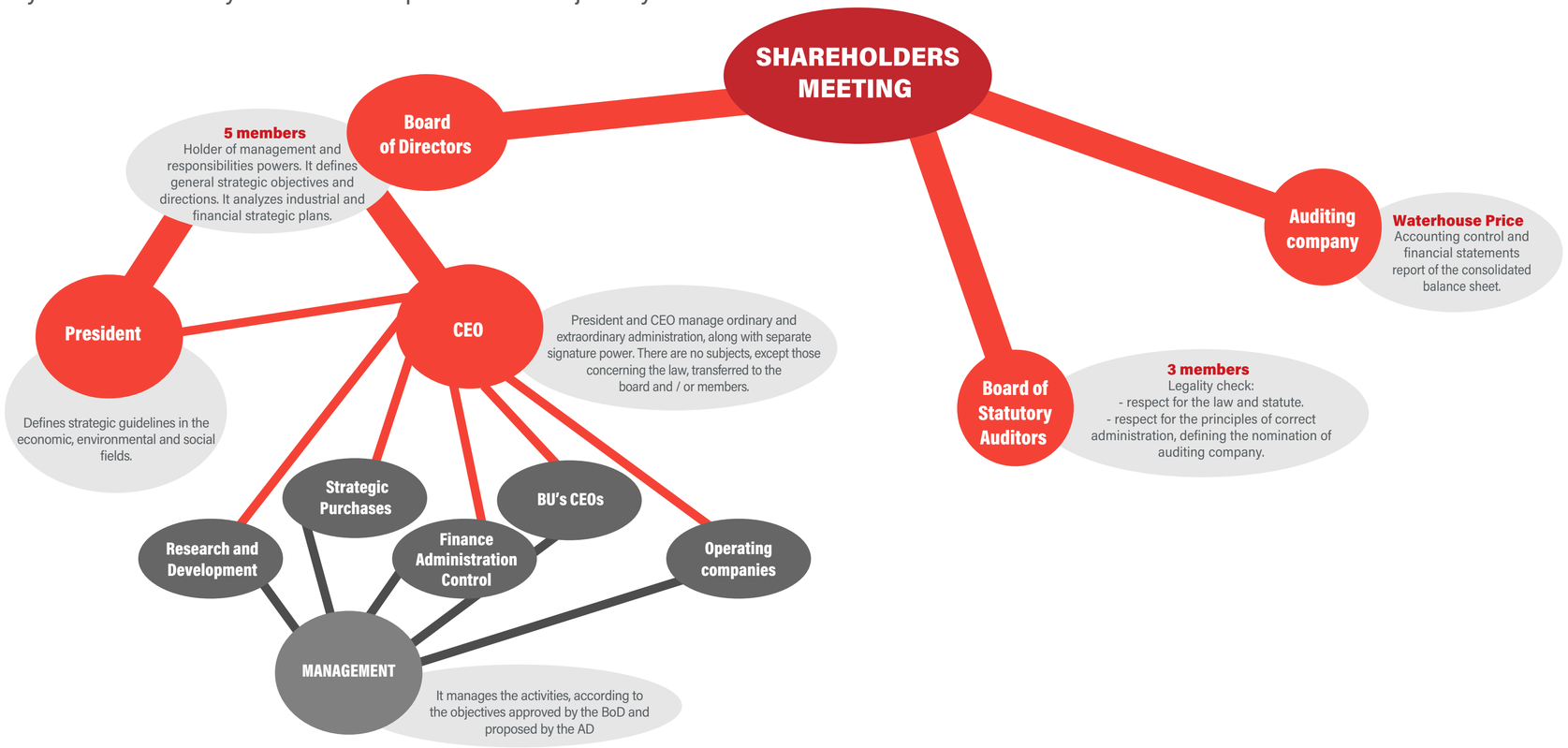
1.3 STRUCTURE AND ORGANIZATION

Prima Sole Components is a single shareholder stock-company, 100% owned by BS Holding, whose registered office is located in Torrice, in the province of Frosinone.

The governance structure provides a Board of Directors composed of five members remaining in office for three years. Its main duties include the definition of business strategies concerning the economic, environmental and social fields as well. The Chairman and Chief Executive Officer have ordinary and extraordinary administration powers with disjoint system.



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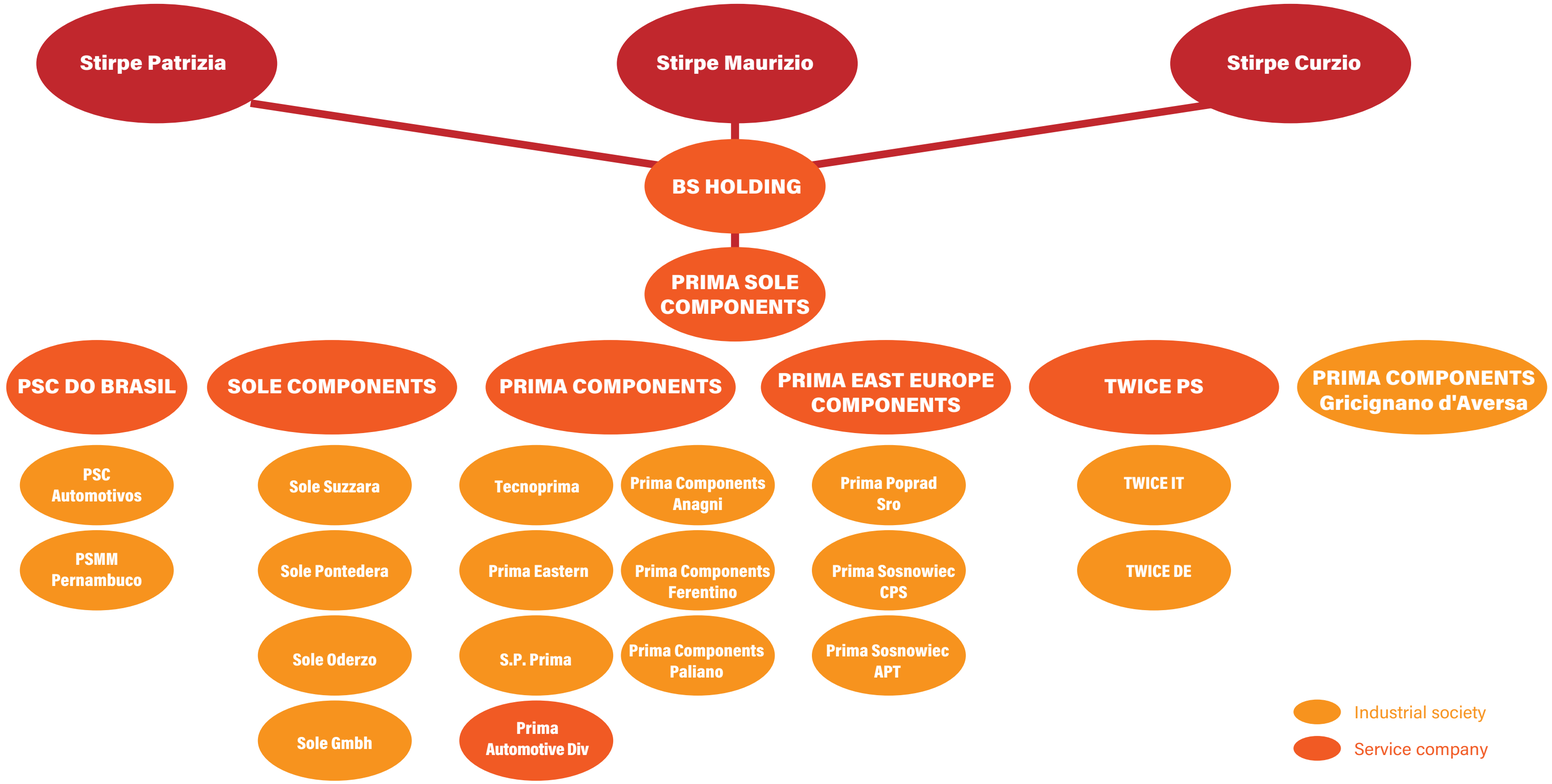
1.3 STRUCTURE AND ORGANIZATION

In the diagram below, it is possible to check all the companies subject to the present Sustainability Report. They correspond to those subject to the holding companies PSC do Brazil, Sole Components, Prima Components Italia, Prima Components Europe (named Eldoprima Components in the previous report) as well as Twice PS, with the addition of Prima Components Gricignano d'Aversa plant.
PSMM business unit, which in the year 2019 Gricignano d'Aversa and PSMM Pernambuco plants referred to, underwent a reorganization and was replaced by PSC do Brazil. In this report, PSC business unit Gestione Partecipazioni, not present in the consolidated financial statement, and Twice PS UK plant, permanently closed at the end of 2019, are not included.



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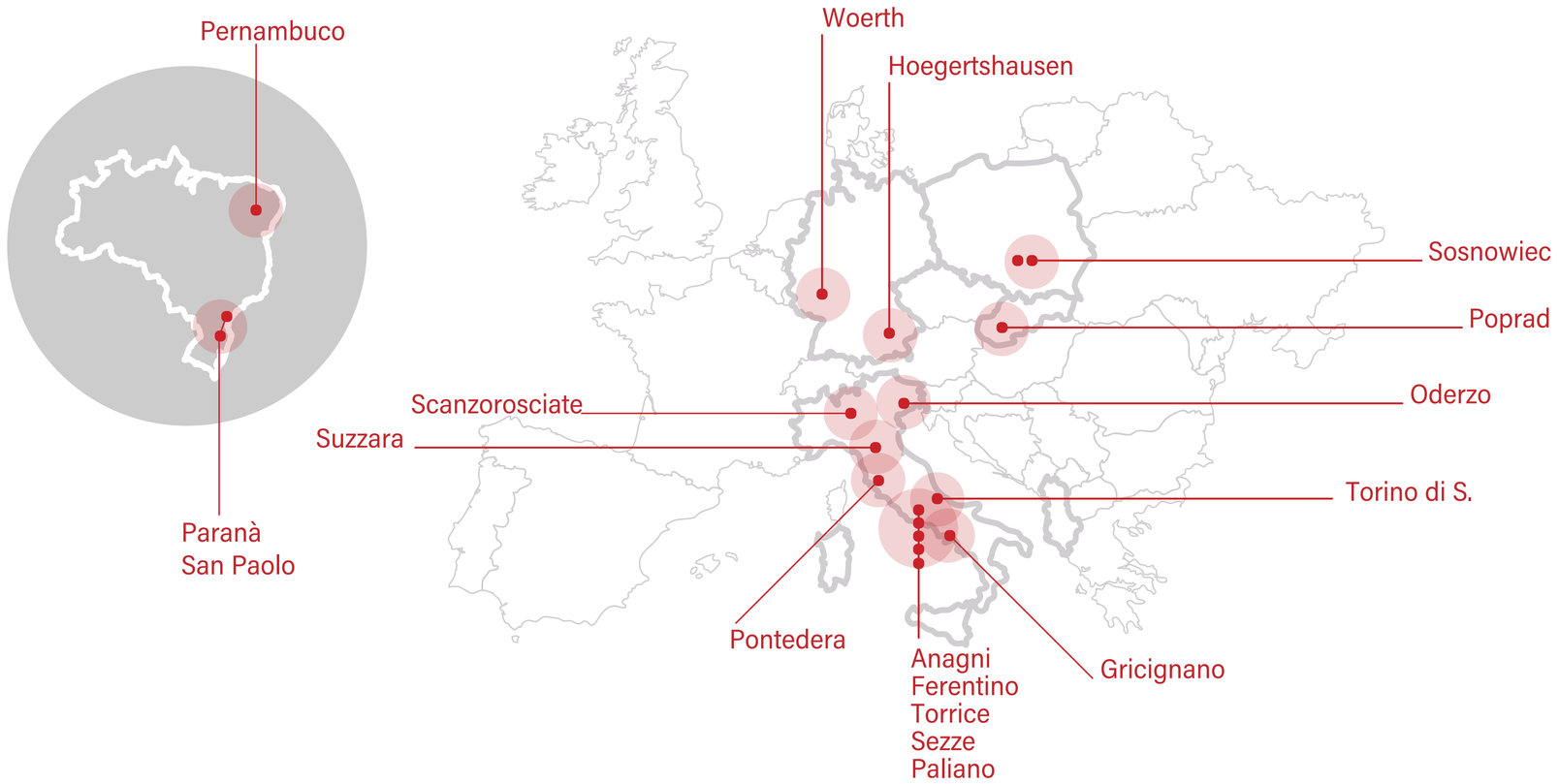
1.3 STRUCTURE AND ORGANIZATION

PSC plants, object of this report are present in five countries: Italy, Germany, Slovak Republic, Poland and Brazil.




PRODUZIONE
CAMPETELLA
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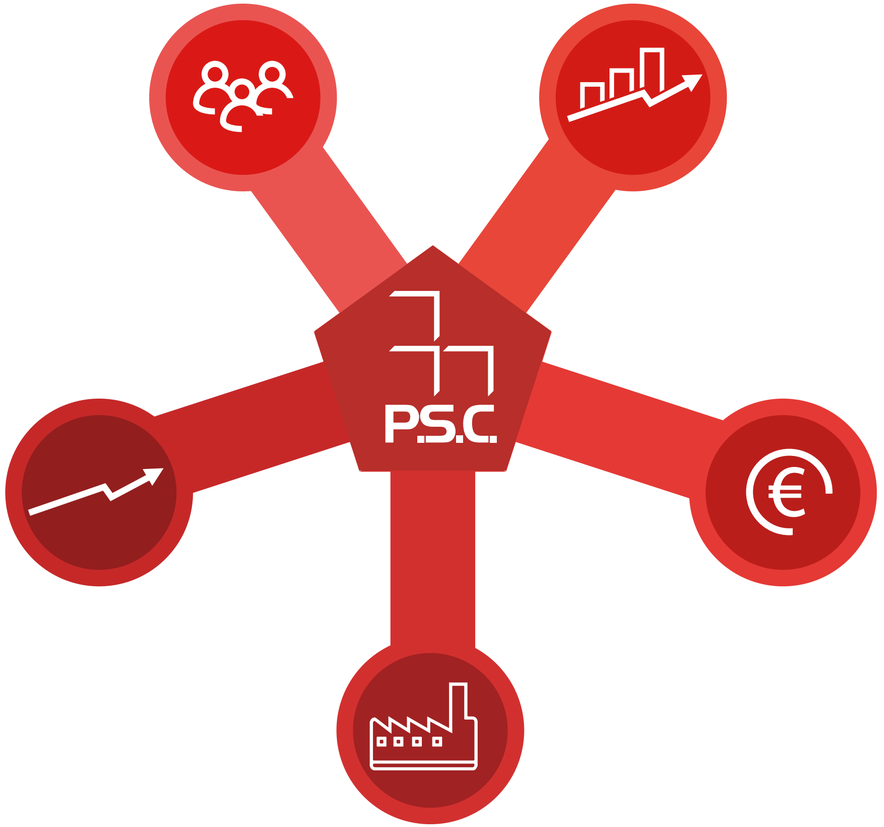
1.3 STRUCTURE AND ORGANIZATION



3.958 Total number of employees

Net Turnover
€ 623.929.148

Social Capitalization:
€ 460.201.948

Net Capital:
€ 131.754.115

Loan Capital:
€ 328.447.833

19 Plants

Parts sold
116.978.565

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1.4 PRODUCTS AND MARKETS

Manufacturing processes concerning PSC are numerous and include diverse tipologies. Such processes, divided into three macro-categories, are listed below:

Injection Moulding	Special Finishing	Other Technologies
Traditional injection moulding	Traditional Chrome Plating	Automatic gluing
Bi-injection	Colored chrome	US welding, Hp, Vibration
Gas-injection	Selective chrome	Thermoforming
Multi-material 2K and 3K injection	Paint on chrome	PU Sphuell sealing
Injection with fabric	In mold laser etching	Complex automatic assembly
Insert Moulding Decoration	Carbon fiber	Foam for shock absorber
In-mould metal bonding	Tampography	Optical fiber/led lighting
Technologies for Thermosettings resins	PVD technology covering	**Technologies For Thermoplastics Resins**
SMC (Sheet Moulding Compound)	Decorated Aluminum	Glass fiber reinforced thermoplastic
Forged Carbon Fiber	Painting/finishing	Long fiber thermoplastic
BMC (Bulk Moulding Compound)	Robotized Painting Lines from 1 layer to body color,water and solvent	Low weight reinforced thermoplastic
Heat and Cool Tech (electromagnetic induction)	Cubik Evo	

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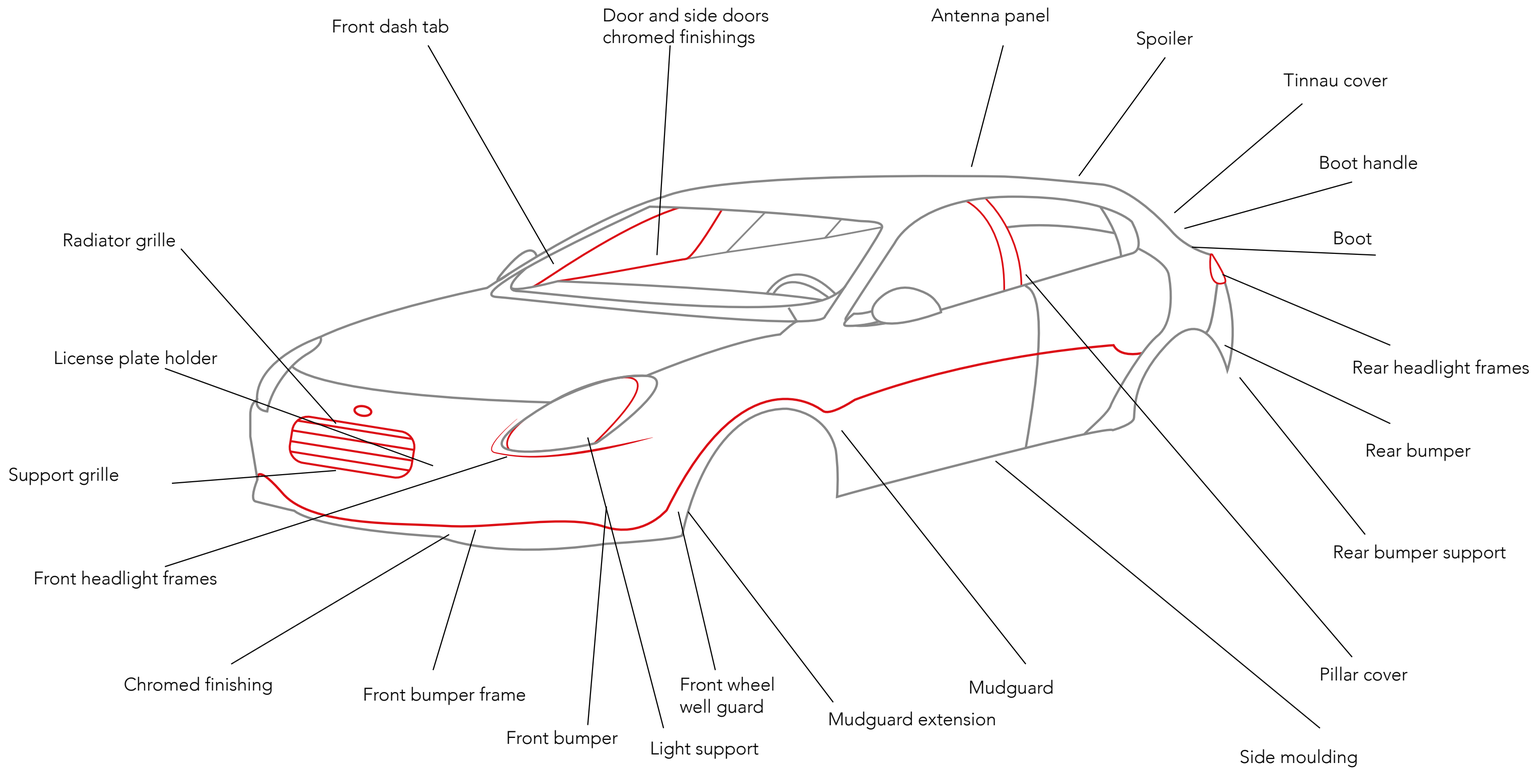
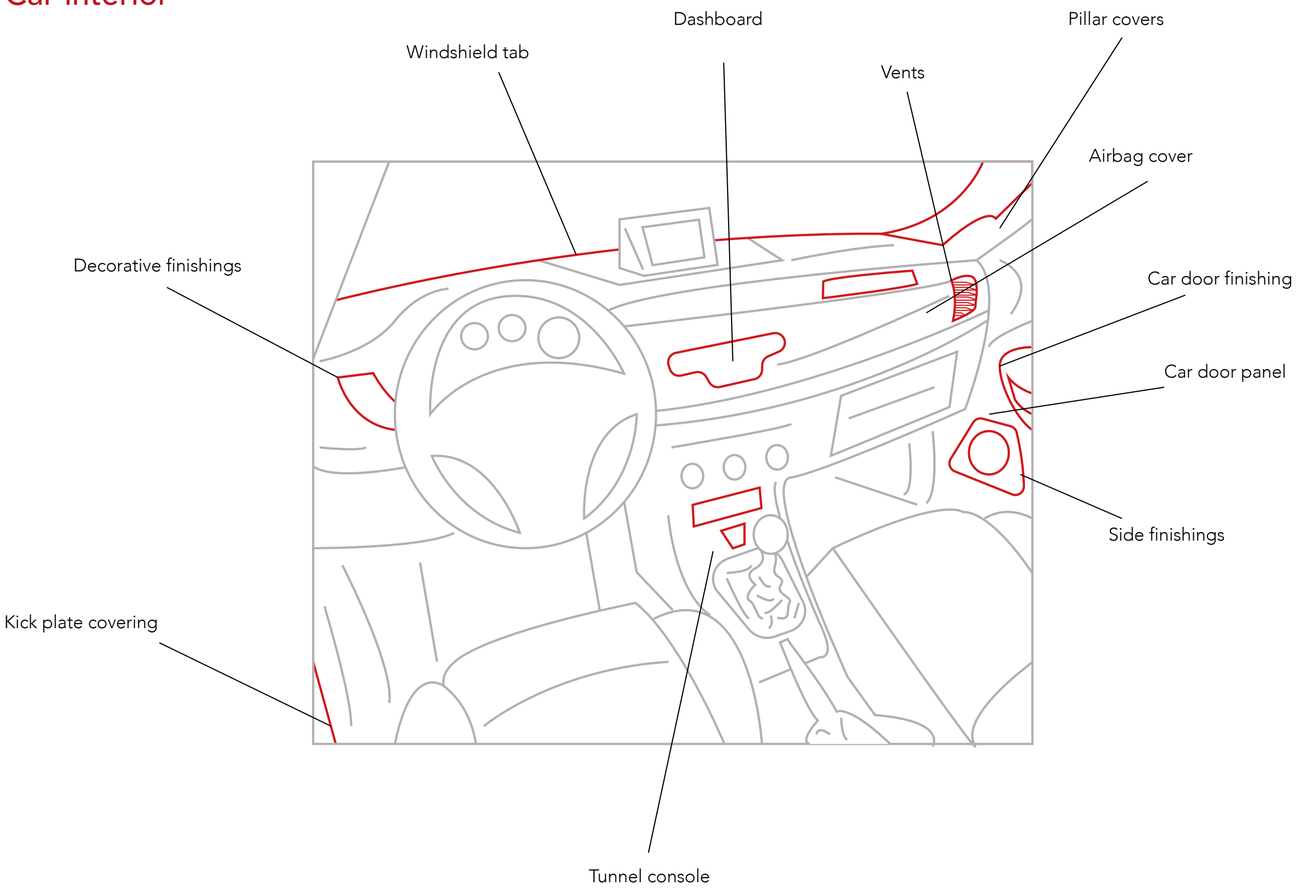
1.4 PRODUCTS AND MARKETS

Car exterior



1.4 PRODUCTS AND MARKETS

Car interior



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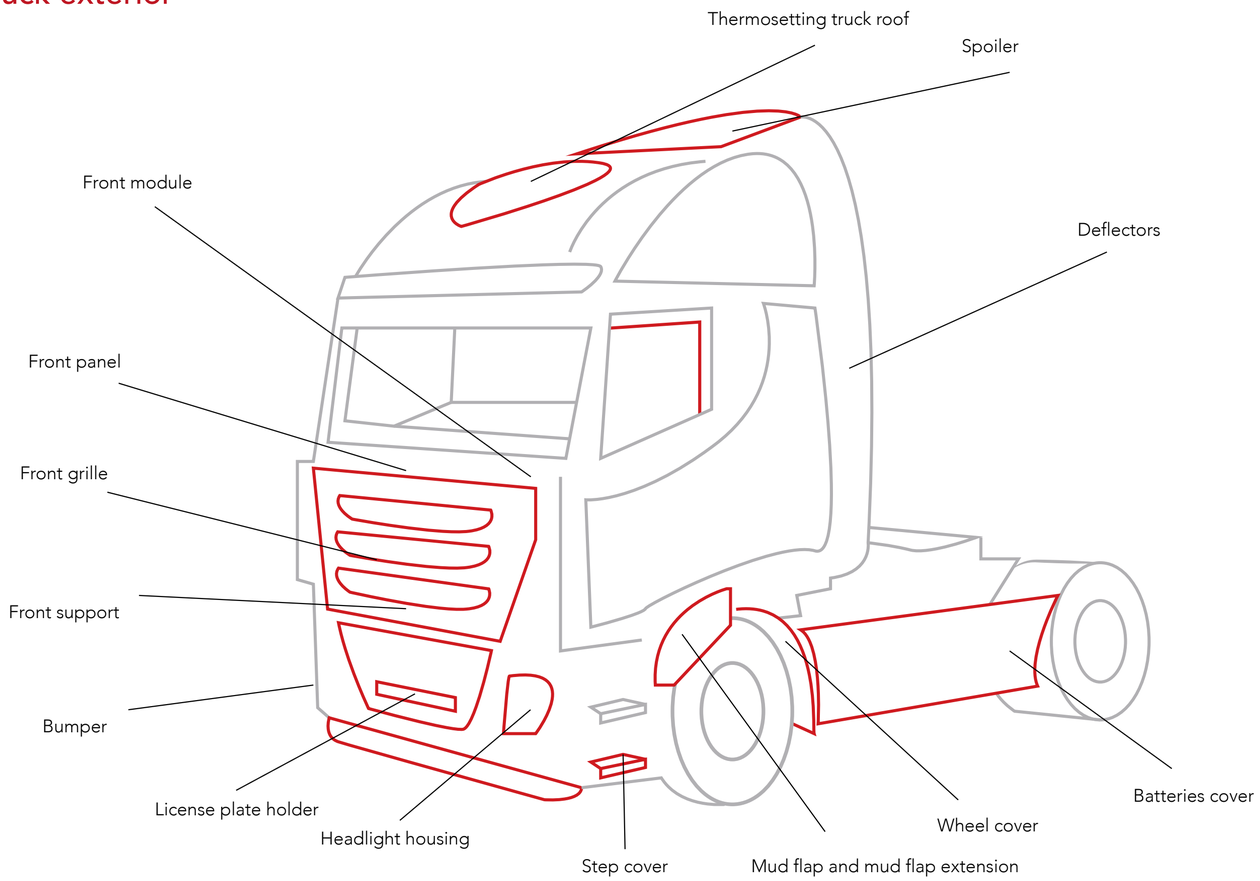
1.4 PRODUCTS AND MARKETS

Truck exterior



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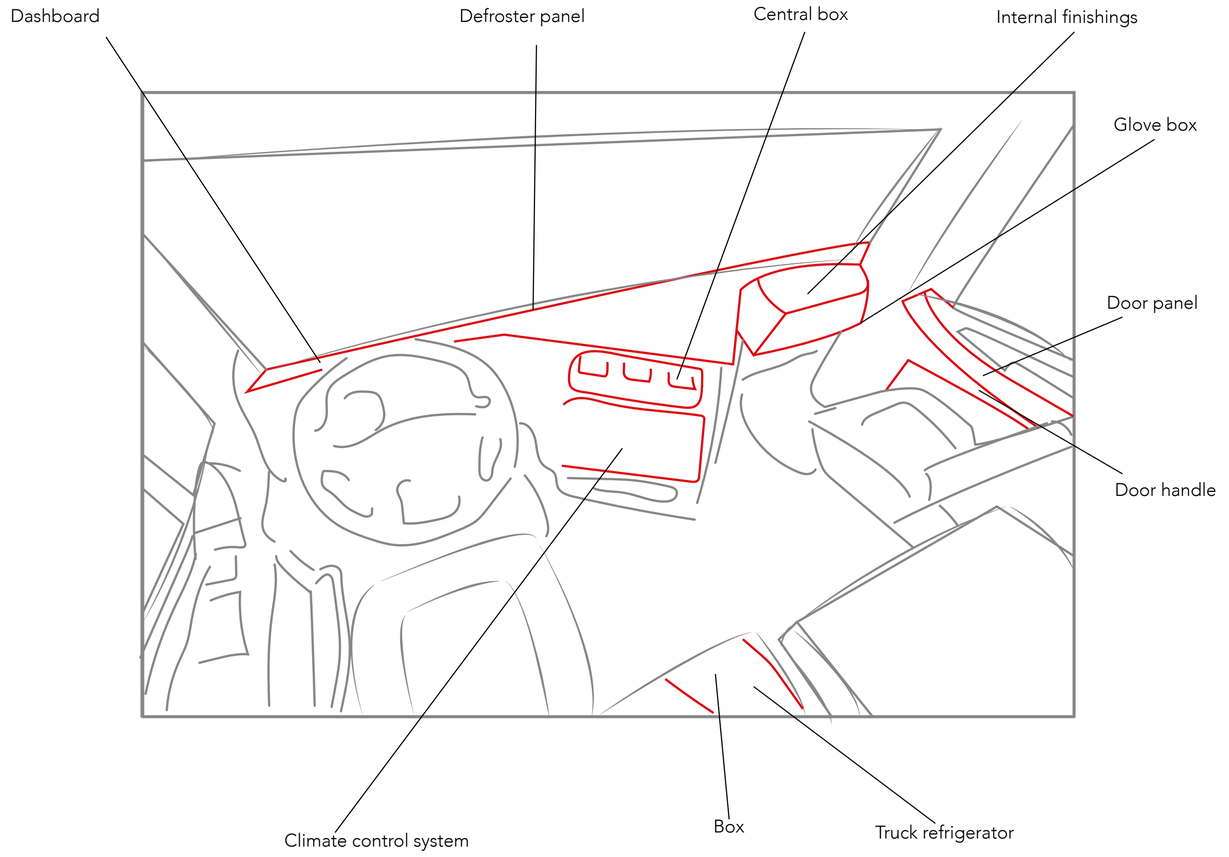
1.4 PRODUCTS AND MARKETS

Truck interior



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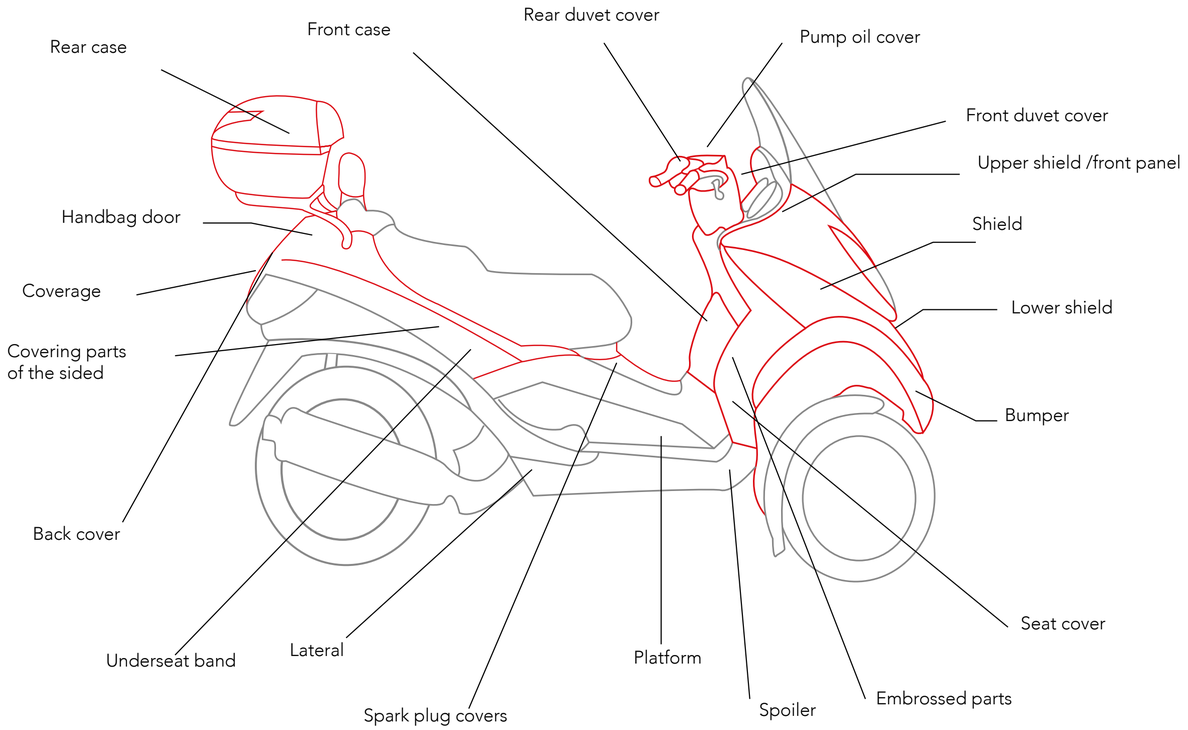
1.4 PRODUCTS AND MARKETS

Motor vehicle



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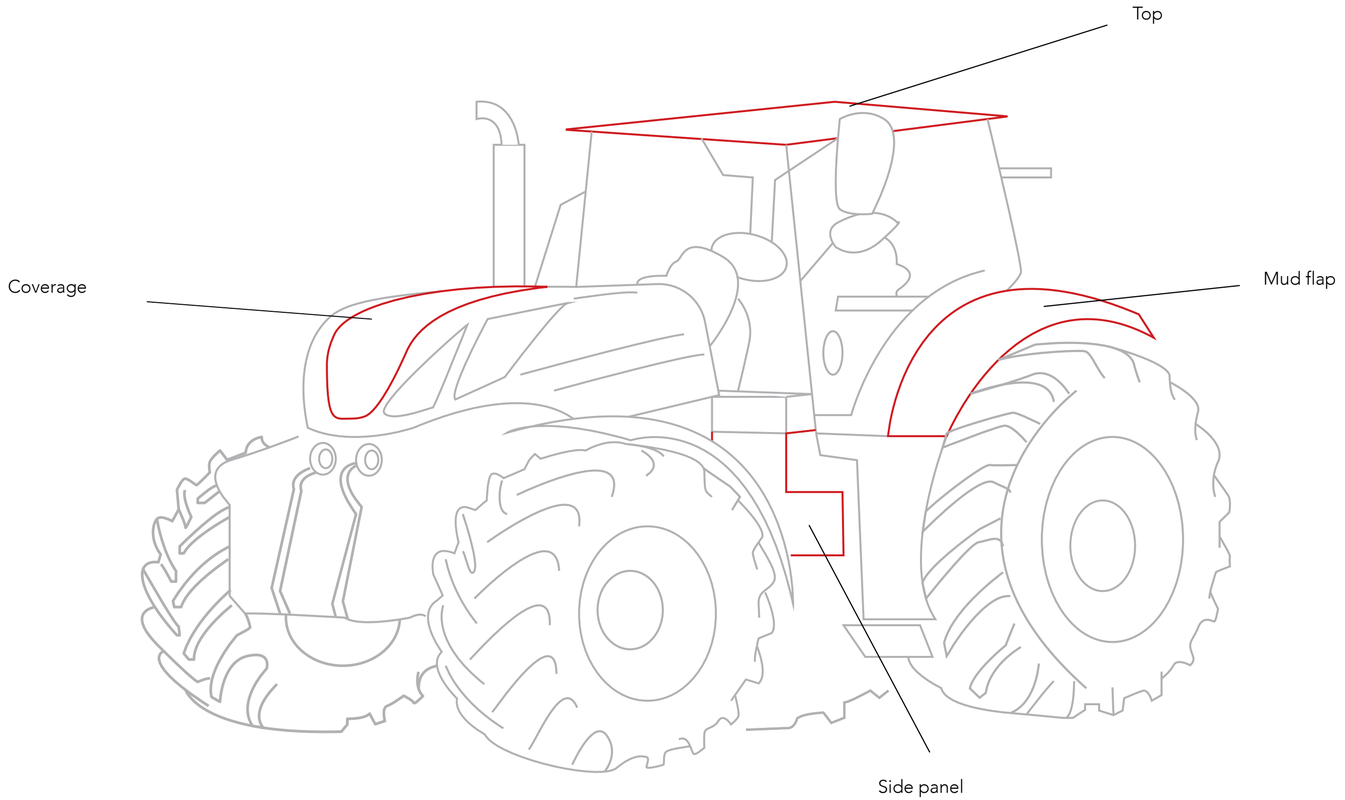
Tractors



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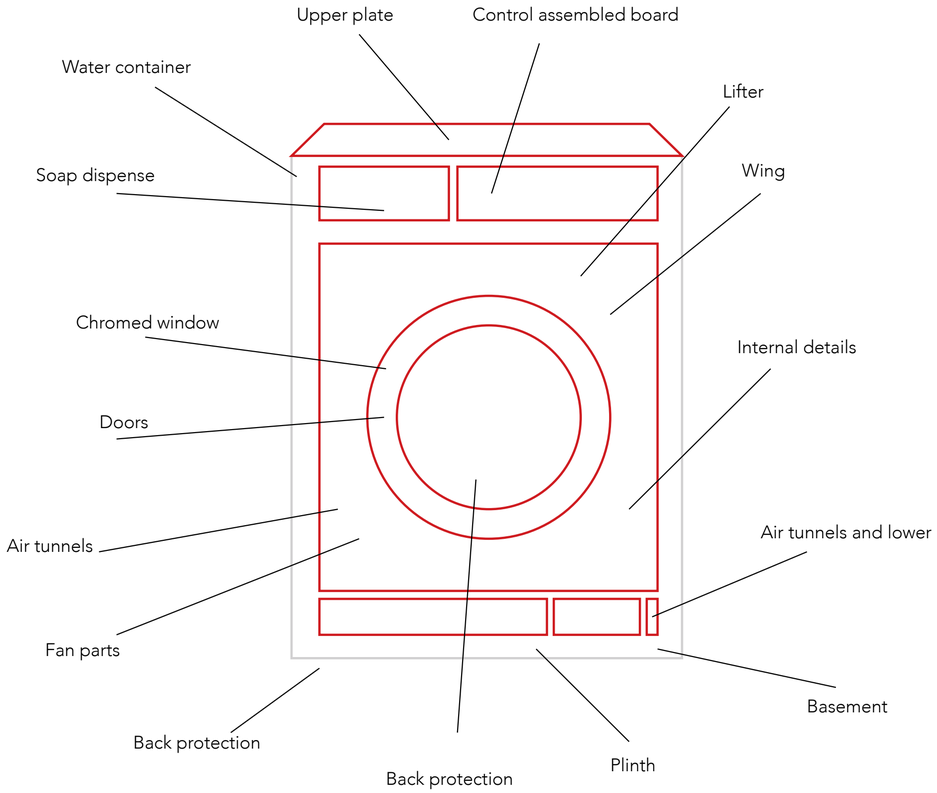
1.4 PRODUCTS AND MARKETS

Household appliances



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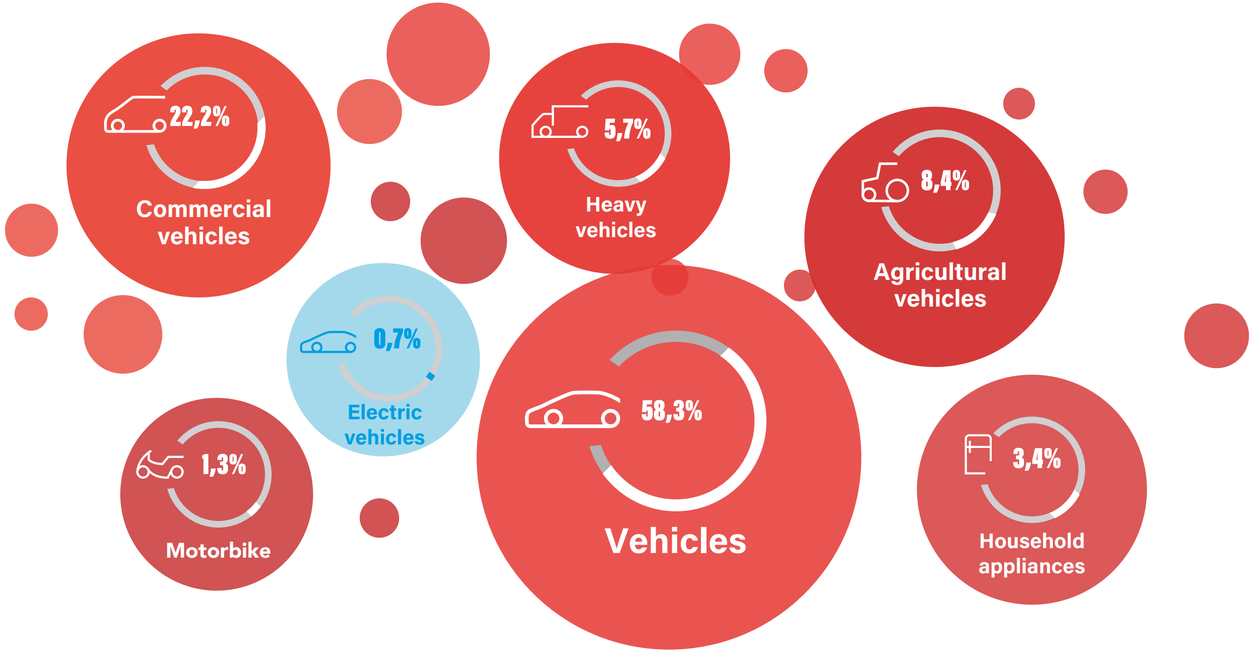
1.4 PRODUCTS AND MARKETS

The products of the Group are also addressed – in different amounts – to many other fields, as shown in the following picture.

SECTORS



PSC products are present on the Italian, European and world market, intended for the main OEMs motor vehicle manufacturers: FCA, CNH, Volkswagen, Volvo, Fiasa, Daimler and BMW. In its own market penetration policies, PSC is developing partnerships with the main OEMs also through the production site localization of its customers' plants.

MARKETS

- 48,0% ITALY
- 45,2% EUROPE
- 6,8% WORLD

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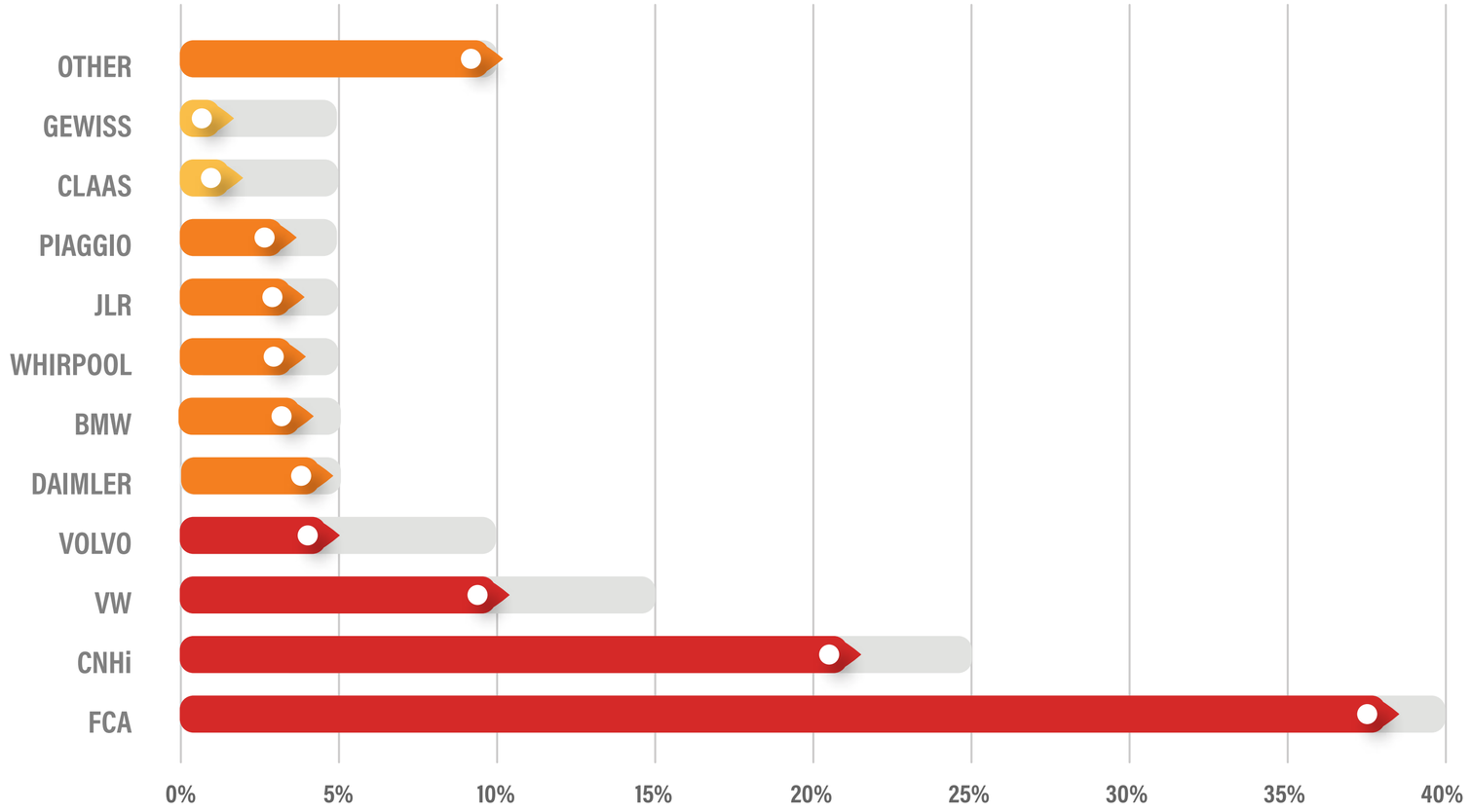
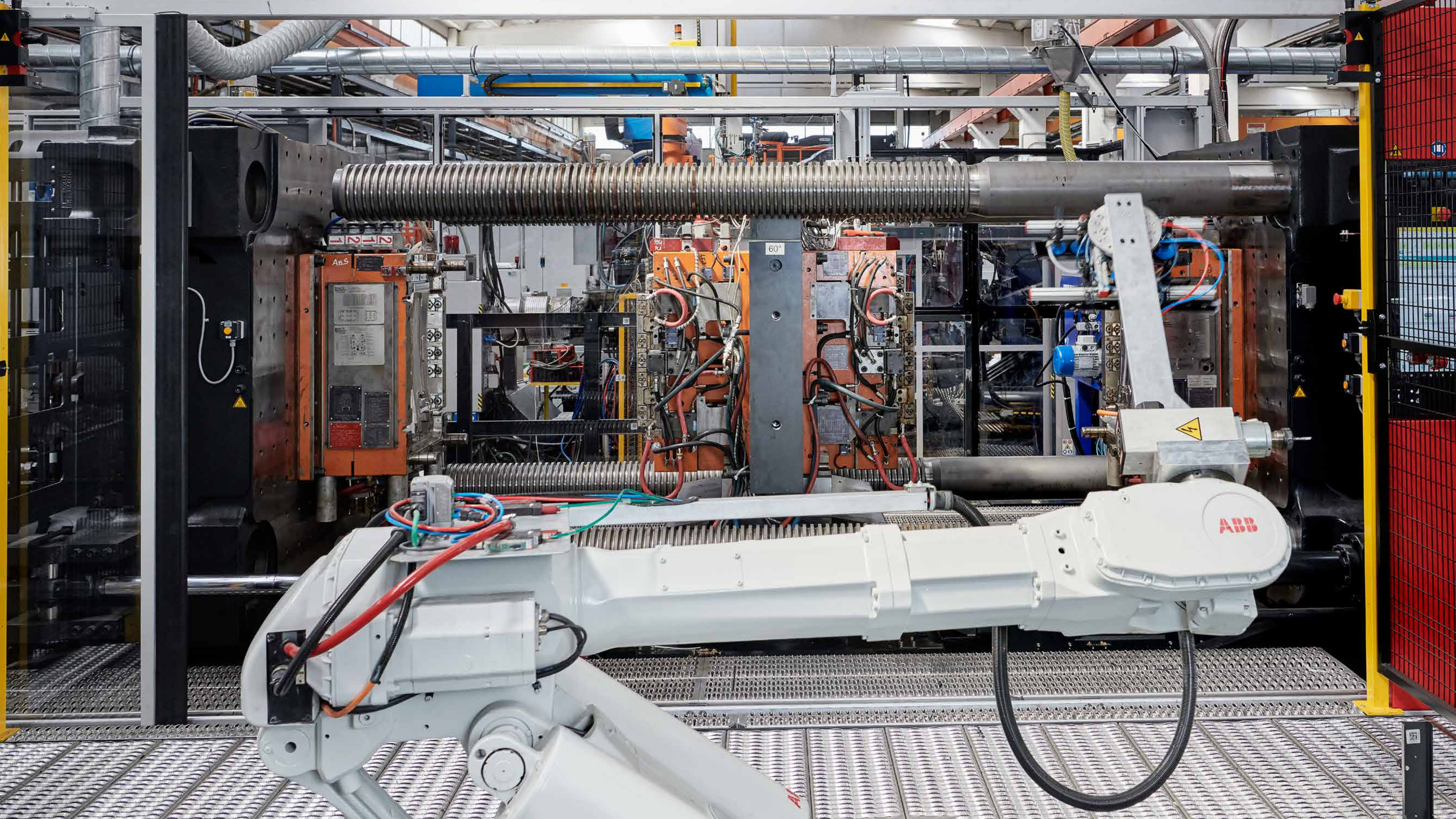
1.4 PRODUCTS AND MARKETS

The distribution of customers, in terms of turnover, is listed in the following graph.




60°
ABB

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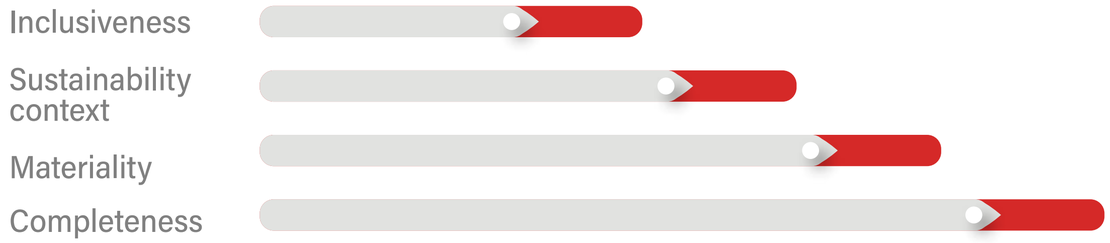
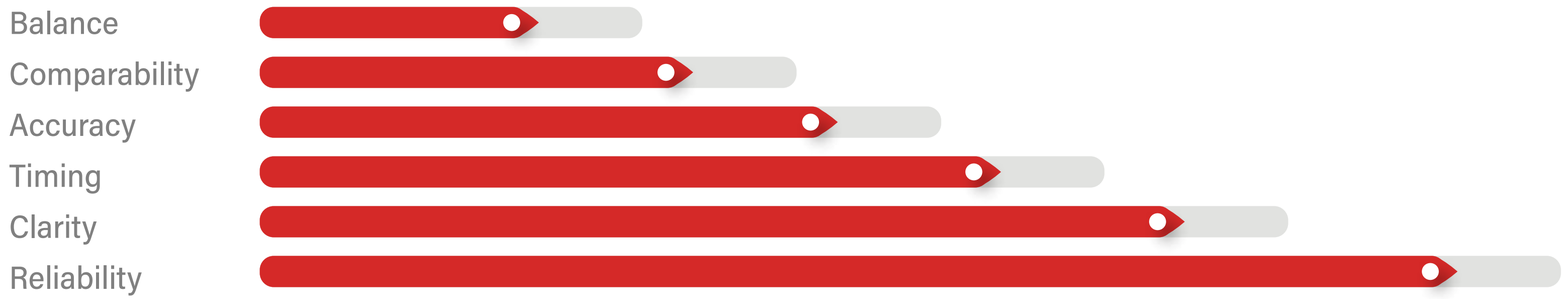
2.1 PRINCIPLES OF REPORT WRITING

Through the annual drafting of this report PSC communicates to its own stakeholders, policies, commitments and strategies applied in the area of sustainability. This Report complies with the Global Reporting Initiative (GRI) standards and is drawn in accordance with the "Core" option.
The contents description of this Report will be based on four principles:



The principles followed, however, for the definition of the information quality are:



In the present Sustainability Report, which refers to the year 2020 and updates data published in October 2020, in the previous Sustainability Report, all the companies of Prima Sole Components (Stock Company), with the exception of the ones belonging to Business Unit PSC Gestione Partecipazioni, are included.
In Appendix 1 the data referring to the three following years 2018, 2019 and 2020, in order to enable monitoring of the trend on behalf of our stakeholders.
In Appendix 2, instead, you can find in details data of each plant related to 2020.

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2.2 ANALYSIS OF MATERIALITY

2.2 ANALYSIS OF MATERIALITY

The analysis of materiality is the main reference established by the GRI Standards for drawing up the Sustainability Report. Materiality refers to the threshold when issues become important enough to be reported, since they influence the organization and its stakeholders in decision making, along with action and performance.

The process of material themes definition is divided into three points:

01

Priority themes Identification for the company and its stakeholders.

02

The attribution of a specific relevance quantified thanks to a numerical index assigned to each theme, on a 1-5 reference scale ("No relevance" – "Very high relevance").

03

The identification of themes reaching, at least, an "average relevance", which corresponds to a score of 3 on the reference scale. These are considered as material themes by the Company and PSC will undertake to implement concrete and coherent initiatives.

The association between the themes of PSC and those of GRI Standards is constantly highlighted and issued in the GRI Content Index of the current report.

PSC material issues and relevant terms are in details in the following pages.

In order to make their consultation easier as well as their tools management more effective, the material themes identified have been grouped into three macro-themes:

Generated Value · Workers · Natural resources and environment

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2.2 ANALYSIS OF MATERIALITY

In 2020, a review of the material issued was carried out with the aim of providing an up-to-date and representative framework of the Group, in the light of both internal and external developments.
The review is based on a critical analysis of the material issues carried out within the Working Group, to which it was added a series of interviews involving PSC Italy representatives of departments, Europe and Brazil, in order to urge a debate on current issues, which may be of interest to the Group. In particular, the topics discussed were Covid-19 pandemics management, sustainable mobility and equal opportunities.

The audit activity specifically determined:

- **Clarification of the concept of sustainable mobility in the area of "Research, development and technological innovation";**
- **Unfication of "Relations with business partners" and "Customer satisfaction and product quality" issues into a single topic, called "Relations with customers (business partners)";**
- **Unification of "Training and Staff Development" issues into "Workers' Welfare";**
- **Unification of "Sustainable production" into a broader topic of "Compliance";**
- **Elimination of "Biodiversity".**

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2.2 ANALYSIS OF MATERIALITY

Macro-theme	Material themes	Theme definition
Generated Value	Risk management	Operate according to risks and opportunities in the economic, social and environmental field, for PSC operability and image.
	Research, development and technological innovation	Research and technological innovation as strategic factors to increase our products competitiveness, in line with a sustainable development and mobility
	Relationships with customers (business partner)	Relate to our customers, in the role of main business partners, acknowledging value to cooperation, synergies and social responsible behavior, in order to achieve higher levels of knowledge and greater quality and to build a lasting relationship with mutual satisfaction
	Compliance	Guarantee compliance with mandatory or voluntary regulations through the employees endorsement and thanks to appropriate organizational and management models, as well as to achieve performance and sustainable targets, which can be assessed and certified
	Responsible management of the supply chain	Involvement of the supply chain by sharing the principles, policies and tools for the sustainability and social responsibility.
	Local communities	Attention and comparison with the local community expectations, through an open, transparent and constructive dialogue.

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2.2 ANALYSIS OF MATERIALITY

Macro-theme	Material themes	Theme definition
Workers	Well-being of employees	Consider employees as a fundamental element of the company's value, and guarantee their well-being through some training appropriate for the development of individual skills, an organization and environment that will foster our commitment for quality along with personal and professional satisfaction achievement.
	Health and safety at work	Guarantee processes safety and workers' health protection throughout all procurement and production stages.
	Equal opportunities and diversity	Enhance personal and cultural diversities of partners, suppliers and customers, avoiding discrimination and facilitating aggregation.

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2.2 ANALYSIS OF MATERIALITY

Macro-theme	Material themes	Theme definition
Natural Resources and Environment	Energy consumption	Responsible use of energy resources achieved, when possible, by technologies and energy saving activities along with renewable resources option.
	Emissions in the atmosphere	Carry out operations, by taking the opportunities to prevent and mitigate emissions in the atmosphere, by protecting air quality and contrasting climate change.
	Sustainable production	Adopting management models in accordance with good practice and international standards, in order to achieve sustainability targets, which can be measurable and certifiable.
	Waste management	Apply, when possible, the most effective practices for reduction, through prevention, and waste recycling.
	Water resource protection	Responsible use of water thanks to technologies and policy aimed at reducing its quality, when taking it, and preserving the original quality.

This Sustainability Report reflects the analysis of materiality carried out by PSC and in each section the points concerning the three macro-themes are described in details. This approach allows a more flexible consultation of information and well represents our approach to sustainability, according to a model, which ranges from general to a more specific one.

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2.3 STAKEHOLDER ENGAGEMENT

In order to define PSC material themes, the definition of stakeholders' expectations and points of view represent a fundamental step. This operation took shape thanks to the stakeholder engagement, which was divided into three different phases:

▪ Identification of types of stakeholders: this process has joined the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 and has led to the identification of the categories listed in the table below, each accompanied by its related description.

Stakeholder	Definition
Worker	Employees working for or on behalf of PSC, including its representatives (e.g. trade unions)
Supplier	Provider of products or services to PSC
Customer	Customers of PSC products
Investor	Who holds shares within PSC
Society and local communities	The social context in which PSC sites are located. It can influence its activities
Institutions	The set of institutions that can influence the PSC activities (e.g. Region, Province or Municipality in which PSC sites are located)
NGO and Associations	Non-profit associations and private organizations operating in areas that influence PSC activities (e.g. environmental associations or sector associations)
Media and press	International, national and local media (e.g. television, press, radio and web) which PSC can use to communicate its initiatives

- Definition of engagement methods and implementation. In 2020 the category of stakeholders was directly involved, by giving them a questionnaire regarding their approach to sustainability For other categories of customers, indirect ways of engagement were used; the documentation needed was therefore selected and analyzed, in order to build up different opinions and requests on material themes.

- Identification of significant themes for stakeholders

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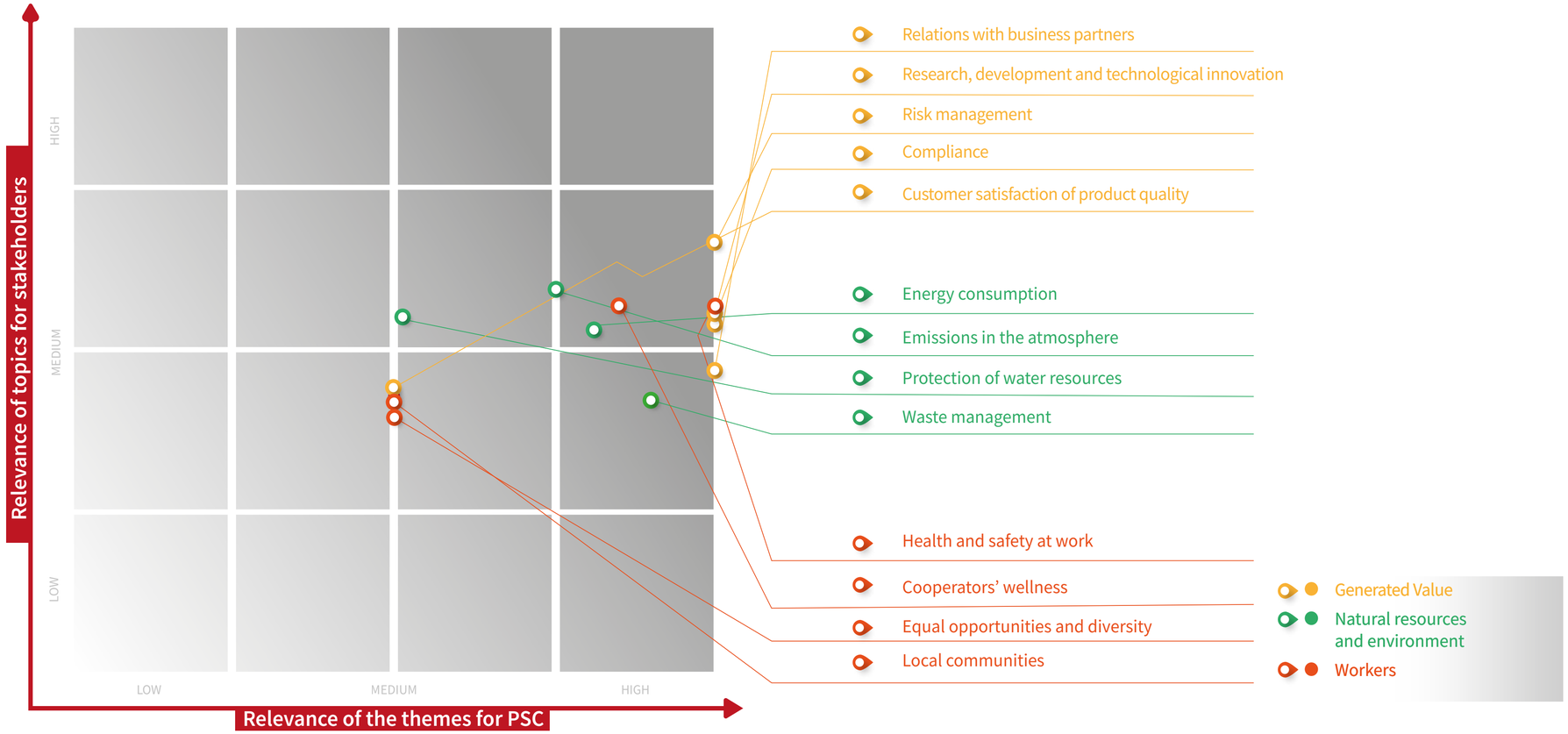
2.4 THE MATERIALITY MATRIX

Through the analysis of materiality and thanks to our stakeholders involvement, the materiality matrix was developed. It graphically summarizes the relationship between the importance given to PSC themes and its stakeholders



PSC systematically manages the emerged requests with appropriate tools, including the practices provided by the company management systems.

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2.5 MANAGEMENT APPROACH

The Disclosure on Management Approach (DMA) describes the material themes and the PSC tools used to conveniently manage its economic, environmental and social impact. For this purpose, it was necessary to define:

- **The perimeter, that is to say, to what extent positive or negative impact of PSC activity is prompted in business, both internally and externally to its reality.**
- **Policies driving the organization**
- **Declared commitments**
- **Goals and objectives for the reporting year**
- **Responsibilities assigned to different levels within company organization**
- **Financial, human and technological resources provided**
- **Processes collecting stakeholders' requests**
- **Specific actions**

2.6 INDEPENDENT EXTERNAL CHECK

This Sustainability Report has been verified externally by Sai Global Italia (stock company), an independent body compared to Prima Sole Components, as reported in the Letter of Assertion page 149

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3.3 BUSINESS PARTNER RELATIONS

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3.5 COMPLIANCE AND CERTIFICATION

3.6 GRESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN

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3.1 RISK MANAGEMENT

PSC, the Group's holding company, describes in the industrial plan the vision, the mission, the medium and long-term strategies. Oncethe guidelines have been set up, the operational plans of the business units and the sites connected to them are developed.

The PSC management looks into the analysis and evaluations suitable for the operational planning draft, which is an activity carried out in an interdisciplinary manner; for this reason, in this process, several business functions are involved along with external members of particular interest, such as customers and suppliers.

In the Business plan, the strategic guidelines are:

01

Competitiveness:
the Group's ability to supply competitive products and to stay in the market, facing competition.

02

Technological innovation:
this step adds several variants, among which the improvement of products and processes, in order to increase quality, performance and flexibility, as well as to reduce costs; the introduction of new products and innovative production and distribution methods, continuously looking for superior quality.

03

Globalization:
distribution of production on a local and global scale, according to customer's needs.

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3.1 RISK MANAGEMENT

The activities in line with PSC strategic guidelines are defined by the business holding: each production site adheres to them, according to the following process:

- **PSC analysis of the business plan: each business unit finds solutions complying with its own standards, so to apply the guidelines established by the Group.**
- **Identification of the relevant factors thanks to the S.W.O.T. Analysis (Strengths Weaknesses Opportunities Threats): it is therefore possible to identify the strengths and weaknesses of the internal context, as well as the external risks and opportunities. These elements are subsequently related to the parties concerned.**
- **Evaluation and identification of significant factors: in particular, the probability of occurrences and their impact on market share, alongside competitive advantage and reputation.**
- **Definition of operational planning, taking into account the risks involved, in particular:**
    - **Avoid risk by deciding not to start or to continue the activity in the event of its arising**
    - **Take or increase risk, in order to pursue an opportunity**
    - **Remove the source of risk**
    - **Change the probability**
    - **Change the consequences**
    - **Share the risk with a partner (also through contractual formulas for financial risk control)**

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3.1 RISK MANAGEMENT

Actions to face risks and exploit opportunities, in reference to sustainability as well, are the inputs necessary to define the operational planning in line with the company strategy.

The Group has also stipulated policies with important companies in the field, with the aim of covering the main business risks in industrial activities. The insurance coverage involves all material damages to buildings, plants, machinery and goods owned by the Group companies, whether they are present in PSC plants or by third parties.

Limits and specific exemptions change according to other factors, such as: weather events, intentional acts of third parties, structural collapse, liquid leakage and mechanical breakdowns. Any economic losses that may result from business interruptions or caused by factors, such as those listed above, are also covered by insurance. Finally, possible damages to third parties were also insured, if resulting from claims and covered by policy (third-party claim and interruption or suspension of third party activities).

A policy consisting of three sections, concerning claims for damages, was signed by the Group companies. More specifically: third-party liability, civil liability of factory workers and products. Each coverage uses limited maximum coverage and allowances.

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3.1 RISK MANAGEMENT

A careful and proper management of business risks has helped to make PSC a group generating value and wealth, to be partly spread to its stakeholders

Amounts of (€)	2020	2019	2018
Economic value generated by PSC Revenues and other operating incomes	646.917.213	719.327.000	756.531.068
Economic value distribuited by PSC Operating costs, remuneration of collaborators, remuneration of lenders, remuneration of the public administration and investments for the community	637.229.894	684.384.000	713.495.857
Economic value held by PSC Economic value generated – Economic value distributed	9.687.319	34.943.000	43.035.211

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3.2 RESEARCH, DEVELOPMENT AND TECHNOLOGICAL INNOVATION

The three centres dedicated to PSC Research and Development (R&D) activities are based in Oderzo, Torino and Ferentino, and employ 64 workers in total, as well as 11 program managers. This department is strategic for the Group because it gives significant life-long investments, sometimes in collaboration with its customers.

After PSC reorganization carried out in 2012, a Director was appointed in the research and development area, who, in collaboration with the Head of the Program Management, shall coordinate three departments:

- **Foreign customers**
- **Italian customers**
- **Appliances**

With the purpose of identifying and sharing the best practices, useful to the whole Group, a cutting-edge business-intelligence platform has been realized. R&D initiatives implemented by companies and business units are diverse practice and include those described in the following paragraphs.

In July 2020 Sole Oderzo started to develop a new research project, named Sustainable Capacitive Keyboards (TCS), as a part of the most significant tendering projects aimed at R&S, which can benefit from the resources of Fondo per la Crescita Sostenibile (FCS) – Sustainable Growth Fund, set up in order to support businesses as well as the investments in this field.

The project, , which lasts three years, (the conclusion is planned in 2023) aims to develop intuitive controls keyboards, through which it is possible to enable its functions by touching the keyboard in the same way you do with a smartphone, and which can be achieved thanks to advanced molding processes in super-thin overmolding.

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3.2 RESEARCH, DEVELOPMENT AND TECHNOLOGICAL INNOVATION

TCS project includes three stages:

- Analysis and screening in lab, in order to have more options for new molding, materials, TCS devices and relevant compliance. Most of the experimental activities carried out in 2020 concerned such OR.
- Development of two prototypes: one for the dashboard with backlight that changes color and one for the handle to open the rear hood.
- Full development of technology.

The project represents an innovation in the field of advanced materials and production systems, in particular for plastic components, and its results will lead to a more sustainable production and wider dissemination of this technology; furthermore: this initiative confirms the very high profile of R&D Sole Oderzo, one of the excellence of the territory and a proven international leader for such field of application.

During 2020, both Sole Oderzo Ltd and Sole Components Ltd were also engaged in other R&D projects implementation, for which the companies have accrued the tax credit provided for by Article 3 of Decree-Law 145/2013, as replaced by art. 1 paragraph 35 of Law 190/2014 and implemented by Ministerial Decree 24/05/2015.

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3.2 RESEARCH, DEVELOPMENT AND TECHNOLOGICAL INNOVATION

Specifically, the initiatives concerned, in addition to the one already described and valid only for Sole Oderzo, are eight as stated in the following list:

Project	1	Research, experimentation and development of innovative galvanic chrome plating technologies with high environmental sustainability, based on the use of Trivalent Chromium.
Project	2	Research, experimentation and development of innovative PVD metallization technologies for the realization of components aimed at the aesthetic covering – functional of road radar devices.
Project	3	Research, experimentation and development for radiator grilles in polypropylene glass and modified poly-methyl-metha-acrylate.
Project	4	Research, experimentation of the process of Vacuum Wrapping for exterior car components.
Project	5	Research, experimentation and development for Grids Aesthetic radiator in ASA/PC with different finishes integrated in a single component.
Project	6	Analysis and Development solution with metal-free film for Esthetic Cover Radars.
Project	7	Feasibility study of defect detection solutions on painted components in production.
Project	8	Study of innovative applications to industrial processes of solutions with collaborative robots.

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3.2 RESEARCH, DEVELOPMENT AND TECHNOLOGICAL INNOVATION

During 2020, some of the Group's companies received financial assistance for a total amount of Euro 4,636,358, of which share attributable to tax relief was euro 4.454.185. This means that 31% of it affected Prima Components Automotivos and 60% PSMM Pernambuco (Brazil).

Prima Poprad received allowances for a total amount of 166,712 euros.

Prima Components Italia and Prima Components Anagni have also received EUR 15,461 in grants for investment and research and development activities, through a tax credit for subsidized capital goods.

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3.3 BUSINESS PARTNERS RELATIONS

The partnerships that PSC builds with its customers have always been remarkable for being solid. To support this, several production sites of the Group are located in the same areas which host reference business partners for PSC: Sole Suzzara is situated in the district of IVECO, Sole Pontedera is situated in the district of Piaggio, and a joint venture of 50% with Magneti Marelli is of interest to Pernambuco Brazilian plant.

In the reporting year, no company of the Group was affected by legal actions in anti-competitive behavior, anti-trust or monopoly operations. These subjects will be particularly highlighted in the new code of ethics and conduct.

The partnership relations with its suppliers are also characterized by solid bonds. The strategic purchasing department of PSC defines framework agreements with large groups that produce, for example, raw materials and paints. In addition, it promotes the growth of suppliers working in its sites, by supporting them within its facility, in order to achieve the highest environmental and safety standards.

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3.4 CUSTOMER SATISFACTION AND QUALITY OF PRODUCTS

PSC is committed to providing quality of products and services, which can meet or even exceed customer's expectations. New plants subjected to constant maintenance, combined with state-of-the-art control systems, contribute to monitoring and repeatability of processes, as well as improving the products quality. In case of unmanageable situations, they are monitored through statistical studies that affect the main variables, so to allow an immediate intervention and restoration.

Each site monitors customer satisfaction. The resulting reports are analyzed by both business units and the Group holding company. This process aims to ensure that attention is always focused on customer's needs.

According to the precautionary approach, PSC evaluates the impact in the development phase of each new product. The Failure Mode and Effect Analysis (FMEA) allows to evaluate defects or problems that impact on product elements relevant to the customer, such as functionality, aesthetics and hoe it can be mounted, thanks to an evaluation of the risk priority index, based on three levels: gravity, probability and detectability. Such methodology allows to quantify the impact of products on environmental and safety aspects.

All the finished products supplied on the market are registered on the International Material Data System (IMDS), where all the materials used in the manufacture of cars are collected, updated, analysed and stored. Thanks to the IMDS, it is possible to comply with the obligations imposed on car manufacturers and their suppliers, complying with national and international standards, laws and regulations.

All substances and mixtures used in the production phase, are accompanied by Safety Data Sheet (SDS) with information on physic-chemical, toxicological and environmental hazard properties, necessary for a safe and correct handling.

Product safety and the compliance with legal requirements are evaluated in FMEA, by adopting the most stringent parameters. During the reporting period, PSC had no cases of non-compliance with voluntary regulations and/or codes regarding health and safety impact on its products and services.

The monitoring of customer satisfaction, along with the supplied product, is a constant process. Such process is also made quick thanks to online platforms, popular in the automotive field, where reports, such as complaints and rejects, are given in real time. Moreover, monthly assessments are made by taking into account the quality of products and the services provided.

Each production site is functionally responsible for the management of possible customer's complaints. Monitoring and timing review of assessments received by customers, instead, are subject of management committees of business units and our Group.

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3.5 COMPLIANCE AND CERTIFICATIONS

The Group companies recognize that compliance with existing laws and regulations in all the countries they operate in is an essential principle. Business units managing directors are responsible for the compliance with the binding legislation also by means of its delegates (plant managers or external professionals) concerning all specific issues.

In 2020 in compliance with the provisions required by national law, due to the emergency of pandemics, it was set up a Committee for the Implementation and Monitoring of the measures provided for in the Covid-19 fight and containment at all plants of business units, suh as Prima Components Italy, Sole Components and Prima Components Gricignano d'Aversa.

The aim of this working group is to outline the initiatives to be taken, in order to eliminate potential sources of risk and to obtain working conditions, alongside workers safety and health protection.

The main Group unit includes the site manager, the Unitary Trade-Union Representations (RSUs), the Head of the Prevention and Protection Service (RSPP) and a competent doctor to meet on a regular basis, by setting up specific protocols and procedures, which take into account the guidelines of the national protocols.

As you can see in the following table, most of PSC premises are ISO 9001, ISO 14001 and some of them OHSAS 18001 / ISO 45001 certified. Such certifications will help to standardize business activities and to ensure high performance, the achievement of the established goals and constant optimization, respecting the safety of workers and the environment. Many of our sites are IATF 16949 certified, a quality management system for the automotive sector, developed by the International Automotive Task Force (IATF).

The quality, environment and safety policy guidelines will be redefined according to the Group within 2021.

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3.5 COMPLIANCE AND CERTIFICATIONS

Plants	ISO 9001	ISO 14001	OHSAS 18001/ISO 45001	IATF 16949
Prima Components Anagni	✓	✓		✓
Prima Components Ferentino	✓	✓		✓
Prima Eastern	✓			✓
SP Prima	✓	✓		✓
Tecnoprima	✓	✓		✓
Prima Components Paliano	✓	✓	✓	✓
Sole Oderzo	✓	✓	✓	✓
Sole Suzzara	✓	✓	✓	✓
Sole Pontedera	✓			✓
Sole Woerth	✓	✓	✓	✓
Prima Components Gricignano d'Aversa	✓			✓
Prima Poprad	✓	✓	✓	✓
Prima Sosnowiec CPS	✓	✓	✓	✓
Prima Sosnowiec APT	✓	✓	✓	✓
PSCA Pinda I				
PSCA SJP		✓		✓
PSMM Pernambuco	✓	✓	✓	✓
Twice PSDE	✓			✓
Twice PS IT	✓			

In conclusion, in the reporting year, no remarkable cases of non-compliance with the environmental, economic and social regulations and standards were detected. The penalties exceeding 50.000 Euros are intended significant.

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3.6 RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN

The strategic guidelines and general criteria related to the supply of materials and services are established by PSC Board of Directors. In this group, materials and services, which can have an impact on the quality of the finished product, are included. In general, materials are divided into four categories:

- raw materials including thermoplastic resins, paints, glues and two-component resins
- semi-finished products and components
- products from external processes, such as molding, painting and assembly
- packaging

Types of Suppliers	TOTAL SUPPLIERS	ITALIAN SUPPLIERS	ABROAD SUPPLIERS
Plastic raw materials	103	34	69
Paint raw materials	20	8	12
Purchase components	527	236	291
External manufacturing (PAINTING-MOLDING-ASSEMBLY)	119	89	30
Packaging	83	70	13
Total	**852**	**437**	**415**

Strategic services include:

- selections
- rework and repairing
- tool calibration and laboratory tests
- sequencing

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3.6 RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN

The selection of suppliers is entrusted to the strategic purchasing department which, in order to prevent any risk in terms of supply, performs an initial assessment where the following aspects are analyzed:

- financial stability
- suitability of available resources, including people and infrastructure
- turnover in the automotive sector
- logistic process

Moreover, in line with sustainability principles, the purchasing department supports suppliers showing a consistent approach towards ethical standards. For this reason, PSC asks suppliers to adopt their own ethics code that regulates subjects, such as respect for human rights and anti-corruption measures, as well as ISO 9001 quality Management certification.

In the suppliers' selection, it is considered an asset having health and safety management systems (OHSAS 18001 / ISO 45001), as well as environmental management (ISO 14001). Suppliers are then required to demonstrate the implementation of those measures able to improve the quality of products and/or processes, setting up of training courses for internal staff, along with the development of accurate methods in managing their suppliers.

For all ISO 14001 suppliers certified sites there is an environmental management system. This activity will be extended to the whole Group, in line with the objective of obtaining ISO 14001 certification for all plants.

To all the realities that provide raw materials and components are required to enter definitive information on the basic composition directly on the International Material Data System (IMDS). In this way it is possible to comply with the European regulation on end-of-life vehicles (DIR 2000/53 / EC) and its amendments.

If the customer has contractually defined a list of designated suppliers, the so-called "imposed suppliers", the material or the product to be used for the production is purchased from these companies. In any case, even this category is subject to monitoring, unless otherwise specified in the agreement with the customer.

Finally, it should be noted that an instrument has entered into business intelligence operation introduced in 2017 and it aims at promoting the utmost transparency and traceability of the purchasing process.

Net of the increase in suppliers due to new acquisitions specified above. During the reporting year, there were no significant changes in the structure in the supply chain

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3.7 LOCAL COMMUNITIES RELATIONSHIPS

For PSC it is crucial to build up relationships with the local communities where the plants are located. Several projects to strengthen this aspect are being studied and are being enhanced over the years ahead.
In order to monitor requests made by the local community, specific initiatives have been carried out, including the one of the Brazilian plant in Pernambuco which has established a formal procedure. This is a way to make PSC site more open to the hosting area.

As for the social field, since 2015 PSC has collaborated with the "Comunità in Dialogo" (Dialogue Community) of Trivigliano, in the province of Frosinone, which is active in the recovery of people who had problems with addiction to drugs and alcohol. In particular, Prima Components of Anagni is involved in a project that allowed, in the previous years, six new human resources from the community to enter the staff. In the years ahead, there is the intention of gradually entering further resources in the plant, so to complete their recovery path in the community, following simultaneously an assessment of psycho-aptitude requirements. Unfortunately, recruitment was temporarily suspended in 2020 due to the pandemic emergency, but the project remains active and will restart, as planned, in 2021.

PSC commitment to the communities, which hosts new production sites, takes shape also in other fields. In particular, all plants of Sole business units aim to sponsor clubs in order to support activities in the field of education, culture and sport. An example is Sole Azzurra, which is involved in sponsoring the local football team.

PSC's key shareholders are involved in the activities of Frosinone Calcio. Since October 2017, this football club has had a sports facility named after the founder of PSC Group Benito Stirpe, at the international forefront in terms of aesthetics and construction standards. The structure can accommodate 16,310 spectators, along with the Citadel of Sport and future expansion projects for musical events, which is totally intended for the benefit of the community.

In 2019 the Foundation of Technical Institute Superior (Fondazione Istituto Tecnico Superiore Meccatronico) in Latium region was founded in Frosinone, of which PSC is one of the founding members. Such initiative was born from the need of some enterprises in the south region of this territoty to strengthen technical-specialist training in the mechanical and mechatronic field and to develop skills strictly related to their professional research. The wealth of skills that in this way are formed on the territory represents an opportunity to develop the competitiveness of this specific area, which in the case of the "Frusinate" (province of Frosinone) has a strong manufacturing vocation; there is, therefore, a strong need for adequately trained human capital capable of responding to rapid

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3.7 LOCAL COMMUNITIES RELATIONSHIPS

technological and digital changes. In particular, the automotive, aerospace and electrical, as well as the fielf of electronic components, require increasingly qualified professionals with specific and advanced skills for the management and maintenance of complex and connected mechatronic systems.
The ITS Meccatronico of Lazio Foundation aims to be close to technical-scientific school training, in order to integrate and improve technical-practical preparation of newly graduates, both through further theoretical and technical insights, either by carrying out several hours of work placements, so as to acquire and/or improve practical skills.
The primary recipients of the Foundation's activities are, therefore, young people, in the interest of their professional and occupational growth in the area. The training course – spanning two years in which 1800 hours of courses are planned, 700 of internship, and a final state examination – is articulated on two curricula designed in collaboration with the reference companies of the territory, in order to meet the actual employment needs in the manufacturing field:

- **Skilled Technician for process and mechanical product innovation**
- **Skilled Tecnician for automation and mechatronic systems**

In September 2020, the second year of the first profile began; the one for Advanced Automation Technician inaugurated the first year. Among the teachers and corporate tutors of ITS, there are different professional PSC profiles; in 2020, the first year internship was carried out for ten students of the Advanced Technician course for the innovation of processes and mechanical products at PC Anagni plant, also by involving other business areas, including production, logistics, maintenance and quality.

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4.1 FIGURES

In PSC the contribution of every single human resource is crucial for business success. For this reason, creating and maintaining relations based on mutual loyalty and trust are therefore vital for this Group. As a result, working relations management and collaboration are focused on respect for workers' rights and their contribution value. Not only that: for PSC it is also essential to promote their development and professional growth.

Company employees included in the accountability of this report, up to 31 December 2020, are 3.958. This number has increased, if compared to the previous year, following the acquisition of the plants: Prima Sosnowiec CPS, Sosnowiec APT, PSC Automotivos PINDA I and Automotivos SJP.

There are three categories, linked to the cost centers, in which the workforce is divided, each one defined as follows:

- Structure: production site function managers, staff (purchasing, personnel, administration) and support bodies (commercial, research and development)
- Direct: people directly involved in production (machine operators)
- Indirect: resources involved in production, but indirectly, and those not directly involved in machines (shift managers, forklift operator, maintenance worker)

Workers	2020	2019	2018
Total number of workers	3.958	3.139	3.053
Total woman	1.000	814	798
Total man	2.958	2.325	2.255

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4.1 FIGURES

BU	Total workers			gender					
	2020	2019	2018	2020		2019		2018	
Prima Components Italia	917	909	727	101	816	102	807	85	642
Sole Components	948	997	1.018	419	529	432	565	435	583
Prima Components Gricigniano d'Aversa	317	-	-	31	286	-	-	-	-
Prima Components Europe	874	245	293	242	632	79	166	76	217
PSC do Brazil	704	-	-	156	548	-	-	-	-
TWICE PS	198	246	280	51	147	54	192	54	226

woman Man

Unless otherwise specified the data of Holding Prima Components are included in the BU Prima Components Italia.

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4.2 WELLBEING OF COLLABORATORS

4.2.1 EMPLOYMENT

PSC promotes and respects the physical and cultural integrity of people. For this reason, it mainly guarantees also working conditions that protect individual dignity. In addition, it designs safe working environments that carefully comply with safety standards, along with hygiene protection and health at work.

RECRUITMENT AND TERMINATION

In the following tables, you can check the number of hiring and employee termination for each of the business units included in this report. Data are detailed and based on parameters such as age, gender and nationality.

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
Hiring rate	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	8,29%	6,70%	7,40%	1,48%	2,90%	6,80%	4,42%	-	-	1,49%	12,70%	52,20%	19,18%	-	-	4,55%	7,30%	25,00%
Total number of hiring in the year	76			14			14			13			135			9		
Total number of hiring in the year, according to gender	7 ♀		69 ♂	2 ♀		12 ♂	1 ♀		13 ♂	4 ♀		9 ♂	22 ♀		113 ♂	2 ♀		7 ♂
Number of hiring in the year, according to age groups	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50
	4	34	38	2	8	4	3	5	6	10	3	0	45	83	7	1	3	5
Countries	Italy 76			Italy 14			Italy 14			Poland 5 Slovak Republic 8			Brazil 135			Italy 9 Poland 1 Ecuador 1 Hungary 1		Romania 1 Germany 2 Etiopia 1 Algeria 1

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4.2 WELLBEING OF COLLABORATORS

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
Negative Turnover	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	9,16%	2,80%	5,10%	6,75%	4,90%	4,90%	2,21%	-	-	8,81%	24,90%	53,20%	23,44%	-	-	9,60%	18,70%	10,40%
Total number of contract termination in the year	84			64			7			77			165			19		
Total number of contract termination in the year, according to gender	12 ♀		72 ♂	16 ♀		48 ♂	0 ♀		7 ♂	24 ♀		53 ♂	26 ♀		139 ♂	4 ♀		15 ♂
Number of contract termination in the year, according to age groups	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50
	10	32	42	10	28	26	0	3	4	10	46	21	69	85	11	4	6	9
Countries	Italy 84			Italy 61 Romania 1 Turkey 1 Vietnam 1			Italy 7			Poland 46 Slovak Republic 31			Brazil 164 Spain 1			Italy 10 Poland 1 Germany 2 Romania 1	Ecuador 1 Etiopia 1 Hungary 1 Algeria 1 Senegal 1	

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
Overall Turnover	2020	2019	2018	2020	2019	2018	2020	-	-	2020	2019	2018	2020	2019	2018	2020	2019	2018
	17,4%	9,5%	12,5%	8,2%	7,8%	11,7%	6,6%	-	-	10,3%	37,6%	105,5%	42,6%	-	-	14,1%	26,0%	35,4%

The evolution of the overall turnover rate follows a fluctuating trend in the different business units. This is partly due to the changes in the scope of reporting described in Chapter 1, which make the comparison of data with past years not significant. Among the plants of Prima Components Italy, 2020 saw in particular a higher number of closures than in previous years at the plant of SP Prima, due to transfers to other companies within the Group and retirement, in relation to the end of the production activity of the site at the end of 2020.

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4.2 WELLBEING OF COLLABORATORS

BENEFIT

All collaborators of this organization, included part-time and temporary workers, reap some benefits, detailed in the following table.

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Life insurance	v Intended for managers of Prima Components Italia and Prima Automotive	v Intended for directors, employees and managers (part-time/permanent contract) of Sole Components, Sole Oderzo and Sole Suzzara.	v Intended for managers	-	v	-
Health care	v Intended for volunteers of Prima Components Italia, Prima Components Anagni Tecnoprima and Prima Components Paliano.	v Intended for directors, employees and managers (part-time/permanent contract) of Sole Components, Sole Oderzo and Sole Suzzara; for Sole Woerth according to National Law.	v Intended for the managers and for a part of the workers coming from PCMA Group	v Intended for Sosnowiec CPS and APT. Not intended for Poprad	v	-
Disability	v	v	v Intended for in accordance with national rules	v Intended for Sosnowiec CPS and APT. Not intended for Poprad	-	v Intended for Twice PS IT in accordance with national rules
Parental leave	v	v	v Intended for in accordance with national rules	v	v 5 days are expected	v Intended for Twice PS IT in accordance with national rules
Pension provision	v	v	v Intended for in accordance with national rules	v Intended for Sosnowiec CPS and APT. Not intended for Poprad	-	v In accordance with national rules

4.2.2 Training and development It is also thanks to training and staff development that, year after year, PSC Group became increasingly competitive. A virtuous process not only for the company, but also for the human resources themselves who, thanks to the acquisition of new knowledge and skills, are more motivated and rewarded.

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4.2 WELLBEING OF COLLABORATORS

Despite the emergency caused by Covid-19 pandemics, which led to a reduction in the number of hours of training provided in all plants, even in 2020 the Group's employees attended several courses based on a project made dynamic by an ongoing comparison: on one hand, the acquired competences and on the other hand, those necessary to the requirements for the company development, as well as strategic for the customers.

- **Specialist and managerial training**

The company puts its employees – in particular those belonging to strategic categories – in a position to face their professional challenges with appropriate skills and tools.

- **Language training**

PSC has onsumpti foreign language courses for its employees to provide them with the language skills needed to cope with daily work activities. .

- **Specific training on occupational safety and environmental issues**

In line with the provisions on health and safety at work, compulsory training courses have been onsumpti for new employees. On the same subject, the other resources have followed, instead, updating courses.

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Average hours of training

		Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
		2020	2019	2018	2020	2019	2018	2020	-	-	2020	2019	2018	2020	2019	2018	2020	2019	2018
Total average*		1,7	9,4	7,3	2,3	6,4	6,3	2,0	-	-	7,3	16,8	15,8	1,4	-	-	4,4	7,8	13,5
Average hours by gender**	♂	2,5	13,8	8,7	2,0	4,7	5,6	0,5	-	-	9,9	15,7	15,8	1,2	-	-	5,2	9,1	10,3
	♀	1,6	8,9	7,1	2,6	7,7	2,6	2,2	-	-	6,3	17,3	15,8	1,5	-	-	4,1	7,4	14,2
Employee category***																			
Structure		5,9	10,1	14,4	7,1	4,9	3,9	0,8	-	-	35,8	21,5	24,1	2,1	-	-	1,1	7,4	6,7
Direct		0,7	16,2	4,6	1,5	7,2	5,8	2,5	-	-	3,3	10,6	15,0	6,7	-	-	5,3	7,4	16,0
Indirect		2,0	6,7	10,8	6,5	6,4	3,0	1,6	-	-	6,4	19,4	15,0	4,8	-	-	5,5	8,1	12,4

* Average hours of training per employee = total number of hours of training provided to employees/total number of employees
** Average hours of employee training by gender = Total number of hours of training provided to employees by gender/total number of employees by gender
*** Average hours of training per employee by category = Total number of hours of training provided to each category of employees/total number of employees in the category

Since 2017 PSC has been equipped with a computer system that, in addition to the ordinary staff management, allows to deal with human resources according to a good flow of activities. This begins with identifying the skills required for the role, continues with a gap analisys to assess the deviation from the expected situation, and ends with the definition of a specific training plan.

In Italy there is a system of compensation – English term indicating a set of elements, including aspects such as salary, premiums and benefits – of personnel that provides, in addition to fixed remuneration, the use of tools for variable collective remuneration (result premium).

Although a structured Management By Objectives (MBO) system is not defined, since 2018 a reward system has been defined for working groups that propose and implement improvement projects focused on specific issues.

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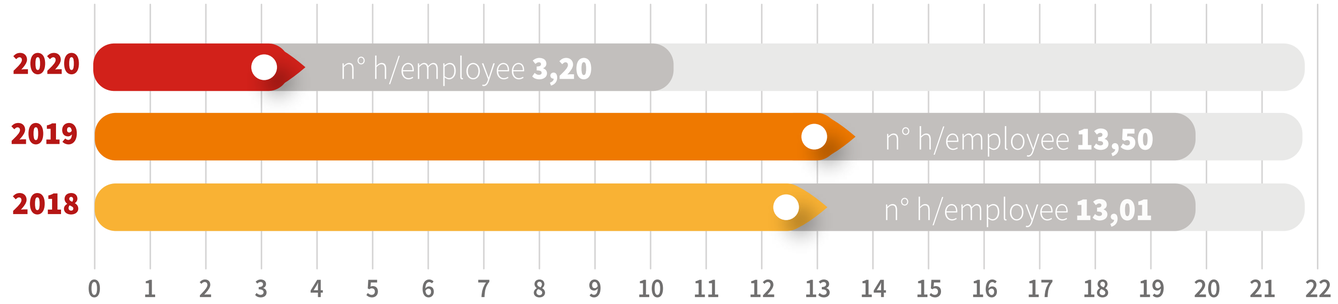
4.2 WELLBEING OF COLLABORATORS

KPI for monitoring the Group's performance: **training hours**



The average number of hours of training provided for each employee, in previous years substantially stable, saw a significant decrease in the year 2020 due to Covid-19 emergency that has complicated the implementation of the planned courses. The Group's commitment to the formation of resources remains unchanged: therefore, this decline shall be deemed provisional and contextual to the particular situation of 2020.

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4.3 HEALTH AND SAFETY AT WORK

PSC companies take steps to ensure that both employees and collaborators, either belonging to the company or subcontractors, follow the accident prevention regulations as well as hygiene and health protection in the workplace. They also work to consolidate and spread a culture of safety, developing risk awareness and promoting responsible onsumpt on behalf of all employees and collaborators, in order to preserve their physical integrity.
All employees in Italy have contracts that adhere to the two different types of CCNL (National Collective Labor Agreements):

- **Rubber and plastic**
- **Metal working**

Employees are protected by national agreements. This is valid also for plants abroad.

All Italian plants comply with Legislative Decree 81/08 by filling out the DVR form (Risk Assessment Document), general and for specific risks. In this respect, hierarchical principles for risk assessment and prevention are followed as below:

1. **Elimination of risk at source**
2. **Replacement of what is dangerous with what is safer or less risky**
3. **Development of large technical systems for risks onsumptio**
4. **Establishment of procedure and work instructions**
5. **Spread of safety signs**
6. **Personal safety protection devices (DPI) development**

The employer, with the support of RSPP and a competent doctor, of RSL, as well as managers and supervisors, shall be responsible for the operational process. The results of the risk assessment procedure will be useful in developing improvement measures, included in the Business Improvement Plan, to be applied on a regular basis.

Italian workers can report any perceived risk anonymously, in order to avoid repercussions, by using RSL mediation, which will inform the employer. Every worker, without being affected negatively, will be free to refuse to carry on activities if considered risky, in case this is not managed by the prevention and protection system.

All PSC plants in Italy have workers' safety representatives, for the minimum legal requirements, according to the provisions by Legislative Decree Law 81/08.

However, for the premises abroad, a specific legislation in force will be applied and all employees will be protected by national agreements

In Sole Woerth plant, a specific training course for all workers is carried out by an external company twice a year, in order to determine and assess risks related

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to the workplace. The quality manager, in collaboration with business management, coordinates the resources so to identify and to eliminate risks, through an ongoing training process. Daily activities report on this activity is issued on a monthly basis and it is given to the business management. If no significant aspects are identified, these reports will be archived, even if an action planning will be prepared to look into this matter. Furthermore, thanks to a specific form, the workers can report if they are not able to carry out activities due to risk situations, pursuant to national agreements.

In the plants of PSC do Brazil, risk identification and assessment is processed and managed by the "health and safety" function, with the participation of their relevant employees and/or representatives, which is set up in order to identify all possible dangers and risks related to all the company's activities, by evaluating them according to parameters such as "Severity" and "Probability". The risk assessment and prevention process follows the hierarchical principles adopted in Italian plants. If during the assessment it is found that the measures taken are not appropriate to classify the risk as acceptable or moderate, further actions will be taken to minimize it. The effectiveness of each action is checked within thirty/ninety days following its actual implementation. After this assessment, the risk is subject to a new check.

In this plant, there are formal committees that deal with health and safety at work on behalf of the company's employees, such as:

CIPA – Internal Commission for accidents prevention at work

COERGO – Ergonomics Committee that assesses ergonomic improvement needs in several fields.

Workers can report risk situations by filling out a special form, analyzed by the PSMM Pernambuco and PSC Automotivos security departments which, in collaboration with the area managers, will implement accurate actions.

Workers can also report any risk situations to the Internal Commission on Accident Prevention (CIPA), made up of all area representatives; the Board and the management area meet monthly with "health and safety" executives. In any case, workers will not be subject to consequences. Also in PSMM and PSCA plants, workers can refuse to carry out activities, if considered hazardous, according to national agreement.

PSMM Pernambuco has direct means of communication with FCA-PSA Group, by which risky situations can be reported.

In the event that a certain work activity is identified as dangerous for safety or health, the worker shall be trained to instantly notify and stop its operation until the problem is solved.

The company applies a formal procedure to prevent risky situations happening again; this includes that the main causes shall emerge, along with the unsafe actions and conditions that led to an incident, therefore necessary countermeasures shall be identified and developed, in order to avoid similar events. Such

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countermeasures are monitored on a weekly basis by the Security Department, alongside decision-makers.

In Proprad plant, risk assessment is carried out by an external firm. Quality manager is responsible for the company and its external consultants. Likewise, factory workers who perceive risky situations shall inform their supervisors.

Also in the plants of Sosnowiec CPS and APT, ISO 45001 management system is active, covering all activities, workers and workplaces. Workplace health and safety management is entrusted to an interdisciplinary group, which carries out a risk assessment, by giving priority to the identification and elimination of the most serious potential ones. The quality of this process shall be regularly checked during safety audits. If the implemented measures give positive results, they shall be extended to other activities or departments, where possible.

Workers are encouraged to report problematic situations, in accordance with the principle of prevention, by using the appropriate safety cards (S-Tags) available in the workplace. One more time, the law protects the possibility of workers to refuse any work activity that puts their health or safety at risk.

For the plant of Twice DE, since not provided for by national law, no risk assessment documentation is available as it is not provided by the National Law, which is, however, carried out with the support of an external consultancy company. Furthermore, periodically, meetings with RSPP are held on a regular basis in which all possible risk or dangerous situations shall be analysed and identified the interventions to minimize them. Employees can inform the possibility of risk anonymously, also by using a dedicated email address.

All PSC Italian plants have appointed a competent doctor to carry out those activities laid down by Legislative Decree 81/08, and subsequent modifications and additions, collaborating with the Company in all the related operations. Every year, this doctor draws up a health surveillance plan: in this document, all risks connected to each task are described. In addition, he arranges regular preventive medical checks, carries out workplace inspections, attends regular meetings on this topic and helps to prepare the risk assessment evaluation.

At the same time, regarding the plants abroad, the role of a competent doctor is also engaged as a support for all those activities aiming at risk identification, assessment and management.

PSC ensures workers access to the competent doctor, in accordance with existing agreements.

All PSC employees receive accurate training on health and safety, where the plants are located, according to the national law.

In some plants of the Group, workplace health promotion programs are achieved; they speak about: anti-smoking campaign,healthy diet and proper usage of mobile phone. Furthermore, several plants have signed some conventions with sports facilities.

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4.3 HEALTH AND SAFETY AT WORK

Distribution of accidents occurring in Group companies is shown in the following tables.

Permanent Workers

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Hours worked	1.364.296	1.315.001	388.568	1.163.763	1.199.882	290.786
Incident rate (IR frequency index)*	6,6	12,9	10,3	8,6	0,8	10,3
Serious incident rate**	0	0	0	0,9	0	0
Fatal incident rate***	0	0	0	0	0	0
N° of injuries recordable	9	17	4	10	1	3
N° of serious injuries (bad prognosis)	0	0	0	1	0	0
N° fatal injuries	0	0	0	0	0	0

*Recordable incident rate: n° recordable injuries/ hours worked*1.000.000

**Serious incident rate: n° injuries/ hours worked*1.000.000

***Fatal incident rate: n° of incidents/ hours worked*1.000.000

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Temporary Workers (contract of administration)

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Hours worked	147.857	153.044	20.600	133.722	133.056	105.301
Incident rate (IR frequency index)*	0	0,8	0	0	0	13,8
Serious incident rate**	0	0	0	0	0	0
Fatal incident rate***	0	0	0	0	0	0
N° of injuries recordable	0	1	0	0	0	4
N° of serious injuries (bad prognosis)	0	0	0	0	0	0
N° fatal injuries	0	0	0	0	0	0

*Recordable incident rate: n° recordable injuries/ hours worked*1.000.000

**Serious incident rate: n° injuries/ hours worked*1.000.000

***Fatal incident rate: n° of incidents/ hours worked*1.000.000

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4.3 HEALTH AND SAFETY AT WORK

Incident rate (IR frequency index)

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
Employees	6,6	5,1	10,9	12,9	10,7	18,0	10,3	-	-	8,6	19,8	19,9	0,8	-	-	10,3	24,0	20,8
Temporary workers	0	0	0	0,8	6,6	8,5	0	-	-	0	0	0	0	-	-	13,8	19,2	13,2

Incident rate for permanent workers, as well as temporary workers, is decreasing in all the business units except for Prima Components Italia and in Sole Components, in which it is reported a slight increase of incidents regading permanent workers.

In all Group sites, events such as injuries, accidents and similar incidents are managed by providing an accurate assessment of possible causes, so to set up initiatives to be applied with the purpose of avoiding repetition.

Hitting, crushing and cutting: these are the risky events identified by Prima Components Italia and Prima Components Gricignano d'Aversa, following accurate assessment. In order to eliminate hazards and minimize risks, Prima Components Italia has put in place specific working procedures, which also include appropriate use of DPI, as well as the necessary training and awareness of the issue.

Following the risk assessment, Sole Components has identified fork-lift operation, material handlings and falls as the most hazardous events. In order to minimize these risks, forklift drivers were provided with information and awareness, alongside improvement in signs and markings.

After onsumpti risks inPrima Eastern and Sole Pontedera it was found hazardous fall in the molding department during changing. In order to avoid this risk, in Prima the access platforms have been anchored to the presses by means of bolts and special non-slip rubber mats have been installed.In Pontedera, instead, a walking platform was installed in the molding department and adequate training to operators involved in shift change was given.

In the plants of PSMM Pernambuco and PSC Automotivos new machinery setting is to be considered risky activity, due to an assessment for significant risks of falling, which were reduced thanks to specific platforms development and accurate workers' training. A further risk is related to suspended loads,

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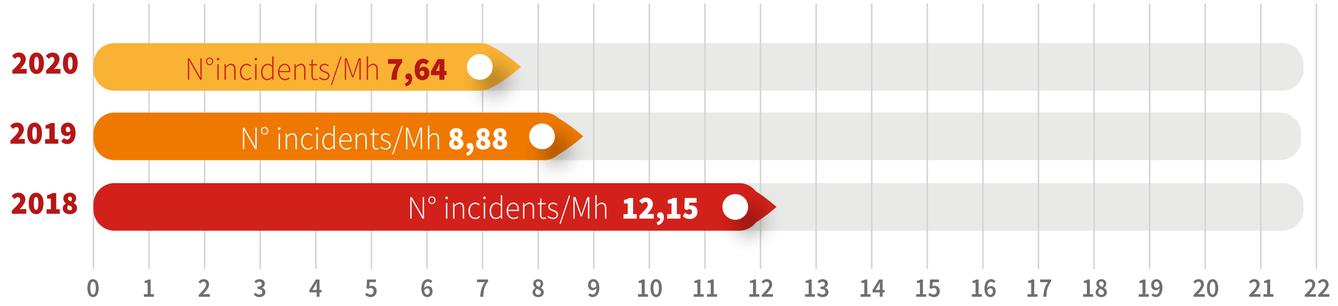
which, in the event of a fall, could cause damage to the people below during handling activities. In order to report this potential danger to all resources, in Pernambuco it was installed a red light led reflector, while in the two plants of PSC Automotivos some alarms, which start when machinery is working, are present.

In the plants of Prima Poprad and Twice DE the use of extruders is to be considered at risk, as regards hands cutting which has been assessed as dangerous activity. Access to areas where there are moving parts has been limited and with the purpose of risk reduction also specific training was performed.

The main types of accidents recorded in the Group were bruises, cuts, scratches and crushes; in some cases, also traumas for tripping, injuries and incidents in home-work trip.

KPI of monitoring of Group Performance: **incidents**



As it can be easily seen in the previous table, in the three-year period referring to 2018-2020, the ratio between the number of injuries and the hours worked in the entire Group progressively decreased. This figure was calculated by using the data of both employees and temporary workers.

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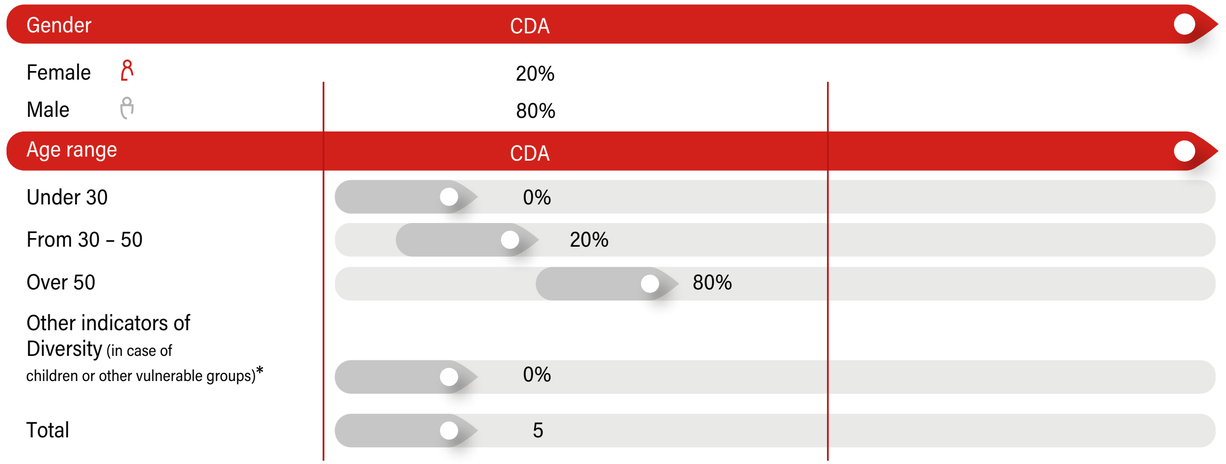
4.4 EQUAL OPPORTUNITIES AND DIVERSITY

PSC is constantly committed to avoiding any form of discrimination based on age, sex, sexual orientation, health status, ethnicity, nationality, political opinions and religious beliefs.

In the Group's code of ethics, updated in 2020 and in the implementation process in 2021, the importance of ethical and social responsibility is recognized in carrying out business activities. In this regard, PSC undertakes to respect the legitimate interests of its stakeholders.

The Group companies operate in terms of diversity. This is what customers expect and it is of vital importance for business success. It is only by evaluating diversity and by engaging equal opportunities that PSC will be able to completely exploit available human and business resources.

Although it should be pointed out that for some of the productive activities which characterize them in the labor market there is a greater availability of male resources, PSC is committed to providing equal opportunities in all its recruitment and employment activities. The following tables show details of human resources at the different company levels, separated by gender and age. Percentage of individuals within the governing bodies of the organization, in each of the following categories is in line with data of previous reports.



* Protected class and disabled people

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4.4 EQUAL OPPORTUNITIES AND DIVERSITY

STRUCTURE

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Total number	90	163	39	76	45	47
Gender	14% ♀ 86% ♂	30% ♀ 70% ♂	13% ♀ 87% ♂	43% ♀ 57% ♂	42% ♀ 58% ♂	47% ♀ 53% ♂
Age range	<30 2% 30/50 44% >50 53%	<30 5% 30/50 61% >50 34%	<30 8% 30/50 64% >50 28%	<30 11% 30/50 80% >50 9%	<30 42% 30/50 58% >50 0%	<30 11% 30/50 55% >50 34%

DIRECT

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Total number	591	515	182	462	347	95
Gender	14% ♀ 86% ♂	60% ♀ 40% ♂	13% ♀ 87% ♂	40% ♀ 60% ♂	27% ♀ 73% ♂	26% ♀ 74% ♂
Age range	<30 10% 30/50 54% >50 36%	<30 7% 30/50 55% >50 38%	<30 3% 30/50 57% >50 40%	<30 11% 30/50 67% >50 22%	<30 44% 30/50 53% >50 3%	<30 4% 30/50 59% >50 37%

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4.4 EQUAL OPPORTUNITIES AND DIVERSITY

INDIRECT

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Total number	236	270	96	336	312	56
Gender	2% 98%	22% 78%	3% 97%	7% 93%	14% 86%	7% 93%
Age range	<30 3% 30/50 57% >50 40%	<30 10% 30/50 58% >50 32%	<30 2% 30/50 59% >50 39%	<30 8% 30/50 79% >50 13%	<30 30% 30/50 65% >50 5%	<30 9% 30/50 64% >50 27%

DIRECT + INDIRECT

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Other indicators of Diversity (in case of children or other vulnerable groups)*	5%	6%	9%	5%	0%	7%

* Protected class and disabled people

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EQUAL OPPORTUNITIES

Diversity is the fundamental principle of our society's wealth and the basis of hope for a better future. For this reason, even in business contexts, it is essential to effectively manage differences, by ensuring equal treatment of the resources contributing to the success of the company. We talked about it with Claudio Bentivoglio, AU of PSC do Brasil, who gave us a description of the Brazilian situation, where PSC operates with several plants and two companies: PSMM (since 2014) and PSCA (since early 2020).

Bentivoglio, what is the Brazilian Government's position on equal opportunities in the world of work?
Unequal treatment, on the basis of race, skin colour, gender, sexual orientation and religion is prohibited by Brazilian Constitution. Brazil has also enacted both federal and national laws that guarantee, for example, minimum percentages of employees of different ethnic groups, but also women's quotas in political parties or public administration».

What are the critical issues in the Brazilian labour market, with regard to equal opportunities?
«Some data help us to focus on the situation and in different categories. In Brazil, women are the majority in less specialized jobs, services and intellectual or administrative positions; however, on average they earn a third less than men's salaries. Wage discrimination is also marked on the basis of ethnicity; an even more evident phenomenon in undeclared work; this subject is openly spoken in Brazil: the data tell us that a worker whose skin is not white, if not regular worker, earns a third of what a white worker earns regularly».

In general, is the LGBT community effectively integrated into the labour market and society?
«The Brazilian LGBT community is wide and makes itself heard. However, recent surveys tell us that 64% of companies do not have initiatives to include such resources and only 24% recognize their equal benefits and rights».

And what happens in manufacturing and automotive industry?
«There is still a long way to go. Only 20% of the workforce are women, half of whom are engaged in productive tasks; the gap is also remarkable in managerial positions. Only 10% of automotive workers, moreover, are not white and these resources are almost totally absent in decision-making roles.

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Unfortunately, we know that 52% of Brazilian automotive companies do not take any action to mitigate ethnic inequalities, only 13% have structured programs and only 4% have pre-defined targets. In addition, 64% of businesses lack an LGBT inclusion program».

What instruments does PSC put in place to move towards equal opportunities?
«PSC Group has a code of conduct, which is based on respect for the dignity of people, as well as cultural differences enhancement; at its core, it is clearly specified that no form of discrimination based on gender identity is tolerated, along with sexual orientation, religion, ethnicity, culture, nationality, social class, age and physical characteristics, therefore the single employee is responsible for a working environment in which everyone feels welcome».

Can you give us a practical example of this policy implementation?
«We are starting to use the "blind search" methodology for staff selection: the resources are chosen initially without explicit details on sex, ethnicity and age. It is the professional profile w are interested in. Moreover, PSMM, is located in the supplier park of Jeep, from which we have borrowed valid policies also with regard to equal opportunities; we would like to bring also in PSCA such policies, in the near future».

Do women's resources have specific features, from a professional point of view?
«Women are more efficient than men in some areas, including quality; they are also more versatile, empathetic, communicative and careful to detail because they often have a more analytical attitude».

Nevertheless, the so-called gender gap is still deep, even in the engineering industry; what do you do in order to fight against?
«PSMM has an official policy, wanted by President Stirpe, and it is to increase the presence of women; by doing this, from 2014 to 2020, women increased from 4 units to 125. Unfortunately, in 2020 because of Covid, such increase was not as substantial as the previous years: this is simply because there were no coming or going resources. For 2021 we intend to replace, where possible, outgoing male resources with female employees; we have also reached the second edition of Proud at work, a program that gave important indications on fair management of resources».

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Has a similar scenario also taken shape in PSCA?

« In PSCA, the fundamental values of female presence are still low, but since we took over this company management, the number of women's resources has tripled ».

In your company, what can those who feel being object of some form of discrimination do in practice?

«We have a specific procedure regarding the Group: those who feel being victims of discrimination can contact their supervisor; if not satisfied, they can go to personnel office and, if present, to the legal office. In order to avoid the fear of persecutions, it is possible to anonymously report the incident».


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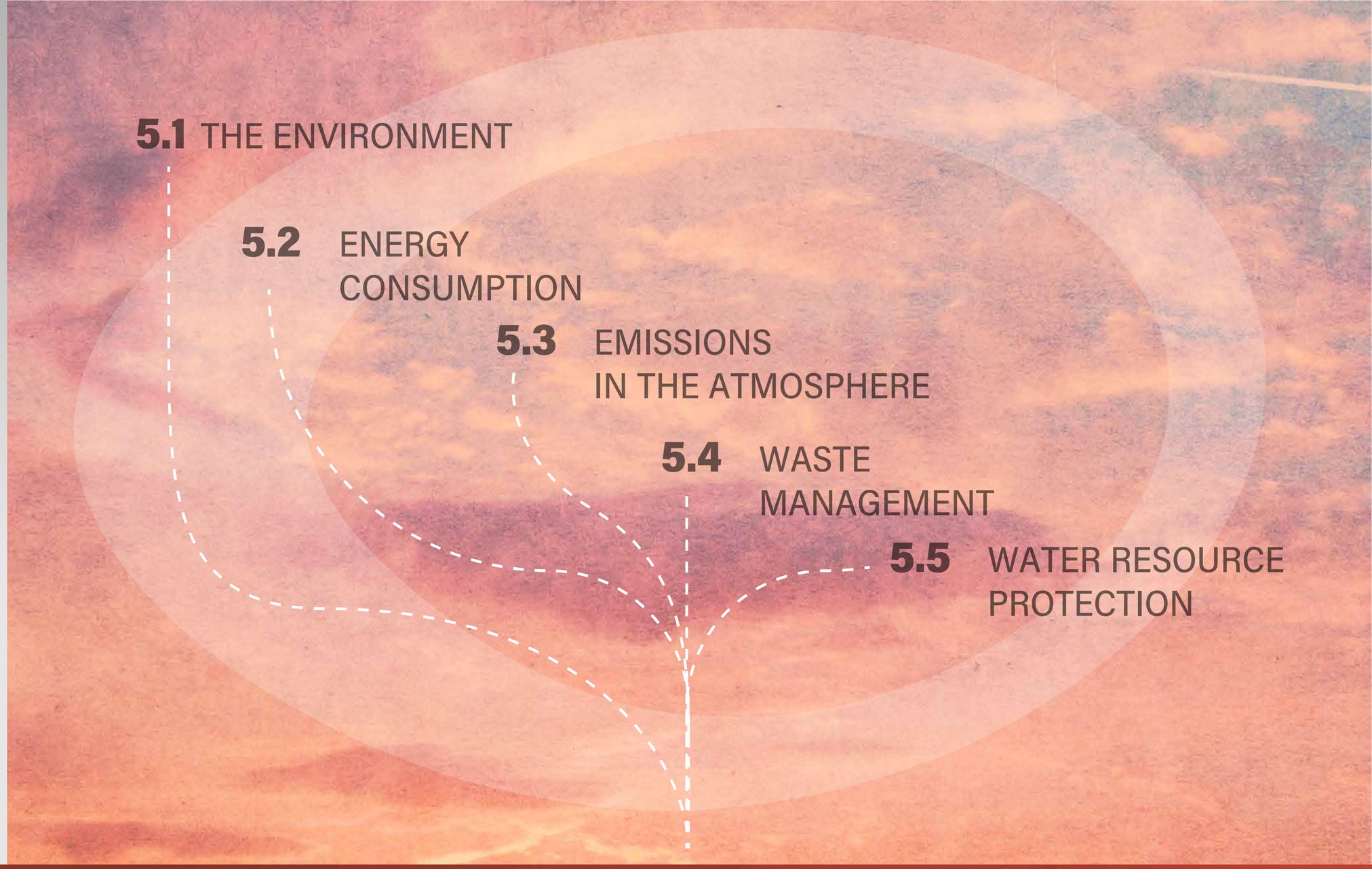

5.0 Natural Resources and Environment

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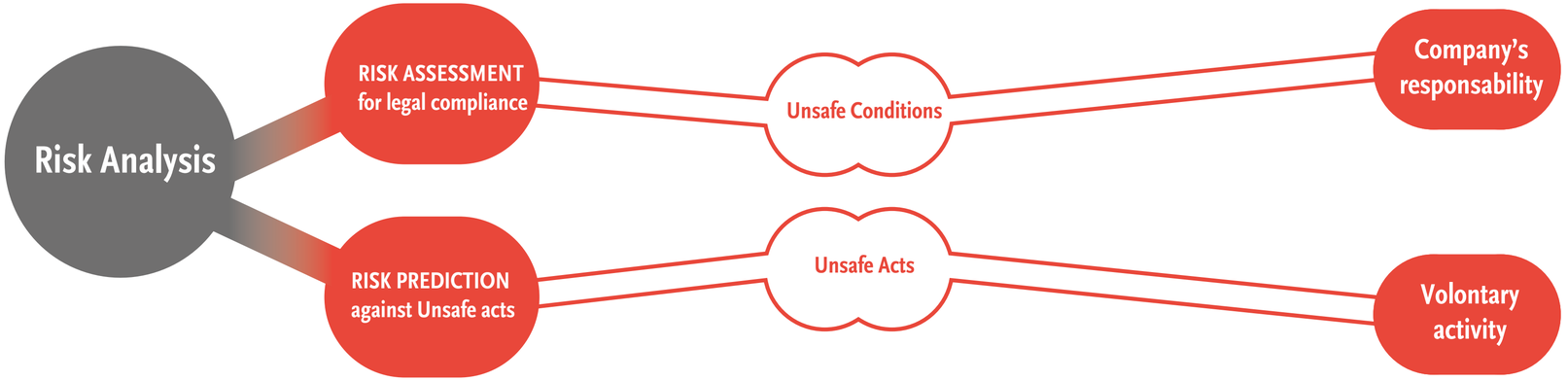
5.1 THE ENVIRONMENT[3]

The changes affecting the climate and the environment cannot leave us indifferent and everyone belonging to our society is called to give a contribution, in order to counteract the negative effects. Being aware of this, in the interest of limiting the impact of its activities, PSC cares for it with the same passion we have for our products and with the same attention we have for our customers' requests. PSC is constantly committed to technological systems application and operations which, not only meet legal obligation and pollution reduction, but also aims at environmental efficiency improvement.

PCS plants, having ISO 14001 certification monitor continuously their environment impact and implement all necessary activities to reduce it. Furthermore, during the development of new products using FMEA method, an assessment for potential environmental risks is carried out. Since a scientific risk assessment is not carried out to the present day in every case, it is not possible to apply the precautionary principle. Nevertheless, PSC protects its resources and works in compliance with all existing regulations.

It is important to underline that some business tools, such as risk analysis for accidents prevention assessment in the workplace, as well as occupational diseases, are evolving along with othe potential ones. In fact, they are not restricted to assess existing risks, but also aim at forecasting hazards. These procedures are represented in the following diagram.



[3] In 2018 and 2019 the data related to PC Gricignano d'Aversa and PSMM Pernambuco plants were included in PSMM business unit, no longer active in 2020. In this Report, such data have not been recorded, given the incomparability of information, due to the re-organization of the business unit described in chapter 1.3.

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5.2 ENERGY CONSUMPTION

In the table, the types of fuel used by the Group, as well as energy consumption, are detailed

Energy onsumption within the organization for the year 2020

	Prima Components Italia			Sole Components*			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
Types of fuel used from non-renewable sources- GJ	Natural gas	Fuel oil	LPG	Natural gas	Fuel oil	LPG	Natural gas	Fuel oil	LPG	Natural gas	Fuel oil	LPG	Natural gas	Fuel oil	LPG	Natural gas	Fuel oil	LPG
	56.925	158	4.232	130.593	-	-	24.075	-	-	49.989	-	3	-	-	16.419	6.882	4.781	16
Total electric consumption- GJ	117.784			133.060			36.789			133.924			102.212			34.693		
Heat - steam- GJ	-			-			-			-			-			15.558		
Heat – warm water - GJ	-			-			-			6.506			-			-		
Total electric consumption - GJ	**179.099**			**263.653**			**60.864**			**190.422**			**118.631**			**61.930**		

* Consuption of Natural gas of Sole Woerth is estimated

Source of emission factors used

Natural gas
Emission factors and LHV (PCI): Ecoinvent 3.6 "Heat, district or industrial, natural gas {Europe without Switzerland}| heat production, natural gas, at industrial furnace low-Nox >100kW | APOS, U"
Density: GESTIS Substance Database Information system on hazardous substances of the German Social Accident Insurance (IFA, www.dguv.de)

Fuel oil
Emission factors and LHV (PCI): Ecoinvent 3.6 "Heat, central or small-scale, other than natural gas {Europe without Switzerland}| heat production, light fuel oil, at boiler 100kW, non-modulating | APOS, U"
Density: GESTIS Substance Database Information system on hazardous substances of the German Social Accident Insurance (IFA, www.dguv.de)

LPG
Emission factors: ISPRA, national inventory emission factors (http://www.sinanet.isprambiente.it/it/sia-ispra/serie-storiche-emissioni)
Density and LHV (PCI): ENEA, Experimentation of an integrated fuel processor/polymer electrolyte fuel cell powered by LPG for stationary power generation.

Standards, methodologies, hypotheses and / or tools calculation used
For fuels, invoices
For electricity: invoices

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5.2 ENERGY CONSUMPTION

Some Italian plants of the Group self-produce much of the energy used.
In particular, three plants use energy from photovoltaic power: Prima Eastern, which owns a plant that covers about 7% of its needs, Prima Anagni, with a plant that covers about 12%, and Prima Components Ferentino. The plant of Prima Components Paliano has an electric power generator for emergency, with Customs Agency License (Licenza Agenzia Dogane), but without meter. The plant of Sole Oderzo, through cogeneration, produced in 2020 2,172 Mwh, consuming for this purpose 24,384 GJ methane; also the plant of Twice PS IT self-produces electrical and thermal energy through cogeneration, thanks to a plant managed by an external company. The plants in Anagni, Ferentino, Tecnoprima, Prima Eastern and SP Prima sell electricity for a total of 1,031 Mwh.

PSC Group aims to improve its environmental performance and energy consumption on a regular basis, in order to reduce it in production sites and offices, by implementing specific policies and projects. Specifially, among the initiatives launched, the followings are included:

- Installation of energy-efficient lighting systems and photocells for automatic on and off lights switching;
- Introduction of more effient production machinery and equipment, from an energetic point of view;
- Adoption of management systems which are environmental and in line with the IS014001 standard;
- The replacement in Prima Eastern plant of old moulds with both outdated technology and considerable energy consuption;
- Planning a trigeneration plant in Sole Oderzo, which will fully cover thermal energy, along with cooling energy and the 25% of electric energy. The plant will be operational in 2022.

In those plants using Word Class Manufacturing (WCM) method, such as Prima Components Anagni, Prima Components Ferentino, PSC Automotivos and PSMM of Pernambuco, Energy pillar aims to increase the ability of initiatives identifiation and implementation, in order to reduce waste and to improve energy effiency.

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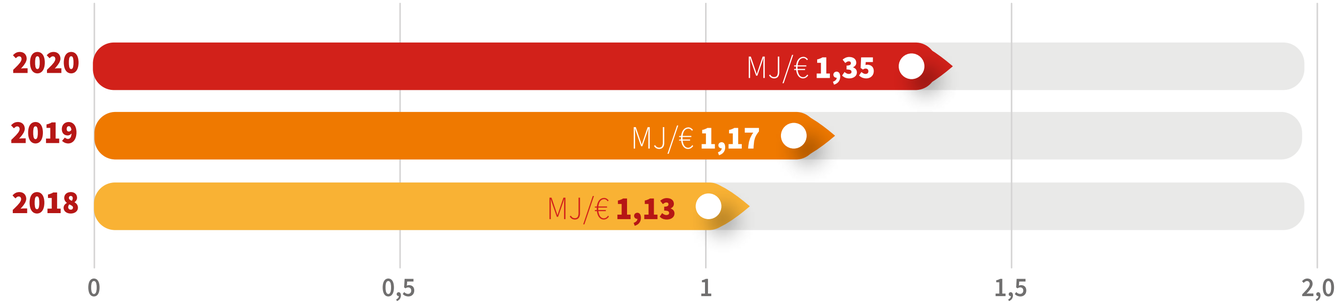
5.2 ENERGY CONSUMPTION

In the following table, for every business unit are reported values as variations compared to the machine hours worked (GJ/h).

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa*			Prima Components Europe			PSC do Brazil			Twice Ps		
GJ/hours machine worked in-dicator reference value 2018	2020	2019	2018	2020	2019	2018	2020	-	-	2020	2019	2018	2020	2019	2018	2020	2019	2018
	0,32	0,36	0,34	0,46	0,41	0,41	0,42	-	-	0,69	0,21	0,18	0,95	-	-	0,87	1,59	1,15

KPI of monitoring of Group Performances: **Energy Consumption**



Energy consumption of the Group per unit of generated value, results in a slight increase, due to a reduction in generated value in 2020 compared to 2019.

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5.3 EMISSIONS IN THE ATMOSPHERE

DIRECT EMISSIONS (SCOPE 1)

The table below shows the use of fuels for plants and heating for offices, as well as emissions deriving from the refrigerant gas losses in refrigerators and air conditioners.

Gross direct greenhouse gas emissions, equivalent CO2 tons (Scope 1)	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa*			Prima Components Europe			PSC do Brazil**			Twice Ps		
	Total	fuels	Refrigera-ting gas	Total	fuels	Refrigera-ting gas	Total	fuels	Refrigera-ting gas	Total	fuels	Refrigera-ting gas	Total	fuels	Refrigera-ting gas	Total	fuels	Refrigera-ting gas
2020	4.162	3.836	326	8.269	8.136	133	1.611	1.500	112	3.350	3.115	235	1.149	1.077	72	806	806	-
2019	4.584	4.383	201	9.751	9.568	183	1.580	1.580	-	181	181	-	-	-	-	884	884	-
2018	4.586	4.357	230	9.578	9.097	482	1.148	1.148	-	240	240	-	-	-	-	976	966	10
Gas included in the calculation	CO2 HFC			CO2 HFC			CO2 HFC			CO2 HFC			CO2 HFC					

*Data 2018 and 2019: PSMM C in previous Reports

**In 2018 and 2019 PSMM Pernambuco did not use any fuel or gas for refrigeration

Source of GWP factors

Regarding GWP metrics for all substances with altering climate effect, Chapter 8 (Anthropogenic and Natural Radiative Forcing) of the Climate Change Report 2013: The Physical Science Basis was used as a source. Contribution of Working Group I to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change, published by Cambridge University Press.

Consolidation approach to emissions

Operational control.

Standards, methodologies, assumptions and / or calculation tools used

- For fuels, invoices
- For the HFC, the declaration FGAS pursuant to art.16 paragraph 1 of D.P.R. n. 43 of 27 January 2012, concerning the quantities of added coolant in repair activities.

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5.3 EMISSIONS IN THE ATMOSPHERE

OTHER SIGNIFICANT EMISSIONS

Significant emissions to air for each of the following compounds: (Unit of measurement kg):

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa*	Prima Components Europe	PSC do Brazil	Twice Ps
No_x	1.631	3.343	616	1.280	657	316
So_x	44	80	15	30	4	242
Particolate emissions (PM<2,5)	7,2	14,4	2,6	5,5	3,3	3,3
CO	929	2.032	375	778	164	145
COV	17.294	22.909	5.905	25.722	622	1.775

Source of emission factors used

Natural gas

- Emission factors e LHV (PCI): Ecoinvent 3.6 "Heat, district or industrial, natural gas {Europe without Switzerland}| heat production, natural gas, at industrial furnace low-NOx >100kW | APOS, U"
- Density: GESTIS Substance Database Information system on hazardous substances of the German Social Accident Insurance (IFA, www.dguv.de)

Diesel

- Emission factors e LHV (PCI): Ecoinvent 3.6 "Heat, central or small-scale, other than natural gas {Europe without Switzerland}| heat production, light fuel oil, at boiler 100kW, non-modulating | APOS, U"
- Density: GESTIS Substance Database Information system on hazardous substances of the German Social Accident Insurance (IFA, www.dguv.de)

LPG

- Emission factors: ISPRA, emission factors national inventory (http://www.sinanet.isprambiente.it/it/sia-ispra/serie-storiche-emissioni)
- Density and LHV (PCI): ENEA, Testing an integrated system fuel processor/polymer electrolyte fuel cell LPG fuelled for stationary power generation.
- NOx, SOx, PM and CO are calculated by applying the emission factors

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5.3 EMISSIONS IN THE ATMOSPHERE

For all the plants the amount of emissions, compared to the fuels used according to the following emission factors, has been reported

EMISSION FACTORS (g/Gj)

FUELS	NO_X	SO_X	CO	PM < 2,5
Natural Gas	25,6	0,61	15,56	0,11
Fuel oil	29,2	49,8	7,98	0,53
LPG	40,0	0,22	10,0	0,20

Painting is the production process in which emissions of Volatile Organic Compounds (Vocs) are more consistent. These substances, present in the power coming out from the painting booths are conveyed inside the afterburner chamber, very high efficiency equipment able to cut them from thousands of mg/Nmc to a few units. The VOC abatement process takes place by thermal oxidation (combustion) and the resulting heat is recovered either in the same painting plant - where it is used for the heating of drying furnaces and other purposes - or in other business areas.

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5.3 EMISSIONS IN THE ATMOSPHERE

In the following table, you can find the details of VOC's emissions for each plant, where the painting process takes place:

Production plants involved in the painting process

	PC Ferentino			Tecnoprima			Sole Oderzo			Sole Pontedera			Gricignano d'Aversa			PSC Automotivos Pinda I		
Organic compounds Volatiles (VOC) Emissions conveyed into the atmosphere Unità di misura in Tons	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	12,3	21,3	0,3	4,9	5,9	6,1	13,4	34,7	52,1	9,4	8,9	7,3	5,9	4,6	2,4	0,21	-	-
Transformation (VOC) in Thermal Energy (heat) Unit of measurement GJ	Absent Solvent Abatement by Activated Carbon			1.748	1.757	1.986	4.854	6.444	7.269	2.971	3.628	2.096	1.142	1.452	1.875	Absent		

Assumptions:

- Total Assimilation (VOC) to solvent acetone currently present in paints and varnishes
- Net calorific value Lower = 28,5 [Mj/Kg] (from Prontuario dell'Ingegnere, Hoepli, 2010)
- Neglecting diffuse emissions

Sources Analyzed: Solvent Management Plan 2020 of individual plants

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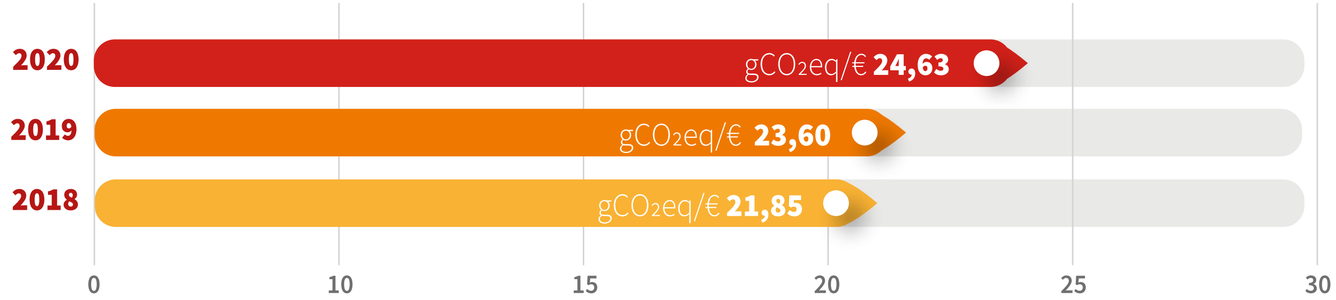
5.3 EMISSIONS IN THE ATMOSPHERE

KPI for monitoring the Group's performance: **greenhouse gas emissions**



The value of direct greenhouse gas emissions (Scope 1) per unit of generated value detects some changes during the three-year period, with a slight increase in 2020, compared to the previous year, due to a reduction in the generated value.

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5.4 WASTE MANAGEMENT

The significant, potential and actual impacts resulting from the Group's plants waste are mainly linked to thermoplastic moulding and, where present, painting activities. The first, in particular, produces oily emulsions that could be toxic to water and soil in the event of accidental dispersion. Painting activities produce sludge which is destined for disposal or incineration. The production process also generates packaging waste, as well as production waste and offcuts.

The end of life of the product is regulated by Directive 2000/53/EC, which requires vehicle and equipment manufacturers to ensure the reuse and/or recovery of at least 95% of the weight of the vehicle. The need to comply with the legislation has led manufacturers to reorganize the production processes and materials used. The impact of PSC products at the end of life is therefore contained as almost all of them can be reused or recovered.

In order to reduce waste produciton and therefore prevent the impacts related to it, there are two privileged frameworks: recovery disposal, along with re-usable packaging composed from recyclable materials. In most plants, for example, waste is reused more times in the production process.

In the Brazilian plants of PSCA and PSMM constant monitoring is in place, aimed at identifying the main sources of waste production and the measures necessary for its reduction. The monitoring indicators are checked on a monthly basis, in relation to the annual targets: if deviations to the targets are found, corrective measures shall be promptly activated.

In the Sosnowiec plants, employees are informed and made aware of the issue of waste, in order to stimulate behaviour in line with waste prevention and reduction. The waste produced in PSC plants is managed by third parties, which act in line with contractual and legal obligations. In PSMM Pernambuco disposal is managed by JEEP. Third-party companies entrusted with the collection and disposal service are all authorised to manage waste, according to national laws in force; also the authorizations of the lorry drivers and the recipient of the delivery are checked on a regular basis by the entities in charge inside every plant, both Italian and foreign.

Waste data shall be collected by filling in stock records, questionnaires and the Single Model Environmental Declaration (MUD). Data shall be catalogued by CER code (or other waste code in non-European countries), by giving details of type, characteristics, hazard classes and waste destination; they are then recorded in special electronic databases, in order to check the progress. In some plants, including Gricignano d'Aversa, Twice IT and PSCA, monthly KPIs are set.

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5.4 WASTE MANAGEMENT

In the following tables are reported the quantity, characterization and destination of the waste produced by PSC.

waste type of treatment (Unit of measurement Tons)

	Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Hazardous						
Preparation for re-use	0	0	0	0	0	0
Riciclyng	3	330	256	6	106	0
Other recovery options	292	229	0	284	0	145
Inceneration with energetic re-covery	0	0	0	7	16	0
Inceneration without energy re-covery	0	0	0	0	0	0
landfilling	5	46	0	236	0	0
Other disposal operations	383	63	306	235	58	34
TOTAL HAZARDOUS	**684**	**667**	**563**	**768**	**180**	**180**
Non -Hazardous						
Preparation for re-use	0	0	0	0	0	31
Riciclying	0	436	852	1.078	962	0
Other recovery options	1.449	1.813	0	30	0	955
Inceneration with energetic re-covery	0	0	0	0	156	0
Inceneration without energy re-covery	0	0	0	0	0	249
Landfill waste disposal	2	2.408	0	99	0	50
Other disposal operations	99	0	150	0	0	41
TOTAL NON HAZARDOUS	**1.550**	**4.658**	**1.002**	**1.207**	**1.119**	**1.327**
TOTAL	**2.234**	**5.325**	**1.564**	**1.974**	**1.299**	**1.506**

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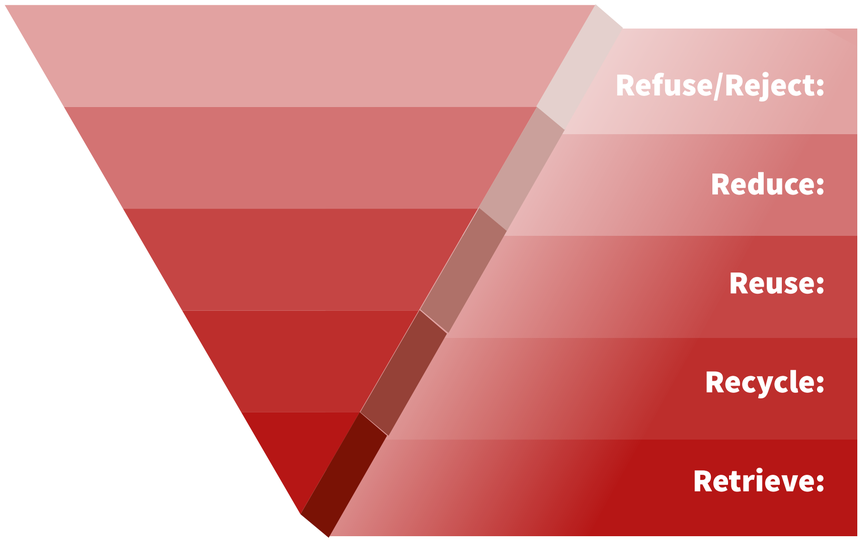
5.4 WASTE MANAGEMENT

In those plants where WCM methodology is applied, such as Prima Components Anagni, Prima Components Ferentino, PSC Automotivos and PSMM Pernambuco, the pillar Environment applies 5R for projects on waste reduction production.

At the basis of this process, there is the assumption that waste does not necessarily have to be landfilled; this method also provides a hierarchy of practical calls for action leading to better waste management.



Refuse/Reject: Avoid producing waste, proactive approach;

Reduce: Reduce the amount of waste produced and the environmental impact of the waste matrix

Reuse: Reuse a material as often as possible before making it a waste

Recycle: we must recover all the waste in order to produce new raw material

Retrieve: Use of waste for energy production (use of waste-to-energy plant)

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5.5 WATER RESOURCE PROTECTION

The impact of PSC production sites on water resources is not very significant and none of the plants are located in areas with high water stress.
As for the plants of Prima Components Italia, in particular, it is divided into three categories:

1) industrial water collection and purification tanks (if the painting process is present, for the moulding phase the water is conveyed in a closed circuit);

2) civil discharges;

3) meteoric waters.

In the Sole Components business unit, water is mainly used for cooling presses and plants - including painting machines -, for hygienic purposes and for cleaning common places, as well as a fire reserve.

The same uses are confirmed for the PSC do Brazil business unit and Prima Components Europe, while in Twice PS water is mainly used for the cooling of presses and moulds. In the Twice PS IT plant, moreover, the steam necessary for the operation of the machines is produced by cogeneration.

In ISO 14001 certified plants the management of the most significant impacts on water resources is structured on the Deming cycle (plan – do – check – act).

In plants where the WCM methodology is present, such as Prima Components Anagni, Prima Components Ferentino, PSC Automotivos and PSMM Pernambuco, The Environment pillar also considers impacts on water resources based on interaction with different categories of stakeholders, primarily customers and suppliers.

Many sites in the group aim to reduce impacts on the resource through various initiatives, including assessing the integrity of water systems to avoid losses.

All volumes taken and discharged, as described in the tables below, refer to fresh water.

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5.5 WATER RESOURCE PROTECTION

(Unit of measurement: Ml)	Prima Components Italia	Sole Components*	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil	Twice Ps
Total volume of water withdrawn	36	230,2	41,2	41,1	67,8	21,6
Municipal water supplies or other public or private water services	13,2	8,5	0	41,1	67,8	21,6
Underground water	22,8	221,8	41,2	0	0	0
Standard, methodologies and used hypotheses	For Paliano, Eastern, SP Prima: meter reading	Suzzara: Invoice + meter reading. Pontedera: meter reading. Oderzo: meter reading and regular analysis of water	Meter and analysis of water	Meter reading	Meter reading	Twice IT: invoice. Twice DE: meter reading

* Withdrawn water of Sole Woerth is estimated

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5.5 WATER RESOURCE PROTECTION

	Year	Measurement Unit	Prima Components Italia	Sole Components	Prima Components Gricignano d'A.	Prima Components Europe	PSC do Brazil	Twice Ps
Total volume of planned or unplanned waste water	2018	Ml	13,6	119	54	7,2	15	1,4
	2019	Ml	11,3	103	55,5	2,8	16,7	1,4
	2020	Ml	499,5	73,4	75,9	41,1	100,8	21,4
Water discharged into natural water body	2020	Ml	9,6	0	37,1	5,1	0	2,8*
Water discharged into sewer	2020	Ml	6,8	72,4	0	36	2,4	1,6
Water discharged into imhoff pool or biological tank/Sealed tank with periodic sampling (disposal as waste CER 200304)	2020	Kg	483,1	1	38,9	0	98,4	17

*The amount of first rain water in Twice IT is not measured

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5.5 WATER RESOURCE PROTECTION

The volumes of water discharged into the sewers are derived from the reading of the meters, while those managed as waste CER 200304 are drawn from unique models of environmental declaration (MUD).

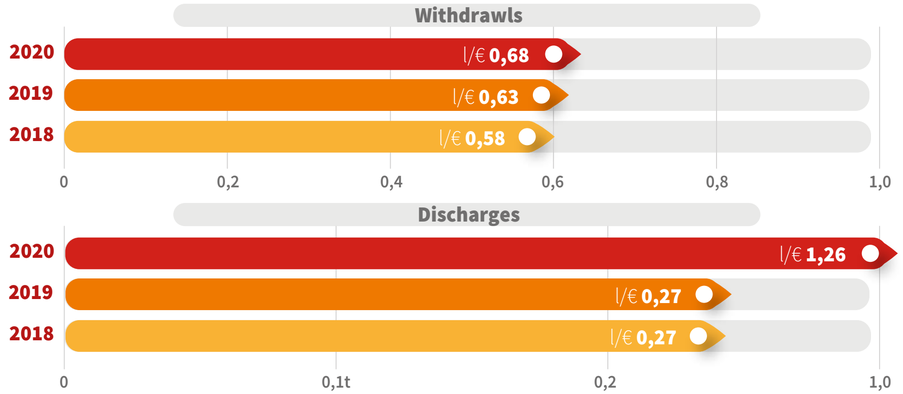
In the discharges of the plants Prima Sosnowiec CPS and APT can be registered the presence of potentially dangerous substances, the Limitations of which are governed by Polish law 1220 of 2019.

For all Italian plants emission limits in water are defined on the basis of Legislative Decree 152/06, Table 3, Annex 5. For the plants in Brazil, however, are set by reference to CONAMA Resolution number 430/201, whereas for Twice DE a municipal legislation.

Other emission limits for the protection of water quality are set analytically in the case of Prima Eastern and Prima Components Ferentino, dictated by the Integrated Environmental Authorization (AIA) for Sole Oderzo and Sole Pontedera and the Single Environmental Authorization (AUA) for Prima Components Anagni and Prima Components Gricignano d'Aversa.

In 2020, Prima Eastern was subject to a financial penalty - the amount of which is being defined - for discharged of domestic sewage through drainage pipe into surface water, without any provincial/regional authorization for the Imhoff tank and, therefore, in violation of article 24, paragraph 1 of decree-law 152/2006. Pending release of authorization, the tank has been closed and storage is drawn by an external company on a regular basis.

KPI of Group performance monitoring: **water withdrawals and drains**



Both Kpis were built by comparing the volume of water (withdrawn or discharged) to the generated value of the Group in 2020.

Water withdrawals are growing in 2020, due to a reduction in the generated value. The increase in the value of discharges is due to extraordinary activities of emptying the biological pits in some plants.

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ADJUSTMENTS

In the 2019 Report, the measurement unit of water volumes drawn and discharged was reported incorrectly: ml (millilitres) instead of Ml (megalitres).

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SUSTAINABLE MOBILITY

For years the automotive industry has been questioning the possibility of reducing the impact of its products on the planet that hosts us. In this context, there have been many innovations brought to light recently and others are being tested in the hope of redesigning the way we will move in the following decades. We talked to Angelo Di Vico, AU of Sole Components.

What are the most striking changes in the automotive industry, regarding environmental sustainability?

«Sustainable mobility is an extremely important and current issue for our industry, both in Italy and globally. For years we have seen an effort to reduce CO2 emissions, a race that began well before the scandal of the so-called Dieselgate; in particular, companies have focused on reducing the size and weight of cars, as well as the rolling resistance of tyres, that is to say, their friction on the road surface».

Concerning vehicles power supply, what's going on?

«In recent years, the main theme is electrification. In this evolving scenario, it seems significant to me the first 500 fully electric - technically speaking Battery Electric Vehicle (BEV) - launched on the market by FCA».

In addition to these elements, do you see other significant innovations in the long term?

« Yes, the autonomated driving that will surely be one of the crucial elements of the near future in our field».

Is it a wrong impression that electric vehicles are only based in the segment of small cars?

«Yes, because in reality there are groups like Audi that are also working on other ranges. What comes to my mind, for instance, is the e-tron, which is a car with significant dimension; in general, this brand is working on BEV vehicles capable of long journeys. But there is also Porsche with the Taycan, a model that expresses a high design and status. Finally, Tesla that in this area is definitely very far ahead».

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The numbers of the electricity market are growing at a fast pace, but still represent a small percentage on the total; what can lead to a breakthrough?

«I believe that at this intermediate stage mixed-fuel vehicles will still play a crucial role, by providing a vital platform for the affirmation of fully electric vehicles. However, generally speaking, the change that we are experiencing must be, above all, cultural; otherwise, electrification and autonomated driving will not have the spread that we would expect».

What do you mean by cultural change?

«If we don't prepare people, their habits and their infrastructure, there won't be the necessary evolution. In other words, if these vehicles do not fit into our daily habits, the electric will make it difficult to take off. Indeed, today, the infrastructure system for electricity is not ready yet, but there are several realities ready to power it; still, they have not started at all because they do not know how this technology will actually be contextualized in the context of our real life».

Can you give us a practical example?

« We cannot think that this market only meets urban mobility needs or so little outside the city borders, but those who face frequent and long journeys for work cannot afford to wait hours for the vehicle to recharge».

Is it therefore necessary to work firmly on the infrastructure network and in particular on charging stations?

«Undoubtedly, and the reorganisation of infrastructure will have to take into account the fact that our detention in a charging station will be higher than in the traditional gas station. Today, it takes several hours to recharge the batteries of larger vehicles, excluding the 75 kWh modular stations that few people can afford. The infrastructure network for electricity shall fit in with everybody in everyday life: we will find charging stations in new places, including home and workplace».

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Does the change in power also have an impact on components?

«Inevitably the shape of the vehicles will change, both inside and outside. A very simple example is related to the fact that the electric motor does not need a front grille; this is trivially because it does not need cooling like traditional engines. The 500 electric, in fact, has a flat and full grid. Materials containing some types of oil will change or even be eliminated».

What, in your opinion, is the weak point of electric vehicles with regard to their sustainability?

« The weight and disposal of batteries: today we can not think of these elements as pieces of a circular economy ».

Did PSC also start producing for the electric vehicle industry?

«We started to provide details for the production of electric vehicles, but the percentage on the total is still rather small, alonside the share of electricity in daily production of such car manufacturers».

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TABLE OF PSC OBJECTIVES

Macrotheme	Long-term objectives	Objective for 2020	State of progress for 2018-2020	New targets 2021-2023
Generated Value	Create value for all stakeholders by designing, producing and marketing innovative and technologically advanced products, in compliance with regulations, as well as collaborating effectively with all the supply chain members.	• Increase the existing certifications, according to the current situation and through a long-term objective, by getting all Group sites ISO 14001 certified and by adding at least OHSAS 18001. • Develop an integrated policy for the quality, environment and safety of the Group • Develop the Group's code of ethics by using an organizational model, in compliance with Legislative Decree 231/01.	• There have been no changes in the number of certified Group sites • The integrated policy for the quality, environment and the safety of the Group is being developed • Responsibilities for the development of a code of ethics referring to Legislative Decree 231/01 have been assigned	• Having all Group sites ISO 14001 standards certified of which at least 30% ISO 45001. • The new integrated quality policy, along with the environment and safety, shall be reported to all the stakeholders • Code of Ethics implementation and 231 Model to the whole Group
Workers	Ensuring well-being in the workplace for all employees without any discrimination, by guaranteeing training and resources to ensure professional development and adequate working conditions.	• Reset the number of accidents on all sites • Strengthen the methods of directly involving collaborators in the sustainability context. • Implement tools (eg webinars, focus groups) for training and promotion in the sustainability context. • Start the "Academy" to disseminate and to enhance values, alongside the main tools of the Group • Extend staff assessment systems with a view to career development for all group sites	• The number of accidents is decreasing, compared to 2017, for the following plants: Prima Components Anagni, Prima Components Ferentino, Sole Suzzara, Sole Oderzo and Poprad. • The 2017 Sustainability Report was shared internally to collect feedback. • A training brochure is being developed to promote the main points of sustainability, as well as the process undertaken by PSC • The "Academy" project has been set up: aims, tutors' profile and timing of the project have been laid down. • Staff assessment activity on SP Prima pilot site has been extended to all Prima Components business unit sites	• Having zero number of injuries at all sites • Webinar will be reintroduced to the new business and site managers • Carrying out specific sustainability training for all employees within 2022, as well as safety training • The Academy project will be rescheduled by June 2021 to start again in September 2021 with meetings held in presence. • Setting up of an organizational structure for PSC Italia staff evaluation, by having a unified purpose for B.U. PCIT and Sole. In 2021, harmonization of processes activity is planned alongside the tools used for the training management, evaluation processes, Job description and Skills, which will be fully operational within 2022. Everything will be managed with a HR software

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Macrotheme	Long-term objectives	Objective for 2020	State of progress for 2018-2020	New targets 2021-2023
Natural resources and environment	Develop innovative solutions to improve the quality of life and the environment, by protecting natural resources, reducing waste production, gas emissions and by pursuing sustainable production processes.	• Monitor and reduce energy consumption • Reduce significantly the environmental context: gas emissions • Reduce the ratio between hazardous and non-hazardous waste and increase the percentage of waste to recovery, as against waste disposal.	• In the reporting year, Eldoprima Components business unit recorded a 33% reduction in energy consumption • In the reporting year, "Scope 1" emissions were recorded for Sole Components business unit (-20%) and for PSMM (-22%). • In the reporting year, the ratio between hazardous and non-hazardous waste has slightly increased (+ 2%); the percentage of waste to recovery has increased by + 21%.	• Monitoring and reducing energy consumption • Reducing CO2 direct emissions in the atmosphere (Scope 1) • Reducing the amount of waste and increasing the proportion of waste to recovery, compared to disposal

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Organization size		2020	2019	2018
Total number of employees		3958	3139	3053
Parts sold		116.978.565	121.079.068	105.314.284
Revenues from sales and services		€ 623.929.148	€ 680.572.487	€ 734.383.514
Share capital	Net capital	€ 131.754.115	€ 153.341.581	€ 140.217.532
	Loan capital	€ 328.447.833	€ 300.811.485	€ 280.450.978
	Share capital	€ 460.201.948	€ 454.153.066	€ 420.435.064

Sectors	2020	2019	2017
Vehicles	58,3%	57,9%	59,5%
Commercial vehicles	22,2%	22,8%	20,6%
Agricultural vehicles	8,4%	8,9%	8,3%
Heavy vehicles	5,7%	4,9%	5,6%
Household appliances	3,4%	3,5%	4,2%
Motorbike	1,3%	1,3%	1,2%
Electric Vehicles	0,7%	0,7%	0,70%

Markets	2020	2019	2018
Italy	48,0%	43,1%	45,3%
Europe	45,2%	49,2%	48,1%
World	6,8%	7,7%	6,6%

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Tax reliefs

Total 2020

€ 4.636.358

PRIMA COMPONENTS ITALIA	PRIMA EASTERN	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS PALIANO	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	PRIMA COMPONENTS GRICIGNANO D'AVERSA	PRIMA POPRAD	PSMM PERNABUCO	PSC Automotivos	Twice IT
€ 244	€ 14.908	€ 38.238	€ 22.531	€ 28.267	€ 33.446	€ 195.261	€ 15.398	€ 19.677	€ 27.297	€ 166.712	€ 2.672.158	€ 1.384.640	€ 17.581
0,0%	0,3%	0,8%	0,5%	0,6%	0,7%	4,2%	0,3%	0,4%	0,6%	3,6%	57,6%	29,9%	0,4%

SOLE COMPONENTS · SOLE ODERZO · SOLE SUZZARA · SOLE PONTEDERA · PSMM PERNAMBUCO

Total 2019

€ 5.051.842

€ 781.062	€ 2.139.823		€ 109.061	€ 2.021.896	
15%	42%		2%	40%	

SOLE ODERZO · SOLE SUZZARA · SOLE PONTEDERA · PRIMA COMPONENTS ANAGN · PRIMA COMPONENTS FERENTINO · TECNOPRIMA

Total 2018

€ 1.343.947

€ 866.624	€ 94.359	€ 99.828	€ 162.804	€ 97.797	€ 22.535
64%	7%	7%	12%	7%	2%

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Economic value for Business Unit

	PSC			Prima Components Italia			Sole Components*			Prima C. G. d'A.*			Prima Components Europe**			PSC do Brazil***			Twice Ps****		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Economic value generated Revenues and other operating incomes	€ 345.479.392	€ 345.875.866	€ 246.094.028	€ 310.509.745	€ 290.783.662	€ 292.949.542	€ 391.763.990	€ 376.386.261	€ 276.774.456	-	-	€ 42.298.299	€ 62.975.238	€ 68.646.351	€ 83.581.366	€ 89.920.924	€ 106.181.667	€ 46.455.229	€€ 120.177.487	€ 83.359.006	€ 65.681.430
Economic value distribuited Operating costs Remuneration of collaborators Remuneration of lenders Remuneration of the public administration and investments for the community	€ 343.431.276	€ 344.490.929	€ 246.739.194	€ 294.906.983	€ 275.087.379	€ 277.080.631	€ 376.205.969	€ 369.636.062	€ 268.695.587	-	-	€ 47.240.453	61.777.545	€ 67.624.303	€ 85.321.491	€ 89.376.846	€ 97.023.385	€ 49.927.974	€ 100.187.195	€ 82.311.789	€ 63.878.978
Economic value held Generated value - Value distribute	€ 2.048.116	€ 1.384.937	-€ 645.166	€ 15.602.762	€ 15.696.283	€ 15.868.911	€ 15.558.021	€ 6.750.199	€ 8.078.869	-	-	-€ 4.942.154	€ 1.197.693	€ 1.022.048	-€ 1.740.125	€ 544.078	€ 9.158.282	-€ 3.472.745	€ 19.990.292	€ 1.047.217	€ 1.802.452

* 2018 and 2019 data included in PSC do Brazil (formerly PSMM)

** 2018 and 2019 data include only Prima Poprad

*** 2018 and 2019 data also include Gricignano D'Aversa

**** 2018 and 2019 data also include Twice UK

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Economic value according to the geographic area *

	ITALY*			EUROPE*			WORLD*		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Economic value generated	€ 1.167.906.845	€ 1.123.452.227	€ 917.302.643	€ 103.123.268,00	€ 93.375.337	€ 122.984.814	€ 49.796.663	€ 54.405.249	€ 46.455.229
Economic value distribuited	€ 1.121.816.207	€ 1.099.704.481	€ 898.339.288	€ 101.150.565,00	€ 94.348.642	€ 123.658.255	€ 42.919.042	€ 42.120.724	€ 49.927.974
Economic value held	€ 46.090.638	€ 23.747.746	€ 18.963.355	€ 1.972.703,00	-€ 973.305	-€ 673.441	€ 6.877.621	€ 12.284.525	-€ 3.472.745

*Total value of production and total cost of production based on geographic area.

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Type of Contract

	Holding Prima Sole Components		Prima Components Italia		Sole Components*		Prima Components Gricignano d'Aversa		Prima Components Europe		PSC do Brazil		Twice Ps	
	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
Permanent														
2018	1	4	84	638	430	577	-	-	46	114	-	-	45	206
2019	1	4	101	803	494	491	-	-	81	118	-	-	46	173
2020	1	4	100	816	418	528	30	273	240	623	155	523	44	137
Fixed-term														
2018	0	0	0	0	5	6	-	-	30	103	-	-	9	20
2019	0	0	0	0	4	8	-	-	16	30	-	-	8	19
2020	0	0	1	0	11	19	13	1	2	9	1	25	7	10
Full-time														
2018	1	4	225	452	364	576	-	-	76	217	-	-	44	221
2019	1	4	75	791	361	559	-	-	97	148	-	-	44	188
2020	1	4	75	805	364	543	28	280	240	629	156	548	41	142
Part-time														
2018	0	0	30	15	71	7	-	-	0	0	-	-	10	5
2019	0	0	26	12	71	6	-	-	0	0	-	-	10	4
2020	0	0	26	10	65	4	3	6	2	3	20	18	10	5

In 2018 and 2019 the data related to PC Gricignano d'Aversa and PSMM Pernambuco plants were included in PSMM business unit, no longer active in 2020. In this Report, such data have not been recorded, given the incomparability of information, due to the re-organization of the business unit described in chapter 1.3.

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Working positions (employees workers)

	Holding Prima Sole Components		Prima Components Italia		Sole Components*		Prima Components Gricignano d'Aversa		Prima Components Europe		PSC do Brazil		Twice Ps	
	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
Structure														
2018	1	4	11	65	73	119	-	-	13	14	-	-	22	27
2019	1	4	15	77	69	119	-	-	13	14	-	-	25	22
2020	1	4	13	77	49	114	5	34	33	43	19	26	22	25
Direct														
2018	0	0	69	375	297	201	-	-	60	121	-	-	29	135
2019	0	0	82	497	295	201	-	-	62	76	-	-	25	102
2020	0	0	84	507	319	223	23	159	187	275	93	254	25	70
Indirect														
2018	0	0	2	200	63	265	-	-	3	82	-	-	4	63
2019	0	0	4	229	68	245	-	-	4	76	-	-	4	68
2020	0	0	4	232	61	210	3	93	22	314	44	268	4	52

Temporary workers

	F	M
2018	155	327
2019	101	334
2020	200	452

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		Italy			Europe			World		
		2018	2019	2020	2018	2019	2020	2018	2019	2020
Holding Prima Sole Components	Permanent	5	5	5	0	0	0	0	0	0
	Fixed-term	0	0	0	0	0	0	0	0	0
Prima Components Italia	Permanent	722	904	916	0	0	0	0	0	0
	Fixed-term	0	0	1	0	0	0	0	0	0
Sole Components*	Permanent	951	932	891	56	53	55	0	0	0
	Fixed-term	6	6	1	5	6	1	0	0	0
Prima Components Gricignano d'Aversa	Permanent	-	-	303	-	-	0	-	-	0
	Fixed-term	-	-	14	-	-	0	-	-	0
Prima Components Europe	Permanent	2	2	0	158	197	863	0	0	0
	Fixed-term	0	0	0	133	46	11	0	0	0
PSC do Brazil	Permanent	-	-	0	-	-	0	-	-	678
	Fixed-term	-	-	0	-	-	0	-	-	26
Twice Ps	Permanent	130	119	120	121	100	61	0	0	0
	Fixed-term	1	3	0	28	24	17	0	0	0

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STRUCTURE

	Holding Prima Sole Components			Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Gender																					
Female	20%	20%	20%	14%	16%	14%	38%	37%	30%	-	-	13%	48%	48%	43%	-	-	42%	45%	53%	47%
Male	80%	80%	80%	86%	84%	86%	62%	63%	70%	-	-	87%	52%	52%	57%	-	-	58%	55%	47%	53%
Age range																					
Under 30	0%	0%	0%	0%	1%	2%	8%	6%	5%	-	-	8%	33%	26%	11%	-	-	42%	18%	13%	11%
From 30 - 50	20%	20%	20%	59%	52%	44%	71%	69%	61%	-	-	64%	63%	67%	80%	-	-	58%	65%	60%	55%
Over 50	80%	80%	80%	41%	47%	53%	21%	25%	34%	-	-	28%	4%	7%	9%	-	-	0%	16%	28%	34%
Total	5	5	5	76	92	90	192	188	163	-	-	39	27	27	76	-	-	45	49	47	47

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DIRECT

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Gender																		
Female	16%	14%	14%	60%	59%	60%	-	-	13%	33%	45%	40%	-	-	27%	18%	20%	26%
Male	84%	86%	86%	40%	41%	40%	-	-	87%	67%	55%	60%	-	-	73%	82%	80%	74%
Age range																		
Under 30	13%	10%	10%	10%	8%	7%	-	-	3%	52%	27%	11%	-	-	44%	7%	6%	4%
From 30 - 50	58%	51%	54%	58%	58%	55%	-	-	57%	39%	62%	67%	-	-	53%	65%	66%	59%
Over 50	29%	39%	36%	32%	34%	38%	-	-	40%	8%	11%	22%	-	-	3%	27%	28%	37%
Total	444	579	591	498	496	515	-	-	182	181	138	462	-	-	347	164	127	95

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INDIRECT

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Gender																		
Female	1%	2%	2%	19%	22%	22%	-	-	3%	4%	5%	7%	-	-	14%	6%	6%	7%
Male	99%	98%	98%	81%	78%	78%	-	-	97%	96%	95%	93%	-	-	86%	94%	94%	93%
Age range																		
Under 30	14%	4%	3%	13%	13%	10%	-	-	2%	9%	6%	8%	-	-	30%	7%	6%	9%
From 30 - 50	66%	61%	57%	65%	63%	58%	-	-	59%	82%	90%	79%	-	-	65%	69%	65%	64%
Over 50	30%	35%	40%	22%	24%	32%	-	-	39%	8%	4%	13%	-	-	5%	24%	29%	27%
Total	202	233	236	328	313	270	-	-	96	85	80	336	-	-	312	67	72	56

Direct + Indirect

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa			Prima Components Europe			PSC do Brazil			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Other indicators of diversity, in case of (minority groups or other vulnerable groups)	7%	5%	5%	5%	6%	6%	4%	-	9%	3%	4%	5%	-	-	0%	3%	4%	8%

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Types of fuel used from non-renewable sources

		Prima Components Italia			Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe		PSC do Brazil	Twice Ps		
		Natural gas	Fuel oil	LGP	Natural gas	Natural gas	Natural gas	LGP	LGP	Natural gas	Fuel oil	LGP
Total consumption of fuel (separated for typology) from non-renewable sources - GJ	2018	68.815	251	758	146.013	-	3.849	-	-	12.850	1.762	414
	2019	68.413	211	1.592	153.580	-	2.913	-	-	11.505	1.805	384
	2020	56.925	158	4.232	130.593	24.075	49.989	3	16.419	6.882	4.781	16
Total electric consumption - GJ	2018	133.133			152.864	-	51.196		-	140.384v	-	
	2019	122.745			139.082	-	48.481		-	131.352	-	
	2020	117.784			133.060	36.789	133.924		102.212	34.693	-	
Heat - steam - GJ	2018	-			-	-	-			12.469	-	
	2019	-			-	-	-			15.958	-	
	2020	-			-	-	-			15.558	-	
Heat – warm water - GJ	2018	-			-	-	-			7.331	-	
	2019	-			-	-	-			4.993	-	
	2020	-			-	-	6.506			-	-	
Total electric consumption within the organization - GJ	2018	202.957			298.877	-	55.045		-	175.210		
	2019	192.960			292.661	-	51.394		-	165.997		
	2020	179.099			263.653	60.864	190.422		118.631	61.930		

In 2018 and 2019 the data related to PC Gricignano d'Aversa and PSMM Pernambuco plants were included in PSMM business unit, no longer active in 2020. In this Report, such data have not been recorded, given the incomparability of information, due to the re-organization of the business unit described in chapter 1.3.

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Gross direct greenhouse gas emissions, equivalent CO2 tons (Scope 1)

	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa*			Prima Components Europe			PSC do Brazil**			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
total	4.586	4.584	4.162	9.578	9.751	8.269	1.148	1.580	1.611	240	181	3.350	-	-	1.149	976	884	806
Fuel	4.357	4.383	3.836	9.097	9.568	8.136	1.148	1.580	1.500	240	181	3.115	-	-	1.077	966	884	806
Refrigeration gas	230	201	326	482	183	133	0	0	112	0	0	235	-	-	72	10	0	0
							(here were no replenishment)			(here were no replenishment)							(here were no replenishment)	
Gas included in the calculation	CO2 HFC			CO2 HFC			CO2 HFC			CO2 HFC			CO2 HFC			CO2 HFC		

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	Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa*			Prima Components Europe			PSC do Brazil**			Twice Ps		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Nox***	1,799	1,821	1,631	3,738	3,932	3,343	0,472	0,649	0,616	0,099	0,075	1,280	-	-	0,657	0,397	0,363	0,316
Sox***	0,055	0,053	0,044	0,089	0,094	0,080	0,011	0,015	0,015	0,002	0,002	0,030	-	-	0,004	0,096	0,097	0,242
Particolate emissions (PM)***	0,008	0,008	0,007	0,016	0,017	0,014	0,002	0,003	0,003	0,000	0,000	0,005	-	-	0,003	0,002	0,002	0,003
CO***	1,080	1,082	0,929	2,272	2,390	2,032	0,287	0,395	0,375	0,060	0,045	0,778	-	-	0,164	0,218	0,197	0,145
Stirene****	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0,066	-
Others SOV****	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0,001	-
COV****	6,990	27,862	17,294	59,453	43,633	22,909	2,836	5,007	5,905	0,000	0,000	25,722	-	-	0,622	42,250	35,517	1,775

* 2018 and 2019 data: PSMM C in the previous Reports
** 2018 and 2019 PSMM Pernambuco did not use either fuel nor refrigerants
*** values calculated by application of emission factors
**** values reported by the Plants

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WASTE MANAGEMENT, TREND (unit of measurement Tons)

			Prima Components Italia	Sole Components	Prima Components Gricignano d'Aversa	Prima Components Europe	PSC do Brazil*	Twice Ps
Total weight of hazardous and non-hazardous waste	Hazardous	2018	871	942	-	213	-	184
	Non-hazardous		1.981	6.053	-	433	-	1.564
	Hazardous	2019	824	813	-	288	-	233
	Non-hazardous		2.437	6.132	-	350	-	1.705
	Hazardous	2020	684	667	563	768	180	180
	Non-hazardous		1.550	4.658	1.002	1.207	1.119	1.327
Total weight of waste recovery	Hazardous	2018	308	758	-	188	-	125
	Non-hazardous		1.766	3.490	-	228	-	508
	Hazardous	2019	417	677	-	287	-	202
	Non-hazardous		2.258	3.505	-	90	-	668
	Hazardous	2020	296	559	256	290	106	145
	Non-hazardous		1.449	2.250	852	1.108	962	987
Total weight of waste disposal	Hazardous	2018	564	185	-	26	-	59
	Non-hazardous		214	2.563	-	204	-	1.056
	Hazardous	2019	407	135	-	1	-	31
	Non-hazardous		179	2.628	-	261	-	1.036
	Hazardous	2020	388	109	306	478	74	34
	Non-hazardous		101	2.408	150	99	156	340

*Reporting year 2018 - 2019: PSMM (PC Gricignano d'Aversa e PSMM Pernambuco)

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WASTE MANAGEMENT, TREND

		Prima Components Italia			Sole Components			Prima Components Gricignano d'Aversa*			Prima Components Europe			PSC do Brazil**			Twice Ps		
		2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
Total volume of water withdrawn	Ml	43	43	36	285	304	230	-	-	41	2	3	41	-	-	68	37	26	22
Municipal water supplies or other public or private water services**	Ml	15	18	13	11	8	8	-	-	0	2	3	41	-	-	68	37	26	22
Underground water	Ml	28	25	23	274	295	222	-	-	41	1	1	0	-	-	0	0	0	0

** Water drawn from aqueduct + water supplied by COMPESA, provider for the Pernambuco water service

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WASTE MANAGEMENT

	year	unit of measurement		Prima Components Italia: PC Anagni	PC Ferentino	PC Paliano	Tecnoprima	Prima Eastern	SP Prima	Sole Components*: Sole Pontedera	Sole Oderzo	Sole Suzzara	Sole Woerth	Prima C. G. d'A.	Prima Components Europe: Poprad	Sosnowie CPS	Sosnowie APT	PSC do Brazil: PSCA Pinda	PSCA SJP	PSMMP	Twice Ps: Twice IT	Twice DE
"Total weight of hazardous and non-hazardous waste"	2020	t	Hazardous	79	302	7	229	57	9	331	228	69	39	563	435	326	7	62	61	57	145	34
			Non-hazardous	355	524	251	35	291	93	1.120	3.072	437	29	1.002	160	665	381	156	424	539	955	371
Total weight of waste sent for recovery	2020	t	Hazardous	74	211	5	0	2	3	330	223	6	0	256	192	92	6	62	17	27	145	0
			Non-hazardous	353	427	251	35	290	93	407	1.377	437	29	852	62	665	381	146	388	429	955	31
Total weight of waste sent for disposal	2020	t	Hazardous	5	91	2	229	55	6	1	6	63	39	306	244	234	1	0	44	29	0	34
			Non-hazardous	2	98	0	0	1	0	713	1.695	0	0	150	99	0	0	10	36	110	0	340

ENERGY CONSUMPTION

	year	Measurement Unit	Types of fuel used by sources non-renewable	Prima Components Italia: PC Anagni	PC Ferentino	PC Paliano	P Eastern	SP Prima	Tecnoprima	Sole Components*: Sole Suzzara	Sole Pontedera	Sole Oderzo	Sole Woerth	Prima C. G. d'A.	Prima Components Europe: Poprad	Sosnowie APT	Sosnowie CPS	PSC do Brazil: PSCA Pinda	PSCA SJP	PSMMP	Twice Ps: Twice DE	Twice IT
Total consumption of fuel (divided by type) from non-renewable sources	2020	Gj	Gas naturale	3.573	24.588				28.764	4.694	26.379	98.524	996	24.075	4.792	7.243	37.954					6.882
		Gj	Gasolio					158													1.394	3.387
		Gj	GPL			3.680	552									1	2	7.561	8.859		16	
Total electrical consumption		Gj		27.753	31.129	18.943	23.597	6.453	9.908	19.741	30.910	70.088	3.423	36.789	42.073	34.787	57.064	2.706	51.818	47.688	16.811	17.882
Heat - steam		Gj																				15.558
Heat – warm water		Gj															6.506					
Total energy consumption within the organization		Gj																				
		Gj		31.325	55.795,2	2.624	24.149	6.611	38.672	24.435	57.289	168.612	4.419	60.864	46.865	42.031	101.525	10.266	60.677	47.688	18.221	43.709

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Emissions in the atmosphere

			Prima Components Italia						Sole Components				Prima C. G. d'A.	Prima Components Europe			PSC do Brazil			Twice Ps	
Year			PC Anagni	PC Ferentino	PC Paliano	P Eastern	SP Prima	Tecnoprima	Sole Suzzara	Sole Pontedera	Sole Oderzo	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSCA Pinda	PSCA SJP	PSMMP	Twice DE	Twice IT
Gross direct greenhouse gas emissions(Scope 1) in tons of CO2 equivalent	2020	total	288	1.617	241	211	12	1.792	426	1.643	6.138	1.768	1.611	7.714	2.365	687	496	581	55	111	695
		fuels	223	1.532	241	36	12	1.792	292	1.643	6.138	1.768	1.500	7.714	2.365	451	496	581		111	695
		Refrigeration gas	66	85		175			133				112			235			55		
Gases included in the calculation			CO2 HFC						CO2 HFC				CO2 HFC	CO2 HFC			CO2 HFC			CO2 HFC	

Emissions in the atmosphere

				Prima Components Italia						Sole Components				Prima C. G. d'A.	Prima Components Europe			PSC do Brazil			Twice Ps	
	Year	Measurement Unit		PC Anagni	PC Ferentino	PC Paliano	P Eastern	SP Prima	Tecnoprima	Sole Suzzara	Sole Pontedera	Sole Oderzo	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSCA Pinda	PSCA SJP	PSMMP	Twice DE	Twice IT
Nox	2020	Kg		91	629	147	22	5	736	120	675	2.522	726	616	3.170	972	185	302	354		41	275
Sox				2	15	1	0	8	18	3	16	60	17	15	76	23	4	2	2		69	173
Particolate emissionn (PM)				0	3	1	0	0	3	1	3	11	3	3	14	4	1	2	2		1	3
CO				56	383	37	6	1	448	73	410	1.533	442	375	1.927	591	113	76	89		11	134
COV				74	12.320				4.900		9.494			5.905		25.107	615	214	34	374		1.775
Stirene																						
Others SOV																						

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Protection of water resources

	Measurement Unit	Year	Prima Components Italia						Sole Components				Prima C. G. d'A.	Prima Components Europe			PSC do Brazil*			Twice Ps	
			PC Anagni	PC Ferentino	PC Paliano	P Eastern	SP Prima	Tecnoprima	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie APT	Sosnowie CPS	PSCA Pinda	PSCA SJP	PSMMP	Twice DE	Twice IT
Total volume of water withdrawn	Ml	2020	3,9	19	3,1	5,4	1,9	2,3	221	7,8	0,7	0,8	41	1,5	5,1	35	2,4	50	15	4,6	17
Underground water			1,6	18	3,1	0	0,0	0,1	217	5,0	0	0	41	0	0	0	0	0	0	0	0
Municipal water supplies or other public or private water services			2,2	1,4	0	5,4	1,9	2,2	4,1	2,8	0,7	0,8	0	1,5	5,1	35	2,4	50	15	4,6	17

Protection of water resources

	Measurement Unit	Year	Prima Components Italia						Sole Components				Prima C. G. d'A.	Prima Components Europe			PSC do Brazil*			Twice Ps	
			PC Anagni	PC Ferentino	PC Paliano	P Eastern	SP Prima	Tecnoprima	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie APT	Sosnowie CPS	PSCA Pinda	PSCA SJP	PSMMP	Twice DE	Twice IT
Water drained in full natural water	Ml	2020	4,5	0	3,1	2,0	0	0	0	0	0	0	37,1	0	5,1	0	0	0	0	2,8	-*
Water discharged into the sewer	Ml		0	6,8	0	0	0	0	0,7	4,6	67,1	0	0	1,5	0	35,0	2,4	0	0	1,6	0
Water discharged into the imhoff o septic tank / Sealed pit with periodic withdrawals (disposal as waste CER 200304)	Kg		0	12,7	0	0	429,9	40,6	0	1,0	0	0	38,9	0	0	0	0	98,4	0	0	17,0

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Workers - Diversity and equal opportunities

Gender	Year	Roles	Prima Components Italia								Sole Components					Prima C. G. d'A.	Prima Components Europe			PSC do Brazil		Twice Ps	
			Prima Components	Prima Automotive	Prima Components Anagni	Prima Components Ferentino	Prima Components Paliano	Prima Eastern	S. P. Prima	Tecnoprima	Sole Components	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSC Automotivos	PSMM Pernambuco	Twice IT	Twice DE
Female	2020	Structure	15%	7%	21%	13%	9%	27%		9%	22%	28%	47%	60%	29%	13%	54%	45%	17%	29%	65%	41%	62%
		Direct			15%	9%	11%	25%	11%	7%		69%	35%	63%	33%	13%	40%	31%	52%	17%	33%	16%	38%
		Indirect			4%	0%	2%	0%	0%	0%		26%	5%	35%	0%	3%	5%	7%	7%	11%	16%	6%	10%
Male		Structure	85%	93%	79%	88%	91%	73%		91%	78%	73%	53%	40%	71%	87%	46%	55%	83%	71%	35%	59%	38%
		Direct			85%	91%	89%	75%	89%	93%		31%	65%	37%	67%	87%	60%	69%	48%	83%	67%	84%	62%
		Indirect			96%	100%	98%	100%	100%	100%		74%	95%	65%	100%	97%	95%	93%	93%	89%	84%	94%	90%
Under 30		Structure	0%	0%	0%	13%	0%	0%			9%	3%		0%	0%	8%	19%	8%	0%	29%	65%	12%	8%
		Direct			11%	3%	1%	26%	0%	7%		5%	7%	14%	13%	3%	30%	4%	5%	36%	49%	2%	7%
		Indirect			7%	0%	0%	0%	0%	3%		9%	12%	3%	37%	2%	14%	8%	5%	28%	31%	3%	20%
From 30 - 50		Structure	38%	57%	50%	31%	27%	55%		55%	54%	65%	53%	93%	71%	64%	77%	76%	100%	71%	35%	53%	62%
		Direct			59%	53%	68%	43%	0%	71%		48%	53%	84%	60%	57%	56%	68%	75%	62%	47%	72%	44%
		Indirect			49%	31%	62%	100%	33%	71%		53%	59%	88%	47%	59%	76%	72%	87%	68%	63%	69%	55%
Over 50		Structure	62%	43%	50%	56%	73%	45%		45%	38%	33%	47%	7%	29%	28%	4%	16%	0%	0%	0%	35%	31%
		Direct			30%	44%	31%	31%	100%	21%		47%	40%	2%	27%	40%	15%	28%	20%	2%	3%	26%	49%
		Indirect			44%	69%	38%	0%	67%	26%		39%	29%	9%	16%	39%	9%	20%	8%	4%	7%	28%	25%
Protected categories and disabled people		Structure	0%	0%	14%	0%	9%	9%		9%	7%	0%	5%	0%	0%		0%	0%	0%	0%	0%	3%	0%
		Direct			9%	0%	8%	7%	0%	14%		8%	7%	6%	3%	12%	5%	7%	7%	0%	0%	12%	11%
		Indirect				0%	9%	3%	0%	3%		3%		3%	0%	4%	3%	5%	4%	0%	0%	0%	5%

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Employees - accidents

		Year	Prima Components Italia								Sole Components					Prima C. G. d'A.	Prima Components Europe			PSC do Brazil		Twice Ps	
			Prima Components	Prima Automotive	Prima Components Anagni	Prima Components Ferentino	Prima Components Paliano	Prima Eastern	S. P. Prima	Tecnoprima	Sole Components	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSC Automotivos	PSMM Pernambuco	Twice IT	Twice DE
Hours worked	Employees	2020			316.950	512.418	204.641	200.992	44.295	85.000	129.653	702.197	206.805	169.708	106.638	388.568	378.646	428.655	356.462	387.383	812.499	168.991	121.795
recordable injury rate					3,2	9,8	4,9	10,0	0	0	0	7,1	19,3	17,7	46,9	10,3	21,1	2,3	2,8	2,6	0	11,8	8,2
serious injury rate					0	0	0	0	0	0	0	0	0	0	0	0	2,6	0	0	0	0	0	0
fatal accident rate					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N° of injuries recordable					1	5	1	2	0	0	0	5	4	3	5	4	8	1	1	1	0	2	1
N° of serious injuries (bad prognosis)					0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
N° fatal injuries					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Temporary workers - accidents

		Year	Prima Components Italia								Sole Components					Prima C. G. d'A.	Prima Components Europe			PSC do Brazil		Twice Ps	
			Prima Components	Prima Automotive	Prima Components Anagni	Prima Components Ferentino	Prima Components Paliano	Prima Eastern	S. P. Prima	Tecnoprima	Sole Components	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSC Automotivos	PSMM Pernambuco	Twice IT	Twice DE
Hours worked	Temporary workers	2020			35.126	32.846		44.885		35.000		45.148	47.832	60.064		20.600	6.615	15.986	111.121	36.960	96.096	74.081	31.220
recordable injury rate					0	0		0		0		0	0	16,6		0	0	0	0	0	0	54,0	0
serious injury rate					0	0		0		0		0	0	0		0	0	0	0	0	0	0	0
fatal accident rate					0	0		0		0		0	0	0		0	0	0	0	0	0	0	0
N° of injuries recordable					0	0		0		0		0	0	1		0	0	0	0	0	0	4	0
N° of serious injuries (bad prognosis)					0	0		0		0		0	0	0		0	0	0	0	0	0	0	0
N° fatal injuries					0	0		0		0		0	0	0		0	0	0	0	0	0	0	0

Workers - training

		Year	Prima Components Italia								Sole Components					Prima C. G. d'A.	Prima Components Europe			PSC do Brazil		Twice Ps	
			Prima Components	Prima Automotive	Prima Components Anagni	Prima Components Ferentino	Prima Components Paliano	Prima Eastern	S. P. Prima	Tecnoprima	Sole Components	Sole Oderzo	Sole Pontedera	Sole Suzzara	Sole Woerth		Poprad	Sosnowie CPS	Sosnowie APT	PSC Automotivos	PSMM Pernambuco	Twice IT	Twice DE
Female	Average hours training	2020	16,0	0,0	1,6	1,9	2,5	3,1		0,0	0,7	2,3	4,0	0,6	1,0	0,5	20,0	7,4	4,7	2,1	0,8	0,6	9,3
Male			1,5	3,1	1,5	1,3	1,5	3,1	0,0	1,2	8,0	1,3	4,0	1,2	1,0	2,2	0,3	7,1	10,0	2,0	1,1	0,0	11,8
Structure			3,7	2,9	6,6	8,4	4,1	15,3	0,0	0,1	6,4	0,6	4,0	0,4	1,0	0,8	3,2	45,2	76,6	0,8	4,4	0,0	3,8
Direct			-	-	0,9	0,3	1,2	0,9	0,0	0,1	-	1,1	4,0	0,9	0,9	2,5	0,3	2,9	6,2	3,2	1,0	0,1	11,1
Indirect			-	-	1,9	2,5	1,7	3,5	0,0	0,2	-	3,4	4,0	1,1	1,1	1,6	16,7	2,3	4,5	1,1	0,7	0,2	15,0

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Disclosure on Management Approach

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DISCLOSURE ON MANAGEMENT APPROACH

To simplify the development of the Management Approach, the thirteen priority themes for PSC have been aggregated into three macro-themes that share the management approach.

Macro-theme	Priority themes for PSC
1. GENERATED VALUE	Risk management Research, development and technological inno-vation Relations with business partners Compliance Responsible management of the supply chain Local communities
2. WORKERS	Well-being of collaborators Health and safety at work Equal opportunities and diversity
3. NATURAL RESOURCES AND THE ENVIRONMENT	Energy consumption Emissions into the atmosphere Waste management Water resources protection

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PROCESSES COMMON TO ALL MACROTHEMES

MOTIVATIONS AND BOUNDARIES

The material issues were identified by applying the principles for defining the contents of the Report and through the stakeholder engagement and materiality analysis processes described in detail in the second chapter of the Sustainability Report, “Materiality and methodology”.
For each PSC material topic, the perimeter within which the potential impact may fall has been identified:

Within company boundaries: in this case, the impact primarily affects internal stakeholders

Outside the company boundaries: in this case, it is mainly external stakeholders who are affected by the impact

Inside and outside company boundaries: the impact affects all stakeholders.

In the management of material issues, PSC considers both the possible impact it may cause directly and that which indirectly may derive from its work.

MANAGEMENT TOOLS

POLICIES

The Group is managed in the view of recognizing a social role that the company has within the community, through the implementation of innovative solutions in order to improve the quality of life and the environment.

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PSC has developed a common policy for the whole Group, regarding quality, environment and safety, according to international ISO 9001, ISO 14001, ISO45001 standards.

In the quality policy it is stated that:

«The future of Prima Sole Components depends on the ability to establish and maintain stable and satisfying relationships with customers. The satisfaction of customer needs and the acquisition of new market areas are achieved through ongoing improvement process of the products quality, services and cost effectiveness".

Also in the new 2019-2020 Group Business Plan Prima Sole Components, the holding company of the Group, defines the vision, mission and medium and long-term strategies. The operating plans of the business units and the sites connected to them are then developed along these lines. In the Industrial Plan the strategic directives are: competitiveness, technological innovation and globalization. At the business unit level and, dropping down, for each production site, the activities are defined in line with the strategic guidelines of PSC according to the following logical process: analysis of the industrial plan, S.W.O.T. for the determination of strengths and weaknesses, as well as opportunities and risks, risk assessment and definition of the operational plan.

- The Business Plan covers the corporate network of all the PSC Group sites.

- The last revision date of the Business Plan dates back to March 2021.

Following the re-organization of the Group over the past years, the organizational and the management model, in accordance with Decree-Law 231, were also updated in 2020. Both documents introduced new contents developed on the basis of the path undertaken by PSC, that is to say more sustainability in its activities. The final adoption of the model is expected by the end of 2023. BU Prima Components Italia was recognized as an ideal area from which to start its implementation in 2021.

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COMMITMENTS

By publishing the sustainability report, PSC intends to demonstrate its will and commitment to embarking on a new path towards sustainability in the economic, social and environmental fields. This will and this commitment arise from company management, as described in the letter from the CEO at the beginning of the Report and are transmitted to all plants and at all company levels.
The commitment to respect the legitimate interests of its stakeholders and the community in which all PSC plants operate is enshrined in the Group's Code of Ethics, recently updated.

OBJECTIVES AND GOALS

The objectives and goals that PSC sets in its path towards sustainability are found in this Report and concern all PSC sites. The objectives are related to improvement, compared to national legislation, and will be monitored annually. Other more specific objectives are identified in the improvement plans of each company site, drawn up in compliance with the rules on quality, environment and safety.

RESOURCES

The responsibility for deploying human and financial resources lies with the business unit administrator who, along with the plant manager, draws up an investment plan approved at the holding level.

MECHANISMS OF COMPLAINT

In PSC sites that are ISO 9001, ISO 14001 and ISO 45001 certified, there are complaint collection systems provided for by the management systems. PSC implemented, thanks to the organizational model recently drawn up, an organized system that allows you to request information and make any complaints on the company website. Stakeholders may make requests and complaints at the contact point indicated in this report.

SPECIFIC ACTIONS

PSC publishes the Sustainability Report in compliance with the main international reference standard for sustainability reporting, the GRI-Standards. PSC also undertakes to keep the quality, environment and safety policies updated and applied, which are a reference for all the Group's plants, in order to pursue continuous improvement in all areas.

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MANAGEMENT ASSESSMENT

To monitor the actual adequacy of the management of material topics, the results of the first and third party audits carried out on the management systems will be used. Furthermore, the disclosures of the GRI Standards reported in this Report, in the previous and subsequent ones, will be used as management assessments. To more effectively monitor some of the significant aspects, PSC has developed Key Performance Indicators (KPIs) that allow you to evaluate the progress of these aspects over the years at Group level.

RESPONSIBILITY

The commitment to a more sustainable approach, gets both the President and the CEO close and involves all business units, individual plants or all company functions along with employees. The responsibility for policies and commitments implementation as well as objectives achievement are entrusted to the administrators of each business unit and the directors of the individual production units. The achievement of the specific objectives, identified in the improvement plans, is delegated to those responsible for implementing the management systems.

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GENERATED VALUE - MOTIVATIONS AND BOUNDARIES

Material Issues	Motivations and boundaries	Material Issues by GRI Standard	Disclosures
Risk management	Acting considering the risks and oppor-tunities in the eco-nomic, social and environmental fields for the operation and image of PSC. Any related impacts could have an effect both inside and out-side the Group.	GRI 201: Economic Performance 2016 GRI 102: General Disclosure 2016	201-1 Generated and distributed economic value 102-15 Main im-pacts, risks and op-portunities
Research, development and technological innovation	Research and tech-nological innovation as strategic ele-ments to increase the competitiveness of its products, in line with a sustaina-ble mobility. Any related impacts could have an effect both inside and out-side the Group.	GRI 201: Economic Performance 2016	201-4 Financial as-sistance received from the govern-ment No. of resources engaged in Re-search & Develop-ment activities
Relations with customers (business partner)	Engage with your business customers, as main business partners, by recog-nizing the value of cooperation, syner-gies and socially re-sponsible behav-iors, to achieve higher levels of knowledge and greater quality and to build a lasting re-lationship and mu-tual satisfaction. Any related impacts could have an effect both inside and out-side the Group.	GRI 206: Anti-competitive behaviour 2016 GRI 416: Customer Health and Safety 2016	206- Legal actions for non-competitive behavior, anti-trust and monopoly practices and their outcome 416-Percentage of product and service categories for which health and safety impacts are assessed 416-2 Number non-compliance cases, according to regulations and codes, regarding health and safety impacts of products and services
Compliance	Guarantee compli-ance with mandato-ry or voluntary regu-lations, by making their collaborators responsible and thanks to adequate organization and management mod-els, in order to achieve perfor-mance and sustain-able targets, which can be assessed and certified. Any related impacts could have an effect both inside and out-side the Group	GRI 206: Anti-competitive behavior 2016 GRI 307: Environmental Compliance 2016 GRI 419: Socioeconomic Compliance 2016	206-1 Legal action for uncompetitive behaviour, as well as anti-trust and monopolistic prac-tices and their out-come 307-1 Non-compliance with environmental laws and regulations 419-1 Non-compliance on laws and regulations in the social-economic field IRIS-OI1254
Responsible management of the supply chain	The involvement of the supply chain by sharing the princi-ples, policies and tools for sustainabil-ity and social re-sponsibility. Any related impacts could have an effect both inside and out-side the Group.	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	308-1 New suppliers evaluated on the basis of environmental criteria 414-1 New suppliers evaluated on the basis of social criteria
Local communities	Attention to and comparison with the expectations of the local community, through an open, transparent and constructive dia-logue. Any related impacts could have an effect outside the Group	GRI 413: Local Communities 2016	413-1 Areas of operation with implementation of local community involvement programs, impact assessment and development

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TOOLS FOR THE MANAGMENT

POLICIES

In the quality policy, whose principles are reference for all the Group's sites, it is stated that the following themes are fundamental:
Integration of economic objectives with the involved Parties' demands and applicable requirements.
Processes improvement by implementing those plans aimed at increasing performances.
Efficiency of the plants and equipment used for production. The guiding principles in the relationship with suppliers, along with the community and customers, will ensure the development of a responsible supply chain, high levels of customer satisfaction and an open dialogue with communities as honesty, fairness, transparency and impartiality. Such principles, which have always characterized PSC, are presented in the recently updated Code of Ethics and will be formalized with the implementation of the organizational model, pursuant to Legislative Decree no. 231/2001.

COMMITMENTS

PSC is committed to thoroughly comply with all applicable standards and laws in the fields of quality, safety and the environment through an ongoing improvement process.
PSC's intention to carry out its activities in an ethical way, by respecting its guiding principles in the relations with its stakeholders, is reported in the Code of Ethics.

OBJECTIVES AND TARGETS

The objectives and goals set for the material issues of this macro-theme are developed according to what described in "Processes common to all macro-themes" section.

RESOURCES

The staff and financial resources for the management of this macro-theme are allocated in an accurate way by all the Group's management, through coordination and control activities exercised by PSC Chairman and CEO.

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COMPLAINT MECHANISMS

The mechanisms through which it is possible to make possible complaints related to this macro-theme are developed according to what described in “Processes common to all the macro-themes” section.

SPECIFIC OPERATIONS

PSC Chief Executive Officer, along with Business units Managers and Board of Directors, assess the economic performance of each business unit and PSC on a regular basis, in order to analyze any risks and opportunities.

ASSESSMENT ON THE MANAGMENT

The evaluation mechanisms on the management of material issues related to the macro-theme “Generated Value” are developed according to what described in “Processes common to all macro-themes” section.

RESPONSIBILITIES

The responsibilities for the management of material issues related to the macro-theme “Generated Value” are assigned according to what described in “Processes common to all macro-themes” section.

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WORKERS - Motivations and Boundaries

Material issues	Motivations and boundaries	Material issues by GRI Standard	Informative
Well-being of collaborators	Consider your employees as a fundamental element of the company's value and ensure their well-being through appropriate training for the development of individual skills, alongside an organization and an environment keen on the commitment of quality, personal and professional satisfaction. Any related impacts could have an effect within the Group.	GRI 401: Employment 2016 GRI 404: Training and Education 2016	401-1 N° total recruitment and Turnover rate 401-2 Benefits provided for full-time workers, which are not provided to part-time or fixed-term workers 404-1 Average hours of training per employee 404-3 Percentage of workers regularly receiving performance assessment and career development review
Health and safety at work	Guarantee of safety processes and protection of workers' health at all stages of supply and production. Any related impacts could have an effect within the Group	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Risk assessment 403-3 Occupational Medicine 403-4 Worker participation and communication on health and safety at work 403-5 Training for workers on health and safety at work 403-6 Promotion of workers' health 403-7 Prevention and mitigation of health and safety impacts at work arising from trade relations
Equal opportunities and diveristy	Enhancement of personal and cultural diversity within employees, suppliers and customers, by avoiding unjustified discrimination leading to inclusion. Any related impacts could have an effect within the Group.	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity within the governing bodies and the workers

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TOOLS FOR THE MANAGMENT

POLICIES

The principles set out in the quality, alongside PSC environment and safety policies, are a reference for all the Group sites, in line with the strategic guidelines of the Industrial Plan.
In the quality policy, among the central themes, it is claimed «the active involvement of all personnel in the ongoing improvement process ».
In the environmental field, instead, it is remarked the commitment «to promote employees' awareness and responsibility, engaged at every level in business activities, throughout accurate information and training programs, in order to have in turn their cooperation». Finally, security policy shall cover that «the Group, in carrying out its activities, considers human health, the environment protection and safety at work an essential duty, as well as an ongoing commitment and a constant element of its mission».

COMMITMENTS

In addition, in the safety policy it is underlined both the individual and the Group commitment to:
Respect, in the contents and principles, the legal rules on safety and industrial hygiene applicable to the activities, products and services of the site
Promote every initiative to reduce to zero, in all activities, the possibility of injuries that may compromise the safety of workers, alongside the neighboring communities.
Pursue a continual improvement in the site management in terms of safety, also through the identification of the risks associated to the activities carried out and the definition of new objectives for their reduction.
Promote the involvement of all employees, including their representatives, and build a transparent and collaborative relationship with public, private and local communities.
PSC commitment to human resources promotion, in order to guarantee their rights and to support their development and personal growth, shall be declared in the Code of Ethics of the Group.

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OBJECTIVES AND TARGETS

The objectives and goals set up for the material issues of this macro-theme are developed according to what described in “Processes common to all macro-themes” section.

RESOURCES

Staff and financial resources for workers management are assigned to individual business units through the definition and approval of the annual budget.

COMPLAINT MECHANISMS

The mechanisms through which it is possible to make possible complaints related to this macro-theme are developed according to what described in “Processes common to all the macro-themes” section.

SPECIFIC OPERATIONS

Prima Sole Components, with specific features for each business unit, has activated a management system that, thanks to an internal and external audit process and reviews on a regular basis, provides control, monitoring and, where appropriate, adverse impacts mitigation on health and safety of workers.
The Directorate-General Human Resources, in collaboration with the individual business units and the directors of the production units, manages professional and personal training programs for employees, newly recruited and administration at the production sites. These programs are developed according to the business requirements. The priorities of a single worker are identified by the Heads of Department and the Directorate-General Human Resources, according to the need of each task.
At least once a year, a review of the management systems is carried out by involving business unit administrators, heads of production units and managers of several companies. Following the review, the results of audits, non-conformities, corrective actions implemented, objectives and indicators, it is possible to boost improvement initiatives.

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ASSESSMENT ON THE MANAGMENT

The evaluation mechanisms on the management of material issues related to the “Workers” macro theme are developed according to what described in “Processes common to all macro-themes section “.

RESPONSIBILITIES

The responsibilities for the management of material issues related to the “Workers” macro theme shall be assigned according to what described in “Processes common to all macro-themes” section.
Individual business unit administrators, as well as the workers’ employers, have responsibility for health and safety.
In each production unit the managers have legal power on issues related to environment and safety and have a broad delegation with regard to the management of such issues. Each Group company has a RSPP (Prevention and Protection Service Manager) that manages safety issues and workers elect one or more RLS (Personnel responsible for first aid) or (RLSSA for those companies having a rubber and plastic contract).

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NATURAL RESOURCES AND THE ENVIRONMENT – Motivations and Boundaries

Material issues	Motivations and boundaries	Material issues by GRI Standard	Informative
Energy consumption	Responsible use of energy resources achieved, when possible, with energy saving technologies and practices as well as renewable resources. Any related impacts could have an effect both inside and outside the Group	GRI 302: Energy 2016	302-1 Energy consumption within the Group 302-4 Reduction of energy consumption
Emissions in the atmosphere	Carry out activities by seizing opportunities, in order to prevent and mitigate emissions in the atmosphere, by protecting air quality and fighting climate change. Any related impacts could have an effect both inside and outside the Group	GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions 305-7 Nox, Sox and other significant emissions
Waste management	The application, where possible, of best practices of reduction, through prevention, and recycling of waste. Any related impacts could have an effect both inside and outside the Group	GRI 306: Effluents and Waste 2020	306-1 Generation of waste and significant impacts related to waste 306-2 Management of significant impacts related to waste 306-3 Waste products 306-4 Waste not intended for disposal 306-5 Waste intended for disposal
Water resource protection	Responsible use of water through technologies and practices aimed at reducing the amount of water collected and maintaining its original quality. Any related impacts could have an effect both inside and outside the Group	GRI 303: Water 2018	303-1 Water as a common resource 303-2 Management of impacts associated with water discharges 303-3 Water withdrawn for supply source 303-4 Total discharges of water according to quality and destination

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TOOLS FOR THE MANAGMENT

POLICIES

Among the most significant matters for PSC, stated in the environmental policy, there are:
Assessment of the environmental impacts of new processes, new products and changes to existing plants
Careful monitoring of environmental performance, in order to identify and monitor environmental indicators
Action on the process and activities to improve waste management, with an increasing disposition to recycling, with a view to avoiding soil and water contamination with increasing effectiveness,
Constantly monitor the quantities of materials used (chemicals, polymers)
Control emissions in the atmosphere
Support those suppliers that show having carried out initiatives in favor of the environment.
The commitment to take action on significant environmental aspects, direct and indirect, with the best economically sustainable technologies.

COMMITMENTS

In the environmental policy, which is a reference for all the Group sites, it is underlined the commitment of the whole company to:
Respect, in the contents and principles, the norms of law in environmental matters, also in compliance with international standards and by pursuing voluntary initiatives of improvement.
Evaluate in advance, avoid or reduce potential environmental impacts (and their economic impacts), by identifying effective actions in the management of production processes
Aim at an ongoing improvement in waste management, which includes an increasing disposition towards recycling and natural resources, by preventing soil and water contamination.
Constantly monitor the quantities of materials used (chemicals, polymers), in order to control the emissions in the atmosphere.

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OBJECTIVES AND TARGETS

The objectives and goals set up for the material issues of this macro-theme are developed according to what described in "Processes common to all macro-themes" section.

RESOURCES

The business unit administrator has the responsibility to allocate human and financial resources, according to the instructions of the plant manager who draws up an investment plan.

COMPLAINT MECHANISMS

The mechanisms through which it is possible to make possible complaints related to this macro-theme are developed according to what described in "Processes common to all the macro-themes" section.

SPECIFIC OPERATIONS

Most of the plants have adopted an environmental management system certified in accordance with ISO 14001 which, through an audit process and reviews on a regular basis, provides monitoring, and, where suitable, negative impacts mitigation on the environment.
The Group adopts tools to assess and quantify energy and environmental loads and potential impacts of products and processes through:

- External analysis laboratories for the assessment of major environmental impacts (emissions, discharges, noise, waste), dedicated internal resources and external consultancy companies for the energy assessment of individual sites.
- Involvement of all professional skills needed for the development, management and control of activities
- Adoption and maintenance of an environmental management system

ASSESSMENT ON THE MANAGEMENT

Evaluation mechanisms on the management of material topics related to the "Natural resources and environment" macro-theme are developed according to what described in "Processes common to all macro-themes" section.

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RESPONSIBILITIES

The responsibilities for the management of issues related to the area of natural resources and environment are also entrusted to the business units administrators.

Within the management system the topic is faced by entrusting the managerial responsibility to the director of the site, supported by an executive of the management system, along with an operating structure.

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GRI Standard	Information	page	Omissions
GRI 101: Principles General information			
GRI 102: General Disclosure 2016	102-1 Name of the company	3	
	102-2 Activity, brands, products and services	7	
	102-3 Location of head office	5	
	102-4 Place of business	6	
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Material issues identified by PSC	Material issues by GRI Standards		Page	Omissions
-	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	DMA	
Risk management	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	DMA	
	GRI 201: Economic performance 2016	201-1 Directly generated and distributed economic value	20	
Research, development and technological innovation	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	DMA	
	GRI 201: Economic performance 2016	201-4 Financial assistance received by the government	22	
Relations with business partners	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	DMA	
	GRI 206: Anti-competitive behavior 2016	206-1 Legal action for anti-competitive behavior, antitrust and monopolistic practices	50	
Energy consumption	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	127	
	GRI 302: : Energy 2016	302-1 Energy consumed within the organization 302-4 Reduction of energy consumption	79 81	
Water resources protection	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	127	
	GRI 303: Water and drainage 2018	303-1 Interaction with water as a shared resource 303-2 Impact management related to water discharge 303-3 Collection of water 303-4 Discharge of water	91 91 92 93	
Emissions in the atmosphere	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	127	
	GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1) 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	82 83	
Waste management	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	127	
	GRI 306: Waste 2020	306-1 Generation of waste and significant impacts related to waste 306-2 Management of significant impacts related to waste 306-3 Produced waste 306-4 Wastes not intended for disposal 306-5 Wastes intended for disposal	95	

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Material issues identified by PSC	Material issues by GRI Standards		Page	Omissions
Well-being of employees	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management procedures"	123	
	GRI 401: Employment 2016	401-1 New recruitment and turnover 401-2 Benefits provided for full-time employees, but not for part-time employees or fixed-term employees	60 62	
Health and safety at work	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management methods"	123	
	GRI 403: Health and safety of workers 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment and accident investigation 403-3 Occupational health services 403-4 Participation and consultation of workers and communication on health and safety at work 403-5 Training of workers in occupational health and safety 403-6 Promotion of workers' health 403-7 Prevention and mitigation of impacts on health and safety at work within trade relations 403-9 Accidents at work	52 63 65 64 65 65 63 66	
Staff training and development	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 Management method and its components 103-3 Evaluation of management methods"	123	
	GRI 404: Training and education 2016	404-1 Average annual training hours per employee 404-3 Percentage of employees who receive a periodic evaluation of performance and professional development	70 71	
Equal opportunities and diversity	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 Management method and its components 103-3 Evaluation of management modes"	123	
	GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governing bodies and among employees	73	
Local communities	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements"	120	
	GRI 413: Local communities 2016	416-1 Assessment of health and safety impacts by product categories and services 416-2 Non-conformity incidents concerning health and safety impacts of products and services	51 51	

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Compliance	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	120	
	GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	52	
	GRI 419: Socio-economic compliance 2016	419-1 Non-compliance with social and economic laws and regulations	52	
Responsible management of the supply chain	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	120	
	GRI 308: Environmental assessments of suppliers 2016	308-1 New suppliers that have been evaluated using environmental criteria	54	
	GRI 414: Social assessments of suppliers	414-1 New suppliers that have been evaluated through the use of social criteria	54	
Research, development and technological innovation	GRI 103: Management approach	103-1 Explanation of the material issue and its scope 103-2 The management method and its components 103-3 Evaluation of management arrangements	120	
		Number of people employed in research and development	43	

SAI Global Italia Ltd - with single shareholder
Management and Coordination, formerly art. 2497 of C.C.: SAI Global LTD
Register of Companies TO 06586110014 I REA TO 798510
FC/VAT number 06586110014 I Share Capital € 1.000.000,00 i.v.

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Turin, 30 June 2021

To the Board of Directors of
P.S.C. - Prima Sole Components Stock Company
And to all the Parties involved

ASSURANCE STATEMENT

SAI Global Italia Ltd (SAI Global) was commissioned by P.S.C. - Prima Sole Components Stock Company to carry out an independent audit of the Sustainability Report for the year 2020, in order to assess the correct application of **GRI Standards 2016** and following amendments (option 'in accordance' - Core), by including the content relevance and reliability regarding the involved Parties (stakeholders) expectations.

SAI Global has not had any direct or indirect role in drafting this document, the contents of which are only P.S.C sole liability.

SAI Global declares its independence and absence of conflicts of interest with respect to P.S.C. and its stakeholders.

The audit was carried out by considering, in particular, ISAE 3000 international standard (Revised), through "limited assurance" method.

Our work has involved:

- the analysis of the completeness and consistency of the Sustainability Report submitted for evaluation, with respect to the standards adopted by P.S.C.;
- follow-up of qualitative and quantitative aspects deemed significant for the Parties involved;
- sample interview of P.S.C. staff and representatives of the Parties involved.

CONCLUSION

On the basis of the above activities and the sampling carried out, there were no indications of contrasting elements with the conclusion that:

- the Sustainability Report of P.S.C. Stock Company for the year 2020 has been drawn up in substantial compliance to **GRI Standards 2016** and following amendments ('in accordance' – Core option);
- data and information contained in the document are consistent with the documentation examined.

We therefore consider that the Sustainability Report of Prima Sole Components Stock Company. for the year 2020 contains an adequate representation of the company's sustainability strategies, policies and performance, in compliance with the principles of priority, consistency and completeness regarding the Parties' expectations.

Best regards

Luca Laruffa
Procuratore

Marco Zomer
Project Leader

P. S. C.

PRIMA SOLE COMPONENTS S.p.A.

Sustainability Report 2020

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