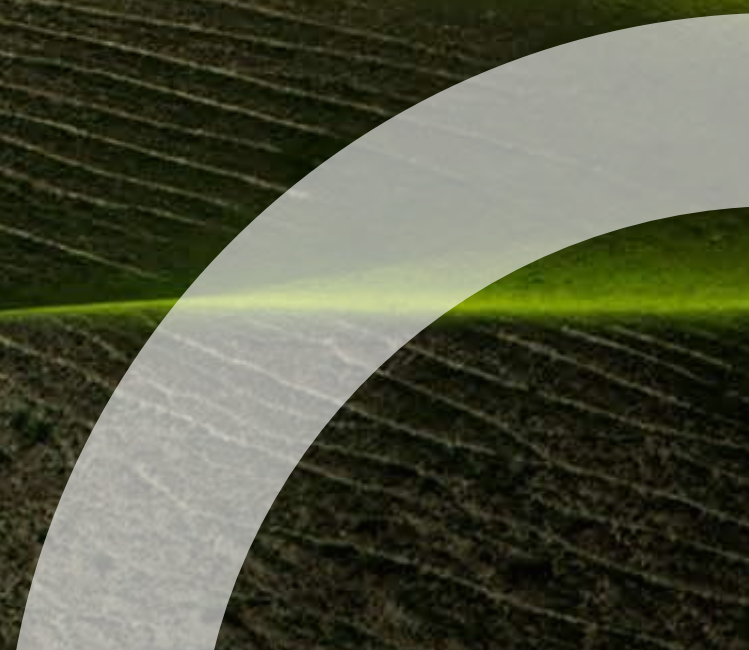
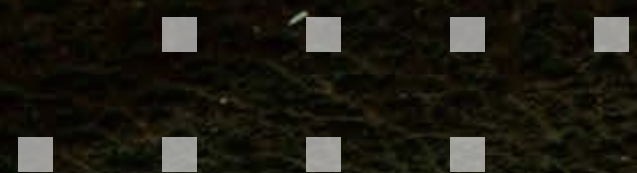




Sustainability Report

2021





Letter to the **stakeholder**

Prima Sole Components' fifth sustainability report is certainly influenced by the consequences due to the persistence of the pandemic caused by Covid-19, which has enhanced the critical issues already present on the markets since 2020.

The distinguishing features of such situation can be summarized in the deep transformation of the cost structure of the products, determined by the shortages of raw materials and components, with strong pressures on purchase prices, along with the impressive increases in logistics costs, which lead to redesigning the chains of value in every production field of every country.

Furthermore, starting from the second half of 2021, the significant and unstoppable increases in energy costs have accounted to further unsettle a situation, which had already been compromised, by bringing out the scope for inflation after a long time, alongside a slack in economic operations.

In this context, the tragic war conflict between Russia and Ukraine plays another critical role, which helps to speed up negative trends already present.

Having acknowledged all this, our Group has intensified its efforts to achieve the objectives of the Business Plan, which, in summary, involved a strengthening of the structural resilience not separated from the company processes updating, with a view to increasing the level of competitiveness and sustainability.

We trust in our values and in our ability to adapt to difficulties, as well as to manage the current complexity of times and situations.

A handwritten signature in black ink that reads "Maurizio Strife". The signature is written in a cursive, flowing style.



P.S.C.

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
SOLE COMPONENTS	SOCO
SOLE ODERZO	SOOD
SOLE SUZZARA	SOSU
SOLE PONTEDERA	SOPO
SOLE SCANZOROSCIATE	SOSC
SOLE HÖRGERTSHAUSEN	SOHO

NAME OF THE PLANTS	ACRONYM
PRIMA COMPONENTS EUROPE	PCEU
PRIMA POPRAD	PRPO
PRIMA WÖRTH	PRWO
PRIMA SOSNOWIEC COMPLEX PLASTIC SYSTEMS	PSCPS
PRIMA SOSNOWIEC ADVANCED PLASTIC TECHNOLOGIES	PSAPT
PSC DO BRASIL	PSCBR
PSMM PERNAMBUCO	PSMMP
PRIMA SOLE COMPONENTES AUTOMOTIVOS São José dos Pinhais	PSCA SJ
PRIMA SOLE COMPONENTES AUTOMOTIVOS Pindamonhangaba	PSCA PINDA I



**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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chapter
1

> Who we are

- 1-1 Identity, vision, mission and values**
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- 1-4 Products and markets**



GLI OGGETTI DIMENTICATI
A TERRA METTONO A RISCHIO
LA TUA SICUREZZA

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ATTENZIONE IL TPO QUANDO
LAVORI

2

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6

JOB ROTATION
REPARTO STAMPAGGIO

MJR

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250 Kg
41 Kg

+Y-

SYTRAMA SIO-S

SYTRAMA

irobot

ATTENZIONE
NON
PULIRE

LS385617/A
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16/04/21

1.1 Identity, vision, mission and values



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• Identity and vision

Prima Sole Components (PSC- Stock Company) is a Group 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 daily operating with motivation and efficiency, as well as constant research of innovative and integrated solutions.

PSC Group wants to become a global player in the Automotive & Tractor department, while continuing to oversee the supplies on the regional markets for the Appliances, Motorbike & Electric fields; it also aims to confirm itself as a reliable and efficient supplier for its customers in Europe, Brazil, the United States and the Far East.

PSC Group believes that also in the near future, market competition will be based on three fundamental variables:

- ▷ **Competitiveness;**
- ▷ **Innovation;**
- ▷ **Globalization;**

In addition to this, in order to become a partner of the most prestigious customers, it is also important to achieve specific economic standards. For this reason and to maintain a high degree of competitiveness, in 2018 PSC introduced COBOT: collaborative robots expression of 4.0 industry, useful in those production processes, including assembly and polishing, where the human-machine interface is particularly rewarding; there are also several applications significantly increased thanks to remote connections of technological Champion¹.

• Mission

It is the Group's intention to consolidate the relationship of trust with all stakeholders and to pursue its objectives, by harmonizing the interests of each actor involved in compliance with the provisions of the law and the principles of impartiality, reliability, loyalty, fairness and transparency.

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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It is in this context that the objective of a shared prosperity is included, by extending the well-being generated through PSC activities to the territory.

The Group's mission is structured on three aspects that are inseparably linked to each other:

Economic

The management of the Group is characterized by the creation of value for the shareholders, in compliance with stringent parameters of economic and financial sustainability.

Production and Market

PSC designs, manufactures and markets advanced products from a technological point of view, capable of completely satisfying customer expectations.

Social

PSC Group is aware of the centrality of its social role. Attentive to the local, national and international community, it is committed to improving the quality of life of all stakeholders, with the utmost respect for the environment.

• **Values**

The Group has identified some values that guide the effort of each worker, either when acting individually or when participating in collective initiatives:

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



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

Among the values that guide the Group's activities, two in particular play a prominent role: respect for the person and for the planet that hosts us. For this reason, the Code of Ethics - updated in 2020 and disseminated in 2021 in all the Group's business units - makes explicit the support and respect for human rights, in accordance with the UN Universal Declaration. The organization and management model, in compliance with decree-law 231, was also the subject of an update process in 2020, and in 2021 it was implemented in all the sites of PCIT business units.

In both documents, new contents were introduced, developed on the basis of the path taken by PSC towards greater sustainability of its activities. By June 2022, the PCIT Supervisory Body's audits will be completed and therefore, the model shall be extended to the rest of the Group.

In 2021, although it is not mandatory according to the regulation system, the role of a Group's energy manager was established with the aim of setting up a plan combining energy efficiency and environmental sustainability, alongside economic and relevant trade agreements.

1.2 History and partnerships



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■ 1973

PRIMA S.p.A. starts furniture accessories production.

■ 1980-86

The production of foamed components for the automotive, aeronautic and railway sectors begins.

■ 1987

PRIMA S.p.A. becomes a FIAT supplier for plastic components designed for the outside of cars.

■ 1989

The first design and industrialization center of PRIMA S.p.A. and PRIMA I.VER, a company for painting plastic materials, was established.

■ 1991

Cabling PRIMA is founded, active in the wiring market for Automotive.

■ 1993

PRIMA EASTERN was established in Torino of Sangro, meant to manufacture plastic products, mainly for the FVC SEVEL plant.

■ 1994

SAPCA company was established in Modugno.

■ 1996

PRIMA S.p.A. takes over from PIAGGIO in the METALPLASTIC COMPANY. In the same year, after TECNOPRODUCT acquisition, TECNOPRIMA was established. With the sale of CABLING PRIMA and SAPCA, PRIMA S.p.A. comes out of the wiring sector.

■ 1999

PRIMA S.p.A. enters the field of appliances with the creation of the P.A.D. and the acquisition of ALMEC S.p.A., active in the automotive sector.

■ 2000

PRIMA S.p.A. opens its first factory abroad, PRIMA France sas.

■ 2001

The ERIPRESS companies of Cicerale and SHANDRANI ITALY are acquired (with a new name (I.VER.PLAST.)).

■ 2003

PRIMA S.p.A. inaugurates two production sites abroad: PRIMA GERMANY GmbH and PRIMA POPRAD sro (Slovakia), first active in the household appliances sector as well as automotive afterwards.

■ 2006

PRIMA S.p.A. acquires COLLINS & AIKMAN ITALY LIMITED and its four production plants.

■ 2007

With the sale of ALMEC S.p.A., PRIMA S.p.A. abandons the die-casting sector.

■ 2010

PRIMA S.p.A. acquires PLASTAL ITALIA, then SOLE S.p.A. and holdings in FINALLOY companies (aluminum sector), OPTIMARES (aircraft seats).

■ 2014

The internal reorganization is completed with the integration of PRIMA S.p.A. and SOLE S.p.A. as operating structures. PRIMA SOLE COMPONENTS S.p.A. was established.

■ 2015

PSMM Pernabuco was established as a joint venture with MAGNETI MARELLI for the production of automotive plastic components based in Pernabuco (Brazil).

■ 2016

A new plant was inaugurated in Gricignano d'Aversa, in partnership with MAGNETI MARELLI.

■ 2017

PSC, through TWICE PS, rents a company branch of SGI, a company with plants in Italy, Austria, England, Germany and Brazil, entering the thermosetting sector.

■ 2018

PSC acquires 99% of PSMM Campania, in partnership with MAGNETI MARELLI.

■ 2019

PSC acquired the plant of Paliano by PCMA which assumed the name of Prima Components Paliano.

■ 2020

PSC acquires from PCMA the two Polish sites of Sosnowiec which take the name of Prima Sosnowiec Advanced Plastic Technologies (APT) and PRIMA SOSNOWIEC COMPLEX PLASTIC SYSTEMS (CPS), and from the BATZ Group two Brazilian sites now identified as PSC Automotivos SJP and PINDA I.

1.2 History and partnerships



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PSC is a member of two prestigious trade associations:

Confindustria, the main representative organization of Italian manufacturing companies, of which Maurizio Stirpe, PSC President, is national vice president with responsibility for Labor and Industrial Relations. PSC is actively involved in several projects of the association.

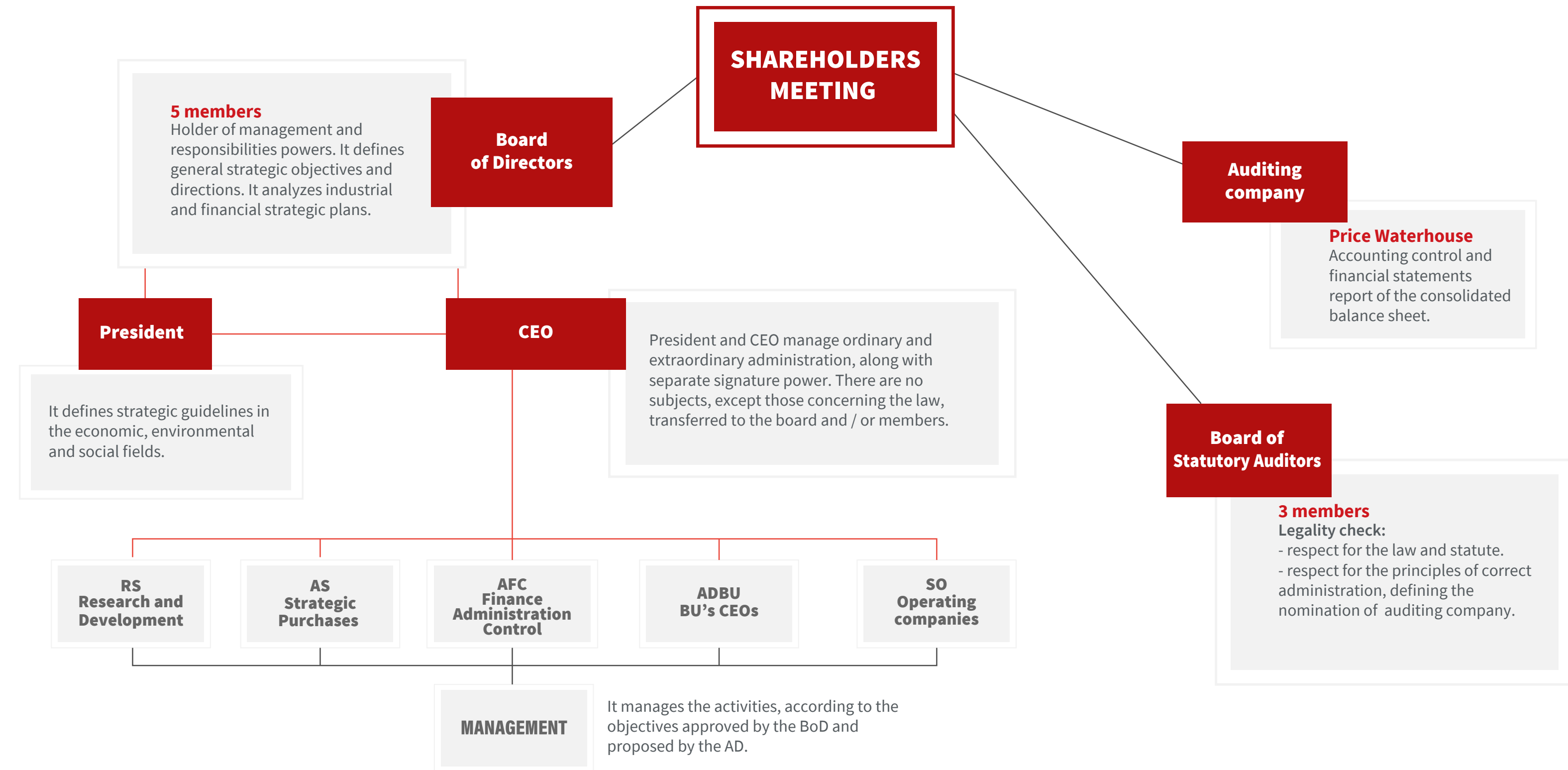
Assonime, the association of Italian joint-stock companies that analyzes and addresses the prospects, developments and criticalities of the Italian economy.

1.3 Structure and organization



Prima Sole Components is a Stock Company with a single shareholder, 100% owned by BS Holding, whose administrative centre and registered office are located in Torrice, in the province of Frosinone.

The government structure provides for a three-year Board of Directors (BoD) of five members. The definition of business strategies, including economic, environmental and social issues, is one of the Board's competences. The Chairman and the Chief Executive Officer have powers of ordinary and extraordinary administration with disjoint signature.



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The companies covered by this Sustainability Report are reported in the following diagram matching those that depend on PSC do Brazil, Sole Components, Prima Components Italia, Prima Components Europe (in 2020 called Prima East Europe Components) holding companies.

The year 2021 saw some changes in the organization and distribution of business unit. Compared to 2020, Twice PS business unit was eliminated and its two plants were included in Sole Components under the new names Sole Scanzorosciate (formerly Twice IT) and Sole Hörgerthausen (formerly Twice DE).

In 2021, Sole GmbH plant was taken over by Prima Components Europe business unit, under the name Prima Wörth.

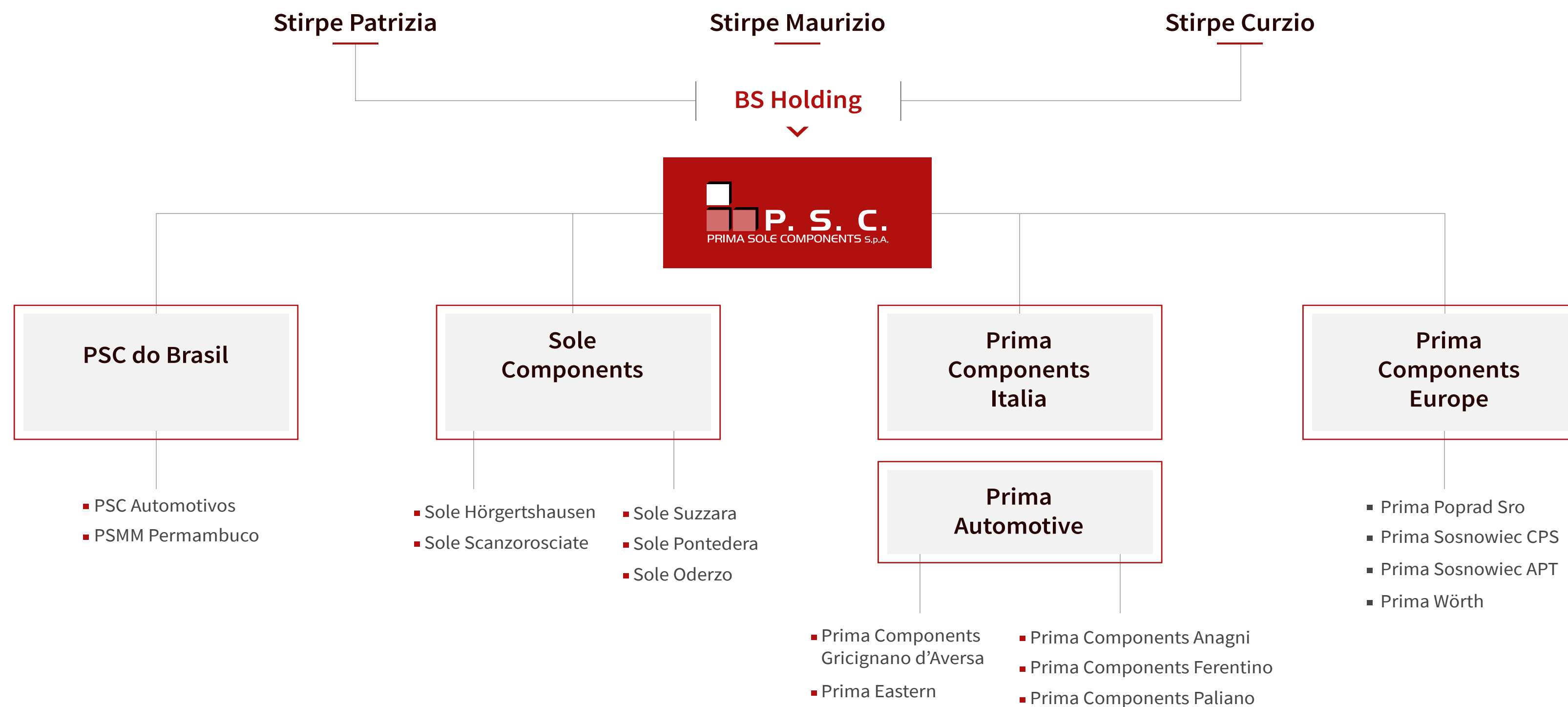
Within Prima Components Italia business units, Tecnoprima and SP Prima plants are no longer included, while Prima Components Gricignano d’Aversa plant is present.

SP Prima plant was closed because the production site was too old and its location made the necessary structural adjustments difficult. The historical headquarters of PSC holding remains as headquarters of administrative offices, whereas all the staff meant for the production has been relocated to the other companies of the province. Tecnoprima left the Group but continues as a PSC supplier with the same activities; also in this case, employees were given the opportunity to work in the three nearest sites.

The PSC Gestione Partecipazioni is not involved in the scope of this report, as it is excluded from the consolidated financial statements.



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



4

PRODUZIONE

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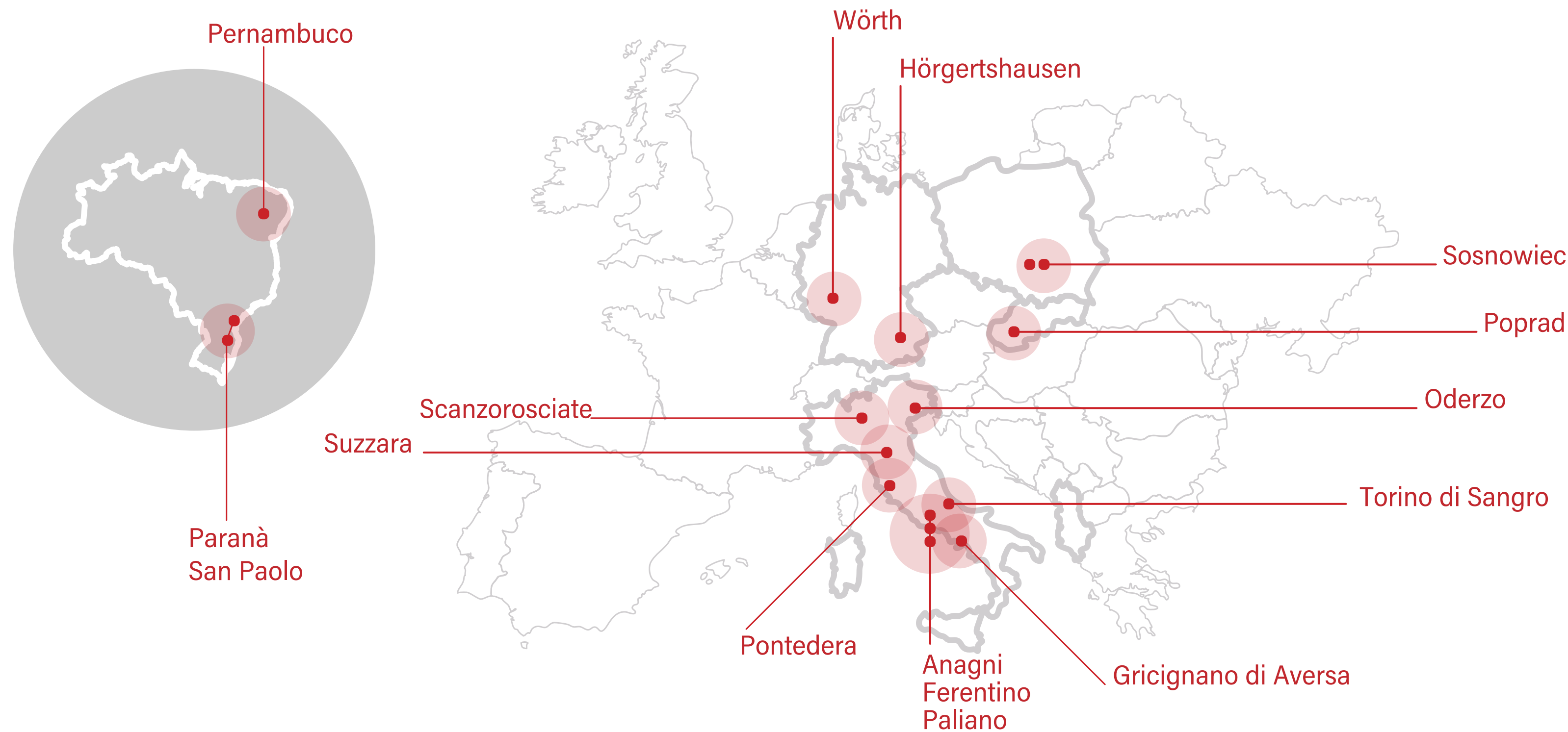
CAMPETELLA

40M





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The size of the organization in the last three years has followed the trend described below.

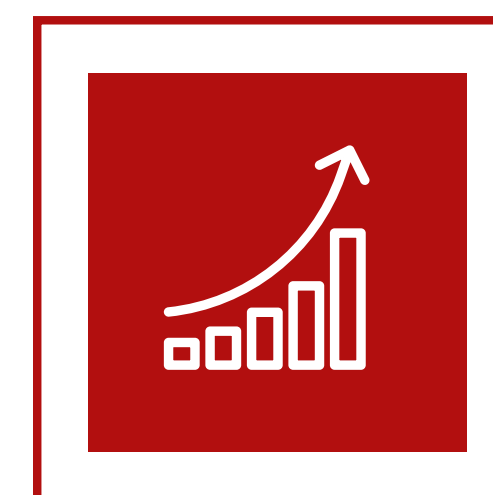
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4.125
Total number of employees



130.676.462
Parts sold



€ 741.501.010
Net turnover



€ 572.148.934
Total Capitalization

	2021	2020	2019
Total number of employees	4.125	3.958	3.139
Parts Sold	130.676.462	116.978.565	121.079.068
Net Turnover	€ 741.501.010	€ 623.929.148	€ 680.572.487
Share Capital			
Net Capital	€ 121.892.878	€ 131.754.115	€ 153.341.581
Loan Capital	€ 450.256.056	€ 328.447.833	€ 300.811.485
Total Capitalization	€ 572.148.934	€ 460.201.948	€ 454.153.066

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

1.4 Products and markets



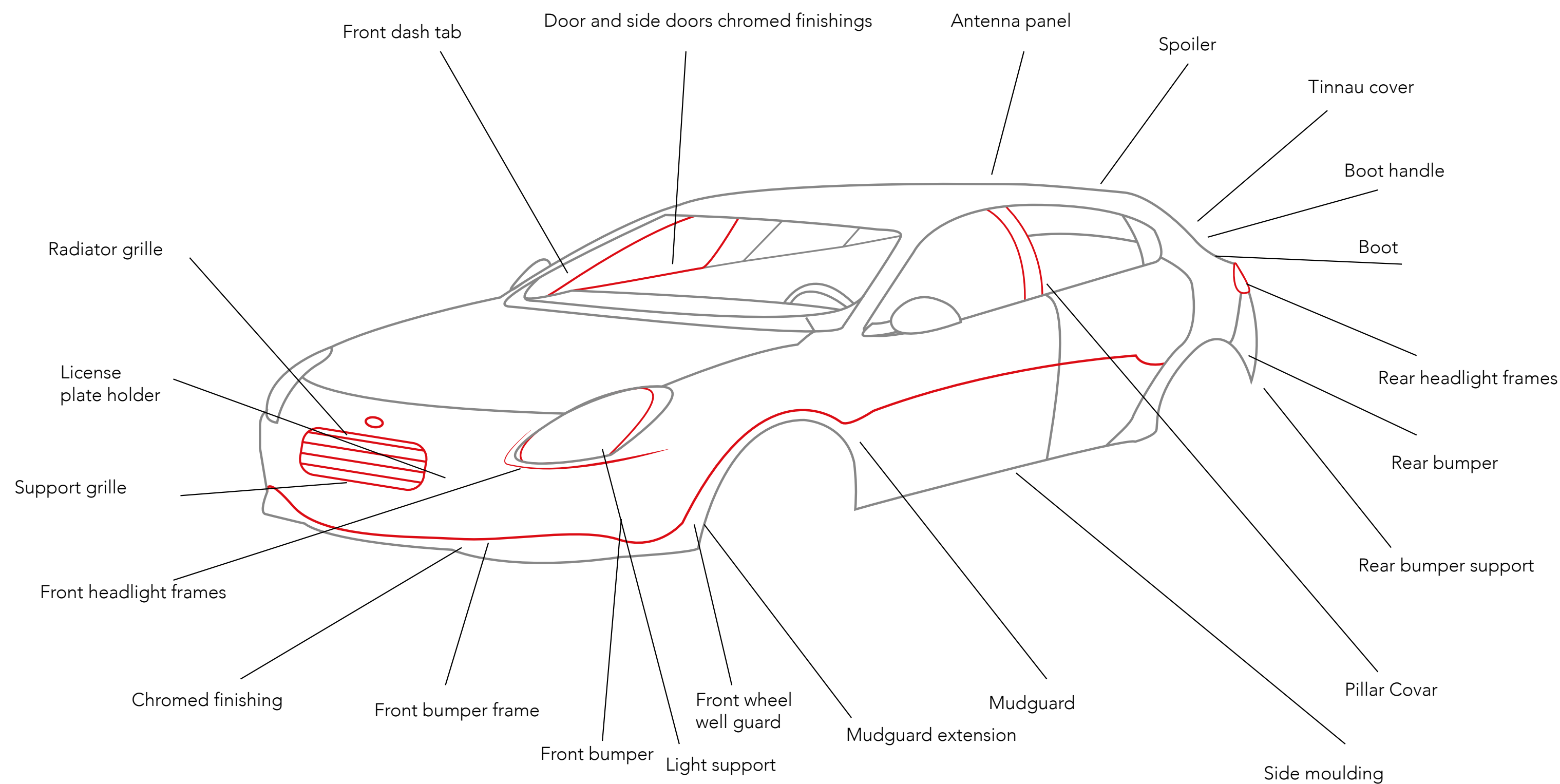
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INJECTION MOULDING	SPECIAL FINISHING	OTHER TECHNOLOGIES
Traditional injection moulding	Traditional Chrome Plating	Automatic gluing
Bi-injection	Colored chrome	US welding, Hp, Vibration
Gas-injection	Selective chrome	Thermoforming
Multi-material 2K 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	

The products are:

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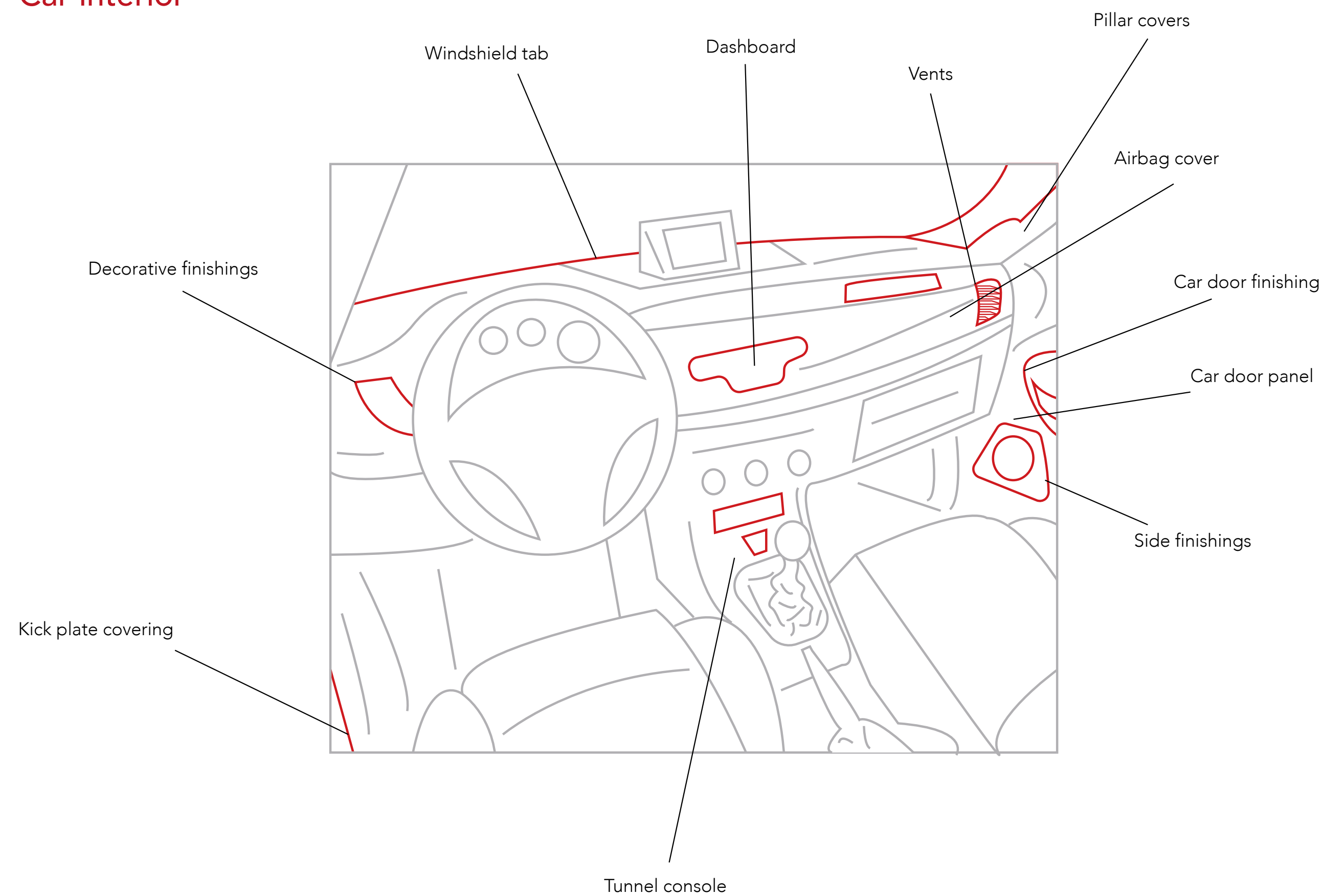
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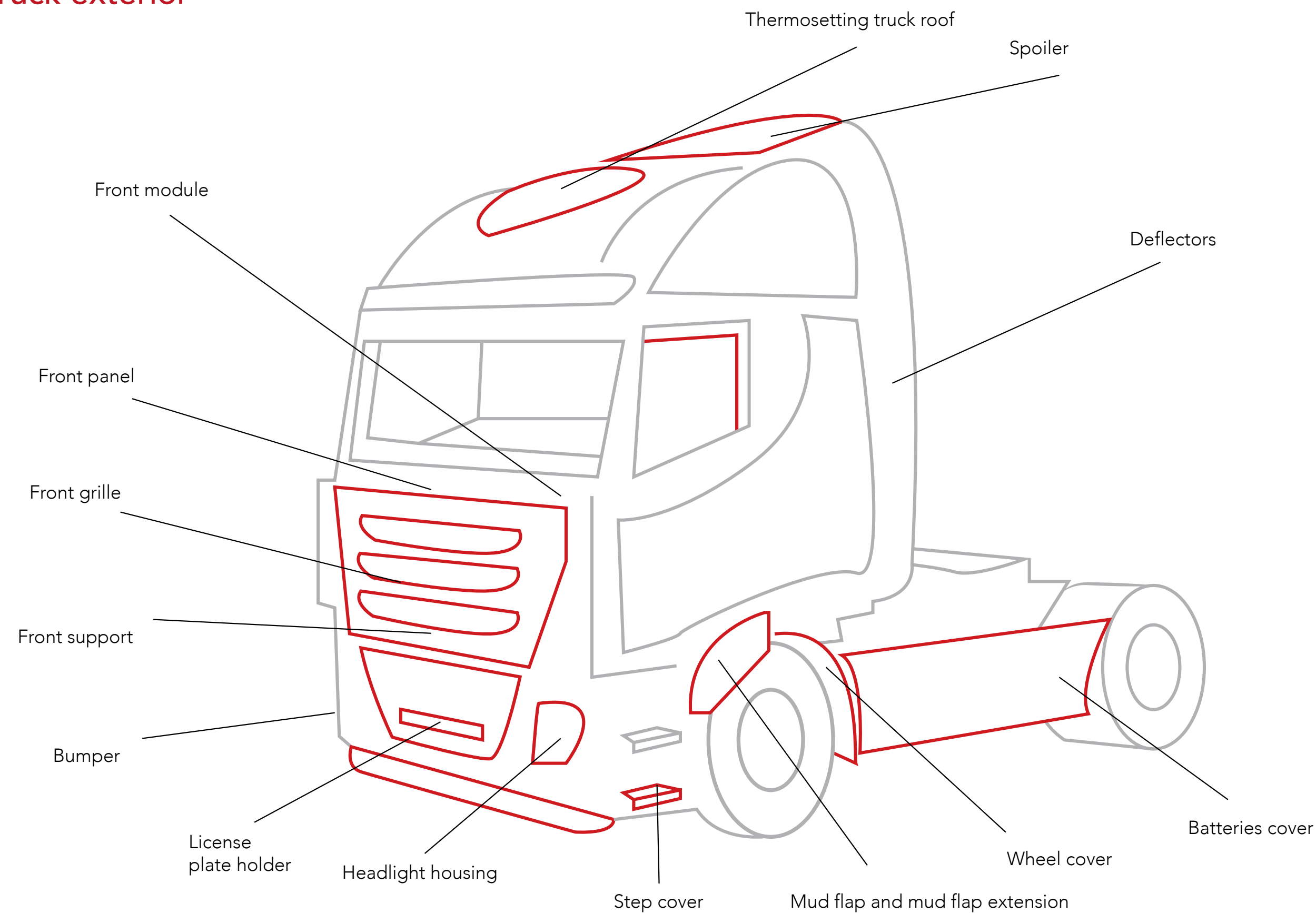
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Truck exterior



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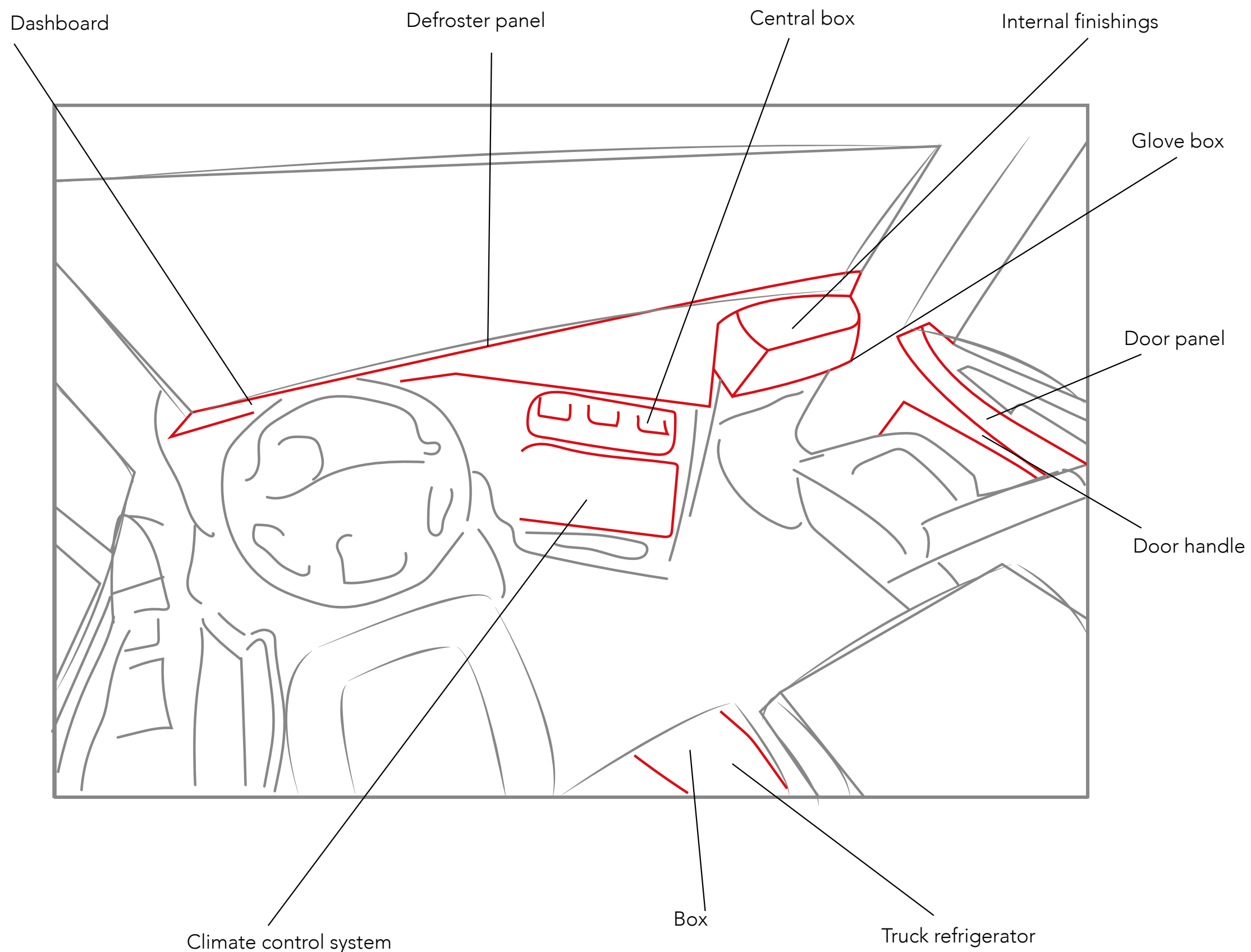
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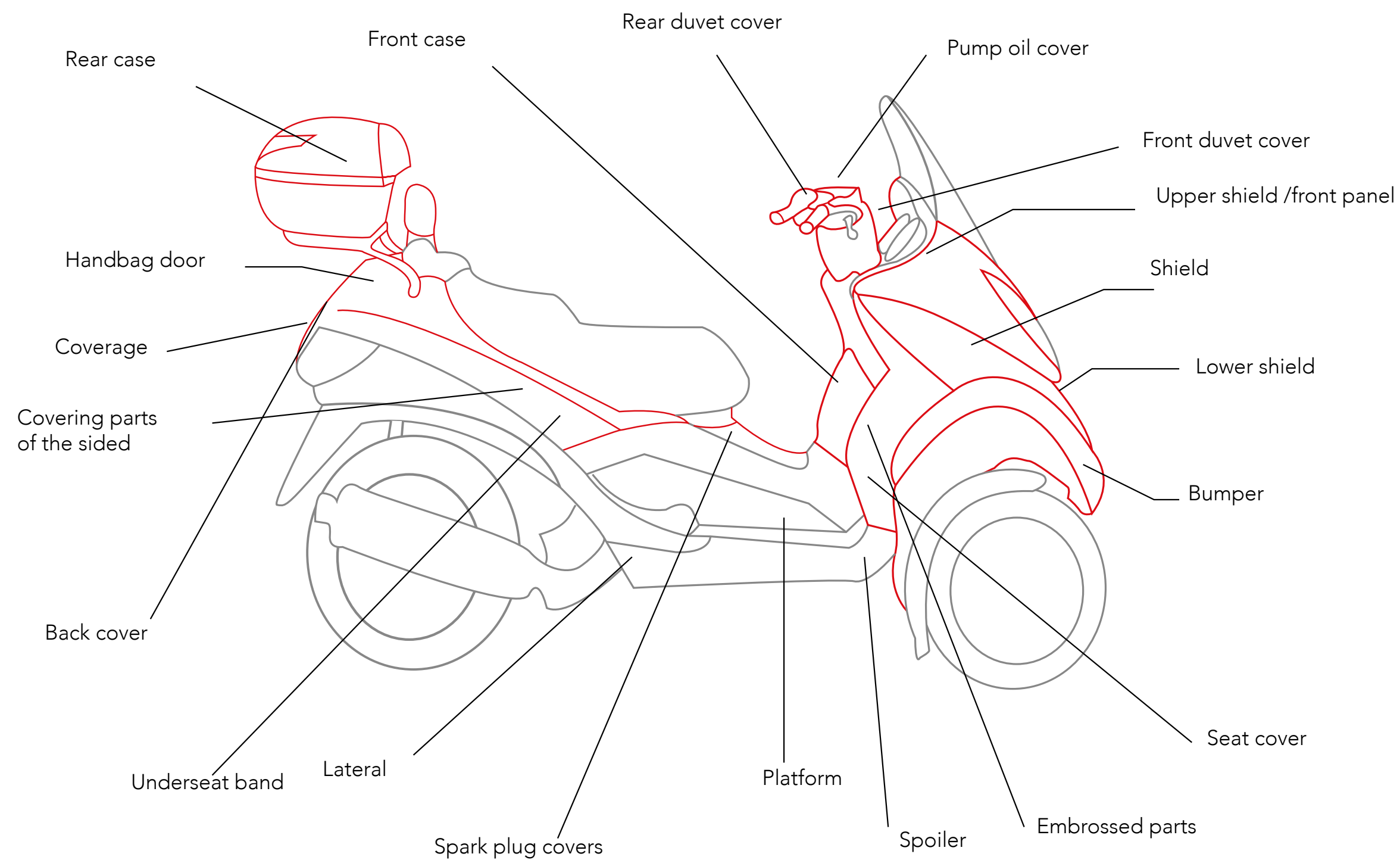
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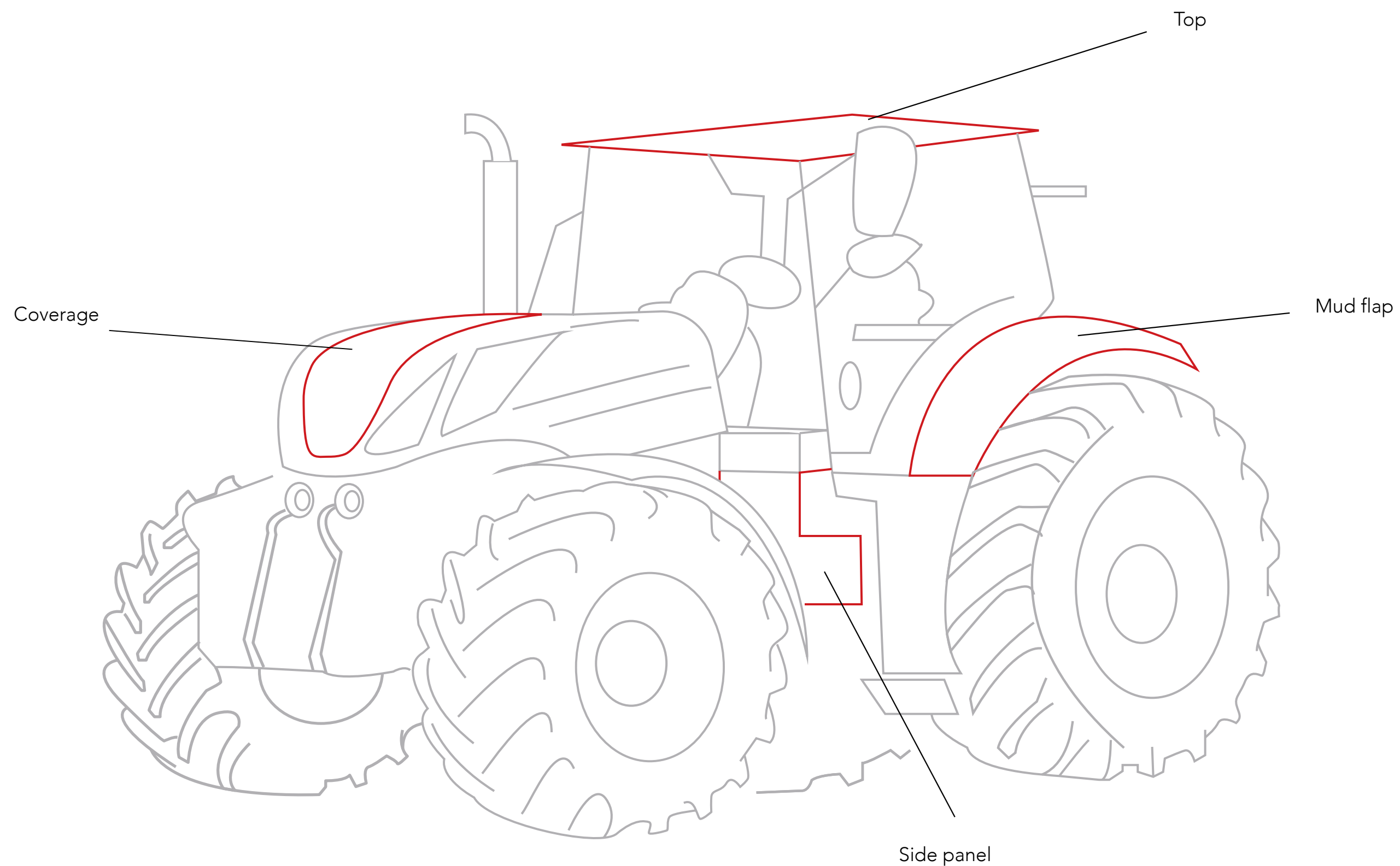
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Motor vehicle



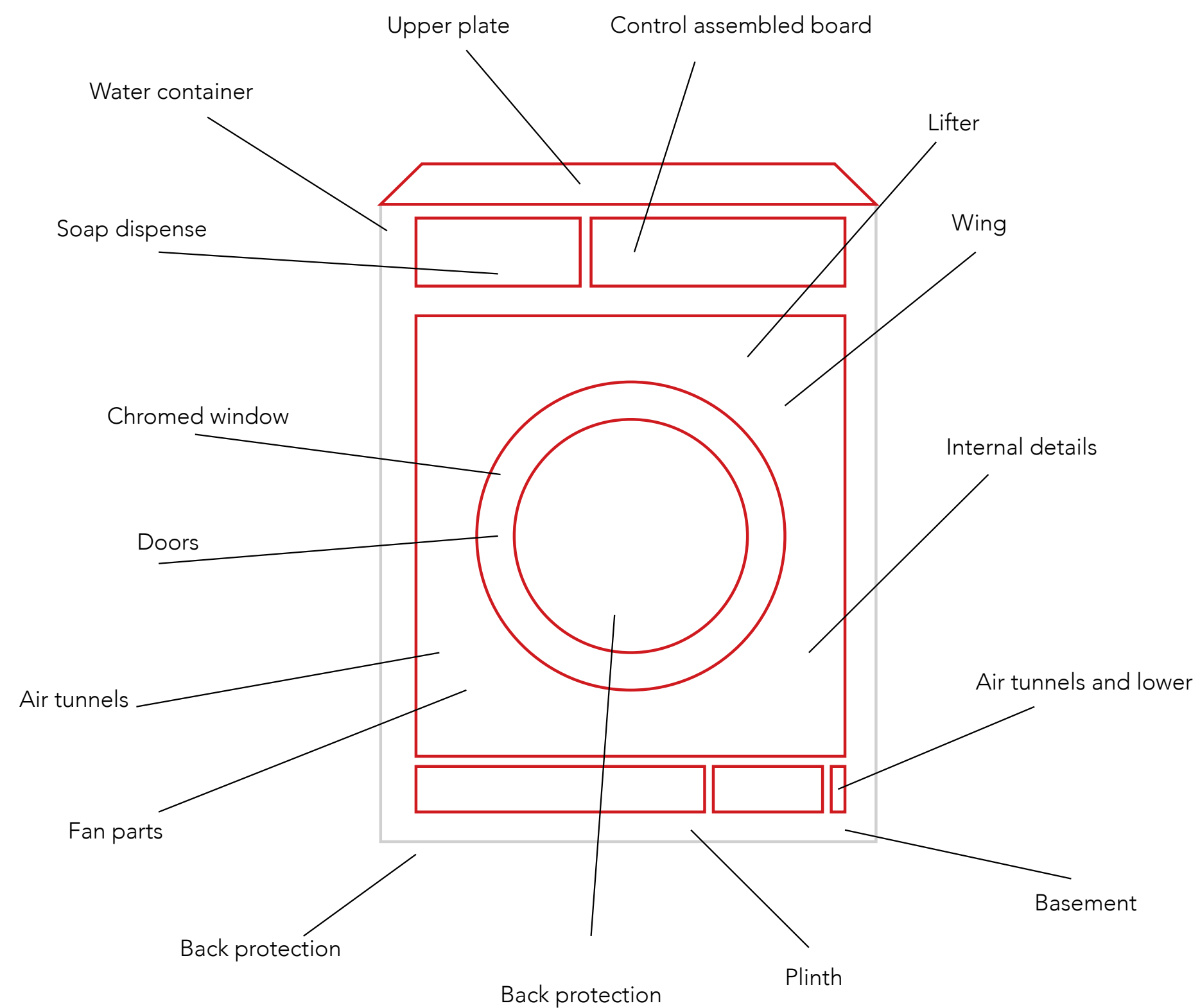
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Tractors



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Household appliances



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

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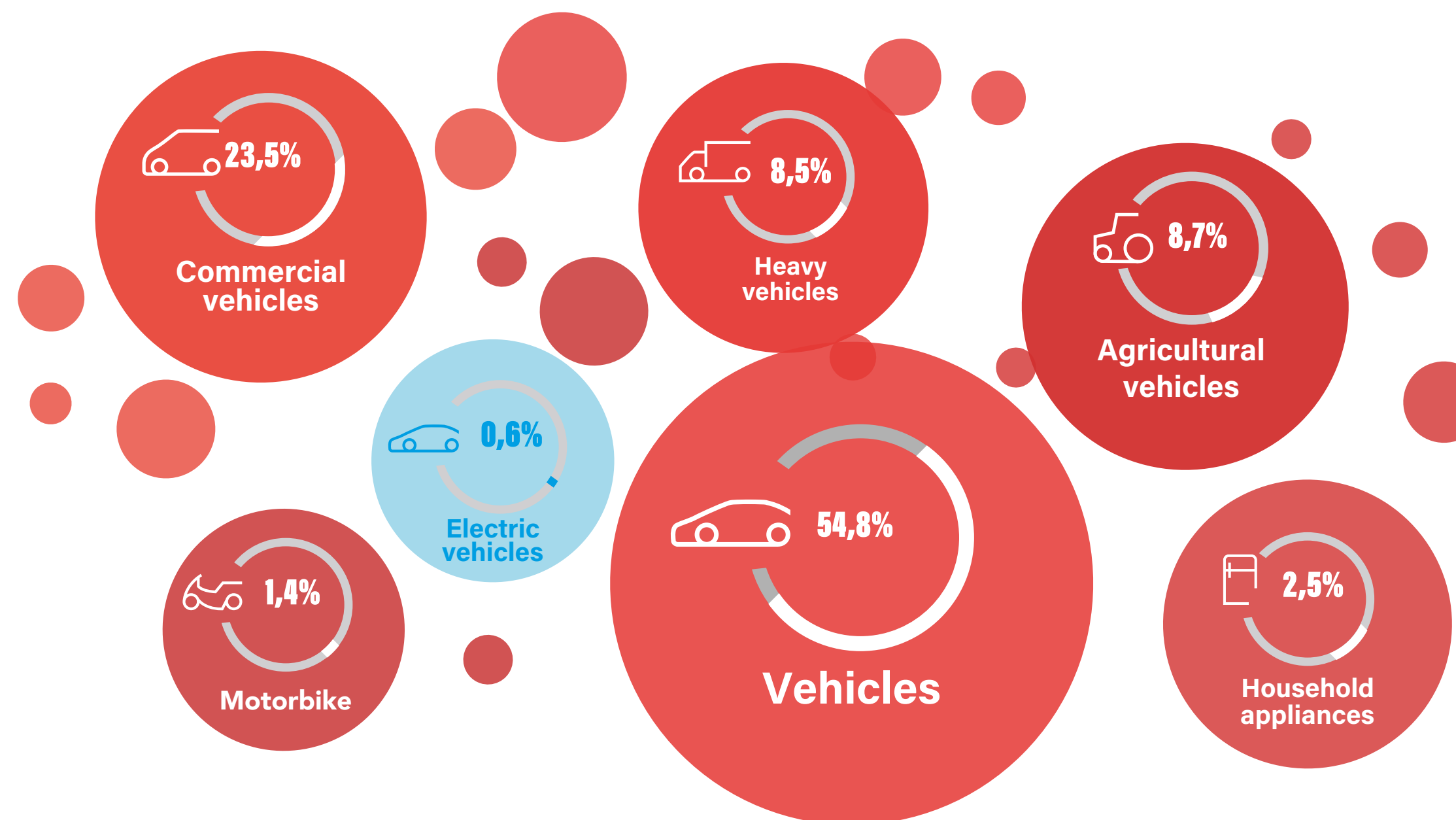
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Sectors



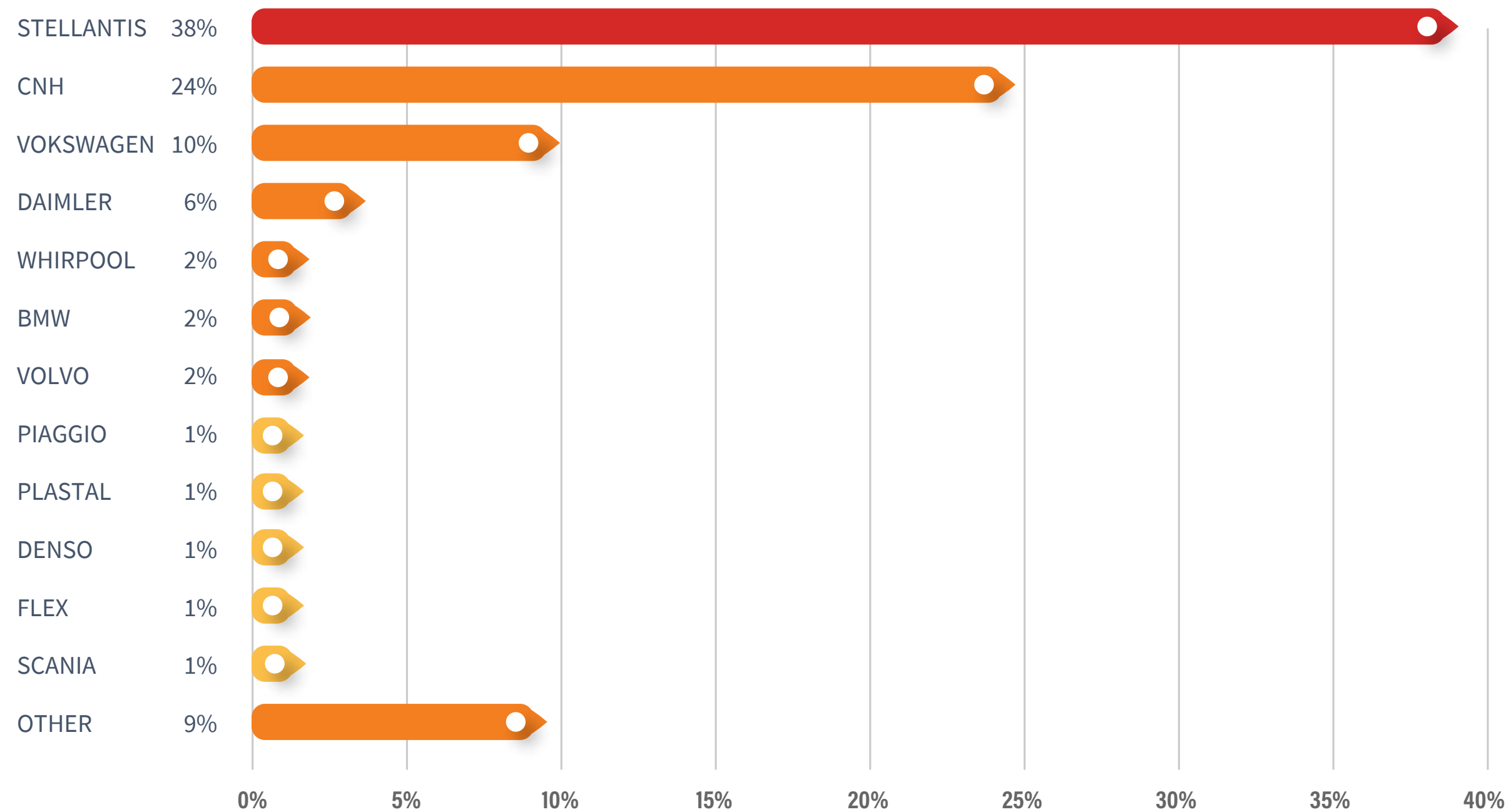
PSC products are present on the Italian, European and world market, intended for the main OEMs motor vehicle manufacturers: FCA, CNH, Volkswagen, Volvo, Fiasa, Daimler and BMW. In its own market penetration policies, PSC is developing partnerships with the main OEMs also through the production site localization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

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

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Customer %



The geographical distribution of turnover from the sale of products and services in the last three years is as follows.

MARKETS

2021	40,0%
2020	48,0%
2019	43,1%



ITALY

2021	49,0%
2020	45,2%
2019	49,2%



EUROPE

2021	11,0%
2020	6,8%
2019	7,7%



WORLD

2021	49,0%
2020	45,2%
2019	49,2%



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2.1 Principles of report writing



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With the annual drafting of this report, PSC communicates to its stakeholders the policies, commitments and strategies it applies in the field of sustainability. This document adheres to the standards of the Global Reporting Initiative (GRI) and is compiled in accordance with the Core option

The definition of the contents of this report is based on four principles:

- **Inclusiveness**
- **Sustainability context**
- **Materiality**
- **Completeness**

On the other hand, the principles followed to guarantee information quality are

- **Balance**
- **Comparability**
- **Accuracy**
- **Timing**
- **Clarity**
- **Reliability**

The Sustainability Report, which refers to the calendar year 2021 and updates the data published in July 2021, includes all the companies of Prima Sole Components Group, with the exception of those belonging to PSC Gestione Partecipazioni business units.

The body of the text contains all the data related to the Group and to the three-year reporting period 2019, 2020 and 2021, in order to allow performance trends monitoring.

Appendix 1 shows the data of individual plants, reported in 2021.

2.2 Analysis of materiality



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The analysis of materiality is the main reference established by the GRI standards for drawing up the Sustainability Reports. 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 actions and performance.

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

- Priority themes identification for the company and its stakeholders.
- Assignment of a specific relevance quantified thanks to a numerical index ranging from 1 to 5 (whereas 1 equals no relevance - and 5 very high relevance).
- Identification of the themes reaching, at least, a score of 3 (“materiality threshold”) on the reference scale. To be precise, they are considered material issues for the company and, therefore, PSC shall be committed to implementing concrete and coherent initiatives. The correlation between PSC issues and those of GRI standards is highlighted in *GRI Content Index* report.

PSC material issues and their definitions are detailed in the following pages. In 2021 there were no significant changes on such issues, compared to the previous year.

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

- Generated value
- Workers
- Natural resources and the environment

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Macro-theme	Material themes	Theme definition
	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 <i>(business partners)</i>	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.
	<i>Compliance</i>	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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Macro-theme	Material themes	Theme definition
<p>Workers</p>	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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Macro-theme	Material themes	Theme definition
<p>Natural resources and environment</p>	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.
	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.

2.3 Stakeholder engagement

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The focus on the expectations and opinions of stakeholders, indicated by the technical stakeholder, is a fundamental step for the definition of PSC material issues. This operation took shape thanks to stakeholder engagement, a process divided into three phases:

- Identification of different categories of stakeholders. This phase was carried out following the AA1000 Stakeholder Engagement standard (AA1000SES) 2015 and led to the identification of the categories in the following table, each accompanied by its 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 the methods of implementation of the engagement. In 2021, all categories of stakeholders were involved indirectly: for each category, the documentation useful for reconstructing opinions and requests on material issues was selected and analyzed.
- Identification of the relevance of the issues for stakeholders, by analyzing the frequency of the issues in the selected documentation.

2.4 The materiality matrix



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Through the analysis of materiality and thanks to the involvement of stakeholders, the materiality matrix was developed. It graphically represents the relationship between the relevance assigned to PSC issues and its stakeholders



The reading of the matrix suggests a good alignment between the Group and its stakeholders, carried out over the years of dialogue. This is evident, for instance, in the recognition by both sides of the following themes as the most relevant: Research, development and technological innovation. In addition to the high importance of the environmental, the corporate vision finds a match in the stakeholders, in order to witness a growing collective awareness on such issues. PSC systematically pays attention to the issues arising, thanks to the use of appropriate tools, included the practices provided by the management systems.

2.5 The Management approach



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The Disclosure on Management Approach (DMA) describes the material themes and PSC tools used, in order to responsibly 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 externally assessed by Sai Global Italia (Stock Company), an independent body, with respect to Prima Sole Components, as reported in the assurance statement on page 154.



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For the first quarter of the year 2021, the vaccination hub located within Prima Sole Components headquarters in Torrice carried on the activity started last year.

PSC provided an area of 4000 square meters, of which 1000 indoor, where about 500 vaccine were delivered on a daily basis. The company financed and carried out all the preliminary activities and works, in order to accommodate the hub equipped with 8 vaccine lines for the doses, alongside the management of ASL (the Local Health Authority) in Frosinone.

PSC Group obtained authorization from the Region last year and, therefore, implemented the project of vaccination facilities in factories - “factories as communities” - launched by Confindustria (The Italian Manufacturers’ Association), which is regionally supported by Unindustria.

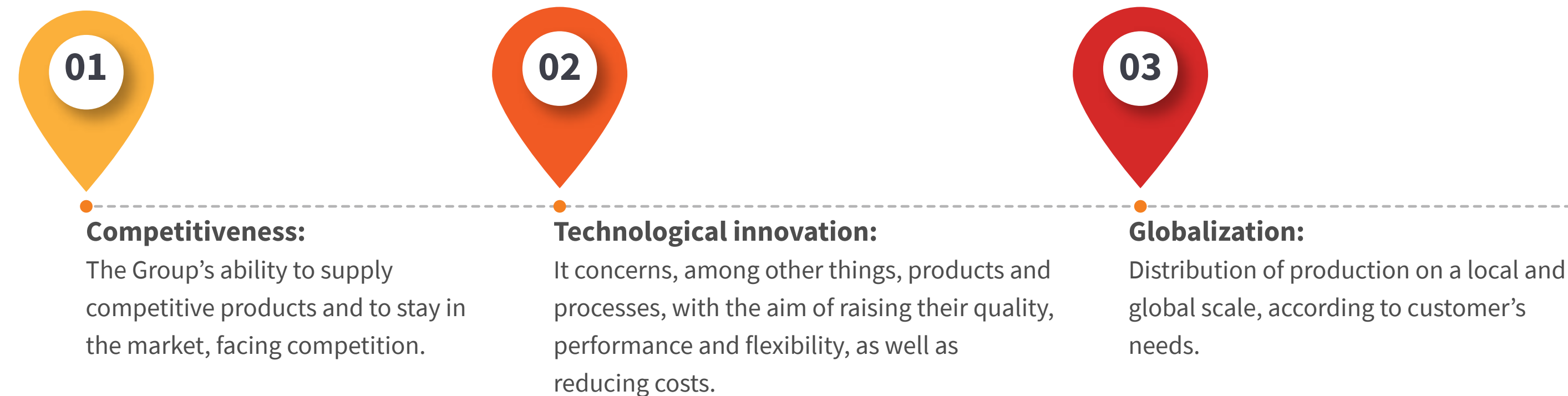
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The Group's vision, mission and medium- and long-term strategies are detailed in the business plan. Once the guidelines have been identified, the operational plans of the individual business units and the connected production sites are defined.

PSC management formalises functional analyses and assessments in the drafting of the operational plan with an interdisciplinary approach; For this reason, various business functions are involved in the process and external stakeholders of particular interest, including some customers and suppliers, are also taken into account.

The strategic guidelines of the business plan are:



The business unit administrator identifies the activities consistent with PSC strategic guidelines. Each production site follows the process described below:

- Analysis of PSC business plan: each business unit verifies the applicability of the strategic lines established at Group level to its own peculiarities.
- Identification of relevant factors thanks to the S.W.O.T. analysis (Strengths, Weaknesses, Opportunities, Threats): a step that allows you to detail the strengths and weaknesses of the internal context, as well as external risks and opportunities. These elements are then related to stakeholders.
- Assessment of the significance of the factors identified: a risk factor is identified according to a matrix that evaluates the probability of occurrence and the impact that would have on market share, competitive advantage and reputation.

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- Definition of the operational plan, by taking into account the risks involved, and in particular:
 - avoid the risk by deciding not to start or continue the activity that led to its appearance
 - take or increase risk to pursue an opportunity
 - remove the risk source
 - change the probability of the risk occurring
 - change the consequences
 - share the risk with a partner (also through contractual formulas for financial risk control).

The actions to cope with risks and exploit opportunities, with regard to sustainability, are the necessary inputs to carry out the operational plan in line with the company's strategy.

The Group has also taken out policies with important companies in this department, in order to cover the main corporate risks related to industrial activities. This is a comprehensive insurance covering all material damage to buildings, plant, machinery and goods owned by the Group's companies, whether they are present in PSC plants or as at third Parties.

Factors such as atmospheric events, criminal acts by third Parties, structural collapses, fluid leakage and mechanical failures may affect thresholds and specific allowances. Any economic losses resulting from business interruptions or factors such as those listed above are also covered by insurance. Finally, possible damages to third Parties resulting from claims covered by the policy (third Party claim and interruption or suspension of its activities) have been insured.

The Group's companies have been awarded a three-part indemnity policy. In detail: third party liability, workers civil liability² and product liability. Each coverage operates with limited thresholds and allowances.

A careful and correct management of corporate risks has contributed to making PSC a Group that creates value and wealth, by spreading part of it to its stakeholders.

² Technical term that, in the insurance field, means all employees of the company.

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Amounts of €	2021	2020	2019
Economic value generated by PSC			
Revenues and other operating incomes	€ 775.344.151	€ 646.917.213	€ 719.327.000
Economic value distributed by PSC			
Operating costs, remuneration of collaborators, remuneration of lenders, remuneration of the public administration and investments for the community	€ 764.536.482	€ 637.229.894	€ 684.384.000
Economic value distributed by PSC			
Economic value generated - Economic value distributed	€ 10.807.669	€ 9.687.319	€ 34.943.000

3.2 Research, development and technological innovation



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PSC's four research and development (R&D) centres are located in Oderzo, Scanzorosciate, Turin and Ferentino and employ a total of 64 employees and 11 program managers. This sector is strategic for the Group and for this reason it is reserved for significant investments, sometimes in synergy with customers.

There is a Director in charge of this area who, in collaboration with the

Program management follows three divisions:

- 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 plenty and mixed practice and they include those described in the following paragraphs.

In 2020 Sole Oderzo started developing a research project called Sustainable Capacitive Keyboards (TCS), which is part of the calls for large R&D projects that can benefit from the resources of the Fund for Sustainable Growth (FCS), established to support businesses and investments in this field.

In order to identify and share good practices in this area with the whole Group, PSC has equipped itself with a state-of-the-art business intelligence platform.

The three-year project, whose conclusion is expected in 2023, aims at the development of keyboards whose functions can be activated with a touch action similar to the one we use on a smartphone screen and which are created with advanced processes of super-thin plastic injection molding.

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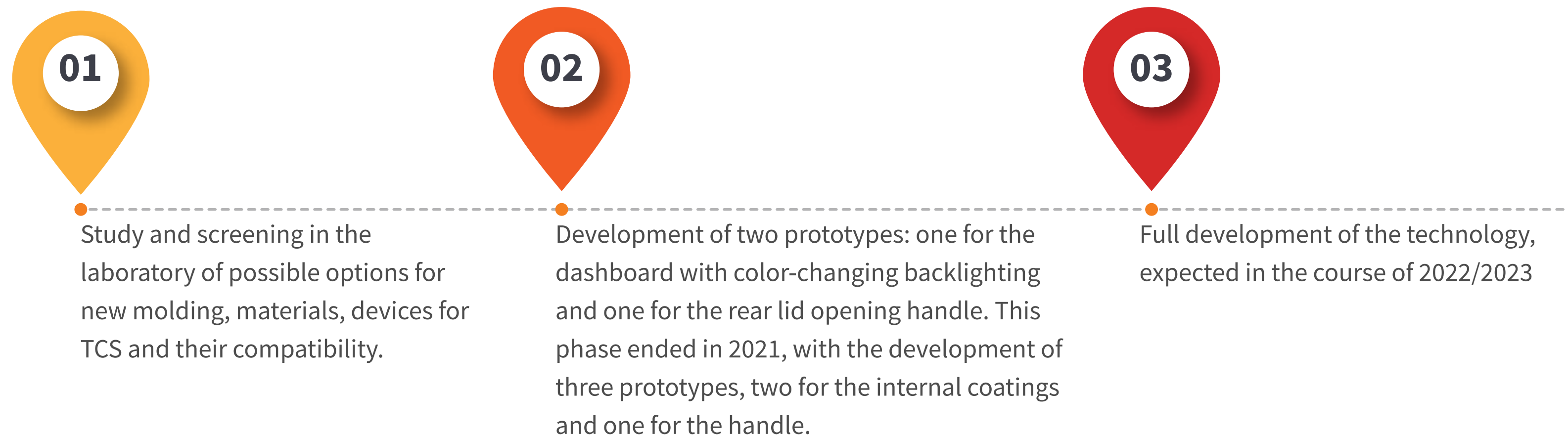
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The TCS project has three Achievement Objectives:



The project represents an innovation in the sector of materials and advanced production systems, in particular for plastic components, and confirms the very high profile of Sole Oderzo's R&D, one of the excellences of the area and a proven international leader for the application in this field.

During 2021, both Sole Oderzo and Sole Components were also involved in the realization of other R&D projects, for the development of which they 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 with the ministerial decree 24/05/2015.

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Specifically, the initiatives involved 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.

During 2021, some of the Group's companies benefited from financial assistance for a total of 11,046,277 euros, of which the quota referable to tax reliefs has been of 7.371.359 euros of which 30% has interested Prima Components Automotivos and 57% PSMM Pernambuco (Brazil).

Prima Poprad received subsidies for a total of 158,647 euros.

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Prima Automotive, Prima Eastern, Prima Components Anagni and Prima Components Gricignano d'Aversa received a total of 2,156,248 euros in investment grants. Finally, Sole Oderzo and PSC received financial incentives of 1,360,022 euros.

Over the last three years, the total financial assistance granted to all PSC Group plants has been as follows.

Total financial assistance granted to all PSC Group	
2019	€ 5.051.842
2020	€ 4.636.358
2021	€ 11.046.277

3.3 Relations with business partners and quality of products



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Solid: this is the adjective that best describes the relationships that PSC establishes with its customers. Indeed, it is no coincidence that several sites of the Group's production are located in the same areas that host commercial partners of reference for PSC: Sole Suzzara is located in an IVECO district, Sole Pontedera is located in a Piaggio district, and a 50% joint venture with Magneti Marelli involves the Brazilian plant in Pernambuco.

For PSC, satisfying a customer means mainly to provide quality products and services that meet or exceed expectations. The Group's plants are often renewed or, in any case, are subjected to constant maintenance; in addition to this, state-of-the-art control systems have been set up which contribute to the monitoring and repeatability of processes, and to the increase in the quality of products. Statistical studies on the main variables make it possible to monitor any situations that are out of control, as well as to intervene promptly in the event of a possible recovery.

Following the precautionary approach, PSC evaluates the impact of each new product during its development. Failure Mode and Effect Analysis (FMEA) allows you to evaluate defects or problems that impact on product elements relevant to the customer, such as functionality, aesthetics and assembly, thanks to an assessment of the risk priority index, on the basis of three levels: severity, probability and detectability. The same methodology allows us to quantify the impact of products on environmental and safety aspects.

The products arriving on the market are registered in the International Material Data System (IMDS), a constantly updated platform in which all the materials used for the manufacture of cars are collected, updated, analyzed and archived. Thanks to IMDS it is possible to fulfill the obligations imposed on car manufacturers and their suppliers, complying with standards, laws and regulations in force at national and international level.

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

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

PSC regularly monitors customer satisfaction with the supplied product. A process made agile also by online platforms, widespread in the automotive sector, in which reports of various types are reported in real time, including complaints and rejects, and on which assessments are carried out on a monthly basis that take into account the quality of products and services.

Each production site manages any customer complaints at an operational level. The monitoring and timely review of the assessments received from customers, on the other hand, are the subject of the management committees of the business units and of the Group.

In the reporting year, no Group company was affected by legal actions in the areas of anti-competitive behavior, anti-trust and monopoly practice. Particular emphasis has been given to such aspects in the new code of ethics and conduct.

Partnership relationships with suppliers are also traditionally very strong. PSC's strategic purchasing department signs framework agreements with large groups that produce, for example, raw materials and paints, and supports the growth of suppliers in the areas of its sites, supporting them with its own structure to achieve the highest environmental and safety standards.

3.4 Compliances and certifications



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Group companies strictly comply with the laws and regulations in force in the countries in which they operate. The managing directors of the business units are responsible for compliance with mandatory legislation also through their delegates (plant managers or external professionals) on all the specific issues concerned.

In 2020, in compliance with the national requirements of the emergency situation due to the pandemic, the Committee for the application and verification of the implementation of the measures envisaged for the contrast and containment of the Covid-19 virus was set up for all the factories of the Prima Components Italia, Sole Components and Prima Components Gricignano d’Aversa business units.

This working group aims to indicate the initiatives to be implemented to eliminate potential sources of risk and obtain working conditions that protect the safety and health of workers.

Its core is made up of the site manager, the Unitary Union Representation (RSU), the Head of the Prevention and Protection Service (RSPP) and the competent doctor; it meets periodically and defines specific protocols and procedures that accept the indications of the national protocols.

The activities of this group continued in 2021, adapting its operations and the frequency of interventions to national directives.

As can be seen from the following table, many PSC offices are ISO 9001 and ISO 14001 certified, some ISO 45001. These certifications help to standardize company activities and thus ensure high performance, the achievement of predefined objectives and constant optimization, in compliance with the safety of workers and the environment. Furthermore, almost all of our offices boast IATF 16949 certification, a quality management system for the automotive sector developed by the International Automotive Task Force (IATF).

The guidelines for quality, environment and safety policies were approved at the group level in January 2021.

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Plants	ISO 9001	ISO 14001	ISO 45001	IATF 16949
Prima Components Anagni	✓	✓		✓
Prima Components Ferentino	✓	✓		✓
Prima Components Gricignano	✓			✓
Prima Components Paliano	✓	✓	✓	✓
Prima Eastern	✓			✓
Sole Oderzo	✓	✓	✓	✓
Sole Suzzara	✓	✓	✓	✓
Sole Pontedera	✓			✓
Sole Scanzorosciate	✓			
Sole Hörgertshausen	✓			✓
Prima Poprad	✓	✓	✓	✓
Prima Würth	✓	✓	✓	✓
Prima Sosnowiec CPS	✓	✓	✓	✓
Prima Sosnowiec APT	✓	✓	✓	✓
PSMM Pernambuco	✓	✓	✓	✓
PSCA SJP		✓		✓
PSCA Pinda I				

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.

3.5 Responsible management of the supply chain

The strategic guidelines and general criteria related to the supply of materials and services are established by the CEO and the President of the Group. 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	125	28	97
Paint raw materials	28	4	24
Purchase components	554	216	338
External manufacturing (Painting-Molding-Assembly)	121	110	11
Packaging	117	72	45
Total	945	430	515

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Some suppliers with the same name because they belong to the same multinational but different company names and different market (for example Europe vs Brazil) have been counted as single companies and not as a single supplier. This choice was made in consideration of the considerable differences in context, currency and strategies.

The number of suppliers in 2021 has grown compared to 2020 also due to considerable market instability which has led to the need for diversification, to which the group has responded by selecting new ones.







Strategic services include:

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

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

In line with the principles of sustainability, preference is given to those suppliers who show a consistent approach to ethical standards. For this reason, the strategic purchasing management requires all suppliers to adopt a code of ethics governing matters such as respect for human rights and anti-corruption measures, as well as an ISO 9001 certified quality management system.

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Moreover, the adoption of management systems for health and safety (ISO 45001) and environmental (ISO 14001) is a preferential feature in the selection of partners. In addition, all new suppliers (not imposed by customers) of outsourced processes (e.g. stamping, assembly and painting) are selected by PSC taking into account also environmental criteria.

Suppliers are then required to demonstrate the implementation of those measures that can improve the quality of products and/or processes, the establishment of training courses for internal staff and the development of appropriate methods for managing their suppliers.

All companies that supply raw materials and components are required to enter the final information on their elementary composition directly on the IMDS. This will respect the European Directive on end-of-life vehicles (DIR 2000/53/EC) and its subsequent amendments.

If the customer has contractually defined a list of designated suppliers (the so-called “imposed suppliers”), the material or product to be used for the production is purchased from such entities. In any case, this category is also subject to monitoring, unless otherwise specified in a contractual agreement with the customer.

Finally, it should be noted that a business intelligence tool is active, adopted in 2017, which aims to promote maximum transparency and traceability of the purchase process.

During the reporting year, there were no organizational changes in the supply chain

3.6 Relations with local communities



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For PSC, building positive relationships with the communities of the territories where its factories are located is of fundamental importance. In order to promptly intercept the requests of the local community, specific initiatives are active, including that of the Brazilian plants, which have established a formal procedure to improve dialogue with the territory that hosts them and the management of complaints. Furthermore the factories of the Brazilian business unit have an action plan on the subject, based on a mapping of the interested parties, which it is periodically monitored by management.

As for the social sector, since 2015 PSC has been collaborating with the Community in Dialogue of Trivigliano (Frosinone), active in the recovery of people who have had a history of drug and alcohol addiction. In particular, Prima Components Anagni plant is involved in a project that has allowed six new human resources from the community to be included in the plant's staff in recent years. In the next few years, a gradual expansion of the project is expected with the selection of additional resources who, upon completion of the recovery path in the community and after a joint assessment of the psycho-aptitude requirements, will be able to become part of the PSC staff. Unfortunately, hiring has been temporarily suspended since 2020 due to the pandemic emergency and the economic crisis that followed, but the project remains active and will resume as soon as possible.

Prima Components Paliano plant has joined the Guaranteed Mobility project coordinated by the municipality of Paliano, with the aim of ensuring better mobility for the weakest in the community, disadvantaged people, the disabled and the elderly.

The Group's commitment to the communities that host its production sites also takes shape in other sectors. In particular, all the factories of the Sole business unit are engaged in local sponsorships in the fields of education, culture and sport. One example is Sole Suzzara, who has committed to sponsoring the local football team.

PSC's main shareholders are involved in "Frosinone Calcio" (Frosinone Football team)'s activities. Since October 2017, this football club has had a sports facility, named after the founder of the PSC group, Benito Stirpe, at its disposal, at the international avant-garde in terms of aesthetics and construction standards. The facility can accommodate 16,310 spectators and together with the Cittadella dello Sport, and future expansion projects for musical events, it is totally for the benefit of the community.

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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 territory 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 technological and digital changes. In particular, the automotive, aerospace and electrical, as well as the field of electronic components, require increasingly qualified professionals with specific and advanced skills for the management and maintenance of complex and connected mechatronic systems.

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 Technician for automation and mechatronic systems

In 2021, the first cycle of the Higher **Technical course for the innovation of mechanical processes and products** was completed with the state exam which awarded the relative diploma to 23 boys and girls. This was followed by a placement process with the companies that are part of the Foundation and other partner realities: after carrying out specific interviews, all the students were hired by the companies; in particular, PSC welcomed 9 graduates who are doing an apprenticeship in several company areas.



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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.

On December 31, 2021, the employees of the companies included in the reporting boundaries are 4,125, an increase compared to the previous year.

There are three categories, connected to the cost centers, into which the workforce is divided, each of which is 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 workers)

³ Given the frequency of changes in the perimeters of the business units and of the acquisitions / terminations of factories, this report, unlike in previous years, shows the aggregate data at the group level. To facilitate an effective consultation of trends, the data relating to 2019 and 2020 are also reported at group level.

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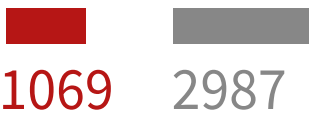
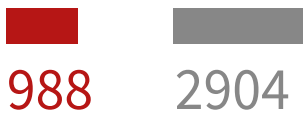

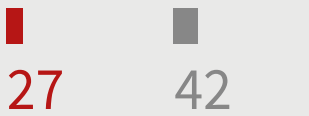


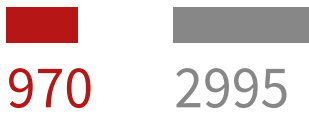
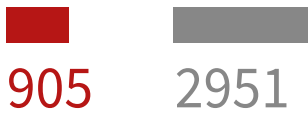
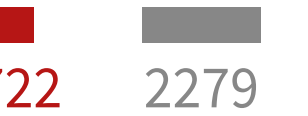



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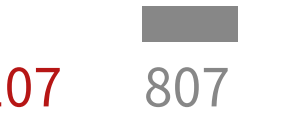
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Workers	2021	2020	2019
Total number of workers	4125	3958	3139
Total woman 	1096	1000	814
Total man 	3029	2958	2325

Type of contract	2021	2020	2019
Permanent contract	 1069 2987	 988 2904	 869 2171
Temporary contract	 27 42	 25 46	 29 70
Full time	 970 2995	 905 2951	 722 2279
Part time	 123 37	 126 46	 110 28

Roles(permanent workers)	2021	2020	2019
Structure	 174 376	 141 319	 144 310
Direct	 802 1580	 722 1470	 562 1204
Indirect	 120 1073	 137 1169	 107 807

Female  Male 

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		2021	2020	2019
Permanent contract	Italy	2153	2235	2256
	Europe	928	979	350
	World	975	678	434
Temporary contract	Italy	12	16	23
	Europe	28	29	76
	World	29	26	0

Temporary Workers		2021	2020	2019
Total woman		247	200	101
Total men		467	452	334

4.2 Wellbeing of collaborators



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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 in PSC Group in the last three years. Data are detailed and based on parameters such as age, gender and nationality.

PSC	2021	2020	2019	
Recruitment	702	261	244	
gender	214 ♂ 488 ♀	38 ♂ 223 ♀	43 ♂ 201 ♀	
< 30 years old	291	65	82	
30 - 50 years old	377	136	140	
> 50 years old	34	60	22	
Country	Italy 69 Spain 1 Brasil 581 China 1 Romania 6 Venezuela 1	Germany 1 Bulgaria 1 Turkey 1 Senegal 2 Slovakia 29 Poland 9	Italy 113 Poland 5 Slovakia 8 Brasil 135	Italy 111 France 1 Vietnam 2 Romania 9 Croatia 1 Venezuela 1 Spain 2
Hiring rate	17,2%	6,6%	7,8%	

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PSC	2021			2020			2019		
Total terminations	496			416			272		
gender	137 ♂	359 ♀		82 ♂	334 ♀		47 ♂	225 ♀	
Total terminations according to age	<30	30/50	>50	<30	30/50	>50	<30	30/50	>50
	135	289	72	103	200	113	61	157	54
Nation	Italy 110	Senegal 2		Italy 162	Slovakia 31	Ethiopia 1	Italy 91	India 1	Bulgaria 6
	Spain 1	Morocco 1		Romania 2	Brasil 164	Hungary 1	France 1	Russia 2	Algeria 1
	Romania 3	Slovakia 36		Turkey 1	Spain 1	Algeria 1	Romania 2	Ecuador 1	Slovakia 61
	Venezuela 1	Poland 53		Vietnam 1	Germany 2	Senegal 1	Turkey 1	Brasil 79	Great Britain 6
	Germany 2	Brasil 286		Poland 47	Ecuador 1		Germany 2	Romania 10	
	Bulgaria 1						Morocco 3	Senegal 5	
Negative Turnover	12,02%			10,5%			8,7%		
Overall Turnover	29,0%			17,1%			16,4%		

The year 2021 sees an increase in the overall turnover rate, mainly influenced by the contribution of the factories of the Brazilian business unit.

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BENEFIT

The organization's collaborators, including part-time and temporary workers, can take advantage of the following benefits:

- Life insurance
- Healthcare
- Invalidity
- Parental leave
- Retirement provision

The details of benefits applied to specific categories of workers, in each PSC site, is shown in the appendix on page 110

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.

The hours of training provided increased in the reporting year compared to the previous one, also thanks to a gradual resumption of face-to-face courses after the blockade due to the Covid-19 pandemic.

Also in 2021, the Group's employees attended several courses, based on a project made dynamic by constant comparison: the one between the skills acquired and those necessary for the company's development needs, as well as strategic for customers.

- Specialist and managerial training

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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 organised foreign language courses for its employees, in order 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 organised for new employees. However, on this subject, other resources have followed updating courses.

No. of training hours for employee	2021	2020	2019
Total average*	7,0	3,2	13,5
Gender**	6,8 ♂ 7,2 ♀	3,9 ♂ 3,0 ♀	11,8 ♂ 14,1 ♀
Employee category***			
Structure	16,0	8,9	14,6
Direct	4,0	2,0	12,2
Indirect	9,0	3,2	15,6

*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

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Since 2017, PSC has equipped itself with a computer system that, in addition to the ordinary administration of personnel, allows to manage human resources according to a very precise flow of activities. This begins with the identification of the skills required for the role, continues with a gap analysis to assess the deviation from the expected, and ends with the definition of a specific training plan.

In 2020, two procedures of the Group were implemented: Key Figures and Talent Management.

The key figures are those resources that are considered indispensable and difficult to replace for the Group (they may not even be department managers), whereas the Talents are those resources, with length of service relatively low, who have growth potential.

The implementing process of procedures, which started in 2020, suffered inevitable slowdowns in 2021 due to the pandemic. In PCIT BU, which is the first BU where the process is tested, 46 key figures and 6 talents were located in 2021, which will be assessed in 2022.

In Italy there is a compensation system - English term that indicates a set of elements, including salary, premiums and benefits – of staff providing, in addition to fixed remuneration, for the use of variable collective remuneration instruments (result premium). Although a structured Management By Objectives (MBO) system is not defined, since 2018 a rewarding system has been defined for working groups that propose and implement improvement projects focused on specific issues.

A performance assessment for career development is also planned at several foreign plants, involving about 1% of the employees of Polish plants and between 50 and 94% of Brazilian plants.

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Group performance monitoring KPIs: training hours



The average number of hours of training provided for each employee increased in 2021 compared to the previous year thanks to the resumption of some courses after the interruption due to Covid-19 emergency.

4.3 Health and safety at work



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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.

In order to ensure the physical integrity of employees and collaborators, various initiatives are put in place to consolidate and disseminate the culture of safety, stimulating awareness of risks and promoting responsible behavior by all.

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.

RISKS ASSESSMENT

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 shall be followed as shown below:

- Elimination of risk at source
- Replacement of what is dangerous with what is safer or less risky
- Development of large technical systems for risks protection
- Establishment of procedure and work instructions
- Spread of safety signs
- Personal safety protection devices (DPI) development

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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 negative consequences, 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.

Similar risk assessment processes are put in place in premises abroad, which monitor them periodically.

The risks deriving from the interference of the activities are, where appropriate, managed in the Italian plants through the drafting of the Single Document for the Evaluation of Interfering Risks (DUVRI - Documento Unico di Valutazione dei Rischi Interferenti).

Also in PSMM Pernambuco plant there are procedures designed to assess the risks of interference; in particular, suppliers who carry out activities in PSC are required to assess the risk of these activities at the time of taking on the assignment and thereafter on a periodic basis.

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.

In Sole Wörth plant, an external company provides to draft a report regarding daily activities on a monthly basis, in order to refer all this to the business management.

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.

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

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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 Sole Hörgertshausen plant, the risk assessment is carried out with the support of an external consultancy. In addition, meetings are held periodically with the RSPP in which all possible risk and danger situations are analyzed, and interventions are identified to minimize them. Employees may also communicate any security risk anonymously via a dedicated e-mail address.

RISK ASSESSMENT IN PSC DO BRAZIL BUSINESS UNIT

In PSC do Brazil plants, risk identification and risk assessment is elaborated and managed by the “health and safety” function with the participation of area employees and/or their representatives, and is set to identify all possible dangers associated with the activities of the company, evaluating them according to the parameters of Severity and Probability. The risk assessment and prevention process follows the hierarchical principles adopted in the Italian plants. If during the assessment it appears that the measures taken are not adequate to classify the risk as “acceptable” or “moderate”, further action shall be taken to minimise the risk. The effectiveness of each action is checked from thirty to ninety days after the actual implementation, after which the risk is further assessed. In the factory there are formal committees that deal with occupational safety and health and that represent the employees of the company, such as:

CIPA - Internal Commission on the prevention of accidents at work.

COERGO - Ergonomics Committee, which assesses the ergonomic improvement needs of the various sectors.

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Workers can report risk situations by filling in a special form, analyzed by the security departments of PSMM Pernambuco and PSC Automotivos that, in collaboration with the area managers, implement the actions deemed appropriate.

Workers can also report risk situations to CIPA, which is made up of representatives from all areas of the company, which meets monthly with management and managers of the “health and safety” function. In both cases the workers do not risk any repercussions. Even in the PSMM and PSCA plants, workers can refuse an assignment that is perceived as risky, as required by national law.

PSMM Pernambuco has established a direct communication channel with the FCA-PSA group through which risk situations can be reported.

If a particular work activity is identified as hazardous to safety or health, the worker is trained to report it immediately and stop operations until the problem is resolved.

The company applies a formal procedure to prevent the occurrence or recurrence of situations of risk; this requires that the root causes, actions and unsafe conditions that led to an accident are brought to light, and indicate and develop the countermeasures necessary to avoid similar events. Such countermeasures are monitored weekly by the “Safety” department, along with those responsible for their actions.

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PROMOTING HEALTH

In all the Italian PSC plants a Competent Doctor is appointed who carries out the provisions of Legislative Decree 81/08 and to whom all workers can contact according to the agreements in force. Each year this professional draws up the health surveillance plan in relation to the risks identified for each individual task, plans periodic and preventive medical examinations, carries out the on-site inspection in the workplace and participates in the periodic security meeting, as well as in the drafting of the DVR. Also in foreign plants is involved the figure of the competent doctor in the activities that aim to identify, evaluate and manage risks.

All PSC workers receive appropriate health and safety training in accordance with the legal provisions of the countries in which the establishments are located.

In some of the Group's establishments, initiatives have been launched to promote the health of workers, including campaigns against smoking, healthy eating, the promotion of outdoor activities and flu vaccinations. In addition, many establishments have formalized agreements with local sports facilities.

HAZARDS AND ACCIDENTS

Shocks, cuts, investments and crushing: these are the main dangers identified by PC Anagni and PC Ferentino. In order to eliminate or minimize such hazards and risks, the establishments have undertaken the actions foreseen by the DVR improvement plan, formalising precise working procedures that also include the use of appropriate PPE and appropriate training and awareness-raising of staff on the subject.

The most risky activity identified by the sites of the Sole Components business unit and the Gricignano d'Aversa plant following its evaluation process is the circulation of forklifts. In order to minimise the risk, training, information and training were provided to sensitise the trolley drivers and both internal and external traffic was improved. For the Sole Hörgertshausen plant, the risk of hand cuts in the use of machinery has been identified as significant: In order to avoid this, specific training has been carried out and regular maintenance of the machinery is guaranteed, along with adequate lighting during the operation.

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The risk assessment at the Prima Eastern plant revealed that there was a danger of falling inside the press during mould change. To eliminate this eventuality, the access platforms were anchored to the presses by means of bolts and special non-slip rubber mats were installed, as required by the DVR improvement plan.

For Prima Sosnowiec APT plant, activities involving the use of extruders and those related to fire risk have been evaluated as hazardous. For the reduction of the risks, interventions have been implemented both from a technical and organizational point of view. At the sites of the Prima Components Europe business unit, the risk of crushing has been identified as significant, in order to minimise the risk of which operational procedures and safety audits have been updated.

In PSMM Pernambuco and PSCA Automotivos plants, the activities for setting up new machinery, to be carried out at considerable heights, are classified as dangerous; in this case the risks of falling are significant, reduced thanks to the development of specific platforms.

In Pernambuco there was also a modification to the machinery in order to eliminate the activity at dangerous heights.

The distribution of accidents that occurred in 2021 in the Group's companies is shown in the tables below.

Permanent Workers	2021	2020	2019
Hours worked	6.640.883	5.722.296	5.213.713
Recordable incident rate (IR frequency index)*	8,0	7,7	9,2
Serious incident rate**	0,2	0,2	0,0
Fatal incident rate***	0,0	0,0	0,0
N° of injuries recordable	53	44	48
N° of serious injuries (bad prognosis)	1	1	0
N° fatal injuries	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)	2021	2020	2019
Hours worked	1.221.376	693.580	979.006
Recordable incident rate (IR frequency index)*	10,6	7,2	7,2
Serious incident rate**	0,0	0,0	0,0
Fatal incident rate***	0,0	0,0	0,0
N° of injuries recordable	13	5	7
N° of serious injuries (bad prognosis)	0	0	0
N° fatal injuries	0	0	0

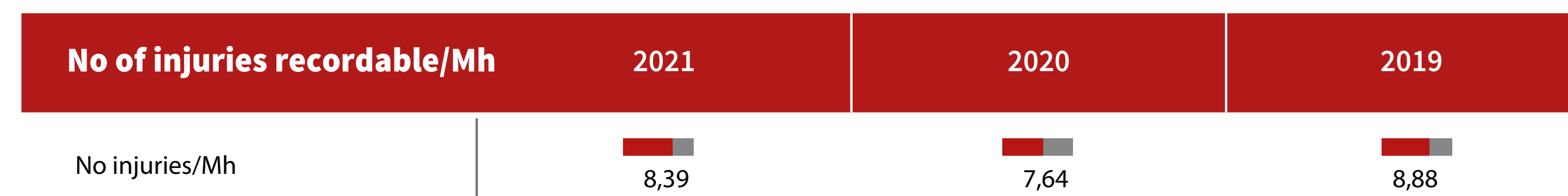
*Recordable incident rate: n° recordable injuries/ hours worked*1.000.000

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

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

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. The types of injuries recorded in 2021 in the Group were: trauma to the joints and from stumbling, cuts, bruises, crushing, burns, falls and accidents on the way home-to-work.

KPI of monitoring of Group Performance: incidents



In 2021, the ratio between the number of injuries and hours worked in the entire Group compared to the previous year increased slightly. This figure was calculated using data relating to both employees and temporary workers. However, the figure is lower than in 2019, suggesting the absence of a negative trend.

4.4 Equal opportunities and diversity





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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.

CDA			
Gender	2021	2020	2019
Female 	20%	20%	20%
Male 	80%	80%	80%
Age range	2021	2020	2019
Under 30	0%	0%	0%
From 30 - 50	0%	20%	20%
Over 50	100%	80%	80%
Other indicators of Diversity (in case of children or other vulnerable groups)*	0%	0%	0%
Total	5	5	5

* Protected class and disabled people

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




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




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**STRUCTURE: production site function managers,
staff (purchasing, personnel, administration) and support bodies (commercial, research and development)**

	2021	2020	2019
Total	550	460	454
total according to gender	32%  68% 	31%  69% 	32%  68% 
total according to age	<30 30/50 >50 9% 68% 24%	<30 30/50 >50 10% 60% 30%	<30 30/50 >50 10% 63% 26%
Protected class and disabled people	2%	3%	3%

DIRECT: people directly involved in production (machine operators)

	2021	2020	2019
Total	2382	2192	1766
total according to gender	34%  66% 	33%  67% 	32%  68% 
total according to age	<30 30/50 >50 16% 58% 26%	<30 30/50 >50 14% 57% 28%	<30 30/50 >50 14% 56% 30%
Protected class and disabled people	5%	6%	6%

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**INDIRECT: resources involved in production, but indirectly,
and those not directly involved in machines (shift managers, forklift operator, maintenance worker)**

	2021	2020	2019
Total	1193	1306	914
total according to gender	10% ♂ 90% ♀	10% ♂ 90% ♀	12% ♂ 88% ♀
total according to age	<30 30/50 >50 14% 62% 24%	<30 30/50 >50 12% 65% 23%	<30 30/50 >50 11% 67% 23%
Protected class and disabled people	2%	2%	2%

DIRECT + INDIRECT

	2021	2020	2019
Other indicators of Diversity (in case of children or other vulnerable groups)	4%	5%	5%

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> 5.0 Natural Resources and Environment

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5.1 The Environment⁴



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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, PSC protects its resources and works in compliance with all applicable regulations. The ISO 14001 certified PSC plants evaluate the environmental impacts of their work, implementing all the necessary activities to reduce them; this type of assessment also affects the design phase of each new product thanks to the FMEA method.

It is significant to point out that the Group is strengthening some of the company's instruments, including the prevention of accidents at work and occupational diseases, and the assessment of risks, which are not limited to existing ones, but they also include potential ones. These procedures, graphically represented in the following image, can also be extended to environmental assessments and operate in accordance with the precautionary principle. Also considering the risks for which it is not possible to carry out a scientific assessment.



⁴ Given the frequency of changes in the perimeters of the B.U. and of acquisitions/closures of plants, in this Report unlike in previous years, aggregated data shall be reported at group level. To facilitate an effective consultation of trends, data for 2019 and 2020 are also reported at group level.

5.2 Energy consumption

In the following table, it is possible to see the types of fuel used by the Group, along with the energy consumption.

Energy consumption within the organization			2021	2020	2019	
Types of fuel used from non-renewable sources	Natural gas		276.410	268.463	261.767	
	Fuel oil	GJ	1.205	4.939	2.016	
	LPG		9.869	20.670	1.975	
	Fuel		33	-	-	
Total electric consumption			GJ	566.692	558.462	551.720
Heat - steam			GJ	11.035	15.558	15.958
Heat - warm water			GJ	-	6.506	4.993
Total electric consumption			GJ	865.006	874.598	838.429

Standards, methodologies, hypotheses and / or tools calculation used

- For fuels, invoices
- For electricity: invoices

Some of the Group's Italian plants self-produce part of the energy used. In particular, three use photovoltaic electricity, with systems installed on the roofs of buildings or on the ground: Prima Eastern, which owns a plant that in 2021 produced 1,795 GJ, Prima Components Anagni, with a plant that has produced 2,491, and Prima Components Ferentino, which saw a production of 2,693 GJ. The plant of Prima Components Paliano owns a generator of electric energy of rescue, with License Agency Customs, but without meter. The Sole Oderzo plant, through cogeneration, produced in 2021 2,963 MWh of electricity, equal to 10,667 GJ, consuming for this purpose 33,352 GJ of natural gas; also the Sole Scanzorosciate plant has a cogeneration plant, which, however, is managed by an external company from which Scanzorosciate buys the electricity produced. Finally, we point out that in 2021 Prima Eastern plant sold 66 MWh of self-produced electricity (equal to 238 GJ).

In order to improve the environmental performance and reduce the energy consumption of production activities and offices, the PSC Group has launched several initiatives aimed at a constant and continuous improvement in this area. Among these it is significant to



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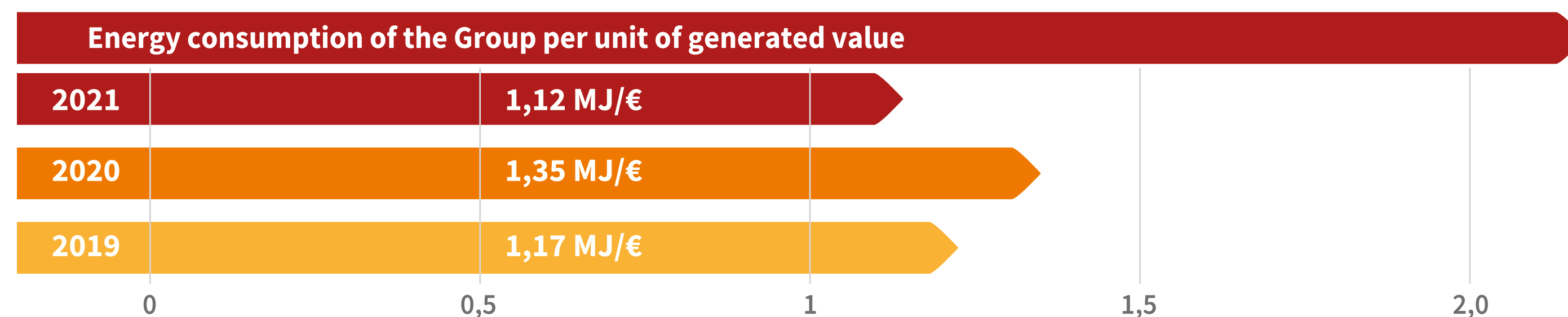
remember for 2021:

- The installation of thermostats in association with the heating system of Sole Pontedera
- The post-combustion of solvents from painting plants with an energy recovery used for air conditioning; the heating of work environments through hot water return from cogeneration systems; the progressive replacement of the old lighting systems with other LEDs; the reuse - after filtering - of the hydraulic oil of the presses in Sole Oderzo
- Maintenance of the cooling tower and replacement of a compressor with a better energy class at Sole Hörgerthausen
- The installation of lighting systems with lower consumption and photocells for the automatic switching on and off of lights in Brazilian plants
- The introduction of more energy-efficient production machines and equipment to PSMM Pernambuco
- Adoption of environmental management systems in line with ISO14001;
- The design, at Sole Oderzo, of a trigeneration plant that from 2022 will cover all the thermal and refrigeration energy needs and 25% of electricity.

The following table shows the changes in energy consumption compared to machine hours worked (GJ/h).

	2021	2020	2019
GJ/hours machine worked indicator reference value 2018	0,50	0,50	0,45

KPI of monitoring of Group Performances: Energy Consumption



5.3 Emissions in the atmosphere

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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.

		2021	2020	2019
Gross direct greenhouse gas emissions, equivalent CO2 tons (Scope 1)	total fuel	18.753	19.347	16.980
	Refrigerating gas	17.962	18.470	16.596
		791	877	384
Gas included in the calculation		CO2 HFC		

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.

Consolidated approach to emissions

Operational control.

Standards, methodologies, hypothesis 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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OTHER SIGNIFICANT EMISSIONS

Significant emissions to air for each of the following compounds:	Unit of Measure	2021	2020	2019
Nox	Tons	8,188	7,844	6,839
Sox	Tons	0,202	0,414	0,261
Particulate emissions (PM<2,5)	Tons	0,041	0,036	0,030
CO	Tons	3,741	4,423	4,109
Styrene	Tons	-	-	0,066
Other SOV	Tons	-	-	0,001
VOC	Tons	37,053	74,226	112,019

Source of the conversion and emission factors used to calculate energy consumption and emissions:

Natural gas

- Emission factors e LHV (PCI): Ecoinvent 3.3 “Heat, district or industrial, natural gas {Europe without Switzerland}| heat production, natural gas, at industrial furnace low-NOx >100kW | Alloc Rec, 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 3.3 “Heat, central or small-scale, other than natural gas {Europe without Switzerland}| heat production, light fuel oil, at boiler 100kW, non-modulating | Alloc Rec, U”
- Density: GESTIS Substance Database Information system on hazardous substances of the German Social Accident Insurance (IFA, www.dguv.de)

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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.

NO_x, SO_x, PM and CO are calculated by applying the emission factors mentioned above.

VOC data are analytics and obtained from direct measurements.

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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In the following table, you can find the details of VOC's emissions for each plant, where the painting process, at Group level and for the last three years, takes place.

When reading the reduction in emissions, it is necessary to consider the reduction in the number of companies where this processing takes place, which in 2021 went from 6 to 5 and the fact that Ferentino carried out more frequent active carbon changes in 2021, with a consequent greater efficiency in the containment of emissions.

Production plants in which the painting process takes place	Unit of Measure	2021	2020	2019
Volatile Organic Compounds (Vocs): Airborne Emissions	t	28	46	107
Transformation(VOC) to Thermal Energy (heat)	GJ	9.201	10.714	13.296

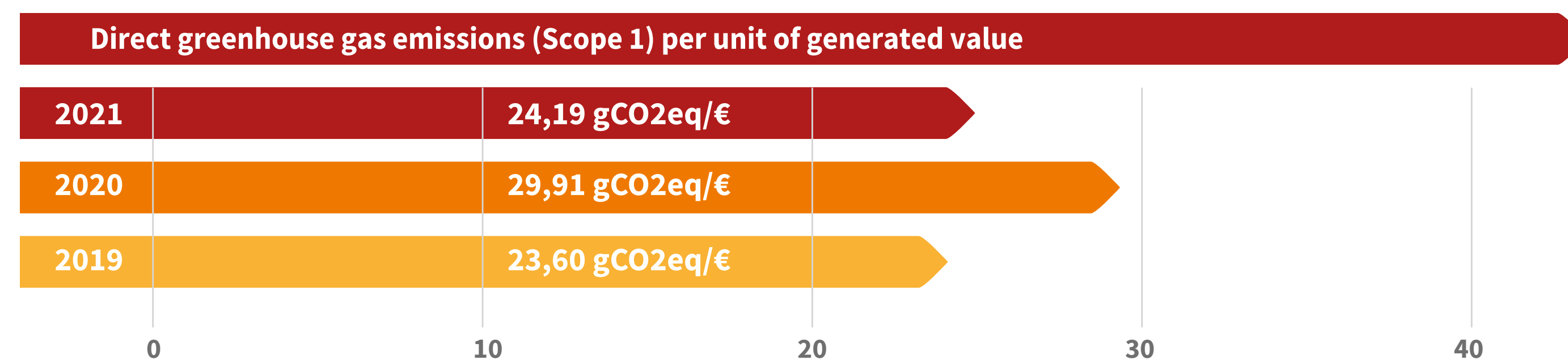
Assumptions:

- 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 2021 of individual plants

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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.

5.4 Waste management



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The potential and actual significant impacts resulting from the waste from the Group's plants are mainly related to thermoplastic moulding and, where present, painting activities. The first, in particular, produces oily emulsions that in case of accidental dispersion could be toxic to water and soil. The painting activities produce sludge that is destined for disposal or incineration. Any hazardous waste (such as material contaminated with lubricating oils) is safely stored in dedicated warehouses. The production process also results in packaging waste, waste and production waste, mostly recyclable.

The end of life of the product is regulated by Directive 2000/53/EC, which requires manufacturers of vehicles and equipment 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 over time manufacturers to reorganize the production processes and materials used. The impact of PSC products in the end-of-life phase is therefore limited as almost all of them are reused or recovered.

In order to reduce waste production and thus prevent the related impacts, there are two preferred measures: the use of waste for recovery rather than disposal and the use of reusable packaging made of recyclable materials, through the selection of appropriate suppliers. In most factories, for example, waste is reused and reused in the production process.

In the Brazilian plants of PSCA and PSMM there is a constant monitoring, aimed at identifying the main sources of waste generation and the measures necessary for their reduction. The monitoring indicators are checked monthly in relation to the annual targets: if deviations from the targets are found, corrective measures are activated in a timely manner. Moreover, no waste produced by these plants is disposed of in landfills.

The waste produced in PSC plants is managed by third parties, acting in line with contractual and legal obligations. In PSMM Pernambuco disposal is instead managed by JEEP thanks to the involvement of a specialized subject. The third party companies entrusted with the collection and disposal service are all authorized to manage the waste according to the national laws in force; also the authorizations of the transporters and the recipients are periodically checked by the subjects in charge within the individual plants, both Italian and foreign.

Waste data are collected by filling in the loading and unloading registers, forms and the Single Model Environmental Declaration (MUD). The data are catalogued by CER code (or other waste code in non-European countries), detailing the type, characteristics, hazard classes

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and destination of waste; they are then recorded in special electronic databases to monitor the trend. In some plants, including all PCIT sites and the three in Brazil, monthly KPIs are set.

The following tables show the quantity, characterisation and destination of PSC waste over the last three years.

Type of waste	Waste type of treatment	Unit of Measure	2021	2020	2019*	
Hazardous	Treatments for recovery initiation	t	1.671	1.652	NA	
	Preparation for re-use	t	1.271	0	NA	
	Riciclyng	t	16	702	NA	
	Other recovery options	t	384	950	NA	
	Treatments for disposal	t	2.039	1.389	NA	
	Inceneration with energetic recovery	t	467	23	NA	
	Inceneration without energy recovery	t	525	0	NA	
	landfilling	t	592	288	NA	
	Other disposal operations	t	455	1.079	NA	
	Total hazardous			3.710	3.041	0
	Non -Hazardous	Treatments for recovery initiation	t	10.576	7.607	NA
Preparation for re-use		t	6.599	31	NA	
Riciclyng		t	3.630	3.329	NA	
Other recovery options		t	347	4.247	NA	
Treatments for disposal		t	1.743	3.254	NA	
Inceneration with energetic recovery		t	280	156	NA	
Inceneration without energy recovery		t	0	249	NA	
Landfill waste disposal		t	1.093	2.559	NA	
Other disposal operations		t	83	290	NA	
Chemical-physical treatment		t	287	-	NA	
Total non - hazardous			12.319	10.861	0	
Total			16.030	13.902	-	

*The waste classification chosen has changed since 2020 to adapt to the new GRI standard and the quantities are therefore not directly comparable with those in 2019.

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Directive 2008/98/EC and Decision 2014/995/EU propose a legal framework for the control, production and disposal of waste, recovery and recycling. The European objectives and strategies are based on the following points:

- principle of prevention;
- hierarchy of waste;
- “polluter pays” principle;
- green economy.

In accordance with the waste hierarchy principle, management **must respect an order of priority:**

1. prevention;
2. preparation for re-use;
3. recycling;
4. other recovery, for example energy recovery;
5. disposal.

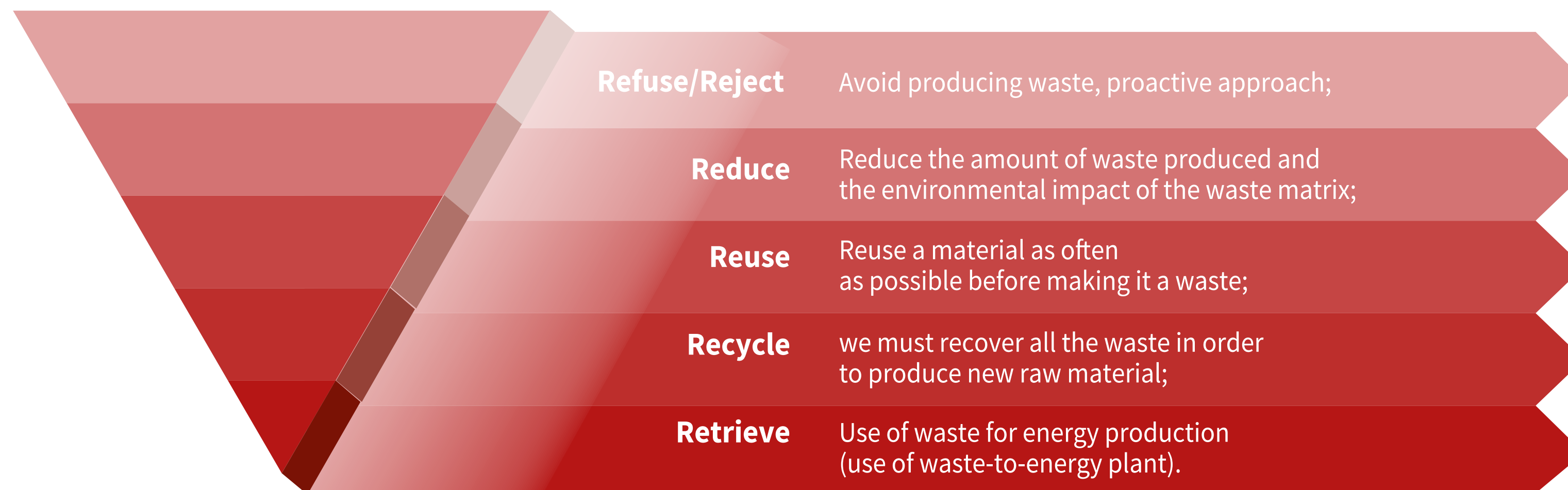
In this context, the 5R approach is applied in the plants of the Prima Components Italia and PSC do Brasil business units.

The operation of this instrument, represented graphically by an inverted pyramid, rests on some assumptions:

- waste does not go to landfill;
- going to the top of the pyramid improves waste management;
- minimise the amount of waste produced
- the pyramid should flatten to the advantage of the inverted base with the improvement of waste management

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Therefore, practical calls for action leading to better waste management are described as follows and are related to the different Rs



5.5 Water resource protection



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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 Prima Components and Sole Components business units, water is mainly used for the cooling of the presses and for the water veils of the painting plants, for hygiene and cleaning of common places, alongside a fire reserve.

The same uses are confirmed for the business units PSC do Brazil and Prima Components Europe.

In the plants of Prima Sosnowiec APT and in all PCITA sites water consumption and drainage in sewers are monitored through KPI, while in Prima Poprad there is an emergency plan for the management of water resources issues.

In the Brazilian plants water is taken from the aqueduct and the municipal manager also monitors the withdrawals with a meter at the entrance of the sites. For PSMM Pernambuco the management and monitoring of water withdrawals are carried out by Jeep.

Annual monitoring of the water resource and its impacts is foreseen in all PSC plants

Many sites in the group aim to reduce the impact on the resource through several initiatives, including the assessment of the state of 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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	Unit of Measure	2021	2020	2019
Total volume of water withdrawn	ML	453	438	454
Municipal water supplies or other public or private water services	ML	94	152	70
Underground water	ML	359	286	383
Standard, methodologies and used hypotheses		For Prima Eastern: meter reading and estimates. For PC Gricignano d'Aversa and the BR BU: meter reading. For Sole Suzzara, Pontedera and Scanzorosciate: Invoice + meter reading. For Oderzo: meter reading and periodic water analysis. For Sole Horgertshausen: invoices.	For Paliano, Eastern, SP Prima, Pontedera, Twice DE and the PCEU and PCBR BUs: meter reading. For Suzzara Invoice + meter reading. For Oderzo and Gricignano: meter reading and periodic water analysis. For Twice IT: invoice.	For Prima Eastern, Suzzara, GSI IP, GSI UK and the PCEU BU: from meter reading. For SP Prima: well declaration + invoice. For Oderzo: meter reading and periodic water analysis. For PSMM P: water consumption measurements by JEEP laboratories. For GSI DE and Twice Bergamo: consumption calculation from invoice data.

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	Unit of Measure	2021	2020	2019
Total water volume withdrawn planned and not planned	ML	291,1	289,7	193,5
Water discharged into natural water body	ML	82,5	54,5	65,6
Water discharged into sewer	ML	95,5	119,2	111,2
Water discharged into imhoff pool or biological tank/Sealed tank with periodic sampling (disposal as waste CER 200304)	ML	81,1	116,0	0,0
Treatment and use in the JEEP/ETE process	ML	32,0	0,0	16,7

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

For all Italian plants the emission limits in water are defined on the basis of Legislative Decree 152/06, Table 3, Annex 5. For the plants in Brazil, however, they are fixed by reference to CONAMA Resolution number 430/201.

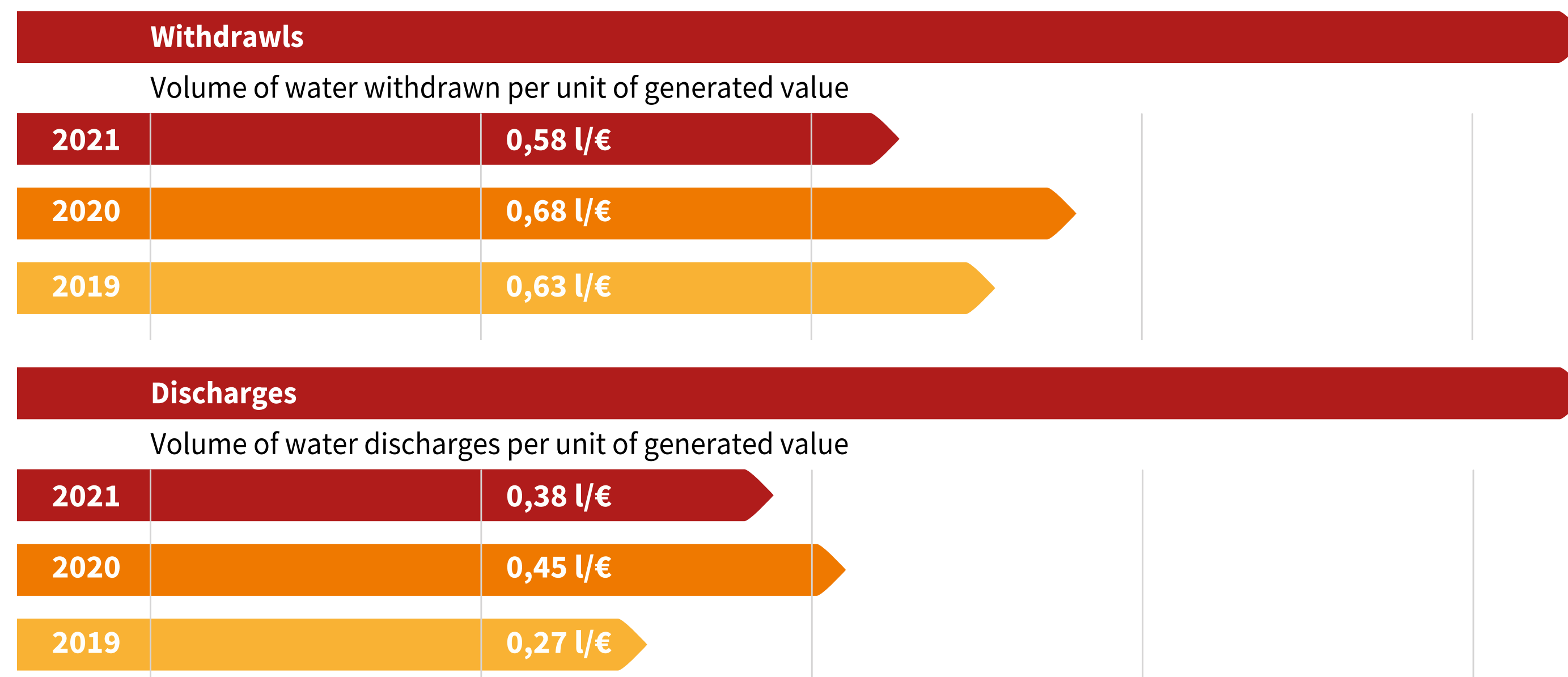
Other emission limits for the protection of water quality are dictated by the Integrated Environmental Authorization (AIA) for Sole Oderzo and Sole Pontedera and by the Single Environmental

Authorization (AUA) for Prima Components Anagni, Prima Components Paliano and Prima Components Gricignano d'Aversa.

In 2021, two administrative penalties were imposed: the first of the value of 2,000 euros to PC Paliano for the lack of identifying signs on the chimneys, the second from 4.000 euros to load of PC Anagni for the lack of identification and taken sampling of the emissions in the atmosphere suitable of the chimneys not subject to prescription.

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KPI of Group performance monitoring: water withdrawals and drains



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Adjustments

The data on the number of workers belonging to protected or disabled categories of the business unit PSC do Brazil related to the year 2020 published in the previous Report was incorrect due to an error of understanding the request. The correct information, reported in this Report, is that in 2020 there were 5 workers belonging to these categories at PSCA SJP and 13 at PSMM Pernambuco

The KPI on greenhouse gas emissions for the year 2020 published in the previous Report (24.63 gco eq/€) was found to be incorrect due to a calculation error. The data have been revised and in this Report are reported in the correct form (29,91 gCO₂eq/€).

The KPI on water discharges for the year 2020 published in the previous Report (1.26 l/€) was found to be incorrect due to a conversion error between units of measurement of the volume of septic tank sludge. The data have been revised and in this Report are reported in the correct form (0.45 l/€).

FOR FURTHER INFO:

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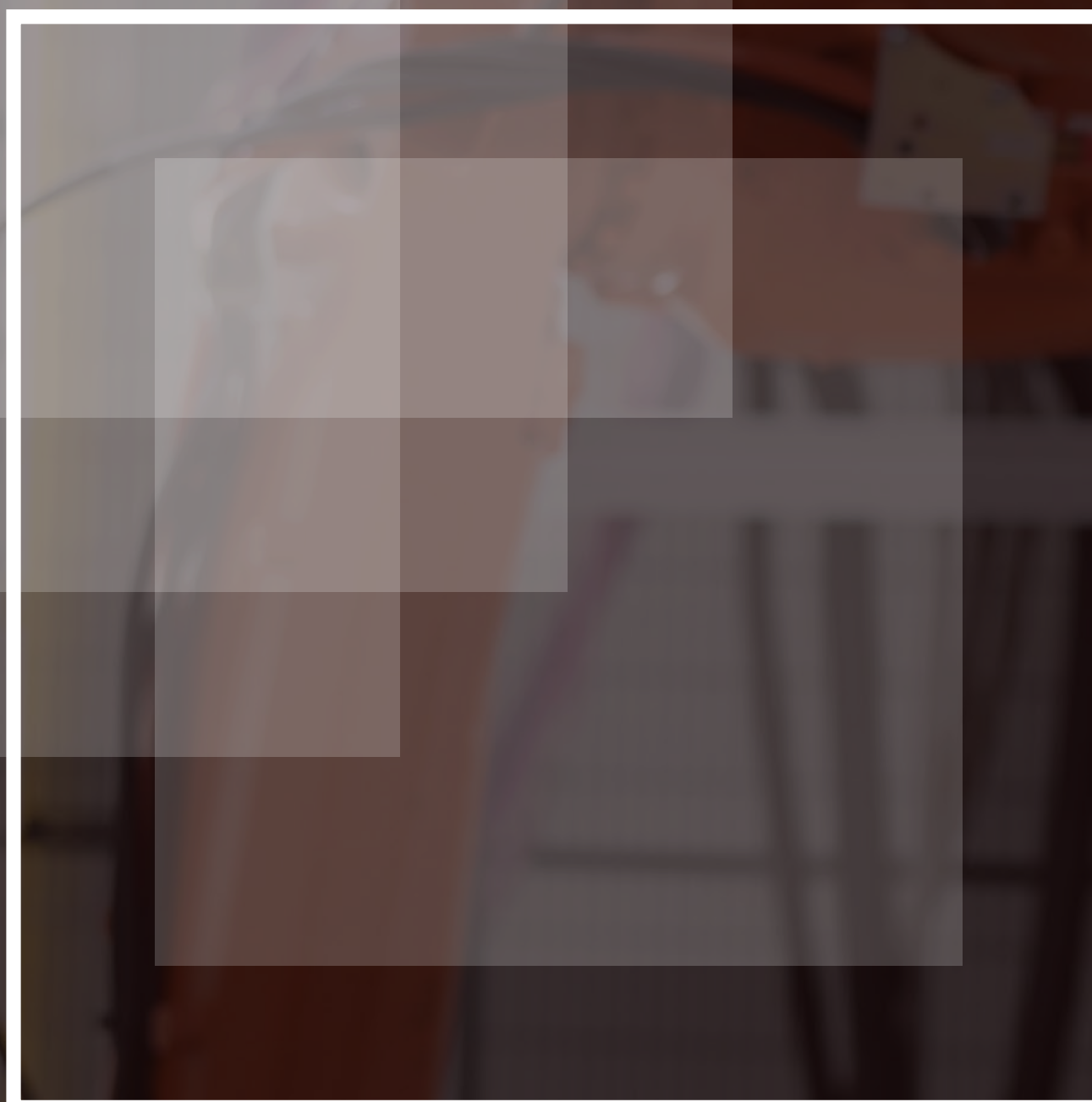
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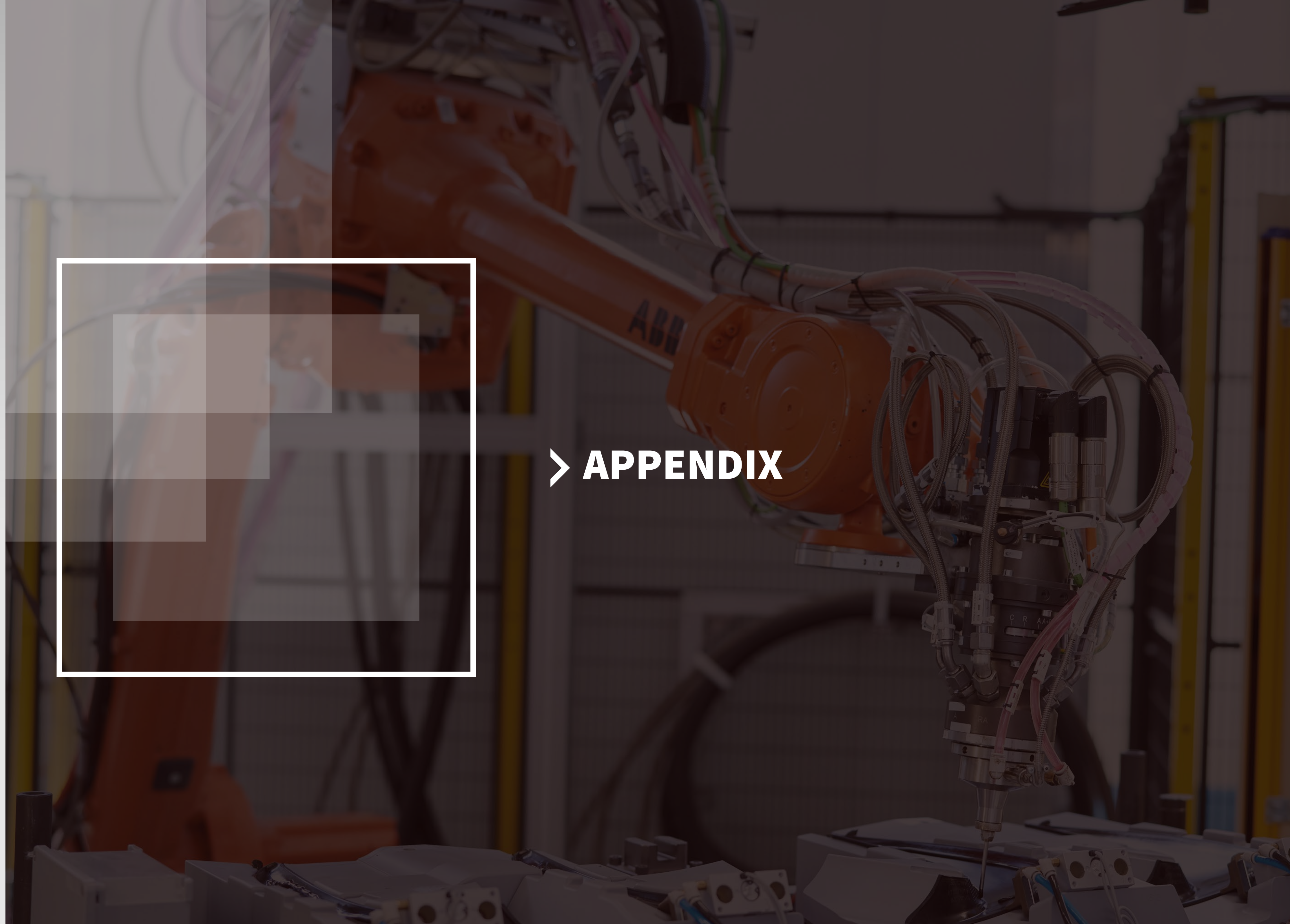
TABLE OF PSC OBJECTIVES

Macro-theme	Long- term target	Target of 2023	Achievement of 2021 targets
Generated value	Create value for all stakeholders by designing, producing and marketing innovative products and technologically advanced products, in compliance with regulations, as well as by collaborating efficiently with all the players alongside the supply chain.	<ul style="list-style-type: none"> • Have all Group sites certified, according to ISO 14001 standards and at least 30% of ISO 45001. • The new Integrated Policy for quality, environment and safety will be communicated to all Stakeholders • Implementation of the code of ethics and the 231 model for the whole Group 	<ul style="list-style-type: none"> • About 65% of the Group plants are certified for the 14001 standard and 47% for ISO 45001 • The new Integrated Policy has been disseminated to employees and is expected to be published on the company website by 2022 • The code of ethics and the 231 model have been implemented in all the sites of the PCIT business unit
Workers	Ensure well-being in the workplace for all employees without any discrimination, by providing training and resources, in order to guarantee professional development and adequate working conditions.	<ul style="list-style-type: none"> • Stop counting the number of incidents at all sites • The webinar will be recommended again to the new business and site executives in order to show them how the path for the preparation of the Sustainability Report was made. • Carry out a specific sustainability training for all employees within 2022, along with safety training • The Academy project will be rescheduled by June 2021 to restart in September 2021 with face-to-face meetings • Creation of a unique organizational structure for evaluating PSC Italia personnel for the B.U. PCIT and Sole. In 2021 the harmonization of processes and tools used for the management of training, evaluation processes, Job descriptions and Skills is expected, with full implementation by 2022. Everything will be managed with a management software HR 	<ul style="list-style-type: none"> • In 2021, only 1 serious injury occurred among the employees of all sites. There were also 53 recordable injuries among employees and 13 among temporary workers • There were no new business unit and site directors • Specific sustainability training is in the planning stage • The Academy project restarted in 2021. Between September 2021 and March 2022 the “socialization” process involving the Group’s top management was completed. The next phase of the program foresees the involvement of middle management and is planned between the end of 2022 and 2023. • The harmonization of processes and tools for personnel assessment planned for 2021 was carried out for the PCIT BU
Natural resources and environment	Develop innovative solutions, in order to improve the quality of life and the environment, by protecting the natural resources and reducing waste production, as well as by pursuing sustainable production processes.	<ul style="list-style-type: none"> • Monitor and reduce energy consumption • Minimize the direct emissions of CO2 into the atmosphere(Scope 1) • Reduce the amount of waste and increase the percentage of waste for recovery, compared to the waste for disposal. 	<ul style="list-style-type: none"> • The total energy consumption of the Group in 2021 decreased slightly (-1.1%) compared to the previous year • the direct emissions of CO2 into the atmosphere(Scope 1) in the year decreased by 3% compared to the previous year • The amount of waste produced in 2021 compared to the previous year has increased, but the percentage of waste sent for recovery compared to disposal has also increased, from 67% of the total in 2020 to 76% in 2021

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Economic Value

	PRIMA SOLE COMPONENTS	PRIMA COMPONENTS ITALIA	PRIMA AUTOMOTIVE	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO DI AVERSA	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 297.201.627	€ 105.093.044	€ 23.019.982	€ 45.550.106	€ 48.845.668	€ 63.824.461	€ 17.586.590	€ 31.862.521
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 300.147.242	€ 104.002.792	€ 18.707.999	€ 42.733.084	€ 48.824.390	€ 68.269.936	€ 17.408.693	€ 28.131.942
Economic retained value : "Direct economic generated value" minus "Economic distributed value".	€ -2.945.615	€ 1.090.252	€ 4.311.983	€ 2.817.022	€ 21.278	€ -4.445.475	€ 177.897	€ 3.730.579
	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTERA	SOLE SCANSOROSCIATE	SOLE HÖRGERTSHAUSEN	PRIMA COMPONENTS EUROPE	PRIMA POPRAD
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 21.245.258	€ 134.547.686	€ 111.514.428	€ 33.551.496	€ 65.174.222	€ 21.872.752	€ 27.337.547	€ 30.176.118
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 18.340.020	€ 137.560.801	€ 106.715.770	€ 30.128.279	€ 66.026.020	€ 22.839.757	€ 27.481.456	€ 31.356.938
Economic retained value : "Direct economic generated value" minus "Economic distributed value".	€ 2.905.238	€ -3.013.115	€ 4.798.658	€ 3.423.217	€ -851.798	€ -967.005	€ -143.909	€ -1.180.820
	PRIMA WÖRTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT	PSC DO BRASIL PARTIPACOES	PSMM PERNABUCO	PRIMA SOLE COMPONENTS AUTOMOTIVOS	CONSOLIDATED FINANCIAL STATEMENTS	
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 29.878.607	€ 34.204.532	€ 34.282.952	€ 1.616.246	€ 53.973.524	€ 30.066.465	€ 775.344.151	
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 29.882.735	€ 33.803.465	€ 35.247.621	€ 1.636.985	€ 46.648.467	€ 34.770.158	€ 764.536.482	
Economic retained value : "Direct economic generated value" minus "Economic distributed value".	€ -4.128	€ 401.067	€ -964.669	€ -20.739	€ 7.325.057	€ -4.703.693	€ 10.807.669	

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Employees PRIMA SOLE COMPONENTS

	Specificatons	
Total of employees on 31/12/2021	-	13
Total of temporary employees on 31/12/2021	-	0
Total of male employees	-	8
Total of female employees	-	5
Total of permanent employees	♂ Males	8
Total of permanent employees	♀ Females	5
Total of fixed-term employees	♂ Males	0
Total of fixed-term employees	♀ Females	0
Total of temporary employees	♂ Males	0
Total of temporary employees	♀ Females	0
Total of full-time employees	♂ Males	8
Total of full-time employees	♀ Females	5
Total of part-time employees	♂ Males	0
Total of part-time employees	♀ Females	0

Employees PRIMA COMPONENTS ITALIA

	Specificatons	PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total of employees on 31/12/2021	-	12	14	274	241	310	151	155
Total of temporary employees on 31/12/2021	-	0	0	0	0	65	1	34
Total of male employees	-	10	13	242	222	280	138	121
Total of female employees	-	2	1	32	19	30	13	34
Total of permanent employees	♂ Males	10	13	242	222	280	138	121
Total of permanent employees	♀ Females	2	1	31	19	30	12	33
Total of fixed-term employees	♂ Males	0	0	0	0	0	0	0
Total of fixed-term employees	♀ Females	0	0	1	0	0	1	1
Total of temporary employees	♂ Males	0	0	0	0	59	1	18
Total of temporary employees	♀ Females	0	0	0	0	6	0	16
Total of full-time employees	♂ Males	10	13	240	218	280	138	121
Total of full-time employees	♀ Females	1	1	24	12	26	13	20
Total of part-time employees	♂ Males	0	0	2	7	0	0	0
Total of part-time employees	♀ Females	1	0	8	4	4	0	14

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Employment PRIMA SOLE COMPONENTS

	Specifications	
Total of new recruitment (employees)	♂ Males	1
Total of new recruitment (employees)	♀ Females	0
Total of new recruitment (employees)	< 30 years old	0
Total of new recruitment (employees)	> 30 < 50 years	1
Total of new recruitment (employees)	> 50 years old	0
Rate of new employees	-	8%
Total termination of employees	♂ Males	1
Total termination of employees	♀ Females	1
Total termination of employees	< 30 years old	0
Total termination of employees	> 30 < 50 years	1
Total termination of employees	> 50 years old	1
Rate of turnover	-	15%
Rate of total turnover	-	23%

Employment PRIMA COMPONENTS ITALIA

	Specifications	PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total of new recruitment (employees)	♂ Males	1	1	12	0	9	2	0
Total of new recruitment (employees)	♀ Females	0	0	2	0	1	1	2
Total of new recruitment (employees)	< 30 years old	0	0	11	0	5	0	0
Total of new recruitment (employees)	> 30 < 50 years	1	0	3	0	0	1	2
Total of new recruitment (employees)	> 50 years old	0	1	0	0	5	2	0
Rate of new employees	-	8%	7%	5%	0%	3%	2%	1%
Total termination of employees	♂ Males	3	1	4	5	25	3	3
Total termination of employees	♀ Females	0	0	3	0	2	0	2
Total termination of employees	< 30 years old	0	0	1	1	18	0	0
Total termination of employees	> 30 < 50 years	1	1	2	2	6	2	2
Total termination of employees	> 50 years old	2	0	4	2	3	1	3
Rate of turnover	-	25%	7%	3%	2%	9%	2%	3%
Rate of total turnover	-	33%	14%	8%	2%	12%	4%	5%

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Employment	Specifications	SOLE COMPONENTS					
		BU SOCO	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgertshausen
Total of new recruitment (employees)	♂ Males	6	9	5	0	6	5
Total of new recruitment (employees)	♀ Females	0	9	4	1	2	3
Total of new recruitment (employees)	< 30 years old	1	5	6	1	2	2
Total of new recruitment (employees)	> 30 < 50 years	2	10	2	0	4	5
Total of new recruitment (employees)	> 50 years old	3	3	1	0	2	1
Rate of new employees	-	7%	3%	7%	1%	7%	10%
Total termination of employees	♂ Males	7	12	4	4	11	2
Total termination of employees	♀ Females	0	18	1	1	3	1
Total termination of employees	< 30 years old	2	1	1	0	0	3
Total termination of employees	> 30 < 50 years	3	10	4	1	10	0
Total termination of employees	> 50 years old	2	19	0	4	4	0
Rate of turnover	-	9%	6%	4%	3%	12%	4%
Rate of total turnover	-	16%	9%	10%	4%	19%	13%

Employment	Specifications	PRIMA COMPONENTS EUROPE					PSC DO BRAZIL			
		PCEU	PRIMA Poprad	PRIMA Wörth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSCBR	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivc PINDA
Total of new recruitment (employees)	♂ Males	0	24	0	3	3	2	141	80	178
Total of new recruitment (employees)	♀ Females	1	5	1	2	2	1	99	42	36
Total of new recruitment (employees)	< 30 years old	0	12	1	1	0	0	144	65	35
Total of new recruitment (employees)	> 30 < 50 years	1	17	0	4	5	2	92	54	171
Total of new recruitment (employees)	> 50 years old	0	0	0	0	0	1	4	3	8
Rate of new employees	-	17%	14%	2%	1%	2%	43%	43%	66%	83%
Total termination of employees	♂ Males	2	23	1	22	15	0	73	84	54
Total termination of employees	♀ Females	1	13	0	10	6	2	31	30	12
Total termination of employees	< 30 years old	0	8	0	1	3	1	40	44	11
Total termination of employees	> 30 < 50 years	2	27	0	21	14	1	61	65	53
Total termination of employees	> 50 years old	1	1	1	10	4	0	3	5	2
Rate of turnover	-	50%	18%	2%	10%	8%	29%	19%	62%	25%
Rate of total turnover	-	67%	32%	4%	11%	9%	71%	62%	128%	108%

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Benefit	PRIMA SOLE COMPONENTS
Life insurance	√ for Executives
Health insurance	√
Disability and insurance of invalidity	√
Parental leave	√
Retirement provision	√

Benefit	PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Life insurance	√ for Executives	√ for Executives	√ for Executives	√ for Executives	√ for Executives	√ for Executives	√ for Executives
Health insurance	Voluntary compliance + Executives' Insurance	Voluntary compliance	Voluntary compliance	√	√	√	√
Disability and insurance of invalidity	-	-	√ for Executives	No	√ Executives / Managers/ Employees	No	No
Parental leave	√	√	√	√	√	√	√
Retirement provision	√	√	√	√	√	√	√

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Benefit	SOLE COMPONENTS					
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Life insurance	√ for Executives	√ Executives / Managers/ Employees	√ Executives / Managers/ Employees	√ Executives / Managers/ Employees	√ for Executives	√ for Executives
Health insurance	√	√	√	√	none	none
Disability and insurance of invalidity	√	√	√ Executives / Managers/ Employees	√ Executives / Managers/ Employees	none	none
Parental leave	√	√	√	√	none	none
Retirement provision	√	√	√ Choice of the employee	√ Choice of the employee	none	none

Benefit	PRIMA COMPONENTS EUROPE					PSC DO BRAZIL			
	PCEU	PRIMA Poprad	PRIMA Wörth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSCBR	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Life insurance	-	-	-	-	-	√	√	√	√
Health insurance	none	No	√	√	√	√	√	√	√
Disability and insurance of invalidity	none	No	√	-	-	√	No	√	√
Parental leave	none	No	√	√	√	In the event of death	5 days	In the event of death	In the event of death
Retirement provision	none	One-off payment	√	√	√	√	No	No	No

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Health and safety	PRIMA SOLE COMPONENTS
Total number of responsible for safety (es. RSL)	0
Hours worked by employees	24.998
Recordable case incidence rate (Incidents with prognosis longer than 2 days + serious injuries + fatal accidents. Include injuries on the way to and from work only in case transport was arranged by the company)	0
Serious injuries - with significant prognosis for employees (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be escluded fatal incidents from the count. Include incidents ocurred on the way to and from work only in case transport was arranged by the company)	0
Fatal incidents of employees	0
Injury rate of employees	0
Serious injury rate of employees	0
Fatal incidents rate of employees	0
Fatal incidents rate of employees	0
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents ocurred on the way to and rom home only in case transport was arranged by the company)	0
Serious incidents - with significant prognosis for temporary workers (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be escluded fatal incidents from the count. Include incidents ocurred on the way to and from work only in case transport was arranged by the company)	0
Fatal incidents for temprary workers	0
Injury rate for temporary workers	0
Serious injury rate for temporary workers	0
Fatal incidents for temporay workers	0

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Health and safety

PRIMA COMPONENTS ITALIA

	PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total number of responsible for safety (es. RSL)	0	0	5	3	4	3	3
Hours worked by employees	21.092	26.514	330.780	304.530	527.326	197.743	182.389
Recordable case incidence rate (Incidents with prognosis longer than 2 days + serious injuries + fatal accidents. Include injuries on the way to and from work only in case transport was arranged by the company)	0	0	0	4	5	0	1
Serious injuries - with significant prognosis for employees (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be excluded fatal incidents from the count. Include incidents occurred on the way to and from work only in case transport was arranged by the company)	0	0	0	1	0	0	0
Fatal incidents of employees	0	0	0	0	0	0	0
Injury rate of employees	0	0	0	13	9	0	5
Serious injury rate of employees	0	0	0	3	0	0	0
Fatal incidents rate of employees	0	0	0	0	0	0	0
Fatal incidents rate of employees	0	0	0	0	41.098	13.934	20.766
Recordable incidents for temporary employees (Injury with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occurred on the way to and from home only in case transport was arranged by the company)	0	0	0	0	0	0	0
Serious incidents - with significant prognosis for temporary workers (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be excluded fatal incidents from the count. Include incidents occurred on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0	0	0
Fatal incidents for temporary workers	0	0	0	0	0	0	0
Injury rate for temporary workers	0	0	0	0	0	0	0
Serious injury rate for temporary workers	0	0	0	0	0	0	0
Fatal incidents for temporary workers	0	0	0	0	0	0	0

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Health and safety	SOLE COMPONENTS					
	SOCO	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgerthausen
Total number of responsible for safety (es. RSL)	0	3	1	2	2	1
Hours worked by employees	134.218	754.988	185.807	294.336	178.291	130.418
Recordable case incidence rate (Incidents with prognosis longer than 2 days + serious injuries + fatal accidents. Include injuries on the way to and from work only in case transport was arranged by the company)	0	6	1	5	5	5
Serious injuries - with significant prognosis for employees (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be excluded fatal incidents from the count. Include incidents occurred on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0	0
Fatal incidents of employees	0	0	0	0	0	0
Injury rate of employees	0	8	5	17	28	38
Serious injury rate of employees	0	0	0	0	0	0
Fatal incidents rate of employees	0	0	0	0	0	0
Fatal incidents rate of employees	0	29.214	110.915	54.864	108.326	48.918
Recordable incidents for temporary employees (Injury with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occurred on the way to and from home only in case transport was arranged by the company)	0	1	3	0	6	1
Serious incidents - with significant prognosis for temporary workers (Incidents causing permanent invalidity, e.g.: arm amputation ; and/or Injuries with prognosis longer than 6 months. To be excluded fatal incidents from the count. Include incidents occurred on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0	0
Fatal incidents for temporary workers	0	6	1	5	5	5
Injury rate for temporary workers	0	34	27	0	55	20
Serious injury rate for temporary workers	0	0	0	0	0	0
Fatal incidents for temporary workers	0	0	0	0	0	0

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Training		PRIMA SOLE COMPONENTS
Total of training hours provided to workers in 2021	-	68
	Males	68
	Females	0
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	68
	Category of "direct" employees - people directly involved in the production (machine operators)	0
Average training hours provided to workers in 2020	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0
	-	5
	Males	9
	Females	0
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	5
	Category of "direct" employees - people directly involved in the production (machine operators)	0
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0

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Training		PRIMA COMPONENTS ITALIA						
		PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total of training hours provided to workers in 2021	-	118	164	1852	476	1980	222	644
	Males	113	164	1442	459	1859	215	507
	Females	5	0	410	17	121	7	137
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	118	164	310	75	185	46	211
	Category of "direct" employees - people directly involved in the production (machine operators)	0	0	0	204	599	46	244
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	0	1542	198	1196	130	189
Average training hours provided to workers in 2020	-	10	12	7	2	6	1	4
	Males	11	13	6	2	7	2	4
	Females	3	0	13	1	4	1	4
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	10	12	22	5	10	5	19
	Category of "direct" employees - people directly involved in the production (machine operators)	0	0	0	1	3	0	2
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	0	21	4	10	3	5

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Training		SOLE COMPONENTS					
		SOCO	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgerthausen
Total of training hours provided to workers in 2021	-	1.810	2.811	751	84	664	278
	Males	1.537	1.544	446	62	655	178
	Females	274	1.267	305	22	9	100
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	1.810	480	395	13	111	116
	Category of "direct" employees - people directly involved in the production (machine operators)	0	1.201	75	35	12	69
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	1.130	281	36	541	93
Average training hours provided to workers in 2020	-	22	5	6	1	6	3
	Males	24	6	8	1	7	3
	Females	15	5	4	1	0	3
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	22	12	28	1	4	9
	Category of "direct" employees - people directly involved in the production (machine operators)	0	4	1	0	0	1
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	7	6	1	14	4

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Training		PRIMA COMPONENTS EUROPE					PSC DO BRAZIL			
		PCEU	PRIMA Poprad	PRIMA Wörth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSCBR	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Total of training hours provided to workers in 2021	-	0	1.255	0	1.184	1.475	126	11.709	680	720
	Males	0	989	0	959	1.125	108	8.453	240	538
	Females	0	266	0	225	350	18	3.256	440	182
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	0	382	0	452	280	126	2.413	573	484
	Category of "direct" employees - people directly involved in the production (machine operators)	0	134	0	419	587	0	5.621	93	175
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	739	0	314	608	0	3.675	14	61
Average training hours provided to workers in 2020	-	0	6	0	4	5	18	21	4	3
	Males	0	7	0	4	6	18	23	2	2
	Females	0	5	0	3	4	18	18	8	5
	Category of employees "structure" - responsible for activities of production sites, staff members (new recruitment, personnel, administration) and relevant Bodies (commercial, R&D)	0	18	0	7	9	18	105	13	11
	Category of "direct" employees - people directly involved in the production (machine operators)	0	1	0	2	3	0	20	1	1
	Category of "indirect" employees - people indirectly involved in the production and not directly responsible for the machineries (shift supervisors, truck drivers, maintenance technicians)	0	10	0	5	10	0	15	0	1

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Diversity

PRIMA SOLE COMPONENTS

	Specifications	
Number of employees of the "structure" category	♂ Males	8
	♀ Females	5
Number of employees of the "structure" category	< 30 years old	0
Number of employees of the "structure" category	> 30 < 50 years	10
Number of employees of the "structure" category	> 50 years old	3
Number of employees of the "structure" category	Protected categories	0
Number of employees of the "direct" category	♂ Males	0
	♀ Females	0
Number of employees of the "direct" category	< 30 years old	0
Number of employees of the "direct" category	> 30 < 50 years	0
Number of employees of the "direct" category	> 50 years old	0
Number of employees of the "direct" category	Protected categories	0
Number of employees of the "indirect" category	♂ Males	0
	♀ Females	0
Number of employees of the "indirect" category		0
Number of employees of the "indirect" category	> 30 < 50 years	0
Number of employees of the "indirect" category		0
Number of employees of the "indirect" category	Protected categories	0

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Diversity		PRIMA COMPONENTS ITALIA						
	Specifications	PCIT	PRAU	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Number of employees of the "structure" category	♂ Males	10	13	11	13	13	9	7
	♀ Females	2	1	3	2	5	1	4
Number of employees of the "structure" category	< 30 years old	0	0	0	1	1	0	0
Number of employees of the "structure" category	> 30 < 50 years	5	9	7	6	14	2	6
Number of employees of the "structure" category	> 50 years old	7	5	7	8	3	8	5
Number of employees of the "structure" category	Protected categories	0	0	2	0	0	0	0
Number of employees of the "direct" category	♂ Males	0	0	159	159	151	90	78
	♀ Females	0	0	26	17	22	12	30
Number of employees of the "direct" category	< 30 years old	0	0	30	8	5	1	13
Number of employees of the "direct" category	> 30 < 50 years	0	0	106	87	93	62	64
Number of employees of the "direct" category	> 50 years old	0	0	49	81	75	39	31
Number of employees of the "direct" category	Protected categories	0	0	16	0	15	13	1
Number of employees of the "indirect" category	♂ Males	0	0	72	50	116	39	36
	♀ Females	0	0	3	0	3	0	0
Number of employees of the "indirect" category	< 30 years old	0	0	5	1	0	0	1
Number of employees of the "indirect" category	> 30 < 50 years	0	0	37	32	86	18	18
Number of employees of the "indirect" category	> 50 years old	0	0	33	17	33	21	17
Number of employees of the "indirect" category	Protected categories	0	0	0	0	4	0	0

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Diversity

SOLE COMPONENTS

	Specifications	SOCO	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgertshausen
Number of employees of the "structure" category	♂ Males	63	18	6	11	17	5
	♀ Females	18	22	8	9	13	8
Number of employees of the "structure" category	< 30 years old	6	1	0	0	4	1
Number of employees of the "structure" category	> 30 < 50 years	43	31	13	9	17	7
Number of employees of the "structure" category	> 50 years old	32	8	1	11	9	5
Number of employees of the "structure" category	Protected categories	6	1	0	1	0	2
Number of employees of the "direct" category	♂ Males	0	97	25	50	38	30
	♀ Females	0	222	49	33	7	18
Number of employees of the "direct" category	< 30 years old	0	22	10	3	0	1
Number of employees of the "direct" category	> 30 < 50 years	0	160	59	34	33	24
Number of employees of the "direct" category	> 50 years old	0	137	5	46	12	23
Number of employees of the "direct" category	Protected categories	0	26	8	6	4	6
Number of employees of the "indirect" category	♂ Males	0	138	28	43	39	18
	♀ Females	0	22	18	0	1	3
Number of employees of the "indirect" category	< 30 years old	0	11	7	8	0	3
Number of employees of the "indirect" category	> 30 < 50 years	0	87	32	18	25	11
Number of employees of the "indirect" category	> 50 years old	0	62	7	17	15	7
Number of employees of the "indirect" category	Protected categories	0	4	1	0	2	1

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Diversity	Specifications	PRIMA COMPONENTS EUROPE					PSC DO BRAZIL			
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Number of employees of the "structure" category	♂ Males	4	9	4	44	26	6	14	34	31
	♀ Females	2	12	1	20	6	1	9	10	12
Number of employees of the "structure" category	< 30 years old	0	2	0	5	1	0	4	13	8
Number of employees of the "structure" category	> 30 < 50 years	4	16	5	53	29	5	19	28	35
Number of employees of the "structure" category	> 50 years old	2	3	0	6	2	2	0	3	0
Number of employees of the "structure" category	Protected categories	0	0	0	0	0	0	0	1	0
Number of employees of the "direct" category	♂ Males	0	64	20	156	109	0	158	69	127
	♀ Females	0	44	10	54	75	0	130	37	16
Number of employees of the "direct" category	< 30 years old	0	22	3	8	6	0	151	54	36
Number of employees of the "direct" category	> 30 < 50 years	0	63	21	143	146	0	131	48	105
Number of employees of the "direct" category	> 50 years old	0	23	6	59	32	0	6	4	2
Number of employees of the "direct" category	Protected categories	0	5	1	1	2	0	9	0	0
Number of employees of the "indirect" category	♂ Males	0	70	19	54	53	0	203	29	66
	♀ Females	0	5	2	6	5	0	40	5	7
Number of employees of the "indirect" category	< 30 years old	0	12	7	7	1	0	85	11	10
Number of employees of the "indirect" category	> 30 < 50 years	0	49	11	36	49	0	142	22	61
Number of employees of the "indirect" category	> 50 years old	0	14	3	17	8	0	16	1	2
Number of employees of the "indirect" category	Protected categories	0	4	0	1	1	0	2	1	0

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Energy		PRIMA COMPONENTS ITALIA				
	Specifications	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	0	0	0	0
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Natural gas	6.882	21.457	31.788	0	0
Total fuel consumption within the organisation from NON RENEWABLE energy sources	LPG	0	0	0	2.979	599
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Fuel	0	0	0	0	0
Electricity consumed purchased from the grid	-	24.717	27.619	51.946	18.651	21.505
Steam consumed	-	0	0	0	0	0
Self-produced and consumed electricity	-	2.491	2.693	0	0	1.795
Self-produced and sold electricity	-	0	0	0	0	238
Total energy consumption within the organization	-	34.091	51.769	83.734	21.631	23.620
Reductions in energy consumption obtained as a direct result of energy saving and efficiency initiatives	-	0	0	0	0	0

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Energy		SOLE COMPONENTS				
	Specifications	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgertshausen
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	0	0	0	1.168
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Natural Gas	121.429	5.330	24.200	5.204	0
Total fuel consumption within the organisation from NON RENEWABLE energy sources	LPG	0	0	0	0	7
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Fuel	0	0	0	0	0
Electricity consumed purchased from the grid	-	62.369	23.077	35.672	18.885	18.742
Steam consumed	-	0	0	0	4.529	0
Self-produced and consumed electricity	-	0	0	0	0	0
Self-produced and sold electricity	-	0	0	0	0	0
Total energy consumption within the organization	-	183.798	28.408	59.872	28.618	183.798
Reductions in energy consumption obtained as a direct result of energy saving and efficiency initiatives	-	0	0	0	0	0

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Energy	Specifications	PRIMA COMPONENTS EUROPE				PSC DO BRAZIL		
		PRIMA Poprad	PRIMA Würth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	0	31	6	0	0	0
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Natural Gas	4.101	1.094	42.945	11.980	0	0	0
Total fuel consumption within the organisation from NON RENEWABLE energy sources	LPG	0	0	0	0	92	1.143	5.089
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Fuel	0	0	5	28	0	0	0
Electricity consumed purchased from the grid	-	47.613	13.439	59.472	33.921	73.487	24.845	3.752
Steam consumed	-	0	0	6.506	0	0	0	0
Self-produced and consumed electricity	-	0	0	0	0	0	0	0
Self-produced and sold electricity	-	0	0	0	0	0	0	0
Total energy consumption within the organization	-	51.714	14.533	108.959	45.935	73.579	25.988	8.841
Reductions in energy consumption obtained as a direct result of energy saving and efficiency initiatives	-	0	0	0	0	0	0	0

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Water PRIMA COMPONENTS ITALIA

	Unit of Measure	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Withdrawal of water from aqueducts	m ³	2.460	859	0	0	1.200
Withdrawal of water from a well	m ³	1.990	18.120	56.546	3.025	0
Water discharge in surface water	m ³	2.639	0	50.891	2.874	0
Water discharge in sewerage	m ³	0	8.093	0	0	0
Water discharge in septic tank	m ³	0	3	18	4	483
Waste water from first flush rainwater	m ³	0	0	0	0	0
Treatment and use in JEEP/ETE processes	m ³	0	0	0	0	0

Water SOLE COMPONENTS

	Unit of Measure	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgerthausen
Withdrawal of water from aqueducts	m ³	2.867	2.031	4.001	21.715	2.886
Withdrawal of water from a well	m ³	272.827	0	5.898	0	0
Water discharge in surface water	m ³	0	0	0	0	1.905
Water discharge in sewerage	m ³	59.774	2.031	5.389	0	981
Water discharge in septic tank	m ³	0	0	0	21.715	0
Waste water from first flush rainwater	m ³	0	0	0	0	0
Treatment and use in JEEP/ETE processes	m ³	0	0	0	0	0

Water PRIMA COMPONENTS EUROPE

PSC DO BRAZIL

	Unit of Measure	PRIMA Poprad	PRIMA Würth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Withdrawal of water from aqueducts	m ³	2.244	0	30	5.000	19.186	12.832	16.960
Withdrawal of water from a well	m ³	261	0	0	0	0	0	0
Water discharge in surface water	m ³	0	0	0	24.180	0	0	0
Water discharge in sewerage	m ³	2.244	0	30	0	0	0	16.960
Water discharge in septic tank	m ³	0	0	0	0	0	58.912	0
Waste water from first flush rainwater	m ³	0	0	0	0	0	0	0
Treatment and use in JEEP/ETE processes	m ³	0	0	0	0	19.186	12.832	0

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Emissions in the air PRIMA COMPONENTS ITALIA

	Unit of Measure	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Direct emissions of GHG gross	tonnes of CO2 eq.	429	1.337	1.980	195	37
Significant emissions	tonnes of CO2 eq.	84	144	160	0	38
Significant emissions	kg of NOX	176	549	814	119	22
Significant emissions	kg of SOx	4	13	19	1	0
Significant emissions	Kg of PM particulates	1	2	3	1	0
Significant emissions	kg of CO	107	334	495	30	6
Significant emissions	kg	43	618	0	0	0

Emissions in the air SOLE COMPONENTS

	Unit of Measure	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgerthausen
Direct emissions of GHG gross	tonnes of CO2 eq.	7.565	332	1.508	324	92
Significant emissions	tonnes of CO2 eq.	0	0	57	0	0
Significant emissions	kg of NOX	3.109	136	620	133	34
Significant emissions	kg of SOx	74	3	15	3	58
Significant emissions	Kg of PM particulates	13	1	3	1	1
Significant emissions	kg of CO	1.889	83	377	81	9
Significant emissions	kg	0	0	6.000	0	0

Emissions in the air PRIMA COMPONENTS EUROPE

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	Unit of Measure	PRIMA Poprad	PRIMA Wörth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Direct emissions of GHG gross	tonnes of CO2 eq.	255	68	2.678	746	19.186	75	334
Significant emissions	tonnes of CO2 eq.	0	0	162	0	0	16	0
Significant emissions	kg of NOX	105	28	1.783	307	0	46	204
Significant emissions	kg of SOx	3	1	0	7	0	0	1
Significant emissions	Kg of PM particulates	0	0	12	1	0	0	1
Significant emissions	kg of CO	64	17	0	186	0	11	51
Significant emissions	kg	0	0	29.029	567	19.186	108	182

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Waste		PRIMA COMPONENTS ITALIA				
	Unit of Measure	PRIMA Components Anagni	PRIMA Components Ferentino	PRIMA Components Gricignano	PRIMA Components Paliano	PRIMA Eastern
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	81	144	347	15	1
Total weight of HAZARDOUS waste	Ricycling (R3,R4,R5)	0	0	0	0	0
Total weight of HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	0	91	0	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	358	404	919	263	362
Total weight of NON-HAZARDOUS waste	Ricycling (R3,R4,R5)	0	0	0	277	0
Total weight of NON-HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	0	0	0	0	0
Total weight of HAZARDOUS waste	Incineration with energy recovery(R1)	0	0	0	0	0
Total weight of HAZARDOUS waste	Incineration without energy recovery(D10,D11)	0	0	0	0	0
Total weight of HAZARDOUS waste	Landfilling (D1, D15)	5	109	371	1	53
Total weight of HAZARDOUS waste	Other disposal operations(D12,D13,D14)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration with energy recovery(R1)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration without energy recovery(D10,D11)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Landfilling (D1, D15)	41	146	0	0	483
Total weight of NON-HAZARDOUS waste	Other disposal operations(D12,D13,D14)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Chemical-physical treatment (D9)	0	0	258	29	0

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Waste		SOLE COMPONENTS				
	Unit of Measure	SOLE Oderzo	SOLE Suzzara	SOLE Pontedera	SOLE Scanzorosciate	SOLE Hörgertshausen
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	207	79	256	109	6
Total weight of HAZARDOUS waste	Ricycling (R3,R4,R5)	0	0	0	0	0
Total weight of HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	0	0	189	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	1.299	373	223	1.343	195
Total weight of NON-HAZARDOUS waste	Ricycling (R3,R4,R5)	0	260	62	0	167
Total weight of NON-HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	0	0	200	0	0
Total weight of HAZARDOUS waste	Incineration with energy recovery(R1)	0	0	0	0	0
Total weight of HAZARDOUS waste	Incineration without energy recovery(D10,D11)	0	0	0	0	0
Total weight of HAZARDOUS waste	Landfilling (D1, D15)	38	0	0	0	2
Total weight of HAZARDOUS waste	Other disposal operations(D12,D13,D14)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration with energy recovery(R1)	0	0	0	0	37
Total weight of NON-HAZARDOUS waste	Incineration without energy recovery(D10,D11)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Landfilling (D1, D15)	396	0	26	0	0
Total weight of NON-HAZARDOUS waste	Other disposal operations(D12,D13,D14)	0	0	21	0	0
Total weight of NON-HAZARDOUS waste	Chemical-physical treatment (D9)	0	0	0	0	0

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Waste	Unit of Measure	PRIMA COMPONENTS EUROPE				PSC DO BRAZIL		
		PRIMA Poprad	PRIMA Wörth	PRIMA Sosnowiec CPS	PRIMA Sosnowiec APT	PSMM Pernambuco	PSC Automotivos SJP	PSC Automotivos PINDA
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	0	0	14	13	0	0	0
Total weight of HAZARDOUS waste	Ricycling (R3,R4,R5)	3	0	0	0	2	12	0
Total weight of HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	0	0	103	0	0	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	485	0	178	198	0	0	0
Total weight of NON-HAZARDOUS waste	Ricycling (R3,R4,R5)	107	142	853	428	765	430	139
Total weight of NON-HAZARDOUS waste	Other operations for recovery(R2,R7,R8, R12)	144	0	2	1	0	0	0
Total weight of HAZARDOUS waste	Incineration with energy recovery(R1)	2	0	0	0	10	164	291
Total weight of HAZARDOUS waste	Incineration without energy recovery(D10,D11)	524	0	1	0	0	0	0
Total weight of HAZARDOUS waste	Landfilling (D1, D15)	13	0	0	0	0	0	0
Total weight of HAZARDOUS waste	Other disposal operations(D12,D13,D14)	1	66	375	13	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration with energy recovery(R1)	27	0	0	0	215	0	0
Total weight of NON-HAZARDOUS waste	Incineration without energy recovery(D10,D11)	0	0	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Landfilling (D1, D15)	0	0	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Other disposal operations(D12,D13,D14)	0	0	31	31	0	0	0
Total weight of NON-HAZARDOUS waste	Chemical-physical treatment (D9)	0	0	0	0	0	0	0

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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 innovation 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 Protection of water resources

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PROCESSES COMMON TO ALL MACRO-THEMES

MOTIVATIONS AND BOUNDARIES

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

- Within company boundaries: in this case the impact primarily influences 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: Impact affects all stakeholders.

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

TOOLS FOR THE MANAGEMENT

POLICIES AND COMMITMENTS

The Group is administered in the logic of recognition of the social role that the company has within the community, through the implementation of innovative solutions to improve the quality of life and the environment.

PSC has developed a common policy for the entire Group, published on 1 January 2021, regarding quality, environment and safety in line with the international standards ISO 9001, ISO 14001, ISO 45001.

In the policy on quality, the environment and health and safety at work, it is stated that:

«The future of Prima Sole Components depends on the ability to establish and maintain stable and satisfactory relationships with customers.

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The satisfaction of customers' needs and the acquisition of new market areas are achieved through a continuous improvement in the quality of products, services and cost-effectiveness.

Prima Sole Components, in carrying out its activities, considers human health, environmental protection and safety at work an indispensable duty, a continuous commitment and a constant component of its mission.”

Prima Sole Components, the group's holding company, also defines the vision, mission and strategies for the medium and long term in the new Group Business Plan 2021-2022. The operational plans of the business units and the sites linked to them are then developed along these lines. In the Industrial Plan the strategic directives are: competitiveness, technological innovation and globalization. At the level of the business unit and following 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 business plan, analysis S.W.O.T. for the determination of strengths and weaknesses, as well as opportunities and risks, risk assessment and definition of the business plan.

- The Business Plan covers the corporate network of all PSC Group sites.
- The last date of revision of the Business Plan is March 2021.

Following the re-organisation of the Group in recent years, the organisation and management model, in accordance with Legislative Decree 231, was the subject of an update process in 2020 and in 2021 it was implemented in the PCIT BU and all its sites. New content developed on the basis of the path taken by PSC towards greater sustainability of its activities has been introduced. By June 2022, the PCIT Supervisory Body will complete its audits and the model may be extended to the rest of the Group.

With the publication of the sustainability report, PSC intends to demonstrate its willingness and commitment to embark on a new path towards sustainability in the economic, social and environmental fields. This will and this commitment are born from the company management, and are transmitted in all plants and at all levels of the company.

The commitment to respect the legitimate interests of its stakeholders and the community in which all PSC establishments is enshrined in the Group's Code of Ethics, updated in September 2020.

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OBJECTIVES AND TARGETS

The objectives and goals that PSC sets itself in its path towards sustainability are found in this Report and concern all PSC sites. The objectives are of an improvement in relation 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 accordance with the standards of quality, environment and safety.

RESOURCES

The responsibility for allocating human and financial resources lies with the director of the business unit who, together with the plant manager, draws up an approved investment plan at the holding company level.

COMPLAINT MECHANISMS

The ISO 9001, ISO 14001 and ISO 45001 certified PSC sites have complaint collection systems provided for by the management systems. PSC activated, through 231 model recently developed organization, a whistleblowing system: each model recipient is required to inform the Supervisory Body in a detailed and timely manner of any breach of the organisational model of which he is aware, or functional anomalies or irregularities potentially relevant for the purposes of Decree 231/01. The principles of protection of the employee or collaborator who reports wrongdoing are defined.

Stakeholders may make requests and complaints at the contact point indicated in this report.

SPECIFIC ACTIONS

PSC publishes the Sustainability Report in accordance with the main international reference standard for sustainability reporting, the GRI-Standards. PSC is also committed to maintaining up-to-date and applied quality, environment and safety policies that are the reference for all the Group's plants, in order to pursue continuous improvement in all areas.

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MANAGEMENT ASSESSMENT

The results of the first and third party audits carried out on the management systems will be used to monitor the effective adequacy of the management of material issues. In addition, the GRI Standards policies reported in this Report, in the previous and subsequent ones will be used as management evaluations. In order to more effectively monitor some of the significant aspects, PSC has developed Key Performance Indicators (KPIs) that allow to evaluate the performance of these aspects over the years at Group level.

RESPONSIBILITY

The commitment to a more sustainable approach unites both the President and the Chief Executive Officer and involves all business units, individual plants and all functions and company employees. Responsibility for the implementation of policies, the implementation of commitments and the achievement of objectives is entrusted to the directors 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 the implementation of the specific planned activities.

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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 opportunities in the economic, social and environmental fields for the operation and image of PSC. Any related impacts could have an effect both inside and outside the Group.	GRI 201: Economic Performance 2016 GRI 102: General Disclosure 2016	201-1 Generated and distributed economic value 102-15 Main impacts, risks and opportunities
Research, development and technological innovation	Research and technological innovation as strategic elements to increase the competitiveness of its products, in line with a sustainable mobility. Any related impacts could have an effect both inside and outside the Group.	GRI 201: Economic Performance 2016	201-4 Financial assistance received from the government No. of resources engaged in Research & Development activities
Relations with customers (business partner)	Engage with your business customers, as main business partners, by recognizing the value of cooperation, synergies and socially responsible behaviors, to achieve higher levels of knowledge and greater quality and to build a lasting relationship and mutual satisfaction. Any related impacts could have an effect both inside and outside 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 compliance with mandatory or voluntary regulations, by making their collaborators responsible and thanks to adequate organization and management models, in order to achieve performance and sustainable targets, which can be assessed and certified. Any related impacts could have an effect both inside and outside 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 practices and their outcome 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 principles, policies and tools for sustainability and social responsibility. Any related impacts could have an effect both inside and outside 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 dialogue. 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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MANAGEMENT TOOLS

POLICIES AND COMMITMENT

In the policy of quality, environment and health and safety at work, the principles of which are the reference for all the Group's sites, it is stated that the following commitments are central:

- Integrating economic objectives with stakeholders' needs and meeting applicable requirements
- Improve processes and products and overall system performance by implementing specific projects to increase performance in every area, thinking about the impact that the product can have throughout its life cycle
- Maintain constant compliance with current legislation, respecting the health and safety of workers and environmental protection.
- Promoting sustainable behaviour throughout the production and supply chain

The guiding principles in the relationship with suppliers, with the community and with customers, to ensure the development of a responsible supply chain, high levels of customer satisfaction and an open dialogue with communities, are honesty, fairness, transparency and impartiality. These principles have always animated PSC, are presented in the recently updated Code of Ethics and will be formalized with the implementation for the whole Group of the organizational model consistent with Legislative Decree 231/2001.

PSC's willingness to carry out its activities in an ethical manner, respecting its guiding principles in its relations with stakeholders, is stated in the Code of Ethics.

OBJECTIVES AND TARGETS

The objectives and targets taken for the material themes of this macro-theme are developed following what is described in the section "Processes common to all macro-themes".

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RESOURCES

The staff and financial resources for the management of this macro-theme are assigned in a structured manner by all the Group's management with coordination and control actions carried out by the Chairman and CEO of PSC.

COMPLAINT MECHANISMS

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

SPECIFIC ACTIONS

Periodically, the PSC Chief Executive Officer and the directors of the business units and subsequently the Board of Directors assess the economic performance of the individual business units and the PSC and analyse any risks and opportunities.

MANAGEMENT ASSESSMENT

The evaluation mechanisms on the management of material issues related to the macro-theme "Value generated" are developed following what is described in the section "Processes common to all macro-themes".

RESPONSIBILITY

The responsibilities for the management of material issues related to the macro-theme "Value generated" are assigned following what is described in the section "Processes common to all macro-themes".

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WORKERS

MOTIVATIONS AND BOUNDARIES

Material Issues	Motivations and boundaries	Material Issues by GRI Standard	Disclosures
Well-being of collaborators	Consider your employees as a key element of the company's value and ensure their well-being, through a suitable training aiming at single skills development, through an organization and an environment that foster the commitment to quality and the achievement of 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 Total number of hires and turnover rate 401-2 Benefits provided for full time workers that are not provided to part time or fixed term workers 404-1 Average hours of training per employee 404-3 Percentage of workers receiving regular performance assessment and career development review
Health and safety at work	The guarantee of the safety of the processes and the protection of the health of workers during all stages of procurement and production. Any related impacts could have an effect within the Group.	GRI 403: Occupational Health and Safety 2018	403-1 health management system and safety at work 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 worker health 403-7 Prevention and mitigation of the impacts on health and safety at work deriving from commercial relations
Equal opportunities and diversity	The enhancement of the personal and cultural diversity of collaborators, suppliers and customers, avoiding unjustified discrimination and promoting inclusion. Any related impacts could have an effect within the Group.	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in government bodies and among workers

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MANAGEMENT TOOLS

POLICIES AND COMMITMENT

The principles set out in the PSC's quality, environment and safety policies are of reference for all the Group's sites and are in line with the strategic guidelines of the Business Plan.

In the field of quality, environment and health and safety at work, the central commitments include:

- Promote any initiative to reduce to zero, in every activity, the occurrence of accidents that can compromise the safety of employees and neighboring communities also through consultation and active participation of all workers
- Promote the active involvement of all staff in the process of continuous improvement, through consultation and active participation of all those who can make a constructive and innovative contribution

PSC's commitment to the enhancement of human resources, to guarantee their rights and to encourage their development and personal growth is declared in the Group Code of Ethics.

OBJECTIVES AND TARGETS

The objectives and targets taken for the material themes of this macro-theme are developed following what is described in the section "Processes common to all macro-themes".

RESOURCES

The personnel and economic resources for the workers management shall be assigned to the individual business units through the definition and approval of the annual budget.

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COMPLAINT MECHANISMS

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

SPECIFIC ACTIONS

Prima Sole Components ensures the control, monitoring and possibly the mitigation of negative impacts on the health and safety of workers according to the reference legislation. Internal and external audits and periodic reviews shall also be carried out in establishments that have a management system in place.

The human resources of the individual business units, in collaboration with the directors of the production units, manage vocational training programs and personnel for employees, new employees and in administration at the production sites. Such programs shall be developed according to business needs. The priorities for the individual worker are identified by HR managers and executives, according to work demands

In those sites, where a management system is active at least once a year, a review is carried out involving the directors of the business units, the directors of the production units and the heads of the various business functions. Following the review, the results of the audits, the non-conformities, the corrective actions implemented, the objectives and the indicators, as well as improvements shall be enhanced.

MANAGEMENT ASSESSMENT

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

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RESPONSIBILITY

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

Individual managers of business units, as employers of staff, have responsibility for health and safety.

In each production unit, the directors have legal power of attorney on issues related to the environment and safety and have a wide delegation regarding the management of these aspects. Each Group company has an RSPP that handles safety issues and workers elect one or more RLS (or RLSSA in companies with rubber and plastic contracts).

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NATURAL RESOURCES AND ENVIRONMENT

MOTIVATIONS AND BOUNDARIES

Material Issues	Motivations and boundaries	Material Issues by GRI Standard	Disclosures
Energy consumption	The responsible use of energy resources achieved, when possible, with energy saving technologies and practices and the choice of 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 organization 302-4 Reduction of energy consumption
Emissions in the atmosphere	Conducting its activities by seizing the opportunities to prevent and mitigate emissions into the atmosphere, protecting the quality of the air 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, when possible, of the best practices of waste reduction, through prevention, and recycling. Any related impacts could have an effect both inside and outside the Group	GRI 306: Waste 2020	306-1 Waste production and significant impacts related to it 306-2 Management of significant impacts related to waste 306-3 Waste products 306-4 Waste not intended for recovery 306-5 Waste intended for recovery
Protection of water resources	Responsible use of water thanks to technologies and practices aimed at reducing the quantity withdrawn 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 by source of supply 303-4 Total water discharges by quality and destination

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TOOLS FOR MANAGEMENT

POLICIES AND COMMITMENT

Among the central themes for SGP, declared in the policy of quality, environment and health and safety at work, is the commitment to “protect and enhance the environment and take all the necessary measures to prevent pollution”.

OBJECTIVES AND TARGETS

The objectives and targets taken for the material themes of this macro-theme are developed following what is described in the section “Processes common to all macro-themes”.

RESOURCES

The administrator of the business unit is responsible for allocating human and financial resources, according to the instructions of the plant manager who draws up an investment plan.

COMPLAINT MECHANISMS

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

SPECIFIC ACTIONS

Most of the plants have adopted an environmental management system certified in accordance with ISO 14001 that, thanks to an audit

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process and periodic reviews shall include monitoring, monitoring and, where appropriate, mitigation of negative impacts on the environment.

The Group adopts tools to evaluate and quantify energy and environmental loads and the potential impacts of products and processes through:

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

MANAGEMENT ASSESSMENT

The evaluation mechanisms on the management of material issues related to the macro-theme “Natural resources and environment” are developed following what is described in the section “Processes common to all macro-themes”.

RESPONSIBILITY

Responsibility for the management of natural resources and environment issues is also entrusted to the directors of the business units. As part of the management system, the issue is addressed by entrusting management responsibility to the site manager who is accompanied by a manager of the management system and an operational structure.

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GRI Standard	Disclosure	Page	Omissions
GRI 101: Principles General Disclosure			
GRI 102: General Disclosure 2016	102-1 Company's name	7	
	102-2 Activities, brands, products and services	18-25	
	102-3 Headquarter location	12	
	102-4 Operations location	16	
	102-5 Ownership structure and legal form	12	
	102-6 Served markets	26-27	
	102-7 Organization dimension	17	
	102-8 Information on employees and other workers	63-64	
	102-9 Supply chain	54-55	
	102-10 Significant changes in the organization and in its supply chain	56	
	102-11 Principle of precaution	50; 84	
	102-12 external initiatives	9	
	102-13 Membership of associations	11	
	102-14 Statement from a senior executive	2	
	102-15 Main impacts, risks and opportunities	43-44	
	102-16 Values, principles, standards and rules of conduct	8	
	102-18 Governance structure	12	
	102-40 List of stakeholder groups	36	
	102-41 Collective negotiation agreement	71	
	102-42 Identification and selection of stakeholders	36	
	102-43 Stakeholder engagement mode	36	
	102-44 Key topics and critical issues raised	37	
	102-45 Subjects included in the consolidated financial statements	13-14	
	102-46 Definition of the content of the report and perimeters of the themes	32-35	
	102-47 List of material topics	37	
	102-48 Information review	100	
	102-49 Changes in reporting	32	
	102-50 Reporting period	31	
	102-51 Date of the most recent report	31	
	102-52 Frequency of reporting	31	
	102-53 Contacts to request information regarding the report	100	
	102-54 Statement on reporting according to the GRI Standards	31	
	102-55 GRI content index	149-153	
	102-56 External Assurance	154	

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Material topics identified by PSC	Material topics by GRI Standards		Page	Omissions
-	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	134-137	
Risk management	GRI 103: Management approach GRI 201: Economic performance 2016	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods 201-1 Economic value directly generated and distributed	138-140 45	
Research, development and technological innovation	GRI 103: Management approach GRI 201: Economic performance 2016	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods 201-4 Financial assistance received from the governmento	138-140 48-49	
Relationships with business partners	GRI 103: Management approach GRI 206: Anti-competitive behavior 2016	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods 206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	138-140 51	
Energy consumption	GRI 103: Management approach GRI 302: Energy 2016	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods 302-1 Energy consumption within the organization 302-4 Energy consumption reduction	145-147 85 85-86	
Protection of water resources	GRI 103: Management approach GRI 303: Water and drainage 2018	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods 303-1 Interaction with water as a shared resource 303-2 Management of impacts related to water discharge 303-3 Water withdrawal 303-4 Water discharge	145-147 96 98 97 98	

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Material topics identified by PSC	Material topics by GRI Standards		Page	Omissions
Emissions in the atmosphere	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	145-147	
	GRI 305: Emissions 2016	305-1 GHG direct emissions (Scope 1) 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions	87 88	
Waste management	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	145-147	
	GRI 306: Discharges and waste 2020	306-1 Production of waste and significant impacts related to waste 306-2 Management of the significant impacts associated with waste 306-3 Waste produced 306-4 Waste not destined for disposal 306-5 Waste destined for disposal	92 92-93 93 93 93	
Well-being of collaborators	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	141-144	
	GRI 401: Employment 2016	401-1 New hires and turnover 401-2 Benefits provided for full-time employees, but not for part-time or fixed-term employees	65-66 67	
Health and safety at work	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	141-144	
	GRI 403: SHHealth and safety of workers 2018	403-1 Health management system and safety at work 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 Health and safety training of workers at work 403-6 Promoting the health of workers 403-7 Prevention and mitigation of impacts on occupational health and safety within commercial relationships 403-9 Injuries at work	52-53 71-72 75 72-73 75 75 71 75-77	

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Material topics identified by PSC	Material topics by GRI Standards		Page	Omissions
Staff training and development	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	141-144	
	GRI 404: Training and education 2016	404-1 Average hours of training per year per employee 404-3 Percentage of employees receiving periodic performance and professional development reviews	67-68 69	
Equal opportunities and diversity	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	141-144	
	GRI 405: Equal opportunities and diversity 2016	405-1 Diversity in governance bodies and among employees	78-80	
Local communities	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	138-140	
	GRI 413: Local communities 2016	413-1 Activities that require the involvement of local communities, impact assessments and development programs	57-58	
Customer satisfaction and quality of product	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	138-140	
	GRI 416: Customer health and safety 2016	416-1 Assessment of the impacts on health and safety by product and service categories 416-2 Incidents of non-compliance concerning impacts on the health and safety of products and services	50-51 51	
Compliance	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	138-140	
	GRI 307: Environmental Compliance 2016 GRI 419: Social-economic compliance 2016	307-1 Non-compliance with environmental laws and regulations 419-1 Non-compliance with laws and regulations on social and economic matters	53;98 53	



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Material topics identified by PSC	Material topics by GRI Standards		Page	Omissions
Responsible management of the supply chain	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	138-140	
	GRI 308: Environmental assessments on suppliers 2016 GRI 414: Social assessments on suppliers	308-1 New suppliers that have been evaluated using environmental criteria 414-1 New suppliers who have been evaluated through the use of social criteria	55-56 55-56	
Research, development and technological innovation	GRI 103: Management approach	103-1 Explanation of the material topic and its perimeter 103-2 The methods of management and its components 103-3 Assessment of management methods	138-140	
		Nr. of people employed in research and development	46	

Further information on indicators can be found in the Appendix to the Report

Turin, 30th June 2022

To the Board of Directors of
P.S.C. - Prima Sole Components S.p.A. (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 regarding the year 2021, 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 related to the Parties involved (stakeholders), alongside their 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 2021 has been drawn up in substantial compliance to GRI Standards 2016 and following amendments (option 'in accordance' - Core);
- 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 2021 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.

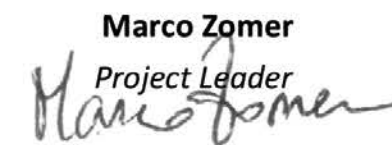
Luca Laruffa

Solicitor



Marco Zomer

Project Leader



SAI Global Italia S.r.l. - with single shareholder

Management and Coordination, formerly art. 2497 of C.C.: SAI Global LTD | Register of Companies TO 06586110014 | REA TO 798510 | FC/VAT number 06586110014 | Share Capital € 1.000.000,00 i.v.

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Sustainability Report

2021

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