SUSTAINABILITY REPORT

>>>>> 2022

P. S. C.
PRIMA SOLE COMPONENTS S.p.A.

Letter to the **stakeholders**

The 6th sustainability report of Prima Sole Components (Stock Company) continues to be influenced by the powerful processes of political, economic and social discontinuity, determined by the pandemic (Covid-19) and the Russia-Ukraine war conflict.

These disastrous events are leading to a strong persistence of the negative effects linked to the energy crisis, contributing decisively to the growth of the inflationary spiral and the correlative monetary tightening linked to the increase in the cost of money.

It is also worth remembering that these critical issues amplify the problems caused by the breakdown of supply chains that have already led to strong pressures on the costs of raw materials and their availability.

In this situation, the strategy of our Industrial Group has continued in the strenuous defense of the levels of activity achieved and consolidated over time and in the strengthening of the qualities that have been the basis of our continuous growth process, in the awareness that soon we will be called to pay great attention to the choices and decisions that the evolution of future scenarios will necessarily impose on us.

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 HORGERTSHAUSEN	SOHO

Name of the plants	Acronym
PRIMA COMPONENTS EUROPE	PCEU
PRIMA POPRAD	PRPO
PRIMA WOERTH	PRWO
PRIMA SOSNOWIEC COMPLEX PLASTIC SYSTEMS	PSCPS
PRIMA SOSNOWIEC ADVANCED PLASTIC TECHNOLOGIES	PSAPT
PSC DO BRASIL	PSCBR
PSMM PERNAMBUCO	PSMMP
PRIMA SOLE COMPONENTES AUTOMOTIVOS São José dos Pinhais	PSCA SJ
PRIMA SOLE COMPONENTES AUTOMOTIVOS Pindamonhangaba	PSCA PINDA I
PRIMA SOLE COMPONENTES AUTOMOTIVOS Pindamonhangaba Ba II	PSCA PINDA II

Plants and their organizations in BU, with their acronyms

Quality and **competitiveness,**
but with **respect** for **people**
and the **environment**:
this is what we work
for every day, by
dedicating all our energy.

chapter

1

About us

1.1 Identity, vision, mission and values

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 Champion[1].

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.

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.

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

• **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

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. In 2021 it was implemented in all the sites of PCIT business units e In 2022, the ODV started audits for the HSE departments of the remaining Italian business units. It is expected to complete its implementation at all Italian sites by the end of 2023.

The Organisational Model and the Code of Ethics, together with the appointment of the Supervisory Board (SB), are also the tools by which we ensure the prevention and mitigation of possible conflicts of interest.

In both documents, new contents were introduced, developed on the basis of the path taken by PSC towards greater sustainability of its activities.

1.2 History and partnerships

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
CABLINF 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 **METALPLASTI 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** 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
PSMM Campania A new plant was inaugurated in Gricignano d'Aversa, in partnership with **MAGNETI MARELLI**.

2017
PSC, through **TWICE PS,** rents a company branch o **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 e PINDA I.**

2021
PSC Automotivos acquired the **PINDA II** plant and started the necessary activities for its operation.

2022
The activities near the Brazilian plant of **PINDA II** enter to full capacity.

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 single member stock company, 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 Chairman and the Chief Executive Officer have powers of ordinary and extraordinary administration with disjoint signature.

The definition of business strategies, including economic, environmental and social issues, is one of the BoD's competences: by monthly monitoring, through the central and individual business unit committees, and without prejudice to the responsibilities delegated to the corporate officers, the President exercises control over all activities of the company, including those related to sustainable development.

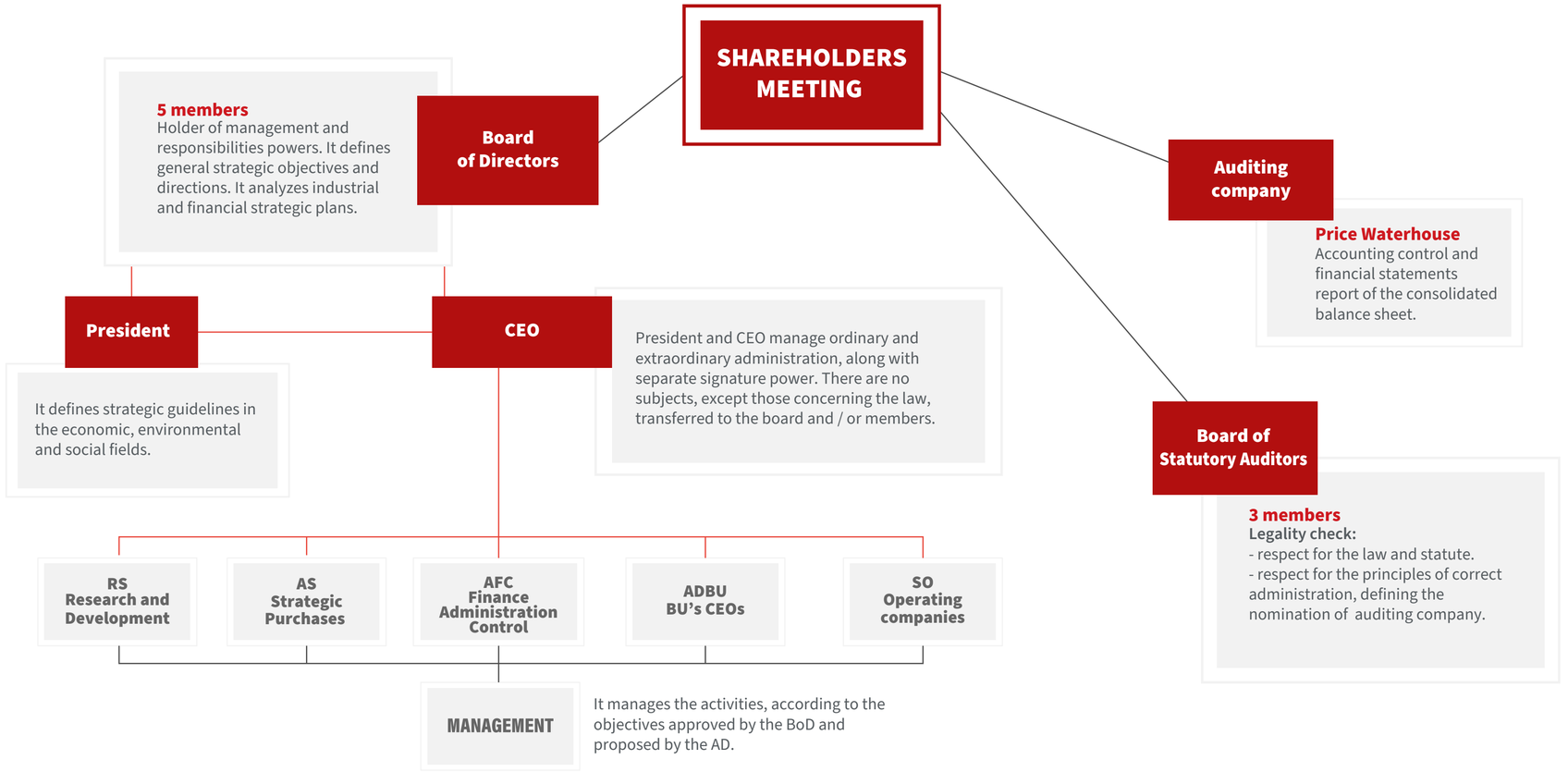
Site managers are delegated by the directors of the individual companies to ensure compliance with mandatory environmental and social standards.

The enhancement and dissemination of sustainability skills within the Group is ensured by the training plans implemented by the PSC Academy.

The CEO annually reviews the Group's Strategic Plan, which also contains the sustainability priorities. He also reviews the contents of the Sustainability Report prior to its publication, and validates the update of the material issues identified, which are listed in Chapter 2.

The President is also a major shareholder and holds no other corporate office; therefore, there are no potential conflicts of interest in the performance of his duties.

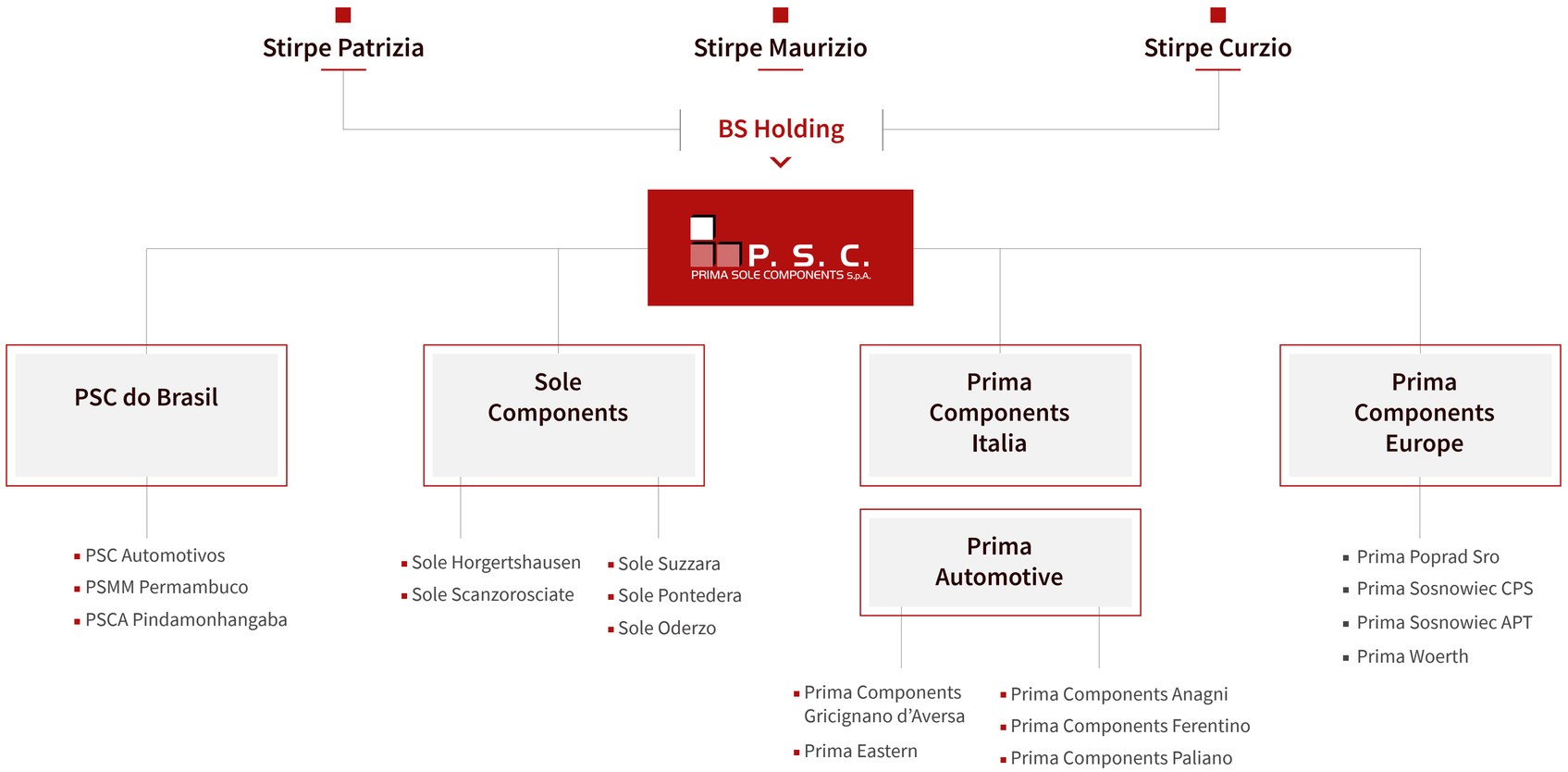
The members of the governing body are appointed according to strategic assessments and decisions made by the Chairman and the CEO, based on the specific skills of the candidates and their ability to manage business impacts, risks and opportunities. Instead, the performance of the BoD is assessed through the monthly reporting of profit and loss accounts. To date, there are no formal procedures for managing the remuneration of the highest governing body.



The central and individual business unit committees develop action plans aimed at managing and resolving any critical issues encountered. The Supervisory Board also carries out control activities on the correct application of the 231 Organisational Model and communicates, during periodic audits, any critical issues found, also on the basis of the reports received. No critical issues were reported in the reporting year.

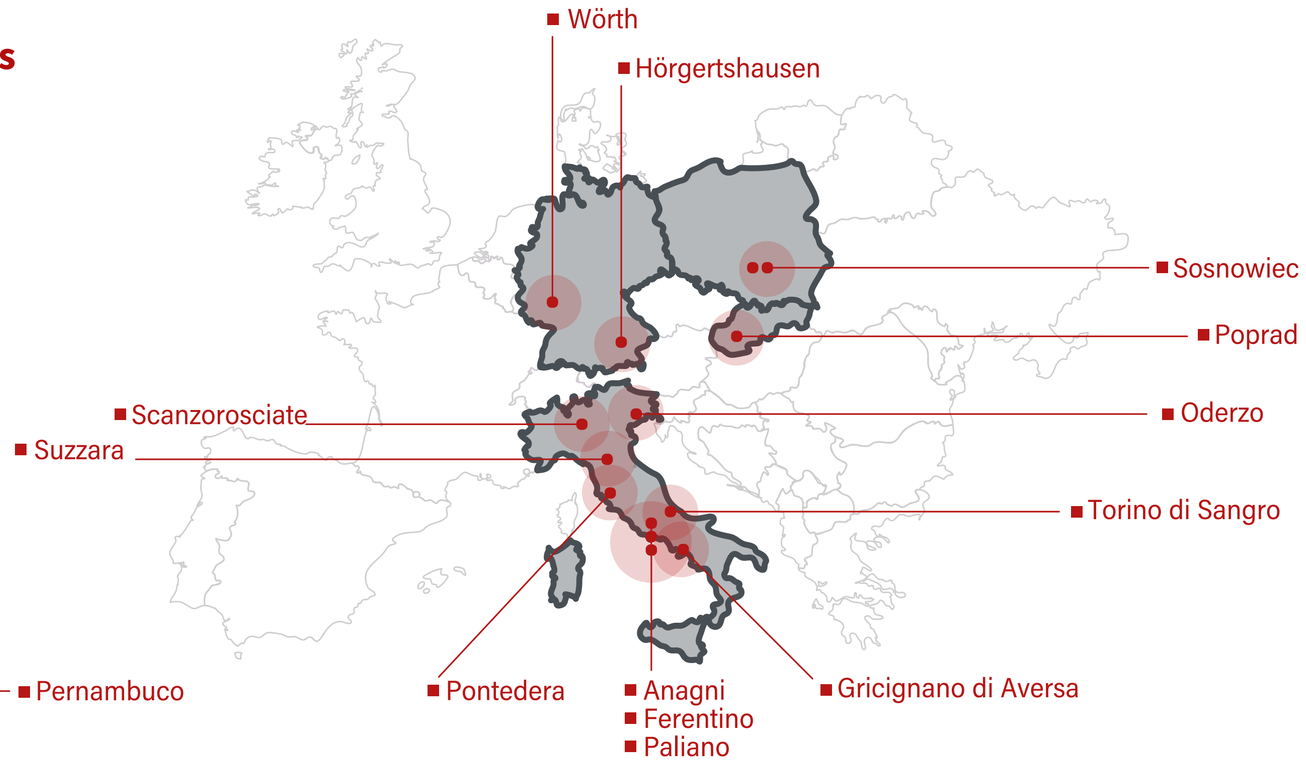
The companies covered by this Sustainability Report are reported in the following diagram matching those that depend on PSC do Brazil, Sole Components, Prima Components Italia, Prima Components Europe (in 2020 called Prima East Europe Components) holding companies.

2022 saw the addition of the new plant in Pindamonhangaba II belonging to the business unit PSC do Brazil as the main novelty in the organization.

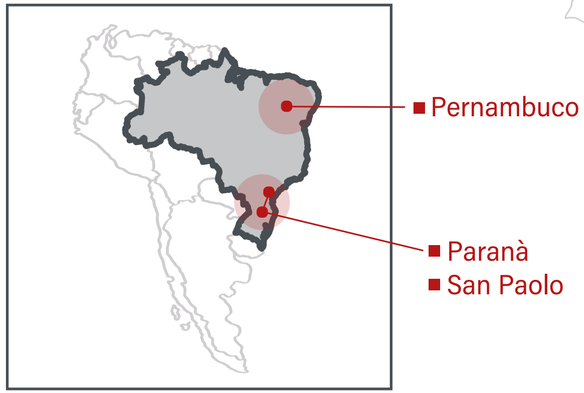


PSC plants, object of this report are present in five countries: Italy, Germany, Slovak Republic, Poland and Brazil.

Map of companies



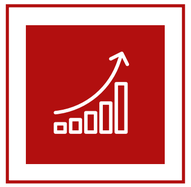
Brazil



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

4.026
Employees

121.638.648
Components sold



€ 831.226.924
Net turnover

	2022	2021	2020
Total number of employees	**4.026**	4.125	3.958
Components sold	**121.638.648**	130.676.462	116.978.565
Net turnover	**€ 831.226.924**	€ 741.501.010	€ 623.929.148

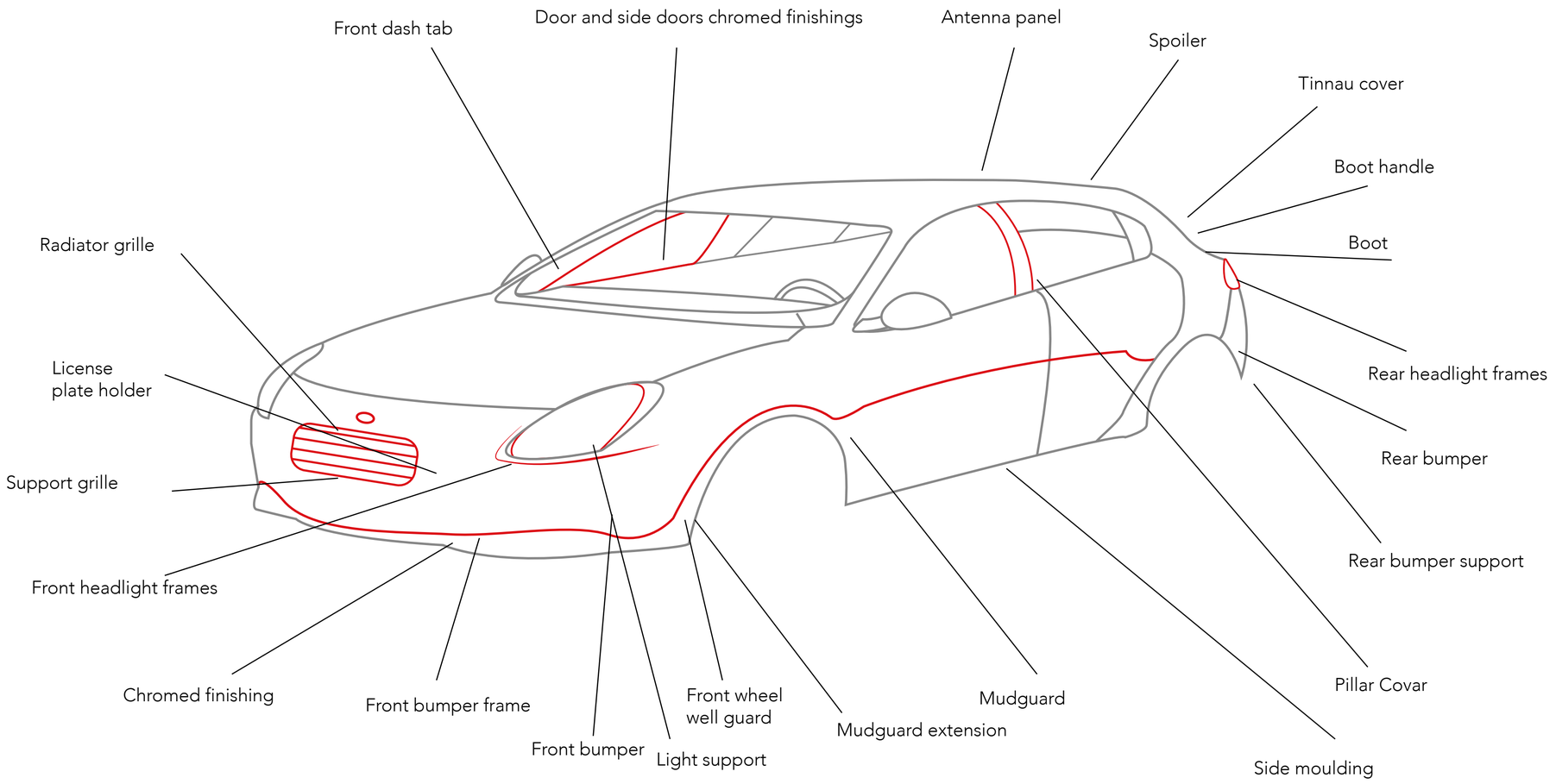
1.4 Products and markets

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

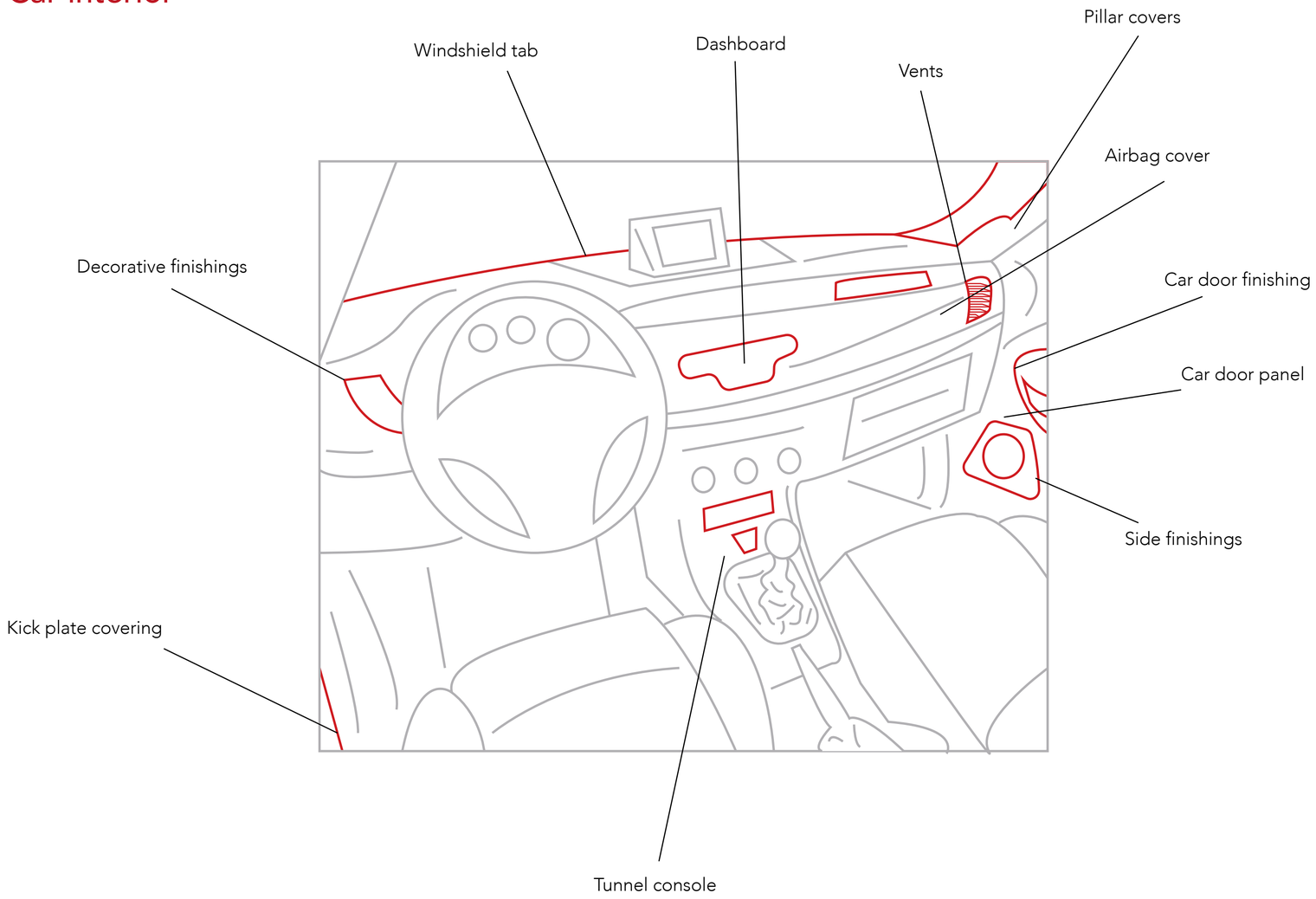
■ Injection Moulding	■ Special Finishing	■ Other Technologies
Traditional injection moulding	Traditional Chrome Plating	Automatic gluing
Bi-injection	Colored chrome	US welding, Hp, Vibration
Gas-injection	Selective chrome	Thermoforming
Multi-material 2K and 3K injection	Paint on chrome	PU Sphuell sealing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

The products are:

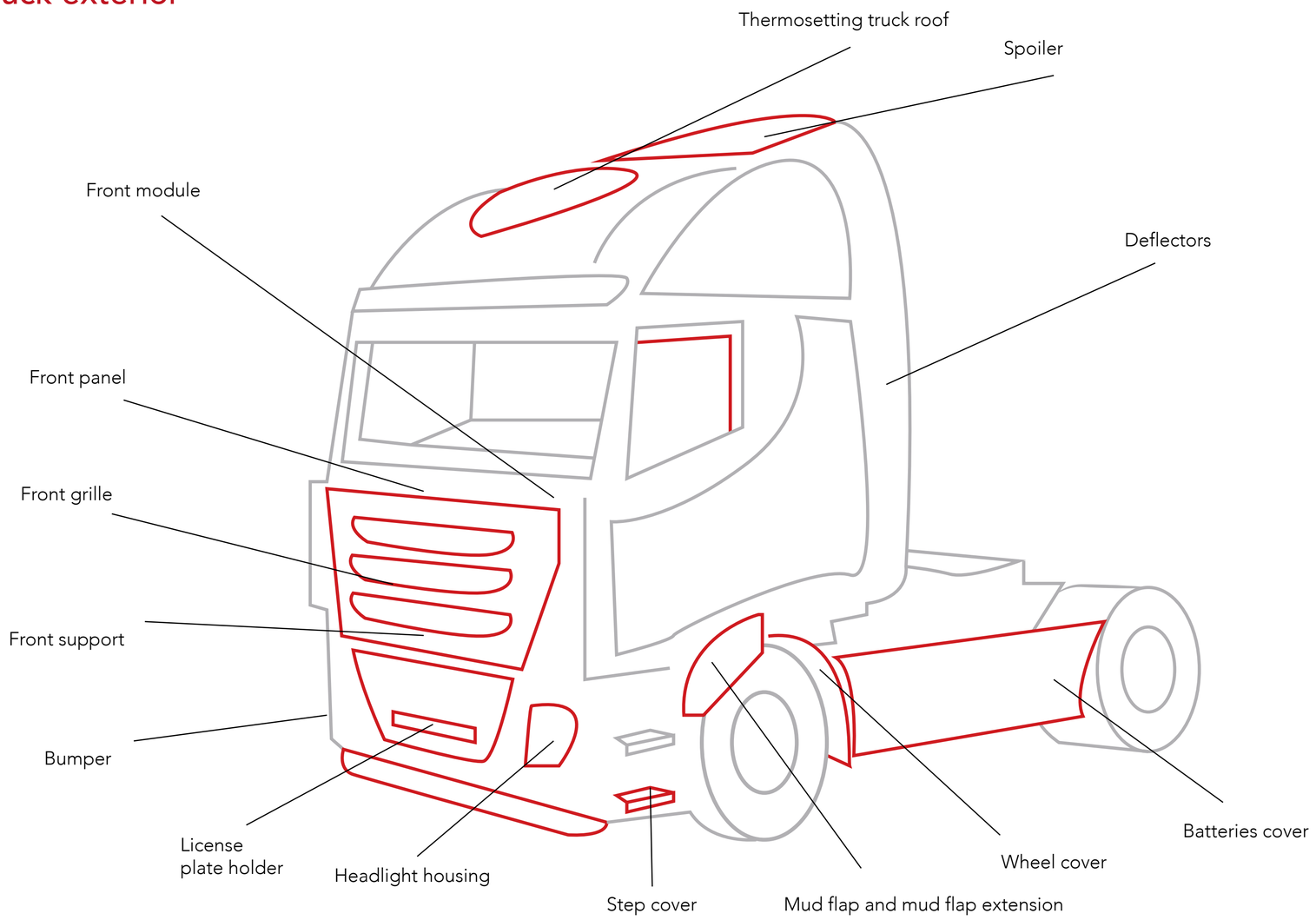
Car exterior



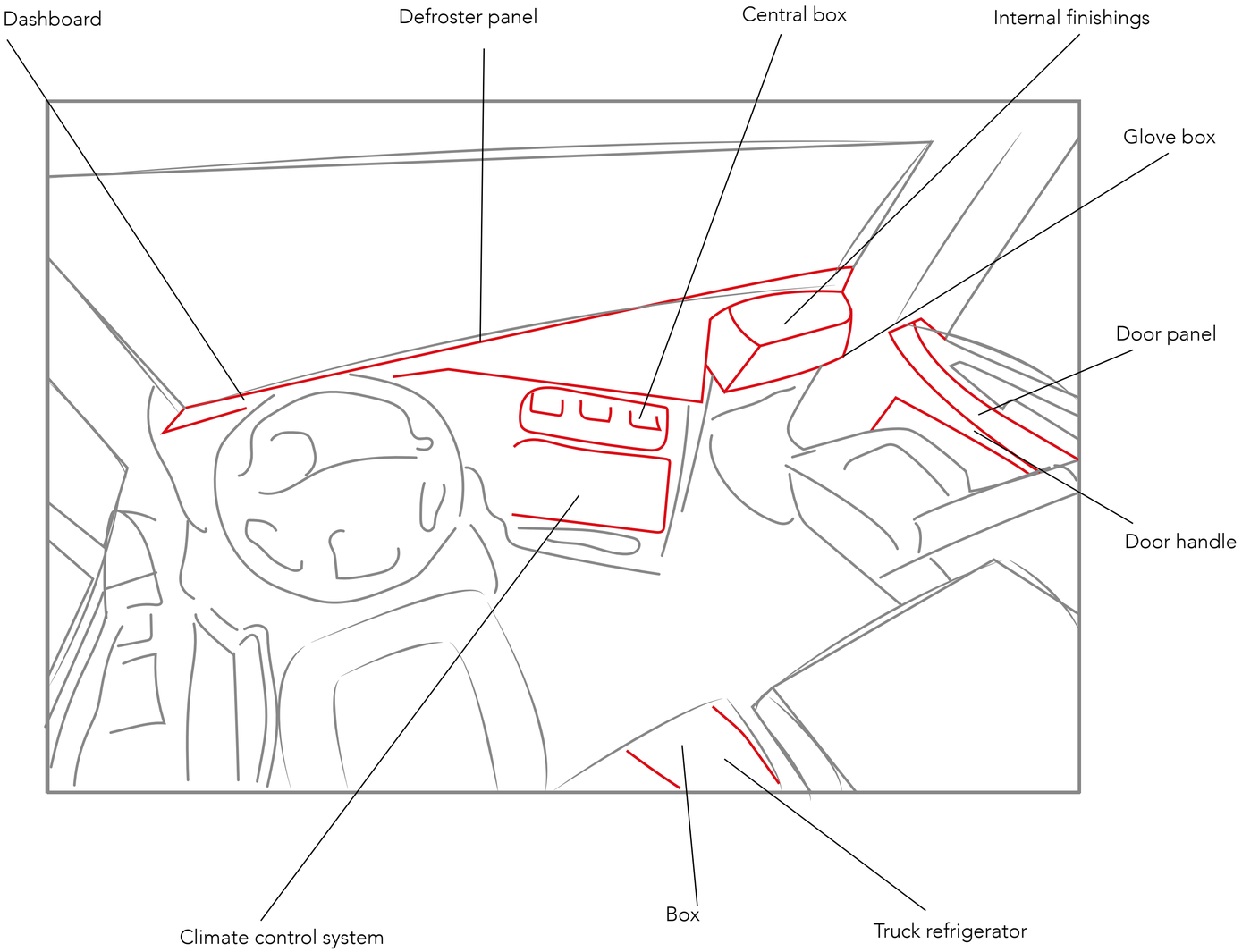
Car interior



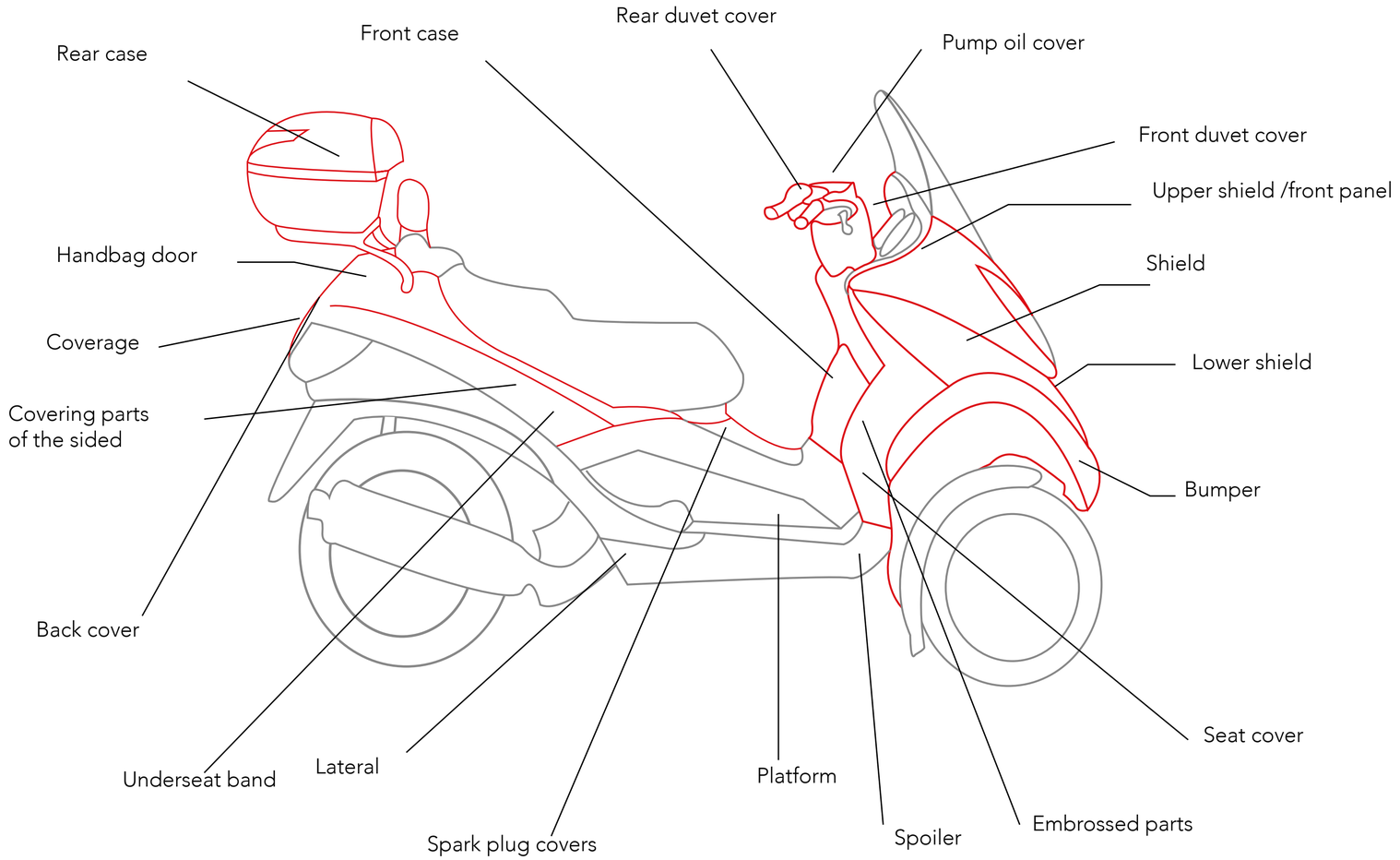
Truck exterior



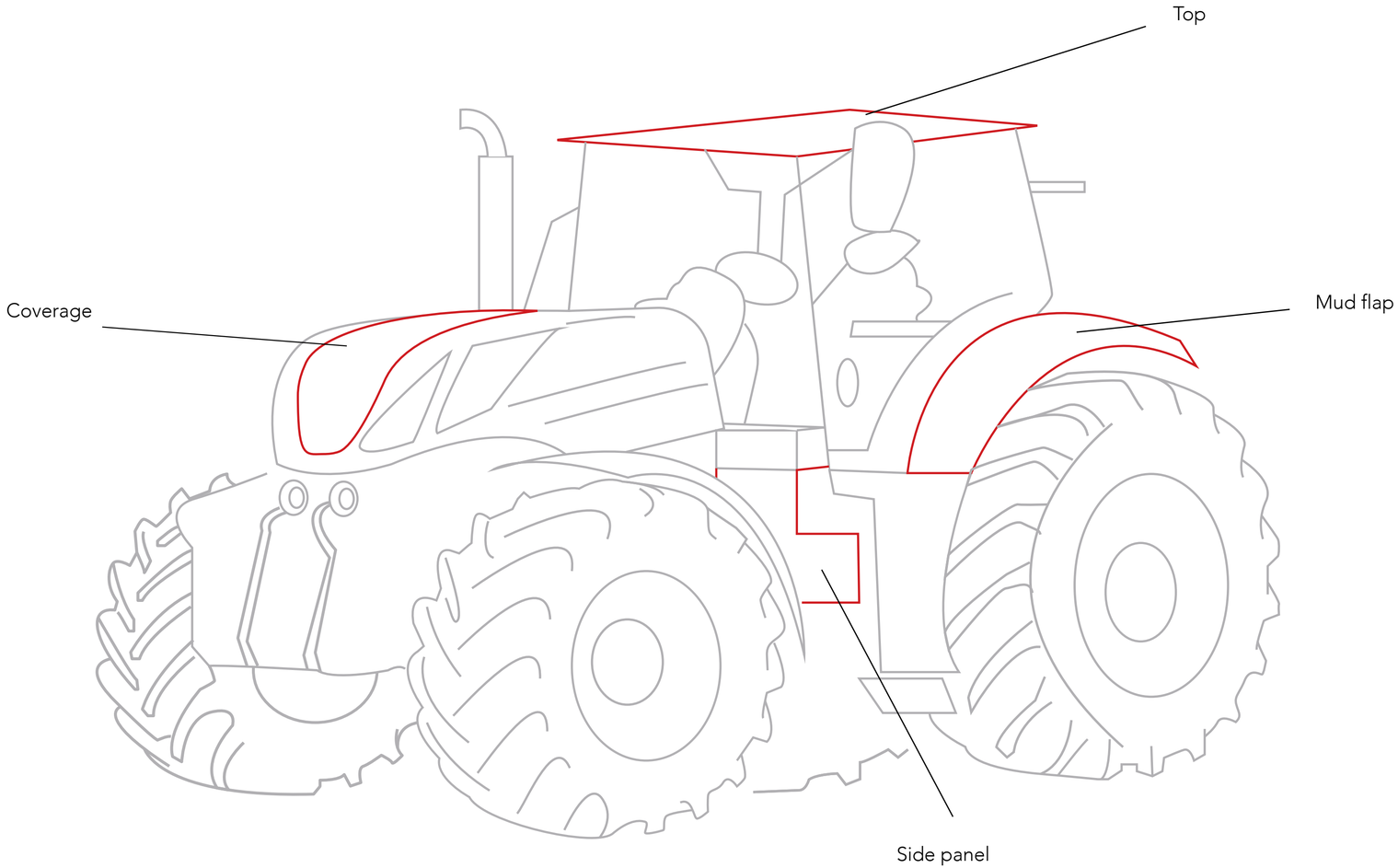
Truck interior



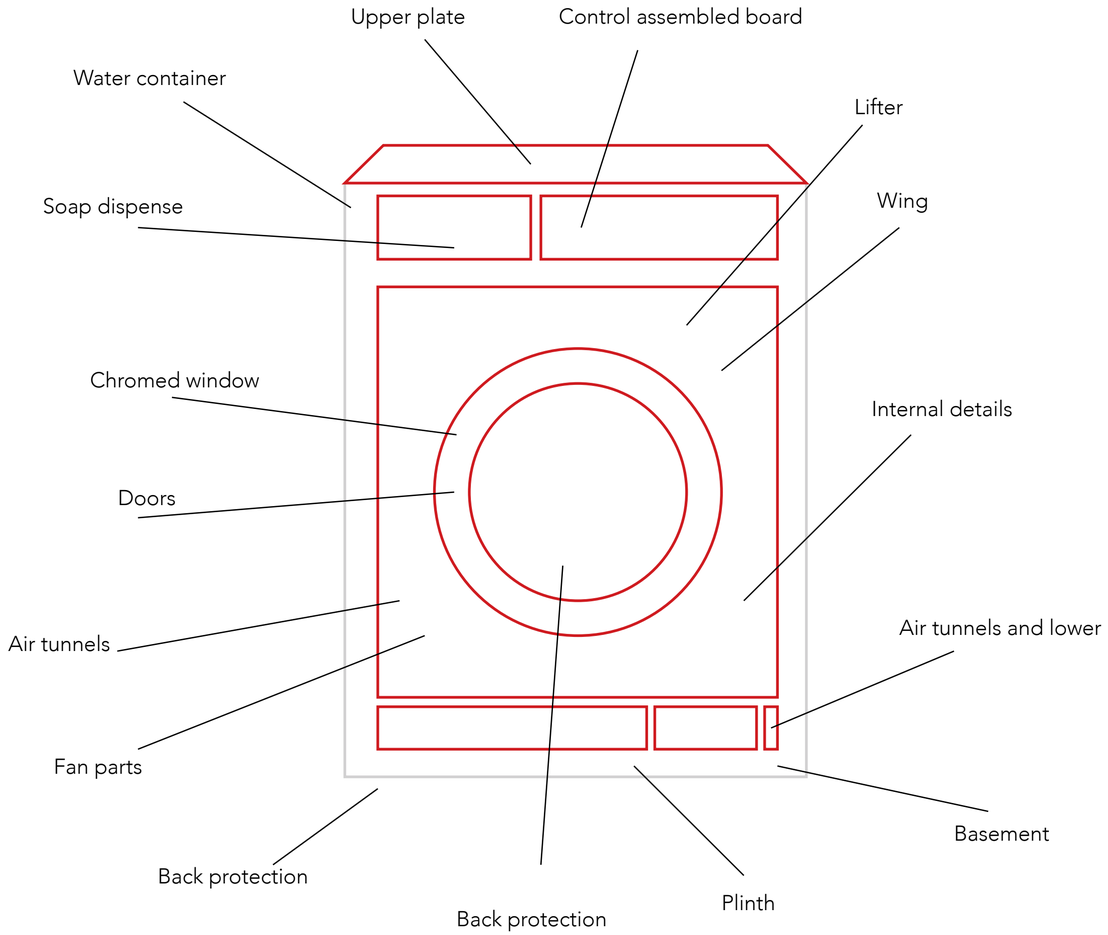
Motor vehicle



Tractors

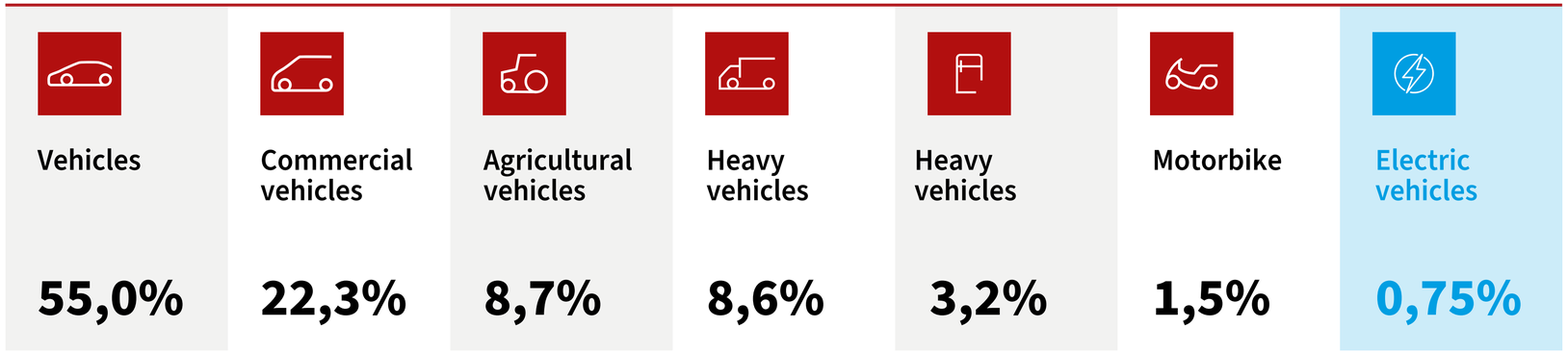


Household appliances



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

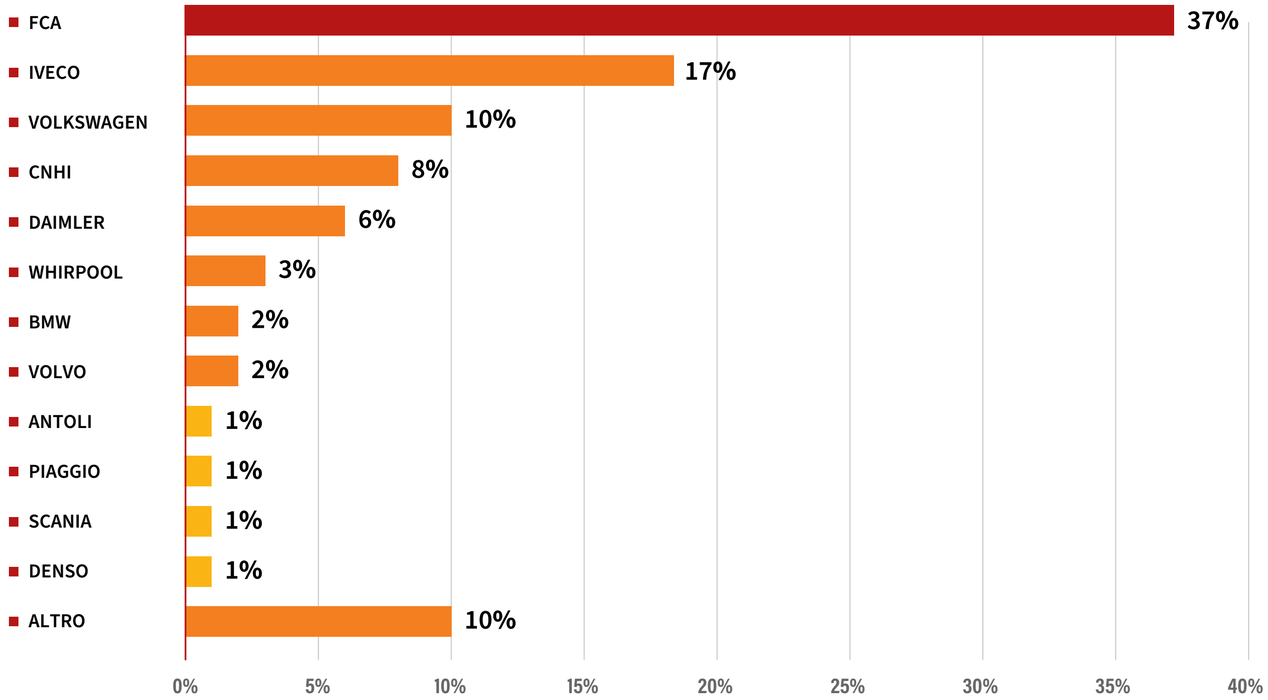
Sectors



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

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

Customers



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

Market presence	2022	2021	2020
Italy	**41,7 %**	40,0 %	48,0 %
Europe	**45,2 %**	49,0 %	45,2 %
World	**13,1 %**	11,0 %	6,8 %


T.P.S.C
AREA MODELLO
Macan
PORSCHE
MACAN

chapter

2

Materiality and methodology


ESTINTORE
ATTREZZI
ER LA PULIZIA
DEL POSTO
DI LAVORO
M4
K5
K29
KraussMaffei
2000 ton
N1
MEETING AREA

2.1 Principles of report writing

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, annually updated, was prepared following the latest version of the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI).

The principles followed to ensure the quality of the information and its correct presentation are:

- **Accuracy**
- **Balance**
- **Clarity**
- **Comparability**
- **Completeness**
- **Sustainability context**
- **Timeliness**
- **Verifiability**

The Sustainability Report, which refers to the calendar year 2022 and updates the data published in July 2022, includes all companies of the Prima Sole Components (stock company) Group, with the exception of those belonging to PSC *Gestione Partecipazioni* as it is excluded from the consolidated financial statements.

The body of the text contains all the data related to the Group and to the three-year reporting period 2020, 2021 and 2022, in order to allow performance trends monitoring.

Appendix 1 shows the data of individual plants, reported in 2022.

2.2 Analysis of materiality

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.

In January 2023, an update of the GRI standard was published, which introduces a focus on impacts; in this sustainability report, the materiality analysis therefore complies with the new guidelines.

In order to arrive at the identification of the material topics, it is essential to initially study one's own reality, the context in which it operates and the competition it faces, and identify the priority sustainability issues. This activity, carried out for the first time in 2018 and periodically updated, led to the identification of the following material themes, divided into the three areas of economic and governance, social and environmental.

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

Macro-theme	Material themes	Theme definition
 **Social Field**	Local communities	Attention and comparison with the local community expectations, through an open, transparent and constructive dialogue.
	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 chievement.
	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.

Macro-theme	Material themes	Theme definition
 **Environmental Field**	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.

In 2022, for each of the thirteen potentially material topics, we identified the main current and potential impacts that our business generates on the three dimensions of sustainability: economic, social and environmental.

To assess the impacts, a questionnaire was administered to senior management (CEO of PSC and each BU). The respondent for each potentially material ESG issue was asked to assign a relevance value, on a scale of 1-4, based on importance and likelihood of related impacts. The identified impacts are reported in the DMA on page xx. All the themes identified were confirmed as having exceeded the materiality threshold, set at 4 out of a maximum score of 16. Based on the scores obtained, we updated the list of priority themes, the order of which reflects the level of materiality for our company.

The GRI disclosures reported in this document have been selected on the basis of the most relevant impacts identified during the materiality analysis.

The analysis also identified a significant impact related to the use of non-renewable raw materials, which is not fully covered by the current materiality topics: for this reason, we have decided to reformulate the topic of waste management into a broader topic related to circularity. This update will be implemented, and reported in the Sustainability Report, starting in the reporting year 2023.

2.3 Stakeholder engagement

Although the definition of material issues has been revised, in line with the updated GRI standards, to focus on impact, the engagement of relevant stakeholders continues to be part of the process of identifying and assessing corporate priorities. This took shape through stakeholder engagement, a two-stage process:

- 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

- Definizione delle modalità di attuazione dell'engagement. Nel 2022 sono state coinvolte direttamente le categorie dei lavoratori, dei fornitori e degli investitori, ai quali è stato sottoposto un questionario che ha indagato la rilevanza dei temi materiali in termini di impatti connessi. Per le altre categorie di stakeholder si è fatto ricorso a modalità indirette di coinvolgimento: è stata selezionata e analizzata la documentazione utile a ricostruire le opinioni e le istanze sui temi materiali.

This is followed by the list of material topics in the order of priority assigned by management, along with the ratings assigned by stakeholders.

Material topic	assessments Stakeholder
Waste management	■■■
Energy consumption	■■■
Health and safety at work	■
Research, development and innovation	■■■
Relationships with customers (business partner)	■
Well-being of employees	■
Compliance	■■■
Risk management	■■
Local communities	■
Responsible management of the supply chain	■■
Water resource protection	■■■
Emissions in the atmosphere	■■■
Equal opportunities and diversity	■

The analysis of impacts brought out new thoughts on the importance of certain issues, such as waste management and energy consumption, which were found to be the most important. The issue of workers' health and safety is also confirmed as a priority.

Stakeholders confirm the importance of prudent management of energy consumption, an issue that is very important in 2022 due to ongoing international events. Much importance is also given to innovation, compliance and the topic of atmospheric emissions.

2.4 Independent external check

This Sustainability Report was externally verified by Intertek Italia (Stock Company), a body independent of Prima Sole Components, as reported in the affidavit letter on page 153.


ITN
Area
Load

chapter

3

Generated value

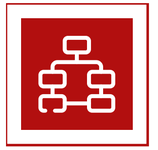

2023
SOLE
COMPONENTS

3.1 Risk management

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:



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

Technological innovation:
it concerns, among other things, products and processes, with the aim of raising their quality, performance and flexibility, as well as reducing costs.

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

The business unit administrator identifies the activities consistent with PSC strategic guidelines by following 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 (Strenghts, 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.

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.

Group companies have taken out a policy consisting of three sections relating to indemnity obligations. In detail: third party liability, workers liability[2] and product liability. Each of these covers operates with limited ceilings and deductibles.

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 used in the insurance industry to refer to all employees of the company

Economic value generated by PSC	2022	2021	2020
Revenues and other operating incomes	**€ 901.147.067**	€ 775.344.151	€ 646.917.213

Economic value distribuited by PSC	2022	2021	2020
Operating costs, remuneration of collaborators, remuneration of lenders, remuneration of the public administration and investments for the community	**€ 882.072.879**	€ 764.536.482	€ 637.229.894

Economic value retained da PSC	2022	2021	2020
Economic value generated - Economic value distribuited	**€ 19.074.188**	€ 10.807.669	€ 9.687.319

3.2 Research, development and technological innovation

PSC's five research and development (R&D) centres are located in Oderzo, Scanzorosciate, Turin and Ferentino and employ a total of 67 employees and 14 program manager. 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 coordinates three divisions:

- Foreign customers
- Italian customers
- Appliances

Per individuare e condividere con tutto il Gruppo le buone pratiche in questo ambito, PSC si è dotata di una piattaforma di *business intelligence* all'avanguardia.

R&D initiatives implemented by companies and business units are plenty and mixed practice and they include those described in the following paragraphs.

In 2021 and 2022 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.

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.

The TCS project has three phases:

01

Study and screening in the laboratory of possible options for new molding, materials, devices for TCS and their compatibility.

02

Development of two prototypes: one for the dashboard with color-changing backlighting and one for the rear lid opening handle. This phase ended in 2021, with the development of three prototypes, two for the internal coatings and one for the handle.

03

Full development of the technology, expected in the course of 2022/2023

During the first reporting of the financed project, the inspector confirmed that the project was in line with the planned 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.

The initiatives involved are:

Project	**1**	Research, experimentation and development of innovative galvanic chrome plating technologies with high environmental sustainability, based on the use of Trivalent Chromium. The second step of the project saw the inclusion of hexavalent chrome-free etching in 2022.
Project	**2**	Study for the application of mold painting technology in our flagship products to evaluate solutions with reduced environmental impact and cost-efficient.
Project	**3**	Study for the identification of an alternative to automatic and specific EOL presence control, exploiting visual control work procedures step by step on the basis of new lidar technologies and pursuing a versatility of the equipment.
Project	**4**	Study for a technical-economic feasibility assessment in Sole Oderzo on the core products of the use of nitrogen gas as a carrier fluid in painting.
Project	**5**	Study and analysis for the application of induction heating on IMM injection groups.

In addition to these, new projects have been launched for the development and application of: new post-consumer recycled materials and their homologation; new polypropylene materials without the use of primers and plasma for bioadhesive applications; laser cutting.

Some successfully completed projects finally went into production, including: PVD (Physical Vapor Deposition) metallization technologies for the production of components aimed at aesthetic coating; aesthetic radiator grilles in ASA and ASA/non-embossed PC; the use at the Sole Oderzo plant of collaborative robots in industrial processes.

During 2022, several companies within the Group received financial assistance for a total of 7.736.658 euros. Most of this sum, amounting to 5.617.963 euros, was provided in the form of tax relief. The companies that have benefited most from this form of assistance are Prima Components Gricignano with 22% of the reliefs, and Sole Pontedera with 19%.

Prima Poprad obtained 83% of the subsidies acquired by the Group, for a total amount of 512.663 euros. In addition, Prima Eastern, Prima Components Anagni and Prima Components Paliano received a total of 642.506 euros in investment grants.

Sole Oderzo and Prima Components Paliano benefited from financial incentives for a total of €774.077, while Sole Components, Sole Suzzara and Sole Pontedera received other financial benefits for a total of €82.364.

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

Financial assistance received from the government	2022	2021	2020
Total disbursed	**€ 7.736.658**	€ 11.046.277	€ 4.636.358

3.3 Relations with business partners and quality of products

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 physic-chemical, toxicological and environmental hazard properties, necessary for correct and safe handling.

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.

Information on the approach of individual plants to environmental and social sustainability is also provided periodically to customers who request it, through the completion of questionnaires such as NQC *Self-Assessment-Questionnaire* (SAQ), CDP and Ecovadis, for which in 2022 we obtained the bronze rating with a score of 53 out of 100. For the good practices applied in the field of corporate social responsibility, the PC Anagni plant received an award from its strategic customer Stellantis in 2022.

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

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.

All the companies and production sites belonging to the PCIT BU have implemented an organization and management model in accordance with Decree-Law 231/2001 aimed at preventing the commission of crimes that may involve the Company's liability, including any risks related to corruption. In 2022, the model is therefore operational in 7 out of 18 companies.

The management and all staff received training in relation to the contents of the Organisational Model and audits relating to the HSE area were organised by the Supervisory Body (SB).

In 2022, the SB did not find any violations in the area of 231/01, including cases of corruption, in relation to the findings of the audits conducted during the reporting period on the sensitive activities under analysis and the non-receipt, through the channels specifically established, of reports of violations.

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. At the end of 2022, following national requirements, the Committee was closed.

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 approved at the group level in January 2021 were also confirmed for 2022.

Plants	ISO 9001	ISO 14001	ISO 45001	ISO 16949
Prima Components Anagni	■	■		■
Prima Components Ferentino	■	■		■
Prima Components Gricignano				■
Prima Components Paliano	■	■	■	■
Prima Eastern	■			■
Sole Oderzo	■	■	■	■
Sole Suzzara	■			■
Sole Pontedera	■			■
Sole Scanzorosciate	■			
Sole Horgertshausen	■			■
Prima Poprad	■	■	■	■
Prima Woerth	■		■	■
Prima Sosnowiec CPS	■	■	■	■
Prima Sosnowiec APT	■	■	■	■
PSMM Pernambuco		■	■	■
PSCA SJP		■		■
PSCA Pinda I		■		■
PSCA Pinda II		■		■

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

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3.5 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	**131**	48	83
Paint raw materials	**22**	8	14
Purchase components an external manufacturing (painting-molding-assembly)	**498**	256	242
Packaging	**99**	57	42
Total	**750**	369	381

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.

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.

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. molding, 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.

3.6 Relations with local communities

Per PSC la costruzione di relazioni positive con le comunità dei territori in cui sorgono i propri stabilimenti è di fondamentale importanza.

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.

PSC is strongly committed to monitoring and managing the environmental impact of its operations. In this context, regular monitoring is carried out in all Italian and European plants to assess the noise level generated by production activities outside the company environment. This monitoring is aimed at verifying compliance with the limits set by the acoustic zoning and taking any corrective measures.

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.

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.

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

Frosinone) has a strong manufacturing vocation; there is, therefore, a strong need for adequately trained human capital capable of responding to rapid 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 2022, the second 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 1 graduate who is doing an apprenticeship in several company areas.

The ITS foundation has expanded with the participation of around 50 companies from the Lazio provinces (mainly Frosinone and Latina) and for the school year 2022-2023, the Frosinone branch has been joined by the LT branch, so that by the end of the two-year period 50 students will have graduated.

Graduation ceremony 2022

chapter

4

Workers


TABELLONE SAFETY
STEP 1
SAFETY
P. S. C.

4.1 Numbers

In PSC the contribution of every single human resource is crucial for business success. Creating and maintaining relations based on mutual loyalty and trust are therefore vital for this Group. This is why respect for workers' rights and the enhancement of their contribution are fundamental in the management of employees and collaborators. Not only: for PSC it is equally fundamental to foster the development and professional growth of its resources.

As at 31 December 2022, the number of employees of the companies included in the reporting boundaries was 4,020, down from the previous year by about 100.

There are no employees with non-guaranteed hourly contracts at any plant.

There are 361 temporary workers employed in the year 2022.

Workers	2022	2021	2020
Total number of workers	**4.026**	4.125	3.958
Tot. women	**1.085**	1.096	1.000
Tot. men	**2.941**	3.029	2.958

Type of contract	2022		2021		2020	
Permanent contract	**1.053**	**2.888**	1.096	2.987	988	2.904
Temporary contract	**32**	**53**	27	42	25	46
Full time	**986**	**2.924**	970	2.995	905	2.951
Part time	**100**	**16**	123	37	126	46

Legend | Women Man

Nationality	2022		2021		2020	
Italy	**2.006**	**34**	2.153	12	2.235	16
Europe	**965**	**49**	928	28	976	29
Rest of the World	**970**	**2**	975	29	678	26

Legend | Permanent contract Temporary contract

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4.2 Wellbeing of employees

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.

	2022		2021		2020	
Recruitment		**442**		702		261
Recruitment by gender	**167**	**275**	214	488	38	223
< 30 years old		**187**		291		65
30 - 50 years old		**223**		377		136
> 50 years old		**32**		34		60
Country	**Italy 65** **Spain 1** **Brazil 232** **Albania 2** **Romania 11** **Burkina Faso 1** **Kosovo 1** **Ghana 1**	**Germany 4** **Bulgaria 1** **Bangladesh 5** **Senegal 3** **Slovakia 25** **Poland 86** **Moldava 1** **India 1**	Italy 69 Spain 1 BraZil 581 China 1 Romania 6 Venezuela 1	Germany 1 Bulgaria 1 Turkey 1 Senegal 2 Slovakia 29 Poland 9	Italy 113 Brazil 135 Slovakia 8 Poland 5	
Hiring rate		**11,2%**		**17,0%**		**6,6%**

	2022		2021		2020	
Terminations		**531**		496		416
Terminations by gender	**161**	**371**	137	359	82	334
< 30 years old		**195**		135		103
30 - 50 years old		**251**		289		200
> 50 years old		**86**		72		113
Country	**Italy 106** **Romania 5** **Polald 43** **Brazil 333** **Slovakia 33**	**Germany 8** **Spain 1** **Venezuela 1** **Argentina 1** **Albania 1**	Italy 110 Romania 3 Poland 53 Brazil 286 Slovakia 36	Germany 2 Senegal 2 Spain 1 Venezuela 1 Bulgaria 1 Marocco 1	Italy 162 Romania 2 Poland 47 Brazil 164 Slovakia 31 Germany 2	Senegal 1 Vietnam 1 Equador 1 Ethiopia 1 Hungary 1 Algeria 1 Turkey 1
Negative turnover		**13,5%**		12,0%		10,5%
Overall turnover		**24,7%**		**29,0%**		**17,1%**

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 121.

All employees in Italy have contracts that adhere to two types of CCNL:

- Rubber and Plastic
- Metalworking

When necessary, each company may enter into second-level agreements that may concern, for example, performance bonuses, shift work, etc.

At present, there are no formal procedures in addition to what is already provided for in the relevant CCNL for determining remuneration, which is linked to the individual employment relationship and to bilateral agreements between the employer and the employee.

4.2.2 Training and development[3]

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 average hours of training per capita provided are increasing over the three-year period 2020-2022, with an increase of 1.3 hours between 2021 and 2022.

In 2022, the Group's employees attended several courses, based on a project made dynamic by a constant comparison: that between the skills acquired and those necessary for the company's development needs, as well as strategic for customers.

- Specialist and managerial training

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

- Language training

PSC has 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.

3 The data by employee category provided in this chapter and in Chapter 4.4 have been reorganised on the basis of contractual category in order to facilitate comparability of the data provided with respect to other organisations. Comparability with the 2020 and 2021 data is therefore not possible for this year.

Average training hours		2022		2021		2020	
Average total *			**8,3**		7,0		3,2
Gender**		**9,2** ♀	**8,0** ♂	6,8 ♀	7,2 ♂	3,9 ♀	3,0 ♂
Category of employees***	Executives		**40,9**		-		-
	Managers		**12,1**		-		-
	Employees		**10,0**		-		-
	Workers		**7,9**		-		-

** Average hours of training per employee = total number of hours of training provided to employees/total number of employees*

*** Average hours of employee training by gender = Total number of hours of training provided to employees by gender/total number of employees by gender*

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

Since 2017, PSC has 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.

Competence assessment is not carried out for all professional figures in the company, but is currently only a process for the resources to be developed.

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

Key figures are those resources that are considered indispensable and difficult to replace for the Group (they may not even be function managers), while Talents are those resources, with relatively low seniority in the company, that have potential for growth.

In the PCIT BU, which is the first BU where the process is tested, 46 key figures and 6 talents were identified in 2021 and assessed in 2022. The assessment also covered soft skills and was carried out both through the use of a system called Personal Profile Analysis and directly by HR directors and managers, with the aim of developing ad hoc training plans that are currently in the planning stage.

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 6% of employees of BU PC Europe and 93% of Brazilian BU.

The average training hours per employee further increased compared to 2021, recovering the drop in 2020 due to the pandemic emergency.

Employees who received regular appraisals of their performance and career development in 2022	n.		% of total employees	
Total Type	907		23%	
Employee by gender	248	659	23%	22%
Executive	2		6%	
Managers	19		16%	
Employees	187		28%	
Workers	699		22%	

■ Group performance monitoring KPIs: **training hours**

N° di ore di formazione per dipendente	**2022**	2021	2020
No. of training hours per employee	**8,3**	7,0	3,2

4.3 Heath and safety at work

PSC companies are committed to ensuring that their employees and contractors' employees comply with safety and health and hygiene standards at work.

In order to promote the awareness and participation of all employees, various initiatives are implemented to consolidate and disseminate the safety culture.

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

ASSESSMENT OF OCCUPATIONAL HEALTH AND SAFETY RISKS

The Group's Italian plants comply with Legislative Decree 81/08 through the definition of the Risk Assessment Document (DVR), which details and analyses both general and 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

The Employer, with the support of the Protection and Prevention Service Manager, the Competent Doctor, the Workers' Representative for Health, Safety and the Environment (RLSSA), managers and supervisors, is responsible for the application of the DVR in the processes and activities of the production sites. The results of the DVR are the basis for analysis to define improvement activities, which are then included in the Company Improvement Plan and regularly implemented.

The workers of Italian plants, through consultation and active participation of all and through their RLSSA, involved in the verification and approval of the DVR, can report risk situations and thus make a constructive contribution. Each worker is also free to refuse to carry out an activity deemed risky, in cases where it is not properly managed by the Prevention and Protection Service.

Similar risk assessment processes are implemented in foreign plants, 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.

At least the minimum number of RLSSAs in line with the provisions of Legislative Decree 81/08 are present in all plants of the Italian PSC companies. In 2022, the total number of Safety Representatives is 36.

In foreign plants, the regulations in force in the specific country are applied.

In Sole Woerth 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 identification and elimination of the most serious potential ones. The quality of this process shall be regularly checked during safety audits and daily by checking workstations. 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 Horgertshausen 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 THE BUSINESS UNIT PSC DO BRAZIL

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.

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.

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 Horgertshausen 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.

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 and performed security audits.

In the Brazilian factories, the main hazards identified are the cutting injuries that can occur during the finishing process and the risks of falling as a result of activities to set up new machinery, which are carried out at considerable heights. In order to reduce these risks, workers have been trained and the use of specific platforms has been adopted. In Pernambuco, this risk was eliminated by modifying the machinery and thus eliminating the need to work at great heights.

The distribution of accidents that occurred in 2022 in the Group's companies is shown in the tables below.

Employees	2022	2021	2020
Hours worked	**6.617.047**[4]	6.640.883	5.722.296
Recordable incident rate	**9,8**	8,0	7,7
Serious incident rate	**0,6**	0,2	0,2
Fatal incident rate	**0**	0	0
N° of injuries recordable	**65**	53	44
N° of serious injuries (bad prognosis)	**4**	1	1
N° fatal injuries	**0**	0	0

**Recordable incident rate: n° recordable injuries /hours worked*1.000.000*
***Serious accident rate: n° serious injuries /hours worked*1.000.000*
****Fatal incident rate: n° of incidents /hours worked*1.000.000*

4 PCEU, PSCPS and PSAPT estimated data.

Temporary workers (contract of administration)	2022	2021	2020
Hours worked	**920.854**	1.221.376	639.580
Recordable incident rate	**10,9**	10,6	7,2
Serious incident rate	**0**	0	0
Fatal incident rate	**0**	0	0
N° of injuries recordable	**10**	13	5
N° of serious injuries (bad prognosis)	**0**	0	0
N° fatal injuries	**0**	0	0

**Recordable accident rate: number of recordable accidents/man hours worked*1.000.000*
***Serious accident rate: number of serious accidents/man hours worked*1.000.000*
*Fatal accident rate: number of fatal accidents/man hours worked*1.000.000*

In all Group sites, events such as injuries, dressing and near-injuries 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 2022 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**

N° of injuries recordable/Mh	2022	2021	2020
n° injuries/Mh	**9,95**	8,4	7,7

In 2021, the ratio between the number of injuries and hours worked in the entire Group compared to the previous year increased. This figure was calculated using data relating to both employees and temporary workers. The figure is increasing over the three-year period, suggesting the presence of a negative trend that will have to be carefully monitored and managed in order to reverse the trend.

4.4 Equal opportunities and diversity

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

In the Group's code of ethics, 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.

Diversity in the governing body	**2022**	**2021**	**2020**
Diversity by gender	**14% 86%**	20% 80%	20% 80%
< 30 Under	**0%**	0%	0%
30 - 50 From	**86%**	20%	20%
> 50 Over	**14%**	80%	80%
Protected class *	**0%**	0%	0%
Total	**6**	**5**	**5**

** Protected class and disabled people*

The tables below show the structure of employees by gender, age and role.

Employee diversity, 2020-2021

STRUCTURE
production site function maangers staff (purchasing, personnel, administration) and support bodies (commercial, research and development)[5]

	2021	2020
Diversity by gender	32% 68%	31% 69%
< 30 Under	9%	10%
30 - 50 From	68%	60%
> 50 Over	24%	30%
Protected class	2%	3%
Total	**550**	**460**

DIRECT
People directly involved in production (machine operators) [5]

	2021	2020
Diversity by gender	34% 66%	33% 67%
< 30 Under	16%	14%
30 - 50 From	58%	57%
> 50 Over	26%	28%
Protected class	5%	6%
Total	**2.382**	**2.192**

INDIRECT
People indirectly involved in production and those not directly involved in machines (shift managers, forklift operator, maintenanc worker)[5]

	2021	2020
Diversity by gender	10% ♀ 90% ♂	10% ♀ 90% ♂
< 30 Under	14%	12%
30 - 50 From	62%	65%
> 50 Over	24%	23%
Protected class	2%	2%
Total	**1.193**	**1.306**

Employee diversity, year 2022

	Executives	Managers	Employees	Workers
Diversità per genere	6% ♀ 94% ♂	22% ♀ 78% ♂	26% ♀ 74% ♂	27% ♀ 73% ♂
< 30 Under	0%	2%	13%	16%
30 - 50 From	52%	68%	61%	53%
> 50 Over	48%	33%	26%	31%
Protected class	0%	1%	2%	2%
Total	**31**	**116**	**680**	**3.205**

5 Classification of employees carried over until 2021

Natural resources & environment

chapter 5


CGT
CAT
ENERGIA
EFFICIENTE
CH4

5.1 The Environment

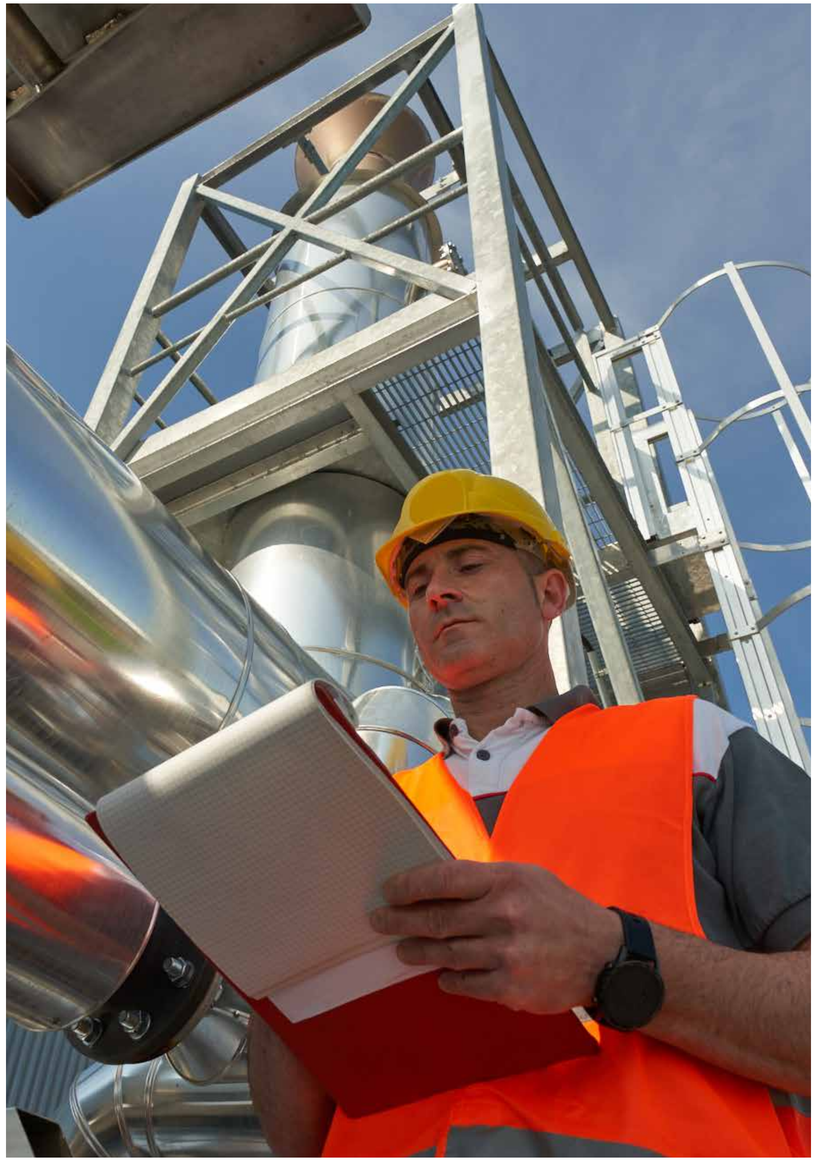
The changes affecting the climate and the environment cannot leave us indifferent and everyone belonging to our society is called to give a contribution, in order to counteract the negative effects. Being aware of this, in the interest of limiting the impact of its activities, PSC cares for it with the 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.

P. S. C.
PRIMA SOLE COMPONENTS S.p.A.

In addition to these analyses, there are also assessments of the potential impacts of components produced by PSC throughout the entire life cycle (Life Cycle Assessment, LCA): Sole Oderzo has developed an LCA study applied to one of its strategic products in 2022, and at Group level, the implementation of processes and tools is being evaluated to allow all plants to systematically calculate the environmental profile of their products. These analyses will help direct ecodesign activities and identify the steps and processes that generate the greatest impact on the environment and climate, to focus reduction initiatives where it is a priority.



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			2022	2021	2020
Types of fuel used from non-renewable sources	Natural gas	GJ	**207.333**	276.410	268.463
	Diesel		**995**	1.205	4.939
	LPG		**37.704**	9.869	20.670
	Petrol		**30**	33	-
Total electric consumption		GJ	**684.256**	566.692	558.462
Heat - steam		GJ	**4.444**	11.035	15.558
Heat – warm water		GJ	**-**	-	6.506
Total electric consumption		GJ	**934.762**	**865.244**	**874.598**

Standards, methodologies, hypotheses and / or tools calculation used

- For fuels, invoices
- For electricity: invoices
- for self-produced photovoltaics: meter reading

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 2.010 GJ, Prima Components Ferentino, with a production of 2,402 GJ and Prima Components Anagni, with a plant that produced 2,574. The Prima Components Paliano plant has a rescue electricity generator, licensed by the Customs Agency, but without a meter. The Sole Oderzo plant, through a cogeneration plant powered by natural gas, produced 3,197 GJ of electricity in 2022; the Sole Scanzorosciate plant also has a cogeneration plant, which however is managed by an external company from which Scanzorosciate purchases the electricity produced. Finally, we point out that in 2022 the Prima Eastern plant sold 280 GJ of self-produced electricity.

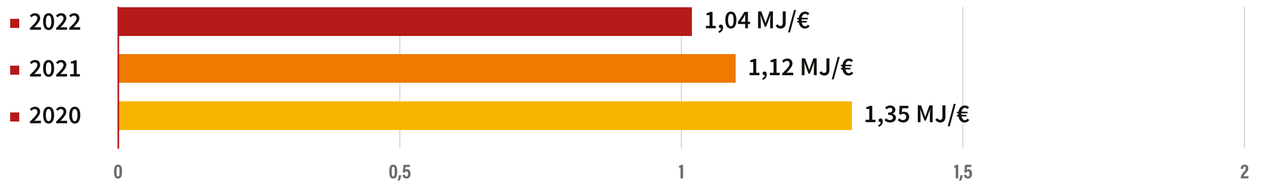
The responsible and sustainable use of energy is a priority for PSC, both in terms of reducing consumption to cope with the depletion of non-renewable resources, and for aspects related to emissions resulting from the combustion of fossil fuels. It is for this reason that in 2021 an Energy Manager was appointed to the workforce to support the Group in the development of an energy efficiency plan, decarbonisation and reduction of emissions into the atmosphere.

The following table shows the changes in energy consumption compared to machine hours worked (GJ/h). The trend is slightly but steadily improving.

	2022	2021	2020
GJ/hours machine worked	**0,493**	0,498	0,501

- KPI for monitoring the Group's performance: **energy consumption**

Energy consumption of the Group per unit of generated value



The implementation of energy efficiency initiatives adopted also thanks to the work carried out by the energy manager led to a reduction in energy consumption both in absolute terms and in comparison to machine hours worked and value generated.

5.3 Emissions in the atmosphere

DIRECT EMISSIONS (SCOPE 1) AND INDIRECT EMISSIONS FROM IMPORTED ENERGY (SCOPE 2)

The following table summarises the use of fuels for plant and office heating, as well as emissions from refrigerant gas leaks used in refrigerators and air conditioners.

In order to more comprehensively monitor the impact of the Group's activities on the climate, as of 2022, PSC has added to the calculation of climate-changing emissions generated by the organisation (scope 1) also the indirect emissions from the use of imported energy (scope 2), represented by electricity purchased from the grid.

Sole Oderzo also prepared its first GHG inventory scope 1, 2 and 3, covering the year 2021.

Type		Udm	2022	2021	2020
Direct greenhouse gas emissions (Scope 1)	Fuels	tCO_2e	**15.469**	17.962	18.470
	Refrigerating gas	tCO_2e	**465**	791	877
	Total	tCO_2e	**15.933**	**18.753**	**19.347**
Indirect greenhouse gas emissions from imported energy (Scope 2)	Location based	tCO_2e	**57.823**	-	-
	Market based	tCO_2e	**56.294**	-	-

Source of GWP

- IPCC, *Climate Change 2021: The Physical Science Basis. The Working Group I contribution to the Sixth Assessment Report addresses the most up-to-date physical understanding of the climate system and climate change, bringing together the latest advances in climate science*
- Ecoinvent 3.8

Consolidation approach for emissions

Operational control.

The scope 2 location based emissions consider the most recent data available for domestic electricity production in Italy, Germany, Poland, Slovakia and Brazil as reported by the International Energy Agency.

The scope 2 market based emissions consider the specific electricity mix declared by the energy supplier of each plant. Where not available, the residual mix was considered as reported by AIB 2022.

Standards, methodologies, assumptions and/or calculation tools used

- For fuels, invoices
- For refrigerant gases, the FGAS declaration pursuant to Article 16 paragraph 1 of Presidential Decree No. 43 of 27 January 2012, concerning the quantities of refrigerant added in repair activities

OTHER SIGNIFICANT EMISSIONS

Significant emissions to air for each of the following compounds:	Unit of measurement	2022	2021	2020
NOx**	Tons	**6,968**	8,188	7,844
SOx**	Tons	**0,234**	0,202	0,414
Particolate emissions (PM<2,5)**	Tons	**0,039**	0,041	0,036
CO**	Tons	**2,620**	3,741	4,423
VOC***	Tons	**51,287**	37,053	74,226

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

Ecoinvent 3.8

Data on NOx, SOx, PM and CO are calculated by applying emission factors.

Data on VOCs are analytical and derived from direct measurements.

For all production sites, the amount of emissions in relation to the fuels used was reported according to the following emission factors.

Fuel	CO_2eq Kg/GJ	NOx g/GJ	SOx g/GJ	PM<2,5 g/GJ	CO g/GJ
Diesel	78,9	29,3	49,8	0,53	7,98
Natural Gas	62,3	25,6	0,61	0,11	15,6
LPG	67,9	28,3	2,27	0,21	2,21

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.

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.

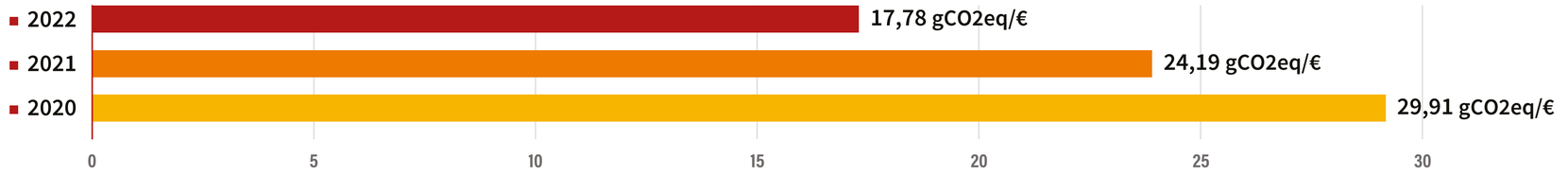
Production plants in which the painting process takes place	Unit of measurement	2022	2021	2020
Volatile Organic Compounds (Vocs): Airborne Emissions	t	**35**	28	46
Transformation(VOC) to Thermal Energy (heat)	Gj	**8.981**	9.201	10.714

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 2022 of individual plants

Direct greenhouse gas emissions (Scope 1) per unit of generated value



Direct greenhouse gas emissions decreased, consistent with the reduced consumption of fossil fuels mentioned in the previous chapter.


O.M.A.R.
O.M.A.S.
IDRANTE

5.4 Waste management

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 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 Measurement	2022	2021	2020
Hazardous	Preparation for re-use	t	**2.841**	1.271	0
	Riciclyng	t	**268**	16	702
	Other disposal options	t	**438**	384	950
	Inceneration with energetic recovery	t	**158**	467	23
	Inceneration without energy recovery	t	**0**	525	0
	Landfillingwaste disposal	t	**1.187**	592	288
	Other disposal operations	t	**0**	455	1.079
	Total hazardous		**4.892**	**3.710**	**3.041**
Non - Hazardous	Preparation for re-use	t	**6.000**	6.599	31
	Riciclying	t	**2.150**	3.630	3.329
	Other recovery options	t	**332**	347	4.247
	Inceneration with energetic recovery	t	**399**	280	156
	Inceneration without energy recovery	t	**0**	0	249
	Landfill waste disposal	t	**975**	1.093	2.559
	Other disposal operations	t	**11**	83	290
	Chemical-physical treatment	t	**46**	287	-
	Total non - hazardous		**9.913**	**12.319**	**10.861**
	Total		**14.805**	**16.030**	**13.902**

The amount of hazardous waste increased mainly due to the quantities generated at the Sosnowiec CPS site, but overall the amount of waste generated decreased by 7.6%.

The European Directives (and their transposition at national level) propose a legal framework for the control, generation and disposal of waste, recovery and recycling, and set a number of targets to be achieved and strategies to achieve this:

- principle of prevention;
- hierarchical principle 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.

Il funzionamento alla base di questo strumento, rappresentato graficamente da una piramide rovesciata, poggia su alcuni assunti:

- 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

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

- **Refuse/Reject:** avoid producing waste thanks to a proactive approach;
- **Reduce**: if the first recommendation is not applicable, then the amount of waste produced and the environmental impact of the waste matrix must be reduced;
- **Reuse:** each material must be reused as many times as possible before being thrown away;
- **Recycle:** all waste that can be recycled to produce new raw material must be recovered;
- **Retrieve:** some waste can be exploited to produce energy, e.g. through a waste-to-energy plant.

5.5 Water resource protection

The impact of PSC production sites on water resources is not very significant and none of the plants are located in areas with high water stress.

As for the plants of Prima Components Italia, in particular, it is divided into three categories:

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

2) civil discharges;

3) meteoric waters.

The water is mainly used for cooling the presses and, where present, for the water curtains of the painting systems, for hygienic and cleaning purposes in the common areas, and as a fire reserve.

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. In 2022, due to a water emergency, the Brazilian PINDA I plant also used water from tanker trucks. For PSMM Pernambuco, the management and monitoring of water withdrawals is 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.

Withdrawals [6]	Uom	2022	2021	2020
Municipal water supplies or other public or private water services	ML	**64**	94	152
Underground water	ML	**344**	359	286
Total volume of water withdrawn	ML	**408**	**453**	**438**

Withdrawals [6]	2022	2021	2020
Standard, methodologies and used hypotheses			

6 The data do not take into account water withdrawals and discharges from the Prima Woerth plant as water resource management is managed externally and no information on this could be found.

Discharges[6]	Uom	2022	2021	2020
Water discharged into natural water body	ML	**82,2**	82,5	54,5
Water discharged into sewer	ML	**78,4**	95,5	119,2
Water discharged into imhoff pool or biological tank/Sealed tank with periodic sampling (disposal as waste CER 200304)	ML	**10,7**	81,1	116,0
Treatment and use in the JEEP/ETE process	ML	**22,8**	32,0	0,0
Total water volume withdrawn planned and not planned	ML	**194,2**	**291,1**	**289,7**

6 The data do not take into account water withdrawals and discharges from the Prima Woerth plant as water resource management is managed externally and no information on this could be found.

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).

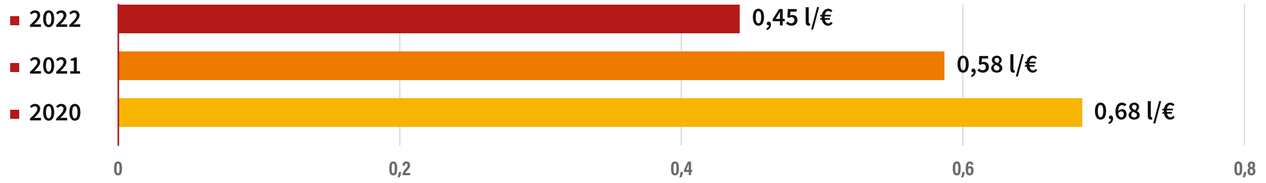
For all Italian plants the emission limits in water are defined on the basis of Legislative Decree 152/06, Table 3, Annex 5. For the plants in Brazil, however, they are fixed by reference to *CONAMA Resolution* number 430/201.

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

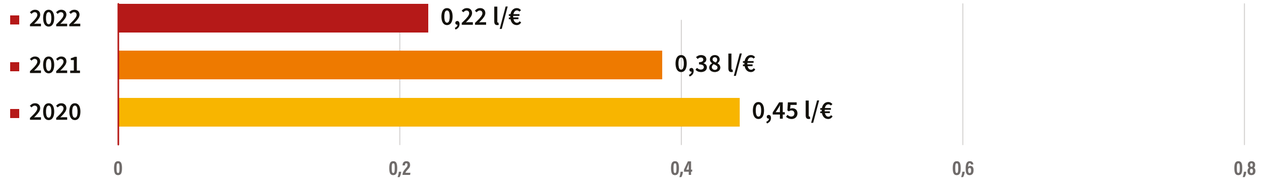
Authorization (AUA) for Prima Components Anagni, Prima Components Paliano and Prima Components Gricignano d'Aversa

- KPI for monitoring the group's *performance*: **withdrawals and discharges of water**

Volume of water withdrawn per unit of generated value



Volume of water discharge per unit of generated value



The volumes of water withdrawn and discharged over the three-year period have steadily decreased both in absolute terms and per unit of value generated.

Adjustments

The energy consumption figure for the year 2021 published in the previous Report was incorrect due to a calculation error. The figures have been revised and are shown in this Report in the correct form (865,244 GJ instead of 865,006 GJ).

OBJECTIVES

Macrotheme	Long-term objective	Target al 2023	Reaching the 2022 targets
Generated Value	To create value for all stakeholders by designing, producing and marketing innovative and technologically advanced products, in compliance with regulations, by actively collaborating with all players in the supply chain.	• Bring all Group sites to be certified to the ISO 14001 standard and at least 30% ISO 45001. • The new integrated Quality, Environment and Safety Policy will be communicated to all Stakeholders • Implementation of the Code of Ethics and Model 231 throughout the Group	• Approximately 61% of the Group's plants are certified for the 14001 standard and 54% for ISO 45001 • On the company website, a reference to the Integrated Quality, Environment and Safety Policy has been included in the 'PSC Policies' section. • The code of ethics has been disseminated in all Group BUs, and the plan to implement the 231 model in all Italian sites of the Group, to be carried out in 2023, has been defined.
Workers	Ensuring wellbeing in the workplace for all employees without discrimination, providing training and resources to ensure professional development and appropriate working conditions.	• Zeroing the number of accidents at all sites • A webinar presenting the Sustainability Report process to new business unit and site managers will be repeated • Carry out specific sustainability training for all employees by 2022, along with safety training • The Academy project will be rescheduled by June 2021 to start again in September 2021 with face-to-face meetings • Creation of a single organisational structure for personnel assessment PSC Italy for the B.U. PCIT and Sole. Harmonisation of processes and tools used for training management, appraisal processes, job descriptions and skills is planned for 2021, with full implementation by 2022. Everything will be managed with HR management software	• In 2022, 4 serious incidents occurred among employees at all sites. There were also 65 recordable injuries among employees and 10 among temporary workers. • The company management and all BU directors were involved in the activities to assess the impacts related to the material topics, through an introductory training session and the administration of a questionnaire. • Specific training on sustainability is in the planning stage. • The Academy project restarted in 2021. Between September 2021 and March 2022, the 'socialisation' of the Group's top management was completed and the involvement of middle management started in 2022 and will be completed in 2023. • The harmonisation of processes and tools for personnel evaluation is being reorganised.
Natural resources and the environment	Developing innovative solutions to improve the quality of life and the environment, protecting natural resources, reducing waste produced and emissions into the atmosphere and pursuing sustainable production processes.	• Monitoring and reducing energy consumption • Reducing direct CO_2 emissions into the atmosphere (Scope 1) • Reduce the amount of waste and increase the percentage of waste for recovery versus waste for disposal.	• The Group's total energy consumption per machine hours worked in 2022 saw a reduction of 1.0 per cent compared to the previous year and 1.6 per cent compared to 2020. • Direct CO_2 emissions into the atmosphere (Scope 1) in the reporting year were reduced by about 15% compared to the previous year. • The amount of total waste produced in 2022 compared to the previous year decreased by 8%, and the proportion of waste sent for recovery increased from 76% of the total in 2021 to 84 % in 2022.

P. S. C.
PRIMA SOLE COMPONENTS S.p.A.

MANAGEMENT OF MATERIAL TOPICS

Management of material topics

The priority themes for PSC have been aggregated into three macro-themes that share the management approach.

Macrotema	Finiture Speciali
Valore generato	Gestione dei rischi Ricerca, sviluppo e innovazione tecnologica Relazioni con i clienti (business partner) Compliance Gestione responsabile della catena di fornitura Comunità locali
Lavoratori	Benessere dei collaboratori Salute e sicurezza sul lavoro Pari opportunità e diversità
Risorse naturali e ambientali	Consumo di energia Emissioni in atmosfera Gestione dei rifiuti Tutela della risorsa idrica

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 stakeholder *engagement and* materiality analysis processes described in detail in the second chapter of the Sustainability Report, “Materiality and methodology”.

For each material theme of PSC, the perimeter within which the potential impact may fall has been identified:

- 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 the company boundaries: the impact concerns all *stakeholders*.

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

MANAGEMENT TOOLS

POLICIES AND COMMITMENTS

The Group is managed in the logic of recognizing 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 with regard to quality, environment and safety throughout the Group, in line with the international standards ISO 9001, ISO 14001, ISO45001.

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

> "The future of Prima Sole Components depends on the ability to establish and maintain stable and satisfactory relationships with customers.
>
> The satisfaction of customer needs and the acquisition of new market areas are achieved through continuous improvement of 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."

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

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

Following the reorganisation of the Group in recent years, the organisation and management model, in accordance with Decree-Law 231, was subject to an updating process in 2020 and was implemented in the PCIT BU and all its sites in 2021. New content developed on the basis of PSC's path towards greater sustainability of its activities was introduced. In 2022, the audit by the SB was completed in the remaining Italian business units for the HSE area.

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

The commitment to respect the legitimate interests of its stakeholders and the community in which all PSC plants are located is enshrined in the Group's Code of Ethics.

OBJECTIVES AND TARGETS

The objectives and targets that PSC sets itself on its path to sustainability are found in this Report and cover all PSC sites. The objectives are of an improving nature with respect to national regulations and will be monitored annually. Other more specific objectives are identified in the improvement plans for each company site, which are drawn up in accordance with quality, environmental and safety regulations.

RESOURCES

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

COMPLAINT MECHANISMS

In the PSC sites certified ISO 9001, ISO 14001 and ISO 45001 there are complaints collection systems provided by the management systems.

PSC has activated, through the recently developed 231 organizational model, a *whistleblowing* system: each recipient of the model is required to inform the Supervisory Body in detail and promptly about any violation of the organizational model of which it is aware, or functional anomalies or irregularities potentially relevant for the purposes of Decree 231/01. Principles of protection of employees or collaborators who report wrongdoing are defined.

Stakeholders may make inquiries 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 keeping up to date and applied the quality, environment and safety policies that are a reference for all the group's plants, to pursue continuous improvement in all areas.

MANAGEMENT ASSESSMENT

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

RESPONSIBILITY

The commitment to take a more sustainable approach unites both the Chairman and the CEO and involves all *business units*, individual plants and all company functions and employees. Responsibility for implementing policies, delivering commitments and achieving objectives lies with the directors of each *business unit* and the directors of 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.

MOTIVATIONS AND BOUNDARIES

Tema materiale	Motivazioni e confini	Temi materiali da GRI standard	Informative
Gestione dei rischi	Agire considerando i rischi e le opportunità in ambito economico, sociale e ambientale per l'operatività e l'immagine di PSC. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo.	**GRI 201:** Performance economiche 2016	**201-1** Valore economico direttamente generato e distribuito
Ricerca, sviluppo e innovazione tecnologica	La ricerca e l'innovazione tecnologica come elementi strategici per incrementare la competitività dei propri prodotti, in linea con uno sviluppo e una mobilità sostenibili. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo.	**GRI 201:** Performance economiche 2016	**201-4** Assistenza finanziaria ricevuta dal governo
Relazioni con i clienti (business partner)	Mettersi in relazione con i propri clienti, in qualità di business partner principali, riconoscendo valore alla cooperazione, alle sinergie e ai comportamenti socialmente responsabili, per raggiungere insieme più alti livelli di conoscenze e una maggiore qualità e per instaurare una relazione durevole e di reciproca soddisfazione. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo.	**GRI 206:** Comportamento anticompetitivo 2016 **GRI 416:** Salute e sicurezza dei clienti 2016	**206-1** Azioni legali per comportamento anticoncorrenziale, antitrust e pratiche monopolistiche **416-1** Valutazione degli impatti sulla salute e sulla sicurezza per categorie di prodotto e servizi **416-2** Episodi di non conformità riguardanti impatti su salute e sicurezza di prodotti e servizi
Compliance	Garantire il rispetto delle norme cogenti o volontarie attraverso la responsabilizzazione dei propri collaboratori e grazie ad adeguati modelli di organizzazione e gestione, e per raggiungere obiettivi di performance e di sostenibilità misurabili e certificabili. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo.	**GRI 205:** Anticorruzione 2016 **GRI 403:** Salute e sicurezza sul lavoro 2018	**205-1** Operazioni valutate per i rischi legati alla corruzione **205-2** Comunicazione e formazione in materia di politiche e procedure anticorruzione **205-3** Episodi di corruzione accertati e azioni intraprese **403-1** Sistema di gestione salute e sicurezza sul lavoro
Gestione responsabile della catena di fornitura	Il coinvolgimento della catena di fornitura condividendo i principi, le politiche e gli strumenti per la sostenibilità e la responsabilità sociale. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo.	**GRI 308:** Valutazioni ambientali sui fornitori 2016 **GRI 414:** Valutazioni sociali sui fornitori	**308-1** Nuovi fornitori che sono stati valutati utilizzando criteri ambientali **414-1** Nuovi fornitori che sono stati sottoposti a valutazione attraverso l'utilizzo di criteri sociali
Comunità locali	L'attenzione e il confronto con le aspettative della comunità locali, attraverso un dialogo aperto, trasparente e costruttivo. Gli eventuali impatti correlati potrebbero avere effetto all'esterno del Gruppo	**GRI 413:** Local Communities 2016	**413-1** Attività che prevedono il coinvolgimento delle comunità locali, valutazioni d'impatto e programmi di sviluppo

MANAGEMENT TOOLS

POLICIES AND COMMITMENTS

The following commitments are central to the quality, environment and occupational health and safety policy, the principles of which are to be found at all Group sites:

- To integrate economic objectives with stakeholder concerns and satisfaction of applicable requirements
- To improve processes and products and system performance in general by implementing specific projects to increase performance in each area, thinking about the impact the product can have throughout its life cycle
- To maintain constant compliance with current legislation, respecting the health and safety of workers and environmental protection.
- To Promote sustainable behaviour in the entire production and supply chain

The guiding principles in relations with suppliers, the community and customers, to ensure the development of a responsible supply chain, high levels of customer satisfaction and 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 formalised with the implementation throughout the Group of the organisational model consistent with Legislative Decree 231/2001.

PSC's desire 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 assumed for the material topics of this macro-theme are developed as described in the section 'Processes common to all macro-themes'.

RESOURCES

The personnel and financial resources for the management of this macro-issue are allocated in an articulated manner by the entire management of the Group with coordination and control actions exercised by the chairman and managing director 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 CEO of PSC and the directors of the business unit and subsequently the Board of Directors evaluate the economic performance of the individual business units and PSC and analyze any risks and opportunities.

MANAGEMENT ASSESSMENT

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

RESPONSIBILITY

Responsibilities for the management of material issues related to the macro-theme "Value generated" are assigned as described in the section "Processes common to all macro-themes".

Workers

MOTIVATIONS AND BOUNDARIES

Tema materiale	Motivazioni e confini	Temi materiali da GRI standard	Informative
Benessere dei collaboratori	Considerare i propri collaboratori un elemento fondamentale del valore aziendale e assicurare il loro benessere attraverso una formazione adeguata allo sviluppo delle singole capacità, un'organizzazione e un ambiente che favoriscano l'impegno per la qualità e il raggiungimento della soddisfazione personale e professionale. Gli eventuali impatti correlati potrebbero avere effetto all'interno del Gruppo.	**GRI 401:** Occupazione 2016 **GRI 404:** Formazione e isturizione 2016	**401-1** Nuove assunzioni e turnover **401-2** Benefit previsti per i dipendenti a tempo pieno, ma non per i dipendenti part-time o con contratto a tempo determinato **404-1** Ore medie di formazione annua per dipendente **404-3** Percentuale di dipendenti che ricevono una valutazione periodica delle performance e dello sviluppo professionale
Salute e sicurezza sul lavoro	La garanzia della sicurezza dei processi e la tutela della salute dei lavoratori durante tutte le fasi di approvvigionamento e di produzione. Gli eventuali impatti correlati potrebbero avere effetto all'interno del Gruppo.	**GRI 403:** Salute e sicurezza sul lavoro 2018	**403-1** Sistema di gestione della salute e sicurezza sul lavoro **403-2** Identificazione dei pericoli, valutazione dei rischi e indagini sugli incidenti **403-3** Servizi di medicina del lavoro **403-4** Partecipazione e consultazione dei lavoratori **e** comunicazione in materia di salute e sicurezza sul lavoro **403-5** Formazione dei lavoratori in materia di salute e sicurezza sul lavoro **403-6** Promozione della salute dei lavoratori **403-7** Prevenzione e mitigazione degli impatti in materia di salute e sicurezza sul lavoro all' interno delle relazioni commerciali **403-9** Infortuni sul lavoro
Gestione responsabile della catena di fornitura	La valorizzazione delle diversità personali e culturali di collaboratori, fornitori e clienti, evitando discriminazioni ingiustificate e favorendo l'inclusione. Gli eventuali impatti correlati potrebbero avere effetto all'interno del Gruppo.	**GRI 405:** Diversità e pari opportunità	**405-1** Diversità negli organi di governo e tra dipendenti

MANAGEMENT TOOLS

POLICIES AND COMMITMENTS

The principles set out in 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:

- Promoting 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

- Promoting 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 enhancing human resources, to guarantee their rights and to promote their development and personal growth is stated in the Group's Code of Ethics.

OBJECTIVES AND TARGETS

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

RESOURCES

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

COMPLAINT MECHANISMS

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

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 implemented a management system.

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. These programs are developed according to business needs. The priorities for the individual worker are identified by the HR managers and management according to the job needs.

At 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, improvements can be implemented.

EVALUATION OF THE MANAGEMENT

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 macrothemes”.

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 macrothemes”.

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).

Natural Resources and Environment

MOTIVATIONS AND BOUNDARIES

Tema materiale	Motivazioni e confini	Temi materiali da GRI standard	Informative
Consumo d'energia	L'utilizzo responsabile di risorse energetiche raggiunto, quando possibile, con tecnologie e prassi di risparmio energetico e la scelta di risorse rinnovabili. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo	**GRI 302:** Energia 2016	**302-1** Consumi d'energia all'interno dell'organizzazione **302-3** Intensità energetica
Emissioni in atmosfera	Condurre le proprie attività cogliendo le opportunità di prevenire e mitigare le emissioni nell'atmosfera, tutelando la qualità dell'aria e contrastando il cambiamento climatico. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo	**GRI 305:** Emissioni 2016	**305-1** Emissioni di gas serra dirette **305-2** Emissioni indirette di GHG da consumi energetici (Scope 2) **305-7** NOX, SOX e altre emissioni significative
Gestione dei rifiuti	L'applicazione, quando possibile, delle migliori pratiche di riduzione, tramite la prevenzione, e di riciclo dei rifiuti. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo	**GRI 306:** Rifiuti 2020	**306-1** Produzione di rifiuti e impatti significativi connessi ai rifiuti **306-2** Gestione degli impatti significativi connessi ai rifiuti **306-3** Rifiuti prodotti **306-4** Rifiuti non destinati a smaltimento **306-5** Rifiuti destinati allo smaltimento
Tutela della risorsa idrica	L'utilizzo responsabile dell'acqua grazie a tecnologie e prassi volte a ridurne la quantità prelevata e a mantenerne la qualità originaria. Gli eventuali impatti correlati potrebbero avere effetto sia all'interno sia all'esterno del Gruppo	**GRI 303:** Acqua e scarichi idrici 2018	**303-1** Acqua come risorsa comune **303-2** Gestione degli impatti associati agli scarichi d'acqua **303-3** Acqua prelevata per fonte d'approvvigionamento **303-4** Scarichi totali d'acqua per qualità e destinazione

MANAGEMENT TOOLS

POLICIES AND COMMITMENTS

Among the central themes for the 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 necessary measures to prevent pollution"

OBJECTIVES AND TARGETS

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

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 macrotheme are developed following what is described in the section "Processes common to all macrothemes".

SPECIFIC ACTIONS

Most of the plants have adopted an environmental management system certified in accordance with ISO 14001 which, thanks to an audit process and periodic reviews, provides for control, 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.

EVALUATION OF THE MANAGEMENT

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 macrothemes".

RESPONSIBILITY

Responsibility for the management of natural resources and environment issues is also entrusted to the business unit administrators.

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.

APPENDIX

Economic Value

SOLE COMPONENTS

	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN	PRIMA COMPONENTS ITALIA	PRIMA AUTOMOTIVE
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 42.855.996	€ 139.013.879	€ 117.110.248	€ 35.675.399	€ 80.341.064	€ 23.306.437	€ 107.061.122	€ 9.339.759
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 32.988.230	€ 139.833.493	€ 112.717.941	€ 33.996.049	€ 75.818.414	€ 25.264.725	€ 106.647.910	€ 8.223.172
Economic retained value : "Direct economic generated value" minus "Economic distributed value"	€ 9.867.766	€ -819.614	€ 4.392.307	€ 1.679.350	€ 4.522.650	€ -1.958.288	€ 413.212	€ 1.116.587

PRIMA COMPONENTS ITALIA

PRIMA COMPONENTS EUROPE

	PRIMA EASTERN	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA COMPONENTS EUROPE	PRIMA POPRAD	SOSNOWIEC CPS
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 33.086.050	€ 49.528.389	€ 48.400.224	€ 76.842.805	€ 19.092.908	€ 38.220.196	€ 38.468.446	€ 44.418.759
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 30.623.434	€ 47.270.093	€ 50.194.299	€ 81.269.406	€ 18.338.487	€ 38.158.413	€ 39.688.069	€ 46.056.390
Economic retained value : "Direct economic generated value" minus "Economic distributed value"	€ 2.462.616	€ 2.258.296	€ -1.794.075	€ -4.426.601	€ 754.421	€ 61.783	€ -1.219.623	€ -1.637.631

PSC DO BRAZIL

	SOSNOWIEC APT	PRIMA WOERTH	PSC DO BRASIL	PSCA LTDA	PSC AUTOMOTIVOS-PINDA I	PSC AUTOMOTIVOS-PINDA II	PSMM PERNABUCO	CONSOLIDATED FINANCIAL STATEMENTS
Direct economic generated value: Revenues; (PRODUCTION VALUE)	€ 39.925.390	€ 30.507.027	€ 2.096.926	€ 37.840.635	-	-	€ 65.568.346	**€ 901.147.067**
Economic distributed value : operating costs, salaries and benefits of employees (TOTAL PRODUCTION VALUE)	€ 44.573.998	€ 31.833.345	€ 2.222.828	€ 42.640.501	-	-	€ 60.030.671	**€ 882.072.879**
Economic retained value : "Direct economic generated value" minus "Economic distributed value"	€ -4.648.608	€ -1.326.318	€ -125.902	€ -4.799.866	-	-	€ 5.537.675	**€ 19.074.188**

Financial assistance

SOLE COMPONENTS

	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN	PRIMA COMPONENTS ITALIA	PRIMA AUTOMOTIVE
Tax relief and tax credits	€ 24.259	€ 807.289	€ 137.605	€ 1.059.784	-	-	-	-
Subsidies	-	-	-	-	-	-	€ 27.500	-
Investment grants, research and development grants and other types of relevant concessions	-	-	-	-	-	-	€ 49	-
Financial incentives	-	€ 770.147	-	-	-	-	-	-
Other financial benefits receive from any government for any operation	€ 55.812	-	€ 11.552	€ 15.000	-	-	-	-

PRIMA COMPONENTS ITALIA

PRIMA COMPONENTS EUROPE

	PRIMA EASTERN	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA COMPONENTS EUROPE	PRIMA POPRAD	SOSNOWIEC CPS
Tax relief and tax credits	€ 434.042	€ 707.027	€ 1.025.935	€ 1.241.762	€ 173.047	-	-	-
Subsidies	€ 18.995	€ 24.170	€ 36.420	-	-	-	€ 512.663	-
Investment grants, research and development grants and other types of relevant concessions	€ 367.401	€ 138.902	-	-	€ 136.154	-	-	-
Financial incentives	-	-	-	-	€ 3.930	-	-	-
Other financial benefits receive from any government for any operation	-	-	-	-	-	-	-	-

PSC DO BRAZIL

	SOSNOWIEC APT	PRIMA WOERTH	PSC DO BRASIL	PSCA LTDA	PSC AUTOMOTIVOS-PINDA I	PSC AUTOMOTIVOS-PINDA II	PSMM PERNABUCO	**PRIMA SOLE COMPONENTS**
Tax relief and tax credits	-	-	-	€ 26	-	-	€ 7.186	**5.617.963**
Subsidies	-	-	-	-	-	-	-	**619.748**
Investment grants, research and development grants and other types of relevant concessions	-	-	-	-	-	-	-	**642.506**
Financial incentives	-	-	-	-	-	-	-	**774.077**
Other financial benefits receive from any government for any operation	-	-	-	-	-	-	-	**82.364**

Employees

PRIMA SOLE COMPONENTS

		PSC
Total of permanent employees	Males	8
	Females	5
	Nationality: Italy	13
	Nationality: EU	-
	Nationality: Non-EU	-
Total of temporary employees	Males	0
	Females	0
	Nationality: Italy	-
	Nationality: EU	-
	Nationality: Non-EU	-
Total employees at unsecured hours	Males	-
	Females	-
	Nationality: Italy	-
	Nationality: EU	-
	Nationality: Non-EU	-
Total of full-time employees	Males	8
	Females	5
	Nationality: Italy	13
	Nationality: EU	-
	Nationality: Non-EU	-
Total of part-time employees	Males	-
	Females	-
	Nationality: Italy	-
	Nationality: EU	-
	Nationality: Non-EU	-
Total non-employees		-
Total of employees		**13**

Employees

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Total of permanent employees	Males	10	10	239	208	283	131	118
	Females	2	1	30	19	30	12	32
	Nationality: Italy	12	11	269	227	313	143	150
	Nationality: EU	0	0	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0	0	0
Total of temporary employees	Males	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	1
	Nationality: Italy	0	0	0	0	0	0	1
	Nationality: EU	0	0	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0	0	0
Total employees at unsecured hours	Males	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0
	Nationality: Italy	0	0	0	0	0	0	0
	Nationality: EU	0	0	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0	0	0
Total of full-time employees	Males	10	10	237	202	283	131	118
	Females	1	1	22	15	27	12	20
	Nationality: Italy	11	11	259	216	310	143	138
	Nationality: EU	0	0	0	0	0	-	0
	Nationality: Non-EU	0	0	0	1	0	0	0
Total of part-time employees	Males	0	0	2	6	0	0	0
	Females	1	0	8	4	3	0	13
	Nationality: Italy	1	0	10	10	3	0	13
	Nationality: EU	0	0	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0	0	0
Total non-employees		**0**	**0**	**0**	**0**	**0**	**0**	**37**
Total of employees		**12**	**11**	**269**	**227**	**313**	**143**	**151**

Employees

		SOLE COMPONENTS					
		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Total of permanent employees	Males	60	252	64	105	97	52
	Females	15	252	76	45	23	24
	Nationality: Italy	74	420	125	148	80	3
	Nationality: EU	0	68	3	1	2	69
	Nationality: Non-EU	1	16	12	1	38	4
Total of temporary employees	Males	0	0	0	0	1	1
	Females	0	1	0	0	0	2
	Nationality: Italy	0	1	0	0	1	0
	Nationality: EU	0	0	0	0	0	1
	Nationality: Non-EU	0	0	0	0	0	2
Total employees at unsecured hours	Males	0	0	0	0	0	0
	Females	0	0	0	0	0	0
	Nationality: Italy	0	0	0	0	0	0
	Nationality: EU	0	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0	0
Total of full-time employees	Males	60	249	63	105	95	51
	Females	11	208	66	43	22	19
	Nationality: Italy	70	378	114	146	77	3
	Nationality: EU	0	64	3	1	2	62
	Nationality: Non-EU	1	15	12	1	38	5
Total of part-time employees	Males	0	3	1	0	3	1
	Females	4	45	10	2	1	8
	Nationality: Italy	4	43	11	2	4	0
	Nationality: EU	0	4	0	0	0	7
	Nationality: Non-EU	0	1	0	0	0	2
Total non-employees		**0**	**0**	**0**	**30**	**1**	**5**
Total of employees		**75**	**505**	**140**	**150**	**121**	**79**

Employees

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total of permanent employees	Males	5	115	43	263	192
	Females	1	49	10	74	109
	Nationality: Italy	6	0	5	2	0
	Nationality: EU	0	164	20	335	301
	Nationality: Non-EU	0	0	28	0	0
Total of temporary employees	Males	0	25	0	4	3
	Females	1	8	0	0	8
	Nationality: Italy	1	0	0	0	0
	Nationality: EU	0	33	0	4	11
	Nationality: Non-EU	0	0	0	0	0
Total employees at unsecured hours	Males	0	0	0	0	0
	Females	0	0	0	0	0
	Nationality: Italy	0	0	0	0	0
	Nationality: EU	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0
Total of full-time employees	Males	5	140	43	267	195
	Females	2	57	9	74	117
	Nationality: Italy	7	0	11	2	0
	Nationality: EU	0	197	13	339	312
	Nationality: Non-EU	0	0	28	0	0
Total of part-time employees	Males	0	0	0	0	0
	Females	0	0	1	0	0
	Nationality: Italy	0	0	1	0	0
	Nationality: EU	0	0	0	0	0
	Nationality: Non-EU	0	0	0	0	0
Total non-employees		**0**	**10**	**39**	**99**	**42**
Total of employees		**7**	**197**	**53**	**341**	**312**

Employees

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Total of permanent employees	Males	6	369	78	175
	Females	1	186	27	29
	Nationality: Italy	0	1	0	0
	Nationality: EU	0	0	0	0
	Nationality: Non-EU	7	554	105	204
Total of temporary employees	Males	0	0	7	12
	Females	0	0	9	2
	Nationality: Italy	0	0	16	14
	Nationality: EU	0	0	0	0
	Nationality: Non-EU	0	0	0	0
Total employees at unsecured hours	Males	0	0	0	0
	Females	0	0	0	0
	Nationality: Italy	0	0	0	0
	Nationality: EU	0	0	0	0
	Nationality: Non-EU	0	0	0	0
Total of full-time employees	Males	6	369	85	187
	Females	1	186	36	31
	Nationality: Italy	6	1	0	0
	Nationality: EU	1	0	0	0
	Nationality: Non-EU	0	554	121	218
Total of part-time employees	Males	0	0	0	0
	Females	0	0	0	0
	Nationality: Italy	0	0	0	0
	Nationality: EU	0	0	0	0
	Nationality: Non-EU	0	0	0	0
Total non-employees		**1**	**63**	**19**	**15**
Total of employees		**7**	**555**	**121**	**218**

Employment

PRIMA SOLE COMPONENTS

		PSC
Total of new recruitment (employees)	Males	1
	Females	0
	Employees under 30 years old	0
	Employees between 30 and 50 years	1
	Employess over 50 years old	0
Rate of new employees		**8%**
Total termination of employees	Males	1
	Females	1
	Employees under 30 years old	0
	Employees between 30 and 50 years	1
	Employess over 50 years old	1
Rate of turnover		**15%**
Rate of total turnover		**23%**

Employment

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Total of new recruitment (employees)	Males	1	1	0	0	7	1	1
	Females	0	0	1	0	3	0	0
	Employees under 30 years old	0	0	1	0	7	0	0
	Employees between 30 and 50 years	0	0	0	0	3	0	1
	Employess over 50 years old	1	1	0	0	0	1	0
Rate of new employees		**8%**	**9%**	**0%**	**0%**	**3%**	**1%**	**1%**
Total termination of employees	Males	1	3	5	14	6	6	4
	Females	0	0	0	0	1	1	1
	Employees under 30 years old	0	0	0	0	0	0	1
	Employees between 30 and 50 years	0	2	5	4	4	6	3
	Employess over 50 years old	1	1	0	10	3	1	1
Rate of turnover		**8%**	**27%**	**2%**	**6%**	**2%**	**5%**	**3%**
Rate of total turnover		**17%**	**36%**	**2%**	**6%**	**5%**	**6%**	**4%**

Employment

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Total of new recruitment (employees)	Males	2	13	11	6	15	5
	Females	3	10	5	4	1	3
	Employees under 30 years old	4	7	0	0	4	1
	Employees between 30 and 50 years	1	11	16	10	12	6
	Employess over 50 years old	0	5	0	0	0	1
Rate of new employees		**7%**	**5%**	**11%**	**7%**	**13%**	**10%**
Total termination of employees	Males	5	14	6	5	5	4
	Females	6	23	4	1	1	3
	Employees under 30 years old	2	4	0	0	0	1
	Employees between 30 and 50 years	8	16	8	3	2	6
	Employess over 50 years old	1	17	2	3	4	0
Rate of turnover		**15%**	**7%**	**7%**	**4%**	**5%**	**9%**
Rate of total turnover		**21%**	**12%**	**19%**	**11%**	**18%**	**19%**

Employment

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total of new recruitment (employees)	Males	1	19	1	27	15
	Females	0	6	0	8	37
	Employees under 30 years old	0	15	0	9	14
	Employees between 30 and 50 years	0	10	1	26	38
	Employess over 50 years old	1	0	0	0	0
Rate of new employees		**14%**	**13%**	**2%**	**10%**	**17%**
Total termination of employees	Males	0	26	1	15	9
	Females	0	7	3	13	5
	Employees under 30 years old	0	9	0	1	2
	Employees between 30 and 50 years	0	18	3	25	11
	Employess over 50 years old	0	6	1	2	1
Rate of turnover		**0%**	**17%**	**8%**	**8%**	**4%**
Rate of total turnover		**14%**	**29%**	**9%**	**18%**	**21%**

Employment

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Total of new recruitment (employees)	Males	0	64	24	56
	Females	0	51	14	21
	Employees under 30 years old	0	55	23	46
	Employees between 30 and 50 years	0	52	11	23
	Employess over 50 years old	0	8	4	8
Rate of new employees		**0%**	**21%**	**31%**	**35%**
Total termination of employees	Males	0	70	71	100
	Females	0	44	30	18
	Employees under 30 years old	0	43	61	71
	Employees between 30 and 50 years	0	62	30	35
	Employess over 50 years old	0	9	10	12
Rate of turnover		**0%**	**21%**	**83%**	**54%**
Rate of total turnover		**0%**	**41%**	**115%**	**89%**

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

Benefit	PRIMA COMPONENTS ITALIA						
	PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Life insurance	-	-	-	-	-	-	-
Heath insurance	Voluntary compliance + Executives' Insurance	Voluntary compliance	Voluntary compliance	Voluntary compliance	√	√	√
Disability and insurance of invalidity	-	-	-	√	Yes for Executives/ Managers/ Employees	-	-
Parental leave	√	√	√	√	√	√	√
Retirement provision	√	√	√	√	√	√	√

Benefit	SOLE COMPONENTS					
	SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Life insurance	√ for Executives/ Managers/ Employees	√ for Executives/ Managers/ Employees	-	√	-	-
Heath insurance	√	√	√	√	-	-
Disability and insurance of invalidity	√	√	√ for Executives/ Managers/ Employees	√ for Executives/ Managers/ Employees	-	-
Parental leave	√	√	√	√	-	-
Retirement provision	√	√	√ Choice of the employee	√ Choice of the employee	-	-

Benefit	PRIMA COMPONENTS EUROPE				
	PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Life insurance	-	-	-	√	√
Heath insurance	-	-	√	√	√
Disability and insurance of invalidity	-	-	√	-	-
Parental leave	-	-	√	√	√
Retirement provision	-	One-off payment	√	√	√

Benefit	PSC DO BRAZIL			
	PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Life insurance	√	√	√	√
Heath insurance	√	√	√	√
Disability and insurance of invalidity	√	-	√	√
Parental leave	In the event of death	5 giorni	In the event of death	In the event of death
Retirement provision	√	-	-	-

Health and safety

PRIMA SOLE COMPONENTS

	PSC
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 incidents - 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 occured on the way to and from work only in case transport was arranged by the company)	0
Injury rate of employees	0
Serious injury rate of employees	0
Fatal incidents rate of employees	0
Hours worked by temporary employees	0
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occured 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 occured on the way to and from work only in case transport was arranged by the company)	0
Injury rate for temporary workers	0
Serious injury rate for temporary workers	0
Fatal incidents for temporay workers	0
Hours worked by employees	24.998
Total number of responsible for safety (e.g. RSL)	**0**

Health and safety

PRIMA COMPONENTS ITALIA

	PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
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	3	3	0	0	0
Serious incidents - 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 occured on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0	0	5
Injury rate of employees	0	0	8	9	17	0	30
Serious injury rate of employees	0	0	0	0	0	0	0
Fatal incidents rate of employees	0	0	0	0	0	0	0
Hours worked by temporary employees	0	0	0	0	76.697	0	16.931
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occured on the way to and rom 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 escluded fatal incidents from the count. Include incidents occured on the way to and from work only in case transport was arranged by the company)	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 temporay workers	0	0	0	0	0	0	0
Hours worked by employees	20.610	22.237	24.998	370.796	458.829	24.602	168.980
Total number of responsible for safety (e.g. RSL)	**1**	**2**	**5**	**3**	**4**	**1**	**1**

P. S. C.
PRIMA SOLE COMPONENTS S.p.A.

Health and safety

PRIMA COMPONENTS EUROPE

	PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
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)	1	4	3	1	0
Serious incidents - 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 occured on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0
Injury rate of employees	61	4	37	1,6	0
Serious injury rate of employees	1	0	0	0	0
Fatal incidents rate of employees	0	0	0	0	0
Hours worked by temporary employees	0	100.656	40.373	0	89.139
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occured on the way to and rom home only in case transport was arranged by the company)	1	3	1	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 escluded fatal incidents from the count. Include incidents occured on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0
Injury rate for temporary workers	0	30	25	0	0
Serious injury rate for temporary workers	0	0	0	0	0
Fatal incidents for temporay workers	0	0	0	0	0
Hours worked by employees	16.393	287.786	80.118	638.486	644.623
Total number of responsible for safety (e.g. RSL)	**0**	**1**	**5**	**1**	**1**

Health and safety

PSC DO BRAZIL

	PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
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	12	2	0
Serious incidents - 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 occured on the way to and from work only in case transport was arranged by the company)	0	0	2	0
Injury rate of employees	0	10	9	0
Serious injury rate of employees	0	0	9	0
Fatal incidents rate of employees	0	0	0	0
Hours worked by temporary employees	1.898	144.144	15.688	73.599
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occured on the way to and rom home only in case transport was arranged by the company)	0	1	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 escluded fatal incidents from the count. Include incidents occured on the way to and from work only in case transport was arranged by the company)	0	0	0	0
Injury rate for temporary workers	0	25	0	0
Serious injury rate for temporary workers	0	0	0	0
Fatal incidents for temporay workers	0	0	0	0
Hours worked by employees	10.853	1.236.450	219.116	338.699
Total number of responsible for safety (e.g. RSL)	**0**	**1**	**1**	**1**

Health and safety

	PRIMA COMPONENTS ITALIA						
	PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
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	3	3	0	0	0
Serious incidents - 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 occured on the way to and from work only in case transport was arranged by the company)	0	0	0	0	0	0	5
Injury rate of employees	0	0	8	9	17	0	30
Serious injury rate of employees	0	0	0	0	0	0	0
Fatal incidents rate of employees	0	0	0	0	0	0	0
Hours worked by temporary employees	0	0	0	0	76.697	0	16.931
Recordable incidents for temporary employees (Injuy with prognosis longer than 2 days + serious incidents + fatal incidents. To be included incidents occured on the way to and rom 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 escluded fatal incidents from the count. Include incidents occured on the way to and from work only in case transport was arranged by the company)	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 temporay workers	0	0	0	0	0	0	0
Hours worked by employees	20.610	22.237	24.998	370.796	458.829	24.602	168.980
Total number of responsible for safety (e.g. RSL)	**1**	**2**	**5**	**3**	**4**	**1**	**1**

Training

PRIMA SOLE COMPONENTS

		PSC
Total of training hours provided to workers in 2022	Males	68
	Females	0
	Executives	-
	Managers	-
	Employees	-
	Workers	-
Total of training hours		**68**
Average trainig hours provided to workers in 2022	Males	9
	Females	0
	Executives	-
	Managers	-
	Employees	-
	Workers	-
Average trainig hours		**5**
Number of employees who received regular evaluation of their performance and career development, assessment based on criteria known to the employee and his superior.	Males	0
	Females	0
	Executives	0
	Managers	0
	Employees	0
	Workers	0

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 2022	Males	192	232	1.846	1.108	2.005	831	449
	Females	52	16	232	56	127	80	119
	Executives	0	0	160	0	0	911	0
	Managers	48	32	0	0	9	20	0
	Employees	164	216	154	64	263	105	231
	Workers	12	0	1.764	1.100	1.869	786	337
Total of training hours		**244**	**248**	**2.078**	**1.164**	**2.132**	**911**	**568**
Average trainig hours provided to workers in 2022	Males	10	12	4	5	7	6	4
	Females	13	8	4	3	4	7	4
	Executives	0	0	160	0	0	0	0
	Managers	0	0	0	0	2	10	0
	Employees	0	0	154	5	9	5	15
	Workers	0	0	353	5	7	7	2
Average trainig hours		**20**	**23**	**8**	**5**	**7**	**6**	**4**
Number of employees who received regular evaluation of their performance and career development, assessment based on criteria known to the employee and his superior.	Males	0	0	7	9	0	0	0
	Females	0	0	1	1	0	0	0
	Executives	0	0	1	0	0	0	0
	Managers	0	0	1	1	0	0	0
	Employees	0	0	1	7	0	0	0
	Workers	0	0	5	2	0	0	0

Training

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Total of training hours provided to workers in 2022	Males	1.099	5.108	375	2.540	160	102
	Females	192	5.165	172	77	0	81
	Executives	4	6	0	16	0	1
	Managers	241	110	96	0	0	1
	Employees	1.047	1.731	212	40	0	14
	Workers	0	8.426	239	2.616	280	81
Total of training hours		**1.291**	**10.273**	**547**	**2.616**	**160**	**183**
Average trainig hours provided to workers in 2022	Males	18	20	6	24	2	2
	Females	13	20	2	2	0	3
	Executives	1	6	0	16	0	1
	Managers	22	9	32	0	0	0
	Employees	17	22	16	2	0	2
	Workers	0	20	2	20	3	1
Average trainig hours		**17**	**20**	**4**	**17**	**1**	**2**
Number of employees who received regular evaluation of their performance and career development, assessment based on criteria known to the employee and his superior.	Males	0	0	0	0	2	0
	Females	0	0	0	0	0	0
	Executives	0	0	0	0	0	0
	Managers	0	0	0	0	1	0
	Employees	0	0	0	0	1	0
	Workers	0	0	0	0	0	0

Training

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total of training hours provided to workers in 2022	Males	0	1.740	4	1.444	1.162
	Females	0	567	2	662	687
	Executives	0	8	6	20	0
	Managers	0	240	1	255	79
	Employees	0	1.163	6	483	210
	Workers	0	896	2	1.348	1.560
Total of training hours		**0**	**2.307**	**6**	**2.106**	**1.849**
Average trainig hours provided to workers in 2022	Males	0	12	0	5	6
	Females	0	10	0	9	6
	Executives	6	8	6	4	0
	Managers	0	13	0	13	9
	Employees	0	15	0	9	7
	Workers	0	9	0	5	6
Average trainig hours		**0**	**12**	**0**	**6**	**6**
Number of employees who received regular evaluation of their performance and career development, assessment based on criteria known to the employee and his superior.	Males	0	0	43	0	0
	Females	0	0	10	0	0
	Executives	0	0	1	0	0
	Managers	0	0	5	0	0
	Employees	0	0	21	0	0
	Workers	0	0	26	0	0

Training

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Total of training hours provided to workers in 2022	Males	115	2.828	35	92
	Females	22	1.528	34	85
	Executives	0	0	0	14
	Managers	126	48	0	0
	Employees	0	512	35	81
	Workers	0	3.796	34	82
Total of training hours		**137**	**4.356**	**69**	**177**
Average trainig hours provided to workers in 2022	Males	19	8	0	0
	Females	22	8	1	3
	Executives	0	0	0	14
	Managers	0	7	0	0
	Employees	0	7	1	1
	Workers	0	8	0	1
Average trainig hours		**20**	**8**	**1**	**1**
Number of employees who received regular evaluation of their performance and career development, assessment based on criteria known to the employee and his superior.	Males	6	346	76	170
	Females	1	176	31	28
	Executives	0	0	0	0
	Managers	7	4	0	0
	Employees	0	78	26	53
	Workers	0	440	81	145

Diversity

PRIMA SOLE COMPONENTS

		PSC
Number of BoD members	Males	0
	Females	0
	Under 30 years old	0
	Between 30 and 50 years old	0
	Over 50 years	0
	Protected categories	0
Number of Executives	Males	-
	Females	-
	Under 30 years old	-
	Between 30 and 50 years old	-
	Over 50 years	-
	Protected categories	-
Number of Managers	Males	-
	Females	-
	Under 30 years old	-
	Between 30 and 50 years old	-
	Over 50 years	-
	Protected categories	-
Number of Employees	Males	-
	Females	-
	Under 30 years old	-
	Between 30 and 50 years old	-
	Over 50 years	-
	Protected categories	-
Number of workers	Males	-
	Females	-
	Under 30 years old	-
	Between 30 and 50 years old	-
	Over 50 years	-
	Protected categories	-

Diversity

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Number of BoD members	Males	1	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0
	Under 30 years old	0	0	0	0	0	0	0
	Between 30 and 50 years old	0	0	0	0	0	0	0
	Over 50 years	1	0	0	0	0	0	0
	Protected categories	0	0	0	0	0	0	0
Number of Executives	Males	2	0	1	0	1	0	0
	Females	0	0	0	0	0	0	0
	Under 30 years old	0	0	0	0	0	0	0
	Between 30 and 50 years old	0	0	0	0	1	0	0
	Over 50 years	2	0	1	0	0	0	0
	Protected categories	0	0	0	0	0	0	0
Number of Managers	Males	3	2	1	0	5	2	0
	Females	0	0	0	0	0	0	0
	Under 30 years old	0	0	0	0	0	0	0
	Between 30 and 50 years old	1	0	0	0	4	0	0
	Over 50 years	2	2	1	0	1	2	0
	Protected categories	0	0	1	0	0	0	0
Number of Employees	Males	4	8	11	12	25	20	11
	Females	2	1	3	2	5	1	4
	Under 30 years old	0	0	0	0	1	0	0
	Between 30 and 50 years old	2	4	7	5	11	4	6
	Over 50 years	4	5	7	9	18	17	9
	Protected categories	0	0	1	0	0	0	0
Number of workers	Males	1	0	226	196	252	109	107
	Females	0	0	27	17	25	11	29
	Under 30 years old	0	0	35	3	10	0	10
	Between 30 and 50 years old	0	0	136	91	127	61	74
	Over 50 years	1	0	82	119	140	59	52
	Protected categories	0	0	17	0	0	0	0

Diversity

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Number of BoD members	Males	0	0	0	0	0	0
	Females	0	0	0	0	0	0
	Under 30 years old	0	0	0	0	0	0
	Between 30 and 50 years old	0	0	0	0	0	0
	Over 50 years	0	0	0	0	0	0
	Protected categories	0	0	0	0	0	0
Number of Executives	Males	3	1	0	1	0	1
	Females	0	0	0	0	0	0
	Under 30 years old	0	0	0	0	0	0
	Between 30 and 50 years old	0	1	0	0	0	1
	Over 50 years	3	0	0	1	0	0
	Protected categories	0	0	0	0	0	0
Number of Managers	Males	9	10	1	0	2	4
	Females	2	2	2	0	2	0
	Under 30 years old	0	0	0	0	0	0
	Between 30 and 50 years old	2	6	3	0	4	4
	Over 50 years	9	6	0	0	0	0
	Protected categories	0	0	0	0	0	0
Number of Employees	Males	48	49	5	8	22	3
	Females	13	29	8	10	12	5
	Under 30 years old	6	3	1	1	4	0
	Between 30 and 50 years old	33	42	11	13	23	3
	Over 50 years	22	33	1	4	7	5
	Protected categories	4	1	0	0	0	2
Number of workers	Males	0	192	58	96	75	45
	Females	0	222	66	35	8	21
	Under 30 years old	0	23	18	5	5	1
	Between 30 and 50 years old	0	182	94	53	54	31
	Over 50 years	0	209	12	73	24	34
	Protected categories	0	30	6	0	0	5

Diversity

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Number of BoD members	Males	0	0	5	0	0
	Females	0	0	1	0	0
	Under 30 years old	0	0	0	0	0
	Between 30 and 50 years old	0	0	6	0	0
	Over 50 years	0	0	0	0	0
	Protected categories	0	0	0	0	0
Number of Executives	Males	2	1	1	4	1
	Females	0	0	0	1	0
	Under 30 years old	0	0	0	0	0
	Between 30 and 50 years old	1	1	1	2	1
	Over 50 years	1	0	0	3	0
	Protected categories	0	0	0	0	0
Number of Managers	Males	1	7	4	18	9
	Females	0	12	1	2	0
	Under 30 years old	0	2	0	0	0
	Between 30 and 50 years old	0	14	5	19	8
	Over 50 years	1	3	0	1	1
	Protected categories	0	0	0	0	0
Number of Employees	Males	2	76	19	33	16
	Females	2	4	2	18	13
	Under 30 years old	0	7	7	5	3
	Between 30 and 50 years old	4	59	11	43	25
	Over 50 years	0	14	3	3	1
	Protected categories	0	5	0	0	0
Number of workers	Males	0	56	19	211	169
	Females	0	41	7	53	104
	Under 30 years old	0	16	3	18	18
	Between 30 and 50 years old	0	63	18	169	205
	Over 50 years	0	18	5	77	50
	Protected categories	0	5	0	0	0

Diversity

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Number of BoD members	Males	0	0	0	0
	Females	0	0	0	0
	Under 30 years old	0	0	0	0
	Between 30 and 50 years old	0	0	0	0
	Over 50 years	0	0	0	0
	Protected categories	0	0	0	0
Number of Executives	Males	6	0	0	1
	Females	1	0	0	0
	Under 30 years old	0	0	0	0
	Between 30 and 50 years old	5	0	0	1
	Over 50 years	2	0	0	0
	Protected categories	0	0	0	0
Number of Managers	Males	0	6	0	0
	Females	0	1	0	0
	Under 30 years old	0	0	0	0
	Between 30 and 50 years old	0	3	0	0
	Over 50 years	0	4	0	0
	Protected categories	0	0	0	0
Number of Employees	Males	6	57	15	48
	Females	1	20	11	8
	Under 30 years old	0	14	8	27
	Between 30 and 50 years old	5	56	15	24
	Over 50 years	2	7	3	5
	Protected categories	0	0	0	0
Number of workers	Males	0	306	70	138
	Females	0	165	25	23
	Under 30 years old	0	204	48	82
	Between 30 and 50 years old	0	239	39	66
	Over 50 years	0	28	8	13
	Protected categories	0	0	0	0

Energy

PRIMA COMPONENTS ITALIA

		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
	Natural gas	6.411	21.623	29.146	0	0
	LPG	0	0	0	1.124	232
Electricity consumed purchased from the grid		24.574	29.155	50.305	19.775	19.637
Steam consumed		0	0	0	0	0
Self-produced and consumed electricity	Photovoltaic	2.574	2.402	0	0	2.010
	Natural gas	0	0	0	0	0
Self-produced and sold electricity	Photovoltaic	0	0	0	0	280
Total energy consumption within the organization		33.559	53.180	79.451	20.899	21.599
Energy intensity		0,19	0,51	0,42	0,18	0,21

Energy

SOLE COMPONENTS

		SOLE SUZZARA	SOLE PONTEDERA	SOLE ODERZO	SOLE HORGERTSHAUSEN	SOLE SCANZOROSCIATE
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	0	0	977	0
	Natural gas	5.456	8.711	76.396	0	2.326
	LPG	0	0	0	9	0
Electricity consumed purchased from the grid		21.783	36.317	68.648	23.295	27.007
Steam consumed		0	0	0	0	4.444
Self-produced and consumed electricity	Photovoltaic	0	0	0	0	0
	Natural gas	0	0	3.197	0	0
Self-produced and sold electricity	Photovoltaic	0	0	0	0	0
Total energy consumption within the organization		27.239	45.028	148.241	24.281	33.777
Energy intensity		0,94	0,28	0,76	0,65	0,63

Energy

PRIMA COMPONENTS EUROPE

		PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	12	6	0
	Natural gas	3.034	1.671	44.829	7.730
	LPG	0	0	0	1
Electricity consumed purchased from the grid		40.574	14.517	66.847	37.368
Steam consumed		0	0	0	0
Self-produced and consumed electricity	Photovoltaic	0	0	0	0
	Natural gas	0	0	0	0
Self-produced and sold electricity	Photovoltaic	0	0	0	0
Total energy consumption within the organization		43.608	16.199	111.712	45.099
Energy intensity		0,27	0,35	1,00	0,19

Energy

PSC DO BRAZIL

		PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Total fuel consumption within the organisation from NON RENEWABLE energy sources	Diesel	0	0	0	0
	Natural gas	0	0	0	0
	LPG	6.599	30	29.710	0
Electricity consumed purchased from the grid		16.537	74.629	93.330	9.774
Steam consumed		0	0	0	0
Self-produced and consumed electricity	Photovoltaic	0	0	0	0
	Natural gas	0	0	0	0
Self-produced and sold electricity	Photovoltaic	0	0	0	0
Total energy consumption within the organization		23.136	74.659	123.040	9.774
Energy intensity		1,24	0,50	50,93	2,27

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	2.538	1.102	0	0	1.399
Withdrawl of water from a well	m^3	1.770	19.517	65.946	3.105	0
Water discharge in surface water	m^3	2.635	0	59.351	2.795	0
Water discharge in sewerage	m^3	0	2.839	0	0	0
Water discharge in septic tank	m^3	0	0	0	0	182
Waste water from first flush rainwater	m^3	296	0	0	210	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 HORGERTSHAUSEN
Withdrawal of water from aqueducts	m^3	2.822	2.063	4.373	22.625	2.921
Withdrawl of water from a well	m^3	247.623	0	5.894	0	0
Water discharge in surface water	m^3	0	0	0	0	0
Water discharge in sewerage	m^3	58.207	2.063	5.430	0	1.024
Water discharge in septic tank	m^3	0	0	0	0	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	2.102

Water

PRIMA COMPONENTS EUROPE

	Unit of Measure	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Withdrawal of water from aqueducts	m^3	1.380	NA	44	3.800
Withdrawl of water from a well	m^3	317	NA	0	0
Water discharge in surface water	m^3	0	NA	0	17.437
Water discharge in sewerage	m^3	1.380	NA	0	0
Water discharge in septic tank	m^3	0	NA	0	0
Waste water from first flush rainwater	m^3	0	NA	0	0
Treatment and use in JEEP/ETE processes	m^3	0	NA	0	0

Water

PSC DO BRAZIL

	Unit of Measure	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Withdrawal of water from aqueducts	m^3	10.501	0	7.501	1.133
Withdrawl of water from a well	m^3	0	0	0	0
Water discharge in surface water	m^3	0	0	0	0
Water discharge in sewerage	m^3	0	0	7.501	0
Water discharge in septic tank	m^3	10.501	0	0	0
Waste water from first flush rainwater	m^3	0	0	0	0
Treatment and use in JEEP/ETE processes	m^3	0	20.737	0	0

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 (Scope 1)	tCO_2 eq.	399	1.348	1.979	76	83
Indirect emissions of GHG gross from imported energy (Scope 2) - Location based	tCO_2 eq.	1.992	2.363	4.077	1.603	1.592
Indirect emissions of GHG gross from imported energy (Scope 2) - Market based	tCO_2 eq.	1.829	2.349	4.053	1.408	1.582
NOx	kg	164	554	746	32	7
SOx	kg	4	13	18	3	1
PM<2,5	kg	1	2	3	0	0
CO	kg	100	336	454	2	1
COV	kg	60	15.183	3.569	0	0

Emissions in the air

SOLE COMPONENTS

	Unit of Measure	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Direct emissions of GHG gross (Scope 1)	tCO_2 eq.	4.759	340	543	145	78
Indirect emissions of GHG gross from imported energy (Scope 2) - Location based	tCO_2 eq.	5.564	1.765	2.943	2.189	2.290
Indirect emissions of GHG gross from imported energy (Scope 2) - Market based	tCO_2 eq.	5.530	1.756	4.544	2.010	824
NOx	kg	1.956	140	223	60	29
SOx	kg	47	3	5	1	49
PM<2,5	kg	8	1	1	0	1
CO	kg	1.189	85	136	36	8
COV	kg	0	0	3.600	0	0

Emissions in the air

PRIMA COMPONENTS EUROPE

	Unit of Measure	PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Direct emissions of GHG gross (Scope 1)	tCO_2 eq.	189	105	2.793	482
Indirect emissions of GHG gross from imported energy (Scope 2) - Location based	tCO_2 eq.	1.991	1.427	14.357	8.025
Indirect emissions of GHG gross from imported energy (Scope 2) - Market based	tCO_2 eq.	713	1.067	16.083	8.990
NOx	kg	78	43	1.712	198
SOx	kg	2	2	0	5
PM<2,5	kg	0	0	12	1
CO	kg	47	26	0	120
COV	kg	200	0	27.814	386

Emissions in the air

PSC DO BRAZIL

	Unit of Measure	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Direct emissions of GHG gross (Scope 1)	tCO_2 eq.	448	2	2.017	0
Indirect emissions of GHG gross from imported energy (Scope 2) - Location based	tCO_2 eq.	520	2.037	2.797	293
Indirect emissions of GHG gross from imported energy (Scope 2) - Market based	tCO_2 eq.	356	1.213	1.799	188
NOx	kg	187	1	841	0
SOx	kg	15	0	67	0
PM<2,5	kg	1	0	6	0
CO	kg	15	0	66	0
COV	kg	102	373	0	0

Waste

PRIMA COMPONENTS ITALIA

		PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	85	290	262	4	3
	Ricycling (R3,R4,R5)	0	0	0	0	0
	Other operations for recovery (R2,R7,R8, R12)	0	0	0	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	364	256	889	242	277
	Ricycling (R3,R4,R5)	0	0	0	26	0
	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
	Incineration without energy recovery (D10,D11)	0	0	0	0	0
	Landfilling (D1, D15)	4	90	370	1	32
	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
	Incineration without energy recovery(D10,D11)	0	0	0	0	0
	Landfilling (D1, D15)	69	178	209	0	0
	Other disposal operations (D12, D13, D14)	0	0	0	0	0
	Chemical-physical treatment (D9)	0	0	46	0	0

Waste

SOLE COMPONENTS

		SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE HORGERTSHAUSEN
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	190	9	227	13	0
	Ricycling (R3,R4,R5)	0	0	0	0	0
	Other operations for recovery (R2,R7,R8, R12)	0	0	172	0	2
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	1.056	434	113	1.211	286
	Ricycling (R3,R4,R5)	0	0	58	0	0
	Other operations for recovery (R2,R7,R8, R12)	0	0	302	0	21
Total weight of HAZARDOUS waste	Incineration with energy recovery (R1)	0	0	0	0	0
	Incineration without energy recovery (D10,D11)	0	0	0	0	0
	Landfilling (D1, D15)	27	74	0	0	0
	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	51
	Incineration without energy recovery(D10,D11)	0	0	0	0	0
	Landfilling (D1, D15)	396	0	14	0	0
	Other disposal operations (D12, D13, D14)	0	0	11	0	0
	Chemical-physical treatment (D9)	0	0	0	0	0

Waste

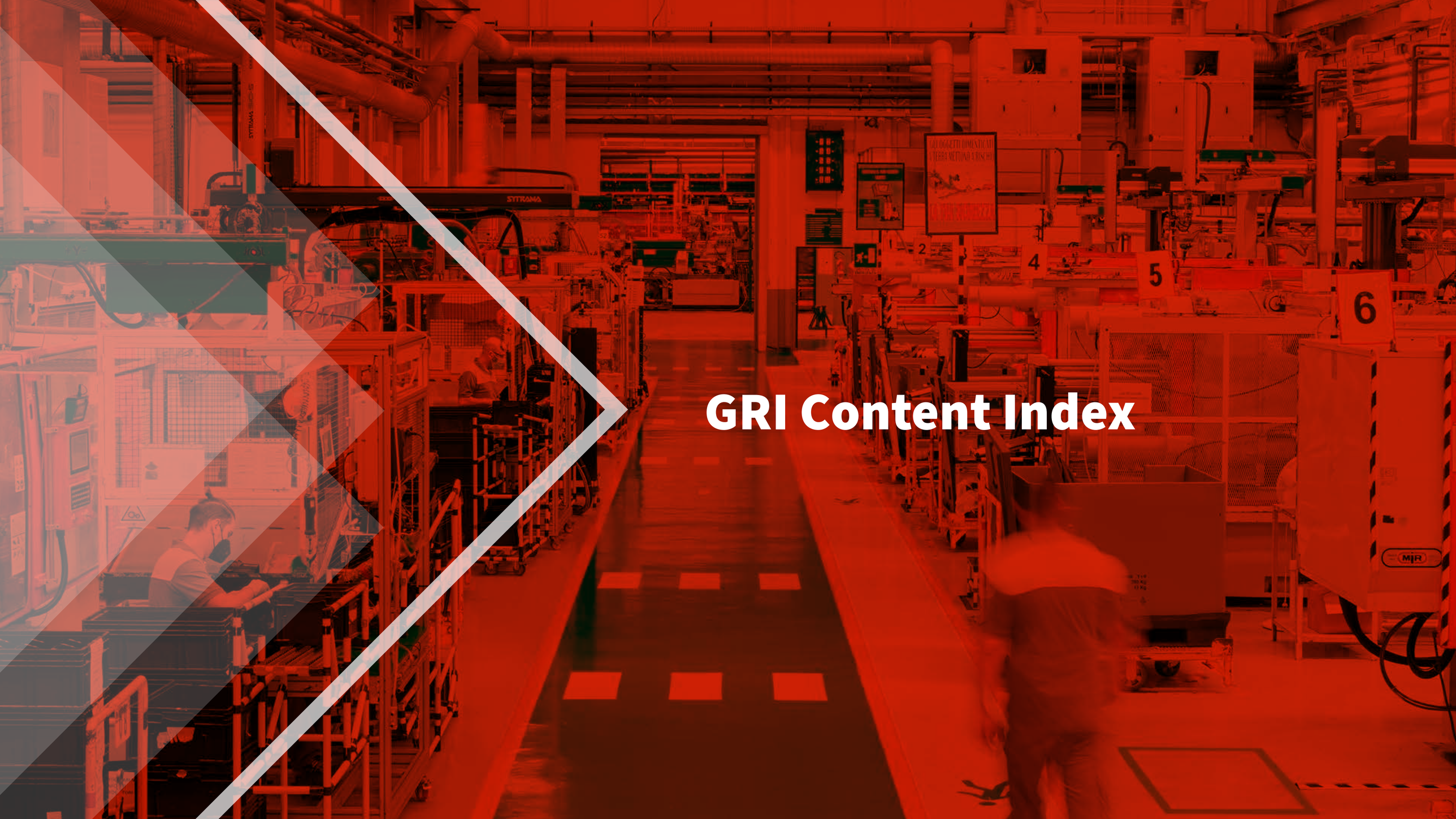
PRIMA COMPONENTS EUROPE

		PRIMA POPRAD	PRIMA WOERTH	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	1	0	1.380	16
	Ricycling (R3,R4,R5)	0	0	154	0
	Other operations for recovery (R2,R7,R8, R12)	216	48	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	60	151	490	171
	Ricycling (R3,R4,R5)	187	0	0	408
	Other operations for recovery (R2,R7,R8, R12)	9	0	0	0
Total weight of HAZARDOUS waste	Incineration with energy recovery (R1)	0	0	0	0
	Incineration without energy recovery (D10,D11)	0	0	0	0
	Landfilling (D1, D15)	16	0	0	572
	Other disposal operations (D12, D13, D14)	0	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration with energy recovery (R1)	35	0	0	0
	Incineration without energy recovery(D10,D11)	0	0	0	0
	Landfilling (D1, D15)	110	0	0	0
	Other disposal operations (D12, D13, D14)	0	0	0	0
	Chemical-physical treatment (D9)	0	0	0	0

Waste

PSC DO BRAZIL

		PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Total weight of HAZARDOUS waste	Preparation for re-use (R13)	0	0	0	0
	Ricycling (R3,R4,R5)	114	0	0	0
	Other operations for recovery (R2,R7,R8, R12)	0	0	0	0
Total weight of NON-HAZARDOUS waste	Preparation for re-use (R13)	0	0	0	0
	Ricycling (R3,R4,R5)	312	1.093	55	12
	Other operations for recovery (R2,R7,R8, R12)	0	0	0	0
Total weight of HAZARDOUS waste	Incineration with energy recovery (R1)	0	10	145	4
	Incineration without energy recovery (D10,D11)	0	0	0	0
	Landfilling (D1, D15)	0	0	0	0
	Other disposal operations (D12, D13, D14)	0	0	0	0
Total weight of NON-HAZARDOUS waste	Incineration with energy recovery (R1)	109	203	0	0
	Incineration without energy recovery(D10,D11)	0	0	0	0
	Landfilling (D1, D15)	0	0	0	0
	Other disposal operations (D12, D13, D14)	0	0	0	0
	Chemical-physical treatment (D9)	0	0	0	0



GRI Content Index

Declaration of use	Prima Sole Components presented a report in accordance with GRI Standards for the period 01/01/20022 - 31/12/2022
GRI 1 used	GRI 1 - Fundamental Principles - Version 2021
GRI Sector Standard	Not Applicable

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Reason	Explanation
General Information					
General Disclosure					
GRI 2: General Disclosure 2021	**2-1** Organisation details	7; 11; 13			
	2-2 Entities included in the reporting boundary	12; 29			
	2-3 Reporting Period, Frequency and Reference Contact	29; 154			
	2-4 Updating Information	92			
	2-5 External Assurance	37			
	2-6 Activities, value chain and other business relations	12; 16; 51			
	2-7 Employees	15; 58			
	2-8 Workers who are not employees	57			
	2-9 Governance and composition of governing bodies	11			
	2-10 Appointment and selection of governing bodies	11			
	2-11 President of the highest governing body	11			
	2-12 Role of the highest governing body beautiful management of impacts	11			
	2-13 Delegation of responsibilities in impact management	11			
	2-14 Role of the highest governing body in sustainability reporting	11			
	2-15 Conflicts of interest	8			
	2-16 Communication of critical issues	12			
	2-17 Competencies of the highest governing body	11			
	2-18 Performance evaluation of the highest governing body	11			
	2-19 Policies	11			
	2-20 Process for determining pay	11; 62			
	2-21 Annual salary rate	-	Yes	Information not available/incomplete	It was not possible to find harmonized data for all Group plants
	2-22 Sustainable development strategy statement	3			
	2-23 Strategic commintments	8			
	2-24 Implementation of strategic commitments	11			
	2-25 Processes to remedy negative impacts	42			
	2-26 Mechanisms for seeking advice and raising interest	12			
	2-27 Compliance with laws and regulations	50			
	2-28 Membership Associations	10			
	2-29 Approach to the stakeholder engagement	35			
	2-30 Contraction agreements	62			

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Motivazione	Explanation
Material topics					
GRI 3: Material Topics 2021	**3-1** Process of determining material topics **3-2** List of material topics **3-3** Management of material topics	30 30 97			
Risk management					
GRI 201: Economic performance 2016	**201-1** Directly generated and distributed economic value	43			
Research, development and innovation					
GRI 201: Economic performance 2016	**201-4** Financial assistance received from the government	46			
Customer relations (business partner)					
GRI 206: Anti-competitive behaviour 2016	**206-1** Legal actions for anticompetitive behaviour, antitrust and monopolistic practices	48			
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	47 47			
Compliance					
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for corruption-related risks **205-2** Comunication and training on anti-corruption plicies and procedures **205-3** Established incidents of corruption and actions taken	49 49 49			
GRI 403: Health and safety at work 2018	**403-1** Health management system and safety at work	49			
Responsible management of the supply chain					
GRI 308: Environmental assessments on suppliers 2016	**308-1** New suppliers that have been evaluated using environmental criteria	52			
GRI 414: Social assessments on suppliers	**414-1** New suppliers who have been evaluated through the use of social criteria	52			
Local communities					
GRI 413: Local communities 2016	**413-1** Activities that require the involvement of local communities, impact assessments and development programs	53			
Well-being of collaborators					
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	60 61			
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	63 64			

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Reason	Explanation
Health and safety at work					
GRI 403: Health and safety at work 2018	**403-1** Health management system and safety at work	49			
	403-2 Hazard identification, risk assessment and accident investigation	65			
	403-3 Occupational health services	67			
	403-4 Participation and consultation of workers and communication on health and safety at work	66			
	403-5 Health and safety training of workers at work	67			
	403-6 Promoting the health of workers	67			
	403-7 Prevention and mitigation of impacts on occupational health and safety within commercial relationships	65			
	403-9 Injuries at work	67			
Equal opportunities and diversity					
GRI 405: Diversity and equal opportunities 2016	**405-1** Diversity in governance bodies and among employees	70			
Energy consumption					
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	78			
	302-3 Energy intensity	79			
Emissions in the atmosphere					
GRI 305: Emissions 2016	**305-1** GHG direct emissions (Scope 1)	80			
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	80			
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions	81			
Waste management					
GRI 306: Waste 2020	**306-1** Production of waste and significant impacts related to waste	85			
	306-2 Management of the significant impacts associated with waste	85			
	306-3 Waste produced	86			
	306-4 Waste not destined for disposal	86			
	306-5 Waste destined for disposal	86			
Protection of water resources					
GRI 303: Water and drainage 2018	**303-1** Interaction with water as a shared resource	88			
	303-2 Management of impacts related to water discharge	88			
	303-3 Water withdrawal	89			
	303-4 Water discharge	89			

P. S. C.
PRIMA SOLE COMPONENTS S.p.A.


SOLE ODERZO PLANT
VALUES

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Torino, July 10th, 2023

To the Board of Directors of
P.S.C. - Prima Sole Components S.p.A.
and to all interested parties

ASSURANCE STATEMENT

Intertek Italia S.p.A. (Intertek) was mandated by P.S.C. - Prima Sole Components S.p.A. to carry out an independent assessment of the Sustainability Report for the year 2022, in order to verify the correct application of **GRI Standards 2021**, including the relevance and reliability of its contents with respect to stakeholders' expectations.

Intertek has not played any direct or indirect role in the preparation of the document, whose contents are the sole responsibility of P.S.C.

Intertek declares its independence and absence of conflicts of interest with regard to P.S.C. and its stakeholders.

The assessment was accomplished considering in particular the international standard ISAE 3000 (Revised), in "limited assurance" mode.

Our task involved:

- a completeness and consistency analysis of the Sustainability Report under assessment with respect to the standards adopted by P.S.C.;
- the investigation of qualitative and quantitative aspects deemed to be significant for stakeholders;
- the interview on a sample basis of P.S.C. staff and interested parties' representatives.

CONCLUSION

Based on the above activities and selected sample, no contrary evidence arose to let us conclude that:

- the Sustainability Report of P.S.C. - Prima Sole Components S.p.A. for the year 2022 has been prepared in substantial compliance with **GRI Standards 2021**;
- the data and information included in the Report are consistent with the assessed documents.

We therefore believe that the Sustainability Report of P.S.C. - Prima Sole Components S.p.A. for the year 2022 contains an adequate representation of impacts, strategies and sustainability performances of the company, with respect to GRI reporting principles and stakeholders' expectations.

Best regards.

Alessandro Ferracino
Regional Director ECA Business Assurance
(excl. UK and Iberia)

Marco Zomer
Project Leader

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PRIMA SOLE COMPONENTS S.p.A.

SUSTAINABILITY REPORT

>>>>> 2022

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