SUSTAINABILITY REPORT

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

2023

Letter to **stakeholders**

Prima Sole Components S.p.A. seventh sustainability report is affected by the actual period of uncertainty that affects all the automotive market (representing one the markets with the strongest impact on the products supplied by the companies of our group), which despite being expanding it is however affected by important changes due to the ecological transition policy that in the coming years will impose a reorganization of the market balance, with the probable acquisition of ever - increasing market shares by players from the East.

In addition to this instability, the growth in financial interest rates has reached peaks that we have not been accustomed to for decades.

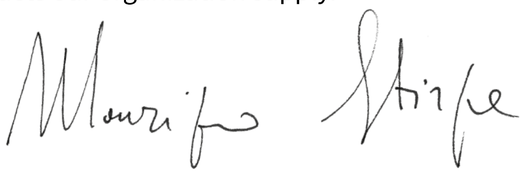
All the above is included in a scenario of political tensions with war conflicts (the Israeli-Palestinian conflict, in addition to the Russia-Ukraine crisis) that have influenced the stability of the markets, especially in the early phase of Uktraine-Russia conflict, where we have experienced high volatility in the prices of raw materials, crude and fuel gas, which reached increases to record levels.

Although year 2023 has been characterized by downward rebalancing trend of raw material costs, their values did not reach the pre-crisis ones, instead stabilizing at much higher levels.

Added to this, there is the need to modernize our production processes to meet the challenges both on the decarbonisation requirements (particularly in UE, according to the Green Deal policy which sets obligations and objects for the next decades) and also in the use of artificial intelligence.

In this context we have started a process aimed at the detailed assessment of the impact of our processes with respect to the carbon footprint and the definition of a decarbonisation plan in order to achieve the objectives of reducing our GHG emissions and so also the carbon footprint of our customers.

We have also started studying how AI can optimize our production processes and improve the quality of the products our organization supply.



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PRIMA SOLE COMPONENTS S.p.A.

Name of the Plants	Acronym
□ PRIMA SOLE COMPONENTS	PSC
■ PRIMA COMPONENTS ITALIA	PCIT
□ PRIMA AUTOMOTIVE	PRAU
■ PRIMA COMPONENTS ANAGNI	PCAN
□ PRIMA COMPONENTS FERENTINO	PCFE
■ PRIMA COMPONENTS GRICIGNANO	PCGA
□ PRIMA COMPONENTS PALIANO	PCPA
■ PRIMA EASTERN	PREA
□ SOLE COMPONENTS	SOCO
■ SOLE ODERZO	SOOD
□ SOLE SUZZARA	SOSU
■ SOLE PONTEDERA	SOPO
□ SOLE SCANZOROSCIATE	SOSC
■ SOLE HOERGERTSHAUSEN	SOHO

Name of the Plants	Acronym
□ SOLE WOERTH	SOWO
■ PRIMA COMPONENTS EUROPE	PCEU
□ PRIMA POPRAD	PRPO
■ PRIMA SOSNOWIEC COMPLEX PLASTIC SYSTEMS	PSCPS
□ PRIMA SOSNOWIEC ADVANCED PLASTICTECHNOLOGIES	PSAPT
■ PSC DO BRASIL	PSCBR
□ PSMM PERNAMBUCO	PSMMP
■ PRIMA SOLE COMPONENTES AUTOMOTIVOS São José dos Pinhais	PSCA SJP
□ PRIMA SOLE COMPONENTES AUTOMOTIVOS Pindamonhangaba Ba I	PSCA PINDA I
■ PRIMA SOLE COMPONENTES AUTOMOTIVOS Pindamonhangaba Ba II	PSCA PINDA II
□ PRIMA SOLE COMPONENTS ACADEMY & RESEARCH	PSC AC

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 2023, the PSC Academy&Research has been founded with the aim to provide support to all companies of the PSC Group in the promotion, coordination and implementation activities of research and project development in the fields of human resources, training, sustainable development and circular economy.

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.

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.

• **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.

Furthermore, over the period 2021-2023 the D.Lgs 231/2001 criteria and obligations has been implemented in all Italian PSC sites, following a step-by-step approach, starting from the PCIT business unit and then following in the SOCO; at the same time, other audits were planned by the SB in the various areas of the organisation.

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.

2023
The PSC Academy&Research, a no profit unit that develops projects for the industry, training and sustainable development, becomes operational.

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PSC is a member of two prestigious trade associations:

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

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

1.3 Structure and organization

Prima Sole Components is a 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.

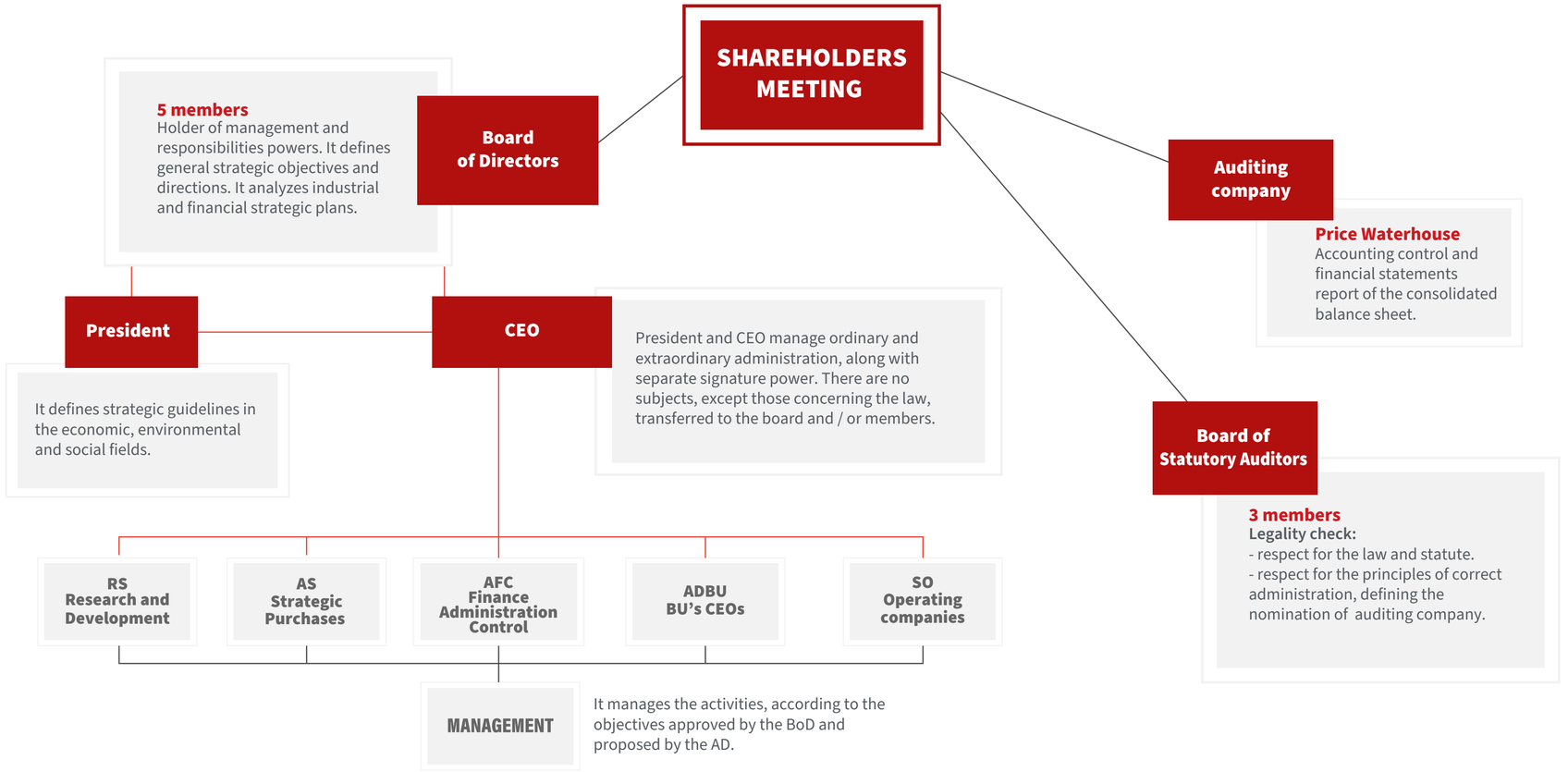
Site managers are delegated by the directors of the individual companies to ensure compliance with mandatory environmental and social standards.

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.

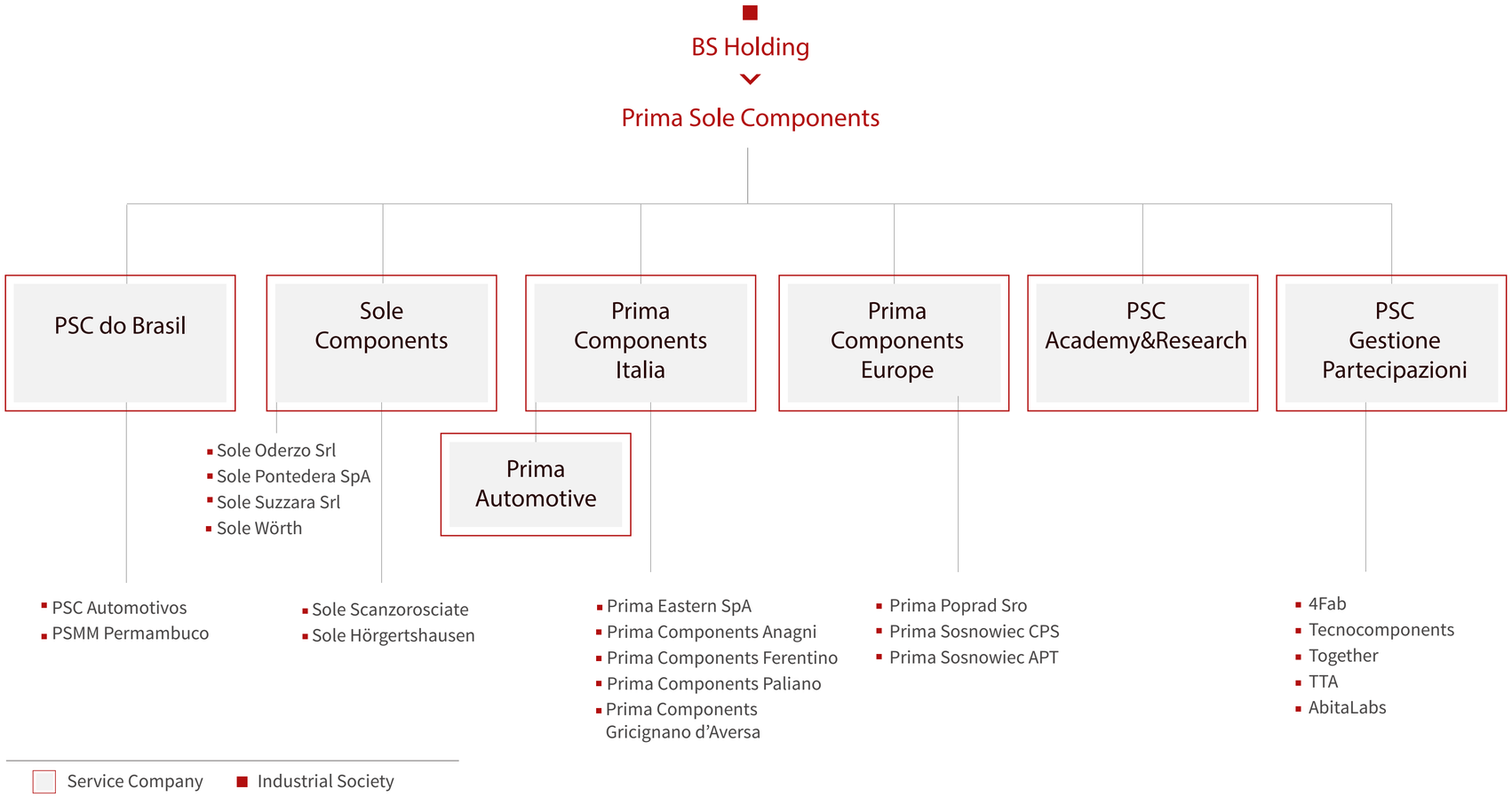
The members of the governing body are appointed according to strategic assessments and decisions made by the Chairman and the CEO, based on the specific skills of the candidates and their ability to manage business impacts, risks and opportunities. Instead, the performance of the BoD is assessed through 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.

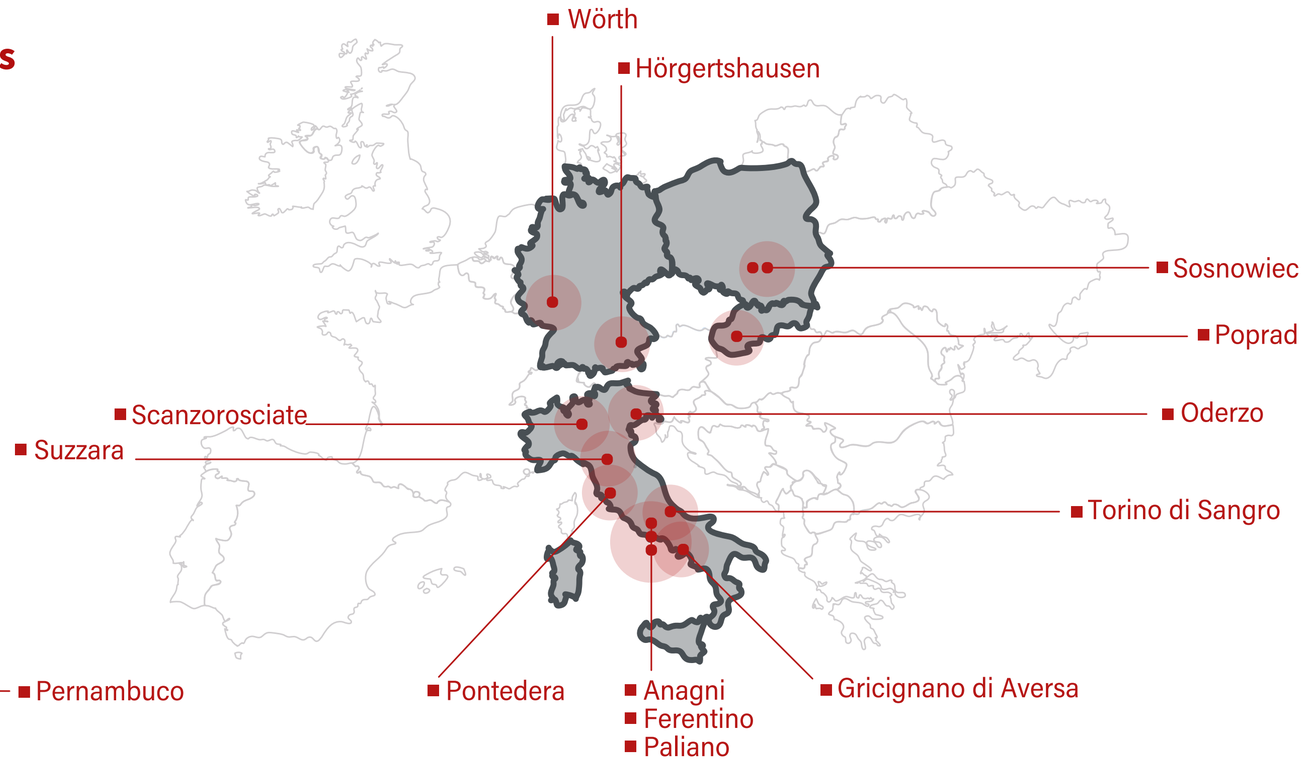
The companies covered by this Sustainability Report are reported in the following diagram matching those that depend on PSC do Brazil, Sole Components, Prima Components Italia, Prima Components Europe (in 2020 called Prima East Europe Components) holding companies.

In 2023, the main change in the overall organization of the Group has been the rise of a new non-production site, the PSC Academy&Research. Based in Anagni, this new unit consist of one director and a single employee

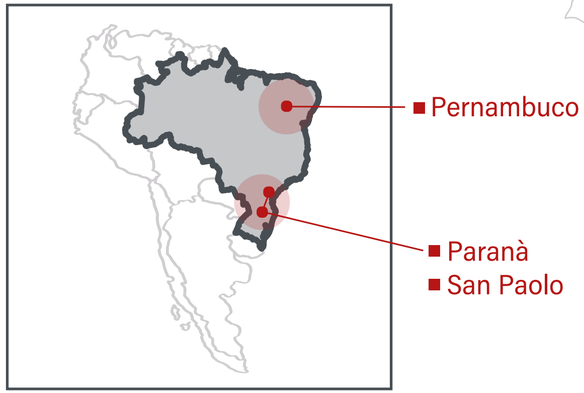


PSC plants, object of this report are present in five countries: Italy, Germany, Slovak Republic, Poland, and Brazil.

Map of companies



Brazil



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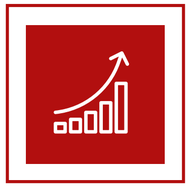
The size of the organization in the last three years has followed the trend described below.

4.233
Employees

165.031.451
Components sold



€ 856.987.659
Net turnover

	2023	2022	2021
Total number of employees	**4.233**	4.026	4.125
Components sold	**165.031.451**	121.638.648	130.676.462
Net turnover	**€ 856.987.659**	€ 831.226.924	€ 741.501.010

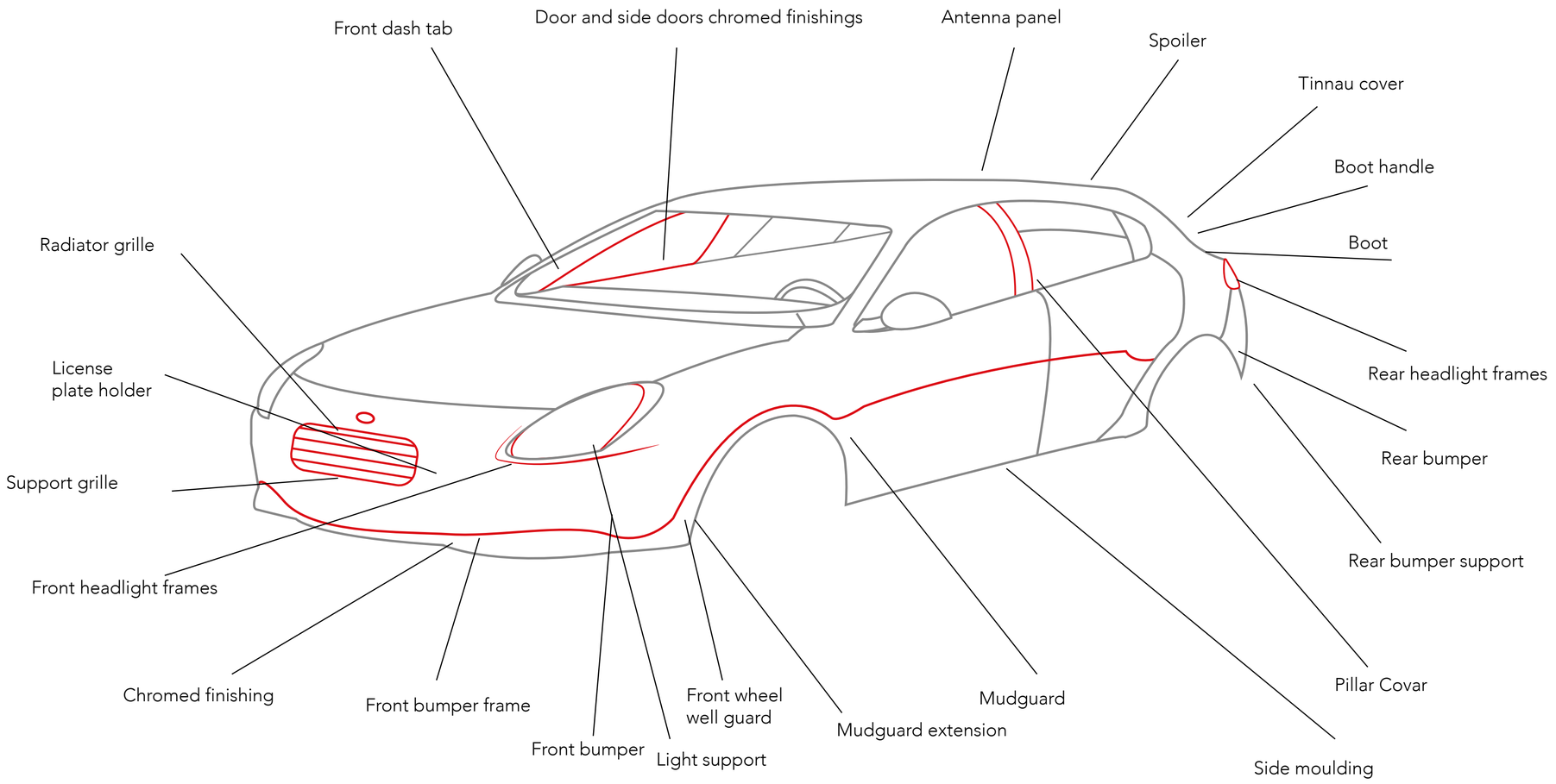
1.4 Products and markets

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

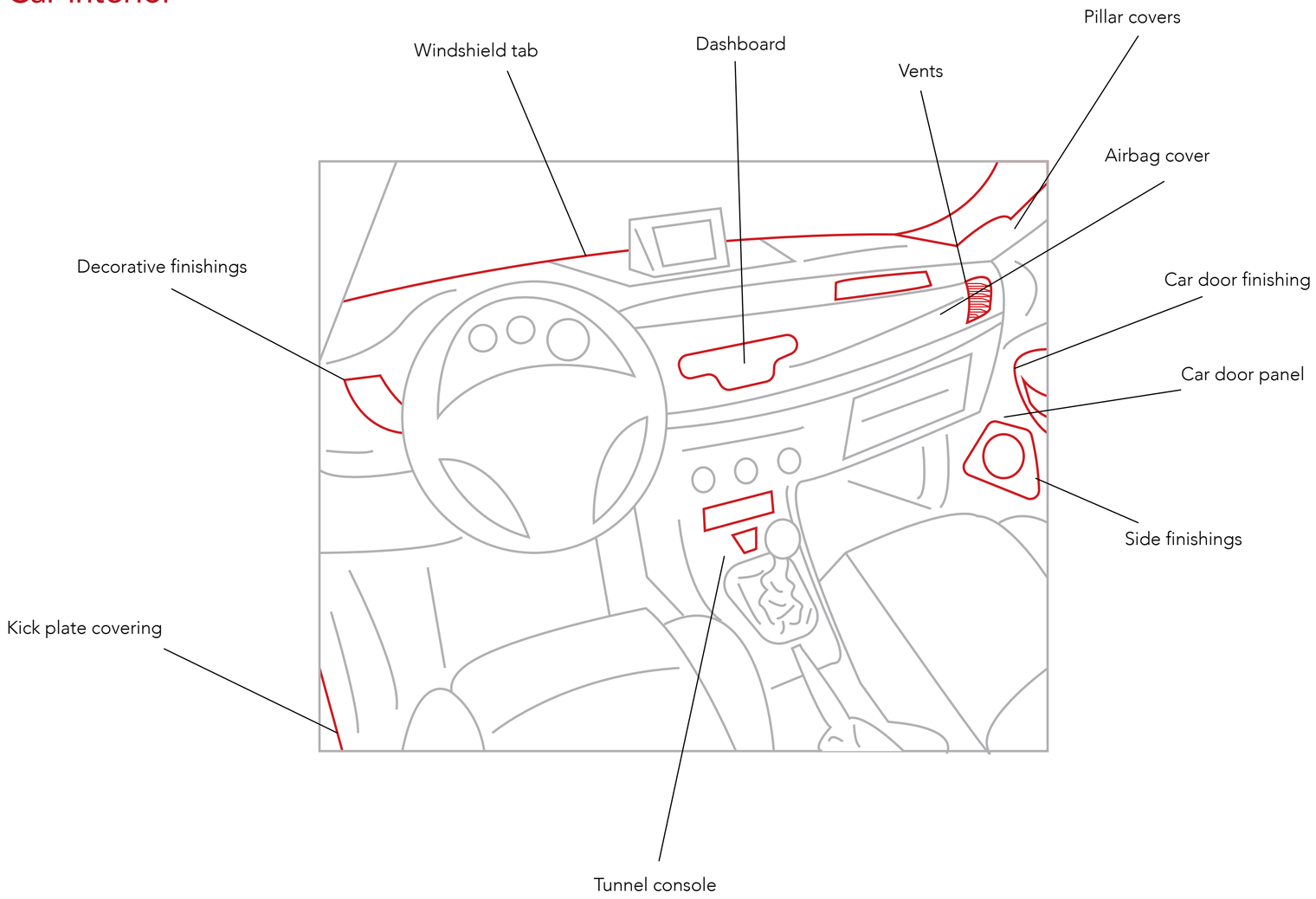
■ Injection Moulding	■ Special Finishing	■ Other Technologies
Traditional injection moulding	Traditional Chrome Plating	Automatic gluing
Bi-injection	Colored chrome	US welding, Hp, Vibration
Gas-injection	Selective chrome	Thermoforming
Multi-material 2K and 3K injection	Paint on chrome	PU Sphuell sealing
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:

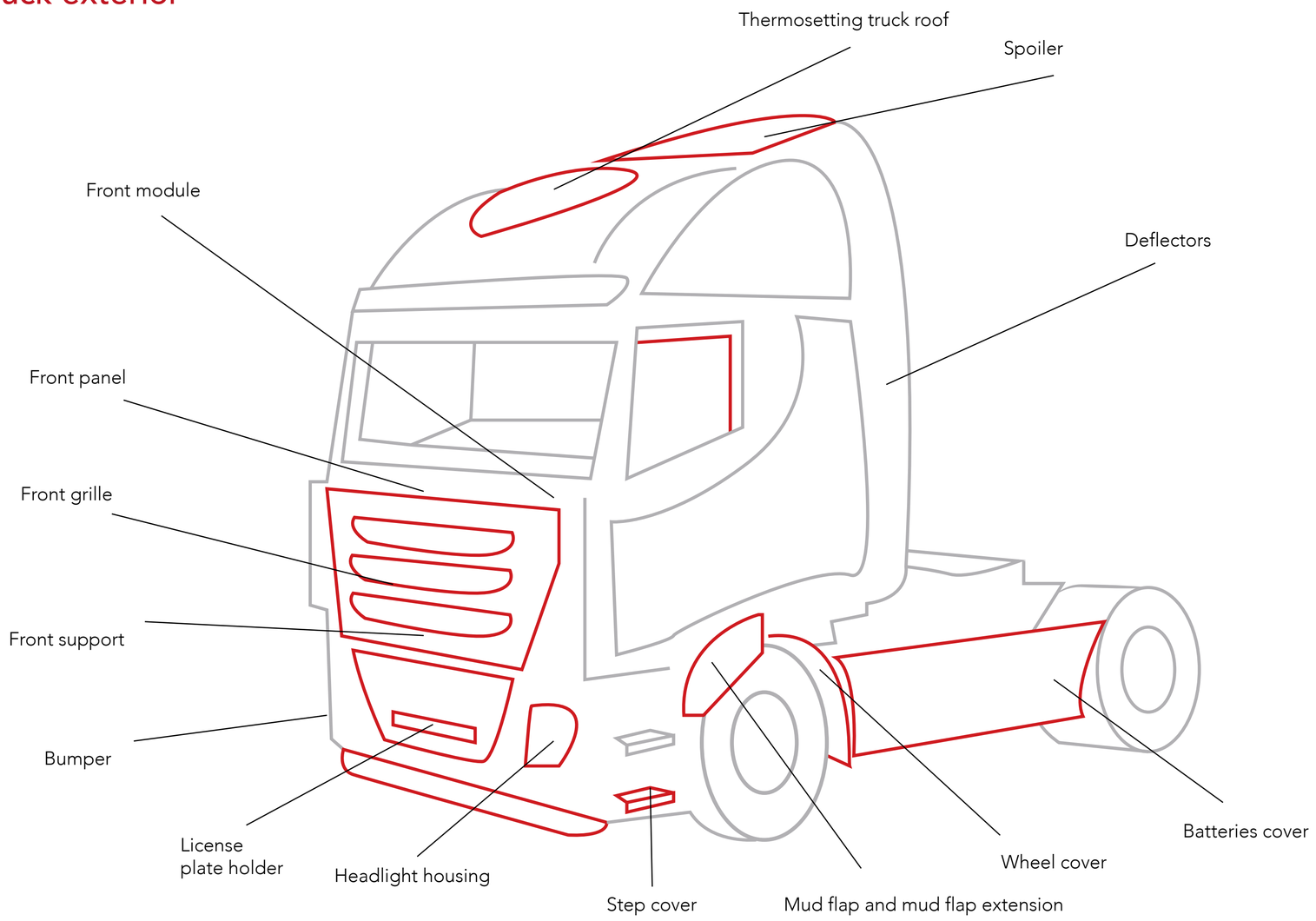
Car exterior



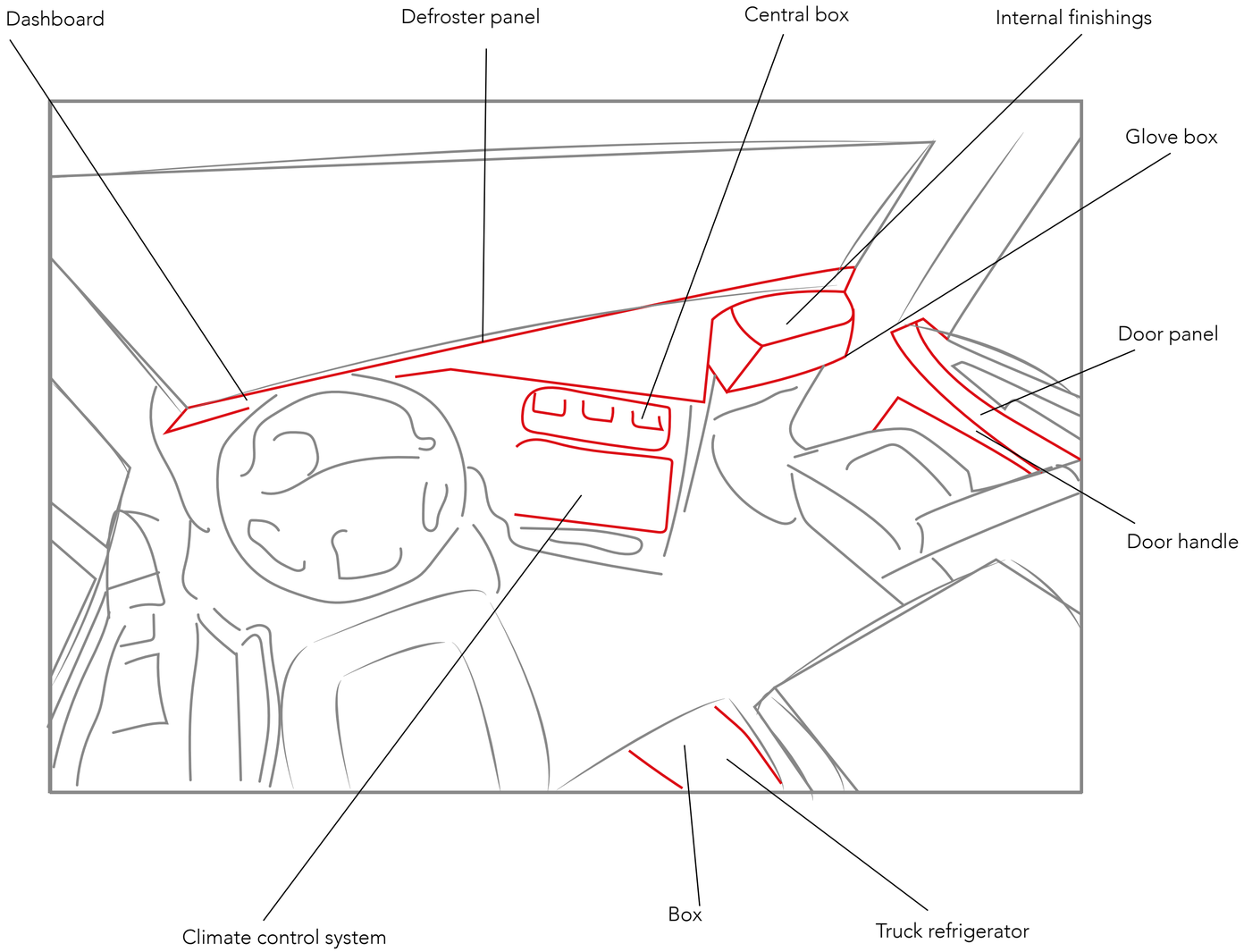
Car interior



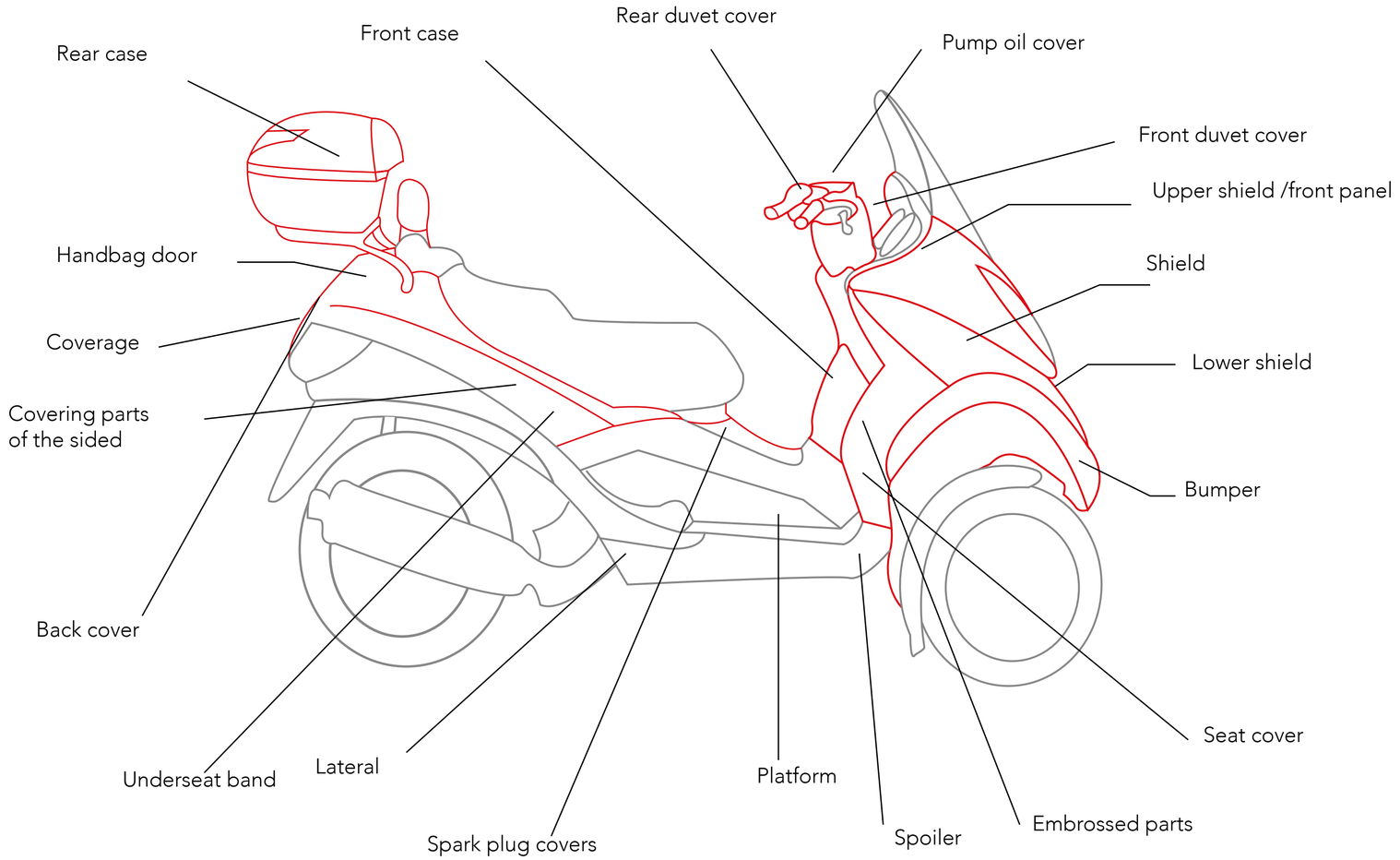
Truck exterior



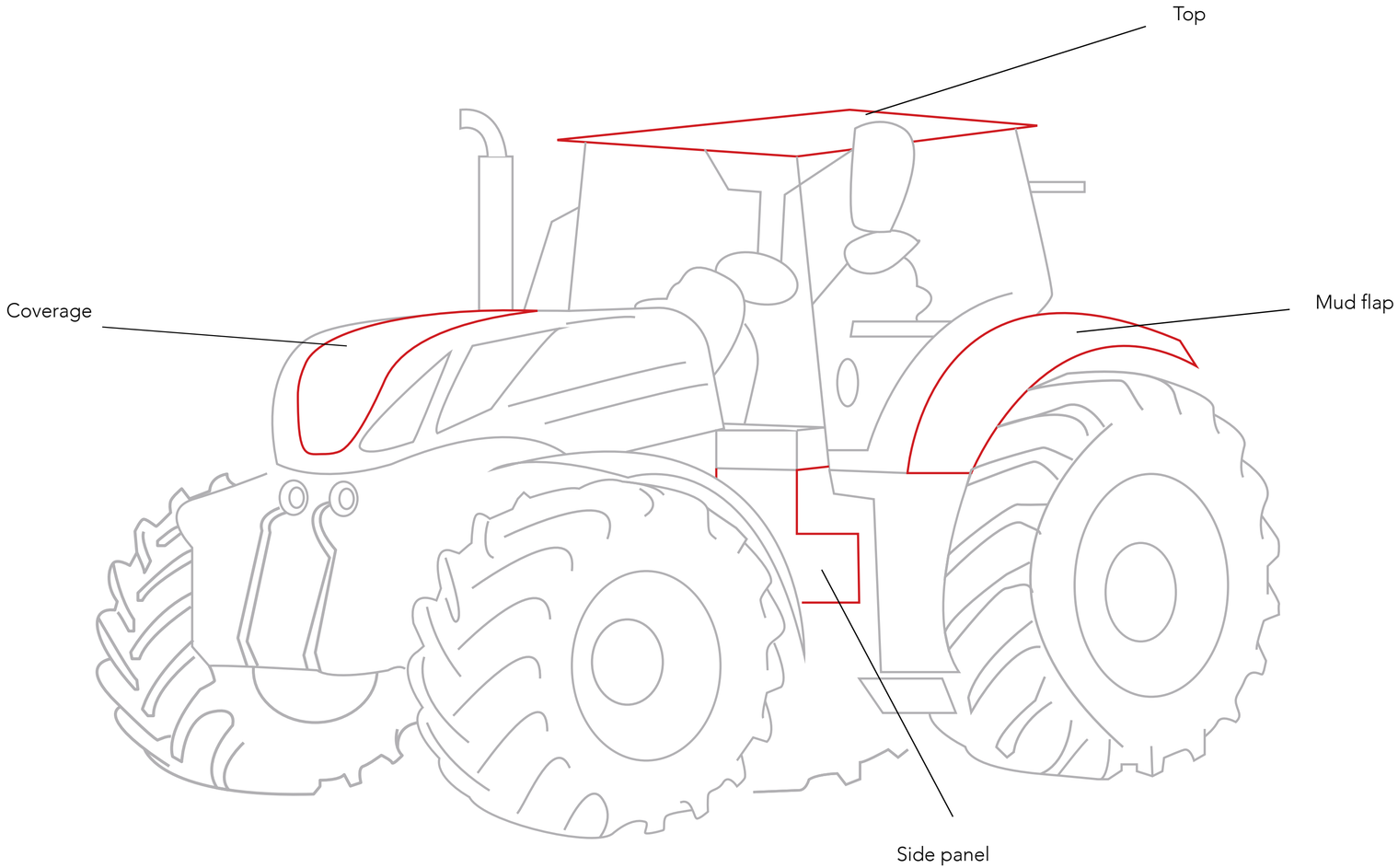
Truck interior



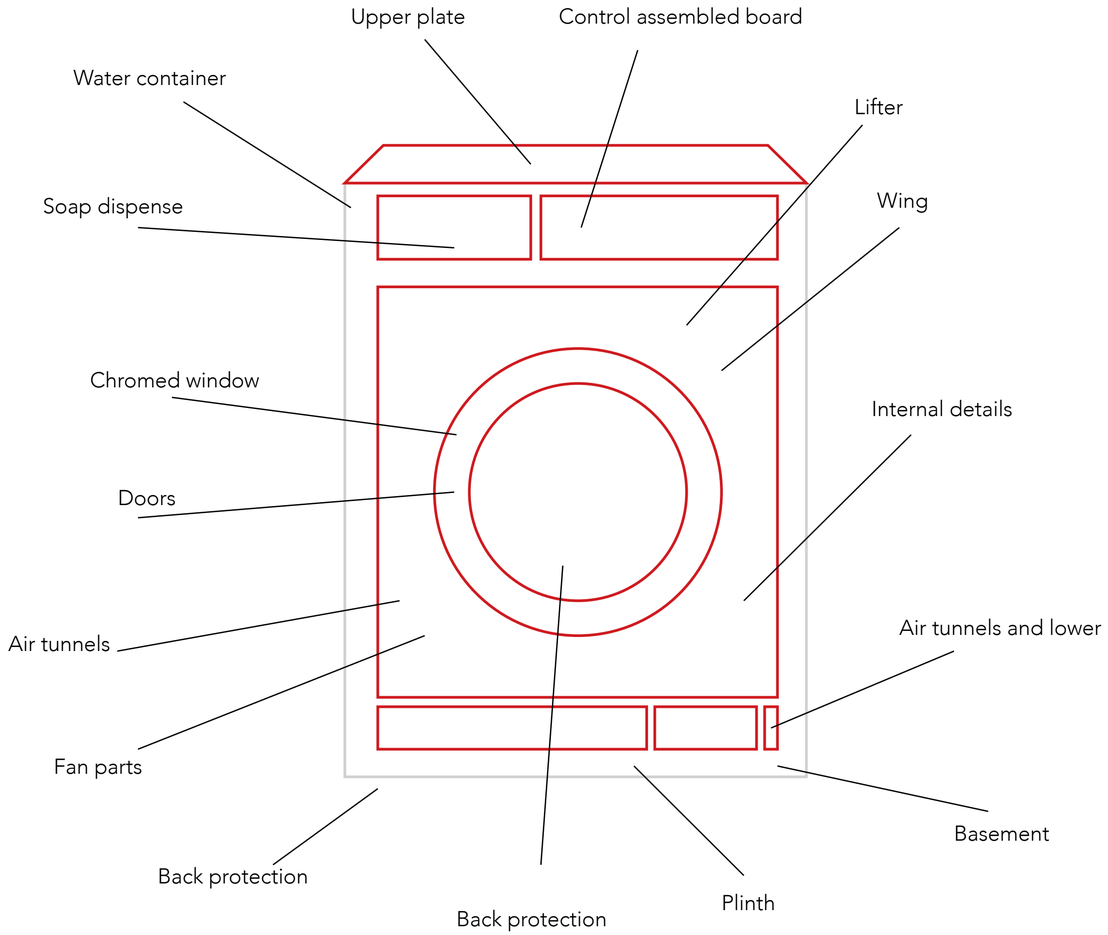
Motorbike



Tractors

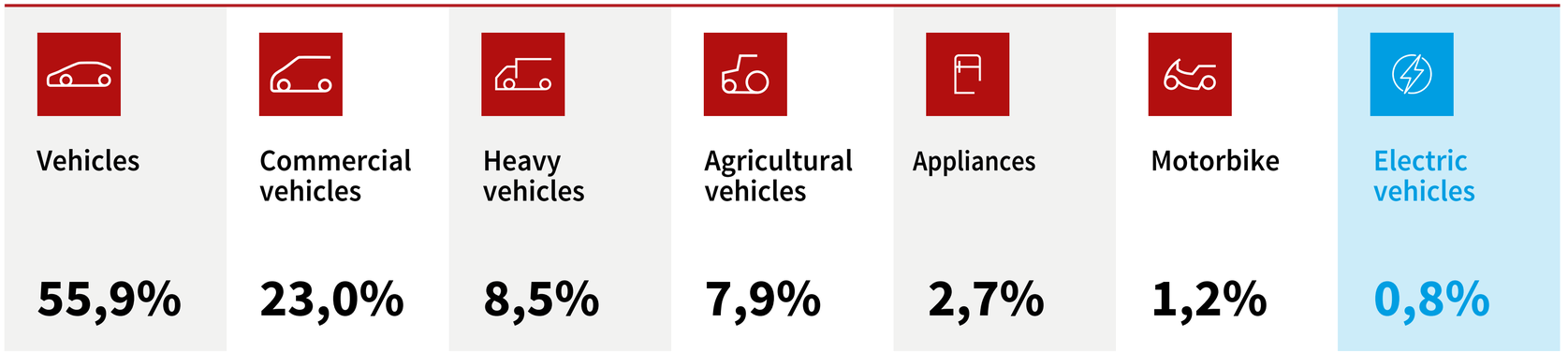


Household appliances



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

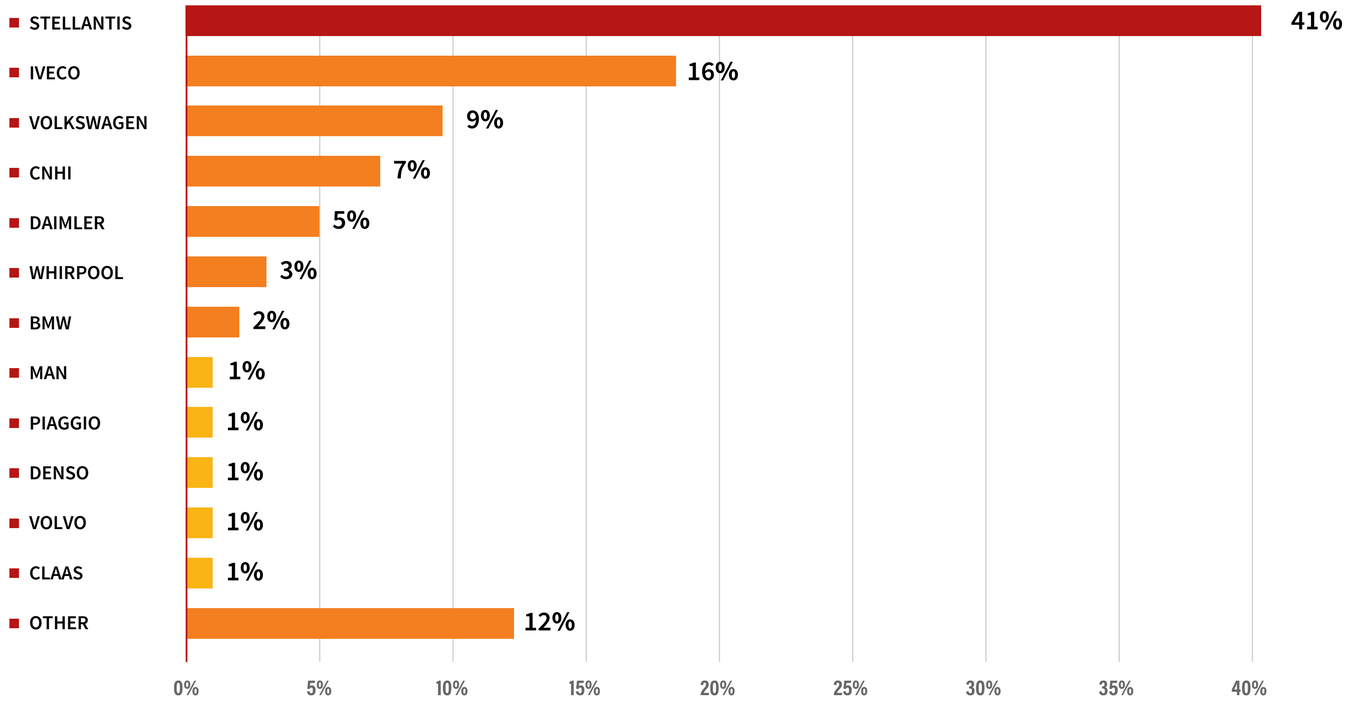
Sectors



PSC products are present on the Italian, European and world market, intended for the main OEMs motor vehicle manufacturers: Stellantis, 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	2023	2022	2021
Italy	**42,3%**	41,7%	40,0%
Europe	**46,2%**	45,2%	49,0%
World	**11,5%**	13,1%	11,0%


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 body of the text contains all the data related to the Group and to the three-year reporting period 2021, 2022 and 2023, in order to allow performance trends monitoring.

Appendix 1 shows the data of individual plants, reported in 2023 The Sustainability Report, which refers to the calendar year 2023 and updates the data published in previous report (July 2023), includes all companies of Prima Sole Components (stock company) Group, except for PSC Gestione Partecipazioni, since this latter 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 2021, 2022 and 2023, in order to allow performance trends monitoring.

Appendix 1 shows data of individual plants, reported in 2023.

2.2 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 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 has been carried out for the first time in 2018 and it is updated periodically.In order to be in compliance with last updated standards of reporting, in the 2023 Report (the current one) any impacts that the organization produces towards the outside have been identified and assessed, and on the basis of the results of this assessment there have been identified the following material themes for three areas of sustainability: Economic, Social and Environmental (ESG).

The process has been re-evaluated and validated before issuing the present report.

Below, you can see the list of material topics (ordered by ESG field) and their relevant description.

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.

The identified impacts are reported in the Material Topics Management section on page 99.

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

The materiality analysis of the previous report (related to year 2022) had identified an impact due to the use of nonrenewable raw materials; nevertheless, the context analysis updated to 2023 has not highlighted any significant relevance with respect to this impact.

2.3 2.3. Stakeholder engagement assessment

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

- Definition of the methods for implementing engagement. In 2023, we opted for an indirect method of involving all stakeholders. The documentation useful for reconstructing the opinions and requests on the material topics has been selected and analysed.

Below it is shown the list of material topics ordered according to the priority assigned by the company management, together with the relevant score (as more or less interest) assigned by the stakeholders.

Material topic	assessments Stakeholder
Waste management	■■
Energy consumption	■■■
Occupational Health and safety	■■
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	■

Our group attaches importance to Waste Management and Energy Consumption, as demonstrated by the high scores obtained in our impact assessments. We are committed to reducing our environmental impact and optimizing the use of resources through sustainable practices.

Occupational Health & Safety are fundamental pillars for our activities, and we are committed to ensuring a safe working environment and minimizing risks for our employees.

We also recognize the importance of Research, Development and Innovation, aware that our sector is constantly evolving. Our leadership in the sector depends on our ability to invest in new ideas and technologies, developing efficient and low environmental impact solutions that respond to market needs.

We believe that it is essential to establish and maintain solid and long-lasting Relationships with customers and business partners, and that investing in the Well-being and development of employees is crucial to creating a positive and stimulating working environment.

We ensure Compliance with regulations and Manage risks to identify and mitigate potential threats and vulnerabilities, to ensure the continuity of operations and the safety of our activities We actively collaborate with Local communities and promote Responsible supply chain management, ensuring that our partners and suppliers respect the same ethical and sustainable standards that we are committed to following.

We believe that the protection of Water resources, Atmospheric emissions and Equal opportunities and diversity are relevant issues, and we are committed to managing these areas responsibly to promote environmental sustainability and social inclusion.

On their side, stakeholders confirm the importance of prudent management of Energy consumption, a topic that has taken on growing importance in recent years, also due to the persistence of international conflicts. Furthermore, they attribute great importance to the topic of Research, development and innovation, aware of the crucial role it plays in addressing emerging challenges and ensuring future company competitiveness.

There is also agreement in attributing medium importance to the themes of Employee well-being and Responsible management of the supply chain. This reflection of convergence reflects a common commitment to respecting the people involved both within business processes and along the entire value chain.

Eventually, stakeholders also agree in attributing less importance to the issue of equal opportunities and diversity, however highlighting the need for further reflection and action to guarantee a more robust commitment in this area.

2.4 Independent external check

This Sustainability Report was externally verified by Intertek Italia S.p.A., an independent body, as reported in the Assurance statement on page 166.


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[1] 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.

1 Technical term used in the insurance industry to refer to all employees of the company

Economic value generated by PSC	2023	2022	2021
Revenues and other operating incomes	**€ 909.862.160**	€ 901.147.067	€ 775.344.151

Economic value distribuited by PSC	2023	2022	2021
Operating costs, remuneration of collaborators, remuneration of lenders, remuneration of the public administration and investments for the community	**€ 886.023.472**	€ 882.072.879	€ 764.536.482

Economic value retained da PSC	2023	2022	2021
Economic value generated - Economic value distribuited	**€ 23.838.688**	€ 19.074.188	€ 10.807.669

The economic values (generated, distributed and retained) refer to the consolidated data of the companies included in the consolidated balance sheet of PSC.

The plants of Sole Hoergertshausen, Sole Wörth, Prima Sole Components Pinda I, Pinda II and Automotivos are not included in the reporting of economic values because, at the end of December 2023, they had been transferred to CPM Holding S.r.l., which belongs to Stirpe family itself.

Hence, this transfer excludes the above mentioned entities from PSC consolidated balance sheet, although they are within the family group.

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. In 2023, the new PSC Academy&Research company will be added to this portfolio: a unit dedicated to developing projects related to innovation and sustainability through the management of research and development projects, In addition to the vocational training of our employees. This confirms the strategic importance of continuous progress 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
- talian customers
- Appliances

In order to identify and share best practices on this matter throughout the Group, PSC has equipped itself with a cutting-edge business intelligence platform.

R&D initiatives implemented by companies and business units are plenty and mixed practice.

At the end of 2023, Sole Oderzo finalized the development of the "Sustainable Capacitive Keyboards (TCS)" project, a long-term research project financed by Sustainable Growth Fund (FCS), established by government to support businesses and investments in this sector.

The project has the aim to develop keyboards whose functions can be activated with a simple touch, similar to those used on smartphone screens. These are made using advanced super-thin over-injection plastic molding processes.

This technology allows to provide plastic components with integrated electronic circuits as a thin film, which can be adhesive-coated and/or over-injected onto the components This integration provides new functionality, increases efficiency and reduces the use of microswitches and electrical cables, allowing the transition from traditional plastic surfaces to "smart surfaces", i.e. intelligent surfaces equipped with interactive sensors.

The TCS project has been developed in 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 on the financed project, the inspector confirmed that the project was alined with the planned objectives.

At the end of the project, the final report has been presented and transmitted to the Ministry, and the company is now awaiting for the final evaluation visit.

We are currently carrying out further assessments and tests, even after the conclusion of the project, with the aim of developing a package of technical applications that are commercially attractive for the market.

During 2023, Sole Oderzo has been also involved in the realization of other R&D projects, for which it accrued the tax credit provided for by Legislative Decree no. 145/2013.

The involved initiatives have been the following:

• Study for the application of in-mold painting technology for our core products to evaluate green solutions economically efficient;

• Technical-economic feasibility study on the use of Nitrogen gas as a medium carrier fluid in the painting of our main products;

• Development and application of new polypropylene materials without using primers and plasma for bioadhesive applications

A fundamental role has been also taken-on by the new unit of PSC Academy&Research, which since the very first months of activity has carried out scouting, analysis and planning and partner research activities on various financial instruments applicable to the Automotive sector. The objective of the operations have been those ones to prepare the presentation of the following projects for next year:

InMold3D3K Project:	Initiative dedicated to industrial processes, with a particular focus on the development of new 3D-3K in-mold painting systems. This project is fundable under the EU Horizon 2021-2027 program.
GreenSetAut Project:	Initiative focused on the development of ecological composite materials for the automotive sector. This project is fundable under the MiCS Circular Economy Spoke 4 Call of the National Recovery and Resilience Plan (PNRR).
GreenPriPal Project:	Project for the development of an ecological pallet as a sustainable, economic and highly efficient solution for logistics and goods management. This project is fundable under the Horizon Europe 2021-2027 program.
Productive Investments:	Specific investments in production processes, with particular attention to the production of moldings and stubs, fundable through the ZES UNICA Tax Credit (DL 124/2023).
Artificial Intelligence and Data Science Project:	Initiative aimed at developing advanced technologies in the field of artificial intelligence and data science, fundable through the iNEST Ecosystems of Innovation Spoke 3 Call of the National Recovery and Resilience Plan (PNRR).

At the same time, PSC Academy&Research highlighted to the Group new Investment Opportunities, such as the National Military Research Plan PNRM 2024 and proposed international cooperation projects within the Erasmus Program with Istituto Tecnico Meccatronico del Lazio.

During 2023, many companies of the PSC Group requested and obtained financial assistance for a total of 19,304,149 euros.

The Group has benefited from tax reliefs and tax credits for an overall amount of 17,932,115 euros, representing almost 93% of the total financial support received.

The company that has benefited the most from this form of financial assistance has been PSMM Pernambuco, with over 12 millions euros in tax reliefs and tax credits.

Prima Components Anagni has received 41% of the Group's total subsidies, for a value of 67,700 euros, while Prima

Eastern, with a total of 375,256 euros, has been the company that has benefited the most from investment grants, research and development grants and other types of relevant concessions.

Sole Oderzo is the only company that has benefited from financial incentives, for a total of 712,547 euros.

Total Financial Assistance Granted: details	**2023**
Tax relief and tax credits	17.932.115 €
Subsidies	163.481 €
Financial assistance for : investment, R&D activities/studies, other similar	496.006 €
Financial incentives	712.547 €
Total:	**19.304.149 €**

Total Financial Assistance Granted by year	**2023**	2022	**2021**
Total:	**€ 19.304.14**	€ 7.736.658	€ 11.046.277

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-ofthe-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.

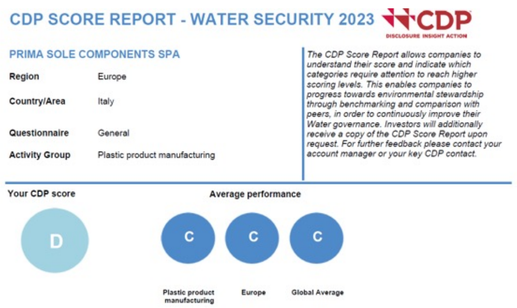
The products arriving on the market are registered in the International Material Data System (IMDS), a constantly updated platform in which all the materials used for the manufacture of cars are collected, updated, analyzed and archived. Thanks to IMDS it is possible to fulfill the obligations imposed 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 about the correct approach to environmental and social sustainability of single plans is periodically provided to customers by means of self assessments (in forms of questionnaires), such as NQC Self-Assessment-Questionnaire (SAQ), CDP and Ecovadis, on which in 2023 we obtained a score of 56 out of 100.



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 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 2023, this model is therefore operational in 12 out of 18 companies.

The management and all staff received training in relation to the contents of the Organisational Model and audits in the various business areas (HSE, R&D, HR, AFC, purchasing, etc.) were organised by the Supervisory Body (SB).

In 2023 the SB found no violations of any obbligation related to law 231/2001, including corruption cases: this is what emerged from audits conducted in the same year (on those sensitive activities subjected to the law) and from absence of any whistleblowing which any witness can report anonymously.

As can be seen from the following table, most of PSC plants 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 quality, environmental and safety policy guidelines approved at group level in January 2022 have also been confirmed for 2023.

Plants	ISO 9001	ISO 14001	ISO 45001	ISO 16949	ISO 50001
Prima Components Anagni	■	■	■	■	
Prima Components Ferentino	■	■	■	■	
Prima Components Gricignano	■	■	■	■	
Prima Components Paliano	■	■	■	■	
Prima Eastern	■	■	■	■	
Sole Oderzo	■	■	■	■	
Sole Suzzara	■	■	■	■	
Sole Pontedera	■			■	
Sole Scanzorosciate	■				
Sole Horgertshausen	■			■	■
Sole Woerth	■	■	■	■	
Prima Poprad	■	■	■	■	
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.

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	**132**	57	75
Paint raw materials	**28**	8	20
Purchase components an external manufacturing (painting-molding-assembly)	**739**	374	356
Packaging	**95**	57	38
Total	**994**	**496**	**489**

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

To 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.

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 territory to strengthen technical-specialist training in the mechanical and mechatronic field and to develop skills strictly related to their professional research. The wealth of skills that in this way are formed on the territory represents an opportunity to develop the competitiveness of this specific area, which in the case of the "Frusinate" (province of Frosinone) has a strong manufacturing vocation; there is, therefore, a strong need for adequately trained human capital capable of responding to rapid technological and digital changes. In particular, the automotive, aerospace and electrical, as well as the field of electronic components, require increasingly qualified professionals with specific and advanced skills for the management and maintenance of complex and connected mechatronic systems.

ITS Meccatronico of Lazio Foundation aims to be close to technical-scientific school training, in order to integrate and improve technical-

practical preparation of newly graduates, both through further theoretical and technical insights, either by carrying out several hours of work placements, so as to acquire and/or improve practical skills.

The primary recipients of the Foundation's activities are, therefore, young people, in the interest of their professional and occupational growth in the area. The training course - spanning two years in which 1800 hours of courses are planned, 700 of internship, and a final state examination - is articulated on two curricula designed in collaboration with the reference companies of the territory, in order to meet the actual employment needs in the manufacturing field.

Over the years, the ITS foundation has expanded with the participation of approximately 50 companies from Lazio (mainly Frosinone and Latina) and with 2 locations (Frosinone and Latina): for the two-year period 2023-2024, 50 students will graduate.

The activated courses in 2023 for the two-year period are

- Higher Technician for Automation and Mechatronic Systems: Specialist for the Digital Transition of the Chemical-Pharmaceutical Industry
- THigher Technician for the Innovation of Mechanical Processes and Products: Specialist for the Digital Transition of the Manufacturing Industry

The Foundation has also evaluated additional members in the province of Rome with the aim of opening an additional office for the biennium 24-25.

In 2023, the third cycle of the course for Higher Technician for the Innovation of Mechanical Processes and Products ended up with the state exam which awarded the relevant diploma to 25 students who were placed both in the companies that are part of the Foundation, than at other partner companies.

ITS MECCATRONICO del LAZIO

2023 Graduation Ceremony

chapter

4

Workers


TABELLONE SAFETY
STEP 1
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 2023, the number of employees of the companies included in the reporting boundaries was 4233, marking an increase in staff of more than 200 employees compared to previous year, of which 134 are women. This is an important sign of the Group's growth and development, which will allow us to achieve increasingly ambitious objectives and ensure better customer satisfaction.

Workers	2023	2022	2021
Total N. of workers	**4.233**	4.026	4.125
Tot. Women	**1.219**	1.085	1.096
Tot. Men	**3.014**	2.941	3.029

Contract Type	2023		2022		2021	
Permanent	**1.102**	**2.845**	1.053	2.888	1.069	2.987
Temporary	**117**	**169**	32	53	27	42
Full time	**1.110**	**3.001**	986	2.924	970	2.995
Part time	**109**	**13**	100	16	123	37

Legenda | Women Man

Country	2023		2022		2021	
Italy	**1.969**	**8**	2.006	34	2.153	12
Europe	**1.051**	**180**	965	49	928	28
Rest of the World	**927**	**98**	970	2	975	29

Legend | Permanent cotract Temporary contract

Our overall growth also involved temporary workers: in 2023, they increased up to 787 people, a value more than doubled compared to previous year. None of the plants employed workers on non-guaranteed hours contracts.

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

During 2023 there has been a notable increase in total turnover compared to the previous year, mainly due to the increase in new entries (+50%), in the meanwhile the number of terminations decreased by approximately 16%. In the following tables it is possible to consult the details of these numbers for the last three years. The data is detailed based on key parameters (such as age, gender, and nationality).

	2023	2022	2021
Employee	**663**	442	702
Employee by gender	**233 ♀ 430 ♂**	167 ♀ 275 ♂	214 ♀ 488 ♂
< 30 years old	**256**	187	291
30 - 50 years old	**331**	223	377
> 50 years old	**76**	32	34
Country	**Italy 77 Brasil 192 Poland 189 Slovakia 95 Romania 10 Morocco 4 Germany 5 Bulgaria 4 Senegal 7 Albania 2 Macedonia 3 Bangladesh 14 India 1 Burkina Faso 1 Ghana 1 Kosovo 1 Gambia 3 Bosnia 2 Colombia 1 Croatia 2 Serbia 2 Egypt 1 Eritrea 1 Ecuador 1 Spain 9 Ukraine 32 Hungary 1 Venezuela 1 Vietnam 1**	Italy 65 Brasil 232 Poland 86 Slovakia 25 Romania 11 Spain 1 Germani 4 Bulgaria 1 Senegal 3 Albania 2 Moldavia 1 Bangladesh 5 India 1 Burkina Faso 1 Ghana 1 Kosovo 1	Italy 69 Brasil 581 Poland 9 Slovakia 29 Romania 6 Spain 1 Germany 1 Bulgaria 1 Senegal 2 Venezuela 1 China 1 Turkey 1
Hiring rate	**15,66%**	**11,20%**	**17,00%**

	2023		2022		2021	
Terminations		**456**		531		496
Terminations by gender	**126**	**330**	161	371	137	359
< 30 years old		**137**		195		135
30 - 50 years old		**225**		251		289
> 50 years old		**94**		86		72
Country	**Italy 118 Romania 5 Poland 69 Brazil 189 Slovakia 62 Germany 4 Spain 2**	**Russia 1 Serbia 1 Albania 1 Greece 1 Turkey 1 Ucraina 1 Bangladesh 1**	Italy 106 Romania 5 Poland 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 Morocco 1
Negative turnover		**10,77%**		13,50%		12,00%
Overall turnover		**26,44%**		**24,70%**		**29,00%**

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. 125.

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

- Rubber and Plastic
- Metalmeccanico

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[2]

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. In 2023, an average of 5.5 hours of training pro capite has been provided, on decrease trend compared to the previous two years.

During the year 2023, the Group's employees attended several courses, based on a project made dynamic by a constant comparison, that one between the skills acquired and those necessary for the company's needs of development, also strategic for our customers.

2 In order to facilitate comparability with other organizations, starting from the 2022 Report, the data by employee category has been organized differently, i.e. based on the contractual category. Therefore, for the data provided in this chapter and in chapter 4.4 (Equal opportunity and diversity), comparability with the 2021 Report data cannot be guaranteed.

Average training hours		2023	2022	2021
Average total *		5,5	8,3	7,0
Gender**		4,7 ♀ 5,8 ♂	9,2 ♀ 8,0 ♂	6,8 ♀ 7,2 ♂
Category of employees***	Executives	14,5	12,1	-
	Managers	13,4	10,1	-
	Employees	11,0	10,1	-
	Workers	4,0	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*

- Specialist and managerial training

The company puts its employees - particularly 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.

The Group confirmed its believing on the strategic importance of human capital development by the decision to setting up PSC Academy Research, at the end of the year 2023. This new unit is dedicated, among other things, to the management and enhancement of the Group's training projects, with the aim of ensuring the sharing of know-how and best practices. In 2023, the Academy launched a plan to expand the training modules to a group of approximately 150 middle managers of the organization, which will be concluded on 2024. Through the Academy, the annual "socialization of the Prima Sole Components Group" program (aimed at top management) has been also updated, with the aim of strengthening Human Capital, reinforcing commitments, and sharing better knowledge and experiences.

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. Subsequently, in 2023, a training plan (based on those skills identified as to be developed) has been defined and implemented, which will last up to end of 2025, ending with a subsequent new verification of the acquired skills and/or enhanced. Also in 2023, same project started in the Sole Components BU with a similar path.

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 evaluation for career development is also planned in several foreign plants, which will involve about 90% of the Brazilian BU.

Employees who received regular appraisals of their performance and career development in 2023	**n.**		**% of total employees**	
Total Type		918		22%
Employee by gender	268 ♀	650 ♂	22% ♀	22% ♂
Executive		11		33%
Managers		19		14%
Employees		187		27%
Workers		701		21%

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

Years	**2023**	2022	2021
No. of training hours per employee	**5,5**	8,3	7,0

Average training hours per employee in 2023 decreased compared to the previous two years.

4.3 Occupational Heath and safety

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
- Use of Personal Protective Equipment (PPE)

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

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

RISK ASSESSMENT IN 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 follow 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 STELLANTIS 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.

It is an example PSMM Pernambuco that, being located within Stellantis area, offers its employees, in addition to the medical service related to work, the possibility of professional medical visits (periodic or emergency) or different medical services, even if they are not related to work. This possibility is offered by direct access after programming via app. The health team at this facility also undertakes to conduct health campaigns on non-work-related topics through the involvement of external professionals at least six times a year.

HAZARDS AND ACCIDENTS

UShocks, cuts, investments and crushing: these are the main dangers identified by PC Anagni and PC Ferentino.

In order to eliminate or minimize such hazards and risks, the establishments have undertaken the actions foreseen by the DVR improvement plan, formalising precise working procedures that also include the use of appropriate PPE and appropriate training and awareness-raising of staff on the subject.

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

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 plants, on 2023 all the activities involving the use of extruders and those other related to fire risk have been reconfirmed as dangerous. Both technical and organizational measures have been implemented to reduce risks.

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. To reduce these risks, appropriate training courses for workers have been set up and they have also been equipped with Personal Protective Equipment.

In the Pernambuco plant, the risk of falling has been reduced to a minimum, thanks to the use of specific measures, such as the installation of "tension platforms" with a 45° inclination, the use of "fall arrest devices" and also the installation of a ladder to climb for having access to the machines' electrical panels. However, there is still a risk present on large presses, which will be contained in the coming years through the installation of additional access stairs.

The distribution of accidents that occurred in 2023 in the Group's companies is shown in the tables below.

Injuries 2023[3]	Employees	Workers not employees (temporary contracts)
Number of hours worked	**7.124.740**	**1.366.899**
Rate of recordable injuries*	**7**	**10**
Rate of high-consequence injuries**	**-**	**-**
Rate of fatalities***	**-**	**-**
Number of recordable injuries	**51**	**13**
Number of high-consequence injuries	**-**	**-**
Number of fatalities	**-**	**-**

** Rate of recordable injuries: Number of recordable injuries / Number of hours worked *1.000.000*
*** Rate of high-consequence injuries: Number of high-consequence injuries / Number of hours worked *1.000.000*
**** Rate of fatalities: Number of fatalities / Number of hours worked *1.000.000*

3. Due to a reclassification of the types of injuries, it was not possible to compare them with those reported in previous years, which are nevertheless shown in the appendix. In particular, from 2023 the concepts of:

- Recordable injuries: involving a temporary disability and have not caused permanent sequelae;
- high consequence injuries: resulting in a permanent sequela or that the injured person does not return to his or her health prior to the accident within 6 months of the event;
- Fatal accidents: resulting in the death of the injured person.

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 2023 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: **injuries**

N° of injuries recordable/Mh	2023	2022	2021
n° of injuries/Mh	**7,5**	10,2	8,5

In 2023, the ratio between the number of injuries and the worked hours across the entire Group decreased, compared to same ratios of the previous two years. This figure has been calculated using data referring to permanent employees and temporary workers, all together.

4.4 Equal opportunities and diversity

PPSC 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 valuing the specific characteristics of each and by committing to the protection of equal opportunities that PSC will be able to fully involve all human resources in its growth path 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. An important innovation has been the decision, promoted by the PSC Academy & Research, to check the possibility of obtaining certification on gender equality for 2023 (UNI/PdR 125:2022). This represents a significant commitment that we intend to undertake as a Group with the ultimate aim of monitoring and reducing gender gaps and promoting equal opportunities within our organisation.

The following tables show details of human resources at the different company levels, separated by gender and age.

Diversity in the governing body	**2023**	**2022**	**2021**
Diversity by gender	**17% 83%**	14% 86%	20% 80%
< 30 years old	**0%**	0%	0%
30 - 50 years old	**83%**	86%	20%
> 50 years old	**17%**	14%	80%
Vulnerable groups*	**0%**	0%	0%
Total	**6**	**7**	**5**

**Protected class and disabled people*

The following tables show the gender, age and role composition of the entire workforce for the two-year period 2022-20234[4]

Employee diversity Details over two-year period 2022-2023

	Executives		Managers		Clerks		Workers	
	2023	2022	2023	2022	2023	2022	2023	2022
Diversity by gender	9% 91%	6% 94%	21% 79%	22% 78%	27% 73%	26% 74%	30% 70%	27% 73%
< 30 yeard old	0%	0%	0%	2%	14%	13%	15%	16%
30 - 50 yeard old	39%	52%	64%	66%	59%	61%	53%	53%
> 50 yeard old	61%	48%	36%	33%	28%	26%	31%	31%
Vulnerable groups*	0%	0%	1%	1%	2%	2%	2%	2%
Total	**33**	**31**	**136**	**116**	**688**	**680**	**3376**	**3.205**

* Protected class and disabled people

[4] The table above does not report statistics relating to year 2021: these data, based on a different classification of roles, are not comparable with later criteria of classification (related to 2022 and 2023), so that they do not appear in the tables because inconsistent; nevertheless they are reported in the appendix

Natural resources & environment

chapter 5


CGT
CAT
ENERGIA
EFFICIENTE
CH4

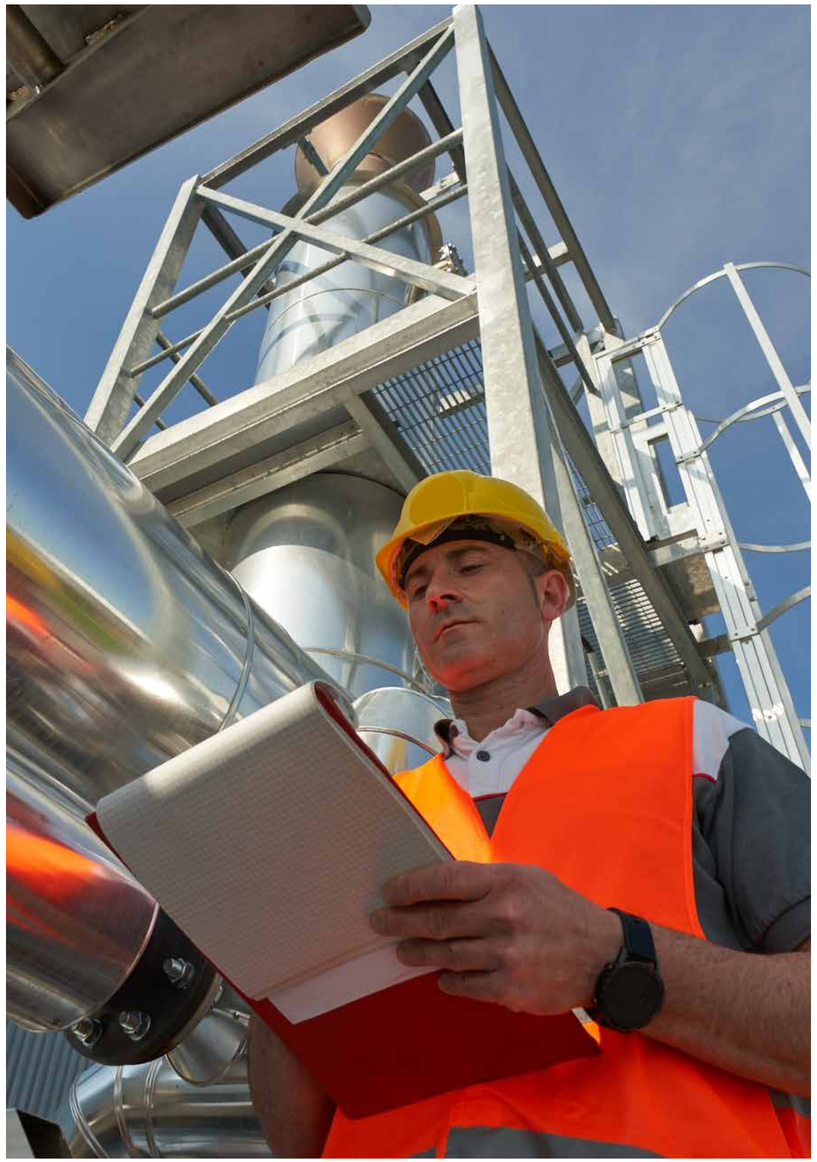
5.1 The Environment

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. Some plants (17%) have also achieved ISO 50001 certification in order to start a systematic process of monitoring the energy consumption, with the aim of improving efficiency.

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.

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[5]

		Type	Units	2023	2022	2021
input energy	No-renewable energy Consumption	Gas Naturale	GJ	**275.910**	193.741	243.648
		Gasolio	GJ	**984**	995	1.205
		GPL	GJ	**6.567**	6.237	9.068
		Benzina	GJ	**0**	30	33
	Renewable source energy Consumption (photovoltaic)[6]		GJ	**6.902**	6.986	6.979
	Grid energy consuption		GJ	**590.105**	593.872	605.430
Energy transformations by cogeneration	Self-production of electricity:[7]		GJ	**30.486**	5.487	2.033
		Consumed	GJ	**28.407**	5.207	1.795
		sold	GJ	**2.080**	280	238
	Self-production of heat (share of steam consumed)			**4.356**	4.444	11.035
	Total energy Consumption[8]			**878.388**	**801.581**	**866.125**

[5] Standards, methodologies, hypotheses and / or tools calculation used
- For fuels, invoices
- For electricity: invoices
- for self-produced photovoltaics: meter reading

[6] Includes electricity generated by photovoltaic plants and sold by external suppliers for Prima Components Anagni, Prima Components Ferentino and Prima Eastern

[7] Includes electricity generated by the cogeneration plants of Sole Scanzorosciate and Sole Oderzo.

[8] Total energy consumption is obtained by adding the input energy carriers, minus the self-produced energy from cogeneration not consumed as sold.

Some of the Group's Italian plants self-produce energy from photovoltaic systems.

The Prima Components plants in Ferentino and Anagni and Prima Eastern have photovoltaic systems installed both on the roofs of the buildings and on the ground. These systems are managed by an external company that supplies part of the energy produced to the plants.

In 2023, energy consumption from photovoltaic sources was 2,468 GJ for the Prima Components Ferentino plant, 2,774 GJ for the Prima Components Anagni plant and 1660 GJ for the Prima Eastern plant.

Prima Components Paliano plant has a backup electricity generator, with a Customs Agency License, but without a meter. Sole Oderzo plant, through a cogeneration plant feeded by natural gas, produced 12,669 GJ of electricity in 2023; Sole Scanzorosciate plant also has a cogeneration plant, which however is managed by an external company from which Scanzorosciate purchases the electricity produced.

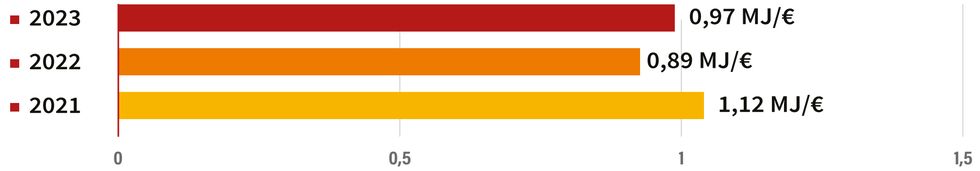
The responsible and sustainable use of energy is a priority for PSC, both in terms of reducing consumption to cope with the depletion of non-renewable resources, and for aspects related to emissions resulting from the combustion of fossil fuels. It is for this reason that an Energy Manager was appointed to the workforce to support the Group in the development of an energy efficiency plan, decarbonisation and reduction of emissions into the atmosphere. For this purpose, we have developed a decarbonization plan up to 2025 that will allow us to obtain an Organization Carbon Footprint certification as Scope 1, 2 and 3 for nine sites in Italy and seven others abroad.

At the same time, we will update the strategic plan to reduce direct and indirect greenhouse gas emissions on following sites: Prima Eastern, Sole Pontedera, Sole Oderzo, Prima Components Anagni and Prima Components Ferentino.

	2023	2022	2021
GJ/machine hours worked	**0,395**	0,423	0,498

- KPI for monitoring the Group's performance: **energy consumption**[9]

Energy Consumption per Unit of Genarated Value



[9] In the calculation of the KPI, the consolidated economic value generated and the energy consumption of the companies falling within the scope of the consolidated financial statements were used

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

The following table summarises the use of fuels for systems 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.

Emissions		Units	2023	2022	2021
Scope 1	Fuels	tCO2e	**16.027**	11.396	14.389
	Refrigerant Gases	tCO2e	**1.889**	465	791
	Total	tCO2e	**17.915**	11.389	14.389
Scope 2	Location based	tCO2e	**57.965**	55.416	

GWP factors sources:

- Scope 1: CO2: DEFRA, UK Government GHG Conversion Factors for Company Reporting, 2024

Consolidation approach for emissions

Operational control.

For scope 2 emissions location based: data from Ecoinvent 3.9.1 and International Energy agency for the production of electricity in Italy, Germany, Poland, Slovakia and Brazil.

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

In total, considering direct emissions and Location-based indirect emissions, in 2023 our activity generated 75,880.74 tCO2e.
In addition to this, our activity generates the emission of other pollutants into the air such as nitrogen oxides and fine dust. The table below shows the quantities emitted in 2023 expressed in tonnes.

*Significant emissions to air for each of the following compounds:	Units	2023	2022	2021
NOx	Tons	**4,981**	3,604	4,554
SOx	Tons	**0,169**	0,119	0,149
Particolate emissions (PM<2,5)	Tons	**7,744**	5,856	7,658
CO	Tons	**0,082**	0,071	0,097
VOC	Tons	**36,186**	51,287	37,053

* Data on NOx, SOx, PM and CO are calculated by applying emission factors. Data on VOCs are analytical and derived from direct measurements.

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

- **Ecoinvent 3.9.1** (Heat, central or small-scale, natural gas {Europe without Switzerland}| heat production, natural gas, at boiler fan burner low-NOx non-modulating <100kW | Cut-off, U)
- **Gasoline, Diesel and LPG:** Italian Data Banck for average emission factors on National Road Transportation: fetransp.isprambiente.it (update to 2021)

For all production sites, the amount of emissions in relation to the fuels used was reported according to the following emission factors. Since this report has been issued with updated emission factors, all emissions related to previous years have been recalculated, accordingly.

Fuel	CO_2eq Kg/GJ	NOx g/GJ	SOx g/GJ	PM<2,5 g/GJ	CO g/GJ
Natural Gas	56,30	16,7	0,611	22,2	0,111
Gasoline	70,63	48,7	0,221	545	6,63
Diesel	74,83	210	0,325	23	11,2
LPG	63,98	25,4	0	243	6,17

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 [10]	units	2023	2022	2021
Volatile Organic Compounds (VOCs): Airborne Emissions	t	**82**	35	28
Transformation(VOC) to Thermal Energy (heat)	Gj	**10.461**	8.981	9.201

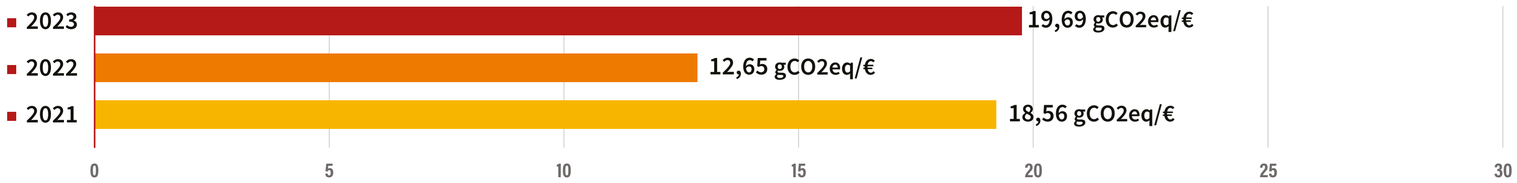
[10] Assumptions:

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

Sources Analyzed: Solvent Management Plan 2023 of individual plants

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

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

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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	2023	2022	2021
Hazardous	**Other disposal operations**	t	**127**	-	455
	Other disposal options	t	**698**	438	384
	Landfillingwaste disposal	t	**866**	1.187	592
	Inceneration with energetic recovery	t	**23**	158	467
	Inceneration without energy recovery	t	**1**	-	525
	Preparation for re-use	t	**1.417**	2.481	1.271
	Riciclyng	t	**389**	268	16
	Total hazardous		**3.521**	**4.532**	**3.710**
Non Hazardous	Other disposal operations	t	**1.937**	11	83
	Other recovery options	t	**504**	332	347
	Landfill waste disposal	t	**973**	975	1.093
	Inceneration with energetic recovery	t	**348**	399	280
	Inceneration without energy recovery	t	**-**	-	-
	Preparation for re-use	t	**5.830**	6.000	6.599
	Riciclying	t	**3.853**	2.150	3.630
	Chemical-physical treatment	t	**-**	46	287
	Total non - hazardous		**13.445**	**9.913**	**12.319**
	Total		**16.966**	**14.445**	**16.029**

Between 2021 and 2023, there has been an increase of 5.8% in total generated waste, that is a direct consequence of the production increase. During the same period, the hazardous waste ratio sent to preparation for reuse increased by 6 percentage points. In addition, the percentage of hazardous waste sent for recycling have increased from just under 1% of total hazardous waste to 11% in 2023.

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.

The concept behind the tool is based on the following assumptions:

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

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.

	2023	2022	2021
g/€ grams / euros	**17,23**	16,03	20,67

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

Waste generated per Unit of Generated Value

* The economic value generated and the production of waste of the companies included in the scope of PSC's consolidated financial statements were used in the calculation of the KPI.

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[11]	Unit	**2023**	2022	2021
Total volume of water withdrawn	ML	**532**	**408**	**453**
Municipal water supplies or other public or private water services	ML	**76**	64	94
Underground water	ML	**456**	344	359
Standard, methodologies and used hypotheses		■ Prima Eastern: meter reading (matching with invoices). ■ PC Gricignano d'Aversa, Anagni, Ferentino, Paliano e la BU PSCBR: Meter readings. ■ Sole Suzzara, Pontedera e Scanzorosciate: Invoices. ■ Oderzo: meter reading and periodic water analysis. ■ Sole Horgertshausen, Poprad and Sosnowiec Plants: invoices.	■ Prima Eastern: meter readings and estimates. ■ PC Gricignano d'Aversa, Anagni, Ferentino e la BU PSCBR: meter readings. ■ Sole Suzzara, Pontedera e Scanzorosciate: Invoice + meter reading. ■ Oderzo: meter reading and periodic water analysis. ■ Sole Horgertshausen invoices.	■ **Prima Eastern: meter readings and estimates.** ■ **PC Gricignano d'Aversa and BU BR: meter readings.** ■ **Sole Suzzara, Pontedera and Scanzorosciate: Invoice + meter reading.** ■ **Oderzo: meter reading and periodic water analysis.** ■ **Sole Horgertshausen: invoices.**

11 Data do not take into account the water withdrawals and discharges from the Sole Woerth plant as the water resource is managed externally and no information could be found on this

Discharges	Unit	2023	2022	2021
Total water volume withdrawn planned and not planned	ML	**249**	**194**	**291**
Water discharged into natural water body	ML	**118**	82	82
Water discharged into sewer	ML	**98**	78	96
Water discharged into imhoff pool or biological tank/Sealed tank with periodic sampling (disposal as waste CER 200304)	ML	**7**	11	81
Treatment and use in the JEEP/ETE process	ML	**26**	23	32

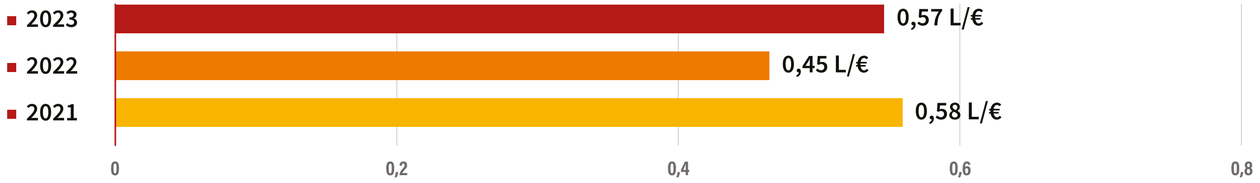
The volumes of water discharged into the sewers are obtained from the meter reading, while those managed as waste CER 200304 are taken from the unique models of environmental declaration (MUD).

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.

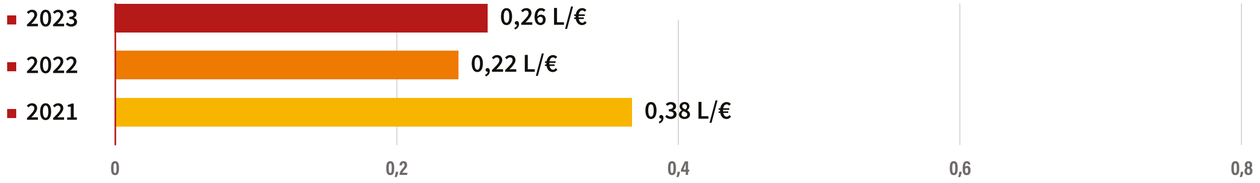
Other emission limits for the protection of water quality are dictated by the Integrated Environmental Authorization (AIA) for Sole Oderzo and Sole Pontedera and by the Single EnvironmentalAuthorization (AUA) for Prima Components Anagni, Prima Components Paliano and Prima Components Gricignano d'Aversa.

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

Volume of water withdrawn per unit of generated value



Volume of water discharges per unit of generated value



The withdrawn and discharged water volumes increased in 2023, in contrast to the trend observed in 2022, nevertheless consistent with the increased production.

* The economic value generated, water withdrawals and discharges of the companies included in the scope of PSC's consolidated financial statements were used in the calculation of the KPI.

Adjustments

- In 2021, the data on number of permanent female workers for the whole Group, as published in the 2022 Report, was incorrect due to a typo. The correct figure is 1.069 instead of 1.096.

- The data on man-hours worked in 2021 for the whole Group, as published in the 2022 Report have been corrected based on the adjustments made by single BUs, particularly:

  - -for employees, the previous value of 6,640,883 hours has been recalculated to 6.681.123;

  -for temporary workers, the previous value of 1,221,376 hours has been recalculated to 1.238.349.

Consequently, accident rates and the KPI of the number of recordable accidents per mega-hour of man-hour worked have been recalculated.

- The data on man-hours worked and accidents for 2022 for the whole Group published in the 2022 Report have been corrected based on the adjustments made by single BUs, and particularly:

  - For employees:

    - the previous value of 6.617.047 man-hours has been recalculated to 6.264.115;

    - the previous value of 65 recordable accidents has been corrected to 59.

  - For non-employees:

    - hepreviousvalueof920,854man-hourshasbeenrecalculated to 982.374;

    the previous value of 10 recordable accidents has been corrected to 11.

    - Consequently, accident rates and the KPI of the number of recordable accidents per mega-man-hour worked have been recalculated.

- The data on average training hours by employee category in 2022 for the whole Group in 2022 Report have been modified based on the adjustments made by single BUs, and particularly::

  -managers: the previous value of 40.9 has been recalculated to 12.1;

  -executives: the previous value of 12.1 has been recalculated to 10.1;

  -clerks: the previous value of 10.0 has been recalculated to 10.1.

- The data on LPG energy consumption in 2022 for the whole group in 2022 Report have been modified based on the adjustments made by single BUs, and particularly:

  - The previous consumption of 37.704 GJ has been recalculated to 6.237 GJ.

- The data on natural gas consumption presented in the 2022 Report have been modified based on the adjustments made by single BUs, and particularly:

  - for 2021 it was recalculated from 276.410 GJ to 243.648 GJ;

  - for 2022 it was recalculated from 207.333 GJ to 193.741 GJ.

As a result, direct greenhouse gas emissions caused by fuels in 2022 change from 15,496 tCO2e to 11,396 tCO2e and in 2021 change from 17,962 tCO2e to 14,389 tCO2e. The energy intensity values and KPIs related to energy consumption and greenhouse gas emissions have been recalculated, accordingly.

- The data on total electricity consumption published for the whole Group in 2022 Report have been modified following the adjustments made by single BUs, and particularly:

  -For 2021 the figure of 566.692 GJ has been corrected to 605.430 GJ.

  -For 2022 the figure of 684.256 GJ has been corrected to 593.872 GJ.

As a result, the Group's scope 2 location based emissions have been recalculated, changing from 57.823 tCO2e to 55.416 tCO2e.

- In 2022, the figure on the quantity of hazardous waste intended for reuse for the whole Group, as published in the previous Report, was incorrect due to a typo. The correct figure is 2.481 instead of 2.841.

OBJECTIVES

Macrotheme	Long-term Objective	Target for 2023	Status at 2023	Target for 2024
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. • Bring at least 30% of all Group sites to be certified ISO 45001. • The new integrated Quality, Environment and Safety Policies will be communicated to all Stakeholders.	• Target in progress: approximately 83% of the Group's plants are certified for the 14001 standard. • Target achieved: 67% of the Group's plants are certified for the ISO 45001. • Target achieved: since 2022, on the company website, a reference to the Integrated Quality, Environment and Safety Policies has been included in the 'PSC Policies' section.	• Bring all Group sites to be certified to the ISO 14001 standard. • Bring at least 80% of all Group sites to be certified ISO 45001 • Bring at least 20% of all Group sites to be certified ISO 50001.
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 managers 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.	• Target in prgress: in 2023, 51 minor incidents occurred among employees at all sites, and 13 has been the number of incidents among temporary workers. The average number of recordable accidents decreases from 8.5 to 7.5 expressed as total injuries per total mega worked hours. No permanent or fatal injuries have been recorded in 2023. • Target not achieved: Due to changes in the corporate plan, the webinar had not been arranged. • Target not achieved: no specific training course has been carried out due to different company's needs. • Target achieved: the Academy project reprised during 2021. With the launch of PSC Academy&Research, the top management "socialization" program, focused on training enhancement, has been also reconfirmed for 2023; at the same time, the number of participants (middle managers) increased and so the program will be extended to all 2024. • Goal to be achieved soon: the harmonization of processes and tools for staff evaluation is being reorganized.	• Zeroing the number of accidents at all sites. • Define specific training for all new hires on sustainability. • Extend the involvement of middle management in the training integration program (so-called "socialization") up to 2024. • Verify the requirements for obtaining the gender equality certification (Uni Pdr 125:2022) for all Italian sites. • Finalization of the target of the harmonization of all processes.
Natural resources and 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.	• Monitor and reduce energy consumption. • Reduce direct CO2 emissions into the atmosphere (Scope 1). • Reduce the amount of waste. • Increase the percentage of recovered wastes compared to disposed ones.	• Target achieved: The Group's total energy consumption per machine hours worked gradually decreased over the three-year period, achieving a total variation of 25%. • Target to be refined: Over the three-year period, Scope 1 emissions remained substantially unchanged. • Target to be refined: Over the three-year period, the total quantity of produce wastes increased by 5.8%, also as a result of the production increase. • Target not achieved: Compared to 2021, in 2023 the amount of recovered wastes decreased by 5.6%.	• Monitor and reduce energy consumption. • Reduce direct CO2 emissions (Scope 1) per unit of generated compared to 2021. • Reduce Scope 1 and 2 emissions by 5% by 2024, in line with the objectives set in the Group's decarbonization plan. • Reduce the amount of produced wastes per unit of value generated by production.

MANAGEMENT OF MATERIAL TOPICS

Management of material topics

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

Macro-themes	Material topics for PSC
Generated Value	Risks Management Research, development & technological innovation Customer relations (business partners) Compliance Responsible supply chain management Relations with Local Communities
Workers	Wellbeing of Employees Occupational Health and Safety Equal opportunities and diversity
Natural Resources & Environment	Energy Consumption Emissions in the Atmosphere Waste Management Water Resources Protection

Processes common to all macro-themes

MOTIVATIONS AND BOUNDARIES

The material topics 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 topic of PSC, the perimeter within which the potential impact may fall has been identified:

- **1.** Within company boundaries: in this case the impact primarily influences internal stakeholders
- **2.** Outside the company boundaries: in this case it is mainly external stakeholders who are affected by the impact
- **3.** 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 2023-+2024 Prima Sole Components Business Plan, the 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 2023.

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 in 2023 this model was implemented in all the Italian Business Units of the Group. New content has been introduced, developed on the basis of the path taken by PSC towards greater sustainability of its activities.

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

Material topic	Motivations and boundaries	Impacts	Material topics from GRI Standard	Disclosures
Risk Management	To act considering economic, social and environmental risks and opportunities for PSC's operations and image. Any related impacts could have an effect both within and outside the Group.	• Loss of market positioning due to inadequate risk and opportunity assessment. • Consolidation of reputation and trust relationship towards the company.	GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed
Research, development and technological innovation	Research and technological innovation such as strategic elements to increase the competitiveness of its products, in line with sustainable development and mobility. Any related impacts could have an effect both inside and outside the Group.	• Increased competitiveness of the company. • Consolidation of reputation and trust towards the company. • Contribution to the transition to a low-carbon emission economy through the development of sustainable and innovative services/products.	GRI 201: Economic performance 2016 GRI 206:	201-4 Financial assistance received from government
Customer relations (business partners)	To relate to customers as key business partners, recognising the value of cooperation, synergies and socially responsible behaviour, in order to jointly achieve higher levels of knowledge and higher quality and to establish a lasting and mutually satisfying relationship. Any related impacts could have an effect both within and outside the Group.	• Loss of customers or strategic partners. • Increased business resilience. • Consolidation of reputation and trust towards the company.	Anti-competitive Behavior 2016 GRI 416: Customer health and safety 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
Compliance	To ensure compliance with mandatory or voluntary standards through empowerment of its employees and through appropriate organisation and management models, and to achieve measurable and certifiable performance and sustainability targets. Any related impacts could affect both within and outside the Group	• Penalties for non-compliance with applicable socio-economic and environmental legislation. • Contribution to the development of a more ethical society. • Consolidation of reputation and trust towards the company.	GRI 205: Anti-Corruption 2016 GRI 403: Occupational Health and Safety 2018	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken 403-1 Occupational health and safety management system
Responsible supply chain management	The involvement of the supply chain by sharing principles, policies and tools for sustainability and social responsibility. Any related impacts could have an effect both within and outside the Group.	• Consolidation of reputation and trust in the company. • Indirect environmental damages not yet estimated. • Indirect social damages not yet estimated.	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Social supplier assessments	308-1 New suppliers that were screened-using environmental criteria 414-1 New suppliers that were screened using social criteria
Local communities	Attention and confrontation with the expectations of the local community, through an open, transparent and constructive dialogue. Any related impacts could have an effect outside the Group	• Contribution to the economic and social development of the territory. • Conflicts with the local community due to negative perception of the productive activity carried out.	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs

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, at present, adopted by over 67% of the company..

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 topics related to the macro-theme "Value generated" 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

Material topic	Motivations and boundaries	Impacts	Material topics from GRI Standard	Disclosures
Wellbeing of employees	To consider our employees a fundamental element of the company value and ensure their wellbeing through a proper training for the development of individual skills, an organization and an environment which foster the commitment to quality and the achievement of personal and professional satisfaction. Any related impacts may have an effect within the Group.	• Loss of manpower and productivity due to unsatisfactory and/or overly stressful working conditions. • Inability to attract talent due to unsatisfactory and/or overly stressful working conditions. • Human and professional growth of collaborators.	GRI 401: Employment 2016 GRI 404: Training and education 2016	**401-1 New employee hires and employee Turnover** **401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees** **404-1 Average hours of training per year per employee** **404-3 Percentage of employees receiving regular performance and career development reviews**
Health and safety at work	To ensure process safety and protecting the health of workers at all stages of supply and production. Any related impacts may have an effect within the Group.	• Diffusion of a work culture that guarantees high standards of health and safety for workers. • Damage to workers due to accidents or occupational diseases. • Deterioration of the reputation and relationship of trust towards the company.	GRI 403: Occupational Health and Safety 2018	**403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment and accident investigation** **403-3 Occupational health services** **403-4 Worker participation, consultation, and communication on occupational health and safety** **403-5 Worker training on occupational health and safety** **403-6 Promotion of worker health** **403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships** **403-9 Work-related injuries**
Equal opportunities and diversity	Enhancing the personal and cultural diversity of employees, suppliers and customers, avoiding unjustified discrimination and promoting inclusion. Any related impacts may have an effect within the Group.	• Inadequate selection of personnel due to cultural prejudices related to gender or other personal orientations of workers. • Contribution to the development of a more ethical society.	GRI 405: Diversity and Equal Opportunity 2016	**405-1 Diversity of governance bodies and employees**

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 quality, environment and occupational health and safety policy, 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 topics 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 topics 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

Material topic	Motivations and boundaries	Impacts	Material topics from GRI Standard	Disclosures
Energy consumption	The responsible use of energy resources achieved, when possible, with energy saving technologies and practices and the choice of renewable resources. Any related impacts could have an effect both inside and outside the Group	• Consumption of non-renewable energy resources. • Increased costs for energy purchase	GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity
Emissions in the atmosphere	Conduct its activities by seizing opportunities to prevent and mitigate emissions into the atmosphere, protecting air quality and combating climate change. Any related impacts could have an effect both inside and outside the Group	• Direct contribution to climate change by greenhouse gas emissions during the production process. • Indirect contribution to climate change by greenhouse gas emissions upstream and downstream of the production process.	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
Waste management	The application, where possible, of best practices of reduction, through prevention, and recycling of waste. Any related impacts could have an effect both inside and outside the Group	• Contribution to the environmental impact of end-of-life waste disposal.	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
Water resouces protection	The responsible use of water due to technologies and practices aimed at reducing the amount taken and maintaining the original quality. Any related impacts could have an effect both inside and outside the Group	• Water quality degradation. • Depletion of water resources.	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge

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

Employees diversity on 2021	**STAFF**[13] (Managers and White Collar)	**DIRECT** (Workers)	**UNDIRECT** Those people who are not directly involved on production activities or not directly working on any machinery
Women	32%	34%	10%
Men	68%	66%	90%
Under 30 yo	9%	16%	14%
30 – 50 yo	68%	58%	62%
Over 50 yo	24%	26%	24%
Vulnerable groups	2%	5%	2%
Total	**550**	**2.382**	**1.193**

EMPLOYEES	**2021**	**2022**
Number of hours worked	6.681.123	6.264.155
Rate of Recordable work-related injuries*	7,9	9,4
Rate of High-consequence work-related injuries**	0,1	0,6
Rate of fatalities (as result of work related injuries)***	-	-
Number of Recordable work-related injuries	53	59
Number of High-consequence work-related injuries	1	4
Number of fatalities (as result of work related injuries)	-	-

TEMPORARY WORKERS	**2021**	**2022**
Number of hours worked	1.238.349	982.374
Rate of Recordable work-related injuries*	10,5	11,2
Rate of High-consequence work-related injuries**	-	-
Rate of fatalities (as result of work related injuries)***	-	-
Number of Recordable work-related injuries	13	11
Number of High-consequence work-related injuries	-	-
Number of fatalities (as result of work related injuries)	-	-

13 Employee classification carried forward to 2021

*Rate of recordable injuries: n° of recordable work-related injuries/ n° of hours worked*1.000.000 ** Rate of High Consequence work related injuries: n° of High Consequence work-related injuries/ n° of hours worked*1.000.000
***Rate of Fatalities as result of work related injuries: n° of Fatalities as result of work-related injuries/ n° of hours worked*1.000.000

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

Economic Value

SOLE COMPONENTS

	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN	PRIMA COMPONENTS ITALIA	PRIMA AUTOMOTIVE
Direct economic value generated: revenues; (PRODUCTION VALUE)	35.564.796 €	145.465.856 €	125.250.802 €	35.833.566 €	72.753.582 €	-	-	132.634.636 €	6.506.613 €
Economic value distributed: operating costs, employee wages and benefits (TOTAL PRODUCTION COST)	28.266.758 €	144.713.923 €	122.369.983 €	33.796.506 €	72.359.552 €	-	-	132.043.681 €	5.605.931 €
Economic value retained: "direct economic value generated" less "economic value distributed".	7.298.038 €	751.933 €	2.880.819 €	2.037.060 €	394.030 €	-	-	590.955 €	900.682 €

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 value generated: revenues; (PRODUCTION VALUE)	35.289.282 €	60.963.922 €	67.556.836 €	84.900.897 €	20.143.015 €	39.100.271 €	41.382.230 €	85.078.580 €
Economic value distributed: operating costs, employee wages and benefits (TOTAL PRODUCTION COST)	32.440.189 €	57.706.708 €	69.158.267 €	87.729.056 €	19.234.437 €	38.936.952 €	39.248.803 €	93.078.434 €
Economic value retained: "direct economic value generated" less "economic value distributed".	2.849.093 €	3.257.214 €	-1.601.431 €	-2.828.159 €	908.578 €	163.319 €	2.133.427 €	-7.999.854 €

PSC DO BRAZIL

	SOSNOWIEC APT	PSC DO BRASIL	PSCA LTDA	PSMM PERNABUCO	BILANCIO CONSOLIDATO
Direct economic value generated: revenues; (PRODUCTION VALUE)	57.938.084 €	-	-	70.630.559 €	**909.862.160 €**
Economic value distributed: operating costs, employee wages and benefits (TOTAL PRODUCTION COST)	66.649.654 €	-	-	63.351.363 €	**886.023.472 €**
Economic value retained: "direct economic value generated" less "economic value distributed".	-8.711.570 €	-	-	7.279.196 €	**23.838.688 €**

Financial Assistance

SOLE COMPONENTS

	SOLE COMPONENTS	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN	PRIMA COMPONENTS ITALIA	PRIMA AUTOMOTIVE
Tax relief and tax credits	24.259 €	1.850.301 €	329.009 €	1.059.784 €	22.340 €	-	-	49 €	-
Subsidies	-	-	-	-	-	-	-	-	1.930 €
Investment grants, research and development grants,and other relevant types of grant	36.600 €	57.600 €	11.550 €	15.000 €	-	-	-	-	-
Financial incentives	-	712.547 €	-	-	-	-	-	-	-

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	179.900 €	453.115 €	445.415 €	678.360 €	137.105 €	-	-	-
Subsidies	11.720 €	67.700 €	34.851 €	43.020 €	4.260 €	-	€ 512.663	-
Investment grants, research and development grants,and other relevant types of grant	375.256 €	-	-	-	-	-		
Financial incentives	-	-	-	-	-	-		

PSC DO BRAZIL

	SOSNOWIEC APT	PSC DO BRASIL	PSCA LTDA	PSC AUTOMOTIVOS-PINDA I	PSC AUTOMOTIVOS-PINDA II	PSMM PERNABUCO
Tax relief and tax credits	-	-	-	-	-	12.752.479 €
Subsidies	-	-	-	-	-	-
Investment grants, research and development grants,and other relevant types of grant	-	-	-	-	-	-
Financial incentives	-	-	-	-	-	-

Employees

PRIMA SOLE COMPONENTS

		PSC
Permanent employees	women	6
	Men	14
	Nationality: Italy	18
	Nationality: Europe (excluding italy)	2
	Nationality: Rest of the world	-
	Totale Permanent employees	20
Temporary employees	women	-
	Men	-
	Nationality: Italy	-
	Nationality: Europe (excluding italy)	-
	Nationality: Rest of the world	-
	Total temporary employees	-
Non-guaranteed hours employees	women	-
	Men	-
	Nationality: Italy	-
	Nationality: Europe (excluding italy)	-
	Nationality: Rest of the world	-
	Total non-guaranteed hours employees	-
Full-time employees	women	6
	Men	14
	Nationality: Italy	18
	Nationality: Europe (excluding italy)	2
	Nationality: Rest of the world	-
	Total full-time employees	20
Part-time employees	women	-
	Men	-
	Nationality: Italy	-
	Nationality: Europe (excluding italy)	-
	Nationality: Rest of the world	-
	Total Part-time employees	-
Total employees		**20**
Total Workers who are not employees		-

Employees

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Permanent employees	women	2	1	30	16	29	13	31
	Men	10	10	247	169	283	143	114
	Nationality: Italy	12	11	277	185	312	156	145
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Totale Permanent employees	12	11	277	185	312	156	145
Temporary employees	women	-	-	1	-	-	-	1
	Men	-	-	-	-	-	-	-
	Nationality: Italy	-	-	1	-	-	-	1
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Total temporary employees	-	-	1	-	-	-	1
Non-guaranteed hours employees	women	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-
	Nationality: Italy	-	-	-	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Total non-guaranteed hours employees	-	-	-	-	-	-	-
Full-time employees	women	1	1	23	16	26	12	19
	Men	10	10	245	169	281	143	114
	Nationality: Italy	11	11	268	185	307	155	133
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Total full-time employees	11	11	268	185	307	155	133
Part-time employees	women	1	-	8	-	3	1	13
	Men	-	-	2	-	2	-	-
	Nationality: Italy	1	-	10	-	5	1	13
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Total Part-time employees	1	-	10	-	5	1	13
Total employees		**12**	**11**	**278**	**185**	**312**	**156**	**146**
Total Workers who are not employees		-	-	-	-	-	-	34

Employees

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Permanent employees	women	15	255	79	44	24	10	29
	Men	58	245	62	102	114	38	51
	Nationality: Italy	72	408	128	144	82	5	3
	Nationality: Europe (excluding italy)	-	73	8	1	2	20	73
	Nationality: Rest of the world	1	19	5	1	54	23	4
	Totale Permanent employees	73	500	141	146	138	48	80
Temporary employees	women	2	-	3	-	1	12	1
	Men	-	2	-	-	9	10	3
	Nationality: Italy	1	1	2	-	1	1	-
	Nationality: Europe (excluding italy)	-	-	-	-	-	19	1
	Nationality: Rest of the world	1	1	1	-	9	2	3
	Total temporary employees	2	2	3	-	10	22	4
Non-guaranteed hours employees	women	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-
	Nationality: Italy	-	-	-	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-	-	-	-
	Nationality: Rest of the world	-	-	-	-	-	-	-
	Total non-guaranteed hours employees	-	-	-	-	-	-	-
Full-time employees	women	12	206	69	42	22	20	21
	Men	58	244	61	102	120	48	53
	Nationality: Italy	69	364	116	142	76	6	3
	Nationality: Europe (excluding italy)	-	68	8	1	2	37	67
	Nationality: Rest of the world	1	18	6	1	64	25	4
	Total full-time employees	70	450	130	144	142	68	74
Part-time employees	women	5	49	13	2	3	2	9
	Men	-	3	1	-	3	-	1
	Nationality: Italy	4	45	14	2	6	-	-
	Nationality: Europe (excluding italy)	-	5	-	-	-	2	9
	Nationality: Rest of the world	1	2	-	-	-	-	1
	Total Part-time employees	5	52	14	2	6	2	10
Total employees		**75**	**502**	**144**	**146**	**148**	**70**	**84**
Total Workers who are not employees		-	51	58	54	51	17	22

Employees

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Permanent employees	women	1	44	102	129
	Men	5	119	270	210
	Nationality: Italy	6	-	2	-
	Nationality: Europe (excluding italy)	-	163	370	339
	Nationality: Rest of the world	-	-	-	-
	Totale Permanent employees	6	163	372	339
Temporary employees	women	-	26	14	34
	Men	-	41	24	21
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	67	38	55
	Nationality: Rest of the world	-	-	-	-
	Total temporary employees	-	67	38	55
Non-guaranteed hours employees	women	-	-	-	-
	Men	-	-	-	-
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	-	-	-	-
	Total non-guaranteed hours employees	-	-	-	-
Full-time employees	women	1	70	116	163
	Men	5	160	294	230
	Nationality: Italy	6	-	2	-
	Nationality: Europe (excluding italy)	-	230	408	393
	Nationality: Rest of the world	-	-	-	-
	Total full-time employees	6	230	410	393
Part-time employees	women	-	-	-	-
	Men	-	-	-	1
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	1
	Nationality: Rest of the world	-	-	-	-
	Total Part-time employees	-	-	-	1
Total employees		**6**	**230**	**410**	**394**
Total Workers who are not employees		-	23	175	138

Employees

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Permanent employees	women	1	180	21	39
	Men	7	355	64	155
	Nationality: Italy	1	1	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	7	534	85	194
	Totale Permanent employees	8	535	85	194
Temporary employees	women	-	-	3	19
	Men	-	-	2	57
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	-	-	5	76
	Total temporary employees	-	-	5	76
Non-guaranteed hours employees	women	-	-	-	-
	Men	-	-	-	-
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	-	-	-	-
	Total non-guaranteed hours employees	-	-	-	-
Full-time employees	women	1	180	24	58
	Men	7	355	66	212
	Nationality: Italy	1	1	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	7	534	90	270
	Total full-time employees	8	535	90	270
Part-time employees	women	-	-	-	-
	Men	-	-	-	-
	Nationality: Italy	-	-	-	-
	Nationality: Europe (excluding italy)	-	-	-	-
	Nationality: Rest of the world	-	-	-	-
	Total Part-time employees	-	-	-	-
Total employees		**8**	**535**	**90**	**270**
Total Workers who are not employees			**32**	**5**	**127**

Employees

Gruppo PSC

		PSC ACADEMY&RESEARCH	TOTALE GRUPPO PSC
Permanent employees	women	1	1.102
	Men	-	2.845
	Nationality: Italy	1	1.969
	Nationality: Europe (excluding italy)	-	1.051
	Nationality: Rest of the world	-	927
	Totale Permanent employees	1	3.947
Temporary employees	women	-	117
	Men	-	169
	Nationality: Italy	-	8
	Nationality: Europe (excluding italy)	-	180
	Nationality: Rest of the world	-	98
	Total temporary employees	-	286
Non-guaranteed hours employees	women	-	-
	Men	-	-
	Nationality: Italy	-	-
	Nationality: Europe (excluding italy)	-	-
	Nationality: Rest of the world	-	-
	Total non-guaranteed hours employees	-	-
Full-time employees	women	1	1.110
	Men	-	3.001
	Nationality: Italy	1	1.875
	Nationality: Europe (excluding italy)	-	1.216
	Nationality: Rest of the world	-	1.020
	Total full-time employees	1	4.111
Part-time employees	women	-	109
	Men	-	13
	Nationality: Italy	-	101
	Nationality: Europe (excluding italy)	-	17
	Nationality: Rest of the world	-	4
	Total Part-time employees	-	122
Total employees		**1**	**4.233**
Total Workers who are not employees			**787**

Employment

PRIMA SOLE COMPONENTS

		PSC
New employee hires	< 30 years	-
	30-50 years	2
	> 50 years	-
	Women	-
	Men	2
	Total New employee hires	**2**
Employee Terminations	< 30 years	-
	30-50 years	-
	> 50 years	1
	Women	-
	Men	1
	Total Employee Terminations	**1**

Employment

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
New employee hires	< 30 years	-	1	1	-	-	-	1
	30-50 years	-	-	17	-	1	5	1
	> 50 years	1	-	-	-	1	8	-
	Women	-	-	2	-	-	1	1
	Men	1	1	16	-	2	12	1
	Total New employee hires	**1**	**1**	**18**	**-**	**2**	**13**	**2**
Employee Terminations	< 30 years	-	-	-	-	-	-	-
	30-50 years	-	1	8	25	2	-	5
	> 50 years	1	-	1	17	1	-	2
	Women	-	-	2	3	3	-	2
	Men	1	1	7	39	-	-	5
	Total Employee Terminations	**1**	**1**	**9**	**42**	**3**	-	**7**

Employment

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
New employee hires	< 30 years	4	5	4	-	18	5	2
	30-50 years	3	14	5	3	15	18	3
	> 50 years	1	4	2	1	2	5	2
	Women	3	12	8	-	3	14	1
	Men	5	11	3	4	32	14	6
	Total New employee hires	**8**	**23**	**11**	**4**	**35**	**28**	**7**
Employee Terminations	< 30 years	2	-	1	1	1	2	-
	30-50 years	3	7	6	4	3	6	1
	> 50 years	3	19	-	3	4	3	1
	Women	1	10	2	1	2	2	-
	Men	7	16	5	7	6	9	2
	Total Employee Terminations	**8**	**26**	**7**	**8**	**8**	**11**	**2**

Employment

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
New employee hires	< 30 years	-	58	27	30
	30-50 years	-	27	76	59
	> 50 years	-	10	13	16
	Women	-	25	56	55
	Men	-	70	60	50
	Total New employee hires	**-**	**95**	**116**	**105**
Employee Terminations	< 30 years	-	39	1	3
	30-50 years	-	17	33	11
	> 50 years	1	6	13	9
	Women	1	14	10	10
	Men	-	48	37	13
	Total Employee Terminations	**1**	**62**	**47**	**23**

Employment

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
New employee hires	< 30 years	-	31	6	63
	30-50 years	4	53	2	22
	> 50 years	-	-	-	10
	Women	-	29	4	18
	Men	4	55	4	77
	Total New employee hires	**4**	**84**	**8**	**95**
Employee Terminations	< 30 years	-	43	21	23
	30-50 years	3	57	16	17
	> 50 years	-	4	2	3
	Women	-	35	13	15
	Men	3	69	26	28
	Total Employee Terminations	**3**	**104**	**39**	**43**

Employment

		PSC ACADEMY&RESEARCH	Gruppo PSC TOTALE GRUPPO PSC
New employee hires	< 30 years	-	256
	30-50 years	1	331
	> 50 years	-	76
	Women	1	233
	Men	-	430
	Total New employee hires	**1**	**663**
Employee Terminations	< 30 years	-	137
	30-50 years	-	225
	> 50 years	-	94
	Women	-	126
	Men	-	330
	Total Employee Terminations	**-**	**456**

Benefits provided

PRIMA SOLE COMPONENTS

	PSC Academy&Research	PSC
Life insurance	No	Executives only
Health care	Yes, all employees	yes, all employees
Disability and disability insurance coverage	No	Executives only
Parental leave	Yes, all employees	yes, all employees
Pension contributions	Yes, all employees	yes, all employees
Equity participation	No	
Other (specify)	Company Telephone, Computer	

Benefits provided

PRIMA COMPONENTS ITALIA

	PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Life insurance	Executives only	No			Executives only		
Health care	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees
Disability and disability insurance coverage	No	No	yes, all employees	yes, all employees	yes, all employees		
Parental leave	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees
Pension contributions	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees	yes, all employees
Equity participation		No					
Other (specify)	No						

Benefits provided

SOLE COMPONENTS

	SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Life insurance	yes. Executive, Middle managers, Clerks	yes. Executive, Middle managers, Clerks	No	yes, all employees	-		no
Health care	yes, all employees	yes, all employees	yes, all employees	yes, all employees	-	yes, all employees	no
Disability and disability insurance coverage	yes. Executive, Middle managers, Clerks	yes. Executive, Middle managers, Clerks	No	yes. Executive, Middle managers, Clerks	-	yes, all employees	no
Parental leave	yes, all employees	yes, all employees	yes, all employees	yes, all employees	-	yes, all employees	no
Pension contributions	yes, all employees	yes, all employees	yes, all employees	yes, all employees	-	yes, all employees	no
Equity participation			No	No	-		no
Other (specify)					Meal Voucher		Additional leave (0.5 days per week) for over 58 (full-time employees only)

Benefits provided

PRIMA COMPONENTS EUROPE

	PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Life insurance	-		yes, all employees	yes, all employees
Health care	-		yes, all employees	yes, all employees
Disability and disability insurance coverage	-		yes, all employees	yes, all employees
Parental leave	-		yes, all employees	yes, all employees
Pension contributions	-	contribution one-off	yes, all employees	yes, all employees
Equity participation	-			
Other (specify)	-			

Benefits provided

PSC DO BRAZIL

	PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Life insurance	Yes, all employees	Yes, all employees	Yes, all employees	Yes, all employees
Health care	Yes, all employees	Yes, all employees	Yes, all employees	Yes, all employees
Disability and disability insurance coverage	Yes, all employees	no	Yes, all employees	Yes, all employees
Parental leave	In case of death	5 Days- if the benefit is required by law for men and 180 Days for womenno	in case of death	in case of death
Pension contributions	Yes, all employees	no		
Equity participation				
Other (specify)				

Occupational Health and Safety

PRIMA SOLE COMPONENTS

		PSC
Employees	Man hours worked	33.877,00
	Number of recordable injuries	-
	Number of high-consequence injuries	-
	Number of fatalities as a result of injury	-
	Rate of recordable injuries	-
	Rate of high-consequence injuries	-
	Rate of fatalities as a result of injury	-
Workers who are not employees	Man hours worked	-
	Number of recordable injuries	-
	Numebr of high-consequence injuries	-
	Number of fatalities as a result of injury	-
	Rate of recordable injuries	
	Rate of high-consequence injuries	
	Rate of fatalities as a result of injury	

Occupational Health and Safety

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Employees	Man hours worked	22.101,00	21.464,00	416.463,00	320.904,00	488.148,00	217.786,00	208.960,00
	Number of recordable injuries	-	-	3,00	2,00	8,00	-	1,00
	Number of high-consequence injuries	-	-	-	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-	-	-	-
	Rate of recordable injuries	-	-	7,20	6,23	16,39	-	4,79
	Rate of high-consequence injuries	-	-	-	-	-	-	-
	Rate of fatalities as a result of injury	-	-	-	-	-	-	-
Workers who are not employees	Man hours worked	-	-	-	-	102.939,00	-	40.893,00
	Number of recordable injuries	-	-	-	-	1,00	-	-
	Numebr of high-consequence injuries	-	-	-	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-	-	-	-
	Rate of recordable injuries					9,71		-
	Rate of high-consequence injuries					-		-
	Rate of fatalities as a result of injury					-		-

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Employees	Man hours worked	127.448,00	764.318,00	200.810,00	299.916,00	227.196,00	105.387,00	166.152,00
	Number of recordable injuries	-	7,00	2,00	7,00	1,00	2,00	6,00
	Number of high-consequence injuries	-	-	-	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-	-	-	-
	Rate of recordable injuries	-	9,16	9,96	23,34	4,40	18,98	36,11
	Rate of high-consequence injuries	-	-	-	-	-	-	-
	Rate of fatalities as a result of injury	-	-	-	-	-	-	-
Workers who are not employees	Man hours worked	-	88.344,00	107.435,00	70.419,00	84.493,00	50.425,00	50.242,27
	Number of recordable injuries	-	2,00	2,00	-	2,00	2,00	-
	Numebr of high-consequence injuries	-	-	-	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-	-	-	-
	Rate of recordable injuries		22,64	18,62	-	23,67	39,66	-
	Rate of high-consequence injuries		-	-	-	-	-	-
	Rate of fatalities as a result of injury		-	-	-	-	-	-

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

Occupational Health and Safety

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Employees	Man hours worked	10.962,00	345.721,00	613.661,40	549.350,00
	Number of recordable injuries	-	5,00	2,00	4,00
	Number of high-consequence injuries	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-
	Rate of recordable injuries	-	14,46	3,26	7,28
	Rate of high-consequence injuries	-	-	-	-
	Rate of fatalities as a result of injury	-	-	-	-
Workers who are not employees	Man hours worked	-	52.311,00	269.467,50	176.538,00
	Number of recordable injuries	-	2,00	1,00	1,00
	Numebr of high-consequence injuries	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-
	Rate of recordable injuries		38,23	3,71	5,66
	Rate of high-consequence injuries		-	-	-
	Rate of fatalities as a result of injury		-	-	-

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Employees	Man hours worked	13.024,00	1.430.936,91	187.221,00	352.654,00
	Number of recordable injuries	-	1,00	-	-
	Number of high-consequence injuries	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-
	Rate of recordable injuries	-	0,70	-	-
	Rate of high-consequence injuries	-	-	-	-
	Rate of fatalities as a result of injury	-	-	-	-
Workers who are not employees	Man hours worked	1.898,00	83.624,00	17.294,00	170.576,00
	Number of recordable injuries	-	-	-	-
	Numebr of high-consequence injuries	-	-	-	-
	Number of fatalities as a result of injury	-	-	-	-
	Rate of recordable injuries	-	-	-	-
	Rate of high-consequence injuries	-	-	-	-
	Rate of fatalities as a result of injury	-	-	-	-

Occupational Health and Safety

Gruppo PSC

		PSC ACADEMY&RESEARCH	TOTALE GRUPPO PSC
Employees	Man hours worked	280,00	7.124.740
	Number of recordable injuries	-	51,00
	Number of high-consequence injuries	-	-
	Number of fatalities as a result of injury	-	-
	Rate of recordable injuries	-	7,16
	Rate of high-consequence injuries	-	-
	Rate of fatalities as a result of injury	-	-
Workers who are not employees	Man hours worked	-	1.366.899
	Number of recordable injuries	-	13,00
	Numebr of high-consequence injuries	-	-
	Number of fatalities as a result of injury	-	-
	Rate of recordable injuries		9,51
	Rate of high-consequence injuries		-
	Rate of fatalities as a result of injury		-

Training

PRIMA SOLE COMPONENTS

		PSC
Total hours	Executives	31,00
	Middle managers	125,00
	Clerks	895,00
	Workers	-
	Women	160,00
	Men	891,00
Total training hours		**1.051,00**
Average hours	Executives	7,75
	Middle managers	17,86
	Clerks	99,44
	Workers	
	Women	26,67
	Men	63,64
Total training Average hours		**52,55**
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	-
	Middle managers	-
	Clerks	-
	Workers	-
	Women	-
	Men	-
Total		-

Training

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Total hours	Executives	8,00	-	160,00	-	-	-	-
	Middle managers	-	-	-	-	-	16,00	-
	Clerks	68,00	64,00	176,00	-	282,00	245,00	403,00
	Workers	-	-	800,00	220,00	1.478,00	750,00	1.125,00
	Women	60,00	16,00	90,00	6,00	58,00	105,00	194,00
	Men	16,00	48,00	1.046,00	214,00	1.702,00	906,00	1.334,00
Total training hours		**76,00**	**64,00**	**1.136,00**	**220,00**	**1.760,00**	**1.011,00**	1.528,00
Average hours	Executives	4,00		160,00		-		
	Middle managers	-	-	-		-	8,00	
	Clerks	11,33	7,11	7,65	-	9,40	11,67	26,87
	Workers	-		3,16	1,29	5,36	5,64	8,59
	Women	30,00	16,00	3,00	0,38	2,00	8,08	6,06
	Men	1,60	4,80	4,22	1,27	6,01	6,34	11,70
Total training Average hours		**6,33**	**5,82**	**4,09**	**1,19**	**5,64**	**6,48**	10,47
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	1	-	1	-	1	-	-
	Middle managers	2	-	1	-	1	-	1
	Clerks	1	2	1	-	7	3	6
	Workers	-	-	5	-	1	-	1
	Women	1	-	1	-	10	-	1
	Men	3	2	7	-	-	3	7
Total		**4**	**2**	**8**	**-**	**10**	**3**	8

Training

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Total hours	Executives	10,00	11,00	-	-	-	-	1,00
	Middle managers	356,00	137,00	-	15,00	144,00	24,00	1,00
	Clerks	1.253,00	940,00	54,00	62,00	680,00	40,00	15,00
	Workers	-	1.423,00	374,00	1.127,00	240,00	6,00	75,00
	Women	368,00	1.072,00	242,00	85,00	316,00	40,00	54,00
	Men	1.251,00	1.439,00	186,00	1.119,00	748,00	30,00	38,00
Total training hours		**1.619,00**	**2.511,00**	**428,00**	**1.204,00**	**1.064,00**	**70,00**	**92,00**
Average hours	Executives	3,33	11,00		-			1,00
	Middle managers	25,43	12,45	-	15,00	28,80	4,80	0,14
	Clerks	21,60	11,90	3,60	3,88	20,00	2,11	1,50
	Workers		3,46	2,97	8,80	2,20	0,13	1,14
	Women	21,65	4,20	2,95	1,93	12,64	1,82	1,86
	Men	21,57	5,83	3,00	10,97	6,08	0,63	0,69
Total training Average hours		**21,59**	**5,00**	**2,97**	**8,25**	**7,19**	**1,00**	**1,10**
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	-	-	-	-	-	-	-
	Middle managers	-	-	-	-	1	5	-
	Clerks	-	-	-	-	1	19	-
	Workers	-	-	-	-	-	46	-
	Women	-	-	-	-	-	22	-
	Men	-	-	-	-	2	48	-
Total		**-**	**-**	**-**	**-**	**2**	**70**	**-**

Training

		PRIMA COMPONENTS EUROPE			
		PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Total hours	Executives	-	9,00	60,00	31,00
	Middle managers	-	234,00	201,00	118,00
	Clerks	-	1.060,50	514,00	142,00
	Workers	-	846,00	1.308,00	893,00
	Women	-	705,00	675,00	576,00
	Men	-	1.444,50	1.408,00	608,00
Total training hours		-	**2.149,50**	**2.083,00**	**1.184,00**
Average hours	Executives	-	9,00	20,00	10,33
	Middle managers	-	13,00	9,57	9,08
	Clerks	-	13,95	7,45	3,64
	Workers		6,27	4,13	2,63
	Women	-	10,07	5,82	3,53
	Men	-	9,03	4,79	2,63
Total training Average hours		**-**	**9,35**	**5,08**	**3,01**
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	-	-	-	-
	Middle managers	-	-	-	-
	Clerks	-	-	-	-
	Workers	-	-	-	-
	Women	-	-	-	-
	Men	-	-	-	-
Total		**-**	**-**	**-**	**-**

Training

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Total hours	Executives	144,00	-	-	13,00
	Middle managers	-	449,00	-	-
	Clerks	-	539,00	40,00	74,00
	Workers	-	2.676,00	40,00	80,00
	Women	24,00	776,00	35,00	77,00
	Men	120,00	2.888,00	45,00	90,00
Total training hours		**144,00**	**3.664,00**	**80,00**	**167,00**
Average hours	Executives	18,00			13,00
	Middle managers		56,13		-
	Clerks		7,00	4,00	1,35
	Workers		5,95	0,50	0,39
	Women	24,00	4,31	1,35	1,33
	Men	17,14	8,14	0,70	0,42
Total training Average hours		**18,00**	**6,85**	**0,89**	**0,62**
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	8	-	-	-
	Middle managers	-	8	-	-
	Clerks	-	77	20	50
	Workers	-	450	60	138
	Women	1	180	26	26
	Men	7	355	54	162
Total		**8**	**535**	**80**	**188**

Training

Gruppo PSC

		PSC ACADEMY&RESEARCH	TOTALE GRUPPO PSC
Total hours	Executives	-	478,00
	Middle managers	-	1.820,00
	Clerks	-	7.546,50
	Workers	-	13.461,00
	Women	-	5.734,00
	Men	-	17.571,50
Total training hours		**-**	**23.305,50**
Average hours	Executives		14,5
	Middle managers		13,4
	Clerks	-	11,0
	Workers		4,0
	Women	-	4,7
	Men		5,8
Total training Average hours		**-**	**5,51**
Number of employees who received a periodic performance and professional development evaluation during the reporting period.	Executives	-	11
	Middle managers	-	19
	Clerks	-	187
	Workers	-	701
	Women	-	268
	Men	-	650
Total		**-**	**918**

Diversity

PRIMA SOLE COMPONENTS

		PSC
Governing body CDA	< 30 years old	-
	30-50 years	-
	> 50 years old	-
	Women	-
	Men	-
	Vulnerable categories	-
	Total governing body	-
Executives	< 30 years old	-
	30-50 years	2
	> 50 years old	2
	Women	-
	Men	4
	Vulnerable categories	-
	Total executives	**4**
Middle managers	< 30 years old	-
	30-50 years	3
	> 50 years old	4
	Women	2
	Men	5
	Vulnerable categories	-
	Total Middle managers	**7**
Clerks	< 30 years old	-
	30-50 years	7
	> 50 years old	2
	Women	4
	Men	5
	Vulnerable categories	-
	Total Clerks	**9**
Workers	< 30 years old	-
	30-50 years	-
	> 50 years old	-
	Women	-
	Men	-
	Vulnerable categories	-
	Total Workers	**-**

Diversity

PRIMA COMPONENTS ITALIA

		PCIT	PRAU	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Governing body CDA	< 30 years old	-	-	-	-	-	-	-
	30-50 years	-	-	-	-	-	-	-
	> 50 years old	1	-	-	-	-	-	-
	Women	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-
	Vulnerable categories	-	-	-	-	-	-	-
	Total governing body	1	-	-	-	-	-	-
Executives	< 30 years old	-	-	-	-	-	-	-
	30-50 years	-	-	-	-	2	-	-
	> 50 years old	2	-	1	-	-	-	-
	Women	-	-	-	-	-	-	-
	Men	2	-	1	-	2	-	-
	Vulnerable categories	-	-	-	-	-	-	-
	Total executives	**2**	-	**1**	-	**2**	-	-
Middle managers	< 30 years old	-	-	-	-	-	-	-
	30-50 years	1	-	-	-	3	-	-
	> 50 years old	2	2	1	-	1	2	-
	Women	-	-	-	-	-	-	-
	Men	3	2	1	-	4	2	-
	Vulnerable categories	-	-	1	-	-	-	-
	Total Middle managers	**3**	**2**	**1**	-	**4**	**2**	-
Clerks	< 30 years old	-	1	-	-	1	-	-
	30-50 years	2	3	6	5	12	4	6
	> 50 years old	4	5	17	9	17	17	9
	Women	2	1	3	2	5	1	4
	Men	4	8	20	12	25	20	11
	Vulnerable categories	-	-	1	-	-	-	-
	Total Clerks	**6**	**9**	**23**	**14**	**30**	**21**	**15**
Workers	< 30 years old	-	-	12	3	8	-	10
	30-50 years	-	-	122	75	133	61	71
	> 50 years old	1	-	119	93	135	72	50
	Women	-	-	27	14	24	12	28
	Men	1	-	226	157	252	121	103
	Vulnerable categories	-	-	18	-	25	3	-
	Total Workers	**1**	-	**253**	**171**	**276**	**133**	**131**

Diversity

SOLE COMPONENTS

		SOCO	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Governing body CDA	< 30 years old	-	-	-	-	-	-	-
	30-50 years	-	-	-	-	-	5	-
	> 50 years old	-	-	-	-	-	-	-
	Women	-	-	-	-	-	1	-
	Men	-	-	-	-	-	4	-
	Vulnerable categories	-	-	-	-	-	-	-
	Total governing body	**-**	**-**	**-**	**-**	**-**	**5**	**-**
Executives	< 30 years old	-	-	-	-	-	-	-
	30-50 years	-	1	-	-	-	-	1
	> 50 years old	3	-	-	1	-	-	-
	Women	-	-	-	-	-	-	-
	Men	3	1	-	1	-	-	1
	Vulnerable categories	-	-	-	-	-	-	-
	Total executives	**3**	**1**	**-**	**1**	**-**	**-**	**1**
Middle managers	< 30 years old	-	-	-	-	-	-	-
	30-50 years	3	4	3	-	5	5	6
	> 50 years old	11	7	-	1	-	-	1
	Women	2	2	2	-	2	1	1
	Men	12	9	1	1	3	4	6
	Vulnerable categories	-	-	-	-	-	-	-
	Total Middle managers	**14**	**11**	**3**	**1**	**5**	**5**	**7**
Clerks	< 30 years old	8	5	2	1	6	2	-
	30-50 years	30	39	11	8	19	13	4
	> 50 years old	20	35	2	7	9	4	6
	Women	15	27	10	9	15	2	8
	Men	43	52	5	7	19	17	2
	Vulnerable categories	4	1	-	1	1	-	2
	Total Clerks	**58**	**79**	**15**	**16**	**34**	**19**	**10**
Workers	< 30 years old	-	20	12	8	21	3	2
	30-50 years	-	181	101	58	65	30	34
	> 50 years old	-	210	13	62	23	13	30
	Women	-	226	70	35	8	19	20
	Men	-	185	56	93	101	27	46
	Vulnerable categories	-	-	8	9	8	-	2
	Total Workers	**-**	**411**	**126**	**128**	**109**	**46**	**66**

Diversity

PRIMA COMPONENTS EUROPE

		PCEU	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Governing body CDA	< 30 years old	-	-	-	-
	30-50 years	-	-	-	-
	> 50 years old	-	-	-	-
	Women	-	-	-	-
	Men	-	-	-	-
	Vulnerable categories	-	-	-	-
	Total governing body	**-**	**-**	**-**	**-**
Executives	< 30 years old	-	-	-	-
	30-50 years	1	1	-	1
	> 50 years old	1	-	3	2
	Women	-	-	2	-
	Men	2	1	1	3
	Vulnerable categories	-	-	-	-
	Total executives	**2**	**1**	**3**	**3**
Middle managers	< 30 years old	-	-	-	-
	30-50 years	-	15	17	9
	> 50 years old	1	3	4	4
	Women	-	11	-	2
	Men	1	7	21	11
	Vulnerable categories	-	-	-	-
	Total Middle managers	**1**	**18**	**21**	**13**
Clerks	< 30 years old	-	7	8	4
	30-50 years	2	55	55	32
	> 50 years old	1	14	6	3
	Women	1	4	27	15
	Men	2	72	42	24
	Vulnerable categories	-	6	-	-
	Total Clerks	**3**	**76**	**69**	**39**
Workers	< 30 years old	-	33	30	44
	30-50 years	-	77	200	236
	> 50 years old	-	25	87	59
	Women	-	55	87	146
	Men	-	80	230	193
	Vulnerable categories	-	7	-	-
	Total Workers	**-**	**135**	**317**	**339**

Diversity

PSC DO BRAZIL

		PSCBR	PSMM PERNAMBUCO	PSC AUTOMOTIVOS SJP	PSC AUTOMOTIVOS PINDA I + PINDA II
Governing body CDA	< 30 years old	-	-	-	-
	30-50 years	-	-	-	-
	> 50 years old	-	-	-	-
	Women	-	-	-	-
	Men	-	-	-	-
	Vulnerable categories	-	-	-	-
	Total governing body	**-**	**-**	**-**	**-**
Executives	< 30 years old	-	-	-	-
	30-50 years	3	-	-	1
	> 50 years old	5	-	-	-
	Women	1	-	-	-
	Men	7	-	-	1
	Vulnerable categories	-	-	-	-
	Total executives	8	**-**	**-**	**1**
Middle managers	< 30 years old	-	-	-	-
	30-50 years	-	4	-	9
	> 50 years old	-	4	-	1
	Women	-	1	-	3
	Men	-	7	-	7
	Vulnerable categories	-	-	-	-
	Total Middle managers	**-**	**8**	**-**	**10**
Clerks	< 30 years old	-	14	5	30
	30-50 years	-	61	4	25
	> 50 years old	-	2	1	-
	Women	-	18	4	10
	Men	-	59	6	45
	Vulnerable categories	-	-	-	-
	Total Clerks	**-**	**77**	**10**	**55**
Workers	< 30 years old	-	175	40	98
	30-50 years	-	249	27	84
	> 50 years old	-	26	13	22
	Women	-	161	22	45
	Men	-	289	58	159
	Vulnerable categories	-	-	-	-
	Total Workers	**-**	**450**	**80**	**204**

Diversity

Gruppo PSC

		PSC ACADEMY&RESEARCH	TOTALE GRUPPO PSC
Governing body CDA	< 30 years old	-	-
	30-50 years	-	5
	> 50 years old	-	1
	Women	-	1
	Men	-	5
	Vulnerable categories	-	-
	Total governing body	**-**	**6**
Executives	< 30 years old	-	-
	30-50 years	-	13
	> 50 years old	-	20
	Women	-	3
	Men	-	30
	Vulnerable categories	-	-
	Total executives	**-**	**33**
Middle managers	< 30 years old	-	-
	30-50 years	-	87
	> 50 years old	-	49
	Women	-	29
	Men	-	107
	Vulnerable categories	-	1
	Total Middle managers	**-**	**136**
Clerks	< 30 years old	-	94
	30-50 years	1	404
	> 50 years old	-	190
	Women	1	188
	Men	-	500
	Vulnerable categories	-	16
	Total Clerks	**1**	**688**
Workers	< 30 years old	-	519
	30-50 years	-	1.804
	> 50 years old	-	1.053
	Women	-	999
	Men	-	2.377
	Vulnerable categories	-	80
	Total Workers	**-**	**3.376**

energy

PRIMA COMPONENTS ITALIA

			PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Input energy	Energy consumption from non-renewable sources	Gasoline	-	-	-	-	-
		Diesel	-	-	-	-	-
		Natural gas	5.725,42	23.826,96	26.541,37	-	-
		LPG	-	-	-	950,18	193,89
		Coal	-	-	-	-	-
	Energynconsumption from renewable sources	photovoltaic	2.774,39	2.468,20	-	-	1.659,84
	Grid Electricity consumption	TOT	28.958,17	31.132,33	59.252,40	17.967,78	20.997,06
Energy transformations by cogeneration	Self-generated energy	TOT	-	-	-	-	-
		Consumed	-	-	-	-	-
		Sold	-	-	-	-	-
	Self-generated heat (steam ratio)	TOT	-	-	-	-	-
		Consumed	-	-	-	-	-
		Sold	-	-	-	-	-
	Total Energy consumption		**37.457,98**	**57.427,49**	**85.793,77**	**18.917,96**	**22.850,79**

Machine hours / Energy

PRIMA COMPONENTS ITALIA

	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Machine Hours **h**	211.255,77	115.798,00	178.219,00	133.581,21	106.919,19
Energy Intensity **GJ/h**	0,18	0,50	0,48	0,14	0,21

energy

SOLE COMPONENTS

			SOLE SUZZARA	SOLE PONTEDERA	SOLE ODERZO	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Input energy	Energy consumption from non-renewable sources	Gasoline	-	-	-	-	-	-
		Diesel	-	-	-	-	-	984,00
		Natural gas	3.321,33	16.233,00	69.564,36	59.001,05	780,87	-
		LPG	-	-	-	-	-	10,00
		Coal	-	-	-	-	-	-
	Energynconsumption from renewable sources	photovoltaic	-	-	-	-	-	-
	Grid Electricity consumption	TOT	21.600,00	35.546,00	61.159,12	1.287,79	15.479,00	26.272,41
Energy transformations by cogeneration	Self-generated energy	TOT	-	-	12.669,05	1.825,30	-	-
		Consumed	-	-	12.414,56	-	-	-
		Sold	-	-	254,49	1.825,30	-	-
	Self-generated heat (steam ratio)	TOT	-	-	-	4.356,00	-	-
		Consumed	-	-	-	4.356,00	-	-
		Sold	-	-	-	-	-	-
	Total Energy consumption		**24.921,33**	**51.779,00**	**130.468,99**	**58.463,55**	**16.259,87**	**27.266,41**

Machine hours / Energy

SOLE COMPONENTS

	SOLE SUZZARA	SOLE PONTEDERA	SOLE ODERZO	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Machine Hours **h**	105.120,00	159.698,67	207.022,00	67.981,50	71.000,00	37.272,00
Energy Intensity **GJ/h**	0,24	0,32	0,63	0,86	0,23	0,73

energy

			PRIMA COMPONENTS EUROPE		
			PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Input energy	Energy consumption from non-renewable sources	Gasoline	-	-	-
		Diesel	-	-	-
		Natural gas	2.578,71	51.561,96	7.964,35
		LPG	-	1.411,01	1.137,57
		Coal	-	-	-
	Energynconsumption from renewable sources	photovoltaic	-	-	-
	Grid Electricity consumption	TOT	38.683,85	77.516,64	42.613,20
Energy transformations by cogeneration	Self-generated energy	TOT	-	-	-
		Consumed	-	-	-
		Sold	-	-	-
	Self-generated heat (steam ratio)	TOT	-	-	-
		Consumed	-	-	-
		Sold	-	-	-
	Total Energy consumption		**41.262,55**	**130.489,61**	**51.715,12**

Machine hours / Energy

	PRIMA COMPONENTS EUROPE		
	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Machine Hours **h**	161.705,00	174.168,00	337.326,00
Energy Intensity **GJ/h**	0,26	0,75	0,15

energy

			PSC DO BRAZIL			
			PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Input energy	Energy consumption from non-renewable sources	Gasoline	-	-	-	-
		Diesel	-	-	-	-
		Natural gas	-	-	8.810,50	-
		LPG	726,81	-	1.078,81	1.058,49
		Coal	-	-	-	-
	Energynconsumption from renewable sources	photovoltaic	-	-	-	-
	Grid Electricity consumption	TOT	13.510,80	76.917,60	11.736,00	9.475,20
Energy transformations by cogeneration	Self-generated energy	TOT	-	-	-	-
		Consumed	-	-	-	-
		Sold	-	-	-	-
	Self-generated heat (steam ratio)	TOT	-	-	-	-
		Consumed	-	-	-	-
		Sold	-	-	-	-
	Total Energy consumption		**14.237,61**	**76.917,60**	**21.625,31**	**10.533,69**

Machine hours / Energy

	PSC DO BRAZIL			
	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Machine Hours **h**	161.705,00	143.121,00	2.225,00	11.765,00
Energy Intensity **GJ/h**	0,26	0,54	9,72	0,90

energy

Gruppo PSC

			TOTALE GRUPPO PSC
Input energy	Energy consumption from non-renewable sources	Gasoline	-
		Diesel	984
		Natural gas	275.910
		LPG	6.567
		Coal	-
	Energynconsumption from renewable sources	photovoltaic	6.902
	Grid Electricity consumption	TOT	590.105
Energy transformations by cogeneration	Self-generated energy	TOT	30.486
		Consumed	28.407
		Sold	2.080
	Self-generated heat (steam ratio)	TOT	4.356
		Consumed	4.356
		Sold	-
	Total Energy consumption		**878.388,63**

Machine hours / Energy

Gruppo PSC

	TOTALE GRUPPO PSC
Machine Hours **h**	2.234.026,34
Energy Intensity **GJ/h**	0,393

Water

PRIMA COMPONENTS ITALIA

	unit	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
From aqueduct	m³	4,00	1,20	-	-	1,19
From groundwater	m³	0,55	23,67	115,50	2,85	-
Total Water Withdrawal	m³	**4,55**	**24,87**	**115,50**	**2,85**	**1,19**
in surface waters	m³	1,66	-	103,95	2,62	-
in sewage	m³	-	4,97	-	-	-
in septic tank	m³	-	-	-	-	0,06
First rain wastewater	m³	1,04	-	-	0,08	-
Treatment and use in JEEP/ETE	m³	-	-	-	-	-
Total Water Discharge	m³	**2,70**	**4,97**	**103,95**	**2,70**	**0,06**

Water

SOLE COMPONENTS

	unit	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
From aqueduct	m³	2,95	1,29	3,59	13,18	-	2,03
From groundwater	m³	306,06	-	6,20	-	-	-
Total Water Withdrawal	m³	**309,01**	**1,29**	**9,80**	**13,18**	**-**	**2,03**
in surface waters	m³	-	-	-	-	-	-
in sewage	m³	78,59	1,29	5,86	-	-	1,38
in septic tank	m³	-	-	-	-	-	-
First rain wastewater	m³	-	-	-	-	-	-
Treatment and use in JEEP/ETE	m³	-	-	-	-	-	0,65
Total Water Discharge	m³	**78,59**	**1,29**	**5,86**	-	**-**	**2,03**

Water

PRIMA COMPONENTS EUROPE

	unit	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
From aqueduct	m³	1,49	0,03	9,60
From groundwater	m³	0,91	-	-
Total Water Withdrawal	m³	**2,40**	**0,03**	**9,60**
in surface waters	m³	-	-	9,60
in sewage	m³	1,49	0,03	-
in septic tank	m³	-	-	-
First rain wastewater	m³	-	-	-
Treatment and use in JEEP/ETE	m³	-	-	-
Total Water Discharge	m³	**1,49**	**0,03**	**9,60**

Water

PSC DO BRAZIL

	unit	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
From aqueduct	m³	6,67	25,08	3,01	1,10
From groundwater	m³	-	-	-	-
Total Water Withdrawal	m³	**6,67**	**25,08**	**3,01**	**1,10**
in surface waters	m³	-	-	-	-
in sewage	m³	-	-	3,01	1,10
in septic tank	m³	6,67	-	-	-
First rain wastewater	m³	-	-	-	-
Treatment and use in JEEP/ETE	m³	-	25,08	-	-
Total Water Discharge	m³	**6,67**	**25,08**	**3,01**	**1,10**

Water		Gruppo PSC
	unit	TOTALE GRUPPO PSC
From aqueduct	m^3	76,41
From groundwater	m^3	455,75
Total Water Withdrawal	m^3	**532,16**
in surface waters	m^3	117,83
in sewage	m^3	97,72
in septic tank	m^3	6,73
First rain wastewater	m^3	1,12
Treatment and use in JEEP/ETE	m^3	25,73
Total Water Discharge	m^3	**249,13**

Emissions into the air

PRIMA COMPONENTS ITALIA

		Unità di misura	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Emissions from non-renewable sources	Diesel fuel	tCO_2 eq.	-	-	-	-	-
	Natural Gas	tCO_2 eq.	322,33	1.341,39	1.494,21	-	-
	LPGF	tCO_2 eq.	-	-	-	60,79	12,40
	Total fuels	tCO_2 eq.	**322,33**	**1.341,39**	**1.494,21**	**60,79**	**12,40**
	R407c	tCO_2 eq.	89,32	-	448,22	5,36	-
	R410a	tCO_2 eq.	-	1,69	694,18	8,23	-
	R134a	tCO_2 eq.	-	-	-	394,68	-
	Total gases	tCO_2 eq.	**89,32**	**1,69**	**1.142,40**	**408,27**	**-**
Total Direct (Scope 1) GHG emissions		tCO_2 eq.	**411,65**	**1.343,08**	**2.636,61**	**469,06**	**12,40**
Gross location-based indirect GHG emissions from energy consumption (Scope 2)		tCO_2 eq.	**2.217,224**	**2.383,691**	**4.536,745**	**1.375,729**	**1.607,670**
	NOx	kg	95,61	397,91	443,24	24,13	4,92
	SOx	kg	3,50	14,56	16,22	-	-
	Volatile Organic Compounds (VOC)	kg	-	5.532,00	1.590,00	-	-
	CO	kg	127,10	528,96	589,22	230,89	47,11
	PM	kg	0,64	2,64	2,95	5,86	1,20

Emissions into the air

SOLE COMPONENTS

		Unità di misura	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Emissions from non-renewable sources	Diesel fuel	tCO_2 eq.	-	-	-	-	-	73,63
	Natural Gas	tCO_2 eq.	3916,28	186,98	913,87	3321,60	43,96	-
	LPGF	tCO_2 eq.	-	-	-	-	-	0,64
	Total fuels	tCO_2 eq.	**3.916,28**	**186,98**	**913,87**	**3.321,60**	**43,96**	**74,27**
	R407c	tCO_2 eq.	-	71,46	-	-	-	-
	R410a	tCO_2 eq.	-	-	-	-	-	-
	R134a	tCO_2 eq.	-	-	-	-	-	-
	Total gases	tCO_2 eq.	**-**	**71,46**	**-**	**-**	**-**	**-**
Total Direct (Scope 1) GHG emissions		tCO_2 eq.	**3.916,28**	**258,44**	**913,87**	**3.321,60**	**43,96**	**74,27**
Gross location-based indirect GHG emissions from energy consumption (Scope 2)		tCO_2 eq.	**4.682,735**	**1.653,835**	**2.721,630**	**98,600**	**1.671,272**	**2.836,639**
	NOx	kg	1.161,72	55,47	271,09	985,32	13,04	206,89
	SOx	kg	42,50	2,03	9,92	36,05	0,48	0,32
	Volatile Organic Compounds (VOC)	kg	14.707,00	-	5.109,00	-	-	-
	CO	kg	1.544,33	73,73	360,37	1.309,82	17,34	25,06
	PM	kg	7,72	0,37	1,80	6,55	0,09	11,08

Emissions into the air

PRIMA COMPONENTS EUROPE

		Unità di misura	PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Emissions from non-renewable sources	Diesel fuel	tCO_2 eq.	-	-	-
	Natural Gas	tCO_2 eq.	145,17	2.902,80	448,37
	LPGF	tCO_2 eq.	-	90,27	72,78
	Total fuels	tCO_2 eq.	**145,17**	**2.993,06**	**521,15**
	R407c	tCO_2 eq.	-	-	-
	R410a	tCO_2 eq.	-	-	-
	R134a	tCO_2 eq.	-	-	-
	Total gases	tCO_2 eq.	**-**	**-**	**-**
Total Direct (Scope 1) GHG emissions		tCO_2 eq.	**145,17**	**2.993,06**	**521,15**
Gross location-based indirect GHG emissions from energy consumption (Scope 2)		tCO_2 eq.	**1.898,067**	**17.255,974**	**9.486,122**
	NOx	kg	43,06	896,92	161,90
	SOx	kg	1,58	31,50	4,87
	Volatile Organic Compounds (VOC)	kg	-	-	-
	CO	kg	57,25	1.487,55	453,24
	PM	kg	0,29	14,43	7,90

Emissions into the air

PSC DO BRAZIL

		Unità di misura	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Emissions from non-renewable sources	Diesel fuel	tCO_2 eq.	-	-	-	-
	Natural Gas	tCO_2 eq.	-	-	496,01	-
	LPGF	tCO_2 eq.	46,50	-	69,02	67,72
	Total fuels	tCO_2 eq.	**46,50**	**-**	**565,02**	**67,72**
	R407c	tCO_2 eq.	9,74	165,89	-	-
	R410a	tCO_2 eq.	-	-	-	-
	R134a	tCO_2 eq.	-	-	-	-
	Total gases	tCO_2 eq.	**9,74**	**165,89**	**-**	**-**
Total Direct (Scope 1) GHG emissions		tCO_2 eq.	**56,24**	**165,89**	**565,02**	**67,72**
Gross location-based indirect GHG emissions from energy consumption (Scope 2)		tCO_2 eq.	**411,727**	**2.481,207**	**357,642**	**288,747**
	NOx	kg	18,46	-	174,54	26,89
	SOx	kg	-	-	5,38	-
	Volatile Organic Compounds (VOC)	kg	7.997,00	1.021,24	-	230,00
	CO	kg	176,61	-	457,74	257,21
	PM	kg	4,48	-	7,63	6,53

Emissions into the air

Gruppo PSC

		Unità di misura	TOTALE GRUPPO PSC
Emissions from non-renewable sources	**Diesel fuel**	tCO_2 eq.	74
	Natural Gas	tCO_2 eq.	15.533
	LPGF	tCO_2 eq.	420
	Total fuels	tCO_2 eq.	**16.027**
	R407c	tCO_2 eq.	790
	R410a	tCO_2 eq.	704
	R134a	tCO_2 eq.	395
	Total gases	tCO_2 eq.	**1.889**
Total Direct (Scope 1) GHG emissions		tCO_2 eq.	**17.915**
Gross location-based indirect GHG emissions from energy consumption (Scope 2)		tCO_2 eq.	**57.965**
	NOx	kg	4.981
	SOx	kg	169
	Volatile Organic Compounds (VOC)	kg	36.186
	CO	kg	7.744
	PM	kg	82

Waste

PRIMA COMPONENTS ITALIA

	unit	PRIMA COMPONENTS ANAGNI	PRIMA COMPONENTS FERENTINO	PRIMA COMPONENTS GRICIGNANO	PRIMA COMPONENTS PALIANO	PRIMA EASTERN
Other disposal operations	Tons	-	-	-	-	2,36
Other recovery options	Tons	-	-	142,93	-	-
Landfillingwaste disposal	Tons	2,23	16,68	472,89	0,92	47,41
Inceneration with energetic recovery	Tons	-	-	-	-	-
Inceneration without energy recovery	Tons	-	-	-	-	-
Preparation for re-use	Tons	126,97	417,28	201,35	5,59	8,32
Riciclyng	Tons	-	-	-	-	-
Total Hazardous Waste	Tons	**129,21**	**433,96**	**817,17**	**6,51**	**58,08**
Other disposal operations	Tons	-	321,18	43,60	14,08	67,94
Other recovery options	Tons	-	-	-	-	-
Landfillingwaste disposal	Tons	37,62	-	429,40	-	0,82
Inceneration with energetic recovery	Tons	-	-	-	-	-
Inceneration without energy recovery	Tons	-	-	-	-	-
Preparation for re-use	Tons	528,47	463,37	748,00	298,95	309,55
Riciclyng	Tons	-	-	-	-	-
Total No-Hazardous Waste	Tons	**566,09**	**784,55**	**1.221,00**	**313,03**	**378,31**

Waste

SOLE COMPONENTS

	unit	SOLE ODERZO	SOLE SUZZARA	SOLE PONTEDERA	SOLE SCANZOROSCIATE	SOLE WOERTH	SOLE HORGERTSHAUSEN
Other disposal operations	Tons	-	60,46	0,09	-	-	-
Other recovery options	Tons	-	-	187,40	-	-	-
Landfillingwaste disposal	Tons	-	0,23	-	2,18	-	-
Inceneration with energetic recovery	Tons	-	-	-	-	-	-
Inceneration without energy recovery	Tons	-	-	-	-	-	1,30
Preparation for re-use	Tons	242,76	7,84	195,82	9,78	132,10	0,01
Riciclyng	Tons	-	-	-	-	-	-
Total Hazardous Waste	Tons	**242,76**	**68,53**	**383,31**	**11,96**	**132,10**	**1,30**
Other disposal operations	Tons	729,00	-	751,27	-	-	9,69
Other recovery options	Tons	-	32,10	268,46	-	-	5,85
Landfillingwaste disposal	Tons	388,03	1,11	-	4,84	-	-
Inceneration with energetic recovery	Tons	-	-	-	-	-	-
Inceneration without energy recovery	Tons	-	-	-	-	-	0,39
Preparation for re-use	Tons	1.040,84	494,99	143,18	1.206,91	-	401,99
Riciclyng	Tons	-	-	61,85	-	173,02	-
Total No-Hazardous Waste	Tons	**2.157,87**	**528,20**	**1.224,76**	**1.211,75**	**173,02**	**417,92**

Waste

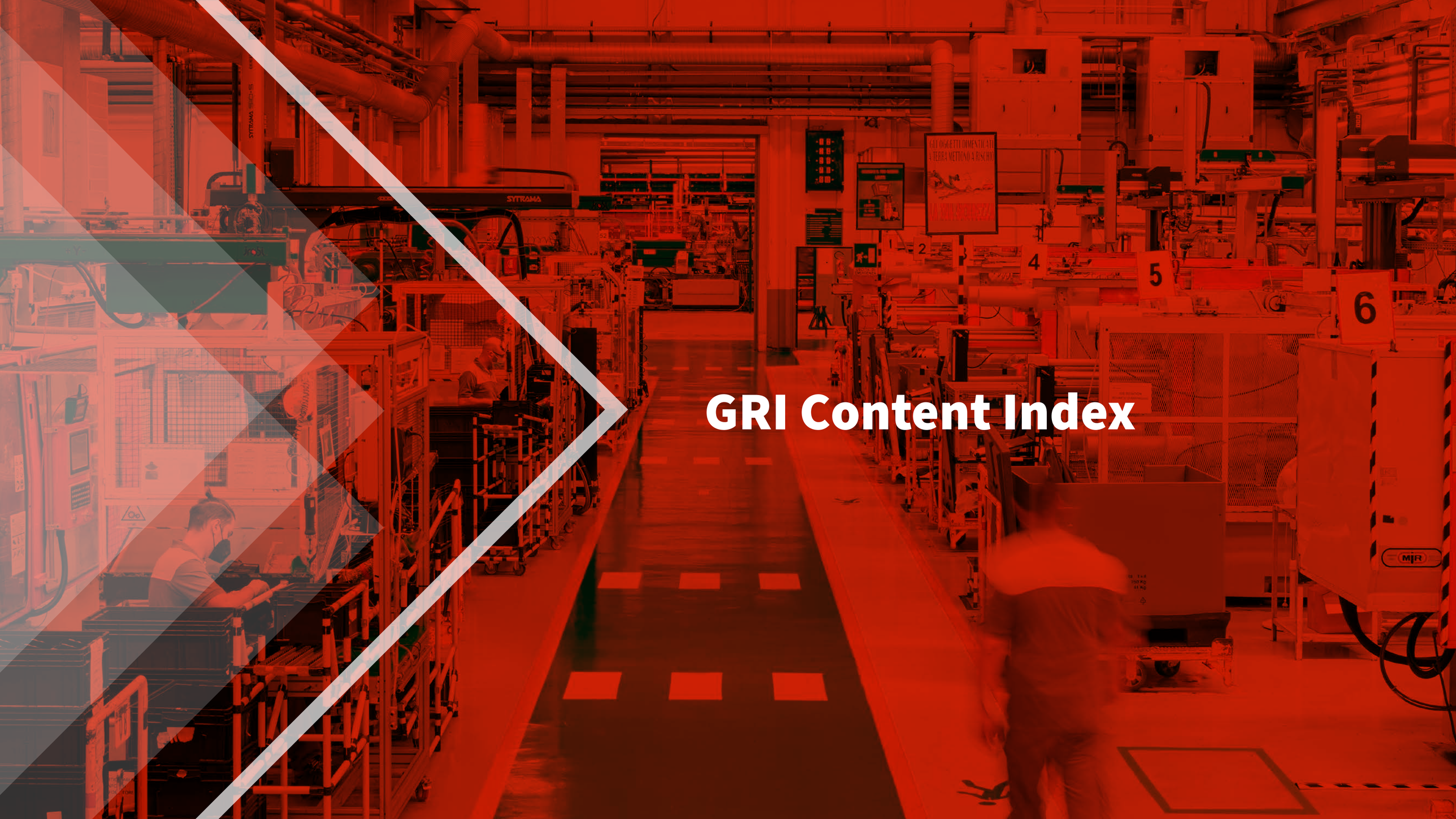
	unit	PRIMA COMPONENTS EUROPE		
		PRIMA POPRAD	PRIMA SOSNOWIEC CPS	PRIMA SOSNOWIEC APT
Other disposal operations	Tons	9,32	-	-
Other recovery options	Tons	-	321,03	-
Landfillingwaste disposal	Tons	3,04	319,65	0,78
Inceneration with energetic recovery	Tons	-	-	-
Inceneration without energy recovery	Tons	-	-	-
Preparation for re-use	Tons	11,16	57,28	0,63
Riciclyng	Tons	164,97	38,58	14,84
Total Hazardous Waste	Tons	**188,49**	**736,54**	**16,25**
Other disposal operations	Tons	-	-	-
Other recovery options	Tons	21,31	130,98	45,55
Landfillingwaste disposal	Tons	108,14	-	-
Inceneration with energetic recovery	Tons	-	-	-
Inceneration without energy recovery	Tons	-	-	-
Preparation for re-use	Tons	46,98	96,87	50,32
Riciclyng	Tons	215,22	1.639,81	702,44
Total No-Hazardous Waste	Tons	**391,65**	**1.867,66**	**798,31**

Waste

PSC DO BRAZIL

	unit	PSC AUTOMOTIVOS SJP	PSMM PERNAMBUCO	PSC AUTOMOTIVOS PINDA I	PSC AUTOMOTIVOS PINDA II
Other disposal operations	Tons	54,89	-	-	-
Other recovery options	Tons	-	46,65	-	-
Landfillingwaste disposal	Tons	-	-	-	-
Inceneration with energetic recovery	Tons	-	15,77	7,07	-
Inceneration without energy recovery	Tons	-	-	-	-
Preparation for re-use	Tons	-	-	-	-
Riciclyng	Tons	-	9,30	161,60	-
Total Hazardous Waste	Tons	**54,89**	**71,72**	**168,68**	**-**
Other disposal operations	Tons	-	-	-	-
Other recovery options	Tons	-	-	-	-
Landfillingwaste disposal	Tons	-	-	-	2,82
Inceneration with energetic recovery	Tons	8,34	153,28	97,62	88,40
Inceneration without energy recovery	Tons	-	-	-	-
Preparation for re-use	Tons	-	-	-	-
Riciclyng	Tons	61,32	918,97	8,70	71,48
Total No-Hazardous Waste	Tons	**69,66**	**1.072,25**	**106,32**	**162,70**

Waste		Gruppo PSC
	unit	TOTALE GRUPPO PSC
Other disposal operations	Tons	127,12
Other recovery options	Tons	698,01
Landfillingwaste disposal	Tons	866,01
Inceneration with energetic recovery	Tons	22,84
Inceneration without energy recovery	Tons	1,30
Preparation for re-use	Tons	1.416,87
Riciclyng	Tons	389,30
Total Hazardous Waste	Tons	**3.521,45**
Other disposal operations	Tons	1.936,76
Other recovery options	Tons	504,25
Landfillingwaste disposal	Tons	972,78
Inceneration with energetic recovery	Tons	347,64
Inceneration without energy recovery	Tons	0,39
Preparation for re-use	Tons	5.830,43
Riciclyng	Tons	3.852,81
Total No-Hazardous Waste	Tons	**13.445,05**



GRI Content Index

GRI content index Prima Sole Components has reported the information in this GRI content index for the period 01/01/2023 - 31/12/2023 in accordance to the GRI Standards

GRI 1 used GRI 1: Foundation 2021

GRI Sector Standard Not applicabile

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Reason	Explanation
General Information					
General Disclosures					
GRI 2: General Disclosures 2021	**2-1** Organisation details	1.1 1.3			
	2-2 Entities included in the organization's sustainability reporting	1.3			
	2-3 Reporting period, frequency and contact point	2.1 last page			
	2-4 Restatements of information	Adjustments			
	2-5 External Assurance	2.4 Assurance letter			
	2-6 Activities, value chain and other business relationships	1.3 1.4 3.5			
	2-7 Employees	1.3			
	2-8 Workers who are not employees	4.1			
	2-9 Governance structure and composition	4.1			
	2-10 Nomination and selection of the highest governance body	1.3			
	2-11 Chair of the highest governance body	1.3			
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3 1.3			
	2-13 Delegation of responsibility for managing impacts	1.3			
	2-14 Role of the highest governance body in sustainability reporting	1.3			
	2-15 Conflicts of interest	1.1			
	2-16 Communication of critical concerns	1.3			
	2-17 Collective knowledge of the highest governance body	1.3			
	2-18 Evaluation of the performance of the highest governance body	1.3			
	2-19 Remuneration policies	1.3			
	2-20 Process to determine remuneration	1.3 4.2.1			
	2-21 Annual total compensation ratio	-	Yes	Information unavailable/incomplete	It was not possible to find harmonised data for all group plants
	2-22 Statement on sustainable development strategy	Stakeholders letter			
	2-23 Policy commitments	1.1			
	2-24 Embedding policy commitments	1.3			
	2-25 Processes to remediate negative impacts	3.1			
	2-26 Mechanisms for seeking advice and raising concerns	1.3 3.4			
	2-27 Compliance with laws and regulations	5.4			
	2-28 Membership Associations	1.2			
	2-29 Approach to the stakeholder engagement	2.3			
	2-30 Collective bargaining agreements	4.2.1			

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	**3-1** Process to determine material topics **3-2** List of material topics **3-3** Management of material topics	2.2 2.2 Management of material topics			
Risk Management					
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	3.1			
Research, development and innovation					
GRI 201: Performance economiche 2016	**201-4** Financial assistance received from government	3.2			
Customer relations (business partner)					
GRI 206: Anti-competitive Behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.3			
GRI 416: Customer Health and Safety 2016	**416-1** Assessment of the health and safety impacts of product and service categories **416-2** Incidents of non-compliance concerning the health and safety impacts of products and services	3.3 3.3			
Compliance					
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption **205-2** Communication and training about anti-corruption policies and procedures **205-3** Confirmed incidents of corruption and actions taken	3.4 3.4 3.4			
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	3.4			
Responsible management of the supply chain					
GRI 308: Supplier Environmental Assessment 2016	**308-1** New suppliers that were screened using environmental criteria	3.5			
GRI 414: Valutazioni sociali sui fornitori	**414-1** Nuovi fornitori che sono stati sottoposti a valutazione attraverso l'utilizzo di criteri sociali	3.5			
Local communities					
GRI 413: Local Communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	3.6			
Well-being of employees					
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover **401-2** Benefits provided to full-time employees that are not provided to temporary or part-time employee	4.2.1 4.2.1			
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee **404-3** Percentage of employees receiving regular performance and career development reviews	4.2.2 4.2.2			

Topic Standard GRI	Disclosure	Page	Omission		
			Omitted requirement	Reason	Explanation
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	3.4			
	403-2 Hazard identification, risk assessment, and incident investigation	4.3			
	403-3 Occupational health services	4.3			
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.3			
	403-5 Worker training on occupational health and safety	4.3			
	403-6 Promotion of worker health	67			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3			
	403-9 Work-related injuries	4.3			
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	4.4			
Energy consumption					
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	5.2			
	302-3 Energy intensity	5.2			
Emissions into the atmosphere					
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	5.3			
	305-2 Energy indirect (Scope 2) GHG emissions	5.3			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.3			
Waste management					
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	5.4			
	306-2 Management of significant waste-related impacts	5.4			
	306-3 Waste generated	5.4			
	306-4 Waste diverted from disposal	5.4			
	306-5 Waste directed to disposal	5.4			
Protection of water resources					
GRI 303: Water and Effluents 2018	**303-1** nteractions with water as a shared resource	5.5			
	303-2 Management of water discharge-related impacts	5.5			
	303-3 Water withdrawal	5.5			
	303-4 Water discharge	5.5			

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


SOLE ODERZO PLANT
VALUES

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Total Quality. Assured.

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Torino, July 18th, 2024

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. (P.S.C.) to carry out an independent assessment of the Sustainability Report for the year 2023, 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 2023 has been prepared **in accordance** 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 2023 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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SUSTAINABILITY REPORT

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

2023

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