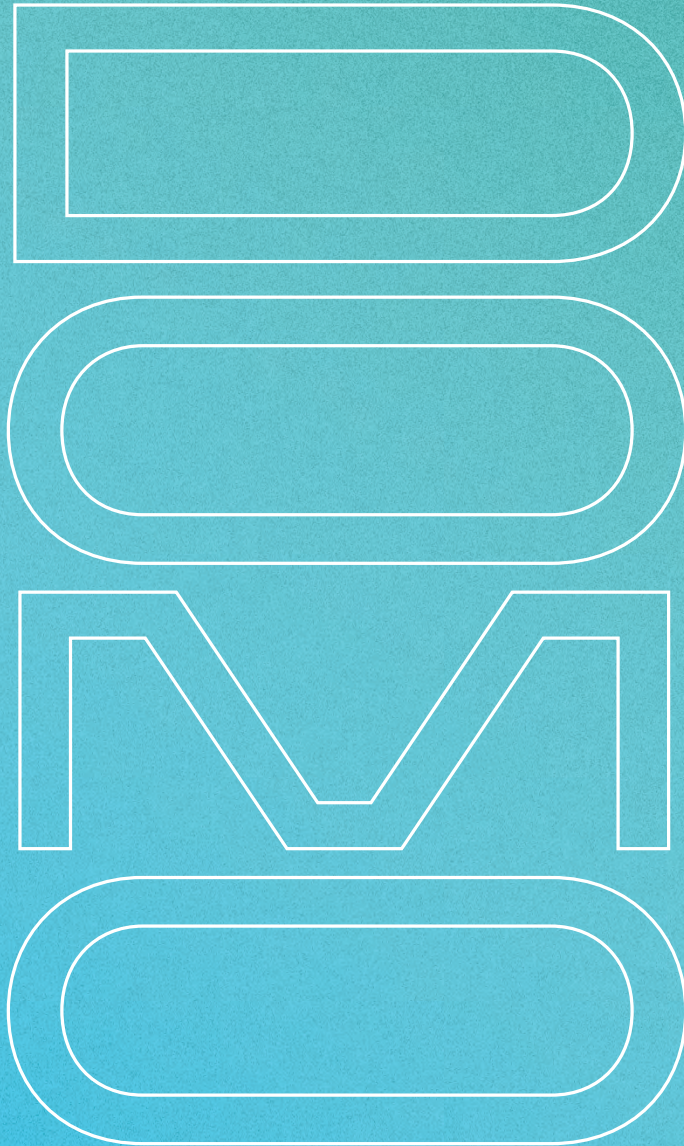


TOGETHER,  
FOR AN INSPIRING JOURNEY



2022 SUSTAINABILITY REPORT

## ABOUT THIS REPORT

Two years ago, we launched our sustainability mission to become a “benchmark for sustainable development and social responsibility”. Since then, together with more than 2000+ employees and our partners, we have devoted an increasing number of resources, investments, and initiatives to making this journey successful.

We are pleased to present the second edition of our annual DOMO Sustainability Report. Through this report, we aim to showcase the efforts and progress we have made against pre-established 2030 ambitions for the 2022 reporting period. We have strengthened our sustainability strategy through a variety of partnerships, activities, and a reinforcement of our governance structure.

This report was prepared in accordance with Global Reporting Initiative’s (GRI) standards, the most widely recognized reporting framework for sustainability.

The wider context in which we operate is constantly evolving – what we call our “new normal” – and thus is requiring us to redefine our strategic priorities. Nevertheless, we continue to structure our sustainability strategy around three key pillars:

- Planet Care,
- Partner of Choice,
- Responsible Employer.

Thank you for reading this report!

*This edition covers our company-level assessment and performance, encompassing all entities of DOMO Chemicals Holding NV. Since the 2021 report, no major restatements were made.*


*For any questions regarding the content of the report, please contact our Sustainability Director, Bouchra Caret-rhers, at [bouchra.caret-rhers@domo.org](mailto:bouchra.caret-rhers@domo.org).*

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# 2022 HIGHLIGHTS

## FIRST CARE TO BE SAFE AWARD

won by our site in Blanes, with category awards granted to our Gorzow, Valence and Premnitz sites.

## 3.4 X OVER- ACHIEVEMENT

towards our 2030 target of 7% waste reduction against 2019 baseline, already achieving 24% in 2022.

## 30% IMPROVEMENT

in our self-assessments for progress on our comprehensive DOMO Beyond sustainability framework across all sites.

## 27% REDUCTION

in our scope 1 and 2 GHG emissions since 2019, as we move towards 2030 target of 40% reduction and carbon neutrality by 2050.

## SILVER ECOVADIS MEDAL

awarded for our first EcoVadis assessment, achieving our 2030 objective eight years ahead of schedule.

## 11.3%

of our EM\* produced volumes come from recycled grades, progressing towards our 2030 target of 20%.

## SIGNATORY TO THE RESPONSIBLE CARE CHARTER

joining forces to strengthen sustainability within the global chemicals industry.

## 71%

of suppliers have signed our new Supplier Code of Conduct, demonstrating our commitment to cascade sustainable practices across our supply chain.

# STRATEGIC PARTNERSHIP WITH HYNAMICS

to decarbonize our operations at Belle-Étoile via the use of low-carbon hydrogen.

## 4.6% REDUCTION

in our water consumption since 2019, against a targeted 25% reduction by 2030.

## 30% FEMALES

in senior positions, building on our commitment to diversity across all levels of our company.

## 71% employee engagement score

in our second Pulse Check survey, as we look to achieve 80% by 2030.

## 100+ Life Cycle Assessments

completed as we seek to reduce the environmental impact of our portfolio across all stages of production.

## 80,000 training courses now

available to our employees for personal development and upskilling.

## 2 NEW GRADES

of TECHNYL® 4EARTH® launched, including in Europe for the first time.

# A WORD FROM OUR CEO

## DEAR READER,

In 2022 we were proud to have both progressed and picked up the pace of our sustainability journey, reflecting our belief that true change can only be achieved through continuous, determined and collaborative effort.

With the publication of our first DOMO Sustainability Report last year, we delivered on our promise of transparency and open dialogue. Similarly, our first EcoVadis assessment last year - achieving a silver medal - is recognition of our robust sustainability roadmap. 2022 also marked the global introduction of our competitive and sustainable polyamide solution TECHNYL®4EARTH, which enables us to offer our sustainable solutions to customers worldwide.

### Achieving more through Collaboration

For me, 2022 was the year in which it became apparent more than ever that we are progressing on our sustainability journey is a collaborative effort, where we can count on the contribution of our employees, suppliers customers and other important partners. This opens up tremendous possibilities and we know that we can achieve much more together.

We are proud to have established and strengthened collaboration with partners across our value chain such as Hynamics, Circularise and many others.

We truly believe in the momentum, innovation and creativity that are triggered when we work together and will continue to seek like-minded partners in the years ahead as we work towards our 2030 objectives. It is through collaboration – both internally and externally – that we will find the answers to the changing market dynamics, with the exponential rise of e-mobility leading the transition.

### Embracing Change for the Better

Our industry has been based on a carbon-intensive foundation for over 70 years and we must completely reverse this in the next 20 years. This is a monumental challenge that we all must embrace. Regional differences concerning decarbonization strategies and broader sustainability legislation have also left us operating in rapidly shifting market dynamics, while we are increasingly affected by what is a highly competitive and tightening labor market. These challenges and their impact on our business boost the pride we feel in our continued progress in 2022.

The multifaceted complexities we face demonstrate how essential it is that we address all aspects of sustainability within our company strategy. Our three-pillar roadmap of Planet Care, Partner of Choice and Responsible Employer is a comprehensive framework that allows us to be agile and flexible in our responses to these and other challenges

and we are proud to present the continued progress we have made since our last report. From our baseline year of 2019, we have significantly reduced our scope 1 and 2 greenhouse gas emissions and operational waste while simultaneously increasing our use of renewable energy.

Our conscious efforts to improve gender diversity and employee engagement are also reflected in the results of our Pulse Check survey, in support of our mission to be an ever more responsible employer.

In summary, 2022 was a turbulent but momentous year for DOMO; one in which we ultimately enhanced the maturity and visibility of our sustainability strategy.

We are delighted to be publishing our second Sustainability Report from this position of strength and resilience, and with confidence in our long-term aspiration to become a benchmark for sustainable development and social responsibility in our industry by 2030. To our stakeholders reading this report, we welcome you to join us in progressing “Together, for an inspiring journey”, as we seek to collectively build a better world for generations to come.

**Yves Bonte**

Chief Executive Officer  
and Chair of the Board of Directors





# OUR COMPANY



About DOMO [→](#)

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Our Mission, our Vision, our Values [→](#)

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Our Strategy [→](#)

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## **GRI**

2

[Read more](#)

# ABOUT DOMO

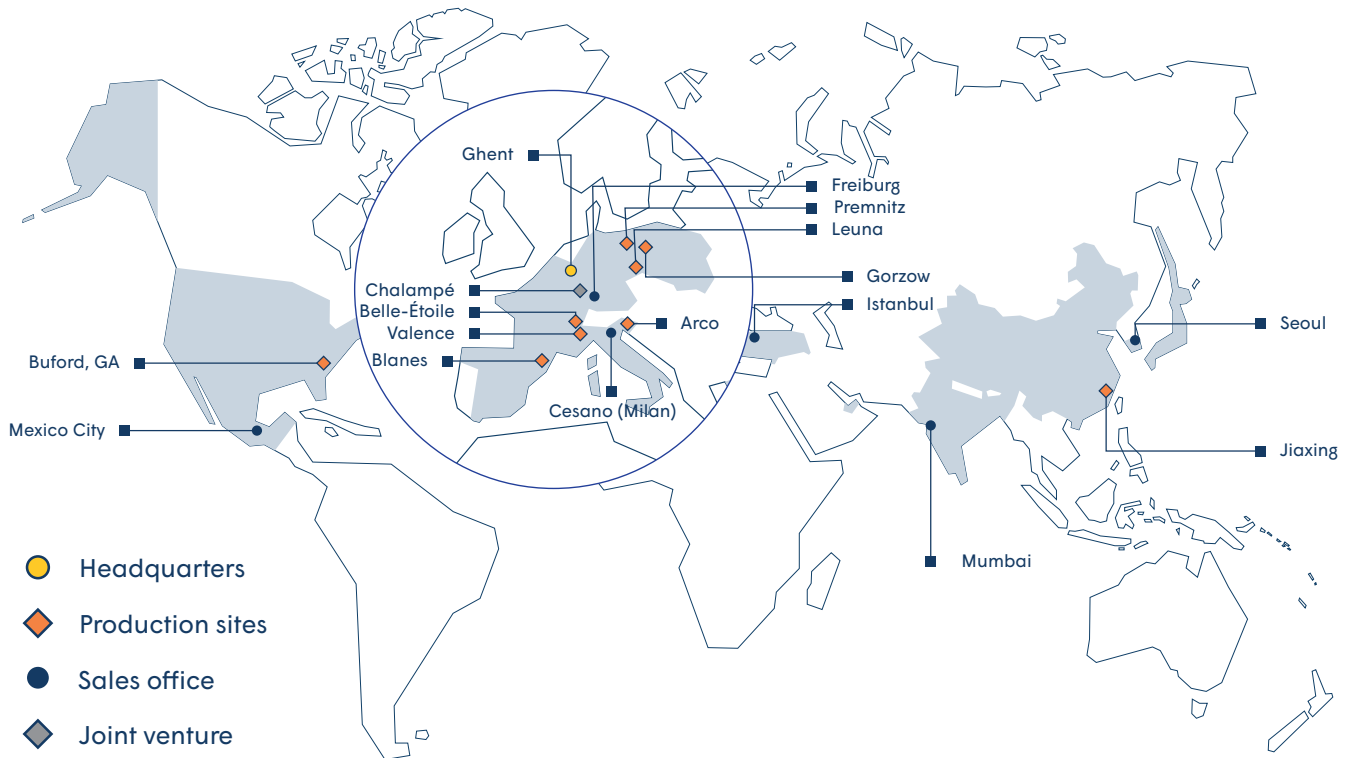
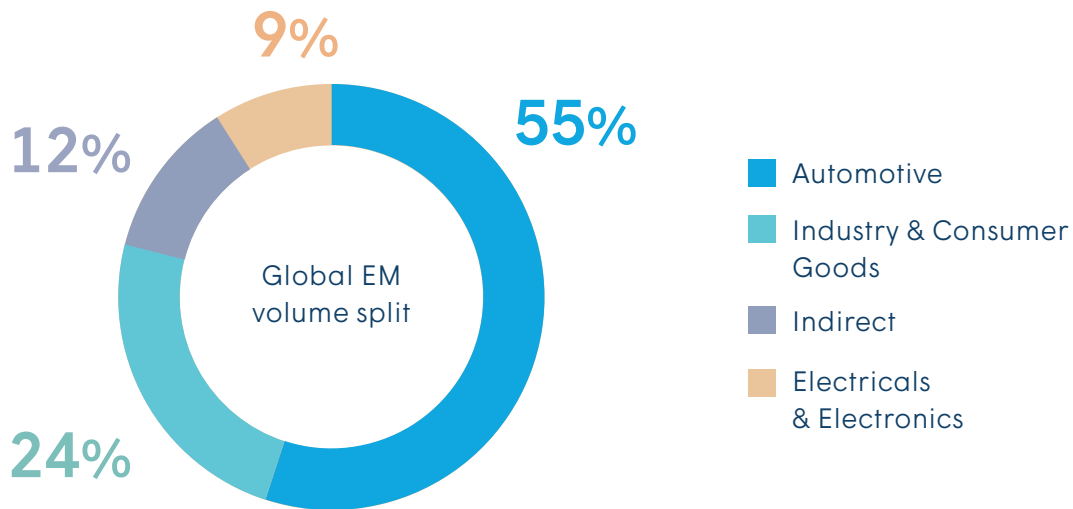
We are a leading engineered materials (EM) company and highly integrated solution provider committed to the sustainable future of polyamides.

**€2.05 billion**

in total revenue in 2022

**2,054**

Employees in 2022



# OUR MISSION

To engineer polyamide solutions that contribute to changing the world, sustainably and for the better.

# OUR VALUES

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

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

# OUR STRATEGY

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



# OUR VISION

To make a positive contribution to society by creating value for all our stakeholders.



One of these pillars is sustainability, demonstrating its importance to our company and our purpose, and how it is anchored and fully integrated within our overarching corporate strategic roadmap.

Our entire strategy is underpinned by two essential factors:

Our **people and culture**, which gives us a platform from which to operate as a successful and attractive business.

**Digitalization**, with a mission to establish an integrated IT landscape that can respond to our business needs in an accurate, efficient and automated manner.

An aerial photograph of a wind farm situated on a mountain ridge. The landscape is lush green with a dirt road winding through it. Several white wind turbines are visible, some partially obscured by a large white text box with teal borders. The sky is a mix of blue and orange, suggesting a sunrise or sunset. The text 'OUR SUSTAINABILITY JOURNEY' is centered within the white box.

# OUR SUSTAINABILITY JOURNEY



## DEAR READER,

At DOMO we believe that the true measure of success lies in our ability to act today, while keeping a clear view on our horizon: being decisive about what we should and can deliver now that will materialize tomorrow.

We are on this inspiring journey together - with our employees, customers, suppliers and partners - to deliver on the ambitions we have set in each of the three pillars of our sustainability framework: Planet Care, Partner of Choice and Responsible Employer. These pillars are shaped by the outcome of our continuous materiality assessment.

**Planet Care** is at the core of our sustainability strategy. It reflects our understanding of the strategic importance of decarbonization and recognizes that climate change is one of the most pressing global challenges of our time. Since 2019, we have reduced our carbon emissions by 27%, our waste and water intake by respectively 24% and 5%, while increasing energy efficiency and expanding our renewable energy sources throughout our operations to 12%. Strategic partnerships, in combination with a can-do mentality at our sites are the main elements in our journey towards low-carbon production.

As a **Partner of Choice**, we are dedicated to promoting sustainable and circular solutions in the chemical and engineered materials industry. In 2022, more than 11% of our engineered materials sold were based on sustainable feedstock. Ultimately, polyamide is a fully recyclable material. Through close collaboration with our suppliers, customers, and stakeholders, we strive to further develop and implement circular business models and ecosystems that enable the reduction and recycling of materials. We allocate 25% of our research and development resources towards enhanced recycling as a key driver of our overall sustainability agenda. We will continue along this path in the years to come, confident of the impact this will have.

**Being a Responsible Employer** is not only a commitment to our employees but also a direct connection with our values. Fostering talent and ensuring the well-being of our workforce is essential for sustainable growth. We provide a safe and inclusive working environment that encourages personal and professional development. Safety remains our license to operate. We made major steps forward on our Care to be Safe journey, thus contributing to the implementation of a global safety culture.

The overview on the next page allows to understand - in all transparency - our 2030 targets and what progress we have made in 2022.

I invite you to dive deeper into understanding the efforts behind the numbers. I truly hope that you will come to the same conclusion: at DOMO, sustainability is not just a goal, but has become part of our DNA, with a mindset that guides our daily actions, together with our trusted partners.

**Wilfried Debus**

Chief Corporate Development Officer

# 2022 PROGRESS TOWARDS OUR 2030 OBJECTIVES

From a 2019 baseline, we structured an approach to target setting and progress tracking that allows us to keep an oversight on our sustainability progress. This framework enables a constant monitoring towards our 2030 ambitions, and allows fast decision-making and re-prioritization of our actions if necessary.

## PILLAR

## MAIN OBJECTIVE

### Planet Care

**Shift to low-carbon energy sources through strategic partnerships.**



### Partner of Choice

**Grow recycling sales in Engineered Materials (EM).**



### Responsible Employer

**Act as a leading responsible employer.**



KPI	2019 BASELINE	2022 PROGRESS	2030 TARGET
CO <sub>2</sub> eq emissions	404kt	-27% 294 kt	-40% (240 kt= Carbon neutral by 2050)
Waste	15,1kt	-24% 11.5Kt	-7%
Water intake	22,947m <sup>3</sup>	-4.57% 21,899 m <sup>3</sup>	-25%
Green electricity	-	12%	50% by 2030 (100% by 2040).
Circular solutions	10%	11.3% in EM sales	20% in EM sales
Carbon footprint	4.2kg CO <sub>2</sub> /kg	4.2kg CO <sub>2</sub> /kg	3.36kg /kg
EcoVadis rating	-	Silver	Silver
Safety TRIR*	5.1	5.3	<1
Employee engagement	-	71%	80%
Females in middle and upper management	-	30%	35%

# SUSTAINABILITY STRATEGY: DOMO BEYOND

In 2022, we continued to operate with our DOMO Beyond framework, which is our internal strategy for managing sustainability by taking into account all relevant stakeholders and the material issues which are most important for our business. DOMO Beyond outlines our ambition and our sustainable development approach, with concrete actions for all six stakeholders - Planet, Employees, Communities, Investors, Suppliers, Customers - and improvement measurement each year.

## Framework

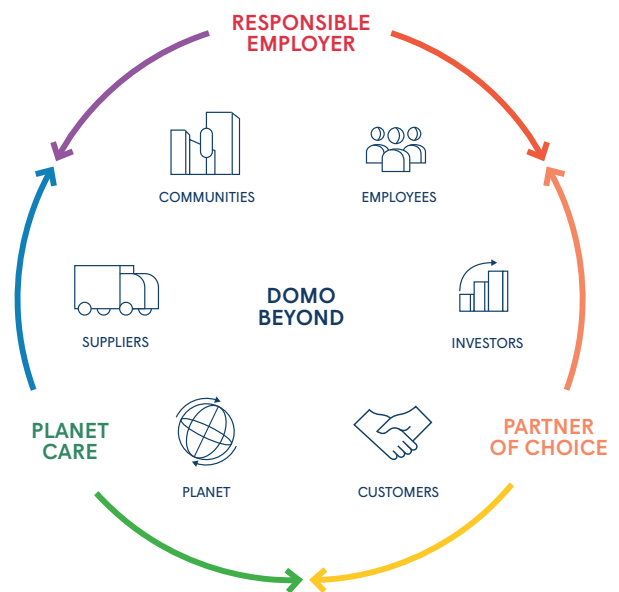
The framework is designed to make a clear contribution to the most relevant United Nations (UN) Sustainable Development Goals, supported by a management system and governance structure to ensure that our company objectives across three dimensions are met. With DOMO Beyond, we continue to measure our progress and embed sustainable value creation into DOMO's long-term growth strategy.

## Yearly Self-Assessments

In 2022, we continued to perform annual self-assessments to evaluate our sustainability performance across the following ESG (Environmental, Social, Governance) criteria: Environment, Social, Societal, Governance, Sustainable Procurement, and Partner of Choice. Our eight European sites have undergone these assessments, and corrective actions were issued for continuous improvement.

We assess our performance with a pragmatic scoring methodology which ranks our business units from being knowledgeable about their performance to being recognized as the benchmark for each ESG topic. The results of these assessments are discussed during our quarterly management updates, and concrete plans for improvement flow from this assessment.

We are proud to state that our sites increased their performance by an average of 30% in 2022 as compared to 2021.



**8**

European sites have undergone the yearly self-assessment.

**+30%**

Increase in site performance compared to 2021.



# MATERIALITY ASSESSMENT

For the purpose of identifying the sustainability issues that matter most to our business and our stakeholders, we conducted a materiality assessment in 2021. Materiality assessments allow for the prioritization of topics which generate the most impact in sustainability strategies.

## Methodology

We engaged with our main stakeholders to assess issues that may be material to our company. Throughout this process, six stakeholder groups were considered, namely: planet, customers, investors, employees, suppliers, and communities. Stakeholders were interviewed in order to gather valuable insights into their perspectives of materiality. Starting with initial research to identify a long list of potentially material issues across Environmental, Social, and Governance pillars, we have narrowed down the priorities based on stakeholder insights and explorative questions. All in all, we were able to prioritize key sustainability topics into the matrix below, differentiating between:

- the Impact on DOMO's business:  
Qualitative insights from employees,
- the relevance for stakeholders:  
Qualitative insights from communities, investors, suppliers, and customers, as well as expert opinion to determine the relevance for the planet.

From this analysis, we approach our material topics through our comprehensive DOMO Beyond framework.

***“Caring is essential. Sustainability is a moral issue and key for our people, the environment and our customers”***

**Kristina Friberg**  
Chief Industrial Officer

## Stakeholder Engagement

At DOMO, we maintain a regular, transparent and target group-specific dialogue with our stakeholders to ensure they are kept informed. Key stakeholders include customers, employees, suppliers and business partners along other representatives of society.

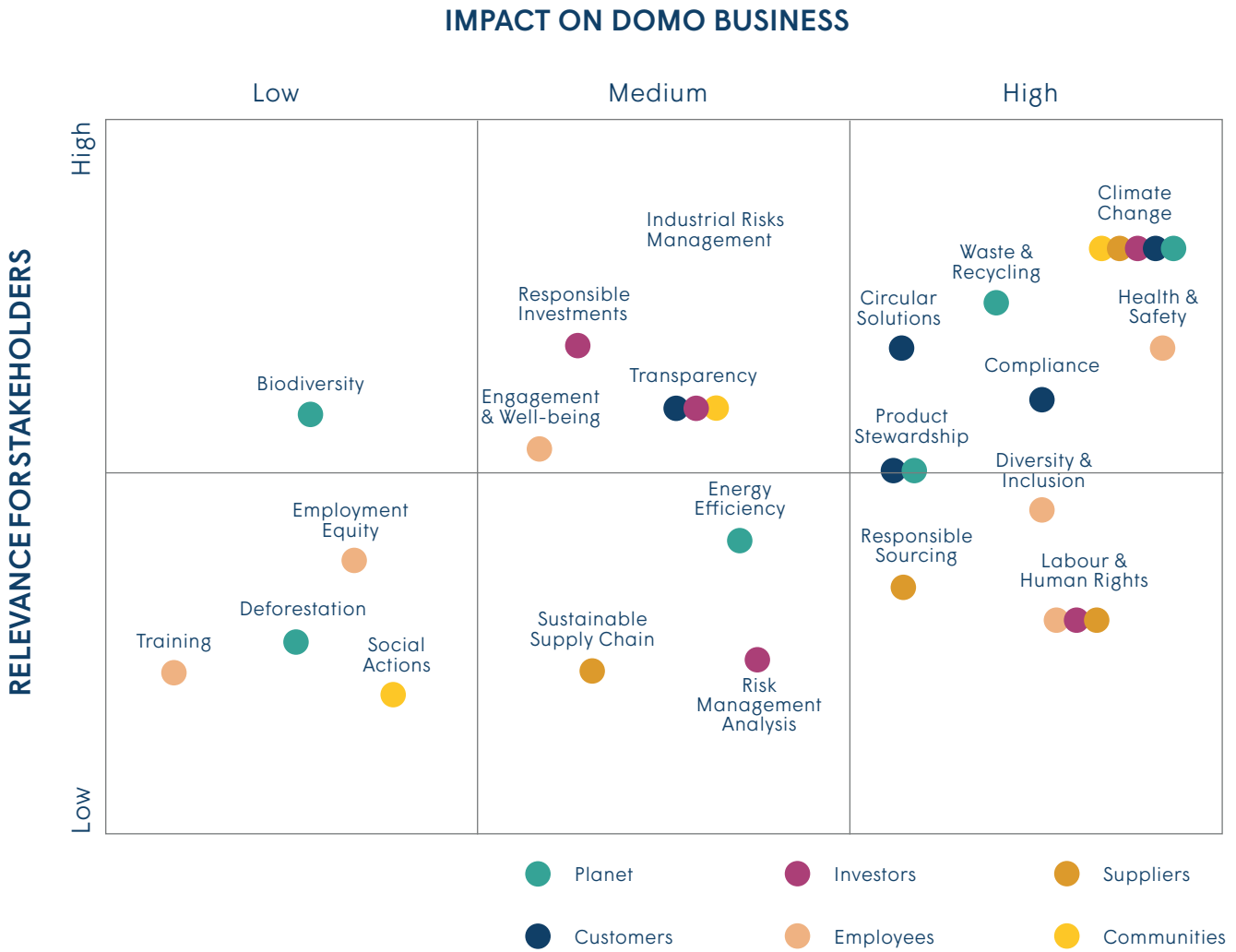
We aim to notify our various target groups promptly and appropriately regarding developments at DOMO and its objectives, thus enabling our stakeholders to obtain a comprehensive picture of our company and its business activities.

In return, this dialogue enables us to identify the needs and expectations of our stakeholders, to evaluate those trends and to appropriately reflect them in our business decisions.

As a member of relevant technical and industry associations at a local, regional and international level, we maintain an active dialogue concerning industry-specific issues. DOMO's Management and Global Communications departments regularly and promptly notify investors, customers, key partners and journalists of developments within the company; for instance, presenting the latest company developments via press releases, in conferences and events as well as via the company's website and various social media channels.



DOMO Materiality Matrix





# PLANET CARE

## AMBITION

We want to contribute to resolving the climate crisis by investing in CO<sub>2</sub> emissions reductions, water and waste management by delivering on our ambition to be a carbon neutral company by 2050.

[Read more](#)

## PRIORITIES

Decarbonization & Energy Transition →

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Water & Effluent Management →

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Materials & Waste Management →

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## GRI

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# DECARBONIZATION & ENERGY TRANSITION

In 2022, we created our decarbonization roadmap, which principally focuses on reducing energy consumption and carbon emissions at our Belle-Étoile and Leuna sites, our two most energy-intensive facilities. To deploy this roadmap, we have rolled out a new climate change policy to frame and define our ambitions and actions.

## Energy Management

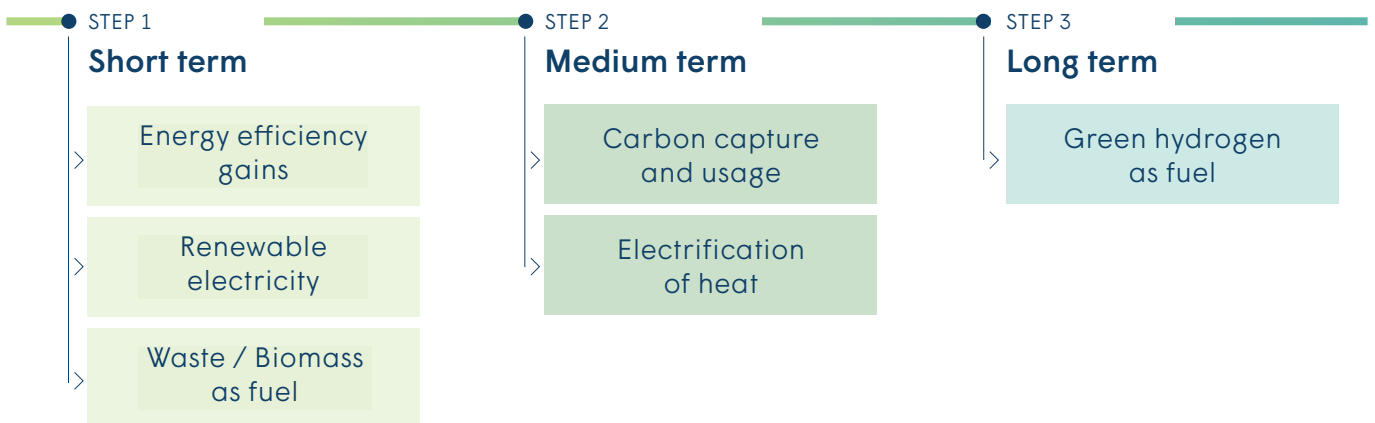
In 2022, 12% of our energy usage originated from renewable sources, three times higher than the 4% renewable energy usage we achieved in 2021. We also switched to additional green energy contracts in 2022. Our ambition remains to draw upon these efforts and ultimately increase this percentage to 50% by 2030, and 100% by 2040, as a key driver towards our overarching objective to achieve carbon neutrality by 2050.

Next to renewable purchases, our operations are gaining maturity in the energy efficiency domain, with:

- The implementation of ISO 50001 certification across 45% of our operational sites, allowing us to operate with a sound energy management strategy. By 2026, we aim to have all European sites certified.
- Continuous investment in technologies to optimize production processes and improve heat management.
- The implementation of waste heat systems, enabling the recovery of heat into fuel.
- A plan to implement a waste incinerator for steam/electricity production, which is expected to save us 35Kt of CO<sub>2</sub>eq per year by 2027 and would, at the same time, reduce our exposure to natural gas.

## The “Decarbonization” Journey

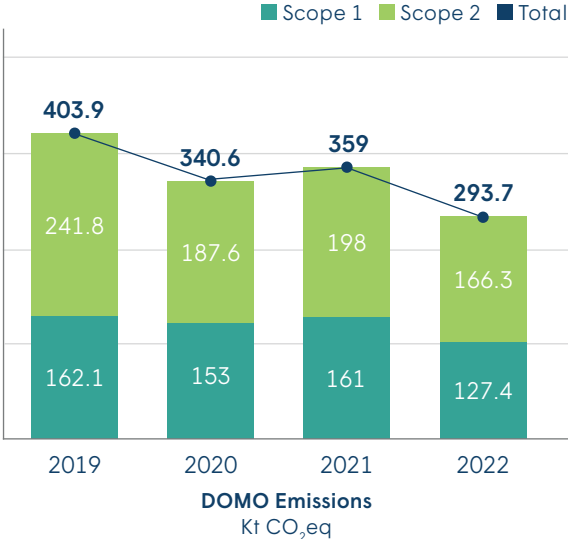
Advancing our sustainability agenda



### Carbon Management

2022 data reveal encouraging signs that our decarbonization efforts have been fruitful in 2022. We reduced our total scope 1 and 2 greenhouse gas emissions by 27% compared to our 2019 baseline, showing promising progress towards our target of a 40% reduction by 2030.

Next to these efforts, we continued to adopt a decarbonization mindset in our day-to-day operations. As part of our climate change policy, we further promoted measures such as green commuting, electric and hybrid transportation, energy efficient infrastructure and workforce training on energy and greenhouse gas emissions.



### Methodological Overview

Our Greenhouse Gas Inventory follows the methodology proposed by the GHG Protocol (Corporate Accounting and Reporting Standard).

We have calculated our scope 2 emissions using a market-based approach, which considers emission factors directly provided by our electricity suppliers.

In addition, the scope of the assessment takes into account operational boundaries, meaning that all facilities over which DOMO has direct operational control are included in the assessment.

## SUCCESS STORY | 01

### "HyDom": Partnering to Fuel our Operations with Low-Carbon Hydrogen



In 2022, we partnered with Hynamics, a subsidiary of EDF, a French market leader in the low-carbon energy transition, to decarbonize our operations at our Belle-Étoile industrial site (Lyon, France).

The "HyDom" project consists of the installation of an 85-megawatt hydrogen production plant, using a water electrolysis process that extracts hydrogen molecules from water.

By doing so, the traditionally "gray", fossil-fuel-based hydrogen used by our site will be replaced by "green", renewable hydrogen.

Ultimately, the project's goal is to initiate the supply of hexamethylene diamine production (a key component in plastic production) with low carbon hydrogen by 2027, aiming at reaching 100% low carbon hydrogen production by 2030.

As a result, we estimate that the project will eventually eliminate up to 80 kilotons of carbon dioxide emissions annually. At our Leuna facility, we are investigating options to decarbonize by means of green hydrogen supply.

# -80Kt

Expected reduction in annual carbon dioxide emissions by 2027 as a result of the "HyDom" project.

[Read more](#)

## SUCCESS STORY | 02

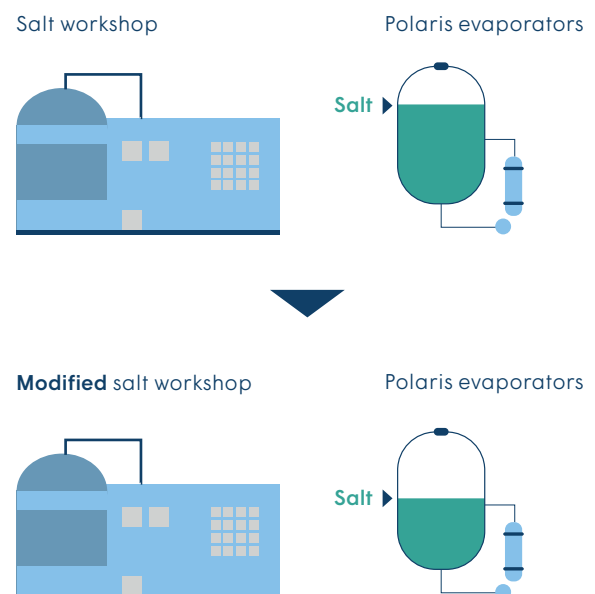
### Lowering Steam & Natural Gas Consumption

At our Belle-Étoile facility, we have invested in a project with the objective to decrease our energy use by lowering the water consumption associated with nylon salt usage in our operations.

Nylon salt, typically produced at a concentration of 52%, shows potential for a higher concentration through temperature adaptation and presalification processes.

Through the adaptation of our salt workshop, less water is needed for evaporation, which in turn lowers the steam and natural gas needed to fuel our operations.

All in all, the project shows significant potential as total CO<sub>2</sub> emissions are expected to decrease by approximately 5Kt per year, once fully implemented.



[Read more](#)



# WATER MANAGEMENT

Driven by projects at our most water intensive-site, Belle-Étoile, we calculated this target based on the potential of scaling and replicating these water-saving initiatives across our other sites over the coming years.

As a polyamide manufacturer, our processes rely on water as a key input for production.

It is only natural that our 2030 agenda identifies water efficiency as a strategic objective and priority: by then, we aim to reduce our water consumption by 25% against our 2019 baseline.

All of our sites report on water consumption, which allows us to closely monitor our yearly progress. Since 2019, we have been able to reduce our consumption by 4.6%.

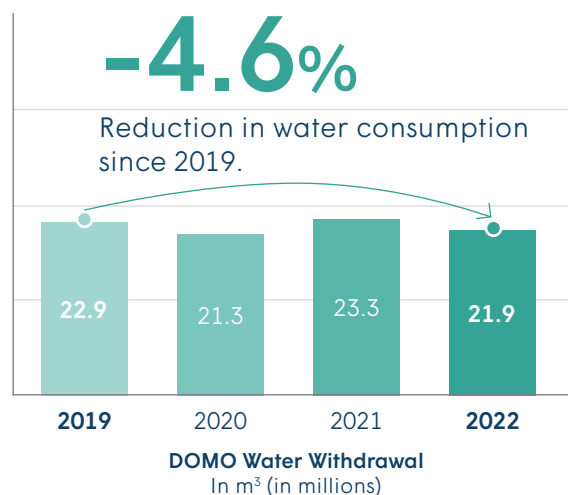
## Wastewater

We are not only committed to reducing our water consumption but also to remain responsible for our discharge of water.

As wastewater quality can heavily impact ecosystems and local habitats, it is our responsibility to act to preserve the landscapes that surround our operations.

To do so, we operate in accordance with rigorous wastewater regulations to determine the quality and toxicity of our effluents, on a site-by-site basis.

If deemed potentially harmful to the environment, we take the necessary steps to prevent environmental consequences. For instance, our Blanes facility in Spain operates with its own wastewater treatment plant, built over a decade ago to manage physical and biological treatment. For our other facilities, we work closely with third-party treatment providers, who take ownership of the treatment process.



## SUCCESS STORY | 03

### Closed-loop water system implementation



In 2022, we requested our internal investment committee to authorize the financing of a closed-loop water system at our Belle-Étoile production facility.

As the Rhone River in France was declared a sensitive area in 2021 by the French authorities, we quickly took steps to develop a closed-loop system that reintroduces the used cooling water into our operations. Once implemented during the 2024-2029 timeframe, this project has the potential to reduce our water intake by 28% each year at Belle-Étoile against baseline figures.

Eventually, this project has the potential to simultaneously improve our water efficiency and protect the Rhone River, demonstrating the positive impact DOMO can achieve across both its operational and supply chain footprint.

# MATERIALS & WASTE MANAGEMENT

We have always been committed to minimizing waste and maximizing the reuse of operational and industrial waste, with raw materials and suppliers predominantly selected on this basis. In purchasing, we seek to ensure appropriate packaging and fully recyclable transport equipment.

New plants are designed to be as close as possible to zero waste, with the ability of reuse, recycling and disposal always ensured.

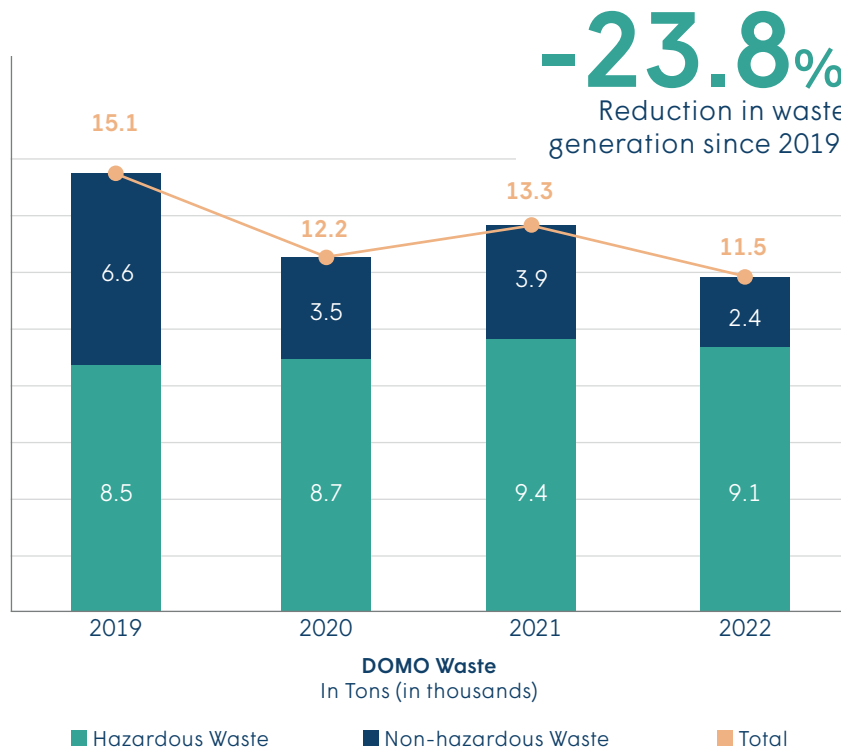
In addition, we optimize raw materials consumption and waste management according to circular economy principles to ensure maximum recovery of waste that can be recycled or incinerated. We have committed to reducing our industrial waste generation by 7% by 2030.

## Internal Waste Management

Internally, we have set in place multiple measures to ensure waste efficiency processes. For instance, in 2022, we started to digitalize our operations with the Shift application, which should enable us to significantly reduce our paper consumption.

This productivity enhancement was implemented at our Leuna facility and will be rolled out across all European locations as part of our strategic roadmap.

We also promote waste-conscious behavior through employee environmental awareness training across our locations, and pay close attention to proper disposal of our materials, according to different waste streams.



The scope of our waste generation takes into account operational boundaries, meaning that all facilities over which DOMO has direct operational control are included.

## SUCCESS STORY | 04

### Partnering for Reusable Packaging



We implemented a new reusable packaging initiative to reduce our consumption of plastic bags in packaging processes.

In collaboration with a French packaging partner, we implemented a take-back process through which the partner collects emptied bags, cleans them, and returns them to DOMO, allowing the materials loop to be extended for another five cycles.

As for non-reusable bags, the partner takes charge of material recycling.

This project has been implemented in our Blanes facility in Spain, and we are currently investigating the possibility to expand on these newly created capabilities.

Analyses have shown promising results as this initiative not only lowers our environmental impact, but also provides significant economic benefits while also anticipating upcoming EU plastic regulations.

*“The whole industry has a big challenge in front of us.*

*We should move forward together with new ways of working, automation, and digitalization”*

**Kristina Friberg**

Chief Industrial Officer



# PARTNER OF CHOICE

## AMBITION

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

[Read more](#)

## PRIORITIES

Sustainable & Circular Solutions →

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Life Cycle Assessment (LCA) Studies →

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Participating in the Circular Economy →

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Sustainable Procurement →

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## GRI

[308 - 414](#)

# SUSTAINABLE & CIRCULAR SOLUTIONS

We strongly believe that an essential determining factor to becoming a partner of choice lies in moving our product offerings towards a sustainable solutions portfolio. We focus on our engineered materials market segment as we have determined it to be the most promising in terms of sustainable applications. In our product offerings, we increasingly focus on the utilization of recycled feedstock. In 2022, we recorded 11.3% sustainable solutions sold out of our total EM sales. By 2030, we aim to raise this number to 20%.

Our customers' sustainability challenges are our own, and we believe in creating applications that contribute to achieving these, including e-mobility, lightweight materials, water management, and solar energy. In 2022, our R&D application center was actively exploring solutions for post-consumer feedstock alternatives, while investments in innovative chemical recycling technologies continue to account for approximately 25% of all R&D expenditure.



## 11.3%

Percentage of sustainable solutions sold out of total EM sales.



## 25%

Percentage of R&D expenditure in innovative chemical recycling technologies.

## SUCCESS STORY | 05

### **NYLEO® 4EARTH®** Biodegradable Nylon 66 Fiber



We launched our NYLEO® 4EARTH® brand in our performance fiber segment to strengthen the biodegradability potential of our product offerings. Using the Amni Soul Eco® technology, we were able to enhance the durability of polyamides, while still retaining the same quality features (soft touch, tenacity, abrasion resistance).

While the traditional polyamide 66 fiber decomposes in about 50 to 100 years, our NYLEO® 4EARTH® - produced at our facility in Valence, France - has been proven to enhance biodegradability to decompose in under five years when landfilled.

Within just five years, over 90% of the fiber is converted into biogas, while the residue is biomass. Today, NYLEO® 4EARTH® can be used in numerous applications in the textile, flooring, flock and abrasive markets.

[Read more](#)

## SUCCESS STORY | 06

## TECHNYL® 4EARTH

### Sustainable polyamide



We continue to develop and promote our TECHNYL® 4EARTH product range which is specifically designed to lower the environmental impact of polyamide parts by using industry-leading recycling technology to provide a polyamide with up to 50% glass or carbon fiber content.

At the 2022 K Show – the world’s largest trade fair for the plastics and rubber industry - we proudly introduced two innovations in our TECHNYL® 4EARTH range, which offer effective solutions for sustainability.

This included a sustainable variant of DOMO’s leading coolant resistant grade and new halogen-free flame retardant polyamides. These developments are the result of close cooperation with partners and customers.

Thanks to an innovative technology process, we can transform post-industrial technical textiles from the production of automotive

airbags at our production facilities in Gorzow (Poland); as well as carpets, clothing and film for the packaging industry at our production sites in Arco (Italy) and Belle-Étoile (France), into premium quality engineering plastics. This product, known as TECHNYL® 4EARTH for our sustainable PA6-based engineered materials, showcases key benefits for our customers such as reduced environmental impact, high-performance properties akin to traditional virgin-based grades, excellent mechanical properties and good aging performance.

Specific examples within this range include:

#### **TECHNYL® 4EARTH A1E 218 V30 BK 34 NG LP**

Based on 50% recycled materials, this product shows similar mechanical properties, aging performance and laser marking quality as its virgin polymer product equivalent and is suitable for high-end cooling applications.

#### **TECHNYL® 4EARTH A1E 60G1 V30**

This partially recycled polyamide 66, based on a non-halogenated flame retardant (HFFR) system, has been developed to reduce its environmental footprint compared to virgin based alternatives, while offering identical flame retardant properties (UL 94 V0 - GWFI 960°C all at 0.75 mm thickness).

[Read more](#)

# LIFE CYCLE ASSESSMENT (LCA) STUDIES

We continue to perform life cycle assessments to enable our customers to reduce their emissions and consider their impact on other key environmental topics. Life cycle assessments allow us to analyze the full environmental impact of our product offerings, from conception, to sourcing and production, ultimately giving us insights into how to improve the environmental performance of our portfolio. We performed over 100 life cycle assessments in 2022 and continue to use their findings to fuel our materials sourcing and manufacturing decisions.

Our objective is to reduce the carbon footprint of our top sellers by 20% by 2030. In 2022, we achieved an average of 4.2 kg CO<sub>2</sub>eq/kg of product sold.

## SUCCESS STORY | 07

### Evaluating the Environmental Footprint of our PA66 Portfolio



Using a “cradle-to-gate” assessment methodology following the ISO14040/44 standards, we have already assessed our top sellers for compound grades and are able to deliver LCA reports for almost all grades that we produce against different environmental impact criteria such as climate change, energy consumption, water use, human toxicity and similar criteria.

This methodology allows us to understand the GWP (Global Warming Potential) of our products, a reference metric to indicate the CO<sub>2</sub> equivalent of our solutions.

Performing such LCAs allows us to validate the increased performance of our recycled TECHNYL® 4EARTH grades as compared to virgin-based alternatives. In addition, further analyses demonstrated that purchased raw materials (scope 3 GHG emissions) account for over 60% of the CO<sub>2</sub> emissions contained in our products. These findings confirm that sustainable procurement and sourcing processes are of the highest importance when tackling product-related carbon footprint reductions, and hence why beginning to measure our scope 3 GHG emissions and create reduction strategies is a key strategic objective for DOMO in 2023.



# PARTICIPATING IN THE CIRCULAR ECONOMY

At DOMO, we have pledged to help our customers fulfill their sustainability goals by offering an enhanced range of sustainable solutions, with a 2030 target to double the revenue of our existing circular solutions.

To support this pledge, together with dedicated partners, we are investing in the development of a circularity roadmap to identify the most efficient and valuable recycling technologies, allowing us to transition from a linear to a circular, resource-efficient economy.

To further advance our circular solutions roadmap, our latest R&D focus has been on developing chemical recycling capabilities. More specifically, in 2022, we studied three main technologies to make progress on chemical recycling:

- The depolymerization of PA6 waste
- Dissolving polyamide waste
- Polyamide and silicon separation improvement and efficiency to specifically tackle the airbag waste feedstock.

To achieve our chemical recycling ambitions, we are partnering with waste collection companies, waste generators, and chemical recycling companies, as well as partners to develop sorting, cleaning, waste preparation and filtering capabilities.

Moreover, we continue to evaluate new partnerships.

These innovative measures are in line with our ambition to both reduce our internal environmental footprint, as well as be a partner of choice and deliver sustainable solutions for our stakeholders.

## SUCCESS STORY | 08

### Collaborative Circularity: Circularise

In 2019, we established a collaborative project for circularity with Circularise, an innovative supply chain transparency start-up, as a supplier of high-tech polymer materials. In 2022, we validated the digital product passport concept developed by Circularise. The partnership with Circularise was celebrated at K 2022, the world's leading trade fair for the plastics and rubber industry, in October 2022, where we co-hosted our booth and jointly welcomed business contacts.

[Read more](#)

## SUCCESS STORY | 09

### Contributing to the Circular Economy

The Premnitz site of DOMO Engineering Plastics has made a contribution to sustainability by optimizing and maximizing its distillation and polymerization plant. The plant further improved its processes of transforming third choice caprolactam from the site of Leuna into a high-quality product in our portfolio: the H27 S12, a first-class spinning granulate based on Polyamide 6.

Across our sites, we progressed on optimizing usage of our raw materials such as Caprolactam and reduced our production of second and third choice polyamide material. This underscores our commitment to the circular economy and shows how we use resources effectively to create value while minimizing our environmental footprint.

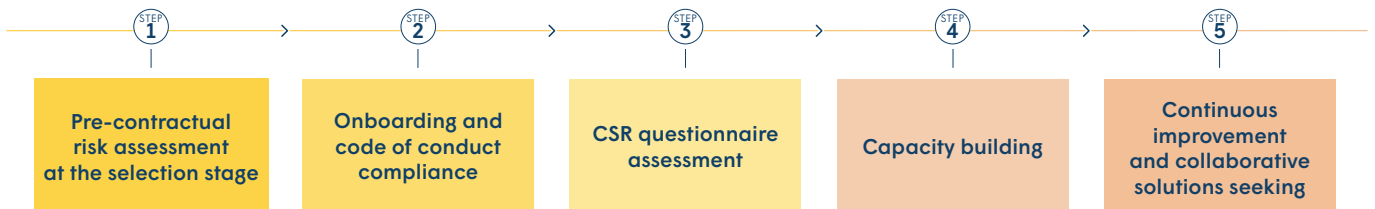
# SUSTAINABLE PROCUREMENT

In 2022, we concentrated on building a resilient, risk-mitigating supply network design. Our sustainable procurement ambitions have strengthened, stemming from a common understanding that sustainable purchasing is an opportunity for lowering our product footprint and co-creating sustainable value with our key supply chain partners.

Our main focus in 2022 was on building sustainable supplier solutions, through:

- selecting partners with low environmental impact for raw materials and packaging,
- selecting partners with low logistic environmental impact and fostering the same approach for our own flows,
- integrating and formalizing sustainability aspects in suppliers' relationships.

To reach these objectives, we have begun the process of structuring a supply chain management approach, which can be summarized into the following steps:



## Setting Expectations with our Supplier Code of Conduct

We want to ensure that our supply chain and any third parties we work with uphold the same commitment to sustainability as we do, both internally and towards their third parties.

To do so, we implemented a supplier code of conduct in 2022, to set forth expectations for suppliers and service providers around business ethics, integrity, working conditions, environment, and health and safety aspects.

Having integrated this code of conduct as a contractual term in our supplier contracts, we expect 50% of our 80/20 suppliers to have adhered to this code by 2023.

 **71%**

of suppliers have signed our new Supplier Code of Conduct, demonstrating our commitment to cascade sustainable practices across our supply chain.

## Assessing our Suppliers' Sustainability Performance

With our ambition to become a benchmark for sustainability, we aim to go beyond compliance with socio-environmental standards.

Accordingly, we have set up a performance assessment system through which we can closely collaborate with our suppliers by:

- developing our own standardized corporate social responsibility (CSR) questionnaire, which suppliers are asked to fill in and return. For high ecological impact supplier categories, additional questions must be completed,
- conducting supplier visits, particularly on the topic of health and safety, to ensure that quality standards are met and that safety measures are implemented throughout our value chain,
- promoting and requesting comprehensive data on supplier materials' life cycle assessments, as our value chain remains a core element of our decarbonization roadmap.

We value open collaboration and long-term relationships. This is why we continuously engage on these topics with our suppliers, and host regular meetings to explore solutions as partners. Whenever warranted, we undertake capacity-building activities, ranging from supplier training to issuing corrective actions for suppliers to act upon non-conformities.

***“Sustainability is part of our purchasing DNA; this is a topic we discuss with all suppliers when we meet them – whether innovative solutions are available, for example related to recycled packaging or post-consumer waste.”***

**Frédérique Chauvin**

Global Corporate Purchasing Director



# RESPONSIBLE EMPLOYER

## AMBITION

We are committed to becoming an employer of choice and creating valuable relations with all our stakeholders. We want to be an attractive company and a great place to work for all our employees and contractors. To deliver on this vision, we focus on embedding the company culture, streamlining the organizational design, supporting our leaders and attracting, developing and retaining our talent.

[Read more](#)

## PRIORITIES

- Health & Safety →
- Engaging with our Employees →
- Diversity, Equity, & Inclusion →
- Attracting & Retaining Talent →

## GRI

[401](#) - [403](#) - [404](#) - [405](#) - [406](#)

# HEALTH & SAFETY

Safety is our license to operate. Our health and safety mission is to ensure that everyone can return home safely after a working day by:

- providing a safe working environment and safe tools for our employees and partners,
- developing the capabilities to reduce the exposure and potential for injury.

In 2021, we started our 'Care to be Safe' journey with the vision to develop a culture defined by creating trust and accountability through developing a greater team spirit and a collective ownership of caring for one's self and each other.

All teams are working on a daily basis to achieve this ambition through the development of our Care to Be Safe journey.

This includes operational or commercial activities, through line management, and supported by the corporate HSE function and local HSE teams.

## Safety Results - Leading Indicators

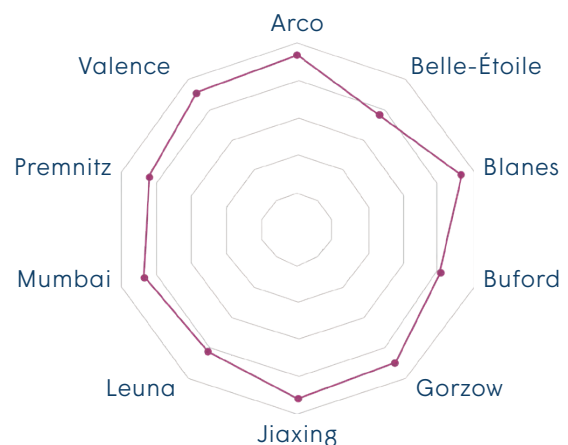
Systematic application of tools to develop safety leadership and employee engagement

We closely monitor and report on a variety of targets related to our 'Care to be Safe' journey across all our sites. These include 'walk-observe-communicate' and systematic inspections, closure of "life saving rules" non-conformances, and reporting on near misses and critical situations.

In 2022 we achieved a 'green' score of >80% at all but one of our sites.

Since then we have:

- developed annual safety plans at all sites combining global and site-specific targets and activities. Progress is monitored through a central monitoring system,
- implemented the global HSE tool Synergi Life,
- started corporate HSE audits in order to assess the maturity and performance of all DOMO sites and to support the sites while sharing and exploring best practices during the audits,
- implemented a global incident reporting system for both employees and contractors based on the US OSHA standard.



## SUCCESS STORY | 10

## Celebrating our 'Care to Be Safe' Achievements



The Care to Be Safe journey began in 2021 to develop an interdependent and comprehensive corporate safety culture. The initiative also ensures that health and safety is embedded in our everyday working lives and conversations.

One key element of our journey is to acknowledge and celebrate achievements. In 2022, we launched the Care to Be Safe award to recognize the efforts of the sites to drive our Care to Be Safe journey at the site level. Our Spanish site in Blanes won the first Care to Be Safe award. Gorzow, Valence and Premnitz received a category award for exemplary achievements.

[Read more](#)

*“Sustainability underpins everything we do related to DOMO’s human capital. Over the last three years, we have created and implemented a comprehensive roadmap; 2022 was a year of maturing and connecting this strategic approach into our everyday working lives.”*

**Edyta Górecka**  
Chief Human Resources Officer



# ENGAGING WITH OUR EMPLOYEES

As a responsible employer, we value engaging with our employees.

Recognizing the importance of this two-way dialogue, we launched our first Pulse Check – an engagement and enablement survey – in 2022 and recently gathered results from the second survey. We utilize these surveys as a means to gather insights into the perception of our employees on DOMO as a company and an employer. Highlights and progress made between the two versions include:

 **82%**

Our people's feeling of being part of and included in their team (+14% vs first survey results).

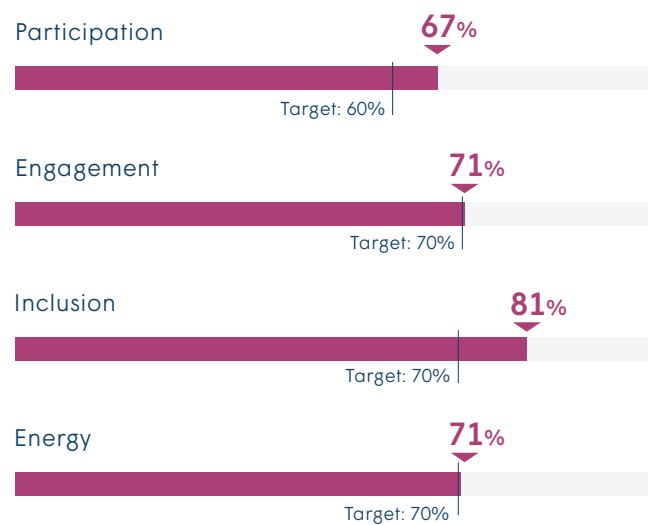
 **72%**

Working conditions as an enabler for our people to do their job well increased by 4% compared to the first survey results.

 **71%**

Our people's level of energy at work has slightly increased (+1%) compared to the first survey results.

We have also set measurable objectives to track our progress. In the recent survey, we exceeded all of our 2022 targets for participation rate, engagement, inclusion and energy, by 7%, 1%, 11% and 1% respectively.



Our people value what is related to their own job and close work environment (stable compared to first survey results).





## Listening and Responding to our Employees

A key finding from last year's Pulse Check results was the need for more dialogue and connection between our employees and management. In response, we have implemented connect sessions where our employees have the opportunity to interact informally with senior management. Our CEO, Yves Bonte, also broadcasts messages to all employees every month, providing business-related updates and insights into our current business context.

In 2022, recognition events were organized in all our sites to acknowledge and show appreciation for key achievements across our departments, while we created and implemented a DOMO Teamleader's Playbook which gives insight into best practices linked to key leadership responsibilities such as effectively managing teams or making important and challenging business decisions.

In 2022, we also laid the foundation for a global Employee Assistance Program which will help our employees and their families with mental health support, legal advice and counselling.

In addition, we have formalized the remote working policy that was first implemented during the onset of the COVID-19 pandemic; in doing so, we give our employees the space and flexibility to define their working conditions in support of a healthy work and life balance.

## Employees Supporting the Community

Caring is our formula, also when it comes to supporting communities in need. We believe in the power of our employees and provide a platform for employees who want to dedicate time and effort to supporting people in need. In 2022, our sites in Poland, Spain, Italy and Belgium organized a local collection campaign to support the Ukraine war victims. At many sites, employees also participated in sports events that collected funds for charitable causes, like Oncobike in Spain and the Merseburg Charity Run in Germany. In addition, our colleagues in Blanes (Spain) organized local events to educate children - especially girls - on chemistry in a playful way, thus investing in fostering diversity and inclusion.



# FOSTERING DIVERSITY, EQUITY & INCLUSION (DEI)

We value creating a diverse and equitable workplace for our employees that promotes inclusivity and belonging. We believe that having a diverse team means that we enable different perspectives and more creative solutions for our company and industry.

## Diversity in Numbers

We currently exhibit a 3:1 ratio of male to female employees at DOMO. Although we have a high proportion of male workers in our exempt population, due to the large number of manual labor tasks which are required, this imbalance is also seen across the entire organization. As seen on pages 14-15, we are addressing this with targets – particularly about our leadership positions.

We are committed to increasing gender diversity and reaching 35% of women in our senior positions by 2030. In 2022, we continued to make positive and conscious progress towards this, increasing from 22% to 28% of women occupying senior management positions over the last year.

***"We want to connect talent and creativity for a better world. Our ambition is to ensure that DOMO is a great place to work, where we are all inspired to be the best version of ourselves and to contribute to the success of DOMO."***

**Edyta Górecka**  
Chief Human Resources Officer

 **28%**

of senior management positions are filled by women, an increase of 8% since last year.

## Recruitment

In 2022, we updated our hiring policy to align with our values of caring for diversity, equity and inclusion.

We select, recruit, develop and support people solely based on their professional capability and qualifications, irrespective of gender, ethnicity, nationality, class, color, age, sexual identity, disability, religion, marital status or political opinion. This also applies to the selection of internal talent.

## Discrimination & Harassment

We do not tolerate any forms of discrimination or harassment. To mitigate this, we have our whistleblowing procedure in place. In the past year, as we have previously mentioned, we have partnered with Speak Up to have an external reporting mechanism in place. This mechanism covers any discrimination and/or harassment incidents as well.

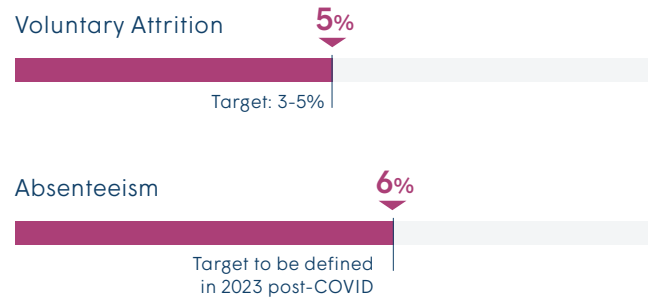
We are pleased to report that we have no reported cases of such incidents in 2022, in doing so achieving our target.



# ATTRACTING & RETAINING TALENT

We are operating in an extremely competitive and tightening labor market. Our ability not only to attract the best talent in our industry but ensure we retain and benefit from their skills, experience and knowledge is a key driver of both our sustainability and business agenda.

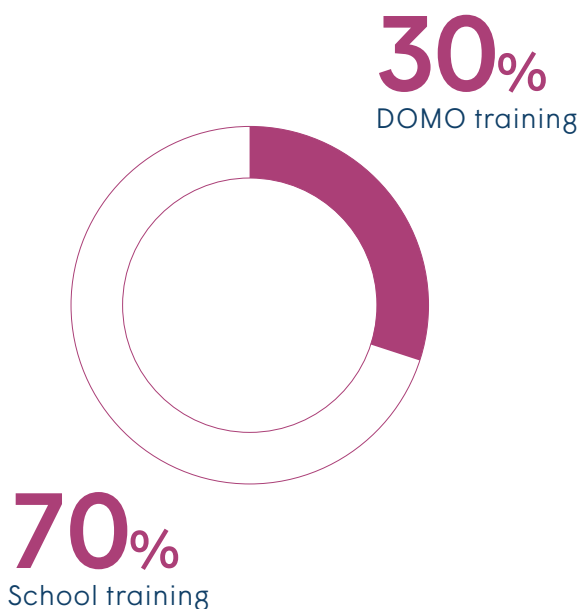
We continuously work on providing a great working environment for our employees. We have committed to redefining our absenteeism target this year to reflect the post-COVID working scenario.



## Apprenticeships in Germany

In Germany, we participate in the VET Dual vocational training scheme. This system offers young people flexibility in choosing their academic and professional careers. In 2022, we hired seven chemist apprentices, one industrial clerk apprentice and one chemical laboratory assistant. This dual training plan allows for these apprentices to complete 70% of their training at DOMO and the remaining 30% at their school.

This initiative has allowed DOMO to engage with the local population, provide apprenticeship opportunities to young professionals and increase the chance for future employment of highly skilled apprentices.



## Performance & Development

We take pride in our continuous journey of evolving, and we share this sentiment in every aspect of our work. Our performance and development cycle is one of the ways we showcase how this resonates with our employees. Conducting performance evaluations and delivering development plans, benefits both us as DOMO and our employees by facilitating:

- greater focus on company goals and working on them according to our DOMO Values,
- growth and development for employees in their current roles,
- preparation for future roles they are interested in,
- enhanced recognition, value & reward for effective contribution.

Since developing our improved performance and development process we have implemented a total of five Human Resource Information System (HRIS) modules.

These modules help us in ensuring that we cover different elements of Human Resources in an even more encompassing manner that is aligned with the values of DOMO. In addition, in 2022, we implemented Employee Central, Performance, Career and Succession modules, in addition we did a pilot for an onboarding module in Belgium.

As a part of our development plans, we encourage our employees to pursue learning opportunities. In 2022, we laid the foundations for our e-learning platform which will offer numerous virtual training possibilities for our employee base, to ensure that employees can take ownership over their professional development combined with our full support.



# LOOKING FORWARD



## DEAR READER,

Our 2022 Sustainability Report summarizes a full year of achievements and, clearly, our inspiring sustainability journey continues, together with you our stakeholders.

In 2023, we will continue to be guided by our DOMO Beyond framework, to identify those projects and possibilities that can and will have an impact within each of our three sustainability pillars. Visualized hereafter, you will discover that our main focus remains on progressing on our decarbonization roadmap, partnering to develop sustainable and circular solutions and offering a safe and inclusive work environment for our employees.

Through these endeavors, we aim to deliver on our commitment of transparency, which in turn allows us to enact fact-based decision-making and an ability to show our stakeholders the sustainability impact of our business decisions. As a result, we can use these outcomes to further shape our strategy and overall business transformation.

Indeed, this journey will not be easy and we may face challenges, setbacks and new opportunities along the way. But when looking back at the last 20 years of my personal journey as a mother, chemist and advocate of sustainability, my passion to go beyond has grown stronger than ever before. Now is the time to be bolder in our commitment to innovate and sustain. Now is the time to be more curious in the way we want to create sustainable value. And now is the time to embody kindness, compassion, and accountability, setting an inspiring example for our children as they inherit the beautiful planet we all cherish.

As our CEO stated in his opening message, huge possibilities come through partnership and collaboration; we truly believe that we can achieve much more together.

So, allow me to invite you to join us on our inspiring journey towards a sustainable future. Can we count on your support?

**Bouchra Caret-Rhers**  
Sustainability Director

# KEY FOCUS AREAS FOR 2023

## PROJECT

**CSRD (Corporate Sustainability Reporting Directive)  
and EU Taxonomy regulations**

**Double materiality assessment**

**Strengthen the ESG monitoring, reporting  
and steering approach across all regions**

**Compliance roadmap deployment  
including risk management and controls**

**Decarbonization considering the new EU ETS (Emissions Trading System)  
and CBAM (Carbon Border Adjustment Mechanism) impact**

**Continue to gain third party rating  
and certification recognition  
for our sustainability progress**

**Progressing on health and safety**



## DESCRIPTION

By aligning this report with the Global Reporting Initiative (GRI) reporting requirements, we have taken concrete steps toward CSRD compliance. In 2023, we aim to act upon identified gaps in our current reporting practices.

In 2023, DOMO will undertake a double approach to materiality, assessing both the impact of sustainability topics on the financial viability of our business, and considering the impact we are having on people and planet.

In 2023, we aim to create a company-wide and geographically aligned approach to governing, monitoring, and reporting on sustainability issues. Our ambition is to include all entities in this process, to ensure that our future KPIs cover our perfluorochemicals (PFC) consumption via increasingly circular solutions in our portfolio

In 2022 we validated our new compliance framework; in 2023 we will begin deploying and rolling out this framework across our business to bring greater alignment and robustness to our internal processes, including risk management.

We will calculate our scope 3 (indirect, value-chain related) GHG emissions for the first time in 2023. In addition, our GHG emissions strategy will align with current EU Green Deal initiatives through which we will aim to reduce carbon leakage risks and comply with the EU ETS to further drive emission reductions.

By September 2023, we aim to have the ISCC PLUS certification completed for our plants in Leuna, Gorzow and Arco, in collaboration with Circularise, ensuring traceability and responsible sourcing of biomass-based feedstock.

We will strive for greater employee engagement at the local level to spread our health and safety objectives across the whole organization, close gaps through formation sharing and support, and coach and upskill our leadership teams as part of our 'Care to be Safe' journey.



# OUR GOVERNANCE

[Corporate Governance](#) →

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[Ethical Business Conduct](#) →

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[Certifications](#) →

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[Read more](#)

# CORPORATE GOVERNANCE



**BOARD:**

- Chairman & CEO**  
① Yves Bonte (\*)
- Founder & honorary chairman**  
② Jan J. Declerck
- Directors - Family Representatives**  
③ Gregory De Clerck(\*)  
④ Anthony De Clerck(\*)  
⑤ Jan I. De Clerck(\*)
- Independent Directors**  
⑥ Christian Jourquin  
⑦ Christian Reinaudo  
⑧ Pierre Joris(\*)
- Independent advisor to the Board**  
⑨ Herman Daems(\*)

Recognizing the need to evaluate and steer our sustainability activities on a strategic corporate level, we have implemented our own sustainability framework (DOMO Beyond) with dedicated resources and governance roles and responsibilities.

While accountability for our sustainability strategy ultimately starts from the top of our company, we take an all-encompassing approach to sustainability throughout our entire employee base.

Our sustainability champions– supported by our Extended Leadership Team and the Corporate Sustainability Team - encourage everyone at DOMO to contribute to our sustainability roadmap.

At ExCom level, sustainability is kept on the agenda on a recurring basis:

- quarterly review and approval of the sustainability roadmap and targets, and the materiality matrix,
- quarterly cross-functional sustainability review to evaluate global challenges and megatrends and set mid and long-term goals to initiate projects and activities in the field of sustainability.



## Corporate Sustainability Team

The Corporate Sustainability Team deals with all sustainability issues that are relevant to the company.

This includes, for example:

- establishing the company policy, strategy and standards,
- coordinating and monitoring its implementation,
- designing, implementing and optimizing our DOMO Beyond framework,
- providing information and advice to DOMO sites and functions on regulatory, environmental and safety matters,
- monitoring Key Performance Indicators (KPIs).
- Facilitating cross-functional collaboration.

## Sustainability Champions

A dedicated team of Sustainability Champions from sites, functions and business units drives the execution of this strategic framework and oversees regional-led initiatives. These champions embody the company-wide spirit and ambition toward achieving our sustainability agenda.

### Belle-Étoile

Sébastien Plouchart

### Valence

Loïc Piriou, Alicia Dostes

### Gorzow

Izabela Jasiukiewicz

### Leuna

Susanne Winterstein

### Premnitz

Marcel Müller

### Arco

Silvano Furlani,  
Linda Bottesi

### Jiaxing

Tidus Chen

### Ghent

Catherine Weyne

### Suppliers

Jean-Philippe Bertrand

### Customers

Alexandra Berthoud

### Investors

Cassandra Scholliers

### Communities

Thierry Charbonneaux

### Employees

Fanny Chavaux



### ExCom:

**Chief Executive Officer**  
② Yves Bonte<sup>(\*)</sup>

**Chief Financial Officer**  
⑥ Koen Van Look<sup>(\*)</sup>

**Chief Supply Chain and Procurement Officer**  
⑩ Stéphane Guélat<sup>(\*)</sup>

**Chief Commercial Officer PI**  
④ Vedran Kujundzic

**Chief Commercial Officer EM**  
② Ludovic Tonnerre<sup>(\*)</sup>

**Chief Legal Officer**  
⑤ Bernard De Vos<sup>(\*)</sup>

**Chief Human Resources Officer**  
① Edyta Górecka<sup>(\*)</sup>

**Chief Industrial Officer**  
⑧ Kristina Friberg<sup>(\*)</sup>

**Chief Corporate Development Officer**  
③ Wilfried Debus<sup>(\*)</sup>

# ETHICAL BUSINESS CONDUCT

Our compliance framework provides a structured approach to managing compliance as a component of overall enterprise risk management.

We focus on the intersection between each of the components of our framework and key compliance drivers:

- anti-corruption and anti-bribery,
- anti-money laundering,
- data privacy and protection,
- trade,
- anti-competitive practices,
- conflicts of interest,
- fraud.

Through our Speaking Up policy, embedded in our Company Code of Conduct, we have created a channel to report potential wrongdoings and enhanced our ability to evaluate and address reported incidents or allegations of illegal or unethical behavior.

In relation to governance and accountability for our compliance framework, we have created a dedicated compliance function within our Legal department to assist with implementation and execution. This function reports directly to our Chief Legal Officer, while our Chief Industrial Officer and Chief Human Resources Officer are also directly involved in ensuring compliance with regulations within their respective functions. Overall, we make sure there is close collaboration and partnerships across our functions to ensure compliance is effectively measured, monitored and managed.

## Anti-Corruption & Bribery

Our Code of Conduct gives clear guidance to our employees on how to navigate the risks related to bribery and corruption. In 2022, we optimized and improved our policies and procedures, organized mandatory additional training for our employees on the topic and developed enhanced tools for reporting concerns and monitoring these issues. In doing so, we have managed to increase the awareness and capacity of everyone at DOMO to mitigate the risks involved with these key ethics topics.

## Anti-Competitive Practices

In addition to corruption and bribery, we also guide our employees on how to comply with expectations and legislation relating to anti-competitive practices. In 2022 we continued to host mandatory training sessions on the topic.

***“Our compliance roadmap places us at a competitive advantage to many of our peers, as we are already aligned with upcoming regulations and legislation that in time will become a business reality.”***

**Bernard De Vos,**  
Chief Legal Officer

# CERTIFICATIONS

Being a partner of choice also implies having the required certifications in place.

At DOMO we certify our sustainability management systems according to International Organization for Standardization (ISO) standards, the world's most recognized management system standards.

We have also certified our operations against rigorous environmental, energy, quality, and health and safety standards.

We also hold International Automotive Task Force (IATF) 16949 certifications for our Gorzow, Premnitz and Belle-Étoile sites, confirming our commitment to delivering the highest quality management system standards required by the automotive industry.

Code	Standard for	Operations Coverage
ISO 14001	Environmental Management System	64%
ISO 50001	Energy Management System	45%
ISO 45001	Occupational Health & Safety Management System	60%
ISO 9001	Quality Management System	100%

# GRI & KPI INDEX



KPI INDEX [→](#)

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GRI INDEX [→](#)

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[Read more](#)

# KPI INDEX TABLE

Strategic Pillar	Topic	Key Performance Indicator (KPI)	Unit of Measurement	2021	2022	% Change since 2019
Planet Care	Energy consumption and GHG emissions	Energy consumption	GJ	12,410,591	11,054,055	
		Green energy usage	%	4	12	
		Scope 1 GHG emissions	Tons CO <sub>2</sub> eq.	161,163	197,926	<b>-21.36</b>
		Scope 2 GHG emissions	Tons CO <sub>2</sub> eq.	197,926	166,281	<b>-31.22</b>
		Total scope 1 & 2 GHG emissions	Tons CO <sub>2</sub> eq.	358,989	293,718	<b>-27.27</b>
	Waste and packaging	Hazardous waste	Tons	9378	9106	<b>7.07</b>
		Non-hazardous waste	Tons	3922	2393	<b>-63.59</b>
		Total waste	Tons	13300	11499	<b>-23.74</b>
		Recycled input materials used	%	-	5.4	
	Water	Water withdrawal	m3 ('000)	23256.7	21899	<b>-4.57</b>
Partner of Choice	Carbon footprint	Global Warming Potential (GWP)	CO <sub>2</sub> kg/kg	4.2	4.2	
	Circular solutions	Engineered materials sales	%	9.4	11.3	<b>11.33</b>
	Research & Development	R&D expenditure	% of total revenue	-	1	
	Corruption	Corruption incidents	#	0	0	
	Anti-competition	Anti-trust/Anti-competition incidents	#	0	0	
	EcoVadis	EcoVadis score	#/100	-	57	

Strategic Pillar	Topic	Key Performance Indicator (KPI)	Unit of Measurement	2021	2022	% Change since 2019
<b>Responsible Employer</b>	<b>Health and safety</b>	Total recordable injury rate (TRIR)	# per million hours worked	3.7	5.3	<b>3.92</b>
	<b>Training</b>	Average number of training days per employee	#	-	2.4	
		Employees trained on anti-bribery and anti-corruption	%	-	100	
		Employees trained on Code of Conduct	%	100	100	
		Buyers trained on sustainability	%	-	100	
	<b>Diversity, equity and inclusion</b>	Whistleblowing cases	#	-	0	
		ExCom gender diversity	% females	22	22	
		Senior positions (G8+) gender diversity	% females	27	30	
		Employee gender diversity	% females	-	23	
	<b>Employee engagement</b>	Annual pulse survey participation	%	-	58.3	
		Annual pulse survey engagement	%	-	69	

# GRI INDEX TABLE

DOMO has reported the information cited in this GRI content index for the period January – December 2022 in accordance with the GRI Standards.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-1	Organizational details	Our company (p. 8-11)	DOMO Chemicals Holding NV (hereafter referred to as 'DOMO') is a Belgian limited liability company headquartered in Ghent, Belgium.
GRI 2-2	Entities included in the organization's sustainability reporting	Our company (p. 8-11)	
GRI 2-3	Reporting period, frequency and contact point		Our sustainability reporting is in line with our financial reporting, both of which run from January - December. This report was published in June 2023. For any information about this report, please contact Bouchra Caret-rhers at <a href="mailto:Bouchra.Caret-rhers@Domo.org">Bouchra.Caret-rhers@Domo.org</a> .
GRI 2-4	Restatements of information	Our company (p. 8-11)	
GRI 2-5	External assurance		We did not externally assure our 2022 Sustainability Report.
GRI 2-6	Activities, value chain and other business relationships	Our company (p. 8-11)	
GRI 2-7	Employees	Our company (p. 8-11)	
GRI 2-8	Workers who are not employees		We employed 29 contingency workers in 2022; these workers mostly support us in office-based duties.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-9	Governance structure and composition	Our Governance (p. 50-56)	The Board of Directors of DOMO consists of Jan J. Declerck (Founder & Honorary Chairman) and sons Gregory De Clerck, Anthony De Clerck and Jan I. De Clerck, (in their capacity of representatives of affiliated companies), alongside a group of highly experienced and independent directors, who have been selected on the basis of their specific knowledge and experience to come to a complementary and balanced composition. A Sustainability Committee has been set up which reviews annually the economic, environmental and social risks that may potentially impact DOMO. The Board has delegated the daily management of our sustainability agenda to the Executive Committee (ExCom).
GRI 2-10	Nomination and selection of the highest governance body		The members of the Board of Directors are appointed by the Shareholders' meeting for a period of in principle four years. Members can be reappointed after the termination of their term. However, a reappointment is by no means automatic. Before nominating the member for reappointment, the results of the internal evaluations, any new needs of the company considering its current composition (the competences already present) and the strategy may be taken in to consideration. The Board of Directors must include at least two independent members, in addition to members of the family Jan Declerck. Independent members are defined as members that do not belong to the management or to the family Jan Declerck. A rotation system is pursued to appoint new independent members regularly.
GRI 2-11	Chair of the highest governance body	Our Governance (p. 50-56)	

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Our Governance (p. 50-56)	<p>The Board of Directors determines what kind of information, according to what frequency and in which manner, must be provided by the ExCom and the CEO. The ExCom, through the CEO, reports to the Board of Directors at least once a month on all aspects of the daily management of DOMO Chemicals and on the most important decisions made by the CEO and the ExCom. The key domains on which the members of the Board of Directors receive information include, but are not limited to, the financial key figures, safety incidents and overall HSE performance, key HR issues, product development and innovation, key legal and compliance issues, environmental issues, sustainability, product safety and any material risks potentially affecting DOMO Chemicals' business. This reporting enables the Board of Directors to follow up the implementation of the strategy and the general management and to monitor the day-to-day management.</p>
GRI 2-13	Delegation of responsibility for managing impacts	Our Governance (p. 50-56)	<p>Key committees existing at ExCom level include:</p> <ol style="list-style-type: none"> <li>1. Integrated Sustainability Steering Committee: chaired by our CEO, this committee reviews DOMO's sustainability management, approves the sustainability roadmap and targets, and reviews and approves the materiality matrix.</li> <li>2. Cross-functional Sustainability Steering Committee (SteerCo): also chaired by our CEO and made up of key representatives of our business, functions and regions, the SteerCo fosters the sustainable development of DOMO in a holistic approach according to our Corporate Social Responsibility Policy. It evaluates global challenges and megatrends and sets mid and long-term goals to initiate projects and activities in the field of sustainability and meets four times a year.</li> </ol>
GRI 2-14	Role of the highest governance body in sustainability reporting	Our Governance (p. 50-56)	<p>DOMO's Board of Directors is responsible for reviewing and approving the reported information included in this report.</p>

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-15	Conflicts of interest		<p>The members of the Board of Directors are not allowed to hold any mandate in or provide services to competing companies or companies which could create a conflict of interest with DOMO Chemicals. All Board members are expected to refrain from any actions, views or interests contrary to interests of DOMO Chemicals. The same conflicts of interest rules are applicable to the ExCom: the members of the ExCom are not allowed to hold any mandate in or provide services to competing companies or companies which could create a conflict of interest with DOMO Chemicals, and all ExCom members are expected to refrain from any actions, views or interests contrary to the interests of DOMO Chemicals.</p>
GRI 2-16	Communication of critical concerns	Our Governance (p. 50-56)	<p>Any critical concerns and potential wrongdoings can be reported through a number of internal channels: the respective line manager, the respective ExCom member, the Chief Legal Officer, Chief HR Officer or CEO as well as via our online DOMO Reporting Channel.</p>
GRI 2-17	Collective knowledge of the highest governance body	Our Governance (p. 50-56)	<p>The Board of Directors of DOMO Chemicals is composed of highly experienced directors, who have been selected on the basis of their specific knowledge and experience to come to a complementary and balanced composition of the Board of Directors. The Chairman of the Board of Directors takes the initiative to draw up and optimize the concretely searched competence profile each time a vacancy is created for new external members, taking into account amongst other the already existing collective knowledge and requested group dynamics within the Board of Directors.</p>

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-18	Evaluation of the performance of the highest governance body		<p>The Board of Directors regularly evaluates its performance, workings and composition and the performance of its members. Evaluation criteria for the Board’s workings and members’ contributions include amongst others attendance at meetings, contribution to discussions and decision-making, contribution to group dynamics, displaying a thorough preparation, bringing in a specific useful competence or experience, active co-operation in one or more committees, improvement of DOMO's external reputation and control of the management team’s activities and reports. The Board of Directors’ general workings are evaluated every two years and individual members are evaluated on occasion of a reappointment proposal (as the case may be) and at least every three years. If this evaluation shows that the composition and/or workings of the Board of Directors, as well as the individual contribution of certain members, would no longer be sufficient for the most effective realization of DOMO's objectives, it is the responsibility of the Chairman of the Board of Directors to take the necessary adjustment measures.</p>
GRI 2-19	Remuneration policies		<p>While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.</p>
GRI 2-20	Process to determine remuneration		<p>While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.</p>
GRI 2-21	Annual total compensation ratio		<p>While these are policies we do have in place and we do have an overview on these processes, due to confidentiality constraints indicated by internal parties, we chose to omit this disclosure to protect the wishes of internal parties in question.</p>



GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-22	Statement on sustainable development strategy	A Word from our CEO (p.6-7) Our Sustainability Journey (p. 12-19)	
GRI 2-23	Policy commitments	Ethical Business Conduct (p. 12-19)	Our policy commitments for responsible business conduct make reference to; the UN Universal Declaration on Human Rights and thereby do not tolerate any child or forced labor in our operations or those of our suppliers and, the ILO Declarations on Fundamental Principles and Rights at Work as well as the ILO Minimum Age Convention no. 138. The policy is available <a href="#">here</a> .
GRI 2-24	Embedding policy commitments	Ethical Business Conduct (p. 54)	Policies related to commitments for responsible business conduct are approved at ExCom level and shared internally. Different functions in each country will ensure that the policies are well understood in the respective countries and will ensure the policies are aligned with local rules and regulations.
GRI 2-25	Processes to remediate negative impacts		While we have created processes to remediate negative impacts, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Responsible Employer (p. 36-45)	
GRI 2-27	Compliance with laws and regulations	Ethical Business Conduct (p. 54)	
GRI 2-28	Membership associations		We are a proud member of the European Chemical Industry Council (CEFIC). The non-profit organization is involved in supporting chemical companies through various sustainability programs, including climate change and energy, Health, Safety and Environment (HSE), innovation, and product stewardship. Furthermore, at our Belle-Étoile site we are a member of the Chemical Valley Sustainable Development Association.

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 2-29	Approach to stakeholder engagement	Materiality Assessment (p. 17)	While we do have collective bargaining agreements in place at DOMO, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 2-30	Collective bargaining agreements		

### GRI 3: MATERIAL TOPICS 2021

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 3-1	Process to determine material topics	Materiality Assessment (p. 17)	Planet Care: a) Reducing Greenhouse Gas Emissions; b) Materials Management; c) Wastewater Management  Partner of Choice: a) Carbon Footprint; b) Recycling/Circularity; c) EcoVadis  Responsible Employer: a) Safety; b) People Engagement c) Diversity
GRI 3-2	List of material topics	Materiality Assessment (p. 17)	
GRI 3-3	Management of material topics	Materiality Assessment (p. 17)	

## GRI 205: ANTI-CORRUPTION 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 205-1	Operations assessed for risks related to corruption	Ethical Business Conduct (p.54)	One risk assessment was carried out in 2022.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethical Business Conduct (p.54) KPI Index (p. 58-59)	100% of our employees were trained on the topic of corruption and bribery in 2022.
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct (p.54) KPI index (p. 58-59)	No corruption incidents were uncovered or reported in 2022.

## GRI 206: ANTI-COMPETITION 2016

GRI Disclosure	Disclosure Title	Section & Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Business Conduct (p.54)	In 2022, we have not encountered any legal actions regarding anti-competitive behavior, anti-trust or monopoly practices. We actively work against mitigating the risk of these incidents.

## GRI 301: MATERIALS 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 301-1	Materials used by weight or volume		While we track our material usage and input volumes, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 301-2	Recycled input materials used	Materials and Waste Management (p. 26)	Recycled materials made up 5.2% of our overall material use in 2022.
GRI 301-3	Reclaimed products and their packaging materials		We are not yet tracking the percentage of reclaimed products and their packaging materials for each category, and hence choose to omit this disclosure.

## GRI 302: ENERGY 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 302-1	Energy consumption within the organization	Decarbonization and Energy Transition (p. 22) KPI index (p. 58-59)	Our total energy consumption in 2022 was 11,054,055 GJ. Within this, our electricity consumption was 1,012,235 GJ; natural gas consumption 2,050,039 GJ; heating consumption 14,227 GJ; cooling consumption 5,142,203 GJ, stream consumption 1,907,838 GJ and other fuels consumption 927,513 GJ.
GRI 302-2	Energy consumption outside of the organization		We do not yet have a full overview of energy consumption outside our organization and hence have chosen to omit this disclosure.
GRI 302-3	Energy intensity		We choose to omit this disclosure based on incomplete or unavailable information.

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 302-4	Reduction of energy consumption	KPI index (p. 58-59)	Our total energy consumption was reduced from 12,410,591 GJ in 2021 to 11,054,055 GJ in 2022.
GRI 302-5	Reductions in energy requirements of products and services		We do not yet have a full overview of a reduction in energy consumption based on sold products and hence have chosen to omit this disclosure.

## GRI 303: WATER & EFFLUENTS 2018

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 303-1	Interactions with water as a shared resource	Water and Effluent Management (p.25)	
GRI 303-2	Management of water discharge-related impacts	Water and Effluent Management (p.25)	
GRI 303-3	Water withdrawal	Water and Effluent Management (p.25) KPI index (p. 58-59)	Our total water withdrawal was 21,899,013 m <sup>3</sup> in 2022. Water withdrawal per source is currently unavailable. Furthermore, we have assessed and determined that none of our water withdrawal occurs in areas of water stress.
GRI 303-4	Water discharge		While we carefully manage our interactions with water in relation to withdrawal, discharge and consumption, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 303-5	Water consumption		While we carefully manage our interactions with water in relation to withdrawal, discharge and consumption, we chose to omit this disclosure on the basis of unavailable or incomplete information.

## GRI 305: EMISSIONS 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 305-1	Direct (Scope 1) GHG emissions	Decarbonization and Energy Transition (p. 22)	Our scope 1 GHG emissions were 127,437 Tons CO <sub>2</sub> eq in 2022.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Decarbonization and Energy Transition (p. 22) KPI index (p. 58-59)	Our scope 2 GHG emissions were 166,281 Tons CO <sub>2</sub> eq in 2022.
GRI 305-3	Other indirect (Scope 3) GHG emissions		We are beginning to track our scope 3 emissions in 2023, hence this data is not yet available.
GRI 305-4	GHG emissions intensity		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 305-5	Reduction of GHG emissions	Decarbonization and Energy Transition (p. 22) KPI index (p. 58-59)	Our total reduction GHG emissions were reduced from 358,989 Tons CO <sub>2</sub> eq in 2021 to 293,718 Tons CO <sub>2</sub> eq in 2022. We have also reduced our overall emissions from our 2019 baseline of 403,823 Tons CO <sub>2</sub> eq.
GRI 305-6	Emissions of ozone-depleting substances (ODS)		While we track our emissions and the substances therein, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		While we track our emissions and the substances therein, we chose to omit this disclosure on the basis of unavailable or incomplete information.

## GRI 306: WASTE 2020

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 306-1	Waste generation and significant waste-related impacts	Materials and Waste Management (p.26)	
GRI 306-2	Management of significant waste related impacts	Materials and Waste Management (p.26)	We primarily manage our own waste streams in accordance with local laws and regulations.
GRI 306-3	Waste generated	Materials and Waste Management (p.26) KPI index (p. 58-59)	We generated 11,499 tons of waste in 2022.
GRI 306-4	Waste diverted from disposal		While we track our waste generation and disposal, we chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 306-5	Waste directed to disposal		While we track our waste generation and disposal, we chose to omit this disclosure on the basis of unavailable or incomplete information.

## GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information
GRI 308-1	New suppliers that were screened using environmental criteria		We include sustainability criteria in the selection of all new suppliers. All new suppliers receive a supplier code of conduct which we request is signed, and we also include a clause in our contracts which stipulates our requirements in relation to environmental issues.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		None of our suppliers were assessed or identified as having negative environmental impacts in 2022.

## GRI 401: EMPLOYMENT 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 401-1	New employee hires and employee turnover	Attracting and Retaining Talent (p.44)	In 2022, we hired a total of 187 new employees.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaging with our Employees (p.40)	Aside from our US operations, all benefits provided for full time employees are also provided to part time employees and temporary employees.
GRI 401-3	Parental leave	Fostering Diversity, Equity and Inclusion (p.42)	In 2022 we had 51 employees take parental leave. By location, this entailed 2 in Belgium, 2 in China, 4 in France, 28 in Germany, 1 in Italy, 8 in Poland, 4 in Spain and 2 in USA.

## GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 403-1	Occupational health and safety management system	Health and Safety (p.38)	Our 'Care to be Safe' journey was initiated in 2021 to develop a corporate safety culture towards an interdependent safety culture (according to DuPonts Bradley curve). The Care to be Safe initiative covers 100% of our group sites and operations.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety (p.38)	We also publish our Code of Conduct which contains our group Health, Safety and Environment Policy, which covers how we identify hazards, mitigate risks and investigate related incidents. The policy is available <a href="#">here</a> .
GRI 403-3	Occupational health services		We chose to omit this disclosure on the basis of unavailable or incomplete information.



GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		DOMO has a health and safety committee which provides a vehicle for workers to participate and communicate with the company on the topic of health and safety.
GRI 403-5	Worker training on occupational health and safety	Health and Safety (p.38)	We carry out regular on-site training for impacted employees related to health and safety, covering specific work related hazards which are related to our scope of operations.
GRI 403-6	Promotion of worker health		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		We chose to omit this disclosure on the basis of unavailable or incomplete information.
GRI 403-8	Workers covered by an occupational health and safety management system	Health and Safety (p.38)	Our 'Care to be Safe' journey was initiated in 2021 to develop a corporate safety culture towards an interdependent safety culture (according to DuPonts Bradley curve). The Care to be Safe initiative covers 100% of our group sites and operations.
GRI 403-9	Work-related injuries		
GRI 403-10	Work-related ill health		

## GRI 404: TRAINING & EDUCATION 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 404-1	Average hours of training per year per employee	KPI index (p. 58-59)	Our employees received, on average, 2.4 days of training in 2022 (equivalent to 11.2 hours)
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Attracting and Retaining Talent (p.44)	We offer a multitude of training opportunities for upgrading employee skills, including job-specific skills and management training, coaching and dedicated external training courses offered by expert third parties.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Attracting and Retaining Talent (p.44)	In 2022, 100% of our exempt employee population received performance reviews in five out of nine locations, 75% in two other locations with data unavailable for the other two.

## GRI 405: DIVERSITY & EQUAL OPPORTUNITY 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 405-1	Diversity of governance bodies and employees	Our Governance (p. 50-55) Fostering Diversity, Equity and Inclusion (p. 42) KPI index (p. 58-59)	
GRI 405-2	Ratio of basic salary and remuneration of women to men		The overall remuneration ratio at DOMO (average female salary/average male salary) is 28:25. Females at DOMO primarily occupy white collar positions (66%) in comparison to blue collar (34%).

## GRI 406: NON-DISCRIMINATION 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 406-1	Incidents of discrimination and corrective actions taken	Fostering Diversity, Equity and Inclusion (p.42)	

## GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

GRI Disclosure	Disclosure Title	Page Number	Additional Information and Reason(s) for Omission (where applicable)
GRI 414-1	New suppliers that were screened using social criteria		We include sustainability criteria in the selection of all new suppliers. All new suppliers receive a supplier code of conduct which we request be signed, and we also include a clause in our contracts which stipulates our requirements in relation to social issues.
GRI 414-2	Negative social impacts in the supply chain and actions taken		None of our suppliers were assessed or identified as having negative social impacts in 2022.

This report is published in June 2023 by  
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