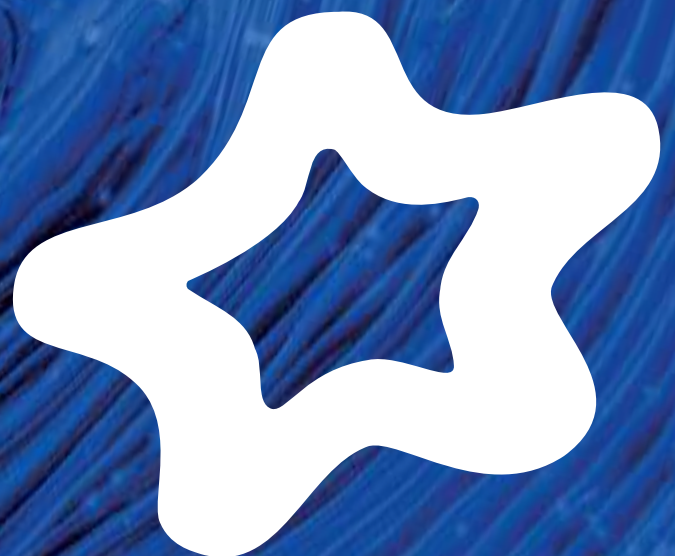


SUSTAINABILITY REPORT

2021 2022



SUSTAINABILITY REPORT

2021 2022

*Towards
a sustainable
future*



MESSAGE FROM CEO



■ Domingos Pinto

“As a key global player in the Automotive Industry with strong convictions for sustainable, Social, Economic and Environment development, Simoldes seeks and cultivates a diversity of talents, deploying a strategy aligned with automotive requirements and trends with focus on developing innovative solutions. As an organization, we have a responsibility to make a positive contribution to society, creating social and economic wealth.

Sustainability is anchored in the foundation of our Mission and Values. They form the basis of our work; they guide our organization, and they will drive us into the future. Simoldes Plastics is convinced that sustainable and responsible business increases our ability to innovate and meet future expectations – adding value to the company. It allows us to identify risks and opportunities early on and initiate the necessary transformation processes.

This is why sustainability is firmly integrated in our corporate strategy and is a key driver of innovation through a systematic process that includes market analyses, customer discussions and a stakeholder survey, a framework that was defined in 2021.

At the heart of this is Simoldes Plastics sustainability ambition, which is regularly reviewed by corporate management (Strategic Plan). It describes the objectives we have set for ourselves. It also explains our eight fundamental sustainability goals:

1. Quality.

We implement the necessary plans to achieve the quality targets defined by our customers and the society, working on a continuous improvement process being a benchmark in quality by ensuring safe and sustainable products.

2. Good Working Conditions.

We provide inspiring, healthy, and fair working conditions.

3. Green and Safe Plants.

We operate our business in a safe and responsible manner based on systematic management and protecting people and the environment.

4. Innovations and Digitalization.

We continuously push innovations, new business models and a responsible digital transformation.

5. Long-term Value Creation.

We focus on sustainable short-, medium- and long-term value creation for our stakeholders and a responsible distribution of the value created.

6. Sustainable Management Practice.

We implement effective management processes, fair business practices and responsible corporate governance with a balanced view of different perspectives.

7. Corporate Citizenship.

As an active member of the communities we live and operate in, we are committed to make a positive impact on society beyond our business activities.

8. Confidentiality and Non-retaliation.

We properly protect business customer and personal information and intellectual property rights in accordance with applicable laws, regulations, and prevailing industry practices.

Our vision to create a better life has been one of the company's guiding principles since its inception, on board through superior automotive interior and exterior solutions. We work hard so that the success and development of our business will bring a better life to everyone that is connected. Employees are encouraged to raise any concern regarding this Policy by speaking to their supervisor, Human Resources or by sending an e-mail (Integrity Helpdesk).

We are continually striving to make our business successful and sustainable. In doing so, we recognize the importance of the relationship with our customers, employees, suppliers, shareholders, and communities. The following principles enable us to achieve the sustainability of our businesses. Although these principles are not new to us, they are critical for us to stand for as a responsible corporate organization:

• Labor Requirements

• Health and Safety

• Environmental

• Bribery and Corruption

Corruption in any form, includes extortion and embezzlement, bribery, or other means of obtaining undue or improper advantage, all of which are strongly prohibited. Under no circumstances we will tolerate the giving or receiving of money, gifts, favours, or anything of value to improperly influence the behaviour of any other individual, organization, government officials or authority in furtherance of commercial or personal advantage. We will strive to ensure fair business, advertising, and competition.

• Confidentiality and Non-retaliation

We properly protect business, customer and personal information and intellectual property rights in accordance with applicable laws, regulations and prevailing industry practices.

We properly protect third party and employee whistleblower confidentiality and prohibit retaliation against any report made in good faith.

• Social Responsibility

We are committed to the Company's Corporate Social Responsibility activities and encourage employees to participate in such activities and give back to society. We encourage our employees to participate in environmental stewardship, social service, and education projects in their local communities.”



Domingos Pinto
CEO Simoldes Plastics

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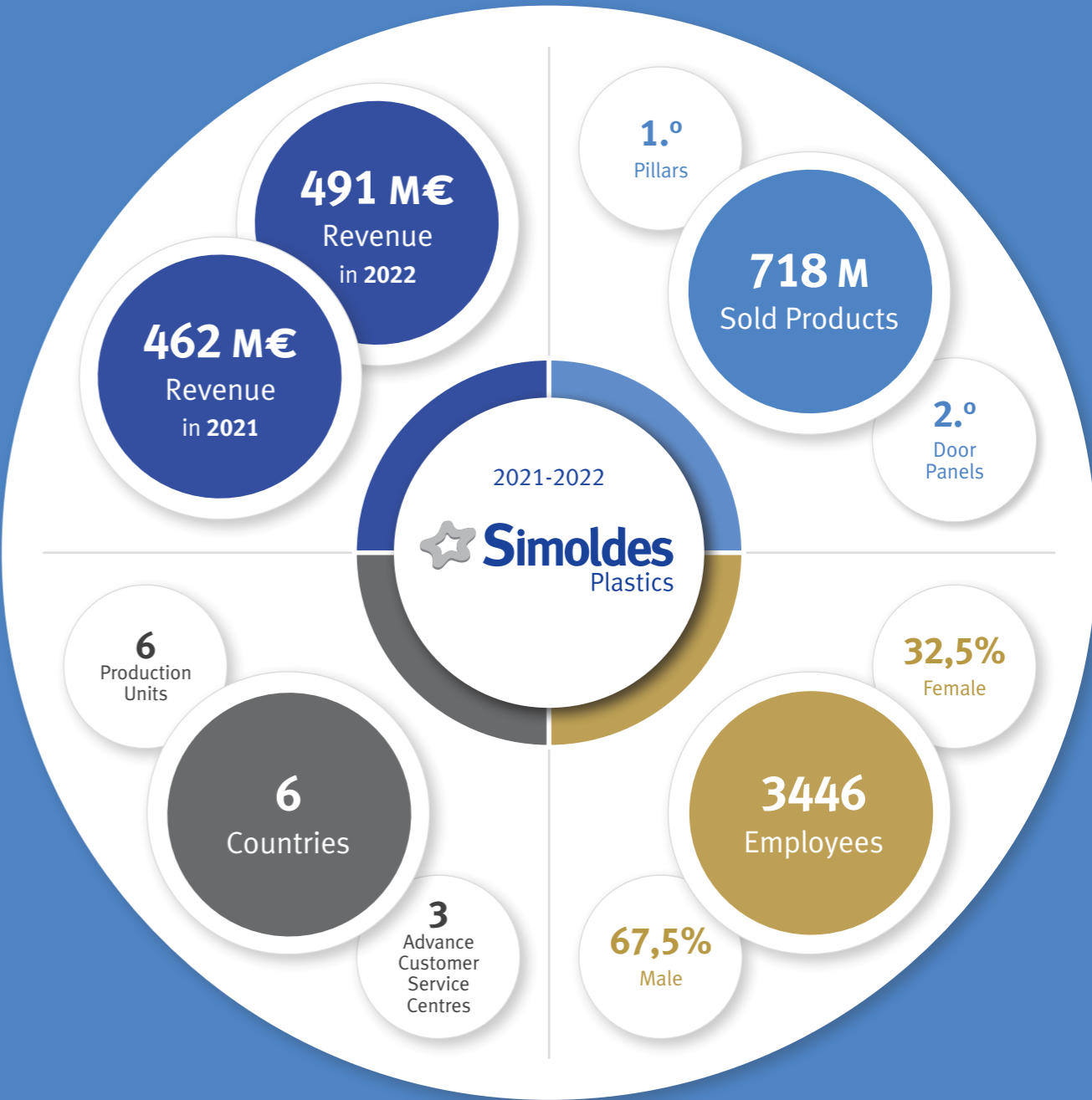
76

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GRI INDEX

83



Since last report we:

	+	Committed to GHG Emission Reduction
	-12%	Energy Consumption
	-29%	Water Consumption
	+4%	Waste Circularity by Reuse and Recycling

01

ABOUT SIMOLDES

01.01 SIMOLDES GROUP

01.02 SIMOLDES PLASTICS

01.01 SIMOLDES GROUP

Since 1959 Simoldes Group has been creating its mark in the automotive and non-automotive industry; our focus is our client. We design, create, innovate, and produce with the goal of doing better and more sustainably every day, adding to our clients' value chain.

To do so, we believe in the power of people. Our biggest strength is our team, with 7 000 employees within 36 companies in 12 countries around the world, we make our company thrive by creating close connections and focusing on growth and innovation.

At Simoldes Group, sustainability is experienced daily and serves as an exercise in transparency, continuous improvement, and fundamental reflection for us and our stakeholders. We act with business responsibility, therefore we act actively, ethically, and responsibly for the benefit of society and the environment.



Simoldes Group thrives by incorporating its Vision, Mission and Values.

Simoldes
since 1959



Vision

We aim to be the key figure in shaping a more innovative, sustainable and well-being driven world.



Mission

Promote a collaborative, integrative and guiding business environment that supports the development of current businesses and the emergence of new ones, sustained by customer preference and continuous improvement resulting in maximized returns for our stakeholders.



Values

Dedication, commitment, integrity, responsibility, humbleness, solution driven, mutual trust and collaboration.



Relevant and complementary information about Simoldes Group is available at Simoldes website (simoldes.com).

01.02 SIMOLDES PLASTICS

GRI 2-1

Simoldes Plásticos was established as a distinct division of Simoldes Group in 1980. Since then, Simoldes Plastics has become a prominent supplier in the automobile industry supply chain for the injection of plastic parts.

We are a privately held Group established in Oliveira de Azeméis, Portugal, with ten facilities in eight different countries: six within Europe: Portugal, Spain, France, Poland, Czech Republic and Germany, and two outside Europe: Brazil and Morocco.

Our operations are spread over several operating sites, customer service centres, and just-in-time warehouses. A highly competent team of engineers, designers, inventors, tech experts, managers, and devoted employees support these critical components. They work together to provide vital support services that ensure the implementation of cutting-edge solutions.

Our activities are distributed internationally, ensuring prompt and efficient service to all our clients.

Simoldes Plastics

1981	Simoldes Plásticos	Portugal
1993	Inplás – Indústria de Plásticos	Portugal
1995	Plastaze – Plásticos de Azeméis	Portugal
1996	Simoldes Plásticos Indústria	Brazil
1996	Simoldes Plásticos Brazil	Brazil
1998	Simoldes Plásticos France	France
2001	Simoldes Plásticos Deutschland Engineering	Germany
2001	Simoldes Plásticos España	España
2003	Simoldes Plásticos Polska	Poland
2004	Simoldes Plásticos France Engineering	France
2014	Simoldes Plásticos Czech	Czech
2018	Simoldes Plásticos Morocco	Morocco
2022	Simoldes Plásticos Polska	Poland

Mission

To be the preferred choice of our customers, employees and suppliers, contributing to a sustainable growth and satisfying our stakeholders.

Ethic and Conduct

Values

Deliver our commitments. Trust each other.



Relevant and complementary information to this report is available on Simoldes website (simoldes.com/plastics).

Figure 1 Simoldes Plastics companies.

Simoldes Plastics



Figure 2 Simoldes Plastics companies locations.

Company Organization

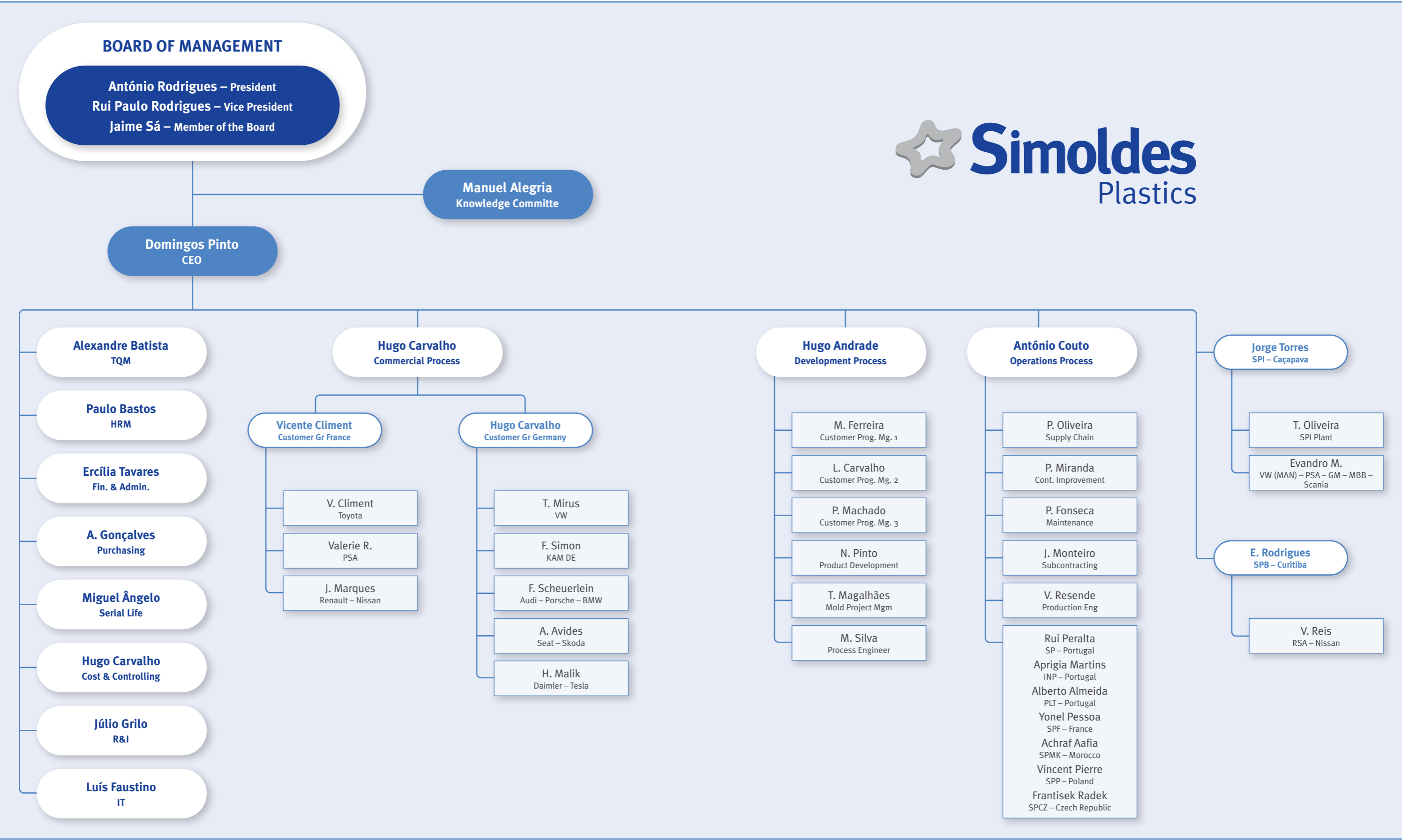


Figure 3 Company organization 2022.

ABOUT THIS SUSTAINABILITY REPORT

GRI 2-2 | 2-3

This 2021-2022 Simoldes Plastics Sustainability Report is prepared with reference to internationally established frameworks and requirements, such as the Global Reporting Initiative (GRI) standard, and all recent (2021) adaptations, ESG sustainability ratings and stakeholder expectations. This report presents its data within an ESG (Environment, Social, Governance) perspective, enriched by sustainable activity testimonials from numerous Simoldes Plastics employees.

This is our third sustainability report. It focuses on the disclosure of Information on the following sites:

- Simoldes Plásticos, S.A.
- Inplás – Indústria de Plásticos, S.A.
- Plastaze – Plásticos de Azeméis, S.A.
- Simoldes Plásticos France, SARL
- Simoldes Plásticos Deutschland Engineering
- Simoldes Plásticos Espanha, S.L.
- Simoldes Plásticos Polska, SP Zoo
- Simoldes Plásticos France Engineering
- Simoldes Plásticos Czech SRO



Relevant and complementary information to this report is available on Simoldes website (simoldes.com/plastics).

By working on its sustainability, Simoldes Plastics creates an impact on the following Sustainable Development Goals (SDG).



To know more about how we work on SDG and its targets, check out our materiality chapter as each materiality aspect chapter.

02

SUSTAINABILITY AND ESG STRATEGY

- 02.01** STAKEHOLDER MAPPING AND ENGAGEMENT
- 02.02** MATERIALITY DISCLOSURE
- 02.03** STRATEGY AND STRATEGY PERFORMANCE

02.01 STAKEHOLDER MAPPING AND ENGAGEMENT

GRI 2-29

Simoldes Plastics recognizes that different people, groups, and organizations can influence its operations. We believe that we benefit from listening and mapping our stakeholder interests and concerns. To do so, we select stakeholders with environmental, social, and governance interests or those who may be impacted by our actions related to our mission, products, and business model.



Simoldes Plastics based this evaluation on the AA1000 Stakeholder Engagement Standards to preserve trust in the results and interaction, incorporating AA1000 Principles along its Stakeholder mapping and engagement process.

To guarantee and reinforce engagement with our significant stakeholders, we defined clear and transparent communication tools. Table 1 gives an overview of our significant stakeholder groups, examples of main communication tools and how we interact with the different groups (in addition to the materiality analysis).

Within the 2021-2022 reporting period, we engaged with our stakeholders to widen our perspective on material topics for our business. Simoldes Plastics will maintain continuous communication about all ESG aspects with its significant stakeholders as to reevaluate them within each reporting period.

Representation of Significant Stakeholder

STAKEHOLDER GROUP	EXAMPLES STAKEHOLDER MAIN ESG TOPICS OF INTEREST	COMMUNICATION TOOLS
Shareholders	<ul style="list-style-type: none">Economic PerformanceRisk AssessmentInnovation and sustainable solution for product designCustomer SatisfactionResponsible PartnershipsGHG EmissionsEnergy EfficiencyPositive Impact on Community	<ul style="list-style-type: none">Shareholders MeetingsTrainingSustainability/Materiality SurveysCompany communication (Newsletters, others)Website and Social MediaSustainability ReportFinancial ReportCode of Ethics and Conduct
Clients	<ul style="list-style-type: none">Innovation and sustainable solution for product designBusiness Ethics and ComplianceSupply Chain ManagementProduct and Materials CircularityGHG EmissionsRenewable Energy	<ul style="list-style-type: none">Project MeetingsSustainability/Materiality SurveysCompany communication (Newsletters, others)Website and Social MediaSustainability ReportFinancial ReportCode of Ethics and Conduct
Employees	<ul style="list-style-type: none">Economic PerformanceDiversity and Equality in the Management TeamBusiness Ethics and ComplianceDiversity and Equal OpportunityOccupational Health and SafetyTalent training and developmentTalent Attraction, Engagement and RetentionEmployee work-life balance	<ul style="list-style-type: none">TrainingSustainability/Materiality SurveysIntranetSocial and cultural EventsCompany communication (Newsletters, others)Website and Social MediaSustainability ReportFinancial ReportCode of Ethics and Conduct
Suppliers	<ul style="list-style-type: none">Business Ethics and ComplianceSupply Chain ManagementGHG Emissions	<ul style="list-style-type: none">Project MeetingsSustainability/Materiality SurveysCompany communication (Newsletters, others)Website and Social MediaSustainability ReportFinancial ReportCode of Ethics and Conduct
Financial Institution	<ul style="list-style-type: none">Economic PerformanceRisk AssessmentBusiness Ethics and ComplianceResponsible PartnershipsGHG Emissions	<ul style="list-style-type: none">Sustainability/Materiality SurveysCompany communication (Newsletters, others)Website and Social MediaSustainability ReportFinancial ReportCode of Ethics & Conduct
Competitors	<ul style="list-style-type: none">Innovation and sustainable solution for product designGHG EmissionsSupply Chain ManagementCustomer SatisfactionTalent Attraction, Engagement and Retention	<ul style="list-style-type: none">Website and Social MediaSustainability Report
Business Sector Association	<ul style="list-style-type: none">Innovation and sustainable solution for product designSupply Chain ManagementGHG EmissionsChemical Products	<ul style="list-style-type: none">Company communication (Newsletters, others)Website and Social MediaSustainability ReportCode of Ethics and Conduct
Partnerships	<ul style="list-style-type: none">Innovation and sustainable solution for product designSupply Chain ManagementBusiness Ethics and ComplianceGHG Emissions	<ul style="list-style-type: none">Company communication (Newsletters, others)Website and Social MediaSustainability ReportCode of Ethics and Conduct

Table 1 Representation of significant stakeholder, main ESG topics of interest and communication tools used for engagement.

02.02
MATERIALITY DISCLOSURE

GRI 3-1 | 3-2

Materiality plays a crucial role in Simoldes Plastics strategic planning as we identify the key areas that require improvement in the coming years.

Our materiality process follows an approach based on benchmarking about prevailing needs in ESG topics around our industry, following GRI guidelines to determine material topics and a materiality find tool, accessible through the SASB standard, specific to our industry, to gain further insights.

Because we believe that our organization has an impact in the world and we thrive to make a positive impact, we evaluate all significant Sustainable Development Goals (SDGs) and targets associated with our material topics, so we can have the opportunity through our business to work on fulfilling the gaps in humankind needs.

Materiality and SDG´s Index

ESG CRITERIA	MATERIALITY	SDG
Governance	<ul style="list-style-type: none">Customer SatisfactionEconomic PerformanceBusiness Ethics & ComplianceInnovation and sustainable solution for product designData Privacy and CybersecurityRisk AssessmentDiversity and Equality in the Management TeamResponsible PartnershipsSupply Chain Management	
Social	<ul style="list-style-type: none">Occupational Health and SafetyEmployee work-life balanceTalent training and developmentTalent Attraction, Engagement and RetentionDiversity and Equal OpportunityPositive Impact on Community	
Enviornment	<ul style="list-style-type: none">Energy EfficiencyRenewable EnergyProduct and Materials CircularityWaste Management and ReductionChemical ProductsSpills ControlWater Consumption & EfficiencyGHG Emissions & Air Emissions	

Table 2 Materiality and SDG´s index.

Our Materiality Matrix, displayed in the image below, represents the outcome of our comprehensive analysis. This analysis was made achievable by distributing our materiality survey among our relevant stakeholders. By carefully considering their responses, we gave equal weight to each input in order to find out the prioritized themes across four distinct levels: strategic, major, medium, and low.

Materiality Matrix

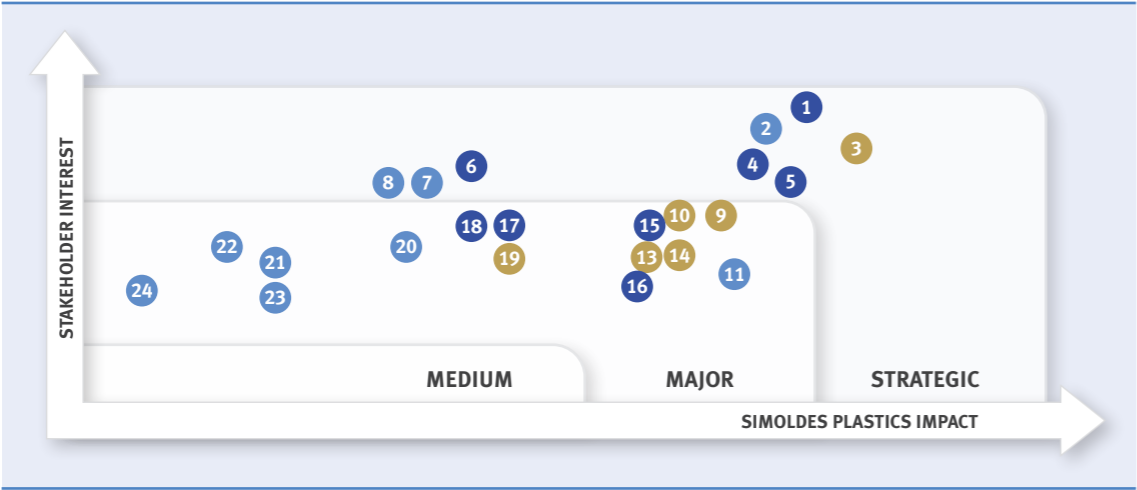


Figure 4 Simoldes Plastics materiality matrix. ● Governance ● Environmental ● Social

Materiality Aspects

STRATEGIC	MAJOR
1 Customer Satisfaction	9 Employee Work-life Balance
2 Energy Efficiency	10 Talent Training and Development
3 Occupational Health and Safety	11 Waste Management and Reduction
4 Economical Performance	12 Data Privacy and Cybersecurity
5 Business Ethics and Compliance	13 Talent Attraction, Engagement and Retention
6 Innovation and Sustainable Solution for Product Design	14 Diversity and Equal Opportunity
7 Renewable Energy	15 Risk Assessment
8 Products and Materials Circularity	16 Diversity and Equality on Management Team
	17 Responsible Partnerships
	18 Supply Chain Management
	19 Positive Impact on Community
	20 Chemical Products
	21 Spills Control
	22 Air Emissions
	23 Water Consumption and Efficiency
	24 GHG Emissions

Table 3 Simoldes Plastics materiality aspects per order of strategical significance.

By integrating these materiality frameworks into our decision-making process, we prioritize the aspects that hold the greatest significance for our organization and stakeholders. This helps us allocate our resources effectively and address the most important issues. By focusing on material topics, we can drive meaningful progress, meet stakeholder expectations, and contribute to sustainable growth.

02.03
STRATEGY AND STRATEGY
PERFORMANCE

Since 2017, we have been monitoring and reporting the impacts of our organization, but it was in 2019 in order to create a more sustainable Simoldes Plastics, that six targets were established, aiming to be met in 2030.

2030
Sustainability Targets

1. Zero employee accidents
2. Use of 30% renewable energy
3. Reduce emissions by 35%
4. Reduce water consumption by 30%
5. Improve renewable materials' use in developments and products by 40%
6. Encourage all suppliers to participate and develop their sustainability programs



The 2030 Sustainability Targets reflect Simoldes Plastics priorities and are aligned with these global challenges and continuous changes; they are the way **towards a sustainable future**.

Sustainability Pillars

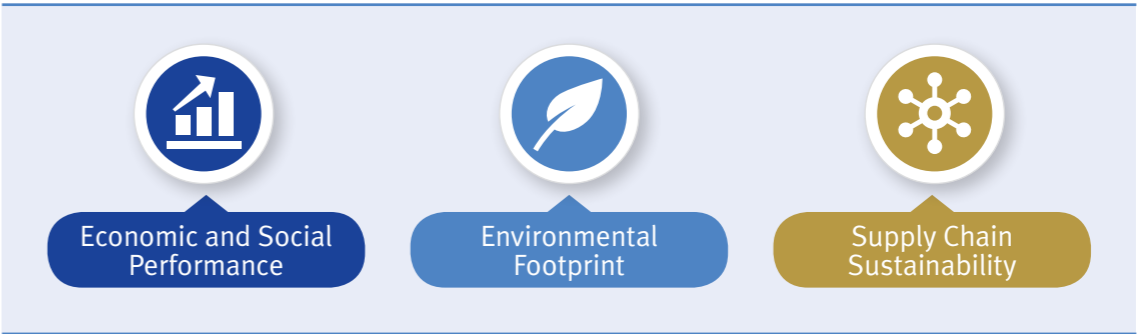


Figure 5 Simoldes Plastics sustainability pillars.

Our targets are intricately aligned with three internal pillars that, in turn, are connected to our materiality and stakeholders' needs.

While 2030 may still be on the horizon, we share some of our notable sustainability achievements in line with our Sustainability Targets.

2030 Sustainability Target

TARGET	SUSTAINABILITY 2021-2022
1. Zero employee accidents	Progressing towards zero employee accidents, only 5% of work-related accidents in all plants
2. Use of 30% renewable energy	30% of Renewable Energy* consumption in Portuguese sites 24% of Renewable Energy* consumption Wroclaw site
3. Reduce emissions by 35%	Renewable energy increase and GHG emission evaluation by GHG Protocol
4. Reduce water consumption by 30%	- 29% since 2019
5. Improve renewable material's use in developments and products by 40%	56% of waste diverted from disposable
6. Encourage all suppliers to participate and develop their sustainability programs	Quality and Sustainability supplier evaluation Code of Ethics and Conduct

Table 4 Simoldes Plastics 2030 sustainability target.

To guarantee our short-, medium-, and long-term sustainability strategy we focus on practice and communicate all key concepts of our internal **sustainability policy**.

At Simoldes Plastics, we are committed to upholding and surpassing relevant legislation, regulations, client requirements, and internationally accepted principles such as the ILO Conventions on Human Rights. Our dedication to business integrity ensures that our **employees adhere to our code of conduct**, while our partners and suppliers are expected to uphold ethical principles in all business dealings.

Environmental awareness is a paramount concern for us, as we recognize the importance of addressing climate change, GHG emissions standards, water stress, global health, and emerging ESG regulations. We align ourselves with transformative sustainability initiatives such as the 2030 Agenda, Sustainable Development Goals, the Paris Agreement, and the Green Deal.

Continuous improvement is a core tenet of our sustainability strategy. We strive to integrate sustainability criteria into product development, enhance the utilization of renewable materials,

and embrace circular economy practices. Operational excellence is a key driver of prosperity, encompassing areas such as health and safety, energy efficiency, water management, process optimization, and employee training.

We recognize the pivotal role of our supply chain in driving sustainable change.

Therefore, we actively work towards integrating sustainability principles throughout our supply chain, fostering behavioural change and promoting sustainability beyond our immediate sphere of influence. We place great importance on monitoring, reviewing, and biannually reporting our sustainability performance, ensuring transparency and accountability in our sustainability journey.

MESSAGE FROM
HQ THERMOPLASTICS ENGINEERING SOLUTIONS MANAGER

Simoldes Plastics recognizes the importance and responsibility associated with ESG (Environmental, Social, and Governance) materiality and its contribution to improving environmental, social, and governance performance.

waste and pollution in our operations, enabling us to contribute more effectively to a sustainable economy and society while simultaneously promoting value creation in our products.

Committed to operating in a responsible and sustainable manner, the Management of Simoldes Plastics is fully aware of its social and environmental impacts and focuses on mitigating negative effects through a continuous improvement approach in all processes, operations, and practices. We firmly believe that the quality of our products is directly related to our commitment, that of our customers, and compliance with applicable regulations and standards, as well as our dedication to sustainability and social responsibility. We acknowledge the complementarity and synergies in the ESG approach, which enhance the efficiency of our processes, reduce



Manuel Alegria

ISO Certifications per Plant

CERTIFICATIONS	SIMOLDES PLÁSTICOS	INPLÁS	PLASTAZE	SIMOLDES PLÁSTICOS FRANCE	SIMOLDES PLÁSTICOS POLSKA	SIMOLDES PLÁSTICOS CZECH
IATF 16949:2016	○	○	○	○	○	○
ISO 9001:2015	○	○	○	○	○	○
ISO 14001:2015	○	○	○	○	○	○
ISO 45001:2018	○	2023	○	2023	2023	2023

Table 5 Simoldes Plastics ISO certifications per plant.



03

ECONOMICS AND GOVERNANCE

03.01 ECONOMIC PERFORMANCE

03.02 GOVERNANCE

03.03 DIVERSITY AND EQUALITY
IN THE MANAGEMENT TEAM

03.04 PORTFOLIO

03.05 VALUE CHAIN

03.06 INNOVATION AND SUSTAINABLE
SOLUTIONS FOR PRODUCT DESIGN

03.07 BUSINESS ETHICS
AND COMPLIANCE

03.08 RISK ASSESSMENT

03.09 CUSTOMER
SATISFACTION

03.10 DATA PRIVACY AND
CYBERSECURITY

03.11 RESPONSIBLE
PARTNERSHIPS

03.01

ECONOMIC PERFORMANCE

GRI 201-1

MESSAGE FROM HQ FINANCIAL AND ADMINISTRATION MANAGER

Sustainability must be a component of the company's strategy, not just an idea that circulates on the side-lines for image or communication policy reasons, a principle I share with Michael Porter.

A company gains economic sustainability by producing efficiently, avoiding waste, and controlling its expenses.

It must value its people by providing adequate working conditions and training, as well as gender equality. In order to create wealth to distribute it to investors and employees and to invest, one must be able to achieve more economic growth.

Achieving balance and sustainability at an economic and financial level is important for an enterprise and the positive repercussions also extend to all partners that are part of its life chain and to the entire region where it is located. The company is able to strengthen its role as a mechanic and as a social stakeholder.

In terms of environmental sustainability, the company will have to meet the decarbonization targets set by its customers, who will also have to meet carbohydrate neutrality targets. In this sense, it will be necessary to define internal decarbonization measures, such as the replacement of equipment with more energy-efficient alternatives; the use of renewable, less polluting, and more accessible energy sources, such as photovoltaic panels.



Ercília Tavares

It will be necessary to establish a system that will allow us to quantify our greenhouse gas emissions, as well as monitor and analyse the data.

All of these actions will necessitate a significant investment effort, for which the company will be able to turn to the market's sustainable financing, "Green" titles and commitments, in which financial conditions are defined in terms of sustainability targets to be met, with the potential for improvement if the targets are met.

Adoption of sustainable practises is already taking place, and the pressure is increasing, but it needs to be more widespread. In Portugal, and for the year 2025, businesses will be required to include information on sustainability in their management reports, as mandated by the administration and the auditor.

Simoldes Plastics Economic Performance

	Revenue	Economic value distributed	Economic value retained
2021	462 M€	447 M€	16 M€
2022	491 M€	485 M€	5 M€

Figure 6 Simoldes Plastics economic performance (M€) in 2021 and 2022.

Simoldes Plastics Economic Performance

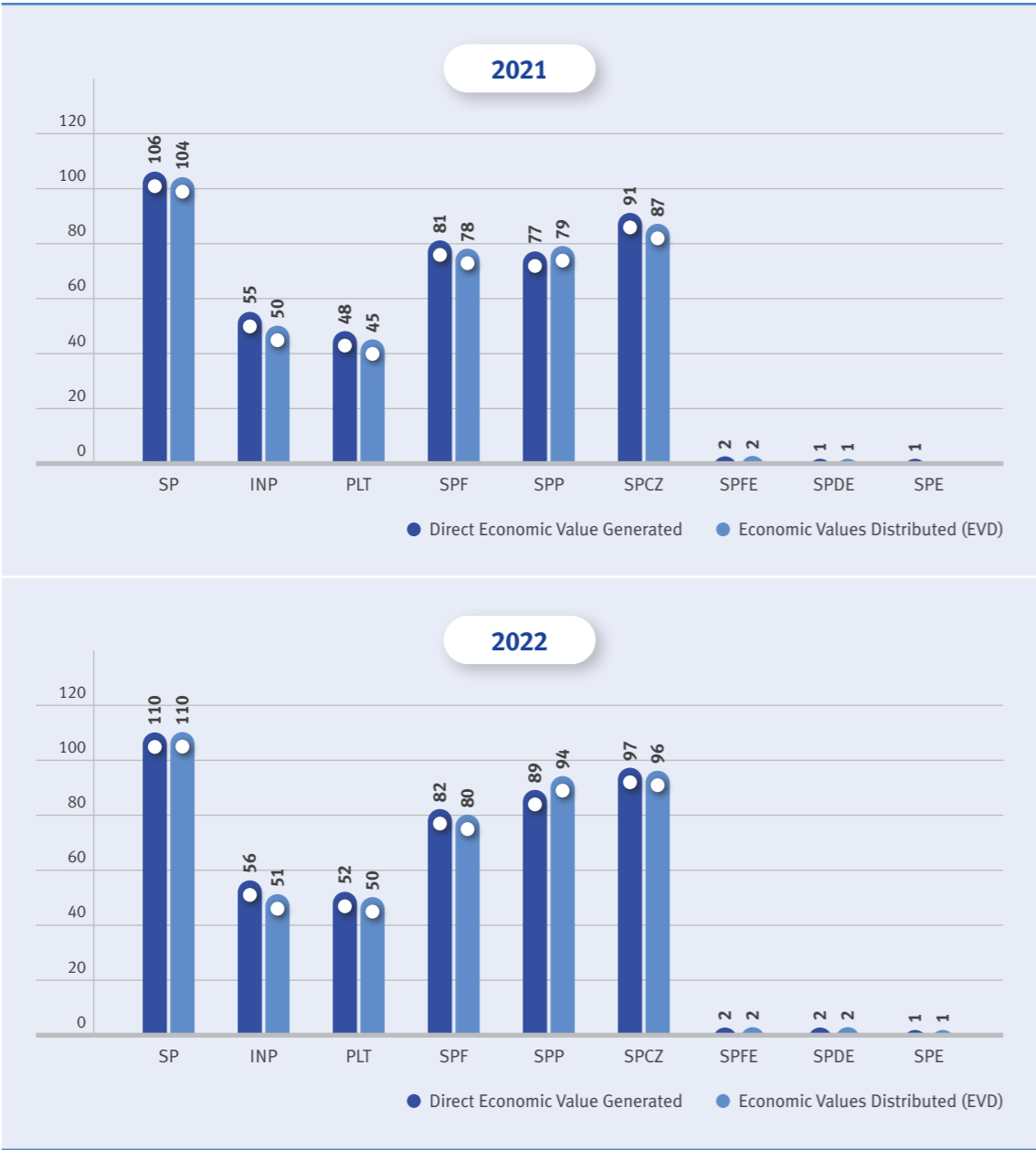


Figure 7 Economic performance (M€) per plant in 2021 and 2022.

Simoldes Plastics Economic Value Distributed

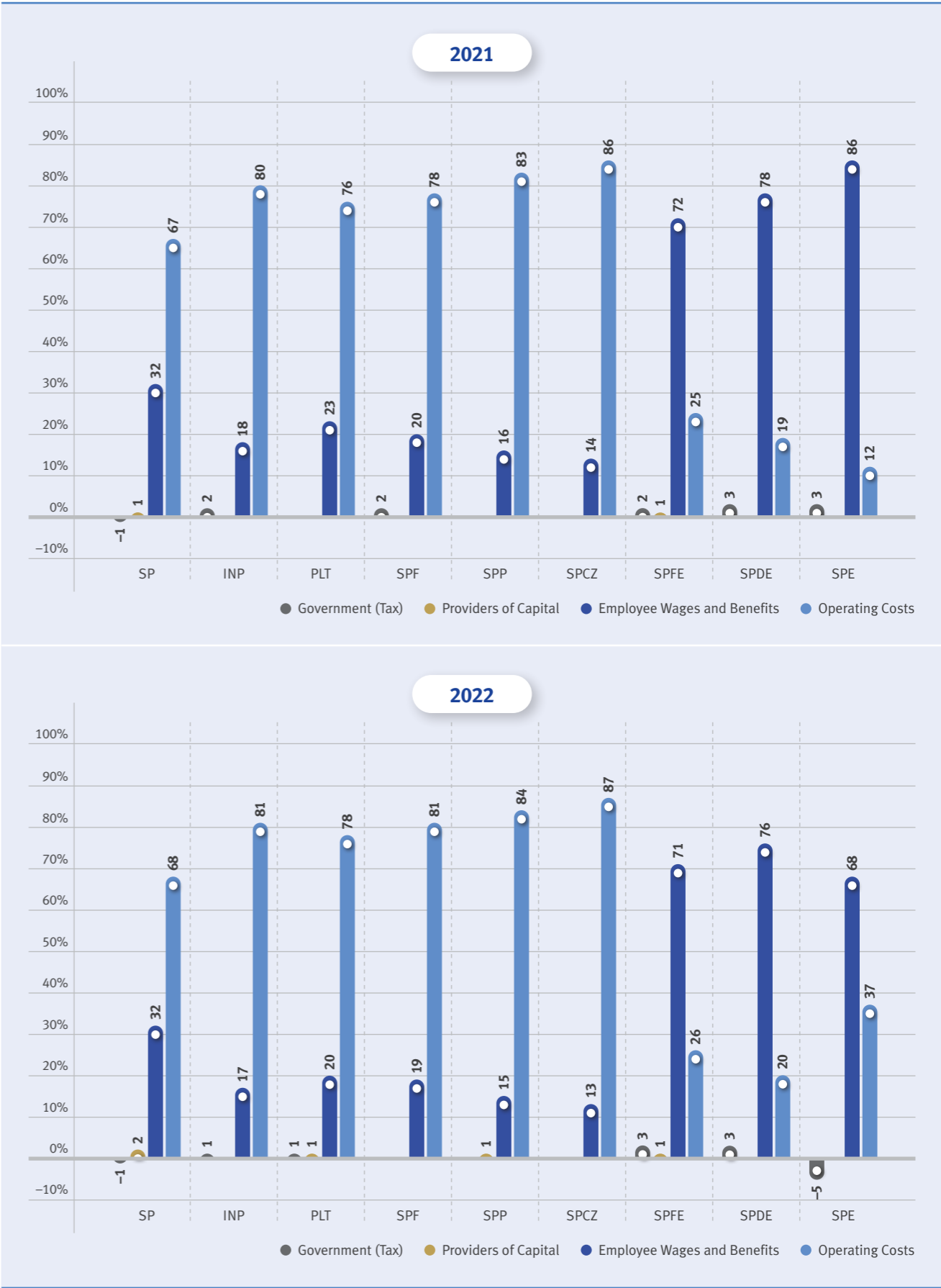


Figure 8 Economic value distributed (%) per plant in 2021 and 2022.

03.02 GOVERNANCE

Simoldes Plastics governance model lays on a set of corporate policies, processes and teams that operate, manage, and control the company's activities to pursue its mission statement. We are guided by a set of values and principles, focusing our activities on expertise and experience. Our foundational grounds provide Simoldes Plastics with the appropriate policies to support all processes and people, in order to meet the needs and expectations of our stakeholders while representing ourselves as a responsible organisation.

Our management team is embodied by a Board of Directors and an Executive Committee, supported by four main bodies:

- **Commercial**
- **Development Project and Operations**
- **Digital Information.**

Commercial: Deals with client relations, providing solutions to satisfy needs and expectations. The commercial process undertakes activities to understand the market trends and opportunities, customers, and products.

Development and Project: Is responsible for the design and development of new products / processes, according to the Simoldes Plastics Project System. The Operations Management administers the manufacturing process according to the budget, key process indicators, and internal and external requirements.

These main processes are supported by shared services, like:

Controlling & Costing: Includes quotation, business plan revision, master sales plan and 4 Years business plan, yearly budget, monthly inventory closure and monthly reporting.

Purchasing: Process of acquiring direct (raw materials, packaging, components,) and indirect materials (non-product related, transports, external testing, moulds...), and external provided products, processes and services that affect final customer requirements.

IT and Digitalization: Defines, implements, and manages the digital solutions, systems, communications, technological infrastructure, information security with the goal of enabling and adding value to our business processes.

Research & ID: Defines and implements the I&D policy engaging the stakeholders related to the Simoldes innovation ecosystem, defined by clients, suppliers, universities, technical Centres and Simoldes. The Innovation Road Map identifies the automotive, social and environments megatrends and launches specific projects to bring innovative technology and knowledge to the global challenges.

Human Resources: People care and development, such as recruitment and selection, salaries and benefits, health and safety, training and development, talent management, performance appraisal and other human resources instruments.

Financial: Manages the entire financial area of each company of Simoldes, from costs and payments to income and investments.

Supply Chain (logistics): Work planning, warehouses and shipping control, stock management and client day to day relations.

Total Quality, Environment, and Sustainability: quality control process, implements and controls management systems standards (quality, environment, industry specific), sustainability requirements ensuring value creation for operations.



03.03 DIVERSITY AND EQUALITY IN THE MANAGEMENT TEAM

GRI 2-9

At Simoldes Plastics we think that diversity adds a plethora of perspectives, experiences, and ideas to the table. It promotes creativity and critical thinking, which leads to greater decision-making and problem-solving abilities. By embracing diversity, we open ourselves up to new opportunities and have access to a larger pool of talent, skills, and knowledge.

However, diversity and equality is an ongoing journey, we will continually reassess our processes, policies, and practices to ensure they reflect our commitment to diversity and equality.



■ Simoldes Plastics HQ Management

Gender and Age Distribution

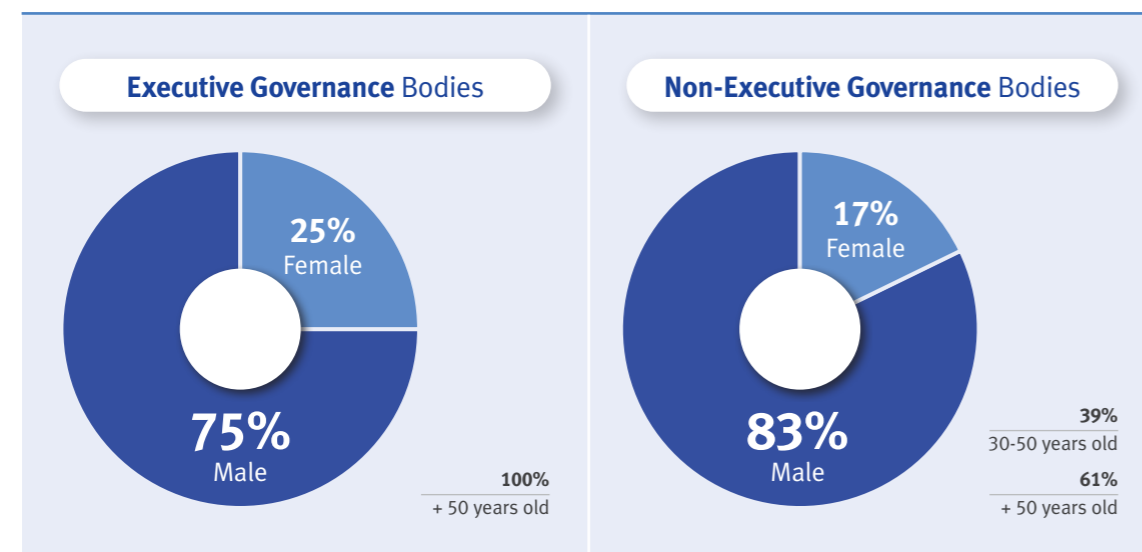


Figure 9 Gender and age distribution (%) of executive and non-executive governance bodies 2021-2022.

MESSAGE FROM HQ SERIAL LIFE MANAGER

As a first-tier provider in the automotive industry, our company recognises the importance of ESG (environment, social, and governance) to our performance and reputation. The ESG is a collection of stakeholders that assesses the environmental, social, and governance effect of our activities, as well as our ability to manage the risks and opportunities associated with these topics.

In terms of the environment, we strive to reduce our emissions of greenhouse gases, natural resource consumption, and waste generation by implementing energy efficiency, recycling, and circular economy practises. We also assess our influence on biodiversity and local ecosystems, avoiding controversial or illegal sources of raw materials. In the social sphere, we value the development and security of our employees, promoting a culture of diversity, inclusion, and respect for human rights. We are also concerned with the quality and security of our products and services, ensuring that they meet the most stringent technical and ethical standards. In addition, we contribute to the well-being of the communities in which we operate by supporting social and educational initiatives.

We believe that ESG is a sustainable way to create value for our clients, investors, collaborators, and society as a whole. As a result, we are committed



■ Miguel Ângelo

to continuously improving our ESG performance and aligning it with global sustainable development goals.

In the context of governance, we adhere to principles of transparency, integrity, and accountability in the management of our company. We have a code of conduct that guides our decisions and behaviours, as well as internal control and auditing mechanisms that prevent fraud and corruption. We also maintain an open dialogue with our stakeholders, reporting on our financial and non-financial results on a regular basis.



03.04 PORTFOLIO

GRI 2-6

Simoldes Plastics is a prominent supplier in the automobile industry supply chain for the injection of plastic parts and for many years it has been a customer favourite, producing over **700 M products each year** for a variety of OEMs in the automobile sector.

Simoldes Plastics Turnover

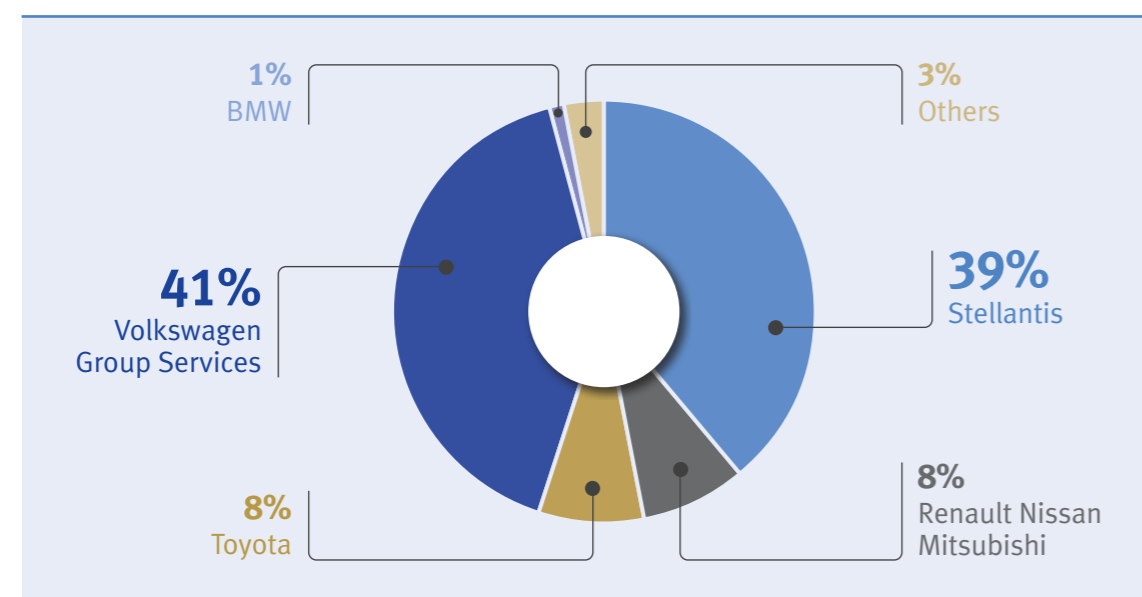


Figure 10 Turnover by customer (%), average 2021-2022.

Simoldes Plastics Customers



Figure 11 Simoldes Plastics customers in 2021-2022.

Automotive Industry

Even though Simoldes Plastics products are mainly for the automotive industry, we still have a diverse portfolio, investing in products that can be categorized as highly technical.

Products Produced at Simoldes Plastics

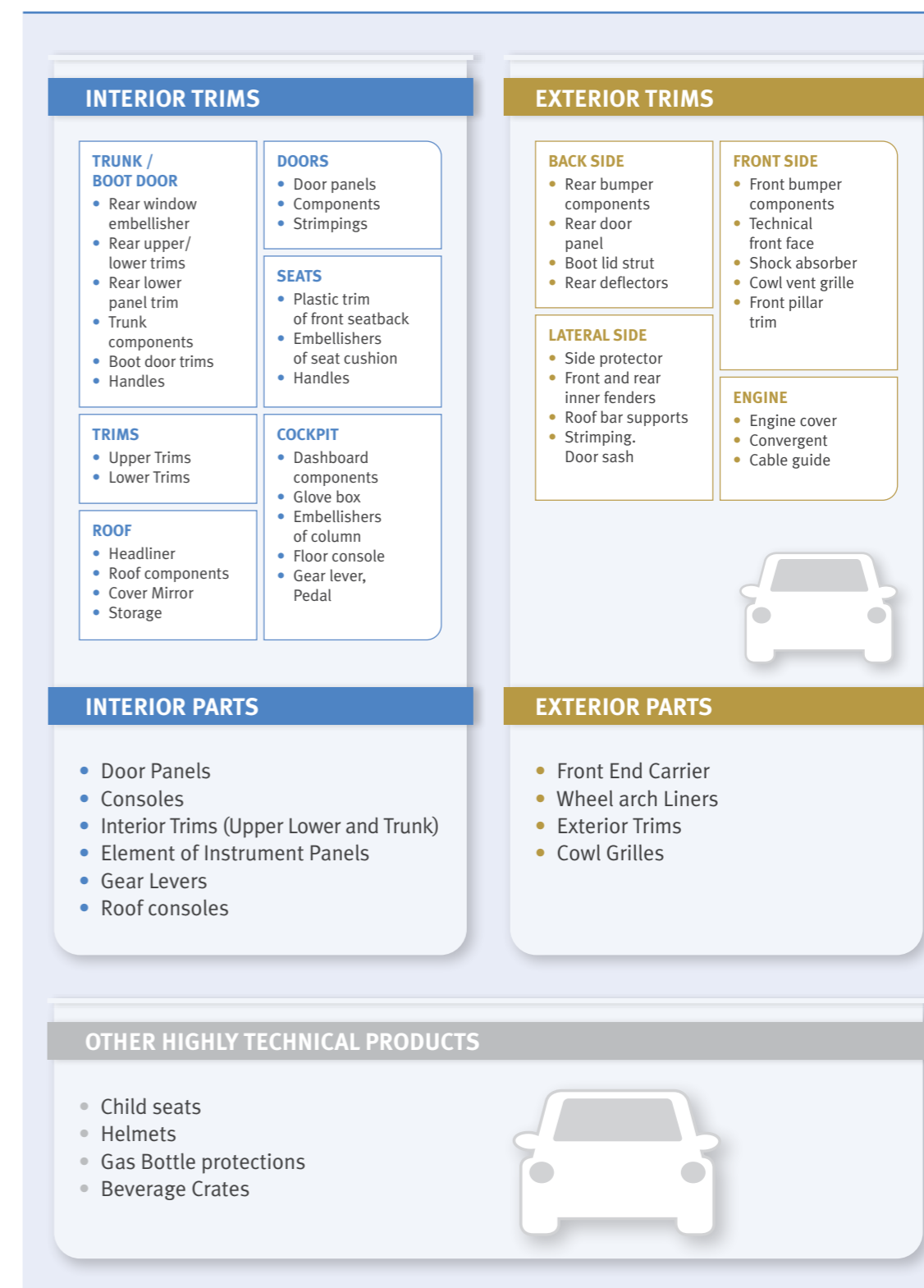


Figure 12 Families of products produced at Simoldes Plastics.

Number of Products Sold at Simoldes Plastics

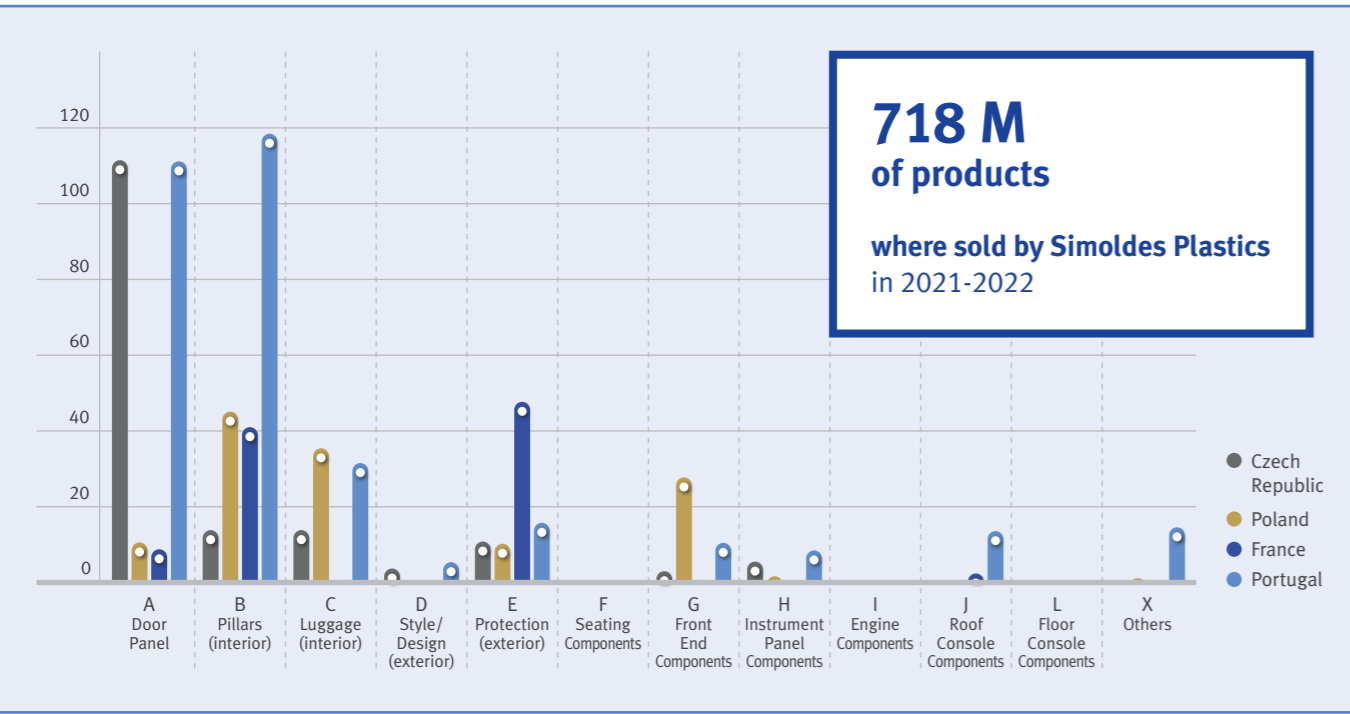


Figure 13 Number of products sold (M) at Simoldes Plastics in 2021 and 2022, per country of operation.



MESSAGE FROM
HQ BUSINESS CONTROLLING AND COSTING MANAGER



Hugo de Carvalho

We know that businesses have a significant impact on the environment and society overall, and we believe it is our responsibility to take action to mitigate that impact. Therefore promoting environmental sustainability, social responsibility, and good governance practices is critical for Simoldes.

One way we are reducing our environmental impact is by focusing on reducing our carbon footprint. Namely by bringing innovative solutions, implementing sustainable practices, such as reducing waste and energy consumption and looking for “greener” alternatives to minimize our impact on the planet. Additionally, we prioritize ethical labour practices and employee safety to ensure our employees are treated with respect and dignity. Transparency and accountability are also important aspects of our approach. We believe that by being transparent about our actions and accountable for their impacts, is in line with our Company values and builds trust with our customers and stakeholders.

We recognize that embracing ESG principles is not just the right thing to do but it is also critical for our business’s future growth. By investing in sustainable practices and prioritizing social responsibility, we believe we can make a positive impact on the world while at the same time drive continuous business success.

MESSAGE FROM
NON-PRODUCT RELATED PURCHASE MANAGER

At a time when we are experiencing the ESG principles - Environmental, Social, and Governance, these must be firmly on the agenda of companies in an irreversible manner. Since 2004, the United Nations Global Compact, in collaboration with the World Bank, has published the document titled ‘Who Cares Wins,’ setting this matter as a subject of special attention.

Back then, the UN Secretary-General, Kofi Annan, challenged a group of financial institutions to consider sustainability as a criterion for evaluating companies.

At present, sustainability is no longer a subject to be looked at in the future; it is a ‘must- have.’ If we want future generations, our children and grandchildren, and their children and grandchildren, to have a world to live in – which is their right and our obligation – we must take the necessary steps. We cannot deplete the planet at a rate faster than its capacity to regenerate.



Paulo Fonseca

In this regard, we must be committed to environmental concerns and be ready to make our individual contributions as socially responsible companies. The Simoldes Group is committed to these principles and is working with its clients, employees, and suppliers to achieve these goals.

03.05 VALUE CHAIN

GRI 204-1

Simoldes Plastics has a large network of suppliers with whom we have long-term business ties to ensure a consistent supply of products and services that are required to fulfil market needs. Our organisational culture prioritises preserving and ensuring product quality from the time it enters our facilities until it reaches the end client. At the heart of our attention and dedication is ensuring high quality throughout the whole process.



SUPPLY CHAIN

BILL OF MATERIALS
(BOM)

**NON PRODUCTION
RELATED**
(NPR)

PROJECT SUPPLIER
(Production Equipment)

Number of Suppliers

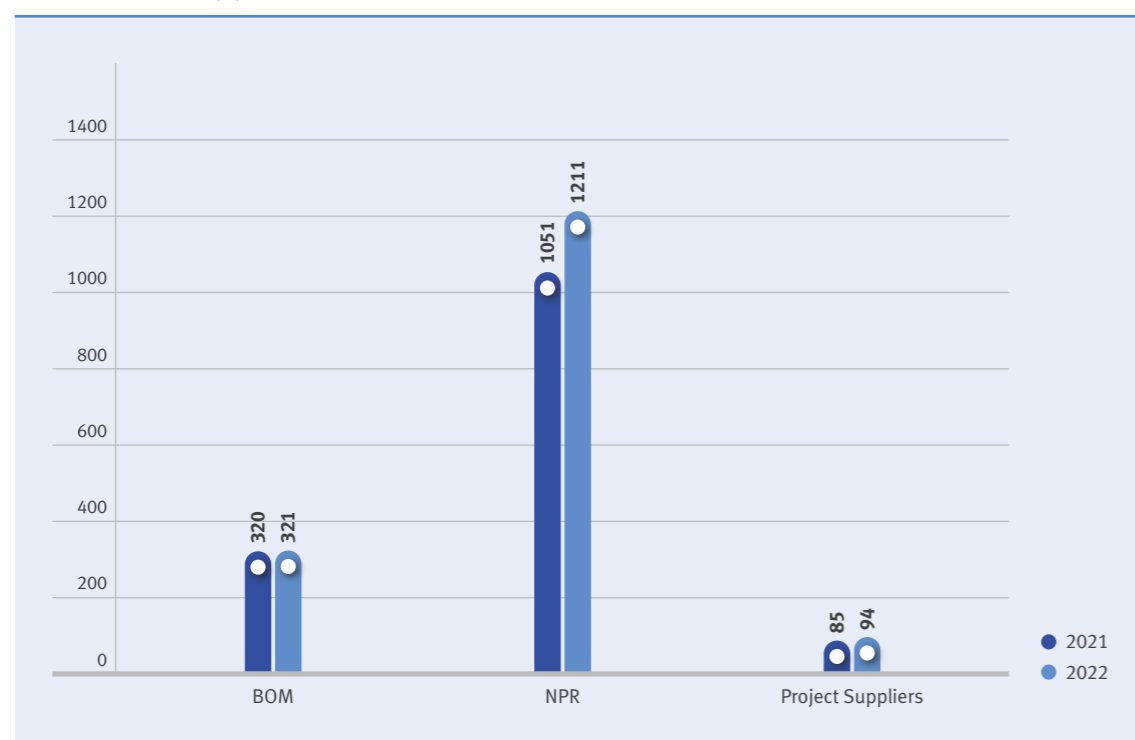


Figure 14 Number of suppliers in 2021 and 2022.

Percentage of Simoldes Plastics Suppliers

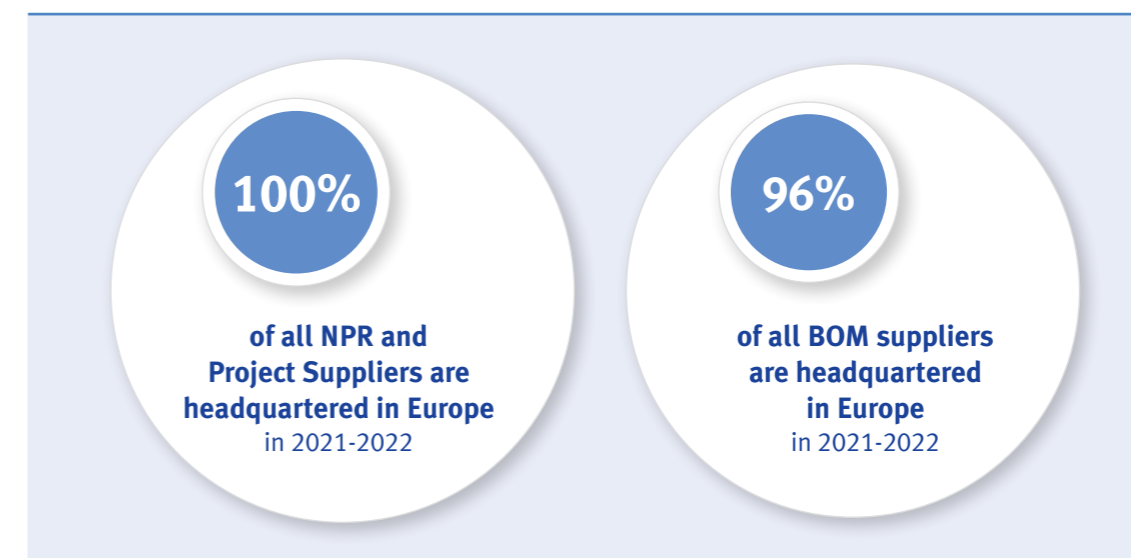


Figure 15 Percentage (%) of Simoldes Plastics suppliers per location of headquarters.

To sustain an ethical, quality-focused, and sustainable supply chain, we have anchored our approach in these main documents:

- **Supplier Quality Manual**
- **Purchasing Conditions**

Simoldes Plastics also abides by ILO Conventions and national labour laws recognizing its responsibility towards its supply chain. Topics like equal pay and equal opportunities for women and men, decent and healthy working conditions, are part of our suppliers' framework. In today's globalized economy, international labour standards are an essential component in the international framework to ensure sustainable growth.

This creates a framework to achieve total quality of the supplied products: with criteria mostly focused on quality, costs, deliveries, development, and governance. The assessment of suppliers may result in the implementation of corrective actions that is proven necessary to improve the score.

The above-mentioned documents are essential documents for the evaluation of supplier performance.

The **Supplier Quality Manual** divides materials into two families: Direct Materials and Indirect Materials. The first one refers to all materials that are part of the final product to the customer (raw material and product components and one-way packaging – BOM – Bill of Materials). Subcontracting products and processes, and indirect materials (materials that are not part of the final product) and services in general, (project, production and control tools, engineering /laboratory services), equipment and materials (for maintenance and production), logistics operations and transport are titled NPR or Non-Product Related.



MESSAGE FROM HQ PURCHASE MANAGER



António Gonçalves

Adopting a sustainable procurement policy is key to identify and reduce environmental, social and governance impact through our supply chain. It guides us to acquire goods and services based also on their social and environmental impact and not only on the economical aspect.

Our main objectives at the Purchasing department remain the following:

- Increase purchasing staff skills development, awareness, and training for sustainable procurement.
- Minimize environmental impact through better selection of products and services, for example increase the use of recycled materials /packaging and renewable energy.
- Promote innovation involving our suppliers to increase the availability and effectiveness of sustainable solutions according to Customers' requirements.
- Work in partnership with suppliers to achieve our goals and continually improve performance over time.
- Encourage all our suppliers to participate and develop their sustainability programs.
- Our commitment in sustainable procurement is key to create value in the long term in our business and to be the preferred choice of all stakeholders."



To ensure sustainability in our supply chain, we have implemented a comprehensive supply chain sustainability program that operates on two main levels. The first level involves a commercial process led by our purchasing department, while the second level encompasses a thorough sustainability assessment conducted by the Total Quality Management (TQM) department.

Sustainability Assessment Procedure by TQM Department

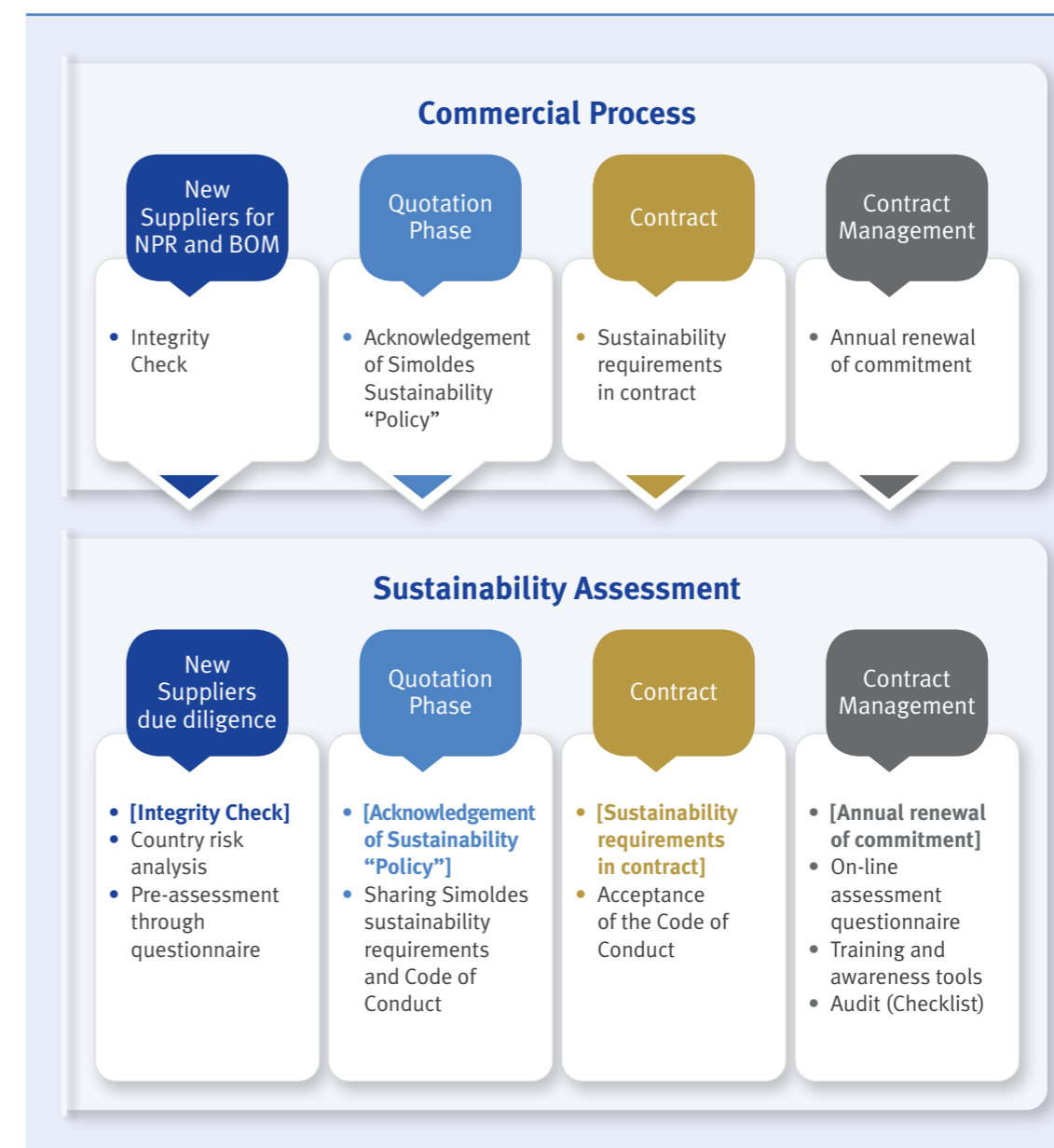


Figure 16 Sustainability assessment procedure by TQM department.

During our sustainability assessment, we undertake several crucial steps. These steps include due diligence, which involves conducting a country risk analysis, as a questionnaire and online research on sustainability-related topics, such as environmental practices, social policies, and supply chain ethics. By following this evaluation process, as by implementing it, Simoldes Plastics can make informed and responsible decisions regarding our suppliers. This ensures that we partner with suppliers who align with our sustainability goals and values, promoting a more environmentally and socially responsible supply chain.

03.06

INNOVATION AND SUSTAINABLE SOLUTIONS FOR PRODUCT DESIGN

MESSAGE FROM HQ RESEARCH AND INNOVATION MANAGER



“Sustainability is a moral issue and a key concern for our people, the environment, and our clients.”

Júlio Grilo

At Simoldes Group, we firmly believe that an essential and decisive element in actively contributing to sustainability and implementing a circular economy lies in developing a range of materials that are recycled or have a percentage of recycled content, bio-composites, and bio-based materials. This approach aims to reduce the use of materials derived from fossil fuels, protect natural resources for balanced consumption, and produce a portfolio of sustainable solutions. We refer to this collection of materials as “green materials”.

Boost Program (Circularity)

The ‘Boost’ program, initiated in April 2021, has, to date, successfully validated eight grades of recycled materials, both post-consumer and post-industrial, meeting specific requirements of various automobile manufacturers. These materials contain a minimum of 20% recycled content, up to grades with 100% recycled content. Over the past two years, we have tested more than 100 grades sourced from our suppliers, and we will continue to work intensively on validating new grades with recycled content, especially in ABS and ABS/PC grades.

The development of bio-composite materials (fossil-based materials with the incorporation of organic or inorganic fillers) and bio-based materials saw a significant increase in 2022, with a total of 17 solutions in progress in collaboration with technological sites and companies that assist us in this development.

In the field of polymeric materials and bio-composites, after a selection process, we currently have four solutions of organic fillers under optimization for UV resistance and odor reduction - rice husk, mussel shell, olive stone, and coconut fibers.



Pillar A Lower injected at Plastaze plant in polypropylene with 40% rice husk.

Recovery and Resilience Plan

Within the framework of the RRP (Recovery and Resilience Plan), a Portuguese program with an execution period until 2026, a set of reforms and investments will be implemented to drive the country towards recovery, sustainable economic growth, and convergence with Europe over the next decade. This direction is guided by a sustainability concept inspired by the United Nations’ Sustainable Development Goals (SDGs).

The Climate Transition dimension stems from Portugal’s commitment and contribution to climate goals, aiming to achieve carbon neutrality by 2050. Decarbonizing the economy and society presents significant opportunities and prepares the country for future competitive stakeholders.

In the Climate Transition dimension, six components have been considered targeting strategic areas such as the ocean, sustainable mobility, decarbonization of the industry, bioeconomy, energy efficiency in buildings, and renewable energies.

At the end of this agenda, we intend to have two thermoplastic bio composites with different bases, polypropylenes and styrenes with chlorophony added as a filler as a solution for new materials for the automobile with a lower carbon footprint.

Beyond the Realm of Polymeric Materials

In addition to recycled materials and bio-composites, we believe that the option of bio-based materials will be one of the technical solutions that can contribute significantly in the short to medium term, offering materials with a very low carbon footprint. Apart from the offerings already provided by our main suppliers, we are also working with **B4Logic** to develop 8 bio-based materials, combining four organic and four inorganic materials.

The development of bio-based materials with organic and inorganic fillers is integrated into the GreenAuto Agenda led by Stellantis Mangualde and the Digital&Green subproject to present material solutions for more sustainable products.

Simoldes Plastics is part of the Bioeconomy component, integrated into the Consortium led by *CoLab Forestwise* and leading a subproject in collaboration with *United Resins*, *BioPolymers*, and *Centi*. The subproject focuses on developing biocomposites derived from a byproduct of the resin, namely *chlorophonia*.



Partnerships for the recovery and resilience plan.

Our efforts extend beyond the realm of polymeric materials; we are also collaborating with other partners to find solutions in the textile and artificial leather families, which are increasingly integrated into our products, especially in door panels.

In the textile family, we are working with **Riopele** to develop a textile that utilizes waste generated in the fashion textile industry to create new automotive products under the brand name **Tenowa**. This product consists of 92% textile waste from the fashion sector and 8% organic material, namely cork.



- New TENOWA projects with new materials beyond the realm of polymeric materials.

In the family of artificial leather materials (PVC, TPO, TPU), we have undertaken a program in collaboration with Tintex and Citeve, named 'R3MAT'.



- Campaign for the project R3MAT for artificial leather materials.

Within the scope of this program, which is based on the development of solutions from reused, recycled, and renewable materials, a collection was created using eight materials (grape stalks, sunflower seeds, used tires, stone dust, cork powder, coffee grounds, pine branches, and biopolymers). We will present this collection to the Automotive Design Centers.



- Campaign for the different materials for the Automotive Design Centre.

Life Cycle Assessment

Regarding the Life Cycle Assessment, Simoldes Plastics has integrated the life cycle assessment software into its calculation processes. This enables us to conduct life cycle assessments, helping our clients reduce their emissions and consider their impact on other significant environmental aspects. Life Cycle Assessment (LCA) allow us to analyse the environmental impact of our product offerings, from conception to supply and production, ultimately providing valuable insights on how to enhance the environmental performance of our solutions.

Simoldes Plastics partners for Innovation:



MESSAGE FROM HQ DEVELOPMENT AND PROJECT MANAGEMENT MANAGER



Hugo Andrade

To effectively incorporate ESG principles and sustainability into our development process, we base our actions considering the following aspects:

Design for Disassembly: Develop interior components that are easy to disassemble and separate into recyclable materials at the end of their life cycle. This approach facilitates recycling and reduces waste generation.

Lifecycle Assessment: Identify areas where improvements can be made and implement measures to reduce environmental footprints, such as optimizing manufacturing processes or choosing more sustainable materials.

Collaboration with Suppliers to Ensure Sustainable Sourcing of Raw Materials: Foster a transparent supply chain to verify the origin and sustainability of materials.

Hazardous Substances Management: Strictly adhere to regulations regarding the use of hazardous substances, such as Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH). Promote the use of non-toxic and environmentally friendly alternatives.

Innovate and Invest in Research and Development: Create innovative and sustainable solutions, such as lightweight and recyclable materials.

By embracing ESG principles and sustainability in our development processes, we can contribute to a greener, more socially responsible automotive industry while differentiating ourselves as a supplier committed to sustainable practices.

MESSAGE FROM HQ OPERATIONS MANAGER

The concept of ESG combines the words Environment, Social, and Corporate Governance, grouping the most important non-financial stakeholders of a company into three categories. Within each scope, there are principles upon which we must act in order to achieve a sustainable organization.

From an environmental standpoint, in addition to all of the benefits that ISO 14001 certification provides, the ongoing pursuit of operational excellence contributes to a lower resource consumption in many ways. As a result, all aspects of energy efficiency, recycling, and participation in processes led by the innovation team are part of our daily routine, despite the fact that we recognise that the challenges are numerous and that we must do much more. Looking ahead to our logistics strategy, a plan for the integration of sustainable mobility is already in the works, allowing for a reduction in emissions and a contribution to decarbonization.

In summary, the ESG concept aims to broaden the scope and allow for a better understanding of the interdependence of various activities, therefore complementing the existing strategic vision.



António Couto



03.07

BUSINESS ETHICS AND COMPLIANCE

GRI 2-27

Code of Ethic and Conduct

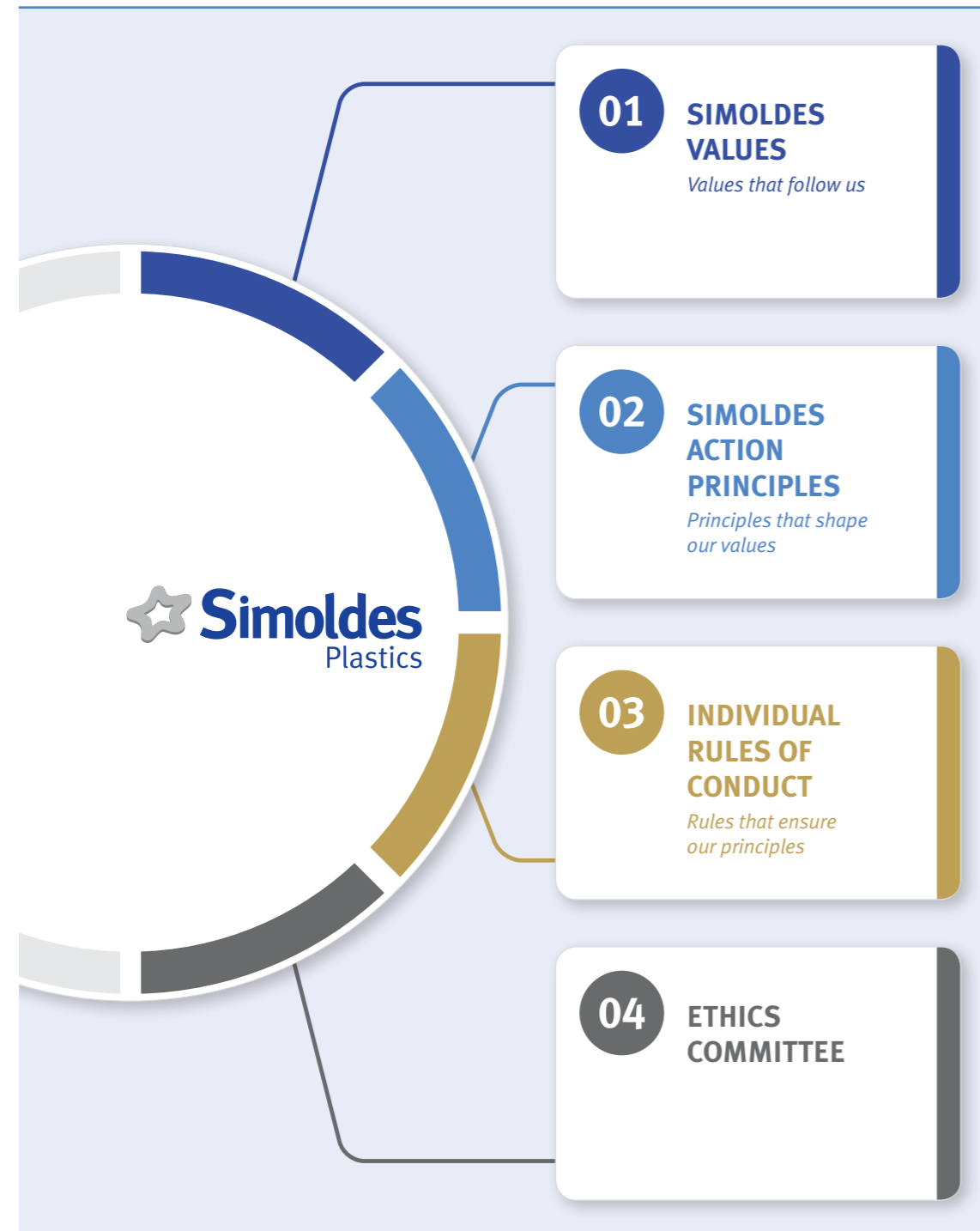


Figure 17 Representation Simoldes Plastics Code of Ethic and Conduct.

Business Ethics in one of the three main pillars of Simoldes Plastics, our organization is guided by Simoldes Plastics **Code of Ethic and Conduct**. This document outlines the expectations and standards expected from all members of the board administration, our employees, service providers and all those who represent the companies, in their relationship with customers, suppliers and partners, as well as any entity that establishes relations with Simoldes Plastics.

This document is our framework to share the principles that guide Simoldes Plastics activity and the ethical rules that should ground the behaviour of all employees and partners, such as to promote and encourage the adoption of performance principles and behavioural rules established in this Code, relationships between employees, between employees and Simoldes, Shareholders, customers, suppliers and public authorities, and strengthen the institutional Simoldes Plastics Image that represents excellence, demand, responsibility, and discipline.

Some of the outlined principles of our organization:

- Compliance with Laws and Regulations
- Labor and Human Rights
- Ethical Business Practices
- Environmental Responsibility
- Supply Chain Management
- Health and Safety
- Confidentiality and Intellectual Property
- Continuous Improvement

Ethics Committee

In order to assure the highest levels of good business practices, and transparency, the administrative council of Simoldes Plastics created an Ethics Committee to protect and follow the implementation of the Code of Ethics and Conduct.

The Ethics Committee is responsible for doubt clarification in cases of doubts concerning the existing Code, investigating every complaint. The Committee has responsibility of starting and supervising the investigation of alleged irregularities and has to assure that all necessary disciplinary measures are taken.

Any worker or partner can contact the Ethics Committee in order to obtain clarification concerning a behaviour or contract that is about to be fulfilled and about which there are doubts concerning ethical issues.

Any worker or partner that has any evidence concerning irregularities toward other co-workers or partners, should contact the Ethics Committee.

Zero significant non-compliance

with laws and regulations in 2021-2022

During this reporting period there were no significant non-compliance with laws and regulations.

Relevant and complementary information to our Code of Ethics and Conduct is available at **Code of Ethics and Conduct**.



03.08 RISK ASSESSMENT

Within our organization, risk assessment plays a crucial role in shaping our decision-making process and ensuring a proactive approach to addressing challenges. Through various methodologies and internal analyses, we undertake a comprehensive evaluation of potential risks and opportunities across multiple areas, facilitating effective management and strategic planning.

- Management Review
- Risks and Opportunities
- SWOT analysis
- Stakeholder evaluation

By diligently carrying out risk assessments, we aim to enhance our ability to respond to challenges, seize opportunities for growth, and uphold our commitment to a secure and sustainable future.

- Health and Safety Policy
- Environment Policy
- Information Security Policy

03.09 CUSTOMER SATISFACTION

At our organization, we place immense value on our customers' satisfaction, recognizing it as a vital aspect of our success. To ensure that we consistently meet and exceed customer expectations we have established a comprehensive customer satisfaction process that encompasses all activities within the organization. This process is based on a continuous evaluation and quality assurance.

To lead these customer satisfaction processes and to guarantee a good and continuous communication with customers, the position of Customer Care Manager was created inside the TQM Department.

As part of the Customer Satisfaction Strategy, we have the high skilled residents support at customer production sites and close presence and support of our Technical /Commercial offices.

There are several Quality and Logistic Internal and Customer KPIs associated to Customer Satisfaction. These KPIs are checked and followed level by level, plant by plant with different frequencies and participants.

The Total Quality Meeting is held monthly at the Management Level and that is where the corporate performance of Quality and Logistic in our Customers Vs Targets and expectations are discussed.

We have designed this customer satisfaction process to encompass all activities and functions within Simoldes Plastics. From product development to post-sales support, every team plays an integral role in understanding, meeting, and exceeding customer requirements.

03.10 DATA PRIVACY AND CYBERSECURITY

Information Security Program

Simoldes Plastics has an information security program in place that is focused on protecting information while considering its availability, confidentiality, and integrity in compliance with legal and regulatory standards.

Information is safeguarded in a manner consistent with its relevance, value, and sensitivity for Simoldes Plastics to be more resilient and to preserve its stakeholders, reputation, and value-creating operations. The **internal information security policy** lays out the rules for putting the information security program into action and keeping it up to date. It is based on *Tisax - Trusted Information Security Assessment Exchange*, a systematic set of principles, processes, and standards that are aligned with global best practices.

Information security awareness, classification, protection, and handling of information systems and communication security, information system access control, information security incident monitoring and response, and security assessment of external services are some of the fundamental general principles that support this information security program's focus on information security risk management.

Cybersecurity Monitoring Service

Simoldes Plastics has invested in 24x7x365 security monitoring with the implementation of an external Security Operations Centre (SOC) and a Threat Intelligence service, in addition to a continuous and regular risk assessment of the information systems that support the business, to prevent, detect, and mitigate intrusion attempts, illegal acts, and new threats.

No security incident with a relevant impact was documented in 2022, despite the huge number of security events that are identified every day.

To identify vulnerabilities, classify them, and fix them in accordance with a plan that prioritizes their correction with SLAs (Service Level Agreements) defined according to the risk level, Simoldes Plastics has a vulnerability management process that is based on the execution of intrusion tests in continuous mode in sites and Apps exposed to the Internet and monthly vulnerability scans on the internal network.

Cybersecurity Awareness

Simoldes Plastics has a regular process of information security awareness directed at all employees, covering a set of pertinent items, namely the primary information security policies and the risks and threats we are all subject to within an approach based on real-world examples of emails, the Internet, and phishing. This is done because information security is everyone's responsibility. Additionally, to strengthen information security maturity and create a more robust and secure firm, simulated phishing assaults are launched against personnel.

The current solutions, like the SOC and security training, were refreshed and strengthened in 2022 because of the macro-initiatives of the cybersecurity strategic plan.

MESSAGE FROM INFORMATION SYSTEMS MANAGER



■ Luis Faustino

In today's rapidly changing world, the importance of sustainability cannot be overstated. As we face pressing environmental challenges such as climate changes, resources depletion, and pollution, it has become increasingly crucial for individuals, communities, and organizations to embrace sustainable practices. This includes recognizing the vital role that technology and IT play in achieving sustainability goals.

One of the key aspects of sustainability is the responsible management of resources. Technology and IT can contribute significantly to this endeavour. By adopting digital solutions and integrating sustainable practices into their operations, organizations can minimize resource consumption, reduce waste, and optimize energy usage. For instance, cloud computing allows companies to store and process data more efficiently, reducing the need for physical servers and minimizing energy consumption.

Moreover, technology can facilitate remote work and virtual meetings, reducing the need for business travel and associated carbon emissions. Collaboration tools, video conferencing, and project management software enable teams to work together effectively from different locations, thereby reducing the environmental impact of commuting and transportation.

IT systems can also help organizations monitor and manage their energy usage, water consumption, and waste production more effectively. By collecting and analysing data, companies can

identify areas of improvement, implement energy-efficient measures, and make informed decisions to reduce their ecological footprint. Additionally, the Internet of Things (IoT) can enable the creation of smart buildings and cities, optimizing energy consumption and improving overall sustainability.

Furthermore, technology and IT play a crucial role in promoting transparency and accountability. With the help of digital platforms, organizations can track and report their sustainability performance, enabling stakeholders to assess their environmental impact. This transparency fosters trust and encourages responsible practices within the organization and across the industry.

Being a sustainable company goes beyond mere compliance with regulations. It requires organizations to adopt a proactive approach, integrating sustainability into their core values and business strategies. By doing so, companies can enhance their reputation, attract environmentally conscious customers, and gain a competitive edge in the market.

In conclusion, sustainability is of paramount importance in today's world, and organizations must take responsibility for their environmental impact. Embracing technology and IT can significantly contribute to sustainability efforts by optimizing resource usage, reducing waste, enabling remote work, promoting transparency, and driving innovation. By prioritizing sustainability, organizations can create a better future for themselves, their stakeholders, and the planet.

With our Digital transformation strategy, continuous improvement approach in all processes and key digital projects such as our Simoldes SAP System, SIMS, PLM, Cybersecurity and digital workflows, aligned with our overall business strategy, we are very confident that we are on the right track to achieve our sustainable goals with technology lead initiatives.

03.11

RESPONSIBLE PARTNERSHIPS

GRI 2-28

Simoldes Plastics actively engages with multiple industry-related associations, aiming to make meaningful contributions to shaping public policies and designing industry standards. We participate in innovation projects, cultivate partnerships, and foster collaboration opportunities across the sector. Our involvement spans various levels, encompassing membership, financial contributions, and representation in key corporate bodies.

Memberships of Associations

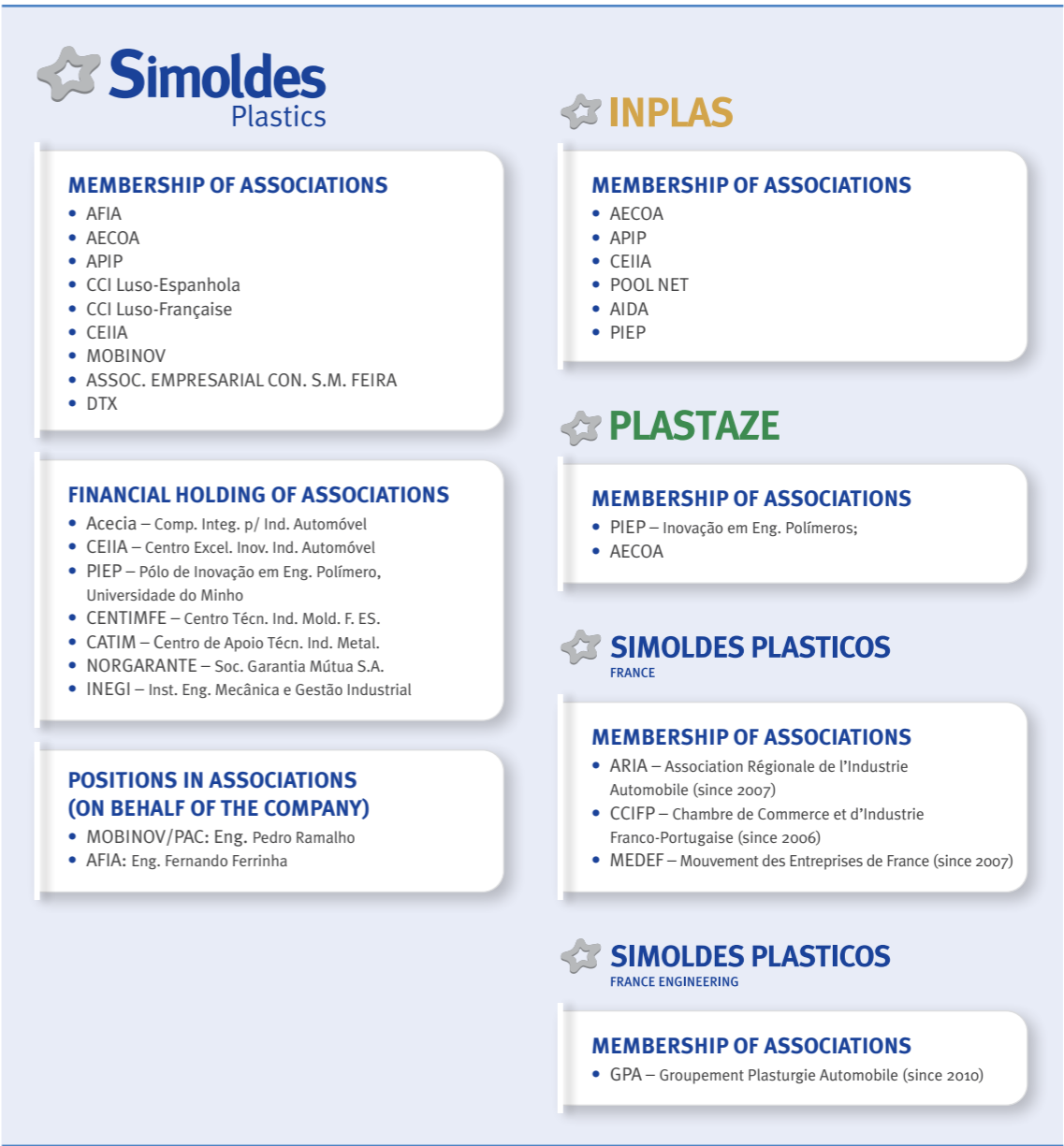


Figure 18 Memberships of associations at Simoldes Plastics.

04

PEOPLE AND COMMUNITY

- 04.01 PEOPLE OF SIMOLDES PLASTICS
- 04.02 OCCUPATIONAL HEALTH AND SAFETY
- 04.03 TALENT TRAINING AND DEVELOPMENT
- 04.04 TALENT ATTRACTION, ENGAGEMENT AND RETENTION
- 04.05 POSITIVE IMPACT ON COMMUNITY

04.01

PEOPLE OF SIMOLDES PLASTICS

GRI 2-7 | GRI 405-1

MESSAGE FROM HQ HUMAN RESOURCES MANAGER

The corporate commitment to ESG principles and sustainability must be one of the primary allies of RH leadership, because human resource management is critical to the implementation of these practises in the workplace and, as a result, plays a critical role in the promotion of a corporate culture that values social and environmental responsibility.

We intend to incorporate ESG principles into all human resource management processes, from employee selection and recruitment through development and training, as well as within performance evaluation and compensation. This entails encouraging diversity and, in some cases, ensuring safe and secure working conditions, as well as promoting education and environmental awareness.

Aside from that, HR management must actively participate in the development of policies and practises that encourage employees to adopt healthier behaviours both within and outside the workplace (for example, incentive programmes for sustainable mobility, reduction of energy and water use, and so on).



Paulo Bastos

In addition, it is critical to assess and monitor the impact of the company's actions in relation to ESG principles and sustainability; that is, to develop performance indicators that allow for the assessment of progress towards defined goals and the implementation of corrective actions when necessary. To summarise, the corporate commitment to ESG principles and sustainability must be led collaboratively by the HR and other departments, ensuring that people's management is aligned with the principles and that the company's practises are consistent with its social and environmental goals.

Simoldes Plastics plays a crucial role in the communities where it operates, impacting not only its employees but also their families. As our most valuable asset, our employees are at the heart of our organization. We foster a culture of respect and inclusivity, ensuring that all employees, regardless of gender, age, or race, feel safe and empowered to grow within our organization.

We take pride in offering equal opportunities for all and promoting diversity within our plants. Recognizing the challenges of gender segregation in the automotive industry, we actively work to attract a diverse range of employees.

In all our recruitment programs, we prioritize inclusivity and open-mindedness, striving to build a workforce that reflects the rich diversity of our society. By doing so, we aim to create a vibrant and dynamic work environment where every individual's talent and contribution are valued and celebrated.

People of Simoldes Plastics

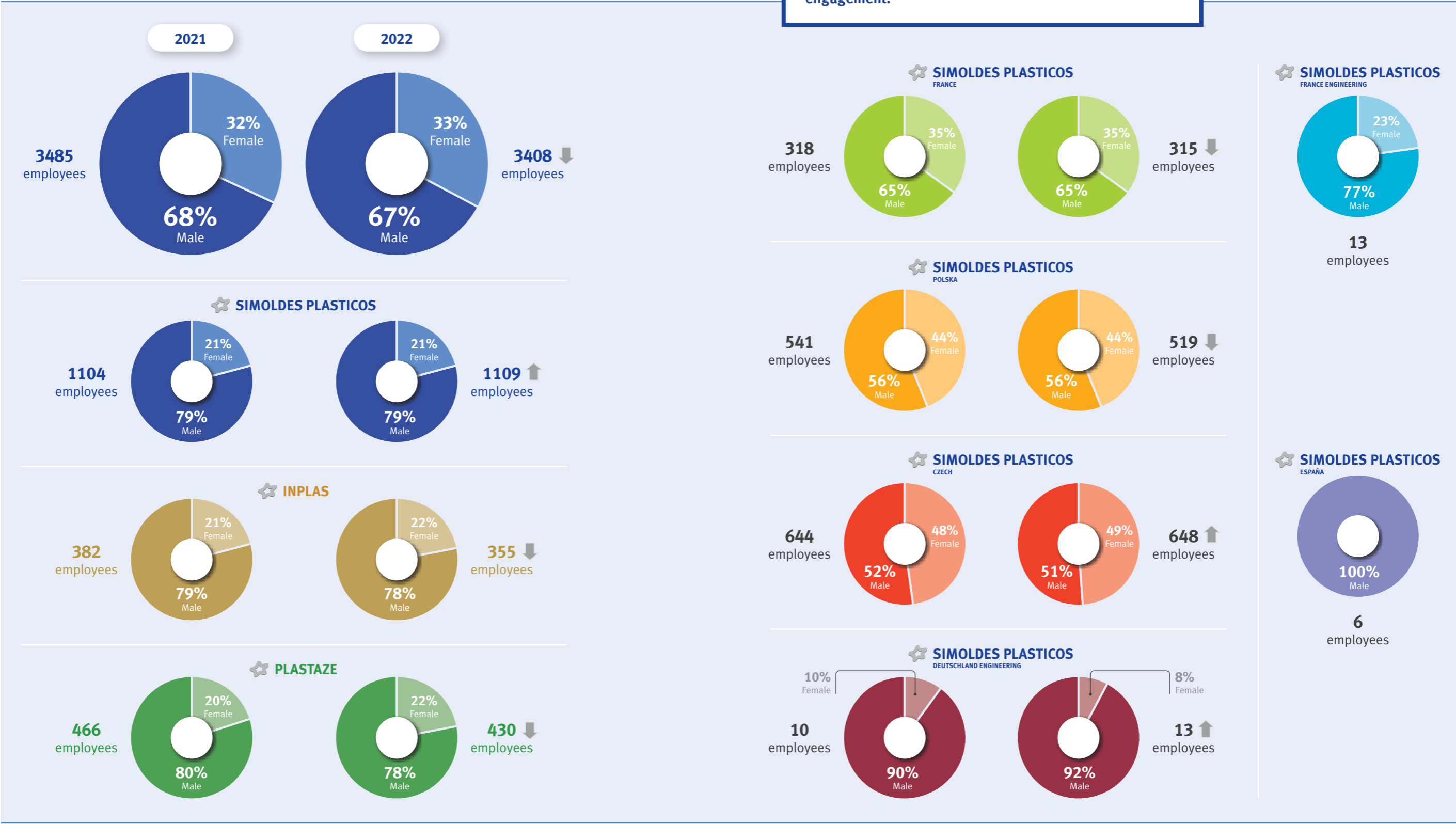


Figure 19 Percentage of people (%) of Simoldes Plastics in 2021 and 2022, per plant.

Employee Distribution by Contract

GRI 2-7 | GRI 405-1

Simoldes Plastics employs a diverse workforce consisting of both permanent and temporary full-time workers. This strategic approach enables us to always maintain fast and efficient production.

Our employee distribution graphs compile information about the 6 plants and 3 office spaces included in this report. This information was compiled based on the 2021 General Disclosure GRI indicator 2-7 Employees.

The bar chart illustrating employee distribution by gender, plant, and contract type reveals a clear trend at Simoldes Plastics in 2021 and 2022. It shows a higher proportion of permanent employees compared to temporary ones, with women having a lesser presence on the plant floor, on average.

Throughout 2021 to 2022, there was an approximate 4% increase in women employees at Simoldes Plastics, with a more significant rise observed in the temporary contract category than in the permanent one. Similarly, male employees saw a notable increase in the temporary contract category, resulting in a slight decline in the permanent contract category, although not statistically significant.

As part of our internal policy, our temporary employees, who play a crucial role in meeting temporary production demands, have the opportunity to be transferred to permanent positions within the company after a minimum period of 3 months.



Employees by Gender, Plant and Type of Contract

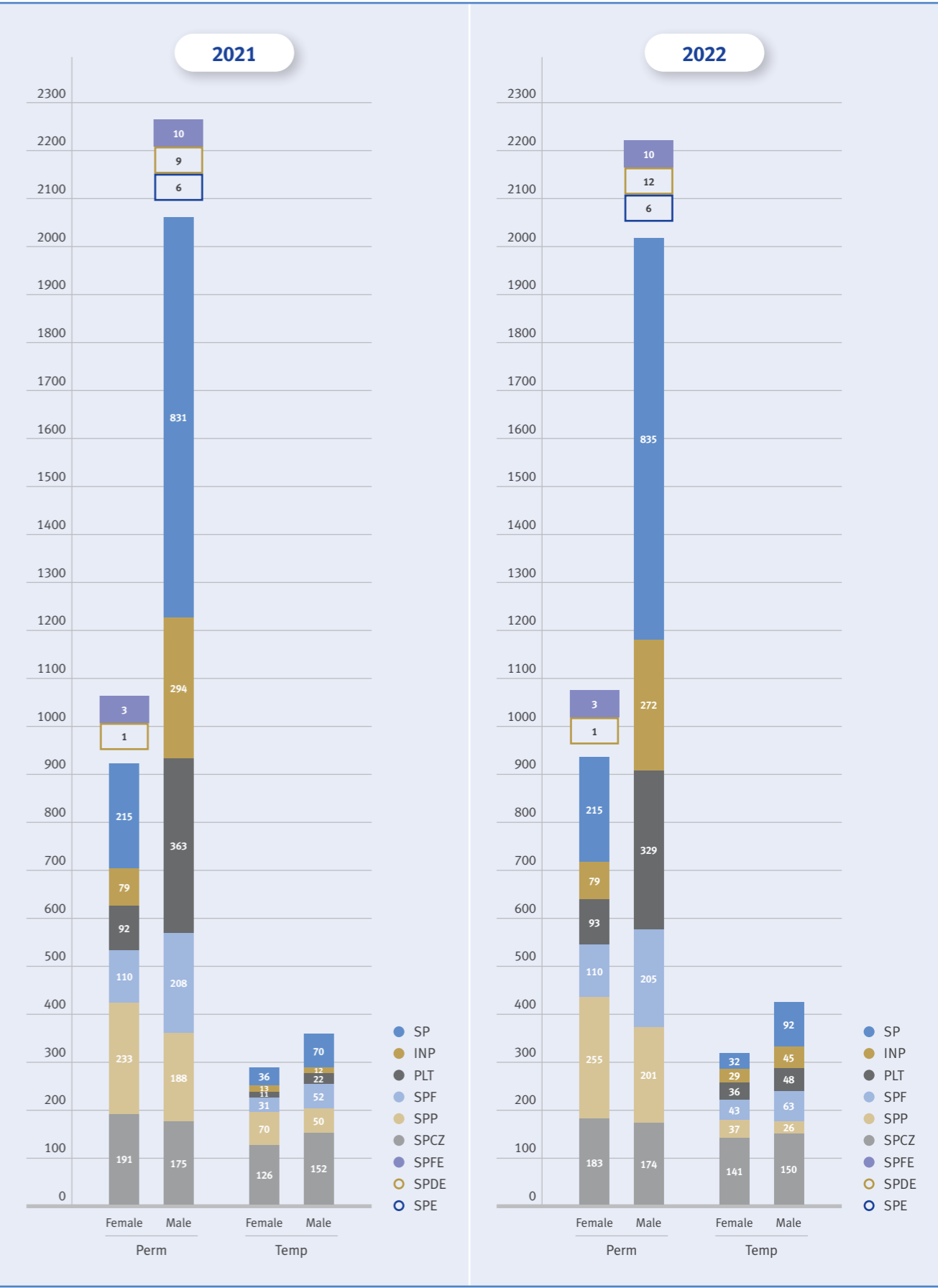


Figure 20 Number of employees by gender, plant and type of contract in 2021-2022.

Employee Distribution by Age

GRI 405-1

The majority of Simoldes Plastics workforce consists of individuals aged between 31 and 50 years or more. Our team comprises experienced professionals with valuable expertise and a wealth of knowledge.

Employee Distribution by Age and Plant

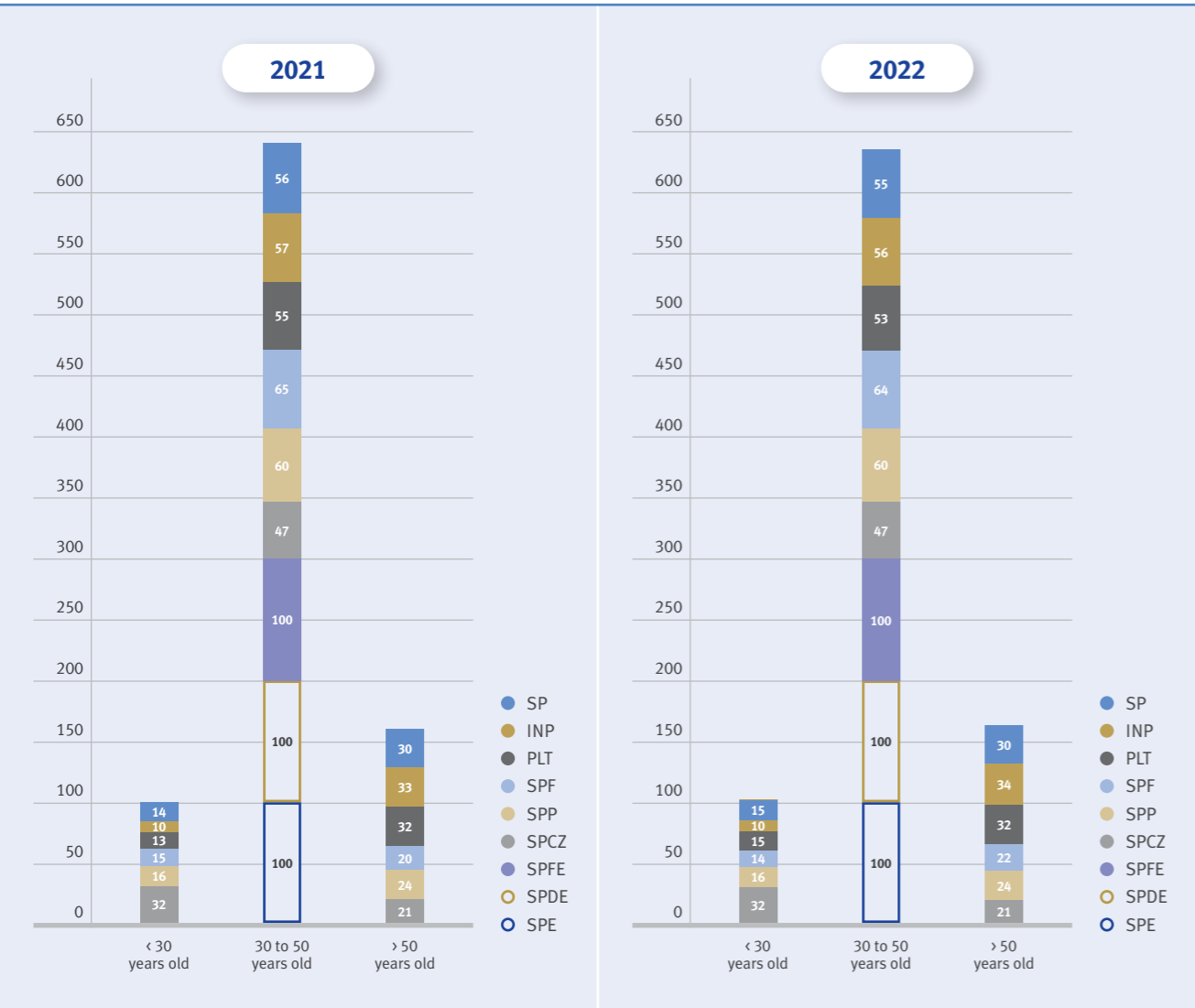


Figure 21 Percentage of employees (%) per year, plant and age in 2021-2022.

Collective Bargaining Agreements

GRI 2-30

Collective bargaining agreements play a significant role in regulating labour conditions and relations. The Portuguese and French labour law provides for collective bargaining rights, allowing trade unions and employers' associations to negotiate and enter into collective agreements that apply to specific industries or companies.

Simoldes Plastics has an entity committed to fair labour practices, employee well-being, and the constructive work environment has 100% of its employees covered by collective bargaining agreements in all sites in Portugal and France.

04.02 OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1 | 403-2 | 403-3 | 403-8

During this reporting period, Simoldes Plastics achieved a significant milestone by obtaining Deckra certification for ISO 45001 – Occupational Health and Safety Management System.

The Deckra certification reflects our unwavering focus on the well-being of our employees. Through the implementation of robust processes, we strive to prevent work-related injuries, illnesses, and accidents, ensuring a safe and secure working environment for everyone.

Besides its certification, Simoldes Plastics has implemented several practices along its plants even before the implementation of this certification in 2022.

To guarantee the identification of work-related hazards, as well as to assess the associated risks and further minimize them, our organization follows the processes outlined below:

Process Applied for Identification of Work-Related Hazards

PROCESS APPLIED	SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE
Audits of working conditions	●●	●●	●●			●●			●●
Risk assessment of the workstation (for each workstation)	●●	●●	●●	●●	●●	●●			●●
Regular analysis of the quality of the work environment (studies of luminance, air quality, thermal comfort, noise ...)	●●	●●	●●	●●	●●	●●		●●	●●
Legal compliance audits	●●	●	●			●●			
Consultation and participation of workers	●●	●●	●●		●	●●			●●
ATEX zone risk assessment	●●	●●	●●	●●	●●	●●			
Action plans — PDCA	●●	●●	●●			●●			

Table 6 Process applied at Simoldes Plastics for identification of work-related hazards. ● 2021 ● 2022



We can see an increase from 2021 to 2022 of legal Compliance audits including more plants, and an increase in the process of consultation and participation of workers.

The responsibility for ensuring the quality of the processes identified rests with a skilled and dedicated team of professionals. This team comprises:

- 8 Certified external consultants with expertise in their respective fields.
- 10 Employees who have undergone specialized occupational health and safety training, including occupational health and safety superior technicians and occupational health and safety technicians.
- 9 Trained intervention teams, well-prepared to handle any potential hazards.
- 11 HR teams, who play a vital role in maintaining a safe and healthy work environment.
- 9 Certified OSH technicians, ensuring a high level of proficiency in occupational health and safety practices.
- 8 Certified service providers, whose knowledge contribute to enhance process quality.

The number of individuals responsible for overseeing OHS processes reflects the data from 2022. It has been observed that this number has, on average, increased by one person since 2021, indicating our commitment to continuously strengthening our team and processes to ensure top-notch occupational health and safety standards.

To ensure the effective management of Occupational Health and Safety (OHS) across Simoldes Plastics, we have established a range of essential functions that are consistently applied in all SP plants, while also accommodating some minor differences. Notably, from 2021 to 2022, we observed a noticeable increase in the dissemination of our occupational health newsletter and the availability of services provided by the Psychology office (including counseling and consultation).

Our commitment to maintaining a safe and healthy work environment is further strengthened through the implementation of a comprehensive evaluation and continuous improvement process. This involves conducting regular internal and external audits at all our facilities in Portugal and the Czech Republic. Moreover, our office in Spain actively participates in this audit program, contributing to the enhancement of our overall safety standards.



Occupational Health Services Functions

Occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks	SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE
Newsletters about occupational health	●	●	●			●●	●●		
Psychology Office (counselling and consultation)	●	●	●			●●	●●		
Internal emergency plan and intervention teams	●●	●●	●●	●●		●●	●●	●●	
Compulsory use of personal protective equipment	●●	●●	●●	●●	●●	●●	●●		
Risk assessment of the job				●●	●●	●●			●●
Regular assessment of Luminance, Thermal Comfort and Air Quality in the workplace	●●	●●	●●	●●	●●	●●		●●	●●
Provision of a Curative Medicine and Nursing service, in addition to Occupational Medicine	●●	●●	●●	●●	●●	●●	●●		●●
When integrating new employees, the company provides Integration Training where several issues related to this subject are addressed (main risks, identification of risks/behaviours referred in the signage, ...)	●●	●●	●●	●●	●●	●●	●●	●●	●●
Operator's Manual (whose functions are those that represent higher risks of accidents/ incidents of work)	●●	●●	●●	●●	●●				
Performance assessment includes evaluation of employees' safety behaviour	●●	●●	●●	●●	●●	●●	●●	●●	●●
The occupational medicine and nursing doctor visits the workstations to analyze the health risks of the worker	●●	●●	●●	●●	●●	●●			

Table 7 Occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks. ● 2021 ● 2022

100%
of all employees, services
and subcontractors

are covered by ISO 45001 –
Occupational Health and Safety
Management System
in 2022



By subjecting our occupational health and safety protocols and standards to thorough scrutiny during these audits, we can identify areas for improvement and develop dedicated action plans to address any identified gaps. This proactive and vigilant approach, supported by regular evaluations, is instrumental in fostering a culture that prioritizes the well-being and safety of our employees.

As we move forward, we remain dedicated to refining our OHS management system, ensuring that it meets the highest standards and aligns with the best evolving practices. Our continuous efforts in this regard reflect our unwavering commitment to creating a secure work environment and nurturing a culture of safety throughout our organization.

Work Related Accidents

Simoldes Plastics is on a transformative journey, setting an objective to achieve zero work-related accidents by the year 2030. This mission comes from our unwavering commitment to the safety, health, and well-being of our employees.

In the pursuit of this goal, we have intensified our efforts to strengthen safety protocols and instil a culture of vigilance across all levels of our organization. Employees are being continually educated and empowered to identify potential hazards, report incidents, and actively contribute to the improvement of safety measures.

As part of our strategy for OHS, we are implementing a series of proactive initiatives designed to mitigate risks and prevent accidents. Regular safety assessments, thorough audits, and data-driven analysis are at the core of our approach. This data-centric strategy enables us to identify trends, adapt swiftly, and continually enhance our safety measures.

We firmly believe that fostering a culture of safety and embedding it into our organizational DNA will not only enable us to achieve our zero accidents target but will also propel us towards sustainable success. Our journey to 2030 is not solely about reaching a numerical goal; it's about creating a workplace where every employee feels secure, valued, and motivated to contribute their best.

Occupational Accidents

OCCUPATIONAL ACCIDENTS	YEAR	PORTUGAL	FRANCE	POLAND	CZECH REPUBLIC
Number of occupational accidents	2019	66	27	14	39
	2020	50	19	11	53
	2021	66	33	10	41
	2022	94	36	21	22
Rate of occupational accidents %	2019	2,5%	8,5%	2,0%	4,4%
	2020	1,9%	5,3%	1,5%	6,1%
	2021	3,4%	10,4%	1,8%	6,3%
	2022	5,5% ↑	11,4% ↑	4,0% ↑	3,4% ↓

Table 8 Number of occupational accidents and rate of occupational accidents since 2019.



04.03 TALENT TRAINING AND DEVELOPMENT

GRI 404-1 | 404-2 | 404-3 | 403-5

Talent Training

Talent training is a testament to our commitment to providing exceptional service to our clients. This way we can better assure compliance with industry regulations and standards as they are also, seamlessly, integrated into our training initiatives, ensuring a strong foundation of ethical practices and risk management.

Our commitment to talent training not only strengthens our competitive advantage but also elevates our company's reputation as a forward-looking industry leader. Throughout 2022, we have witnessed a remarkable upward trend in the total number of training hours, experiencing an impressive 35% increase compared to the previous year. Furthermore, the average hours of training per employee nearly doubled, reflecting our continuous efforts to nurture and develop our workforce.

As depicted in the chart bar, the number of hours per male employees is higher than the one per females, also due to the almost 20% gap between man and women as employees.

Analysing the chart bar, we observe that male employees have received more training hours than female employees, this due to the inherent gender gap that exists in Simoldes Plastics employees. As we focus on diversity and inclusion, we recognize the importance of bridging this gap and ensuring equal opportunities for all employees to benefit from our comprehensive talent training initiatives.

Total Hours of Training



Figure 22 Number of training hours, per year, plant and by gender in 2021-2022.

Total Hours of Training

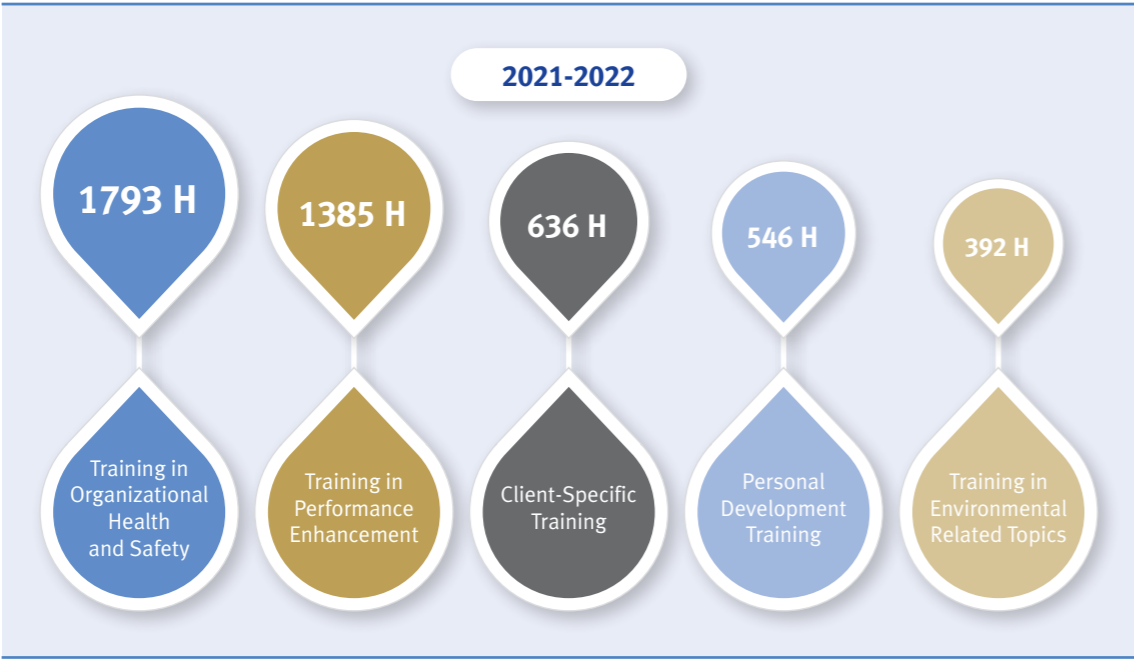


Figure 23 Number of training hours per area of study, in 2021-2022.

Total Number of Training Hours

YEAR	Per plant and per professional category	SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE
2021	Management Team	15	6	19	0	28	5	0	0	0
	Top Management	18	0	0	0	0	0	0	0	0
	Middle Management	69	0	0	0	0	0	0	0	0
	Next Level Management	28	8	9	0	13	5	0	0	0
	Administratives	2	8	16	0	17	6	0	0	0
	Technicians	45	5	9	0	33	6	0	0	0
	Operators	14	19	16	0	6	14	0	0	0
Total Number of Hours of Training in Simoldes Plastic		57 036,5 H								
Average Hours of Training per Employee		8,8 H								
2022	Management Team	61	1	40	0	21	4	0	0	0
	Top Management	7	0	0	0	0	0	0	0	0
	Middle Management	8	0	0	0	0	0	0	0	0
	Next Level Management	38	5	18	0	18	10	0	0	0
	Administratives	20	22	34	0	36	11	0	0	0
	Technicians	37	24	19	0	34	6	0	0	0
	Operators	27	45	36	0	6	20	0	0	0
Total Number of Hours of Training in Simoldes Plastic		87 876 H								
Average Hours of Training per Employee		16,2 H								

Table 9 Total number of training hours at Simoldes Plastics per year, per plant, per professional category, in 2021-2022.

Annual Training Plan

Simoldes Plastics places a strong emphasis on continuously upgrading employee skills through a well-structured and comprehensive Annual Training Plan. This plan is carefully crafted, taking into consideration various stakeholders to ensure its effectiveness. It is based on a thorough survey on the training needs of our workforce, insights garnered from performance evaluations, and the inclusion of any pending actions from the previous year, which are then carried forward to the following year.

The Annual Training Plan is designed to address both technical and behavioral aspects, recognizing the importance of a well-rounded skill set for our employees. To ensure the successful implementation of technical actions, we have a dedicated team of internal trainers who are equipped to deliver effective training sessions and facilitate knowledge transfer.

Integration Training Plan

Additionally, we place great importance on the seamless integration of new employees into our organization. Each new team member undergoes a tailored Integration Training Plan, ensuring a smooth onboarding experience. To further support their assimilation, every new employee is assigned a dedicated tutor, who works as a valuable resource and facilitator throughout the integration process.



Complementary Academic Training

Recognizing the value of specialization and continuous learning, we extend financial support for employees' enrolment in relevant courses that complement their academic training. This investment helps employees stay up to date with the latest industry trends and advancements, thereby aligning their knowledge and expertise with our internal needs and potential career growth opportunities.



Simoldes Plastics promotes various protocols with education and training institutions to ensure the quality of training. In addition, whenever an employee moves to a new role or higher level of responsibility, internal training is provided to facilitate his/her learning and autonomy more quickly.

Programs of short/medium-term trips to other countries and expatriation, aim to contact different cultures and realities.

Career and Development Plans

Our Career and Development Plans, led by the Human Resources department, focus on identifying and nurturing Key and Potential Employees. These plans aim to provide personalized development opportunities to our workforce, ensuring they thrive in their roles and professional growth. We have implemented turnover and rotational processes to encourage employees to gain new knowledge and skills, promoting internal employability and succession planning for key positions. With a strong commitment to internal recruitment, we prioritize hiring from within the organization, fostering loyalty and dedication among our employees. Over 98% of our workforce participates in regular performance career development reviews, facilitating transparent communication and alignment of career goals with organizational objectives.

Percentage of Employees

YEAR	Percentage (%) of employees receiving regular performance and career development reviews		SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE
2021-2022	by gender	Female	98%	100%	100%	100%	100%	98%	100%	100%	N.A
		Male	98%	100%	100%	100%	100%	98%	100%	100%	100%
	by professional category	Management Team	98%	N.A	N.A	100%	100%	98%	N.A	N.A	N.A
		Top Management	N.A	N.A	N.A	N.A	100%	N.A	N.A	N.A	N.A
		Middle Management	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A
		Next Level Management	100%	100%	100%	100%	100%	98%	100%	100%	100%
		Administratives	100%	N.A	N.A	100%	100%	98%	100%	100%	100%
		Technicians	100%	N.A	N.A	100%	100%	98%	N.A	N.A	N.A
		Operators	100%	N.A	N.A	100%	100%	98%	N.A	N.A	N.A

Table 10 Percentage (%) of employees receiving regular performance and career development reviews, by gender, by professional category, in 2021-2022. N.A: Not Applicable



04.04

TALENT ATTRACTION, ENGAGEMENT AND RETENTION

GRI 2-8 | 401-1 | 401-2

Talent Recruitment

At Simoldes Plastics, talent attraction, engagement, and retention are of utmost importance to us. We place a strong emphasis on maintaining long-lasting relationships with our employees, offering them several benefits to ensure their satisfaction and commitment to the company.

Benefits such as:

Employee Benefits

BENEFITS	PORTUGAL	FRANCE	POLAND	CZECH REPUBLIC	ENGINEERING OFFICES
External partnerships/protocols (gym, welfare services)	○	○			
Suggestions program	○	○	○	○	
Health care			○		
Medical post with nursing service and curative medicine	○				
Health insurance	○		○	○	
Homeoffice	○		○		○
Employee of the month	○		○	○	
Wedding check	○		○		
Assiduity and productivity award		○		○	
Meal reimbursement (50% reimbursement)				○	
Dental Plan (SPB)					
Food Voucher (SPB)					
PLR (SPB)					
• Zero absence lottery (only shopfloor people) • Recommendation bonus (after 3 and 12 months) • 5 days of holiday more then given by law			○	○	

Table 11 Employee benefits per country of operation.

Only a small percentage of our contracts are fixed term, as we strive to create a foundation for our temporary employees to become part of the permanent Simoldes Plastics team based on their performance evaluations and dedication.

Employee Distribution

YEAR	TYPE OF CONTRACT	SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE	TOTAL	%
2021	Permanent Contract	1046	373	455	257	421	366	13	10	6	2947	55
	Fixed term contract	58	9	11	61	120	278	0	0	0	537	10
	Uncertain Term Contract	1046	373	455	0	0	0	0	0	0	1874	35
2022	Permanent Contract	1050	351	422	281	456	357	13	13	6	2949	66
	Fixed term contract	59	4	8	34	63	291	0	0	0	459	10
	Uncertain Term Contract	1050	0	0	0	0	0	0	0	0	1050	24

Table 12 Number of employees distributed per year, plant by type of contract in 2021-2022.

During this reporting period, we successfully recruited a total of 510 new employees to join our organization. Moreover, we are proud to share that our turnover rate remains at an average of 12%, indicating the dedication and stability of our workforce.

Employee Recruitment by Gender and Plant



Figure 24 Number of employees recruited by gender and plant in 2021-2022.

Employee Recruitment, by Age and Plant



Figure 25 Number of employees recruited by age and plant in 2021-2022.

Employee Turnover

YEAR	TURNOVER	SP	INP	PLT	SPF	SPP	SPCZ	SPFE	SPDE	SPE	AVERAGE
2021	Female	0,30%	4%	16%	0,30%	15%	12,26%	0%	0%	0%	12,49%
	Male	0,30%	41%	33%	1,20%	21%	11,80%	0,08%	1,35%	0%	
	< 30 years old	0,20%	15%	17%	0,10%	138%	6,50%	0%	0%	0%	
	30 to 50 years old	0,40%	14%	18%	1,30%	107%	11,88%	0,08%	1,35%	0%	
	> 50 years old	0%	16%	14%	0,10%	38%	5,59%	0%	0%	0%	
	AVERAGE	0%	23%	25%	1%	18%	12%	0%	1%	0%	
2022	Female	0,20%	4%	7%	0,70%	21%	7,40%	0%	0%	0%	11,51%
	Male	0,40%	30%	35%	0,70%	15%	8,95%	0%	1,10%	0%	
	< 30 years old	0,10%	5%	12%	0,20%	125%	3,86%	0%	0%	0%	
	30 to 50 years old	0,40%	14%	25%	1,20%	95%	8,80%	0%	1,10%	0%	
	> 50 years old	0,10%	15%	5%	0%	71%	3,70%	0%	0%	0%	
	AVERAGE	0%	17%	21%	0,70%	18%	8,18%	0%	1%	0%	

Table 13 Employees turnover percentage (%), by gender and age per year and plant in 2021-2022.

By prioritizing talent attraction and fostering an engaging and supportive work environment, we continue to build a skilled and motivated team at Simoldes Plastics. Our commitment to employee retention and growth reflects our dedication to becoming an employer of choice, creating opportunities for long-term career development and mutual success.



04.05
POSITIVE IMPACT ON COMMUNITY

In Oliveira de Azeméis, the location of our headquarters, we are a significant contributor to the local economy, playing a central role in employment, growth, and community involvement. As one of the largest employers in this region, we recognize the responsibilities that accompany our presence. Our impact extends beyond our workplace, deeply intertwining with the local community. We take pride in understanding that our workforce represents not just individuals but a network of families, each thread intricately woven into the social fabric of this area. Through our employees, we establish connections that span generations, leaving a legacy closely tied to the community's narrative.

In this spirit, we are aligned with our community, always mindful of the influence we exert. This perspective underscores our commitment to collaboration and partnerships with industry associations, local investments, community-centric hiring, engagement with local procurement for support services, and active participation in the social dynamics of the community. At Simoldes, our dedication is firmly rooted in driving positive change through sustainable business practices. Our commitment to sustainability extends into action, as we endeavor to have a meaningful impact on the environment, society, and the communities we serve. We believe in the strength of community and actively support local businesses, charities, and social organizations that promote well-being and inclusivity. Our sense of social responsibility also extends to individuals facing challenges; we have provided assistance to a young tetraplegic child, enabling them to access essential resources for an improved quality of life. Our commitment to education is further demonstrated through our support of scholarships for local students with financial difficulties and our engagement with universities and academic programs. Furthermore, we encourage active and healthy lifestyles by sponsoring sports activities within our communities, fostering wellness and teamwork.

While we are proud of our achievements, we recognize that sustainability is an ongoing journey. In the year ahead, we pledge to:

- Continuously reduce our environmental impact through innovative solutions.
- Sustain our support for local businesses and community-driven initiatives.
- Maintain our commitment to fostering inclusivity and diversity within our organization.
- Explore new avenues to contribute to society and address global challenges.

At Simoldes, sustainability is not a mere corporate buzzword; it is a guiding principle that informs our decisions and actions. Together, we are effecting change, and our commitment to pushing the boundaries of sustainable business practices remains unwavering. Thank you for joining us on this journey towards a more sustainable and promising future.

Work-Life Balance

Recognizing the importance of work-life balance in promoting employee well-being and productivity, our company proactively engages in discussions and consultations with stakeholders to create an effective roadmap for the 4-day workweek. The groundwork laid during 2022 will pave the way for successful implementation in 2023.

The comprehensive planning and preparation undertaken in 2022 demonstrated our commitment to creating a more sustainable and employee-centred work environment, making it an essential component of our annual report.

As we move forward, we look forward to reporting the tangible benefits and positive impact of the 4-day workweek in our future reports, showcasing the culmination of our efforts in promoting a healthy work-life balance for our valued employees.

05

ENVIRONMENTAL FOOTPRINT

05.01 ENERGY

05.02 GHG EMISSIONS

05.03 WATER CONSUMPTION

05.04 WASTE MANAGEMENT AND REDUCTION

05.05 SPILLS CONTROL

05.01 ENERGY

GRI 302-1

MESSAGE FROM HQ TQM MANAGER

The choice to present this Sustainability Report testifies Simoldes Plastics desire to make sustainability a fundamental element of its business model, aimed at strengthening the sense of responsibility towards our partners, workers and the countries in which we operate.

As a company, we interact with a variety of stakeholders, guaranteeing their satisfaction and protecting their interests while simultaneously seeking to create positive social impact.

In the automotive industry, sustainability is increasing in importance, particularly in the areas of carbon neutrality, reducing greenhouse gas emissions and having a product portfolio that reduces weight, enhances fuel economy and reduces landfill waste.

It is Simoldes Plastics commitment to have sustainable development policies and to participate in the 17 Sustainable Development Goals (SDG) set by the United Nations for 2015-2030, in order to positively influence the achievement of global goals.

We also participate in Environmental, Social and Governance (ESG) surveys and questionnaires from our customers, rating agencies, investors, non-governmental organizations (NGOs) and others. We believe transparency into our sustainability policies and practices is essential as we work towards meeting our sustainability goals.



Alexandre Batista

Simoldes Plastics strategy is aligned with its sustainability plan, which is enriched with measures focusing on continuous improvement in various areas: from obtaining important certifications, the use of recyclable products, to the efficiency of the entire production cycle supported by energy efficiency and the reduction of emissions.

The objective for the coming years is to consolidate the results achieved so far, in order to continue growing and sustainably govern the future challenges of the automotive industry market, with the aim of achieving business objectives that are increasingly sensitive to social and environmental issues.



At Simoldes Plastics we are committed to promoting sustainability and reducing our carbon footprint.

Since 2019, Simoldes Plastics has made significant strides in **reducing its energy consumption by an impressive 12%**. It's worth noting that in the current reporting period, there was a marginal increase of 0.5% in our energy consumption. However, it's important to emphasize our unwavering commitment to enhancing our utilization of renewable energies.

Through our partnership with renewable energy providers, we actively contribute to the global push for cleaner energy alternatives, reinforcing our dedication to sustainable practices. Notably, **during this reporting period, a significant 30% of the electricity provided to our Portuguese plants was sourced from renewable energy options**, including hydroelectric, wind, and other renewable sources. Furthermore, our efforts extend to our Wrocław plant, where we have made substantial progress in adopting renewable energy practices. During the same reporting period, **nearly 25% of the energy consumed at our Wrocław facility was derived from renewable sources**. These achievements underscore our strong commitment to our 2030 Sustainability Targets,

such as to use up to 30% of renewable energy in our operations as to reduce by 30% our GHG emissions.

While we continue to explore opportunities for further renewable energy integration, we are proud of the progress made so far in incorporating sustainable energy solutions into our operations.

Total Energy Consumption



Figure 26 Total energy consumption (MWh) at Simoldes Plastics since 2019.

Total Energy Consumption

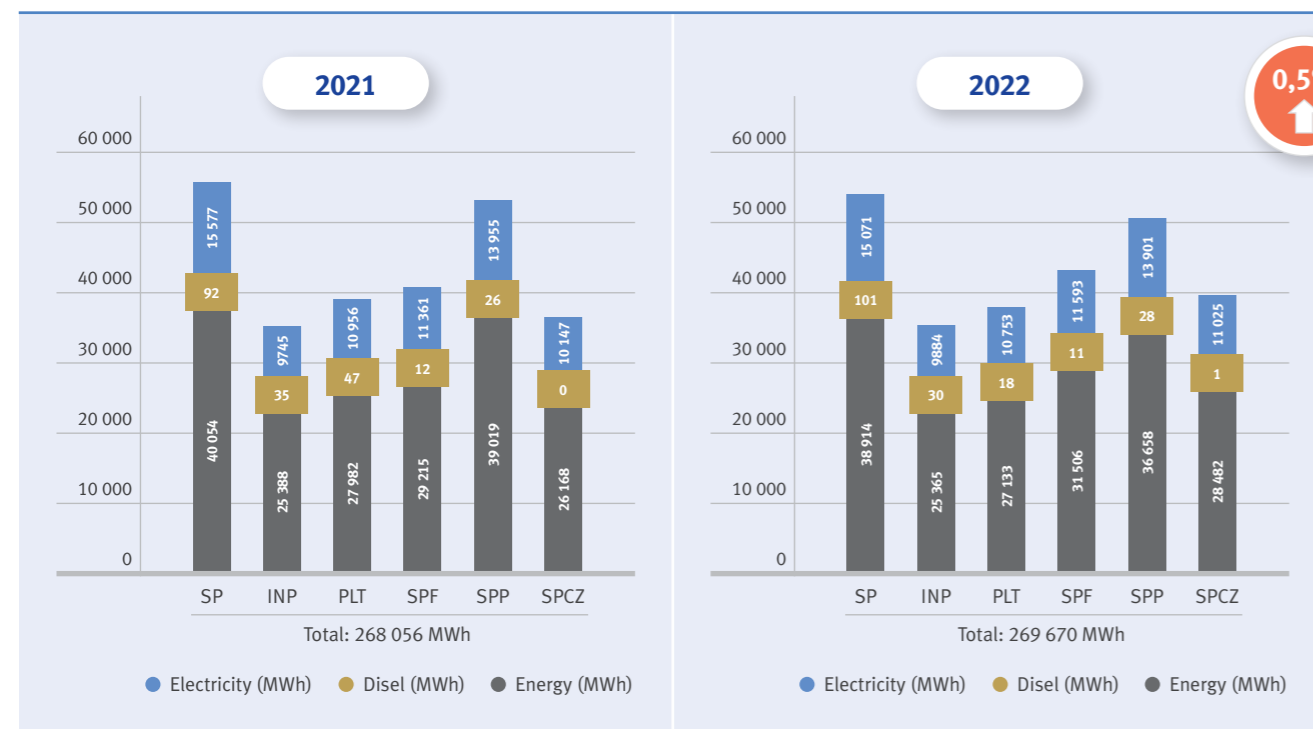


Figure 27 Total energy consumption (MWh) per type of energy, in 2021 and 2022.

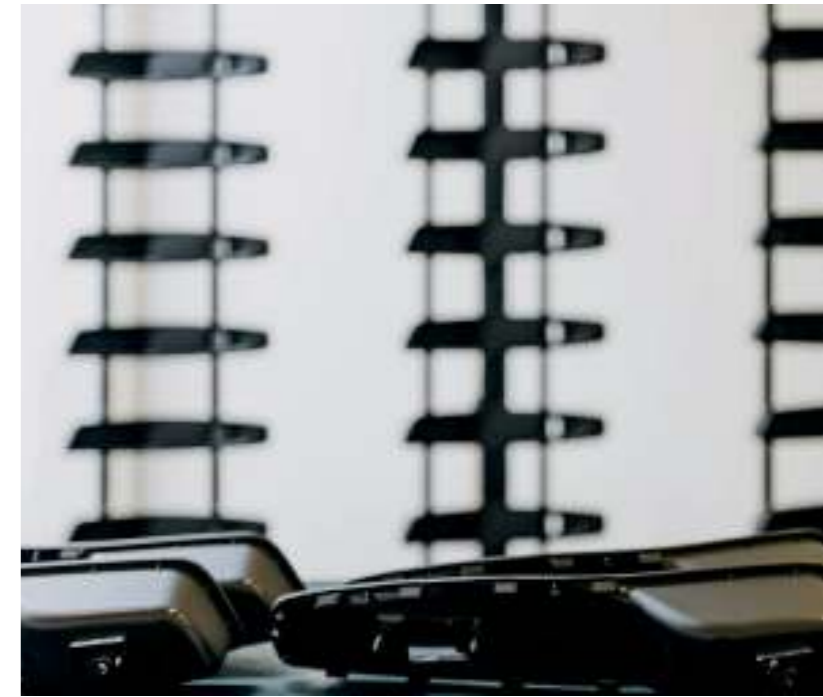
05.02 GHG EMISSIONS

GRI 305-4

While we are still in the process of determining our GHG emissions, significant progress has been made in 2022 towards assessing emissions within Scope 1 and Scope 2. We are fully committed to sharing this information with all our stakeholders as soon as the calculations are complete. Understanding our carbon footprint is of utmost importance, and we are actively taking proactive measures to reduce our emissions.

One way we have been making progress is by increasing our consumption of renewable energy through partnerships with third-party providers. Additionally, we have been successful in reducing our overall energy consumption. Our initiatives are aligned with promoting sustainability and environmentally responsible practices.

Moving forward, we will continue to provide regular updates on our efforts to reduce emissions, ensuring transparent communication with all our stakeholders. We are dedicated to being accountable for our environmental impact and working towards a more sustainable future.



Indirect GHG emissions were in average

35 720 tonCO₂eq.

in 2021-2022

Indirect GHG Emissions

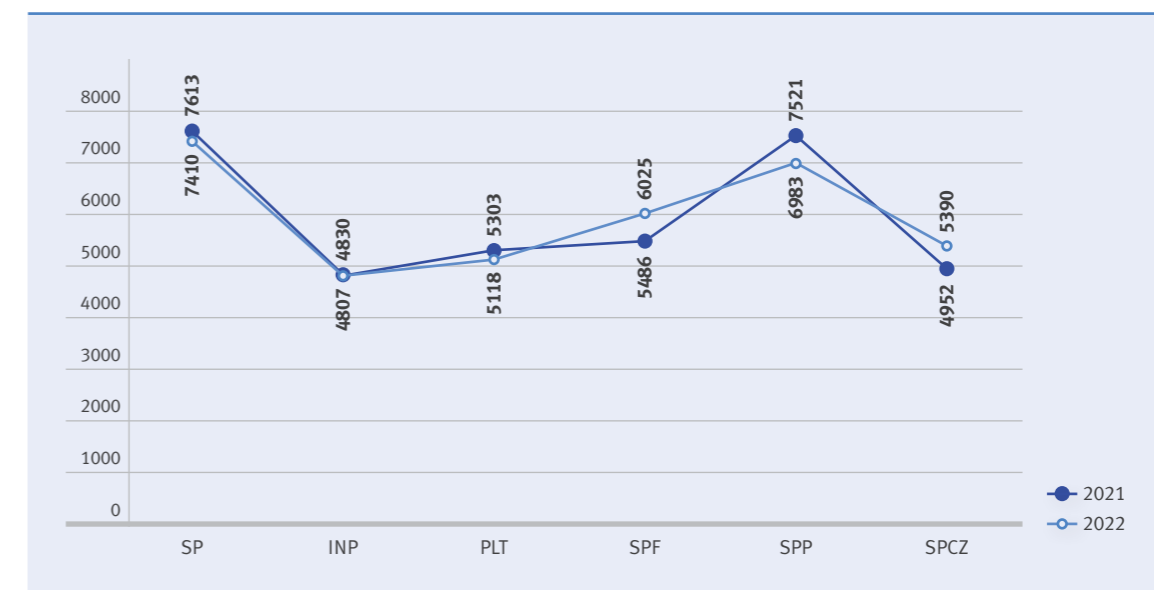


Figure 28 Indirect GHG emissions [tonCO₂eq.] per plant, in 2021 and 2022.

05.03 WATER CONSUMPTION

GRI 303-3

Within the scope of our industrial process, Simoldes Plastics continues to make significant strides in reducing its water footprint and improving water efficiency. Although there was a 5% increase in water consumption in 2022 compared to 2021, we have achieved a commendable 29% reduction in water consumption since 2019 on a global scale. **This progress puts us on track to achieve our goal of reducing water consumption by 30% by 2030.**

Reducing water consumption holds paramount importance for Simoldes Plastics, especially in the context of the current climate challenges we face. The projections of water scarcity risks are on the rise, underscoring the urgency of our actions. Through our continuous efforts to minimize our water footprint, we are committed to contributing positively to the environment and taking a proactive stance in addressing water scarcity challenges.

Total Water Withdrawal

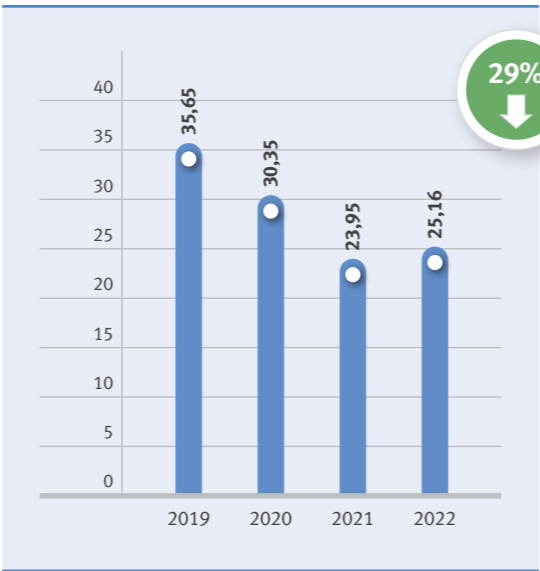


Figure 29 Total water withdrawal (Megalitres) at Simoldes Plastics since 2019.

Water Withdrawer

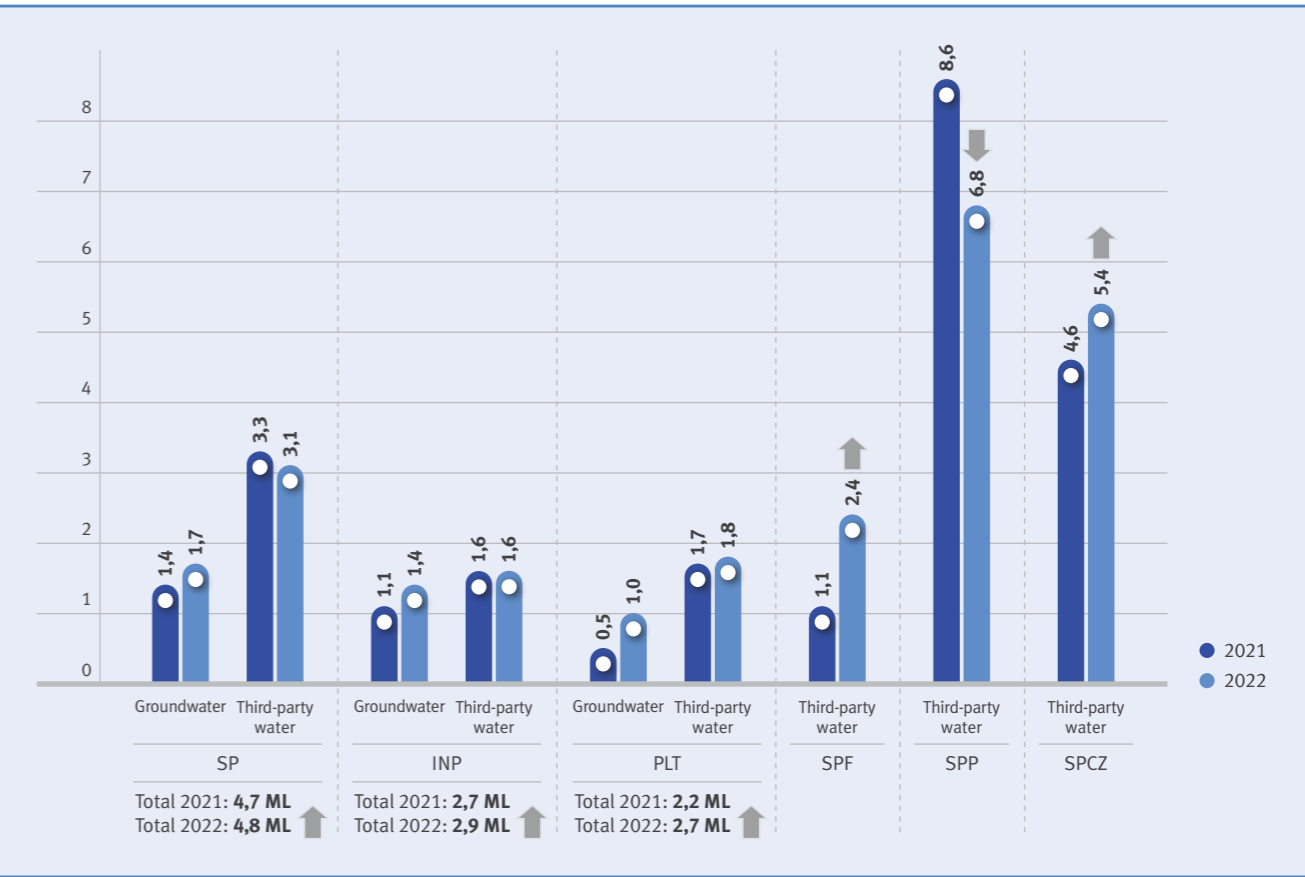


Figure 30 Water withdrawer (Megalitres) groundwater, third-party water, surface water per plant.

Level of Water Scarcity Risk

LOW



Low water scarcity risk means that water provinces and countries in this category experience droughts less than once in a human life time, but they may occur occasionally.

Simoldes
Plastics

INPLAS

PLASTAZE

SIMOLDES PLASTICOS
POLSKA WROCLAW

SIMOLDES PLASTICOS
CZECH

MEDIUM



Medium scarcity risk means that there is a 4% chance of experience droughts more than once in a human life time.

SIMOLDES PLASTICOS
FRANCE



05.04

WASTE MANAGEMENT AND REDUCTION

GRI 306-3 | 306-4 | 306-5

Total Waste Generated

We are fully committed to ISO 14001 and environmental management, with a strong focus on waste management and reduction. Our belief in our responsibility to minimize our impact on the world drives our efforts in this area. We are proud to report that since the establishment of our 2030 sustainability targets in 2019, we have successfully reduced up to 36% of total waste generated by Simoldes Plastics.

A significant accomplishment has been the decline in hazardous waste, which experienced a remarkable 50% reduction. Additionally, non-hazardous waste also saw a notable decrease of 36%. While there was a slight 5% increase in non-hazardous waste between 2021 and 2022, this was effectively complemented by a substantial 23% decrease in hazardous waste during the same period.

These results demonstrate our unwavering commitment to sustainability and responsible waste management practices. We continue to implement strategies and initiatives that prioritize waste reduction, paving the way for a greener and more environmentally conscious future for Simoldes Plastics.

Total Hazardous and Non-Hazardous Waste Generated

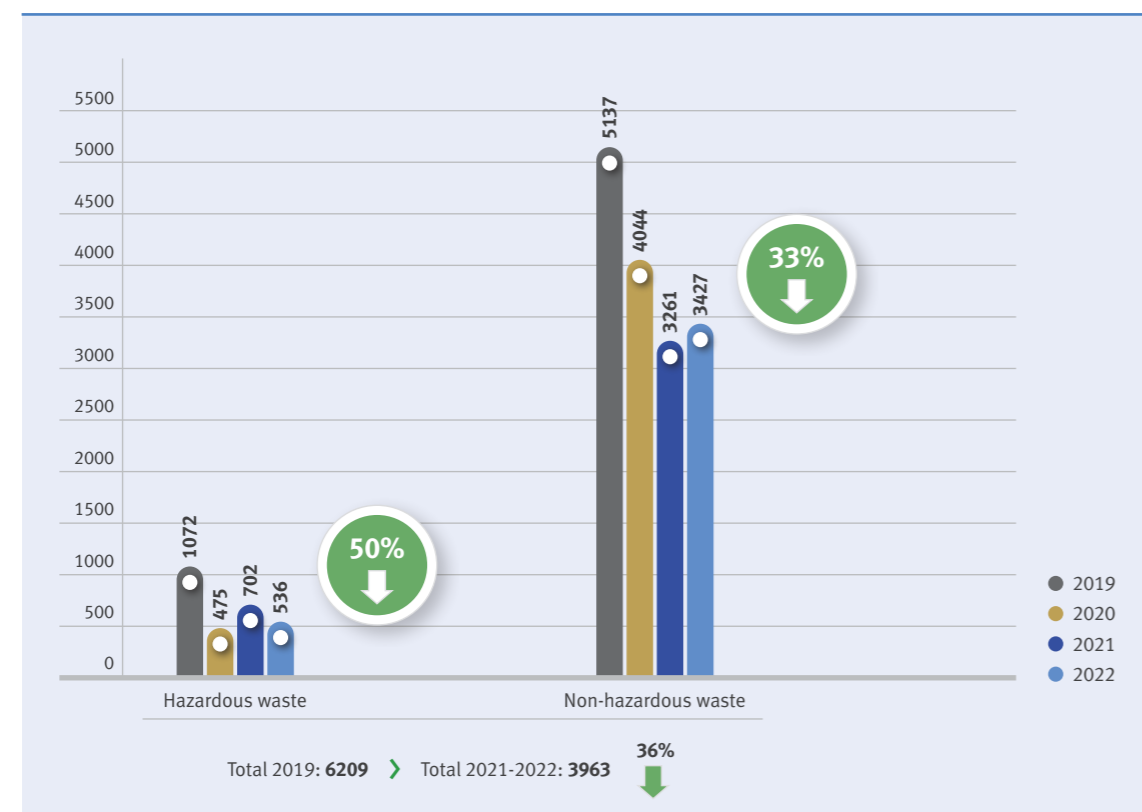


Figure 31 Total hazardous and non-hazardous waste generated (Tons) since 2019 at Simoldes Plastics.

Total Waste Generated

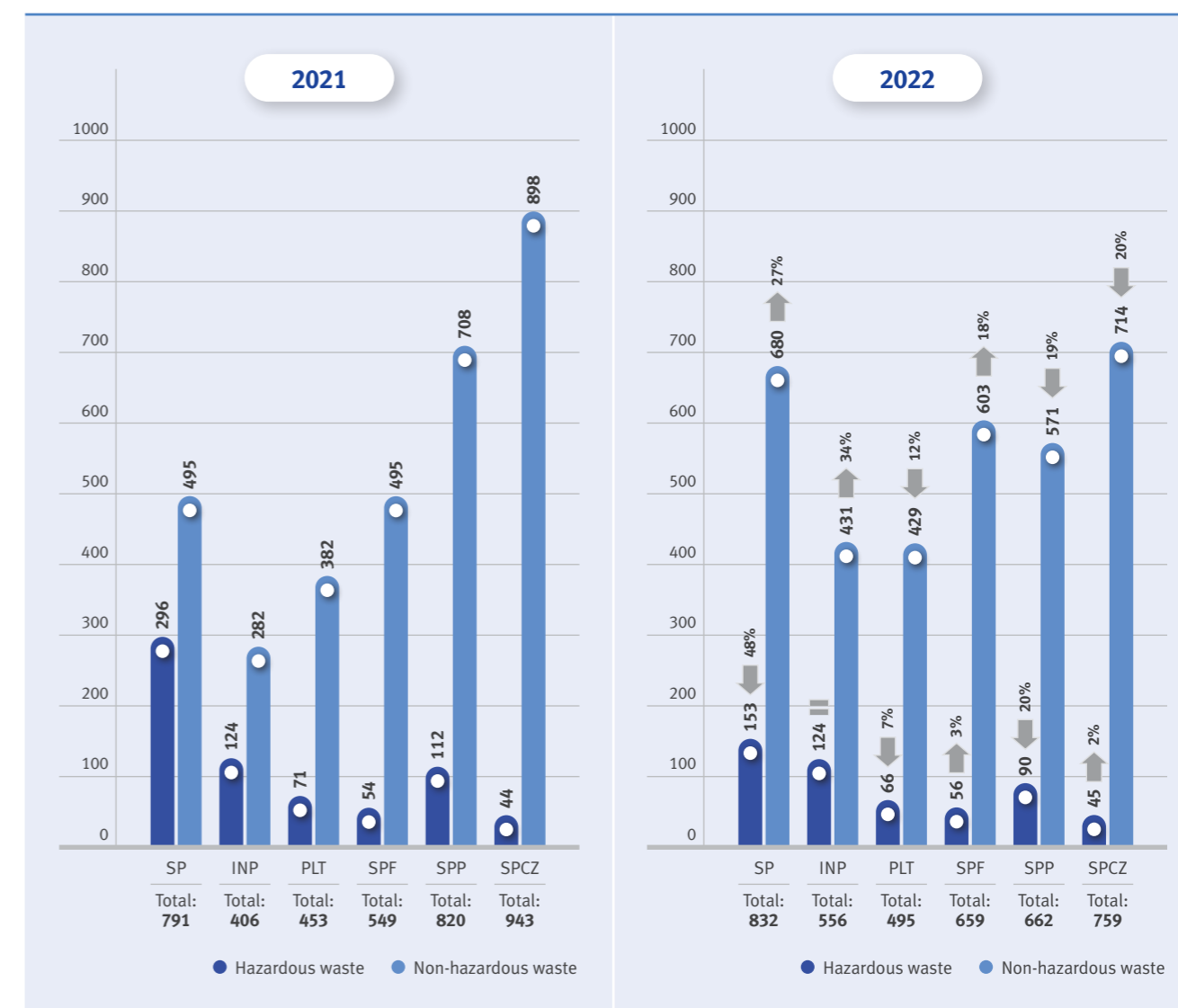


Figure 32 Total waste generated (Tons), per plant and year, in 2021-2022.

Waste Destination

In our industry, we have made significant strides in diverting waste from disposal, successfully reusing more than 50% of our generated waste. Since 2019, we have observed a **4% increase in the total waste diverted from disposal**, reflecting our unwavering commitment to sustainability and waste reduction. The majority of this waste is directed towards recycling, further contributing to our circular economy initiatives.

Notably, we have taken internal recycling a step further, as we are able to internally reuse 25% of this waste within our plants. By embracing circularity, we are driving a positive impact on the environment and promoting resource efficiency.

56%
of all waste generated

at Simoldes Plastics is Reused or Recycled in 2022

25% Reused

75% Recycled

Total Weight of Waste Diverted and Directed to Disposal

YEAR	Total weight of waste diverted and directed to disposal			SP	INP	PLT	SPF	SPP	SPCZ	TOTAL
2021	Total weight of waste diverted from disposal	Hazardous waste diverted from disposal	Reused	3,1	N.A	N.A	N.A	N.A	N.A	3,1
			Recycling	N.A	N.A	N.A	21,1	N.A	41,1	62,2
		Non-hazardous waste diverted from disposal	Reused	286,6	137,3	248,0	92,0	N.A	N.A	763,9
			Recycling	0,6	67,2	N.A	403,3	589,4	295,6	1356,1
		TOTAL			290,3	204,5	248,0	516,4	589,4	336,7
	Total weight of waste directed to disposal	Hazardous waste diverted from disposal	Incineration	N.A	N.A	N.A	N.A	N.A	33,8	33,8
			Landfill	N.A	N.A	N.A	28,3	N.A	3,3	31,6
			On-site Storage	59,2	78,3	37,5	N.A	N.A	N.A	175,1
			Other	233,8	45,9	33,0	N.A	83,8	N.A	396,4
		Non-hazardous waste diverted from disposal	Landfill	N.A	N.A	N.A	122,7	N.A	602,8	725,5
			On-site Storage	207,8	77,7	134,1	N.A	N.A	N.A	419,6
			Other	N.A	N.A	N.A	N.A	N.A	N.A	0,0
		TOTAL			233,8	45,9	33,0	151,0	83,8	640,0
2022	Total weight of waste diverted from disposal	Hazardous waste diverted from disposal	Reused	N.A	0,9	0,4	N.A	N.A	N.A	1,3
			Recycling	N.A	N.A	N.A	18,4	N.A	44,3	62,7
		Non-hazardous waste diverted from disposal	Reused	206,4	108,6	121,7	112,9	N.A	N.A	549,6
			Recycling	312,5	213,8	159,8	490,0	478,2	233,0	1887,3
		TOTAL			518,9	323,3	281,9	621,3	478,2	277,3
	Total weight of waste directed to disposal	Hazardous waste diverted from disposal	Incineration	N.A	N.A	N.A	N.A	N.A	29,1	29,1
			Landfill	N.A	N.A	N.A	13,4	N.A	1,1	14,5
			On-site Storage	71,4	75,6	41,4	N.A	N.A	N.A	188,5
			Other	81,4	47,8	24,6	N.A	76,9	N.A	230,7
		Non-hazardous waste diverted from disposal	Landfill	N.A	N.A	N.A	93,2	N.A	480,6	573,7
			On-site Storage	160,6	109,0	147,1	N.A	N.A	N.A	416,7
			Other	N.A	0,003	N.A	N.A	N.A	N.A	0,0
		TOTAL			81,4	47,8	24,6	106,6	76,9	510,7

Table 14 Total weight of waste (Ton) diverted and directed to disposal, per year and per plant in 2021-2022. N.A: Not Applicable

Third-Party Waste Management

According to the applicable legislation in the identified countries, Simoldes Plastics and its respective production units are required to establish a well-defined contract with the third party responsible for waste management. This contract outlines responsibilities and obligations in adhering to contractual and legislative requirements. Due diligence must be conducted to ensure that the third party has the necessary capacity, certifications, and licenses in compliance with regulations.

The external entity managing waste must diligently document essential information regarding waste disposal, including destination, quantities, disposal methods, recycling initiatives, and more. Our focus on transparency and adherence to regulations ensures that waste is managed effectively and in an environmentally sustainable manner, aligning with our broader sustainability objectives.

05.05
SPILLS CONTROL

GRI 303-3

We are pleased to report that there have been no significant spills within our organization during the reporting period. This achievement is a testament to our proactive approach to spill prevention and management. Internally, we have implemented specific measures to handle potential spills effectively. This instruction outlines the step-by-step procedures to be followed in case of spills, ensuring a swift and coordinated response.

In addition to spill management, we are well-prepared to handle critical situations through our Emergency Procedure. This comprehensive plan equips our team with the necessary protocols and guidelines to respond promptly to any emergency, mitigating potential risks and ensure the safety of our employees and the environment.

By maintaining a strong focus on spill prevention, preparedness, and efficient response, we uphold our commitment to responsible environmental stewardship and workplace safety. We remain dedicated to continuous improvement in spill control measures and emergency response procedures to safeguard our operations and protect the well-being of all stakeholders.





“As we conclude this sustainability report, we are reminded of our unwavering dedication to our sustainability motto: **‘Towards a Sustainable Future.’** This guiding principle has been the compass steering our efforts throughout this reporting period. It encapsulates our commitment to forging a path that harmonizes environmental stewardship, social responsibility, and economic vitality. Looking ahead, we remain resolute in our pursuit of innovative solutions, responsible practices, and meaningful collaborations. Our journey towards a sustainable future is not only a corporate aspiration but a shared responsibility we undertake alongside our stakeholders, driving positive impact and enduring change.”

GRI Index

Statement of use	Simoldes Plastics has reported the information cited in this GRI content index for the period of 2021-2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI SECTOR STANDARD applicable



GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
GENERAL DISCLOSURE			
GRI 2 — General Disclosure 2021	2-1 Organizational Details	Simoldes Plastics, pg. 8	
	2-2 Entities included in the organization's sustainability report	About this Sustainability Report, pg. 11	
	2-3 Reporting period, frequency and contact point	About this Sustainability Report, pg. 11	
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	2-7 Employees	People of Simoldes Plastics, pg. 40-41	
	2-9 Governance structure and composition	Diversity and Equality in the Management Team, pg. 21	
	2-27 Compliance with laws and regulations	Business Ethics and Compliance, pg. 33-34	
	2-28 Membership associations	Responsible Partnerships, pg. 38	
	2-29 Approach to stakeholder engagement	Stakeholder Mapping and Engagement, pg. 12	
	2-30 Collective bargaining agreements	Collective Bargaining Agreements, pg. 42	
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	3-2 List of Material Topics	Materiality Disclosure, pg. 13-14	
GRI 201 — Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Economic Performance, pg. 18-19	
SUPPLY CHAIN MANAGEMENT			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Value Chain, pg. 26-27	
GRI 2 — General Disclosure 2021	2-6 Activities, value chain and other business relationships	Value Chain, pg. 26-27	
GRI 204 — Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Value Chain, pg. 26-27	
GRI 3 — Material Topics 2021	3-3 Management of material topics	Business Ethics and Compliance, pg. 33-34	16.5 16.6 16.b
GRI 2 — General Disclosure 2021	2-27 Compliance with laws and regulations	Business Ethics and Compliance, pg. 33-34	

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GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
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GRI 3 — Material Topics 2021	3-3 Management of material topics	Innovation & Sustainable Solutions for product design, pg. 28-31	9.5
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GRI 3 — Material Topics 2021	3-3 Management of material topics	Risk Assessment, pg. 35	
CUSTOMER SATISFACTION			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Customer Satisfaction, pg. 35	
DATA PRIVACY AND CYBERSECURITY			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Data Privacy and Cybersecurity, pg. 36-37	
RESPONSIBLE PARTNERSHIPS			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Responsible Partnerships, pg. 38	
GRI 2 — General Disclosure 2021	2-28 Membership associations	Responsible Partnerships, pg. 38	
DIVERSITY AND EQUALITY IN THE MANAGEMENT TEAM			
GRI 2 — General Disclosure 2021	2-9 Governance structure and composition	Diversity and Equality in Management Team, pg. 21	5.5 16.7
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3 — Material Topics 2021	3-3 Management of material topics	People of Simoldes Plastics, pg. 40-41	5.5 8.5 10.3 16.b
GRI 2 — General Disclosure 2021	2-7 Employees	People of Simoldes Plastics, pg. 40-41	
	2-30 Collective bargaining agreements	Collective Bargaining Agreements, pg. 42	
GRI 405 — Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equality in the Management Team, pg.21 People of Simoldes Plastics, Pg. 40-41	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, pg. 43-45	3.9 8.8
GRI 403 — Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pg. 43-45	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pg. 43-45	
	403-3 Occupational health services	Occupational Health and Safety, pg. 43-45	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pg. 43-45 Talent Training and Development, pg. 46	
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GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
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GRI 3 — Material Topics 2021	3-3 Management of material topics	Talent Attraction, Engagement and Retention, pg. 48-50	8.3 8.5
GRI 401 — Employment 2016	401-1 New employee hires and employee turnover	Talent Attraction, Engagement and Retention, pg. 48-50	
	401-2 Benefits provided to full- time employees that are not provided to temporary or parttime employees	Talent Attraction, Engagement and Retention, pg. 48-50	
TALENT TRAINING AND DEVELOPMENT			
GRI 3 — Material Topics 2021	3-3 Management of material topics	Talent Training and Development, pg. 46-48	4.4 4.7
GRI 404 — Training and Education 2016	404-1 Average hours of training per year per employee	Talent Training and Development, pg. 46-48	
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Training and Development, pg. 46-48	
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Training and Development, pg. 46-48	
EMPLOYEE WORK-LIFE BALANCE			
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GRI 3 — Material Topics 2021	3-3 Management of material topics	Positive Impact on Community, pg. 51	17.17
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GRI 3 — Material Topics 2021	3-3 Management of material topics	Energy, pg. 53	7.2 7.3
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We thank you for sharing your opinion on this report, as well as any additional questions and/or information you may need, through the following addresses:

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