



# #PositiveChemistry



ESG Strategy  
**2025–2030**  
looking out to 2050

An extract from an internal document which, in its full version, assigns responsible persons to individual objectives, as well as measurable targets for the following years.



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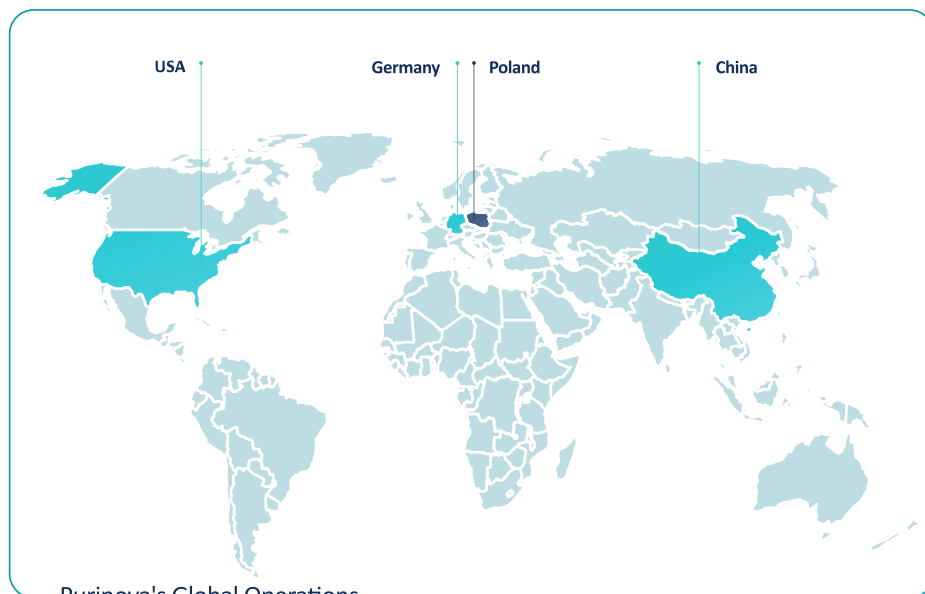
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## Who are we?

Purinova is a highly respected manufacturer of polyester polyols and polyurethane systems in many countries. From the very beginning, our main aspirations have been to develop in harmony with nature, to support employees and residents of the surrounding areas, and to create processes and develop practices for the sustainable development of the company. This was the essence of our business, based on **environmental, social and governance aspects**. This is Purinova's business strategy.



## About the ESG strategy

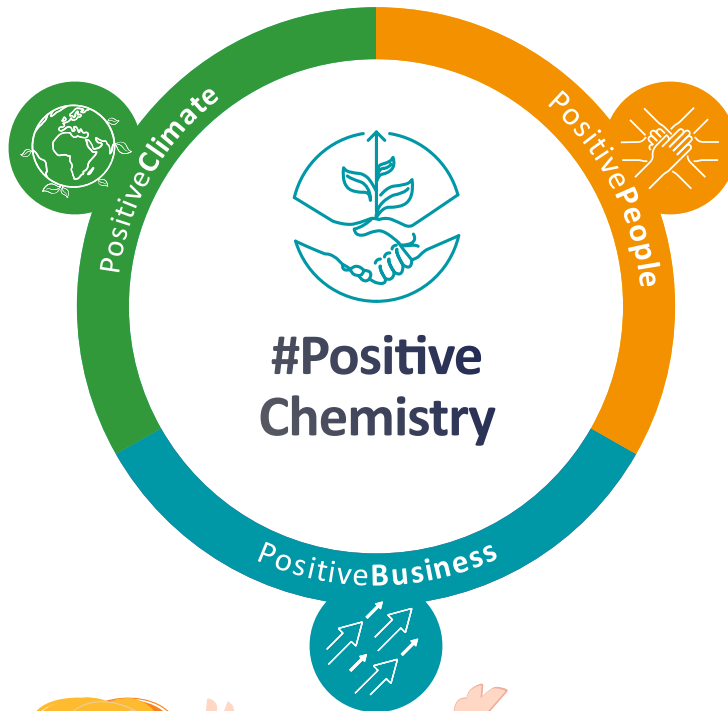
We have brought together in one document the core of our activities in three fundamental areas. We set out our approach to sustainability, our ambitions, our stated goals and our actions. The environmental, community and economic statements presented here are our ESG **#PositiveChemistry** strategy for 2025-2030 with an outlook to 2050.





# #PositiveChemistry

This is the golden rule of our business, expressing the positive impact of chemistry on the world around us. The three pillars of our business work together in perfect harmony. The chemistry between them ensures that we can create a positive world and achieve real, **sustainable success**.



## #Positive Climate

Chemistry is the queen of the sciences and the essence of life, present in everything around us. It is the art of eco-design and resource recovery, creating a positive climate for a sustainable future.

## #Positive People

The world is a common home for which we are all responsible. Business development must always go hand in hand with respect for the needs of society.

## #Positive Business

True development is about partnership, bringing ethics and economics together to ensure a better future for the next generation.

- 5 GENDER EQUALITY
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

The UN goals implemented within the ESG strategy





## GOAL 1 #PositiveClimate

**We contribute effectively to heat savings, thereby reducing the carbon footprint of society and the economy.**

UN Sustainable Development Goals:





# Decarbonising construction with innovative and efficient technological solutions for the economy

## Sustainable polyester polyols key to reducing the economy's carbon footprint

Reducing our carbon footprint is more than a corporate mission or vision - it is the way we have operated for years. The positive impact of our work can be seen not only in our annual reports, but most importantly in the reduction of climate change. Thanks to the high-tech polyester polyols we produce, we can protect nature on a **global scale**.



## Production from renewable raw materials

The sustainable production of high-tech polyester polyols is based on enriching the formulation with plant-based and recycled components. At the request of our customers, we can produce a polyol blend **containing 65% renewable/recycled components**.

## Decarbonization of the construction sector

Many industries use polyesters today, including the construction industry. The polyols we have developed, with certified ingredients from recycled materials and plants, significantly reduce CO2e emissions into the environment. In this way, our work makes a clear contribution to its protection on a global scale.



Achieving **ISCC Plus certification**, one of the most important international standards, confirms the effectiveness of our operations and demonstrates that our products meet the highest sustainability requirements, helping to reduce greenhouse gas emissions. For us, the growing interest from customers around the world in ISCC Plus-compliant intermediates is proof that our environmental efforts are on the right track.

“

*Our polyurethane systems fit perfectly with the principles of sustainability. The thermal conductivity coefficient for closed cell foam is as low as 0.0224 W/mK. We use the unique properties of the material and the dedication of our engineering staff and selected contractors to find solutions to challenging industrial applications. We are constantly working on ways to bring us closer to the complete decarbonisation of construction.*

Senior R&D Technologist

**Marcin**





## Effective insulation solutions for new buildings

### We design and create thermal insulation systems for new homes

We develop a comprehensive range of products for modern construction. Based on many years of experience, we develop formulations, test and implement **materials in line with the idea of ecological construction.**

Solutions from our portfolio form an important link in the solution chain for passive and energy-efficient houses. The use of polyurethane foam insulation systems **is a key aspect in ensuring the appropriate insulation class.** Thanks to its very high thermal insulation performance, building occupants enjoy comfort while saving energy and money. In this way, we improve the quality of life for thousands of people and have a positive impact on the environment.

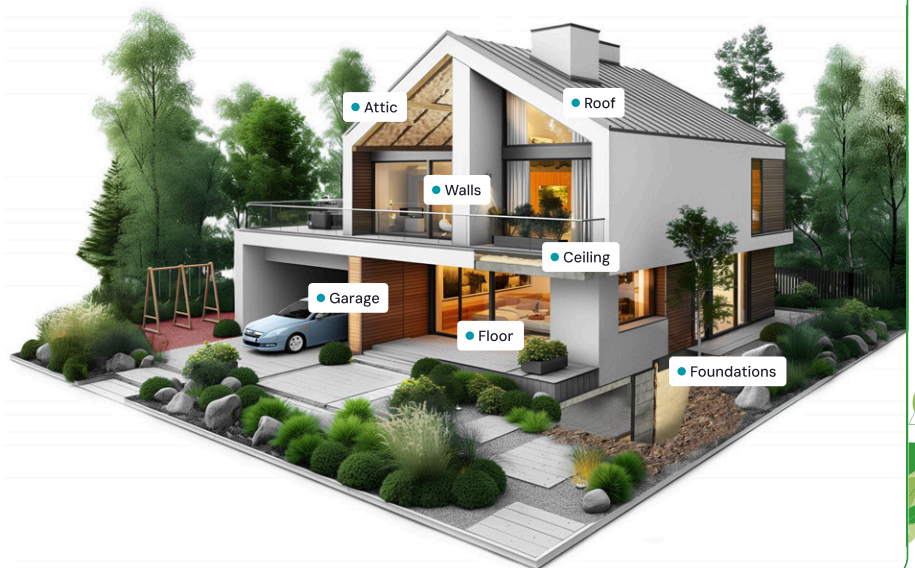


$$\lambda = 0,022 \text{ W/mK}$$

### Passive and energy efficient construction

PUR foam thermal insulation systems effectively retain heat at every boundary, from the foundations to the roof. Spray technology is completely non-invasive and durable. In addition, the liquid components of polyurethane systems fill even the most inaccessible spaces.

Spray applied thermal insulation is an important step towards energy efficient and passive construction



The application of our thermal insulation systems

### Our systems bridge comfort, science and experience

Because of its liquid form, the polyurethane system is the only solution to a major construction problem. The sprayed-on liquid components foam within seconds to form an even, seamless layer that reaches hard-to-reach areas such as cracks and openings. **This eliminates thermal bridging, which is the cause of heat loss and cooling in the building.**

The properties of PUR foam mean that the number of applications for it in residential construction is growing all the time.





## Thermo-modernisation, i.e. modern insulation in traditional buildings



### Insulation with PUR systems



#### Protects the building structure

Does not require installation components as it adheres to the surface.



#### Eliminates thermal bridging

Seamless, homogeneous PUR foam layer does not allow cold air to penetrate.



#### Ensures high efficiency

Very good thermal conductivity means PUR foam retains heat.



#### Remains stable for 25 years

The key characteristics of the systems remain the same for at least 25 years.

### Offer products that meet the requirements of the Clean Air Programme

Polyurethane thermal insulation systems meet all the technical requirements of the Clean Air Programme. Their presence on the list of environmentally friendly equipment and materials drawn up by government experts confirms their excellent insulating properties. At the same time, it means the possibility of applying for high subsidies for the replacement of insulation. **Our building products are also recommended in Belgium, the Czech Republic and Hungary.**





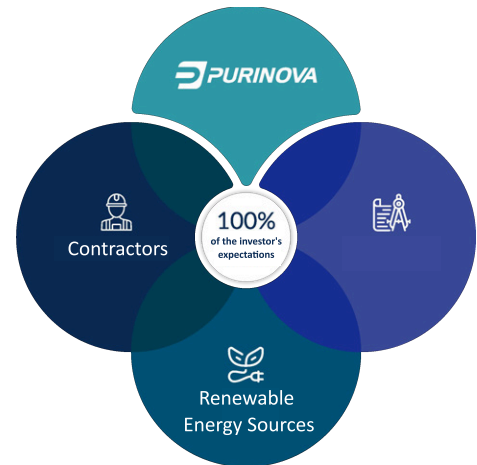
## Education and awareness raising for investors and contractors

### The best results are achieved by engaging all participants in the project.

In the process of building a house, the engagement of all participants in the project is essential. These include:

- the investor,
- the architect,
- the contractor,
- Purinova.

In order to ensure maximum efficiency at each stage of cooperation, we have developed and implemented numerous ways of improving the quality of the work carried out. The unifying element is the knowledge of the important role of thermal insulation.



### Regular training courses for PUR foam applicators

Every year we organise a number of training courses at our head office and at our business partners' premises. The main aim of the courses is to raise awareness of the importance of modern thermal insulation systems to the construction industry. Participants gain practical skills in spraying system components, theoretical preparation with access to a knowledge base and ongoing support from our experts.

**We plan to run a series of professional training courses throughout the year in collaboration with RES specialists, roofers and other companies in our industry.**

### Applicator Certification Programme

We have developed a programme to regularly improve the quality of the work of cooperating companies. It is open to specialists with sufficiently extensive and proven experience in the PUR foam spraying industry. A positive result of the audit certifies that the investor can count on high quality thermal insulation material and the highest possible quality of service.

### Sharing knowledge with everyone involved in the construction process

We regularly take steps to raise the awareness of all those interested in modern building materials:

- ensure that certified foam applicators are properly trained,
- provide up-to-date information to cooperating architects,
- organise demonstration and information events for investors,
- we always produce valuable materials that provide access to specialist knowledge.

### Investor's informed choice

It is always up to the investor to decide on a solution for thermal insulation or thermo-modernisation of the house. We know that the comfort of living in the house and the impact the occupants will have on the environment depend on this decision. That is why it is so important that the investor's choice is informed and supported by concrete facts.





## GOAL 2

#PositiveClimate



**We eliminate the carbon footprint associated with our operations (decarbonisation of the business model).**

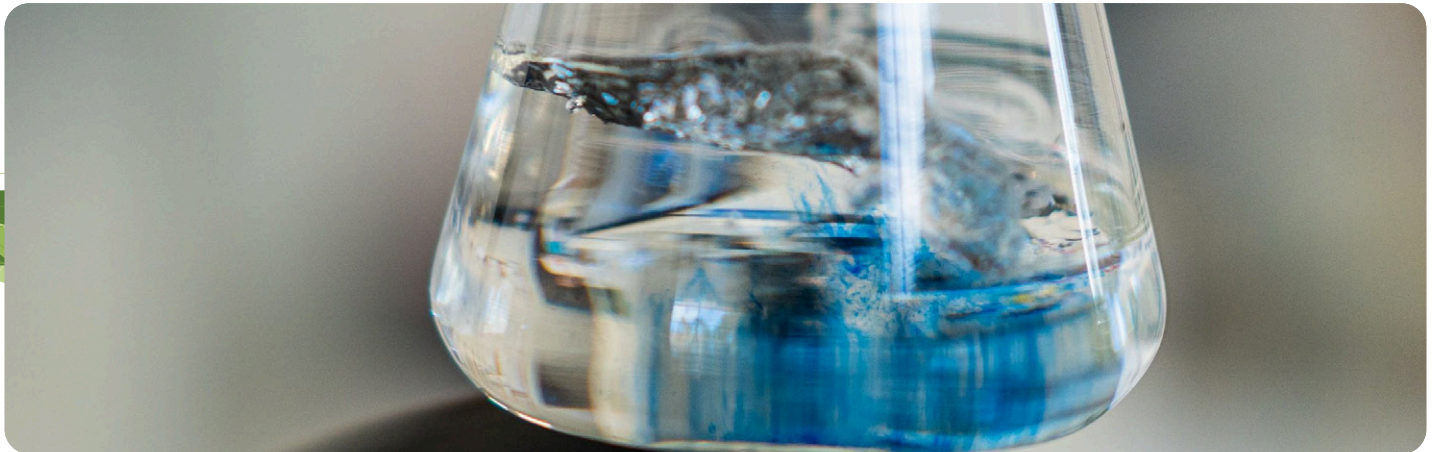
Implemented United Nations Sustainable Development Goals:



## Investing in energy efficiency as an effective way to combat climate change

### New ways to effectively reduce energy consumption

At Purinova, we have been analysing the efficiency and validity of energy solutions for many years. The need for optimisation to reduce the consumption of fossil fuels should come from the real needs of the organisation. So every year we analyse dozens of processes with a view to making them run with less non-renewable energy. Ultimately, we implement the solutions that are best assessed in terms of feasibility and cost-effectiveness. **The goal is to achieve zero emissions by 2050, and the improvements we are making strengthen our conviction that together we will get there.**



### Launching the Energy Management System (EMS) process

We have planned the implementation of an Energy Management System (EMS) for 2025, which has taken several years to prepare. This is because we need to methodically manage our energy consumption and obtain the data we need to further optimise our processes. This will allow us to plan the steps that will bring us closer to zero carbon by 2050.

### Construction of modern office and social building begins

Our drive to reduce energy consumption led to the idea of constructing our own office and staff building. We are now ready to create the modern, energy-efficient heart of our company. **We plan to move into our new premises by 2028, which is one milestone on the road to even more sustainable growth.**





# Investing in energy with a low carbon footprint



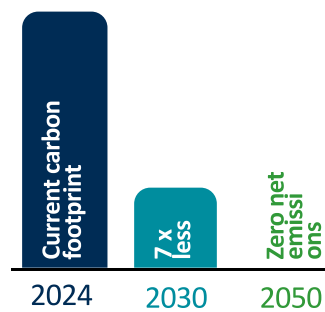
- Taking action**  
 analysing and measuring CO2e emissions
- Invest in energy with a low carbon footprint**  
 Invest in renewable energy sources and technology development
- Reduce electricity consumption per unit of product mass**  
 Reduce energy consumption through process optimisation
- Outlook to 2050**  
 Towards zero net emissions

## Goal for 2050: zero carbon footprint of electricity used

For the second, we are aiming for zero CO2e by investing in energy with a low carbon footprint. Electricity is one of the largest sources of carbon emissions. The size of the carbon footprint depends primarily on how the electricity is sourced and who supplies it.

The CO2e measurements that our company has been carrying out for many years have provided us with the research tools to prepare for the changes required by law from 2025.

## Planned reduction of carbon footprint over the years



Knowing the average carbon footprint of the electricity we use, as well as our experience with it, allows us to plan accurately. **Based on this, we aim to reduce this footprint sevenfold by 2030 and eliminate it completely by 2050.**

## Choosing the least carbon-intensive fuels

We invest in solutions that reduce primary energy consumption. For many years, we have regularly sought new and better ideas. As a result, we know that fuels with increasingly low carbon footprints are still being developed, some of which are used to power our production facilities.

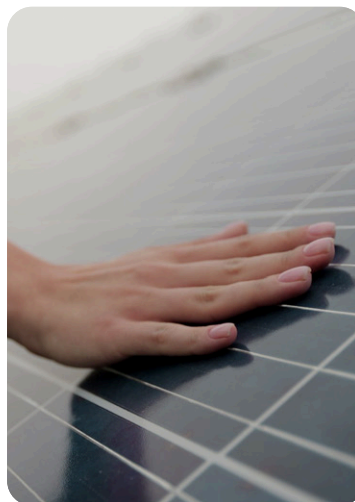
## We aim to source energy from:



the sun



fuels with a high proportion of bio-components



## Further neutralisation of the carbon footprint once the minimum carbon footprint is achieved

### Technological reductions are the starting point for other CO2e reduction solutions.

We recognise the importance of reducing greenhouse gas emissions and regularly invest in the latest solutions to minimise our impact on the environment. In this way, we help to improve the local environment. However, we are aware of existing technological limitations, which represent the limits of technological development and a barrier to further reductions. As a socially responsible company, we regularly update our knowledge to find solutions that help protect the environment, not just locally.



### CO2e compensation

Achieving maximum optimisation of our own processes is not the end - it is the beginning of new opportunities.

**We plan to purchase CO2e offsets in ranges one and two.**

This is a far-sighted strategy that will allow us to meet our targets not only locally, but also globally.

The planned purchase of offsets has two benefits:

- neutralises the remaining carbon footprint,
- and the sustainable restoration of ecosystems.

### Offsetting emissions = global benefits

The ability to offset emissions from the first two scopes is a real benefit to society as a whole:



supporting initiatives to generate renewable energy



planting trees in the best places to do so



setting up initiatives for better waste management





## Standards for upstream and downstream carbon footprint optimisation (Scope 3)

### Selection of raw materials with the lowest carbon footprint

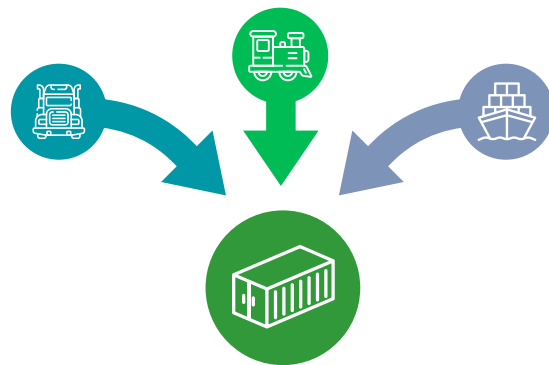
The third area of the carbon footprint includes indirect sources of greenhouse gas emissions that are independent of our business. However, as a socially responsible organisation with a genuine desire and need to protect the environment, we believe it is our duty to give due consideration to the carbon footprint of our partner companies.

Before selecting suppliers of raw materials for polyurethane systems and polyester polyols, **we analyse their CO<sub>2</sub>e/kg emissions**. We choose to work with companies whose activities are in line with our corporate values.



### Mode of transport makes a difference

We combine safety and environmental concerns. We have a **zero-tolerance policy for the transport of hazardous materials**. We choose to work with carriers who take precautions to protect the environment. We choose modes of transport with the lowest risk of collision. We effectively prevent incidents involving the release of hazardous substances into the environment during transport.



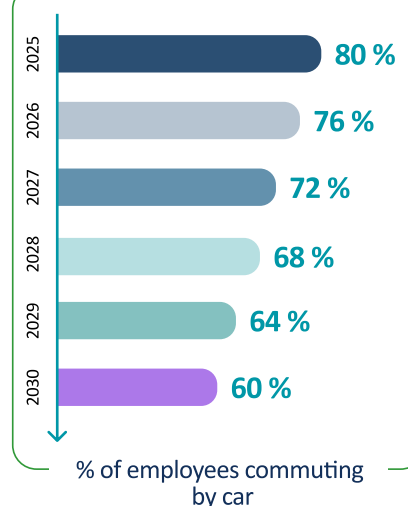
Optimising logistics through intermodal transport

### Active promotion of alternative ways of commuting to work

We are changing our habits and those of our employees by highlighting the benefits of alternative transportation methods.

Additionally, Purinova actively collaborates with the city of Bydgoszcz to modernize and develop bike paths, sidewalks, and lighting leading to our production facility.

We combine the enjoyable aspects of work with the beneficial ones. **By 2050, we aim for 3 out of 4 employees to choose more environmentally friendly ways of commuting.**



## GOAL 3 #PositiveClimate

**We optimise processes according to the closed-loop concept.**

Implemented United Nations Sustainable Development Goals:





## Reduced consumption of non-renewable natural resources (non-energy primary commodities)



### Annual technology options analysis

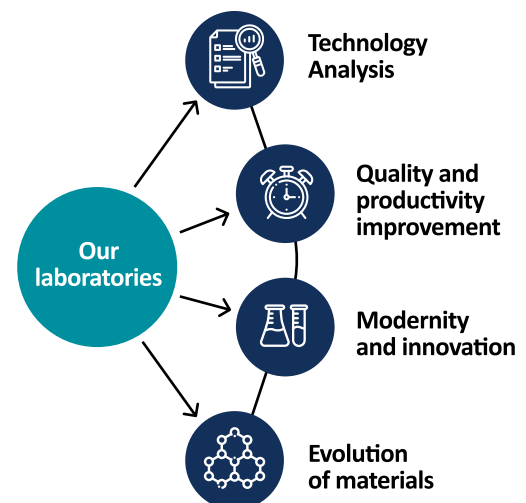
It is the standard of our organisation to act in accordance with the best understood principle of sustainability. The starting point for our efforts is the **recycling reports** we have been producing for years, both within our company and in the global marketplace. This information enables us to develop even better formulations for our products using recycled and plant-based components.



### Analysis and evaluation of technology and process innovations

Our operations are based on a modern infrastructure for the production of polyester polyols. The high performance of the plant requires investment in technology and process innovation. Each of these is an opportunity to improve our products.

**We regularly analyse emerging innovations in the chemical and construction industries, assessing the benefits of improving production through the use of recyclates and plant-based materials. We also look at the return on such investments.**



### Implementing the best solutions for a sustainable economy

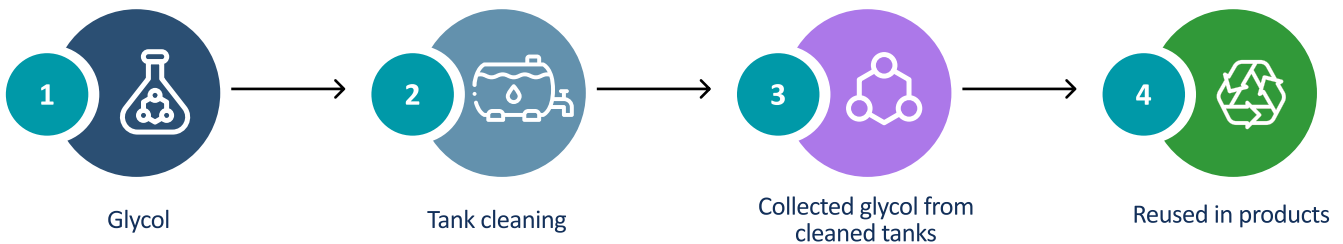
The analysis of the possibilities offered by the market has one main objective: to select and implement those technological innovations that offer a real translation in terms of both quality improvement and production efficiency. **This approach places our company at the forefront of modern construction companies investing in fully equipped laboratories.** A long-term development policy allows us to actively participate in the evolution of materials based on polyester polyols.

## Process for returning glycol to the production cycle



### Converting unwanted products into valuable raw materials

The recovery of glycol from post-production condensates is one of the most important by-product stream turning steps in our company. Glycol is one of the basic components in the production of high quality polyurethane systems. **We have developed a process that allows us to recycle valuable raw materials in line with the principles of a closed-loop economy.** Cost-effectiveness is a key factor in this process. We are therefore testing different ways of achieving a similar effect.



### Radical reduction in post-production pollution

There are many benefits to following the principles of a circular economy. One of the most important is the reduction of pollutants discharged with wastewater. **The technologies we have developed to reprocess by-products will enable us to significantly reduce the COD rate.** This is another link in our chain of improvements towards zero CO<sub>2</sub>e emissions.

### Implementation of optimal solutions from analysis results

Our drive to improve all aspects of production is based on the knowledge that similar results can be achieved in different ways. In turn, analysis of the available solutions enables us to choose the best one. We consider the suitability of a technology or process in terms of its economic viability, both in the present and in the future. **Once we have selected the better solution, we implement it.**

*“Many of the measures taken to reduce the environmental impact of production can be summed up in one word. Recovering components from by-product streams, reusing raw materials from failed experiments, reducing the number of tests and the energy required to carry them out, and using materials derived from plants or recycled materials - this is **eco-design**.”*

R&D Technologist  
**Marek**

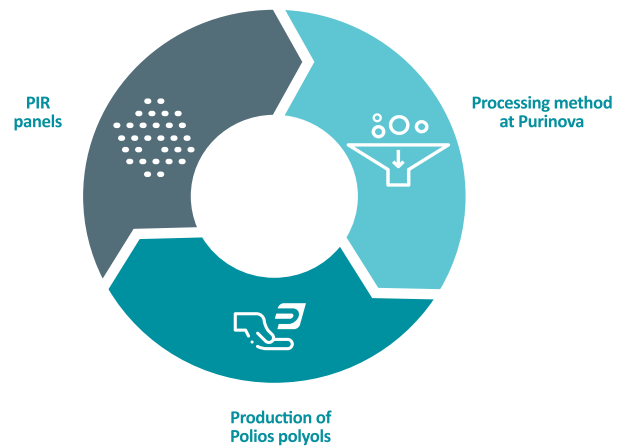




# Recovery of Polyurethane from Waste - PU Dust Project

## Recovery of polyurethanes from waste

Modern technologies provide solutions to our customers' production problems. Among the many innovative technologies we have developed is one that offers ways to process polyurethane dust and offcuts - unnecessary by-products of their operations. **The material received from business partners is processed into a recycled glycolysate.** The next step is to use this high-quality raw material to produce polyurethane systems with a significantly reduced carbon footprint.



## PU Dust technology

**The company's own project to recover polyols from production waste is called PU Dust.**

This is another loop in our closed raw material cycle. We are at the forefront of developing a technology that will make a significant contribution to reducing polyurethane waste. **A modern and efficient plant will be commissioned in 2025, allowing the project to be expanded to increase processing capacity many times over.**

## Recovery of by-products from contractors

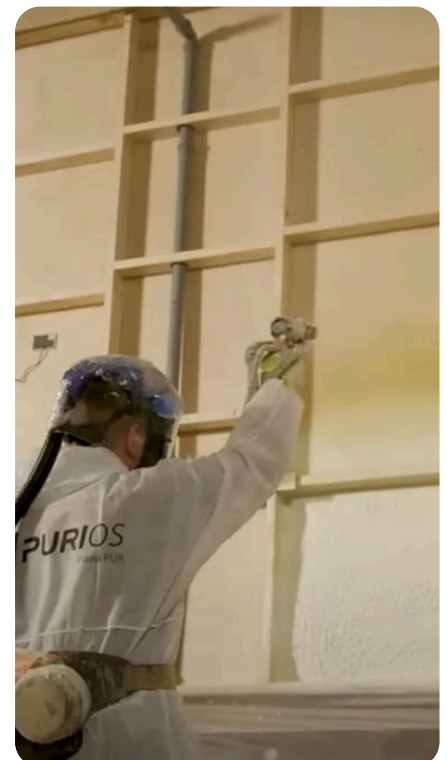
We are increasing our collaboration with external companies that specialise in the application of polyurethane foam. **We want redundant batches of material to enter a closed-loop production process as a source of recyclable components.** We are aware that such measures require far-reaching changes in logistics. Most importantly, we want to reduce the

- the environmental cost of storing by-products,
- our own costs in taking back reusable components.

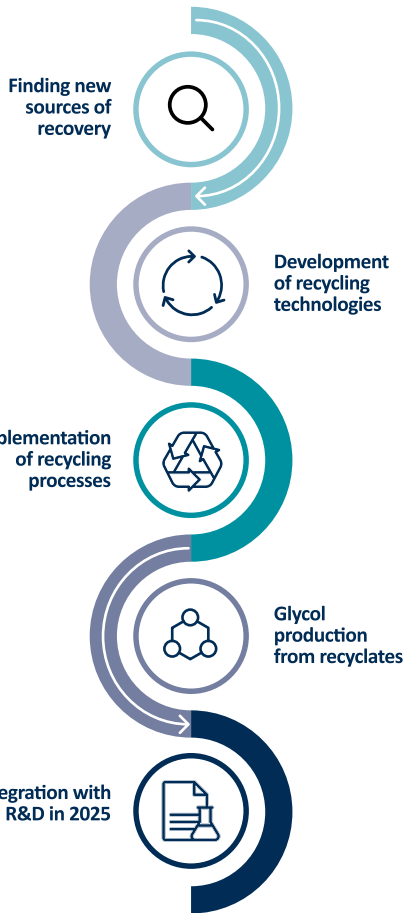
We plan to introduce a method for recovering polyurethane in the form of third-party rejects and recycled polyurethane.

**By 2026 at the latest, the company's newly established department will start processing polyurethane material on a regular basis.**

Taking steps to increase the volume of polyurethane rejects and recycled waste is an important part of our company's deep-rooted green transformation.



## Other polyurethane recovery sources



### New developments in polyurethane recovery

Our development work is aimed both at finding new sources of polyurethane recovery and at proposing solutions to implement these processes. In the spirit of a circular economy, we are constantly looking for ways to produce glycol from recyclates. In line with the needs of the economy and the environment, the technologies required to implement economically viable processes must also go hand in hand. **The research carried out to date will become an integral part of the work of our R&D departments from 2025 onwards.**

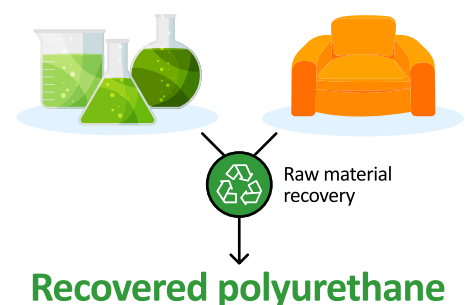
### Methodical search for sources of redundant polyurethane

From 2026, we plan to work on a permanent basis with polyurethane recyclers whose presence is no longer required in our operations. **Our priority is to develop relationships with companies that process used household appliances (e.g. refrigerators with insulation layers), car upholstery (seats) and household furniture (mattresses, sofas).** We will be prepared to recover glycol from any contaminated polyurethane, but organisations providing a steady supply of raw material will be key partners in this area.



### Commercialising the production of recycled materials

Relationships with suppliers of surplus polyurethane will allow us to start regular production of recycled raw materials **by 2027**, which will mean a new way for us and the economy to deal with post-production waste and the unnecessary filling of old upholstered furniture, which are renewable sources of polyurethane.





## Green polyester polyols



### Towards commercial production of polyols from renewable sources

The sustainable development of our business, combined with a wealth of experience, has led to the development of a technology that enables the production of polyester polyols with a high content of plant-based components. This is a solution of growing interest and we plan to develop this part of our portfolio intensively. **Extensive research and development work, which has been in preparation for several years, will start in 2025.** This will give us the opportunity to develop new solutions for **more efficient, higher quality and economically viable processes.**

### Three steps to green polyester polyols

The zero step is behind us. We have demonstrated that it is possible to economically produce high-end polyester polyols with a very high level of plant-based component. Three more steps lie ahead:

#### Step 1 - by 2025

Securing sources of plant components to make bioplastics.

#### Step 2 - by 2027

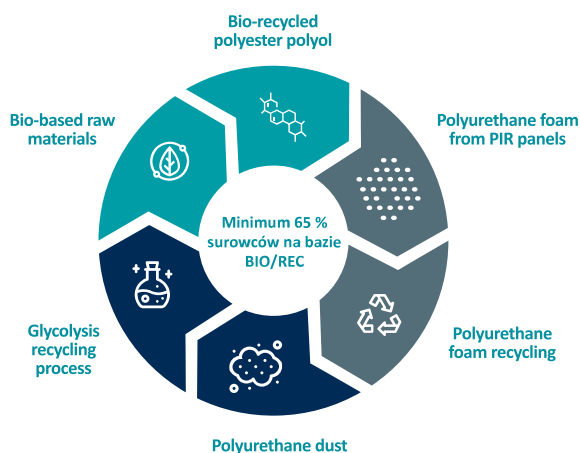
Commercialise research and development to implement the first green polyol.

#### Step 3 - by 2030 with a view to 2050

Include at least 4 green polyols in the regular product range. The long-term goal is to commercialise at least 10 green products.



We are already able to prepare a polyol with a high biocomponent **content of 65%.**



## Even greater commitment to our activities

### Presence in the activities of the chemical and construction industries

Purinova participates in the development of technologies related to both the chemical and construction industries. As a result, we take part in the development of many companies. Since the beginning of our activity, we have created and supported initiatives to disseminate knowledge and solutions for sustainable development.



#### We are a member of the SIPUR association

Since 2016, we have been working together to promote modern polyurethane thermal insulation.



#### We support sustainable organisations

Our technologies and products are solutions for many companies.



#### We increase the efficiency of operations

We demonstrate the effectiveness of companies united in common action.

### Commitment to the Polyurethane Insulation Industry

As a long-standing member of the **Polish Association of Manufacturers and Processors of PUR and PIR Polyurethane Insulation 'SIPUR'**, we understand the importance of the industry's presence in organisations that primarily represent its sustainable development.

#### Promoting sustainable construction

We want to continue to support companies involved in eco-design, polyester polyol production, recovery of polyurethane raw materials from by-product streams, polyurethane foam production and other related areas working towards more sustainable construction.

#### Ensure initiatives are effective

Involving partner companies should always be about improvement - in this case, creating even better solutions to support health and environmental protection. That is why it is so important for us to make a real contribution to changing the construction industry for the better. Our involvement in sustainable construction aims to make a lasting difference to the landscape of the construction industry.



**SIPUR**





# Water and Waste Management



## Optimising the use of water from our operations

One of the outputs of our operations is the water produced by chemical reactions. This valuable resource requires advanced technological solutions to reduce its chemical oxygen demand (COD). This is a very important issue for the economy, the environment and our business. **We are therefore carrying out intensive research and analysis aimed at reducing the COD parameter. We plan to intensify our efforts in the coming years.**



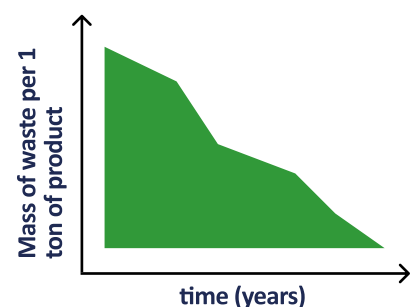
## Striving for optimal water management

We take great care to ensure that pollution levels are always within the standards set by regulatory decisions. As a socially responsible company, **we pay particular attention to the state of water and the environment.**



## Increasing production and reducing waste

Purinova is an example of a company that proves that it is possible, even imperative, to combine production growth with waste reduction. For many years we have been optimising processes to reduce the weight of waste in relation to production volume. **From 2025, we plan to further reduce the mass of by-products from our operations.**



Optimization of waste management

## Efficient waste management

Modern infrastructure and knowledge enable us to recover more and more raw materials from waste. This progress goes hand in hand with increased production. **Further investment is planned to achieve even better results in reducing the amount of waste that is disposed of rather than recycled.**



## GOAL 4

#PositivePeople

**Our teams of experts  
implement solutions for  
sustainable development.**

Implemented United Nations  
Sustainable Development Goals:





## A healthy working environment for a successful business



*“People are at the heart of everything we do. Every new initiative is taken with them in mind and thanks to them. Our people are our greatest asset, which is why we put their job satisfaction first. This is a tangible example of one of the pillars of our business - **#PositivePeople**.”*

HR Director  
**Milena**

### Focus on employee satisfaction

Each year, we conduct a comparable survey measuring, among other things:

- The likelihood of recommending an employer,
- Satisfaction with various aspects of the job,

We monitor the occurrence of 'silent signals' that could indicate the existence of undesirable phenomena in the company.

### Dialogue between management and staff

The regular employee satisfaction survey has become a tool and a basis for dialogue. We use open-ended questions to gather all the comments that are important to our team, which are then discussed in internal communications.



**260**  
employees



**52%**  
women in management  
positions



**2372**  
training hours



### Customer satisfaction

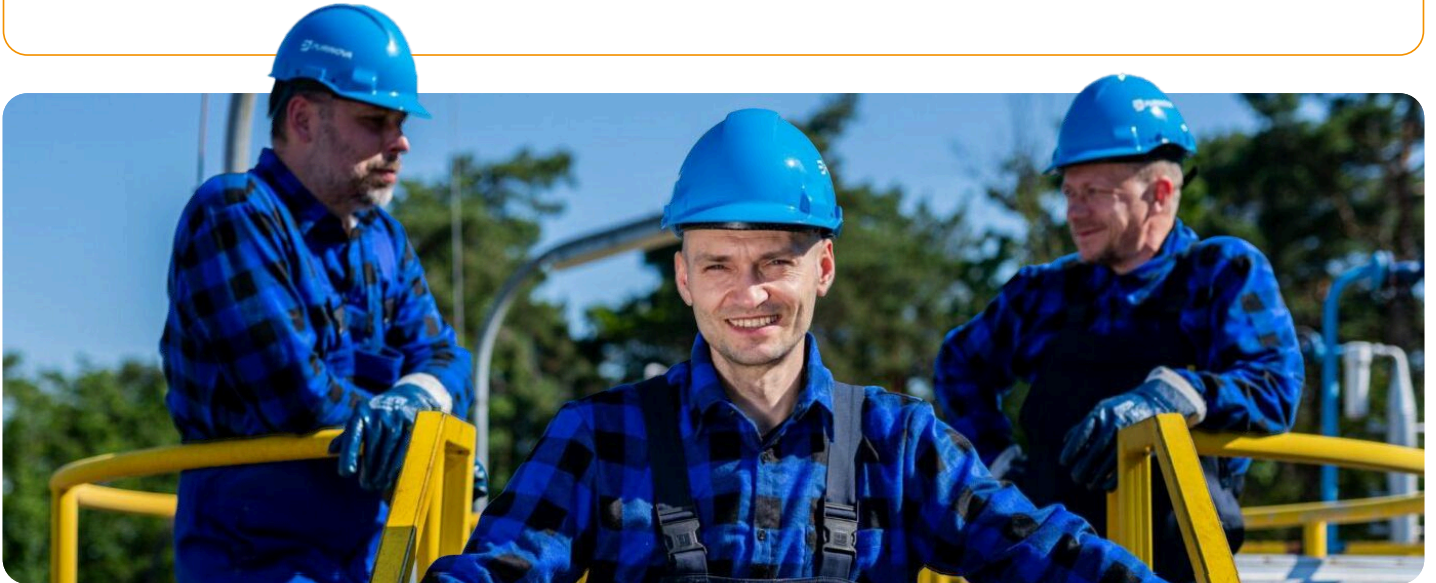
Very important information about our work comes from our customers. We use the Net Promoters Score (NPS) to find out how they feel about our services, our brand and our company. The data also allows us to take a broader view of the satisfaction levels of those who represent the company.

## Employee competence as the basis for team effectiveness



### Caring for employees as a mutual benefit

The achievements of our company are based on the knowledge and commitment of our employees. Building an internationally successful team is in everyone's best interest. We strive to create an optimal working environment for our specialists, thereby ensuring the company's competence.



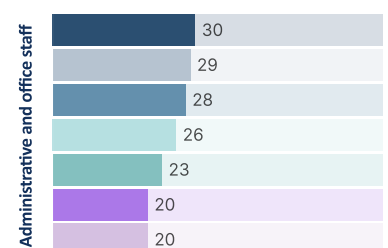
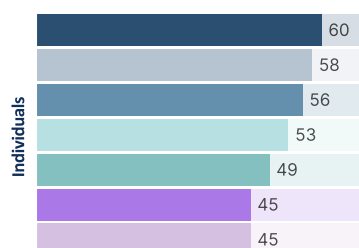
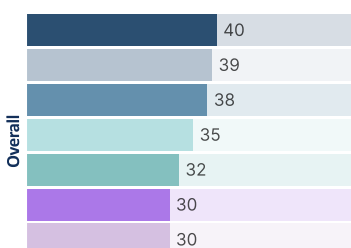
In line with our **#PositivePeople** philosophy, we offer all our employees real benefits for working with us. We monitor market salaries to ensure they are in line with expectations of professionals. A wide range of personal development opportunities allows us to maintain teams of competent people with a wide range of interests. And a package of benefits provides the opportunity to meet real needs.

### Employee turnover rate decreasing

The effects of our efforts on the organisation are clearly visible. Competitive salaries and additional benefits have enabled us to achieve a low employee turnover rate. **Through special employee programmes, we aim to reduce the turnover rate by at least 25% over the next five years.**



% Maximum employee turnover by group



2025 2026 2027 2028 2029 2030 2050



## Competence and commitment - exclusive terms of employment and remuneration

### Fair remuneration

We strive for transparency in our organisation through three key pillars:



#PositiveClimate



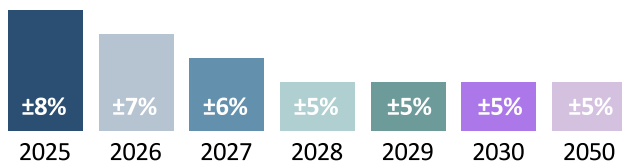
#PositivePeople



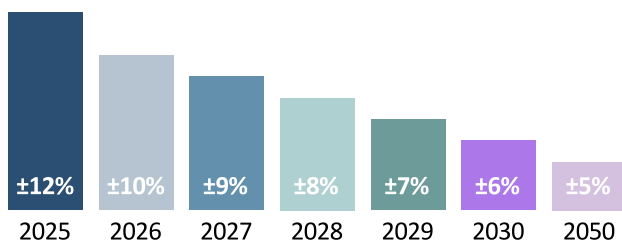
#PositiveBusiness

### We value knowledge, we value commitment

At Purinova we create solutions for the construction industry and other industries. For the development of new formulations, for production, for environmental activities, for the support of society and for the development of the economy, the help of highly qualified specialists is essential. **We value the contribution of our employees to the development of our organisation and offer appropriate remuneration and non-financial benefits in return.**



Gender pay gap over the years



Number of training hours women/men

### Pay gap continues to narrow

The equal participation of employees of both sexes in the company's growth process ensures a diverse approach to many issues. **Women and men contribute equally to the development of new technologies, products and services.** The issue of equal and fair remuneration is therefore obvious.

The gender pay gap, i.e. the difference in average wages between men and women in similar positions, has remained very low in our company for many years. This is due to the right approach to rewarding professionals for their contribution to the company. **We plan for it to be less than 5% by 2030.**

### Equal opportunities for skills development

Every specialist in our company is required to undergo regular training and has the opportunity to develop additional skills or interests. It is in the best interests of the organisation that employees benefit equally from opportunities for full personal development. **Over the next five years, we want the opportunity and willingness to learn to increase at each stage of an employee's career and to reach a very high level.**

## Talent programmes and flexible working

### Talent acquisition for dynamic growth

We have developed a talent programme for talented high school and university students who are in the same line of business as our company. **It is a personalised development pathway for the candidate, who is paired with a mentor.** In order to meet the needs of future technologists and laboratory technicians, we are creating an opportunity for more efficient development of both new colleagues and the company as a whole.



### Flexible forms of cooperation guarantee better development

An innovative approach to the design and development of new solutions requires collaboration with the best specialists. Over the years, we have developed many models of collaboration with national and international experts. We have achieved many successes in this way, which is the best confirmation of the effectiveness of this approach. **Our collaborative models involve being open to talented colleagues from around the world. In return, we offer flexible, mutually beneficial terms and conditions.**



“ We operate in fast-growing industries, so we are constantly on the lookout for the best specialists. To this end, we have established our Talent Programme, which targets talented students and specialists in more than a dozen fields. Purionova expects you to make a strong contribution to our company's competitiveness, and offers both appropriate remuneration and great flexibility in shaping your own career path. What do we gain from working with the best? First and foremost, a guarantee of filling highly qualified positions that are key to the company's development.

HR Business Partner

**Paulina**





## GOAL 5 #PositivePeople

**We make safe products in a safe workplace.**

Implemented United Nations Sustainable Development Goals:



## Greater employee safety through prevention

### Safety is our responsibility

At Purionova, we always put our people first. Their health and safety is as important to us as their competence and commitment. Ensuring good working conditions and comfort is the focus of our daily efforts. We ensure that employees in all departments have access to appropriate care and that the working environment is conducive to the development of the entire company. Taking care of the well-being of our employees means stable growth for the organisation.



Comfortable  
working  
conditions



Concern for safety



Risk awareness



No serious accidents  
at work

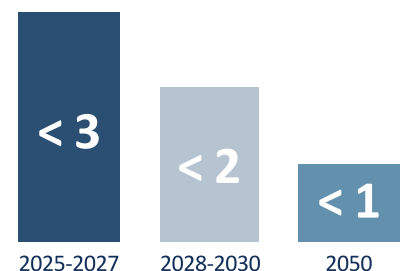
### Prevention is better

Modern and well-equipped workplaces are first and foremost about knowing how to use equipment safely and what to do in the event of a hazard. For this reason, **regularly updated health and safety procedures and collective and individual protection measures are an overriding element of our preventive work.** We also provide training that explains both the risks and the best ways of preventing and dealing with dangerous situations.



### Prevention works

The best way to demonstrate the effectiveness of our efforts is through statistics. **Our Lost Time Injury Frequency (LTIF) rate is already very low at less than 3.** Safety in the workplace is a priority for every employee, so we will continue our efforts to further reduce the number of accidents.

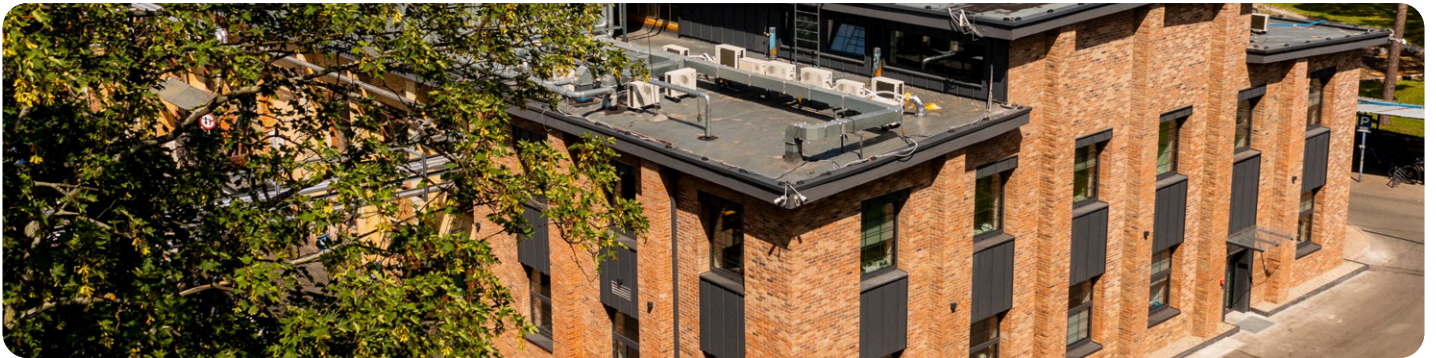




## Fire safety in production facilities - our common goal

### Awareness of fire risks

The best way to prevent fires is to be aware of the risks involved and then to know what to do if a fire occurs. Fire hazards in a manufacturing facility are a threat not only to employees and their families, but also to the surrounding community and neighbouring businesses.



#### Improving procedures

We ensure that safety procedures are up to date.



#### Awareness of regulations

Every employee is required to be aware of regulations.



#### Regular training

Training reinforces the practical application of procedures.



#### Cooperation with the fire brigade

Presence of firefighters at some training events.



#### Chemical rescue

We maintain communication with the chemical rescue services.



### Safety is more than statistics

Thanks to the commitment and collective action of all our employees, we are able to enjoy the most important prize of all: safety in all areas of the company. **A good confirmation of our work is the absence of objections related to serious irregularities during fire inspections carried out by the State Fire Service and the regularly measured safety-related indicators.** However, the effectiveness of the measures taken is best expressed by the presence of our employees in the workplace.

## Health and safety training for contractors is a key link in the safety chain

### We extend the safety chain

Purios provides thousands of builders with the highest quality polyurethane insulation and a professional spraying service. For this purpose, we cooperate with experienced polyurethane system subcontractors from all over Poland. Both investors and contractors form the core of our business. **For this reason, we place great emphasis on the training of PUR foam applicators, which is a key element of health and safety for companies working with us in the field of contracting.**



### Regular training

Our aim is to encourage partner companies to take effective action to protect health.



We provide knowledge on the safe use of systems.



We make contractors aware of the real need for safety, especially with regard to the eyes and respiratory system.

Ensuring health during the various stages of working with polyurethane systems is based on developing the right attitude to potential hazards. Our experience clearly shows that an appropriate attitude to health hazards comes from a full understanding of the level of risk. **Our contractor training courses are the most effective way to protect the health of investors, employees and the environment.**

The best measure of the effectiveness of our prevention work is the percentage of contractors trained in the safe handling of polyurethane systems. For several years now, every subcontractor has received this training. **At the same time, we declare that training will continue to be the basis of prevention for all those who provide services to our customers.**





## Improved formulations are the best proof of safety

### Optimising formulations for sustainable development

Our company is a leading manufacturer of advanced construction materials and components used in many industries. Given the enormous impact our products have on health and the environment, we are committed to the principles of sustainable development. **We aim to create solutions that have a neutral or positive impact on the environment and the economy.**

### Using safer and safer substitutes

We optimise the composition of our formulations according to eco-design principles. We limit the use of substances with harmful effects to protect health and the environment. **Where possible, we replace potentially hazardous components with safer alternatives.** The changes we make are designed to make our products even more environmentally friendly throughout their lifecycle.



### We monitor our performance

We monitor instances of hygiene non-compliance, contaminant exceedances and the presence of substances banned in the EU, **which has a real impact on the safety of our customers, employees and partner company representatives.** As a result, we have achieved zero for:

- Cases of missing certifications (e.g., PZH) for products where they are required,
- cases of exceeding harmful substance limits,
- cases of the appearance of substances in the product whose use is prohibited within the EU.



## Transparent policies and reliable information



### We value transparency of rules

We also have a responsibility to build positive and sustainable relationships with all members of the public. This stems from both our CSR principles and our need to support local people. **We recognise the importance of transparent communication between the company and all stakeholders**, which is why we provide reliable information on the characteristics of the substances we use.



### We provide more information than necessary - for safety's sake

Access to complete product information is the best way to make any communication clear and transparent. We believe that mutual trust should always be built. **That is why we develop and provide safety data sheets even for products that are not classified as hazardous.** In this way, our products ensure a high level of health and environmental protection **in accordance with the REACH and CLP regulations.**



### Transparent principles yield positive outcomes

Once again, we are turning our practices into high quality standards. The rigorous implementation of our transparency strategy includes registering all the chemicals we produce and import, and labelling them accurately. These measures have had a very positive impact. **Most importantly, they have enabled us to completely eliminate incidents involving unreliable information from our customers about the possible harmfulness of components in our insulation systems.**







**GOAL 6** #PositiveBusiness

**We operate according to clear principles and the highest management standards.**



United Nations Sustainable Development Goals Implemented:



## Shared responsibility for a continuously improving management system

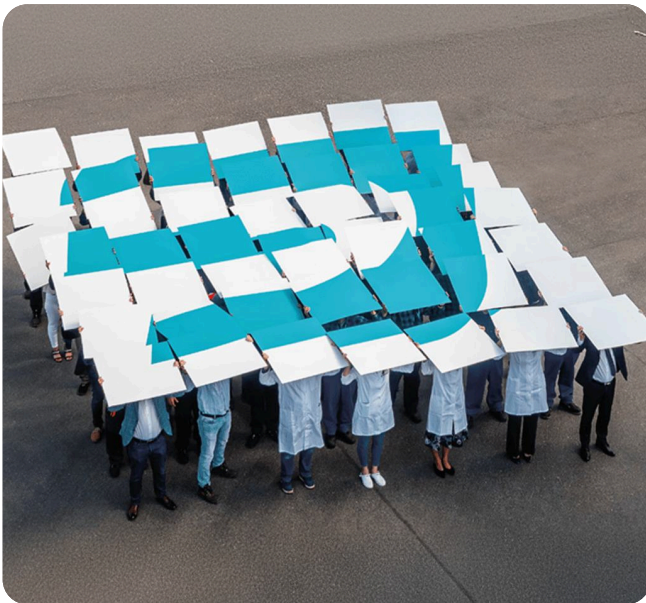
### We respect and protect the views of our employees

The genuine commitment of our employees to improving the performance of the organisation is the highest form of recognition for us. It represents a shared desire to improve working conditions on many levels. It is therefore a joint effort between management and employees. It is our duty to encourage further communication within the company, **so we create and protect the conditions for both open and confidential, anonymous comments and suggestions for change.**



### Employee representative

We have developed a higher level of communication between management and employees at all levels by creating a special position of representative. The employee representative is a function through which information can be exchanged efficiently. It is also a set of obligations to other employees. The person responsible for maintaining a continuous dialogue is elected from among the candidates proposed in advance. Above all, their election is a sign of the trust they enjoy from their colleagues. **In this way, we have established a way of improving communication that has worked well for many years. This has tangible benefits for our entire organisation.**



### Integrated Management System

Effective communication within an organisation requires an optimised and tailored tool. **The implemented Integrated Management System is responsible for the correct functioning of communication within Purinova.** An authorised external certification organisation is responsible for compliance with the management system standards. The integrated approach to achieving the organisation's objectives shows an advantage over stand-alone systems. A tool developed in parallel with the structures of our company ensures that its functions are carried out properly.





## Daily relationships based on respect for others

### Respect, cooperation and support

Time spent in the workplace should be used to develop the company in a spirit of respect and cooperation. This simple philosophy has enabled us to create all the solutions that have enabled our organisation to reach such a high level of development. Among the many unwritten standards, we are particularly proud of one: **disagreement with intolerance**. Mutual respect and understanding allows the company to focus on the next challenge in an atmosphere of camaraderie and mutual support.



### Diversity as a team asset

Nationality, gender, religion, belief or sexual orientation are just some of the characteristics that make up the diversity of teams. Diversity within teams and throughout the organisation, based on respect for the intrinsic value of each individual, has been and continues to be seen as an asset.



### The rights and privileges of every worker

**The United Nations Charter and the Universal Declaration of Human Rights** provide an interpretation of human rights. To emphasize the importance of the individual qualities of every person employed in our organization, **we have restated individual rights in the context of Purinova, taking into account the special respect we hold for the diversity of attitudes and opinions.**

### Talking about respect with respect

We recognise the importance of each professional's role in a team and that diversity can be challenging for some team members. **That is why we actively pursue communication activities in line with the #PositivePeople pillar.** We strive to ensure that a consistent message, which puts respect for each individual first, echoes from each office, laboratory and position.

## A firm NO to active and passive corruption

### The company's interest is our interest

All Purinova employees work as a team and are united by common goals. There is no room in their daily activities for harming the company's interests and thus sabotaging what has already been developed. And although we have written down a zero-tolerance principle for behaviour that shows the signs of active or passive corruption, it is above all in the way we act and in the responsibility we take for carrying out the tasks entrusted to us.

### There is no place for corruption in our company



Selling is passive corruption and bribery is active corruption. The common denominator of both names is that they are **stigmatised across all structures and levels of our organisation**. We analyse, combat and stigmatise the very first signs of such activity. This applies equally to the giving and receiving of financial benefits and to nepotism. This is an expression of our firm concern for the welfare of the company and each individual employee.



### % of managers trained



### Anti-corruption methodology

From the outset, we have been open to cooperation. We understand the benefits and risks of international trade. **That is why the anti-corruption training programme for the business starts in 2025.** By next year, we want every manager in the company to understand and know exactly what kind of threat corruption poses to the company. We want to make tackling the hallmarks of corruption a common phenomenon in our organisation.

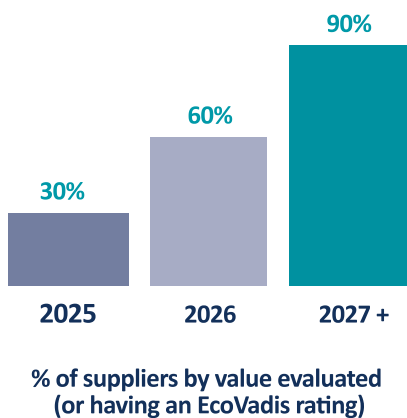


# The strength of the company lies in its strong supply chain links



## Sustainable Supply Chain Principles

Our responsibility to communities, the environment and the economy goes far beyond legal requirements. As part of our commitment to sustainability, we also pay close attention to every link in our supply chain. **We expect manufacturers and transporters alike to respect our consistent principles of the highest quality and care for all those involved in the processes.**



## Due Diligence Policy

We offer transparent terms of cooperation and expect the same from our business partners. **That is why we plan to implement a due diligence policy from 2025.** Not only for the companies directly involved, but also for the economy as a whole. The initial supplier assessment, based on a questionnaire, is in fact a double materiality analysis that will allow us to check compliance with

- the labour rights of the collaborating company,
- human rights,
- health and safety regulations,
- the principles of respect for the environment.

## Quality confirmation – EcoVadis certificate

The Due Diligence policy aims to ensure the best possible working conditions for all parties involved. This is why the **EcoVadis** certificate, which is awarded to sustainable companies, is also an equivalent credential. Our goal is to be awarded the EcoVadis silver medal in 2025 and the gold medal in 2027.

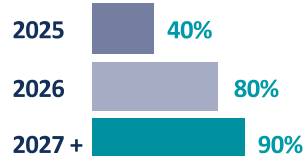
ecovadis



## Reliability at every stage of the collaboration

New contracts with suppliers will be supplemented and annexed with ESG clauses, including, among others:

- statement of compliance with regulations related to ESG,
- confirmation of acknowledgment of the principles of the 'Sustainable Procurement Policy' and other related internal regulations,
- consent to conduct a potential audit,
- admission that failure to comply with ESG obligations constitutes a breach of the cooperation agreement.



It is important to remember that these activities are guided by a long-term goal: to promote the right attitudes and values among all market participants, thereby striving for equal treatment of contractors and their employees. **By 2027, we want at least 90% of our suppliers to share our values and priorities.**

% of newly signed contracts with suppliers containing an ESG clause

# Purinova is a socially responsible company

## Social actions as part of the strategy

For many years, on our own initiative, a number of social actions have been carried out to support people in the local community, our employees and those working in neighbouring companies. From 2025, **we want the direction of our activities to be confirmed in our corporate strategy. The main focus will be on helping to solve the problems of local people.** This will ensure that our joint efforts are methodical and that their results are more tangible.



## The neighbourhood principle

Our proximity to other manufacturing facilities, and therefore to the nearest households, places obligations on us, first and foremost to employees and local residents. In line with the ever-present principle of 'first, do no harm', **we will continue to act in accordance with the principle of neighbourly well-being when making investment decisions** that may affect the working standards of our own employees as well as those employed by neighbouring companies.

## Our production for the benefit of all

We plan to focus even more on measures that are relevant to local people. Firstly, we want to focus on nuisance mitigation and compensation. Next, we will seek to expand our community involvement by leveraging our own production and expertise. **We will focus on initiatives that use polyurethane systems for public benefit.**





## Monitoring and analysis of incoming signals



### Listening to our neighbours

We owe the dynamic growth of our business in part to signals from the wider community. We understand the power of this tool, which is why we also **monitor our neighbourhood activities towards other businesses and local residents**. We understand the importance of stability and security from neighbouring businesses, so we pay close attention to the information we receive. **Through these efforts, we aim to build a friendly and tolerant neighbourhood.**

### We analyse signals

By analysing the merits of the signals we receive and, in justified cases, by legal means, we gain valuable knowledge about possible irregularities and nuisances that our company's activities may expose employees and residents to. **The next step is to take action to resolve existing problems as effectively as possible.** We also take preventative action to ensure that similar incidents do not occur in the future.

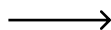


### We consider all reports

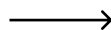
We pay close attention to all the signals we receive from our employees, suppliers and local communities. Our commitment to sustainability at a local level is demonstrated by **all the reports we receive, which we analyse and evaluate thoroughly.**



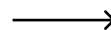
Signals from stakeholders



Analysis and evaluation of reports



Taking action



Implementation and enforcement



## Payment practices in line with a philosophy of mutual respect and trust

### Respect for business partners

We believe that a socially responsible company operates effectively on the basis of privileges that it should first develop. Therefore, **all our actions are based on a genuine desire to help and cooperate.** This also applies to our business partners and to a very important aspect of the quality of this cooperation, namely payment.

### Maintaining relationships with partners

We carefully monitor payment terms and contractual provisions relating to financial obligations. **Our long-standing practice of paying on time will enable us to introduce the principle of 100% on-time payment of invoices (excluding disputed invoices) by 2026,** building good relationships and trust with our suppliers and contractors.



95%

100 %

Percentage of debts paid within the contractual deadline (excluding disputed debts)



### Leading by example and trust pays off

We have already received confirmation of the effectiveness of our practices in the form of the **absence of late payment interest in settlements.** We want to be fair to all other companies. At the same time, we are confident that our good practices will be widely adopted by our partners.



## Additional motivation to act in accordance with ESG

### European Commission guidelines as an ideal endorsement of our efforts

There is no end to our concern for the environment, society and corporate governance. It is the driving force behind all our corporate initiatives and the most important criterion for the effectiveness of our actions. The European Commission's recognition of these three areas as an overarching goal for the entire continent is an honour for us. **The perfect alignment of our organisation's objectives with European regulations is the most explicit confirmation of the validity of our efforts.**

It is the perfect proof of the rightness of our efforts over the years. We now have the confidence that the successive milestones on the road to change are worth the effort and every minute spent on their development and implementation.



### A common effort and a common goal

We all have many reasons to work together to achieve the milestones of the overall ESG strategy. **For us, the pursuit of the 2050 targets and the strategy's annual milestones is about earning the rewards that are given both to the top managers responsible for the effectiveness of our ESG actions and to the employees who are subject to the same assessment.** However, setting and achieving further targets is the responsibility of all of us.



### Joint initiatives get you closer to your goal

We want to turn responsibility into fun. **There are many challenges ahead, and we will be inviting colleagues from different departments and other parts of our company to help us meet them.** Any change for the better needs to be sustained. And in the future, we will all be able to enjoy the greatest reward - the healthy environment we have created.

## Executive summary

The future is in the hands of individuals and organisations. The legacy we leave behind depends on the actions of businesses and the people within them. As a socially responsible company operating in the construction and chemical sectors, we feel a responsibility and a need to shape the world for the benefit of future generations. **Thanks to a carefully developed ESG strategy, we know exactly how to achieve our goals.** And we are taking the right and safe steps thanks to the three pillars that underpin Purinova's entire past, present and future.

More and more plant-based and recycled ingredients in our products and a methodically reduced carbon footprint are the result of complex processes. We call it **#PositiveClimate** because in this way ....

**we are helping to build a better tomorrow.**

### The right people are always the start of change

Any good change is possible when **#PositivePeople** are working on it. Our organisation is made up not only of experienced professionals, but above all of enthusiasts and passionate people. We change the world through people and for people.

We are an important link in the chain of the global economy. Its development also depends on the attitudes and values our organisation lives by. We want to develop **#PositiveBusiness** because that is how ....

**we can achieve real, sustainable success.**

## #PositiveChemistry

Sustainability brings our products closer to the environment. Social responsibility puts us in the path of people we are willing and able to help. Action for the economy secures our partnership with companies that plan wisely for the future. It all adds up to **#PositiveChemistry**.

**This is Purinova's corporate strategy for 2025-2030 with a view to 2050.**