

Novamont Justice, Equity, Diversity and Inclusion Statement

Core Business and Impacts

Founded in 1990, Novamont is a Benefit Company certified B Corp, among the leading international players in the bioplastics, bioproducts and biochemicals sector. Its mission is to develop materials and products through the integration of chemistry and agriculture, creating biorefineries that are deeply rooted in local territories. Novamont develops and manufactures products derived wholly or partially from biomass and are biodegradable and compostable, depending on the receiving environment and the process they undergo. These products are designed to contribute to solutions for water and soil quality issues, while pursuing continuous innovation. Since 2023, Novamont has been part of the Versalis (Eni) Group, Italy's leading chemical company, whose strategy is strongly focused on portfolio specialization, including through the development of chemistry from renewable sources. The company aims to make a significant contribution to the circular bioeconomy by promoting a development model rooted in local communities and increasingly focused on the protection and regeneration of soil and water resources. This model is based on the creation of integrated value chains starting from local communities and on the revitalization of decommissioned or non-competitive production and research sites, helping to transform them into hubs of innovation. Novamont's activities promote positive economic and social impacts, as well as reduced environmental impacts throughout the entire value chain, involving employees, workers, suppliers, customers, partners and local communities. Novamont is committed to integrating the principles of Justice, Equity, Diversity and Inclusion (JEDI) into its policies, practices and relationships with stakeholders and communities, while respecting Human Rights. This commitment is part of a journey that is already underway and progressively embedded in business processes, in line with the company's development model, which integrates bio-based innovation, the enhancement of agricultural value chains and strong connections with local territories.

Stakeholders and Power Dynamics

Novamont is committed to creating concrete conditions for equity, access and belonging, respecting Human Rights and fostering an environment in which differences are valued, with particular attention to:

- people who work and collaborate with the company;
- communities and territories where Novamont operates;
- associations and institutional stakeholders;
- partners, customers and suppliers throughout the value chain.

In its relationships with these stakeholders, Novamont adopts an active and participatory approach, promoting listening, co-design and evaluation processes aimed at developing shared solutions and generating positive, long-lasting impacts within the territories and value chains in which it operates.

What JEDI Means for Novamont

Novamont considers JEDI principles to be fundamental to its regenerative development model and to the creation of sustainable long-term value.

For Novamont, JEDI means:

- ensuring equal opportunities and fair treatment;
- fostering a safe, respectful and inclusive working environment;
- recognizing diversity as a driver of innovation;
- contributing to the generation of shared value for people, communities and territories by strengthening local value chains, relationships with the agricultural sector and bio-based innovation models that promote a fairer and increasingly sustainable form of development.

Accountability

This statement is approved by the Board of Directors, which serves as the company's highest governance body and holds overall responsibility for it.

Responsibility for advancing the JEDI agenda is shared across the organization, with the D&I Manager playing a key role in coordinating activities and promoting an inclusive culture.

In the JEDI area, Novamont is also committed to:

- communicating progress transparently to stakeholders;
- providing channels for collecting feedback and reports;
- managing and responding to situations of exclusion or non-compliance;
- adapting strategies and actions based on the evidence collected;
- monitoring progress over time through dedicated indicators and integrating results into decision-making processes, in a spirit of continuous improvement.