

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022



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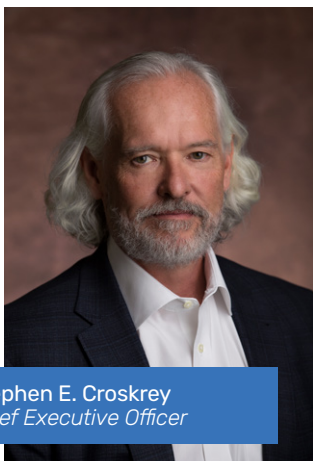


# 1. INTRODUCTION





## A MESSAGE FROM OUR CEO



Stephen E. Croskrey  
Chief Executive Officer

The plastic waste crisis is one of the defining issues of our time, and humankind's ability to confront this ever-growing problem will help determine the type of planet we leave behind for future generations. At Danimer Scientific, we've made it our overarching mission to create sustainable alternatives to petroleum-based plastics — products that return to nature at the end of their lifecycle instead of polluting the environment. We do this by harnessing the potential of renewable oils like canola to serve as feedstocks in which to ferment bacteria — allowing us to avoid the use of petrochemicals.

For our company, being conscientious about the environment goes hand-in-hand with being conscientious about people — including employees, families, friends, neighbors and fellow community members. Our headquarters is in Bainbridge, Georgia, a community that provided financial backing at our company's inception and has continued to be supportive of our growth into a public company with customers and shareholders around the world. In the states where Danimer operates, we work with community organizations on educational initiatives for all ages. In Kentucky, where we opened the world's first commercial production facility for the biopolymer polyhydroxyalkanoate (PHA) in 2020, we collaborate with local schools through our Junior Ambassador program. We also continue to nurture relationships with universities across the country, who connect us with talented individuals with a passion for the work we do.

Since we became a public company two years ago, we've seen public interest in and awareness of bioplastics continue to grow. In the coming years, we'll continue to expand our policies related to sustainability and governance as we maintain our focus on protecting our environment and its inhabitants.



## OUR CSO'S PERSPECTIVE



**Scott Tuten**  
*Chief Marketing and  
Sustainability Officer*

As Danimer's Chief Marketing and Sustainability Officer, one part of my role that brings me great satisfaction is helping to communicate to clients and partners the many environmental benefits of bioplastics. As the detrimental impact of traditional petroleum-based plastics continues to mount, there's a great opportunity for manufacturers to help turn the tide by shifting to sustainable alternatives. This necessary change requires continued vigilance on our part, both to remain transparent with our stakeholders about the workings of our business and to strengthen our existing policies related to sustainability and governance.

Our efforts to change the world for the better aren't possible without the help of many others. That's one reason why Danimer and many of our individual employees are active members of various bioplastics industry associations and coalitions. We have more power together than separately.

In collaboration with groups including the U.S. Plastics Pact and the Biodegradable Products Institute, we want to promote a high standard for global sustainability initiatives. One way we do that is through educational efforts aimed at individual companies and communities to help them elevate their environmental practices and policies. We're glad to be of assistance to anyone who wants to know more — by sharing the map, more of us can reach our destination.



## ABOUT US

Danimer Scientific (NYSE: DNMR) (Danimer) is a pioneer in creating more sustainable, natural ways to make plastic products. For more than a decade, our renewable biopolymers have helped create biodegradable and compostable plastic products that return to nature instead of polluting our lands and waters. Danimer's technology is found across various plastic end products that people use every day. These products:

- *Reduce dependency on petrochemicals;*
- *Adhere to International and European requirements for biodegradability and compostability;*
- *Are FDA approved for food contact; and*
- *Reduce the carbon footprint of a product when compared with traditional plastics.*

Applications for biopolymers include additives, aqueous coatings, fibers, extrusion coating, films, thermoforming, and injection-molded articles.

We customize PHA (polyhydroxyalkanoate), and PLA (polylactic acid) products for end uses specified by our customers. Our formulations meet a broad spectrum of technical characteristics and lifecycle requirements. We also provide specialty toll manufacturing services that allow us to produce items using our customers' formulations, materials, and instructions. This customized research and development service, paired with our growing production capacity, makes us a valuable partner for many companies committed to reducing the environmental impacts of plastic waste.



### **A Recognized Leader in Innovation**

Danimer Scientific has become recognized as one of the world's most advanced and innovative biotechnology companies. Danimer's innovations, spanning a range of manufacturing processes and biopolymer formulations, are reflected collectively in more than 480 patents and pending patent applications granted or filed across more than 20 countries.



### **Partners in Research and Manufacturing**

We offer our partners research and development services, toll manufacturing, and custom formulations, all backed by a world-class group of scientists and business leaders.



### **Our Professional Affiliations**

Danimer is proud to be affiliated with the following leading organizations:

- *Sustainable Packaging Coalition*
- *PLASTICS (formerly SPI)*
- *European Bioplastics*
- *BPI*
- *Georgia Bio*
- *BioFlorida*
- *University of Georgia Innovation Center*
- *TUV*
- *USDA*



## ABOUT THIS REPORT

This report illustrates Danimer's progress on our ESG strategy and goals. We have aligned our report with the chemical industry accounting standards published by the Sustainability Accounting Standards Board (SASB). We also have identified several United Nations Sustainable Development Goals (SDGs) that our business activities and key priority areas support. Both are included in the Appendix at the end of this report. Unless otherwise noted, all quantitative company data provided throughout this report covers our fiscal year 2022 (FY 2022), reflecting data from January 1 through December 31, 2022. We have also included subsequent initiatives after the end of FY 2022, which we have endeavored to note. Throughout the report, we guide readers to additional sources of information on our corporate website and other website references for convenience. Please see our Forward-Looking Statements at the end of this report for more information.

## OUR ESG APPROACH

As an organization striving to solve one of today's most pressing environmental challenges, we understand the importance of continued and sustained efforts across the ESG spectrum. Our 2022 ESG report illustrates our drive, progress, and sustainability leadership. The pillars highlighted below guide our ESG strategy:

### Our Business Practices

We commit to sound corporate governance and ethical practices, building long-term value and trust with all stakeholders.

### Our Team

We strive to provide an environment where our team members are treated with respect, dignity, and integrity, supporting growth and development in their roles and as a team.

### Our Product

We are committed to leveraging our product to advance environmental practices that reduce the impact of our operations and the operations of our customers.

### Our Impact

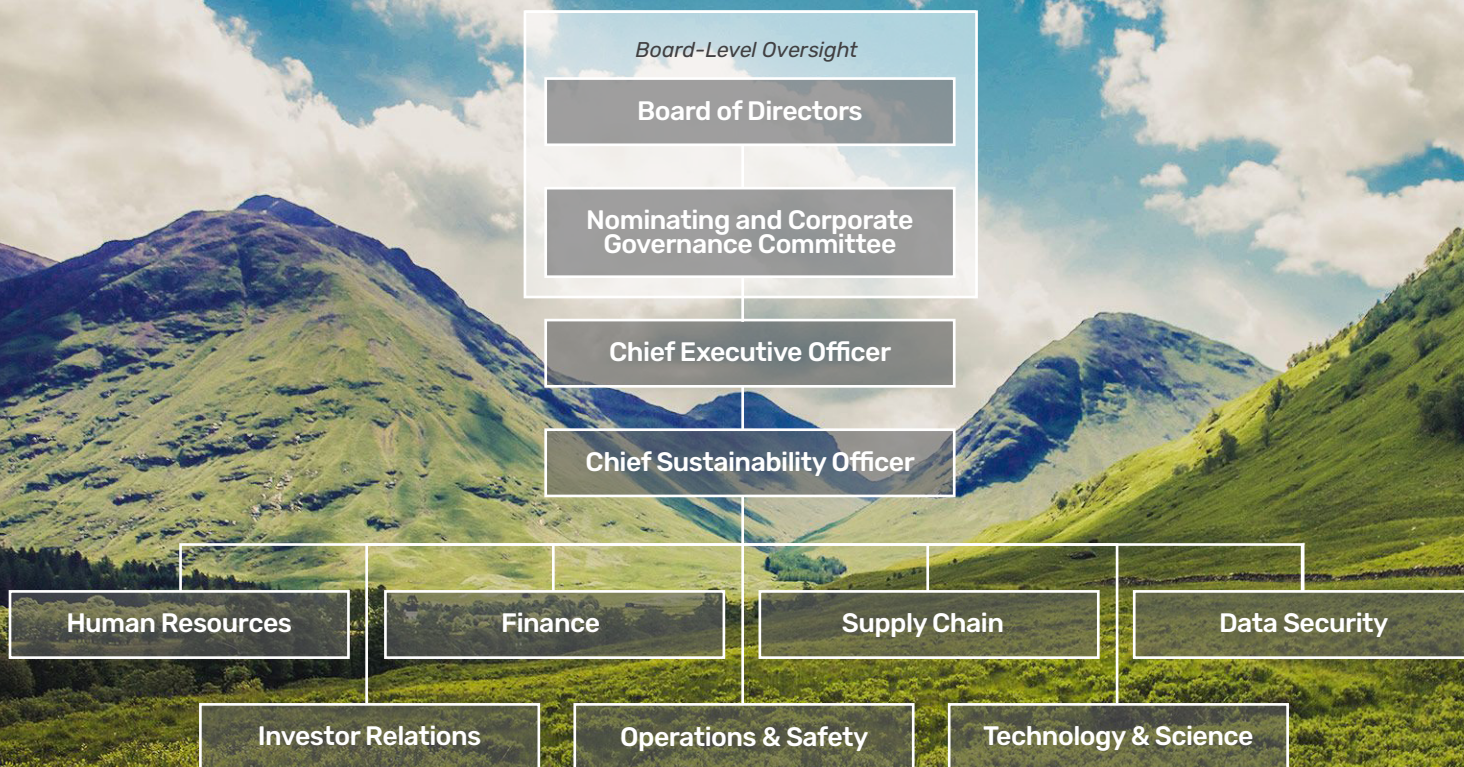
We strive to strengthen the communities in which we live and work.



## OUR ESG APPROACH (CONT.)

### ESG Oversight

ESG governance starts with our Board of Directors, a group of seasoned professionals with a range of relevant perspectives and experience and a shared understanding of sustainability and ESG. Oversight of ESG sits within the Nominating and Corporate Governance Committee of the Board. Our Chief Marketing and Sustainability Officer (CSO), reporting to our CEO, is responsible for implementing Danimer's ESG strategy and day-to-day management of sustainability initiatives. The CSO advises and collaborates with internal subject matter experts from various business functions, including HR, Finance, Supply Chain, Data Security, Investor Relations, Operations, and Technology and Science, who actively integrate ESG across the organization, leading relevant ESG initiatives within their functional areas. We also consult external experts for regular updates on current ESG issues and trends and ensure our ESG strategy aligns with investor and stakeholder expectations.



## OUR ESG APPROACH (CONT.)

### Stakeholder Engagement

The success of our ESG strategy relies on collaboration with and input from key stakeholders, including stockholders, employees, suppliers, customers, industry bodies, nongovernmental organizations (NGOs), sector experts, and others. Through close regular contact with our stakeholders, we can better anticipate emerging trends and challenges and develop innovative solutions.

Stakeholders	Ways We Engage
Employees	At Danimer, we understand that input from employees helps our collective mission to provide sustainable solutions for the plastics industry. With our commitment to continued employee engagement, Danimer expanded benefits in 2022, to better support employees. Danimer is also committed to providing an environment that ensures safety and opportunities for our employees. We hold Town Hall meetings quarterly to solicit feedback from our employees in company discussions and discover additional ways our employees can contribute to the discussion as we continue our ESG process. Other employee engagement processes are discussed in this report's <i>Our Team</i> and <i>Our Impact</i> areas.
Investors	Danimer engages with investors interested in ESG-centric companies through our proxy process, earnings calls, and ESG reports. We engage with many investors to align our values and opportunities with their feedback. Our ESG reports are also an opportunity for investors to provide feedback on our sustainability policies and commitments as a company.
Suppliers	We source from suppliers who align with our values and target replacing traditional, single-use plastics. Danimer works with suppliers that meet our Code of Conduct requirements, including ethics, environmental management, labor practices, and safety. These requirements are discussed in our Code of Conduct and Danimer Safety System.
Customers	Global consumer brands actively seek compostable and biodegradable alternatives to traditional plastic products, and this demand is evident in the numerous partnerships Danimer has established. Our partners work with us to produce biodegradable and compostable alternatives to plastic products.
Government Agencies	We engage and collaborate with government agencies to raise awareness of bioplastics. Danimer's products differ from others in the plastics industry since they are biodegradable and compostable, and our work with government agencies provides sustainable solutions to traditional plastics. This report further details our process for engaging with government agencies in our Government Lobbying and Political Activities and Code of Ethics policies.



## 2. OUR BUSINESS PRACTICES

As a purpose-driven organization, Danimer looks for ways to help people and communities benefit from environmentally friendly products. To realize this goal, we understand that how we operate is just as important as what we produce. Responsible, sustainable business practices allow us to catalyze positive change in the plastics industry.

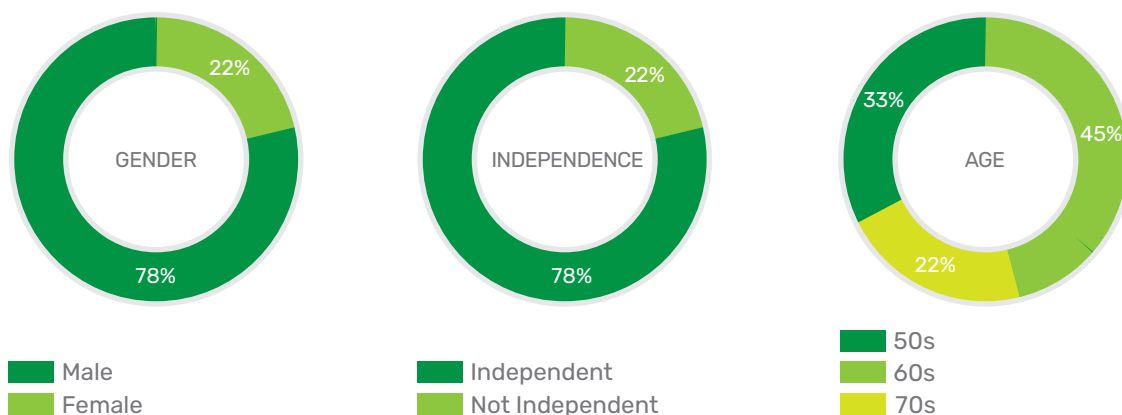




## CORPORATE GOVERNANCE AND BUSINESS ETHICS

### Board Diversity

We believe that the effectiveness of our governance framework is largely a function of the highly qualified, experienced and diverse Board and leadership team who are focused on driving Danimer's long-term success. While we continually strive to broaden the diversity of our Board, our 9-person Board represents a diversity of thought, background, skill, tenure, and expertise, as illustrated below and detailed in our annual proxy statement.



#### GENDER DIVERSITY

*Two of nine board members are female as of January 2023*



#### ETHNIC DIVERSITY

*One of nine board members are racially/ethnically diverse as of January 2023*





## CORPORATE GOVERNANCE AND BUSINESS ETHICS (CONT.)

### Code of Ethics

Operating ethically and with integrity has always been core to Danimer's company identity. Our commitment to honest and responsible conduct is outlined in our Code of Ethics (Code) and overseen by the Board of Directors (Board). Our Code applies to directors, officers, employees, vendors, consultants, contract workers, and temporary employees. To conduct business according to our values, Danimer requires that all employees read and attest to our Code while onboarding and annually thereafter. We deploy high-quality, relevant, and timely compliance training through a consistent and standardized approach that supports compliance training requirements. On an annual basis:

- *Professional staff are required to complete an annual Code of Ethics training.*
- *We internally review and audit our Code and engage a third party to provide external audits.*
- *We incorporate third party feedback.*

### Anti-Corruption

As outlined in our Code, we comply with the anti-corruption laws of the countries where we do business, including the U.S. Foreign Corrupt Practices Act. Consistent with applicable law, directors, officers, and employees will not directly or indirectly give anything of value to government officials, including employees of state-owned enterprises or foreign political candidates. These requirements apply both to our employees and agents, such as third-party sales representatives, no matter where they are doing business.

### Anti-Discrimination

Danimer is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities. The right to freedom from discrimination and harassment extends to all employees, including full-time, part-time, temporary, probationary, casual and contract staff, volunteers, co-op students, interns, and apprentices. It is also prohibited for members of Danimer to engage in harassment or discrimination when dealing with clients or with others they have professional dealings with, such as suppliers or service providers. This applies to every level of the company and in every aspect of the workplace environment and employment relationship, including recruitment, selection, promotion, transfers, training, salaries, benefits, termination, rates of pay, overtime, hours of work, holidays, shift work, discipline, and performance evaluations. The right to freedom from discrimination and harassment extends to events outside the physical workplace, such as business trips or company events.

## CORPORATE GOVERNANCE AND BUSINESS ETHICS (CONT.)

### Government Lobbying and Political Activities

Danimer may take a public position from time to time on issues important to the welfare of its business, employees, customers, suppliers, shareholders, and others. The process by which Danimer develops those public positions and engages in political activity takes into consideration the needs across the company. Lobbying discussions and documents become part of the public record and may have severe corporate implications. Therefore, any attempt to influence government legislation, rule-making, regulations or the engagement of a lobbyist on behalf of Danimer must first be approved by the CEO with consultation with the Board.

### Ethical Selling Practices and Marketing

As a B2B company, we primarily market our products to major consumer packaged-goods companies and manufacturers in the plastics industry seeking to address environmental, public health, renewability, certification, composting, and biodegradability concerns. We are responsive to customer perceptions and comply with government regulations. The marketing of our products and services is truthful and accurate – false claims about competitors' products and services are never acceptable. Our distributors and partners are subject to our due diligence process to ensure they meet our standards.

### Whistleblower and Non-retaliation Policy

Through Danimer's Whistleblower and Non-retaliation Policy, outlined in our Code of Ethics, employees can report any suspected issues or complaints directly to their supervisor, the Plant Manager, Department Manager, Human Resource Manager, or the Chief Officer of the specific functional area. All information collected during the investigation will be kept as confidential as possible while honoring Danimer policy and state and federal laws.

During this process, any good faith report, concern, or complaint is fully protected under our policy, even if the report, question, or concern is, after investigation, not substantiated. Whether the employee chooses to remain anonymous or not, each inquiry is treated in a confidential manner, and a closed-loop process ensures the appropriate managers and the complainant are informed of the outcome of the investigation process to the extent possible. Any form of retaliation against any employee for reporting or participating in the investigation of a suspected violation will not be tolerated.





## DATA SECURITY AND CUSTOMER PRIVACY

Data protection is an essential aspect of our operations. Our Information Security Program comprises a comprehensive set of policies, procedures, and guidelines across standard information security domains. The Audit Committee of the Board oversees data security and receives quarterly updates from the Vice President of Information Technology. All policies are reviewed and updated at least annually to meet all applicable federal and state regulations.

### Data security audits and assessments

We work with a third-party expert to address cybersecurity-related issues and run tests that verify the security of our network. We communicate our security measures to our employees and train them bi-annually to avoid phishing and other security risks related to cybersecurity. Vendor data security risk is also continuously monitored by our risk management process. Our Information Technology (IT) lead regularly receives updated documentation produced by these reviews. In this documentation, they look for solutions to previously noted deficiencies and check to ensure no new defects have been discovered. If no concerns emerge, the security risk is evaluated for reclassification and reapproval.

Critical vendors must meet Danimer's data security requirements or show equivalency in their policies and management system.

### Cybersecurity training and awareness

All Danimer employees receive an annual training with a focus on cybersecurity and online safety. Additionally, Danimer conducts regular phishing exercises with employees to keep employees alert year-round.

## RISK MANAGEMENT

Danimer is acutely aware of potential risk factors influencing our business and have addressed them in detail in our public records filed with the U.S. Securities and Exchange Commission (SEC), including in our Forms 10-K, 10-Q, and 8-K.

Our executive management team holds weekly meetings to discuss emerging and existing risk factors in each area, including operations, sales, and manufacturing. We discuss challenges and opportunities to address risk adequately and proactively identify risk factors as they arise. We also have a monthly strategic meeting that includes our broader management team. In these meetings, we conduct scenario analyses, look at the best and worst occurrences that month, and create actionable plans that reflect ways to improve moving forward.

## RISK MANAGEMENT (CONT.)

The Audit Committee of the Board oversees the company's risk management process, including ESG-related risks, and receives periodic updates from executive leadership. We frequently undergo stress tests and document our processes and controls in all business areas, including IT, to ensure business continuity.

We use the Committee of Sponsoring Organization (COSO) integrated framework to design and implement internal controls. Our priorities include fostering meaningful relationships with our suppliers and attracting and retaining top talent to meet the demanding needs across manufacturing, technology, and innovation.

## MANAGING OUR ENVIRONMENTAL IMPACT

We are committed to reducing our impact, not only through our solutions but also in our operations. Our [Environmental Policy](#), released in fall 2022, demonstrates this commitment.

### GHG Emissions & Climate Change Mitigation

Heightened awareness of climate change and resource depletion highlights the value our sustainable solutions deliver. We monitor the increasing risks associated with a warming climate. Although we have not identified any acute short-term or significant medium-term (one to five years) risks to our business related to climate change, there are some risks that our company might be exposed to in the future.

Our products must be safe and dependable, adhere to all legal and regulatory requirements, and meet our customers' quality requirements and specifications. We are committed to strict product integrity for one reason – because it is the right thing to do. Danimer is committed to reducing our impact through our production process by actively working to:

- *Reduce our water use by up to 85% in future years*
- *Increase our use of renewable energy in production*
- *Reduce company energy use*
- *Invest in recycling options for packages that we cannot recycle internally*

The most relevant physical climate risks for Danimer relate to the increased severity of extreme weather events and potential supply-chain disruptions if key suppliers are adversely impacted by climate change. These events have also impacted Danimer during Hurricane Michael, since our Danimer sites in Bainbridge, Georgia, are close enough to the Gulf of Mexico to be impacted. In this "worst case" scenario, the facilities were down for fewer than three days. The power was restored quickly, and we continued making products for our customers. We are also able to make



## MANAGING OUR ENVIRONMENTAL IMPACT (CONT.)

products in Winchester, Kentucky, which mitigates our risk arising from any single weather-related event (such as hurricanes) and helps minimize disruption to our customers. One of the ways we are addressing future supply chain risk is by diversifying the type of feedstock we source in anticipation of future climate-related issues with farming. Key transitional risks also come from potential government regulation and shifts in consumer preferences. We are committed to early action in anticipation of these risks to limit potential impacts.

### Energy and Water Management

As we build out new facilities, we pursue energy-efficient solutions and designs to optimize resources and reduce water and waste. We currently rely on local utility companies to direct the source of our electricity and water. Our local energy company in Georgia plans to source over 40% of its energy from renewables, which would help our operational footprint. We look to also employing solar power in the future.

In 2022, we undertook the following projects to make our operations more efficient:

- *We installed a condensate return system for one of our facilities and retrofitted the existing equipment to maximize heat recovery relating to the steam system.*
- *We installed a quench boiler system to eliminate heat loss related to boiler blowdown. This reduces natural gas usage by recovering heat from the blowdown water and recycles wastewater to reduce incoming water usage.*





### 3. OUR TEAM

Under the leadership of Anthony Austin, our new Chief Human Resources Officer (CHRO), Danimer has made great strides to better engage and support our employees in 2022.

Anthony has more than 30 years of experience and has held executive positions in several blue-chip companies, where he has provided strategic leadership supportive of key growth and expansion strategies. His responsibilities have included both domestic and international duties. In his role at Danimer, the HR team has developed the human capital strategy that includes employee engagement, talent acquisition, human capital management and best-in-class social responsibility. Specifically, the HR focus will be on modernizing policies around working from home, employee development, retention management, career management and building strategic partnerships within the communities where Danimer operates, including partnerships with colleges and universities with strong engineering and science programs and diverse student populations.

We are proud of our growing team as Danimer expands its operations in Georgia, Kentucky, and New York. Because of the diverse needs of our company, we employ a wide range of professionals, from operators to microbiologists. We draw people from all backgrounds who share our concern for the environment and are committed to our collective mission to provide sustainable biopolymer solutions to address plastic pollution through innovative technologies. We are also producing and hiring at the source of great talent in rural and less developed areas of the U.S. We find this provides symbiotic benefits, such as revitalizing and providing economic opportunity in rural geographies, while allowing us proximity to our suppliers, cost savings, and close relationships with the community, as well as gaining access to a broader pool of candidates.

8 DECENT WORK AND  
ECONOMIC GROWTH



10 REDUCED  
INEQUALITIES





## DIVERSITY, EQUITY, AND INCLUSION

In 2022, we strengthened the foundation of our diversity, equity, and inclusion (DEI) initiatives. A critical part of our recruiting strategy is partnering with colleges and universities to create awareness of career opportunities in our field and develop a strong pipeline of early career professionals, particularly for women and other underrepresented groups in science and engineering.

We are further exploring ways to expand our diverse candidate pool by evaluating partners with Historically Black Colleges and Universities (HBCUs) that support the recruitment of underrepresented groups. While recruitment is currently our most significant DEI focus, we intend to deepen our efforts through training, mentorship, and career development opportunities as we scale.

## Danimer takes a values-based approach to creating and maintaining a safe and inclusive workplace.

### HR MISSION

Build “People First” strategic partnerships that attract and retain talented team members who can build and create innovative sustainable solutions that enhance our environment by:

- *Fostering a positive and safe work environment to maximize performance, potential, and organizational capacity*
- *Attracting and retaining the best talent that embraces diversity, equity, and inclusion*
- *Building a team member community that is compassionate, committed to the environment, and fun to work with*

### VALUES

- *Be trusted advisors*
- *Honor our commitments to service excellence*
- *Be courageous leaders*
- *Lead the organization in a socially responsible way*



**We seek to achieve our *mission* through our *values*.**

## DIVERSITY, EQUITY, AND INCLUSION (CONT.)

	2020	2021	2022
Female	19%	21%	22%
Male	81%	79%	78%

*As Danimer grows as a company, we continue to evolve our systems and processes for collecting information. In 2022, we adopted a new HR system that will allow us to expand our diversity demographic disclosures in future years.*

### Respecting Human Rights

Danimer believes in, supports, and is committed to human rights and social justice. Our Human Rights Statement reflected in our Code demonstrates our belief that security is a fundamental right for all. We acknowledge the variety of security issues we face as a company and strive to ensure safe working conditions and environments for all.

Danimer recognizes, respects, and abides by all labor and child labor laws and expects our contractors, service companies, and other third-party companies to meet the same standards. We value and respect the traditions and cultures within our various locations and communities. We believe our business activities should contribute to the economic well-being and quality of life where we do business, as do our community investments. We recognize the impact our actions may have on local communities, and we strive to engage in meaningful ways with the communities where we do business to help ensure we positively contribute to the welfare of our local communities. Danimer will endeavor to conduct business with vendors, contractors, and suppliers who share our values and principles. We will expect them to comply with these same principles.





## EMPLOYEE BENEFITS AND PAY

At Danimer, we aim to foster a fulfilling and positive work experience. We offer competitive salaries and benefits to both full-time employees and contractors. Our benefits package includes health insurance, life insurance, long-term disability, 401(k) matching, employee stock options, paid vacation, and paid time off.

In 2022, we extended various benefits, including short-term disability, HSA and FSA plans, enhanced voluntary vision and dental benefits, and additional paid sick leave beyond COVID-19 requirements.

## EMPLOYEE BENEFITS AND PAY

Education and continuous learning are essential in our dynamic and evolving industry. We encourage our employees to pursue professional development and relevant training opportunities. Our team members are eligible for reimbursement of professional certifications, training, and courses pertinent to their roles.

Our employees also complete a series of mandatory training programs including annual sexual harassment modules, code of conduct review, and cyber security trainings.

We have a leadership development program that takes place annually. Managers across the organization select strong candidates for the program who are given access to mentoring and coaching opportunities. They receive leadership training and have personal meetings with our executive leadership team to influence the company's forward-looking strategy and development based on insights from their roles and day-to-day responsibilities.

## EMPLOYEE ENGAGEMENT

We support opportunities to bring our team members together virtually and in person. We host regular lunch and learn sessions and team-building events that foster employee engagement and collaboration.

**Over the last three years, Danimer has leveraged the insights gleaned from the COVID-19 pandemic with an eye toward progress and innovation, enabling us to better serve our employees and the environment:**

- *The pandemic challenged us to evaluate how we work and inspired new ways to engage with our employees.*
- *The hybrid and remote work environment allowed us to expand our candidate pool and recruit from new populations.*
- *We advanced many of our cloud-based technologies, implemented digital recordkeeping practice, and moved away from paper.*
- *We augmented digital and cloud-based training programs and opportunities for employees.*

## OCCUPATIONAL HEALTH AND SAFETY

Our safety culture is a source of pride at Danimer. In 2022, we formalized our [Danimer Safety System](#) to ensure the health of our employees and mitigate risk.

### Oversight and Procedures

Danimer provides the resources to keep an active Safety System Committee (SSC). The SSC consists of hourly representatives from each department whenever possible. Each SSC member commits to serve as a safety liaison to the steering committee for their department for 12 months. The SSC member is mindful of risks/hazards in their department and reports any conditions that need improvement. SSC members conduct monthly walkthroughs and report safety discrepancies for correction. Work orders are submitted and tracked for items requiring attention.

The SSC has created a safety improvement performance metric to help measure accomplishment toward obtaining safety improvement. Departments target three safety improvements per month. Each SSC member leads their department in targeting and completing the safety improvements each month and celebrating accomplishments as they are realized.

### Training Requirements

Employees are required to complete health and safety training upon onboarding, including occupational health and safety, emergency preparedness, and well-being. We also provide monthly safety training on various topics through our internal learning platform for all employees.

Contractors are also held to a high standard and undergo an extensive screening process to ensure a safe and secure work environment.

In our operations facilities, we take extra employee precautions such as job-specific trainings covering required personal protective equipment (PPE) and chemical safety protocols. There is also task-based and specialized training for technicians and operators.

### Processes and procedures

Danimer maintains a robust case management process. Recordable incidents and near misses are currently tracked weekly at all locations. No lost time recordable incidents have been reported since Jan. 1, 2021.

Compared to other manufacturing processes, our process is primarily bio-based using fermentation, which has a comparatively higher level of safety. For example, our fermentation process relies on room-temperature water and normal atmospheric pressure. The process is also mostly naturally occurring and automated, so employees are not typically required to operate heavy machinery.



## OCCUPATIONAL HEALTH AND SAFETY (CONT.)

Even so, we have a Hazard Assessment Program for our teams on the ground to understand how to safely use each component, minimize employee exposure to risk, and eliminate possible externalities on the environment. When looking at alternative materials, we use the hazard profile to evaluate potential health and safety risks and determine whether to make a switch.

Tools such as Management of Change (MOC) and Pre-Start up Safety Requirements (PSSR) promote collaborative efforts that ensure all engineering, administrative controls and PPE are considered prior to implementation and start-up. These efforts promote the protection of our team and our facilities.

### **Job Hazard Analyses (JHA)**

JHAs are conducted for tasks as needed. The analysis includes consideration for methods and personal protective equipment (PPE) that may be needed to perform the task safely. Each analyzed job results in a written document providing specific guidelines relating to teammates on associated hazards for each task within that job.

### **Certifications and Audits**

Routine inspections and audits for safety compliance programs are conducted as needed daily, weekly, monthly, quarterly, and annually. Audit records and reporting documents are digitally filed for future reference.





## 4. OUR PRODUCT

Globally, over 800 billion pounds of plastic are produced each year. Opportunities arising from the plastics industry's negative environmental impacts include a demand for more products and packaging using sustainable, renewable, and non-petroleum-based resources. We believe there is heightened demand for biodegradable and compostable materials and materials that facilitate safety for the public and the environment. According to The Global Commitment 2021 Progress Report, businesses and governments are actively driving the elimination of the most commonly identified problematic plastic packaging. Danimer has joined over 100 other businesses and 17 governments across five continents to promote transparency and consistency of data sharing on plastic alternatives to tackle plastic pollution at its source.



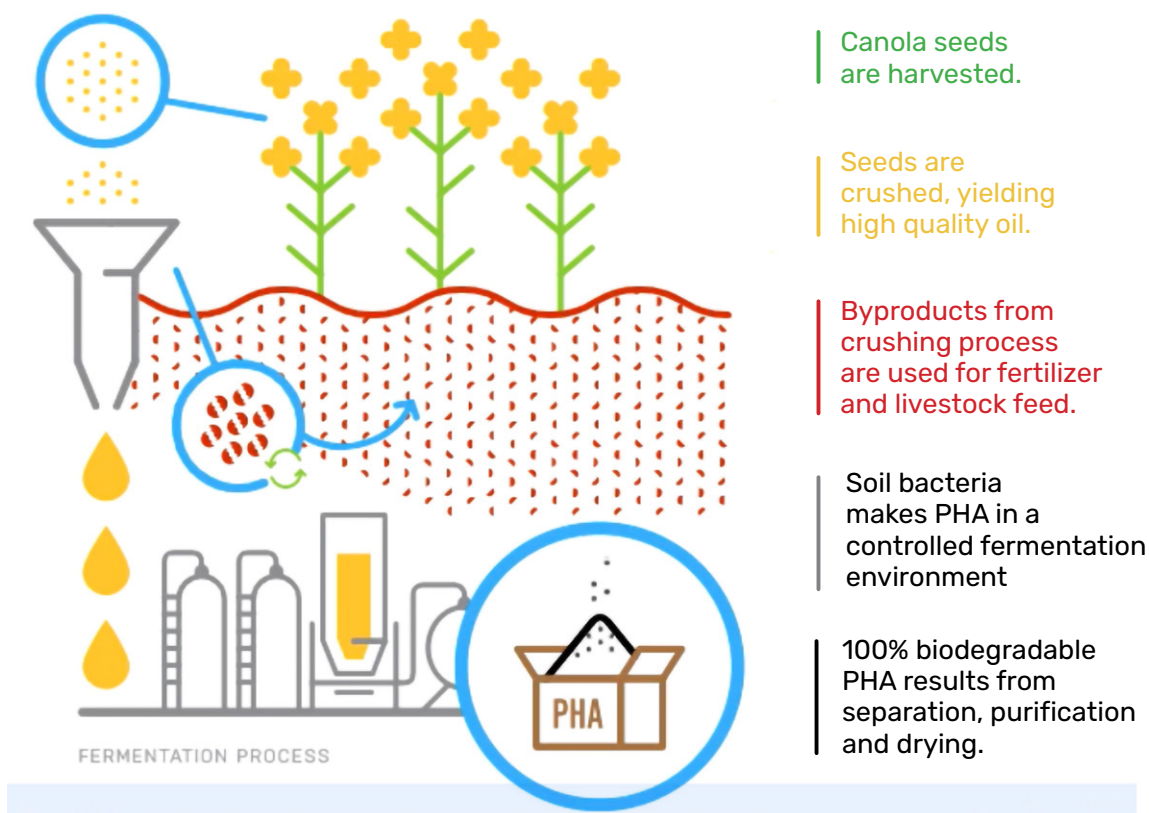


## NODAX® AND PLA TECHNOLOGY

We believe polyhydroxyalkanoate (PHA) and polylactic acid (PLA) are excellent replacements for non-renewable, non-biodegradable commercial plastics created with synthetic polymers derived from petrochemicals. PHA has the market potential to replace over 500 billion pounds of plastic applications annually. Our goal is to build a commercially successful biopolymer business to produce bioplastic products at scale that are based on the unique properties of our PHA and PLA biopolymers.

### Nodax®

Danimer is a leading producer of PHA, which occurs naturally in living organisms and is chemically similar to polyesters. Our PHA biopolymers are formulated to meet various biodegradability requirements and standards. Our PHA is also U.S. Food and Drug Administration (FDA) approved for food contact and will biodegrade aerobically or anaerobically in soil, water, and industrial compost. Since 2020, Danimer has produced PHA resins made with our proprietary Nodax® for use in various applications such as straws, containers, and films. Nodax is a biodegradable and renewable plastic input currently produced using canola oil as a primary feedstock.





## NODAX® AND PLA TECHNOLOGY (CONT.)

The process in which PHA breaks down is similar to cellulose or wood. When kept in an environment with limited bacterial and fungi activity, the material will last for a long time. If that material is discarded into the environment or compost bin, it will be consumed by microorganisms that feed off the material as a carbon food source.

With Danimer being a leading producer of PHA, increased internal production capacity is necessary. PHA currently represents approximately 51% of total revenues (compared with approximately 30% for the same time period the year prior). Following the expansion of our current Kentucky operations in 2022, we now have approximately 65 million pounds of Nodax-based finished product annual nameplate capacity. Additionally, our Bainbridge Greenfield operations completion is expected in 2024, which will increase our production by an estimated 125 million pounds of Nodax-based finished product annual nameplate capacity.

### *Rinnovo™ p(3HP)*

In August 2021, we acquired Novomer, a leading catalyst and process engineering developer whose technology enables feedstock sourcing and end-of-life polymer disposal opportunities.

Novomer's highly complementary proprietary technology and process development expertise offer numerous technical, operational, and financial benefits for Danimer and our customers.

### *PLA*

Danimer creates proprietary bioplastics using this natural plastic as a base resin and has been in this line of business since 2004. Danimer's reactive extrusion technology has allowed many companies to use renewable and compostable plastic materials that incorporate PLA, such as creating a bioplastic coating for disposable paper cups to withstand the temperatures of hot liquids, including coffee. Our PLA-based biopolymers are formulated to meet international biodegradability and industrial composting requirements.



## SUPPLY CHAIN MANAGEMENT & RESPONSIBLE SOURCING

Our suppliers are our partners and a key input to achieving innovation and success with our customers. We source from suppliers who align with our quality, collaboration, and sustainability values. Therefore, we aim to work with a smaller number of suppliers committed to our long-term vision and journey toward replacing traditional single-use plastics.

### Sustainable Sourcing

Upon initiating the business relationship, our suppliers agree to comply with our Supplier Code of Conduct, which outlines supplier expectations for ethics, environmental management, labor practices, and safety. We select our suppliers carefully and consider ESG factors such as geographic location and other risk factors. We follow the most comprehensive U.S trade preference program, GSP, to inform the best trading partners for our business. We have additional processes for a hazard profile in the event we switch to a material we do not use in our process yet. Danimer's management of change process is used to determine what areas are impacted by any change and is a multi-step approval of chemical safety, supply chain, and executive review to make sure the requested change does cause any safety, regulatory, technical, regulatory or compliance problems.

Our primary suppliers produce feedstock for our fermentation process. The majority of our supplier spend is allocated to sourcing vegetable and plant-based oils, the most prominent ingredient in the production of PHA. We rely primarily on canola oil, which has a lower carbon footprint than other oils in the market. We are always looking for sustainable inputs for our technology and are considering expanding the use of high-oleic soybeans from the U.S., which provide increased functionality and improved shelf life for applications across the food and manufacturing industries.

We are continuously exploring feedstock options that are local, sustainable, and viable for our production process. Danimer works with and seeks out vendors who have sustainability programs. In 2023, we anticipate that over 99% of our materials will come from suppliers with sustainability programs or policies.

Our suppliers are mature companies with robust internal sustainability management systems, policies, and programs to protect their farmers, land, and the environment. In 2023, we anticipate over 99% of our materials coming from suppliers with sustainability policies and programs. In addition to our management systems for suppliers, Danimer is also working to increase our in-house production capabilities of essential raw materials.

In our supply chain, sustainability and efficiency go hand in hand. Our engineers try to reduce the total number of materials in the production of PHA and drive out materials that may have better and more neutral alternatives.



## SUPPLY CHAIN MANAGEMENT & RESPONSIBLE SOURCING (CONT.)

### Packaging and Delivery

Danimer operates B2B; therefore, packaging and shipping for our product are designed to be intentionally practical for transportation and able to be reused and recycled. We package PHA pellets in pallets made of over 80% recycled materials and without labeling or branding to allow for easy reuse or recycling by our customers. Our customers' sustainability goals are the primary drivers of our packaging and logistics decisions. We share a common interest in developing sustainable packaging solutions and collectively work toward a more circular economy.

# Kemira

### Danimer and Kemira Expand Exclusive Partnership to Commercialize Fully Biobased Barrier Coatings

In 2022, Danimer announced a multi-year partnership with Kemira to commercialize bio-based barrier coatings for paper and board products. This initiative will introduce the newly developed coatings for food and beverage industry applications within North and South America, Europe, the Middle East, and Africa in the coming years.

The new agreement builds on the companies' successful partnership, originally announced in December 2020, to develop a coating and surface treatment that ensures paper and board items, such as single-use coffee cups, are home and industrially compostable, as well as biodegradable in soil and water environments. The companies developed this coating material using Danimer's biopolymer PHA, which is produced from vegetable oils using modern biotechnology and serves as a biodegradable alternative to traditional plastics.

The new PHA-based aqueous barrier coatings will be heat sealable and will offer an excellent oil, water and grease barrier. Additional benefits include repulpability, which enables the paper to be recycled without special equipment for full fiber recovery. These attributes enable brands to provide products that contribute to a circular economy and reduce the impact of plastic waste on the environment. The PHA coatings can replace polyethylene and provide a viable alternative to per- and polyfluoroalkyl substances (PFAS). PFAS, also known as "forever chemicals," are increasingly being phased out in food packaging worldwide due to potential health risks associated with their use.

***"This expansion of our partnership with Kemira represents several important milestones in Danimer's mission to reduce plastic waste. We are grateful for Kemira's continuing partnership and look forward to helping them bring these coatings to market."***

*- Stephen E. Croskrey, Danimer Chairman and CEO*

## PRODUCT LIFECYCLE MANAGEMENT

We continually improve our designs and processes to be more sustainable and efficient while creating revenue and cost savings opportunities. With the recent release of our [Product Stewardship Policy](#), we have formalized our commitment to responsibly managing our product from cradle to grave.

We are always seeking circular opportunities; for example, where we have excess feedstock, we can sell this material back to biofuel companies to use as an input in their production process.

Our greatest challenge and strength is the ability to make products and packaging with targeted durability. We want all end products to meet their function while biodegrading quickly. Our products focus on functional performance on an industrial scale. PHA's physical properties enable it to perform while still meeting our customers' sustainability preferences of a short end-of-life.

We work to achieve several end-of-life scenarios, such as managed composting, industrial composting, and marine biodegradability. We can consider the factors for these different scenarios in the design of the product and, as a result, shorten or reduce the time frame in which some products biodegrade over others. For example, consumers need plates sturdy enough not to fall apart during use, so the thicker plastic on a plate may take longer to biodegrade than a thin film on a paper straw. Our goal is to make our products highly customizable without compromising on performance.

## Plackers

**Plackers® Launches First-Ever  
Sustainable, 100% Biodegradable  
Dental Flossers**

In 2022, Plackers® launched a new line of Nodax® based EcoChoice® Compostable Flossers – a first-of-its-kind product designed to biodegrade at home.

EcoChoice Compostable Flossers are composed of Danimer's PHA, which is a biopolymer derived from canola oil, natural silk floss, and coconut coating. Engineered to decompose after 26 weeks in a home or industrial compost, these cruelty-free and BPA-free flossers gently clean teeth while also caring for the planet.



## PRODUCT LIFECYCLE MANAGEMENT (CONT.)



### OK compost INDUSTRIAL

Packaging or products bearing the OK compost INDUSTRIAL label are guaranteed to be biodegradable in an industrial composting plant. This applies to all of their components, inks and additives. The sole reference point for the certification program is the harmonized EN 13432: 2000 standard: in any event, any product bearing the OK compost INDUSTRIAL logo complies with the requirements of the EU Packaging Directive (94/62/EEC).



### OK compost HOME

On account of the comparatively small volume of waste involved, the temperature in a garden compost heap is clearly lower and less constant than in an industrial composting environment. Composting in the garden is therefore a more difficult, slower-paced process. TÜV AUSTRIA's innovative answer to this challenge is the OK compost HOME certification system to guarantee complete biodegradability in the light of specific requirements, even in your garden compost heap.



### OK biodegradable SOIL

Biodegradability in the soil offers huge benefits for agricultural and horticultural products because they can be left to break down in situ after use. The OK biodegradable SOIL label guarantees that a product is completely biodegradable in the soil with no adverse effects on the environment.



### OK biobased

Unlike an LCA (Life Cycle Assessment), the investigation method behind the OK biobased certification is very simple and the exact value can be precisely and scientifically measured by the C14 method and calculated. This makes checks and re-checks very transparent and also allows "apples to be compared with apples" with the greatest of ease.



### OK biodegradable MARINE

In view of the fact that the majority of marine debris is land-based, marine biodegradability is an added value to any product or packaging, regardless of where it is consumed. There will always be a chance that it will eventually end up at sea. Suppliers who invest in adding this functionality to their products or packaging should have the opportunity of having this information verified according to international standards – though without encouraging the consumer to litter at sea or anywhere else.



### BPI Compostable

The BPI Certification Mark indicates third-party verification of compostability for manufacturers and brand owners to use on products and packaging and for consumers, end-users, and composters to use when determining whether or not a product or package is compostable. BPI is the only third-party verification of ASTM standards for compostable products in North America.



# 5. OUR IMPACT

Danimer Scientific remains at the forefront of the biotech industry as an affordable, premium biopolymer supplier able to meet increasing global demand. As a leader in the field, we continue to control, develop, and integrate every step in the sourcing and manufacturing of biopolymers. Forward-looking legislative action has been taken against single-use petrochemical plastics in the U.S. and internationally. Through our partnerships, research, and community involvement, Danimer Scientific has stepped up to offer biodegradable and compostable alternatives and act as a thought leader in this space.

11 SUSTAINABLE CITIES  
AND COMMUNITIES





## SUSTAINABILITY LEADERSHIP

Businesses and governments are actively driving the reduction of plastic pollution.<sup>1</sup> Danimer has joined more than 100 other businesses and 17 governments across 5 continents to promote transparency and consistency of data sharing on plastic alternatives to tackle plastic pollution at its source. We have also engaged local municipalities around the implementation of single use plastic ordinances. Through these partnerships, we believe that we can create a better world.



**Danimer chief executive officer Stephen Croskrey participated in a high-level Summit on Biotechnology & Biomanufacturing for the American Bioeconomy, hosted by the White House administration in September 2022.**

The summit celebrates the vision, innovation, and dedication across the United States to developing bio-based solutions to global challenges facing the country and was held in conjunction with the launch of the National Biotechnology and Biomanufacturing Initiative.

At the summit, Croskrey participated in a panel on biomanufacturing for the bioeconomy. He also participated in a panel on biotechnology research and development to solve pressing challenges. The summit also included a high-level roundtable with members of Congress, cabinet secretaries, and other industry and academic leaders.

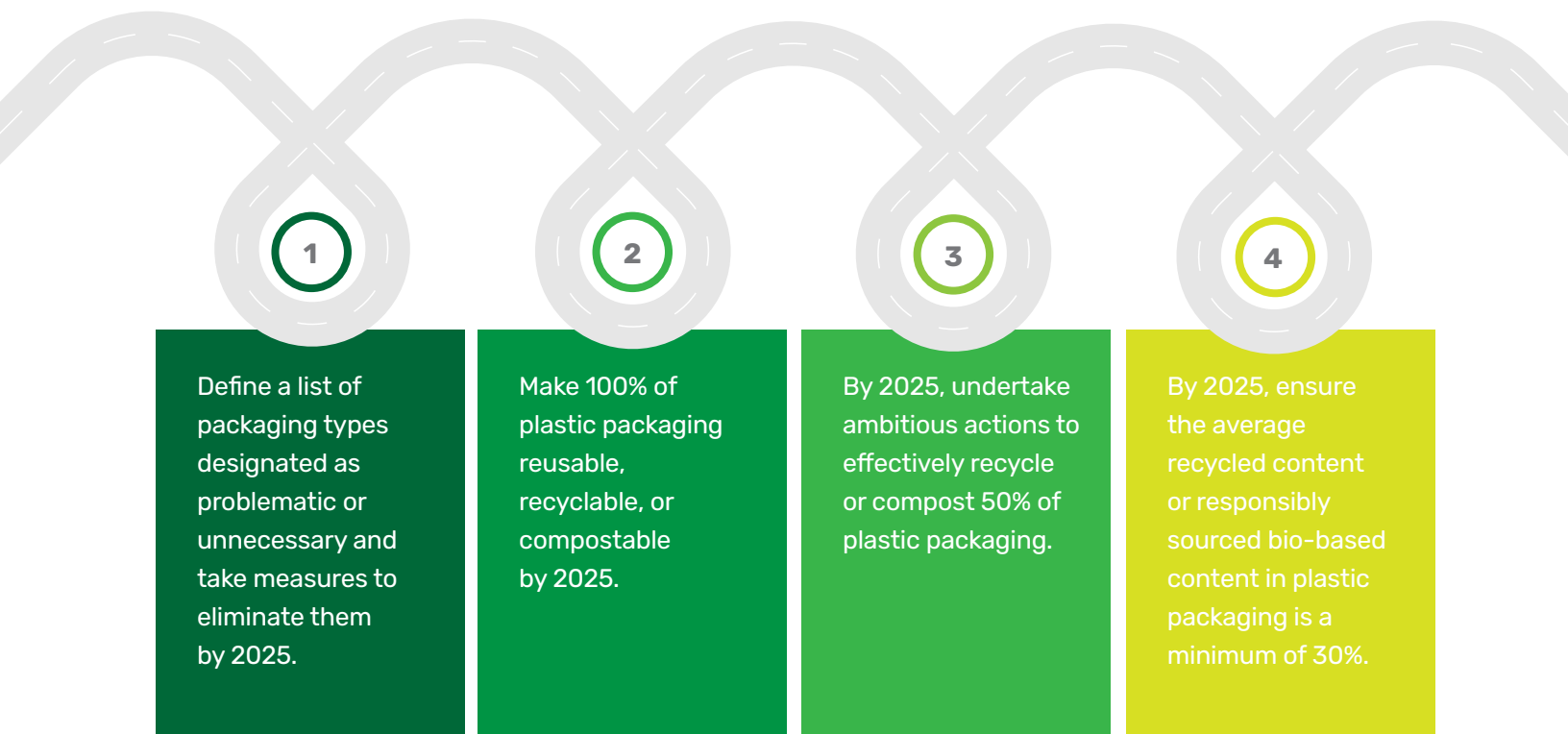
<sup>1</sup> [Global Commitment Progress Report](#)

## SUSTAINABILITY LEADERSHIP (CONT.)

### U.S. Plastic Pact

In 2021, Danimer helped launch U.S. Plastic Pact's Roadmap to 2025 and committed to helping achieve four circular economy-related targets.

We join other stakeholders across the plastics value chain in our shared goal of accelerating progress toward these 2025 targets by inspiring and supporting upstream innovation through coordinated initiatives such as rethinking products, packaging, and business models to transition away from today's take-make-waste model to a circular economy where plastics never become waste. Roadmap to 2025 targets:



Launched in August 2020, the U.S. Plastics Pact is a consortium led by The Recycling Partnership and World Wildlife Fund (WWF) as part of the Ellen MacArthur Foundation's global Plastics Pact Network, which unites a holistic ecosystem of cross-industry stakeholders behind a shared vision and national strategy to address plastic waste at its source by 2025.



## SUSTAINABILITY LEADERSHIP (CONT.)

### Research and Development

Danimer is on the front lines of creating a more sustainable future. The most fundamental key to achieving that goal is research and development. We have made significant investments in the people and the facilities needed to continually advance the science of biopolymers.

Our world-class teams work in state-of-the-art laboratories and a polymer development center. Combined with our manufacturing facilities, this gives us a unique ability to respond rapidly to customers' sustainability needs on a global scale.

We realize that, when compared to traditional polymers, biopolymers are in their infancy. Although we continue to make new generations of materials perform better at a lower cost, the future holds even brighter promise through our advanced research and development. Our scientists and laboratories give us the ability to develop unique commercial biopolymers for a wide range of applications, taking any project from concept to reality.

### Danimer's Facilities and Equipment Are Creating the Future of Biopolymers

Doing cutting-edge research requires cutting-edge facilities. At Danimer, we have invested in the laboratories and equipment needed to take the sustainability of biopolymers to the next level.



*Over 12,000 square feet  
of laboratory space*



*Three chemistry labs onsite  
at Danimer headquarters and  
onsite labs at Winchester, KY  
and Rochester, KY*



*Three biology labs onsite  
at Danimer headquarters as  
well as onsite at Winchester, KY*



*Chemistry lab at the  
University of Georgia*



*Microbiology lab at the  
University of Georgia*

## BEST IN CLASS COMMUNITY INVOLVEMENT

We take our role as a primary employer in the cities where we live and operate seriously and are intentional about supporting economic development in these communities. By building and operating state-of-the-art facilities in Bainbridge, Georgia; Winchester, Kentucky; and Rochester, New York, Danimer has created direct employment opportunities and supported parallel industries such as construction, plumbing, and electricity.

In line with our business strategy, we also facilitate awareness and education around alternative plastics and the global crisis of plastic pollution. We periodically work with the Kentucky River Clean Up to remove plastic and waste and engage with students in our community to inspire them to move into sustainability-related careers. We are working to formalize a community engagement strategy and plan to disclose metrics around our social impact in future reporting.

### Philanthropy and Volunteerism 2022 Snapshot

- *Through our employee donation matching practices, Danimer and our employees contributed over \$14,000 to support victims of the July floods in eastern Kentucky.*
- *Danimer supported donations to One Hope United, a not-for-profit engaged in child welfare, learning, and adoption services.*
- *Over the 2022 winter holidays, Bainbridge employees supported a local family with a can good drive, children's toys and gifts and a cash donation.*



## HIGHER EDUCATION PARTNERSHIPS TO CREATE A BETTER WORLD

Whether it's in research and development or simply sharing ideas, the Higher Education partnerships that Danimer Scientific forms help create the future of plastics and sustainability. We partner with local universities in our scientific developments and innovation and connect with bright students interested in sustainability and research-related careers.



## HIGHER EDUCATION PARTNERSHIPS TO CREATE A BETTER WORLD (CONT.)



### University of Georgia Innovation Center

We operate joint specialty labs with our valued partner, The University of Georgia. This collaboration enhances our research and development capabilities, giving us access to unique resources that help us optimize formulas to meet specific customer needs. Specifically, access to state-of-the-art equipment, such as the 900 MHz nuclear magnetic resonance (NMR) spectrometer, has allowed us to create high-quality, cutting-edge products more efficiently. Another advantage of this partnership is the access to academic leaders who help contribute to our talent pool.

### Southern Regional Technical College Student Training

We developed specialized training for students in the Bainbridge, Georgia, community who are interested in becoming future operators. This joint training builds capacity for technical positions in our community and creates a pipeline for jobs in our expanded facility in Bainbridge. Headquartered in Bainbridge for over a decade, we currently employ more than 100 people in southwest Georgia and plan to hire many more in production, maintenance, and management over time.

### University of Minnesota Forever Green Initiative

Starting in July 2021, we have partnered with the University of Minnesota's Forever Green Initiative to research the potential for using pennycress oil to produce our Nodax® biopolymer. The project will help determine whether pennycress oil can serve as a viable feedstock to supplement Danimer's current use of canola oil. Researchers will also compare pennycress oil sourced from wildtype seeds with plants domesticated as winter cover crops. Research results will guide the development of commercial models for using pennycress oil to produce PHA-based resins for biodegradable drinking straws, cutlery, packaging, and other products.



## 6. APPENDIX

A photograph of a forest with tall, thin trees and sunlight filtering through the canopy. The trees are mostly evergreens, and the ground is covered in grass and fallen branches. The lighting is warm, suggesting late afternoon or early morning. The text "6. APPENDIX" is overlaid in the upper left corner.



## APPENDIX 1: UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace, and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products, and services.



### Our Business Practices

We consider the full lifecycle of our products, from where our inputs are sourced, to the byproducts and impacts during production, to end of life after consumer use.



### Our Team

We strive to foster an inclusive workplace and offer a diverse set of opportunities for all backgrounds, education levels, and skillsets.



### Our Product

Our ability to provide highly customizable solutions at scale are a result of operational excellence, close customer collaboration, and investment in research and innovation.



### Our Impact

We are investing in our local communities to support economic prosperity where we live and foster sustainable practices.

## APPENDIX 2: SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

The table below references relevant sections of the report and other sources of disclosure that align with the Sustainability and Accounting Standards Board topics most relevant to our company. We are aligning to industry guidelines that relate to our business model, including, but not limited to, chemicals, agricultural production, alcoholic beverages, and biofuels.

Topic	Accounting Metric	SASB Code	Report Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Danimer plans to measure Scope 1 emissions in the future. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Danimer plans to measure Scope 1 emissions and develop a GHG emission management strategy in the future. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Danimer plans to disclose metrics on air quality in the future. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy <sup>1</sup>	RT-CH-130a.1	Danimer plans to disclose energy management metrics in future reporting. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Danimer plans to disclose water management metrics in future reporting. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Danimer plans to disclose water management metrics in future reporting. Additional information on our environmental impact can be referenced in Managing our Environmental Impact.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Managing our Environmental Impact



## APPENDIX 2: SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS (CONT.)

Topic	Accounting Metric	SASB Code	Report Reference
<b>Hazardous Waste Management</b>	Amount of hazardous waste generated, percentage recycled <sup>2</sup>	RT-CH-150a.1	Danimer plans to disclose hazardous waste metrics in the future reporting. Additional information on our Environmental impact can be referenced in Managing our Environmental Impact.
<b>Community Relations</b>	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Best in Class Community Involvement
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Occupational Health and Safety
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Occupational Health and Safety
<b>Product Design for Use-phase Efficiency</b>	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	We are currently working to include metrics on our use-phase resource efficiency in future reports, for additional information please reference Product Lifecycle Management.
<b>Safety &amp; Environmental Stewardship of Chemicals</b>	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Supply Chain Management & Responsible Sourcing
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	PHA and PLA Technology and Sustainability Leadership
<b>Genetically Modified Organisms</b>	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Danimer plans to disclose GMO metrics in future reporting. Additional information on our products can be referenced in PHA and PLA Technology.

## APPENDIX 2: SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS (CONT.)

Topic	Accounting Metric	SASB Code	Report Reference
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Corporate Governance and Business Ethics and Our ESG Approach
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) <sup>3</sup>	RT-CH-540a.1	Occupational Health and Safety
	Number of transport incidents <sup>4</sup>	RT-CH-540a.2	Occupational Health and Safety
Activity Metrics: Industry	Activity Metric Production by reportable segment <sup>5</sup>	RT-CH-000.A	Danimer plans to include these metrics in future reporting.

### 1 - Note to RT-CH-130a.1

The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes.

### 2 - Note to RT-CH-150a.1

The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.

### 3 - Note to RT-CH-540a.1

The entity shall describe incidents with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response.

### 4 - Note to RT-CH-540a.2

The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.

### 5 - Note to RT-CH-000.A

Production should be disclosed for each of the entity's reportable segments, where products and service segments are determined according to FASB ASC 280-10 and production is reported as weight for solid products and volume for liquid and gas products.



## APPENDIX 3: FORWARD-LOOKING STATEMENTS

Please note that in this report we may use words such as “appears,” “anticipates,” “believes,” “plans,” “expects,” “intends,” “future,” and similar expressions which constitute forward-looking statements within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are made based on our expectations and beliefs concerning future events impacting Danimer (the company) and therefore involve a number of risks and uncertainties. We caution that forward-looking statements are not guarantees and that actual results could differ materially from those expressed or implied in the forward-looking statements. Potential risks and uncertainties that could cause the actual results of operations or financial condition of the Company to differ materially from those expressed or implied by forward-looking statements in this release include, but are not limited to, the overall level of consumer demand on our products; general economic conditions and other factors affecting Please note that in this report we may use words such as “appears,” “anticipates,” “believes,” “plans,” “expects,” “intends,” “future,” and similar expressions which constitute forward-looking statements within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are made based on our expectations and beliefs concerning future events impacting Danimer (the company) and therefore involve a number of risks and uncertainties. We caution that forward-looking statements are not guarantees and that actual results could differ materially from those expressed or implied in the forward-looking statements. Potential risks and uncertainties that could cause the actual results of operations or financial condition of the Company to differ materially from those expressed or implied by forward-looking statements in this release include, but are not limited to, the overall level of consumer demand on our products; general economic conditions and other factors affecting consumer confidence, preferences, and behavior; disruption and volatility in the global currency, capital, and credit markets; the financial strength of the Company’s customers; the Company’s ability to implement its business strategy, including, but not limited to, its ability to expand its production facilities and plants to meet customer demand for its products and the timing thereof; risks relating to the uncertainty of the projected financial information with respect to the Company; the ability of the Company to execute and integrate acquisitions; changes in governmental regulation, legislation or public opinion relating to our products; the Company’s exposure to product liability or product warranty claims and other loss contingencies; disruptions and other impacts to the Company’s business, as a result of the COVID-19 global pandemic and government actions and restrictive measures implemented in response; the stability of the Company’s manufacturing facilities and suppliers, as well as consumer demand for our products, in light of disease epidemics and health-related concerns such as the COVID-19 global pandemic; the impact that global climate change trends may have on the Company and its suppliers and customers; the Company’s ability to protect patents, trademarks and other intellectual property rights; any breaches of, or interruptions in, our information systems; the ability of our information technology systems or information security systems to operate effectively, including as a result of security breaches, viruses, hackers, malware, natural disasters, vendor business interruptions or other causes; our ability to properly maintain, protect, repair or upgrade our information technology systems or information security systems, or problems with our transitioning to upgraded or replacement systems; the impact of adverse publicity about the Company and/or its brands, including without limitation, through social media or in connection with brand damaging events and/or public perception; fluctuations in the price, availability and quality of raw materials and contracted products as well as foreign currency fluctuations; our ability to utilize potential net operating loss carryforwards; and changes in tax laws and liabilities, tariffs, legal, regulatory, political and economic risks. More information on potential factors that could affect the company’s financial results is included from time to time in the company’s public reports filed with the Securities and Exchange Commission, including the Company’s Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K. All forward-looking statements included in this report are based upon information available to the company as of the date listed in this report, and speak only as of the date hereof. We assume no obligation to update any forward-looking statements to reflect events or circumstances after the date of this report.