



comer industries

STAKEHOLDER ENGAGEMENT ACTIVITIES

STAKEHOLDERS	ENGAGEMENT ACTIVITIES AND CHANNELS	PURPOSE OF ENGAGEMENT	OUTCOMES TAKEN INTO CONSIDERATION
SHAREHOLDERS AND INVESTORS	Shareholders' Meeting Board of Directors ESG reporting on specific indicators	Activities aimed at updating the impact assessment Meet sustainability expectations and requirements and inform investment decisions Understand expectations and views on future challenges	Engagement activities enabled assessment of the Group's impacts. At the same time, they made it possible to identify areas where the Company can strengthen its commitment and areas where it can confirm its current approach. Understanding investor expectations informs and contributes to development and adjustment of the strategy.
BANKS AND CREDIT INSTITUTIONS	Specific survey on strategy and impacts Shareholders' meeting Investor Relations activities Periodic meetings and events Press releases ESG reporting on specific indicators Whistleblowing system	Meet sustainability expectations and requirements Activities aimed at updating the impact assessment Attraction of new financial resources Understand expectations and views on future challenges	Engagement activities enabled assessment of the Group's impacts. At the same time, they made it possible to identify areas where the Company can strengthen its commitment and areas where it can confirm its current approach.
EMPLOYEES	Ongoing dialogue with Management Workshops on impacts, risks, and opportunities Informal and institutional meetings Training meetings and events Company welfare initiatives Company intranet Performance evaluation process ESG reporting on specific indicators Whistleblowing system	Understand employee expectations and needs Ensure a safe, inclusive work environment and respect for human rights Activities aimed at updating the impact, risk and opportunity assessment Attraction and retention of employees	Engagement activities enabled assessment of impacts, risks, and opportunities, while identifying areas where the Group can strengthen its commitment and areas where it can confirm its current approach. Employee needs influence and contribute to development and modification of the strategy.
TRADE UNIONS WORKERS' REPRESENTATIVES	Periodic meetings and discussions with labor representatives ⁹ Periodic consultations with workers' safety representatives	Ensure a safe, inclusive work environment and respect for human rights Attraction and retention of employees	The activities enable identification of areas where the Group can strengthen its commitment and areas where it can confirm its current approach.
SUPPLIERS, PARTNERS AND COMMERCIAL AGENTS	Sustainability performance assessment survey Specific survey on strategy and impacts Definition and sharing of standards Sales meetings at the Company and at suppliers Qualification or compliance verification audits Communication portals Assessment tools and questionnaires Adherence to the Supplier Code of Ethics Whistleblowing system	Activities aimed at updating the impact assessment Understand expectations and views on future challenges Activities aimed at ensuring environmental and social regulatory compliance ⁹ Establish strategic partnerships	Engagement activities enabled assessment of the Group's impacts. At the same time, they made it possible to identify areas where the Company can strengthen its commitment and areas where it can confirm its current approach.
CUSTOMERS	Sales meetings and Company visits Specific survey on strategy and impacts Other dedicated communication channels (customer portals with ratings and scorecards) Performance assessment tools and questionnaires Audits and inspections	Activities aimed at updating the impact assessment Meet sustainability expectations and requirements Customer satisfaction Establish strategic partnerships	Engagement activities enabled assessment of the Group's impacts. At the same time, they made it possible to identify areas where the Company can strengthen its commitment and areas where it can confirm its current approach. Understanding customer expectations informs and contributes to the development and modification of the strategy.

STAKEHOLDERS	ENGAGEMENT ACTIVITIES AND CHANNELS	PURPOSE OF ENGAGEMENT	OUTCOMES TAKEN INTO CONSIDERATION
PUBLIC ADMINISTRATION	National and local public bodies National and local authorities Supervisory and regulatory bodies: meetings and communications for compliance or specific requests	Ensure compliance with applicable laws and regulations Discuss any relevant regulatory developments	The activities enable identification of areas where the Group can strengthen its commitment and areas where it can confirm its current approach.
COMMUNITY AND TERRITORY	Meetings with representatives of local communities Company visits Whistleblowing system	Support the social and economic development of local areas Attraction of new resources	The activities enable identification of areas where the Group can strengthen its commitment and areas where it can confirm its current approach.
MEDIUM	Dissemination of press releases Social media ESG reporting	Business transparency Attraction of new resources	The activities enable identification of areas where the Group can strengthen its commitment and areas where it can confirm its current approach.