

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2023



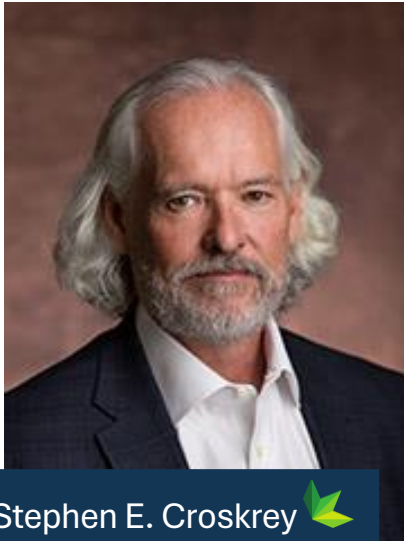
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# 1. Introduction



## *A Message from Our CEO*



**Stephen E. Croskrey** 

*Chief Executive Officer*

The global plastic waste crisis constitutes one of the most pressing issues of our time, and humankind’s ability to confront this ever-growing problem will play a significant role in determining the type of planet that we leave behind for future generations. At Danimer Scientific, we have made it our mission to create sustainable alternatives to petroleum-based plastics through the generation of products that return to nature at the end of their lifecycle, rather than further contributing to environmental pollution. We accomplish this by harnessing the potential of renewable oils to serve as feedstocks in which to ferment bacteria, thus allowing us to avoid the use of petrochemicals.

For our company, being conscientious about the environment is directly connected to being conscientious about people, including our employees, families, friends, neighbors, and fellow community members. Our headquarters is located in Bainbridge, Georgia, a community that provided financial backing at our company’s inception and has continued to support our growth into a public company with customers and shareholders around the world. In the states where Danimer operates, we work with community organizations to promote educational initiatives for all ages. We also continue to nurture relationships with universities across the country, which connect us with talented individuals who are passionate about our sustainability mission.

Alongside our growth as a company over the last two decades, we have seen public interest and awareness of bioplastics continue to expand. In the coming years, we will strive to further enhance our policies pertaining to sustainability and governance as we remain focused on protecting our environment and its inhabitants.

## *Our CSO's Perspective*



Scott Tuten 

Chief Marketing &  
Sustainability Officer

As Danimer Scientific's Chief Marketing and Sustainability Officer, helping to communicate the numerous environmental benefits of bioplastics to clients and partners brings me immense satisfaction. As the detrimental impacts of traditional petroleum-based plastics continue to mount, manufacturers have the opportunity to help alter our current course by shifting to the use of sustainable alternatives. This necessary adjustment requires continued vigilance on Danimer's part, both to remain transparent with our stakeholders regarding our business practices and to bolster our existing policies related to sustainability and governance.

Our efforts to better the world around us would not be possible without the help of many others, which is why Danimer and many of our teammates are active members of various bioplastics industry associations and coalitions. We have a stronger capacity to effect change and pursue a healthier environment when working alongside one another, rather than separately.

In collaboration with groups including the U.S. Plastics Pact and the Biodegradable Products Institute, we strive to promote a high standard for global sustainability initiatives. One way in which we accomplish this is through educational efforts aimed at both individual companies and entire communities to help elevate their environmental policies and practices. We are eager to provide support to anyone who is looking to learn more; by taking a collective approach to addressing the issue of plastic pollution, we can all contribute to a more sustainable future.

## 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, hot-melt adhesives, 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 in more than 480 patents and numerous additional pending patent applications in countries around the world.



### Partners in Research & 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 Gateway
- 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 2023 (FY 2023) reflecting data from January 1 through December 31, 2023. We have also included subsequent initiatives after the end of FY 2023, 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 2023 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 our stakeholders.*

### 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 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 Impact

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

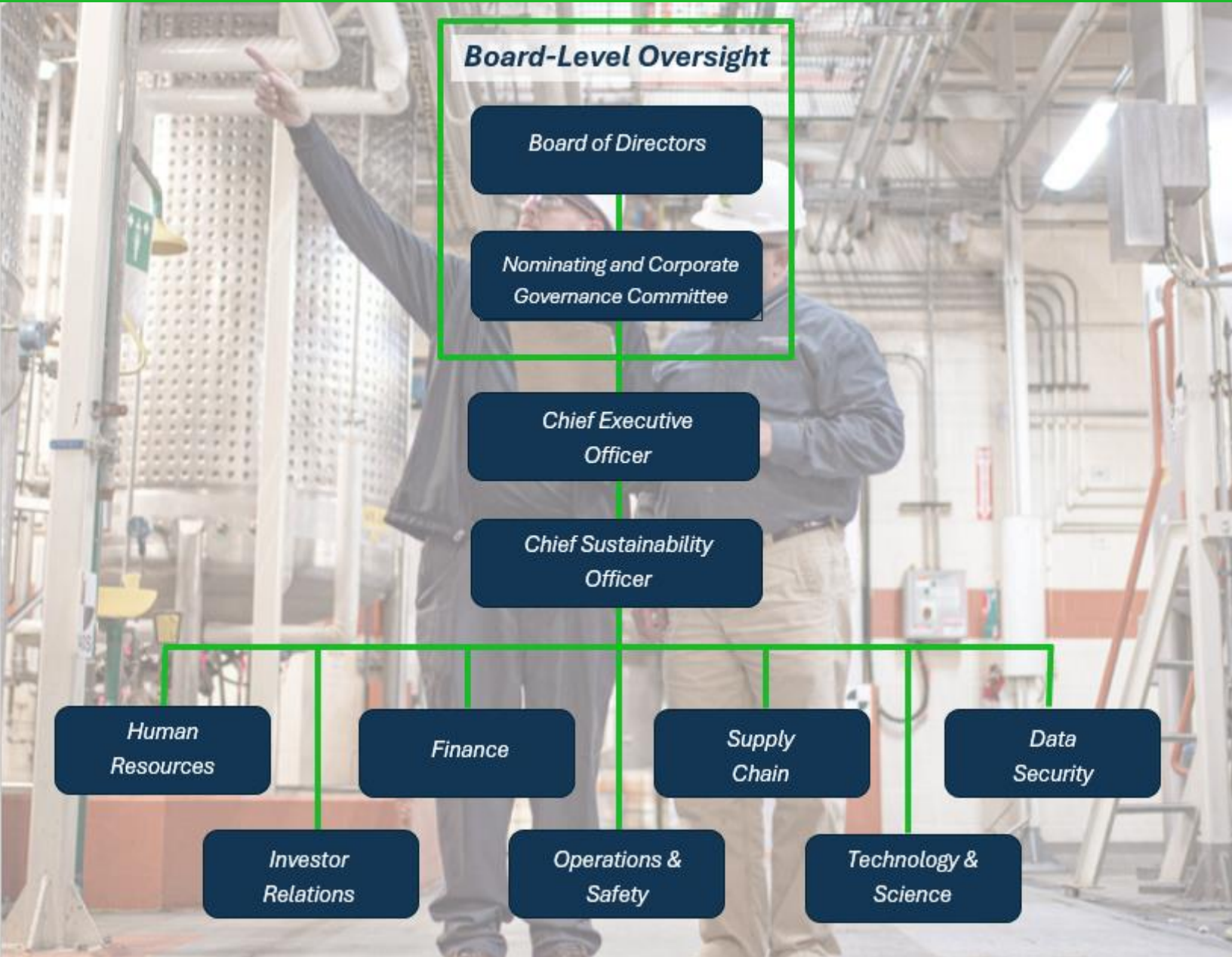
## ESG Oversight

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.

### ESG Reporting Structure

Danimer’s CSO reports to the CEO and confers with the Board for ESG matters. The CSO advises and collaborates with internal subject matter experts







### Stakeholder Engagement

The success of our ESG strategy relies on collaboration with and input from key stakeholders, including stockholders, teammates, 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
Teammates	At Danimer, we understand that input from teammates helps our collective mission to provide sustainable solutions for the plastics industry. Danimer is committed to promoting employee engagement and providing an environment that ensures safety and opportunities for our teammates. We hold Town Hall meetings quarterly to solicit feedback from our employees in company discussions and discover additional ways our teammates can contribute to the discussion as we continue our ESG process. Other employee engagement processes are discussed in this report’s Our Team and Our Impact 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 because 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.

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



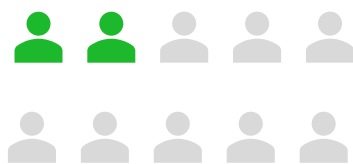
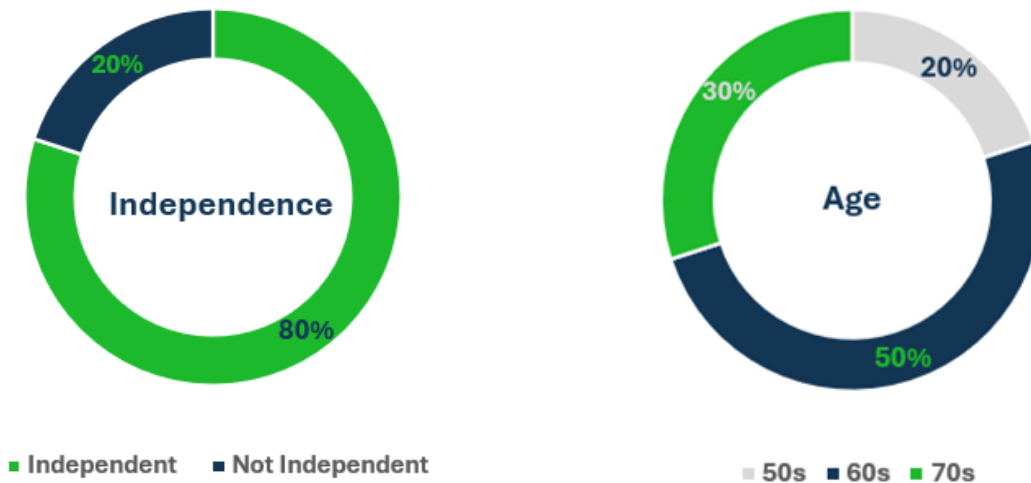
13 CLIMATE ACTION



## Corporate Governance & 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 10-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 ten board members are female as of January 2024



### Ethnic Diversity

One of ten board members is racially/ethnically diverse as of January 2024

### 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 teammates 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.
- 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 teammates 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. Our teammates complete anti-harassment training modules and a code of conduct review each year to ensure adherence to these policies.

### **Government Lobbying and Political Activities**

Danimer may take a public position from time to time on issues important to the welfare of its business, teammates, 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, rulemaking, 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 Nonretaliation 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 teammate 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 & 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 teammates and train them semi-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 annual training with a focus on cybersecurity and online safety. Additionally, Danimer conducts regular phishing exercises with employees to keep teammates alert year-round.

## *Procurement*

Danimer continues to engage in ethical procurement practices across all departments, which led to the development of our Procurement team in 2023. This team works as a centralized net of support for our teammates and suppliers. Daily activities are deeply rooted within our Procurement Policy, which was updated in November 2023 to reflect new procedures and standards, including the use of purchase requisitions and revised workflows. This augmented policy ensures that we hold ourselves accountable to standardized procedures companywide and promotes continual transparency regarding spending and other related practices. By relying on our Procurement team as a fundamental source of education and internal governance, Danimer is better able to promote fair practices and vendor diversity, while striving to mitigate risks and facilitate quality transactions.

## *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.

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.

### 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.



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. Our sites in Bainbridge, Georgia were impacted by such an extreme weather event in 2018 during Hurricane Michael, due to their proximity to the Gulf of Mexico. 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 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.

### Resource Management & GHG Emissions

Our products must be safe and dependable, adhere to all legal and regulatory requirements, and meet our customers’ quality requirements and specifications. Danimer is committed to reducing the impact of 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
  - 5.8% reduction in electricity usage per pound of neat PHA from 2022 to 2023
- Invest in recycling options for packages that we cannot recycle internally

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 35% of its energy from renewables, which would help reduce our operational footprint.

In 2023, we undertook the following projects to make our operations more efficient and reduce emissions:

- We transitioned to the use of low- to no-methanol ethanol with the goal of reducing GHG emissions
- We undertook two projects at our Winchester facility relating to line and system installation to increase reliability and reduce energy loss:
  - Attachment of heat tracing and insulation to several systems to reduce heat loss and freezer exposure, as well as to reduce the emission of process fluids and/or chemical compounds into the environment
  - These modifications also allow for the increase of onsite storage capacity, which in turn contributes to delivery requirements and overall external emission reductions

As we look to the future and continue building out our new Greenfield facility, we pursue energy-efficient solutions and designs to optimize resources, reduce water waste, and lessen GHG emissions. Such methods include:

- The utilization of new centrifugation and lysis protocols for improving throughput, significantly reducing water usage, and maximizing the pounds of PHA produced for the energy consumed
- The incorporation of an anaerobic digester that will ultimately allow us to reduce the amount of energy sourced from the local electrical grid
- Extensive energy integration measures that will allow the recovery of usable energy from process and utility streams, thus reducing electricity and natural gas input requirements
- Seeking to offset utilized energy through potential third-party solar energy providers





## 3. Our Team

Under the leadership of Anthony Austin, our Chief Human Resources Officer (CHRO), Danimer has made significant progress in enhancing employee engagement and support. Throughout 2023, Danimer's HR team worked to develop a comprehensive human capital strategy that encompasses employee engagement, talent acquisition, human capital management, and best-in-class social responsibility. Going forward, our HR focus will continue to remain on modernizing policies around our teammates' development, retention management, career management, and building strategic partnerships within the communities where Danimer operates. This includes partnerships with colleges and universities that are home to both strong engineering and science programs and diverse student populations.

We are incredibly proud of the Danimer team, which includes a diverse range of professionals, from operators to microbiologists. Our company is united by a shared concern for the environment and commitment to our collective mission of providing sustainable biopolymer solutions to address plastic pollution through innovative technologies. To support this mission, we prioritize identifying and hiring great talent in rural and less-developed communities across the U.S. This approach 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 a broader pool of candidates.

3 GOOD HEALTH  
AND WELL-BEING



10 REDUCED  
INEQUALITIES



## Diversity, Equity, & Inclusion

In 2023, Danimer proudly upheld its commitment to promoting diversity, equity, and inclusion (DEI) initiatives. We firmly believe that a diverse and inclusive team is paramount to our success, and we remain resolute in creating a workplace where everyone feels valued, respected, and supported. To that end, we collaborate with colleges and universities to raise awareness of career opportunities in our field and cultivate a robust pipeline of early career professionals, particularly for women and other underrepresented groups in science and engineering.

We have forged strong partnerships with Historically Black Colleges and Universities (HBCUs), including Albany State University and Florida A&M University, to generate opportunities for expanding our diverse candidate pool and recruiting underrepresented groups in science and engineering. Talent acquisition will continue to be a significant DEI focus, and we are committed to deepening our strategic partnerships and efforts as we grow and scale our business.

At Danimer, diversity, equity, and inclusion are core tenets of our success, and we are steadfast in our commitment to creating a workplace where everyone can thrive. DEI efforts will remain a top priority as we continue to expand and evolve, ensuring that our organization reflects the diversity of our communities and the values we hold dear.

*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*

	2020	2021	2022	2023
<b>Female</b>	19%	21%	22%	23%
<b>Male</b>	81%	79%	78%	77%

As Danimer grows as a company, we continue to evolve our systems and processes for collecting information.

### Respecting Human Rights

Danimer is unwavering in our commitment to human rights and social justice. Our Human Rights Statement reflected in our Code demonstrates our core 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.

### Benefits & Pay

At Danimer, we strive to create a positive and fulfilling work environment for our teammates. We offer competitive salaries and benefits, including health insurance, life insurance, long-term disability, 401 (k) matching, employee stock options, paid vacation, and paid time off, to full-time employees. In 2023, we changed our medical plan provider network to further enhance our employee offerings at the same or lower cost as the previous year. We were able to leverage savings from prior year experience reserves to avoid passing on increased medical plan costs to our teammates. Danimer will continue to monitor medical, pharmacy, and voluntary benefit costs to ensure that we remain competitive and meet the needs of our teammates.



Additionally, Danimer conducted a comprehensive compensation study to review executive salaries and hourly pay in 2023. The study involved auditing our current HR data, redesigning our job table, pricing jobs in the market, developing salary structures, setting short- and long-term incentive targets, and identifying potential compliance concerns. The data acquired during this study helps us to ensure that our salaries

are competitive in the market and that we can thus continue to attract and retain talent in the communities where we operate.

### **Education and Training**

Education and continuous learning are essential in our dynamic and evolving industry. Danimer values our employees' development and encourages them to pursue professional development and relevant training opportunities. Our team members are eligible for reimbursement of professional certifications, training, and courses that align with their roles.

We have a robust leadership development program. Managers across the organization select strong candidates for the program who are given access to mentoring and coaching opportunities. Selected teammates 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.

## *Engagement*

Danimer believes that collaboration and engagement play a vital role in achieving our goals. As a result, we support opportunities to bring our team members together, both virtually and in person. We host regular lunch and learn sessions and team-building events that foster employee engagement and collaboration. Additionally, we hold quarterly town hall meetings at each location to garner feedback from and promote discussion among all teammates regarding company policies and practices. In 2023, members of our executive leadership team began conducting site-specific town hall meetings to promote increased participation among teammates across all Danimer locations, in addition to holding virtual meetings for our remote teammates.

## *Occupational Health & 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 Steering 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 teammates.

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 requiring days away from work have been reported since May 5, 2023. This incident constitutes Danimer's only such lost time recordable since becoming a publicly traded company in December of 2020.

Compared to other manufacturing processes, our process is primarily bio-based using fermentation, which has an overall 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 teammates are not typically required to operate heavy machinery.

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 related to associated hazards for each task within that job and how teammates can help to mitigate these hazards going forward.

### **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 2022 Progress Report, businesses and governments are actively driving the elimination of the most commonly identified problematic plastic packaging.

3 GOOD HEALTH AND WELL-BEING



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



14 LIFE BELOW WATER

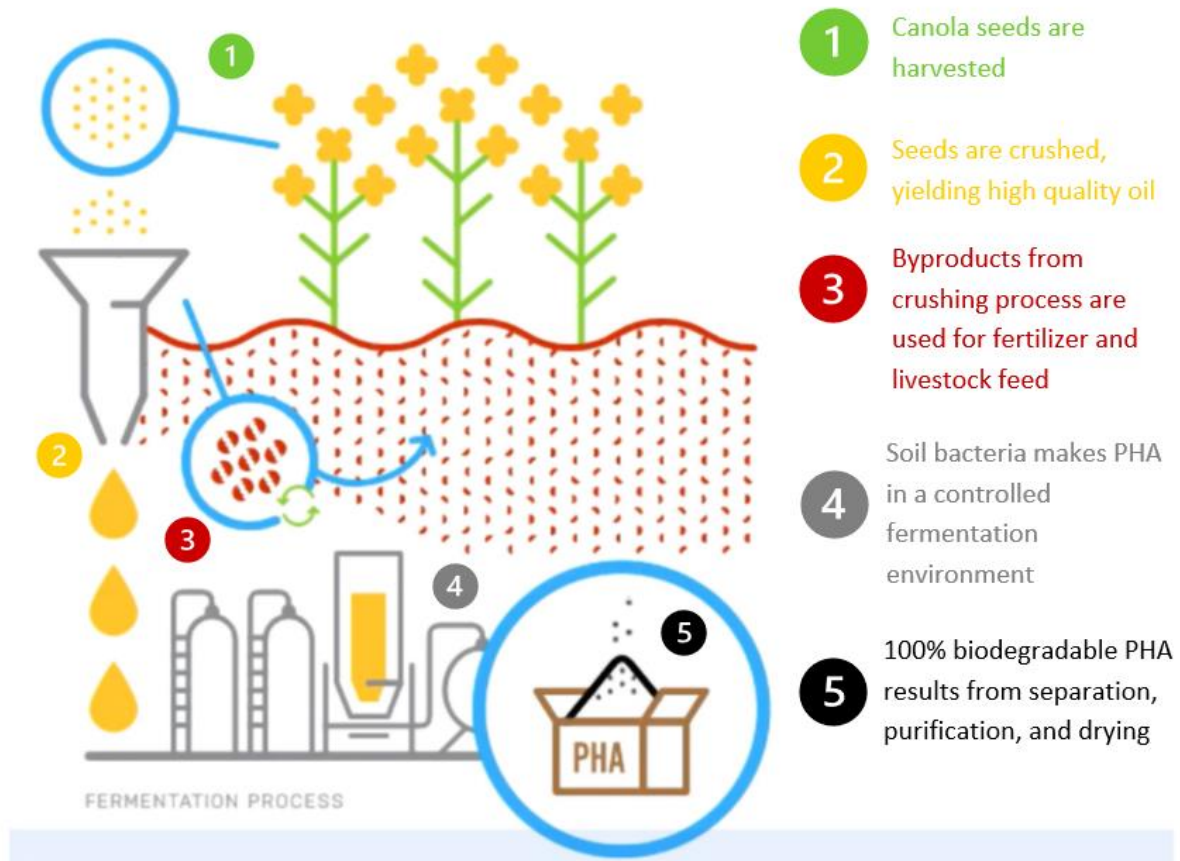


## Nodax® PHA & PLA Technology

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.

### 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.





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 66% of total revenues (compared with approximately 51% for the same time period the year prior). Since the expansion of our current Kentucky operations in 2022, we have maintained approximately 65 million pounds of Nodax-based finished product annual nameplate capacity. Additionally, our Bainbridge Greenfield operations completion is expected in 2026, 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 sources PLA and 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 currently working to expand our potential feedstock to include high-oleic soybeans from the U.S., which provide increased functionality and improved shelf life for applications across the food and manufacturing industries. These research and commercialization efforts have been facilitated by a five-year grant that Danimer received from the United Soybean Board in 2021. We have also identified pennycress oil as a potential feedstock for our PHA through our partnership with the University of Minnesota's Forever Green Initiative.

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. Our suppliers are mature companies with robust internal sustainability management systems, policies, and programs to protect their farmers, land, and the environment. In 2024, 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.

## Packaging and Delivery

Danimer operates B2B; packaging and shipping for our product are intentionally designed to be practical for transportation and able to be reused and recycled. We package PHA pellets in pallets made of 100% recycled material, as of 2023 (up from 80% in 2022), 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. With this in mind, we dedicated nearly 87% of our packaging spend to material with recycled content in 2023. We share a common interest in developing sustainable packaging solutions and collectively work toward a more circular economy.

# TotalEnergies Corbion

## Danimer and TotalEnergies Corbion Announce EU-Compliant Compostable Coffee Pod Biopolymer

In April 2023, Danimer and TotalEnergies Corbion announced the development of a new compostable coffee pod biopolymer that complies with proposed EU packaging regulations.

The EU announced a proposal in late 2022 requiring plastic packaging including tea bags, coffee pods, light plastic bags, and adhesive labels for fruits and vegetables to be compostable. Danimer has estimated that, in the European market, 550 million pounds of plastic are used in the manufacturing of single-use coffee pods each year.

Danimer and TotalEnergies Corbion's new formulations, containing a blend of Danimer's signature Nodax® polyhydroxyalkanoate (PHA) and TotalEnergies Corbion's Luminy® High Heat polylactic acid (PLA), passed biodegradation tests and have been certified by TUV as home compostable. This new development builds on the long-term collaborative

arrangement established between Danimer and TotalEnergies Corbion in 2021.

*“Since beginning our collaborative partnership with TotalEnergies Corbion a couple of years ago, we’ve been working to blend together our respective materials, Nodax® and Luminy®, to meet the specific functionality needs of our customers for a variety of applications. We support the EU’s proposed new regulations as a necessary first step in addressing the problem of plastic waste, and we’re pleased to be offering our compostable coffee pod biopolymer as one example of how the technology behind bioplastics has evolved to serve the needs of manufacturers, regulators, and consumers as the world moves toward a cleaner and more responsible future”.*

- Scott Tuten, Danimer Chief Marketing and Sustainability Officer

## 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 2022 release of our Product Stewardship Policy, we 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.

**BIOLO**

**Bolthouse Farms**

**meijer**

### Danimer Scientific, BIOLO, and Bolthouse Farms Announce Commercialization of Home Compostable Packaging for Fresh Produce with Meijer Stores



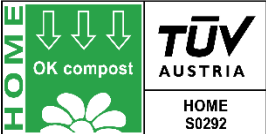





In October 2023, Danimer announced the commercialization of home compostable retail packaging for vegetables and fruit, which was developed in partnership with biodegradable packaging and food service product manager BIOLO and carrot producer Bolthouse Farms.

Danimer's signature PHA, Nodax®, was used to create the bags for one-pound Earthbound Farm Organic Mini Peeled Carrots, now available in Meijer's regional network of 240 grocery stores and supercenters in six states across the Midwest.

The Earthbound Farm Organic Mini Peeled Carrot bags are certified as home compostable by TUV, a globally recognized leader in independent product testing, inspection, and certification. This certification means that the bags have passed rigorous testing that requires them to disintegrate at least 90% within 26 weeks and biodegrade within 52 weeks under home compost conditions.

This development follows a partnership announced in 2020 between Danimer and BIOLO's parent company, Columbia Packaging Group, to create compostable bags, film and rollstock for packaging needs spanning the produce, agriculture, fashion and apparel, consumer goods, bakery, and food service industries.

	<p>BPI Compostable</p>	<p>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.</p>
	<p>OK compost INDUSTRIAL</p>	<p>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).</p>
	<p>OK compost HOME</p>	<p>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.</p>
	<p>OK biodegradable SOIL</p>	<p>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.</p>
	<p>OK biodegradable MARINE</p>	<p>In view of the fact that the majority of marine debris is generated on land and migrates to the ocean, 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.</p>
	<p>OK biobased</p>	<p>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.</p>

# 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.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



## Sustainability Leadership

Businesses and governments are actively driving the reduction of plastic pollution. 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 address 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 Board of Directors and Chief Executive Team ring the closing bell at the New York Stock Exchange – April 17<sup>th</sup>, 2023.*

### **Danimer VP of Business Development joined Department of Energy-hosted Sustainable Chemistry Roundtable – March 2023**

Keith Edwards, Danimer’s Vice President of Business Development, joined a broad mix of stakeholders from industry, government, national labs, and small businesses at the roundtable to voice their perspectives on technical and financial opportunities and barriers to sustainable chemistry RD&D, with the aim of achieving chemicals sector decarbonization and environmental justice. The input gained from this roundtable helped the Industrial Efficiency and Decarbonization Office (IEDO) identify where federal investment is needed to accelerate the commercial readiness of emerging and environmentally just sustainable chemistry technologies and practices.

### **Danimer CEO and CFO Presented at TD Cowen Sustainability Week Conference – June 2023**

Chief Executive Officer Stephen E. Croskrey and Chief Financial Officer Michael Hajost delivered a presentation at the TD Cowen Sustainability Week Conference, which incorporated company presentations, fireside chats and panels, prominent keynote speakers, and topical bootcamps focusing on various aspects of ESG and sustainability.

### U.S. Plastics Pact

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

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:

Define a list of packaging types designated as problematic or unnecessary and take measures to eliminate them by 2025.

1

Make 100% of plastic packaging reusable, recyclable, or compostable by 2025.

2

By 2025, undertake ambitious actions to effectively recycle or compost 50% of plastic packaging.

3

By 2025, ensure the average recycled content or responsibly sourced bio-based content in plastic packaging is a minimum of 30%.

4





## 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 in Winchester, KY  
and Rochester, NY



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



Chemistry lab at the  
University of Georgia



Microbiology lab at the  
University of Georgia



Materials & Biochemical  
Engineering lab at the  
University of Georgia

## Best in Class Community Involvement

At Danimer Scientific, 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 believe that being a good corporate citizen means giving back to the communities in which we operate. Philanthropy and volunteerism are two key ways in which we demonstrate our commitment to making a positive impact in our communities. Our philanthropic efforts are focused on supporting organizations that align with our values and mission, including those that promote environmental sustainability, education, and social justice. By supporting local organizations and causes through charitable giving and volunteer work, we are able to build stronger relationships with our neighbors and contribute to the well-being of the communities where we live and work.

### Philanthropy & Volunteerism 2023 Snapshot

- Our Bainbridge, GA and Winchester, KY sites partnered with local schools to help students complete hands-on biological experiments and learn about sustainability
- Members of our Athens, GA team volunteered at the Food Bank of Northeast Georgia and collected donations of toiletries, cleaning supplies, and other household items on behalf of the Athens Area Homeless Shelter
- In April 2023, our Winchester site participated in the Kentucky Adopt-a-Highway spring cleanup event
- As part of our Earth Month initiatives, Danimer delivered home compost bins to Bainbridge-area schools
- During the 2023 holiday season, our Rochester teammates held a food drive on behalf of Foodlink, a local nonprofit dedicated to addressing food insecurity



## Educational Partnerships to Create a Better World

Whether it's in research and development or simply sharing ideas, the partnerships that Danimer Scientific forms with educational institutions 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.

### **University of Georgia Innovation Gateway**

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.



Further, we are able to connect with and provide internships to Athens-area students majoring in biology, chemistry, and other related disciplines through our presence on the UGA campus and involvement in on-campus fairs and activities. These internships, offered in our analytical chemistry and fermentation labs, provide students with the opportunity to gain hands-on laboratory experience. We provide learning opportunities through the introduction and use of analytical testing and fermentation methods/equipment, data entry techniques, and good laboratory practices pertaining to personal protection equipment (PPE), chemical safety, etc. Our internship program has played an active role in our HR department's talent acquisition strategy by allowing us to hire recent graduates who have previously worked with Danimer and demonstrate a passion for the bioplastics industry.

### **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 approximately 100 people in southwest Georgia and plan to hire many more in production, maintenance, and management over time.

### **Local Educational Programs**

Danimer has worked alongside the Southwest Georgia Youth Science & Technology Center to educate elementary and middle school students on potential careers focused on science, technology, engineering, and mathematics (STEM) fields in our area. Danimer also regularly hosts field trips and in-school visits to demonstrate Danimer's technology and discuss the importance of science and other STEM related fields.

## 6. Appendix



## 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.



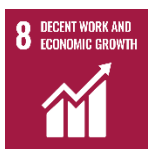
### Our Team

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



### Our Product

Our ability to provide highly customizable and environmentally friendly solutions at scale is 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 educational and economic prosperity where we live and to 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
<b>Greenhouse Gas Emissions</b>	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.
<b>Air Quality</b>	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.
<b>Energy Management</b>	(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.
<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>Water Management</b>	(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
<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>Operational Safety, Emergency Preparedness &amp; Response</b>	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
<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>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>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.
<b>Management of the Legal &amp; Regulatory Environment</b>	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
<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>Activity Metrics: Industry</b>	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 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.