Sustainability Report 2024

Complete version

RADICI GROUP

Contents

Introduction

On 23 February 2025, Lone Star Funds signed an agreement for the acquisition of Radici Partecipazioni SpA Holding, GeoEnergie, Radici Innova and RadiciGroup's Specialty Chemicals and High Performance Polymers Business Areas, which will be spun off from the Group. The Radici family, on the other hand, continues to lead the Advanced Textile Solutions Business Area.

The acquisition by Lone Star had no material impact on this reporting. The policies and results presented in this Report refer, unless otherwise indicated, to the structure of RadiciGroup in 2024.

The review of the materiality analysis process, initially scheduled for the first half of 2025, will start as soon as the new corporate structure is defined, so as to be able to better integrate it into the organizational context.

Similarly, given the change in the perimeter, it will also be necessary to reformulate the objectives of the “From Earth to Earth” sustainability plan. These objectives are valid until 2024, but will need to be updated in line with the changing configuration.

The non-financial report for the year 2025 will explain the developments following the acquisition and the developments that will follow.

Letter from the President

With over twenty years of constant commitment, sustainable growth and tangible results, the 2024 Sustainability Report showcases the achievements and paves the way for a new structure, objectives and reporting that better align with the needs of the global context.
2024 was confirmed as a pivotal year from an ESG perspective, with results that demonstrate the strength of our commitment to environmental, social and governance issues. Our actions reinforce the value of sustainability as a strategic lever for the present and the future. This Sustainability Report provides an account of these results, offering transparency and continuity with respect to the path taken.
In this regard, I would first like to highlight the positive environmental results: from continuous improvements in energy efficiency to increased renewable energy usage and good performance in the fight against climate change. Another notable achievement this year was the measurement of Scope 3 emissions for the first time across all our companies. These emissions are linked to the value chain and are essential for understanding our overall carbon footprint, highlighting the importance and complexity of the remaining challenges.
From the point of view of health and safety, 2024 recorded excellent data, with a marked decrease in the number of injuries and the net improvement of all parameters. This is an important result, achieved through the constant commitment of all RadiciGroup companies and People.
Much has also been achieved in terms of collaboration with the value chain, particularly with regard to innovation and co-design, as detailed in some case studies in the report.
The beginning of 2025 marked a crucial stage in the Group's history when Lone Star Funds announced an agreement to acquire RadiciGroup's Specialty Chemicals and High Performance Polymers business areas. Meanwhile, the current shareholders have retained control of the companies responsible for the Advanced Textile Solutions business area.
Looking to the future, I am aware that challenging goals await all the companies that have been part of the great history of RadiciGroup. In a context in which competitiveness is increasingly based on the ability to integrate economic results with environmental and social performance, markets are not neglecting sustainability; they want it to be tangible, measurable and consistently geared towards creating value.
In this scenario, I am convinced that the path we have taken and the skills we have gained over time will provide a solid foundation for the future.

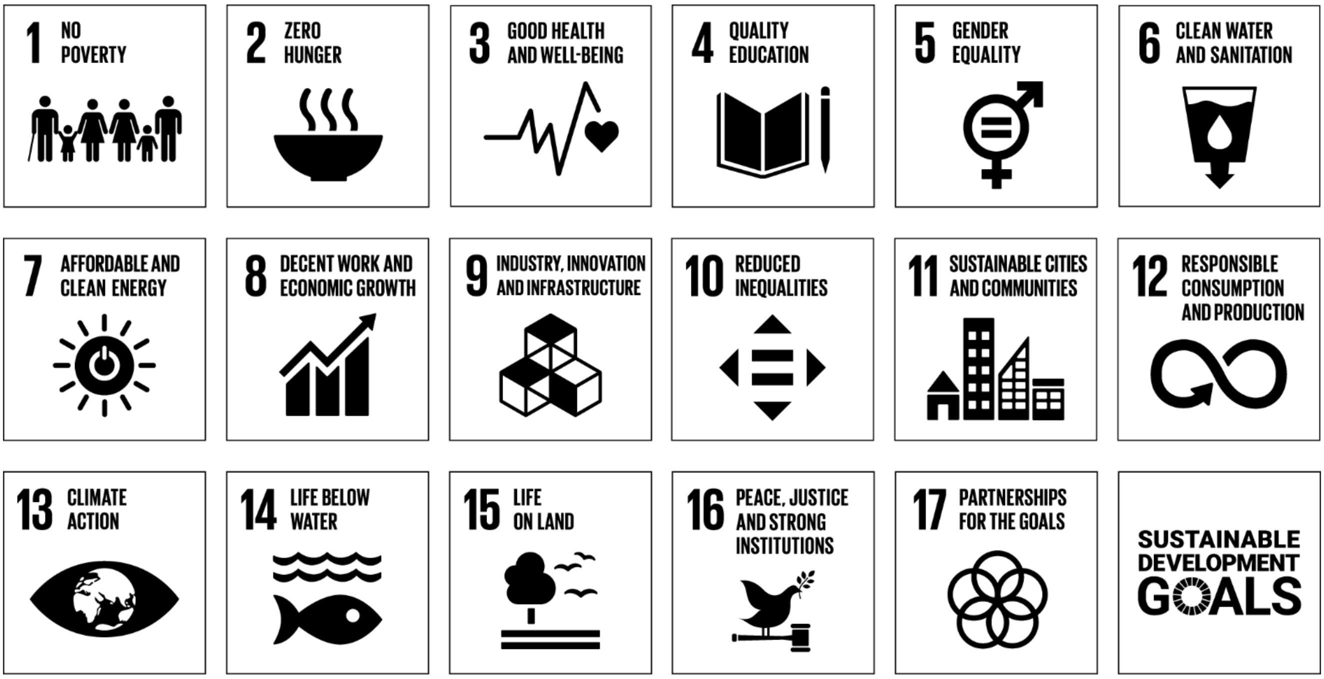
Gandino, June 2025

Angelo Radici
President of RadiciGroup

The United Nations Sustainable Development Goals (SDGs)

Disclosure 2-23

When the United Nations developed the **2030 Agenda**, the ambitious **program of action for people, planet and prosperity based on equitable economic growth, social welfare and environmental protection**, they first called upon companies. The latter have been entrusted with an important responsibility, to put their resources at the service of all-round sustainability. **RadiciGroup has not shied away from the challenge**, and over time its sustainability reporting has been the principal vehicle for communicating its commitment. In order to make its contribution to the 2030 Agenda even more concrete, between 2023 and 2024 the Group developed its **"From Earth to Earth" Sustainability Plan**, illustrated in this Report, in which **each goal's contribution to achieving the SDGs** is divided **into targets and actions**.



Our Vision

Disclosure 2-23

"**Growing our businesses while respecting the planet** through solid principles, correct behavior, innovative choices, responsible investments. **Putting people at the heart of every strategy**. **Developing high-performance products that bring added value** to those who will use them once transformed into clothing items, car components, furniture and much more besides.
This is our vision. We recognize the value of our past. We embrace the challenges and opportunities of the present every single day. We work with an eye to the future, always."

Our Mission

Disclosure 2-23

- To promote the **development of our businesses while pursuing our Group values and culture**.
- To pursue our Vision by **valorizing and optimizing our resources**, establishing alliances and **searching for new markets**, including niche markets.
- To **embed sustainability into new product and application development**.

Our values

Disclosure 2-23

Founded on the **passion and commitment of around 60 Employees** of different ages and nationalities, who have contributed to building a vision for RadiciGroup today and tomorrow, **the values guide our daily choices**. They also promote the **individual's contribution to achieving the common goals** of growth, transparency, people-centered governance and environmental protection set out in the RadiciGroup's Vision and Code of Ethics, which the Values introduce.

The Code of Ethics

Disclosure 2-23

RadiciGroup's Code of Ethics is not an arrival point, but rather a starting point for daily improvement, without losing sight of our common identity, even given the diversity of corporate, social and cultural contexts, which is, on the contrary, an asset. The Code of Ethics has increasingly become an indispensable guideline underpinning the "From Earth to Earth" Sustainability Plan, the new RadiciGroup Policy and the Human Rights Policy.
One of its key features is **the formalization of certain commitments to fair, transparent and responsible behavior towards Stakeholders**, who have played a central role in the Group's ethical vision.
To ensure inclusiveness and full transparency, RadiciGroup's Code of Ethics is available at radicigroup.com to anyone who wishes to consult it.

The RadiciGroup Policy

Disclosures 2-23, 2-24

*Looking ahead to **enhance the business, ensure continuity, and be inclusive to all Stakeholders** worldwide.*
*This is how RadiciGroup works every day, guided by its **Code of Ethics** and its **distinctive values**: putting People at the center of every action, teamwork, respect for laws, responsibility and transparency.*
*It is a long-term commitment to truly sustainable **social, economic, and environmental development**, driven by **innovation and research**, essential for designing and advancing technologies, processes and products.*
*In a continuously evolving context, RadiciGroup, thanks to its **Management Systems**, seeks excellence through **synergy** among Business Areas, **continuous improvement**, **operational and communicative transparency**, **quality**, **performance**, and product **traceability** along the **Value Chain**.*
*Diligent compliance with regulations, especially regarding **Human Rights**, **corruption prevention**, **Health and Safety** and **environmental protection**, is fundamental for every activity of the Group. To this end, RadiciGroup companies adopt Management Systems duly certified by recognized certification bodies and based on a set of well-defined procedures, understood at all organizational levels, and maintains a transparent and collaborative relationship with the Authorities responsible for legal controls.*
*In order to ensure the **quality** of its products and services, the Group has numerous tools at its disposal that enable its companies to develop **robust and reliable processes**, **meet Stakeholders' needs** and foster continuous improvement.*
*RadiciGroup works to optimize **environmental and energy performance** through publicly declared goals, structured work plans and accountable results, **measuring the environmental footprint of the main products and services** and applying, whenever possible, **ecodesign principles**.*
***Health and Safety** are top priorities for RadiciGroup, which not only complies with regulatory standards, but also aims to increase **prevention and control**, actively involving Workers to minimize the risk of accidents and create an increasingly safe working environment.*
*RadiciGroup promotes a culture of **care for Workers** in every aspect of professional life. Along with initiatives for dialogue and involvement, the Group supports **inclusion** with policies where uniqueness and **diversity** are considered as enriching elements.*
*The Group also invests in **lifelong training** to enhance the skills of Human Resources, aware of how individual contribution is fundamental for reaching overall excellence.*
*Finally, **digitalization** represents a key element to support Governance, foster synergies, optimize resources and strengthen Management Systems, enhancing their solidity and resilience.*

April 2024

The Vice-president
Maurizio Radici

The President
Angelo Radici

RadiciGroup's Human Rights Policy

RadiciGroup is aware that it is a Group with strong local roots, but at the same time multinational. For this reason, it wants to ensure that its **values are shared in a cross-cutting way** in every area of the world where its activities are carried out.

Based on the principles contained in the Code of Ethics, the Group has **formalized and communicated** its commitment to respecting Human Rights to its stakeholders. This commitment is already at the heart of the work of its companies and has been **enshrined in a Human Rights Policy**, which was approved at the end of May 2025 and is intended to be made public in the second half of the year.

RadiciGroup's Anti-Corruption Policy

RadiciGroup, consistent with its values and the Code of Ethics, has always adopted a **"zero tolerance" approach to all forms of corruption**. The Group operates with honesty, integrity and in full compliance with anti-corruption laws and regulations. With the introduction of the **Anti-Corruption Policy** in 2024, RadiciGroup has further strengthened its commitment, integrating into a single organic framework the principles and rules already in place and explaining their application to all Stakeholders. The objective was twofold: to increase **awareness of the rules and behaviors to be followed and to translate the Group's fundamental values into** practical actions.

The “From Earth to Earth” Sustainability Plan

Disclosure 2-23

RadiciGroup's sustainability plan – entitled “**From Earth to Earth”**, with the intention of placing **the Earth at its core** – consists of **mid-term goals** and **actions to achieve them**. They cover all **areas considered “material**” in terms of risks, opportunities and ESG and financial impacts.
In response to a complex and constantly changing scenario, it is **capitalizing on the results already achieved** but is also **continuing to build its future** through a sustainability-led strategic perspective.

Building the plan

The **topics relevant to sustainability** represented the starting point for the definition of **ESG objectives**. They were analyzed by more than 50 internal experts gathered in thematic tables, with the support of a consulting firm. The work has led **to the identification of the strategic commitments on which the sustainability plan is based**.
The analysis also included an **assessment of the risks and opportunities related to each topic**, considering the different commercial, political and geographical contexts in which the Group operates. A further analysis of benchmarks with competitors and industry players has made it possible to refine the targets.
The plan was approved by top management and presented to all Employees at a dedicated event in January 2024. It was then communicated externally through media relations and a social campaign, to involve the widest possible number of Stakeholders.
As already indicated, the objectives set out in the Environmental, Social and Governance chapters remain valid for the purposes of this Report. In view of the new corporate structure, it will be necessary to proceed with an update that will take into account both the results of the next materiality analysis and the strategic orientation and the ESG vision of the new Owner.

The Group

Disclosure 2-6

In 2024, as in previous years, RadiciGroup has been one of the world's leading producers of a wide range of chemical intermediates, polyamide polymers, engineering polymers and advanced textile solutions, which include nylon yarn, polyester yarn, yarn made from recovered and bio-source materials, nonwovens and personal protective equipment for the healthcare and industrial sectors. RadiciGroup products have reached the market through a production network spanning four continents and a globally structured distribution network.

Figures making a difference

> 80
years of history

~ 30
production and commercial sites

~ 30
product brands

~ 2,800
employees

1,048
million 2024* turnover

3
business areas

1
innovation consortium

**2024 RadiciGroup consolidated turnover (in €).*

A global presence

Disclosure 2

Europe

France - Saint-Priest
Germany - Lüneburg, Tröglitz
Hungary - Szentgotthárd
United Kingdom - Wakefield
Czech Republic - Podbořany
Romania - Săvinești
Switzerland - Stabio
Spain - Barcelona

Italy

Ardesio
Buronzo
Casnigo
Chignolo d'Isola
Gandino
Novara
Villa D'Ogna

Americas

Brazil - São Roque - São Paulo
Mexico- Ocotlán
USA - Wadsworth

Asia

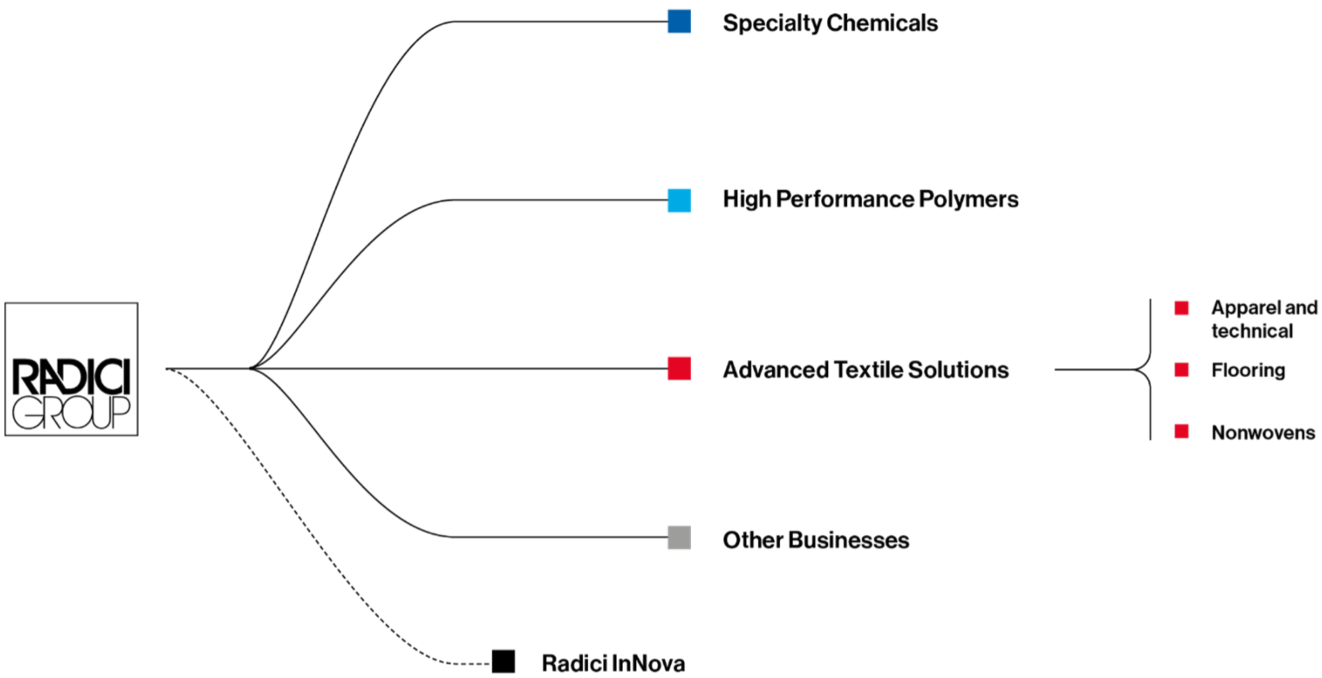
China - Shanghai, Suzhou
India - Gurugram, Halol

Update at 31/12/2024

The Value Chain

Disclosures 2-1, 2-6

In the reporting year, RadiciGroup consolidated its position as a vertically integrated global player, that is, able to control the entire nylon production chain (mainly polyamide 6 and 66 polymers) through its Specialty Chemicals Business Area. Nylon, the Group's core business, is then processed into engineering polymers by the High Performance Polymers Area and into yarn and staple by the Advanced Textile Solutions Area for further processing by other companies. Specialty Chemicals is the Supplier of the two most downstream areas for polyamide polymers, which it also marketed to other market players for the non-Group shares.
The three business areas are flanked by the activities of Radici InNova (Consorzio Radici per la Ricerca e l'Innovazione s.c.ar.l), a non-profit company set up to pool the expertise of the entire RadiciGroup chain.
The representation below relates to the structure of RadiciGroup in 2024.



Suppliers

Strategic raw materials

Strategic raw materials, indispensable for the Group's operations, e.g. caprolactam, phenol, olon, ammonia, adiponitrile, polypropylene and polyethylene or polyester polymers were purchased on the market through a dedicated function called "Strategic Materials & Logistics".
These materials are essential for the Group's production, but they are also extremely important in its journey to reduce its impact, as they are mainly derived from oil. For this reason, **the Suppliers, numbering around 70 worldwide and covering around 75% of the Group's procurement costs in 2024, are all structured companies or groups** and have proven system strategies in place in the social and environmental fields that RadiciGroup monitors. The distribution of strategic raw material Suppliers in relation to regions and turnover was as follows:

Table 01

Breakdown of RadiciGroup Supplier types by turnover in 2024	
Strategic raw materials	from EUR 580 to EUR 600 million
Packaging + transport	approximately EUR 64 million
Maintenance + utilities	approximately EUR 126 million
Other goods or services	approximately EUR 52 million
Geographical breakdown of RadiciGroup Suppliers by turnover in 2024	
Europe	around 70% of turnover*
Asia	around 10% of turnover
North and South America	around 20% of turnover

** Of which around 20 key Suppliers account for a turnover of over EUR 10 million.*

The scenario in 2024

The **economic picture of 2024** was confirmed to be **extremely complex** in continuity with 2023 due to the **persistence of the energy crisis** and the **aggravation of geopolitical tensions**. As a result, Europe has continued to face with difficulty the now usual dependence on external liquid gas, purchased at high costs.
RadiciGroup had to operate in a **European environment** marked by **still high prices for gas and energy**, although lower than in 2023. **Demand, steadily reduced** as a result of this scenario, has led to the consolidation of the processes already started to **redefine supply chains**. Some European players that produce basic chemicals and gases have continued to substantially review their strategies, with the planned closure of four cracking plants, two of which are in Italy. On the other hand, manufacturers and Suppliers who had the opportunity to diversify their activities in non-European geographical areas or to adopt reshoring strategies have continued along this line.
In this context, **RadiciGroup** has maintained a **high level of flexibility in logistics and supply chain** to benefit from these new sources. In addition, to respond proactively also in Europe, the Group has further strengthened contacts with local producers, ensuring an adequate availability of materials without interruption.

Supplier-partner Geogreen

Among the RadiciGroup Suppliers, as always, Geogreen, an Italian company belonging to the Radici Family, has a strategic position. Geogreen was founded in 2000 to support companies, in particular the Group, through the supply of renewable energy.
Geogreen's products and services have expanded over time. In addition to the production and distribution of electricity, it now also offers management of Guarantees of Origin (GO) related to renewable energy, transactions in the ETS (Emission Trading System) market and the creation of integrated solutions for efficiency, consumption management and plant design.
In full accordance with RadiciGroup policies, Geogreen has always been sensitive to the protection of the environment and water in particular. Its hydroelectric power plants are classified as small hydro: they do not deprive Local Communities of water resources and are small in size.

In the reporting year, thanks to excellent rainfall levels, Geogreen recorded **hydroelectric production** in line with the **average of the last ten years**, and in some cases even higher. The production has exceeded **60 million kWh of green energy**. Thanks to these excellent production levels, Geogreen has purchased certified renewable energy on the Italian market for its Customers, in smaller quantities than in 2023.
Aware of the medium and long-term effects of climate change, **Geogreen** has long chosen **to diversify production sources** to ensure strategic continuity in supply. With this in mind, **a cutting-edge photovoltaic system has been installed**, illustrated in the following case history, and for the years to come, some additional photovoltaic projects have been approved that will affect the regions of Northern Italy.
Finally, again in 2024, Geogreen continued to support RadiciGroup in phases of market fluctuation, thanks to careful monitoring and flexible supply planning. This approach has allowed the Group to mitigate, as far as possible, the impacts of energy costs.

RadiciGroup and Geogreen, the strategic partnership for renewable energy expands

In 2024, RadiciGroup further strengthened its collaboration with Geogreen, a historic partner for renewable energy in Italy, thanks to a new photovoltaic park installed by Geogreen. The project, built on a former RadiciGroup industrial area, includes more than 5,000 solar panels with an installed capacity of 4 MW, capable of generating 5.5 million kWh per year, equal to the consumption of about 200 families, and intended entirely for the Group. The panels of the new plant, designed to maintain at least 90% of their efficiency for 30 years, adopt solar tracking technology and are bifacial, allowing an increase in productivity of 20% compared to traditional systems. This choice will help avoid more than 2,500 tons of annual CO_2 emissions.
With an investment of EUR 4 million, the plant represents for Geogreen a strategic step towards the diversification of energy sources, expanding the traditional focus on hydroelectric power. The energy produced will be supplied to RadiciGroup through a Power Purchase Agreement (PPA), supporting the Group's decarbonization plan.
In addition to reducing the environmental impact, as part of the Geogreen project, Geogreen has also provided for some compensation works for the benefit of the Municipality of Isola Dovarese: the donation of a portion of the area of the former industrial site to the Municipality, the installation of a wallbox for charging electric vehicles and the construction of a 16-kilowatt photovoltaic system on the roof of a municipal warehouse, intended to cover part of the municipality's energy consumption. In addition, an area of 25,000 square meters adjacent to the park will be left as a natural space, maintaining an important "green lung" for the territory.

Suppliers of other goods and services
Also within the scope of supply chain activities, in the reporting year, the **"Real Estate&Services" function** was assigned the task of coordinating at corporate level and individually supporting the Business Areas with regard to **the procurement of services such as telecommunications and information technology, car fleet management as well as trade fair and travel services**.

Disclosure 204-1

The Suppliers related to this function are largely **mid-sized local companies**. When it comes to the day-to-day running of companies, Suppliers can even be family-run micro-businesses.
For these Suppliers, **it is not possible to identify a clear "local" qualification based on the distance from the RadiciGroup's site, due to the different production structures in the countries of the world where the Group operates**. In fact, the "local" dimension is intuitively different in Europe, a continent with a high population and industrial density, than in Tierra del Fuego in Argentina or the United States, where the possibility of zero-kilometer sourcing is more limited and the distances are greater.

In order to **quantify the expenditure realized with local Suppliers** on the basis of the indications provided by the Global Reporting Initiative model, a **methodological approach was therefore adopted that took these factors into account**. First, the **Group's production sites and holding company Radici Partecipazioni were identified as locations for significant activities** (for the complete list of the Group's production sites, see the appendix "Building the Report").
In this second year of reporting, it was possible to **add** to the European sites already surveyed in the 2023 report, **also the main non-European sites in the High Performance Polymers area.** In the next edition of the Sustainability Report, work will be done to further complete the perimeter, compatible with the new corporate structure.
In 2024, since RadiciGroup is integrated upstream in the nylon supply chain, the **Specialty Chemicals Business Area and the polymerizations of the Advanced Textile Solutions area have acted as Suppliers to other Group companies for the subsequent processing of the polymer**. For this reason, all Italian sites have been grouped together and Lombardy (home to all Italian companies with the exception of Radici Chimica) has been identified as a local area. A specific focus was then applied to Radici Chimica SpA; this is the Group's largest site outside Lombardy, but it works substantially with the other companies as part of the upstream integration mentioned above.
Subsequently, for the other businesses under consideration, it was decided to report twin parameters: the **country of the business** and the **macro region of reference**, conceptually identifiable with Lombardy.
Below is an overview of the data that highlight the persistence of a significant level of spending with local Suppliers, in particular in Italy, Switzerland, the Czech Republic and Brazil. There are many reasons to use **local Suppliers**: from the **speed of service** to the **ease of obtaining references** and the high **standard of service** that these interlocutors show towards the Group, to which they are often linked by long-standing relationships. **This also retains significant portions of added value in the local area**, fostering its development through related industries.

Table 02

Site	Business Area	Geographical area identified as "Local"	Percentage of expenditure 2023	Percentage of expenditure 2024
All RadiciGroup italian sites	Specialty Chemicals Advanced Textile Solutions High Performance Polymers	Lombardy	56.2%	58.6%
Radici Chimica SpA	Specialty Chemicals	Piedmont and neighboring provinces of Milan and Bergamo	54.2%	64.6%
Radici Chimica Deutschland GmbH	Specialty Chemicals	Germany	89.8%	89.6%
		Saxony-Anhalt	46.9%	42.5%
Noyfil SA	Advanced Textile Solutions	Switzerland	28.3%	25.4%
		Canton of Ticino and neighboring provinces of Como, Lecco and Sondrio	39.4%	33.2%
Logit s.r.o.	Advanced Textile Solutions	Czech Republic	53.1%	78.7%
		Bohemia	41.4%	40.4%
Yarnea SRL	Advanced Textile Solutions	Romania	23.2	19.3%
		Neamt Region	16.7%	14.5%
Radici Plastics GmbH*	High Performance Polymers	Germany	19%	24.6%
		Lower Saxony	2.7%	3.2%
Radici Plastics LTDA	High Performance Polymers	Brazil	-	56.7%
		State of São Paulo	-	47.2%
Radici Plastics (Suzhou) Co. Ltd.	High Performance Polymers	China	-	90.3%
		Suzhou area	-	14.0%

Radici Plastics USA INC.	High Performance Polymers	USA	-	93.9%
		Ohio	-	13.6%
Radici Plastics Mexico, S. de R.L. de C.V.	High Performance Polymers	Mexico	-	22.1%
		State of Jalisco	-	7.4%

For the purposes of this disclosure, **neither Suppliers of strategic raw materials nor Suppliers of shipping services for European companies were considered potential local Suppliers**. Due to their peculiar nature, these products or services are not – even theoretically – available everywhere. In addition, purchases are managed centrally by the holding company. As for **non-European companies** (in particular Radici Plastics LTDA, Radici Plastics Suzhou, Radici Plastics USA, Radici Plastics Mexico), **these Suppliers have instead been included**. As mentioned, non-European regions are much larger by their very nature, which in some cases allows raw materials to be sourced from local Suppliers.

** The company is closely linked to the parent company Radici Novacips, the majority of raw material and services derive from Italy.*

Relations with Suppliers

Disclosures 2-23, 2-24

Transparency**,** trust, respect for contractual agreements and the reliability of RadiciGroup are the distinguishing **elements of the Group** in its relations with Suppliers.
It focuses its **relations with Suppliers** on the **principles set forth in its Code of Ethics and Supplier Code of Conduct** (hiips://www.radicigroup.com/en/sustainability/ethical -guidelines/conduct-code). In this document, respect for Human Rights in its particular declination related to labor (rejection of illegal child labor, forced labor, freedom of association, fair remuneration, maintenance of adequate health and safety standards in the workplace) and People's dignity and freedom (diversity and inclusion) are specifically mentioned as key requirements for relations with the Group. **Preferred requirements for the supply chain** also include the search for **solutions aimed at environmental protection** and resource conservation as well as the **development of low-impact products and services**.

Customers

RadiciGroup has a **worldwide Customer network**, served both through a **global distribution network** and an **internationalized manufacturing operation** with plants in major markets.
Again in 2024, the Specialty Chemicals area, thanks to its integration in intermediates for polyamides, offered a range of polymers used in the engineering polymers and fibres sector, which are partly used within RadiciGroup, partly sold to third-party companies. The adipic acid business, in addition to its own requirements for the production of PA66 polymer, supplies **medium and large Customers in a wide range of sectors**, from polyurethanes to plasticisers and other industries.

The High Performance Polymers area has maintained its usual Customer base with a significant number of **medium and large companies operating in globalized sectors** such as automotive and electrical/electronics, which require both commercial and production proximity to the production centers of each sector and the ability to offer a standardized product to serve global value chains, regardless of the physical location of production. With its wide range of products, BA has also been able to cover specialized sectors such as batteries, water management solutions, and industrial and consumer goods. Its in-house Engineering Service has also been able to support Customers in quickly identifying high-performance technical solutions with an improved sustainability profile.

In Advanced Textile Solutions, **the high proportion of small and medium-sized enterprises** in the **Customer base** required the usual special focus on relationship management that takes into account the complex, networked and often globalized value chains in which they operate. Performance, sustainability, circularity and eco-design are the watchwords in the fibre application sectors, from clothing to furniture, automotive to construction and industrial uses.

The scenario in 2024-2025

2024 opened in the European Union with positive signs on the demand side linked to the fall in inflation and the consequent start of the reduction in interest rates. On the supply side, the return, albeit partial, of energy costs, in continuity with the 2023 trend, has reduced the competitiveness gap of European producers compared to other world areas. The second part of the year saw a weakening in demand in the face of a holding of non-EU imports and a new upward trend in energy costs, with a significant impact on the European industrial system. The levels of activity in RadiciGroup's main reference sectors have been affected, in particular in the automotive, textile, clothing and furniture sectors.
2025 began with concerns about increases in energy costs, generalized increases in US import duties and the competitiveness of the European industrial system. The tightening of tariff barriers by the US administration, in addition to reducing European exports to the US, may increase pressure on the European import market from China, encouraged, to face the reduction of outlets to the American continent, to redirect part of its exports to Europe, already in crisis due to weak demand.

In the chemical sector, managed by the **Specialty Chemicals** area, 2024 registered an initial partial recovery of competitiveness due to lower energy costs and the reduced pressure of imports from Asia, temporarily slowed down by higher freight costs and the lengthening of transport times caused by geopolitical instability in the Gulf area. In the second part of the year, demand gradually weakened in the major European countries and in the main industrial sectors, just as freight costs and disturbances on import routes were decreasing. 2025 began with a stable demand market at low levels, with some signs of improvement, and a renewed upward trend in energy prices, which led many European operators to prudent pricing policies. Actions to restructure plant structures and plant closures have intensified, aimed at adjusting supply to low levels of demand and recovering competitiveness.
As for **the automotive sector,** the Group's main reference sector, the global market grew in 2024, albeit at low rates. European car manufacturers, struggling with the critical issues of the transition to electric mobility, have registered a lower demand for electric vehicles than expected, in the face of greater exports from Chinese manufacturers, global leaders favored by a dynamic domestic market and state support policies. The need to achieve the emission targets set by the EU, under penalty of very high fines, has led many car manufacturers to favor the offer of hybrid and electric cars and to reduce the supply of traditional cars in the cheaper segments, forcing consumers, already in difficulty, to postpone purchases or to find alternative solutions. The lack of electric mobility infrastructure has been a further brake on the adoption of electric vehicles in several countries. For 2025, the main drivers of the sector in Europe will be the developments of the ecological transition, high energy costs and the impact of the tightening of tariff barriers initiated by the US administration.
In the context described, the **High Performance Polymers** division was able to limit negative impacts thanks to the geographical diversification of its activities and production sites, continuing its strategy of expanding the offer of products and solutions for the energy transition in all sectors and products aimed at the electrical/electronic markets and a wide range of industrial applications, such as water management, always with a strong focus on sustainability.
In **the European textile sector,** 2024, after a more favorable start to the year due to the decrease in energy costs, saw a progressive reduction in producers' activity levels, in a context of rising raw material and energy costs and falling demand in the main reference sectors. Textile-clothing production continued to fall, albeit at lower rates and textile flooring was weakened by the slowdown in the construction sector, offset only by a few positive signals from the contract sector. Automotive textile applications have been affected by the difficulties of the sector, although with positive ideas for recycled products. In the first months of 2025, to the difficulties of a stagnant market at low levels and rising energy costs, was added the uncertainty deriving from the risk of US tariffs, which, together with the evolution of geopolitical tensions, will be significant drivers for the rest of the year.

In this context, **the Advanced Textile Solutions division** has continued with measures to optimize production processes and to strictly control warehouse levels. It has also strengthened collaboration initiatives with key Customers, expanding the offer of high-quality and sustainable products, in particular bio-based and recycled.

Relations with Customers

Disclosures 2-23, 2-24

Also in 2024, the needs of RadiciGroup's corporate Customers were increasingly focused on sectors with high service and performance content and on solutions that meet the challenges of the ecological transition. **Solid upstream integration** with **optimized and controlled processes**, a widespread **production, distribution and sales network**, constant sensitivity to the challenges of different sectors, and a **strong drive for innovation and sustainability** were **RadiciGroup's strengths** in its relations with Customers.
Alongside this, the **innovation activities undertaken with Customers were fundamental, with** a view to active collaboration that expands the boundaries of the classic Customer-Supplier relationship.
As with its Suppliers, the **Group also communicated and shared its values** with its Customers through the **RadiciGroup Code of Ethics and the Customer Code of Conduct** (https://www.radicigroup.com/en/sustainability/ethical-guidelines/client-conduct-code).
In the latter, special attention is paid to Quality, Health, Safety and the Environment, in addition to the protection of Human Rights, in order to contribute to a common sense of responsibility on these issues.

RadiciGroup recognized by the Customer Gewiss for its contribution to sustainability

RadiciGroup received a prestigious award during "Supplier Day" 2024 from Gewiss, a leading company in the field of electrical and automation solutions and a historic Customer of the Group. The event, which was held in the month of September in the presence of more than 170 guests representing more than 100 companies from all over the world, emphasized the importance of collaboration in the supply chain, based on the principles of sustainability, excellence and integrity, fundamental to building an increasingly solid and innovative value chain.
In this context, RadiciGroup was awarded in the Sustainability category for its significant contribution through Renycle, a circular product made using waste materials from the textile industry. The winning project concerned the joint design of an extension for electric cars developed by Gewiss, whose socket was made with Renycle, a recycled engineering polymer from the High Performance Polymers area.
This development was a confirmation of the high technical quality of RadiciGroup's recycling products and was Gewiss's first project using sustainable raw materials. The public recognition during Supplier Day was motivated by RadiciGroup's significant contribution to the development of circular products, in line with the commitment shared by both RadiciGroup and Gewiss for increasingly sustainable innovation.

Trade associations

RadiciGroup has always attached great importance to its membership of trade, industry and scientific associations. These organizations cover the whole supply chain from upstream to downstream and provide important pre-competitive context, where it is possible to:

- **Develop research projects** and **address key present and future challenges collectively**, related to products and systems.
- **Share competencies and potential risks** in the development of common solutions to meet new needs arising from the market.
- **Oversee upcoming regulations** related to various sectors for a just and economically sustainable transition.
- **Have one's voice heard at the institutional level and give authoritative support to government bodies** in their decision-making and legislative processes, as well as work to build consumer awareness and culture.

The membership, in these associations, of numerous Group competitors, providing for open and direct dialogue, testifies to the full respect for all players in the scenario and for the rules of commercial fairness. Among the **topics in 2024**, especially for European associations, is the legislative framework that the European Union is outlining in line with the Green Deal, with the ultimate goal of climate neutrality. The Group has been active on a number of system and product issues, for example, the **Ecodesign for Sustainable Products** regulation, the **Digital Product Passport**, the **Corporate Sustainability Reporting Directive** and the **Corporate Social Due Diligence Directive**.

Disclosure 2-28

Table 03

RadiciGroup memberships in trade and other associations in 2024	**RadiciGroup company registered in 2024**
CIRFS Confindustria Bergamo SMI Sistema Moda Italia (dal 2025 Confindustria Moda) Tessile e Salute ICESP - Italian Circular Economy Stakeholder Platform AICQ EPCA - European Petrochemical Association	**Radici Partecipazioni SpA**
Specialty Chemicals	
FEDERCHIMICA ASSOBASE Confindustria Novara -Vercelli -Valsesia CEFIC - EUROPEAN CHEMICAL INDUSTRY Consorzio IBIS CLUSTER SPRING	**Radici Chimica SpA**
NORDOSTCHEMIE IHK (Industrie und Handelskammer)	**Radici Chimica GmbH**

High Performance Polymers	
CHEMIE WIRTSCHAFTSFOERD GmbH	**Radici Plastics GmbH**
Confindustria Bergamo FEDERCHIMICA PLASTICS EUROPE AISBL (BE) PLASTICS EUROPE Italia tramite Plastics Europe Bruxelles PINFA - Flame Retardants Association PROPLAST UNIPLAST - Ente Italiano di Unificazione delle Materie Plastiche TMP COMITATO ELETTROTECNICO ITALIANO	**Radici Novacips SpA**
Camera di Commercio italiana in Cina	**Radici Plastics (Suzhou) Co.Ltd.**
IICCI – the Indo-Italian Chamber of Commerce and Industry	**Radici Plastics India PVT Ltd**
Association of Plastics Industry (ex SPI) OMA - Ohio Manufacturer's Association Wadsworth Chamber of Commerce	**Radici Plastics USA Inc.**

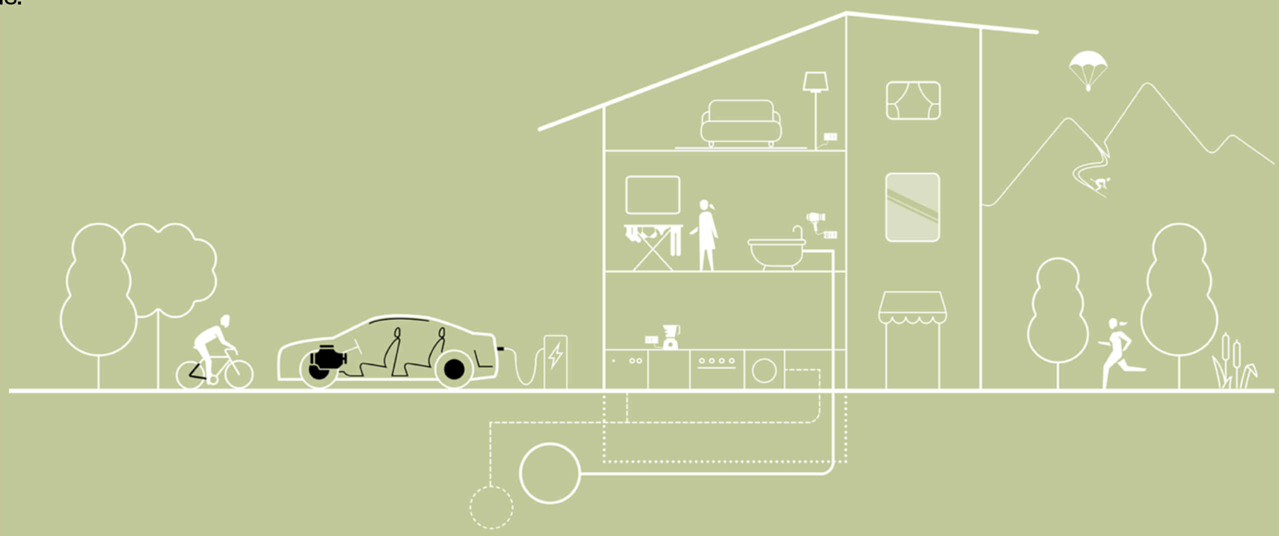
Advanced Textile Solutions	
CONFINDUSTRIA Bergamo EDANA Sistema Moda Italia (dal 2025 Confindustria Moda)	**Tessiture Pietro Radici SpA**
Confindustria Bergamo	**Radici Yarn SpA**
Camera di Commercio e Industria di Neamt Federazione del Tessile	**Yarnea SRL**
VTB: Verband der Bayerischen Textil- und Bekleidungsindustrie	**Radici Chemiefaser GmbH**
IHK: Industrie- und Handelskammern	
ABRAFAS - Associação Brasileira de Produtores de Fibras Artificiais e Sintéticas	**Radicifibras Industria e Comercio Ltda**
SINDTEXTIL - Sinditêxtil Sindicato Indústria Fiação Tecelagem Estado São Paulo	
CIESP – Centro das Indústrias do Estado de São Paulo	
CONFINDUSTRIA Bergamo FEDERCHIMICA CON ASSOFIBRE	**RadiciFil SpA**
Camera di Commercio Italo-ceca	**RadiciFil SpA - Logit s.r.o.**
CONFINDUSTRIA Bergamo SMI Sistema Moda Italia (dal 2025 Confindustria Moda)	**Noyfil SpA**

RadiciGroup products and application sectors (at 31-12-2024)

RadiciGroup can count on some thirty brands that make its products recognizable in each of the many application sectors they address. An overview of these same areas is presented below.

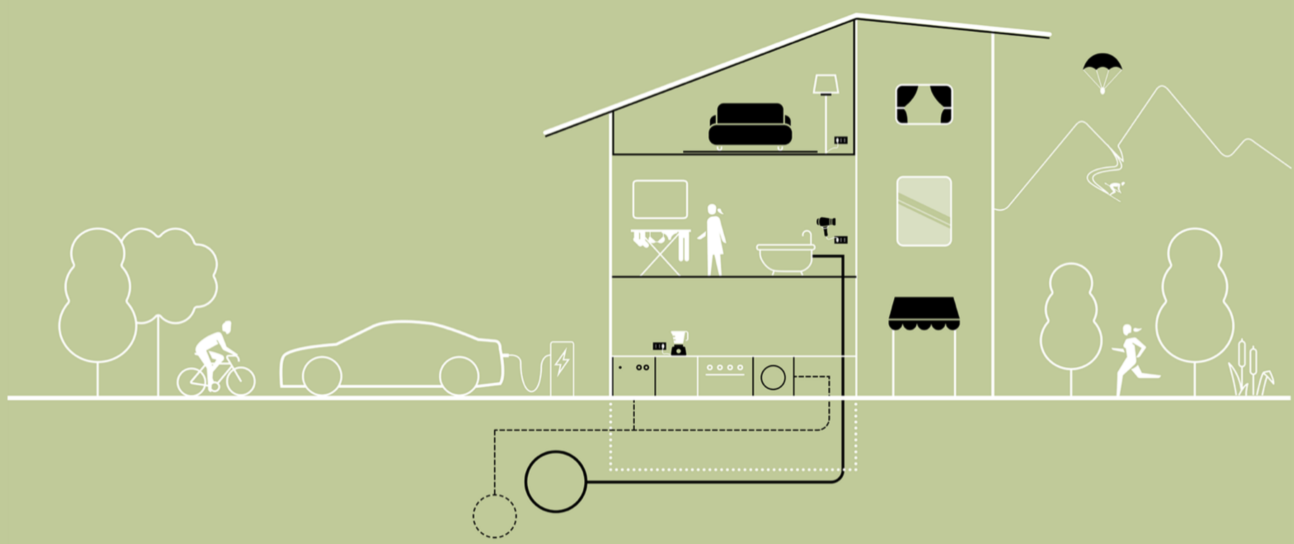
Automotive and Mobility

A relevant presence as for engineering polymers in the car and e-bike structural parts and in engine components, batteries and charging systems of electric and hybrid vehicles. Advanced textile solutions with yarns and nonwovens for car interiors: mats, seats and trunk lining. A cutting-edge know-how to ensure safety, performance and sustainability of materials.



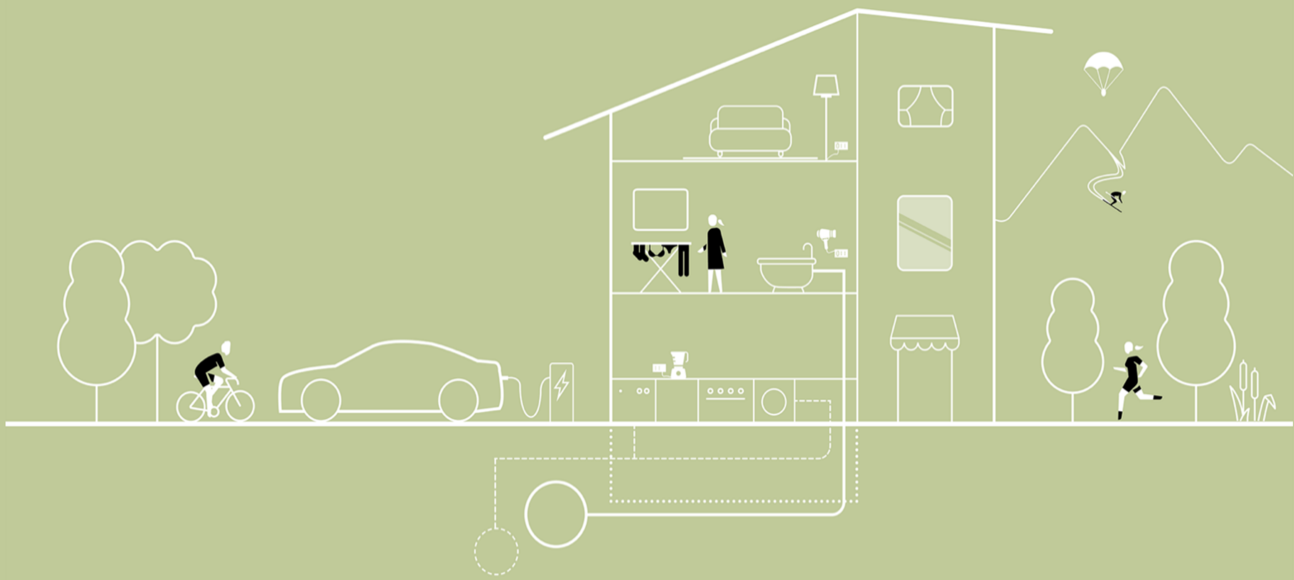
Interior & Outdoor

Innovative textile solutions with yarns for flooring, curtains, sun protection systems, upholstery of furnishing accessories such as sofas and armchairs. Nonwovens for the construction and roofing sectors. Engineering polymers for household appliance components, water Management Systems, along with the electrical and electronic sector and furniture.



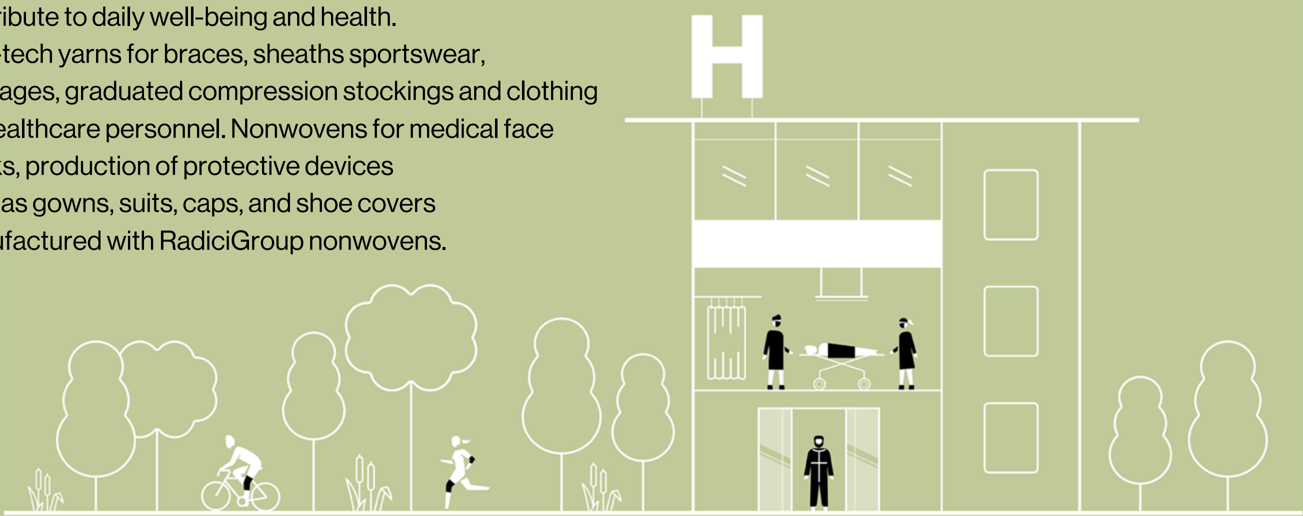
Apparel

Cutting-edge know-how for applications in clothing, from sportswear to underwear, from hosiery to athleisure and beachwear. Functionalized yarns to enhance garment comfort, wearability, durability and performance, with a special focus on reducing their environmental impact.



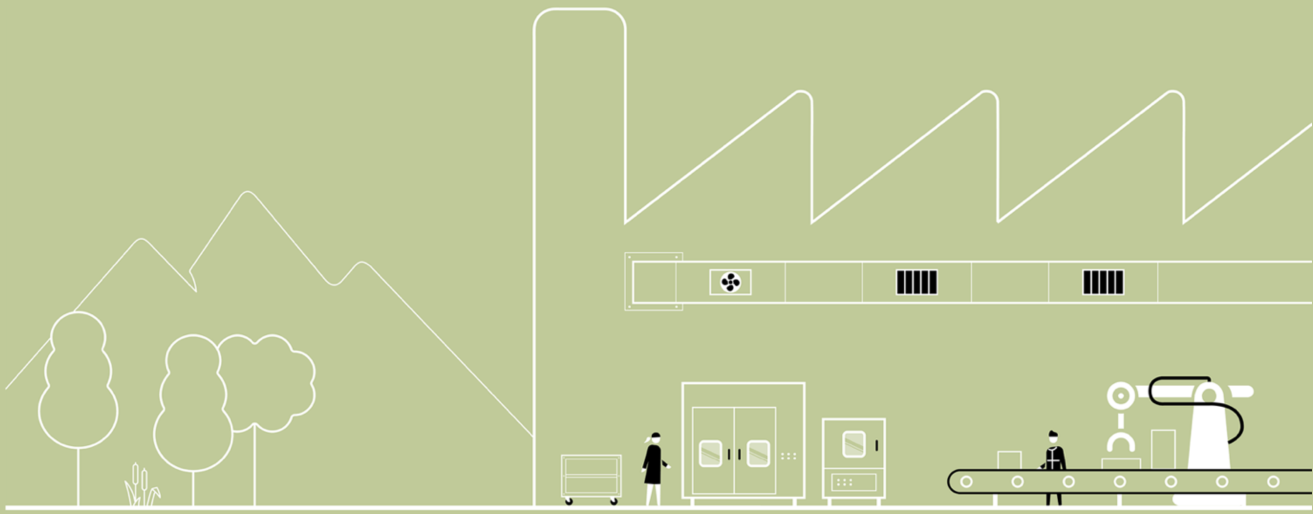
Medical sector

Safe and high-performance materials that contribute to daily well-being and health. Med-tech yarns for braces, sheaths sportswear, bandages, graduated compression stockings and clothing for healthcare personnel. Nonwovens for medical face masks, production of protective devices such as gowns, suits, caps, and shoe covers manufactured with RadiciGroup nonwovens.



Industrial Sector

A range of engineering polymers and advanced textile solutions for industrial applications such as energy chains, solenoid valves and filtration systems. Materials endowed with high mechanical strength and stiffness for structural valves, high abrasion resistance as for gears and excellent chemical resistance as for exposition to harsh environments.



Governance

Radici Partecipazioni SpA is the parent company for industrial activities in the fields of chemicals, high-performance polymers and advanced textile solutions, directly controlled by the group's parent company, Radicifin S.A.p.A.
In the reporting year, Radici Partecipazioni SpA directed and coordinated the activities of all its subsidiaries according to the guidelines expressed by the Board of Directors.
The information provided below refers to the situation of RadiciGroup in 2024, before the sale of part of the Group to Lone Star Funds. The report for 2025 will take into account the subsequent developments of RadiciGroup in the field of governance.

The Board of Directors and the Board of Statutory Auditors (at 31/12/2024)

Disclosures 2-9, 2-10, 2-11

The composition of governance bodies

During the reporting year, RadiciGroup's governance is carried out through the Board of Directors (hereinafter BoD), with **strategic and administrative duties** and the broadest powers in matters of ordinary and extraordinary management, **and the Board of Statutory Auditors**. The latter was composed of three members: Aldo Piceni, Marco Baschenis and Matteo Perazzi, elected with the age limit of 75 years, in office for three years with the function of supervising the administration in accordance with Italian law.

The Board of Directors of Radici Partecipazioni remained in office for the entire year and **was composed of 6 members**. Majority Shareholders Angelo Radici (President and CEO), Maurizio Radici (Vice President and COO, Managing Director) together with Directors Alessandro Manzoni (Managing Director), Luigi Gerolla (non-executive member), Edoardo Lanzavecchia (non-executive, independent member) and Stefano Pigozzi (non-executive, independent member) were members of the Board.
The Directors were all over 60. Members' seniority in office was more than ten years, with the exception of Stefano Pigozzi.
There were no women or Stakeholders from under-represented social groups on the BoD.
The Directors were appointed to bring their expertise to different areas. In particular, Alessandro Manzoni has over time brought expertise in the finance sector, Luigi Gerolla an experience gained in international settings in the Engineering polymers sector, Stefano Pigozzi a specific know-how in the chemical and polymer sectors, Edoardo Lanzavecchia has decades of knowledge of private equity.

Disclosure 2-18

No official/formal tools for evaluation or self-assessment of the work have been introduced or used at the Board of Directors. Verification of the correct and effective functioning of the body and its adequate composition took place until 2024 on an annual basis, when the positions of the Directors were renewed.

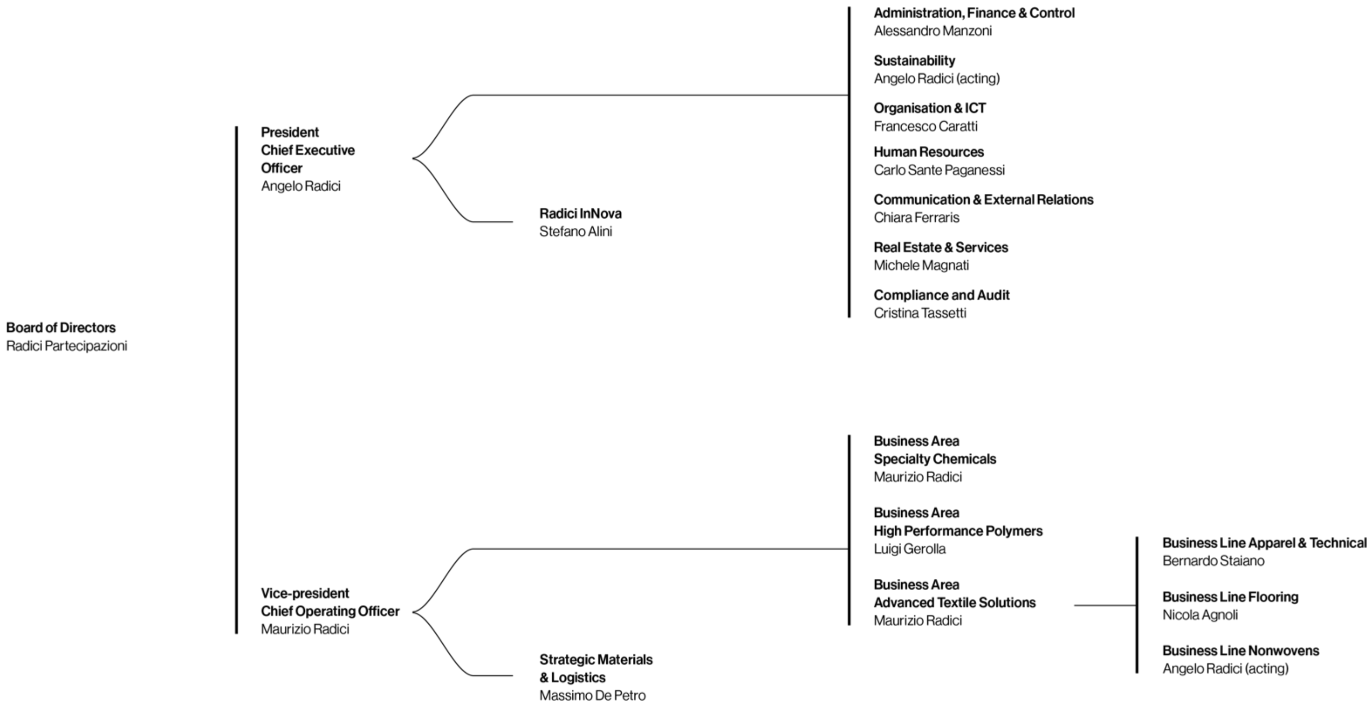
Disclosures 2-19, 2-20

In 2024, the Shareholders' Meeting determined the distribution of dividends and the remuneration of the Board of Directors at the meeting to approve the financial statements. The remuneration was determined annually, without a variable component or specific bonuses. The members of the Board of Directors were approved and paid remuneration/attendance fees, gross of withholding taxes and legal contributions.
in 2024, Business Area Managers received a fixed gross annual salary and participate in an annual Management by Objectives plan that varies according to the objectives assigned.

Conflicts of interest

Disclosures 2-15, 2-16

In the reporting year, in addition to his presence on the BoD, Angelo Radici is President and CEO of Radici Partecipazioni, Maurizio Radici was Vice President and COO as well as Business Area Manager of the Specialty Chemicals division and, as of late 2023, also of Advanced Textile Solutions, Alessandro Manzoni was CFO of Radici Partecipazioni and Luigi Gerolla was Business Area Manager of the High Performance Polymers division.



With regard to the **potential occurrence of conflicts of interest**, it should first of all be noted that all **RadiciGroup personnel must pursue**, within the scope of their activities, the **general objectives and interests of the Group**, and avoid finding themselves in situations or activities that may be in conflict with these principles, in accordance with the explicit provisions of the Code of Ethics. The **Board of Statutory Auditors** of the parent company is responsible for **checking that no conflicts of interest occur**.

With regard to the various **positions held by the President and the Vice-President, there was no risk of conflict of interest**, as RadiciGroup is a multinational company with a family-owned corporate structure. The interests of the Directors coincided with the interests of the business and were consistently managed.

In addition, it should be noted that all **transactions with economic entities partially corresponding to those of the parent company** Radicifin S.A.p.A (**related parties**) were **carried out under normal market conditions**. For the purposes of this disclosure, the following subjects were identified:

- Itema SpA. based in Colzate (Bg);
- Geoenergie SpA based in Bergamo (and its subsidiaries);
- Società Elettrica Radici SpA;
- Hotel Excelsior San Marco Sr.l.

Further details on these companies can be found in the Notes to the Financial Statements.

During the reporting year, no reports relating to conflicts of interest were received through the SB or the whistleblowing system described below, which are the main point of contact between Stakeholders and RadiciGroup management.

The 231 Model and the Corporate Compliance & Internal Audit function

Disclosure 2-24

As of 2021, Radici Partecipazioni S.p.A has voluntarily adopted an organization and management model in accordance with Legislative Decree 231/2001 (for 2024, this relates to the already mentioned Radici Partecipazioni Spa, together with RadiciFil SpA, Radici Chimica SpA and Radici Novacips SpA, and from 1 January 2025, also Tessiture Pietro Radici SpA). The model is an **important tool for monitoring and managing the risk of social, environmental and administrative crimes**. As part of the 231 Model, RadiciGroup has defined specific control protocols for risk assessment and protection of the companies concerned.

In addition, the Supervisory Board, endowed with the appropriate requisites of independence, professionalism, honorableness and authority, in turn ensures that no situations of potential or actual conflict of interest arise at the level of the BoD and, more generally, at the level of RadiciGroup companies.

Starting in 2022, RadiciGroup has strengthened its structure by introducing the figure of **Corporate Compliance and Internal Auditor**, with the task of **analyzing and improving governance risk management processes at Italian and international levels**. This function performs internal auditing activities on business processes, ensuring the correct application of corporate policies and compliance with regulations. In addition, the Internal Auditor verifies that the Risk Management, Control and Governance Systems are adequate and consistent with business guidelines, ensuring:

- **compliance of processes and activities with laws**, rules, regulations and internal procedures;
- **the reliability of management information**;
- **the safeguarding of the company's operations and assets**.

It is envisaged that the BoD will be briefed on any new situations that could lead to conflicts of interest or new governance risks by **the Board of Statutory Auditors, the Supervisory Board and the Corporate Compliance and Internal Auditor function.** No reports were made in 2024.

Disclosures 2-25, 2-26

RadiciGroup provides a reporting portal and an associated **whistleblowing** procedure for those (Employees, Customers, Suppliers, Business Partners, Consultants) **who wish to report, in good faith, irregular conduct, breaches of the Code of Ethics, the Organizational Model pursuant to Legislative Decree 231/2001** for those companies that apply it, the internal procedures adopted or the external regulations in any event applicable to the Group. The procedure is updated to be pursuant to Legislative Decree no. 24 of 10 March 2023.

At the end of 2024, the **Whistleblowing Committee** was created, a corporate body appointed and appointed by RadiciGroup to **manage internal reports through the established channels**. It is composed of those responsible for the following functions of Radici Partecipazioni SpA: Compliance and Internal Audit; Quality, Environment, Safety and Energy (QHSEE); Sustainability, CSR & Social.

The members of the Whistleblowing Committee received, at the same time as taking office, **ad hoc training** from a legal consultancy firm regarding the conduct to be maintained, their tasks and their responsibilities within the committee. In 2024, three reports were made through the platform and two respectively by email and post. Three reports were related to Italy and two related to non-European companies, all were managed according to pre-established guidelines.

Anti-corruption

From the RadiciGroup Code of Ethics:
RadiciGroup condemns any behavior by personnel involving the giving or promise of money or other benefits (including goods, services and favors) to public or private entities, whether Italian
or foreign, for the direct or indirect purpose of obtaining an unfair advantage for themselves, the Company for which they work or other Group Companies.
Such conduct is considered an act of corruption by whoever behaves in such a way.

The **Group Code of Ethics** is extremely **clear** in its **prohibition of any conduct that can be linked to corruption**. In addition to the general principle of compliance with the legislation in force in each country in which the companies operate, in 2024 the Group, starting with the holding company, carried out an accurate **analysis of the processes and the risks related to them** to define specific ethical and behavioral rules. At the end of this work, on 3 December 2024, the Radici Partecipazioni Board of Directors **formally approved RadiciGroup's Anti-Corruption Policy**, distributed to all Employees and external Stakeholders. In addition, a **figure was simultaneously appointed responsible for anti-corruption issues for the entire Group, with the** specific task of **supervising compliance with the rules of the Policy, the Code of Ethics and in general with current legislation.**
In 2024, the whistleblowing portal did not receive any reports regarding the violation of regulations related to corruption, nor were other forms of reporting on the subject. There were no lawsuits and no financial or non-pecuniary penalties were received for crimes related to corruption.

General Data Protection Regulation (GDPR)

On 25 May 2018, **EU Regulation 2016/679 on the protection of natural persons with regard to the processing of personal data** came into force. RadiciGroup's **European companies must fully comply with the provisions of the regulation**. **The data controller for the reporting year was Radici Partecipazioni SpA.**
In 2024, the Internal Auditor carried out audits on the Radici Novacips SpA and Tessiture Pietro Radici SpA companies on compliance with this legislation, with particular reference to the management of data managed by the RSPP (Prevention and Protection Service Managers) and the occupational physician, finding some non-compliances that are being resolved.

Sustainability Governance

Disclosure 2-12

Sustainability in its various social, environmental, economic and governance aspects has been **continuously on the agenda of RadiciGroup's top management**. The **Board of Directors** played a **central role in supporting the commitment to sustainable development** along the value chain and in integrating ESG issues into the Group strategy.
In **June 2024**, President **Angelo Radici took on the role of Chief Sustainability Officer** of the **Sustainability function**, with the aim of **accelerating the Group's ESG policies**.
Below are some of the documents or activities, signed by the Directors or approved by the Shareholders, that demonstrate the active role that RadiciGroup's top management has long played in promoting a management model marked by sustainability.

The Code of Ethics

Disclosure 2-23

In 2022, the Board of Directors of Radici Partecipazioni approved the RadiciGroup Code of Ethics, which is intrinsically **linked to ESG issues**, and acted in accordance with this guideline by promoting its values. The President, in his letter introducing the Code itself, described it as the benchmark for everyday action. Not only that, he described it as the tool through which RadiciGroup presents itself to Stakeholders.

RadiciGroup's Policies

RadiciGroup's Policies — including the Management Systems Policy, the Anti-Corruption Policy and the Human Rights Policy — are **all approved by the Group's top management and recognize sustainability as their guiding principle**. This focus reflects a **formal and substantial commitment of top management** to the protection of people, the protection of the environment and an ethical and responsible management of business activities.

Materiality analysis and Non-Financial Reporting

Disclosure 2-14

In 2022, following a redefinition of the material topics, described in detail in the section Building the Report, **the owners of RadiciGroup approved the topics of most relevance to the Group** as identified by the Stakeholders and proposed new topics through a dedicated sustainability governance process. In addition to approving the main topics, **the President provided Stakeholders with a commentary on the Group's sustainability performance in the letter that introduces the Sustainability Report**.

The “From Earth to Earth” Sustainability Plan

In **2023**, **RadiciGroup Shareholders and senior management discussed and approved the practical resolutions that the Group plans to implement** in the medium and long term, such as decarbonization, use of resources, respect for Human and Workers' Rights, and the circular economy, **by formulating the “From Earth to Earth” plan**. The sustainability plan is referenced in detail in several places in this Report.

Disclosures 2-17

Although specific training activities were not carried out on the subject of sustainability reserved for the Board of Directors, **the members of the Board have kept themselves constantly updated on social, environmental and productive issues thanks to their direct involvement in the Group's activities**, for which sustainability has been an increasingly strategic driver.

Sustainability Governance in Action

Disclosures 2-13, 2-24

The Sustainability function

The **Sustainability function of RadiciGroup** was officially established in June 2024.
Led by President **Angelo Radici**, who has taken on the role of **Chief Sustainability Officer**, the function aimed to address present and future ESG challenges with ever-increasing focus and incisiveness.

The function is divided into **two specific areas**: the first concerns **Reporting**, with specific objectives related to **non-financial reporting**, the **transition to the Corporate Social Responsibility Directive** and aspects of **social responsibility**, including those along the value chain.
The second area saw the establishment of a **Group QHSE function** for the **coordination of Quality, Health and Safety, and Environment Management Systems** aimed at achieving the **objectives of the "From Earth to Earth" sustainability plan** and the **development of sustainability policies and Management System procedures**. The report for 2025 will account for any developments regarding the function itself.

The mission of Management Systems

The adoption **of Management Systems according to ISO standards** allows RadiciGroup to apply **common and cross-cutting criteria,** such as the **analysis of the context and risks/opportunities, facilitating the identification and management of environmental, social and economic impacts,** both generated and suffered by the Group.
Through the **annual Management Review of** Radici Partecipazioni, **Shareholders are updated on the relevant impacts and on the management of ESG variables**, with an approach aimed at continuous improvement, confirmed also in 2024.

The role of Radici InNova

Starting in 2020, the Board of Directors has entrusted **Radici InNova** with the **task of identifying solutions that have not yet been explored as part of the Group's sustainability strategy**, with a focus on opportunities related to environmental and product sustainability. Through the Innovation Committee, which meets quarterly, the Board is informed about the progress of the projects carried out by Radici InNova.

Business Area projects

Also in 2024, RadiciGroup's production and commercial activities were managed by operating companies under the mandate of the Radici Partecipazioni Board of Directors, implementing their business plans and reporting on their performance in the Business Area Committees. **The Shareholders have entrusted the Business Area Managers with the task of defining the Group's ESG guidelines according to the specificities of each area**, with the support of their respective teams. The **sustainability objectives of the individual BA were defined together with the annual planning** of strategies, projects and investments, approved at a dedicated meeting. The bimonthly Management Committees have guaranteed constant monitoring, with constant attention to environmental KPIs such as energy consumption and emissions or social, such as health and safety.

The Sustainability Strategy

Disclosure 2-22

In the reporting year, **RadiciGroup focused its sustainability strategy on achieving the goals of the Agenda 2030 and the objectives of the European Green Deal.** Aware of the importance of keeping this strategy aligned not only with the legislative framework and the most advanced standards, but also with the expectations of Stakeholders and the context in which it operated, in 2022 it carried out a materiality analysis, described in detail in the chapter "Building the Report".
The material topics of RadiciGroup, the basis of its sustainability strategy, cover a number of topics in the ESG (Environmental Social Governance) logic. The placement of the different topics in the environmental, social or governance chapter is indicative. All topics have overlapping ESG implications, in the logic of an increasingly all-round sustainability.

Stakeholders

In outlining and implementing its **business and sustainability path, a thriving and constructive relationship with Stakeholders is fundamental for RadiciGroup.** RadiciGroup can only operate through collaboration based on joint knowledge, dialogue and continuous sharing of values and interests.

Principles underpinning the relationship between RadiciGroup and its Stakeholders include:
- **Sharing goals** for social, economic and environmental sustainable growth.
- **Joint and participatory planning**, especially with value chain players.
- **Transparent relationships and respect for each other's role.**
- **Openness to dialogue** and mutual improvement through discussion and collaboration.

In this Report, the "Environmental", "Social" and "Governance" chapters to follow consider the following Stakeholder categories, which were identified following the reassessment of the materiality analysis.
All the Stakeholder categories indicated here were consulted for the Group's materiality analysis.

- **Trade associations**
- **Group companies**
- **Customers**
- **Local Communities and territories**
- **Bodies, Institutions and Public Administration**
- **Suppliers and business partners**
- **Financial institutions**
- **Workers and their families**
- **Media**
- **Trade union organizations**
- **Schools, universities and research and innovation centers**
- **Third sector**

The specific methods of involvement related to the various material topics are illustrated in the Table appended to the Financial Statements.
Some specific examples of dialogue, involvement and collaboration are also described in the "Environmental", "Social" and "Governance" chapters below and in the relevant case histories.

E for Environmental

MATERIAL TOPICS

- Sustainable management of energy resources
- Emissions and climate change
- Water resource protection
- Circular Economy - covered in the "S for Social" section
- Environmental footprint of products - covered in the "S for Social" section
- Management of materials and chemicals - also covered in part in the "S for Social" section
- Responsible waste management

2030 GOALS – FROM THE "FROM EARTH TO EARTH" SUSTAINABILITY PLAN

From Nature to Nature - Environmental Objectives - currently being updated
For RadiciGroup, **sustainable development** is a mission that it pursues through **the careful sourcing of energy resources**, **the implementation of optimized processes** and investments to **reduce environmental impacts**.

Topic/SDG	*Objective*	
Sustainable management of energy resources	**+20% renewables*** **increasing and differentiating** consumption of electricity **generated by renewables**, through strategic partnerships and proprietary technological solutions.	**90% coverage** **of Group production facilities by ISO 50001 energy management system** certification, for greater energy efficiency.
Emissions and climate change	**-80% total direct emissions** of greenhouses gases versus 2011 by 2030.	
Water resource protection	**100% effort** **in protecting water**, to limit the impact on local communities, the environment and biodiversity.	

**Compared to 2021.*

RadiciGroup also supports **ecodesign as an innovative circular economy model** that creates opportunities for the sustainable development of products in unexplored sectors. Within this framework, **cooperation throughout the value chain is key** to implementing **a practical environmental policy** that encompasses all that happens inside and outside the company gates.

Topic/SDG	***Objective***		
Circular economy	**Value Chain** create **partnerships** to build practical solutions for the circular economy.	**Innovation** pioneer the research of **new solutions** for recycling RadiciGroup materials.	**Prevention** think of the processes and life cycle of products to progressively **reduce** the **waste that ends up in landfills**.
Environmental footprint of products	**Life Cycle Assessment (LCA)** extend measurement to **70% of products** manufactured at a Group level.		
Materials management	**Renewable sources** **Raise** the percentage of **natural sources** used on an annual basis.	**Packaging** seek out increasingly **sustainable** and **circular** solutions.	

The E of Environmental

The E of Environmental is traditionally one of the pillars of the sustainability policy of RadiciGroup, which:

- **Preserves the intrinsic value of resources** and makes best use of them.
- **Supports the energy transition** through the use of renewable energy and **participates in the decarbonization process** to **combat climate change**.
- **Works towards process innovation** to create sustainable products that are the result of a system which is also sustainable.
- **Regularly measures the performance** of all its sites and products and **transparently communicates** it.

The following sections provide an overview of RadiciGroup's environmental results grouped by complementary data inflows (received from the Environment) and outflows (delivered to the environment). The topics covered will be as follows:

- Materials used (inflow) – waste generated (outflow).
- Energy used (inflow) - atmospheric emissions and their quality (outflows).
- Water used (inflow) - water discharged and its quality (outflows).

Similar to the previous year, 2024 saw shutdowns and restarts at various Group companies due to the complex geopolitical and market context. Net of these considerations, the Group's environmental performance remained good, with some points of excellence linked to emissions and energy from renewable sources.

Materials used

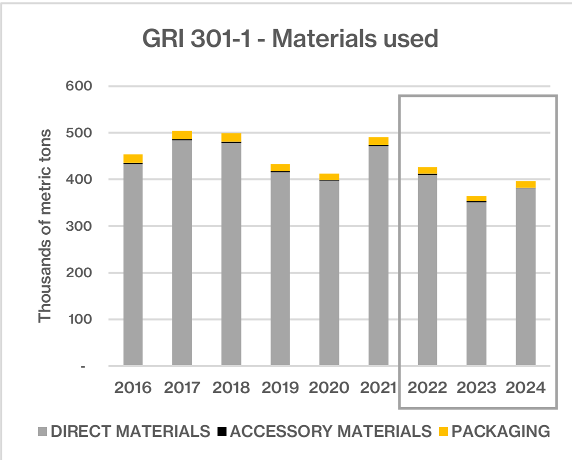
RadiciGroup has long promoted an economic model capable of making the best use of resources and transforming waste into new opportunities. This is in line with goal 12 of the United Nations 2030 Agenda (Responsible Consumption) and with the "From Earth to Earth" goal which prescribes that special focus is given to renewable materials.
The 2024 figures show a recovery in the quantities of used materials and packaging compared to the previous year in which there were marked interruptions to production. However, the quantities remain lower than in previous years, as proof of the complexity of the context. [Table 04].

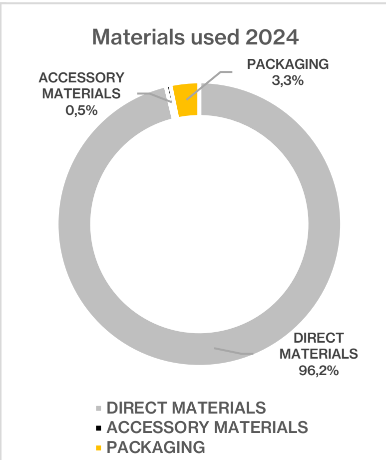
During the reporting year, the Group maintained adequate levels of production efficiency and processes were constantly subject to control systems capable of reducing defective batches and, consequently, waste. Although it is not possible to give a precise figure due to the extremely diverse nature of the processes in RadiciGroup companies, it is empirically possible to state a percentage of above 90% for production yields.

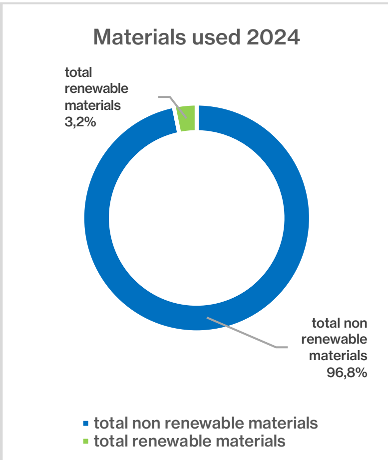
Table 04 | **GRI 301-1 Materials used by type or weight**

	Materials used by weight and type	2022	2023	2024
t	Direct materials*	410,473	351,630	381,008
t	Accessory materials	2,126	1,753	2,076
t	Packaging	14,059	12,114	12,966
t	**Total**	**426,659**	**365,497**	**396,050**
	Non-renewable materials			
t	Direct materials	409,507	350,113	379,614
t	Accessory materials	2,050	1,702	2,022
t	Packaging	1,392	1,464	1,634
t	**Total non-renewable materials**	**412,949**	**353,279**	**383,270**
	Renewable materials			
t	Direct materials	966	1,517	1,394
t	Accessory materials	76	51	54
t	Packaging	12,668	10,650	11,332
t	**Total renewable materials**	**13,710**	**12,218**	**12,780**
%	**Renewable packaging** to total packaging	90.1	87.9	87.4
%	**Renewable direct materials** to total direct materials	0.24	0.43	0.37
%	**Renewable materials** to total materials	3.21	3.34	3.23

* *Intra-group raw material flows, including recycled material processed by Radici EcoMaterials, are not taken into account for the purposes of the indicator, as they do not represent resources taken from outside the Group and, in general, removed from the environment.*







Process waste

Disclosures 306-1,2

While paying the utmost attention to production efficiency, as highlighted above, it is impossible to completely eliminate waste, due to the technological limitations typical of all plants. In addition to this, there is the waste related to the logistics process of incoming and outgoing materials entering and leaving the sites, such as packaging, and the waste generated by activities ancillary to actual production, for instance, office activities and canteens.

- In a **logic of circularity and industrial synergy, nylon-based waste from all the Business Areas is transformed into raw materials for the industries that generated them or for other industries in the Group**, depending on the characteristics of the materials and the expected performance of the secondary raw materials into which they will be transformed. In this regard, the inherent recyclability of the Group's thermoplastic materials and the choice of mechanical recycling as a technical solution with lower energy use and emission generation than the chemical recycling counterpart is confirmed as a distinctive and strategic element.
- Radici EcoMaterials (from 2025 Radici Novacips) plays an increasingly key role in this area, consolidating RadiciGroup's historical approach to mechanical recycling. Thanks to the technology in its plants, in 2024, it was able to treat scraps of synthetic fibres and thermoplastic materials and obtain high-quality products.
- A similar process is in place for the polypropylene scraps originating from the Group area that produces nonwovens. The scraps are collected, sorted and regranulated to create new raw material.

In 2024, the production of waste was affected by production discontinuities that increased its absolute quantities. However, it is also possible to identify some positive trends:

- **the share of waste sent for recovery reached 86%,** compared to 14% destined for disposal. This is a clear improvement compared to the average of the previous two years, in which recovered waste was around 77% and that disposed of at 23%.
- **the marked reduction in hazardous waste sent for disposal**, with a drop of 38% compared to 2022 and 37% compared to 2023. A large part of these has been allocated to recovery, marking an important step forward towards a more circular management.

Table 05 | **Total weight of waste by type and destination***

		2022	2023	2024
t	**Total waste (GRI 306-3)**	**19,566**	**18,381**	**19,132**
t	**Total hazardous waste**	**2,493**	**2,000**	**2,034**
t	*Hazardous waste directed to disposal (GRI 306-5)*	*1,725*	*1,342*	*931*
t	*Hazardous waste directed to recovery*	*768*	*658*	*1,103*
t	**Total non-hazardous waste**	**17,073**	**16,380**	**17,098**
t	*Non-hazardous waste directed to disposal (GRI 306-5)*	*2,713*	*3,015*	*1,799*
t	*Non-hazardous waste directed to recovery*	*14,360*	*13,366*	*15,299*
t	*Of which non-hazardous waste directed to internal recovery within the Group*	*7,900*	*7,438*	*5,356*
%	*Non-hazardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI 306-4)*	*55.0*	*55.6*	*35*

** Based on the documentation held by the Group and provided by the companies in charge of waste management and treatment, it is not possible to give more detailed information, as required by the GRI model, concerning the actual disposal method.*

On the basis of its origin, waste for RadiciGroup can be divided into three macro-categories [Table 06]:

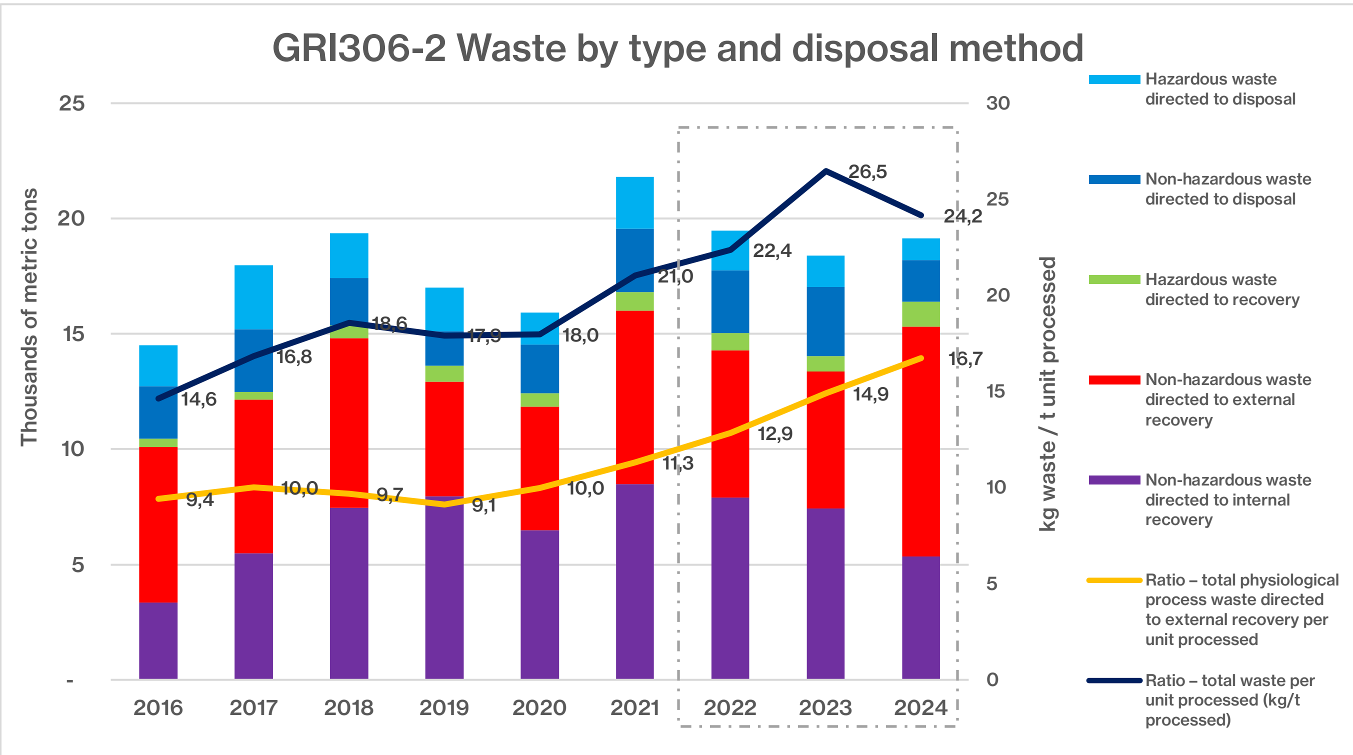
- occasional waste denoted as “**not related to the production process”** generated by “occasional” situations such as building renovations, one-off maintenance, particular climatic events etc.
- waste/process waste that can be used for production within the Group through a recycling process.
- **ordinary waste** generated in the course of the normal operation of production processes. The ratio concerning the processed quantity is calculated for this type of waste [Table 07].

Table 06 | **Breakdown of waste according to RadiciGroup's macro-classification**

		2022	2023	2024
t	**Total waste (GRI 306-3)**	19,566	18,381	**19,132**
t	Occasional (hazardous and non-hazardous) non-process waste (building renovations, maintenance, etc.)	388	580	**526**
t	Non-hazardous process waste directed to recovery within the Group	7,900	7,438	**5,356**
t	Process waste (hazardous and non-hazardous) directed to treatment outside the Group	11,278	10,363	**13,250**

Table 07

	Ratio - Process waste directed to treatment outside the Group per unit processed	2022	2023	2024
kg/t		12.95	14.92	**16.74**



Waste is **stocked at the sites according to the health and safety rules and applicable laws**. These materials are then **handed over to authorized third parties** for proper disposal according to the local rules and laws of the host country. The head of the Waste Management function at each Group company periodically qualifies and verifies transporters, receivers and intermediaries, ensuring that they meet all the necessary requirements for waste management operations. Furthermore, second-party audits of environmental service Suppliers are also conducted on a regular basis. In addition, each site has in place a traceable system that records and keeps track of all the relevant data concerning waste management.

The ISO Quality, Environment and Health and Safety certifications, held by most of the Group companies, ensure that **the best management standards are applied to all phases** of the process: scrap collection, recovery and production of engineering polymers and textile polymers from the recycled scrap.

The voluntary commitment to responsible management of process waste has led, in addition to the certifications already mentioned, **also to the choice by some sites to sign the commitments set out in Operation Clean Sweep (OCS**), as further proof of the Group's attention to the prevention of environmental impact.

All companies in the HPP area have in fact joined **OCS**, **an international program to combat the dispersion of polymer dust and granules in the environment, with attention to the movement of** products starting from the entry into the factory of raw materials to the exit of semi-finished products destined for Customers. OCS involves the entire supply chain, including transport and logistics. RadiciGroup decided to ~~voluntarily~~ join the initiative, which specifically involves the implementation of improvement actions and training courses involving all operators, with the aim of actively driving progress. In 2024, **all European sites in the HPP area were certified according to the OCS scheme**, bringing them in advance in line with future European regulations on the prevention of pollution deriving from microplastics.

Packaging

Along with production processes, the other major source of waste is the packaging that comes with the raw materials entering the Group sites. The type of packaging depends mainly on what the market offers and the type of products to be handled. However, steps have been taken over time to manage this type of waste in an optimized way. In particular, we opted for a **careful selection of Suppliers in order to define**, in line with the chemical-physical characteristics of the substances, **the most sustainable alternative from a technical, economic and environmental standpoint, for the packaging and transport of direct and indirect raw materials**, which are generally transported in bulk in tanks, by train and by road. The **Group prefers to transport non-bulk input materials in octabins, big bags and, in general, packaging optimized for shape and size.** Across sites it is common practice to make internal use of recyclable card and plastic packaging.

The Table below [Table 08] shows the **destination for recovery of more than 99% of the packaging managed by the Group, whether hazardous or non-hazardous**.

The data show **recovery rates close to or equal to 100% for all fractions considered**. In particular, all flows of **paper/cardboard, glass, wood, metals and composite materials are entirely destined for recovery**. The only significant exception concerns packaging containing residues of hazardous substances for which there is still a very high recovery rate (91.01%).

Table 08 | **Packaging by type and destination**

t	CER 150101 and similar international codes — Paper and cardboard packaging — Non-hazardous waste produced (GRI 306-3)	1666.83
t	Waste not intended for disposal	1666.83
t	Waste directed to disposal	0
%	Waste directed to recovery	100

t	**CER 150102 and similar international codes — Plastic packaging — Non-hazardous waste products (GRI 306-3)**	**719.54**
t	*Waste not intended for disposal*	*717.35*
t	*Waste directed to disposal*	*2.19*
%	*Waste directed to recovery*	*99.7*
t	**CER 150107 and similar international codes — Glass packaging — Non-hazardous waste products (GRI 306-3)**	**1.78**
t	Waste not intended for disposal	1.78
t	Waste directed to disposal	0
%	Waste directed to recovery	100
t	**CER 150103 and similar international codes — Wooden packaging — Non-hazardous waste produced (GRI 306-3)**	**2111.75**
t	Waste not intended for disposal	2111.75
t	Waste directed to disposal	0
%	Waste directed to recovery	100
t	**CER 150106 and similar international codes — Packaging in mixed materials — Non-hazardous waste produced (GRI 306-3)**	**393.92**
t	Waste not intended for disposal	391.88
t	Waste directed to disposal	2.04
%	Waste directed to recovery	99.48
t	**CER 150111 and similar international codes — Metal packaging containing dangerous solid matrices — Hazardous waste produced (GRI 306-3)**	**1.31**
t	Waste not intended for disposal	1.31
t	Waste directed to disposal	0
%	Waste directed to recovery	100
t	**CER 150110 and similar international codes — Packaging containing residues of hazardous substances — Hazardous waste produced (GRI 306-3)**	**239.01**
t	Waste not intended for disposal	217.51
t	Waste directed to disposal	21.5
%	Waste directed to recovery	91.01
t	**CER 150105 and similar international codes — Composite packaging — Non-hazardous waste produced (GRI 306-3)**	**17.68**
t	Waste not intended for disposal	17.68
t	Waste directed to disposal	0
%	Waste directed to recovery	100
t	**CER 150104 and similar international codes — Metal packaging — Non-hazardous waste produced (GRI 306-3)**	**33.53**
t	Waste not intended for disposal	33.53
t	Waste directed to disposal	0
%	Waste directed to recovery	100
t	**Total hazardous packaging directed for recovery**	**4,941**
t	**Total non-hazardous packaging directed for recovery**	**219**
%	**Packaging directed to recovery**	**99.5**

Finally, for the handling of the significant quantities of polyamide 6 polymer, produced by Radici Yarn and used for compounding from the adjacent Radici Novacips site, an underground pneumatic duct was designed many years ago. This solution completely avoids the use of packaging.

Tessiture Pietro Radici and the PRS Green Label 2024

Tessiture Pietro Radici S.p.A., RadiciGroup's historic entity active in the nonwoven sector, has received the PRS Green Label 2024 award. This award celebrates the company's commitment to the adoption of circular models and to the sustainable management of resources, in line with the Group's philosophy.
The PRS Green Label is awarded by PRS (Pallet Return System) to companies that demonstrate a high recovery rate of CP (Chemical Pallet) pallets, used in the chemical industry to optimize the transport and storage of materials and polymers, ensuring efficiency and safety. PRS has been promoting the collection, called pooling, and the controlled and shared reuse of these pallets for over 30 years, a virtuous model that reduces waste and promotes sustainability.
Tessiture Pietro Radici stood out for having returned 645 PRS pallets between May 2023 and May 2024, achieving a recovery rate of more than 65%, a fact that places the company in the highest recovery range and qualifies it as a "green guru". The commitment of Tessiture Pietro Radici has helped to save the 92 trees needed to produce the pallets that have instead been reused.
This goal represents another aspect of RadiciGroup's commitment to the circular economy. The Group, in fact, has been dedicated for years to optimizing packaging management, with the aim of applying circularity logic in every aspect of its activities.

Energy

In line with Goal 7 (Affordable and Clean Energy) and Goal 13 (Climate Action) of the 2030 Agenda, the reduction of emissions and the adoption of renewable energy remain pillars of the Group's strategy. A solid commitment that is also reflected in From Earth to Earth, where the expected goal of 20% growth in renewable sources compared to the 2021 domestic scenario was reached in 2024 (it went from 51.7% to 63.5%).
RadiciGroup also constantly monitors energy performance, promoting its efficient use. Many of our sites integrate the ISO 50001 standard into their Management Systems, and the Italian sites with the highest consumption use an Energy Manager, as required by Law no. 10/1991, to implement an energy savings policy consistent with the company's economic and environmental objectives.
In 2024, the Group's energy consumption registered a partial increase compared to 2023, while remaining below 2022 levels.
Analyzing the data in detail, the absolute and overall values related to energy consumption from fossil sources (total primary energy from fossil sources) record an increase compared to the previous year, mainly due to the increase in purchased steam.
However, the overall picture shows a number of positive signs:

- **Fuels:** the clear prevalence of natural gas, the fossil source with the lowest environmental impact, is confirmed. At the same time, there was a reduction in the use of industrial diesel and LPG, as well as the total elimination of fuel oil, a result achieved already in 2023 and maintained in 2024. Also worth noting is the resumption of the use of biogas in the Group's chemical sector [Table 9].

- **Intermediate energy:** The overall use of fossil fuels for the production of electricity and thermal energy is decreasing, while **the share of electricity from renewable sources increases**, which reached **63.5% in 2024,** up from 51.7% in 2021, and 59% in 2022 and 2023. In this area, the increase in self-produced renewable electricity, which reached 71,313 GJ in 2024, with an increase of +173% compared to 2022, is particularly significant. The production of renewable energy comes from photovoltaic plants installed at Radici Fil, Radici Ecomaterials and Radici Plastics Suzhou, which are accompanied by the historic hydroelectric production of Radici Yarn [Table 11].
- **Green electricity:** all Italian companies in the Group use 100% certified electricity from renewable sources, with the exception of Radici Chimica Novara, which receives electricity and steam from Novel in outsourcing mode (see the case history). Radici Yarn di Villa d'Ogna, on the other hand, uses an internal trigeneration plant for the combined production of electrical, thermal and refrigeration energy, integrating energy from purchased and self-produced renewable sources. Although powered by natural gas, these plants guarantee high efficiency and low emissions.
- **Expansion of renewables:** Radici Plastics USA and Radici Plastics Ltda (Brazil) also become part of the sites powered entirely by renewable energy.
- **Nuclear energy:** although down compared to 2023, a share of nuclear electricity remains in the mix, which is not renewable but has no direct CO_2 emissions.
- **Energy efficiency:** all the indicators that relate energy consumption (of any type) to the quantities of processed material show a positive trend. This confirms a progressive decoupling between the use of energy resources — in decline — and industrial production, which instead returns to growth.

Novel Thermoelectric Power Plant: 20 years of Innovation and Sustainability in Novara

The Novel thermoelectric power plant, a joint-venture between the Alpiq Group and Geogreen, celebrated its first 20 years in 2024, establishing itself as a model of excellence in innovation and energy efficiency. Located in Novara, the plant supplies electricity and steam to Radici Chimica Spa, the heart of RadiciGroup's Italian chemicals business.
Since its launch, Novel has produced a total of 12 billion kWh of electricity and 12 million tons of steam. Over the years, EUR 15 million have been invested in the modernization of the structure, which has obtained the CAR (High Performance Cogeneration) certification and reduced nitrogen oxide emissions by 40%. Compared to a conventional system of separate energy and heat production, thanks to cogeneration, it has been possible to save significant amounts of fossil fuels. In fact, the Novel power plant combines two systems for the production of electricity: a gas cycle and a steam cycle. This configuration makes it possible to generate thermal and electrical energy using the same natural gas, optimizing its use and reducing environmental impact.
The Novel power plant's heat recovery boiler is capable of producing up to 120 tons of steam per hour. Between 60% and 70% of the steam generated was destined for the Radici Chimica plant, providing essential strategic support for its operations.
This partnership has made it possible to integrate the activities of the two plants, creating a model of industrial synergy that has maximized production efficiency and reinforced the environmental and operational sustainability of both.

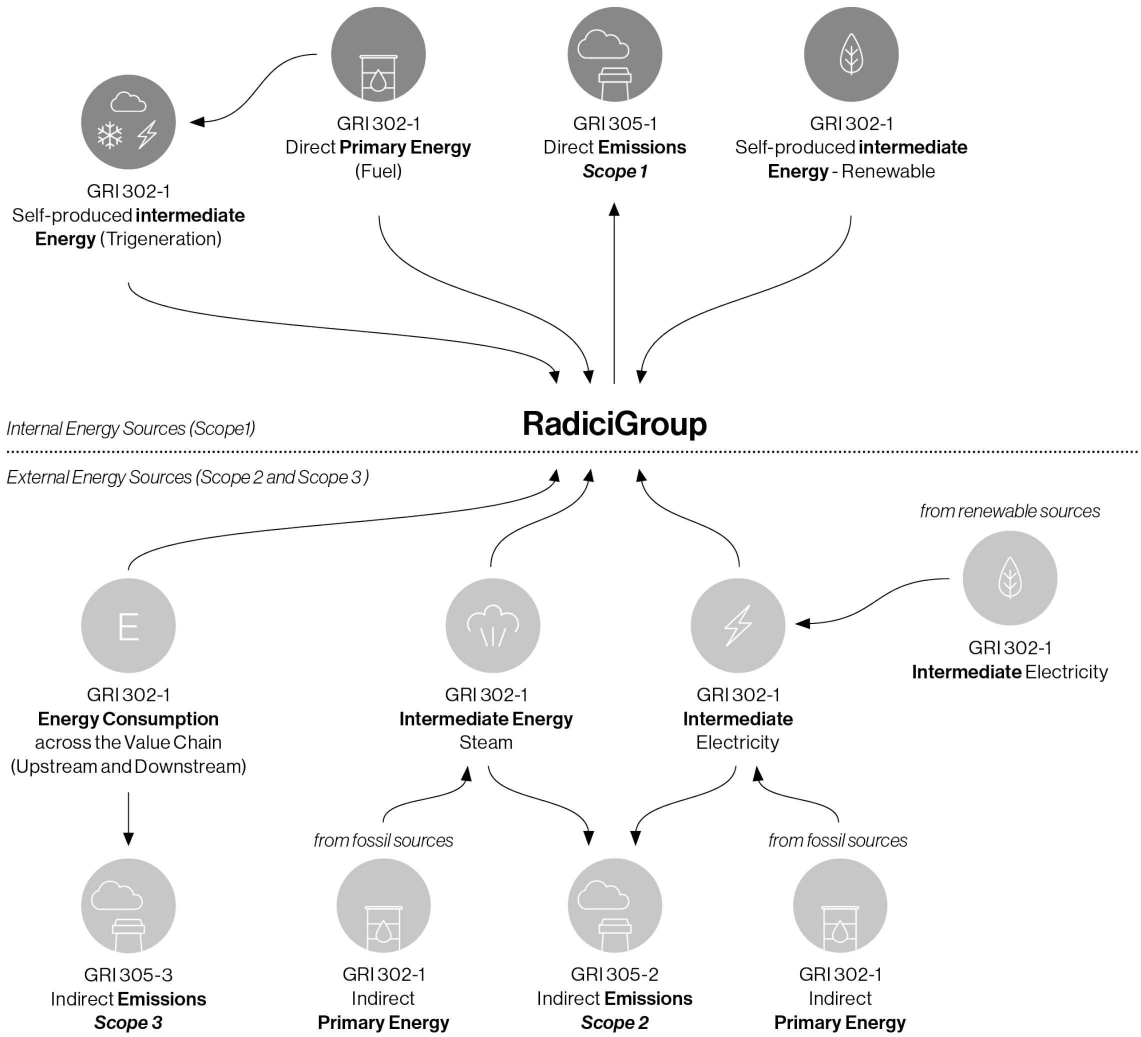
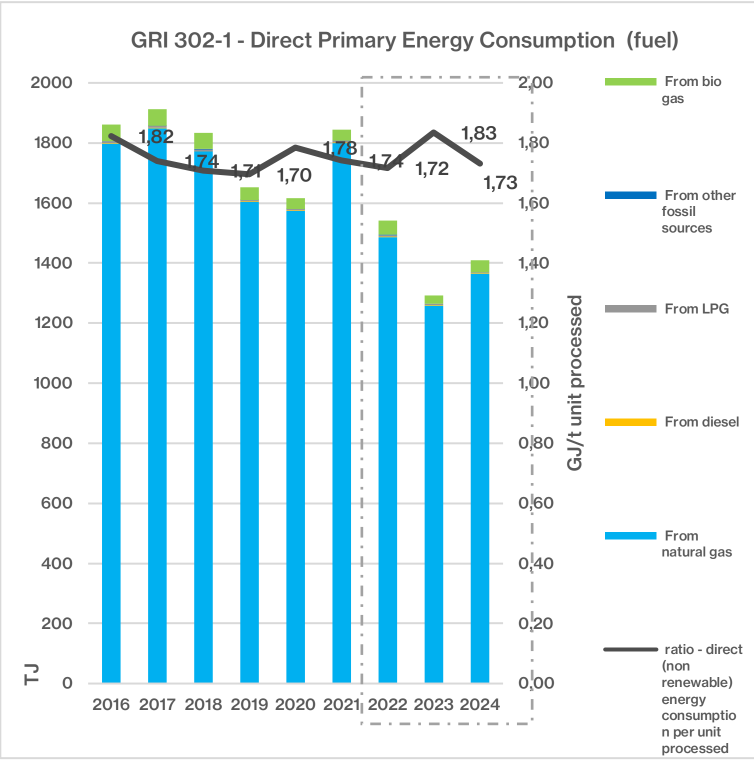


Table 09 | **Fuel consumption (direct primary energy consumption)***

		2022	2023	2024
GJ	**Total direct primary energy**	**1,542,363**	**1,292,621**	**1,410,060**
GJ	**Subtotal direct primary energy from non-renewable sources**	**1,494,716**	**1,264,251**	**1,369,946**
GJ	*from natural gas - non-renewable**	*1,486,636*	*1,258,517*	*1,365,348*
GJ	*from diesel - non -renewable*	*1,234*	*1,698*	*782*
GJ	*from LPG - non-renewable*	*5,126*	*4,037*	*3,816*
GJ	*from fuel oil - non-renewable*	*1,720*	*0*	*0*
GJ	**Subtotal direct primary energy from renewable sources**	**47,647**	**28,369**	**40,114**
GJ	*from biogas - renewable*	*47,647*	*28,369*	*40,114*

Table 10 | **GRI 302-1 - Direct primary energy consumption per unit processed**

		2022	2023	2024
GJ/t	Non-renewable direct primary energy	1.72	1.82	**1.73**
GJ/t	Total renewable + non-renewable direct primary energy	1.77	1.86	**1.78**



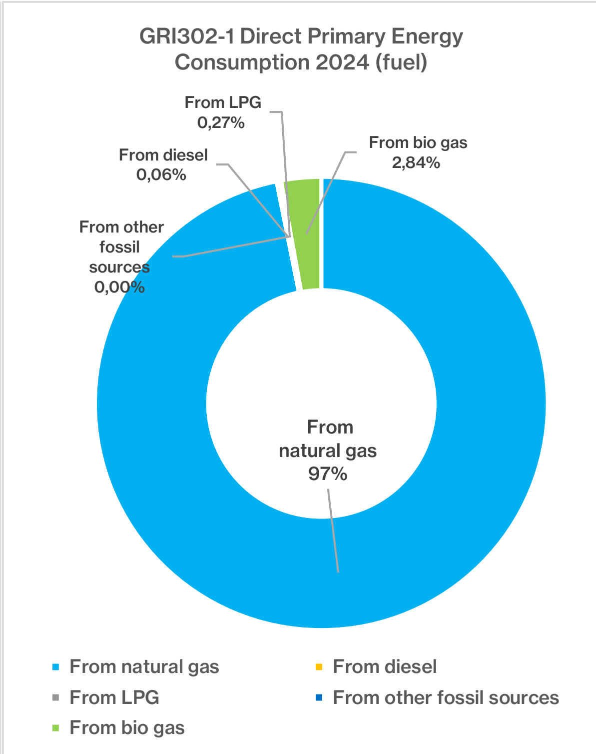


Table 11 | **"Transformed" energy consumption by primary (indirect) energy source**

		2022	2023	2024
GJ	**Total intermediate energy (indirect)**	**3,137,047**	**2,589,157**	**2,740,838**
GJ	**Subtotal electricity consumption**	**1,569,984**	**1,379,519**	**1,349,264**
GJ	*electricity consumption from renewable sources*	*926,559*	*814,267*	*856,606*
GJ	*of which self-produced from hydropower and photovoltaics**	*26,075*	*46,843*	*71,313*
%	*Electricity consumption from renewable sources to total electricity*	*59.0*	*59.0*	*63.5*
GJ	**Electricity consumption from non-renewable sources**	**643,426**	**565,252**	**492,658**
GJ	*from natural gas - non-renewable*	*415,957*	*387,026*	*337,950*
GJ	*from coal - non-renewable*	*141,312*	*119,541*	*101,181*
GJ	*from fuel oil - non-renewable*	*3,671*	*3,010*	*674*
GJ	*from other fossil fuels - non-renewable*	*13,221*	*9,141*	*21,985*
GJ	*from nuclear power*	*69,265*	*46,534*	*30,867*

GJ	**Subtotal steam consumption**	**1,567,062**	**1,209,638**	**1,391,574**
GJ	*from natural gas - non-renewables*	*1,219,240*	*881,186*	*972,203*
GJ	*from coal - non-renewables*	*347,823*	*328,452*	*419,371*

* *Energy from renewable sources is self-produced by three RadiciGroup sites*

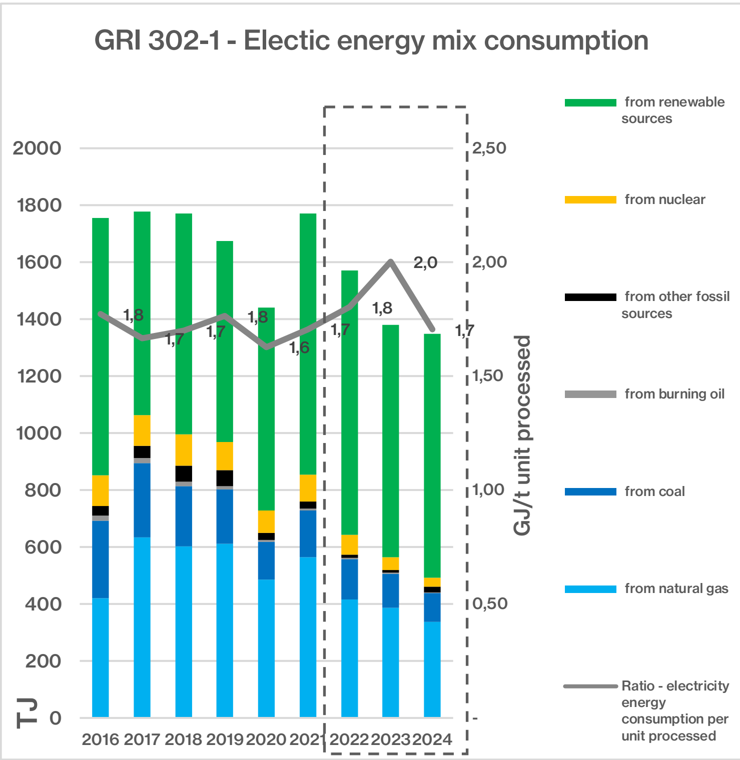
Table 12 | **GRI 302-1 - Intermediate energy consumption per unit processed**

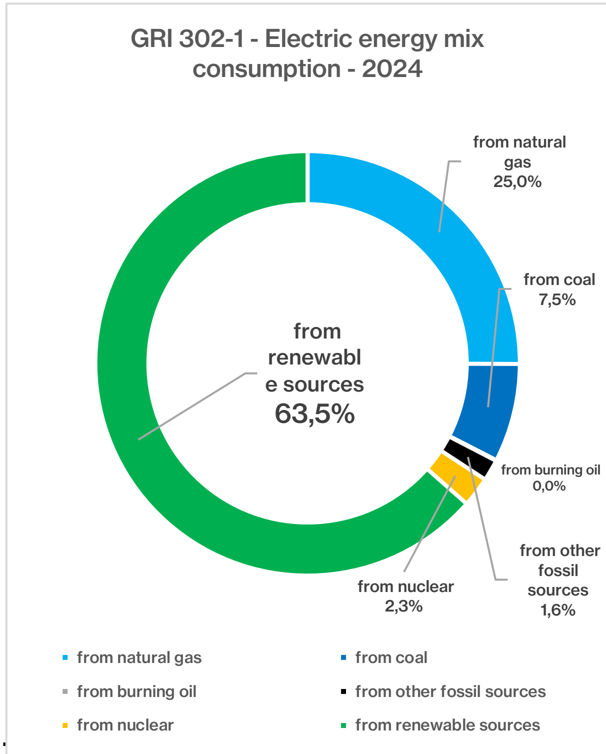
		2022	2023	2024
GJ/t	Ratio - intermediate energy consumption per unit processed (refers to electricity)	1.80	1.99	1.70
GJ/t	Ratio - total intermediate energy per unit processed	3.60	3.73	3.46

List of companies and plants fully powered by renewable energy in 2024

- Noyfil - Chignolo d'Isola - Italy
- RadiciFil - Casnigo - Italy
- Radici EcoMaterials - Buronzo - Italy
- Radici Novacips - Villa d'Ogna - Italy
- Radici Novacips - Chignolo d'Isola - Italy
- Radici Partecipazioni - Gandino - Italy
- Radici Plastics - Germany
- Radici Plastics - Brazil
- Radici Plastics - USA
- Radici Yarn - Ardesio - Italy
- Radici Yarn - Polimerizzazione - Villa d'Ogna - Italy*
- Tessiture Pietro Radici - Gandino - Italy

* *Radici Yarn Villa d'Ogna purchases 100% renewable energy to power its polymerization process, the remaining energy is used to power the other departments, integrated with self-produced energy from both hydroelectric and high-efficiency trigeneration (trigeneration also produces steam and refrigeration).*



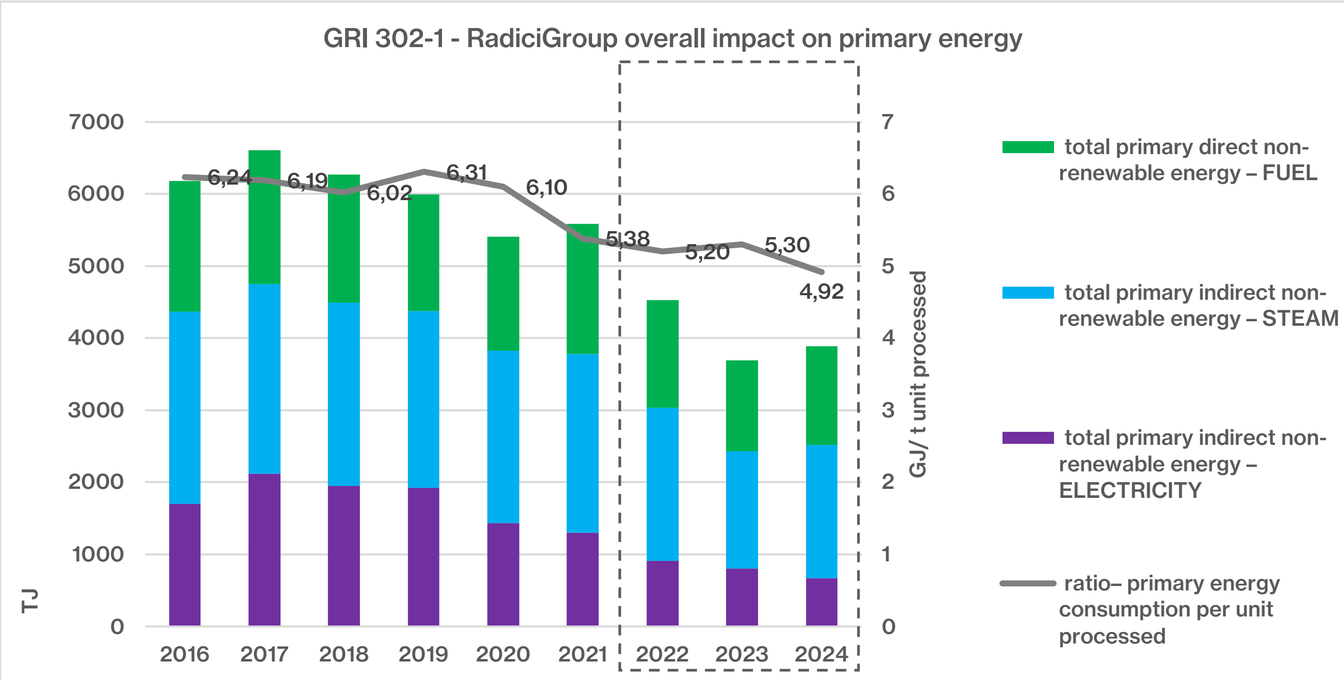


		2022	2023	2024
GJ	**Total primary energy from fossil sources**	**4,531,932**	**3,691,141**	**3,892,610**
GJ	**Subtotal indirect primary energy consumption from fossil sources**	**3,037,216**	**2,426,890**	**2,522,664**
GJ	*Total non-renewable indirect primary energy - electricity*	*913,222*	*807,117*	*672,956*
GJ	*Total non-renewable indirect primary energy - steam*	*2,123,994*	*1,619,773*	*1,849,708*
GJ	**Subtotal consumption of fossil fuels** [Table 09]	**1,494,716**	**1,264,251**	**1,369,946**

Disclosure 302-1

Table 14 | **Ratio - Primary non-renewable energy consumption (direct + indirect)**

		2022	2023	2024
GJ/t	**Total primary energy from fossil sources per unit processed**	**5.20**	**5.31**	**4.92**
GJ/t	**Total indirect primary energy from fossil sources per unit processed**	**3.49**	**3.49**	**3.19**
GJ/t	*Non-renewable indirect primary energy – electricity per unit processed*	*1.05*	*1.16*	*0.85*
GJ/t	*Non-renewable indirect primary energy – steam per unit processed*	*2.44*	*2.33*	*2.34*
GJ/t	**Direct primary energy (fuels) from fossil sources** [Table 10] **per unit processed**	**1.72**	**1.82**	**1.73**



Photovoltaic system in Casnigo: RadiciGroup invests in green self-production

Radicifil S.p.A., a company specialized in textile flooring and coatings for the civil, contract and automotive sectors, has taken a significant step towards the energy transition with the installation of a photovoltaic system at the Casnigo plant. This project is part of a business strategy aimed at increasing the use of renewable sources, in line with the Group's sustainability plan "From Earth to Earth".

The plant, designed in April 2023 and completed in May of the same year, officially started operating in March 2024. Installed on the roof of one of the plant's warehouses, it consists of 676 mono-crystalline photovoltaic modules with a total nominal power of 280.54 kW². It is a grid-connected system, that is, designed to ensure optimal integration with the electrical grid, maximizing efficiency. Among the main advantages of this solution, in addition to the reduction of fossil fuel consumption, the production of energy without emissions, in the absence of noise pollution and without land consumption, given the placement of the panels on top of an existing structure.

Also through this photovoltaic plant, Radicifil S.p.A. continues to invest in advanced technologies to improve energy efficiency and reduce environmental impact, confirming its contribution to achieving the Group's sustainable development objectives.

Emissions

Disclosures 305-1, 305-2, 305-4, 305-7

Set concrete sustainability goals through the measurement and abatement of direct and indirect greenhouse gas emissions: this is the approach that has always guided RadiciGroup's activities.

For the purpose of better understanding of the indicators below, the following is a review of the classification of emissions:

- **Scope 1 emissions:** derived from the company's activities and related **to sources directly controlled by an organization** (e.g. fossil fuel combustion systems).
- **Scope 2 emissions**: related to **energy consumption purchased by the organization** (e.g. electricity, heat, steam).
- **Scope 3 emissions: linked to the value chain** but related to **sources not controlled by the organization itself** (e.g. purchased goods and services, upstream transport by the organization, business travel by Employees, downstream transport and distribution, processing of products sold, etc.).

Over time, the Group has adopted various strategies to reduce Scope 1 emissions, which derive mainly from combustion, and in the case of the two chemical companies, also from production processes. The interventions ranged from the use of advanced technologies for the reduction of emissions - some of which were developed internally - to the choice of fuels with a lower environmental impact.

In terms of Scope 2 emissions, there has been a progressive increase in renewable sources in the energy mix and a diversification of the production systems, as described in the parts of the Report dealing with energy.

In 2024, **total emissions (direct + indirect) amounted to 305,875 tCO_2 eq, a slight increase compared to 2023,** but still significantly lower than the values of 2022, also considering the fact that **this edition also includes the emissions of the corporate fleet of the entire Group**.

In particular, **electricity emissions have fallen further**, reaching 56,352 tCO_2 eq, thanks to the continuous **improvement of the energy supply already reported in the previous chapter**. Scope 2 emissions from steam purchased as a function of the increase in production, on the other hand, increased to 120,937 tCO_2 eq, contributing to the overall increase [Table 15].

The emission intensity per ton produced is constantly improving, and went from 0.416 tCO2eq/t in 2023 to 0.386 tCO2eq/t in 2024, as a sign of the increase in the overall environmental efficiency of the RadiciGroup system. [Table 16].
The savings in terms of potential emissions linked to the particular mix chosen by the Group (market-based) remain positive, although deteriorating compared to 2023. If **RadiciGroup had limited itself to choosing the standard mixes** available in different countries (local-based) without additional voluntary investments in terms of renewables, it **would have produced 37.7% more emissions** [Table 17].

Table 15 | **Total direct and indirect greenhouse gas emissions***

		2022	2023	2024
tCO_2eq	**Total emissions (direct + indirect)**	**343,690**	**288,672**	**305,875**
tCO_2eq	**Direct emissions (GRI 305-1) ***	**137,929**	**120,487**	**128,586**
tCO_2eq	**Indirect emissions (GRI 305-2)**	**205,760**	**168,185**	**177,289**
tCO_2eq	*Indirect emissions – electric energy*	*72,589*	*63,934*	*56,352*
tCO_2eq	*Indirect emissions – steam*	*133,172*	*104,251*	*120,937*

**The reported figures include CO_2 from combustion, N_2O from adipic and nitric acid production, and the amount of refilled F-gases. Starting in 2024, the scope has been expanded to also include emissions from RadiciGroup's global company fleet.*

Disclosure 305-4

Table 16 | **Direct and indirect (Scope 1 and 2) greenhouse gas emissions in relation to quantity processed**

	2022	2023	2024
tCO_2eq/t	0.395	0.416	**0.386**

Table 17 | **Benchmark indirect electricity emissions national standard mix and RadiciGroup mix comparison**

		2022	2023	2024
tCO_2eq	Indirect emissions from standard national electricity mix* (local based)	128,896	113,763	**90,458**
tCO_2eq	Indirect emissions from RadiciGroup electricity mix [Table 15] (market based)	72,589	63,934	**56,352**
tCO_2eq	Difference	56,307	49,829	**34,090**
%	Percentage difference	43.7	43.8	**37.7**

** The national standard mix is calculated on the basis of annual data from www.iea.org (world balance) for the energy mixes of the countries where RadiciGroup production sites are located.*

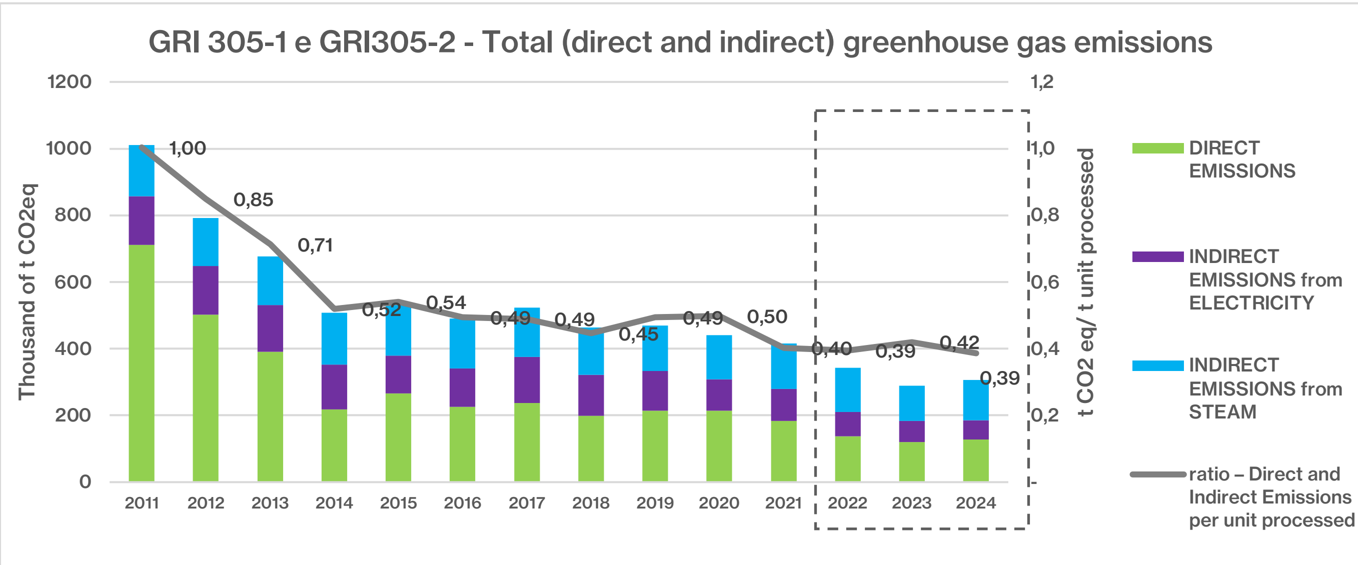
In terms of the quality of emissions, the situation has its pros and cons. On the one hand, there is an overall reduction from 126 tons in 2023 to 107 tons in 2024, with a sharp drop in NOx emissions (from 89 tons to 63 tons) also thanks to the abatement systems in place in the Group's chemical sector. However, on the other hand, there is an increase in VOCs (from 16 t to 23 t), which will require attention in the coming years [Table 17].

Disclosure 305-7

Table 18 | **Emission quality***

		2022	2023	2024
t	**Total**	**134**	**126**	**107**
t	NOx	93	89	**63**
t	SOx	0	0	**0**
t	VOC	17	16	**23**
t	HAP	0	0	**0**
t	Stack and Fugitive	0	0	**1**
t	PM	10	7	**9**
t	Other emissions	14	14	**14**

**The type of pollutants detected by analysis is subject, at each Group site, to the legislation in force in the various countries, similarly to the presence and frequency of measurements.*



Disclosure 305-3

As for the **Scope 3 emissions,** as stated in the previous Report, in 2023 they were calculated only for the High Performance Polymers Business Area, following the guidelines of the GHG Protocol. The main sources of emission were found to be the goods and services purchased together with transport. BA's Scope 3 emissions had already been calculated internally in 2022, facing a significant challenge due to the complexity of the global value chain.

Consistent with the commitment to continuous improvement expressed several times by RadiciGroup, in 2024 all Business Areas contributed to reporting, providing data relating to Scope 3 emissions, also calculated in this case in accordance with the GHG Protocol guidelines. All categories have been included in the emission inventory, with the exception of "**Processing of the products sold**" and "**Use of the products sold**", as the variety of processing to which

the semi-finished products are subjected, and the wide range of final applications for which they are intended, does not allow us to trace with reasonable accuracy - and therefore significantly - the emissions associated with these categories. The "**Franchising**" category, on the other hand, has been excluded due to inapplicability.
The metric used was tons of CO_2 equivalent. Where possible, the calculation was based on primary data. In particular, for category 1 (Purchased goods and services) it was possible to use, for 46% of the volume of raw materials purchased, primary data on the Global Warming Potential (GWP) of the materials, which came from the Product Carbon Footprint, Life Cycle Assessment or Environmental Product Declarations of Suppliers, ensuring a good degree of accuracy for the measurement.
In 2024, RadiciGroup recorded a **total of 1,722,809 tCO2e of** Scope 3 emissions. The **Purchased Goods and Services category (Cat.1) represents the most significant component**, contributing to **85.86% of Scope 3 emissions**. This highlights how the environmental impact is strongly linked to supply, with the consequent need to strategically manage this activity with a view to further and significantly reducing RadiciGroup's footprint. Next, in order of relevance, is the category "**End-of-life treatment of sold products**" (Cat. 12), which covers 5.70% of Scope 3 emissions. This represents a further front for action, with particular attention to collaboration with the value chain with a view to strengthening the logic of circularity.

Table 19 | **Other indirect GHG emissions - Scope 3 - 2024**

Category	Name	Status	Emissions [tCO2eq]	Share of total [%]
1	Purchased goods and services	**INCLUDED**	1,479,143	85.86%
2	Capital goods	**INCLUDED**	17,447	1.01%
3	Fuel and energy-related activities	**INCLUDED**	46,455	2.70%
4	Upstream transport and distribution	**INCLUDED**	65,897	3.82%
5	Waste	**INCLUDED**	6,393	0.37%
6	Business travel	**INCLUDED**	1,145	0.07%
7	Employee commuting	**INCLUDED**	2,846	0.17%
8	Upstream leased assets	**INCLUDED**	306	0.02%
9	Downstream transport and distribution	**INCLUDED**	3,924	0.23%
10	Processing of sold products	**EXCLUDED**	-	-
11	Use of sold products	**EXCLUDED**	-	-
12	End-of-life treatment of sold products	**INCLUDED**	98,251	5.70%
13	Leased assets	**INCLUDED**	278	0.02%
14	Franchising	**EXCLUDED**	-	-
15	Investments	**INCLUDED**	724	0.04%
Total			**1,722,809**	**100%**

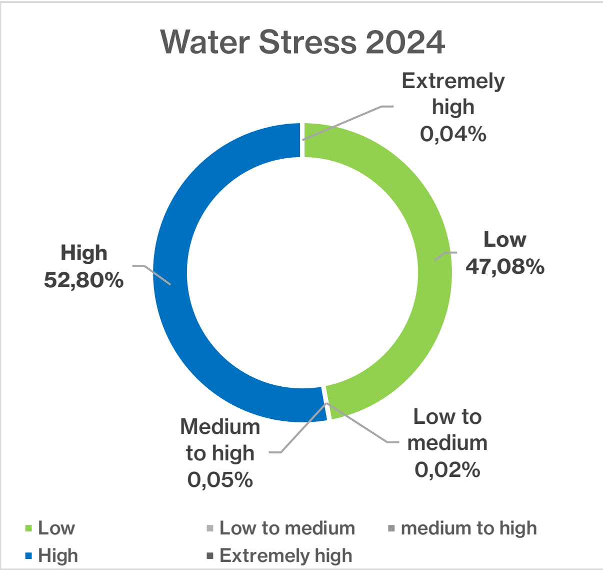
Water

Disclosure 303-1

In the Un 2030 Agenda for Sustainable Development, water is by definition a right and a determining factor for economic, social and environmental development. The United Nations 2030 Agenda includes a specific sustainable development goal, SDG 6 (Clean Water and Sanitation), to ensure the availability and sustainable management of water. A complete focus on water was also set out by the Group in its medium-term objectives, in the full knowledge of the importance of this resource whose availability has fluctuated.
Three-quarters of the Group's sites have developed and maintain an ISO 14001 Environmental Management System, which focuses on preventing environmental risks, including those related to water management, through constant analysis.
While the Group's products contain little or no water, the production processes are heavily dependent on it: the water consumed by the Group is mainly used for industrial plant cooling.

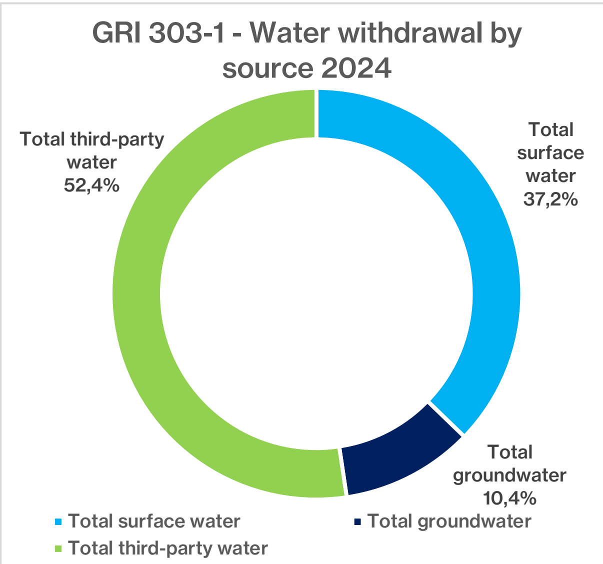
Considering the water stress situation (water stress - level 1): low stress; level 5: extreme stress) in the countries where the reported sites operate, 47.1% of the water used by the Group comes from low-stress areas (level 1), while 52.8% "*potential*" comes from areas with high water stress (level 4). Of this last share, almost all (99.9%) consists of water supplied by Industrie Park Zeitz to Radici Chimica Deutschland, through a closed loop channel. This water is reused up to 60 times inside the system before being discharged. Since the recycling process is formally managed outside company boundaries, **the contribution of Radici Chimica Deutschland GmbH is not included in the calculation of the water savings indicator and is therefore** equal to 0.
Accordingly:

- including Radici Chimica Deutschland in the perimeter, the percentage of water saved in 2024 is 59%;
- excluding it, the percentage rises to 124%, highlighting the Group's efforts to reduce net withdrawals of water resources. [Table 22].



In any case, whatever the methodology used, it is a solution that allows a significant reduction in environmental impact. The real use of water resources is in fact far lower than the theoretical requirement, with a significantly reduced actual impact compared to the level of water stress in the area. Finally, areas with extremely high water stress remain marginal for the Group's consumption purposes even in 2024, representing only 0.04%.

In the reporting year, the **total amount of water resources taken was 73,907 thousand m³**, a value in **line with 2022 and a sharp increase compared to 2023** [Table 20]. This increase in absolute terms is mainly due to the **increase in the quantities processed during the** year. Despite this, **the water use index per ton processed improved slightly**, reaching 0.093 thousand m³/t, compared to 2023 [Table 21]. This trend indicates a **progressive optimization of consumption**, which reflects the increasing efficiency of the processes.



The water used as thermal fluid was 37.2% of surface origin (mainly from rivers and canals), 10.4% from underground sources and 52.4% from third-party Suppliers. Aqueduct water, therefore subtracted from human consumption, was equal to only 0.14% of the total used, in line with 2023 [Table 20].
After being used for RadiciGroup's industrial purposes, the water is mainly returned into surface streams, with the exception of the sites in Mexico and Brazil, where wastewater is treated as regular waste, collected and disposed of by third parties in accordance with the legislation in force in those countries. All water discharges from the Group's sites have been subjected to chemical analysis to verify compliance with the parameters set by the regulations in force in the various countries.
In 2024, total water discharges amounted to 73,134 thousand m³, with a prevalence of release to third parties (38,581 thousand m³) and in surface streams (34,553 thousand m³) [Table 24]. There has also been an improvement in this area: the water discharge rate per ton processed fell to 0.044 thousand m³/t, compared to 2023 (-20%).
From a qualitative point of view, there is a reduction in suspended solids (from 9,787 kg to 8,952 kg), while the COD value has remained stable (1,474,466 kg). On the other hand, there was an increase in the values of total nitrogen (1,057,239 kg) and metals (16,437 kg), changes essentially attributable to the production mix. [Table 27]

Disclosure 303-3

Table 20 | **Water withdrawal by source***

		2022	2023	2024
Thousands of m³	**Total**	**73,335**	**65,708**	**73,907**
Thousands of m³	**Total surface water**	**27,389**	**30,488**	**27,515**
Thousands of m³	*from rivers/canals*	*26,916.5*	*30,069.2*	*27,015.1*
Thousands of m³	*from springs*	*472.5*	*418.9*	*499.6*
Thousands of m³	**Total groundwater**	**8,132**	**7,452**	**7,697**
Thousands of m³	*from wells*	*8,132.3*	*7,452.3*	*7,697*
Thousands of m³	**Total third-party water**	**37,814**	**27,767**	**38,695**
Thousands of m³	*from aqueducts*	*134.6*	*122.2*	*105.4*
Thousands of m³	*from private utilities*	*37,679.4*	*27,645.2*	*38,590*

* *For production sites where the quantity of discharged water is not measured, this quantity is generally assumed to be equal to withdrawn water. The same applies to cases when only discharged water is measured. In this case, withdrawn water is generally considered equal to discharged water.*
The Group uses "fresh water" for its activities, i.e. with ≤1,000 mg/l of total dissolved solids.

Table 21 | **Ratio - Water use per unit processed**

	2022	2023	2024
Thousands of m³/t	0.084	0.095	**0.093**

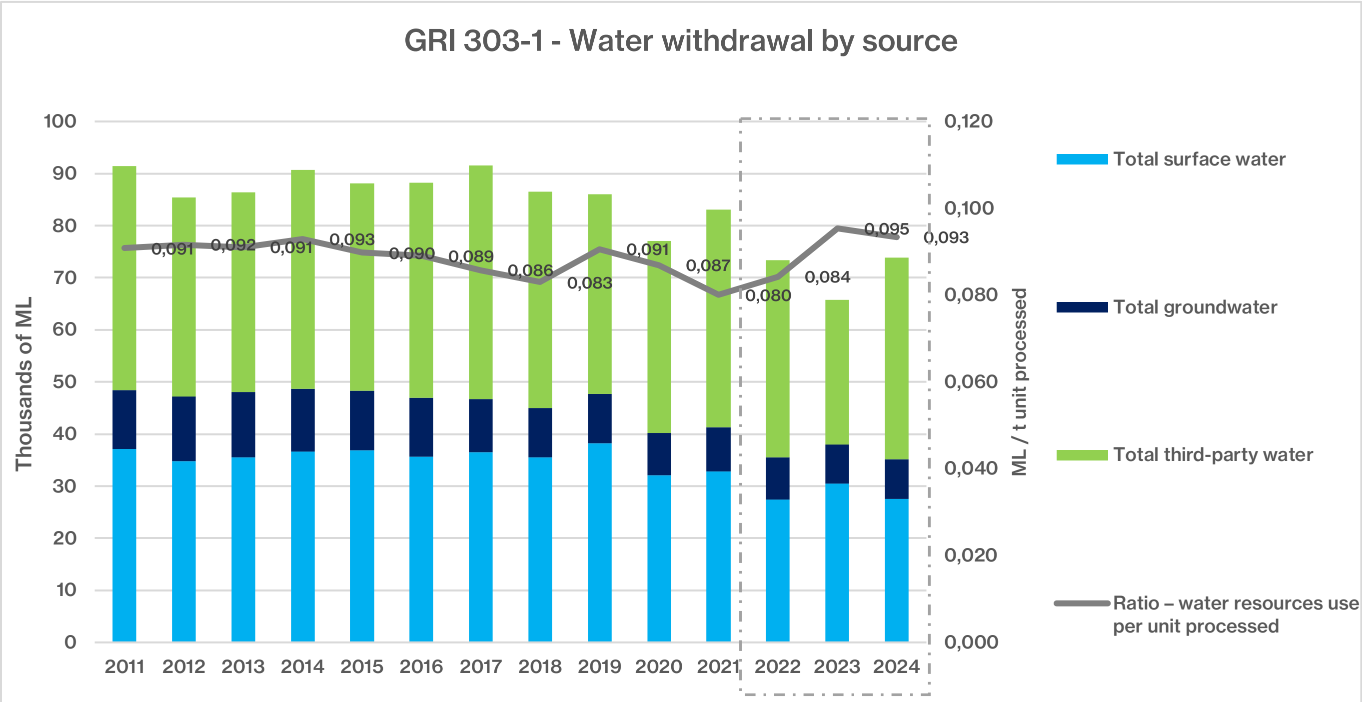


Table 22 | **Water saved and reused**

		2022	2023	2024
Water saving				
Thousands of m³	Water withdrawn	73,335	65,708	**73,907**
Thousands of m³	Water saved	51,889	52,125	**43,683**
%	**Water saved**	**71%**	**79%**	**59 %**
n	Saving ratio	1.7	1.8	**1.6**
Water saving not including Radici Chimica Deutschland				
Thousands of m³	Water withdrawn	35,653	38,059	**35,313**
Thousands of m³	Water saved	51,889	52,125	**43,683**
%	**Water saved**	**146%**	**137%**	**124%**
n	Saving ratio	2.5	2.4	**2.2**

Disclosure 303-4

Table 23 | **Water discharge by destination***

		2022	2023	2024
Thousands of m^3	**Total**	**72,976**	**65,454**	**73,134**
Thousands of m^3	**Into surface water**	**35,248**	**37,724**	**34,553**
Thousands of m^3	**Private utilities**	**37,728**	**27,730**	**38,581**
Thousands of m^3	*into sewer systems*	*290*	*270*	*247*
Thousands of m^3	*into industrial canals for reuse*	*37,438*	*27,460*	*38,334*

* *For production sites where the quantity of discharged water is not measured, this quantity is generally assumed to be equal to withdrawn water. The same applies to cases when only discharged water is measured. In this case, withdrawn water is generally considered equal to discharged water.*

Table 24 | **Water discharge by type**

		2022	2023	2024
Thousands of m^3	**Total**	**72,976**	**65,454**	**73,134**
Thousands of m^3	**Water returned to third parties in industrial canals for reuse**	**37,438**	**27,460**	**38,334**
Thousands of m^3	**Subtotal water discharges**	**35,538**	**37,994**	**34,800**
Thousands of m^3	*of which water discharged directly*	*34,366*	*36,351*	*33,067*
Thousands of m^3	*of which water after treatment*	*1,173*	*1,643*	*1.733*

Table 25 | **Ratio - Water discharge per unit processed**

	2022	2023	2024
Thousands of m^3/t	0.041	0.055	**0.044**

Since the Group's water use is almost entirely limited to cooling plants through controlled systems, withdrawals do not differ significantly from discharges and dispersions are essentially identified with evaporation.

Disclosure 303-5

Table 26 | **Water consumed (delta between water in - water out)**

		2022	2023	2024
Thousands of m³	Water consumption	359	254	**794**
%	Percentage	0.49	0.39	**1.07**

Table 27 | **Quality of discharged water**

		2022	2023	2024
kg	COD	1,977,671	1,445,184	**1,474,466**
kg	Total nitrogen	945,450	616,319	**1,057,239**
kg	Suspended solids	15,418	9,787	**8,952**
kg	Metals*	9,389	12,084	**16,437**

* *Metals include: Aluminum, chrome, iron, nickel, copper, vanadium and zinc.*

Radici Plastics Suzhou: 100% focus on water

In 2023, the Radici Plastics Suzhou plant in China installed an advanced rainwater recovery and wastewater treatment system with the aim of reducing consumption. The system came into operation at full capacity in 2024, contributing significantly to the efficient management of the plant's water resources.
The rainwater recovery system collects water from the roof of the plant, conveying it into a storage tank with a useful volume of 200 m³. The water is then filtered through a treatment plant before being reused for irrigation of green areas, cooling systems and bathroom drains. The design capacity of the system is 20 m³/h, although its actual operation depends on annual rainfall, which averages 1000 mm in Suzhou, with abundant rainfall during the summer. In the event of excess water, the surplus is channeled into the municipal network through a special spillway.
In 2024, thanks to this system, 1,331 m³ of rainwater were recovered and reused for green and industrial cooling. In addition, during the summer, 150 m³ of rainwater was reused in the cooling system.
In addition to the rainwater collection system, the company has also implemented a wastewater treatment plant with the aim of achieving Zero Discharge, as requested by local authorities. All wastewater from production is treated and reused, avoiding any discharge into the environment. The treated water meets the standards set by the local "Urban Wastewater Recycling - Industrial Water Quality" legislation and is reused in production processes. In 2024, the system enabled the reuse of 1,324 m³ of wastewater, establishing it as an exemplary case among RadiciGroup companies.

S for Social

MATERIAL TOPICS

- Workers' Human Rights
- Attraction and Valuing of Staff
- Workers' Health and Safety
- Relations with territories and impact on Local Communities
- Sustainable Research and Innovation
- Product environmental impacts

2030 GOALS – FROM THE "FROM EARTH TO EARTH" SUSTAINABILITY PLAN

From People to People - Social Objectives - being updated
RadiciGroup takes **care of people** both inside and outside the organization. **It promotes individual training and takes responsibility for the health and safety** of Workers, while **working in synergy with Local Communities** for sustainable, harmonious and shared growth.

Topic/SDG	*Objective*	
Workers' health and safety	**90% coverage** **of Group production facilities by ISO 45001 occupational health and safety** certification.	**Active training** improve the **sense of responsibility** and **personal contribution** of people in relation to health and safety.
Digitisation and cybersecurity	**Digitisation** Adopt **next-generation digital solutions** and dedicated software to further all sustainability processes.	**Cybersecurity** build and embed a Group-wide **cybersecurity mindset** through training and investment in the most advanced technologies.
Relations with territories and impact on Local Communities	**Relations** maintain and expand **engagement with Local Communities** through support for cultural, social and sports activities, as an expression of good corporate citizenship.	
Attracting, valuing and developing human resources	**Human rights, equity and inclusion** **actively uphold human rights**, **support inclusiveness** and **leverage the uniqueness** of every person.	**Employer branding, talent attraction** **enhance the appeal of the Group** through **targeted initiatives**, aimed at attracting new talents and enabling employees to build their work-life balance.
	Education **invest in the professional skills** of employees through **training**; build constructive **relations with schools** to help young people make their way into the working world.	

The S in Social

For RadiciGroup, the S in Social means, first and foremost, People, but it also has a broader sense, encompassing products that serve the value chain and users, and economic production models – most notably, the circular economy – that support sustainable development. This is why all these elements are covered in the objectives formulated in the "From Earth to Earth" plan.

In 2024, the **total number of Workers in the Radici Group was 3,080, down from 3,311 in 2023 and 3,451 in 2022** [Table 28]. The decrease is mainly due to the **overall rationalization of the structures that have been in place for some years**, in response to market difficulties. In particular, during the reporting year, the fibre area saw the closure of Radici Chemiefaser and the suspension of Radici Fibras activities. However, this trend was accompanied by signs of strengthening in specific areas, strategic in particular for the High Performance Polymers Business Area, as illustrated below.
Focusing only on Employees, an overall reduction in staff of 210 compared to 2023 is confirmed, reaching 2,787 in 2024, although Italy and the rest of Europe continue to represent the Group's main employment centers. On the other hand, the strengthening continues in Asia, where the workforce grew by about 18% compared to 2023 (from 199 to 235 Employees) [Table 34]. This increase reflects the Group's drive for internationalization, which has been realized in recent years through the opening of a new plant in India and the relocation and expansion of the production site in China. The overall percentage of female staff remained stable compared to 2023 [Table 33].

Disclosures 2-7, 2-8

Table 28**| RadiciGroup Workers***

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	**Total Workers***	2,561	2,454	**2,291**	890	857	**789**	3,451	3,311	**3,080**
n	**Self-employed**	164	126	**122**	19	20	**16**	183	146	**138**
n	**Employees and temporary Workers**	2,397	2,328	**2,169**	871	837	**773**	3,268	3,165	**2,942**
n	**Temporary Workers**	114	134	**132**	32	34	**23**	146	168	**155**
n	**Employees**	2,283	2,194	**2,037**	839	803	**750**	3,122	2,997	**2,787**

* *At 31/12/2024, Workers included contract Workers (who work continuously for RadiciGroup), temporary Workers, and Employees. As far as the completion of the gender options is concerned, the Group will be able to include further options from the next Report.*

Disclosure 401-1

Starting from the reporting year 2024, the **collection of data on turnover and new hires has been extended worldwide**, allowing a more representative reading of the dynamics of the Group's personnel. In 2024, a **total of 289 people were hired**, including 230 males and 59 females (as at 31/12/2024), **recording a rate of 10.4%**. Also in 2024, there were **467 exits from the Group,** with a **turnover rate of 16.8%**. The terminations involved 367 males and 100 females. In detail: up to 30 years old: 56 men and 17 women, between 30 and 50 years old: 171 men and 46 women, over 50 years old: 140 men and 37 women [Tables 29- 32].

Table 29 | **Employee outflow (turnover) - by age and geographical area**

	Number of Employees leaving on 31/12/2024 by age group and geographical area	< 30 years	30> <50 years	> 50 years
n	Italy	14	44	74
n	Rest of Europe	18	42	72
n	Asia	8	17	1
n	North and South America	33	114	30

Table 30 **Employee outflow (turnover).- by age and gender**

	Number of Employees leaving on 31/12/2024 by age group and gender	< 30 years	30> <50 years	> 50 years
n	Men	56	171	140
n	Women	17	46	37

Table 31 | **New Hire Rate - Incoming Employees by age and geographic area**

	Number of Employees hired as of 31/12/2024 by age group and geographical area	< 30 years	30><50 years	> 50 years
n	Italy	26	35	11
n	Rest of Europe	21	33	25
n	Asia	19	42	1
n	North and South America	23	43	10

Table 32 | **New hire rate - Incoming Employees by age and gender**

	Number of Employees hired as at 31/12/2024 by age group and gender	< 30 years	30><50 years	> 50 years
n	Men	69	127	34
n	Women	20	26	13

Despite the overall numerical reduction, the distribution of Employees in 2024 confirmed a balance between the Italian component (1,350) and the international component (1,437), with a slight prevalence of the latter. The growing international presence has long made it important to value cultural diversity as a distinctive element of the Group, in line with corporate values [Tables 32-37].

In 2024, a **slight prevalence of the 30-50 age group was confirmed, representing 45.3% of the total number of Employees**. This is balanced with the share of those over 50, equal to 44.6%, who constitute a strategic resource for the company thanks to the wealth of experience and consolidated know-how.

At the same time, there was a decline in young people under 30, from 350 in 2023 to 282 in 2024 in absolute numbers.

On the one hand, this scenario is explained by the need to acquire qualified personnel with experience for specific positions. However, it also highlights the need to maintain attention on attraction and retention, which are key actions for new generations. For some time now, the Group has implemented policies for work-life balance: flexible hours, agile working and initiatives tailored to each context, to support people's loyalty and well-being, as described in various chapters of this Report.

Finally, as a general consideration, RadiciGroup has continued to manage generational balance thanks to continuous training courses, process automation and support programs, thus supporting the continuity of skills and the transmission of know-how.

Table 33 | **Employees and temporary Workers by region and gender***

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Italy	1,287	1,176	1,121	352	334	318	1,639	1,510	1,439
n	Rest of Europe	626	593	561	400	373	352	1,026	966	913
n	Asia	135	203	247	34	37	37	169	240	284
n	North and South America	349	356	240	85	93	66	434	449	306

** Regarding the completion of gender options, the Group is not yet able to provide additional options.*

Table 34 | **Employees by region and gender**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Italy	1,212	1,108	1,055	325	303	295	1,537	1,411	1,350
n	Rest of Europe	612	586	553	398	373	352	1,010	959	905
n	Asia	131	162	198	34	37	37	165	199	235
n	North and South America	328	338	231	82	90	66	410	428	297

Table 35 | **Percentage of female Workers by region***

		Women		
		2022	2023	2024
%	Europe + Italy	28.2	28.6	28.5
%	Italy	21.5	22.1	22.1
%	Europe	39.0	38.6	38.6
%	Asia	20.1	15.4	13.0
%	North and South America	19.6	20.7	21.6

** The % of the female workforce is relative to the region of reference and is calculated on the total number of Employees and temporary Workers.*

Table 36 | **Employees by age group and gender**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	**Employees <30 years**	256	248	211	94	102	71	350	350	282
n	**Employees 30-50 years**	1,070	989	888	463	426	374	1,533	1,415	1,262
n	**Employees >50 years**	957	957	938	282	275	305	1,239	1,232	1,243

Table 37 | **Employees by gender, age group and region**

			Men			Women			Total		
			2022	2023	2024	2022	2023	2024	2022	2023	2024
n	**Italy**	**Employees <30 years**	113	85	78	29	22	20	142	107	98
n		**Employees 30-50 years**	481	396	363	184	153	148	665	549	511
n		**Employees >50 years**	618	627	614	112	128	127	730	755	741
n	**Rest of Europe**	**Employees <30 years**	50	50	43	38	44	24	88	94	67
n		**Employees 30-50 years**	300	284	255	208	199	166	508	483	421
n		**Employees >50 years**	262	252	255	152	130	162	414	382	417
n	**Asia**	**Employees <30 years**	15	28	35	6	9	9	21	37	44
n		**Employees 30-50 years**	108	127	154	26	28	28	134	155	182
n		**Employees >50 years**	8	7	9	2	0	0	10	7	9
n	**North and South America**	**Employees <30 years**	78	85	55	21	27	18	99	112	73
n		**Employees 30-50 years**	181	182	116	45	46	32	226	228	148
n		**Employees >50 years**	69	71	60	16	17	19	85	88	76

From the point of view of the type of contract, in 2024, 96.1% of the Employees were able to count on an permanent contract, a substantially stable figure compared to 2023 (96.3%). Full-time employment remained high (95.1%), while part-time employment remained focused on female staff, consistent with the trend of previous years [Table 38]. The Asian area was distinguished by a high incidence of fixed-term contracts (31.5%), a figure already recorded previously and linked to the very high flexibility of the local market [Table 39-40].

Disclosure 2-30

Even in the reporting year considered, a **very significant percentage of Employees (92.1%) were covered by collective bargaining agreements**, as proof of the protection guaranteed by solid industrial relations in the Group. Individual bargaining agreements, although slightly growing, remained low (7.9%). Collective bargaining levels have therefore remained good, and the Group's model has been reconfirmed as focused on stability [Table 41].

Table 38 | **RadiciGroup Employees by gender, employment contract and employment type***

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	**Total Employees**	2,283	2,194	2,037	839	803	750	3,122	2,997	2,787
	of which									
n	**Permanent Employees**	2,145	2,116	1,951	790	770	727	2,935	2,886	2,678
n	**Temporary Employees**	138	78	86	49	33	23	187	111	109
%	**Permanent Employees of Total Employees**	94.0	96.4	95.8	94.3	95.9	96.9	94.0	96.3	96.1
n	**Full Time** (permanent contract)	2,262	2,168	2,009	712	685	619	2,974	2,853	2,542
n	**Part time** (permanent contract)	21	26	28	127	118	108	148	144	136
n	**Part-Time** (permanent + temporary)	25	27	31	131	118	109	156	145	140
%	**Full Time Employees of permanent contract Employees**	99.1	98.8	98.6	84.9	85.3	85.5	95.3	95.2	95.1

** No RadiciGroup Company has Employees with non-guaranteed hours.*

Table 39 | **Permanent and temporary Employees by region - 2024**

		Employees	Permanent	Temporary	% Permanent
n	**Total**	2,787	2,678	109	96.1 %
n	**Italy**	1,350	1,343	7	99.5%
n	**Rest of Europe**	905	878	27	97.0%
n	**Asia**	235	161	74	68.5%
n	**North and South America**	297	296	1	99.7%

Table 40 | **Employees by employment type and region - 2024**

		Employees	Part Time	Full Time	% Part Time
n	Total	2,787	136	2,651	4.88 %
n	Italy	1,350	96	1,254	7.1 %
n	Rest of Europe	905	39	866	4.3 %
n	Asia	235	0	235	0.0%
n	North and South America	297	1	296	0.3 %

Disclosure 2-30

Table 41 | **Employees by bargaining agreement type – Percentage of Employees covered by bargaining agreements**

		2022	2023	2024
n	Collective bargaining*	2,973	2,803	2567
n	Individual employment agreement	149	194	220
n	Total Employees	3,122	2,997	2787
%	Individual employment agreement	4.8	6.5	7.9
%	% Collective bargaining agreement	95.2	93.5	92.1

* *Collective bargaining includes national bargaining and company bargaining.*

Workers' Human Rights

Disclosure 2-24

RadiciGroup ensures that the Human Rights of Employees are respected in all its Companies:

- The **Code of Ethics** enshrines this respect starting with the **Constitutive Values** in which it is stated that **any discrimination** based on gender, racial and ethnic origin, nationality, age, political opinions, religious beliefs, state of health, sexual orientation and economic-social conditions **is prohibited**. The Code of Ethics also declares the **rejection of labor practices detrimental to personal dignity**, concepts taken up and explained also by the **Human Rights Policy.**
- **Customer and Supplier Codes of Conduct** also share the protection of **Workers' rights**, which the Group promotes, with the **most important players in the value chain**.

"People and Work: Human Rights"

RadiciGroup launched a **survey on Human Rights** between the end of 2023 and the first half of 2024, with particular attention to diversity. The objective was **to acquire knowledge useful to promote active respect for Human Rights**, inclusivity and the appreciation of people's uniqueness.
A **random sample of 10% of "white collar" Employees** was involved, selected to ensure balance in terms of age, gender and geographical area, together with a small group of key figures from the various Business Areas. Participants answered an anonymous questionnaire entitled "*The person and work*: *Human Rights*", focused on the **degree of awareness and the effective application of Human Rights in the business context**.
In parallel, 11 video interviews were carried out with HR representatives from the various international offices, to deepen understanding of the same issues from an operational and management point of view.

The results

The analysis provided an overview of the practices in use in the Group and the degree of people's awareness, highlighting both positive areas and ideas for improvement. The anonymous survey carried out by Employees had a **response rate of 74% (92 responses out of 124 respondents)**, with **41% of respondents women and 59% men**, and a predominant age group in the responses (46%) for male and female Workers over 50. Geographically, **most of the responses came from Italy (65%), immediately followed by the rest of Europe (21%), North and South America (10%) and Asia (4%)**. These data guarantee that the analysis is fully representative and highlights Group-wide sensitivity on the subject.
One positive result is that it is accurate to say that **all Group companies pay particular attention to Human Rights** and strive to provide a safe working environment. This was borne out by the questionnaires completed by Employees, with **66.3% aware of the existence of a sustainability project in the Group that includes the safeguarding of their fundamental rights**. The percentage (99%) of individual awareness of the terms and conditions of employment contracts is very high. It is also interesting to note that 68.5% of participants believe that their working hours do not prevent them from having a satisfactory work-life balance, a figure that underlines the success of the Group's efforts in this area. Finally, 78.3% of the total consider themselves free to express opinions to the company they belong to on sensitive issues (e.g. working hours, contractual conditions, health and safety, etc.), emphasizing the positive mechanisms for dialogue at RadiciGroup.
With particular reference to the topic of **diversity, 83.7% of respondents have never been aware of discriminatory episodes** or have never had direct experience of discrimination. An **in-depth analysis of the remaining part** indicates that the **two main characteristics subject to perceived discrimination** were the **geographical origin and gender**. Despite this, the overall opinion on the **Group** was positive, with **75% of the respondents believing that it favors inclusion.**

The Human Rights Policy

Following the analysis of the results, RadiciGroup took the **first formal action with the drafting of the Human Rights Policy - introduced in the initial chapter of** this Report - a document that responds both to compliance needs and to the growing internal and external sensitivity on the subject, as already emphasized.
The inadequate protection of Human Rights represents in fact an **increasingly significant risk factor**, requiring **greater surveillance** by institutions, as demonstrated by EU legislation and national regulations. Rating agencies are also increasingly evaluating companies on the basis of their commitment in this area, while Customers require more information on staff working conditions, making this aspect a key element in business relationships. Furthermore, it is no longer sufficient to guarantee respect for Human Rights within corporate boundaries: companies are increasingly required **to monitor the entire supply chain and, in some cases, even the value chain**.

Disclosure 406-1

In this context, the careful monitoring carried out by company managers on their organizations has made it possible to guarantee a protected work environment. Confirming this commitment, in 2024, no episode of discrimination or violation of Human Rights was reported in the Group, neither through corporate channels nor through the whistleblowing system.

Attracting, Retaining and Valuing Staff

In view of the growing needs already mentioned in the part of the document relating to the workforce, many initiatives were also adopted in 2024 to attract, retain and value Group Human Resources, in particular:

- **Compensation policies** that **reward performance and merit**.
- **Development and training** paths aimed at strengthening technical, managerial and organizational skills.
- Ad hoc paths for the **training and onboarding of new talent** into the RadiciGroup world.
- **Welfare initiatives** aimed at ensuring an **environment** that is not only productive, but also **positive** and collaborative.
- Solutions to promote **work-life balance**.

Remuneration policies

RadiciGroup has always upheld the ethical principle that **every Worker has the right to a fair wage, proportionate to the quantity and quality of work performed, which must be sufficient to ensure the Worker and their family a free and dignified existence.** This principle constitutes one of the Rights enshrined in the Universal Declaration of Human Rights, which RadiciGroup translates into **fair and rewarding remuneration policies**.
The definition of the minimum **remuneration payable** to Workers belonging to the various categories and sectors of the company, with **respect to qualifications, levels and duties performed,** is entrusted to **national and/or company collective bargaining**. In addition to the above, there is **individual bargaining**. In the latter case, it is the **labor market of the different regions that determines the conditions of engagement**. The **compensation schemes** adopted by Group companies take into account the **responsibility level and individual contribution to achieving organizational goals**. **Male and female Employees** have **equal pay rates for equal job duties**, in accordance with the Group ethical principles and the national and corporate collective agreements, which provide for a pay scale with no difference between genders. The **incentive system reserved for managerial staff (MBO)** is based on evaluation linked to Group objectives, company objectives and individual objectives.

Disclosure 2-21

Overall at RadiciGroup, the **ratio of the annual total remuneration of the highest paid person** (CEO) to the average **total remuneration of all other Employees is 12.69** (13.95 in 2023 and 14.68 in 2022). This ratio was calculated on wages

paid worldwide. In order to obtain a homogeneous database, the calculation was carried out by taking into account 85.07% of the total payroll (81.51% in 2023), excluding part-timers due to different time distribution, new hires during 2024 and other cases not deemed suitable for the database. Given the percentage achieved, the indicator is to be considered ever more representative of the situation at RadiciGroup.
With regard to the **ratio of the percentage increase in the annual total remuneration of the person receiving the highest remuneration to the median percentage increase in the annual total remuneration of all Employees (excluding the aforementioned person), the ratio is zero,** in line with 2023 and 2022.

Disclosure 401-2

With regard to **other Employee benefits**, where provided for by company customs and regulations (company car, restaurant vouchers, canteen service and special discounts agreed on with stores, sport centers or travel agencies, etc.), they were made **available and/or assigned to Employees based on the company agreements and the job position of the individual Employees, irrespective of the type of employment or employment contract** (full-time or part time, temporary or permanent employment).

RadiciGroup, in 2024 the SAP Quality Awards award for the HRGo project

RadiciGroup, with the support of its partner Horsa Run, was recognized in the Innovation category during the SAP Quality Awards 2024 for the HRGo project, presented at the SAP NOW 2024 event.
HRGo represents a key element in the strategy of renewing Human Resources management and development processes thanks to the introduction of the SAP SuccessFactors platform. Launched in 2023, the project aimed to standardize talent management — the set of processes that facilitate the growth of both the company and its Employees. Talent management focuses on the skills and potential of Employees, aiming to utilize these resources to achieve business and personal goals.
Gradually implemented in the various companies, the platform is accessible to all Employees with an office role and has streamlined access to personal data, the management of the application, selection, recruitment and placement processes. Starting from 2025, performance evaluation, training and the compensation system will also be gradually integrated.
HRGo is not just a technological tool, it is a cultural change that strengthens the bond between RadiciGroup and its collaborators, going beyond traditional channels. With this initiative, the Group has made important progress in the path that aims to actively involve people in processes related to Human Resources. These processes are now supported in a more structured way, favoring the achievement of the Employees' professional objectives and simultaneously contributing to the company's growth. RadiciGroup, in fact, benefits from greater efficiency, transparency and quality in the development and management of Human Resources.

Training

Disclosures 404-1, 2

Disclosure 403-5

Also in 2024, RadiciGroup organized important training courses with the aim of **strengthening the skills** of Workers and **promoting their professional and personal growth**. These courses have not only offered Employees tools to successfully face daily challenges, but they have allowed them to stay up to date with the technological and organizational changes that have characterized the Group's business and its markets, especially in the most dynamic and strategic areas. Training was also a fundamental element in **strengthening RadiciGroup's shared culture**, supporting internal cohesion.
The Group's training plan, in line with the active and continuous learning objectives outlined in the “From Earth to Earth” sustainability roadmap, followed some important guidelines established in previous years in 2024:

- **Course delivery in mixed hybrid mode**. This formula allows Workers to access significant training opportunities by reducing the need for travel, while maintaining an experience of sharing with colleagues from different companies. The in-person component remains central to enhance the interpersonal relationship.
- **Inter-company training**, aimed at supporting the integration process between the different RadiciGroup Business Areas, encouraging the exchange between people belonging to different functions or contexts.
- **Focus on strategic issues** that allow the Group's companies to maintain a competitive advantage not only on a productive and commercial level, but also in terms of developing internal skills.
- Courses with a **highly practical approach**, which stimulates learning through concrete experience, including through original, innovative and sometimes unconventional methods.

In 2024, the training hours per capita for Employees were **17.6**, down from the peak reached in 2023 (20 hours). However, the data highlight an important geographical difference: **Asia and the Americas recorded high levels of training per capita** (37.4 and 36.1 hours respectively), testifying to a strategy **of strengthening skills in expanding contexts** that still need to reach the consolidated level of skills **in** the European area. As far as the categories of Employees involved are concerned, even in 2024, training was distributed among blue-collar Workers and office staff (white-collar Workers, middle management and executives) with a prevalence of the first macro-category (56% of the hours worldwide). [Table 43].

Despite the decline, **there has been no lack of attention in the Group to training in the field of Health and Safety**, which represented **47% of the total hours provided** in 2024, with more than **23,000 hours**. [Table 42].

Disclosure 404-1

Table 42 | **Employee training**

		2022	2023	2024
hours	Total hours of training	47,492	59,812	49,057
hours	Total hours of training for Health and Safety	27,562	25,098	23,278
%	Percentage hours of training for Health and Safety to total hours of training	58	42	47
	Training per capita by gender			
n	Total Employees*	3,122	2,997	2,787
hours/n	Total hours of training per capita	15.2	20.0	17.6
hours	Total hours of training – men	38,313	47,081	37,613
n	Total Employees – men	2,283	2,194	2,037
hours/n	Hours of training per capita – men	16.8	21.5	18.5
hours	Total hours of training – women	9,179	12,731	11,445
n	Total Employees – women	839	803	750
hours/n	Hours of training per capita – women	10.9	15.9	15.3

	Training per capita by region			
hours/n	**Italy**	11.1	14.8	10.1
hours/n	**Rest of Europe**	10.5	12.2	17.6
hours/n	**Asia**	21.7	53.0	37.4
hours/n	**North and South America**	39.6	38.9	36.1

As at 31/12/2024.

Table 43 | **Training for Employees by category and gender 2024**

	Blue-collar Workers			White-collar Workers/managers		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Hours of training Total World	24,301	2,957	27,261	13,311	8,485	21,796
	50%	*6%*	*56%*	*27%*	*17%*	*44%*
Hours of training Italy	6,009	312	6,322	4,432	2824	7,256
	45%	*2%*	*47%*	*33%*	*21%*	*53%*
Hours of training Rest of Europe	10,032	2,551	12,583	2,241	1143	3,383
	63%	*16%*	*79%*	*14%*	*7%*	*21%*
Hours of training Asia	3,460	0	3,460	3,882	1,443	5,325
	39%	*0%*	*39%*	*44%*	*16%*	*61%*
Hours of training Americas	4,800	97	4,897	2,757	3,075	5,832
	45%	*1%*	*46%*	*26%*	*29%*	*54%*

Disclosure 404-2

In particular, with reference to the mandatory updates provided for by the State Regions Agreement Legislative Decree 81/2008, in 2024, a course was organized for about 200 members of the Prevention and Protection Service (RSPP), Safety Supervisors, and Safety Managers, 50 of whom participated in **an experiential course.** Thanks to the **escape room**, where participants had to overcome puzzles and obstacles to leave within a set time, the **main risks** (biological, electrical, chemical, slipping, scalding, etc.) and **fundamental safety concepts** in domestic and professional environments were reviewed. This approach required collaboration between participants and, in addition to providing a practical experience, put the individual at the center by integrating training into various aspects of personal and professional life.

Alongside health and safety, another area of particular importance was that of **cybersecurity**. As in previous years, the topic was addressed through the active **involvement of users**, with the support of the **Kaspersky platform**, which is now firmly established within the Group. The **Kaspersky ASAP module**, aimed primarily **at new hires**, is divided into **nine mandatory training units**, with the aim of providing the **basic knowledge to face the increasingly complex challenges related to digital security**. This measure is complementary to the digitization process undertaken by the Group: while on the one hand digital transformation represents a strategic opportunity, on the other hand, the increasing use of IT tools exposes to risks of cyberattacks. In this context, **training** is confirmed as a key element for **prevention and protection**. Finally, it is important to emphasize that, as part of the onboarding process, new hires also receive **general training on the concepts of ethics (Code of Ethics) and sustainability according to the RadiciGroup** approach.

Microsoft365 Digital Adoption RadiciGroup: a tool for cultural transformation

The training project "M365 Digital Adoption RadiciGroup" was launched in April 2024, an important stage in the Group's growth and evolution process. In an era of accelerating digital transformation, this training course is the result of a collaboration between the Human Resources and Organization & ICT departments. Its purpose is to enhance Employees' proficiency in communication and collaboration tools. The engine of the project consists of the 100 Digital Champions, a group of people who have received the mandate to lead and positively contaminate the rest of the organization. Thanks to their commitment, RadiciGroup aims to create a more agile, interconnected and collaborative company culture. In fact, the Champions were chosen to represent a point of reference in the digital adoption process and to become promoters of best practices and knowledge in their respective companies and work teams.
To ensure the success of the project, a structured training and support program was organized that involved practical sessions to explore the capabilities of Microsoft 365 and improve business collaboration. Added to this were periodic meetings to monitor progress and, for the first time in the Group, the launch of a dedicated community, with the creation of a space for discussion to share experiences, resolve doubts and receive support.
The project, which continues in 2025, intends to offer an increasing number of people updated tools and skills to expand the traditional dynamics of communication and collaboration. These are the early results: from 0 to 70 "Team" projects managed entirely through M365 digital tools from April 2024 to April 2025 with about 750 active users in these collaboration spaces.

Welfare initiatives and work-life balance

RadiciGroup encourages an **effective balance between work and private life** by granting the measures and tools provided by law, mainly **reductions in working hours (part-time), parental leave and leave for the care and assistance of family members** if provided for by the laws of the relevant countries.
In 2024, RadiciGroup continued its choice to be an active participant in **welfare solutions**, such as **health funds**. Moreover, as far as **Italy** is concerned, the implementation of individual agreements signed in 2022 to use **agile working for two days a week** continued. These agreements have helped to bring about a cultural change, supported by digitalization, which has favored the well-being of both male and female Workers. The **flexible working rules tested from 2023** in some Italian companies have also brought **benefits in terms of balancing personal and professional life**.

The "StoBene" project

Disclosure 403-6

In addition to smart working and flexible working hours, the Group also continuously promotes initiatives aimed at increasing the physical and mental well-being of Employees. Since 2015, "StoBene", the project previously called WHP (Workplace Health Promotion), has been running to encourage Workers to adopt healthy lifestyles and positive mental attitudes that promote health. In some of the Group's companies, the commitment to an **active lifestyle** also translates into **friendly competitions or sporting initiatives** for Employees, e.g.

- **Yarnea, in Romania,** organizes team building in nature with mountain excursions and rafting to strengthen people's physical and mental well-being.
- **Radici Chimica Deutschland, in Germany,** takes part in numerous land races (racing, dragonboat) creating corporate competition teams.
- **Radici Plastics in Brazil** organizes outdoor group training activities focused on empathy, motivation and communication.

In addition to practicing sport, "StoBene" also deploys healthy eating initiatives. Initiatives include the **weekly distribution of fresh fruit to participating Italian sites**, while at **Radici Fil and Radici Chimica**, which have canteens, the **napkins on food trays indicate, through drawings, the healthiest food combinations** that can be chosen on a daily basis.
In 2025, **illustrative panels** were also created, displayed outside the **Radici Fil, Radici Yarn and Radici Chimica canteens**, to illustrate **the joint commitment of the Group and restaurant managers** to promote **a balanced, diversified and zero-kilometer diet**. In addition, the posters highlight the attention paid to the management of the canteen service, aimed at **reducing waste and following principles of circularity**.

"Semana S" (S week) a unique initiative at Radici Plastics Ltda

The "Semana S" took place from 16 to 20 September 2024 at Radici Plastics Ltda in Brazil, an initiative that for some years has involved Employees and their families. The 2024 edition focused on safety, health, sustainability and social responsibility, issues addressed, as usual, with an approach of physical and emotional involvement.

Family Safety and Health

The week opened with the intervention in the company of a psychologist specialized in the treatment of alcohol and drug addictions, who addressed the impacts on family balance of these issues together with a recovering patient. The latter shared her life experience in a talk that had a high emotional impact. A nutritionist conducted the next session, dedicated to disease prevention through a balanced diet, also stressing the importance of motor activity to improve physical and mental health.

Environmental sustainability

During Semana S, there was no lack of initiatives aimed at raising participants' awareness of climate change and global warming. Among the proposed activities, a discussion focused on the importance of preserving the Atlantic Forest, a crucial ecosystem located in the region where Radici Plastics Ltda operates. An NGO specialized in reforestation showed Employees the main native seeds, involving them in supporting the planting of 100 trees. This commitment will contribute to the restoration of 400 square meters of Atlantic Forest, the reduction of CO_2 and the maintenance of water resources in this natural area with high biodiversity.

Social Responsibility and Cultural Competition on Sustainability

As every year, young ones were the main stars of Semana S.
First, young people supported by the socio-territorial programs of Radici Plastics Ltda were welcomed into the company. During the visit, they attended presentations on sustainability and forest protection. In turn, they were the stars of artistic performances for which they used musical instruments made with recycled objects, recited poems and presented an unpublished piece of music dedicated to the Atlantic Forest. In addition, a creative contest was launched that involved Employees and their children, encouraged to propose projects and objects on the concept of sustainability. The projects that showed the greatest impact and originality were awarded, contributing to an unusual and creative form of corporate awareness.

Workers' Health and Safety

RadiciGroup's Code of Ethics and Policy make **Health and Safety in the workplace a core value**. Among the objectives of the Sustainability Plan, specific mention is also made of the **commitment to improve the Employees' sense of responsibility and individual contribution** on these issues.
The Group:

- Ensures the **safety standards required by current regulations** and regularly verifies compliance with them.
- Relies on **robust management systems** to address **health and safety in every aspect of day-to-day business** and acts proactively to **analyze risks and prevent accidents**.
- Encourages the **involvement** and **reporting of situations of real and potential risk** by Workers, whether they are Employees or external personnel.
- Acts promptly where an accident has occurred to analyze its causes and takes the **necessary steps to avoid a recurrence of the situation** that led to the accident.
- Considers **compulsory and voluntary training**, starting with newly hired collaborators, a distinctive element.
- As also mentioned in the section on work-life balance, it promotes **initiatives that promote healthy lifestyles and supports prevention** as a means of tackling some of the most serious or widespread diseases.

For the purposes of the Sustainability Report, every year the RadiciGroup Sustainability Team sends out a questionnaire to the sites based on the 403 (Occupational Health & Safety) disclosure to collect the updated information needed to complete and contextualize the numerical data reported here.

Disclosures 403-1, 403-2

A risk assessment is carried out regularly at each Group site. At each company, the people responsible for occupational health and safety generally prepare RAD (risk assessment documentation) for every task in normal, abnormal and emergency conditions, based on the risks that are identified, assessed, monitored and mitigated.

Disclosure 403-8

In **all Group companies**, **a health and safety management system is in place** for all Employees and Workers. For example, for the **Italian sites**, the main occupational health and safety legislation is **Legislative Decree [D.Lgs.] 81/2008**, which offers incentives for the **implementation of an organization and management model**. Each reference country then has a specific body of legislation that constitutes the guideline for compliance purposes.
In many of the plants there is also a management system based on **ISO 45001**, a voluntary standard governing **occupational health and safety**, which the Group aims to **extend to more plants (90% by 2030), as indicated in the "From Earth to Earth" Sustainability Plan**. The ISO 45001 standard not only assesses risks but also considers management opportunities, includes both external and internal Stakeholders, and promotes their engagement. A key role is assigned to the individuals responsible for the management system, mainly Employees of the various sites.
For Italian sites, other key figures are the person in charge of the prevention and protection service (RSPP), and the employer, in compliance with Italian Legislative Decree 81/2008, who have the specific task of organizing and managing the system of risk prevention and protection. The duties of these professional figures, who also have the responsibility to keep their skills up to date, include the identification and assessment of risk factors and Worker training and information. In performing their tasks, the RSPPs may be assisted by the managers of the Occupational Health & Safety (SSL) Management Systems and by the employer.
At other Group company sites, management responsibility is given to people in internal positions, depending on the applicable legislation. Often nominated to the position are Employees from Human Resources, who may be assisted, at times, by external consultants. In most cases, **health and safety management** is based upon **recognized risk management standards and guidelines**, which are applied to all company Workers. In the pursuit of continuous improvement of their performance, all Group sites are equipped with monitoring, risk assessment and performance evaluation systems and/or fully fledged improvement plans.

Disclosure 403-4

As indicated, Workers are called upon to develop and improve Management Systems through specific engagement tools that are added to compliance with legislative requirements. **Training is also considered vital: about 47% of the total hours of Employee training** were dedicated to health and safety topics. In addition to training courses, **operational instructions, communications and teaching materials** are among the most common means of involvement. Some sites (such as Radici Plastics in Brazil) also organize internal initiatives, lasting one or more days, which are specifically aimed at spreading a culture of safety.
A Worker Safety Representative (RLS) is elected or appointed at all RadiciGroup companies or production units in Italy. The specific task of this role is to report Workers' requests, with the aim of consolidating a spirit of active participation. Similar figures, although with different titles and slightly different roles, exist at all Group plants.
At all RadiciGroup sites, in a more or less formalized manner and at intervals established by current legislation or site requirements, **joint meetings are held with the Company officers and Employees to analyze the situation regarding accidents, monitoring and risk management**. At the Italian Group plants, in compliance with Legislative Decree 81/2008, a meeting is held at least once a year, with the participation of the employer, the heads of the prevention and protection services (RSPPs), the Worker safety representatives and the occupational physician. A Safety Committee is established at the Radici Chimica - Novara site, a plant subject to the Seveso Directive (Legislative Decree 105/15). It is a collegial body made up of the Manager, RSPP (Prevention and Protection Service Manager), RSGI (Integrated Management Systems Manager), RSGS (Safety Management System Manager), function managers and RLSSA (Workers' Health, Safety and Environment Representatives) whose tasks are to support the Manager in deciding on the strategies to be implemented in the field of prevention and protection from major accidents and in implementing and maintaining an adequate Safety Management System. Finally, at some sites, internal inspections are conducted at set intervals to bring out and correct potential risk situations. The results of these inspections and the measures put in place are part of the input for review by Group Management. **All Workers, in every Company of the Group, have the possibility to report situations of risk at any time** through a variety of tools: the Enablon Events module, specific reporting, communication with their manager, or with the Workers' safety representative just to name a few examples.

Disclosures 403-1, 403-2, 403-4, 403-9-403-10

In 2024, RadiciGroup recorded a **significant improvement in performance in the area of occupational health and safety**. Overall, there were **63** injuries reported [Table 44], of which only 6 were classified as high-consequence injuries (according to RadiciGroup parameters) and 57 were classified as non high-consequence injuries [Table 45]. **This is a reduction compared to the 79 cases detected in both 2022 and 2023. High-consequence injuries** rose from 12 in 2023 to **6 in 2024**, with a reduction both among male (from 8 to 6) and female (from 4 to 0) Workers. **Non-high-consequence injuries** decreased from 67 to **57 cases**, maintaining the same typical dynamics (slips, shocks, postural or motor problems). **The Injury rate stood at 2.44 per 200,000 hours worked, down from 2.93 in 2023 and 2.88 in 2022. The overall non-high-consequence injury days lost rate** also improved significantly, from **88.85 in 2023 to 47.29 in 2024**, almost halving. This improvement is attributable both to the reduction in high-consequence injuries and to the decrease in the number of days of total absence: **1,221 days of absence from work in 2024 compared to 2,392 in 2023** [Table 44].
In terms of **occupational diseases**, **the absence of new cases recognized** in 2024 both among Employees and among external Workers is confirmed. This is a **positive trend** already recorded in 2023 [Tables 50 - 51].

Disclosure 403-9

Table 44 | **General injury overview**

		2022	2023	2024
n	Total Workers*	3,451	3,311	3,080
hours	Total hours worked	5,480,135	5,384,413	5,163,564
n	Number of fatal injuries	0	0	0
n	Total number of injuries	79	79	63
n/200,000h	Injury rate	2.88	2.93	2.44
days	Injury lost days (days away from work)	2,193	2,392	1,221
d/200,000h	Non-high-consequence injury days	80.03	88.85	47.29

** At 31/12/2024 – Total Workers includes: contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

Table 45 | **Detailed injury situation – total Workers**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Total Workers*	2,561	2,454	2,291	890	857	789	3,451	3,311	3,080
hours	Total hours worked	4,132,779	4,084,929	3,906,907	1,347,356	1,299,484	1,256,657	5,480,135	5,384,413	5,163,564
n	Number of fatal injuries	0	0	0	0	0	0	0	0	0
n	Number of high-consequence injuries	7	8	6	2	4	0	9	12	6
n/200,000h	High-consequence injury rate	0.34	0.39	0.31	0.30	0.62	0	0.33	0.45	0.23
days	Total injury lost days (days away from work)	757	985	512	435	559	0	1,192	1,544	512
d/200,000h	High-consequence injury days lost rate	36.6	48.2	26.2	64.6	86.0	0	43.5	57.4	19.8
n	Number of non-high-consequence injuries	60	65	48	10	2	9	70	67	57
n/200,000h	Injury rate	2.90	3.18	2.46	1.48	0.31	1.43	2.55	2.49	2.21
days	Injury lost days (days away from work)	875	796	546	126	52	163	1,001	848	709
d/200,000h	Non-high-consequence injury days	42.3	39.0	28.0	18.7	8.0	25.9	36.5	31.5	27.5

** At 31/12/2024 – Total Workers includes: contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

NOTE

Below are the rules followed for the preparation of data related to this disclosure:

a) all Company Workers divided into Employees, temporary Employees and independent contractors with a continuous relationship with the Group's sites are subject to this disclosure;
b) hours worked are those of actual attendance (sum of ordinary and overtime hours);
c) only an injury that results in an absence of at least one day after the accident is considered an accident;
d) commuting accidents are not considered;
e) the days of absence are the total calendar days elapsing from the injury to the resumption of work, and not the working days, excluding the day on which the injury occurred;
f) the indicator also takes into account relapses from previous injuries;
g) injuries were divided into fatal, high-consequence and non-high-consequence. High-consequence injuries are incidents that cause injuries with a prognosis of > 40 days (total prognosis including any relapses) and/or injuries causing permanent damage (based on information that the employer can legitimately ascertain) or with a recovery time of > 6 months. All other injuries are considered non-high-consequence injuries;
h) injuries were classified on the basis of the following list:
   - Contusion, abrasion, wound, cut
   - Distortion, displacement or sprain
   - Fracture
   - Internal injuries
   - Amputation/sub-amputation
   - Burns, chemical or physical
   - Intoxication
   - Anoxia / asphyxiation (drowning, strangulation)
   - Electrocution

With regard to high-consequence injuries, the parameter adopted by RadiciGroup provides for a particularly severe classification and considers high-consequence incidents to be those exceeding 40 days of prognosis or those with permanent damage. By contrast, the criterion adopted by GRI 403 classifies an injury exceeding 180 days as high-consequence. By adopting the RadiciGroup parameter, 6 serious injuries are recorded as shown in the Table below [Table 46], which also illustrates the nature of the resulting damage, while there are no serious injuries recorded for the GRI parameters. The following Table [Table 47], on the other hand, lists the hazards that fuel risk situations and that are the subject of particular attention in the Group.

Table 46

2024 Injuries	RG parameter > 40 days of prognosis (number)	GRI parameter > 180 days of prognosis (number)
Fracture	1	0
Contusion, abrasion	1	0
Distortion, displacement or sprain	1	0
Wound and cut	0	0
Crushing/Internal Injuries	2	0
Burns, chemical or physical	0	0
Amputation/sub amputation	1	0
Intoxication	0	0
Anoxia / asphyxiation (drowning, strangulation)	0	0
Electrocution	0	0
Total	**6**	**0**

Table 47

Dangers	Type
Vehicle movement, railway wagon handling, machinery with moving parts, human-machine interaction	Amputation, impact, crushing, internal injuries
Chemical agents, hot materials (steam, diathermic oil, molten polymer), flammable substances (fire, explosive atmospheres)	Burns, chemical or physical
Chemical agents (inhalation of gases classified as toxic)	Intoxication
Presence of water supply channels, lamination basin, industrial water intake basin, work in confined spaces, use of asphyxiant gases.	Anoxia / asphyxiation (drowning, strangulation)
Electrical maintenance	Electrocution
Slippery surfaces, spills, obstacles, manual handling of loads	Contusion, fracture, graze, dislocation, sprain, muscle tear, crushing
Tools and machinery	Cuts, wounds, amputation

Table 48 | **Detailed injury situation – Employees**

		Men			Women			Total		
		2022	**2023**	**2024**	**2022**	**2023**	**2024**	**2022**	**2023**	**2024**
n	**Total Employees**	2,283	2,194	2,037	839	803	750	3,122	2,997	2,787
hours	**Total hours worked**	3,677,124	3,687,253	3,498,647	1,281,291	1,225,270	1,200,423	4,958,415	4,912,523	4,699,070
n	**Number of fatal injuries**	0	0	0	0	0	0	0	0	0
n	**Numberof high-consequence injuries**	6	8	5	2	4	0	8	12	5
n/200,000h	**High-consequence injury rate**	0.33	0.43	0.29	0.31	0.65	0	0.32	0.49	0.21
days	**Total injury lost days (days away from work)**	716	985	469	435	559	0	1,151	1,544	469
d/200,000h	**High-consequence injury days lost rate**	38.9	53.4	26.8	67.9	91.2	0	46.6	62.9	20.0
n	**Number of non-high-consequence injuries**	57	58	41	8	2	8	65	60	49
n/200,000h	**Injury rate**	3.10	3.15	2.34	1.25	0.33	1.33	2.62	2.44	2.09
days	**Injury lost days (days away from work)**	859	691	458	104	52	142	963	743	600
d/200,000h	**Non-high-consequence injury days**	46.7	37.5	26.2	16.2	8.5	23.7	38.8	30.2	25.5

Table 49 | **Detailed injury situation – external (temporary and contract) Workers**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Total external Workers	278	260	254	51	54	39	329	314	293
hours	Total hours worked	455,655	397,676	408,260	66,065	74,214	56,234	521,720	471,890	464,494
n	Number of fatal injuries	0	0	0	0	0	0	0	0	0
n	Number of high-consequence injuries	1	0	1	0	0	0	1	0	1
n/200,000h	High-consequence injury rate	0.44	0	0.49	0	0	0	0.38	0	0.43
days	Total injury lost days (days away from work)	41	0	43	0	0	0	41	0	43
d/200,000h	High-consequence injury days lost rate	18.0	0	21.1	0	0	0	15.7	0	18.5
n	Number of non-high-consequence injuries	3	7	7	2	0	1	5	7	8
n/200,000h	Injury rate	1.32	3.52	3.43	6.05	0	3.56	1.92	2.97	3.44
days	Injury lost days (days away from work)	16	105	88	22	0	21	38	105	109
d/200,000h	Non-high consequence injury days	7.0	52.8	43.1	66.6	0	74.7	14.6	44.5	46.9

Disclosure 403-10

Table 50 | **Cases of recordable work-related ill health among Employees**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Total Employees	2,283	2,194	2,037	839	803	750	3,122	2,997	2,787
hours	Total hours worked	3,677,124	3,687,253	3,498,647	1,281,291	1,225,270	1,200,423	4,958,415	4,912,523	4,699,070
n	Number of deaths due to work-related ill health	0	0	0	0	0	0	0	0	0
n	Number of cases of work-related ill health	2	0	0	3	0	0	5	0	0
d/200,000h	Work-related ill health rate	0.11	0	0	0.47	0		0.20	0	0

Table 51 | **Cases of recordable work-related ill health among external Workers (self-employed and temporary)**

		Men			Women			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Total external Workers	278	260	254	51	54	39	329	314	293
hours	Total hours worked	455,655	397,676	408,260	66,065	74,214	56,234	521,720	471,890	464,494
n	Number of cases of work-related ill health	1	0	0	0	0	0	1	0	0
d/200,000h	Work-related ill health rate	0.88	0	0	0	0	0	0.38	0	0

Logit and safety at work, a year (and more) without lost days

Logit, a company in RadiciGroup's Advanced Textile Solutions sector, has achieved a significant achievement: since October 8, 2023 and throughout 2024, there have been no injuries involving days of absence from work (lost days). This result, which unites it with other Group companies, is the result of a precise strategy aimed at promoting a solid culture of safety, extended to every activity of the company.

The constant monitoring of hazards and the assessment of the risks that take place in Logit are key processes, which allow risks to be classified and prioritized based on the severity and frequency of exposure, integrating this data into daily management. Another key element is the commitment to raising Employee awareness: training is continuous, starting with new hires, with periodic courses focused on safe behavior and the correct use of equipment.

Regular inspections are an additional key element. Logit has implemented a monitoring network to promptly identify and correct potential hazards. Each risk report is tracked through an internal non-compliance management system, which allows Employees to report security issues with precise details such as the type of hazard, priority, and person responsible for resolution. This system not only facilitates communication, but also allows response times and the effectiveness of corrective actions to be monitored.

Finally, the operating procedures are rigorously defined. For example, in the maintenance department, more than 100 procedures have been implemented that concern the inspection of equipment, the safe use of high-voltage cables and machinery, and the correct practices for locking and securing machines during maintenance.

Occupational health services

Disclosure 403-3

In the area of health, **all companies have implemented, at different levels, occupational health services** in accordance with current regulations, delegating responsibility for the service to the roles with responsibility for safety.
Occupational health services are always carried out by **qualified personnel**, possessing nationally recognized qualifications. In Italy, this role is carried out by the occupational physician and in other countries by those holding similar roles and responsibilities. The main duties of the occupational physician in Italy are: inspecting the workplace, establishing a plan for medical supervision, carrying out regular check-ups, compiling assessments of the suitability of the Workers and sharing the results of their activities with the company.

Disclosure 403-6

Many companies in the Group offer **health insurance or supplementary health funds or services related to the promotion of the health of Workers** in response to specific needs. There are free flu vaccination services, meetings held by companies to promote healthy eating, and illness prevention awareness. Sometimes these services are freely available to Workers' families. By way of example:

- At Yarnea, in Romania, Employees who have developed serious illnesses can receive financial support from the Gianni and Luciana Radici Foundation.
- At Radici Plastics USA, staff have use of an internal mental health-related primary care service.
- Radici Plastics Mexico has established deals with specialists in the ophthalmology and dental sectors and a medical analysis laboratory which means that it offers Collaborators services at discounted rates.

Territories and Local Communities

Disclosure 413-1

RadiciGroup is a family-run group with strong links to the areas in which its offices are located. As in previous years, it played an active corporate citizen role in its Local Communities in 2024.

- It has played an **important role in providing employment** in the areas and has also supported a **culture of health and safety** across a wide range of sectors.
- It has supported the continuity of **local cultural, sporting and social activities**.
- It has organized **cultural or social initiatives open to Employees and their families**, often resident in areas surrounding companies.
- He has maintained a lively **dialogue with local schools**, mainly through the Education project.
- In some areas of the world, including Italy, it has made use of an **significant network of local Suppliers**, supporting, as already indicated, the ancillary sector.

Disclosure 415-1

While maintaining political neutrality and not financially supporting any political party, principles that are also reaffirmed through its anti-corruption policy, RadiciGroup has also been in constant contact with **local authorities** with which it maintains a relationship of **cooperation and transparency**, both in terms of institutional relations and in terms of territorial initiatives, many of which are carried out in collaboration with municipalities, communities and public authorities.

The Education Project and local areas

For over ten years, the **Education project** has aimed to develop ever **closer collaboration between the Group and educational institutions**. This is an active cooperation that takes the form of multiple projects with **local educational institutions** at various levels, from primary schools to universities. In particular, **aligning education and skills required by companies** is an increasingly important challenge to which **RadiciGroup intends to contribute**. The Education project is also confirmed to be a **strategic lever for employer branding**, helping to **strengthen the Group's attractiveness and identity** in the areas of reference.
In 2024, numerous special projects were carried out across the Group:

- The **Italian companies** have hosted **around 200 students during five company visits** and **organized six internships** for university and high school students. They also took part, as usual, in the **career day in** addition to participating in **Job Festival**, the careers guidance initiative for students at the end of their upper secondary school program. As part of the various projects with lessons at school and in the company, they also **trained many local students**, teaching them about the world of polymers and the circular economy.

Around the world:

- **Radici Plastics USA** provided engineering polymers and plastic components for an educational event where students from fourth grade to high school learned about polymers and plastics “live”.
- **Logit** in the Czech Republic welcomed technical students from the local GSOŠ Podbořany secondary school for the summer internship period.
- **Radici Plastics Suzhou** welcomed students from the Xi'an Jiaotong-Liverpool University IBSS Summer School for a company visit.
- **Cordonsed in Argentina** has opened its doors to students of the Engineering Faculty of the National Technological University. The company also donated school uniforms to the Employees' children.

Local initiatives

Almost all of the Group's production companies support **Local Communities** in **different ways**, depending on the needs they highlight. Often these are **initiatives that concern the youngest age groups**, with some aspects that overlap with the Education project.
There is a **particular focus on sport**, an important tool for growth. Sport and work are based on the same values: sacrifice, hard work and the will to always improve. Because of this, the Group supports numerous associations: local associations, mostly for youths, which have the goal of teaching and training in a sport and, most importantly, pursue the objective of helping young people grow up.

Here are some of RadiciGroup's local activities in 2024:

Youth competitive sport
Radici Partecipazioni SpA (Italy)
Supported the RadiciGroup Ski Club, a historic association with over 100 local athletes between the ages of 6 and 18.

Initiatives for mothers and children
Logit Sro (Czech Republic)
She has been at the side of the Jonás association for mothers and children, supporting the purchase of musical games to develop the sense of rhythm and encourage movement in children.

Corporate Open Doors
Radici Plastics Suzhou Co. Ltd. (China)
Opened the doors of the company to the residents of the area to allow them to get to know the new plant up close.

Business Volunteering
Radici Plastics Mexico S. de R.L. de C.V (Mexico)
Organized a collection of food, games and clothes for the Employees to donate them to the local Alitas de Ángel women's orphanage.

Promotion of science and culture
Radici Partecipazioni SpA (Italy)
Supported and participated in the initiatives of BergamoScienza, the International Science Festival that has been held for over twenty years in Bergamo, the Group's hometown.

A tree, a name, a commitment

In 2024, Radici Plastics Mexico, a RadiciGroup company specialized in the production of engineering polymers, undertook a particular environmental initiative: a direct reforestation activity in the outskirts of the plant, aimed at improving air quality, enriching biodiversity, and reducing the environmental impact of the surrounding area. This project not only reinforced the company's commitment to sustainability, but it involved almost all staff, highlighting a growing sense of community and shared environmental responsibility.
During the initiative, 18 trees were planted, each of which was symbolically assigned to an Employee and marked with a name. This idea has created a personal bond between people and trees, giving a sense of belonging and responsibility also with regard to plant management. In fact, each participant was given a real certificate of adoption, which represents the individual commitment to taking care of their tree over time.

Research and innovation

To transform **economic and environmental challenges into opportunities for responsible growth**, even in 2024 RadiciGroup invested in **research and innovation**, offering practical solutions to Customers and their value chains.
The Group develops numerous research and development activities in-house using the skills already present in the companies. At the same time, in order **to broaden its horizons and undertake radical innovation activities,** also in 2024, it made use of the **coordination and action of the Radici InNova S.c.a.r.l. consortium** and the collaboration of qualified external partners.

Radici InNova

Radici InNova, founded in 2019 as RadiciGroup's Innovation and Research company, has as its mission the **development of radical research and innovation projects**, across the Group's business areas, as well as **contributing to incremental innovation aimed at** improving the technical and environmental performance of existing products.
The consortium structure and its cross-business nature allow Radici InNova to:

- possess **specific technical and scientific skills in the field of PA and PET-based polymers and synthetic fibres**, in the chemistry, textiles and high-performance engineering polymer sectors;
- **in addition to its own analytical laboratories** and development of new processes, also have access to the laboratories and pilot plants of all the other RadiciGroup industrial sites belonging to the Consortium.

These skills and technological equipment represent an important asset for achieving the objectives, allowing Radici InNova to develop new processes and products, from Proof of Concept to industrialization.
Every year there are numerous projects that the consortium carries out, in line with market requirements and the European regulatory environment. In 2024, the main action lines were:

- **The Circular Economy**, with experiments and studies that have made it possible to acquire new knowledge on the **best solutions for the recycling of nylon**. **Thermo-mechanical recycling** activities, already extensively studied and used by the Group, have been accompanied by studies on dissolution recycling, as a possible solution for the treatment of mixed post-consumer thermoplastic materials. Even the **recycling of textile PET**, still a challenge today, has represented an important field of study and intervention. The work of Radici InNova has developed in synergy along the entire supply chain, encouraging collaboration with new players from sectors that are still unexplored.
- **Ecodesign,** in line with the new European ESPR (Ecodesign for Sustainable Products Regulation) regulation, which came into force in 2024. Particular attention has been paid to the **durability and the recycled content of the materials**, especially if **combined**, thus also responding to increasingly significant market demands.
- **The Mass Balance Approach**, a fundamental strategy for managing fractions of mixed materials that are not recyclable with conventional methods. After the **ISCC and SGS certifications already present**, the consolidation of this approach, with a focus on the ATS area, took place through the organization of a **training course** aimed at deepening understanding of the key concepts of mass balance.
- **The study of new polymers**, solutions to develop products currently not available in the RadiciGroup portfolio. For example, the study of **PA6 star polymers**, a molecular configuration designed to optimize the structure of the polymer and improve its performance, has been successfully completed.
- **Nylon-based biopolymers**, with research activities aimed at improving the know-how acquired on new biobased polymer matrices and at the analysis of alternative and sustainable processes for the production of the intermediates necessary for the synthesis of biopolymers.
- **Funded design,** with participation in Italian and European calls to support and develop innovation projects.

Finally, to meet the internal strategic needs and expectations of downstream Customers, Radici InNova has continued to **measure the environmental impact of its processes and products**, consolidating its range of action with certified LCA studies.

RadiciGroup: innovative (and sustainable) approach to mobility with Genny Zero

In October 2024, RadiciGroup, together with Acerbis and Genny Factory SA, presented Genny Zero, a vehicle capable of changing the concept of sustainable mobility. Initially conceived as an evolution of a wheelchair for the disabled, it was almost immediately transformed into a "self-balancing personal transporter". In fact, this two-wheeled electric vehicle is designed to set new mobility standards, embracing both the medical and urban micromobility sectors.
RadiciGroup, in particular, supported the design with its Engineering Service, an internal engineering service that used advanced numerical simulation systems. This made it possible to predict the behavior of the components from the early stages of development, optimizing the design to ensure excellent performance. In addition, the Group has supplied its materials to improve performance, reduce weight and ensure the safety and durability of the vehicle through Radistrong and Radilon high-performance engineering polymers for the production of structural components, while Radilon Mixloy was used for aesthetic parts. The use of these materials to replace the metal parts in the initial prototypes allowed a reduction in weight from 110 kg to 60 kg, without compromising the strength or safety of the vehicle. Thanks to the use of engineering polymers, the vehicle has become more stable and safer, while the aesthetic part has benefited from the surface rendering of the materials that has eliminated the need for painting while guaranteeing resistance to weather agents and UV rays.
Premiered at the 2024 Olympic and Paralympic Games, Genny Zero has met with success and curiosity as an advanced solution, with an innovative design and able to effectively support people with reduced mobility, allowing them to move dynamically, autonomously and safely.

Open innovation

Open innovation, based on the concept of co-evolution, promotes **collaboration and resource sharing, as well as ideas that go beyond traditional organizational boundaries**. This approach encourages companies to **seek out innovation through collaboration with Customers, Suppliers, scientific partners or independent experts**. This strategic approach is based on the idea that innovation can benefit from the diversity of technologies, perspectives and skills found outside the organization. It acts as a bridge, involving a global network of external innovators to make the organization more receptive to a potentially unlimited range of stimuli. It also helps to mitigate and share the risk associated with the most innovative research projects.
In 2024, **RadiciGroup and Decathlon** commissioned **Ez Lab Blockchain Solutions** to create a proof of concept for the project selected in the open innovation call, in which they took part as an additional resource to their own, to develop **innovative technologies or materials and explore solutions shared** with business partners or internal partners of the Group.
The project resulted in an important **work on digital traceability** that was carried out using EZ Lab's "Made in Block" technology. The system integrates multiple technologies in order **to converge all information into a single identifier**, use a reliable decentralized system and communicate the value of the product and its sustainability in an innovative way.
Starting from an **item of clothing selected** by the retailer, **the entire production cycle has been mapped**, validating the platform for the future creation of a digital product passport (DPP) that will guarantee traceability, data transparency and the measurement of environmental impact.

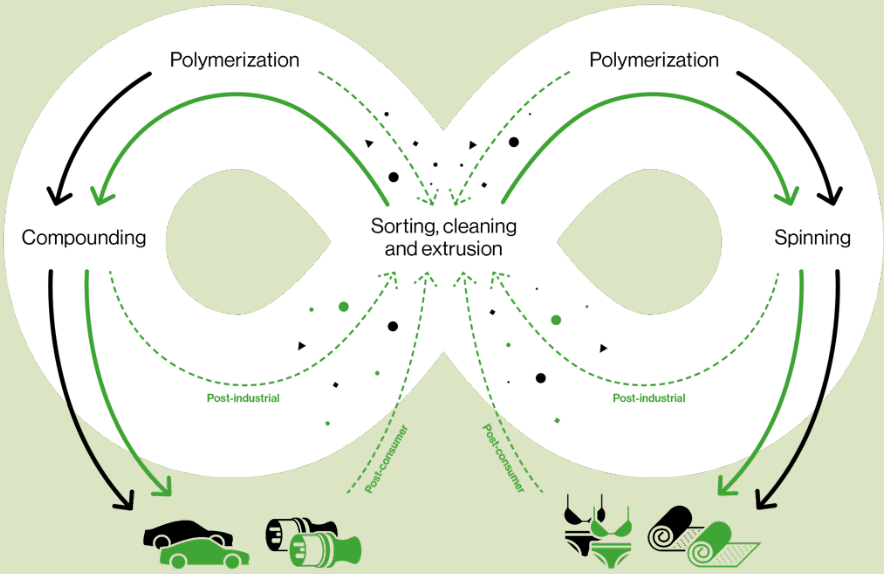
The circular economy

In 2024, the circular economy represented a point of reference for many of RadiciGroup's strategic choices. This approach has resulted in:

- **the contribution to circularity from the initial design phases**, with a focus on the entire life cycle of the products (eco-design). Particular attention is paid to the monomateriality to which the Group's polymers can contribute. The concept is based on the creation of products using a single material, or a few chemically related materials, which allow obtaining all the necessary performance together with a final recycling without the need to disassemble the components;
- in the offer to the market of **high-performance and recyclable raw materials**, primarily nylon, which is inherently recyclable. If used alone or in combination with compatible materials, it can in fact be regranulated and transformed into new raw material through a thermo-mechanical process with limited energy impact;
- in the formulation of **solutions that guarantee durability**. **Nylon**, in particular, is **designed to last over time** while **maintaining a good performance level** and confer the same characteristic to its Customers' products;
- in the research and development of **bio-based** options. Thanks to their peculiar characteristics, the performance of biopolymers can be comparable to those of fossil-based materials, while guaranteeing a renewable origin;
- **in the optimization of recycling systems** for **products in which performance and value are preserved**. RadiciGroup is able to sort the waste materials internally, thus enhancing their intrinsic qualities and directing them to the most appropriate second life, based on the desired technical, environmental and market performance. With this in mind, the Group's expertise **is expressed both in closed loop recycling** and in **open loop recycling**.

RENYCLE®
nylon after nylon

RadiciGroup, thanks to its long-standing know-how in material formulation and recycling, is able to **convey scraps either in the same industry which originated them or in a different one**. This depending on the specific characteristics of the materials and the performance expected from final applications, **choosing the most sustainable solution**.



Legend
Virgin raw materials
Recycled raw materials
Recycling process
Scraps

- **in the rationalization of production cycles**. **Processes are scientifically and rigorously measured** to verify their **impact**. The widespread presence of Quality, Environmental and Energy Management Systems at sites also keeps them up to date with worldwide best practices;
- **in the extensive use of renewable energy resources**, which is a key factor in RadiciGroup's sustainability policy. Thanks to its 20-year partnership with Geogreen, the Group has seen an important presence of clean energy in its mix for some time, a percentage that in 2024 was over 63%.

A recognition of sustainable innovation in the Power Train Auto segment for RadiciGroup High Performance Polymers

An intake manifold, made from 100% recycled Renycle polyamide, was recognized in June 2024 during the 22nd SPE (Society of Plastics Engineers) Automotive Awards, in the Power Train category. This innovative component, the result of the collaboration between RadiciGroup High Performance Polymers and Marelli, uses mechanically recycled nylon, obtained through a rigorous process of selection and control of raw materials, and then loaded with fiberglass. Over the years, virgin glass-filled materials have almost completely replaced metals in applications of this type, but the challenge here has been to use non-virgin materials.
Despite the recycled origin of the raw material, the collector meets high technical requirements, such as resistance to pressure, vibrations and thermal shocks. It has also passed an NVH (Noise, Vibration, Harshness) analysis, ensuring acoustic performance comparable to those of components made with conventional materials. When developing the Renycle material, RadiciGroup optimized performance taking into account not only the specific needs of this application, but also the environmental impact. Thanks to the LCA (Life Cycle Assessment) methodology, it has in fact been possible to scientifically measure here a reduction in CO2 emissions of more than 70% compared to a similar component, made with equivalent materials derived from fossil sources.

RadiciGroup's low-environmental impact products

RadiciGroup is a business-to-business company, its products only reach the end market after a certain amount of processing. The Group does not, however, disregard its responsibility to end users. On the contrary, **it uses its upstream position in the value chain, its expertise in polymer chemistry and its R&D and innovation work to support all downstream players in the production of low-impact, safe and high-performance products**.
In addition, the Group, **through the initiatives of the associations of which it is a part**, is **aware of the needs and expectations of consumers.**

Why choose RadiciGroup low environmental impact products?

Because they are based on **thermoplastic** materials, all **recyclable** and **durable**, key features in the light of circular economy.

Because they can be:

- Manufactured using **recycled materials** to reduce the use of valuable virgin raw materials and give new life to pre and post-consumer scrap.
- **Solution-dyed**, thus reducing water and energy usage.
- Characterized by a **limited carbon footprint**, measured with the **LCA methodology**, an advantage for the entire value chain .
- Manufactured using **green energy**, which decreases dependence on fossil fuels.
- **Bio-based**, fully or partially manufactured using renewable, **natural raw materials**.
- **Bio-degradable**: able to **separate into their different components** thanks to biochemical processes.

Table 52

Product	Business Area	Energy from renewable sources	Bio-based	Solution -dyed	Recycled	Durable Recyclable	Biodegradable
Renycle®	Cross-Business Area	●		●	●	●	
Biofeel®	Advanced Textile Solutions	●	●	●		●	
Biofeel® Eleven	Advanced Textile Solutions	●	●	●		●	
Biofeel® PLA	Advanced Textile Solutions		●	●		●	●
Bionside (Radilon® D)®	High Performance Polymers		●			●	
Dorix®	Advanced Textile Solutions			●		●	
Dylar®	Advanced Textile Solutions	●		●		●	
Radifloor®	Advanced Textile Solutions	●		●		●	
Radilon®	High Performance Polymers	●				●	
Radilon®	Advanced Textile Solutions	●		●		●	
Radimelt®	Advanced Textile Solutions	●		●		●	
Radipol®	Specialty Chemicals	●				●	
Radipol® 6.10	Specialty Chemicals		●			●	
Radyarn®	Advanced Textile Solutions			●		●	
Repetable®	Advanced Textile Solutions			●	●	●	
Respunsible®	Advanced Textile Solutions	●		●	●	●	
Starlight®	Advanced Textile Solutions			●		●	

Bionside: The offer of sustainable engineering polymers is expanding

In 2024, RadiciGroup High Performance Polymers intensified its efforts in the research and development of innovative solutions that combine high technical performance and sustainability. Among the flagship products presented is Bionside, a bio-based line of the Radilon® family that includes grades already marketed, such as Polyamide 610, and new experimental materials (PA56, PA510 and PA1012). These products, obtained from renewable raw materials, reduce dependence on fossil fuels and CO_2 emissions, while maintaining excellent technical characteristics for a wide range of applications.
In particular, PA610, derived from castor oil, stands out for its resistance to hydrolysis and dimensional stability, making it ideal for the automotive sector and water management, sectors in which high performance and safety are required. The use of bio-based materials, such as PA610, reduces Global Warming Potential (GWP), the contribution to global warming, by up to about 70% compared to standard polyamides 66, of fossil origin.

Finally, the environmental profile of these materials is measured according to the LCA methodology and they are completely recyclable at the end of their life. This approach reflects the commitment of the High Performance Polymers area to provide innovative solutions capable of reducing the environmental impact of the supply chain.

Measuring product environmental impacts (Life Cycle Assessment)

RadiciGroup considers it essential for itself and the entire value chain to have robust, accurately and scientifically obtained reference values for the environmental impact of its products. For this reason, **the Group has been using Life Cycle Assessment (LCA) studies for some time** and has put together a team of experts, coordinated by **Radici InNova**, to provide a specialized and strategic service on this topic.
Life Cycle Assessment is an analytical methodology that the Group has developed using a systems approach that assesses the environmental footprint of a product throughout its entire life cycle, from the extraction of raw materials, to production, distribution, use and final disposal or second life, giving the impact values associated with each phase.
This makes it possible to:

- **objectively measure the ecoprofile** of the product/organization;
- introduce **robust and focused mitigation solutions** to concretely improve the environmental footprint, in line also with the best available techniques (BAT);
- **provide Customers with an ecoprofile** on a scientific basis and **data that can be used** for the Customers' own impact assessments;
- **communicate environmental performance transparently and truthfully** and obtain certified environmental labels (e.g. Environmental Product Declarations) or recognized environmental footprint assessment protocols (e.g. Carbon Footprinting), thus contributing to transparency for the benefit of the entire value chain.

RadiciGroup also uses the LCA in a predictive way to strategically assess potential impacts in the design or redesign phase of a specific product, often in collaboration with Customers.
Through LCA, **RadiciGroup intends to make an active contribution to Goal 12 of the United Nations 2030 Agenda** for a sustainable and circular production system. **The Group is also aligned with the European legislation that is on the horizon** that adopts the system of product life cycle studies as a measurement tool to formulate and substantiate environmental claims, set ESG targets or provide data for future digital product passports.
Below is an overview of the LCA, or impact studies based on the LCA, carried out on strategic products for the Group:

Radici Chimica SpA

- PEF study verified by a third party for nitric acid, adipic acid, bicarboxylic acid mixture (RADIMIX), hexamethylenediamine, salt 6.6, polyamide PA6.6, 5% caprolactam PA 6.6/6 polymer, 10% caprolactam PA 6.6/6 polymer, PA XT polymer, PA 6.10 polymer.
- CFP study certified by a third party for PA66, PA610, PA66/6 5% caprolactam, PA66/6 10% caprolactam, PA66/6T, PA510.
- LCA certified by a third party for PA56, PA59, PA69.

Radici Chimica Deutschland GmbH

- Third-party verified PEF study for Ka oil, adipic acid, bicarboxylic acid mixture (Radimix®).
- LCA study completed for KA oil, adipic acid, dicarboxylic acid blend (Radimix®) for internal use.

Radici Novacips SpA

EPD (Environmental Product Declaration) certificates for:

- Radilon® A and S 25%, 30% and 35% glass fibre compounds.
- The Polyamide Scrap Recovery Service.
- Compound Renycle® S T203K 3030BK, Renycle® S GF3501 3030BK, Renycle® S N101 3030BK, Renycle® S GF3003 3033BK, Renycle® S GF3003K 3033BK, Renycle® S GF1501K 3030BK, Renycle® A GF3002HR 3039BK, Radilon® A RV300RG 3900BK.

Radici Plastics GmbH

- The Radilon® A RV300RG 3900BK compound.

For the HPP area, in addition to the above, LCA are created in collaboration with the Customer, whenever a request is made, to evaluate the impact of a particular type of compound before and after actual production. This is to evaluate its ecoprofile and make the best choices from the point of view of environmental performance.

Radici Yarn SpA

- Third-party verified LCA study with critical review for Radipol® - PA6 polymer, Radipol®-based POY masterbatch, Radipol®-based staple masterbatch, Radilon® - PA6 Poy, Radilon® - PA6 SO, Radilon® - PA6 staple, Radilon® - PA6 Soir, Renycle® - POY, Renycle® - staple, Renycle® - SO, Renycle® - SOIR, Radilon® - PA66 Poy, Radilon® - PA66 SO, Radilon® - PA66 staple and Radilon® - PA66 SOIR.

Radici Fil SpA

LCA study with critical review by a third party, for internal use, for:

- Radipol® PA6 Polymer product family.
- Radifloor® product family of raw BCF PA6, solution-dyed BCF PA6, raw BCF PA66, RAW AIR BCF PA6, solution-dyed AIR BCF PA6, AIR BCF PA66, AIR BCF PA6/PP.
- Renycle® product family of 50% crude BCF r-PA6, 100% crude BCF r-PA6, 50% solution-dyed BCF r-PA6, 75% solution-dyed BCF r-PA6.

Logit Sro

LCA study with critical review by a third party, for internal use, of the Renycle® product family consisting of:

- BCF twisted in raw white PA6, with 50% and 100% recycled material
- BCF twisted in solution-dyed PA6, with 50% and 75% recycled material
- BCF heat set in raw white PA6, with 50% and 100% recycled material
- BCF heat set in solution-dyed PA6, with 50% and 75% recycled material

Noyfil SA

- Third-party verified LCA study with critical review of the masterbatch product families, PET Starlight® wire, PLA Biofeel® wire, r-PET Repable® wire, PET FR Starlight® wire.

Noyfil SpA

- Third-party verified LCA study with critical review for the Radilon® PA66 filo product families (DTY; ATY), Radyarn® FR PET yarn (DTY; ATY), Repetable® r-PET wire (DTY; ATY), Radyarn® PET yarn (DTY; ATY), Biofeel® PLA DTY, Radilon® PA6 ATY, Renycle® ATY, Starlight® PET FDY, Repetable® r-PET FDY, Biofeel® PLA FDY, Radyarn® PET twisted, Repetable® r-PET twisted, Radyarn® FR PET twisted

Tessiture Pietro Radici SpA

- Comparative LCA study certified by a third party for Respunsible® non-woven fabric containing various percentages of recirculated waste.

Transparency

Disclosure 417-1

Accessibility to **relevant information** for **products** is essential to:

- Convey **information** about the **characteristics and performance** of the product itself.
- Ensure **increased security** and allow the user to **make informed choices**.
- Contribute to the overall **transparency** of the **value chain** and nurture **fair competition**.

RadiciGroup works for transparency in product formulation and communication at every level by using language that is as accurate as possible.

All Group products must meet the general safety and labelling regulations of the European Union and the laws of the countries where they are produced or sold. In many cases, the products can also be subjected, on a voluntary basis, to additional safety specifications or provisions, more restrictive than the mandatory provisions in force.

As far as the **Specialty Chemicals Area is concerned, all substances** produced at the Novara and Zeitz (Germany) plants **comply with the registration requirements of the REACH regulation**. This European Union regulation was adopted to strengthen the protection of human health and the environment from the risks that may arise from chemicals and is implemented by ECHA, the European Chemicals Agency. The product registration dossiers of the two plants are kept constantly updated according to the new regulatory requirements and indications deriving from ECHA. **The safety data sheets that are provided to downstream users of products contain guidance on correct and safe use, consistent with the registration dossiers.**

Radici Chimica Deutschland has also joined Eco Vadis, an international sustainability rating platform, thereby qualifying for the “silver medal” awarded by the system as a company that can show Customers and the market that it is attentive to ethics, the environment, the supply chain and Human Rights. In 2023, It also secured **ISCC - International Sustainability and Carbon Certification for adipic acid (Bio Adipic Acid, Circular Adipic Acid and Bio Circular Adipic certification)** allocated through the mass-balance approach. This certification provides traceability along the supply chain, verifying that certified companies meet high environmental and social standards.

Also as the **Advanced Textile Solutions area** is concerned, all production **complies with REACH**. **In addition, fibres based on PA6/PA66 polymer matrices** are certified according to the **Oekotex® 10 0 standard** (textile sector “class I annex 6”, textile flooring sector “class IV”), while **fibres for the PET and PLA polymer-based textile sector according to** the international standard Oekotex® 100 “class I annex 4”. In addition, the fibres intended only for the textile sector of the **Renycle® (nylon) and Repetable® (polyester)** family obtained, in the 2018-2019 biennium, the **GRS certification** for products obtained from recycled materials. **The GRS includes the Zero Discharge of Hazardous Chemicals** (ZDHC) provisions and requires that, for each item sold, a declaration of actual recycled content be provided. From 2022 onwards, GRS has also required the indication of the origin of certified materials and the last country of processing for materials accompanied by a Transaction Certificate, the certificate for proper circulation within the supply chain, for even greater transparency and traceability.

RadiciGroup's Nonwovens area, having joined the ISCC PLUS certification scheme, offers **spunbond and meltbown** nonwovens made of bio, **bio-circular or circular polypropylene**, where the sustainable material is allocated via the mass balance principle. In addition, for its **recycled spunbond**, it holds the **SGS-Recycled Content certification, which certifies,** always based on the mass balance approach, that these items contain from **a minimum of 50% to 100% of recycled polypropylene**.

Lastly, Tessiture Pietro Radici and Radici Fil have also joined Ecovadis, in 2023 and between 2023 and 2024 respectively. Both provided a large amount of ESG information through the platform, with both obtaining the "silver medal".

For all products in the **High Performance Polymers Area**, a safety data sheet is issued in accordance with Annex II of the REACH Regulation and the REACH Compliance Statement (1907/2006), which certifies that all substances contained in the products have been registered or are exempt from registration, and the Declaration of the Absence of Hazardous Substances (Annex XIV and XVII and SVHC).
In addition, depending on the area of application, the product is accompanied by specific documentation certifying its conformity of use. For example:

- Products for the **electrical sector** must **comply** with the **RoHS Directive** (2011/65/Eu) on the restriction of the use of hazardous substances in electrical and electronic equipment.
- Products destined for the **automotive sector** are entered in the **IMDS portal of the automotive supply chain**, which enables car manufacturers to have information available on all materials used in the vehicle in relation to the hazardous substances contained (GADSL list), especially with a view to future recycling.
- Products intended to come into **contact with food** are instead accompanied by a **declaration of suitability for food contact according to international regulations** (EU Regulation 10/2011, FDA Title 21, etc.).

Both **Radici Novacips and Radici Plastics USA have a presence on EcoVadis,** with Radici Novacips having a corporate profile and Radici Plastics USA having a site profile.

Disclosures 417-2, 417-3

As a result of the focus on transparency, in the reporting period no Group company reported either incidents of non-compliance concerning product and service information and labelling, or incidents of noncompliance with rules concerning marketing communications.

Traceability

In recent years, as a result of the growing awareness of the importance of each production step from the standpoint of Quality, Health, Safety and compliance with applicable environmental and Human Rights regulations, **the ability to precisely trace the various steps in the procurement or processing of materials has become a key factor in RadiciGroup's strategy**.

With regard to the traceability of Group products:

- **Full for virgin and post-industrial recycled materials handled in-house.** In fact, RadiciGroup makes use of its own raw materials or polymers/strategic raw materials purchased from large companies, active worldwide, capable of providing detailed information on their supplies also from the point of view of respect for Human Rights.
- **High traceability of post-consumer recycled materials purchased on the market**. In fact, the presence of GRS or Oekotex certification requires traceability with an increasing degree of accuracy. In addition, the implementation of ISO 9001:2015 at all major Group sites, with its requirement for the identification and traceability of outputs is an additional guarantee. In addition to conformity to the requirements of the above certification schemes, laboratory tests are carried out on incoming materials for qualification and identification of their chemical composition with a view to processability, health and safety.

Every step of the production chain at each production site **is managed by process management software**, which monitors and coordinates the various procurement chains, planning, production and logistics, as well as documentation and Reporting for each process. Thus, **for each lot of materials, it is always possible to find detailed information concerning the raw material, the production line and the various processes, together with data on packaging and shipping**.

Products that move among Group companies for processing purposes also have a sizeable traceability history, precisely because of the system used, which contributes to improving the efficiency and quality of production. Expanding the perspective to the value chain, in 2024, **traceability in the textile world was studied in** particular, as indicated in the paragraph dedicated to open innovation, and **a combined physical and digital traceability system** was also launched **for nylon yarns**. As part of the project, an **inorganic tracer was inserted into the yarns, allowing them to be identified during all processing phases, without altering the properties of the product**. A scanner is able to detect the presence of the tracer and transmit the data related to the yarn to a digital platform. Consumers can access this information through a QR code, obtaining details on the origin and path of the product in the different processing phases.

Disclosure 2-26

Also with a view to traceability, the **handling of complaints related to the Group's products or services follows a structured path**. Customers can report complaints through different channels, such as email, telephone and direct communication, depending on the relationship with the sales, Customer care and technical assistance teams.
The formal opening of the complaint takes place through the entry of the relevant data (mainly the Customer's personal details, the date of the report and the recipient, the nature of the complaint) into an IT management system accessible in real time to the functions that have to contribute to the different management phases.
The next step is the analysis of the specific types of defects identified and the problems encountered. In parallel with the processing of the complaint by the sales, production and technical assistance structures, an identification of the causes is also carried out. Once this is done, it is determined whether or not the goods supplied should be taken back due to nonconformity and whether it is necessary to issue a credit note.
As in the case of the previous steps, these steps are tracked on an IT level and remain available over time, even after the complaint has been closed, so that it is always possible to reconstruct its history and dynamics in relation to the specific Customer.
The data and ratios collected (number of complaints, frequency, costs, type, response time) provide a benchmark for the Group's quality assurance systems and form the basis for improvement plans.

G for Governance

MATERIAL TOPICS

- Long-term value creation and business sustainability
- ESG Corporate Governance/Risk Management/Compliance – also covered in part in the "S for Social" section
- Cybersecurity and data protection

2030 GOALS – FROM THE "FROM EARTH TO EARTH" SUSTAINABILITY PLAN

Focused on our Commitments - Governance area objectives - currently being updated
RadiciGroup is underpinned by a **structured governance system that is resilient at the same time**, allowing it to have a widespread presence on the market and be highly competitive. The Group's concept of business, **however, is not just about financial success**, but is rooted in the **sharing of value added with stakeholders** and actively engaging them in the pursuit of the company's lasting and sustainable growth.

Topic/SDG	*Objective*
Long-term value creation and business sustainability	**Leadership and competitiveness** maintain a **leading position** in the Group's key business sectors, underpinned by ESG principles, to create long-term value to be shared with stakeholders.
ESG corporate governance, risk management and compliance	**Shared values** ensure the **Code of Ethics is shared and endorsed** at all levels of the Group and throughout the global value chain, to promote the RadiciGroup's principles and their incorporation into day-to-day business.
Responsible supply chain management	**Engagement** encourage **suppliers** to play an **active part** in the sustainability process by building strategic partnerships for the development and creation of products consistent with ESG principles.

The G of Governance

In the context of an international manufacturing group, with a global value chain, governance is an **essential pillar to ensure strategic consistency, operational integrity and effective management of ESG risks and opportunities**. Often overlooked with respect to environmental and social aspects, the 'G' is actually the tool that ensures **transparency, accountability and solid decision-making**.

RadiciGroup:

- sees the **active participation of top management in sustainability policies**.

- understands **business sustainability** not only in terms of return on invested capital, but also in terms of **sharing added value with Stakeholders**.
- uses **robust Management Systems in each company** to base its choices and operations on recognized models aligned with international best practices.
- increasingly considers **digitalization** as an element not only of business management, but as an **enabler of its sustainability policies**.

In the initial part of this Sustainability Report, some key factors of corporate governance were described, in particular with regard to decision-making processes, operational delegations, and the systems by which RadiciGroup top management is a participant in sustainability processes. In this chapter, additional elements are added related, in particular, to **value creation**, to strategies **related to risks and compliance**, **to Management Systems** and to **digitalization**.

Long-term value creation and business sustainability

Disclosure 201-1

In RadiciGroup's vision, the **creation of long-term value in a logic of sustainability** goes beyond the concept that the profit generated must exceed the costs incurred to obtain it. **The economic dimension**, which is focused on increasing profit, **is combined with the environmental and social dimensions**, which have the ultimate goal of generating positive external effects that benefit people, the community and the planet. In addition, this approach requires that the **sustainable value created be shared**, both materially and immaterially, with the Stakeholders who have contributed to the Group's success.

By translating these principles into tangible actions, also in 2024, RadiciGroup:
- Pursued a logic of **prudent investment** with a **medium- to long-term return** without chasing immediate profit.
- **Promoted the training and upskilling of its staff** to increase its attractiveness and "retention" of top talent.
- Maintained its **presence in the "traditional" territories** where it was established, developed and is a point of reference, but it has also implemented **logics of strengthening proximity to** strategic territories.
- **Invested in BAT** (Best Available Techniques) and pursued the desired **technological and digital transformation** at European level to increase its competitiveness.
- Aware of operating in energy-intensive and high-carbon sectors, **it has been working for some time on the reduction of emissions, the containment of consumption and the use of energy from renewable sources**.
- **Worked on innovation** to explore and seize **the opportunities offered by the circular economy**, as reported in the circularity section of this Report.

In 2024, the commercial scenario was complex, as already noted in the opening sections of the Report. The Group's financial results remained positive, despite the inevitable effects of the broader situation mentioned above.
In terms of environmental sustainability, in 2024 the Group continued to pursue an environmentally friendly investment policy, as illustrated below:

- **EUR 277 million**
  In investment supporting competitiveness of the Group companies in the five-year period 2020-2024. Of this, **44 million was specifically invested in 2024**. Of this, **EUR 3.3 million** was in **environmental investments made in 2024** for the introduction of best available techniques, increasing energy efficiency, emissions abatement, and research and development of limited impact processes and products.

- **EUR 8.3 million**
  environmental management and protection costs (such as certification, waste disposal and water treatment costs) at Group companies.

The investments are clear evidence of the Group's sustainable commitment. The **added value** is further evidence showing how, **through the integration of environmental issues and social needs into the Group's core business, new opportunities are being created for RadiciGroup companies and Stakeholders**.
Below is an overview of the added value created and distributed by RadiciGroup. As usual, a very large proportion of this is spent on Employee salaries, in order to reward their contribution to the Group's good performance.

Disclosure 201-1

Table 53 | **Generation of value added**

	Item	31/12/2022	31/12/2023	31/12/2024
€	**A) PRODUCTION VALUE**	**1,598,575,559**	**1,028,199,149**	**1,054,824,248**
	Sales and service revenue	1,542,700,014	1,069,019,308	1,053,303,730
	Change in work in progress, semi-finished goods and goods inventories	55,582,801	(41,141,558)	1,064,010
	Change in contract work in progress	-	-	-
	Increase in internally generated non-current assets	292,744	321,400	456,508
	Other revenue and income		-	
€	**B) INTERMEDIATE PRODUCTION COSTS**	**1,346,838,660**	**856,603,971**	**850,445,530**
	Raw materials, supplies, consumables and goods for resale	1,039,396,583	587,656,333	633,545,706
	Services	329,543,044	214,137,654	205,105,934
	Lease and rentals	5,638,125	5,836,246	6,750,225
	Change in raw materials, supplies and goods for resale inventories	(31,630,511)	46,534,246	2,076,854
	Provision for liabilities and charges	704,714	212,407	478,466
	Other provisions	196,501	121,711	36,184
	Miscellaneous operating costs	2,990,203	2,105,375	2,452,161
€	**GROSS VALUE ADDED FROM OPERATIONS (A-B)**	**251,736,899**	**171,595,178**	**204,378,718**
	+/- Additional and extraordinary items	43,196,382	67,260,327	52,384,995
€	**GROSS TOTAL VALUE ADDED**	**294,933,281**	**238,855,506**	**256,763,713**
	- Depreciation and amortisation	60,356,496	61,869,555	59,490,520
€	**TOTAL NET VALUE ADDED**	**234,576,786**	**176,985,950**	**197,273,193**

Table 54 | **Generation of value added by region 2024***

	Item	Italy	Rest of Europe	Asia	America	Tot. World
€	**A) PRODUCTION VALUE**	**478,741,086**	**288,912,266**	**120,123,016**	**167,047,880**	**1,054,824,248**
	Sales and service revenue	478,123,143	285,050,403	118,336,214	171,793,970	1,053,303,730
	Change in work progress, semi-finished goods and goods inventories	399,347	3,623,951	1,786,803	(4,746,091)	1,064,010
	Change in contract work in progress	-	-	-	-	-
	Increase in internally generated non-current assets	218,596	237,913	-	-	456,508
	Other revenue and income					
€	**B) INTERMEDIATE PRODUCTION COSTS**	**422,666,055**	**218,281,102**	**90,993,083**	**118,505,290**	**850,445,530**
	Raw materials, supplies, consumables and goods for resale	295,980,252	157,042,250	80,576,215	99,946,990	633,545,706
	Services	118,893,430	57,055,377	9,324,130	19,832,997	205,105,934
	Lease and rentals	4,028,115	804,649	482,733	1,434,728	6,750,225
	Change in raw materials, supplies and goods for resale inventories	1,796,137	2,686,059	536,406	(2,941,747)	2,076,854
	Provision for liabilities and charges	58,906	419,560	-	-	478,466
	Other provisions	-	36,184	-	-	36,184
	Miscellaneous operating costs	1,909,216	237,024	73,600	232,322	2,452,161
€	**GROSS VALUE ADDED FROM OPERATIONS (A-B)**	**56,075,030**	**70,631,164**	**29,129,934**	**48,542,590**	**204,378,718**
	+/- Additional and extraordinary items	72,918,778	(10,418,638)	(3,255,303)	(6,859,842)	52,384,995
€	**GROSS TOTAL VALUE ADDED**	**128,993,808**	**60,212,526**	**25,874,631**	**41,682,748**	**256,763,713**
	- Depreciation and amortisation	32,614,066	15,406,074	6,467,697	5,002,683	59,490,520
€	**TOTAL NET VALUE ADDED**	**96,379,742**	**44,806,452**	**19,406,934**	**36,680,065**	**197,273,193**

Disclosure 201-1

Table 55 | **Distribution of value added***

	Item	31/12/2022	31/12/2023	31/12/2024
€	**A) PERSONNEL WAGES AND BENEFITS**	**153,848,590**	**149,445,514**	**149,337,254**
	Contract Workers	7,422,809	6,609,470	7,263,219
	Employees	146,425,782	142,836,043	142,074,035
	Direct compensation	117,002,249	114,230,894	114,666,581

	Indirect compensation	29,423,532	28,605,149	27,407,454
€	**B) PAYMENTS TO GOVERNMENT**	**(4,515,136)**	**(21,588)**	**17,606,064**
	Current taxes	**21,758,717**	**11,522,948**	**16,626,194**
	Direct taxes	17,971,746	8,702,561	13,298,705
	Indirect taxes	3,786,971	2,820,387	3,327,490
	Deferred taxes	**123,478**	**(2,528,881)**	**1,661,706**
	Revenue grants	**(26,397,331)**	**(9,015,655)**	**(681,837)**
€	**C) PAYMENTS TO LOAN PROVIDERS**	**4,100,952**	**5,782,566**	**4,762,335**
	Short-term loan interest	4,100,962	5,782,566	4,762,335
	Long-term loan interest	-	-	-
€	D) PAYMENTS TO SHAREHOLDERS	49,980,000	-	35,400,000
€	E) RETAINED VALUE ADDED	30,581,430	21,234,910	(10,363,708)
	+/- Changes in reserves	30,581,430	21,234,910	(10,363,708)
€	**F) CONTRIBUTIONS AND DONATIONS**	**580,949**	**544,548**	**531,248**
€	**TOTAL NET VALUE ADDED**	**234,576,786**	**176,985,950**	**197,273,192**

Disclosure 201-1

Table 56 | **Distribution of value added by region 2024***

	Item	Italy	Rest of Europe	Asia	America	Tot. World
€	**A) PERSONNEL WAGES AND BENEFITS**	**85,506,182**	**41,538,707**	**7,444,755**	**14,847,610**	**149,337,254**
	Contract Workers	5,221,237	569,303	135,218	1,337,461	7,263,219
	Employees	80,284,945	40,969,404	7,309,537	13,510,149	142,074,035
	Direct compensation	63,027,828	34,826,755	5,175,808	11,636,189	114,666,581
	Indirect compensation	17,257,117	6,142,649	2,133,729	1,873,960	27,407,454
€	**B) PAYMENTS TO GOVERNMENT**	**1,661,434**	**4,033,769**	**3,252,128**	**8,658,733**	**17,606,064**
	Current taxes	**(386,768)**	**4,576,469**	**3,575,926**	**8,860,567**	**16,626,194**
	Direct taxes	(2,296,049)	4,170,200	3,002,730	8,421,823	13,298,705
	Indirect taxes	1,909,281	406,269	573,196	438,744	3,327,490
	Deferred taxes	**2,489,220**	**(418,108)**	**(207,572)**	**(201,834)**	**1,661,706**
	Revenue grants	**(441,018)**	**(124,593)**	**(116,226)**	**-**	**(681,837)**

€	**C) PAYMENTS TO LOAN PROVIDERS**	**4,704,462**	**48,283**	**1,436**	**8,153**	**4,762,335**
	Short-term loan interest	4,704,462	48,283	1,436	8,153	4,762,335
	Long-term loan interest					
€	**D) PAYMENTS TO SHAREHOLDERS**	**35,400,000**	**-**	**-**	**-**	**35,400,000**
€	**E) RETAINED VALUE ADDED**	**(31,389,635)**	**(845,257)**	**8,708,616**	**13,162,569**	**(10,363,708)**
	+/- Changes in reserves	(31,389,635)	(845,257)	8,708,616	13,162,569	(10,363,708)
€	**F) CONTRIBUTIONS AND DONATIONS**	**497,298**	**30,950**	**-**	**3,000**	**531,248**
€	**TOTAL NET VALUE ADDED**	**60,979,742**	**44,806,452**	**19,406,934**	**36,680,065**	**197,273,192**

* *The above value-added schedules follow the method provided by GBS – Study Group for Social Reporting (www.gruppobilanciosociale.org).*
The data are from the Radici Partecipazioni SpA. consolidated financial statements. As noted in the consolidated financial statements, the economic flows related to intercompany transactions included in the scope of consolidation have been eliminated. The financial statements are voluntarily audited by Deloitte&Touche and include, in addition to the parent company, the Italian and foreign companies in which Radici Partecipazioni directly or indirectly owns the majority of the share capital and controls the management pursuant to Article 2359 of the Italian Civil Code. In the 2024 consolidated financial statements, Argentine companies were valued using the equity method. This means that they did not contribute to individual items in the consolidated financial statements in terms of costs/revenues and receivables/payables.

Together with the Group's performance in terms of value added generation, which was positive overall despite the difficulties of 2024, it is important to emphasize, as in previous editions of the Report, **RadiciGroup's financial stability, which is also evidenced by the ratio of debt to equity shown below**.

Table 57 | **Breakdown of equity and debt - year 2024**

Net financial debt*	EUR/1000	-134,866
Net shareholders' equity	EUR/1000	844,171
Net invested capital	EUR/1000	709,305

* *Positive net financial position, any minus sign represents greater liquidity than financial debts.*

Intensities

In order to highlight the close relationship between added value and sustainability choices, in addition to the disclosures required by the GRI model, **ratios on water resources and waste production subject to disposal (without recovery) were also calculated in order to provide, for the main environmental impacts, a measure of intensity from an economic point of view**.
The latter shows the relationship between different environmental aspects and value added, with the aim of growing while using ever fewer resources. After a disappointing 2023, the year 2024 showed improving figures again.

Disclosure 302-3

Table 58 | **GRI 302-3 Ratio of total energy consumption to total net value added**

		2022	2023	2024
GJ	Total energy consumption (GRI 302-1)	4,531,932	3,691,141	3,890,025
€	Total net value added	234,576,786	176,985,950	197,273,193
GJ/€	Total energy consumption (direct + indirect) in relation to total net value added	0.019	0.021	0.020

Disclosure 305-4

Table 59 | **GRI 305-4 Ratio of GHG emissions to total net value added**

		2022	2023	2024
tCO_2eq	Total emissions to the atmosphere (GRI 305-1 and GRI 305-2)	343,690	288,672	304,874
€	Total net value added	234,576,786	176,985,950	197,273,193
$kgCO_2eq$/€	Total emissions to the atmosphere (direct + indirect) to total net value added	1.47	1.63	1.55

Table 60 | **Ratio of water resources to total net value added**

		2022	2023	2024
ML	Water resources (GRI 303-3)	73,335	65,708	73,907
€	Total net value added	234,576,786	176,985,950	197,273,193
ML/€	Water resources to total net value added	0.00031	0.00037	0.00037

Table 61 | **Ratio of waste subject to disposal without recovery to total net value added**

		2022	2023	2024
t	Waste subject to disposal without recovery (GRI 306-2)	4,438	4,357	2,730
€	Total net value added	234,576,786	176,985,950	197,273,193
Kg/€	Waste subject to disposal without recovery to total net value added	0.019	0.025	0.014

Tax Policy

Disclosures 2-1, 207-1, 207-2

As usual, in 2024, **the holding company, Radici Partecipazioni SpA, directed and coordinated the activities of all the subsidiaries according to the guidelines laid down by the Board of Directors**. The choice of the countries where the Group operates is always guided by business considerations related to commercial opportunities and proximity to Customers, not by tax considerations. In the respect of and independence of its management choices and in line with its sustainability policy, RadiciGroup in the reporting year:

- Pursued a **tax strategy founded on principles of honesty, fairness and regulatory compliance**;
- Based this strategy on **collaborative and transparent behavior towards the tax authorities and third parties**;
- Implemented these behaviors and **all necessary measures to exclude any significant impact in terms of fiscal or reputational risk**;
- being fully aware that **tax revenues are one of the main sources of contribution to the economic and social development** of the countries in which the Group companies operate.

Responsibility in tax matters

In this context, the Board of Directors defined the Group's principles of conduct and ensures their application, thereby assuming responsibility for guiding the dissemination of a corporate culture marked by the values of honesty and integrity and the principle of legality.

At RadiciGroup, the management of tax matters is the responsibility of the "Administration" function of the individual companies reporting to the Group CFO and is inspired by the principles of legality, responsibility and transparency also referred to in the Code of Ethics. In fact, the Group has always been attentive to strict compliance with national regulatory provisions and to the transposition of the directives of national and international bodies on tax matters, overseeing and mitigating tax risks that are managed in the more general context of risk management.

Strategy

Group companies must operate in accordance with the principle of legality, applying the tax legislation of the countries in which they operate in a punctual manner, to ensure respect for the letter, spirit and purpose of the law on the matters in question.

From a RadiciGroup operational point of view, in the reporting year:

- **has adopted a transfer pricing policy aimed at ensuring fairness and respect for the market** in intercompany transactions, thus guaranteeing the non-erosion of taxable income, implementing the alignment between the location of taxable income and the place where the economic activity is exercised and respecting the arm's length principle according to which, as per the OECD Guidelines, the fair and applicable price in intercompany transactions is that which would have been agreed for similar transactions carried out by independent companies.
- **prepared**, with the support of leading professional consultants, the **Group Masterfile** and, in Italy and in most countries in which it operates, the national documentation for companies with significant intra-group transactions. According to the provisions of a specific provision of the Italian Revenue Agency, the Masterfile is intended as a document that provides a comprehensive overview of the International Group and its transfer pricing policies as a whole, including the organizational structure of the group aimed at representing the legal and ownership structure of the multinational group and the geographic location of the local entities composing it, the nature of business operations at a global level and the allocation of income and economic activities at a global level.

- **prepared, as required by tax legislation, as well as by Action 13 of the BEPS*, the Country by Country Report** in which the profits made in the various countries in which the Group companies operate are reported and disclosed, together with a whole series of quantitative data broken down for each country;
- **did not use companies located in tax havens;**
- **did not adopt aggressive tax plans.**

In addition, starting from **1 January 2024**, as required by EU Directive no. 2523/2022, the rules of the **Second Pillar/GLOBE (Pillar 2)** came into force in the European Union. Under these rules, all entities that are part of RadiciGroup have been subject to **a minimum effective tax rate (ETR) of 15%**, to be determined considering the accounting and tax data with a series of specific "adjustments".
In the event that the effective level of taxation at the judicial level is lower than the minimum threshold, the rules of Pillar 2 provide for the application of the "Top-Up Tax" in order to reach the minimum ETR of 15%. RadiciGroup, supported by leading professional consultants, has carried out a centralized analysis aimed at identifying the scope of application and the potential impact of the new rules and has implemented the software to be used for data processing, as required by the above regulations.

** Base erosion and profit shifting (BEPS) - tax-related strategies that certain companies employ to erode the tax base and thus evade taxes from the tax authorities*

The table [Table 62] below shows the data considered to be material by RadiciGroup. The data are extracted from the **official declaration submitted to the Inland Revenue on 12/12/2024. The data are for 2023 and are in euro.**

Disclosure 207-4

Table 62 | **Country by country Report extract ***

Tax Jurisdiction	Unrelated revenue share	Related revenue share	Total revenue	Income taxes paid (based on cash accounting)	Number of Employees
Brazil	66,138,975	855,708	66,994,683	1,574,494	215
Switzerland	11,480,237	12,341,509	23,821,746	95,075	91
China	79,675,456	2,973,480	82,648,937	3,386,671	120
Czech Republic	43,737	10,495,643	10,539,380	-14,022	188
Finland	0	176,127	176,127	0	1
Germany	252,117,063	8,985,802	261,102,866	5,243,596	319
Spain	10,882,253	60,613	10,942,867	2,313	3
France	32,414,594	740,031	33,154,625	186,252	8
United Kingdom	7,392,242	34,083	7,426,325	5,617	3
Hungary	1,646,188	0	1,646,188	32,866	6
India	33,672,959	1,174	33,674,133	264,805	88
Italy	535,166,504	233,284,223	768,450,727	1,915,323	1,521
Mexico	26,902,942	525,033	27,427,975	1,591,989	58

Romania	7,726,347	38,442,729	46,169,076	53,675	368
United States	90,842,619	4,615,875	95,458,495	3,252,779	89

* *Revenues generated from transactions with other entities belonging to the Radici Partecipazioni group. Compared to the previous reporting year, Argentina is no longer mentioned, as the companies are valued at equity, while there are data on Finland relating to a branch of Radici Plastics Gmbh.*

Business taxes by country* (in euros)

The Group is aware of how important the resources drawn from the different areas in which it operates are and how necessary it is to return these same resources in the form of employment, know-how, contribution to sustainable and lasting growth. The following table shows how, also in 2024, the Group was an active part of the development dynamics of numerous local contexts, with the economic contribution that is also made through the payment of taxes.

Table 63 | **Business taxes by country**

Country	
Argentina	-
Brazil	2,771,031
China	2,995,003
France	155,580
Germany	3,684,971
India	7,727
United Kingdom	14,988
Italy	(2,296,049)
Mexico	1,712,357
Netherlands	-
Czech Republic	-
Romania	241,383
Spain	51,776
Switzerland	-
Hungary	21,502
United States	3,938,435
Total	**13,298,705**

**year 2024 - Data in thousands of euros.*

Disclosure 207-3

Relations with the Public Administration

The extract from the RadiciGroup Code of Ethics set out below clearly and exhaustively highlights both **the importance of the Public Administration as a Group Stakeholder and the integrity that must be maintained when dealing with its Officials**. These are key principles, which the Group also applied in 2024.

From the RadiciGroup Code of Ethics:
RadiciGroup deals with the Public Administration in accordance with the strictest principles of legality, fairness and transparency, and in full compliance with the principles of impartiality due to the Public Administration. (...) The Personnel in charge shall deal with the officials and representatives of the Public Administration in a transparent manner, ensuring timeliness in replies, avoiding any kind of collusive or ambiguous behavior, guaranteeing completeness and concrete verifiability in the sharing of requested information.
In order to ensure full traceability, the Personnel in charge must keep records of meetings and contacts with officials and representatives of the Public Administration (minutes issued, official communications, via @mail and certified email).
In the context of a business negotiation, a request or a relationship with the Public Administration, no conduct intended to obtain an undue or illegal advantage for the Company must be engaged in for any reason whatsoever.
(...) All the activities described above are to be carried out in full compliance with the relevant regulations, both vis-à-vis the Italian and foreign Public Administration.
Since 2023, the Group's Italian companies had also implemented a risk management policy on relations with the Public Administration to define, in particular, the behavior Employees must adopt in the event of inspection visits.

Compliance

Compliance concerns all aspects that govern the life of a company and focuses on the prevention and reduction of legal, financial and reputational risks deriving from the violation of laws, regulations, corporate and social regulations. Compliance with the rules, whether mandatory or voluntary, is essential to improve and strengthen the organization of business activities.
In this context, **RadiciGroup also applied a strict compliance principle during the reporting year**, aimed not only at supporting operational management, but also at identifying and preventing any misconduct or violations, reducing risks before they can cause consequences. Through a **preventive and mitigation approach**, **appropriate solutions have been adopted to protect the Group from legal and reputational risks**.
RadiciGroup has established a formally independent **Compliance & Internal Audit function**, which has been in constant dialogue with other functions to **define and manage company policies**, **ensure regulatory compliance** and **support** operational governance. The main tools through which this function has operated include **the Code of Ethics, the Model 231, the Anti-Corruption Policy**, the **monitoring procedures and the Whistleblowing system**, all constantly updated to follow the Group's regulatory and cultural developments.

Disclosure 2-27

In the reporting year, the Group did not encounter any instances of non-compliance with laws or regulations.

ESG Corporate Governance and Risk Management

The Management Systems

Voluntary Management Systems in the fields of quality, health and safety, environment and energy, structured according to the **most advanced international standards**, represent a consolidated reference for the adoption of best practices in the Group. They allow **processes and activities to be monitored in a systematic and documented way,** involving every business function in a cross-cutting way.
In a context marked by geopolitical, environmental and social challenges, companies are called to respond with **a strategic vision that is realized through structured but flexible management models**. It is in this scenario that Management Systems in 2024, as **an integral part of the corporate Sustainability function**, have strengthened their **strategic role in the field of corporate governance**, supporting an **integrated approach to processes and the traceability of ESG data and information, also in preparation for the future requirements of** the Corporate Sustainability Reporting Directive (CSRD).
Formally introduced into the Group in 1993, the year of the first certification, Management Systems have offered multiple benefits over the year, they:

- are a **central element in RadiciGroup's transformation into a key to sustainability**, ensuring continuous updating and, at the same time, compliance with current regulations;
- are a **vehicle** for the **dissemination and application of the values expressed in the "RadiciGroup Policy"**, offering a common reference for all companies and collaborators of the Group;
- promote the adoption of a **structured and process-oriented approach**, promoting **efficiency, synergy and alignment** between the different Business Areas;
- consolidate **the culture of continuous improvement**, stimulating the ambition to define and pursue increasingly challenging objectives;
- allow **internal and external Stakeholders to be actively involved** in company policies, offering a concrete response to their expectations.
- allow **performance to be measured and monitored in a structured and continuous way**, ensuring process control, performance improvement and the achievement of business objectives.

Particularly relevant is the **principle of risk-based thinking**, which makes it possible to approach decisions with **a preventive analysis of risks and opportunities**, ensuring rationality, proactivity and a forward looking vision. For RadiciGroup, it was a **strategic tool in dealing with complex choices, in the** field of sustainability and beyond. The GRI 3 section, dedicated to the management of material issues, illustrates in a synoptic way how risk-based thinking has been applied to issues relevant to the Group.
In 2024, a significant part of the **environmental and health and safety data** that feed this Report was collected and processed through Enablon Performance Metrics, the tool that RadiciGroup's Management Systems use to monitor ESG aspects. Thanks to the **precision and robustness of the instrument**, **the capillarity, reliability and availability** of the data underlying the Sustainability Report have improved.
Finally, as in previous years, the certifications obtained or renewed by RadiciGroup have testified to **the solid commitment to quality, health and safety, the environment, energy** and key aspects related to the product.
In addition, they confirmed the **Group's willingness to adopt a communication focused on Stakeholders**, **subject to voluntary independent verification**, in line with **current and future European regulations on transparent communication**.

Table 64 | **Main System Certifications (updated as of December 31, 2024)**

RadiciGroup Site	ISO standard 9001:2015	IATF Standard 16949:2016	ISO standard 14001:2015	ISO standard 45001:2018	ISO standard 50001:2018	Operation Clean Sweep	ISO IEC standard 17025:2017
Corporate							
Radici Partecipazioni SpA	●						
Business Area Specialty Chemicals							
Radici Chimica Novara SpA	●		●	●	●		
Radici Chimica Deutschland GmbH	●		●	●	●		
Business Area High Performance Polymers							
Radici Novacips SpA (Villa d'Ogna)	●	●	●	●		●	
Radici Novacips SpA (Chignolo d'Isola)	●		●	●		●	
Radici Plastics GmbH (D)	●	●	●	●	●	●	
Radici Plastics Ltda (Brazil)	●	●	●	●			
Radici Plastics (Suzhou) Co., Ltd.	●	●	●	●			
Radici Plastics Usa, Inc.	●	●	●	●			●
Radici Plastics Mexico S. de R.L. de C.V.	●	●	●	●			
Radici Plastics India – Private Limited	●	●					
Radici EcoMaterials Srl (from 2025 Radici Novacips Spa)	●						
Business Area Advanced Textiles Solutions							
RadiciFil SpA	●		●	●	●		
Logit s.r.o.	●		●	●	●		
Radici Yarn SpA (Villa d'Ogna)	●		●		●		
Radici Yarn SpA (Ardesio)	●		●		●		
Yarnea SRL	●		●	●			
Radici Chemiefaser GmbH					●		
Radicifibras Ltda (Nylon - Brazil)	●						
Noyfil SpA (Chignolo d'Isola)	●		●	●			
Noyfil SA (Stabio)	●		●	●			
Cordonsed SA							
Tessiture Pietro Radici SpA	●		●	●			

Sustainability and digitalization

The **link** between **sustainability and digitalization** is recognized as **key** to addressing environmental, social and economic challenges. Indeed, digitalization has become a driving force in supporting more effective resource management, better data security, greater transparency and more widespread Stakeholder participation in business processes.
With this vision, in 2024, the Group also:

- promoted experimental initiatives in the field of automation and industry 5.0 aimed at **optimizing processes, including in terms of sustainability**;
- collaborated in supply chain projects for the **responsible management of the value chain and traceability,** including through the use of emerging technologies;
- implemented procedures and practices for **managing compliance** with legislation for the benefit of a transparent relationship with stakeholders;
- adopted **IT security** measures to ensure ever better confidentiality, integrity and availability of the data and information managed;
- fostered the consolidation of an **inclusive work environment** in which digital innovation has supported collaboration, the development of professional activities and the work-life balance.

RadiciGroup has above all explored **digital initiatives to support environmental sustainability**, in particular thanks to investments in industrial automation and industry 5.0. The implementation of MES (Manufacturing Execution Systems) systems for **data analysis and process optimization** has continued to represent an important area of application with additional projects involving the HPP area and ATS area. Improvements in the timeliness and accuracy of the detection of manufacturing defects were the main positive effects of MES.
From the point of view of **traceability**, the progressive adoption of solutions to support management processes has resulted in better **data management** guarantees, in terms of punctuality, integrity and retrievability of data along the processes that generated it. This is an advantage for the Group, which has seen its operations improved, but also for its stakeholders in the value chain, who have been able to count on increasingly complete and reliable information.
In light of these considerations, of particular importance in 2024 was the further extension of the **SAP ERP** system for BA HPP to the Indian subsidiary and the Buronzo site. Furthermore, during the year, the first release of the next-generation SAP ERP solution was completed, also for the Group's textile area.
By adopting an integrated system such as SAP, better control of **access** and **approval flows** is possible, simplifying their **tracking**, as well as a more structured and easily documented management of **compliance actions with internal procedures and regulations**. In addition to contributing to an improvement in **process governance**, the scalability of SAP Solutions has led to the adoption of modules that also have tangible benefits on environmental sustainability. For example, activating the **Document Management module** to speed up and simplify the sharing, approval and archiving processes has helped to **reduce paper documents**.
Remaining on the subject of traceability, in 2023 the **Metrics module of the Enablon system** was selected for data collection by Management Systems and **the development of indices for LCA studies and the Sustainability Report**. The 2023 data were therefore collected thanks to modules specifically set up on the basis of disclosures relating to the Global Reporting Initiative model.
To strengthen **human resources management processes**, the adoption of the SuccessFactors application began in 2023. The project, consolidated in 2024, has contributed to the formalization and usability of training and career development processes with positive results in terms of the **attraction, valuing and developing human resources,** as also evidenced by the case history dedicated to the award that the system received.
Finally, at RadiciGroup, in line with previous years, initiatives continued to **bring digital and physical workspaces closer together**. These projects, in addition to the Group's smart working policies, are aimed at promoting **a healthy work-life balance**.

In 2024, RadiciGroup reinforced this path with the launch of the **"M365 Digital Adoption RadiciGroup" project,** aimed at promoting a more agile and interconnected corporate culture. The initiative is part of a larger process of digital transformation aimed at strengthening collaboration within the Group, as described in the dedicated case history. Thanks to this strategy, Digital Adoption not only **improves interaction between Employees**, but **also reinforces the fluidity of exchanges with business partners**, contributing to a more effective management of relationships and greater responsiveness to external interlocutors. The initiative continues in 2025, with a focus on expanding digital skills and on the adoption of tools that are increasingly integrated into business processes.

Cybersecurity and data protection

As far as **Cybersecurity and data protection** are concerned, the Group continued last year with the development plan already in place, confirming the importance given to a **holistic approach to investments on the subject.** The latter were focused, on the one hand, **on improving the security of systems (software and hardware)** and on the other on **reducing the risk of vulnerability by working on the human factor** through training.
These were important measures, also aimed at **preventing the risk of a new cyber attack** after what happened in 2022, when the Group suffered a global attack. This episode was managed through a dedicated operations center, the removal of the malware, the rapid restoration of company functions, reporting to the competent authorities and appropriate communication to Stakeholders, in particular to Customers. Following these immediate actions, an in-depth analysis of the event led to the adoption of several key measures, including:

- the **strengthening of the cyber security operations center** and **technology** for **detecting and responding to cyber attacks**;
- the progressive **roll-out of a multi-factor authentication approach**, aimed at creating multi-layered defense systems through independent credentials;
- the activation of a **state-of-the-art antivirus platform**.

These measures, which are mentioned here by way of example, along with a broader cybersecurity management program, have helped to mitigate **RadiciGroup's vulnerabilities while also increasing resilience in response to crisis situations**. In addition, they have led to **better guarantees of confidentiality, integrity and the immediate availability of data** and services, both in relation to the Group and to its upstream and downstream partners.

Disclosure 418-1

Thanks partly to the measures put in place, there were no cyberattack incidents in 2024, nor were there any substantiated complaints regarding Customer privacy violations or loss of Customer data.

Building the Report

Disclosure 2-1, 2-2, 2-3, 2-4

This document is the Sustainability Report of Radici Partecipazioni S.p.A. and its associated companies, herein jointly referred to as “RadiciGroup” or “the Group”. It was prepared in accordance with GRI Standards for the period from 1 January 2024 to 31 December 2024. The following companies are included in the reporting scope:

Table 65

Business Area	Company name	Site	Type
	Radici Partecipazioni SpA	Via Ca’ Antonelli – Gandino – Italy	Holding
		Via Ugo Foscolo — Gandino — Italy	
	Radici InNova S.c.a.r.l.	Novara – Italy	Financial/service company
Specialty Chemicals	Radici Chimica SpA	Novara – Italy	Production company
	Radici Chimica Deutschland GmbH	Troeglitz — Germany	Production company
	Radici Chem Shanghai Co. Ltd	Shanghai – China	Commercial company
High Performance Polymers	Radici Novacips SpA	Villa D'Ogna — Italy	Production company
		Chignolo d’Isola – Italy	Production company
	Radici EcoMaterials S.r.l. (since 2025 Radici Novacips)	Buronzo – Italy	Production company
	Radici Plastics Gmbh	Lüneburg — Germany	Production company
	Radici Plastics India Pvt. Ltd	Halol – India	Production company
	Radici Plastics Ltda	São Roque — Brazil	Production company
	Radici Plastics Mexico S. de R.L. de C.V.	Ocotlán Jalisco — Mexico	Production company
	Radici Plastics (Suzhou) Co., Ltd.	Suzhou – China	Production company
	Radici Plastics USA Inc.	Wadsworth – USA	Production company
	Radici Plastics UK Ltd	Wakefield – UK	Commercial company
	Radici Plastics Iberica Sl	Barcelona — Spain	Commercial company
	Radici Plastics France Sa	Saint Priest – France	Commercial company
Advanced Textile Solutions	Cordonsed Sa	Rio Grande — Argentina	Production company
	Logit Sro	Podborany – Czech Republic	Production company
	Noyfil SpA	Chignolo d’Isola – Italy	Production company
	Noyfil Sa	Stabio — Switzerland	Production company
	Radici Chemiefaser Gmbh*	Selbitz — Germany	Production company
	RadiciFibras Ltda*	Sao Jose dos Campos — Brazil	Production company
	Radici Yarn SpA	Villa D'Ogna — Italy	Production company
		Ardesio – Italy	Production company
	RadiciFil SpA	Casnigo – Italy	Production company
	Yarnea SRL	Savinesti — Romania	Production company
	Tessiture Pietro Radici SpA	Gandino — Italy	Production company
	Acrylic Company (Comacsa Sa)	Rio Grande — Argentina	Financial/service company
	Fibrexnylon Sa	Savinesti — Romania	Financial/service company
	Lurotex Textilipari Kft	Szentgotthard — Hungary	Financial/service company

The material topics identified apply to all companies within the reporting scope.

With regard to disclosures, the production companies and the parent company provided data for 2024 and the two previous years. Commercial companies, being small and without production activities, provided a reduced data set, consistent with the nature of their activities.
Radici Chemiefaser ceased operations during 2024 due to difficulties related to the market. For similar reasons, Radici Fibras in Brazil has also suspended operations. The data reported in the Financial Statements therefore refer to the period in which both sites were still operating: the first six months of the year for Radici Chemiefaser and the entire year, albeit with a severely reduced activity, for Radici Fibras.

Reporting principles

The Report has been prepared in such a way as to comply with the following principles:
- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

Accuracy, Balance and Clarity
Numerical data was collected in disaggregated form. Each site or Company provided its results, which were then aggregated centrally, reporting three-year trends. Where multi-year trends are mentioned, the data can be found in previous editions of the Sustainability Report published in the "sustainability" area on the RadiciGroup website. The data are illustrated with transparency and balance in numbers and comments. Units of measurement are always indicated, calculation methods are explained where appropriate, as are any estimates or assumptions. Data with the highest available accuracy available at the time were used.
These are the sources of the data:
- Environmental data relating to waste materials, waste, energy, emissions, water: internal surveys, formal statements to the appropriate authorities and Supplier documentation collected and processed through Enablon Performance Metrics.
- Data relating to energy coefficients/water stress: official publications.
- Personnel data: SAP Success Factors, internal surveys.
- Health and safety data: internal surveys, formal statements to the appropriate authorities collected and processed through Enablon Performance Metrics.
- Economic data: Financial Statements and Report on Operations of Radici Partecipazioni SpA.

Non-numerical indicators are identified by sending questionnaires in Italian or English to the different sites and/or process owner, collected and presented in a summary form aimed at highlighting the common factors that cut across the various companies. The case histories were collected through specific questionnaires or were derived from RadiciGroup news and press releases. The selection of case studies to be included in the Report was based on the consistency of the topic covered with respect to the ESG strategy and taking into account the balance between the different Business Areas.
Throughout the text, extensive use is made of tables and graphs to visually represent trends and results and facilitate a more immediate understanding. The Report is prepared and published in Italian and English to facilitate the widest possible use by Stakeholders worldwide.

Verifiability
RadiciGroup supports its processes with documented information that is verified by sampling during the annual process of external certification of the document.

Comparability

Disclosures 2-4

Any changes in the indicators due to a change in the reporting boundary, reformulation of information or correction of calculation errors are highlighted in the text where significant. Numerical data are always presented with a three-year trend in order to allow Stakeholders to see the change in trends.

Completeness and timeliness

Disclosures 2-2, 2-3

RadiciGroup prepares its Sustainability Report annually. The scope and reporting period of the Sustainability Report coincide with the Consolidated Financial Statements of Radici Partecipazioni. Note that Comacsa and Cordonsed were valued using the equity method where economic and financial aspects were concerned.
100% of the Group's turnover and Employees were covered in the sustainability report.
This report is being published in July 2024, approximately one year after the publication of the previous edition.

Sustainability context

An in-depth materiality analysis was conducted in 2022, which is described in the section of the Report with the same name. This remains valid for this edition of the Report. As a guideline for the analysis, the topics set out in the United Nations 2030 Agenda were adopted as the starting point for both the analysis and the formulation of sustainability targets. These took form in the "From Earth to Earth" plan.

Materiality analysis

Disclosures 3-1, 3-2, 2-29, 413-1

The materiality analysis is an essential tool for identifying and evaluating relevant sustainability issues, considering the impacts generated or suffered by the organization, both positive and negative.
In 2022, RadiciGroup updated its analysis by adopting the double materiality approach, in line with the 2021 GRI Standards and the new ESG regulations, to strengthen transparency and reporting. The process, also valid for 2024, was carried out with the support of Working Groups of internal experts in the management and reporting of sustainability issues, and was coordinated by a Steering Committee. The process itself and the final outcome were reviewed and approved by RadiciGroup's Senior Management (CDA + Business Area Manager).

Therefore, for the purpose of the analysis, the following were considered:

- **Impact Materiality:** examines the organization's impacts on the environment, society and economy.
- **Financial Materiality:** assesses the ESG risks and opportunities that influence the organization's development and performance from an economic/financial point of view. In evaluating RadiciGroup, a first general approach was taken.

These were the process steps:

- **Analysis of the context and ESG trends in the sector**
  A benchmark analysis was conducted on more than 30 operators (competitors, Customers, Stakeholders), to understand the best practices and the main ESG topics relevant in the reference industries.

- **Identification of potentially material topics**
  With the contribution of the Working Groups and also based on the analysis of benchmarks, 24 potentially material topics have been identified for RadiciGroup, divided into the three environmental, social and governance areas, considering both the impacts generated and those suffered.

- **Evaluation of the materiality of topics**
  During a workshop with the Steering Committee and Senior Management, the topics were prioritized based on their materiality.

- **Stakeholder Engagement**
  At the same time, about **200 Stakeholders** (categories indicated in the chapter "The Sustainability Strategy") were also submitted to the topics through questionnaires and interviews that recorded a response rate of 70%. The topics were also evaluated from a financial point of view, involving in particular financial and insurance institutions.

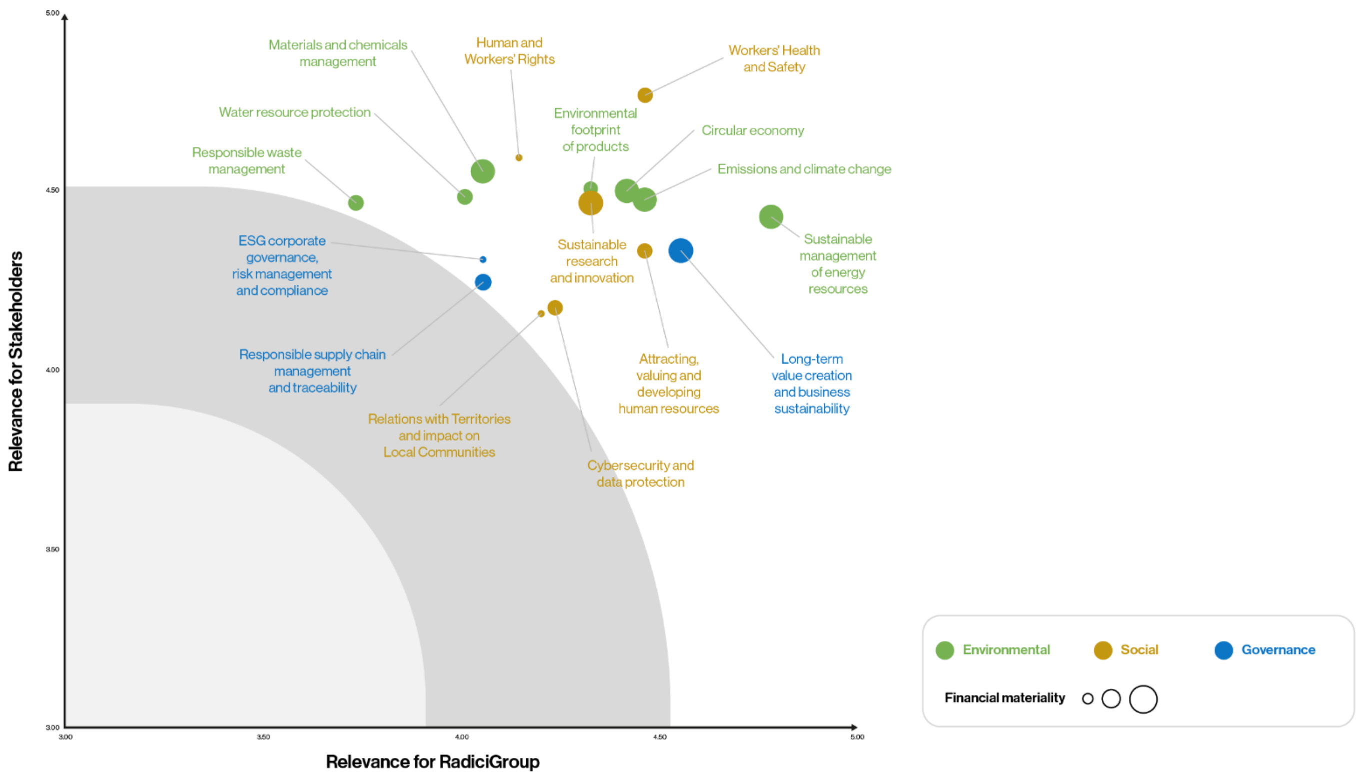
Following the joint evaluation process, RadiciGroup identified **16 material topics**, included in the **2022 Materiality Matrix** below.

Within the matrix:

- **The X axis ("Relevance for RadiciGroup")**: reflects the assessments expressed by Top Management and Working Groups.
- **The Y axis ("Relevance for Stakeholders")**: represents the assessments provided by the Stakeholders involved.
- **Financial materiality**: is integrated into the matrix through the **size of the markers**, which indicates three levels of materiality (low, medium, high).

The matrix was **approved by the Steering Committee and by the President Angelo Radici** on 8 November 2022.

RadiciGroup's Materiality Matrix 2022



The list of identified material topics with their respective definitions and related macrocategories is presented below:

Environmental

- **Sustainable management of energy resources**
  Promote efficient energy management policies and activities, through actions, programs and Management Systems.
  Encourage the use of energy from renewable sources, especially if certified.
  Carry out training and awareness-raising projects for Stakeholders (e.g. Employees, Schools) on the topic.
- **Emissions and climate change** - Supporting the decarbonization process and contributing to the fight against climate change by reducing greenhouse gases and the Group's overall environmental impact.
  Implement strategies and actions to mitigate possible impacts generated and suffered in relation to climate change.
  Carry out training and awareness-raising projects for Stakeholders (e.g. Employees, Schools, Customers) on the topic.
- **Circular economy** - Integrate elements that accompany decarbonization processes into activities that support a low-carbon economy.
  Implement responsible production from the beginning of the product life cycle to the end, promoting eco-design and recycling to contribute to the transition to a circular business model.
  Invest in the implementation of innovative processes to support circularity.
  Carry out training and awareness-raising projects for Stakeholders (e.g. Employees, Schools, Customers, Suppliers) on the topic.
- **Materials and chemicals management** - Responsible management of materials, including raw materials, process aids and packaging, with a special focus on the use of chemicals.
  Favoring the optimization of resources used while safeguarding product quality and performance, facilitating the identification and elimination of unsafe practices.
- **Water resource protection** - Develop policies, practices and processes aimed at water resource protection in all business activities (reuse, consumption reduction, waste elimination, discharge monitoring).
  Carry out training and awareness-raising projects for Stakeholders (e.g. Employees, Schools) on the topic.
- **Responsible waste management** - Manage process waste responsibly with the aim of reducing its total production and, in parallel, increasing its share for recycling.
  Carry out training and awareness-raising activities for Employees on sustainable product design, recovery of waste materials from production processes, proper waste management and disposal.

Social

- **Workers' Health and Safety** - Adopt procedures and Management Systems to protect the health and safety of Employees and Stakeholders involved in the Group's activities (e.g. Suppliers, Contractors).
  Implement training plans to develop the level of awareness and knowledge of the risks to which Workers are exposed, thus developing a culture of prevention.
  Raise staff awareness of the importance of each individual's contribution to the overall safety level of the Group.
  Promote and support healthy lifestyles for Employees, including those aimed at prevention.
- **Sustainable research and innovation** - Develop innovative technological solutions through R&D activities and collaboration with external partners such as Customers, Suppliers, research centers and universities, in order to constantly improve the quality, design, performance and safety of the company's products, including through the adoption of sustainable materials and production techniques, in response to evolving market needs.
- **Environmental footprint of products** - Quantify the potential and actual environmental impacts of products at all stages of the life cycle, through the use of scientific systems based on Life Cycle Assessment (LCA).
  Promote production systems that protect resources and local biodiversity.
  Carry out training and awareness-raising projects for Stakeholders (e.g. Employees, Schools, Customers, Suppliers) on the topic.

- **Attracting, valuing and developing human resources** - Promote the involvement of Human Capital, through the dissemination of policies for valuing Employees (e.g. remuneration policies, performance appraisal).
  Promote development and training paths aimed at strengthening the technical, managerial and organizational skills of Employees. Support the training and onboarding of young talent into the RadiciGroup world. Define policies and actions focused on the well-being of Group Employees, welfare initiatives aimed at ensuring a positive working environment and solutions to promote work-life balance.
- **Human and Workers' Rights** - Ensure respect for fundamental Human Rights and in particular for the rights of Worker Employees within the Group and along the supply chain.
- **Relations with Territories and impact on Local Communities** - Contribute to the socio-economic development of the communities in which the Group operates, through investments, projects, programs and initiatives (e.g. charitable initiatives, collaborations with schools and universities). Promote initiatives to involve and continuously listen to the Group's Stakeholders in order to undertake growth strategies with positive impacts on the territory, including through activities to identify needs and expectations. Share the Group's know-how for local development.

Governance

- **Long-term value creation and business sustainability** - Commitment to fostering sustainable development, fundamental to the Group's growth and competitiveness, which also benefits Stakeholders in terms of distributed added value, job creation, investment in the territory, related industries and generation of resources for local administrations, dissemination of know-how and innovation.
- **ESG corporate governance, risk management and compliance** - Formalize a long-term vision that integrates ESG expectations and Stakeholder interests, ensuring transparency, control processes for ESG risk management, tools to improve sustainability performance and an active dialogue with Stakeholders.
  Ensure compliance with mandatory or voluntary ESG standards through the implementation of appropriate organizational management structures and the empowerment of people.
- **Responsible supply chain management and traceability** - Implement ESG policies aimed at responsible supply chain management, through procedures for selecting Suppliers and business partners, integration of common sustainability criteria in the qualification phase of Suppliers and business partners, and specific preventive tools such as contractual clauses and possible audit programs. Promote purchasing processes that allow traceability of the main raw materials used by the Group, in order to ensure responsible resource management and business continuity, also in view of the impacts in the international social and economic context of supply chain management.
- **Cybersecurity and data protection** - Prevent and mitigate the possible effects of cyber attacks and ensure service continuity. Comply with data privacy laws and regulations and implement processes and safeguards to ensure the security and confidentiality of sensitive Stakeholder data.

The management of material topics

Disclosure 3-3

The Table "Management of material topics - Disclosure 3" which provides an overview of the various material topics illustrated in this Report can be consulted in Annex 1, at the end of this document.

Materiality matrix update

The review of the materiality analysis process, initially scheduled for the first half of 2025, will be initiated as soon as the new corporate structure (as briefly described in the introduction) has been defined, so that it can be better integrated into the new organizational context.

The GRI content index

Table 66

RadiciGroup has prepared this report in accordance with the GRI Universal Standards 2021 for the period from 1 January 2024 to 31 December 2024.

GRI standard	Disclosure	Page	Omissions
	GRI 2 **General Disclosures 2021**		
	2-1 Organizational details	12, 94, 102	
	2-2 Entities included in the organization's sustainability reporting	102, 104	
	2-3 Reporting period, frequency and contact point	104	
	2-4 Restatements of information	104	
	2-5 External assurance	114	
	2-6 Activities, value chain and other business relationships	12	
	2-7 Employees	54	
	2-8 Workers who are not Employees	24	
	2-9 Governance structure and composition	24	
	2-10 Nomination and selection of the highest governance body	24	
	2-11 Chair of the highest governance body	24	
	2-12 Role of the highest governance body in overseeing the management of impacts	27	
	2-13 Delegation of responsibility for managing impacts	28	
	2-14 Role of the highest governance body in sustainability reporting	28	
	2-15 Conflicts of interest	24	
	2-16 Communication of critical concerns	24	
	2-17 Collective knowledge of the highest governancebody	28	
	2-18 Evaluation of the performance of the highest governance body	24	
	2-19 Remuneration policies	24	

	2-20 Process to determine remuneration	24	
	2-21 Annual total compensation ratio	61	
	2-22 Statement on sustainable development strategy	30	
	2-23 Policy commitments	10,16,18,27	
	2-24 Embedding policy commitments	16,18,25	
	2-25 Processes to remediate negative impacts	26	
	2-26 Mechanisms for seeking advice and raising concerns	26	
	2-27 Compliance with laws and regulations	97	
	2-28 Membership associations	19	
	2-29 Approach to Stakeholder engagement	104 - See also the Excel file in the appendix to the text (Material Topic Management Table)	
	2-30 Collective bargaining agreements	57	
Material topics	**GRI 3** **Material topics version 2021**	104 - See also the Excel file in the appendix to the text (Material Topic Management Table)	
	3-1 Process for determining material topics	104 - See also the Excel file in the appendix to the text (Material Topic Management Table)	
	3-2 List of material topics	104 - See also the Excel file in the appendix to the text (Material Topic Management Table)	
	3-3 Management of material topics	104 - See also the Excel file in the appendix to the text (Material Topic Management Table)	
Sustainable management of energy resources	**GRI 302** **Energy 2016 version** 302-1 Energy consumption within the organization	41	

	302-2 Energy consumption outside of the organization		Information not available / incomplete: Information not available due to the impossibility of obtaining data for 2024 relating to regions: Italy, Rest of Europe, Americas and Asia (for the list of companies with region and Business Area reference, see the chapter "Building the Report"). The following information is not reported: • energy consumption outside the organization, in joules or multiples; • standards, methodologies, assumptions, and/or calculation tools used; • source of the conversion factors used. In future Reports, a way to estimate this consumption will be evaluated, considering the global dimension of RadiciGroup's value chain.
	302-3 Energy intensity	93	
Emissions and climate change	**GRI 305** **Emissions 2016 version** 305-1 Direct (Scope 1) GHG emissions	44 and following	
	305-2 Energy indirect (Scope 2) GHG emissions	44 and following	
	305-3 Other indirect (Scope 3) GHG emissions	46 and following	
	305-4 GHG emissions intensity	93	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	46	
Circular Economy **Responsible waste management**	**GRI 306** **Waste 2020 version** 306-1 Waste generation and significant waste-related impacts	34 and following	
	306-2 Management of significant waste-related impacts	34 and following	
	306-3 Waste generated	34 and following	
	306-4 Waste diverted from disposal	34 and following	
	306-5 Waste directed to disposal	34 and following	

Environmental footprint of products	Additional disclosure - Description	82	
Materials and chemicals management	**GRI 301** **Materials 2016 version** 301-1 Materials used by weight or volume	33	
Water resource protection	**GRI 303** **Water and effluents 2018 version** 303-1 Interactions with water as a shared resource	48	
	303-3 Water withdrawal	49	
	303-4 Water discharge	51	
Workers' Health and Safety	**GRI 403** **Occupational Health and Safety 2018 version** 403-1 Occupational health and safety management system	67	
	403-2 Hazard identification, risk assessment, and incident investigation	67	
	403-3 Occupational health services	73	
	403-4 Worker participation, consultation and communication on occupational health and safety	68	
	403-5 Worker training on occupational health and safety	62	
	403-6 Promotion of Worker health	66,73	
	403-8 Workers covered by an occupational health and safety management system	67	
	403-9 Work-related injuries	68 and following	
	403-10 Work-related ill health	68 and following	
Sustainable Research and Innovation	Additional disclosure - Description	77 and following	
Attracting, valuing and developing human resources	**GRI 401** **Employment 2016 version** 401-1 New Employee hires and Employee turnover	54	
	401-2 Benefits provided to full-time Employees that are not provided to temporary or part-time Employees	62	

	GRI 404 **Training and education 2016 version** 404-1 Average hours of training per year per Employee	62	
	404-2 Programs for upgrading Employee skills and transition assistance programs	62 and following	
Human and Workers' rights	**GRI 406** **Non-discrimination 2016 version** 406-1 Incidents of discrimination and corrective actions taken	61	
Cybersecurity and data protection	**GRI 418** **Customer Privacy 2016 version** 418-1 Substantiated complaints concerning breaches of Customer privacy and losses of Customer data	101	
Relations with Territories and impact on Local Communities	**GRI 413** **Local Communities 2016 version** 413-1 Operations with local community engagement, impact assessments and development programs	75 and following	
Long-term value creation and business sustainability	**GRI 201** **Economic performance 2016 version** 201-1 Direct economic value generated and distributed	88	
ESG corporate governance, risk management and compliance	**GRI 415** **Public Policy 2016 Version** 415-1 Political contributions	75	
	GRI 417 **Marketing and labelling 2016 version** 417-1 Requirements for product and service information and labelling	84	
	417-2 Incidents of non-compliance concerning product and service information and labelling	85	
	417-3 Incidents of non-compliance concerning marketing communications	85	
	GRI 207 **Tax 2019 version** 207-1 Approach to tax	94	
	207-2 Tax governance, control and risk management	94	
	207-3 Stakeholder engagement and management of concerns related to tax	97	
	207-4 Country-by-country reporting	95	

Responsible supply chain management and traceability	**GRI 204** **Procurement Practices 2016 version** 204-1 Proportion of spending on local Suppliers	 14	
Additional information	**Ratio - Process waste directed to treatment outside the Group per unit processed**	35	
	Table - Packaging by type and destination	37	
	Ratio - Direct primary energy consumption per unit processed	41	
	Ratio - Total primary energy consumption from fossil sources per unit processed	43	
	Ratio - Water use per unit processed	49	
	Ratio - Water discharge per unit processed	51	
	Ratio - Training hours by region	64	
	Ratio - Water resources (GRI 303-3) in relation to value added	93	
	Ratio - Waste subject to disposal without recovery (GRI 306-2) in relation to value added	93	

Letter of Assurance

Disclosure 2-5

The Sustainability Report underwent an external assurance process conducted by Certiquality Srl, a certification company with proven competence and independence requirements, which verified its compliance with the reporting model.

Certiquality Srl
Via G. Giardino, 4
20123 Milano - IT
Ph. +39 02 8069171
certiquality.it

C.F. e P.I. 04591610961
R.I. MI 04591610961
R.E.A. MI 1759338
Cap. Soc. € 1.000.000 i.v.
info@certiquality.it

REPORT ON THE 2024 RADICIGROUP SUSTAINABILITY REPORT

Scope

Certiquality S.r.l. has been engaged by Radici Partecipazioni S.p.A. to perform a limited assurance engagement ("limited assurance engagement") RadiciGroup's 2024 Sustainability Report – italian version, to verify its compliance with the GRI (Global Reporting Initiative) Standards 2021 version, with reference to the level of application "in accordance with GRI", which provides for the reporting of all general information required by the GRI Standard 2-2021, the analysis of materiality according to the GRI Standard 3-2021 and the quantification of all relevant performance indicators for each aspect identified as relevant (or "material").
This letter outlines the activities performed, reports the verification results, and provides recommendations for improvement.
The verification was carried out in accordance with the "GRI Standards" published in 2021 by the Global Reporting Initiative, specifically covering:

- Verification of the reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability);
- Correct definition of the report's scope.
- Compliance of the report's contents with those required by the GRI Standards 2021 guidelines.

The verification was conducted in accordance with the procedures adopted by Certiquality for audits in compliance with the UNI EN ISO 19011:2018 standard. The verification was carried out partly in person and partly remotely (particularly for foreign companies), by interviewing the relevant functions via videoconference and reviewing the documentation shared on-screen.

Methods

The activity was carried out according to the following operational procedures:

- Analysis of the document "RadiciGroup 2024 Sustainability Report" Italian version, in accordance with to the principles and contents provided by the GRI Standards 2021 guidelines;
- Interviews with the functions involved, directly or indirectly, in the drafting of the document and in the data and information management process (from collection to subsequent processing);
- Examination of documents and records at the operational headquarters of Radici Partecipazioni S.p.A. in Gandino (BG) and at a representative sample of the production plants included in the scope of the Report: Radici Yarn Spa – Villa D'Ogna (BG), Noyfil Italia Spa – Chignolo D'Isola (BG); Radici Plastics Cina Suzhou (remotely); Radici Chimica Deutschland Gmbh (remotely); Radici Plastics India Pvt Ltd (remotely);
- The analysis covered both the procedures adopted for the collection, storage, and processing of data, and the technical-regulatory aspects of the activities carried out.

The verification activities related to the management of the data and information contained in the Report were carried out on a sample basis, ensuring adequate coverage of all aspects addressed in the document.

Regarding some specific indicators characterized by the absence of specific facts or events (e.g., party financing, various types of sanctions, cases of discrimination), considering the intrinsic difficulty in verifying non-existent events, we requested statements from the management of the companies within the reporting scope.
The economic-financial data derives from the consolidated financial statements of Radici Partecipazioni S.p.A., which have already undergone voluntary audit (as per Deloitte & Touche S.p.A. letter dated 27/05/2025), and were therefore not further verified.

CERTIQUALITY

Certiquality Srl
Via G. Giardino, 4
20123 Milano - IT
Ph. +39 02 8069171
certiquality.it

C.F. e P.I. 04591610961
R.I. MI 04591610961
R.E.A. MI 1759338
Cap. Soc. € 1.000.000 i.v.
info@certiquality.it

Results e recommendations

The RadiciGroup 2024 Sustainability Report - Italian version, which encompasses the entire consolidation perimeter of the economic-financial statements (excluding only environmental indicators for purely commercial, financial, and service companies, given the minimal relevance of such aspects), confirms the Group's ability to address global issues, as demonstrated in previous years. The document is clear and provides a comprehensive overview of the Group's approach to sustainability, also referencing the "From Earth to Earth" Sustainability Plan developed presented in 2024.

The further align with the requirements of the GRI standards, additional information has been integrated; in particular, indirect greenhouse gas (GHG) emissions of scope 3 for the main categories to be considered have been calculated and reported for all Business Areas. For other numerical indicators not included previously, such as inflows and outflows of workers and training provided to workers broken down by contract level, the information is available and further improved. The difficulty of obtaining data on energy consumed outside the organization remains, for which there is a commitment to define and implement calculation methods to make this type of data available in the future.

Also, for this edition was registered for different topics, a greater qualitative and quantitative presence of information than the minimum requirements provided by the GRI, with reference to other standards indicated by other authoritative sources in the context of sustainability communication (Social Report Group).

The data collection and processing system is well structured and documented; in 2024 the implementation of the new integrated data management system, called Enablon, was completed in all Business Areas. The audit carried out on the Business Areas, as well as on the Italian and foreign companies and facilities included in this year's sample, confirmed its effectiveness in terms of data collection, processing, and archiving Compared to previous years, all the sampled sites showed greater consistency and improved data quality, despite operating in very different regulatory and contextual environments (e.g., in terms of waste classification and disposal). Although there is still room for improvement in some areas and sites, it should be noted the efforts made by the interviewees to overcome these difficulties and provide information and data of better quality.

Aware of the complexity of the Group and the challenge of ensuring both comprehensive information and clarity for stakeholders, it is recommended to continue paying close attention—also in future editions—to maintaining a balance between the ongoing improvement of data and indicators and the ability of the Sustainability Report to communicate in an accessible and transparent manner to all addressed stakeholders, thereby continuing the path already undertaken in previous editions.

Conclusions

The verification of the "RadiciGroup Sustainability Report" – Italian version, for 2024 did not reveal any significant deficiencies regarding compliance with the principles of the GRI Standards 2021 guidelines and content in terms of information and performance indicators; as reported in the GRI content index, the number of indicators relating to aspects considered relevant has been further reduced, to be integrated in future editions. Based on the audits carried out and the above, the RadiciGroup Sustainability Report for 2024 is declared assured at the "in accordance" application level of the GRI guidelines version 2021.

July 21st, 2025

Certiquality S.r.l.
The President
Marco Martinelli

Useful addresses

Disclosure 2-1, 2-3

Registered Office (PARENT COMPANY)
Radici Partecipazioni SpA
Via Verdi 11
24121 Bergamo, Italy

Administrative Head Office (PARENT COMPANY)
Radici Partecipazioni SpA
Via Ugo Foscolo 152
24024 - Gandino (BG) - Italy

Operating Head Office (PARENT COMPANY)
Radici Partecipazioni SpA
Via Ca' Antonelli, 55
24024 - Gandino (BG) - Italy

To learn more about the Sustainability Report:
Sustainability function
Via Ca' Antonelli, 55,
24024 - Gandino (BG) - Italy
Tel: +39 035 71 54 11
sustainability@radicigroup.com

Sustainability Report collaborators 2024

Agnoli Nicola
Agosti Marco
Alini Stefano
Arrighetti Pierluigi
Arrighetti Tiziana
Artimiak Fabio
Arzuffi Luca
Bannert Petra
Barbaini Rita
Barros Thais
Beltrami Roberta
Belussi Edoardo
Bette Maria
Betti Maria Teresa
Bonandrini Flavio
Bonarini Alessandro
Bortolotti Beatrice
Boyle Brian
Branco Mayara
Calamina Francesco
Caldara Eleonora
Calia Ottavio
Camara Tatiana
Campana Alessandra
Campos Jane
Capella Paola
Cappon Stefano
Carannante Antonio
Caratti Francesco
Carrara Marco
Carrara Marisa
Carrara Sara
Carrillo Isaias
Carvalho Diego
Cassera Alessandra
Castelli Claudia
Čečrlová Lucie;
Cerina Maurizio
Chen Teresa
Ciurcan Claudia
Clausi Cesare
Corbani Paola
Cornolti Mattia
Corona Andrea
Cotignola Marina
Cutillo Giancarmine
De Petro Massimo
Degasperi Edi
Dell'Angelo Daniela
Di Fiore Sara
Dong Doria
Dorati Silvio
Dozio Luca
Enis Arnaldo
Estrada Andreina
Estrada Humberto
Estrada Teresa
Ferraris Chiara
Figaroli Diego
Filisetti Chiara
Fleischer Pamela
Flores Juan
Frigeni Daniela
Frione Stefano
Gahalan Krishan
Galla Andrea
Gandarillas Adolfo
Gasca Jorge
Gazzini Pio
Gelmi Elisa
Gerolla Luigi
Giana Alberto
Gosai Neeraj
Grassini Laura
Gritti Marzia
Guerini Marco
Guerini Riccardo
Guerrini Usubini Fabio
Gussago Francesca
Hauptlin Luca
Hippli John
Homp Carsten
Hua Felix
Hultsch Gritt
Imberti Anna
Imberti Antonella
Invernizzi Mauro
Jordan Michael
Krause Susan
Krauß Dana
Kubica Jiří
La Porta Marta
Landmann Sandra
Lanfranchi Raffaella
Lavoie Brian
Leonardi Anna
Locatelli Stefania
Locatelli Zaira
Longhi Andrea
Lorenzi Camilla
Lucchi Andrea
Luce Laura
Lupato Marco
Ma Rachel
Magnati Michele
Mandrioli Gianluca
Martinelli Alessia
Mastandrea Fabrizio
Meloncelli Silvia
Mesnard Jamie
Metzner Jens
Meusborn Reagan
Meuschke Marcel
Micheletti Danilo
Milan Roberto
Mocek Melissa
Monteiro Ana Caroline
Moretti Jessica
Nava Paolo
Nencetti Andrea
Nicoli Lisa
Orsini Maddalena
Paganessi Carlo
Paganoni Monica
Pagnini Alessandro
Palamini Giulia
Pandolfi Fabio
Pathak Monika
Pedrini Francesca
Pedroso Elenice
Peduto Nicolangelo
Peng Vince
Percassi Federico
Pezzoli Giorgio
Pfeiffer Gerhard
Pimentel Concepción
Pitton Andrea
Plascencia Sergio
Pleger Christin
Poli Adriana
Pretti Murilo
Ramos Juliana
Rathore Ashish
Reuther Angela
Rota Massimo
Rottigni Antonio
Rottigni Fiorella
Santagata Rosa Alba
Sarracino Maurizio
Savoldelli Anna
Scandale Rossella
Schwarz Andrea
Servalli Abele
Sessolo Alberto
Shukla Rupesh
Singh Parul
Singh Pramendra
Soragni Franco
Souza Juliana
Staiano Bernardo
Sun Aaron
Synor Francis
Tassetti Cristina
Tateo Maria Grazia
Temores Pedro
Tenorio Pedro
Uglietti Marta
Valsecchi Stefano
Villasenor Vanessa
Vital Gabriela
Wagner Pattie
Wang Lacey
Wedekind Uwe
West Greg
Xu Shea
Yan Kai
Yue Cloud
Zaffaroni Antonella
Zanchi Cristian
Zhang Dolly
Zhang Zora
Zilioli Chiara
Zulato Daniela

radicigroup.com

Sustainability Report 2024

Management of material topics
Disclosure 3

Annex 1

CATEGORY	MATERIAL TOPIC	INDICATOR REFERENCE IN THE SUSTAINABILITY REPORT	POSITIVE IMPACTS	IDENTIFIED NEGATIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	DIRECT/INDIRECT INVOLVEMENT OF THE GROUP IN NEGATIVE IMPACTS	COMPANY POLICIES ON THE TOPIC	MONITORING/MITIGATION/MANAGEMENT OF NEGATIVE IMPACTS (Disclosure 2-26)	MEASUREMENT OF THE EFFECTIVENESS OF THESE ACTIONS (Disclosure 2-26)	ACTIONS TO MANAGE OR SUPPORT POSITIVE IMPACTS	MAIN StakeholderS INVOLVED (Disclosure 2-29)	MAIN METHODS OF INVOLVEMENT (Disclosure 2-29)
Environmental	Sustainable management of energy resources	Section "E for Environment" Disclosures GRI 302-1,3	Self-production of renewable energy, supply of renewable energy to support local territories and communities through supplier/partnerGeogreen. Rationalization of energy consumption, use of high-efficiency facilities.	Consumption of non-renewable sources.	-	Direct + through their own activities that may contribute to resource depletion and emissions.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 50001 site certification and related policies.	Ongoing partnership with Geogreen, increasing share of self-produced renewable energy. Diversification of green energy supply sources. Transparency and communication on the Group's ESG performance through the Sustainability Report.	GRI Disclosure. Business management KPIs. Monitoring actions of site Energy Managers.	Investments in BAT for the reduction of energy consumption (see case studies on the photovoltaic plant and the cogeneration plant) Raising awareness among staff and schools on renewable energy and energy saving.	Group Companies, Workers, Suppliers, Authorities, Institutions and public administration, Territories.	Collaboration with Geogreen. Awareness-raising of Workers and schools on the topic of renewable energy and energy saving. Transparent communication of Group performance.
Environmental	Emissions and climate change	Section "E for Environment" Disclosures GRI 305-1,2,4,7 GRI 201-1	Investments in low-impact solutions (scope 1,2,3), lower-carbon products compared to standard counterparts.	Emissions from business operations (scope 1), energy purchases (scope 2), and value chain (scope 3).	Environmental and health-related damage to Local Communities and surrounding Territories.	Direct scope 1 emissions + indirect scope 2 and 3 emissions.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 14001 site certification and related policies.	Emission measurement systems at all production sites, abatement systems, investments in BAT, plant efficiency. Energy mix with relevant presence of renewable sources, use of processes with lower carbon footprint (e.g. mass dyeing and mechanical recycling). Transparency and communication on the Group's ESG performance through the Sustainability Report.	GRI Disclosure. Business management KPIs ETS System (emissions trading). Monitoring actions of site environmental managers. Measurement of product carbon footprint through LCA methodology.	Design and development of products with a smaller carbon footprint than standard versions, but with comparable performance. Virtuous plant management that allows for carbon credits, emissions below the European emission trading benchmark for the chemical area.	Group Companies, Customers, Suppliers, Authorities, Institutions and public administration, Territories.	Collaboration with Customers and Suppliers to create products with a limited carbon footprint. Transparent communication of Group performance.
Environmental	Circular Economy	Section "S for Social" GRI 306-1,2,3,4,5	Promotion along the value chain of partnership and research and development activities for the creation of circular and lasting solutions.	Still partially linear system.	Loss of Customers and reduction of market share in the long run for not bringing sustainable and circular products to the market. Non-compliance with EU-based legislation on circularity.	Direct + through their own activities.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 14001 site certification and related policies.	Collaboration with the value chain for eco-design solutions. Exploration through InNova Roots, of all recycling options. Use of renewable energy sources and raw materials (fully or partly bio-based products) in the Group.	GRI Disclosure. Business management KPIs. LCA studies on products.	Proposal of recycled or bio-based products. Awareness-raising actions on circularity in the value chain (advocacy within trade associations). Active participation in the work of numerous industry associations promoting circularity Awareness-raising actions on circularity for school children (e.g. Education Project).	The entire value chain, in particular Suppliers, Customers.	Collaboration with the value chain for eco-design solutions. Awareness-raising actions on circularity in the value chain (advocacy within trade associations). Active participation in the work of numerous industry associations promoting circularity. Awareness-raising actions on circularity for school children (e.g. Education Project).
Environmental	Environmental footprint of products	Section "S for Social"	Through LCA studies greater knowledge of environmental impacts and opportunities for reduction.	Environmental impact generated by production activities and the product, at all stages of its life cycle. Consumption of raw materials.	-	Direct + through its own activities that may or may not contribute to placing products with a limited and measured footprint on the market.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth".	Measuring the environmental footprint of products through LCA methodology.	Presence and updating of LCA studies and certified environmental labels (EPDs) for RadiciGroup's main products.	Team of Group LCA experts to support LCA requests from sites and Customers, improving the level of service and transparency in the value chain.	The entire value chain, in particular Suppliers, Customers.	Collaboration on primary data collection, sharing of Group data.
Environmental	Materials and chemicals management	Section "S for Social" Disclosure GRI 301-1	Creation of a virtuous supply loop capable of reducing the use of new raw materials through eco-design, recycling, and material rationalization.	Use of non-renewable materials. Use of hazardous chemicals.	Dispersion of chemical pollutants and polymers, both inside and outside the company.	Direct + Indirect, through products.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 14001 site certification and related policies. The Operation Clean Sweep (OCS) programme.	Substance handling and management procedures. Issuing safety data sheets even for non-hazardous products. Containment measures in plants to counteract material dispersion.	Accidents, near misses and non-conformities. For the chemical area, Responsible Care indicators.	OCS certification being progressively rolled out across the Group.	Group Companies, Workers and then Suppliers and Customers.	Worker training on the risks associated with the use of substances. Awareness-raising of Workers on the attention to be paid when handling pellets (OCS project). On the topic of recycling, initiatives to explore the different possibilities related to recycling.
Environmental	Protection of water resources	Section "E for Environment" Disclosures GRI 303-1,3,4	Through the partnership with Geogreen, the energy partner provider, responsible monitoring and management of the riverbed sections on which the plants are located. Through the payment of water concession fees, contribution to territorial development for Italian companies.	Use of water from areas of high water stress which could contribute to desertification, drought and water scarcity for Local Communities.	Chemical contamination of water and resulting impacts on Health and Safety. Contribution to the depletion of water resources in areas of high water stress.	Direct and indirect through activities especially in areas of high water stress.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 14001 site certification and related policies. The Operation Clean Sweep (OCS) programme shared by RadiciGroup companies.	Water saving through recirculation of water in systems. Transparency and communication on the Group's ESG performance through the Sustainability Report.	GRI Disclosure. Business management KPIs. Monitoring actions of site environmental managers.	Yearly updating of RadiciGroup water stress maps. Transparent communication through RadiciciGroup Sustainability Report.	Bodies, Institutions and public administration, Territories, Suppliers.	Awareness-raising of Workers on the attention to be paid when handling pellets (OCS project). Transparent communication of Group performance.
Environmental	Responsible waste management	Section "E for Environment" Disclosures GRI 306-1,2,3,4,5	Reuse of production waste for the production of secondary raw materials. Reuse of packaging where possible (e.g. pallets, reel dividers with return mechanisms).	Generation of waste destined for landfill (due to impossibility of sending it to other reuse/recycling/recovery chains). Generation of hazardous waste.	Non-compliance with regulations on the disposal of waste and other hazardous substances and/or environmental protection.	Direct.	The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth". ISO 14001 site certification and related policies.The Operation Clean Sweep (OCS) programme shared by RadiciGroup companies.	Transparency and communication on the Group's ESG performance through the Sustainability Report.	Site KPIs. GRI Indicators. Monitoring actions of site environmental managers. Site loading and unloading registers.	Portfolio of pre and post consumer - based products. Selection of waste treatment plants with high recycling potential.	Bodies, Institutions and public administration, Suppliers, Local Communities.	Awareness-raising activities for Workers and Companies on internal waste management. Awareness-raising of Workers on the attention to be paid when handling pellets (OCS project). Transparent communication of Group performance.
Social	Workers' Health and Safety	Section S for social Disclosures GRI 403-1, 2,3,4,5,6,8,9,10	Worker training beyond legislative obligations. Specific Worker awareness campaigns in many companies.	Potential worsening of Health and Safety performance if not adequately managed.	Potential worsening of Health and Safety performance if not adequately managed. Loss of effectiveness of Health and Safety training.	Direct.	The RadiciGroup Code of Ethics. RadiciGroup Sustainability Plan "From Earth to Earth". The RadiciGroup values. The RadiciGroup Policy. ISO 45001 site certification and related policies.	Health and Safety Managements Systems at all Group sites. Extensive training programmes in addition to regulatory compliance. Transparency and communication on the Group's ESG performance through the Sustainability Report.	All injury and health indicators (balance sheet information and company KPIs related to Health and Safety Managements Systems).	Management of the issue in strict compliance with relevant legislation and application of industry best practices. Initiatives to raise Workers' awareness of their role in company safety (e.g. Company Safety Week). Voluntary initiatives for health protection in the company (vaccinations, examinations and non-compulsory medical services paid for by the company provided on a voluntary basis). Initiatives for the prevention of certain serious diseases organised by companies (e.g. Sto Bene RadiciGroup initiatives, initiatives for the prevention of the most severe diseases).	Workers, Group Companies.	Initiatives to raise Workers' awareness of their role in company safety (e.g. Company Safety Week). Voluntary initiatives for health protection in the company (vaccinations, examinations and non-compulsory medical services paid for by the company provided on a voluntary basis). Initiatives for the prevention of certain serious diseases organised by companies (e.g. Sto Bene RadiciGroup initiatives, cancer prevention initiatives). Transparent communication of Group performance.
Social	Sustainable Research and Innovation	Section "S for Social"	Promotion of sustainable product design and eco-efficiency principles through investment in research and development.	Limited technological renewal of products and assets, with direct impact on competitiveness, profitability and value creation.	Failure to comply with international regulations. Reputational risks. Loss of market share and economic-financial risks.	Direct + through own activities.	Radici InNova Articles of Association. The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth".	Innovation activities at each site, overseen by Radici InNova. Radici InNova's monitoring of the international legislative framework in terms of innovation. Monitoring of funding opportunities for innovation by Radici InNova.	Group's expanding portfolio of sustainable processes and products. Identification of funding for ad hoc projects.	Multi-Stakeholder projects on strategic sectors (e.g. 3D Printing, Mobility, Space Economy) by the Group.	The entire value chain as well as Schools, universities and research and innovation centres.	Multi-Stakeholder projects on strategic sectors (e.g. 3D Printing, Mobility, Space Economy) by the Group.
Social	Attracting, valuing and developing Human Resources	Section "S for Social" GRI 401-2, 404-1, 404-2	Job creation and distribution of value to the local community. Development and enhancement of Workers' skills through training, well-being initiatives, work-life balance, flexible working policies, smart working, protection, welfare platform.	Difficulties in being attractive to younger generations due to the type of work (labour-intensive, shift work, continuous cycle). Challenges in maintaining attractiveness in some non-European regions where the labor market is highly dynamic.	Increased turnover rate due to staff dissatisfaction. Loss of skills and know-how due to the absence on the labour market of resources with high digital skills, STEM figures or skilled Workers.	Direct.	The RadiciGroup Code of Ethics. The RadiciGroup values. RadiciGroup Sustainability Plan "From Earth to Earth".	Employer branding: RadiciGroup policies to train personnel and strengthen their professionalism (basic and soft skills training). RadiciGroup policies for work-life balance (e.g. smart working, part time). RadiciGroup welfare-related policies (welfare platform, health and prevention initiatives). Transparency and communication on the Group's ESG performance through the Sustainability Report.	Group turnover rate and new hires. Workers' degree of loyalty to the Group and seniority. Ability to find the people needed by Companies with the necessary degree of knowledge and experience.	Initiatives to increase participation and a sense of belonging, organisation of transversal and inter-company training courses to enable people to get to know each other. Education project to create a bridge between RadiciGroup and the school world.	RadiciGroup Workers.	Initiatives to increase participation and a sense of belonging, organisation of transversal and inter-company training courses to enable people to get to know each other.
Social	Human and Workers' rights	Section "S for Social" Disclosure GRI 406-1	Promotion of a culture of human rights awareness and respect by management and business partners.		Violation of human rights, both within the Group and along the value chain, with reputational, human dignity and community development repercussions	Direct + through own activities, especially at supply chain level.	The RadiciGroup Code of Ethics The RadiciGroup Values. The RadiciGroup Human Rights Policy RadiciGroup Sustainability Plan "From Earth to Earth".	First phase of the project aimed at analysing the situation of Human Rights within RadiciGroup. Definition of a corporate Human Rights Policy. Use of the whistleblowing system.	Reports made through the whistleblowing system. Reports from Companies. Survey sent to a sample of company population (white collars). Development and revision of the Human Rights Policy by multiple functions (HR Italy and Global, Managements Systems Italy and Global.	Training on the use of the whistleblowing system. Internal communication to all the company polulation concerning RadiciGroup Project on Human Rights.	RadiciGroup Workers.	Worker Training on the Code of Ethics and Human Rights (2023-2024 project) Use of the survey outcomes to formulate the corporate Human Rights Policy, and communication of the policy itself, still activity to be carried out.
Social	Cybersecurity and data protection	Section "G for Governance" Disclosure GRI 418-1	Promotion of computer security of sensitive data and information through an extensive training programme.	Cyber attacks and breaches of Customer security and privacy, resulting in penalties and loss of Customer and/or other Stakeholder data.	Image damage as a result of exposure of the Group to cyber attacks, viruses, unauthorised access aimed at extracting or corrupting Group information.	Direct + through own activities.	ICT Area corporate policies and procedures. RadiciGroup Sustainability Plan "From Earth to Earth".	Cyber security risk analysis and data loss.	-	Actions to integrate existing tools and on further solutions to be implemented. Spreading of a cybersecurity culture extended to all RadiciGroup Workers who have an email account (cybersecurity training course).	RadiciGroup Workers.	Training courses related to cybersecurity.

CATEGORY	MATERIAL TOPIC	INDICATOR REFERENCE IN THE SUSTAINABILITY REPORT	POSITIVE IMPACTS	IDENTIFIED NEGATIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	DIRECT/INDIRECT INVOLVEMENT OF THE GROUP IN NEGATIVE IMPACTS	COMPANY POLICIES ON THE TOPIC	MONITORING/MITIGATION/MANAGEMENT OF NEGATIVE IMPACTS (Disclosure 2-26)	MEASUREMENT OF THE EFFECTIVENESS OF THESE ACTIONS (Disclosure 2-26)	ACTIONS TO MANAGE OR SUPPORT POSITIVE IMPACTS	MAIN StakeholderS INVOLVED (Disclosure 2-29)	MAIN METHODS OF INVOLVEMENT (Disclosure 2-29)
Social	Relations with Territories and impact on Local Communities	Section "S for Social" Disclosure GRI 413-1	Promotion of socio-economic development processes in the territories and contribution to the development of professional opportunities. Maintaining skills in the area with direct/indirect positive economic impacts on local families and communities.	Use of some land resources (soil, water).	Closure of companies with consequent loss of employment for the local workforce.	Direct + through own activities.	The RadiciGroup Code of Ethics. RadiciGroup Sustainability Plan "From Earth to Earth".	Presence of RadiciGroup companies as a point of reference for the territory. Recruitment of local staff (within 20 km of the company headquarters) and use of local Suppliers for some services (e.g. catering, cleaning, maintenance). Economic support for social, cultural and sporting activities of a local nature). Transparency and communication on the Group's ESG performance through the Sustainability Report.	Reputation of RadiciGroup in the relevant territories. Participation of local communities in RadiciGroup's open-door events. Open communication channels between the Group and the relevant territories.	Group open door initiatives, initiatives in favour of educational Institutions (e.g. Education project). Initiatives for the enhancement of the local natural or cultural heritage.	Local authorities, Institutions and public administration, Schools, universities and research and innovation centres, third sector.	Sharing of added value with Employees through wages. Sharing of added value with local communities through the supply chain and support for various activities. Listening to the needs of local communities. Transparent communication of the Group's performance.
Governance	Long-term value creation and business continuity	Section "G for Governance" Disclosure GRI 201-1	Contributing to the growth of the national economy and job creation, including by complying with applicable tax legislation and integrating sustainability criteria into acquisition and investment decisions.	-	Erosion of shareholder dividends due to poor economic performance. Image damage due to the dissemination of misleading and deceptive information.	Direct + through its own activities that may or may not contribute to the creation of shared value with Stakeholders in the value chain and local communities.	The RadiciGroup Code of Ethics. The RadiciGroup Policy. RadiciGroup Sustainability Plan "From Earth to Earth".	Careful monitoring of KPIs relating to the Group's economic and financial performance and its capital strength. Transparency and communication on the Group's ESG performance through the Sustainability Report.	The results of RadiciGroup. Acquisitions and the increasing degree of internationalisation of the Group. BAT investments and environmental protection.	-	Group Companies, Financial Institutions, Workers, Local Communities and Territories, Bodies, Institutions and public administration.	Sharing RadiciGroup's financial and non-financial results with financial, banking and insurance Institutions. Sharing added value with Workers through wages. Sharing the added value with the Territories through inducements and support for different activities. Listening to the needs of the Territories. Transparent communication of Group performance.
Governance	ESG corporate governance, risk management and compliance	Section "The Group" Section "G for Governance" Disclosures GRI 415-1, GRI 417-1, 2, 3 and GRI 207-1,3,4	Promoting a culture of risk management, ethics and anti-corruption among managers, Workers, business partners and other Stakeholders.	-	Limited awareness of business risks with consequent impacts on decision-making processes. Cases of non-compliance with laws and regulations that may lead to fines and penalties.	Direct + through own activities.	The RadiciGroup Code of Ethics. The Anti-corruption Policy RadiciGroup Sustainability Plan "From Earth to Earth". All company certifications based on the principles of risk analysis.	Establishment of the Corporate Compliance and Internal Audit function. Approval and dissemination of the Anti-Corruption Policy. Approval and dissemination (activity to be carried out) of the Human Rights Policy. Establishment of a Whistleblowing Committee. Risk analyses and assessments carried out at the level of the different Business Areas with regard to Health, Safety, Environment, and Energy. Creation of a Group Quality, Health & Safety, and Environment function. Monitoring of the Group's supply chain by the corporate and Business Area procurement functions. Monitoring of economic, financial, and market risks by the corporate Administration, Finance, and Control function.	Audit results of the Corporate Compliance and Internal Auditor function and related improvement plans. GRI Disclosure. Business management KPIs. Monitoring actions of site/BA management system managers. Monitoring actions of corporate and BA procurement functions. Monitoring actions of the corporate Administration, Finance and Control function.	Improvement plans based on evidence arising from internal and external audits.	Group companies, Customers, Suppliers, Bodies, Institutions and public administration.	Sharing with Stakeholders of the Code of Ethics and the principles underlying certifications. Sharing with internal Stakeholders of the Anti-Corruption Policy, the Human Rights Policy (activity to be carried out),and information related to the Whistleblowing Committee. Involvement of the various company sites through Managements Systems that ensure informed and engaged Stakeholders. Active involvement of Group companies in obtaining certifications.
Governance	Responsible supply chain management and traceability	Section "S for Social" Disclosure GRI 204-1	Optimization of product traceability through process management software. Cooperation in the development of physical and digital traceability solutions. Promotion and dissemination of good sustainability practices along the value chain (mutual dialogue with Suppliers, Customers, associations, and scientific partners.	-	Failure to implement verification of economic, social and environmental requirements at Suppliers and in purchasing conditions.	Direct + through its own activities that may or may not contribute to the introduction and dissemination of good practices in the supply chain.	The RadiciGroup Code of Ethics. The Anti-corruption Policy The RadiciGroup Huma Rights policy The Supplier Code of Conduct. The Customer Code of Conduct. RadiciGroup Sustainability Plan "From Earth to Earth".	Oversight of the Group's supply chain with corporate procurement and BA functions. Selection of Suppliers who share RadiciGroup's principles. Selection of local Suppliers to support the economy. of the territories where RadiciGroup has a presence.	Reports made through the whistleblowing system.	Active participation in the work of numerous industry associations promoting sustainability, circularity, traceability and transparency (e.g. SDA Bocconi's Monitor for Circular Fashion). Cooperation with the value chain in the development of physical and digital traceability solutions.	The entire value chain, in particular Suppliers, Trade Associations, Authorities, Institutions and Public Administration.	Sharing of the Codes of Conduct, sharing of the Group's ethical principles. Sharing with internal Stakeholders of the Anti-Corruption Policy, the Human Rights Policy (activity to be carried out), and the Whistleblowing Committee. Sharing of the Group's traceability data with Suppliers and Customers. Sharing of data related to traceability pilot projects.