

The Quality Policy of **Radici Partecipazioni S.p.A.** outlines the guiding principles for delivering excellent services to subsidiaries, consistently with the principles outlined in the **Group's General Policy and Governance Policies**.

As a holding company, Radici Partecipazioni S.p.A. oversees and coordinates the activities of its subsidiaries according to the guidelines established by the Board of Directors (BoD). It also **provides centralized services through corporate functions**. The company's governing and control bodies include the Board of Directors, responsible for strategy and management, the Board of Statutory Auditors, which performs supervisory functions, and the committee dedicated to Whistleblowing.

In line with the strategic directions set by the BoD, the holding develops a looking-forward approach in order to enhance business activities, ensure continuity, foster stakeholder inclusion, and provide support, oversight, and guidance to its subsidiaries—while also implementing **change management processes** to respond promptly and systematically to the challenges of a constantly evolving environment.

**People are at the heart of the company's culture**, a value that has shaped the Radici work system for over eighty years, in full compliance with the Code of Ethics, corporate values, and all related policies. Each individual and their unique contribution are considered irreplaceable assets for the company's growth.

The Holding Functions are responsible for:

- ensuring a solid and rigorous **Administration, Finance, and Control** process;
- preserving corporate culture with attention to employee wellbeing, health, and safety, while strengthening training and engagement programs through the **Human Resources** process;
- identifying and developing innovative solutions via the **Innovation & Research** process;
- ensuring business continuity through the management of **Strategic Materials & Logistics**;
- implementing secure, dynamic, and structured information systems through the **Organization & ICT** function;
- carefully managing **Real Estate** assets and **Services**;
- ensuring an effective **Internal Audit & Compliance** process to promote transparency, regulatory compliance, and assess the adequacy of the Internal Control System;
- fostering a sense of belonging and supporting the Group identity while expanding industry networks through increasingly widespread **Communication and External Relations** activities;
- ensuring quality, performance measurement, and continuous improvement in terms of efficiency and sustainability through the coordination of **QHSEE Management Systems**;
- further integrating sustainability into decision-making at all company levels through **Corporate Social Responsibility** (CSR).

Radici Partecipazioni S.p.A. embraces the concept of **sustainability** by maintaining a balance between economic profitability, environmental protection, and social equity. The holding company raises awareness on these topics among subsidiaries, coordinating and supporting the implementation of sustainability principles within the Group.

Il Presidente  
Angelo Radici



Il Vice Presidente  
Mauro Radici



Gandino, March 2025