

Sustainability Report 2024

Essentials



“
**Commitment,
Concreteness and
Innovation underpin our
path to Sustainability.**
”



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On 23 February 2025, RadiciGroup signed an agreement for the sale of the Specialty Chemicals and High Performance Polymers Business Areas to a major American fund.

The Radici family will retain management of the Advanced Textile Solutions division.

The transaction marks the start of a new phase of growth for the chemical and engineering polymers businesses, which will continue to develop with new global resources and expertise.

The focus on innovation and sustainability in the textile sector remains central to the Radici family.

Closing is expected in the second half of 2025, subject to regulatory clearances. The policies and results presented in this Report refer, unless otherwise indicated, to the structure of RadiciGroup in 2024.



For the complete version of the Sustainability Report.

Twenty years and more of reporting

●

2004

RadiciGroup publishes its **first Social Report**.

●

2008

Transition **from Social Report to Sustainability Report**.

●

2010

Adoption of the **Global Reporting Initiative (GRI)** reporting model.

●

2011

First **Sustainability Report** certified by an external body.

●

2021

Reporting **scope of economic and financial data and scope of the Sustainability Report** correspond.

●

2022

Transition to **GRI Universal Standards**.

●

in the coming years

Transition to Sustainability Reporting according to the **Corporate Social Reporting Directive**.



“

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**.

”

June 2025

Angelo Radici
President of RadiciGroup

The Group

About us

RadiciGroup is **one of the world's leading producers of chemical intermediates, polyamide polymers, high-performance polymers and advanced textile solutions**, which include nylon yarn, polyester yarn, yarn made from recovered and bio-source materials and nonwovens for the healthcare and industrial sectors.

RadiciGroup products are the result of the Group's outstanding chemical expertise and vertically integrated polyamide production chain and have been developed for use in a variety of industrial sectors. The basis of the Group's strategy is a strong focus on innovation, quality, Customer satisfaction, and social and environmental sustainability.



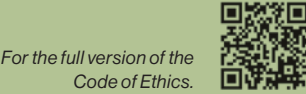
Our Mission

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

Code of Ethics

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 is at the **core** of the **"From Earth to Earth"** Sustainability Plan, the **RadiciGroup Policy** and our work on **Human Rights** presented in this report, and it is increasingly becoming an essential guideline.



For the full version of the Code of Ethics.

The Values of RadiciGroup

Founded on the passion and commitment of a **multi-disciplinary team** of 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-centred governance and environmental protection set out in the RadiciGroup Code of Ethics.



01. Legality and respect for the Law: a guarantee for all of us

Our Group respects the law and enforces compliance by all its Companies with the Laws of the Countries where it does business. Indeed, we support the dissemination of a culture of “active” legality, firmly believing that, in the workplace as in any other environment, everyone must contribute to the values of dignity, freedom, safety and solidarity.

03. Health and Safety at work

For us, Health and Safety is a primary concern. This fuels our commitment to comply with all the measures required by current regulations, and that's not all. We also apply a proactive approach, to constantly analyse risks and prevent injuries. Training and the involvement of the workers are what make the difference in our Group.

02. Sustainability is our guide

We optimise our processes, invest in reducing environmental impact and produce products with measured and limited environmental impact. We promote training and pay attention to the health and safety of our workers, because RadiciGroup recognises the centrality of the individual as its key principle. We work together with Local Communities, where most of our Workers are from, for sustainable harmonious growth. We put our commitment to sustainability into practice, together with our Stakeholders, to create shared value.

04. Our capital is above all human

Our strategy is Person-centred. We promote professional advancement by recognising merit, fully utilising competence and potential, and investing in training. We believe that a work-life balance is a key factor in creating an optimal corporate environment.

05. Value-added features

We're a local but, at the same time, global Group. Diversity is our strength - an element that gives value to choices. That's why we promote the principles of equal opportunities and inclusiveness and reject any discrimination based on sex, racial or ethnic origin, nationality, age, political opinions, religious beliefs, health status, sexual orientation and economic-social conditions.

07. We all take responsibility

Each of us commits to take responsibility for our actions, follow the time schedule set out for our job and respect all Stakeholders. We're convinced that any mistake made in our daily work is an opportunity to grow.

06. Always fair and transparent

Fairness and transparency are our key principles. Every process must be clear regarding roles and responsibilities, and every decision must be motivated and taken without deviating from the principle of good faith, respecting both the rules and the people. Our relationships with all Stakeholders are built on a foundation of transparency, but always in keeping with our confidentiality obligations.

08. Team spirit is our best raw material

We're confident that sharing information and experiences between different offices within the same company, as well as between the different companies of our Group, will help us grow. We want to contribute to a shared culture among corporate functions and promote initiatives to strengthen team spirit, the most important raw material of all.

The United Nations Sustainable Development Goals (SDGs)

When the United Nations developed the **2030 Agenda**, the ambitious programme 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.

In order to further **consolidate its contribution to the 2030 Agenda**, the Group has developed the **'From Earth to Earth' Sustainability Plan**, in which the **contribution of each objective to the achievement of the SDGs is broken down into targets and actions**. The plan will be updated during 2025, to adapt to the new corporate structure of RadiciGroup and the update of the Materiality Matrix.

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

6CLEAN WATER AND SANITATION

7AFFORDABLE AND CLEAN ENERGY

8DECENT WORK AND ECONOMIC GROWTH

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

14LIFE BELOW WATER

15LIFE ON LAND

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS

SUSTAINABLE DEVELOPMENT GOALS

The RadiciGroup Policy

The RadiciGroup Policy was **signed in April 2024** by President Angelo Radici and Vice President Maurizio Radici and approved by senior management for the various Business Areas. Designed by a cross-functional team, the Policy is a **governance tool** that integrates the goal of **business continuity** with the pursuit of **excellence**, achieved through **continuous improvement**.

The policy bases its principles on the **best practices underpinning ISO systems** and aims to guide the Group's **actions and decisions** on a number of **Environmental, Social and Governance (ESG)** issues. The mention of **strategic plans** and **clear and accountable goals** underlines the process of **transparency** that has been in place for years in the Group.



“

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 centre 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 recognised certification bodies and based on a set of well-defined procedures, understood at all organisational 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*

April 2024

*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 optimise **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 minimise 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.*

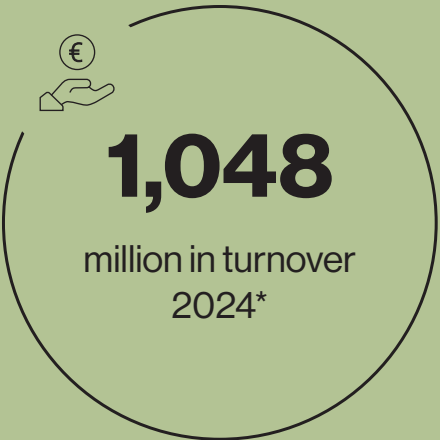
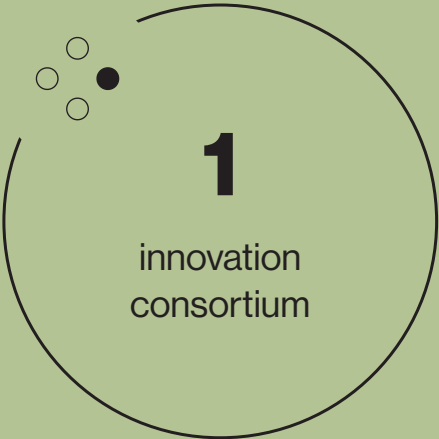
*Finally, **digitalisation** represents a key element to support Governance, foster synergies, optimise resources and strengthen management systems, enhancing their solidity and resilience*

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Angelo Radici
President of RadiciGroup

Maurizio Radici
Vice President of RadiciGroup

RadiciGroup at a glance

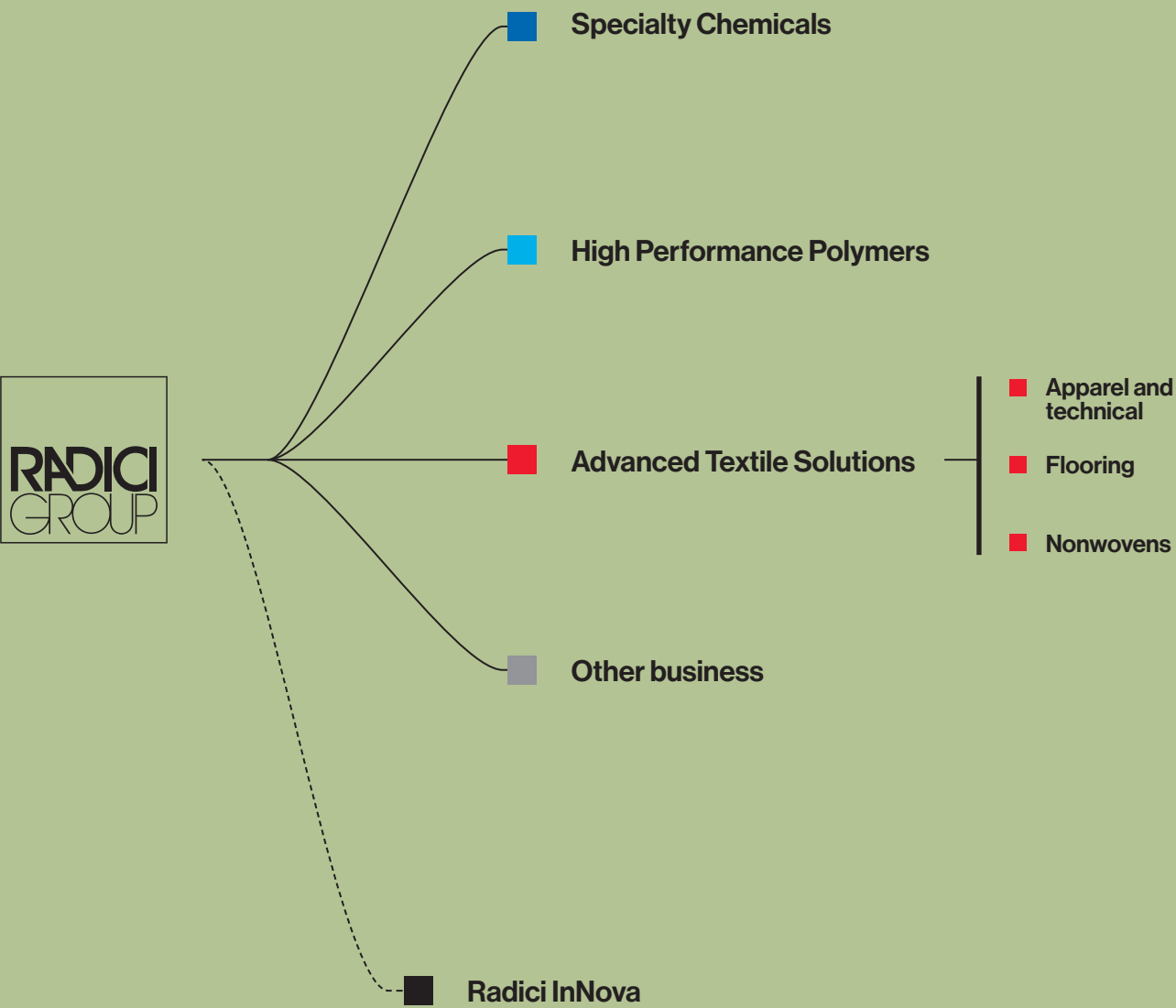


* 2024 RadiciGroup consolidated turnover (in €).

A global presence



Organisational structure in 2024



RadiciGroup Business Areas

Specialty Chemicals Area

This Business Area specialises in the production of **chemical intermediates and PA6, 66, 610 and specialty polymers**: raw materials used for the manufacture of multiple products both directly by the Group, for further processing in the high-performance polymer and fibre sectors, and by Customers.

High Performance Polymers Area

Specialising in the production of high-performance polymers, including from bio-based or recycled sources. RadiciGroup engineering polymers have numerous chemical-physical-mechanical properties depending on the type of application for which they are used.

Advanced Textile Solutions Area

This Business Area covers a **variety of product types ranging from polyester yarn and nylon yarn to non-woven fabrics**. Some of these products are available from **both fossil and recycled sources, and from partially or entirely bio-based sources**.

Radici InNova. The Source of InNovation.

The 3 business areas are flanked by **Radici InNova**, a consortium company, **which aims to develop new research and innovation projects** for the chemicals, high-performance polymers and advanced textile solutions sectors, **in line with the Group's sustainability strategy**.

The main areas of application



RadiciGroup products are present in every aspect of everyday life. Their properties – durability, performance, and sustainability – make them the ideal choice for Customers all over the world. Below is an overview of the main products and their respective application sectors.



**Automotive
& Mobility**



Apparel



**Electrical
& Electronics**



**Medical
sector**



**Industrial
sector**



Sport



**Interior
& Outdoor**

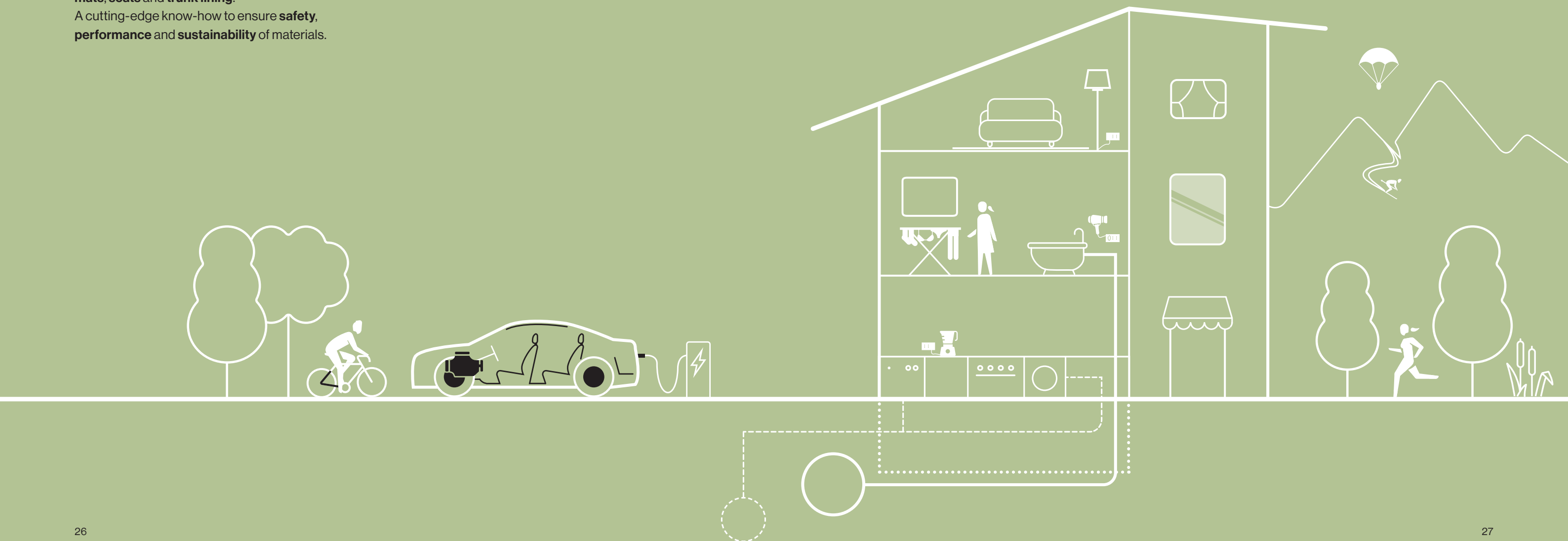


Building

Automotive & Mobility

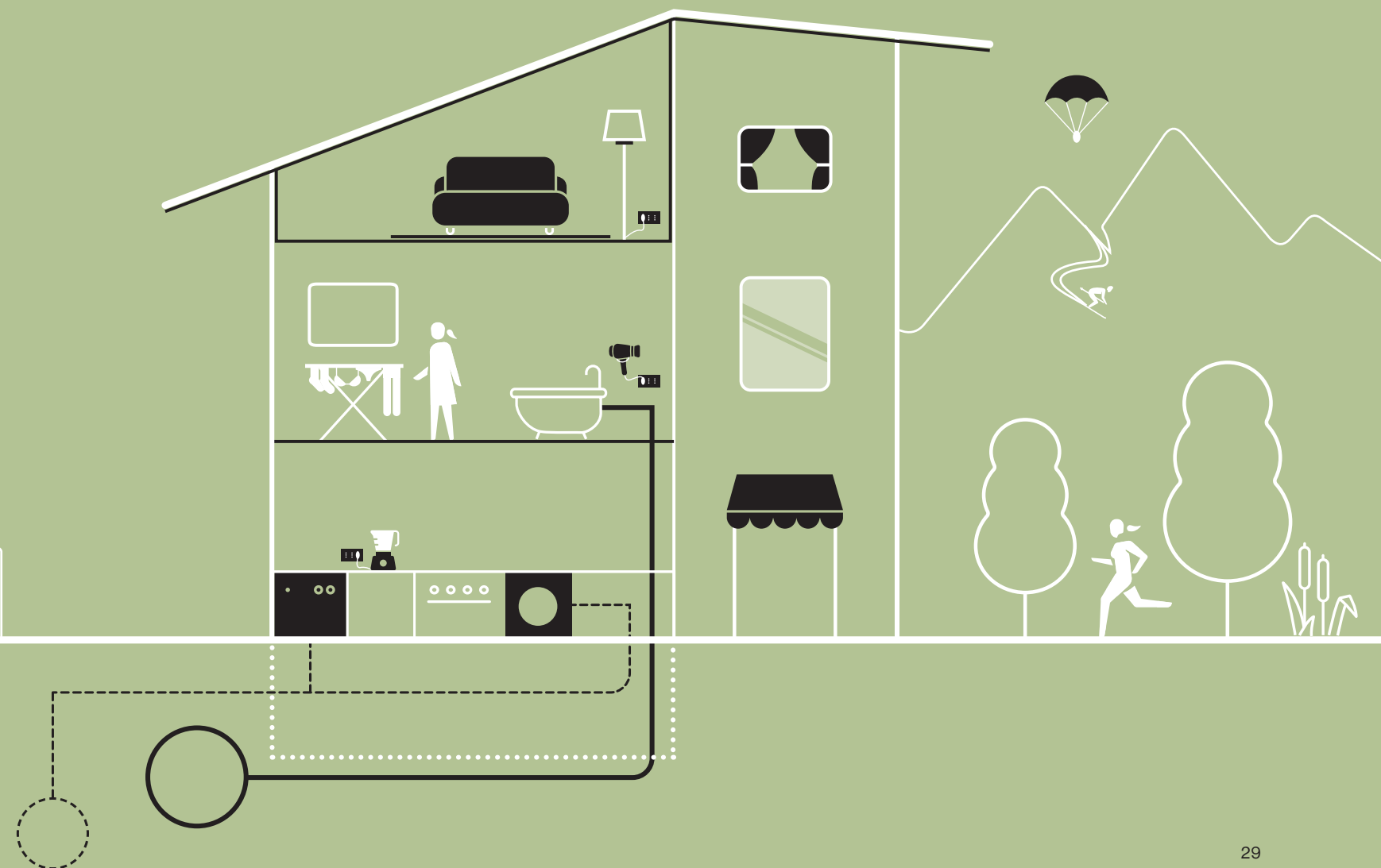
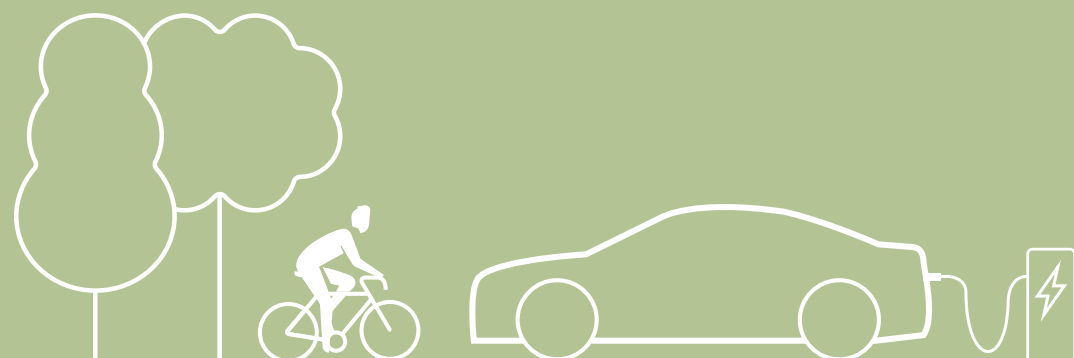
A relevant presence as for **engineering polymers in the structural parts of cars and e-bikes**, in **engine components, batteries** and the **charging systems** of electric and hybrid vehicles. **Advanced textile solutions** with yarns and nonwovens for **car interiors: mats, seats** and **trunk lining**.

A cutting-edge know-how to ensure **safety, performance** and **sustainability** of materials.



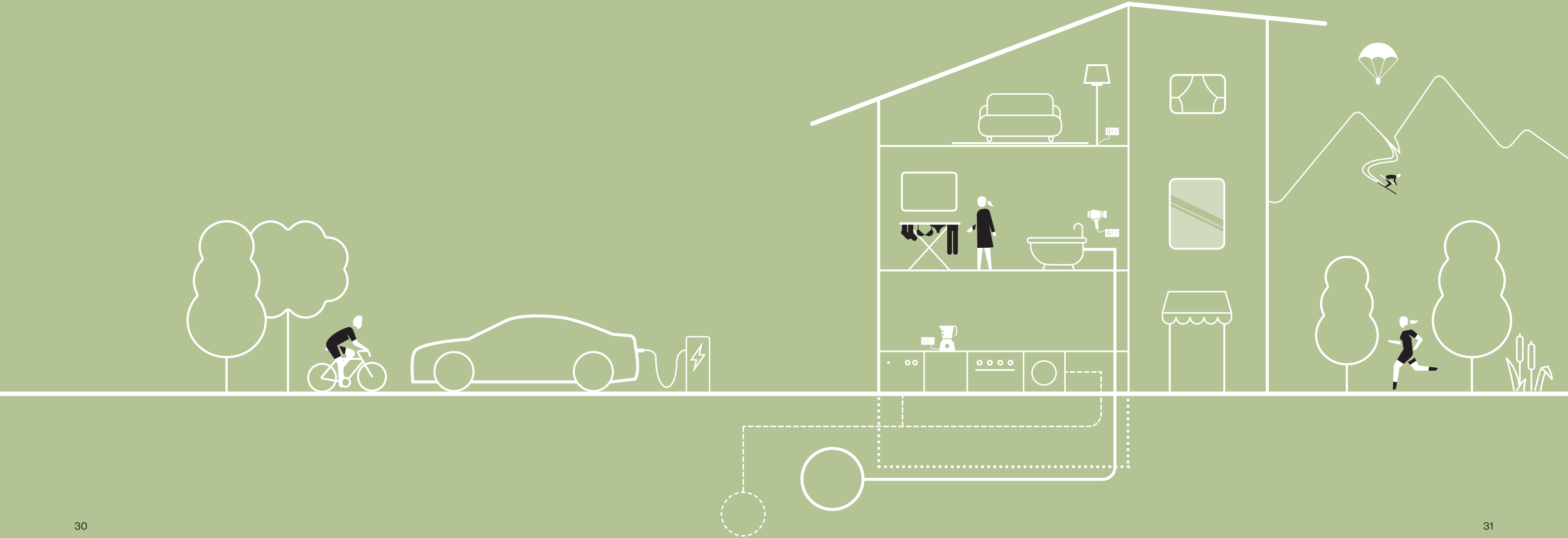
Interior & Outdoor

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

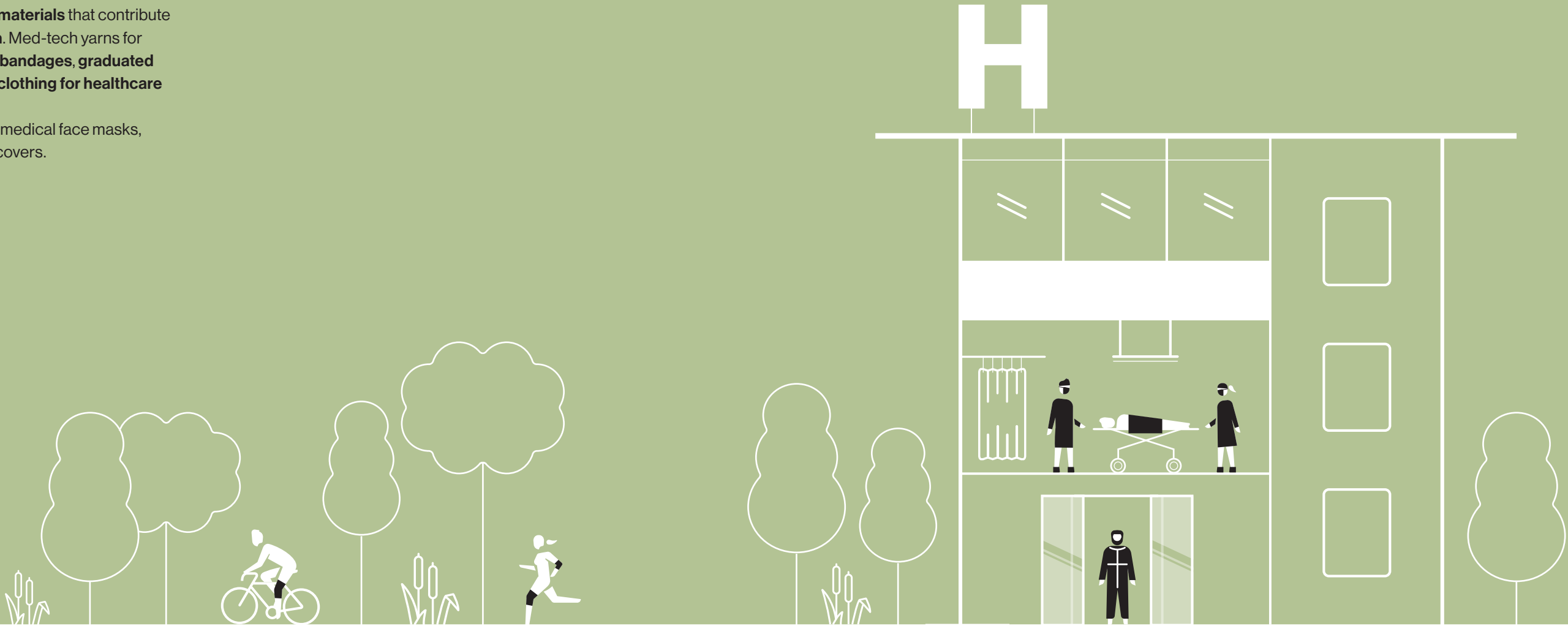
Cutting-edge know-how for **applications in clothing**, from **sportswear** to **underwear**, from **hosiery** to **athleisure** and **beachwear**.
Functionalised yarns to enhance garment **comfort**, **wearability**, **durability** and **performance**, with a special focus on reducing their environmental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



Medical sector

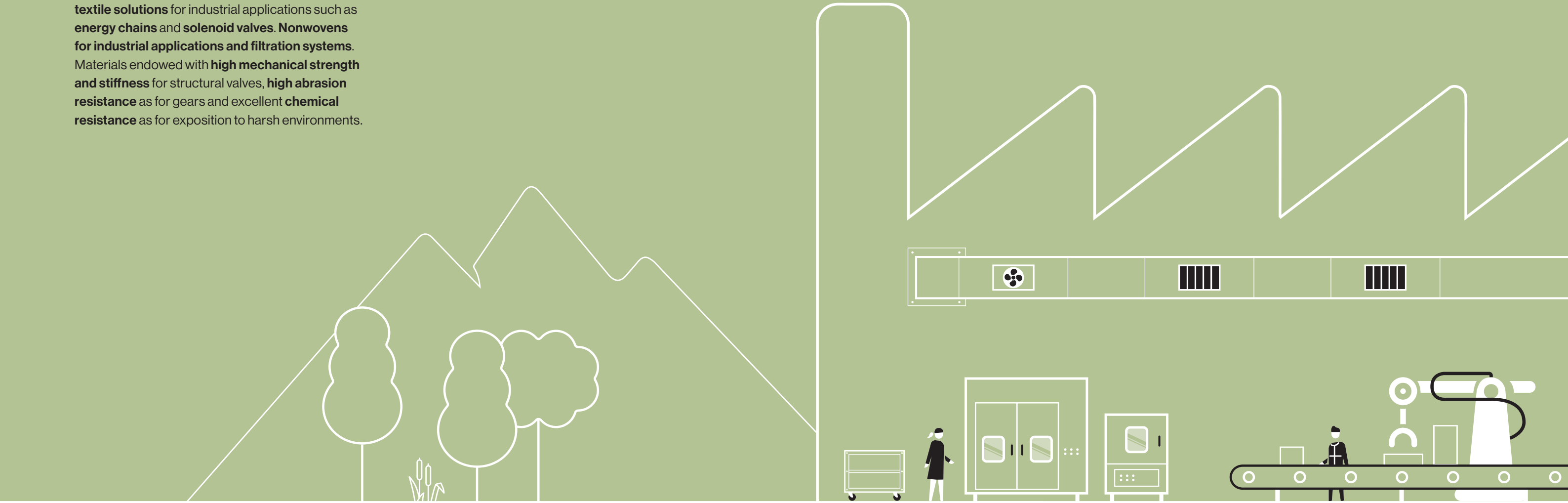
Safe and high-performance materials that contribute to **daily well-being** and **health**. Med-tech yarns for **braces, sheaths sportswear, bandages, graduated compression stockings** and **clothing for healthcare personnel**.

Production of **nonwovens** for medical face masks, gowns, suits, caps, and shoe covers.



Industrial sector

A range of **engineering polymers** and **advanced textile solutions** for industrial applications such as **energy chains** and **solenoid valves**. **Nonwovens for industrial applications** 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.



From the Code of Ethics

We put our Customers at the centre of everything we do

At RadiciGroup we are constantly working to **meet Customer expectations** and foster the business relationship.

- We work with our Customers according to the principles of fairness, following contractual specifications.
- We are committed to offering quality service and products, at competitive conditions, in compliance with the law. We work together to develop and use low-impact products, through processes that reduce the use of resources and the generation of waste and emissions.
- All our products come with the documentation required by current legislation.
- We provide and ask for comprehensive information from our Customers so that they can always make informed decisions.
- We expect compliance with the agreed conditions and, in turn, we adhere to these same conditions. We never carry out services without an appropriate contractual relationship.

RadiciGroup has a **worldwide Customer network**, served both through a global distribution network and an internationalised manufacturing operation with plants in major markets.

The **Specialty Chemicals** area, strengthened by its integration in polyamide intermediates, offers a wide range of polymers used both in the **engineering polymers and fibres sector within RadiciGroup** and by **third-party companies**. The adipic acid business, in addition to its requirements for the production of its own 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 a significant number of **medium and large companies** operating in globalised sectors such as automotive and electrical/electronics, which require both commercial and production proximity to the production centres of each sector and the ability to offer a standardised product to serve global value chains, regardless of the physical location of production.

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

All RadiciGroup Customers are manufacturing companies.

Again in 2024, RadiciGroup provided Customers with:

- **Robust upstream integration with optimised and controlled processes.**
- An **extensive production, distribution and sales network**, a guarantee for the Customer of proximity and continuity of supply.
- **Strengthening the sustainable solution offer** with new recyclable, recycled and bio-based products.
- **R&D activities**, with **projects in the field of circularity and sustainability, also on the basis of ecodesign.**

From the Code of Ethics

We seek the best to provide the best: Suppliers

In our Group, we choose our **Suppliers** based on criteria of **competitive advantage, equal opportunity, cost-effectiveness, quality, sustainability**, as well as on the basis of objective assessments that protect the interest and reputation of our companies.

- We select Suppliers after we have established their reliability, their ability to provide adequate goods and services, and their guarantee of compliance with applicable regulations with a particular focus on legislation on occupational health and safety and environmental protection.
To do this, we use objective and verifiable criteria that do not preclude potential access to all those Suppliers who meet the necessary requirements.
- We work with Suppliers according to principles of transparency, loyalty and fairness with a view to stable and enduring business relations.
- To ensure maximum transparency and efficiency of the procurement process, we have set up an adequate traceability system in each Group company, storing the relevant documentation, in compliance with current regulations.
- We require Suppliers to comply with the agreed conditions and we also adhere to them.



The Group's production processes are structured and complex, starting with raw materials: caprolactam, phenol, K Oil, ammonia, adiponitrile, polypropylene and polyethylene or polyester polymers, materials that are indispensable for RadiciGroup's processes.

There are around 70 Suppliers of strategic raw materials, operating worldwide, and they are linked to the Group by framework agreements. They **cover around 75% of the Group's procurement expenditure** and are essential for every Group activity.

Group Suppliers in relation to turnover and geographical location

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	approximately 70% 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.



Local Suppliers

Where possible, RadiciGroup uses **local Suppliers**. It selects them for the **speed of their service**, the **ease of obtaining references** and their **high standard of supply**. This also retains significant portions of added value in the local area, fostering its development through related industries.

Site and Business Area	Geographic area*	% expenditure 2023	% 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 neighbouring 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 Ticino and neighbouring 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

Site and Business Area	Geographic area*	% expenditure 2023	% expenditure 2024
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

Neither Suppliers of strategic raw materials nor Suppliers of shipping services for European companies were considered potential local Suppliers. Due to their nature, these products or services are not – even theoretically – available everywhere. In addition, purchases are managed centrally by the holding company. However, as regards companies outside Europe, these Suppliers were included. As mentioned, non-European regions are much larger by their nature, which in some cases allows raw materials to be sourced from local Suppliers.

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

Trade associations

RadiciGroup attaches great importance to its **membership of trade, industry and scientific associations**. These organisations 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.
- **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 of numerous Group competitors, providing for open and direct dialogue, testifies to RadiciGroup's full respect for all players in the scenario and for the rules of commercial fairness.



RadiciGroup memberships in trade and other associations in 2024

ABRAFAS - Associação Brasileira de Produtores de Fibras Artificiais e Sintéticas	Federchimica
AICQ	Federchimica with Assofibre
Association of Plastics Industry (former SPI)	ICESP - Italian Circular Economy Stakeholder Platform
Neamt Chamber of Commerce and Industry Textile Federation	IHK - Industrie und Handelskammern
Italian-Czech Chamber of Commerce	Nordostchemie
Italian Chamber of Commerce in China	OMA - Ohio Manufacturer's Association
CEFIC - European Chemical Industry	PINFA - Flame Retardants Association
Chemie Wirtschaftsfoerd GMBH	Plastics Europe AISBL (BE)
CIESP - Centro das Indústrias do Estado de São Paulo	Plastics Europe Italia (through Plastics Europe Brussels)
CIRFS	Proplast
Cluster Spring	SINDTEXTIL - Sinditêxtil Sindicato Indústria Fiação Tecelagem Estado São Paulo
Comitato Elettrotecnico Italiano	SMI - Sistema Moda Italia (from 2025 Confindustria Moda)
Confindustria Bergamo	Tessile e Salute
Confindustria Novara -Vercelli -Valsesia	TMP - Tecnici Materie Plastiche
Consorzio IBIS	UNIPLAST - Ente Italiano di Unificazione delle Materie Plastiche
Edana	VTB - Verband der Bayerischen Textil- und Bekleidungsindustrie
EPCA - European Petrochemical Association	Wadsworth Chamber of Commerce

Among the topics in 2024, especially for European associations, it is worth noting 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 particularly active on a number

of system and product issues, e.g. the Ecodesign for Sustainable Products Directive proposal, the Digital Product Passport, the Corporate Sustainability Reporting Directive and the Corporate Social Due Diligence Directive.

RadiciGroup and Geogreen

the strategic
supply of
renewable
energy is
expanded.

In 2024 RadiciGroup strengthened its collaboration with Geogreen, the historic partner for renewable energy in Italy, thanks to a **new photovoltaic park** inaugurated by Geogreen.

Built on a former industrial area of RadiciGroup in Isola Dovarese (Italy), the project includes over 5,000 solar panels with a capacity of 4 MW, capable of generating **5.5 million kWh per year**, equal to the consumption of about 200 families, and destined for the Group.

The panels, with 90% guaranteed efficiency for 30 years, are double-sided and solar tracking, with a **20% higher productivity** than traditional plants.

As part of the project, Geogreen has also planned **compensation works** for the Municipality of Isola Dovarese including the installation of a wallbox for electric charging, a 16 kW photovoltaic system on a municipal warehouse and the conservation of 25 thousand square meters as a green area.

Sustainability

The keywords

- **Sustainability**
integrated into decision-making processes and articulated in the three pillars of ESG (environmental, social, governance) to generate shared value in the long term.
- **People**
enhanced in the Group's strategy through inclusion, training, safety and listening.
- **Innovation**
a strategic lever to meet global and market challenges, with a special focus on high-performance products, circulars and low-impact technologies.
- **Circular economy**
focussed on maintaining value and optimising the use of resources through ecodesign, recyclability, recycling, renewable sources and the development of innovative products.
- **Value Chain**
managed collaboratively and transparently with Suppliers and Customers, to promote positive impacts throughout the product lifecycle.
- **Competitiveness**
a challenge that is won by combining economic performance and ESG responsibility: sustainability, for RadiciGroup, is not a constraint, but an engine of innovation, efficiency, resilience.

A sustainability story, for a brighter future



1950s

The first steps of the circular economy.

RadiciGroup's first textile companies begin the **recovery of wool waste**, transforming it into useful **resources for production** - a practical solution to optimise production processes and cut waste.

1980s

Recycling of polymers and materials.

In 1981 **Radici Novacips** is founded; a **decisive step** towards our current **circular production system**, thanks to the development of specific skills in the **recycling of polymers and textile materials in technopolymers**.

2000s

RadiciGroup and Geogreen.

We enter into a partnership with **Geogreen** to power our production process with **energy from renewable sources**. Thanks to this collaboration, we can boost the use of hydropower and establish the basis for an **energy supply strategy** that contributes to the **reduction of GHG emissions**.

2004

Commitment to transparency.

With the **first Sustainability Report (Social Report)**, RadiciGroup sets up a **transparent dialogue with stakeholders**, sharing concrete goals and results related to **environmental, social and economic sustainability**.

2010s

From data to strategy.

We introduce **product Life Cycle Assessment (LCA)** to analyse the environmental impact of our activities and products. RadiciGroup is the **first European group** to achieve **OEF (Organisation Environmental Footprint)** and **PEF (Product Environmental Footprint) compliance** in 2014. The first ecodesign projects are launched and the **first EPD Process Certification** is obtained.

2020s

Innovation and circularity.

RadiciGroup founds **Radici InNova**, a consortium company **dedicated to research and innovation** with the aim of transforming research projects into concrete opportunities for the environment and for the various business areas of the Group. **RadiciGroup expands its recycling capacity** with the acquisition of a new industrial site, specialised in the **recovery of pre- and post-consumer waste**.

2025

The sustainable future belongs to those who create it.

Sustainability is integrated into our business and is increasingly **measurable, tangible and focused on competitiveness**.



The materiality and sustainability matrix

The materiality matrix illustrates, with tangible topics, the translation of the concept of sustainability and value creation in RadiciGroup's daily operations. “Material” topics are the environmental, social, economic and product topics that are essential for the Group.

In 2022 RadiciGroup revamped its materiality matrix by adding the “double materiality” dimension that also includes economic aspects in the assessment, involving around 200 internal and external Stakeholders in the process.

RadiciGroup materiality matrix - topics

Environmental	Sustainable management of energy resources
	Emissions and climate change
	Circular economy
	Environmental footprint of the products
	Materials and chemicals management
	Protection of water resources
	Responsible waste management
Social	Workers' Health and Safety
	Sustainable Research and Innovation
	Attracting, valuing and developing Human Resources
	Human and Workers' Rights
	Cybersecurity and data protection
	Relations with the local area and impact on the local community
Governance	Long-term value creation and business sustainability
	ESG corporate governance, risk management and compliance
	Responsible supply chain management and traceability

Stakeholders

- 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 organisations
 - Schools, universities and research and innovation centres
 - Third sector

The principles underpinning the relationship between RadiciGroup and its Stakeholders:

- **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.

From Earth to Earth, our sustainability plan

From **Earth** to Earth. **It's our home**. We take from the Earth **everything we have**.
In return, we give back to the Earth all our **commitment**, our **care** and our **dedication**.

That is why we want to make a real contribution to achieving the **sustainable development goals** set by the **United Nations** to steer the world as a whole towards a sustainable future.

We strive to be a protagonist of a fair system of social and economic growth in a healthy environment, which we contribute to protecting.



Environmental, Social, Governance

RadiciGroup has stepped up its **commitment to sustainability** by setting itself a series of **environmental, social** and governance objectives that constitute the core of the “From Earth to Earth” plan.

The plan, fully valid for 2024, will be updated in 2025 and subsequent years based on the new corporate structure assumed by the various RadiciGroup companies.

Sustainability is in fact born from the balance of these three dimensions and, for the Group, must be pursued from a perspective of **competitiveness** and **value creation** in the long term, fully reflecting the evolution of the strategic focus.

E for Environmental



Material topics

- Sustainable management of energy resources
- Emissions and climate change
- Protection of water resources
- Materials and chemicals management
- Responsible supply chain management and traceability

The Environment and Innovation are good investments

For RadiciGroup, investing in sustainability means **nurturing the inseparable combination of competitiveness and responsible growth**. To do this, the Group uses BAT for processes and pursues the **technological and digital transformation** desired at European level to increase the **efficiency of decision-making and production processes**.

In particular, the Group:

- has long invested in **reducing emissions, limiting consumption** and using **energy from renewable sources** in a business continuity logic that is mindful about the availability of resources for future generations.
- Works on **innovation**, to explore and seize the various opportunities offered by the **circular economy** mainly in terms of **ecodesign, recycling** and **biopolymers** and making its portfolio increasingly sustainable.



2030 Environmental objectives

Topic/SDG	Objective
Sustainable management of energy resources 	 +20% renewable compared to 2021 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% emissions direct emissions of greenhouse gases versus 2011 by 2030.
Protection of water resources 	 100% effort in protecting water, to limit the impact on Local Communities, the environment and biodiversity.

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.



Sustainability, in facts

€ 277 million
in investment supporting
competitiveness
of the Group Companies in the
five-year period 2020-2024.

Of this,
€ 44 million
specifically invested
in 2024.

**The future
of energy
is today.**
We promote the energy
transition
by increasing our use of
renewables, also self-
produced, and
diversifying sources.

**We work to
separate resource
consumption from
economic growth.**
In our production sites
the use of raw materials,
water and energy is
curbed thanks to plant
efficiency, and the Best
Available Techniques.

**Resources,
nothing is more
precious.**
We make the best use of
raw materials, reduce
the amount of waste
and scrap, recover and
recycle waste whenever
it cannot be avoided, and
we constantly work on
the quality, durability
and performance of our
materials, which are all
recyclable.

**Light for the
Environment,
transparent in
communication.**
We communicate
our activities and
achievements over more
than 20 years in our
Sustainability Report
and through all available
internal and external
communication
channels.

€ 3.3 million
**Environmental
investments in 2024**
for the introduction of Best
Available Techniques, increasing
energy efficiency, emissions
abatement, and research and
development of limited impact
processes and products.

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

**The Environment
as a privileged
Stakeholder.**
We protect it through
strategies, investments
and concrete, targeted
actions.

**Ecodesign, safe
and responsible.**
We engage in
the ecodesign of
reduced-impact
products, which are safe
for the manufacturer,
the user and the
environment.

**Fewer emissions,
more innovative
products.**
We take action to
counter climate change
by reducing emissions
and working on
innovative products
with a smaller carbon
footprint.

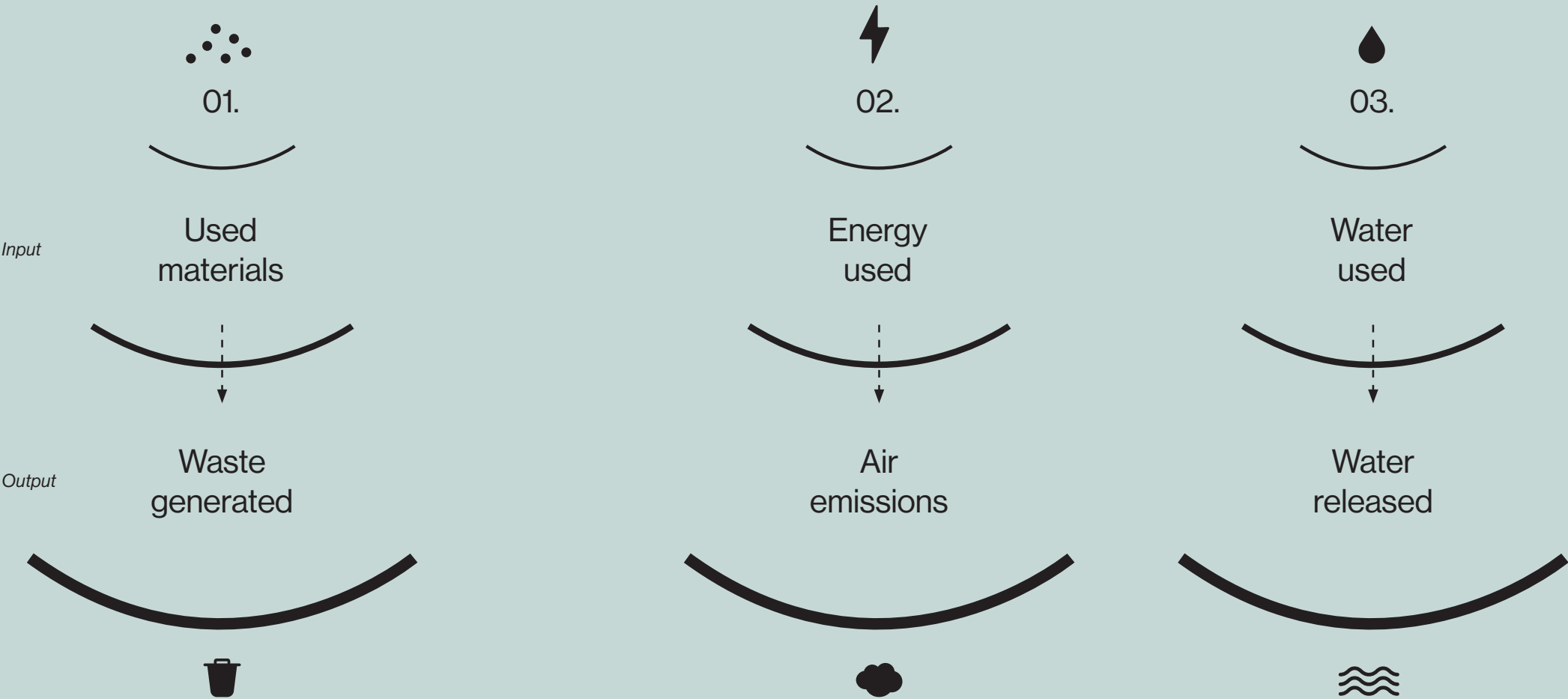
**Achievements
which help
to improve.**
We constantly measure
environmental
performance with a
view to improving it,
thereby also reducing
environmental risks.

Achievements

The following sections **provide an overview** of RadiciGroup's results grouped by complementary data **inputs** (received from the Environment) and **outputs** (delivered to the environment).

As a general consideration, in 2024 RadiciGroup consolidated its commitment, improving energy efficiency and increasing the use of renewable sources, also thanks to new self-production plants. Scope 3 emissions measurement has been extended to the entire Group, strengthening carbon footprint reporting. On the water front, careful resource management has led to a reduction in the volume of water used per ton processed.

Overall, the Group's environmental performance confirmed a virtuous path, focussed on continuous improvement.



01. Used materials

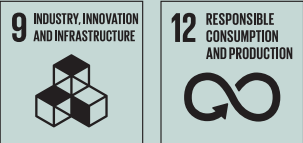
From used materials to new resources

In line with Goal 12 of the United Nations 2030 Agenda (Responsible Consumption), RadiciGroup has long promoted an **economic model capable of making the best use of resources and transforming waste into new opportunities**. This commitment was maintained in 2023, despite performance being affected by the reductions in volumes produced.

In the three-year period 2022-2024, the use of materials showed a fluctuating trend, significantly influenced by geopolitical developments and market dynamics.

In 2024 there was an overall increase in the materials used, while the share of renewable materials remained limited, stable at around 3% of the total. Packaging is the main component: 87% of the packaging used is in fact renewable materials.

Renewable raw materials used directly in production processes remained low (less than 0.5%), highlighting an area of potential development in the transition to a more sustainable use of resources.



GRI 301-1 Materials used by type and weight

Materials used by 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	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	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	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.

01. Waste generated

Too valuable to be called waste

All Group companies operate to reduce waste production at source, through careful process management. With a view to a circular economy, nylon-based waste generated by the various Business Areas is re-used as raw material within the same sector or in other Group production areas.

A similar process is also adopted for polypropylene-based waste in the nonwoven sector, which is collected, sorted and regranulated to create new raw material.

In 2024, the production of waste was affected by some production discontinuities that increased its absolute quantities. However, some positive trends can also be identified:

- **the share of waste sent for recovery has reached 86%.** 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 substantial proportion of this has been earmarked for recovery, marking an important step towards more circular management.



Sustainable packaging management

In addition to process waste, another important source of waste is raw material packaging. The type of packaging depends on the market offer and the products to be handled. Over time, the Group has selected its Suppliers to identify the most sustainable solutions for packaging and transporting raw materials, generally handled in bulk in tanks by train or road. For non-bulk materials, optimising octabins, big bags and packaging are preferred.

Consistent with RadiciGroup’s goal of sustainably

managing packaging, a specific analysis of the packaging handled was carried out in 2024. The data showed **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 were entirely destined for recovery.** The only relevant exception concerns packaging containing residues of dangerous substances for which there was still a very high recovery rate (91.01%).

GRI 306-3 Packaging by type and destination

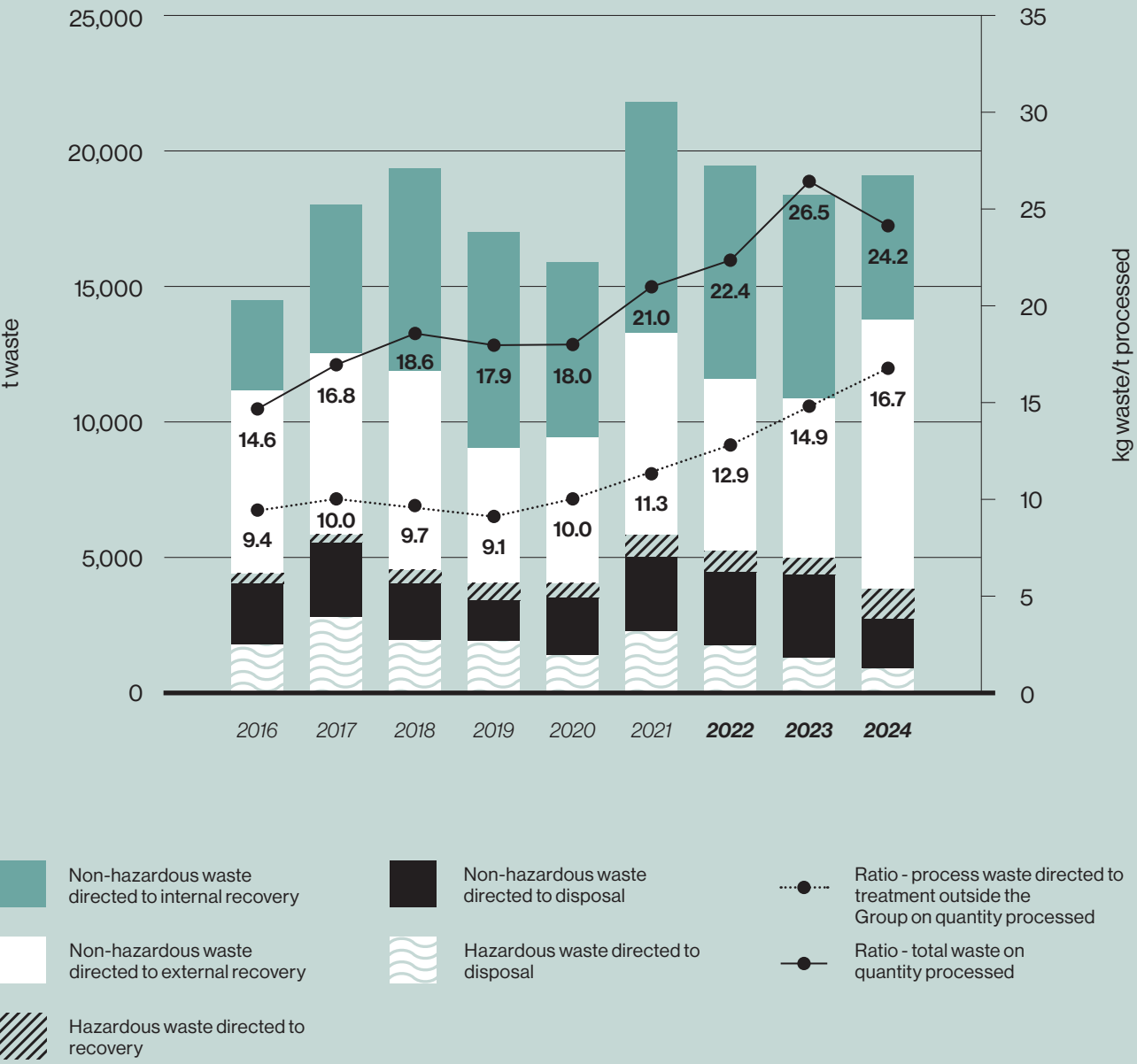
		2024
t	Total packaging directed for recovery	5,160
t	Total hazardous packaging directed for recovery	4,941
t	Total non-hazardous packaging directed for recovery	219
%	Packaging directed to recovery	99.5

GRI 306-3 Total waste by type and disposal method*

	2022	2023	2024
t Total waste	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
of which			
t Non-hazardous waste directed to internal recovery within the Group	7,900	7,438	5,356
% Non-hardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI306-4)	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.

GRI 306-2 Waste by type and disposal method





PRS Green Label 2024

awarded to Tessiture Pietro Radici.

Tessiture Pietro Radici SpA, 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.

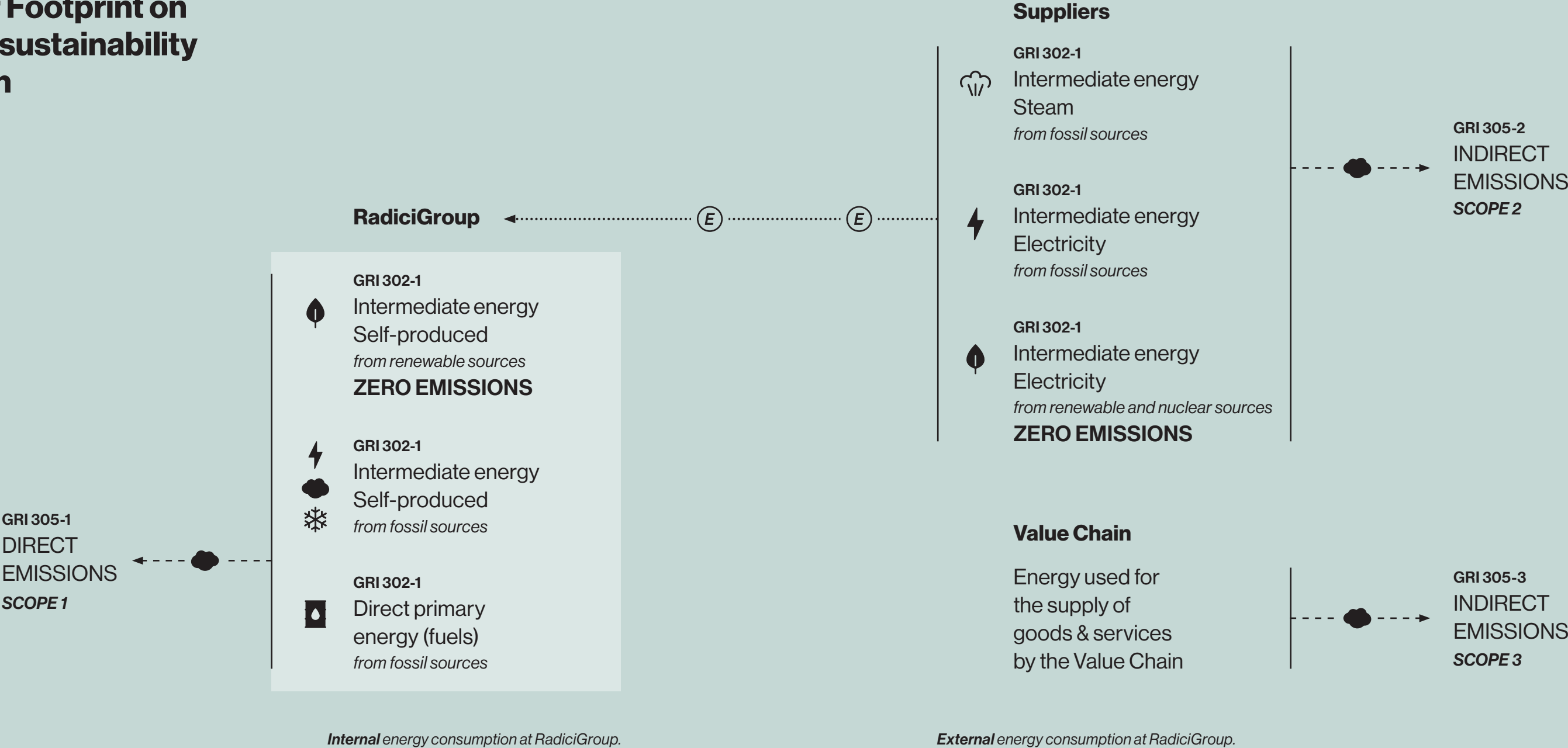
The PRS Green Label is awarded by PRS (Pallet Return System) to companies that demonstrate a **high recovery rate of CP** (Chemical Pallet) pallets, used in the chemical industry to optimise the transport and storage of materials and polymers, ensuring efficiency and safety.

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.

Our Footprint on the sustainability path

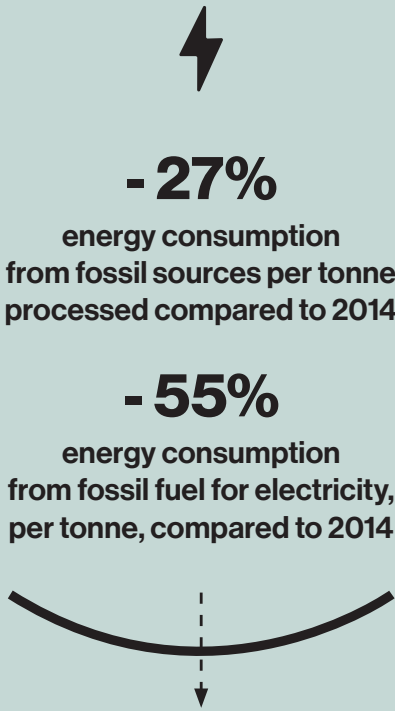


02. Energy

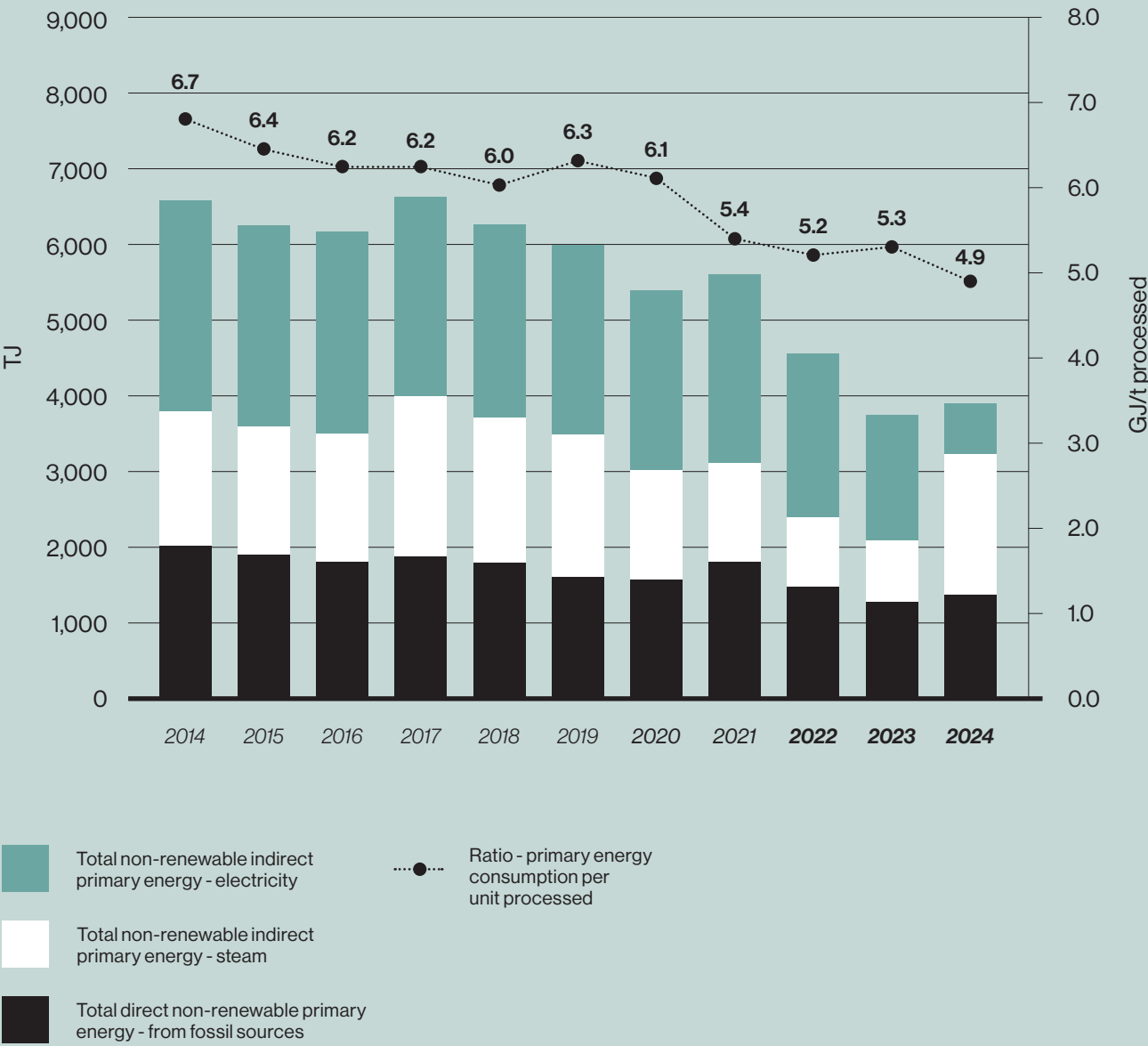
Our Footprint on the sustainability path

In 2024, RadiciGroup's overall energy consumption increased slightly compared to 2023, while remaining below 2022 levels, mainly due to a higher use of steam purchased in the chemical sector. At the same time, there have been **several positive developments: the reduction in the use of diesel and LPG continued, with confirmation of the elimination of fuel oil and resumption of the use of biogas.** The use of fossil fuels for processed energy has decreased, while the share of renewable, purchased and self-produced electricity has grown.

All energy intensity indicators showed improvements, confirming greater efficiency in the face of the recovery in production.



GRI 302-1 - Global Group impact on Primary Energy



7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

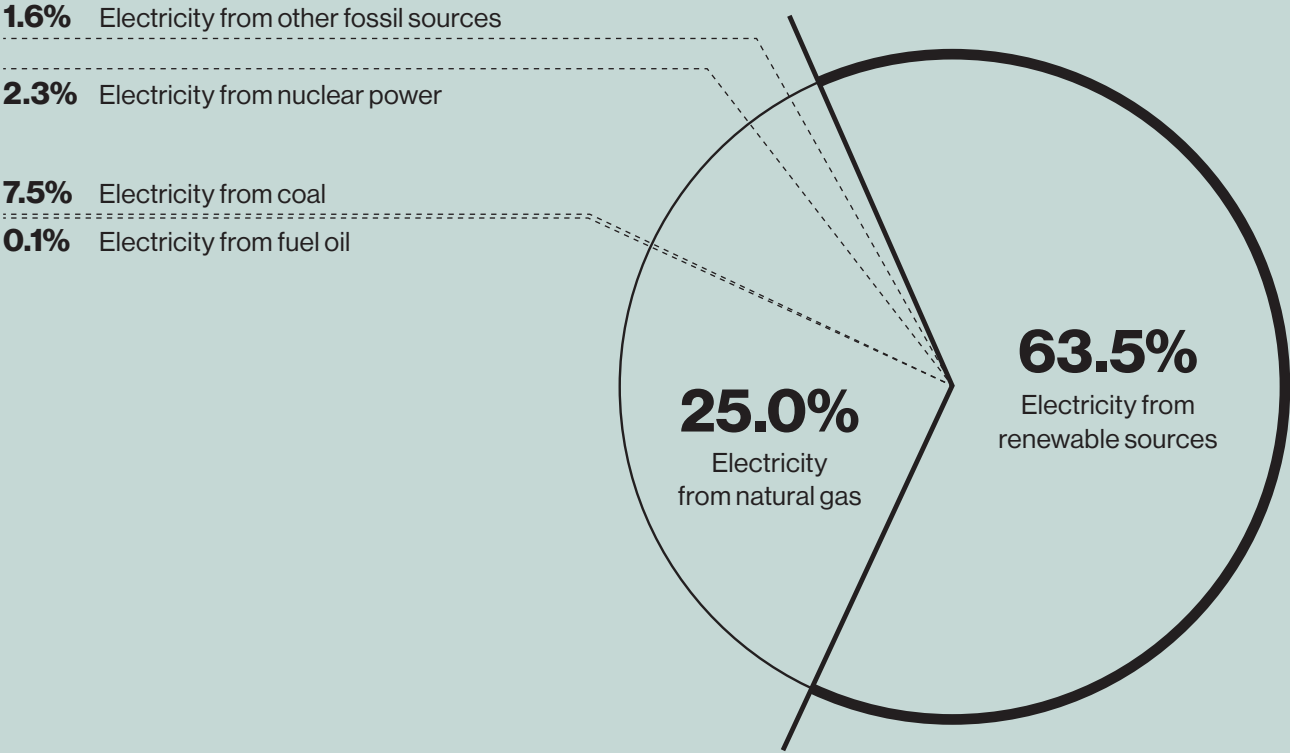
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

02. Energy

Our Footprint on the sustainability path

GRI 302-1 Electric energy mix - consumption



Electrical energy mix 2024

RadiciGroup continues to strengthen its commitment to the energy transition, with an overall increase in energy from renewable sources. Particularly significant is the increase in self-produced renewable electricity, which in 2024 reached 71,313 GJ, marking a +173% compared to 2022. This production comes from photovoltaic plants active at RadiciFil, Radici EcoMaterials and Radici Plastics Suzhou, alongside the historic hydroelectric production of Radici Yarn.

In the reporting year, all Italian companies in the Group, with the exception of Radici Chimica Novara, which received electricity and steam outsourced, used 100% certified electricity from renewable sources. Radici Yarn of Villa d'Ogna has integrated a high-efficiency trigeneration plant with renewable energy, both purchased and self-produced. The Radici Plastics USA and Radici Plastics Ltda (Brazil) sites were also powered entirely by renewable energy, marking a further step forward in the decarbonisation of the Group's energy mix.

Companies and plants fully powered by renewable energy 2024

- 100% renewable energy:**
- 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 Yarn - (Ardesio) Italy
 - Radici Yarn - Polymerization - (Villa d'Ogna) Italy*
 - Tessiture Pietro Radici - (Gandino) Italy



- Radici Plastics GmbH - Germany
- Radici Plastics Ltda - Brazil
- Radici Plastics - USA

* 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).

RadiciGroup focuses on green self-production

photovoltaic system in Casnigo.

RadiciFil SpA, a company specialised 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.

Designed in April 2023 and commissioned in March 2024, the plant consists of 676 monocrystalline modules with a total power of 280.54 kW. It is a **grid-connected system**, designed to integrate with the electricity grid and ensure maximum 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

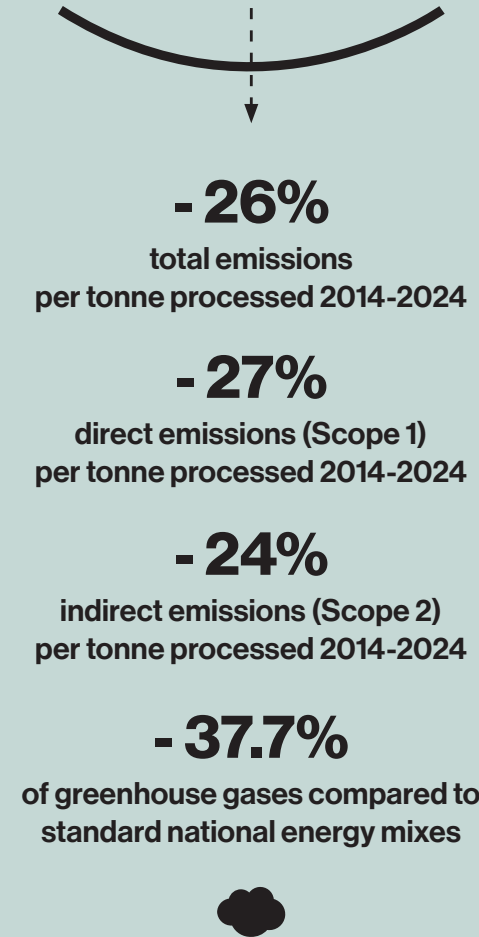
of the panels on top of an existing structure.

With this project, RadiciFil confirms its commitment to fuel the Group's sustainable strategy of **increasing green energy shares and diversifying sources**.

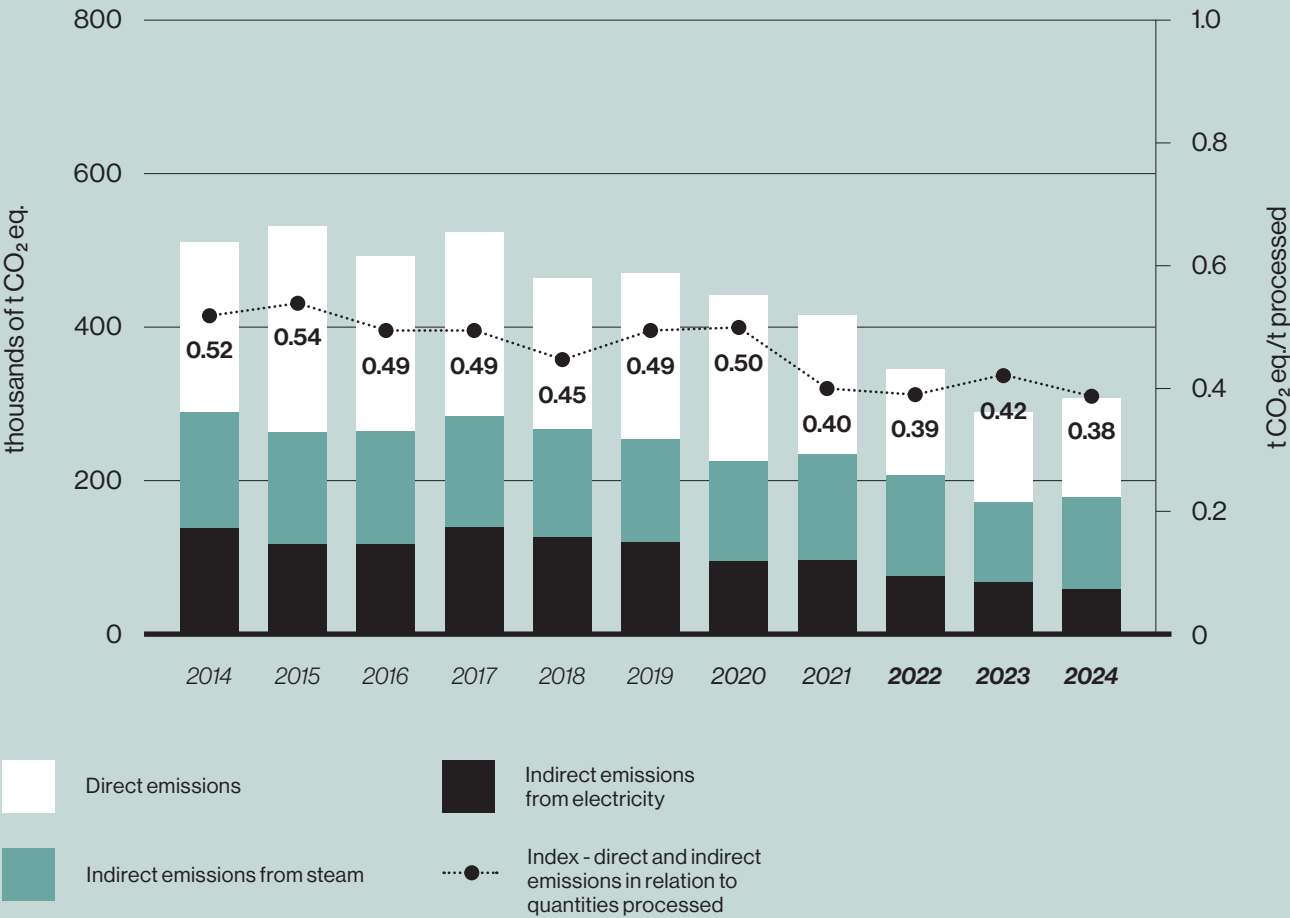
02. Emissions

We aim low only when our target is emissions

RadiciGroup has long taken a proactive approach to reducing emissions. With regard to Scope 1 emissions, related to combustion and, in the case of chemical companies, also to processes, the Group has adopted and designed advanced technologies, as well as the progressive replacement of traditional fuels with lower impact alternatives. In terms of Scope 2 emissions, RadiciGroup has gradually increased the share of renewables, while diversifying its supply channels. In 2024, total emissions – Scope 1 and Scope 2 – amounted to 305,875 tonnes of CO₂ equivalent, marking a slight increase compared to 2023, but still lower than 2022 levels. The figure also includes, for the first time, emissions from the company fleet. Despite the increase, there was still an improvement in intensity, which rose from 0.416 to 0.386 tCO₂eq per tonne processed, signalling greater efficiency. Finally, the particular energy mix chosen in 2024 has allowed to avoid 37.7% of emissions compared to an approach based solely on standard national mixes, although the savings are slightly down compared to 2023.



GRI 305-1 / GRI 305-2 Total (direct and indirect) greenhouse gas emissions*



* Direct emissions: The reported figures include CO₂ from combustion, N₂O 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.

02. Emissions

Scope 3 emissions, the next frontier

In 2024, consistent with RadiciGroup’s commitment to combating climate change, all Business Areas contributed to Scope 3 emissions reporting, carried out in accordance with the GHG Protocol. This was a significant challenge especially in relation to the complexity of the Group’s globally extended value chains.

The calculation, expressed in tonnes of CO₂ equivalent, was based where possible on primary data. In particular, for the goods and services purchased (Category 1), it was possible to use specific data provided by Suppliers (Product Carbon Footprint, Life Cycle Assessment, Environmental Product Declaration) for 46% by volume of raw materials, thus improving the quality of measurement.

Overall Scope 3 emissions amount to 1,722,809 tCO₂eq, with Category 1 accounting for the largest share (85.86%), confirming the need for strategic supply chain management to reduce environmental impact. Emissions related to the end-of-life of the products sold (Category 12) follow, equal to 5.70%, which represent a further area of intervention, especially in view of circularity and collaboration along the supply chain.



GRI 305-3 Other indirect GHG emissions - Scope 3 - 2024*

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

* All relevant categories were taken into account for the calculation, with the exclusion of "Processing of products sold" and "Use of products sold", due to the impossibility of accurately and meaningfully estimating their emissions. The category "Franchising" has also been excluded for inapplicability.

03. Water used

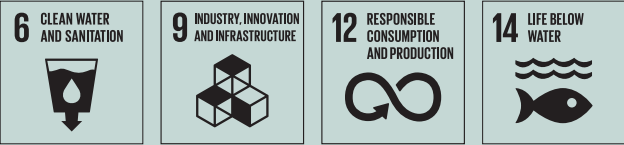
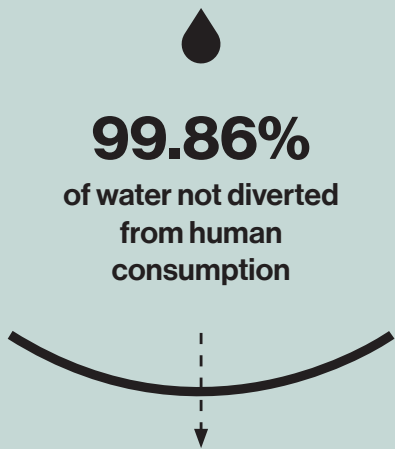
Focus on water is in our nature

RadiciGroup's water strategy is well defined: three quarters of production sites have implemented and maintain an Environmental Management System that complies with the ISO 14001 standard, with a specific focus on preventing environmental risks, including those related to the use of water resources.

Although the Group's products contain only negligible amounts of water, production processes depend significantly on it. Water consumption is mainly related to the cooling activities of the plants. However, since water is used almost exclusively in controlled circuit systems, the volumes withdrawn are largely returned, with limited losses and essentially due to evaporation.

In the reporting year, the **total water resources taken out amounted to 73,907 thousand m³**, a value in line with 2022 and **a marked increase compared to 2023**. This increase in absolute terms is mainly due to the **increase in quantities processed** during the year. Despite this, **the index of water use per tonne processed improved slightly** to 0.093 thousand m³/t,

indicating a **gradual optimisation of consumption**, reflecting the increasing efficiency of processes.



GRI 303-3 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
Thousands of m³/t	Ratio - Use of water resources per unit processed	0.084	0.095	0.093

* 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.

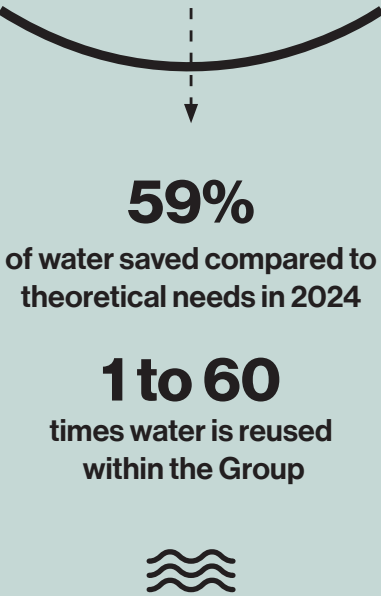
03. Water released

At the source
of recycling

Considering the level of water stress (from 1 = low to 5 = extreme) in the countries where RadiciGroup sites operate, 47.1% of the water used comes from low stress areas, while 52.8% "potential" comes from high stress areas (level 4). Of this share, 99.9% is supplied by Industrie Park Zeitz to Radici Chimica Deutschland, via a closed loop channel and the water is reused up to 60 times before being discharged. Since the recycling process is formally managed outside the company, the contribution of Radici Chimica Deutschland is not included in the calculation of the water saving indicator (i.e. 0).
Consequently:

- including Radici Chimica Deutschland, the percentage of water saved in 2024 is 59%;
- excluding it, the percentage rises to 124%.

In any case, regardless of the calculation methodology adopted, **the actual use of water resources is far lower than theoretical needs, with a significantly reduced actual impact.** In addition to this, **areas of extremely high water stress remain marginal for the Group's consumption in 2024, accounting for only 0.04%.**



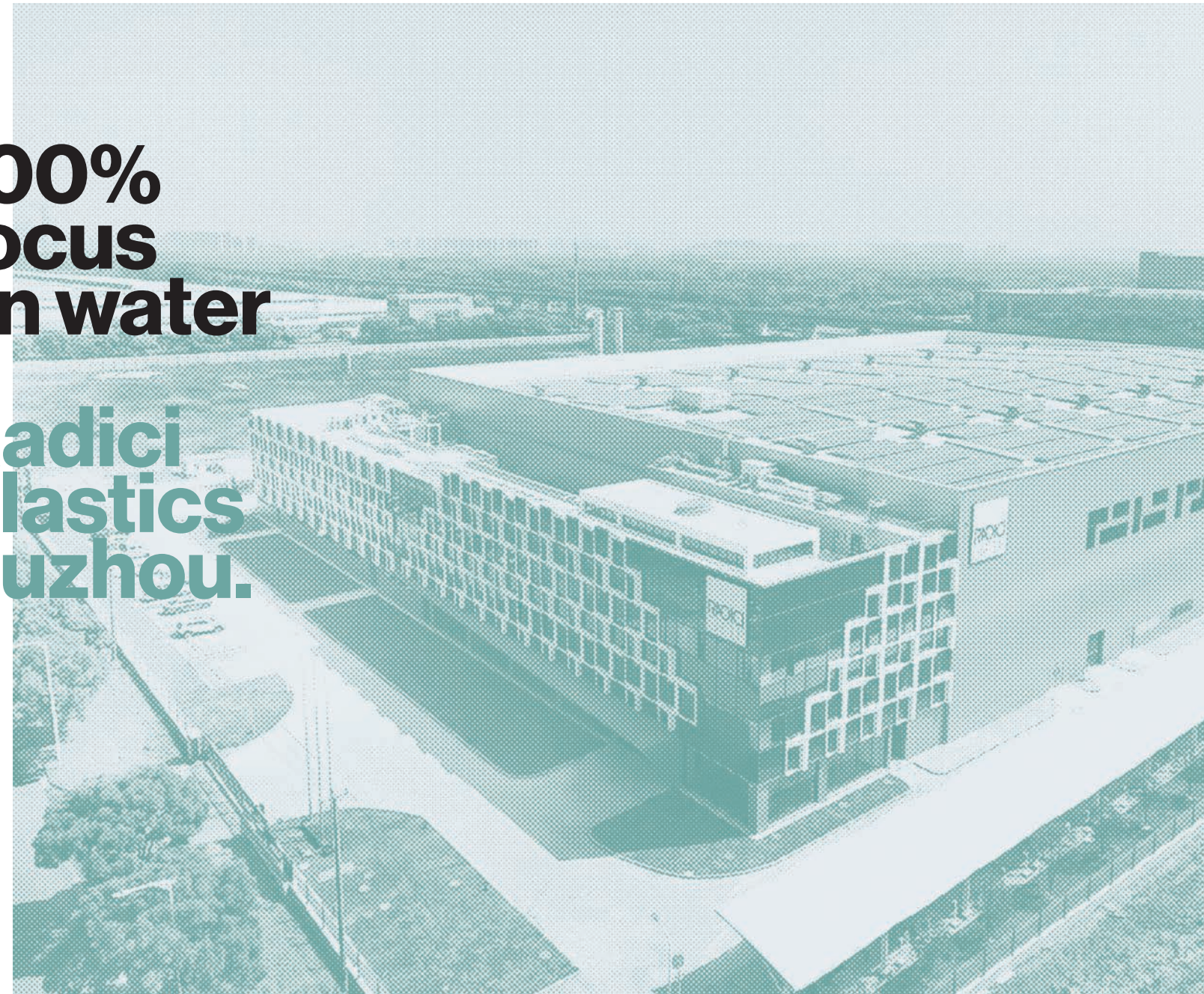
Water saved and reused

Water saving		2022	2023	2024
Thousands of m³	Water withdrawn	73,335	65,708	73,907
Thousands of m³	Water recycled	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		2022	2023	2024
Thousands of m³	Water withdrawn	35,653	38,059	35,313
Thousands of m³	Water recycled	51,889	52,125	43,683
%	Water saved	146%	137%	124%
n	Saving ratio	2.5	2.4	2.2

100%
focus
on water

Radici
Plastics
Suzhou.



In 2023, Radici Plastics Suzhou (China) plant installed an **advanced system** for **rainwater recovery** and **wastewater treatment**, which came fully into operation in 2024. The objective: to reduce consumption and efficiently manage water resources.

Rainwater collected from the roof (up to 200 m³) is filtered and reused for irrigation, cooling and sanitation.

The capacity of the system is 20 m³/h, compatible with the heavy summer rains of Suzhou.

Rainwater **was recovered 1,331 m³** in 2024, of which 150 m³ was used in summer industrial cooling.

At the same time, a plant for **complete wastewater reuse** was activated, in line with the Zero Discharge target required by local authorities. In 2024 1,324 m³ of treated water

was reused, reintegrated into production processes according to the "Urban Wastewater Recycling" regulation, making the plant a **model of excellence within the Group**.

Resource utilisation
in relation to value added

GRI 302-3 Ratio of total primary energy
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) to total net value added	0.019	0.021	0.020

GRI 305-4 Ratio of GHG emissions
to total net value added

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

To highlight the close relationship between added value and sustainability, **the ratios for resources used and waste produced were calculated in order to provide, for the main impacts, a measurement of intensity**

from an economic point of view. The latter indicates the relationship between different environmental aspects and added value with the aim of **growing using increasingly fewer resources.**

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

Ratio of waste subject to disposal without recovery
in relation 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

S for Social



Material topics

- Workers' Human Rights
- Attraction and Valuing of Staff
- Workers' Health and Safety
- Relations with the local area and impact on the Local Community
- Sustainable Research and Innovation
- Circular economy
- Product environmental impacts
- Materials and chemicals Management
- Responsible supply chain management and traceability

People

At RadiciGroup **we recognise the centrality of the Person**, basing our relationship with our Employees on the principles of fairness, legality and respect for national collective agreements.

- We reject all forms of child or forced labour.
- We promote merit and equal opportunities, rejecting any kind of discrimination.
- We carry out the personnel selection and recruitment process based on the suitability of candidates to meet the organisation's needs, according to equal opportunity and transparency criteria.
- We invest in the growth, training and fulfilment of People, to increase and enhance their skills and knowledge.
- We recognise and protect, in every company, the right of Employees to join trade union or political associations, promoting constructive dialogue with these associations.
- We protect labour relations from harassment, hostile and discriminatory actions intended to isolate or demean individual people or groups of Workers. Included in this principle is sexual harassment, i.e. the imposition of expressly unwelcome interpersonal relationships.

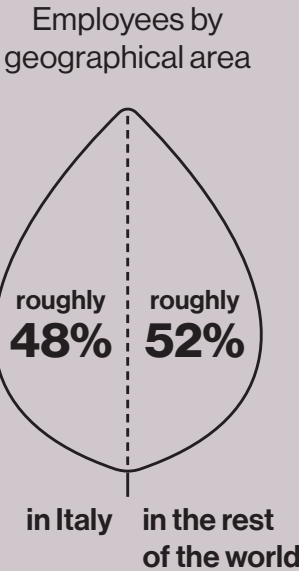
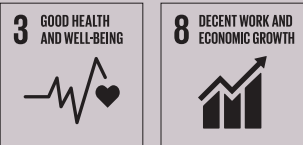
2030 Social objectives

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.
Digitalisation and cybersecurity 	 Digitalisation 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 the local area and impact on the Local Community   	 Relations maintain and expand engagement with Local Communities through support for cultural, social and sports activities, as an expression of good corporate citizenship.

Topic/SDG	Objective
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.

Value-added features

- **To respect Human Rights** everywhere in the world through monitoring and prevention systems and active safeguarding policies.
- **To ensure the solidity of the relationship** with predominantly **collective and permanent contracts**.
- **To protect Health and Safety** with management systems able to effectively monitor and mitigate risks, investments and systematic training interventions for all people.
- **To increase professionalism** through mentoring, training, career paths.
- **To promote work-life balance** through flexibility measures.
- To involve Workers through **daily dialogue**, and through all the information and communication instruments of RadiciGroup.



HRGo, launched in 2023 and developed in 2024 with the **SAP SuccessFactors platform**, is a **key element in RadiciGroup’s strategy to renew its Human Resources** management and development processes. The project aims to **manage talent management in a harmonised and optimised way**, enhancing the skills and potential of Employees to promote individual and company growth at the same time. More than a technological solution, HRGo is a **cultural change** that **strengthens the bond between people and the organization**, improving **efficiency, transparency, and quality**.

GRI 102-8 Employees by region and gender*

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

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

RadiciGroup Employees by gender, employment contract and employment type*

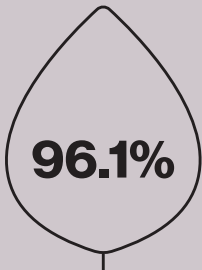
		Male Employees			Female Employees			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024
n	Total Employees	2,283	2,194	2,037	839	803	750	3,122	2,997	2,787
of which										
n	Permanent contract Employees	2,145	2,116	1,951	790	770	727	2,935	2,886	2,678
n	Temporary contract Employees	138	78	86	49	33	23	187	111	109
%	Permanent Employees to total Employees	94.0	96.4	95.8	94.3	95.9	96.9	94.0	96.3	96.1
n	Full-Time (Permanent)	2,262	2,168	2,009	712	685	619	2,974	2,853	2,542
n	Part-Time (Permanent)	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 (Permanent)	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.

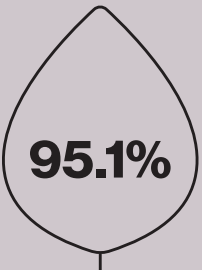
Employees by bargaining agreement type – Percentage of Employees covered by bargaining agreements

		2022	2023	2024
n	Collective bargaining*	2,973	2,803	2,567
n	Individual employment agreement	149	194	220
n	Total Employees	3,122	2,997	2,787
%	Individual employment agreement	4.8	6.5	7.9
%	Collective bargaining agreement	95.2	93.5	92.1

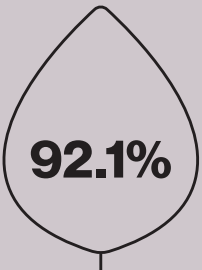
* Collective bargaining includes national bargaining and company bargaining.



Permanent Employees



Full-time Employees



Collective bargaining

Training courses for professional growth

In recent years, training at RadiciGroup has gone beyond simply expanding technical skills and has placed increasing emphasis on the **acquisition of soft skills**.

This approach **aims** to combine the **professional and personal development** of Employees. It also reflects an important change in the role of Human Resources, which no longer focuses solely on managing work-related resources to **support business activities**, but also increasingly considers **Employees’ personal growth requirements**.

In 2024, the training hours per capita for Employees were 17.6, down from the peak reached in 2023 (20 hours). However, the data show a significant geographical differentiation: Asia and the Americas recorded high levels of training per capita (37.4 and 36.1 hours respectively), reflecting a strategy to strengthen skills in expanding contexts, which have yet to reach the consolidated skills level of the European area.

In 2024, the Group’s training plan also followed some important guidelines already initiated in previous years:

- **hybrid mixed mode courses**, which allows Workers to access training opportunities reducing the need for travel, while maintaining a sharing experience with colleagues from different realities.
- **Intercompany training**, to support the integration process between the different Business Areas.
- **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.
- **A practical training approach**, which stimulates learning through concrete experience.

In 2024, a **special innovative training** course was organised, aimed at about **200 Personnel in the Prevention and Protection Service (RSPP), Safety Supervisors, and Safety Managers** of Italian companies, 50 of whom participated in an experiential course. Thanks to the presence of an escape room – a space from which it is necessary to get out within a set time by overcoming puzzles and obstacles – participants were able to review the main risks (biological, electrical, chemical, slipping, burn etc.) and the fundamental concepts of safety, both in the home and professional environment.



GRI 404-1 Training for Employees

		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
%	Hours of training for Health and Safety to total hours of training	58	42	47

Training per capita by gender

n	Total Employees at 31/12/2024	3,122	2,997	2,787
hours/n	Total hours of training per capita	15.2	20.0	17.6

Male Employees

hours	Total hours of training	38,313	47,081	37,613
n	Total Employees	2,283	2,194	2,037
hours/n	Total hours of training	16.8	21.5	18.5

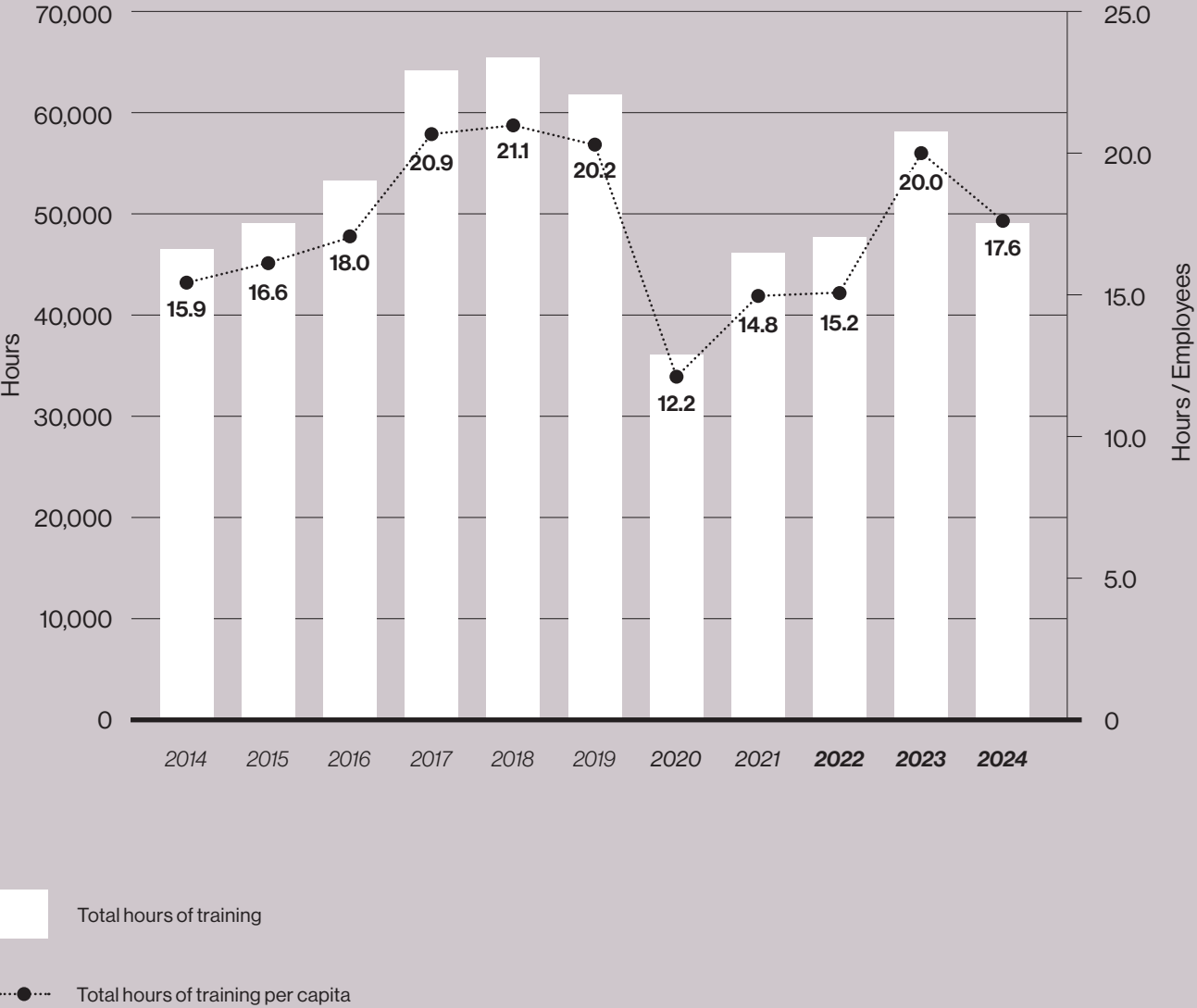
Female Employees

hours	Total hours of training	9,179	12,731	11,445
n	Total Employees	839	803	750
hours/n	Total hours of training	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

Hours of training



RadiciGroup and digital training

Digital Champions.

Launched in April 2024, the M365 Digital Adoption RadiciGroup project represents a key milestone in the **digital evolution of** the company.

Born from the collaboration between HR and ICT functions, it aims to strengthen internal expertise on Microsoft365 tools to foster more effective communication and collaboration.

The beating heart of the project were the **100 Digital Champions**: people selected from all areas of the Group for their attitude to informal leadership and change.

In addition to supporting colleagues in adopting digital tools, the Champions **promoted best practices**, created shared content and facilitated dialogue within a dedicated community.

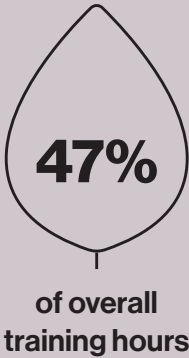
The project included **practical training**, regular meetings and the creation of a digital space for discussion, with the aim of building a **more agile and interconnected corporate culture**. From the launch in April 2024 to April 2025, 70 projects on M365 were activated with about 750 users involved.

Health and Safety at work

RadiciGroup safeguards the Health and Safety of Workers by monitoring performance in terms of:

- **risk analysis and risk management** through robust management systems, to translate Health and Safety concepts into every aspect of daily business.
- **Compulsory and voluntary training**, starting with newly recruited Workers, as a distinctive factor, making people an active part of safety.
- **Raising the awareness** of each Employee about their contribution to the safety management of the company.
- **Organising initiatives to promote healthy lifestyles and support prevention** as a means of tackling some of the most serious or widespread diseases.

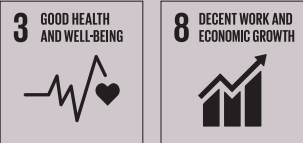
Health and Safety Training



In 2024 RadiciGroup recorded a marked improvement in occupational health and safety compared to previous years.

Total injuries were 63, of which only 6 were considered high-consequence according to internal criteria (more restrictive than GRI standards). High consequence injuries have halved compared to 2023, from 12 to 6, with a reduction among both male workers (from 8 to 6) and female workers, where no cases were recorded (from 4 to 0). Even minor injuries dropped, from 67 to 57, maintaining the most frequent dynamics, such as slips, bumps or incorrect movements. Also the injury rate and the severity index improved sensibly.

These data confirm the soundness of the policies adopted by the Group in the field of Health and Safety, and support the commitment to **continue along a path of continuous improvement**.



GRI 403-9 Work-related injuries

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

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

Logit and occupational safety

over a year without lost days.



Logit, a RadiciGroup Advanced Textile Solutions company, has achieved a **significant milestone**: from 8 October 2023 and throughout 2024, no accidents were recorded with days off work (lost days). A result that reflects the company's commitment to **promoting a safety culture** that is concrete and transversal.

Central to this result were continuous hazard **monitoring** and risk **assessment**, which allowed to prioritise critical issues and integrate them into daily management.

To support Health and Safety, Logit has in fact activated a network of regular inspections and an internal system to report and track risks, assigning priorities and responsibilities, and monitoring the timing and effectiveness of interventions.

Employee training was also central, starting with new hires, with numerous courses focused on safe behaviour and proper use of equipment.

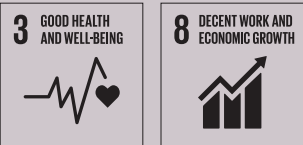
Professional development and Employee well-being

RadiciGroup promotes professional development through the enhancement of skills and investment in training.
It also sees work-life balance as a key element in a positive business environment.

Since 2015, the Group has been carrying out the “StoBene” project, an evolution of the WHP (Workplace Health Promotion) programme, progressively extended to different Italian and foreign companies, with the aim of promoting the physical and psychological well-being of Employees and encouraging healthy lifestyles and a positive mental approach.

Here are some initiatives that characterised 2024:

- **Yarnea, Romania**, organised some team building in nature with mountain hikes and rafting to strengthen the physical and mental well-being of people.
- **Radici Chimica Deutschland, Germany**, has taken part in numerous territory races (running, dragonboat) creating company competition teams.
- **Radici Plastics, Brazil**, has promoted outdoor group training activities focused on empathy, motivation and communication.



The introduction of an integrated corporate **welfare** system in some of its plants.

The promotion of initiatives for Employees to increase their **physical and psychological well-being**.

The consolidation of **agile working two days a week** for Italian Workers.

Workers' engagement through internal communication and involvement initiatives to **boost their team spirit**.

Hourly flexibility rules as a result of the agile model.

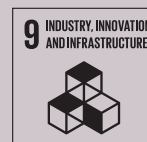
Innovation and products



A Quality Supply Chain, also for the Environment

Our Value Chain is made of values before processes. Of broad, far-sighted visions before labels. And **it is made of dialogue and constant collaboration** with all our Suppliers, Customers and Stakeholders.

Our Value Chain **looks at the future of our planet** to create high quality, sustainable products **for the good of all**.



Traceability becomes a system

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 regulations, the ability to precisely trace the various steps in the procurement or processing of materials has become a key factor in RadiciGroup's sustainability strategy.

RadiciGroup traceability is:

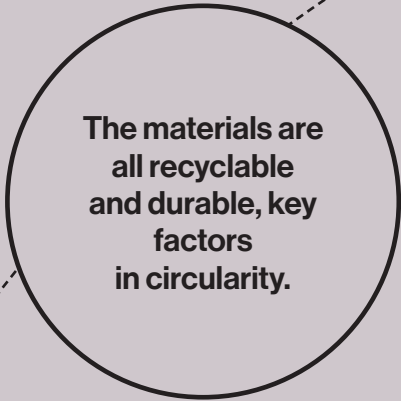
- complete for virgin and post-industrial recycled materials handled in-house.
- High for post-consumer recycling materials purchased on the market and covered by GRS or major ISO standards or Oeko-tex certification.
- Governed by management software that monitors every step of the production chain. This makes it possible to trace each batch back to detailed information on the raw material, the production line, the different processes used and packaging or shipping data.



Why choose RadiciGroup low-environmental impact products?

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 significantly reducing water and energy.
- At **limited carbon footprint** measured through the **LCA methodology**, an advantage for the entire Value Chain.
- Manufactured using **green energy**, which decreases dependence on fossil fuels.
- **Bio-based**, i.e. made wholly or partly from **renewable natural raw materials**.
- **Biodegradable**: i.e. **able to be broken down into their different components** through biochemical processes.

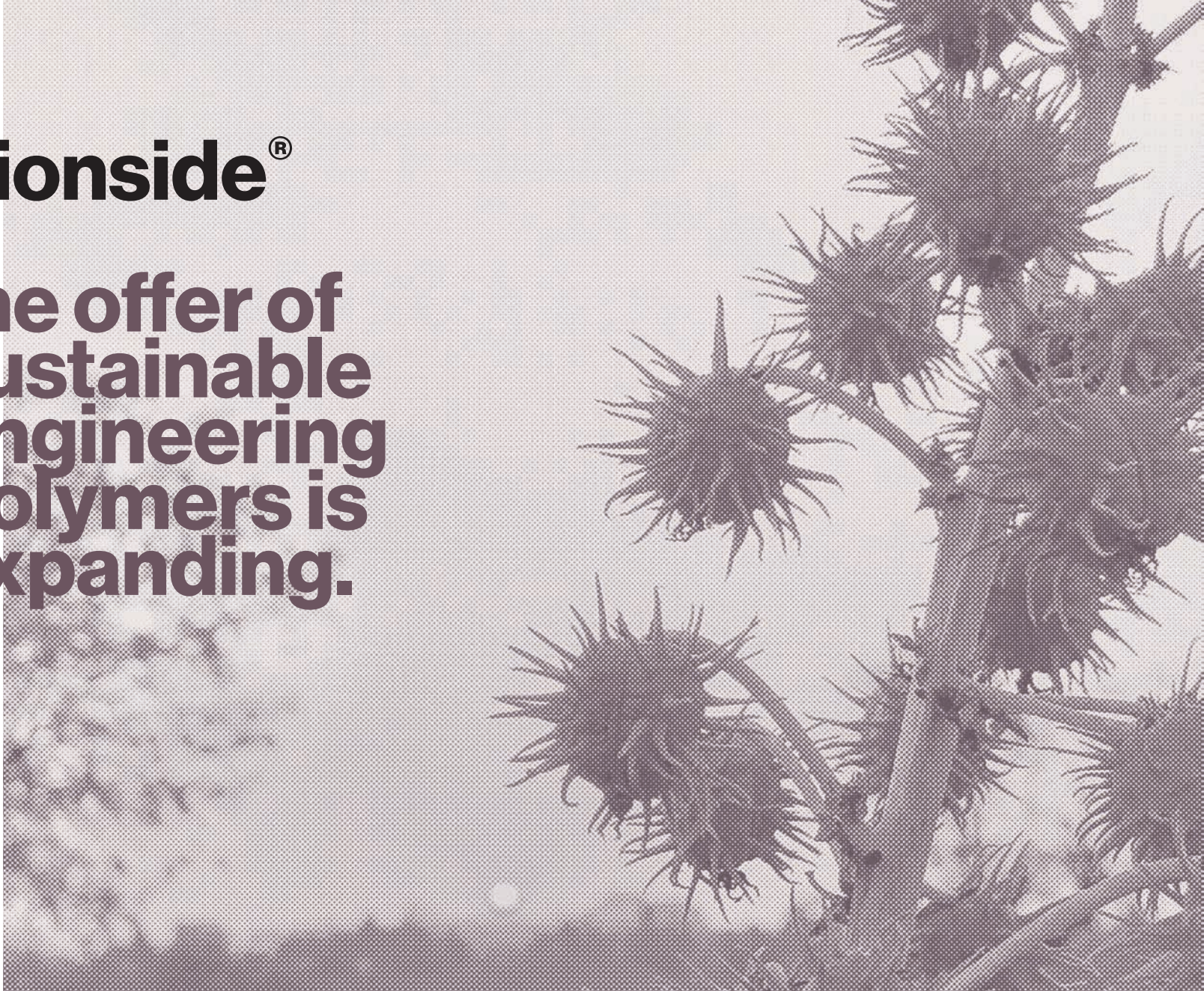




From sustainable companies to sustainable products

Product	BA	 Energy from renewable sources	 Bio-based
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®	Advanced Textile Solutions	●	
Radilon®	High Performance Polymers	●	
Radimelt®	Advanced Textile Solutions	●	
Radipol®	Specialty Chemicals	●	
Radipol® 6.10	Specialty Chemicals		●
Radyarn®	Advanced Textile Solutions		
Repetable®	Advanced Textile Solutions		
Responsible®	Advanced Textile Solutions	●	
Starlight®	Advanced Textile Solutions		

 Solution-dyed	 Recycled	 Durable Recyclable	 Biodegradable
●	●	●	
●		●	
●		●	
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Bionside®

the offer of sustainable engineering polymers is expanding.

In 2024, RadiciGroup High Performance Polymers strengthened its **search for solutions** that combine **high technical performance and sustainability**.

Among the new products **Bionside®** stands out, a **bio-based line** of the Radilon® family, which includes both established grades such as PA610, and new experimental materials (PA56, PA510, PA1012), all obtained from **renewable raw materials**.

The PA610, derived from castor oil, offers hydrolysis resistance and dimensional stability, making it ideal for automotive and water management. Compared to fossil polyamides (such as PA66), it **reduces Global Warming Potential by up to 70%**.

These materials, which are fully recyclable, are evaluated using the LCA methodology and represent the Group's commitment to **solutions with high technical value and lower environmental impact**.

Transparency can be seen

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, RadiciGroup has long used **Life Cycle Assessment** studies and has set up a team of in-house experts, coordinated by Radici InNova, to provide a **specialised and strategic LCA service** to all its companies. Life Cycle Assessment (LCA) is a scientific, analytical and

systematic methodology that assesses the environmental footprint of a product throughout its entire life cycle. This is the only way to **objectively measure the environmental impact** of the product/organisation and to implement truly valid and targeted reduction solutions to **concretely improve the environmental footprint**, also in line with Best Available Techniques (BAT).

LCA

(Life Cycle Assessment)

The LCA method has been employed by the Group for all of its main polyamide and polyester based products since 2010, and **each product has been examined over its lifecycle to fully reveal its interactions with the environment.**

LCA data are used in the Group as the basis for the Environmental Product Declaration and the PEF (Product Environmental Footprint).

EPD

(Environmental Product Declaration)

An EPD, issued by a company running an ISO 14025-certified EPD process, **communicates the environmental performance of a product.** As of today, BA High Performance Polymers has developed and published EPDs. All EPDs are published online on a dedicated site operated by an EPD programme operator. For this service, the Group has chosen the International EPD® System, one of the world's most reputable EPD programme operators.

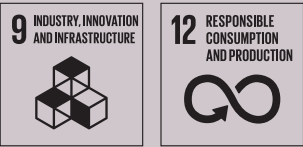
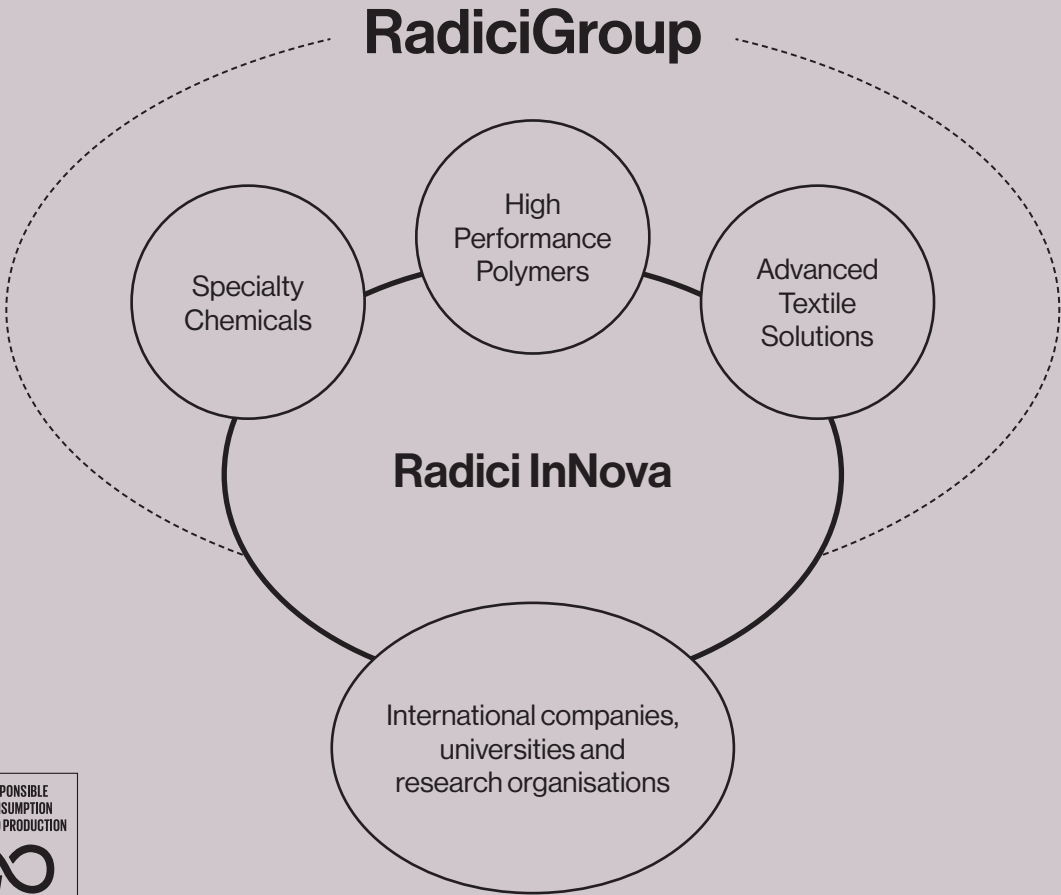
PEF

(Product Environmental Footprint)

The Product Environmental Footprint (PEF) is a methodology, promoted by the European Union, **that establishes the rules for calculating, assessing and communicating the environmental performance of goods and services to Stakeholders.** PEFs have been issued by the RadiciGroup Speciality Chemicals and Advanced Textile Solutions Business Areas.

Radici InNova. The Source of InNovation

At the end of 2019, Radici InNova, a Consortium for Research and Innovation, was founded.
The new company **will play a key role in RadiciGroup’s sustainable growth** and provide crucial support for the Group’s strategic decision-making.



Projects of strategic importance in 2024

Radici InNova operates on the basis of a **multi-Stakeholder collaboration logic**, involving the companies of RadiciGroup, research institutes, clusters and qualified partners able to provide infrastructure resources and technical and scientific support for the implementation of projects.

Every year, Radici InNova carries out numerous projects. In 2024, the main action lines were:

- the **circular economy**, with experiments that have allowed to gain new knowledge on the **best solutions for recycling nylon**. In addition to the established activities of **thermo-mechanical recycling**, studies on **dissolution recycling** have been carried out as a possible option for the treatment of post-consumer mixed thermoplastic materials. Even the **recycling of textile PET**, still a challenge, represented an important area of study and intervention.
- **Ecodesign**, in line with the new European regulation ESPR (Ecodesign for Sustainable Products Regulation) that came into force in 2024. Particular **attention has been paid to the durability and recycling content of materials**, especially when **combined**, thus also responding to increasingly significant market demands.

- The **Mass Balance Approach**, a fundamental strategy for managing fractions of non-recyclable mixed materials using conventional methods. In addition to the ISCC and SGS **certifications already present** in the Group, the consolidation of this approach took place through the organisation of a **training** course in the Advanced Textile Solutions area.
- The **development of new materials to expand RadiciGroup’s** portfolio. For example, the study of star-shaped PA6 polymers, a configuration designed to optimise their structure and improve their performance, was successfully completed.
- **Nylon-based biopolymers**, with research activities aimed at improving the know-how acquired on new bio-based polymer matrices and analysing alternative and sustainable processes for the production of the necessary intermediates.

Genny Zero

innovative and sustainable mobility.



In October 2024, RadiciGroup, together with Acerbis and Genny Factory SA, unveiled **Genny Zero**, a two-wheeled electric vehicle that **redefines sustainable mobility**. Born as an evolution of a wheelchair for the disabled, it soon turned into a **self-balancing personal transporter**, suitable for both the medical sector and urban micromobility.

RadiciGroup contributed its Engineering Service, employing advanced numerical simulations to optimise design and ensure high performance. It also **provided high performance engineering** polymers (Radistrong®, Radilon® and Radilon® Mixloy) to lighten the structure and improve its strength, durability and aesthetic performance, eliminating the

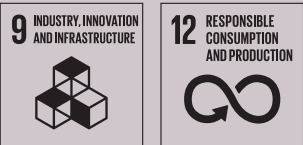
need for painting. The weight of the vehicle has thus increased from 110 kg to 60 kg, without compromising its safety.

Premiered at the 2024 Olympic and Paralympic Games, Genny Zero has attracted interest as a **dynamic and autonomous solution** for people with reduced mobility, combining innovation, safety and design.

Circular economy, all-round sustainability

The circular economy is a **new way to design, produce and use things and services** within the boundaries of our planet, its resources, limitations and opportunities. It's a conceptual and operationally regenerative system that guides many of the Group's sustainability choices for which it:

- **is a driver of process and product innovation**, particularly thanks to **ecodesign**, and also offers development opportunities in unexplored sectors, thanks to RadiciGroup's range of 100% recyclable materials and recycled and bio-based products offering.
- **Motivates production and system efficiency** through the **reduction of waste and operating costs**.
- **Is an important lever for Value Chain transformation and integration**, through partnerships for implementing best-practice or supporting best technologies, optimising transport, chemical safety of materials and sharing values such as the health and safety of Workers.



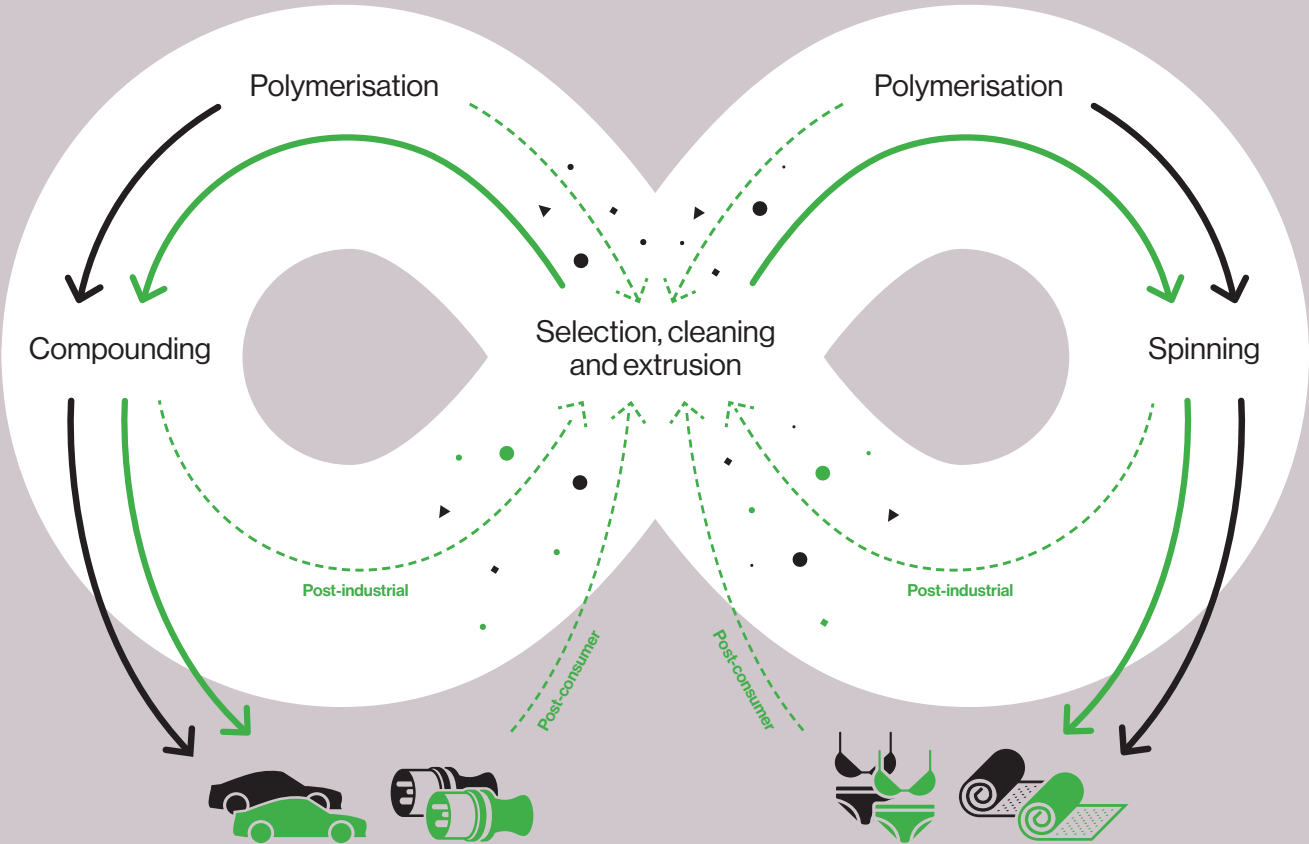
RadiciGroup's circularity principles

- **Ecodesign:**
RadiciGroup is increasingly working with Customers and Suppliers to design circular products. There is a particular focus on the concept of **monomateriality**. The concept is based on the creation of products using a single material, or very few chemically related ones, that can meet all the necessary performance needs and be immediately recycled at the end of life, possibly mechanically, requiring only the disassembly of the different components.
- **Materials:**
the production offer is largely based on **recyclable, durable and recycled materials**.
Through Radici InNova, the Group is investing in a further area for new and increasingly sustainable sources of raw materials, also obtained through innovative and technologically pioneering processes.
- **Processes:**
the Group invests in **optimising every aspect of production**, from the use of raw materials to energy resources, combating all forms of waste. Processes are scientifically and rigorously measured to verify their impact.
- **Durability and longevity:**
RadiciGroup products are based on **high-performance, carefully selected** raw materials from traceable and qualified supply chains. Nylon, in particular, is designed to last over time and confer the same characteristic to its Customers' products.
- **Recyclability:**
all Group **materials can be recycled** at the end of their life through a mechanical process with limited energy and environmental impact. They can thereby be transformed into new polymers for the most challenging sectors, from automotive to technical textiles.
- **Quality recycling:**
the Group is able to **select** different **waste materials** by exploiting their intrinsic qualities and direct them to the most appropriate second life, based on the desired technical, environmental and market performance.
- **Renewable resources:**
renewable resources, especially energy resources, **are a key factor in RadiciGroup's sustainability policy**.
Thanks to its twenty-year partnership with Geogreen, the Group has long seen a presence of renewable electricity that in 2024 exceeds 60%.

The nylon recycling system for circularity

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 is done on the basis of the specific characteristics of the materials and the performance expected from final applications, **choosing the most sustainable solution**. This applies to **pre-consumer** recycling, i.e. related to the process of industrial waste, and to **post-consumer** recycling, i.e. related to actual objects that have already lived a first life.

RENYCLE[®]
nylon after nylon



- Key**
- Virgin raw materials
 - Recycling materials
 - - - Recycling process
 - Waste

Territory



Growth and value in the territory



RadiciGroup recognises its role as a reference in the territories in which it is present and directs its actions by enhancing local specificities, committing to build and maintain **transparent and proactive relationships with** the communities that host its companies.

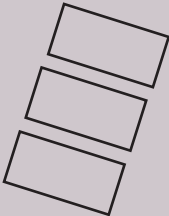
In compliance with corporate rules, in particular the prohibition of supporting any political organization, the Group nevertheless strongly supports local institutions and associations engaged in cultural, social and sporting activities.



RadiciGroup and the territory 2024

In a logic of **active corporate citizenship**, the Group Companies support Local Communities in specific ways, depending on the needs that the latter highlight.

- **Youth competitive sport**
Radici Partecipazioni SpA (Italy) supports the RadiciGroup Ski Club, a historic association with over 100 athletes from the area between 6 and 18 years old, which makes sport a school of growth and a "gym" of life values.
- **Initiatives for mothers and children**
Logit s.r.o. (Czech Republic) has supported the Jonás association for mothers and children by supporting the purchase of musical games to develop a sense of rhythm and encourage movement in children.
- **Corporate open doors**
Radici Plastics Suzhou Co., Ltd. (China) has opened the doors of the company to the inhabitants of the territory to allow them to get to know the new plant up close.
- **Corporate volunteering**
Radici Plastics Mexico S. de R.L. de C.V. (Mexico) organised a collection of groceries, games and clothes from the Employees to donate to the local Alitas de Ángel women's orphanage.



The future is for generations to come

For over ten years, the **Education project** has been promoting **ever closer collaboration between RadiciGroup and the world of education**, through concrete initiatives with local schools and universities. The aim is to align training courses with the skills required by companies, while helping to strengthen the Group's attractiveness in the territories in which it operates.

In 2024

The Italian companies of the Group:

- welcomed about **200 students** in **5 company visits** and organized **6 internships** for university and high school students.
They also participated in career guidance events such as **Career Day** and **Job Festival**, offering classes at school and in the company on issues related to polymers and the circular economy.

Abroad:

- **Radici Plastics USA Inc.** provided its production materials for an educational event aimed at students from elementary to high school.
- **Logit s.r.o. (Czech Republic)** hosted technical students for summer practicing on company grounds.
- **Radici Plastics Suzhou Co., Ltd. (China)** welcomed students from the Summer School of Xi'an Jiaotong-Liverpool University.
- **Cordonsed Argentina S.A.** organised visits for engineering students of the National Technological University and donated school uniforms to the children of the Employees.



A tree, a name, a commitment a special environmental initiative.

In 2024, Radici Plastics Mexico, a RadiciGroup company specialised 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.

G for Governance

Material topics

- Long-term value creation and business sustainability
- ESG Corporate Governance/Risk Management/Compliance
- Cybersecurity and data protection

The importance of Governance

In an ESG context, the term Governance is very often associated with economic performance issues, one of the key factors in measuring a company's performance. Nevertheless, Governance should be understood in a broader sense, to the extent of encompassing transparency and Compliance as well. The latter in particular represents an ability to respond effectively and proactively to the challenges posed by developments in the regulatory landscape, including the capacity to seize the opportunities that such developments bring.



2030 Governance objectives



Topic/SDG	Objective
Long-term value creation and business sustainability 8 Decent work and economic growth 9 Industry, innovation and infrastructure 17 Partnerships for the goals	 Leadership and competitiveness maintain a leading position in the Group's key business sectors, underpinned by ESG principles, to create long-lasting value to be shared with stakeholders.
ESG corporate governance, risk management and compliance 11 Sustainable cities and communities 12 Responsible consumption and production 16 Peace, justice and strong institutions 17 Partnerships for the goals	 Sharing 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 7 Affordable and clean energy 12 Responsible consumption and production 17 Partnerships for the goals	 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.

When analysing environmental, social and governance factors, the “G” factor is often relegated to second place behind the consideration of risks and opportunities related to the environment or social aspects. However, **“good corporate governance” is the cornerstone of a sound system both from a general and from an ESG risk and opportunity point of view.**

RadiciGroup:

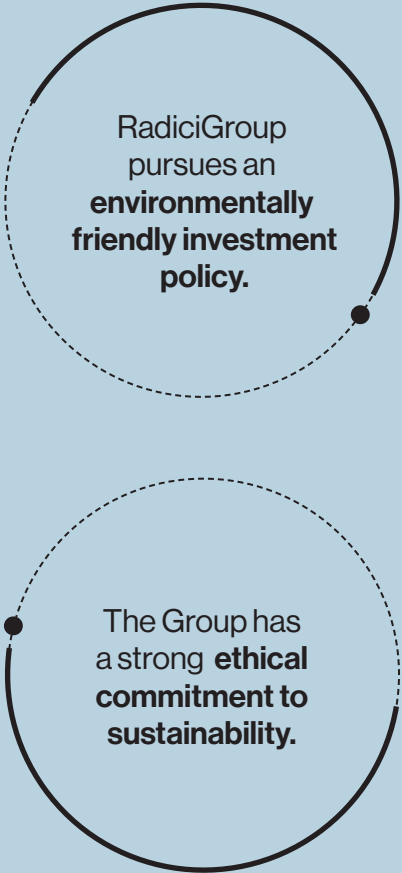
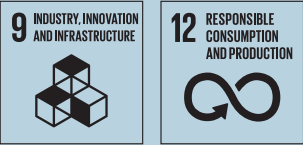
- sees the **active participation of top management in sustainability policies.**
- Understands business sustainability not only in terms of return on invested capital, but also in terms of **sharing added value with Stakeholders.**
- Uses **robust management systems in each company** to base its choices and operations on recognised models aligned with international best practices.
- Increasingly considers **digitalisation** not only as a part of business management, but as an **enabling factor of its environmental and social sustainability policies**, and potentially increasingly strategic.

We want to be there... for the long term

In RadiciGroup's vision, the **creation of long-term value** in a logic of sustainability goes far 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 (Employees, Customers, Suppliers, Communities, Public Authorities) who have contributed to the Group's success.

By translating these principles into tangible actions, RadiciGroup pursues a logic of prudent investment with a medium- to long-term return without chasing immediate profit. This provides "breathing space" for the projects undertaken, and is a guarantee of security and continuity for RadiciGroup Employees as well as Suppliers and Customers.



GRI 201-1 Generation of value added

	2022	2023	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 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

GRI 201-1 Distribution of value added

	2022	2023	2024
€ 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
€ 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)
€ Payments to loan providers	4,100,952	5,782,566	4,762,335
Short-term loan interest	4,100,952	5,782,566	4,762,335
Long-term loan interest	-	-	-
€ Payments to shareholders	49,980,000	-	35,400,000
€ Retained value added	30,581,430	21,234,910	(10,363,708)
+/- changes in reserves	30,581,430	21,234,910	(10,363,708)
€ Contributions and donations	580,949	544,548	531,248
€ Total net value added	234,576,786	176,985,950	197,273,193

The Management Systems

The voluntary management systems for quality, safety, environment and energy, developed according to the most advanced international standards, represent a reference for best practices and are confirmed as fundamental tools for sustainability-focussed management. In a context marked by geopolitical, environmental and social challenges, companies are called upon to respond with strategic visions implemented through structured but flexible business models. In this scenario, in 2024 Management Systems, an integral part of the Corporate Sustainability function, consolidated their strategic role in corporate governance, favouring an integrated approach to processes and traceability of ESG data and information, also in view of the future requirements of the Corporate Sustainability Reporting Directive (CSRD).

They have been in place at RadiciGroup since 1993, the year of the first certification, and offer numerous advantages:

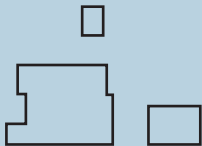
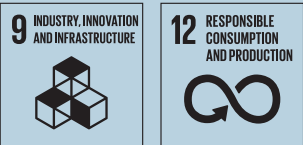
- they are one of the Governance cornerstones in the Group’s ESG transformation, in monitoring and in maintaining its compliance with legislation.
- Through “The RadiciGroup Policy” they are an important guideline for all Companies and Employees, who are expected to identify with its principles.
- They bring a systemic, process-based approach to the organisation, streamlining processes and creating synergies between different companies or Business Areas to manage common goals.
- They ensure the principle of continuous improvement that drives RadiciGroup to set ambitious targets.
- They contribute to activating and maintaining the involvement of internal (Workers) and external Stakeholders in the Group's quality, health, safety and environmental policies and ensure a response to stakeholders’ concerns.

- They ensure internal and external Customer satisfaction.
- They make it possible to understand the context and to identify or take account of the expectations of Stakeholders.
- By assessing process performance, they support the necessary management actions.

The principle of risk-based thinking is of particular importance in the context of Group management systems and governance, as it allows those who adopt it to face decisions with the support of a structured assessment of the possible consequences, positive or negative, of the choices that will be made.

Management system certifications confirm and substantiate RadiciGroup's commitment to quality, safety, the environment and energy, as well as to transparent, Stakeholder-oriented communication that is verified by third parties.

Finally, management systems are the internal guarantors of the reliability of measurement processes, also thanks to the widespread implementation of the Enablon Metrics platform, which allows structured, transparent and reliable collection of ESG data.





Certifications

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 focussed on Stakeholders**, subject to voluntary independent verification, **in line with current and future European regulations** on transparent communication.

RadiciGroup Certification Table *(updated 31 December 2024)*

RadiciGroup Site	ISO 9001	IATF 16949	ISO 14001	ISO 45001	ISO 50001	OCS	ISO IEC 17025
Corporate							
Radici Partecipazioni SpA	●						
BA: Specialty Chemicals							
Radici Chimica Novara SpA	●		●	●	●		
Radici Chimica Deutschland GmbH	●		●	●	●		
BA: High Performance Polymers							
Radici Novacips SpA - Villa d'Ogna	●	●	●	●		●	
Radici Novacips SpA - Chignolo d'Isola	●		●	●		●	
Radici Plastics GmbH	●	●	●	●	●	●	

RadiciGroup Site	ISO 9001	IATF 16949	ISO 14001	ISO 45001	ISO 50001	OCS	ISO IEC 17025
BA: High Performance Polymers							
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 PVT. LTD.	●	●					
Radici EcoMaterials Srl	●						
BA: Advanced Textile Solutions							
RadiciFil SpA	●		●	●	●		
Logit s.r.o.	●		●	●	●		
Radici Yarn SpA - Villa d'Ogna	●		●		●		
Radici Yarn SpA - Ardesio	●		●		●		
Yarnea SRL	●		●	●			
Radici Chemiefaser GmbH					●		
Radicifibras Indústria e Comércio Ltda	●						
Noyfil SpA - Chignolo d'Isola	●		●	●			
Noyfil SA - Stabio	●		●	●			
Cordonsed SA							
Tessiture Pietro Radici SpA	●		●	●			

Sustainability and digitalisation: a new priority for the Group

The **link** between **sustainability and digitalisation** is now recognised as **key** to addressing environmental, social and economic challenges. Indeed, digitalisation has become a driving force in supporting more effective resource management, better data security, greater transparency and more widespread Stakeholder participation in business processes.

Considering this vision, the Group:

- supports **digitalisation**, with a positive impact on performance in terms of **agile decision-making and executive processes**.
- Exploits the potential offered by digitalisation not only to **improve the performance of industrial processes**, but also to **improve their environmental and social sustainability**.
- Has adopted and is progressively deploying **advanced data management application solutions**.
- Works towards **more efficient and effective data management** in terms of **accuracy, granularity and accessibility**.



In 2024, the Group continued to value **digitalisation as a** strategic lever to improve efficiency, transparency and sustainable management.

- **ERP** systems have been **further extended** to include new production sites, with benefits in terms of **traceability, document management and regulatory compliance**.
- **MES** systems **continued to be deployed**, improving **production efficiencies**, and the **Enablon Metrics module to collect data for this Sustainability Report**.
- **The SuccessFactors** application was **consolidated**, which contributed to **the formalisation and rationalisation of HR processes**.
- It has taken digital adoption **initiatives** to **support a collaborative culture and a better work-life balance**.

Finally, an **extensive cybersecurity management program** has allowed RadiciGroup to **reduce vulnerabilities and increase its ability to react in crisis situations**. In addition, it has ensured greater protection, reliability and immediate availability of data and services, both for the Group and for supply chain partners.

Sustainability Report

collaborators



Thanks to all the people who, with passion and commitment, collaborate every year in the realisation of the Report. Their contribution has been fundamental to advancing, together, the transparent reporting path that RadiciGruppo has chosen since 2004.

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
Čečřlová 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
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Assurance statement*



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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 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.



* To the full document available on the website.



ORGANISMO
NOTIFICATO
0545



Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC,
Signatory of EA, IAF and ILAC Mutual Recognition Agreements.
SGS n. 008A - SGA n. 0010 - SCR n. 002F - FSM n. 0018
PRD n. 008B - DAP n. 003H
SSI n. 0010 - SGE n. 001M - ISP n. 006E - GHG n. 0010
EMAS n. 006P - ITX n. 004L - PRS n. 100C



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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



ORGANISMO
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