Sustainability Report 2025

Complete version

RADICI GROUP

Contents

Introduction **4**
How to Read This Report 4
Executive Summary* **5**
Letter from the CEO **6**
The Group (as at 31 December 2025) **8**
A Global Presence 8
Operating Structure 9
RadiciGroup products and application sectors (as at 31 December 2025) 10
Our Vision **12**
Our Mission **12**
Our Values **13**
Our Code of Ethics **13**
United Nations Sustainable Development Goals (SDGs) and Sustainable Strategy **14**
RadiciGroup Sustainability Plan: "From Earth to Earth" **15**
Our Stakeholders **15**
Low Environmental Impact Products Means a Sustainable Value Chain **16**
Life Cycle Assessment (LCA) Methodology in Focus 18
Research, Development and Innovation **19**
Radici InNova 19
Open Innovation 20
The Circular Economy 22
Transparency 24
Traceability 25
E for Environmental **26**
E for Environmental 27
S for Social **46**
S for Social 47
Workers' Human Rights 52
"People and Work: Human Rights" 52
RadiciGroup's Human Rights Policy 53
Diversity, Equity and Inclusion (DEI) 53
Attracting, Retaining and Valuing Staff 54

Workers' Health and Safety 58
Value Chain 64
Suppliers 64
Customers 67
Trade Associations 69
Territories and Local Communities 69
G for Governance 72
The Board of Directors and the Board of Statutory Auditors(as of 31/12/2025) 73
Compliance 74
Sustainability Governance 77
Governance Instruments 78
Long-term value creation and business sustainability 80
Tax Policy 85
The RadiciGroup Policy. 89
Management Systems 90
Sustainability and Digitalization 92
Cybersecurity and Data Protection 93
Appendix 1 95
Building the Sustainability Report 95
Reporting principles 96
Materiality analysis 97
Management of Material Topics 99
Materiality Matrix Update 99
Building the Sustainability Plan 99
Appendix 2 100
GRI Content Index and Supporting Disclosures 100
Letter of Assurance 133
Useful Addresses 135

Introduction

On 22 December 2025 (by notarial deed registered on 31 December 2025), the holding company Radici Partecipazioni S.p.A. completed a partial demerger in favour of the newly incorporated company Raditex S.p.A., which consequently became the parent company of all entities belonging to the *Advanced Textile Solutions* (ATS) business area. For the purposes of this Sustainability Report, and to ensure consistency and alignment with the financial statements for the year ending 31 December 2025, the reporting boundary comprises all companies controlled by Radicifin S.A.P.A., the Group's ultimate parent company.

Also of note, on 30 April 2026 the private equity fund Lone Star Funds completed the acquisition of the *High Performance Polymers* and *Specialty Chemicals* business areas. This transaction marked a new phase in those businesses' development.
The transaction has had no effect on this Sustainability Report, which relates to the year ended 31 December 2025.
Nevertheless, to assist stakeholders in interpreting the data in light of the Group's new corporate structure, this Sustainability Report presents (where appropriate) two complementary perspectives: on the one hand, by reporting figures according to the historical boundary ("Legacy Reporting Boundary" of the RadiciGroup), thereby ensuring continuity and comparability of the information; and on the other, by focusing reporting on the *Specialty Chemicals* and *High Performance Polymers* business areas (the "2026 Reporting Boundary"), which reflects the Group's new corporate structure.

How to Read This Report

Throughout this report, the key data and commentary are presented according to the two reporting boundaries described above, which are distinguished by the colour of the tables:

- **Tables in grey**: refer to the **legacy Reporting Boundary** (i.e. the RadiciGroup's reporting boundary in 2025). This includes the following business areas: *Specialty Chemicals, High Performance Polymers* and *Advanced Textile Solutions*.
- **Tables in blue**: restate the figures from 2025 (and the two preceding years) to reflect only the **Specialty Chemicals and High Performance Polymers** business areas.

Unless otherwise specified, or where reference is made to RadiciGroup or the Group, the Legacy Reporting Boundary applies.
To facilitate reading, the key information is presented in the first part of this report, while supporting disclosures (covering materiality, detailed data and the management of material topics) are provided in dedicated Appendices.

Executive Summary*

In 2025, RadiciGroup maintained its strong and resilient market position, supported by a **global industrial footprint spanning four continents** and its integrated polyamide value chain. **Internationalization** remained key, supported by an increasingly extensive manufacturing and commercial network and a growing presence across global markets.

Innovation remains a strategic driver across all business areas. This increasingly **open approach to innovation** has continued to expand the Group's portfolio of solutions and thus support the sustainability objectives of its Customers by providing **recyclable, durable, recycled-content and bio-based materials.** In this sense, **Life Cycle Assessment (LCA)** plays a key role in ensuring **transparency**: It allows the Group to **scientifically quantify and communicate the environmental impact** of its products, **while also providing customers with valuable data to calculate their own carbon footprint.**

In this context, **nylon** (a core material for the Group, which is inherently recyclable thanks to its thermoplastic properties) lends itself to **mechanical recycling processes** that allow post-industrial and post-consumer waste to be recovered and reused as raw materials **within a circular economy.** Building on these well-established capabilities, RadiciGroup continues to develop **new recycling solutions** through ongoing **research and development,** with the aim of further extending circularity to even the most challenging material streams.

From an environmental perspective, the Group has continued along the **decarbonization path** established in previous years: **Renewable electricity continued to account for 63%** of total electricity consumption, while the share of self-generated electricity also increased steadily. Scope 1 emissions increased due to specific operational factors. Meanwhile, the Group continued to expand the measurement of Scope 3 emissions and to progressively strengthen collaboration across the value chain to promote the adoption of solutions with increasingly lower environmental impacts across the value chain.
The **internal recovery rate for non-hazardous waste was 34%.** More than 85% of the packaging purchased was sourced from renewable materials, while recovery rates for all major packaging types were close to 100%. The Group also achieved strong results in **water resource management**, with high levels of water recirculation at **several sites**. Some sites have **virtually eliminated industrial wastewater discharges**, while others are approaching this milestone.

In terms of its **social commitments**, the Group maintained a **stable workforce** (**2,714 employees, 96% on permanent contracts**), an increasingly international profile and a strong commitment to **skills development**: the Group delivered **more than 42,000 hours of training (15.5 hours per employee)**, with 53% devoted to health and safety. Health and safety performance improved, supported by ongoing training and close monitoring: **the number of workplace injuries fell** by approximately **33%** compared with 2024. Despite this improvement, the Group continues to monitor injury severity indicators closely, reflecting its proactive approach to continuous improvement and risk management.

The Group's **ESG governance** framework is underpinned by a comprehensive portfolio of certifications covering a wide range of areas: **17 quality certifications, 17 environmental certifications, 16 health and safety certifications, and 8 energy management certifications.** These are complemented by numerous **industry-specific product certifications**. Together, these certifications strengthen the Group's transparency, reliability and competitive position, supporting the creation of long-term value.

**Legacy Reporting Boundary*

Letter from the CEO

Dear Stakeholders,

This Report covers 2025 – a year in which RadiciGroup's High Performance Polymers (HPP) and Specialty Chemicals (SC) business delivered strong sustainability progress across multiple dimensions.

On the environmental front, the results speak clearly. HPP Scope 1 and 2 emissions fell by 34% versus our 2022 baseline – placing us firmly on trajectory for our Science Based Targets initiative (SBTi) commitment of -80% by 2030. At the same time, collaboration with strategic suppliers reduced upstream Scope-3 purchased-goods emissions by 12% over the same period. Renewable electricity reached 81% of the energy mix in 2025, reflecting a strategic shift toward certified green electricity procurement, complemented by the ongoing expansion of on-site solar generation. This decoupling of growth from emissions is not incidental – it reflects deliberate investment choices and a structural shift in how we source and consume energy across our global footprint.

Circularity remained central to our product strategy. Through our Renycle® portfolio and Life Cycle Assessment methodology embedded in commercial support, we continued to give customers the science-based data and material solutions they need to meet their own decarbonisation and eco-design targets. Several manufacturing sites reached or approached zero industrial water discharge or recirculated water an impressive number of times, especially in high water-stress areas.

In 2025, combined HPP and SC efforts led to a 26% internal recovery of non-hazardous waste and more than 80% of our packaging comes from renewable sources – with near-100% recovery rates. These results reflect a circular operating model being embedded plant by plant, function by function.

None of this is possible without our people who are our most valuable resource for turning sustainability ambitions into concrete actions. HPP and SC 1,390 colleagues – 94% on permanent contracts, distributed across four continents – logged about 35,000 hours of training in 2025. Most strikingly, the number of injuries fell by 65% compared to 2023, and the injury frequency rate dropped from 2.62 to 0.85 per 200,000 hours worked. A safe workplace is not a compliance checkbox; it is the clearest signal of an organisation that respects the people who carry it forward.

It is also a year that set the stage for a significant step forward: in 2026, our HPP business joined forces with DOMO Engineered Materials to form a global, independent tier-1 compounder. That combination is a new chapter, but the foundations it rests on – material innovation, rigorous decarbonisation, and a deeply held sense of responsibility toward our people and planet – were built through years of consistent effort and transparency, including the performance described on these pages.

Our efforts have been recognised externally – through HPP CDP B rating for climate change and water security, CDP Supplier Engagement Leader status, EcoVadis Silver Medal along with the inclusion, as RadiciGroup, in the Financial Times "Europe's Climate Leaders 2026" ranking. These acknowledgements matter, but they are milestones on a longer road. The "From Earth to Earth" sustainability plan continues to guide our trajectory to 2030. And as HPP enters the new combined platform with DOMO Engineered Materials, we bring with us this track record, these commitments, and the ambition to accelerate them at greater scale.

Sustainability is not a story we tell about ourselves – it is a standard we hold ourselves to, report by report, year by year. I invite you to read the pages that follow with that spirit in mind, and I welcome your continued engagement as we build this next chapter together.

Jochen Fabritius
Chief Executive Officer - RadiciGroup

Letter from the Global Head of Sustainability

Dear Stakeholders, Partners and Colleagues,

Sustainability is increasingly shaping the way businesses create value, manage risk and respond to evolving expectations across markets and society. At RadiciGroup, we view this as an opportunity to strengthen our competitiveness and long-term resilience.

Stepping into the role of Global Head of Sustainability is therefore both a privilege and a responsibility. I do so with enthusiasm and a strong commitment to supporting the continued success of our business, our customers and the communities and industries we serve.

My professional journey within RadiciGroup, rooted in Health, Safety, Environment and management systems, has reinforced my conviction that sustainability creates lasting value when it is embedded in day-to-day decisions, organizational processes and a culture of continuous improvement. Ambitious goals matter, but progress ultimately depends on the consistency and expertise with which they are translated into action.

This report reflects that commitment, documenting our performance across the environmental, social and governance topics most material to our business and stakeholders. Climate change remains one of the defining challenges of our time and a key focus of our sustainability strategy. At the same time, sustainability is broader than any single topic and requires an integrated approach to how we manage resources, support our people, strengthen our value chain and create sustainable value.

For a company like ours, that value is ultimately realized through the success of our customers. As expectations evolve and regulatory requirements become increasingly complex, we have a responsibility to provide solutions that help our customers advance their own sustainability ambitions, while continuing to deliver the performance, quality and innovation they expect from us.

Confidence in our ability to meet these expectations comes not only from the progress described in these pages, but from the people behind it. Sustainability cannot be delivered by a single function or team. Every improvement, every initiative and every performance indicator reflects the collaboration and contribution of colleagues across our organization and value chain, bringing competence, dedication and accountability to their work every day.

I would like to sincerely thank everyone who contributed to this report. The collection, validation and communication of sustainability information require technical expertise, rigor and teamwork, much of which remains behind the scenes. Yet this work is fundamental to the transparency and credibility of our sustainability journey.

Looking ahead, we have a unique opportunity before us. As we build a shared future with DOMO Engineered Materials, our ambition goes beyond integrating businesses. It is about bringing together complementary sustainability strengths, technical capabilities and cultures. In our industry, compounding is the process through which different components are combined to create something stronger and more capable than each element alone. I believe the same principle applies to sustainability. Through one unified platform, we can
amplify knowledge, accelerate progress and create greater value for our stakeholders than either organization could achieve independently.

Sustainability is a journey of continuous learning and improvement. Building on the strong foundations already established, I look forward to contributing to this next chapter together with our colleagues, customers, suppliers and partners, guided by the same pragmatic, science-based and collaborative approach that has brought us this far.

Thank you for your trust and continued engagement.

Elisa Gelmi
Global Head of Sustainability - RadiciGroup

The Group (as at 31 December 2025)

Disclosure 2-1, 2-6

RadiciGroup is one of the world's leading producers of a wide range 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, nonwovens and protective equipment for the healthcare and industrial sectors.



A Global Presence

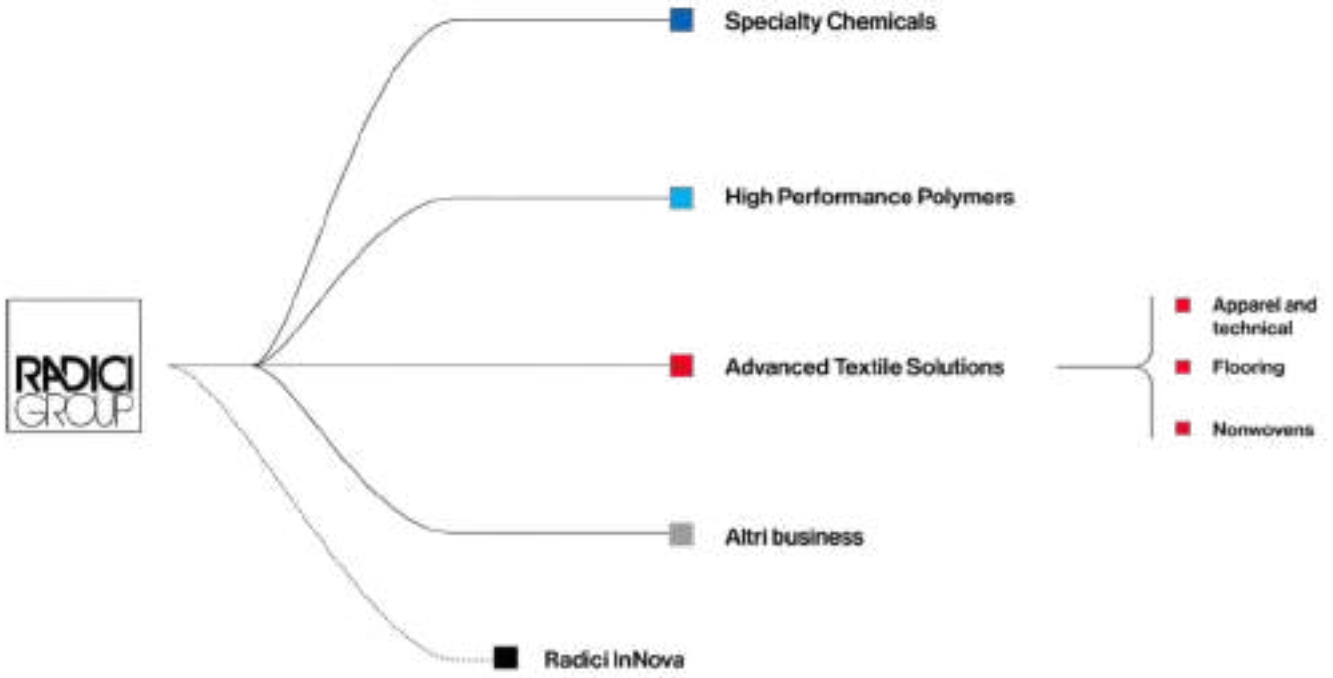
Disclosure 2

RadiciGroup products come to market through a manufacturing network spanning four continents and a global distribution network.



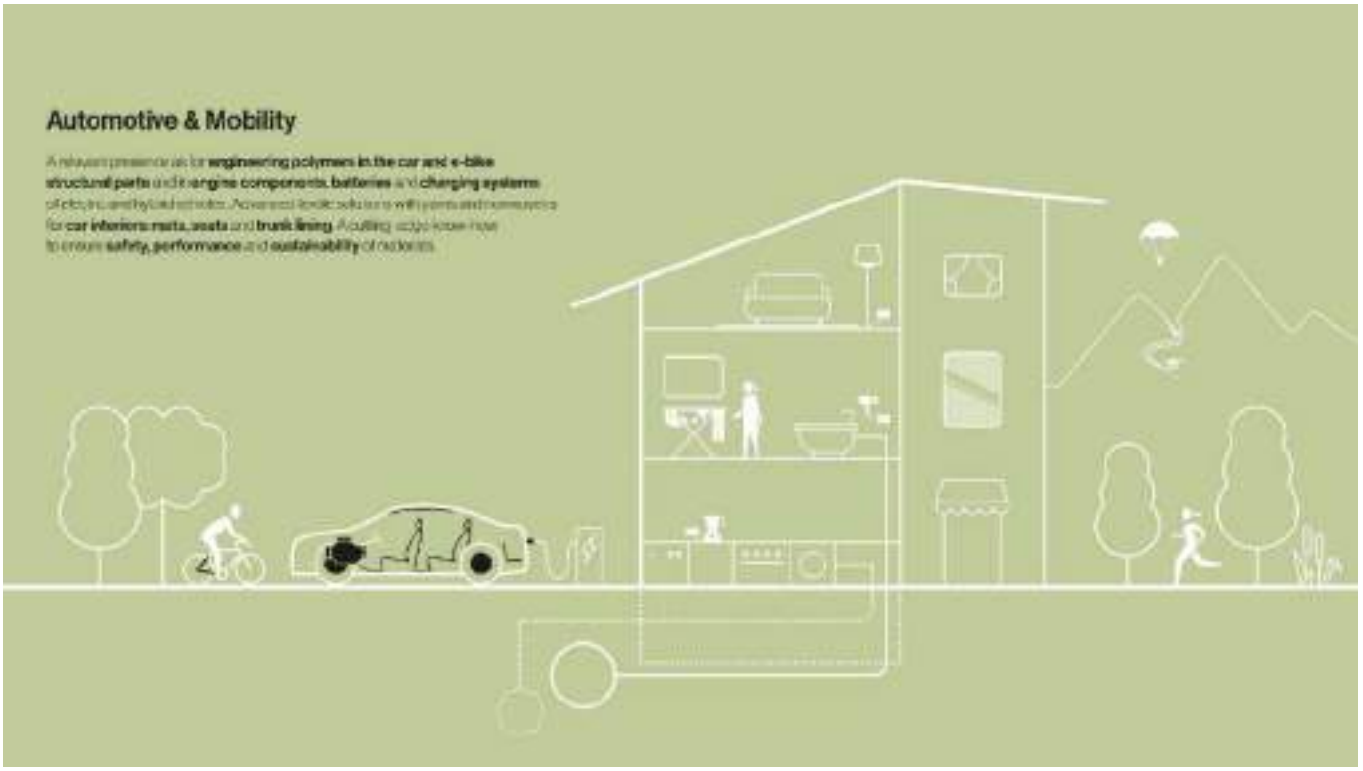
Operating Structure

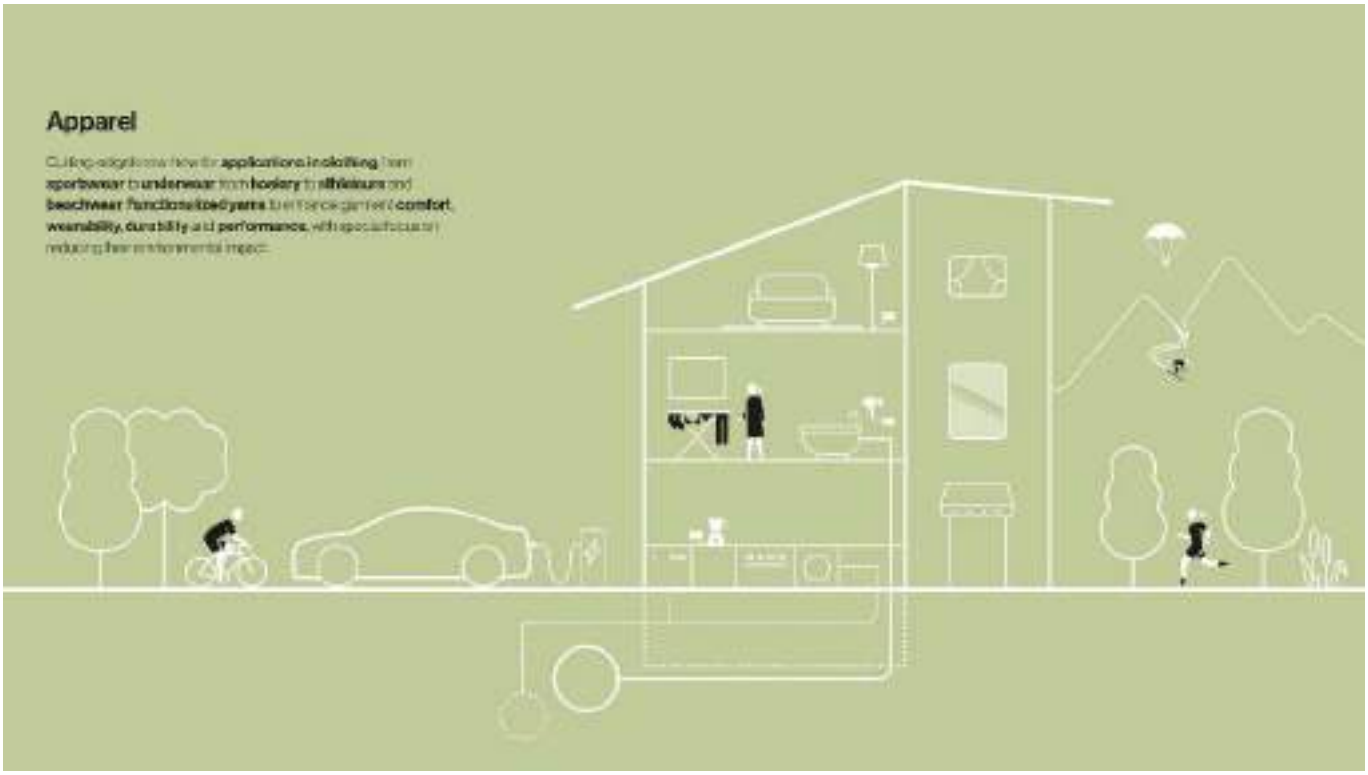
RadiciGroup's global operations are diversified across the following areas: *Specialty Chemicals, High Performance Polymers* and *Advanced Textile Solutions*. One of the Group's key strengths lies in the synergies generated by vertical integration, particularly across the polyamide value chain. RadiciGroup operates across the entire production chain, from chemical intermediates such as adipic acid through to polyamide 6 and 6.6, engineering polymers and synthetic yarns.
The three Business Areas are complemented by Radici InNova, a consortium company dedicated to turning research projects into tangible innovation opportunities, in line with the Group's sustainability strategy.



Find out more about RadiciGroup: www.radicigroup.com

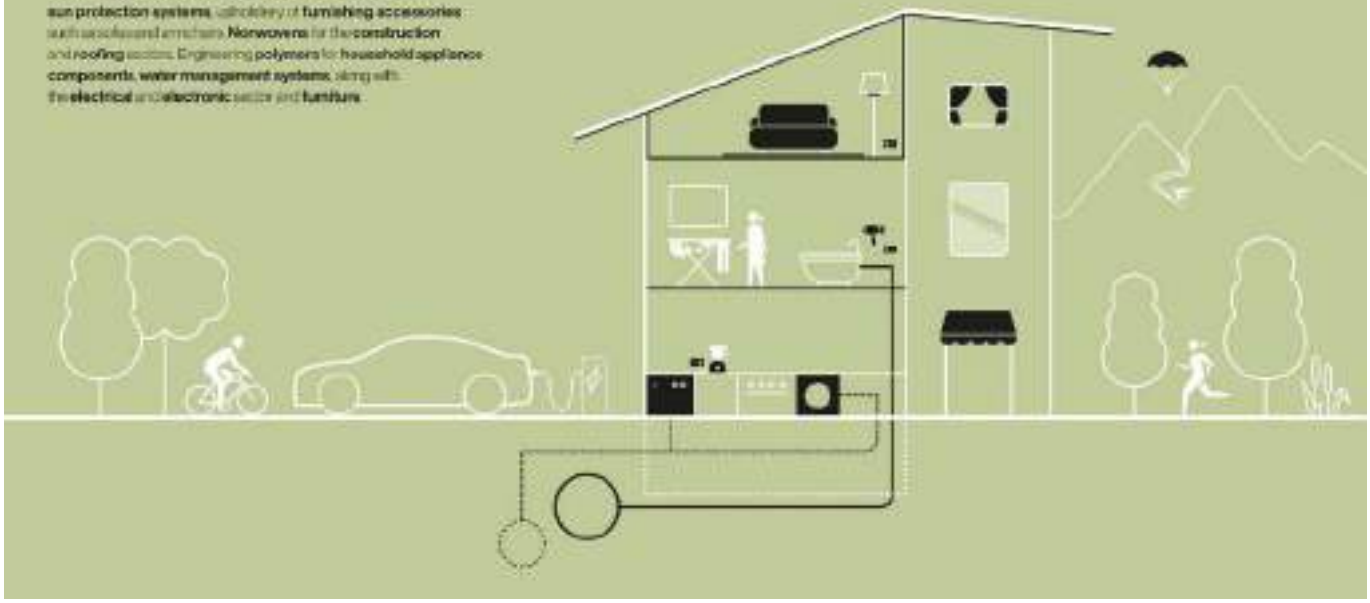
RadiciGroup products and application sectors (as at 31 December 2025)





Interior & Outdoor

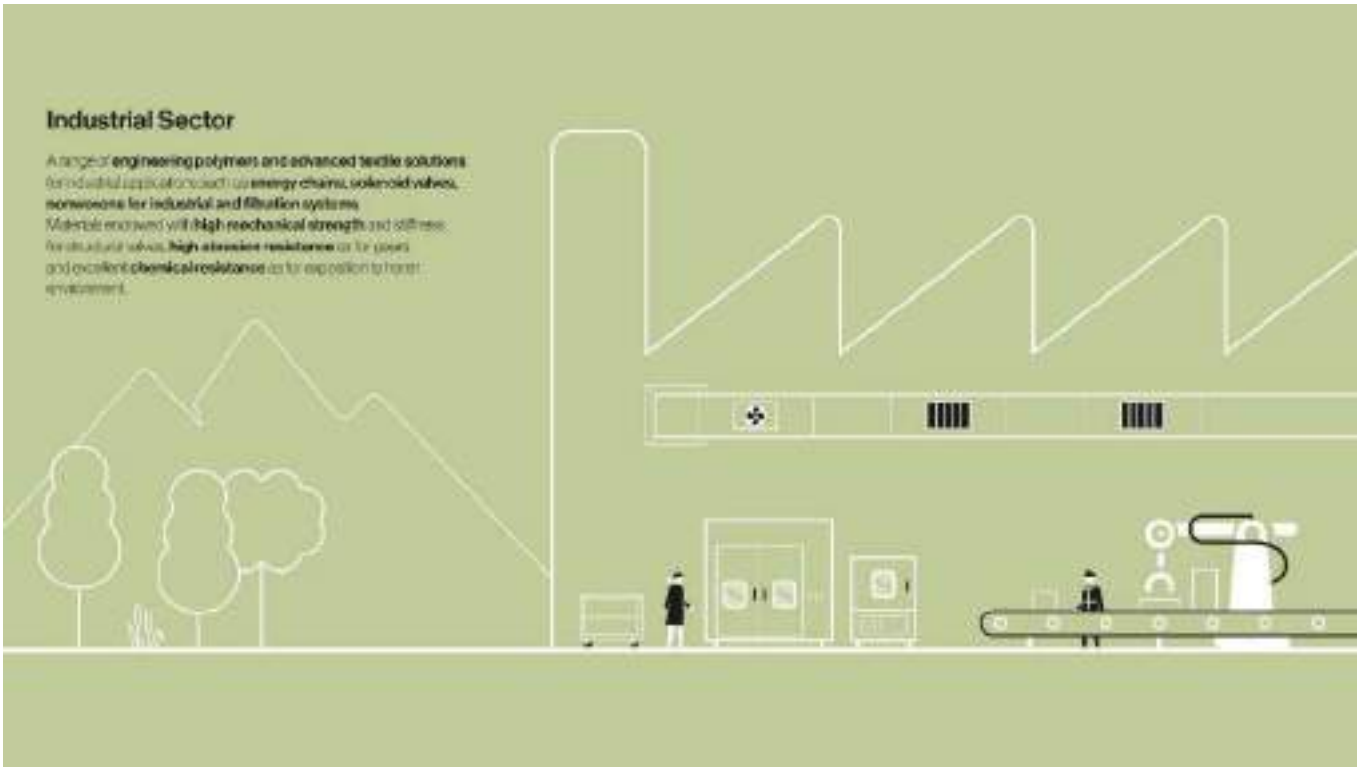
Innovative **textile solutions** with **yarns for flooring, curtains, sun protection systems**, upholstery of **furnishing accessories** such as sofas and armchairs. **Nonwovens** for the **construction** and **roofing** sectors. Engineering **polymers** for **household appliance components, water management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



Medical sector

Safe and **high-performance** materials that contribute to **daily well-being and health**. Medtech yarns for **braces, shoulder sportswear, bandages, graduated compression stockings and clothing for healthcare personnel**.
Production of **nonwovens** for medical textile gowns, suits, caps, and shoe covers.





Our Vision

Disclosure 2-23

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

Our Mission

Disclosure 2-23

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

Our Values

Disclosure 2-23

Founded on the **passion and commitment of around 60 Employees** of different ages and nationalities who have contributed to building a vision for Radicigroup today and tomorrow, **our values guide our daily choices.** These values also encourage **every individual to contribute towards our share goals** of growth, transparency, people-centred governance and environmental protection, as enshrined in RadiciGroup's Vision and Code of Ethics.

Our Code of Ethics

Disclosure 2-23

RadiciGroup's Code of Ethics is not a destination, but is a starting point from which to improve day by day without losing sight of our shared identity, strengthened by our corporate, social and cultural diversity. One of the Code's key features is **the formalization of certain commitments to fair, transparent and responsible behaviour towards Stakeholders**, who have played a central role in the Group's ethical vision.
To ensure inclusiveness and full transparency, RadiciGroup's Code of Ethics is available at radicigroup.com to anyone who wishes to consult it.

Find out more about RadiciGroup's Code of Ethics and Values: www.radicigroup.com

United Nations Sustainable Development Goals (SDGs) and Sustainable Strategy

Disclosure 2-22

Disclosure 2-23

When theUnited 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.



RadiciGroup has not shied away from the challenge, and in 2025 continued to develop its sustainability strategy for achieving the 2030 Agenda goals. Aware of the importance of keeping this strategy aligned not only with the legislative framework and the most advanced standards, but also with the expectations of Stakeholders and the context in which it operated, in 2022 it carried out a materiality analysis, described in detail in the chapter “Building the Report”.
The material topics of RadiciGroup (the basis of our sustainability strategy) cover a number of ESG topics. The placement of the different topics in the environmental, social or governance chapter is indicative. All topics have overlapping ESG implications, in the logic of an increasingly all-round sustainability.

RadiciGroup Sustainability Plan: “From Earth to Earth”

Disclosure 2-23



RadiciGroup's sustainability plan – entitled **“From Earth to Earth”**, with the intention of **placing the Earth at its core** – consists of **mid-term goals and actions to achieve them**. They cover **all areas considered “material”** in terms of risks, opportunities and ESG and financial impacts.
In response to a complex and constantly changing scenario, it is **capitalizing on the results already achieved** but is also **continuing to build its future** through a sustainability-led strategic perspective.
In order to make its contribution to the 2030 Agenda even more concrete, between 2023 and 2024 the Group developed its **“From Earth to Earth” Sustainability Plan**, illustrated in this Report, in which **each goal’s contribution to achieving the SDGs** is divided into **targets and actions**.

Our Stakeholders

In outlining and implementing its **business and sustainability path, a thriving and constructive relationship with Stakeholders is fundamental for RadiciGroup.**
Principles underpinning the relationship between RadiciGroup and its Stakeholders include:

- **Sharing goals** for social, economic and environmental sustainable growth.
- **Joint and participatory planning**, especially with Value Chain players.
- **Transparent relationships and respect for each other’s role.**
- **Openness to dialogue** and mutual improvement through discussion and collaboration.

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

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

The specific methods of involvement related to the various material topics are illustrated in the Table appended to the Financial Statements.

Low Environmental Impact Products Means a Sustainable Value Chain

RadiciGroup is a business-to-business company, its products only reach the end market after a certain amount of processing. For this reason, the Group **leans on its upstream position in the value chain, its expertise in polymer chemistry and its R&D and innovation work to support all downstream players** in achieving its sustainability goals.
In 2025, RadiciGroup continued to offer a **product range that meets both the Group's own sustainability requirements** and **those of its Customers**, without compromising on material performance.
These **sustainability features are summarized below** and explored in detail in the sections that follow.
The topic of measuring the environmental footprint will be covered in a separate chapter.

Table 1 | **Key RadiciGroup products and their sustainability characteristics**

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

**Percentages vary by production site. For more information, see the list of renewables companies contained in the Energy section.*

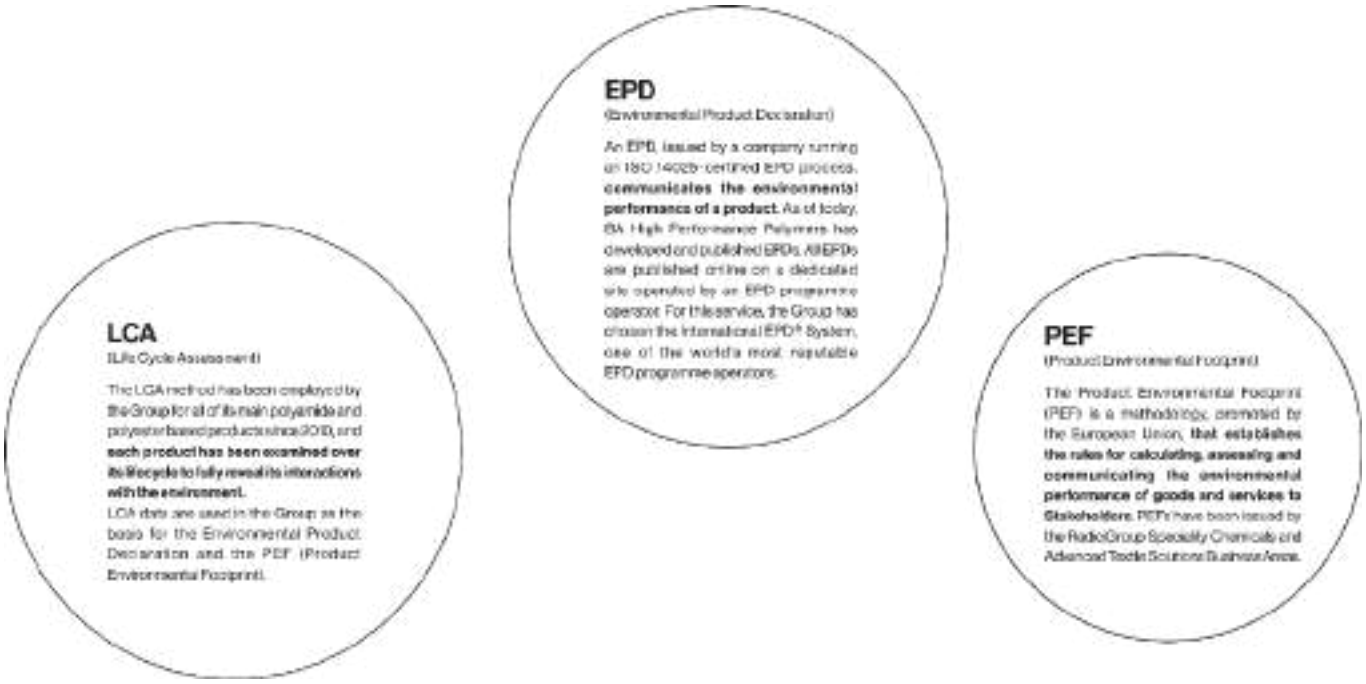
Sustainability characteristics of RadiciGroup products	**Benefits for RadiciGroup**	**Benefits for the Value Chain**
Recyclable thanks to the thermoplastic properties of virgin polyamide.	Embodies circular economy principles by enabling materials to be recycled, potentially over multiple life cycles.	Supports customers' circularity strategies by potentially reducing the burden associated with end-of-life product management.
Durable thanks to the physicochemical properties of polyamide, polyester and polypropylene polymers.	Allows the environmental impacts of high-value applications (e.g. in the automotive sector) to be spread over a longer life cycle.	Supports long-term product performance. Extends the application's useful life, potentially allowing for multiple life cycles.
Made with post-industrial and post-consumer **recycled content.**	Reduces the use of virgin fossil-based raw materials. Utilize waste that has been transformed into secondary raw materials.	Supports customers' circularity strategies, particularly in relation to Scope 3 emissions, by providing raw materials with a lower environmental footprint and performance comparable to virgin materials.
Solution dyeing (fibres)	Significantly reduces water and energy use in production processes	Supports customers' sustainability strategies with raw materials that have a low water and energy footprint and reduced environmental impact.
Produced using purchased or self-generated **renewable energy.**	Reduces reliance on fossil energy sources. Reduces emissions associated with energy consumption (Scopes 1 and 2), improving the product's environmental profile.	Lower-impact raw materials that support the energy transition in downstream applications.
Environmental footprint measured using Life Cycle Assessment (LCA)-based tools.	Improves understanding of products' environmental impacts. Can serve as a competitive differentiator. Reinforces RadiciGroup's credibility as a reliable partner through the use of an established, transparent and scientifically robust methodology. Enables transparent and accurate environmental communication both upstream and downstream.	Enables benchmarking against market standards, as well as being essential for calculating the environmental footprint of downstream products. Provides Customers with materials that have already undergone environmental assessment and are optimized for both technical and environmental performance.
Bio-based content	Reduces dependence on fossil resources. Embodies circular economy principles by using renewable materials. Drives sustainable innovation.	Supports customers' sustainability strategies, particularly in relation to Scope 3 emissions, by providing raw materials with a lower environmental footprint and performance comparable to virgin materials.
Biodegradability	Drives sustainable innovation by balancing expected performance throughout the life cycle with responsible end-of-life management.	Allows for more sustainable end-of-life solutions, according to application and required performance. Can help reduce waste through more predictable end-of-life pathways.

Life Cycle Assessment (LCA) Methodology in Focus

Life Cycle Assessment is a methodology that **enables a product's environmental footprint to be assessed throughout its life cycle**, from the extraction of raw materials, to production, distribution, use and final disposal or second life, giving the impact values associated with each phase.
RadiciGroup uses the methodology to conduct **cradle-to-gate impact assessments, spanning raw material extraction through to when products leave the production site.** The Group considers it essential to have **robust reference values derived using accurate, scientifically sound methods.** For this reason, the Group has established a team of experts to provide specialist, strategic LCA support.

RadiciGroup uses LCAs to:

- guide **sustainable process and product innovation;**
- **reduce the risk of developing or using non-compliant materials** or **materials with a poor environmental profile;**
- **provide Customers with robust data** essential for **calculating their own environmental profiles;**
- **predictively assess potential impacts during product design** or redesign, often in collaboration with value chain partners;
- support **transparent and accurate environmental communication;**



For a complete overview of the LCAs and LCA-based impact studies conducted in 2025 on products of strategic importance to the Group, see the appendix "GRI Content Index and Supporting Disclosures".

Research, Development and Innovation

The Group has pursued a broad range of **in-house R&D initiatives**, drawing on the expertise available across Group companies. At the same time, the Group has for several years drawn on the expertise of the **Radici InNova S.c.a.r.l.** consortium, RadiciGroup's research and innovation company, to pursue **breakthrough innovation.**

Radici InNova

Created in 2019, **Radici InNova** contributes to incremental innovation aimed at improving the technical and environmental performance of existing products Its mission is to develop radical research and innovation projects, across the Group's business areas. The goal is to make innovation an increasingly strategic driver of growth, finding solutions to market challenges and helping the Group **remain competitive over the long term.**

Radici InNova's strategy centres on **working in synergy with business partners and Suppliers,** as well as leading universities and research centres, **bringing together expertise from different fields.** This approach is designed to **deliver sustainability benefits across the value chain** and to improve end products' environmental performance, in line with the sustainability priorities of the Group's key industries.

The strategy is further strengthened by **Radici InNova's expertise in funded research projects.** Access to funding opportunities and programs investment in cutting-edge research while reducing financial risk and promoting technology exchange with leading research centres, universities and industry partners.

Thanks to Radici InNova's ability to respond proactively to **emerging market demands and regulatory changes**, the Group is able to view **green transition regulations as an opportunity for growth.**

The consortium structure and its cross-business nature also allow Radici InNova to:

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

These skills and technological equipment allow Radici InNova to develop **new processes and products, from their design and Proof of Concept to their industrialization**

Every year, the Consortium carries out numerous projects. In 2025, the main action lines were:

- **The circular economy**, with trials and studies focusing on **optimizing advanced recycling technologies**. This activity included testing **innovative solutions for recovering PA and other associated polymers and additives** from **mixed post-industrial and post-consumer textile and plastic waste.** The work of Radici InNova has developed in synergy along the entire supply chain, strengthening the Group's position in sustainable materials.
- **Ecodesign**, in line with the new European ESPR (Ecodesign for Sustainable Products Regulation) regulation, which came into force in 2024. Particular attention has been paid to the **durability and the recycled content of the materials**, especially if **combined**, thus also responding to increasingly significant market demands.
- **The study of new polymers**, solutions to develop products currently not available in the RadiciGroup portfolio.
- **Nylon-based biopolymers**, with research focused on building expertise in innovative processes, improving analytical capabilities and validating alternative approaches. This activity provides a solid foundation for potential new industrial development strategies.
- **Funded design**, with participation in Italian and European calls to support and develop innovation projects.
- **Participation in networks and working groups focused on the circular economy, advanced materials and textiles,** with strategic partnerships formed with companies and research organizations to facilitate knowledge sharing and Group participation in funding programmes.

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

Open Innovation

Open innovation, based on the concept of co-evolution, promotes **collaboration and resource sharing, as well as ideas that go beyond traditional organizational boundaries.** This approach encourages companies to **seek out innovation through collaboration with Customers, Suppliers, scientific partners or independent experts.** This strategic approach is based on the idea that innovation can benefit from the diversity of technologies, perspectives and skills found outside the organization. It **acts as a bridge, involving a global network of external innovators** to make the organization more receptive to a potentially unlimited range of stimuli. It also helps to mitigate and share the risk associated with the most innovative research projects.

The following case studies highlight some of RadiciGroup's open innovation projects in 2025:

High Performance Polymers

RadiciGroup and Igus: supply chain collaboration and innovation

The special project developed by Igus SE & Co. KG and RadiciGroup High Performance Polymers in 2025 represents a good example of closed-loop recycling applied to high-performance engineering polymers within a value chain innovation approach. Igus, a German leader specializing in the production of cable carrier chains, traditionally uses virgin polyamide-based compounds such as Radilon®, a glass fiber reinforced material that ensures high mechanical performance. Last year, as part of a joint design effort, a circular system was developed in which production waste from cable carrier chains, together with end-of-life products, was recovered and reintroduced into the production cycle. Instead of being disposed of, these materials were sent to Radici Novacips, an HPP company, where they underwent a process of metal residue removal, grinding, and compounding. The result is a Renycle® polyamide that is inherently reinforced with 35% glass fiber.

From an environmental perspective, the benefit is significant: according to internal LCA calculations, the new material enables a reduction in CO_2 emissions of up to 70% compared to the traditional virgin counterpart. This parameter is particularly relevant given the complexity of recycling reinforced materials, which typically present challenges related to performance loss. However, this Renycle® shows only a 3% reduction in physical properties, while maintaining good un-notched impact strength — i.e. the ability to withstand sudden impacts — an essential requirement for applications subject to dynamic stress.

BMW, RadiciGroup High Performance Polymers and Radici InNova: new pathways for recycling in the automotive sector

In the light of increasing EU regulatory pressure for the use of recycled materials in vehicles, BMW Group has launched an advanced circular economy project aimed at developing concrete closed-loop solutions. The initiative, called "Car2Car," is designed to recover materials from end-of-life vehicles and reintroduce them into the production of new models, proactively anticipating regulatory requirements.

In 2025, BMW involved RadiciGroup High Performance Polymers in the project, supplying automotive components from vehicles used in crash tests. These parts have a high content of glass fiber-reinforced polyamide, a material difficult to recycle using traditional technologies. Once received, the components underwent a preliminary process of demetallization and purification. As a second step, thanks to the collaboration with Radici InNova, materials underwent an advanced dissolution-based recycling process. This process enabled the selective separation of the different components: on one hand, pure polyamide was obtained; on the other, glass fiber was recovered, while the solvent was also recovered and reused within the same cycle. This regenerated pure nylon offers a wide range of possibilities: it can be reused in the formulation of high-performance compounds, while the recovered glass fiber can be valorized as a mineral filler.

The result is an innovative and highly efficient system in which every component of the original material is recovered and reintroduced into the production chain.

Advanced Textile Solutions

Nova – "The Evolution of a Star"

In 2025, RadiciGroup and Ferragamo collaborated on "Nova – The Evolution of a Star", an eco-design project that reimagined one of the fashion house's iconic handbags.

The initiative was developed as part of the Monitor for Circular Fashion, the SDA Bocconi School of Management research observatory that brings together companies, institutions and Stakeholders from the TCLF (textile, clothing, leather and footwear) sector to accelerate the transition to sustainable, circular business models.

The Nova handbag was developed through an experimental eco-design project built around open innovation and involving several partners: for the textile component, Radici Yarn by RadiciGroup; for leather, Conceria Antiba; for certification, ICEC and UNIC; and for digital voice, Temera, providing purchasers with digital information to accompany the accessory.

The project was designed around traceability, chemical safety and durability, with a focus on circular, renewable and bio-based materials. The fabric is made from Biofeel® Eleven, a 100% bio-based yarn produced by RadiciYarn from castor oil; the leather components are supplied by Conceria Antiba and feature vegetable tanning and certified traceability; the handbag is also assembled without the use of metal components or adhesives.

The environmental benefits have been quantified by RadiciGroup and Antiba for the yarn and leather respectively, using C14 radiocarbon testing: bio-based carbon – i.e. carbon derived from renewable sources – accounts for 84.3% of the handbag's total weight. Particular attention was also paid to the wording of the claim accompanying the trial, to ensurefull transparency about the methods used and the results obtained.

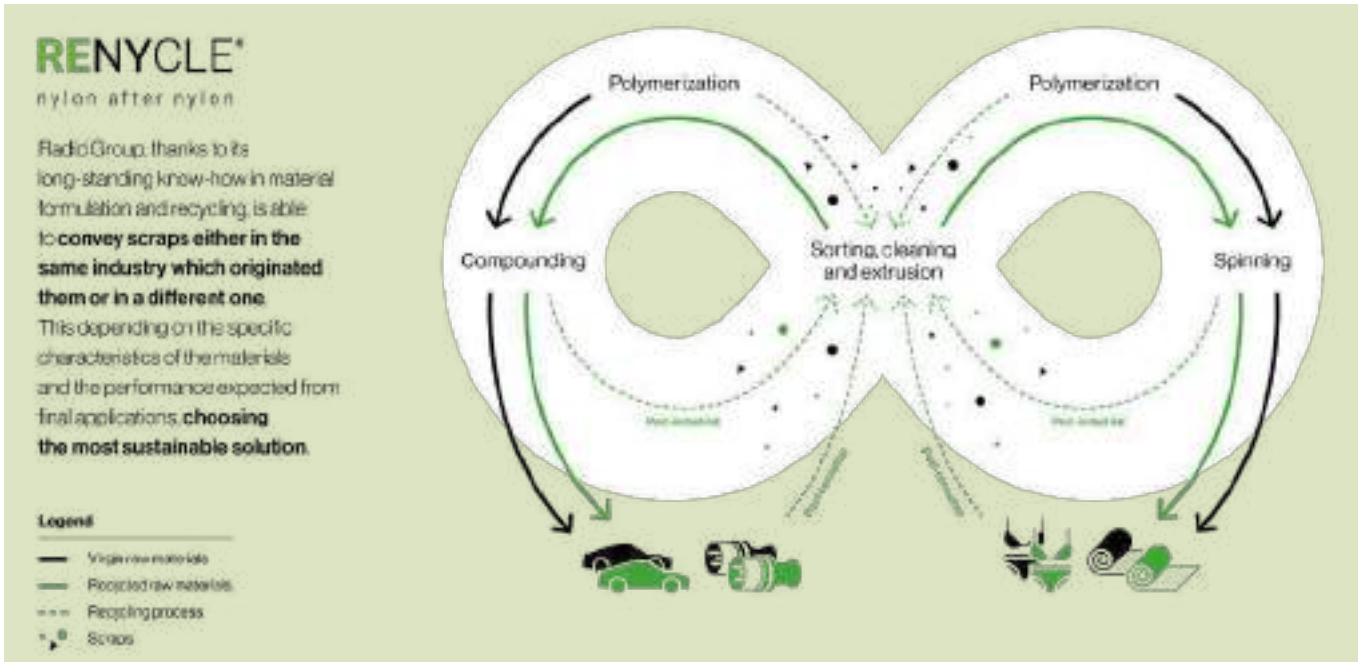
Nova demonstrates how strategic collaboration across the value chain can bring together different ideas, technologies and expertise to deliver style, innovation and environmental value.

The Circular Economy

In 2025, **the circular economy** represented a point of reference for many of RadiciGroup's strategic choices. With this approach has, the Group has **worked with Customers to develop circular solutions** that serve both to drive **innovation** and to strengthen **market positioning**.
As the European Union and many of the Group's key sectors tighten requirements for eco-design, recyclability, recycling and transparency in environmental claims, **customer engagement** is becoming an increasingly important competitive tool. By anticipating the **circularity needs of end markets**, the Group is able to support Customers in achieving their goals while building and strengthening **long-term partnerships.**

For this reason, the Group has made **circularity** an **integral part** of its **industrial strategy** by:

- **Incorporating circularity from the design stage (eco-design);** Particular attention was paid to the **monomateriality** to which the Group's polymers can contribute. The concept is based on the creation of products using a single material, or a few chemically related materials, which allow obtaining all the necessary performance together with a final recycling without the need to disassemble the components;
- **Offering high-performance durable and recyclable raw materials,** primarily **nylon, which is inherently recyclable.** If used alone or in combination with compatible materials, it can be regranulated and transformed into new raw material through a thermo-mechanical process with limited energy impact; Nylon is also designed to **last over time** while maintaining a **good performance level** and confer the same characteristic to its Customers' products;
- **Optimizing recycling systems** for **products in which performance and value are preserved.** RadiciGroup is able to sort the waste materials internally, thus enhancing their intrinsic qualities and directing them to the most appropriate second life, based on the desired technical, environmental and market performance. With this in mind, the Group's expertise is expressed both in **closed loop recycling** and in **open loop recycling.**



- **Developing bio-based and biodegradable solutions**. Thanks to their peculiar characteristics, the **performance of biopolymers** can be **comparable** to those of **fossil-based** materials, while guaranteeing a renewable origin; Biodegradable materials, meanwhile, can help reduce waste by offering a more predictable end-of-life pathway.
- **Using green energy:** increasing the use of renewable energy to reduce **exposure to energy-related risks** (including through greater **self-generation**) and **improve the environmental profile of products;** Thanks to the Group's twenty-year-long partnership with Geogreen, renewable energy accounts for a significant share of its energy mix (63% in 2025), as self-generation continues to increase.
- **Ensuring overall process efficiency by regularly measuring and optimizing processes;** The Group's established Quality, Environmental and Energy Management Systems help to keep production sites aligned with international best practices and meet growing demands for transparency, measurability and reporting across the value chain.

Dissolution Recycling: An addition to the circular economy toolkit

Between 2021 and 2025, Radici InNova developed a patented selective-dissolution recycling process capable of processing complex, mixed textile waste and overcoming one of the industry's main technological limitations: separating different types of fibre. In particular, the process enables nylon and LYCRA® fibres to be efficiently recovered from blended materials that are widely used but difficult to recycle with conventional technologies.

What makes this process innovative is that it uses environmentally compatible, non-toxic and non-flammable solvents that selectively dissolve one component of the fabric without affecting the other. This approach preserves the quality of the recovered raw materials while reducing environmental impacts. Compared with conventional processes, it requires fewer virgin resources and reduces waste sent to landfill or incineration. This system also allows the solvent to be recovered and reused, helping to make the process economically viable.

A key feature of the project was the collaboration with partners The LYCRA Company and Triumph, which enabled the technology to be tested successfully. From a Triumph fabric containing nylon and 16% LYCRA® fibre, both materials were successfully recovered and converted into recycled yarns: Renycle® from RadiciGroup and LYCRA® from The LYCRA Company. The yarns were then used by Triumph to produce a prototype (concept) garment. This demonstrated the feasibility of a closed-loop circular model, in which textile waste is re-used in new production cycles within the same industry that generated it. It also laid the groundwork for scaling up the process to an industrial level in future

SPE award for circularity and performance

RadiciGroup's High Performance Polymers business area received an award from the Society of Plastics Engineers (SPE) for an innovative battery module made from recycled Renycle® polyamide. The award was won in collaboration with project partners Mersen and Leartiker and presented in the Enabler Technology category at the 23rd SPE Automotive Awards Night.

The solution features Renycle®, a polyamide 6-based engineering polymer produced from post-industrial and post-consumer recycled feedstock, developed by RadiciGroup in a flame-retardant grade. The material is free from halogens and red phosphorus and has UL Yellow Card certification, and delivers excellent mechanical performance comparable to that of virgin materials.

In addition to this distinctive choice of materials, the project introduces significant advances in design and production processes. The battery pack was designed according to ecodesign principles, with a modular architecture that facilitates disassembly and maintenance and allows individual cells to be replaced when necessary. Together with a 25% reduction in weight compared with the benchmark, this feature improves efficiency in use and helps extend the system's service life. This innovative project also delivers significant environmental benefits. An LCA of the prototype found that its CO_2 emissions were 65% lower than those of a standard reference battery pack (D-segment).

Transparency

Disclosure 417-1

RadiciGroup strives for excellence not only in product formulation, but also in how it communicates product characteristics at every level, using language that is as precise as possible. All Group products must meet the general safety and labelling regulations of the European Union and the laws of the countries where they are produced or sold. In many cases, the products can also be subjected, on a voluntary basis, to additional safety specifications or provisions, more restrictive than the provisions in force.

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

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

As far as the ***Specialty Chemicals Area*** is concerned, **all substances** produced at the Novara and Zeitz (Germany) plants **comply with the registration requirements of the Reach regulation.** This EU regulation is being implemented by the European Chemicals Agency (ECHA), and was adopted to help protect human health and the environment from the risks posed by chemicals. The product registration dossiers for both plants are kept continuously up to date to reflect new regulatory requirements and guidance issued by ECHA. **The safety data sheets that are provided to downstream users of products contain guidance on correct and safe use, consistent with the registration dossiers.**
In 2023, **Radici Chimica Deutschland** obtained **ISCC** (International Sustainability and Carbon Certification) **certification for adipic acid – specifically Bio Adipic Acid, Circular Adipic Acid and Bio Circular Adipic Acid** – using mass-balance allocation. This certification provides traceability along the supply chain, verifying that certified companies meet high environmental and social standards.

Also as far as the ***Advanced Textile Solutions*** area is concerned, **all production complies with Reach.** In addition, fibres based on **PA6/PA66 polymer matrices** are certified according to the **Oekotex® 100 standard** (textile sector "class I annex 6", textile flooring sector "class IV annex 6"), while fibres for the PET and PLA polymer-based textile sector are certified according to the **international standard Oekotex® 100 "class I annex 4". Yarns** for the **flooring sector** can also be sold with **ISCC+ Bio, Circular or Bio-circular certification.**
The fibres intended only for the textile sector of the **Renycle® (nylon) and Repetable® (polyester)** family are **GRS-certified for products obtained from recycled materials.** The GRS certification includes the Zero Discharge of Hazardous Chemicals (ZDHC) provisions and requires that, for each item sold, a declaration of actual recycled content be provided. From 2022 onwards, GRS has also required the indication of the origin of certified materials and the last country of processing for materials accompanied by a Transaction Certificate, the certificate for proper circulation within the supply chain, for even greater transparency and traceability. Finally, **polyester yarns produced from textile-to-textile recycling** obtained RCS (Recycled Claim Standard) certification in 2025 for their recycled content. These polymers are also covered by the Oeko-Tex® certificates for recycled materials.
The Nonwovens area holds **SGS Recycled Pre-Consumer Content certification** for its **recycled spunbond** products. Based on the mass-balance approach, the certification verifies that these products contain a **minimum of 50%, 70% or 100% recycled content, depending on the product**.

For all products in the ***High Performance Polymers*** area, a safety data sheet is issued in accordance with Annex II of the REACH Regulation and the REACH Compliance Statement (1907/2006), which certifies that all substances contained in the products have been registered or are exempt from registration, and the Declaration of the Absence of Hazardous Substances (Annex XIV and XVII and SVHC).

In addition, depending on the area of application, the product is accompanied by specific documentation certifying its conformity of use. For example: For example:

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

Radici Novacips also has a corporate **listing on EcoVadis** and has received an **Ecovadis Silver Medal.**

Traceability

In recent years, as a result of the growing awareness of the importance of each production step from the standpoint of Quality, Health, Safety and compliance with applicable environmental and personnel regulations, **the ability to precisely trace the various steps in the procurement or processing of materials has become a key factor in RadiciGroup's strategy** in terms of managing both internal risks and risks associated with value-chain stakeholders.

RAs regards the traceability of the Group's products:

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

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

E for Environmental



MATERIAL TOPICS

- Sustainable management of energy resources
- Emissions and climate change
- Protection of water resources
- Circular Economy - covered at the start of this Report
- Environmental footprint of products - covered at the start of this Report
- Management of materials and chemicals - also partly covered at the start of this Report
- Responsible waste management

2030 GOAL - RADICIGROUP SUSTAINABILITY PLAN: "FROM EARTH TO EARTH"

From Nature to Nature – Environmental targets

RadiciGroup has made **sustainable development** central to its mission by **carefully selecting its energy sources, optimizing its processes** and investing to **reduce its environmental impacts**.



*Compared to 2021.

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



E for Environmental

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

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

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

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

Materials used

RadiciGroup has long promoted an economic model capable of making the best use of resources and transforming waste into new opportunities. This is in line with goal 12 of the United Nations 2030 Agenda (Responsible Consumption) and with the "From Earth to Earth" goal which prescribes that special focus is given to material resources.

Focus: *Specialty Chemicals + High Performance Polymers*

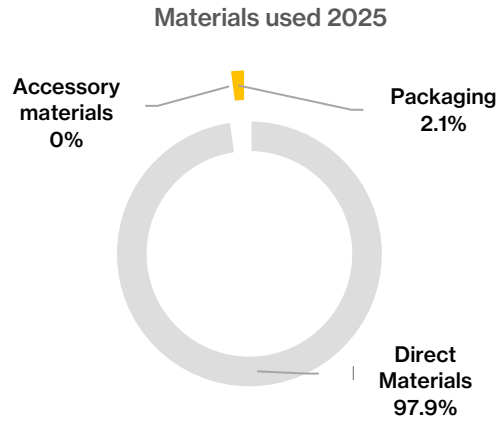
In the three-year period 2023-2025, the overall quantities of materials used in the area (which constitute 76.7% of the materials used by RadiciGroup) increased, going from approximately 281,000 tons in 2023 to over 304,000 tons in 2025. Direct materials (such as nylon polymer, molten caprolactam and adiponitrile) increased steadily over the period, accounting for almost all materials used.

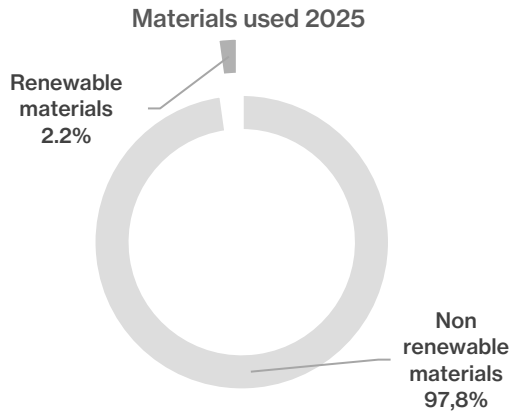
Non-renewable materials continue to account for the vast majority of consumption (97.8%), reaching approximately 297,000 tonnes in 2025. Meanwhile, the use of renewable materials has fluctuated: following an increase in 2024, their use fell to approximately 6,700 tonnes in 2025. Accordingly, renewable materials accounted for 2.2% of all materials used in 2025, down from 3.3% in 2024. Renewable materials also continue to account for only a small proportion of total direct materials, at 0.5% in 2025. On a positive note, renewable packaging continues to account for over 80% of all packaging used throughout the three-year period.

Table 2 | **Materials used by weight and type (Specialty Chemicals + High Performance Polymers)**

		2023	2024	**2025**
t	Direct materials*	274,304	295,541	297,671
t	Accessory materials	152	157	146
t	Packaging	6,488	7,264	6,241
t	**Total**	**280,944**	**302,962**	**304,058**
Non-renewables				
t	Direct materials*	272,787	291,753	296,054
t	Accessory materials	101	104	103
t	Packaging	955	1,120	1,166
t	**Total**	**273,843**	**292,977**	**297,323**
Renewables				
t	Direct materials*	1,517	3,788	1,617
t	Accessory materials	51	53	43
t	Packaging	5,533	6,144	5,075
t	**Total**	**7,101**	**9,985**	**6,735**
Renewable packaging as % of total packaging		**85.3%**	**84.6%**	**81.3%**
Renewable direct materials as % of total direct materials		**0.6%**	**1.3%**	**0.54%**
Renewable materials as % of total		**2.5%**	**3.3%**	**2.2%**

** Intra-group raw material flows, including recycled material processed by Radici Novacips, 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.*





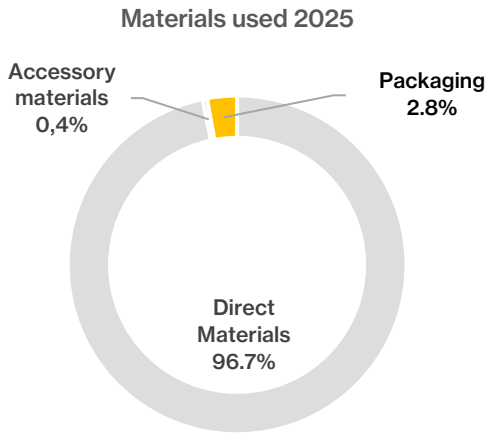
RadiciGroup-wide (Legacy Reporting Boundary)

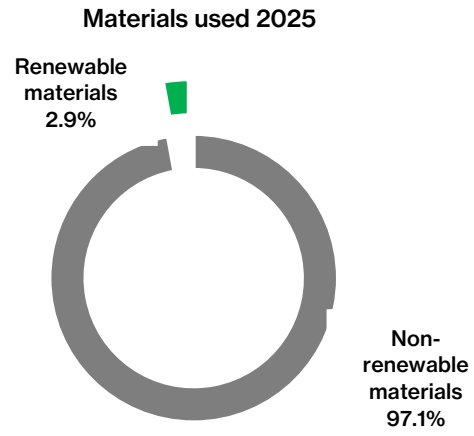
Across the Group as a whole (Legacy Reporting Boundary), total consumption of materials exceeded 397,000 tonnes in 2025, of which approximately 386,000 tonnes were non-renewable materials. Renewable materials accounted for 2.9% of the total, while renewable packaging continued to account for over 85% of all packaging used, maintaining the high levels recorded throughout the three-year period.

Table 3 | **Materials used by type and weight**

		2023	2024	**2025**
t	Direct materials*	351,630	381,008	384,146
t	Accessory materials	1,753	2,076	1,693
t	Packaging	12,114	12,966	11,314
t	**Total**	**365,497**	**396,050**	**397,153**
t	of which total non-renewable	353,279	383,270	385,786
t	of which total renewables	12,218	12,780	11,367
Renewable packaging as % of total packaging		**87.9%**	**87.4%**	**85.8%**
Renewable direct materials as % of total direct materials		**0.43%**	**0.37%**	**0.4%**
Renewable materials as % of total		**3.34%**	**3.23%**	**2.9%**

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





Process Waste

Disclosures 306-1, 306-2

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

Focus: *Specialty Chemicals + High Performance Polymers*

In the three-year period 2023-2025, the total quantity of waste (53% of the total waste produced in the Legacy Reporting Boundary) reached 9,438 t in 2025, following a peak (9,999 t) in 2024. Non-hazardous waste accounts for the majority (85%) of this figure and is largely recovered. Throughout the period, recovery remained the primary method for managing non-hazardous waste: 6,227 tonnes were sent for recovery in 2025, significantly more than the 1,706 tonnes sent for disposal. Internal recovery also remains significant, with 1,635 tonnes of non-hazardous waste reused internally in 2025. As a result, internal recovery as a proportion of all non-hazardous waste sent for recovery increased from 20% in 2024 to 26% in 2025. This reflects a renewed focus on circular solutions, as described in various sections of this Report. Nevertheless, the figure remains below the 38% recorded in 2023.

Table 4 | **Total weight of waste by type and destination* (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	**9,393**	**9,999**	**9,438**
t	**Total hazardous waste**	**1,228**	**1,465**	**1,415**
t	Hazardous waste directed to disposal (GRI 306-5)	902	891	1,113
t	Hazardous waste directed to recovery	326	574	303
t	**Total non-hazardous waste**	**8,165**	**8,534**	**8,023**
t	Non-hazardous waste directed to disposal (GRI 306-5)	2,510	1,435	1,796
t	Non-hazardous waste directed to recovery	5,655	7,098	6,227
t	of which Non-hazardous waste directed to internal recovery	2,159	1,430	1,635
%	Non-hazardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI 306-4)	38%	20%	26%

** 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.*

Table 5 | **Breakdown of waste by source type (Specialty Chemicals + High Performance Polymers)**

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	**9,393**	**9,999**	**9,438**
t	Occasional (hazardous and non-hazardous) non-process waste (building renovations, maintenance, etc.)	302	18	201
t	Non-hazardous process waste directed to internal recovery	2,159	1,430	1,635
t	Process waste (hazardous and non-hazardous) directed to treatment outside the Group	6,932	8,550	7,603

	Ratio - Process waste directed to external treatment per unit processed	**2023**	**2024**	**2025**
kg/t		12.37	13.13	13.37

RadiciGroup-wide (Legacy Reporting Boundary)

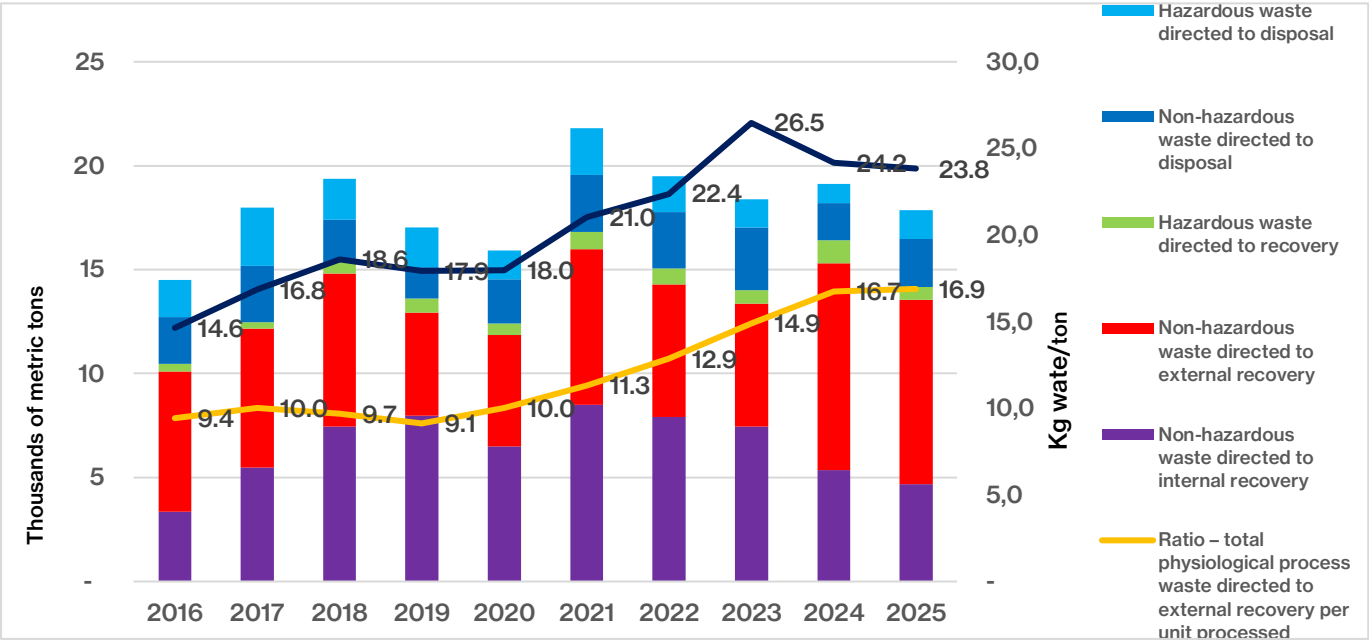
In the three-year period 2023-2025, total waste decreased from 18,381 t to 17,776 t, following an increase in 2024. In 2025, the volume of waste sent for external treatment also decreased, while the proportion of non-hazardous waste recovered internally rose to 50%. The share of production waste sent for external treatment (relative to the quantity processed) also improved, falling from 16.74 kg/t in 2024 to 14.11 kg/t in 2025. This was consistent to 2023 levels.

Table 6 | Total waste by type and disposal method*

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	**18,381**	**19,132**	**17,866**
t	**Total hazardous waste**	**2,000**	**2,034**	**2,015**
t	**Total non-hazardous waste**	**16,380**	**17,098**	**15,851**
t	of which Non-hazardous waste directed to internal recovery	7,438	5,356	**4,672**
%	Non-hazardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI 306-4)	55.6	35%	**34%**

** 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.*

	Ratio - Process waste directed to external treatment outside per unit processed	2023	2024	**2025**
kg/t		14.92	16.74	17.12



Waste is always **stored on site**, **in compliance with applicable legislation.** These materials are **transferred to authorize third parties** for disposal in accordance with applicable national regulations. The head of the Waste Management function at each Group company periodically qualifies and verifies transporters, receivers and intermediaries, ensuring that they meet all the necessary requirements for waste management operations. Furthermore, second-party audits of environmental service Suppliers are also conducted on a regular basis. In addition, each site has in place a traceable system that records and keeps track of all the relevant data concerning waste management.

The ISO Quality, Environment and Health and Safety certifications, held by most of the Group companies, ensure that the **best management standards** are **applied to all phases of the process**: scrap collection, recovery and production of engineering polymers and textile polymers from the recycled scrap. As part of their **voluntary commitment to responsible process-waste management**, **Radici Novacips SpA (Chignolo and Villa d'Ogna sites, Italy), Radici Plastics GmbH (Germany), Radici Plastics Mexico (Mexico) and Radici Plastics Ltda (Brazil)** have also opted to obtain **OCS certification**. This international programme aims to prevent polymer powders and granules from being released into the environment by addressing product handling throughout the production process, from the arrival of raw materials at the plant to the dispatch of semi-finished products to Customers.

Packaging

Along with production processes, the other major source of waste is the packaging that comes with the raw materials entering the Group sites. The type of packaging depends mainly on what the market offers and the type of products to be handled. However, steps have been taken over time to manage this type of waste in an optimized way. In particular, we opted for a **careful selection of Suppliers in order to define**, in line with the chemical-physical characteristics of the substances, **the most sustainable alternative from a technical, economic and environmental standpoint, for the packaging and transport of direct and indirect raw materials**, which are generally transported in bulk in tanks, by train and by road. **The Group prefers to transport non-bulk input materials in octabins, big bags and, in general, packaging optimized for shape and size.** Across sites it is common practice to make internal use of recyclable card and plastic packaging. Several years ago, an underground pneumatic conveying system was also designed to transfer large volumes of polyamide 6 polymer from Radici Yarn to the adjacent Radici Novacips site for compounding. This solution completely avoids the use of packaging.

Focus: *Specialty Chemicals + High Performance Polymers*

Packaging waste management continues to perform very well overall, with recovery rates close to or at 100% for almost all non-hazardous packaging types. The only category with a significant sent-for-disposal rate is packaging containing residues of hazardous substances, whose 77% recovery rate is due to the greater technical and regulatory complexity involved in its management.

Table 7 | **Packaging by type and destination 2025 (*Specialty Chemicals + High Performance Polymers*)**

		Packaging directed to recovery	Packaging directed to disposal	% waste directed to recovery
Hazardous waste				
t	CER 150110* Packaging containing residues of hazardous (H) substances	46.9	14.0	77.0%
Non-hazardous waste				
t	CER 150101 Paper and cardboard packaging	633.7	0	100.0%
t	CER 150102 Plastic packaging	275.7	0.2	99.9%
t	CER 150103 Wooden packaging	1,378.8	0	100.0%
t	CER 150104 Metal packaging	49.0	0	100.0%
t	CER 150105 Composite packaging	13.76	0	100.0%
t	CER 150106 Mixed material packaging	139.90	0	100.0%
t	CER 150107 Glass packaging	0.34	0	100.0%

RadiciGroup-wide (Legacy Reporting Boundary)

Data for RadiciGroup as a whole show a similar picture to those of *Specialty Chemicals* and *High Performance Polymers*, with very high packaging recovery rates.

Table 8 | **Packaging by type and destination***

t	Total packaging	***4,730.6***
t	of which total hazardous packaging directed for recovery	***132.9***
t	of which total non-hazardous packaging directed for recovery	***4583.4***
%	% Packaging directed to recovery	***99.7%***

** For a detailed classification, see the Appendix "GRI Content Index and Supplementary Disclosures".*

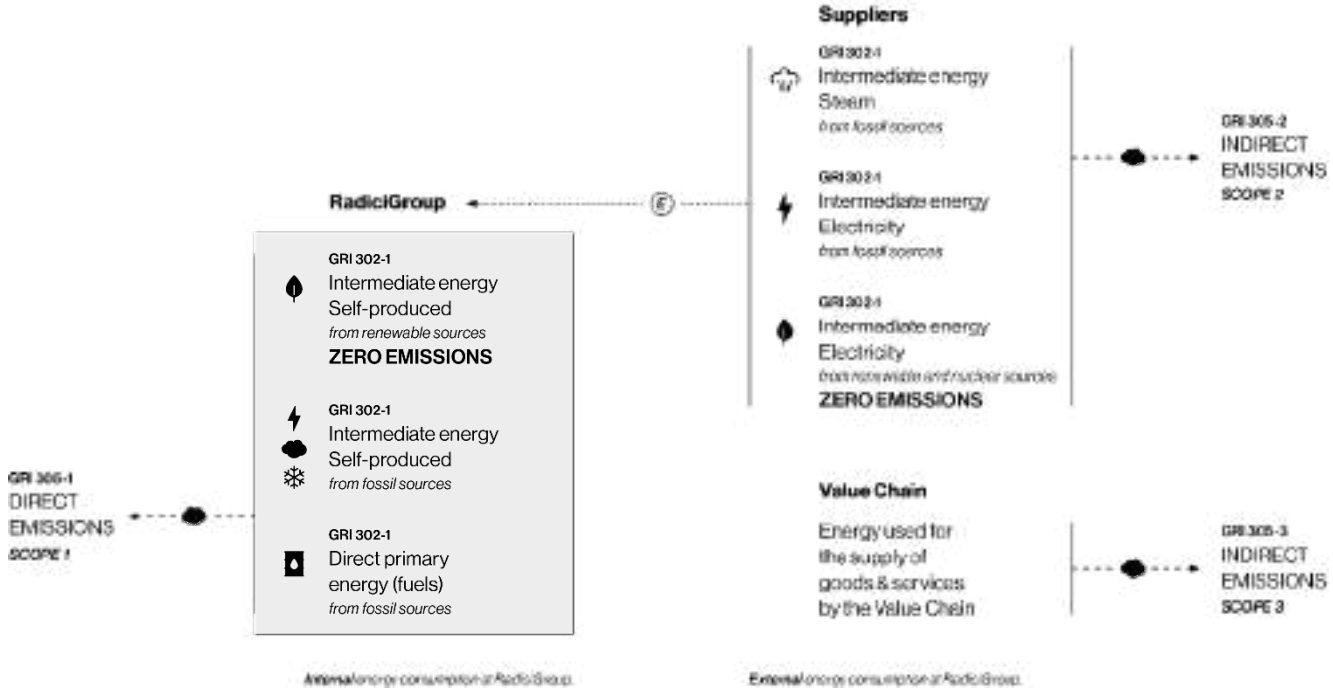
(Eco)redesign of pallets for greater efficiency and lower environmental impact

In 2025, Radici Plastics Ltda., the Group's Brazilian HPP company, launched a pallet redesign project to improve efficiency while reducing environmental impacts. The initiative was jointly developed by the Supply Chain, Logistics, Engineering and QHSE functions, working hand-in-hand with a pallet supplier.

From a conventional double-sided wooden pallet – which is robust but requires a substantial amount of raw material, and weighs around 25 kg – the team developed an optimized single-sided design. The new pallet meets the required load standards while weighing around 17 kg: a reduction of more than 30%. The environmental benefits of this optimized design are measurable. It is estimated – based on internal calculations – that the redesigned pallet will reduce wood consumption by 163.2 tonnes per year. This translates to an estimated annual reduction of approximately 1,340 tonnes of CO_2 (based on the emission factor for wood). The redesign also brings additional benefits both upstream and downstream in the supply chain. The lighter pallets reduce transport loads, helping to cut fuel consumption and Scope 3 emissions. Upstream, the reduced use of raw materials also helps conserve forest resources. The project also considers the pallets' end-of-life management. Rather than being discarded, damaged pallets are sent to a specialist company for repair and returned to use. This extends the useful life of the pallets and keeps resources in use for longer.

Energy

In line with Goal 7 (Affordable and Clean Energy) and Goal 13 (Climate Action) of the 2030 Agenda, the reduction of emissions and the adoption of renewable energy remain pillars of the Group's strategy. A solid commitment that is also reflected in From Earth to Earth, where the expected goal of 20% growth in renewable sources compared to the 2021 domestic scenario was reached in 2024 and maintained in 2025 (it went from 51.7% to 63%).



RadiciGroup also constantly monitors energy performance, promoting its efficient use. Many of our sites integrate the ISO 50001 standard into their Management Systems, and the Italian sites with the highest consumption use an Energy Manager, as required by Law no. 10/1991, to implement an energy savings policy consistent with the company's economic and environmental objectives.

Focus: *Specialty Chemicals + High Performance Polymers*

Direct primary energy (fuels) consumption in these areas decreased in 2025 to approximately 639,000 GJ, accounting for 49.4% of the Group's total consumption. Natural gas (a lower-emission fossil fuel) remains the main energy source used. Direct consumption from renewable sources (biogas) decreased compared with 2024.

Energy intensity per unit processed improved in 2025 compared with the previous year: the intensity of non-renewable direct primary energy fell to 0.97 GJ/t, while total direct primary energy intensity (both renewable and non-renewable sources) fell to 1.02 GJ/t.

Table 9 | **Fuel consumption (direct primary energy consumption) (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
GJ	**Total direct primary energy**	**600,831**	**707,835**	**638,984**
GJ	**Subtotal direct non-renewable primary energy**	**572,462**	**667,721**	**607,588**
GJ	from natural gas - non-renewable*	568,473	663,805	604,172
GJ	from diesel - non-renewable	506	600	414
GJ	from LPG - non-renewable	3,483	3,316	3,002
GJ	from fuel oil - non-renewable	0	0	0
GJ	**Subtotal direct renewable primary energy**	**28,369**	**40,114**	**31,396**
GJ	from biogas - renewable	28,369	40,114	31,396

Table 10 | **Ratio 302-1 - Direct primary energy consumption per unit processed (*Specialty Chemicals + High Performance Polymers*)**

		2023	**2024**	**2025**
GJ/t	Non-renewable energy only	1.02	1.03	0.97
GJ/t	Total (renewable + non-renewable) energy	1.07	1.09	**1.02**

As regards indirect energy consumption (transformed energy, which accounts for 76.3% of the Group total), electricity consumption remained broadly stable in 2025. One positive development is the gradual but substantial increase in the share of electricity from renewable sources, from 39% in 2023 to 52.2% in 2025. Notably, the share of zero-emission energy (renewable and nuclear) also increased from 40% in 2023 to 52.4% in 2025.

Table 11 | **Transformed energy consumption by primary (indirect) energy source (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
GJ	**Total transformed energy (indirect)**	**1,825,271**	**2,499,185**	**2,126,204**
GJ	**Subtotal electricity consumption**	**615,633**	**649,477**	**661,247**
GJ	electricity consumption from renewable sources	237,322	332,062	345,450**
	of which self-produced from photovoltaics*	896	5,894	6,178
%	**Electricity from renewable sources as a percentage of total electricity consumption**	**38.5%**	**51.1%**	**52.2%****
%	**Electricity from zero-emission sources as a percentage of total electricity consumption (renewable + nuclear)**	39.6%	51.2%	52.4%
GJ	Electricity consumption from non-renewable sources	**378,311**	**317,415**	**315,797**
GJ	from natural gas - non-renewable	272,780	219,437	241,672
GJ	from coal - non-renewable	92,663	91,965	66,497
GJ	from fuel oil - non-renewable	804	674	899
GJ	from other fossil fuels - non-renewable	5,856	4,716	5,766
GJ	from nuclear	6,207	624	964
GJ	**Subtotal steam consumption**	**1,209,638**	**1,849,708**	**1,464,957**
GJ	from natural gas - non-renewable	//	//	1,016,421
GJ	from coal - non-renewable**	//	//	448,536
GJ/t	*Ratio - Transformed energy consumption per unit processed (refers to electricity)*	**1.10**	**1.00**	**1.06**
GJ/t	*Ratio - Total transformed energy per unit processed*	**3.26**	**3.84**	**3.41**

** Energy from renewable sources self-produced at 2 RadiciGroup sites.*

***Where residual mixes are applied – i.e. the breakdown of the electricity sources remaining after all energy already tracked or claimed through instruments such as Guarantees of Origin (GOs) or other certificates has been deducted – the share of renewable electricity is 38.1%, rather than the figure calculated using the methodology applied in previous years.*

**** Steam used by Radici Chimica Deutschland is composed of 95% coal and 5% natural gas.*

Despite continued reliance on fossil fuels, particularly for industrial steam consumption (associated with higher production volumes in the chemicals business), the improving electricity mix combined with stable energy intensity reflects tangible progress in energy efficiency and decarbonization.

Highlight: At the Radici Plastics Suzhou plant, the company has made a deliberate decision to eliminate fossil fuels entirely: all production processes have been electrified, reducing direct emissions to virtually zero. In addition, renewable sources now account for 69% of the plant's electricity consumption, all of it either generated on site or sourced from certified renewable sources.

Table 12 | **Primary non-renewable energy consumption (direct + indirect) (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
GJ	**Total primary energy from fossil fuels**	**2,906,023**	**3,146,123**	**3,144,672**
GJ	Subtotal indirect primary energy consumption from fossil sources	2,305,192	2,438,288	2,505,688
GJ	**Total non-renewable indirect primary energy - electricity**	**685,419**	**588,579**	**560,762**
GJ	**Total non-renewable indirect primary energy - steam**	**1,619,773**	**1,849,708**	**1,944,927**
GJ	Subtotal consumption of fossil fuels	600,831	707,835	638,984

Table 13 | **Ratio - Primary non-renewable energy consumption (direct + indirect) (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
GJ/t	**Total primary energy from fossil sources per unit processed**	**5.18**	**4.83**	**4.99**
GJ/t	Indirect primary energy from fossil sources per unit processed	4.11	3.74	4.02
GJ/t	Non-renewable indirect primary energy – electricity per unit processed	1.22	0.90	0.90
GJ/t	Non-renewable indirect primary energy – steam per unit processed	2.89	2.84	3.12
GJ/t	Total primary energy consumption from fossil sources per unit processed	1.07	1.09	0.97

RadiciGroup-wide (Legacy Reporting Boundary)

Within the Group's overall scope, direct primary energy consumption, mainly of fossil origin, will amount to approximately 1.29 million GJ in 2025. As regards transformed energy, the share of electricity from renewable sources remained broadly stable at around 63%, in line with 2024, with on-site generation also contributing to this share. Overall energy intensity per unit processed increased slightly in 2025 to 5.14 GJ/t, mainly due to production disruptions that limited plant efficiency.

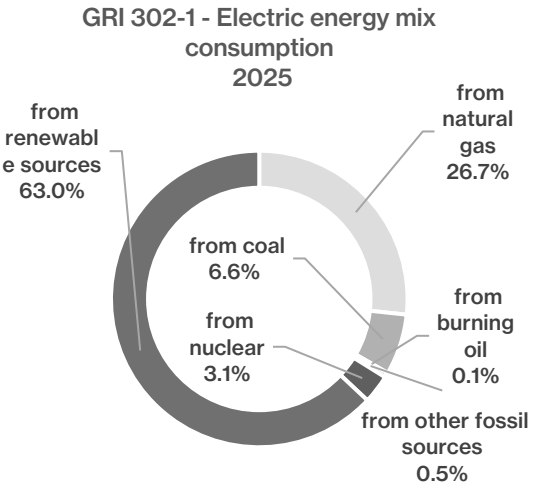


Table 14 | **Direct primary energy (fuels) consumption**

		2023	2024	**2025**
GJ	**Total direct primary energy**	**1,292,621**	**1,410,060**	**1,285,325**
GJ	Subtotal direct non-renewable primary energy	1,264,251	1,369,946	1,253,929
GJ	Subtotal direct renewable primary energy	28,369	40,114	31,396

Table 15 | **GRI 302-1 Direct primary energy consumption per unit processed**

		2023	2024	**2025**
GJ/t	Non-renewable energy only	1.82	1.73	1.67
GJ/t	Total (renewable + non-renewable) energy	1.86	1.78	1.71

Table 16 | **"Transformed" energy consumption by primary (indirect) energy source**

		2023	2024	**2025**
GJ	**Total transformed energy (indirect)**	**2,589,157**	**2,740,838**	**2,787,090**
GJ	Subtotal electricity consumption	1,379,519	1,349,264.18	1,322,133
GJ	electricity consumption from renewable sources	814,267	856,606.18	833,117
%	Electricity from renewable sources as a percentage of total electricity consumption	**59.0%**	**63.5%**	**63.0%**

%	Electricity from zero-emission sources as a percentage of total electricity consumption (renewable + nuclear)	62.4%	65.8%	66.1%
GJ	Electricity consumption from non-renewable sources	565,252	492,658	489,016
GJ	Subtotal steam consumption	1,209,638	1,391,574	1,464,957
GJ/t	**Ratio - Transformed energy consumption per unit processed (refers to electricity)**	**1.99**	**1.70**	**1.76**
GJ/t	**Ratio - Total transformed energy per unit processed**	**3.73**	**3.46**	**3.72**

** Energy from renewable sources self-produced at 4 RadiciGroup sites.* *** Steam used by Radici Chimica Deutschland is composed of 95% coal and 5% natural gas.*

List of companies and plants fully powered by renewable energy 2025

High Performance Polymers
- Nadici Novacips - Buronzo - Italy
- Radici Novacips - Villa d'Ogna - Italy
- Radici Novacips - Chignolo d'Isola - Italy
- Radici Partecipazioni - Gandino - Italy (from April 2026, Radici Novacips Gandino)
- Radici Plastics - Germany
- Radici Plastics - Brazil
- Radici Plastics - USA

Advanced Textile Solutions
- Radici Yarn - Ardesio - Italy
- Radici Yarn - Polimerizzazione - Villa d'Ogna - Italy*
- Tessiture Pietro Radici - Gandino - Italy
- Noyfil - Chignolo d'Isola - Italy
- Radicifil - Casnigo - Italy

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

Energy Scouts: A resource for energy efficiency

For several years, Radici Chimica Deutschland has participated in the Energy Scouts programme run by the Chamber of Industry and Commerce (IHK), with the aim of developing in-house expertise in energy efficiency and climate protection.
The initiative involves technical and industrial apprentices in analysing energy consumption, identifying inefficiencies and developing projects to improve production processes.
Numerous energy efficiency projects were undertaken between 2023 and 2025.
For example, in 2023, thermographic surveys were used to identify heat loss at the adipic acid plant, leading to insulation improvements to product, hot-water and steam lines that delivered thermal energy savings of 55.70 MWh. In 2024, the Group assessed the use of sensor- and timer-controlled thermostats and identified opportunities to reduce heating energy consumption. This measure was implemented in 2025. During the year, initial feasibility studies were also carried out on the useof radar technology to measure more precisely the levels in certain tanks containing intermediates used in the production and distillation of KA Oil, replacing the compressed air or nitrogen normally used for this purpose.
The Energy Scouts programme supports continuous improvements in energy performance and emissions reductions, while building in-house expertise and strengthening employee engagement in sustainability and operational innovation.

Emissions

Disclosure 305-1, 305-2, 305-4, 305-7

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

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

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

Focus: *Specialty Chemicals + High Performance Polymers*

Total greenhouse gas emissions increased over the 2024–2025 period, exceeding 266,000 tCO_2e in 2025 and accounting for 86% of the Group's total emissions. The increase reflects both higher **direct** (Scope 1) **emissions** and a slight rise in indirect (Scope 2) emissions.

Within the latter, however, **indirect emissions** from electricity continued to decline over the three-year period, from around 54,000 tCO_2e in 2023 to less than 44,000 tCO_2e in 2025, reflecting the continued improvement in the electricity mix. By contrast, indirect emissions associated with steam consumption increased and remained the largest component of Scope 2 emissions.

Indirect emissions were calculated using both the location-based approach (based on average grid emission factors in the countries where SC and HPP operate) and the market-based approach (based on the actual electricity mix purchased). The comparison highlights the environmental benefits of sourcing renewable electricity relative to national benchmarks. This amounts to a CO2 saving of 7,640 tCO_2e (-14.8% compared with 2023). Finally, emissions intensity per unit processed increased in 2025 to 0.427 tCO_2e/t, compared with 0.393 tCO_2e/t in 2024.

Table 17 | **Total (direct and indirect) greenhouse gas emissions* (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	2025
tCO_2eq	**Total emissions (direct + indirect)**	**240,961**	**255,879**	**266,685**
tCO_2eq	Direct emissions (GRI 305-1) * - scope 1	82,698	87,233	96,898
tCO_2eq	Indirect emissions (GRI 305-2) - scope 2	158,263	168,645	169,788
tCO_2eq	Indirect emissions from electricity	54,013	47,708	43,888**
tCO_2eq	Indirect emissions from steam	104,250	120,937	125,899

** The reported figures include CO_2 from combustion and N_2O from adipic and nitric acid production. From the 2025 Report onwards, direct emissions also include F-gas leaks – emissions of fluorinated greenhouse gases used by the Group for plant cooling – to provide a more comprehensive picture of the Group's emissions.*

***Where residual mixes are used to calculate the share of renewable electricity and, consequently, Scope 2 emissions, the resulting figure is 61,423 tCO2eq.*

Table 18 | **Direct and indirect greenhouse gas emissions per unit processed(*Specialty Chemicals + High Performance Polymers*)**

	2023	2024	2025
tCO_2eq/t	0.430	0.393	0.427

Table 19 | **Benchmark indirect electricity emissions national standard mix and RadiciGroup mix comparison (*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
tCO_2eq	Indirect emissions from standard national electricity mix* - local-based	58,168	55,118	51,528
tCO_2eq	Indirect emissions from RadiciGroup electricity mix [table above] - market-based	54,013	47,708	43,888
tCO_2eq	Difference	4,155	7,410	7,640
%	**Percentage difference**	**7.1%**	**13.4%**	**14.8%**

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

RadiciGroup-wide (Legacy Reporting Boundary)

Across the RadiciGroup-wide Reporting boundary, total emissions increased to more than 310,000 tCO_2e in 2025, up from 2023. This increase was mainly driven by direct (Scope 1) emissions, which rose from around 120,000 tCO_2e in 2023 to approximately 134,000 tCO_2e in 2025. By contrast, indirect (Scope 2) emissions remained broadly stable. Within this category, **indirect emissions** from electricity continued to decline, falling to around 51,000 tCO_2e in 2025.They were also approximately 35,600 tCO_2e lower than under the location-based scenario, again demonstrating the benefits of an energy mix that is less reliant on fossil fuels than the relevant national benchmarks (-41.2%).

Table 20 | **Total emissions (direct and indirect) greenhouse gas emissions***

		2023	2024	**2025**
tCO_2eq	**Total emissions (direct + indirect)**	**288,672**	**305,875**	**310,769**
tCO_2eq	**Direct emissions (GRI 305-1) ***	**120,487**	**128,586**	**134,084**
tCO_2eq	**Indirect emissions (GRI 305-2)**	**168,185**	**177,289**	**176,685**
tCO_2eq	Indirect emissions from electricity	63,934	56,352	50,785
tCO_2eq	Indirect emissions from steam	104,251	120,937	125,899

** The reported figures include CO_2 from combustion and N_2O from adipic and nitric acid production. In the 2024 Report, direct emissions also included F-gas leaks – emissions of fluorinated greenhouse gases used by the Group for plant cooling – to provide a more comprehensive picture of the Group's emissions.*

Table 21 | **Direct and indirect greenhouse gas emissions per unit processed**

	2023	2024	**2025**
tCO_2eq/t	0.416	0.386	**0.414**

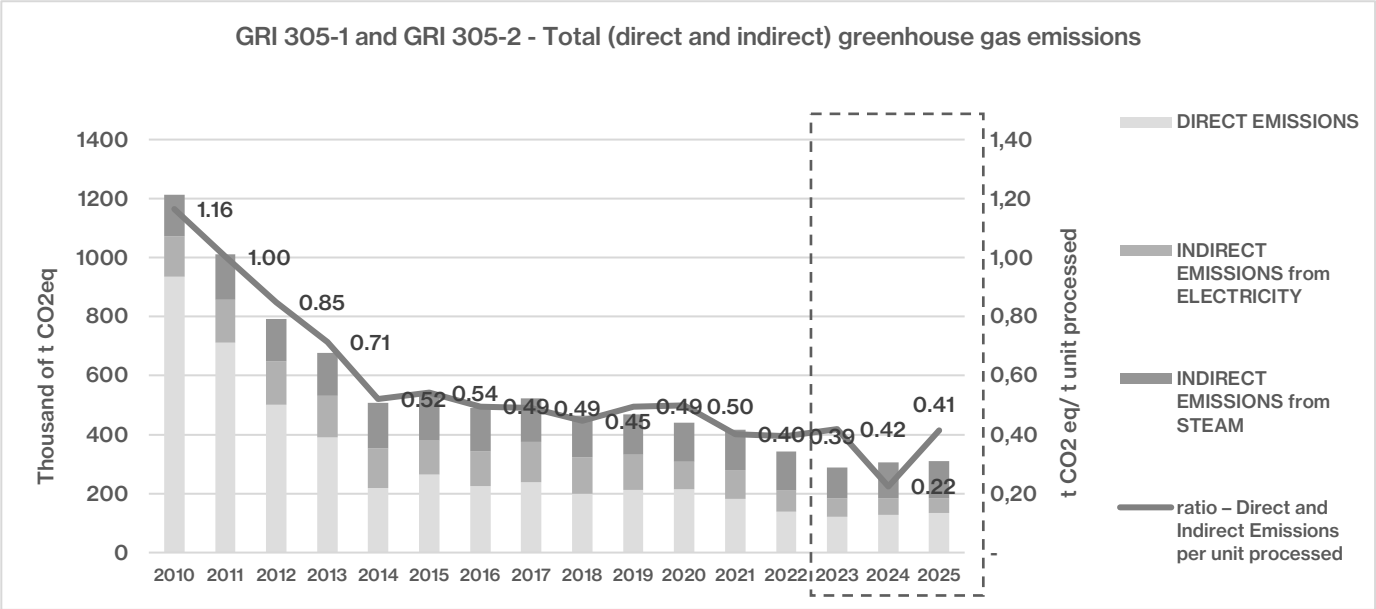
Table 22 | **Benchmark indirect electricity emissions national standard mix and RadiciGroup mix comparison**

		2023	2024	**2025**
tCO_2eq	Indirect emissions from standard national electricity mix* - local-based	113,763	90,458	86,380
tCO_2eq	Indirect emissions from RadiciGroup electricity mix [table above] - market-based	63,934	56,352	50,785
tCO_2eq	Difference	49,829	34,090	35,595
%	**Percentage difference**	**43.8%**	**37.7%**	**41.2%**

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

Disclosure 305-3

Meanwhile, **Scope 3** emissions were **calculated in accordance with the GHG Protocol guidelines**. All categories have been included in the emission inventory, with the exception of "Processing of the products sold" and "Use of the products sold", as the variety of processing to which the semi-finished products are subjected, and the wide range of final applications for which they are intended, does not allow us to trace with reasonable accuracy - and therefore significantly - the emissions associated with these categories. The "Franchising" category, on the other hand, has been excluded due to inapplicability.
The **metric used** was **tons of CO2 equivalent**.



Focus: *Specialty Chemicals + High Performance Polymers*
Where possible, the calculation for these areas was based on **primary data.** In particular, for **category 1 (Purchased goods and services)** it was possible to use, for **71% of the volume of raw materials** purchased, **primary data** on the Global Warming Potential (GWP) of the materials, which came from the Product Carbon Footprint, Life Cycle Assessment or Environmental Product Declarations of Suppliers, ensuring an **excellent degree of accuracy** for the measurement.

The results show that emissions are heavily concentrated in the **purchased goods and services category, which accounts for more than 87% of total emissions**. This confirms that the supply chain is the main contributor to the Group's carbon footprint, making **supplier engagement and ESG qualification a strategic priority.**
Other significant contributions come from the **end-of-life treatment of sold products (5.78%)** and **upstream transportation and distribution (3.12%)**. These are areas where further improvements can be achieved through circular economy solutions, reducing impacts across the product life cycle and optimizing logistics.

Table 23 | **Other indirect GHG emissions - Scope 3 - 2025(*Specialty Chemicals + High Performance Polymers*)**

Category	Name	Status	2025 Emissions [tCO2eq]	Share of total [%]
1	Purchased goods and services	INCLUDED	**1,109,692**	**87.4%**
2	Capital goods	INCLUDED	5,218	**0.41%**
3	Fuel and energy related activities	INCLUDED	**33,713**	**2.65%**
4	Upstream transport and distribution	INCLUDED	**38,872**	**3.06%**
5	Waste	INCLUDED	**4,359**	**0.34%**
6	Business travel	INCLUDED	**574**	**0.05%**
7	Employee commuting	INCLUDED	**1,537**	**0.12%**
8	Upstream leased assets	INCLUDED	**212**	**0.02%**
9	Downstream transport and distribution	INCLUDED	**3,305**	**0.26%**
10	Processing of sold products	EXCLUDED	**==**	**==**
11	Use of sold products	EXCLUDED	**==**	**==**
12	End-of-life treatment of sold products	INCLUDED	**71,932**	**5.66%**
13	Leased assets	INCLUDED	**57**	**0.005%**
14	Franchising	EXCLUDED	**==**	**==**
15	Investments	INCLUDED	**65**	**0.01%**
Total			**1,269,536**	**100%**

RadiciGroup-wide (Legacy Reporting Boundary)

For the **RadiciGroup-wide Reporting boundary**, **primary data** were used wherever possible to further improve reporting accuracy. In particular, for **Category 1** (Purchased Goods and Services), **primary data were available for 67% of purchased raw materials by volume**, up from 46% in 2024, significantly improving the accuracy of the measurement. This was made possible by close collaboration with Suppliers, particularly those supplying strategic raw materials, which was aimed at collecting and sharing increasingly accurate data.
Here too, the supply chain remains the **largest contributor, with Category 1 (Purchased Goods and Services) accounting for more than 86% of the total,** remaining the main source of impact just as in 2024.

Table 24 | **Other indirect GHG emissions - Scope 3 - 2025**

Category	Name	Status	2024 Emissions [tCO2eq]	Share of total [%]	2025 Emissions [tCO2eq]	Share of total [%]
1	Purchased goods and services	INCLUDED	1,479,143	85.86%	**1,383,725**	**86.44%**
2	Capital goods	INCLUDED	17,447	1.01%	**7,155**	**0.45%**
3	Fuel and energy related activities	INCLUDED	46,455	2.70%	**46,308**	**2.89%**
4	Upstream transport and distribution	INCLUDED	65,897	3.82%	**50,442**	**3.15%**
5	Waste	INCLUDED	6,393	0.37%	**6,614**	**0.41%**
6	Business travel	INCLUDED	1,145	0.07%	**680**	**0.04%**
7	Employee commuting	INCLUDED	2,846	0.17%	**2,869**	**0.18%**
8	Upstream leased assets	INCLUDED	306	0.02%	**213**	**0.01%**
9	Downstream transport and distribution	INCLUDED	3,924	0.23%	**3,870**	**0.24%**
10	Processing of sold products	EXCLUDED	==	==	**==**	**==**
11	Use of sold products	EXCLUDED	==	==	**==**	**==**
12	End-of-life treatment of sold products	INCLUDED	98,251	5.70%	**97,284**	**6.08%**
13	Leased assets	INCLUDED	278	0.02%	**236**	**0.01%**

14	Franchising	EXCLUDED	==	==	**==**	**==**
15	Investments	INCLUDED	724	0.04%	**1,432**	**0.09%**
Total			1,722,809	100%	**1,600,828**	100%

Water

Disclosure 303-1

In the UN 2030 Agenda for Sustainable Development, water is by definition a right and a determining factor for economic, social and environmental development. The United Nations 2030 Agenda includes a specific sustainable development goal, SDG 6 (Clean Water and Sanitation), to ensure the availability and sustainable management of water.

Many of the Group's sites have developed and maintain an ISO 14001 Environmental Management System, which focuses on preventing environmental risks, including those related to water management, through constant analysis. While the Group's products contain little or no water, the production processes are heavily dependent on it: the water consumed by the Group is mainly used for industrial plant cooling.

Focus: *Specialty Chemicals + High Performance Polymers*

In the three-year period 2023-2025, withdrawals of water resources from the *Specialty Chemicals + High Performance Polymers* area increased compared to 2023, reaching 71.3 million m³ in 2025 (amounting to 94.7% of the Group's consumption). This represents a 2.5% increase compared with 2024 and confirms that third-party water remains the main source of water supply. In 2025, water intensity per unit processed increased to 0.114 m³/t, compared with 0.107 m³/t in 2024 and 0.111 m³/t in 2023. Meanwhile, the share of water recovered and reused increased slightly to 26.1%; an improvement on 2024 but still below the 2023 level. Overall, mains water potentially diverted from human consumption remained at very low levels, accounting for around 0.095% of total water consumption.

Highlight: Closed-loop water systems are in operation at the Radici Plastics Suzhou, Radici Plastics Mexico, Radici Plastics Ltda (Brazil) and Radici Plastics India plants, eliminating industrial wastewater discharges. At Radici Chimica Deutschland, process water supplied by the industrial park is circulated through a closed-loop system and reused up to 60 times. All of these systems reflect deliberate company choices aligned with ISO 14001 certification and the Group's water conservation strategy, particularly in areas subject to medium or high water stress.

Table 25 | **Water withdrawal by source*(*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	**2025**
Thousands of m³	**Total**	**61,985**	**69,498**	**71,258**
Thousands of m³	**Total surface water**	**29,420**	**26,155**	**30,479**
Thousands of m³	*from rivers/canals*	*29,420*	*26,154*	*30,478*
Thousands of m³	*from springs*	*0*	*0.81*	*1.36*
Thousands of m³	**Total groundwater**	**4,833**	**4,683**	**5,010**
Thousands of m³	*from wells*	*4,833*	*4,683*	*5,010*
Thousands of m³	**Total third-party water**	**27,732**	**38,659**	**35,769**
Thousands of m³	*from aqueducts*	*87*	*69*	*68*
Thousands of m³	*from private utilities*	*27,645*	*38,590*	*35,701*

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

The Group uses 'fresh water' for its activities, i.e. with ≤1,000 mg/l of total dissolved solids.

Table 26 | **Ratio - Water use per unit processed**(***Specialty Chemicals + High Performance Polymers***)

	2023	2024	**2025**
Thousands of m^3/t	0.111	0.107	**0.114**

Table 27 | **Water saved and reused**(***Specialty Chemicals + High Performance Polymers***)

		2023	2024	**2025**
Water saving				
Thousands of m^3	Water withdrawn	61,985	69,498	71,258
Thousands of m^3	Water recovered	22,975	15,134	19,805
%	Water saved	37.1%	21.8%	27.8%
n	Saving ratio	1.4	1.2	1.3
Water saving not including Radici Chimica Deutschland				
Thousands of m^3	Water withdrawn	34,336	30,904	35,554
Thousands of m^3	Water recovered	22,975	15,134	19,805
%	Water saved	66.9%	49.0%	55.7%
n	Saving ratio	1.7	1.5	1.6

Disclosure 303-4

Table 28 | **Water discharges by destination*** (***Specialty Chemicals + High Performance Polymers***)

		2023	2024	**2025**
Thousands of m^3	**Total**	**61,971**	**69,476**	**71,226**
Thousands of m^3	Into surface water	34,411	31,065	35,682
Thousands of m^3	Into private utilities	27,560	38,411	35,544
Thousands of m^3	*into sewer systems*	*100*	*76*	*71*
Thousands of m^3	*into industrial canals for reuse*	*27,460*	*38,334*	*35,472*

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

Table 29 | **Water discharge by type**(***Specialty Chemicals + High Performance Polymers***)

		2023	**2024**	**2025**
Thousands of m^3	**Total**	**61,971**	**69,476**	**71,226**
Thousands of m^3	Water returned to third parties into industrial canals for reuse	27,460	38,334	***35,472***
Thousands of m^3	Subtotal water discharges	34,511	31,142	**35,754**
Thousands of m^3	*of which water discharged directly*	*33,238*	*29,777*	*34,447*
Thousands of m^3	*of which water after treatment*	*1,273*	*1,365*	*1,307*

Table 30 | **Ratio - Water discharge per unit processed(*Specialty Chemicals + High Performance Polymers*)**

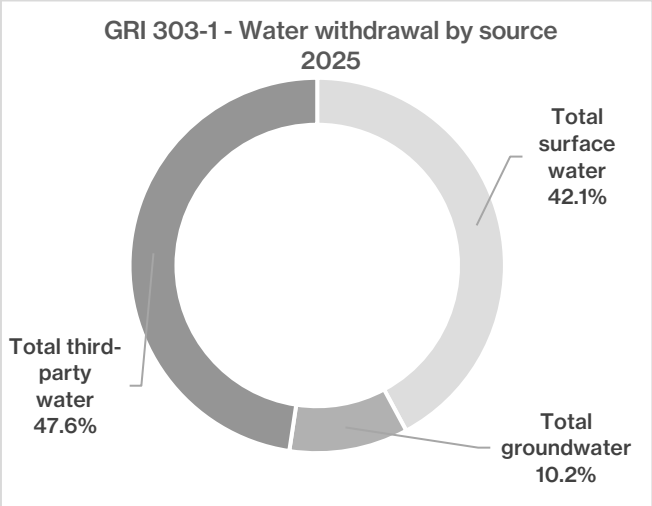
	2023	2024	2025
Thousands of m³/t	0.062	0.048	0.057

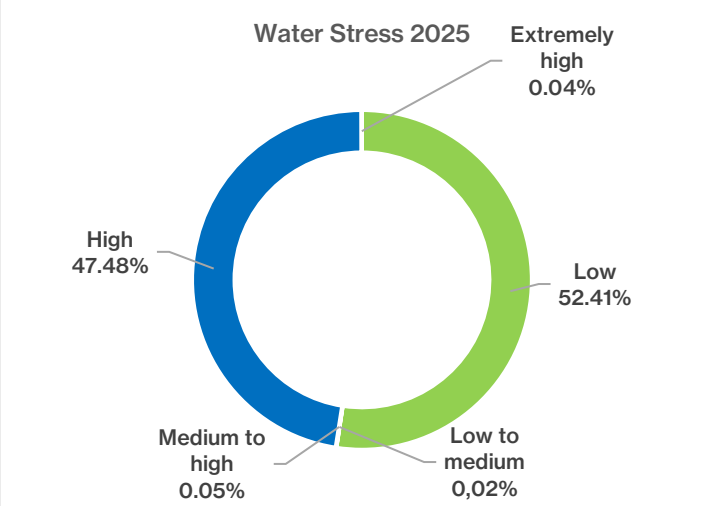
Disclosure 303-5

Table 31 | **Water consumed (delta between water in - water out)(*Specialty Chemicals + High Performance Polymers*)**

		2023	2024	2025
Thousands of m³	Water consumption	41	44	**48**
%	Percentage	0.07%	0.07%	0.07%

RadiciGroup-wide (Legacy Reporting Boundary)





Considering the Group's overall scope, in 2025 water withdrawals will be equal to 75.2 million m³, with a water intensity of 0.100 m³/t, slightly higher than in previous years. The share of water recovered and reused stood at 49%, down from previous years, partly due to the shutdown of the Radici Fibras plant in Brazil. Net water consumption, calculated as the difference between water inflows and outflows, remained low at 1.07% of total water volumes.

Table 32 | **Water withdrawal by source***

		2023	2024	**2025**
Thousands of m³	**Total**	**65,708**	**73,907**	**75,197**
Thousands of m³	Total surface water	30,488	27,515	31,683
Thousands of m³	Total groundwater	7,452	7,697	7,707
Thousands of m³	Total third-party water	27,767	38,695	35,808

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

The Group uses 'fresh water' for its activities, i.e. with ≤1,000 mg/l of total dissolved solids.

Table 33 | **Ratio - Water use per unit processed**

	2023	2024	2025
Thousands of m³/t	0.095	0.093	0.100

Disclosure 303-4

Table 34 | **Water discharges by destination***

		2023	2024	2025
Thousands of m³	**Total**	65,454	73,134	**74,410**
Thousands of m³	Into surface water	37,724	34,553	**38,703**
Thousands of m³	Into private utilities	27,730	38,581	**35,707**
Thousands of m³	*into sewer systems*	*270*	*247*	***235***
Thousands of m³	*into industrial canals for reuse*	27,460	***38,334***	***35,472***

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

Table 35 | **Water discharge by type**

		2023	2024	2025
Thousands of m³	**Total**	**65,454**	**73,134**	**74,410**
Thousands of m³	Water returned to third parties into industrial canals for reuse	27,460	38,334	***35,472***
Thousands of m³	Subtotal water discharges	37,994	34,800	38,937
Thousands of m³	*of which water discharged directly*	36,351	33,067	37,218
Thousands of m³	*of which water after treatment*	1,643	1,733	1,719

Table 36 | **Ratio - Water discharge per unit processed**

	2023	2024	2025
Thousands of m³	0.055	0.044	0.052

Disclosure 303-5

Table 37 | **Water consumed (delta between water in - water out)**

		2023	2024	2025
Thousands of m³	Water consumption	254	794	804
%	Percentage	0.39%	1.07%	1.07%

S for Social

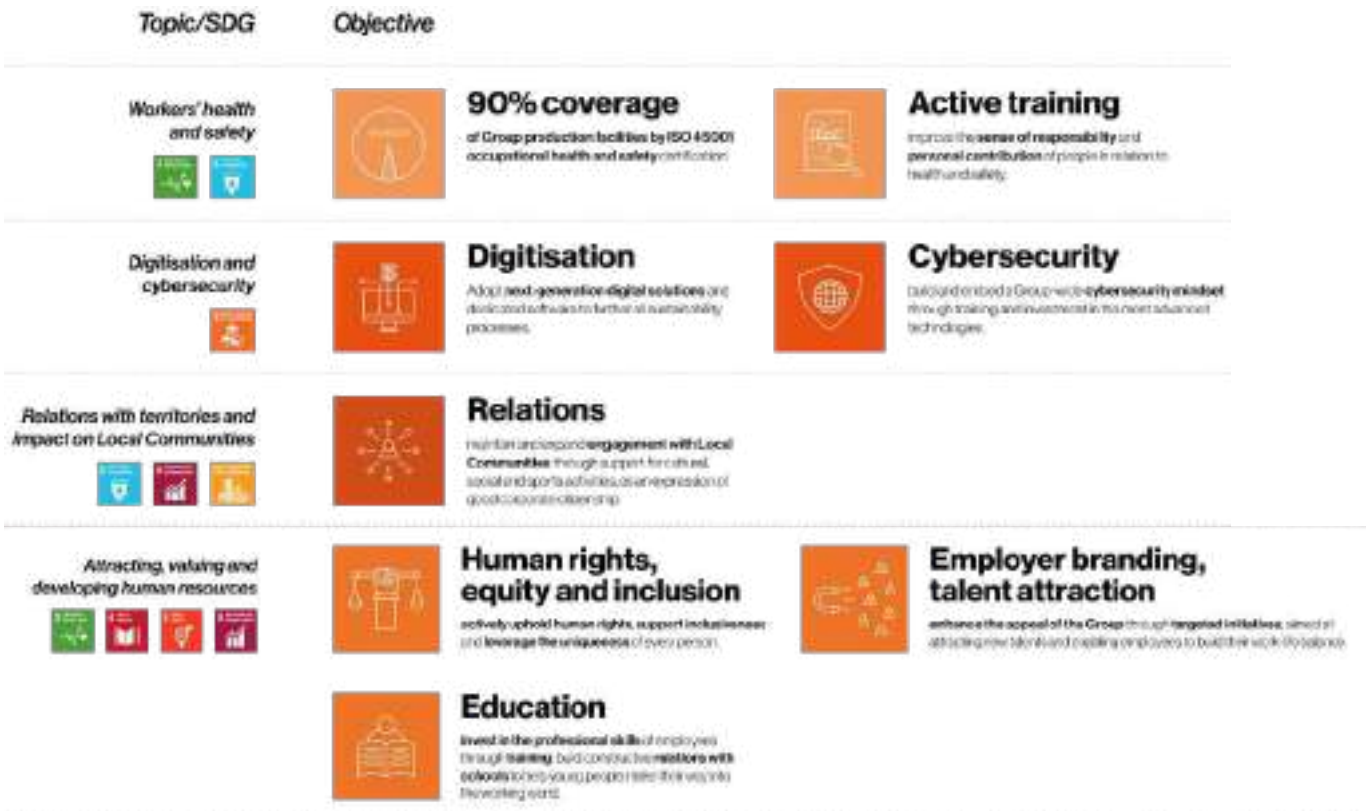


MATERIAL TOPICS

- 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
- Product Environmental Impacts

2030 GOAL - RADICIGROUP SUSTAINABILITY PLAN: "FROM EARTH TO EARTH"

From People to People - Social Goals – currently being updated
RadiciGroup **cares for people** both inside and outside the organization. The Group **promotes individual development, places the utmost importance on the health and safety** of its Workers, and **works closely with Local Communities** to foster sustainable, inclusive and balanced growth.



S for Social

At RadiciGroup, S for Social stands for People before all else.

Disclosures 2-7, 2-8

Against an increasingly international backdrop, **human capital** plays a **strategic role** in RadiciGroup's **growth and continuity.** The Group aims to attract talented young professionals by offering opportunities for professional development and career progression At the same time, the Group continues to value the experience and know-how of longer-serving employees, fostering a generational balance based on the sharing of skills and expertise.

Focus: *Specialty Chemicals + High Performance Polymers*

In 2025, the reporting boundary included a workforce of 1,559 people. This included self-employed and temporary workers, the latter accounting for 11% of the workforce. The Group had 1,390 Employees, up 0.4% from 1,385 in 2024. The vast majority of the workforce continued to be employed on permanent contracts, accounting for 94.0% of the total. This figure rose to 99.7% in Italy and 100% in North and South America.

Table 38 | **RadiciGroup Workers*** (***Specialty Chemicals + High Performance Polymers***)

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total workers*	1,269	1,314	**1,282**	279	277	**277**	1,548	1,591	**1,559**
n	Self-employed	101	104	**84**	9	8	**13**	110	112	**97**
n	Employees and temporary workers	1,168	1,210	**1,198**	270	269	**264**	1,438	1,479	**1,462**
n	Temporary workers	77	91	**69**	2	3	**3**	79	94	**72**
n	Employees	1,091	1,119	**1,129**	268	266	**261**	1,359	1,385	**1,390**

** At 31/12/2025, Workers included contract Workers (who work continuously for RadiciGroup), temporary Workers, and Employees.*
As far as the completion of the gender options is concerned, the Group will be able to include further options from the next Report.

The workforce remained predominantly male (1,129 men and 261 women), largely reflecting the nature of the Group's operations and the sectors in which it operates. Women accounted for an average of 19% of the workforce. In terms of age, the number of Employees over 50 continued to increase, reaching 555 in 2025, while the number of Workers under 30 remained broadly stable at 189.

Table 39 | **Employee turnover** (***Specialty Chemicals + High Performance Polymers***)

	Employees leaving as of 31/12/2025 by age group and region	**< 30**	**30-50**	**> 50**
n	Italy	2	13	16
n	Rest of Europe	2	7	9
n	Asia	15	28	4
n	North and South America	15	25	13
	Employees leaving as of 31/12/2025 by age group and gender	**< 30**	**30-50**	**> 50**
n	Men	27	63	37
n	Women	7	10	5
	Employees hired as of 31/12/2025 by age group and region	**< 30**	**30-50**	**> 50**
n	Italy	10	10	5
n	Rest of Europe	2	3	2

n	Asia	29	33	1
n	North and South America	20	37	13
	Employees hired as of 31/12/2025 by age group and gender	**< 30**	**30-50**	**> 50**
n	Men	56	73	20
n	Women	5	10	1

In terms of **turnover**, there were 165 new hires and 149 employees leaving in 2025, resulting in a net increase of 16 people. New hires were predominantly male and concentrated in the under-30 and 30–50 age groups, particularly in Asia and in North and South America.

Table 40 | **Employees by gender, age group and region(*Specialty Chemicals + High Performance Polymers*)**

			Men			Women			Total		
			2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Italy	Employees <30 years	34	36	**37**	10	8	**7**	44	44	**44**
n		Employees 30-50 years	172	149	**140**	66	60	**54**	238	209	**194**
n		Employees >50 years	299	304	**303**	49	54	**55**	348	358	**358**
n	Rest of Europe	Employees <30 years	22	28	**24**	9	9	**8**	31	37	**32**
n		Employees 30-50 years	116	114	**105**	17	14	**15**	133	128	**120**
n		Employees >50 years	101	109	**106**	22	25	**24**	123	134	**130**
n	Asia	Employees <30 years	28	35	**42**	9	9	**7**	37	44	**49**
n		Employees 30-50 years	127	154	**161**	28	28	**32**	155	182	**193**
n		Employees >50 years	7	9	**8**	0	0	**1**	7	9	**9**
n	North and South America	Employees <30 years	50	45	**44**	19	17	**20**	69	62	**64**
n		Employees 30-50 years	97	94	**113**	25	28	**26**	122	122	**139**
n		Employees >50 years	38	42	**46**	14	14	**12**	52	56	**58**

In terms of **bargaining agreement type** approximately 79% of Employees were covered by collective bargaining agreements. This reflects a gradual shift towards individual employment agreements in recent years: their share increased from 12.4% in 2023 to 20.9% in 2025.

Table 41 | **RadiciGroup Employees by gender, employment contract and employment type*(*Specialty Chemicals + High Performance Polymers*)**

		Men			Women			Total		
n	Total employees	1,091	1,119	**1,129**	268	266	**261**	1,359	1,385	**1,390**
n	Permanent employees	1,026	1,045	**1,064**	244	245	**243**	1,270	1,290	**1,307**
of which										
n	Temporary employees	65	74	**65**	24	21	**18**	89	95	**83**
%	Permanent employees as % of total employees	94.0%	93.4%	**94.2%**	91.0%	92.1%	**93.1%**	93.5%	93.1%	**94.0%**
n	Full-time (permanent contract)	1,022	1,034	**1,051**	201	199	**197**	1,223	1,233	**1,248**
n	Part-time (permanent contract)	4	11	**13**	43	46	**46**	47	57	**59**
n	Part-time (permanent + temporary)	6	13	**13**	43	46	**46**	49	59	**59**
%	Full-time employees as % of permanent employees	99.6%	98.9%	**98.8%**	82.4%	81.2%	**81.1%**	96.3%	95.6%	**95.5%**

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

Table 42 | **Employees by bargaining agreement type – Percentage of employees covered by bargaining agreements(*Specialty Chemicals + High Performance Polymers*)**

		2022	2023	2024	2025
n	Collective bargaining*	1,178	1190	1192	**1100**
n	Individual employment agreement	124	169	193	**290**
n	Total employees	1,302	1,359	1385	**1390**
%	% Individual employment agreement	9.5%	12.4%	13.9%	**20.9%**
%	% Collective bargaining agreement 95.2 93.5 92.1	90.5%	87.56%	86.06%	**79.14%**

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

RadiciGroup-wide (Legacy Reporting Boundary)

In 2025, RadiciGroup had a total workforce of 2,948, including 2,714 Employees. This was down from 2,787 Employees in 2024, with the decrease concentrated mainly in Italy and elsewhere in Europe. Against this backdrop, the share of **permanent contracts** remained very high at 96%, while the number of Employees over 50 continued to increase, reflecting their long tenure with the Group.

Turnover was negative during the year, with 309 employees leaving compared with 241 new hires, resulting in a net decrease of 68 people. Employees leaving were mainly in the 30–50 age group (133 people) and the over-50 age group (111), while new hires were concentrated primarily among the under-30s (82) and those aged 30–50 (124). In terms of region, Asia recorded the highest levels of workforce movement, with a turnover rate of 19% (47 Employees leaving) and a new-hire rate of 25% (63 new hires).

Disclosure 102-8 Disclosures 2-7, 2-8

Table 43 | **RadiciGroup workers***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total workers*	2,454	2,291	**2,174**	857	789	**774**	3,311	3,080	**2,948**
n	Self-employed	126	122	**97**	20	16	**20**	146	138	**117**
n	Employees and temporary workers	2,328	2,169	**2,077**	837	773	**754**	3,165	2,942	**2,831**
n	Temporary workers	134	132	**97**	34	23	**20**	168	155	**117**
n	Employees	2,194	2,037	**1,980**	803	750	**734**	2,997	2,787	**2,714**

** At 31/12/2025, Workers included contract Workers (who work continuously for RadiciGroup), temporary Workers, and Employees. Regarding the completion of gender options, the Group is not yet able to include additional options.*

Disclosure 401-1

Table 44 | **Turnover - Employee outflow by age and region**

	Employees leaving as of 31/12/2025 by age group and region	< 30 years	30-50 years	> 50 years
n	Italy	14	41	52
n	Rest of Europe	11	28	31
n	Asia	15	28	4
n	North and South America	25	36	24

Table 45 | **Turnover - Employee outflow by age and gender**

	Employees leaving as of 31/12/2025 by age group and gender	< 30 years	30-50 years	> 50 years
n	Men	53	106	89
n	Women	12	27	22

Table 46 | **New Hire Rate - Incoming Employees by age and region**

	Employees hired as of 31/12/2025 by age group and region	< 30 years	30-50 years	> 50 years
n	Italy	23	37	9
n	Rest of Europe	10	17	12
n	Asia	29	33	1
n	North and South America	20	37	13

Table 47 | **New Hire Rate - Incoming Employees by age and gender**

	Employees hired as of 31/12/2025 by age group and gender	< 30 years	30-50 years	> 50 years
n	Men	70	96	30
n	Women	12	28	5

Table 48 | **Employees by gender, age group and region**

			Men			**Women**			**Total**		
			2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Italy	Employees <30 years	85	78	**71**	22	20	**19**	107	98	**90**
n		Employees 30-50 years	396	363	**342**	153	148	**142**	549	511	**484**
n		Employees >50 years	627	614	**608**	128	127	**127**	755	741	**735**
n	Rest of Europe	Employees <30 years	50	43	**40**	44	24	**18**	94	67	**58**
n		Employees 30-50 years	284	255	**227**	199	166	**160**	483	421	**387**
n		Employees >50 years	252	255	**257**	130	162	**167**	382	417	**424**
n	Asia	Employees <30 years	28	35	**42**	9	9	**7**	37	44	**49**
n		Employees 30-50 years	127	154	**161**	28	28	**32**	155	182	**193**
n		Employees >50 years	7	9	**8**	0	0	**1**	7	9	**9**
n	North and South America	Employees <30 years	85	55	**46**	27	18	**20**	112	73	**66**
n		Employees 30-50 years	182	116	**123**	46	32	**29**	228	148	**152**
n		Employees >50 years	71	60	**55**	17	19	**12**	88	76	**67**

Disclosure 2-30

Table 49 | **RadiciGroup Employees by gender, employment contract and employment type***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	2,194	2,037	**1,980**	803	750	**734**	2,997	2,787	**2,714**
	of which									
n	Permanent employees	2,116	1,951	**1,894**	770	727	**709**	2,886	2,678	**2,603**
n	Temporary employees	78	86	**86**	33	23	**25**	111	109	**111**
%	Permanent employees as % of total employees	96.4%	95.8%	**95.7%**	95.9%	96.9%	**96.6%**	96.3%	96.1	**95.9%**
n	Full-time (permanent contract)	2,168	2,009	**1,866**	685	619	**602**	2,853	2,542	**2,468**
n	Part-time (permanent contract)	26	28	**28**	118	108	**107**	144	136	**135**
n	Part-time (permanent + temporary)	27	31	**29**	118	109	**107**	145	140	**136**
%	Full-time employees as % of permanent employees	98.8%	98.6%	**98.5%**	85.3%	85.5%	**84.9%**	95.2%	95.1%	**94.8%**

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

Disclosure 2-30

Table 50 |**Employees by bargaining agreement type – Percentage of employees covered by bargaining agreements**

		2023	2024	**2025**
n	*Collective bargaining**	2,803	2567	**2,399**
n	Individual employment agreement	194	220	**315**
n	**Total employees**	2,997	2787	**2714**
%	% Individual employment agreement	6.5%	7.9%	**11.61%**
%	% Collective bargaining agreement 95.2 93.5 92.1	93.5%	92.1%	**88.39%**

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

Workers' Human Rights

Disclosure 2-24

Safeguarding Human Rights is an **increasingly strategic ethical priority**, **positively impacting on corporate reputation and the quality of business relationships**. Companies that demonstrate a tangible commitment in this area are seen as more reliable by Customers and Stakeholders, and are also rewarded in ratings systems.
At the same time, Human Rights are an **increasingly important area of risk** and a growing focus of institutional scrutiny, as reflected in the evolving international legislative landscape. In this respect, it is no longer enough simply to safeguard Human Rights within a company's own operations: companies are increasingly expected to monitor their supply chains and, in some cases, their broader value chains.

RadiciGroup safeguards the Human Rights of Employees across all Group companies and takes steps to monitor Human Rights practices among strategic Suppliers:

- The **Code of Ethics** enshrines this respect starting with the **Constitutive Values** in which it is stated that **any discrimination** based on gender, racial and ethnic origin, nationality, age, political opinions, religious beliefs, state of health, sexual orientation and economic-social conditions **is prohibited.** The Code of Ethics also declares the **rejection of labour practices detrimental to** personal dignity, concepts taken up and explained also by the **Human Rights Policy.**
- **Customer and Supplier Codes of Conduct** also share the protection **of Workers' rights**, which the Group promotes, with the **most important players in the value chain.**
- **The ESG questionnaire** sent to **strategic Suppliers** since 2026 is designed to provide evidence of active commitment to Human Rights throughout the supply chain.

"People and Work: Human Rights"

Between late 2023 and 2024, RadiciGroup conducted **an internal Human Rights survey** aimed at **building a stronger understanding of Human Rights issues and to support their active promotion across the Group.**
The survey was conducted among a representative sample of the workforce in terms of gender, age and nationality, providing an overview of current practices and levels of awareness among Employees and highlighting both strengths and areas for improvement. The anonymous survey had a **response rate of 74% (92 responses out of 124 Employees asked),** with **41% of respondents women and 59% men**, and a predominant age group in the responses (46%) for male and female Workers over 50. Geographically, **most of the responses came from Italy (65%), immediately followed by the rest of Europe (21%), North and South America (10%) and Asia (4%)**. These data guarantee that the analysis is representative and highlights RadiciGroup-widesensitivity on the subject.
One positive result is that it is accurate to say that **all Group companies pay particular attention to Human Rights** and strive to provide a safe working environment. This was borne out by the questionnaires completed by Employees, with **66.3% aware of the existence of a sustainability project in the Group that includes the safeguarding of their fundamental rights.** A very high percentage of respondents (99%) were aware of the terms and conditions of their employment contracts. Finally, 78.3% of the total consider themselves free to express opinions to the company they belong to on sensitive issues (e.g. working hours, contractual conditions, health and safety, etc.), emphasizing the positive mechanisms for dialogue at RadiciGroup.

RadiciGroup's Human Rights Policy

Following an analysis of the project findings, RadiciGroup formalized its commitment to respecting Human Rights – already a core principle across its Companies – by adopting a **Human Rights Policy.** The Policy was approved by the Board of Directors of Radici Partecipazioni at the end of May 2025. The Policy addresses **Human Rights as enshrined in the Universal Declaration of Human Rights** and was developed in line with the main international standards in this area, with contributions from the Sustainability, HR, Compliance, Internal Auditing and Management Systems functions.
However, the Policy was not rolled out during the year, as the main activities planned for its implementation were put on hold pending greater clarity on the Group's future organizational structure. The Policy is expected to be fully implemented and communicated both internally and externally during 2026.

Disclosure 406-1

Despite the Policy not yet having been publicly communicated, ongoing oversight by managers across the Group continued to ensure a safe and secure working environment. Confirming this commitment, in 2025, no episode of discrimination or violation of Human Rights was reported in the Group, neither through corporate channels nor through the whistleblowing system.

Diversity, Equity and Inclusion (DEI)

The "People and Work: Human Rights" project also included **a number of questions on Diversity, Equity and Inclusion (DEI)**. With particular reference to **Diversity, 83.7% of respondents** declared that **they had never encountered discriminatory episodes or had direct experience of discrimination**.
Among the **remaining respondents**, **geographical background and gender** were the characteristics most commonly perceived as **grounds for discrimination**. Despite this, the overall perception of the Group remained highly positive, with **75% of respondents** feeling that **the organization fosters inclusion**.
To complement these findings, in 2025 the **data from the 2024 Sustainability Report** were also reviewed **from a DEI perspective**. The analysis highlighted several positive findings: **broadly comparable levels of training** for men and women **(18.5 and 15.3 hours, respectively),** as well as across Employees of different ages and nationalities.
This was accompanied by **comparable levels of employment security** through **permanent contracts** (**96.9% for women and 95.8% for men), as well as equal health and safety protection**, underpinned globally by management systems and certifications.
In terms of **cultural inclusion**, the Group has more than 30 production and commercial sites across **four continents**, with a **workforce representing around 20 nationalities** and a wide range of cultural backgrounds. The **website** is available in **RadiciGroup's** five main languages.
The analysis also identified a number of **areas for improvement**: These included **limited, and in some cases no**, female representation in **senior leadership positions**, particularly on **Boards of Directors**. **In** Italy**,** Board and management positions are also heavily concentrated **among older age groups**, while no foreign managers serve on Boards of Directors. **At international level**, however, **senior leadership** was **more diverse** in terms of **age, gender and nationality**.
These findings highlight the need for continued progress in this area, with a view to strengthening the Group's DEI policies. Further analysis is planned for 2026 to gain a deeper understanding of strengths and areas for improvement in Diversity, Equity and Inclusion across the Group's sites worldwide.

Attracting, Retaining and Valuing Staff

In response to the growing needs outlined above in the section on the workforce, several Group Human Resources initiatives were introduced in 2025, including:

- **Development and training** paths to strengthen technical, managerial and organizational skills.
- **Welfare initiatives** aimed at ensuring a positive and collaborative atmosphere.
- Solutions to promote **work-life balance.**

Remuneration Policies

RadiciGroup has always upheld the ethical principle that **every Worker has the right to a fair wage, proportionate to the quantity and quality of work performed, which must be sufficient to ensure the Worker and their family a free and dignified existence.** This principle constitutes one of the Rights enshrined in the Universal Declaration of Human Rights, which Radicigroup translates into **fair and rewarding remuneration policies.**
The definition of the minimum **remuneration** payable to Workers belonging to the various categories and sectors of the company, **with respect to qualifications, levels and duties performed,** is entrusted to **national and/or company collective bargaining**. In addition to the above**, there is individual bargaining.** In the latter case, **it is the labour market of the different regions that determines the conditions of engagement.** The **compensation schemes** adopted by Group companies take into account the **responsibility level and individual contribution to achieving organizational goals**. **Male and female Employees** have **equal pay rates** for **equal job duties**, in accordance with the Group ethical principles and the national and corporate collective agreements, which provide for a fair pay scale and bonuses. The i**ncentive system reserved for managerial staff (MBO)** is based on evaluation linked to Group objectives, company objectives and individual objectives.

Disclosure 2-21

Overall at RadiciGroup, **the ratio of the annual total remuneration of the highest paid person** (CEO) to the average **total remuneration of all other Employees is 12.35 (**12.69 in 2024, 13.95 in 2023 and 14.68 in 2022). This ratio was calculated on wages paid worldwide. In order to obtain a homogeneous database, the calculation was carried out by taking into account more than 95% of the total payroll (85.07% in 2024), excluding part-timers due to different time distribution, new hires during 2025 and other cases not deemed suitable for the database. Given the percentage achieved, the indicator is to be considered entirely representative of the situation at RadiciGroup.
With regard to the **ratio of the percentage increase in the annual total remuneration of the person receiving the highest remuneration to the median percentage increase in the annual total remuneration of all Employees (excluding the aforementioned person), the ratio is zero,** in line with 2024 and 2023.

Disclosure 401-2

With regard to **other Employee benefits**, where provided for by company customs and regulations (company car, restaurant vouchers, canteen service and special discounts agreed on with stores, sport centres or travel agencies, etc.), they were **made available and/or assigned to Employees based on the company agreements and the job position of the individual Employees, irrespective of the type of employment or employment contract** (full-time or part time, temporary or permanent employment). An analysis of data for the Italian companies confirms that people-focused criteria are applied to ensure equal access to benefits and incentive schemes. This is reflected in both company car allocation (11.8% of women vs 10.4% of men) and participation in MBO schemes (7.6% vs 6.5%, respectively).

Training

Disclosures 404-1, 2

Disclosure 403-5

In 2025, RadiciGroup continued to promote **programmes aimed at developing the skills of its Workers.** Although training activity was less intensive than in previous years, the Group continued to provide **targeted learning opportunities**, particularly in areas that are key to protecting people and supporting organizational processes.
In 2025 – in line with the ongoing learning objectives outlined in the "From Earth to Earth" sustainability roadmap – the Group's training plan followed some of the guidelines consolidated in previous years:

- Training delivered **in blended (hybrid) mode**: This mode allows Workers to access training opportunities by reducing the need for travel, while maintaining an knowledge sharing opportunities
- Focus on **priority issues**: Courses were focused on areas deemed strategic for the Group's operations.
- **Concentrated approach**: Training initiatives have always had a practical focus, maximizing the effectiveness and impact of outcomes.

Focus: *Specialty Chemicals + High Performance Polymers*

More than 35,000 hours of training were delivered in 2025, equivalent to 25.4 hours per capita. This continued the Group's strong track record of training provision. Average training hours were relatively balanced between men (27 hours) and women (18.4 hours). Blue-collar Workers accounted for the majority of training delivered, at 64% of the total. Training hours were particularly high in North and South America (54.9 hours per capita) and Asia (28.6 hours), reflecting a strong focus on skills development outside Europe.

Table 51 | **Employee training(Specialty Chemicals + High Performance Polymers)**

		2023	2024	**2025**
hours	Total training hours	46,833	34,499	**35,248**
hours	Total Health & Safety training hours	18,354	13,118	**15,194**
%	Health and Safety training hours vs total training hours	39%	38%	**43%**
	Training hours by gender per capita			
n	Total Employees*	1,359	1,385	**1,390**
hours/n	Total training hours per capita	34.5	24.9	**25.4**
hours	Total training hours – men	38,118	27,416	**30,447**
n	Total Employees – men	1,091	1,119	**1,129**
hours/n	Training hours per capita – men	34.9	24.5	**27.0**
hours	Total training hours – women	8,715	7,083	**4,801**
n	Total Employees – women	268	266	**261**
hours/n	Training hours per capita – women	32.5	26.6	**18.4**
	Training by region per capita			
hours/n	Italy	20.5	13.0	11.1
hours/n	Rest of Europe	30.1	25.8	25.3
hours/n	Asia	53.0	37.4	28.6
hours/n	North and South America	60.7	41.9	54.9

As of 31/12/2025.

Table 52 | **Employee training by category and gender 2025(Specialty Chemicals + High Performance Polymers)**

	Blue-collar Workers			White-collar Workers		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Total Global Training Hours	22,236	297	**22,532**	8,212	4,504	**12,715**
	63%	1%	**64%**	23%	13%	**36%**
Training hours Italy	3,696	28	**3,724**	2,195	706	**2,900**
	56%	0%	**56%**	33%	11%	**44%**
Training hours Rest of Europe	5,663	172	**5,836**	946	347	**1,293**
	79%	2%	**82%**	13%	5%	**18%**
Training hours Asia	4,236	0	**4,236**	1,910	1,022	**2,932**
	59%	0%	**59%**	27%	14%	**41%**
Training hours North and South America	8,641	97	**8,737**	3,161	2,429	**5,590**
	60%	1%	**61%**	22%	17%	**39%**

RadiciGroup-wide (Legacy Reporting Boundary)

With reference to training hours, in 2025 the total hours provided were equal to 42,110, a decrease compared to the 49,057 in 2024 and the 59,812 in 2023. Training per capita also decreased accordingly, from an average of 17.6 to 15.5 hours per Employee. A gap also remains between men (18.1 hours) and women (8.5 hours). This is because a significant proportion of mandatory training is for blue-collar Workers, the majority of whom are men. In terms of region, North and South America continued to record the highest average training hours, at 50.7 hours per capita, followed by Asia at 28.6 hours per capita.

Table 53 | **Employee training**

		2023	2024	**2025**
hours	Total training hours	59,812	49,057	**42,110**
hours	Total Health & Safety training hours	25,098	23,278	**22,289**
%	Health and Safety training hours vs total training hours	42%	47%	**53%**
	Training hours by gender per capita			
n	Total Employees*	2,997	2,787	**2,714**
hours/n	Total training hours per capita	20.0	17.6	**15.5**
hours	Total training hours – men	47,081	37,613	**35,866**
n	Total Employees – men	2,194	2,037	**1,980**
hours/n	Training hours per capita – men	21.5	18.5	**18.1**
hours	Total training hours – women	12,731	11,445	**6,244**
n	Total Employees – women	803	750	**734**
hours/n	Training hours per capita – women	15.9	15.3	**8.5**
	Training by region per capita			
hours/n	Italy	14.8	10.1	7.8
hours/n	Rest of Europe	12.2	17.6	11.8
hours/n	Asia	53.0	37.4	28.6
hours/n	North and South America	38.9	36.1	50.7

As of 31/12/2025.

Table 54 | **Employee training by category and gender 2025**

	Blue-collar Workers			White-collar Workers		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Total Global Training Hours	25,718	1,285	**27,003**	10,148	4,960	**15,107**
	61%	3%	**64%**	24%	12%	**36%**
Training hours Italy	5,510	250.5	**5,760**	3,473	974.25	**4,447**
	54%	2%	**56%**	34%	10%	**44%**
Training hours Rest of Europe	7,226	932	**8,158**	1,586	534	**2,120**
	70%	9%	**80%**	16%	5%	**21%**
Training hours Asia	4,236	-	**4,236**	1,910	1,022	**2,932**
	59%	0%	**59%**	27%	14%	**41%**
Training hours North and South America	8,747	102.55	**8,849**	3,179	2,429	**5,608**
	60%	1%	**61%**	22%	17%	**39%**

Amid the overall decrease in training noted above, **Health and Safety** accounted for 53% of all training hours (43% in Specialty Chemicals and High Performance Polymers). Training courses were also tailored to specific internal needs. In particular, ***Specialty Chemicals*** training for production personnel was focused on **emergency procedures and issues relating to drug use and addiction.** In the same Business Area, office-based Employees classified as "low risk" were also offered virtual courses on **time management and smart working**.

Alongside Health and Safety, **cybersecurity and data protection** were another key focus of training. The various aspects of this topic continued to be addressed in 2025 through the **Kaspersky platform**, which was used to raise awareness among new hires of digital risks and the importance of handling personal data with care.

As part of the **Digital Attitude** digitalization project, the group of champions established in 2024 also attended **refresher sessions on Microsoft Teams features**. The aim was to help them continue supporting colleagues in making more effective use of digital collaboration tools.

Finally, as part of the **onboarding process**, new hires continued to receive **introductory training on the Group's ethical principles, as set out in the Code of Ethics, and on** RadiciGroup's approach to sustainability.

Welfare Initiatives and Work-Life Balance

RadiciGroup applies the measures and arrangements provided for under applicable legislation in each country to support work-life balance. These include **reduced working hours (part-time work), parental leave** and **leave to care for family members,** where provided for under local legislation.

In 2025, Employees also continued to participate in **supplementary healthcare and pension schemes, on either a mandatory or voluntary basis**.

In Italy, Employees continued to have the option of **smart working** under individual agreements for up to **two days a week**. Some Italian companies also offered **flexible working hours** as part of their workplace arrangements.

StoBene project

Disclosure 403-6

In addition to smart working and flexible working hours, the Group also promotes other initiatives to support Employee wellbeing. The **"StoBene"** project (formerly WHP – Workplace Health Promotion) has been running since 2015. It encourages healthy **lifestyles and habits** as a means of helping to prevent some of the most serious or widespread health conditions.
At some Group companies, these initiatives also include sporting activities and opportunities for Employees to socialize. For example, Yarnea in Romania organizes outdoor team-building activities, while Radici Chimica Deutschland in Germany takes part in local sporting events with company teams.
The project also includes **healthy eating** initiatives. These include providing fresh fruit each week at some sites and, at locations with canteens, using tray mats that provide guidance on healthy food combinations.

Workers' Health and Safety

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

- Ensures the **safety standards required by current regulations** and regularly verifies compliance with them.
- Relies on **robust management systems** to address **health and safety in every aspect of day-to-day business** and acts proactively to **analyse risks and prevent accidents.**
- Acts promptly where an accident has occurred to analyse its causes and takes **the necessary steps to avoid a recurrence of the situation** that led to the accident.
- Considers **compulsory and voluntary training**, starting with newly hired collaborators, a distinctive element.

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

Disclosures 403-1, 403-2

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

Disclosure 403-8

In **all Group companies**, a health and safety management system **is in place for all Employees and Workers**. For example, for the **Italian sites**, the main occupational health and safety legislation is **Legislative Decree [D.Lgs.] 81/2008**, which offers incentives **for the implementation of an organization and management model**. Each reference country then has a specific body of legislation that constitutes the guideline for compliance purposes.
In many of the plants there is also a management system based on **ISO 45001**, a voluntary standard governing occupational **health and safety**, which the Group aims to **extend to more plants (90% by 2030), as indicated in the "From Earth to Earth" Sustainability Plan**. The ISO 45001 standard not only assesses risks but also considers management opportunities, includes both external and internal Stakeholders, and promotes their engagement. A key role is assigned to the individuals responsible for the management system, mainly Employees of the various sites.

For Italian sites, other key figures are the person in charge of the prevention and protection service (RSPP), and the employer, in compliance with Italian Legislative Decree 81/2008, who have the specific task of organizing and managing the system of risk prevention and protection. The duties of these professional figures, who also have the responsibility to keep their skills up to date, include the identification and assessment of risk factors and Worker training and information. In performing their tasks, the RSPPs may be assisted by the managers of the Occupational Health & Safety (SSL) Management Systems and by the employer.
At other Group company sites, management responsibility is given to people in internal positions, depending on the applicable legislation. Often nominated to the position are Employees from Human Resources, who may be assisted, at times, by external consultants. In most cases, **health and safety management** is **based upon recognized risk management standards and guidelines, which are applied to all company Workers**. In the pursuit of continuous improvement of their performance, all Group sites are equipped with monitoring, risk assessment and performance evaluation systems and/or fully fledged improvement plans.

Disclosure 403-4

As indicated, Workers are called upon to develop and improve Management Systems through specific engagement tools that are added to compliance with legislative requirements. **Training is also considered vital**: **about 53% of total Employee training hours** were dedicated to health and safety topics. In addition to training courses, **operational instructions, communications and teaching materials** are among the most common means of involvement. Some sites (such as Radici Plastics in India) also organize internal initiatives, lasting one or more days, which are specifically aimed at spreading a culture of safety.
A Worker Safety Representative (RLS) is elected or appointed at all RadiciGroup companies or production units in Italy. The specific task of this role is to report Workers' requests, with the aim of consolidating a spirit of active participation. Similar figures, although with different titles and slightly different roles, exist at all Group plants.
At all RadiciGroup sites, in a more or less formalized manner and at intervals established by current legislation or site requirements, **joint meetings are held with the Company officers and Employees to analyse the situation regarding accidents, monitoring and risk management**. At the Italian Group plants, in compliance with Legislative Decree 81/2008, a meeting is held at least once a year, with the participation of the employer, the heads of the prevention and protection services (RSPPs), the Worker safety representatives and the occupational physician. A Safety Committee is established at the Radici Chimica - Novara site, a plant subject to the Seveso Directive (Legislative Decree 105/15). It is a collegial body made up of the Manager, RSPP (Prevention and Protection Service Manager), RSGI (Integrated Management Systems Manager), RSGS (Safety Management System Manager), function managers and RLSSA (Workers' Health, Safety and Environment Representatives) whose tasks are to support the Manager in deciding on the strategies to be implemented in the field of prevention and protection from major accidents and in implementing and maintaining an adequate Safety Management System. Finally, at some sites, internal inspections are conducted at set intervals to bring out and correct potential risk situations. The results of these inspections and the measures put in place are part of the input for review by Group Management. **All Workers at every Group company can report potential risks at any time** through a range of channels: These include the Enablon Events module, dedicated reporting systems and direct reporting to managers or to Workers' Health and Safety Representative, to name just a few.

Fostering a Shared Safety Culture at Radici Plastics India

Every year from 4 to 10 March, India marks National Safety Week, an initiative launched by the National Safety Council in 1972 to promote occupational health and safety and environmental protection across all industries. As part of the initiative, Radici Plastics India organized its own Safety Day, turning a national event into an opportunity to actively engage Employees and strengthen the company's safety culture.

The initiative had several clear objectives in mind: raising awareness, strengthening a culture of prevention, emphasizing the importance of responsible behaviour and risk identification, and encouraging greater awareness of everyday hazards. In other words, it set out to turn safety from an obligation into a shared practice.

More than 50 Employees and contractor personnel actively participated in the initiative, reflecting a strong sense of shared commitment. The initiative centred on a series of interactive activities combining training with active engagement. By running competitions for the best safety slogan and poster, participants had the opportunity to communicate key safety messages in their own words and style. Discussion and teamwork were also encouraged through interactive activities, such as the safety quiz. The "Spot the Hazard" competition encouraged interactive learning, while an in-house theatrical performance – the "Safety Skit" – provided an original and engaging way to reflect on everyday behaviour.

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

Focus: *Specialty Chemicals + High Performance Polymers*

In 2025, the total number of workplace injuries fell to 12, compared with 22 in 2024. The injury rate fell significantly to 0.85 per 200,000 hours worked, representing a marked improvement on previous years.

The improvement is even more evident when compared with 2023, when 34 workplace injuries were recorded, with an injury rate of 2.62. The figures show a steady and substantial reduction over the three-year period.

The severity rate also remained low, at 23.24 average days lost to injury per 200,000 hours worked, compared with 66.5 days in 2023. No fatal injuries were recorded, while the number of high-consequence injuries remained low, at three cases. Under RadiciGroup's specific classification criteria, an injury is considered high-consequence if it results in more than 40 days lost to injury or permanent impairment.

Overall, the data show a positive trend in both injury frequency and high-consequence injuries, proving that the preventive measures implemented in these areas are effective.

Disclosure 403-9

Table 55 | **General injury overview (Specialty Chemicals + High Performance Polymers)**

		2023	2024	**2025**
n	Total workers*	1,548	1,591	**1,559**
hours	Total hours worked	2,590,707	2,698,741	**2,813,937**
n	Fatal injuries	0	0	**0**
n	Total injuries	34	22	**12**
n/200,000h	Injury rate	2.62	1.63	**0.85**
days	Total days lost to injury	861	265	**327**
d/200,000h	Non-high-consequence injury days	66.47	19.64	**23.24**

** At 31/12/2025 – Total Workers includes: Contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

Disclosure 403-10

Table 56 | **Cases of occupational disease among Employees (Specialty Chemicals + High Performance Polymers)**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	1,091	1,119	**1,129**	268	266	**261**	1,359	1,385	**1,390**
hours	Total hours worked	1,882,280	1,932,858	**1,986,592**	421,107	435,500	**430,702**	2,303,386	2,368,358	**2,417,294**
n	Fatalities from occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
n	Cases of occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
d/200,000h	Rate of occupational disease	0	0	**0**	0		**0**	0	0	**0**

Table 57 | **Cases of occupational disease among self-employed and temporary workers (Specialty Chemicals + High Performance Polymers)**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	178	195	**153**	11	11	**16**	189	206	**168**
hours	Total hours worked	268,017	314,205	**362,637**	19,304	16,178	**34,007**	287,321	330,383	**396,644**
n	Fatalities from occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
n	Cases of occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
d/200,000h	Rate of occupational disease	0	0	**0**	0		**0**	0	0	**0**

RadiciGroup-wide (Legacy Reporting Boundary)

Overall health and safety performance improved in 2025, with the total number of injuries falling to 42 from 63 in 2024. The injury rate decreased to 1.67 per 200,000 hours worked.

However, the rate of high-consequence injuries remains an area of focus and actually increased on the previous year, with 69 injuries resulting in more than 40 days lost to injury. Following an improvement in 2024, (when the high-consequence injury rate was 47), the figure increased again in 2025. Despite these year-on-year fluctuations, the rate of high-consequence injuries remained below the level recorded in 2023. No fatal injuries were recorded, while two cases of recognized occupational disease were reported, both involving male workers.

Overall, the three-year period saw a positive trend in injury frequency, accompanied by a higher rate of high-consequence injuries. This highlights the need to further strengthen preventive measures aimed at potentially more serious incidents.

Disclosure 403-9

Table 58 | **General injury overview**

		2023	2024	2025
n	Total workers*	3,311	3,080	**2,948**
hours	Total hours worked	5,384,413	5,163,564	**5,041,538**
n	Fatal injuries	0	0	**0**
n	Total injuries	79	63	**42**
n/200,000h	Injury rate	2.93	2.44	1.67
days	Total days lost to injury	2,392	1,221	**1,740**
d/200,000h	Non-high-consequence injury days	88.85	47.29	**69.027**

** At 31/12/2025 – Total Workers includes: Contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

Disclosure 403-10

Table 59 | **Cases of occupational disease among Employees**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	2,194	2,037	**1,980**	803	750	**734**	2,997	2,787	**2,714**
hours	Total hours worked	3,687,253	3,498,647	**3,391,289**	1,225,270	1,200,423	**1,145,591**	4,912,523	4,699,070	**4,536,880**
n	Fatalities from occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
n	Cases of occupational disease	0	0	**2**	0	0	**0**	0	0	**2**
d/200,000h	Rate of occupational disease	0	0	**0.12**	0	0	**0**	0	0	**0.09**

Table 60 | **Cases of occupational disease among self-employed and temporary workers**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total self-employed and temporary Workers	260	254	**194**	54	39	**40**	314	293	**234**
hours	Total hours worked	397,676	408,260	**436,711**	74,214	56,234	**67,947**	471,890	464,494	**504,658**
n	Cases of occupational disease	0	0	**0**	0	0	**0**	0	0	**0**
d/200,000h	Rate of occupational disease	0	0	**0**	0	0	**0**	0	0	**0**

Improving Safety through Technology: New laser sensors at Noyfil SA

In 2025, a new safety measure was introduced in the spinning areas at Noyfil SA (which forms part of the ATS Business Area) to better protect operators working in close proximity to doffers, the robots used to transport bobbins. While these automated systems bring technological advances to production processes, they also require careful management of the associated safety risks, particularly those arising from collisions or accidental contact between operators and machinery. One accident in 2022 had already highlighted the need for action.

In response, the company invested in an advanced solution by installing radar systems at the base of the doffers to replace the previous contact-based systems, which only stopped the machinery when an operator came into physical contact with it. These devices create protective zones that detect the presence of people within the robots' operating areas, helping to prevent collisions and provide a safer working environment. The smart sensor detects both the presence and distance of obstacles, automatically adjusting the robot's speed and, where necessary, bringing it to a stop as an obstacle approaches, without the need for physical contact. The system was introduced with no impact on either product quality or plant performance.

The initiative directly benefited the 12 operators who work regularly in the area, as well as a further 19 people who access it occasionally. The introduction of these laser sensors has effectively eliminated the risk of collisions with the doffers. The new system also helped the automated system achieve safety certification.

Occupational Health Services

Disclosure 403-3

In the area of health, **all companies have implemented, at different levels, occupational health services** in accordance with current regulations, delegating responsibility for the service to the Employer and/or an Employer's representative with the support of Human Resources and HSE.

Occupational health services are always **carried out by qualified personnel**, possessing nationally recognized qualifications. In Italy, this role is carried out by the occupational physician and in other countries by those holding similar roles and responsibilities. The main duties of the occupational physician in Italy are: establishing a plan for medical supervision, carrying out regular check-ups, compiling assessments of the suitability of the Workers and sharing the results of their activities with the company.

Disclosure 403-6

Some companies in the Group offer **health insurance or supplementary health funds or services related to the promotion of the health of Workers** in response to specific needs.

Promoting Worker Health and Wellbeing: Radici Chimica Deutschland maintained its commitment into 2025

Radici Chimica Deutschland remains committed to the overall wellbeing of its people, adopting an integrated approach that goes beyond occupational health. The company provides Employees with access to healthcare services, preventive health initiatives and personal support services, developed in collaboration with specialist partners as part of its corporate welfare programme.

Working with its occupational physician and a health insurance provider, the company offered Employees a range of health services in 2025, including regular medical check-ups, nutritional advice and targeted cardiovascular screening programmes. The company also continued its annual flu vaccination campaign. These initiatives promote early diagnosis, prevention, and increased awareness of Employees' own health.

There is also a strong focus on a healthy working environment and the prevention of musculoskeletal disorders. Radici Chimica Deutschland has invested in ergonomic workstations, including height-adjustable desks, chairs and computer mice. Employees are also entitled to a contribution towards the cost of prescription glasses for screen-based work. To encourage healthy lifestyles, fresh fruit and vegetables continued to be provided regularly across the workplace in 2025, an initiative particularly appreciated by Employees.
Employee wellbeing also extends to psychological and interpersonal support. To this end, Radici Chimica Deutschland offered a free counselling and support service for Employees experiencing addiction-related issues, with a dedicated in-house contact providing assistance as part of its broader commitment to all aspects of health and wellbeing.

Value Chain

Disclosures 2-1, 2-6

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

Suppliers

Strategic Raw Materials

Strategic raw materials, indispensable for the Group's operations (**caprolactam, phenol, olon, ammonia, adiponitrile, polypropylene and polyethylene or polyester polymers**), were purchased on the market through a dedicated function called **"Strategic Materials & Logistics".**
These materials are essential for the Group's production, but they are also extremely important in its journey to reduce its impact, as they are mainly derived from oil. For this reason, the **Suppliers, numbering around 70 worldwide and covering around 75% of** the Group's procurement costs in 2025, are all structured companies or groups and have proven system strategies in the social and environmental fields that RadiciGroup monitors(e.g. through dedicated surveys and the collection of documentation demonstrating their ESG commitment).
(e.g. through dedicated surveys and the collection of documentation demonstrating their ESG commitment).

The distribution of strategic raw material Suppliers in relation to regions and turnover was as follows:

Table 61

Breakdown of RadiciGroup Suppliers by turnover in 2025	
Strategic Raw Materials	from EUR 490 to EUR 510 million
Packaging + transport	approximately EUR 62 million
Maintenance + utilities	approximately EUR 126 million
Other goods or services	approximately EUR 50 million
Geographical breakdown of RadiciGroup Suppliers by turnover in 2025	
Europe	around 65% of turnover*
Asia	around 15% 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.*

Outlook for 2025-2026

The landscape in strategic raw materials remained largely unchanged in 2025 compared with 2024.
The petrochemical sector continued to experience partial deindustrialization, with further plant closures and ongoing asset rationalization. This trend is strongly reflects the lack of growth in key markets such as electrical, electronics and automotive. Germany in particular, Europe's largest automotive producer, struggled to regain market share previously lost to Asian competitors, with significant repercussions further up the supply chain and a broader slowdown in demand.
For RadiciGroup, a significant development was the introduction of anti-dumping measures on adipic acid, one of its main products, in late 2025. Although the measures did not cover a sufficient share of imports such as to have a decisive impact, the tariffs nevertheless slowed imports from China.
More generally, from a procurement perspective, the slowdown in demand meant that RadiciGroup experienced no significant issues with raw material availability. Nevertheless, to remain flexible in response to changing market conditions, as well as to secure the best terms, ensure business continuity and mitigate risk, RadiciGroup strategically redistributed some of its sourcing across a number of Suppliers. Purchase volumes remained broadly in line with 2024, while prices for gas, energy and key raw materials such as benzene remained relatively low.
The trend seen in 2025 continued into January and February 2026. From mid-March, however, the outbreak of conflict in the Middle East and the resulting geopolitical instability led to a sharp rise in raw material and gas prices. Gas prices almost doubled within a few weeks, pushing energy prices higher as well.
For the chemical sector, which relies heavily on supplies from key areas in the Gulf, there are emerging signs of potential supply challenges ahead. At present, RadiciGroup's supply chain has relatively limited exposure to the region. However, a prolonged conflict and continued pressure on energy markets could create supply challenges later in the year.

Geogreen: Supplier and partner

Among RadiciGroup's Suppliers, **Geogreen**, an Italian company belonging to the Radici Family, continues to hold a strategic position. Geogreen was founded in 2000 to **support companies, in particular the Group, through the supply of renewable energy.**
Geogreen's products and services have expanded over time. In addition to the production and distribution of electricity, it now also offers **management of Guarantees of Origin (GO)** related to renewable energy, **transactions in the ETS (Emission Trading System) market** and the creation of **integrated solutions for efficiency**, consumption management and **plant design**. Geogreen performed strongly in renewable energy in 2025. These conditions did not recur in 2025, resulting in a return to more normal overall volumes.
At the same time, the solar PV plant installed in 2024 became fully operational, making a significant contribution to the renewable energy mix. Photovoltaic capacity is expected to increase further in 2026–2027. In particular, new projects are being planned to increase installed capacity by around 30%. These investments are expected to increase annual production by around 11 million kWh above the ten-year average of over 56 million kWh by the first half of 2027.

Suppliers of other goods and services

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

Disclosure 204-1

The Suppliers related to this function are largely **mid-sized local companies.** When it comes to the day-to-day running of companies, Suppliers can even be family-run micro-businesses.
For these Suppliers, **it is not possible to identify a clear "local" qualification** based on the distance from the Radicigroup's site, due to the different production structures in the countries of the world where the Group operates. In fact, the "local" dimension is intuitively different in Europe, a continent with a higher industrial and population density than the United States, where the possibility of zero-kilometre sourcing is more limited and the distances are greater.
In order to quantify the expenditure realized with local Suppliers on the basis of the indications provided by the Global Reporting Initiative model, a methodological approach was therefore adopted that took these factors into account. First, the Group's **production sites and operational holding company Radici Partecipazioni were identified as locations for significant activities** (for the complete list of the Group's production sites, see the appendix "Building the Report").
In 2025, since RadiciGroup is also integrated upstream in the nylon supply chain, the Specialty Chemicals Business Area and the polymerization of the Advanced Textile Solutions area have acted as Suppliers to other Group companies for the processing of the polymer. For this reason, all Italian sites have been grouped together and Lombardy (home to all Italian companies with the exception of Radici Chimica) has been identified as a local area. A specific focus was then applied to Radici Chimica SpA; this is the Group's largest site outside Lombardy, but it works substantially with the other companies as part of the upstream integration mentioned above.
Subsequently, for the other businesses under consideration, it was decided to report twin parameters: the country of the business and the macro region of reference, conceptually identifiable with Lombardy.

Data on local Suppliers show that **a significant share of expenditure continues to be spent with local Suppliers,** particularly in:

- Czech Republic – 77% of expenditure
- Italy – 55% of expenditure
- Brazil – 44% of expenditure
- Switzerland – 41% of expenditure
- Germany (*Specialty Chemicals*) – 40% of expenditure
- India – 21% of expenditure

There are many **reasons** to use local Suppliers: from the speed of service to the ease of obtaining references and the **high standard of service** that these interlocutors show towards the Group, to which they are often linked by long-standing relationships. This also retains significant portions **of added value in the local area,** fostering its development through related industries.
*For a detailed breakdown of the percentage of procurement from local Suppliers, see the Appendix "GRI Content Index and Supplemental Disclosures".

Relations with Suppliers

Disclosures 2-23, 2-24

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

Customers

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

Outlook for 2025-2026

The 2025 business landscape was characterized by lower gas and energy costs, but not enough to significantly improve European industry's competitiveness. European demand was adversely affected by weakness in key sectors such as automotive and electrical/electronics, with significant repercussions across the polyamide and intermediates supply chain.
After a start to the year broadly in line with the closing months of 2025, the outbreak of conflict in Iran in March 2026 and the resulting increase in geopolitical instability sent oil and raw material prices sharply higher, driving up costs across many industrial supply chains. At the same time, global demand – and European demand in particular – began to weaken as volatility and uncertainty weighed on the market.

The *Specialty Chemicals* area, thanks to its integration in intermediates for polyamides, offers a range of polymers used in the engineering polymers and fibres sector, which are partly used within RadiciGroup, partly sold to third-party companies. The adipic acid business, in addition to its own requirements for the production of PA66 polymer, supplies **medium and large Customers in a wide range of sectors**, **from polyurethanes to plasticisers and other industries.**
Against this challenging business backdrop, Specialty Chemicals faced declining demand in its key markets and intense pressure from non-EU imports, particularly from Asia, as trade flows previously destined for the US were redirected to Europe. As a result, it was forced to reduce plant utilization rates, amidst growing financial distress among competitors between late 2025 and early 2026.
Disruption in energy commodity markets from March 2026 drove renewed increases in energy and production input costs, although availability in the European market remained unaffected. This, combined with the resulting weakness in European demand, remains a source of concern for the remainder of the year.
At the end of 2025, the European Commission introduced provisional anti-dumping duties on imports of adipic acid from China. Although not decisive, the measures helped curb Chinese imports, a trend temporarily reinforced by logistical disruptions affecting shipments from Asia from March 2026 onwards.

The High Performance Polymers area has a **Customer base characterized by a significant number of medium and large companies operating in globalized sectors such as automotive and electrical/electronics**, which require both commercial and production proximity to the production centres of each sector and the ability to offer a standardized product to serve global value chains, regardless of the physical location of production. Drawing on its proprietary know-how and extensive product development expertise, the Business Area continued to develop products for specialized applications, helping to stabilize the business and reduce risk. In terms of electric mobility, it offers solutions for batteries, power electronics components and electric motor components, many of which are already used in series production. In the electrical and electronics sector, its product range spans components for electrical devices and electric vehicle charging infrastructure, to telecommunications equipment. The portfolio also includes solutions for water management and industrial and consumer goods.
Its in-house Engineering Service has also been able to support Customers in quickly identifying high-performance technical solutions with an improved sustainability profile.

In Advanced Textile Solutions, **the high proportion of** small and medium-sized enterprises **in the Customer base** required the usual special focus on relationship management that takes into account the complex, networked and often globalized value chains in which they operate. Performance, sustainability, circularity and eco-design are the watchwords in the fibre application sectors, from apparel to furniture, automotive to construction and industrial uses. Against a backdrop of persistently high energy costs and heightened global uncertainty, European demand showed tentative signs of stabilization. At the same time, large volumes of low-priced imports from Asia continued to put pressure on the profitability of European producers, particularly in the apparel sector.
The *Advanced Textile Solutions* division has put in place measures to optimize production processes and to strictly control warehouse levels. It also stepped up efforts to increase the uptake of its products in key sectors, strengthening collaboration with key Customers and expanding its range of high-quality, sustainable solutions, particularly bio-based and recycled products.

Relations with Customers

Disclosures 2-23, 2-24

Also in 2025, the needs of RadiciGroup's corporate Customers were increasingly focused on sectors with high service and performance content and on solutions that meet the challenges of the ecological transition. **Solid upstream integration** with **optimized and controlled processes**, a **widespread production, distribution and sales network**, constant sensitivity to the challenges of different sectors, and a strong **drive for innovation and sustainability** were RadiciGroup's **strengths** in its relations with Customers.
Alongside this, the **innovation activities undertaken with Customers were fundamental**, with a view to active collaboration that expands the boundaries of the classic Customer-Supplier relationship.
As with its Suppliers, the **Group also communicated and shared its values** with its Customers through the **RadiciGroup Code of Ethics and the Customer Code of Conduct** (https://www.radicigroup.com/en/documents/).
In the latter, special attention is paid to Quality, Health, Safety and the Environment, in addition to the protection of Human Rights, in order to contribute to a common sense of responsibility on these issues.

Trade Associations

Disclosure 2-28

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

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

The membership, in these associations, of numerous Group competitors, providing for open dialogue, testifies to the full respect for all players in the scenario and for the rules of commercial fairness. The Group actively engaged in advocacy and regulatory monitoring on a number of systemic and product-related issues, including **the ESPR**, **Digital Product Passport**, **Corporate Sustainability Reporting Directive** and **Circular Economy Act.**

For a complete list of the trade associations of which RadiciGroup was a member in 2025, see the Appendix "GRI Content Index and Supplemental Disclosures".

Territories and Local Communities

Disclosure 413-1

In 2025, RadiciGroup continued its commitment to community engagement, focusing on organizations and initiatives in the areas surrounding its production sites. Employees also took part directly in some of these activities.

In 2025, RadiciGroup focused its activities on:

- Supporting **local youth sports clubs,** such as **Sci Club RadiciGroup**.
- Supporting **health and cancer prevention initiatives**, such as those organized by **Associazione Oncologica Bergamasca**.
- Engaging with **schools** through the **Education project**.
- Organizing **open days for Employees and their Families.**

Disclosure 415-1

While remaining politically neutral and providing no financial support to political parties (principles also reflected in its anti-corruption policy), RadiciGroup maintained regular contact with **local authorities**, with which it fosters **transparent and collaborative relationships.**

Family at Radici: Open days for Employees' family members in Brazil
In July 2025, Brazilian company Radici Plastics Ltda – part of the High Performance Polymers area – launched the "Family at Radici" initiative, opening its new production site to Employees' family members as part of its inauguration.
The initiative forms part of the organization's broader commitment to promoting personnel wellbeing and strengthening their sense of belonging. The project unfolded over two visit days, giving Employees and their family members the opportunity to view Radici Plastics Ltda's operations first-hand. Around 115 participants took part in guided tours of the production areas and facilities, gaining an insight into day-to-day operations and the role of different functions through videos and other dedicated materials. The programme also included recognition for eight long-serving Employees, marking 5, 10, 15 and 20 years of service in recognition of their long-standing contribution and dedication.
The highlight of the initiative was Employees showing family members around their workplace. The initiative will be repeated in the future, helping to strengthen employees' sense of belonging and giving families a better understanding of the site's activities.

The Education Project

For more than ten years, RadiciGroup has run the **Education project**, a comprehensive programme of initiatives aimed at **strengthening dialogue between the Group and the education sector**.
Through these initiatives, the Group gives potential candidates **a better understanding of its business and values,** while also identifying emerging talent and skills. Direct engagement with students also provides insight into how professional profiles and skills are evolving, enabling the Group to make its talent acquisition efforts more targeted and effective.
At the same time, engagement with schools enables RadiciGroup to **raise young people's awareness of key issues, particularly sustainability and innovation. It also helps** develop the technical and scientific skills needed to support the long-term future of the business in the communities where it operates.
In 2025, the Group demonstrated this commitment through a range of initiatives:

- **Three job festivals.**
- **Three career days**, giving students their first opportunity to engage directly with RadiciGroup's Human Resources and Research and Development specialists.
- **14 internships** (curricular and extracurricular), including placements supporting university dissertation projects, covering topics such as the circular economy, polymer recycling and sustainable governance.

These activities were complemented by classroom sessions at local schools and visits to the Group's production sites.
The Group also took part in local initiatives, including **Confindustria Bergamo's PMI Day and Legami CoValenti**, both of which combine educational content with meaningful hands-on experiences.
During the year, the Group also joined **Federchimica's Education team** to share its experience, broaden opportunities for collaboration and exchange insights with other organizations in the sector. As part of this work, the Group also participated as a circular economy expert through the "Le Scienze Live" project, delivered in partnership with Rizzoli Education. This live-streamed format is aimed at secondary-school science teachers and provides a platform for professional development and training, drawing on contributions from experts in different fields.
Overall, around **300 Italian students** took part in RadiciGroup's Education project in 2025.
For companies outside Italy, the project also involved students in activities at **Radici Chimica Deutschland**. As part of the regional **"Zukunftstag"** ("Future Day") initiative, children of Employees undertook site visits, gaining **hands-on experience** of different professions and **challenging gender stereotypes**, particularly those affecting girls. At **Yarnea** in Romania, the **Gianni and Luciana Radici Foundation** provided **support to students who achieved outstanding academic results**.

G for Governance

MATERIAL TOPICS

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

2030 GOAL - RADICIGROUP SUSTAINABILITY PLAN: "FROM EARTH TO EARTH"

Focused on our Commitments – Governance Targets – being updated
RadiciGroup has a **structured yet resilient governance system in place**, enabling the Group to maintain a strong market presence and a high level of competitiveness. The Group's concept of business**, however, is not just about financial success**, but is rooted in the **sharing of value added with stakeholders** and actively engaging them in the pursuit of the company's lasting and sustainable growth.



Background

On 22 December 2025 (by notarial deed registered on 31 December), **Radici Partecipazioni SpA, the parent company** (the "Demerged Company"), completed a **partial demerger in favour of newly incorporated Raditex SpA** (the "Beneficiary Company"). As a result, with effect from 31 December 2025, **Raditex SpA became the parent company of all companies previously belonging to the *Advanced Textile Solutions* (ATS) area, replacing Radici Partecipazioni SpA in this role.**
For the purposes of preparing the **2025 Sustainability Report**, **all companies within the Radicifin S.A.P.A. group** were therefore included to ensure a complete reporting boundary and consistency with the financial statements. Radicifin S.A.P.A. sits **at the top of the corporate structure** and controls both Radici Partecipazioni SpA and Raditex SpA.
Radicifin S.A.P.A. is a pure financial holding company. For this reason, data and information relating to **Radici Partecipazioni SpA** were used for reporting on governance and decision-making processes. **Until 31 December 2025**

(in continuity with previous years), Radici Partecipazioni SpA served as the **Group's operating parent company**. Indeed, in the reporting year Radici Partecipazioni SpA directed and coordinated the activities of all its subsidiaries according to the guidelines expressed by the Board of Directors.

The Board of Directors and the Board of Statutory Auditors (as of 31/12/2025)

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

Composition of governance bodies

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

The Board of Directors of Radici Partecipazioni is composed of six members. The Board has remained in office for the entire year. The Board of Directors has the following members: majority shareholders Angelo Radici (President and CEO), Maurizio Radici (Vice President and COO, Managing Director); and directors Alessandro Manzoni (Managing Director), Luigi Gerolla (non-executive member), Edoardo Lanzavecchia (non-executive, independent member) and Stefano Pigozzi (non-executive, independent member).
The Directors are all over 60 years of age. All members other than Stefano Pigozzi have held office for more than ten years. There were no women or Stakeholders from under-represented social groups on the Board.
The Directors were appointed to bring their expertise to different areas. In particular, Alessandro Manzoni has over time brought expertise in the finance sector, Luigi Gerolla an experience gained in international settings in the Engineering polymers sector, Stefano Pigozzi a specific know-how in the chemical and polymer sectors, Edoardo Lanzavecchia has decades of knowledge of private equity.

Disclosure 2-18

No official/formal tools for evaluation or self-assessment of the work have been introduced or used at the Board of Directors. Verification of the correct and effective functioning of the body and its adequate composition took place until 2025 on an annual basis, when the positions of the Directors were renewed.

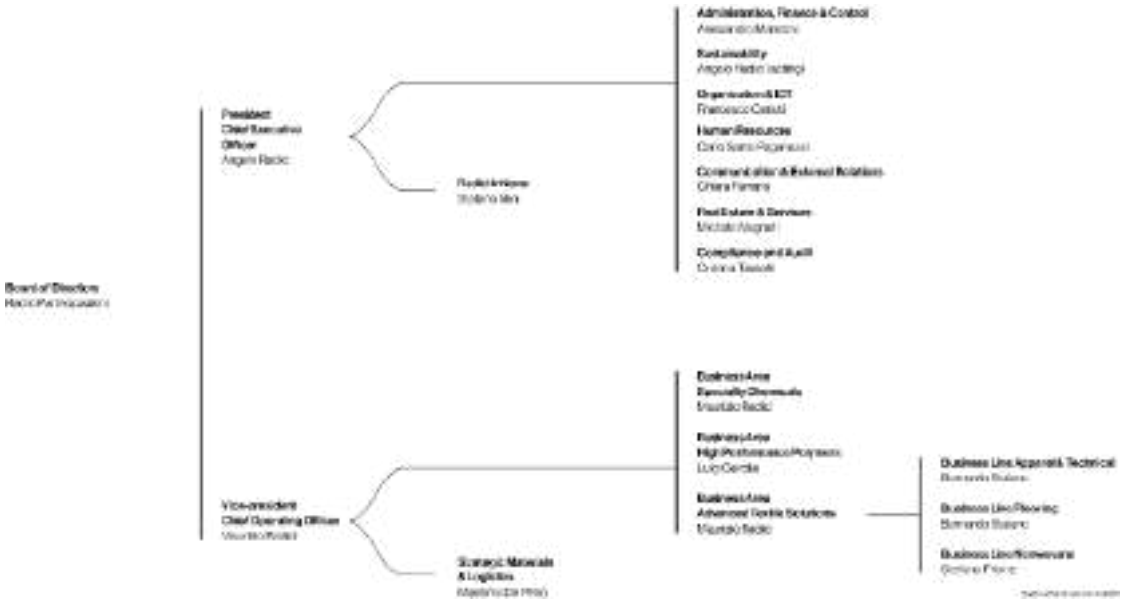
Disclosures 2-19, 2-20

In 2025, at the meeting to approve the financial statements, the Shareholders' Meeting approved the payment of dividends and determined the remuneration of the Board of Directors. Remuneration is determined annually, with no variable component or specific bonuses. The members of the Board of Directors received remuneration and attendance fees, before statutory tax and social security deductions.
In 2025, Business Area Managers received a fixed annual gross salary and participated in an annual variable Management by Objectives plan based on the achievement of their assigned targets.

Conflicts of interest

Disclosures 2-15, 2-16

During the reporting year, the following members of the Board of Directors also held the following roles: Angelo Radici was President and CEO of Radici Partecipazioni; Maurizio Radici was Vice President, COO, and Business Area Manager of both the *Specialty Chemicals* division and (since late 2023) the *Advanced Textile Solutions* division; Alessandro Manzoni was CFO of Radici Partecipazioni; and Luigi Gerolla was Business Area Manager of the *High Performance Polymers* division.



With regard to the **potential occurrence of conflicts of interest**, it should first of all be noted that all **RadiciGroup personnel must pursue**, within the scope of their activities, the **general objectives and interests of the Group**, and avoid finding themselves in situations or activities that may be in conflict with these principles, in accordance with the explicit provisions of the Code of Ethics. The **Board of Statutory Auditors** of the holding company is responsible for **checking that no conflicts of interest occur**.
With regard to the various **positions held by the President and the Vice-President, there was no risk of conflict of interest**, as during the reporting year RadiciGroup was a multinational company with a family-owned corporate structure. The interests of the Directors coincided with the interests of the business and were consistently managed.
In addition, it should be noted that all **transactions with economic entities partially corresponding to those of the parent company** Radicifin S.A.p.A (**related parties**) were **carried out under normal market conditions**. For the purposes of this disclosure, the following subjects were identified:

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

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

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

Compliance

Compliance concerns all aspects that govern the life of a company and focuses on the prevention and reduction of legal, financial and reputational risks deriving from the violation of laws, regulations, corporate and social regulations. Compliance with the rules, whether mandatory or voluntary, is essential to improve and strengthen the organization of business activities.

In this context, **RadiciGroup also applied a strict compliance principle during the reporting year**, aimed not only at supporting operational management, but also at identifying and preventing any misconduct or violations, reducing risks before they can cause consequences. Through a **preventive and mitigation approach**, appropriate solutions have **been adopted to protect the Group from legal and reputational risks**.
The formally independent **Compliance & Internal Audit** function has been in constant dialogue with other functions to **define and manage company policies**, **ensure regulatory compliance** and **support operational governance**. The main tools through which this function has operated include **the Code of Ethics, the Model 231, the Anti-Corruption Policy**, the **monitoring procedures and the Whistleblowing system**, all constantly updated to follow the Group's regulatory and cultural developments.

231 Model and the Corporate Compliance & Internal Audit function

Disclosure 2-24

As of 2021, Radici Partecipazioni S.p.A has voluntarily adopted an organization and management model in accordance with Legislative Decree 231/2001 (for 2025, this relates to the already mentioned Radici Partecipazioni SpA, together with RadiciFil SpA, Radici Chimica SpA e Radici Novacips SpA, Tessiture Pietro Radici SPA and Radici Yarn S.P.A). The model is an **important tool for monitoring and managing the risk of social, environmental and administrative crimes**. As part of the 231 Model, RadiciGroup has defined specific control protocols for risk assessment and protection of the companies concerned.
In addition, the Supervisory Board, endowed with the appropriate requisites of independence, professionalism, honorableness and authority, in turn ensures that no situations of potential or actual conflict of interest arise at the level of the Board of Directors and, more generally, at the level of RadiciGroup companies.
Starting in 2022, RadiciGroup has strengthened its structure by introducing the figure of **Corporate Compliance and Internal Auditor**, with the task of **analysing and improving governance risk management processes at Italian and international levels**. This function performs internal auditing activities on business processes, ensuring the correct application of corporate policies and compliance with regulations. In addition, the Internal Auditor verifies that the Risk Management, Control and Governance Systems are adequate and consistent with business guidelines, ensuring:

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

It is envisaged that the Board of Directors will be briefed on any new situations that could lead to conflicts of interest or new governance risks **by the Board of Statutory Auditors, the Supervisory Board and the Corporate Compliance and Internal Auditor function**. No reports were made in 2025.

Disclosure 2-25, 2-26

Whistleblowing Platform

RadicigGroup provides a reporting portal and an associated whistleblowing procedure for those (Employees, Customers, Suppliers, Business Partners, Consultants) **who wish to report, in good faith, irregular conduct, breaches of the Code of Ethics, the Organizational Model pursuant to Legislative Decree 231/2001** for those companies that apply it, the internal procedures adopted or the external regulations in any event applicable to the Group. The procedure is updated to be pursuant to Legislative Decree no. 24 of 10 March 2023.
At the end of 2024, RadiciGroup established a **Whistleblowing Committee**, a corporate body appointed to **manage internal reports submitted through dedicated channels**. It comprises the heads of the following functions at Radici Partecipazioni SpA: Compliance and Internal Audit; Quality, Health & Safety, Environment and Energy (QHSEE); Sustainability, CSR & Social.

The members of the Whistleblowing Committee received, at the same time as taking office, **ad hoc training** from a legal consultancy firm regarding the conduct to be maintained, their tasks and their responsibilities within the Committee.

Anti-corruption system

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

The **Group Code of Ethics** is extremely **clear** in its **prohibition of any conduct that can be linked to corruption**. In addition to the general principle of compliance with the legislation in force in each country in which the companies operate, in 2024 the Group, starting with the holding company, carried out an accurate **analysis of the processes and the risks related** to them to define specific ethical and behavioural rules. At the end of this work, on 3 December 2024, the Radici Partecipazioni Board of Directors formally **approved Radicigroup's Anti-Corruption Policy,** distributed to all Employees and external Stakeholders. With the introduction of the **Anti-Corruption Policy,** RadiciGroup has further strengthened its commitment, integrating into a single organic framework the principles and rules already in place and explaining their application to all Stakeholders. The objective was twofold: to increase **awareness of the rules and behaviours to be followed** and **to translate the Group's fundamental values into practical actions**.
In addition, a **figure was simultaneously appointed responsible for anticorruption issues for the entire Group**, with the specific task of **supervising compliance with the rules of the Policy, the Code of Ethics and in general with current legislation.**
In 2025, an email report was received concerning an alleged instance of corruption involving a non-European company. The report was handled by the Whistleblowing Committee in accordance with the established guidelines. Upon reviewing the report, no evidence was found to substantiate the allegations, and no further action was therefore taken.
Finally, there were no lawsuits and no financial or non-pecuniary penalties were received during the reporting year for crimes related to corruption.

General Data Protection Regulation (GDPR)

On 25 May 2018, **EU Regulation 2016/679 on the protection of natural persons with regard to the processing of personal data came into force**. **RadiciGroup's** European companies **must fully comply with the provisions of the regulation**. **The data controller for the reporting year was Radici Partecipazioni SpA.**

Sustainability Governance

Disclosure 2-12

Disclosures 2-13, 2-24

RadiciGroup is a company with a global value chain, making governance an essential pillar to ensure strategic consistency, operational integrity and effective management of ESG risks and opportunities.

RadiciGroup:

- sees **the active participation of top management in sustainability policies.**
- uses **robust Management Systems** in each company to base its choices and operations on recognized models aligned with international best practices.
- entrusts the **Business Areas** with putting ESG strategies and commitments into practice;
- utilize **shared governance tools**, such as the Code of Ethics;
- understands **business sustainability** not only in terms of return on invested capital, but also in terms of sharing added value with Stakeholders.
- recognises **digitalization and innovation** as **enablers of its sustainability policies.**

Board of Directors

In 2025, the Board of Directors continued to support the Group's commitment to sustainable development across the value chain and the integration of ESG considerations into its strategy. This was achieved by directly engaging and overseeing the activities carried out by the functions and Business Areas responsible for putting the ESG strategy into practice.

Disclosure 2-17

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

Sustainability Function

Disclosures 2-13, 2-24

RadiciGroup's Sustainability function was officially established in June 2024. Led by President Angelo Radici, who has taken on the role of Chief Sustainability Officer, the function aimed to address present and future ESG challenges with ever-increasing focus and incisiveness.
The function is divided into two specific areas: the first concerns Reporting, with specific objectives related to nonfinancial reporting, the transition to the Corporate Social Responsibility Directive and aspects of social responsibility, including those along the value chain.
The second area saw the establishment of a Group QHSE function for the coordination of Quality, Health and Safety and Energy, and Environment Management Systems aimed at achieving the objectives of the "From Earth to Earth" sustainability plan and the development of sustainability policies and Management System procedures.

Management Systems

The presence of management systems structured according to ISO standards allows RadiciGroup to apply common and cross-cutting criteria, such as the analysis of the context and risks/opportunities, facilitating the identification and management of environmental, social and economic impacts, both generated and suffered by the Group.
Through the annual Management Review of Radici Partecipazioni, Shareholders are updated on the relevant impacts and on the management of ESG variables, with an approach aimed at continuous improvement, confirmed also in 2025.

Radici InNova

Starting in 2020, the Board of Directors has entrusted Radici InNova with the task of identifying solutions that have not yet been explored as part of the Group's sustainability strategy, with a focus on opportunities related to environmental and product sustainability.

Business Areas

Also in 2025, RadiciGroup's production and commercial activities were managed by operating companies under the mandate of Radici Partecipazioni's Board of Directors, implementing their business plans and reporting on their performance in the Business Area Committees.
The Shareholders have entrusted the Business Area Managers with the task of defining the Group's ESG guidelines according to the specificities of each area, with the support of their respective teams. The sustainability objectives of the individual Business Areas were defined together with the annual planning of strategies, projects and investments, approved at a dedicated meeting.

Governance Instruments

Our Code of Ethics

Disclosure 2-23

In 2022, the Board of Directors of Radici Partecipazioni approved the RadiciGroup Code of Ethics, which is intrinsically linked to ESG issues, and acted in accordance with this guideline by promoting its values. The President, in his letter introducing the Code itself, described it as the benchmark for everyday action. The Code of Ethics is referenced throughout this Report as a key guiding framework.

Policies

RadiciGroup's policies, including its Anti-Corruption Policy and equivalent site-level documents, guide the Group's day-to-day operations by translating the principles of the Code of Ethics into objectives, commitments and everyday practices. These documents are publicly available on the corporate website so that Stakeholders can also access them.

Materiality Analysis

Disclosure 2-14

In 2022, following a redefinition of the material topics, described in detail in the section *Building the Report*, the owners of RadiciGroup approved the topics of most relevance to the Group as identified by the Stakeholders and proposed new topics through a dedicated sustainability governance process.

RadiciGroup Sustainability Plan: "From Earth to Earth"

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

Long-term value creation and business sustainability

Disclosure 201-1

In RadiciGroup's vision, the **creation of 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 goal of generating positive external effects that benefit people, the community and the planet.

By translating these principles into tangible actions, also in 2025, RadiciGroup:

- **Promoted the training and upskilling** of personnel.
- **Invested in BAT** (Best Available Techniques) and pursued the **desired technological and digital transformation** at European level to increase its competitiveness.
- Aware of operating in energy-intensive and high-carbon sectors, **it has been working for some time on the reduction of emissions, the containment of consumption and the use of energy from renewable sources**.
- **Worked on innovation** to explore and seize **the opportunities offered by the circular economy**, as reported in the circularity section of this Report.

Despite a challenging business environment in 2025, the Group's overall financial performance remained positive. As explained in the Governance section, the data presented below relate to the reporting boundary of the parent company, Radicifin S.A.P.A., rather than to Radici Partecipazioni SpA, as was the case in previous years. For transparency, comparable data for 2023 and 2024 have also been restated to reflect the same reporting basis and are presented here.

Environmental Expenditure and Investments

In terms of **environmental sustainability**, in 2025 the Group pursued an environmentally friendly investment policy:

- **EUR 261 million**
  in investment supporting competitiveness of the Group Companies in the five-year period 2021-2025. Of this, **32 million** was specifically invested in **2025**. This amount also includes the environmental investments detailed below, totalling EUR 1.4 million.
- **EUR 1.4 million**
  in environmental investments in 2025 for the introduction of Best Available Techniques, increasing energy efficiency, emissions abatement, and research and development of limited impact processes and products.
- **EUR 8.3 million**
  in environmental management and protection costs (such as certifications, waste disposal and water treatment costs) at Group companies.

Generation and distribution of value added

The value added in 2025 shows how, **through the integration of environmental issues and social needs into the Group's core business, new opportunities are being created for companies and Stakeholders.** In particular, employee remuneration accounts for the largest share of value added distributed.

Disclosure 201-1

Table 62 | **Generation of value added***

	Item	Radicifin S.A.P.A. (consolidated) 31/12/2025	Radicifin S.A.P.A. (consolidated) 31/12/2024	Radicifin S.A.P.A. (consolidated) 31/12/2023
€	**A) PRODUCTION VALUE**	**938,232,457**	**1,054,803,248**	**1,028,178,149**
	Sales and service revenue	935,935,725	1,053,282,730	1,068,998,308
	Change in work progress, semi-finished goods and goods inventories	2,169,664	1,064,010	(41,141,558)
	Change in contract work in progress	-	-	-
	Increase in internally generated non-current assets	127,068	456,508	321,400
	Other revenue and income	-	-	-
€	**B) INTERMEDIATE PRODUCTION COSTS**	**756,871,114**	**850,968,567**	**857,135,349**
	Raw materials, supplies, consumables and goods for resale	531,216,215	633,546,662	587,657,621
	Services	207,780,877	205,644,536	214,684,896
	Lease and rentals	6,476,254	6,723,407	5,809,428
	Change in raw materials, supplies and goods for resale inventories	6,397,407	2,076,854	46,534,246
	Provision for liabilities and charges	977,750	478,466	212,407
	Other provisions	136,684	36,184	121,711
	Miscellaneous operating costs	3,885,927	2,462,457	2,115,039
€	**GROSS VALUE ADDED FROM OPERATIONS (A-B)**	**181,361,343**	**203,834,681**	**171,042,801**
	+/- Additional and extraordinary items	3,259,660	54,054,265	70,084,823
€	**GROSS TOTAL VALUE ADDED**	**184,621,003**	**257,888,946**	**241,127,624**
	- Depreciation and amortization	56,163,878	59,490,520	61,869,555
€	**TOTAL NET VALUE ADDED**	**128,457,125**	**198,398,426**	**179,258,068**

Table 63 | **Generation of value added by region 2025***

	Item	Italy	Rest of Europe	Asia	America	Total Global
€	**A) PRODUCTION VALUE**	**433,541,019**	**243,574,052**	**109,492,334**	**151,625,051**	**938,232,457**
	Sales and service revenue	427,053,807	245,989,905	111,485,675	151,406,338	935,935,725
	Change in work progress, semi-finished goods and goods inventories	6,381,870	(2,437,578)	(1,993,341)	218,713	2,169,664
	Change in contract work in progress	-	-	-	-	-
	Increase in internally generated non-current assets	105,342	21,725	-	-	127,068
	Other revenue and income					
€	**B) INTERMEDIATE PRODUCTION COSTS**	**390,933,094**	**179,928,268**	**78,220,497**	**107,789,255**	**756,871,114**
	Raw materials, supplies, consumables and goods for resale	254,980,746	123,972,470	67,944,346	84,318,653	531,216,215

	Services	126,210,771	54,932,566	8,978,657	17,658,884	207,780,877
	Lease and rentals	3,929,182	816,267	385,924	1,344,881	6,476,254
	Change in raw materials, supplies and goods for resale inventories	2,491,691	(760,046)	877,031	3,788,732	6,397,407
	Provision for liabilities and charges	225,122	752,628	-	-	977,750
	Other provisions	91,314	45,370	-	-	136,684
	Miscellaneous operating costs	3,004,269	169,014	34,538	678,105	3,885,927
€	**GROSS VALUE ADDED FROM OPERATIONS (A-B)**	**42,607,925**	**63,645,785**	**31,271,837**	**43,835,796**	**181,361,343**
	+/- Additional and extraordinary items	5,582,324	1,571,791	(4,054,980)	160,525	3,259,660
€	**GROSS TOTAL VALUE ADDED**	**48,190,250**	**65,217,575**	**27,216,857**	**43,996,321**	**184,621,003**
	- Depreciation and amortization	31,164,258	14,219,904	6,303,377	4,476,339	56,163,878
€	**TOTAL NET VALUE ADDED**	**17,025,991**	**50,997,671**	**20,913,480**	**39,519,983**	**128,457,125**

Disclosure 201-1

Table 64 | **Distribution of value added***

	Item	31/12/2025	31/12/2024	31/12/2023
€	**A) PERSONNEL WAGES AND BENEFITS**	**145,749,349**	**149,672,451**	**149,779,302**
	Contract Workers	6,472,680	7,598,416	6,943,258
	Employees	139,276,669	142,074,035	142,836,043
	Direct compensation	111,468,824	114,666,581	114,230,894
	Indirect compensation	27,807,845	27,407,454	28,605,149
€	**B) PAYMENTS TO GOVERNMENT**	**20,838,552**	**17,498,568**	**(279,587)**
	Current taxes	**24,168,105**	**16,518,692**	**11,264,949**
	Direct taxes	20,902,051	13,133,736	8,396,425
	Indirect taxes	3,266,055	3,384,956	2,868,524
	Deferred taxes	**(648,976)**	**1,661,714**	**(2,528,881)**
	Revenue grants	**(2,680,578)**	**(681,837)**	**(9,015,655)**
€	**C) PAYMENTS TO LOAN PROVIDERS**	**3,441,421**	**5,107,403**	**6,126,429**
	Short-term loan interest	3,441,421	5,107,403	6,126,429
	Long-term loan interest	-	-	-
€	D) PAYMENTS TO SHAREHOLDERS	12,004,309	35,209,580	9,617,219
€	E) RETAINED VALUE ADDED	(53,976,505)	(9,620,824)	13,470,158
	+/- changes in reserves	(53,976,505)	(9,620,824)	13,470,158
€	**F) CONTRIBUTIONS AND DONATIONS**	**400,000**	**531,248**	**544,548**
€	**TOTAL NET VALUE ADDED**	**128,457,125**	**198,398,426**	**179,258,068**

Disclosure 201-1

Table 65 | **Distribution of value added by region 2025***

	Item	Italy	Rest of Europe	Asia	America	Total Global
€	**A) PERSONNEL WAGES AND BENEFITS**	**83,797,572**	**40,385,221**	**7,685,666**	**13,880,890**	**145,749,349**
	Contract Workers	4,682,806	430,568	133,607	1,225,700	6,472,680
	Employees	79,114,766	39,954,653	7,552,059	12,655,191	139,276,669
	Direct compensation	61,515,171	33,675,926	5,381,407	10,896,320	111,468,824
	Indirect compensation	17,599,595	6,278,727	2,170,653	1,758,871	27,807,845
€	**B) PAYMENTS TO GOVERNMENT**	**5,548,787**	**3,389,412**	**4,276,429**	**7,623,924**	**20,838,552**
	Current taxes	**7,297,205**	**4,341,307**	**4,666,757**	**7,862,836**	**24,168,105**
	Direct taxes	5,471,390	3,951,736	3,999,599	7,479,326	20,902,051
	Indirect taxes	1,825,815	389,571	667,158	383,511	3,266,055
	Deferred taxes	**714,525**	**(845,118)**	**(279,470)**	**(238,913)**	**(648,976)**
	Revenue grants	**(2,462,943)**	**(106,777)**	**(110,858)**	**-**	**(2,680,578)**
€	**C) PAYMENTS TO LOAN PROVIDERS**	**3,388,759**	**18,846**	**17,796**	16,020	**3,441,421**
	Short-term loan interest	3,388,759	18,846	17,796	16,020	3,441,421
	Long-term loan interest	-	-	-	-	-
€	D) PAYMENTS TO SHAREHOLDERS	12,004,309	-	-	-	12,004,309
€	**E) RETAINED VALUE ADDED**	**(88,107,436)**	**7,198,192**	**8,933,589**	**17,999,149**	**(53,976,505)**
	+/- changes in reserves	(88,107,436)	7,198,192	8,933,589	17,999,149	(53,976,505)
€	**F) CONTRIBUTIONS AND DONATIONS**	**394,000**	**6,000**	**-**	**-**	**400,000**
€	**TOTAL NET VALUE ADDED**	**17,025,991**	**50,997,671**	**20,913,480**	**39,519,983**	**128,457,125**

** The statements follow the GBS model developed by Gruppo di Studio per il Bilancio Sociale (Study Group for Social Reporting): www.gruppobilanciosociale.org). The data are from the consolidated financial statements of Radicifin S.A.P.A. As noted in the consolidated financial statements, the economic flows related to intercompany transactions included in the scope of consolidation have been eliminated. The financial statements are voluntarily audited by Deloitte&Touche and include, in addition to the parent company, the Italian and foreign companies in which Radicfin directly or indirectly owns the majority of the share capital and controls the management pursuant to Article 2359 of the Italian Civil Code. In the 2025 consolidated financial statements, Argentine companies were valued using the equity method. This means that they did not contribute to individual items in the consolidated financial statements in terms of costs/revenues and receivables/payables.*

Breakdown of equity and debt

Together with the Group's performance in terms of value added generation, which was positive overall despite the difficulties of 2025, it is important to emphasize, as in previous editions of the Report, RadiciGroup's financial stability, which is also evidenced by the ratio of debt to equity shown below.

Table 66 | **Breakdown of equity and debt - year 2025**

Net financial debt*	EUR/1000	-177,413
Net shareholders' equity	EUR/1000	766,410
Net invested capital	EUR/1000	588,997

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

Intensities

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

Disclosure 302-3

Table 67 | **GRI 302-3 Ratio of total primary energy to total net value added**

		2023	2024	2025
GJ	Total energy consumption (GRI 302-1)	3,691,141	3,892,610	3,854,960
€	Total net value added	176,985,950	197,273,193	128,457,125
GJ/€	Total energy consumption (direct + indirect) to total net value added	0.021	0.020	0.030

Disclosure 305-4

Table 68 | **GRI 305-4 Ratio of GHG emissions to total net value added**

		2023	2024	2025
tCO_2eq	Total emissions into the atmosphere (GRI 305-1 and 305-2)	288,672	304,874	310,748
€	Total net value added	176,985,950	197,273,193	128,457,125
$kgCO_2eq/€$	Total emissions to the atmosphere to total net value added	1.63	1.55	2.42

Table 69 | **Water resources to total net value added**

		2023	2024	2025
ML	Water resources (GRI 303-3)	65,708	73,907	75,197
€	Total net value added	176,985,950	197,273,193	128,457,125
ML/€	Water resources to total net value added	0.00037	0.00037	0.00059

Table 70 | **Ratio - Waste subject to disposal without recovery to total net value added**

		2023	2024	2025
t	Waste subject to disposal without recovery (GRI 306-2)	4,357	2,730	3,602
€	Total net value added	176,985,950	197,273,193	128,457,125
Kg/€	Waste subject to disposal without recovery to total net value added	0.025	0.014	0.028

Tax Policy

Disclosures 2-1, 207-1, 207-2, 207-3

In 2025, **holding company Radici Partecipazioni Spa directed and coordinated the activities of all its subsidiaries according to the guidelines expressed by the Board of Directors.** The choice of the countries where the Group operates is always guided by business considerations related to commercial opportunities and proximity to Customers, not by tax considerations. In the respect of and independence of its management choices and in line with its sustainability policy, RadiciGroup in the reporting year:

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

Responsibility in tax matters

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

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

Relations with Public Administration

The extract from the RadiciGroup Code of Ethics set out below clearly and exhaustively **highlights both the importance of the Public Administration as a Group Stakeholder and the integrity that must be maintained when dealing with its Officials**. These are key principles, which the Group also applied in 2025.

From the RadiciGroup Code of Ethics.

RadiciGroup deals with the Public Administration in accordance with the strictest principles of legality, fairness and transparency, and in full compliance with the principles of impartiality due to the Public Administration. (...) The Personnel in charge shall deal with the officials and representatives of the Public Administration in a transparent manner, ensuring timeliness in replies, avoiding any kind of collusive or ambiguous behaviour, guaranteeing completeness and concrete verifiability in the sharing of requested information.

(...) In the context of a business negotiation, a request or a relationship with the Public Administration, no conduct intended to obtain an undue or illegal advantage for the Company must be engaged in for any reason whatsoever.

(...) All the activities described above are to be carried out in full compliance with the relevant regulations, both vis-à-vis the Italian and foreign Public Administration.

Since 2023, the Group's Italian companies had also implemented a risk management policy on relations with the Public Administration to define, in particular, the behaviour Employees must adopt in the event of inspection visits.

Strategy

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

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

- **has adopted a transfer pricing policy aimed at ensuring fairness and respect for the market** in intercompany transactions, thus guaranteeing the non-erosion of taxable income, implementing the alignment between the location of taxable income and the place where the economic activity is exercised and respecting the arm's length principle according to which, as per the OECD Guidelines, the fair and applicable price in intercompany transactions is that which would have been agreed for similar transactions carried out by independent companies.
- **prepared**, with the support of leading professional consultants, **the Group Masterfile** and, in Italy and in most countries in which it operates, the national documentation for companies with significant intra-group transactions. According to the provisions of a specific provision of the Italian Revenue Agency, the Masterfile is intended as a document that provides a comprehensive overview of the International Group and its transfer pricing policies as a whole, including the organizational structure of the group aimed at representing the legal and ownership structure of the multinational group and the geographic location of the local entities composing it, the nature of business operations at a global level and the allocation of income and economic activities at a global level.
- **prepared, as required by tax legislation, as well as by Action 13 of the BEPS*, the Country by Country Report** in which the profits made in the various countries in which the Group companies operate are reported and disclosed, together with a whole series of quantitative data broken down for each country;
- **did not use companies located in tax havens;**
- **did not adopt aggressive tax plans.**

In addition, starting from 1 January 2024, as required by EU Directive no. 2523/2022, the rules of the **Second Pillar/GloBE (Pillar 2)** came into force in the European Union. Under these rules, all entities that are part of RadiciGroup have been subject to a minimum effective tax rate (ETR) of 15%, to be determined considering the accounting and tax data with a series of specific "adjustments".

In the event that the effective level of taxation at the judicial level is lower than the minimum threshold, the rules of Pillar 2 provide for the application of the "Top-Up Tax" in order to reach the minimum ETR of 15%. RadiciGroup, supported by leading professional consultants, has carried out a centralized analysis aimed at identifying the scope of application and has implemented the software to be used for data processing, as required by the above regulations.

For the 2024 financial year, based on the calculations performed, **all jurisdictions in which the Group operates meet the requirements of the Transitional CbCR Safe Harbour (TCSH).** Accordingly, no Top-up Tax is due. Radicifin S.a.p.a. (the UPE) will file the GloBE Information Return (GIR) in Italy for the 2024 financial year by 30 June 2026.

**Base erosion and profit shifting (BEPS) – tax strategies used by certain companies to erode the tax base and thereby reduce their tax liabilities.*

The table below presents the data considered material by RadiciGroup. The data are extracted from **the official declaration submitted to the Inland Revenue on 5 December 2025. The data are for 2024 and are in euro.**

Disclosure 207-4

Table 71 | **Country by country Report extract ***

Tax jurisdiction	Unrelated revenue share	Related revenue share	Total revenue	Income taxes paid (based on cash accounting)	Number of Employees
Brazil	62,612,934	146,096	62,759,030	1,921,439	125
Switzerland	8,907,340	13,840,518	22,747,858	62,332	88
China	87,105,649	2,319,119	89,424,768	2,520,949	126
Czech Republic	110,570	8,108,453	8,219,023	0	163
Finland	0	161,168	161,168	0	1
Germany	234,192,569	32,093,006	266,285,575	4,058,936	303
Spain	10,738,298	52,316	10,790,614	67,717	4
France	26,850,469	308,601	27,159,070	49,021	7
United Kingdom	6,839,787	39,800	6,879,587	11,812	4
Hungary	1,583,358	0	1,583,358	23,777	6
India	31,951,498	454	31,951,952	-204,827	141
Italy	525,347,695	217,675,377	743,023,072	2,542,884	1,434
Mexico	25,376,401	154,455	25,530,856	1,401,918	62
Romania	8,409,689	37,944,923	46,354,612	262,084	352
United States	90,114,597	3,299,237	93,413,834	4,185,391	91

** Revenues generated from transactions with other entities belonging to the Radici Partecipazioni group.*

In compliance with the Italian legislation implementing the European Public Country-by-Country Reporting requirements, RadiciGroup will also publish its Country-by-Country Report for the 2025 financial year on its website by 31 December 2026.

Business taxes by country* (in euros)

The Group is aware of how important the resources drawn from the different areas in which it operates are and how necessary it is to return these same resources in the form of employment, know-how, contribution to sustainable and lasting growth. The following table shows how, also in 2025, the Group was an active part of the development dynamics of numerous local contexts, with the economic contribution that is also made through the payment of taxes.

Table 72 | **Business taxes by country**

Country	
Argentina	-
Brazil	2,098,157
China	3,567,713
France	54,601
Germany	3,521,856
India	431,886
United Kingdom	65,271
Italy	5,471,390
Mexico	1,155,001
Netherlands	-
Czech Republic	48,459
Romania	122,006
Spain	111,721
Switzerland	-
Hungary	27,823
United States	4,226,167
Total	**20,902,051**

**2025 data - Amounts in thousands of euros.*

The remainder of this chapter covers additional governance topics, with a particular focus on Management Systems and Digitalization.

The RadiciGroup Policy.

Disclosures 2-23, 2-24

Designed by a cross-functional team, this Policy is a **governance tool** available to the **Management Systems and everyone at RadiciGroup**. It combines the goal of business continuity with a commitment to excellence, pursued through continuous improvement and adherence to ESG principles.

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

April 2024

Vice President
Maurizio Radici

President
Angelo Radici

Management Systems

Voluntary Management Systems in the fields of quality, health and safety, environment and energy, structured according to the **most advanced international standards**, represent a consolidated reference for the adoption of best practices in the Group. They allow **processes and activities to be monitored in a systematic and documented way**, involving every function in a cross-cutting way.
In 2025, the Management Systems – **an integral part of the corporate Sustainability function** – further strengthened their strategic role **in corporate governance,** supporting an **integrated approach to processes and the traceability of ESG data and information**.
Formally introduced into the Group in 1993, the year of the first certification, Management Systems have offered multiple benefits over the year, they:

- are a **key element of RadiciGroup's transition towards greater sustainability**. The Group's main certifications (ISO 9001, ISO 14001, ISO 45001, ISO 50001 and IATF 16949) embed ESG principles into its day-to-day operations;
- **support transparent, Stakeholder-focused communication**, voluntarily subject to independent assurance in line with the European regulatory framework, backed by the certifications mentioned above.
- support **oversight of key areas,** including **structured** monitoring **of GHG emissions** and the management of **Health and Safety data**. Since the 2024 Report, Enablon Metrics has been used to collect and process these **environmental and social data**;
- strengthen **a culture of continuous improvement** by setting and pursuing increasingly ambitious targets;
- promote the **involvement of internal and external Stakeholders** in the Group's policies.

Also particularly relevant is the **principle of risk-based thinking**, which makes it possible to approach decisions with **a preventive analysis of risks and opportunities**, ensuring rationality, proactivity and a forward looking vision. For RadiciGroup, it was a **strategic tool in dealing with complex choices**. The GRI 3 section, dedicated to the management of material issues, illustrates in a synoptic way how **risk-based thinking has been applied to material issues**.

System Certifications

Focus: *Specialty Chemicals + High Performance Polymers*

- ISO 9001:2015 (Quality): 100% of sites covered
- IATF 16949:2016 (Quality management in the automotive sector): 60% of sites covered
- ISO 14001:2015 (Environment): 90% of sites covered
- ISO 45001:2018 (Health and Safety): 90% of sites covered
- ISO 50001:2018 (Energy): 30% of sites covered

Highlight: In 2025, Radici Plastics India obtained ISO 14001 and ISO 45001 certification, as part of the Group's ongoing effort to systematically extend ISO-based environmental and health and safety management systems to all production companies within the HPP Business Area. The Business Area also reaffirmed its commitment to obtaining energy certification for its production sites by 2030, strengthening its capacity to manage and continuously improve environmental performance.

RadiciGroup-wide (Legacy Reporting Boundary)

With **17 quality certifications**, **17 environmental certifications**, **16 health and safety certifications** and **8 energy management certifications**, the Group has a broad, structured and widespread approach to managing these areas.

Table 73 | **Main System Certifications (updated as of 31 December 2025)**

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

Sustainability and Digitalization

The link between sustainability and digitalization is recognized as key to addressing environmental, social and economic challenges. Indeed, digitalization has become a driving force in supporting more effective resource management, better data security, greater transparency and more widespread Stakeholder participation in business processes.
With this vision, in 2025, the Group also:

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

RadiciGroup has above all explored initiatives to support environmental sustainability, thanks to investments in industrial automation and industry 5.0. The implementation of MES (Manufacturing Execution Systems) systems for data analysis and process optimization has continued to represent an important area of application with additional projects involving the HPP area (described in the Case History below) and ATS area. Improvements in the timeliness and accuracy of the detection of manufacturing defects were the main positive effects of MES.
From the point of view of traceability, the progressive adoption of solutions to support management processes has resulted in better data management guarantees, in terms of punctuality, integrity and retrievability of data along the processes that generated it. This is an advantage for the Group, which has seen its operations improved, but also for its stakeholders in the value chain, who have been able to count on increasingly complete and reliable information.
In light of these considerations, of particular importance in 2025 was the further extension of the SAP ERP system for the HPP BA to the French subsidiary.
By adopting an integrated system such as SAP, better control of access and approval flows is possible, simplifying their tracking, as well as a more structured and easily documented management of compliance actions with internal procedures and regulations. In addition to contributing to an improvement in process governance, the scalability of SAP Solutions has led to the adoption of modules that also have tangible benefits on environmental sustainability. For example, activating the Document Management module to speed up and simplify the sharing, approval and archiving processes has helped to reduce paper documents.
Finally, in line with previous years, initiatives continued to bring digital and physical workspaces closer together. These projects, in addition to the Group's smart working policies, are aimed at promoting a work-life balance.
Building on the work carried out in 2024, RadiciGroup continued its "M365 Digital Adoption" initiative in 2025, promoting a more agile and connected corporate culture as part of a broader digital transformation aimed at strengthening collaboration across the Group.

PolyTwin: From innovation to real-world application

From 2026, an advanced digital twin is being used to optimize control of the production lines for high-performance engineering polymers at Radici Novacips, the lead company within the HPP Business Area.

The project is led by Radici Novacips in collaboration with Gruppo SET, Var Group and the University of Genoa. It was developed within the BI-REX Competence Center, one of Italy's leading hubs for digital transformation. The system is based on a digital replica of the production plant and was developed by modelling production data (MES/SCADA), quality-control data and ERP data. The project brings together public- and private-sector expertise with the aim of making industrial processes more efficient, innovative and sustainable.

The production of engineering polymers relies on human expertise that cannot be replaced by technology. The digital twin therefore acts as a smart co-pilot, supporting operators in making informed decisions. By combining human expertise with artificial intelligence, the system significantly improves process control, speeds up decision-making and reduces workload and stress, while ensuring operational continuity when an operator is temporarily unavailable.

Once the project is complete, Radici Novacips' digital twin will operate on three levels. The first phase of the project was implemented in 2025 and focused on process optimization – it was developed as part of the PolyTwin project and funded through Call 5 under the PNRR's M4C2 Investment 2.3. Following this phase, the digital twin can already simulate plant operations to identify anomalies, optimize operating conditions, reduce waste, and anticipate and prevent quality issues in the finished product.

The next phase is scheduled for implementation in 2026 and will introduce predictive maintenance capabilities to anticipate potential equipment failures and help improve operator safety.

The third and final phase will focus on continuously optimizing energy and resource use, delivering both economic and environmental benefits. This will help the Group address the sector's complex production challenges in a more proactive and integrated way. This phase will also focus on optimizing product performance.

Cybersecurity and Data Protection

The Group takes a holistic approach to investment in cybersecurity and data protection, reflecting the importance it attaches to these areas and building on its existing development plan. These investments have focused on improving the security of IT systems (software and hardware) while also reducing vulnerabilities through employee training.

These were important measures, also aimed at preventing the risk of a new cyber attack after what happened in 2022, when the Group suffered a global attack. This episode was managed through a dedicated operations centre, the removal of the malware, the rapid restoration of company functions, reporting to the competent authorities and appropriate communication to Stakeholders, in particular to Customers. Following these immediate actions, an in-depth analysis of the event led to the adoption of several key measures, including:

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

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

Disclosure 418-1

Thanks partly to the measures put in place, there were no major IT incidents in 2025, nor were there any substantiated complaints regarding Customer privacy violations or loss of Customer data.

European NIS2 Directive

At the end of 2024, the **EU NIS2 Directive (2022/2555)** on **information security** entered into force, with the aim of strengthening security and resilience across the European Union. In accordance with the requirements of the Directive, at the beginning of 2025 **RadiciGroup's European companies registered on the platforms established by the relevant national authorities for** identifying and managing entities falling within the Directive's scope. They also **designated internal points of contact** responsible for official communications with the national authorities on all matters relating to the NIS Directive.
In 2025, a **Readiness Assessment** was also carried out for all Group companies within the scope of NIS2, to assess their **level of preparedness against the Directive's requirements** and identify the areas requiring action.

Appendix 1
Building the Sustainability Report

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

This document is the Sustainability Report of Radici RadiciFin S.A.P.A. and its associated companies, herein jointly referred to as "RadiciGroup" or "the Group". It was prepared in accordance with GRI Standards for the period from 1 January 2025 to 31 December 2025. The following companies are included in the reporting scope:

Table 74 | **Reporting scope**

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

The material topics identified apply to all companies within the reporting scope.
With regard to disclosures, the production companies and the holding company Radici Partecipazioni SpA provided data for 2025 and the two previous years. Commercial companies, being small and without production activities, provided a reduced data set, consistent with the nature of their activities.
Radici Chemiefaser ceased operations during 2024 due to difficulties related to the market. For similar reasons, Radici Fibras in Brazil also suspended operations. The data reported in this Report therefore relate to the activities that remained in operation during 2025.

Reporting principles

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

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

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

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

Comparability
Any changes in the indicators due to a change in the reporting boundary, reformulation of information or correction of calculation errors are highlighted in the text where significant. Numerical data are always presented with a three-year trend in order to allow Stakeholders to see the change in trends. As explained in the introduction to this Report, the data are presented both according to RadiciGroup's 2025 reporting boundary and according to its new 2026 corporate structure, which excludes the *Advanced Textile Solutions* area.

Completeness and Timeliness

Disclosures 2-2, 2-3

RadiciGroup prepares its Sustainability Report annually. The scope and reporting period of the Sustainability Report coincide with the Consolidated Financial Statements of RadiciFin S.a.p.a.
100% of the Group's turnover and Employees were covered in the sustainability report.
This report is being published in July 2026, approximately one year after the publication of the previous edition.

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

Materiality analysis

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

The materiality analysis is an essential tool for identifying and evaluating relevant sustainability issues, considering the impacts generated or suffered by the organization, both positive and negative.

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

These were the process steps:

- **Analysis of the context and ESG trends in the sector**

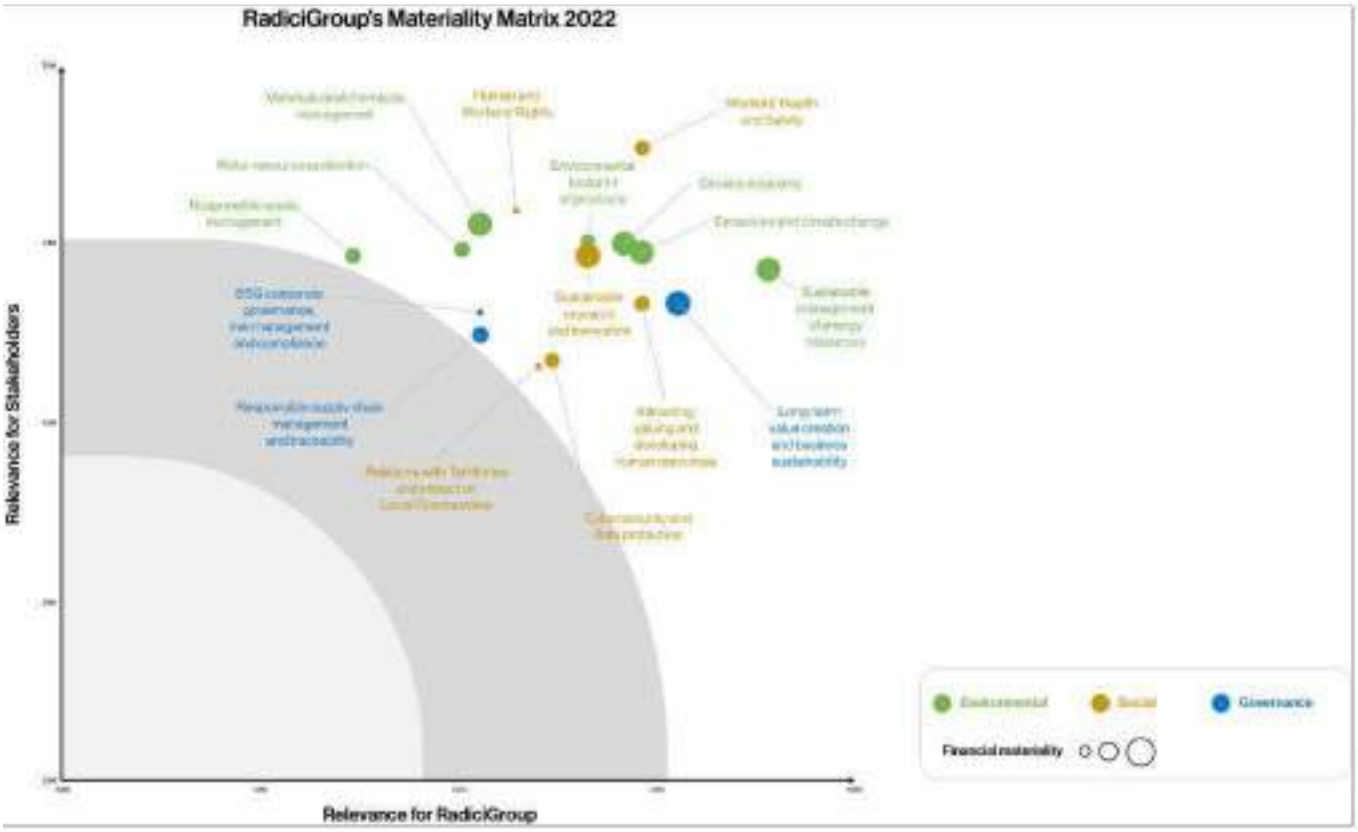
A benchmark analysis was conducted on more than 30 operators (competitors, Customers, Stakeholders), to understand the best practices and the main ESG topics relevant in the reference industries.
- **Identification of potentially material topics**
- **Evaluation of the materiality and prioritization of topics**
- **Stakeholder engagement**

Topics were presented to around **200 Stakeholders,** representing all categories, through questionnaires and interviews, which achieved a 70% response rate. The topics were also evaluated from a financial point of view, involving in particular financial and insurance institutions.
Following the joint evaluation process, Radicigroup identified **16 material topics**, included in the **2022 Materiality Matrix** below.

Within the matrix:

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

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



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

Environmental

- Sustainable management of energy resources
- Emissions and climate change - Supporting the decarbonization process and contributing to the struggle for a circular economy
- Materials and chemicals management
- Protection of water resources
- Responsible waste management

Social
- Workers' health and safety
- Sustainable research and innovation
- Environmental footprint of the products
- Attracting, valuing and developing human resources
- Human and Workers' Rights
- 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
  Cybersecurity and data protection.

Management of Material Topics

Disclosure 3-3

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

Materiality Matrix Update

During the 2025 Management Review, Radici Partecipazioni's top management confirmed that the matrix remained an appropriate basis for this Report. Internal and external factors, as well as Stakeholder expectations, were taken into account. The assessment also took into account the specific circumstances surrounding the closing of RadiciGroup's acquisition by a private equity fund. Given the potential future developments arising from the new corporate structure, the Group retained the current matrix as there was not enough certainty at this stage to justify any changes.
The review of the materiality analysis process will be initiated as soon as the new corporate structure (as briefly described in the introduction) has been defined, so that it can be better integrated into the new organizational context.

Building the Sustainability Plan

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

Appendix 2
GRI Content Index and Supporting Disclosures

RadiciGroup has prepared this report in accordance with the GRI Universal Standards 2021 for the period from 1 January 2025 to 31 December 2025. The first part of the Report presents the key data and information, giving Stakeholders an overview of RadiciGroup's ESG performance. This appendix provides supplemental information and further details on the content presented in the first part of the Report.

GRI 2: General Disclosures (2021)

2-1 Organizational details

Page 8 and 95

2-2 Entities included in the organization's sustainability reporting

Page 95

2-3 Reporting period, frequency and contact point

Page 95

2-4 Restatements of information

Page 95

2-5 External assurance

Page 133

2-6 Activities, value chain and other business relationships

Page 8 and 64

2-7 Employees

Page 47

Focus: *Specialty Chemicals + High Performance Polymers*

Table 75 | **Workers***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	**Total workers***	1,269	1,314	**1,282**	279	277	**277**	1,548	1,591	**1,559**
n	Self-employed	101	104	**84**	9	8	**13**	110	112	**97**
n	Temporary workers	77	91	**69**	2	3	**3**	79	94	**72**
n	Employees	1,091	1,119	**1,129**	268	266	**261**	1,359	1,385	**1,390**

** At 31/12/2025, Workers included contract Workers (who work continuously for RadiciGroup), temporary Workers, and Employees. As far as the completion of the gender options is concerned, the Group will be able to include further options from the next Report.*

Table 76 | **Employees and temporary workers by region and gender***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Italy	533	518	**499**	127	125	**119**	660	643	**618**
n	Rest of Europe	243	255	**236**	48	48	**47**	291	303	**283**
n	Asia	203	247	**258**	37	37	**40**	240	284	**298**
n	North and South America	189	190	**205**	58	59	**58**	247	249	**263**

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

Table 77 | **Percentage female workers by region***

		Women		
		2023	2024	**2025**
%	Europe + Italy	18.4%	18.3%	**18.4%**
%	Italy	19.2%	19.4%	**19.3%**
%	Europe	16.5%	15.8%	**16.6%**
%	Asia	15.4%	13.0%	**13.4%**
%	North and South America	23.5%	23.7%	**22.1%**

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

Table 78 | **Permanent and temporary Employees by region - 2025**

		Employees	Permanent contract	Temporary contract	% Permanent contract
n	**Total**	**1,390**	**1,307**	**83**	**94.0%**
n	Italy	596	594	2	99.7%
n	Rest of Europe	282	271	11	96.1%
n	Asia	251	181	70	72.1%
n	North and South America	261	261	0	100.0%

Table 79 | **Employees by employment type and region - 2025**

		Employees	Part Time	Full Time	% Part Time
n	**Total**	**1,390**	**59**	**1,331**	**4.2%**
n	Italy	596	33	563	5.5%
n	Rest of Europe	282	26	256	9.2%
n	Asia	251	0	251	0.0%
n	North and South America	261	0	261	0.0%

RadiciGroup-wide Reporting Boundary

Table 80 | **RadiciGroup Workers***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	**Total Workers***	2,454	2,291	**2,174**	857	789	**774**	3,311	3,080	**2,948**
n	Self-employed	126	122	**97**	20	16	**20**	146	138	**117**
n	Temporary workers	132	97	132	34	23	**20**	168	155	**117**
n	Employees	2,037	1,980	2,037	803	750	**734**	2,997	2,787	**2,714**

** At 31/12/2025, Workers included contract Workers (who work continuously for RadiciGroup), temporary Workers, and Employees. As far as the completion of the gender options is concerned, the Group will be able to include further options from the next Report.*

Table 81 | **Employees and temporary workers by region and gender***

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Italy	1,176	1,121	**1,065**	334	318	**308**	1,510	1,439	**1,373**
n	Rest of Europe	593	561	**528**	373	352	**345**	966	913	**873**
n	Asia	203	247	**258**	37	37	**40**	240	284	**298**
n	North and South America	356	240	**226**	93	66	**61**	449	306	**287**

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

Table 82 | **Percentage female workers by region***

		Women		
		2023	2024	**2025**
%	Europe + Italy	28.60%	28.50%	**29.07%**
%	Italy	22.10%	22.10%	**22.43%**
%	Europe	38.60%	38.60%	**39.52%**
%	Asia	15.40%	13.00%	**13.42%**
%	North and South America	20.70%	21.60%	**21.25%**

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

Table 83 | **Permanent and temporary Employees by region - 2025**

		Employees	Permanent contract	Temporary contract	% Permanent contract
n	**Total**	**2,714**	**2,603**	**111**	**95.9%**
n	Italy	1,309	1,294	15	98.9%
n	Rest of Europe	869	843	26	97.0%
n	Asia	251	181	70	72.1%
n	North and South America	285	285	0	100.0%

Table 84 | **Employees by employment type and region - 2025**

		Employees	Part Time	Full Time	% Part Time
n	**Total**	**2,714**	**136**	**2,578**	**5.0%**
n	Italy	1,309	98	1,211	7.5%
n	Rest of Europe	869	38	831	4.4%
n	Asia	251	0	251	0.0%
n	North and South America	285	0	285	0.0%

2-8 Workers who are not Employees

Page 47 and following pages

2-9 Governance structure and composition

Page 73

2-10 Nomination and selection of the highest governance body

Page 73

2-11 Chair of the highest governance body

Page 73

2-12 Role of the highest governance body in overseeing the management of impacts

Page 73

2-13 Delegation of responsibility for managing impacts

Page 77

2-14 Role of the highest governance body in sustainability reporting

Page 78

2-15 Conflicts of interest

Page 73

2-16 Communication of critical concerns

Page 73

2-17 Collective knowledge of the highest governance body

Page 77

2-18 Evaluation of the performance of the highest governance body

Page 73

2-19 Remuneration policies

Page 73

2-20 Process to determine remuneration

Page 73

2-21 Annual total compensation ratio

Page 54

2-22 Statement on sustainable development strategy

Page 14

2-23 Policy commitments

Page 14

2-24 Embedding policy commitments

Page 52,67 and following pages

2-25 Processes to remediate negative impacts

Page 75

2-26 Mechanisms for seeking advice and raising concerns

Page 75

2-27 Compliance with laws and regulations

Radici Novacips – Buronzo site was admitted to an administrative settlement procedure and paid a fine of EUR 3,250.00 for exceeding the annual authorized limit for the treatment of non-hazardous waste. The company incurred no other monetary or non-monetary sanctions for non-compliance with laws or regulations (GRI 2-27).
Radici Chimica – Novara site was admitted to an administrative settlement procedure and paid a fine of EUR 6,500.00 in connection with water discharges. This extinguished the offence under Article 318-quater(2) of Legislative Decree No. 152/2006 (GRI 2-27).

2-28 Membership of Trade Associations

Table 85 | **Trade Associations**

RadiciGroup memberships in trade and other associations in 2025	**RadiciGroup company registered in 2025**
AICQ CIRFS Confindustria Bergamo Confindustria Moda - Tex ClubTech EPCA - European Petrochemical Association ICESP - Italian Circular Economy Stakeholder Platform Retex.Green UNI	RADICI PARTECIPAZIONI SpA
Specialty Chemicals	
CEFIC – European Chemical Industry Cluster SPRING Confindustria Novara -Vercelli -Valsesia Consorzio Ibis Federchimica Foraz	RADICI CHIMICA SpA
Arbeitgeberverband Nordostchemie Der Mittelstand BVMW IHK (Industrie und Handelskammer) Wirtschaftsförderkreis Sachsen Werkfeuerwehrverband Sachsen	RADICI CHIMICA GmbH
High Performance Polymers	
AIBO-FCE ACEPER Comitato Elettrotecnico Italiano Confindustria Bergamo Federchimica Pinfa - Flame Retardants Association Plastics Europe AISBL (BE) Plastics Europe Italia (through Plastics Europe Brussels) Proplast TMP – Associazione Italiana Tecnici Materie Plastiche UNIPLAST - Ente Italiano di Unfiicazione delle Materie Plastiche	RADICI NOVACIPS SpA
CARA – European Cluster for Mobility Solutions SFIP - Société Française des Ingénieurs des Plastiques	RADICI PLASTICS FRANCE SA
CEP – Centro Español de Plasticos	RADICI PLASTICS IBERICA SL
British Plastics Federation Society of Motor Manufacturers and Traders	RADICI PLASTICS UK Ltd.
Chemie Wirtschaftsförder GmbH Industrie-Pensions-Verein (IPV)	RADICI PLASTICS Gmbh
Associação Brasileira dos Distribuidores de Resinas Plásticas e Afins	RADICI PLASTICS LTDA

China-Italy Chamber of Commerce European Union Chamber of Commerce in China	RADICI PLASTICS (Suzhou) Co.Ltd.
IICCI – The Indo-Italian Chamber of Commerce and Industry Society of Indian Textile Manufacturers	RADICI PLASTICS INDIA PVT Ltd
ANIPAC – Asociación Nacional de Industrias del Plástico A.C. Camara de Comercio italiano SIEM – Sistema de Información Empresarial Mexicano	RADICI PLASTICS MEXICO
Association of Plastics Industry OMA - Ohio Manufacturers' Association Wadsworth Chamber of Commerce	RADICI PLASTICS USA Inc.
Advanced Textile Solutions	
Confindustria Bergamo EDANA Confindustria Moda - Tex ClubTech	TESSITURE PIETRO RADICI SpA
Confindustria Bergamo	RADICI YARN SpA
Camera di Commercio e Industria di Neamt Federazione del Tessile	YARNEA SRL
Confindustria Bergamo Federchimica with Assofibre	RADICIFIL SpA
Italian-Czech Chamber of Commerce	LOGIT s.r.o.
Confindustria Bergamo Confindustria Moda	Noyfil SpA

2-29 Approach to Stakeholder engagement

Page 97

See also the Excel file (Material Topic Management Table) in Appendix 3

2-30 Collective bargaining agreements

Page 51

GRI 3: Material topics (2021)

3-1 Process for determining material topics

Page 97

See also the Excel file (Material Topic Management Table) in Appendix 3

3-2 List of material topics

Page 97

See also the Excel file (Material Topic Management Table) in Appendix 3

3-3 The management of material topics

Page 99

See also the Excel file (Material Topic Management Table) in Appendix 3

GRI 201: Economic performance (2016)

201-1 Direct economic value generated and distributed

Page 80 and following pages

GRI 204: Procurement Practices (2016)

204-1 Proportion of spending on local Suppliers

Table 86 | **Percentage of expenditure from RadiciGroup's Local Suppliers (Legacy Reporting Boundary)**

Site	Business Area	Region identified as "Local"	Percentage of expenditure 2023	Percentage of expenditure 2024	Percentage of expenditure 2025
ALL ITALIAN SITES of RADICIGROUP	Specialty Chemicals Advanced Textile Solutions High Performance Polymers	Lombardy	56.2%	58.6%	55%
RADICI CHIMICA SpA	Specialty Chemicals	Piedmont and neighbouring provinces of Milan and Bergamo	54.2%	64.6%	68%
RADICI CHIMICA DEUTSCHLAND GmbH	Specialty Chemicals	Germany	89.8%	89.6%	76%
		Saxony-Anhalt	46.9%	42.5%	40%
NOYFIL SA	Advanced Textile Solutions	Switzerland	28.3%	25.4%	27%
		Canton Ticino and neighbouring provinces of Como, Lecco and Sondrio and Varese	39.4%	33.2%	41%
LOGIT s.r.o.	Advanced Textile Solutions	Czech Republic	53.1%	78.7%	81%
		Bohemia	41.4%	40.4%	77%
YARNEA SRL	Advanced Textile Solutions	Romania	23.2	19.3%	25%
		Neamt Region	16.7%	14.5%	20%
RADICI PLASTICS GmbH*	High Performance Polymers	Germany	19%	24.6%	22%
		Lower Saxony	2.7%	3.2%	4%
RADICI PLASTICS LTDA	High Performance Polymers	Brazil	-	56.7%	53%
		State of São Paulo	-	47.2%	44%
RADICI PLASTICS (SUZHOU) CO. LTD.	High Performance Polymers	China	-	90.3%	91%
		Suzhou area	-	14.0%	12%
		USA	-	93.9%	94%

RADICI PLASTICS USA INC.	High Performance Polymers	Ohio	-	13.6%	13%
RADICI PLASTICS MEXICO, S. DE R.L. DE C.V.	High Performance Polymers	Mexico	-	22.1%	24%
		State of Jalisco	-	7.4%	5%
RADICI PLASTICS INDIA	High Performance Polymers	India	-	-	47%
		State of Gujarat	-	-	21.8%

For the purposes of this disclosure, **neither Suppliers of strategic raw materials nor Suppliers of shipping services for European companies were considered 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. As for non-European companies (in particular Radici Plastics LTDA, Radici Plastics Suzhou, Radici Plastics USA, Radici Plastics Mexico, Radici Plastics India), these Suppliers have instead been included. As mentioned above, non-European regions are much larger by their very nature, which in some cases allows raw materials to be sourced from local Suppliers.

GRI 207: Tax (2019)

207-1 Approach to tax

Page 85

207-2 Tax governance, control and risk management

Page 85

207-3 Stakeholder engagement and management of concerns related to tax

Page 85

207-4 Country-by-country reporting

Page 87

GRI 301: Materials (2016)

301-1 Materials used by weight and volume

Focus: Specialty Chemicals + High Performance Polymers

Table 87 | **GRI 301-1 Materials used by type and weight**

Materials used by type and weight		2023	2024	**2025**
t	Direct materials*	274,304	295,541	297,671
t	Accessory materials	152	157	146
t	Packaging	6,488	7,264	6,241
t	**Total**	280,944	302,962	**304,058**

Non-renewables				
t	Direct materials*	272,787	291,753	296,054
t	Accessory materials	101	104	103
t	Packaging	955	1,120	1,166
t	**Total**	273,843	292,977	297,323
Renewables				
t	Direct materials*	1,517	3,788	1,617
t	Accessory materials	51	53	43
t	Packaging	5,533	6,144	5,075
t	**Total**	7,101	9,985	**6,735**
Renewable packaging as % of total packaging		85.3%	84.6%	81.3%
Renewable direct materials as % of total direct materials		0.6%	1.3%	0.54%
Renewable materials as % of total		2.5%	3.3%	2.2%

** Intra-group raw material Ifows, 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.*

RadiciGroup-wide Reporting Boundary

Table 88 | **GRI 301-1 Materials used by type and weight**

Materials used by type and weight		2023	2024	**2025**
t	Direct materials*	351,630	381,008	384,147
t	Accessory materials	1,753	2,076	1,693
t	Packaging	12,114	12,966	11,314
t	**Total**	365,497	396,050	**397,153**
Non-renewables				
t	Direct materials	350,113	379,614	382,530
t	Accessory materials	1,702	2,022	1,650
t	Packaging	1,464	1,634	1,607
t	**Total non-renewables**	353,279	383,270	**385,786**
Renewables				
t	Direct materials	1,517	1,394	1,617
t	Accessory materials	51	54	43
t	Packaging	10,650	11,332	9,707
t	**Total renewables**	12,218	12,780	**11,367**
Renewable packaging as % of total packaging		87.9%	87.4%	**85.8%**
Renewable direct materials as % of total direct materials		0.43%	0.37%	**0.4%**
Renewable materials as % of total		3.34%	3.23%	**2.9%**

** Intra-group raw material flows, including recycled material processed by Radici Novacips, 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.*

GRI 302: Energy (2016)

302-1 Energy consumption within the organization

Focus: Specialty Chemicals + High Performance Polymers

Table 89 | **Direct primary energy (fuels) consumption**

		2023	2024	**2025**
GJ	**Total direct primary energy**	600,831	707,835	**638,984**
GJ	**Subtotal direct non-renewable primary energy**	572,462	667,721	**607,588**
GJ	from natural gas - non-renewable*	568,473	663,805	604,172
GJ	from diesel - non-renewable	506	600	**414**
GJ	from LPG - non-renewable	3,483	3,316	3,002
GJ	from fuel oil - non-renewable	0	0	0
GJ	**Subtotal direct renewable primary energy**	28,369	40,114	**31,396**
GJ	from biogas - renewable	28,369	40,114	31,396

Table 90 | **GRI 302-1 Direct primary energy consumption per unit processed**

		2023	2024	**2025**
GJ/t	Non-renewable energy only	1.02	1.03	0.97
GJ/t	Total (renewable + non-renewable) energy	1.07	1.09	1.02

Table 91 | **"Transformed" energy consumption by primary (indirect) energy source**

		2023	2024	**2025**
GJ	**Total transformed energy (indirect)**	1,825,271	2,499,185	**2,126,204**
GJ	**Subtotal electricity consumption**	615,633	649,477	**661,247**
GJ	electricity consumption from renewable sources	237,322	332,062	345,450**
	of which self-produced from photovoltaics*	*896*	*5,894*	*6,178*
%	**Electricity from renewable sources as a percentage of total electricity consumption**	38.5%	51.1%	**52.2%****
%	**Electricity from zero-emission sources as a percentage of total electricity consumption (renewable + nuclear)**	39.6%	51.2%	**52.4%**
GJ	Electricity consumption from non-renewable sources	378,311	317,415	315,797
GJ	from natural gas - non-renewable	272,780	219,437	241,672
GJ	from coal - non-renewable	92,663	91,965	66,497
GJ	from fuel oil - non-renewable	804	674	899
GJ	from other fossil fuels - non-renewable	5,856	4,716	5,766
GJ	from nuclear	6,207	624	964
GJ	**Subtotal steam consumption**	1,209,638	1,849,708	**1,464,957**
GJ	from natural gas - non-renewable	//	//	1,016,421
GJ	from coal - non-renewable**	//	//	448,536
GJ/t	**Ratio - Transformed energy consumption per unit processed (refers to electricity)**	1.10	1.00	**1.06**

GJ/t	**Ratio - Total transformed energy per unit processed**	3.26	3.84	**3.41**

** Energy from renewable sources self-produced at 2 RadiciGroup sites.*
***Where residual mixes are applied, the share of renewable electricity is 38.1%, rather than the figure calculated using the methodology applied in previous years.*
**** RCD steam, consisting of 95% coal and 5% natural gas.*

Table 92 | **Non-renewable primary energy consumption (direct + indirect)**

		2023	2024	**2025**
GJ	**Total primary energy from fossil fuels**	2,906,023	3,146,123	**3,144,672**
GJ	**Subtotal indirect primary energy consumption from fossil sources**	2,305,192	2,438,288	**2,505,688**
GJ	Total non-renewable indirect primary energy - electricity	685,419	588,579	560,762
GJ	Total non-renewable indirect primary energy - steam	1,619,773	1,849,708	1,944,927
GJ	**Subtotal consumption of fossil fuels**	600,831	707,835	**638,984**

Table 93 | **Rate - Non-renewable primary energy consumption (direct + indirect)**

		2023	2024	**2025**
GJ/t	**Total primary energy from fossil sources per unit processed**	5.18	4.83	**4.99**
GJ/t	**Indirect primary energy from fossil sources per unit processed**	4.11	3.74	**4.02**
GJ/t	Non-renewable indirect primary energy – electricity per unit processed	1.22	0.90	0.90
GJ/t	Non-renewable indirect primary energy – steam per unit processed	2.89	2.84	3.12
GJ/t	**Total primary energy consumption from fossil sources per unit processed**	1.07	1.09	**0.97**

RadiciGroup-wide Reporting Boundary

Table 94 | **Fuel consumption (direct primary energy)**

		2023	2024	**2025**
GJ	**Total direct primary energy**	1,292,621	1,410,060	**1,285,325**
GJ	**Subtotal direct non-renewable primary energy**	1,264,251	1,369,946	**1,253,929**
GJ	from natural gas - non-renewable*	1,258,517	1,365,348	1,248,969
GJ	from diesel - non-renewable	1,698	782	660
GJ	from LPG - non-renewable	4,037	3,816	3,502
GJ	from fuel oil - non-renewable	0	0	799
GJ	**Subtotal direct renewable primary energy**	28,369	40,114	**31,396**
GJ	from biogas - renewable	28,369	40,114	31,396

Table 95 | **GRI 302-1 Direct primary energy consumption per unit processed**

		2023	2024	**2025**
GJ/t	Non-renewable energy only	1.82	1.73	1.67
GJ/t	Total (renewable + non-renewable) energy	1.86	1.78	1.71

Table 96 | **"Transformed" energy consumption by primary (indirect) energy source**

		2023	2024	**2025**
GJ	**Total transformed energy (indirect)**	2,589,157	2,740,838	**2,787,090**
GJ	**Subtotal electricity consumption**	1,379,519	1,349,264.18	**1,322,133**
GJ	electricity consumption from renewable sources	814,267	856,606.18	833,117
GJ	of which self-generated from hydropower and solar PV*	(46,843)	(71,313)	64,394
%	Electricity from renewable sources as a percentage of total electricity consumption	59.0%	63.5%	63.0%
%	Electricity from zero-emission sources as a percentage of total electricity consumption (renewable + nuclear)	62.4%	65.8%	66.1%
GJ	**Electricity consumption from non-renewable sources**	565,252	492,658	**489,016**
GJ	from natural gas - non-renewable	387,026	337,950	352,854
GJ	from coal - non-renewable	119,541	101,181	87,617
GJ	from fuel oil - non-renewable	3,010	674	902
GJ	from other fossil fuels - non-renewable	9,141	21,985	6,279
GJ	from nuclear	46.53	30,867	41,365
GJ	**Subtotal steam consumption**	1,209,638	1,391,574	**1,464,957**
GJ	from natural gas - non-renewable	881,186	972,203	1,016,421
GJ	from coal - non-renewable	328,452	419,371	448,536
GJ/t	**Ratio - Transformed energy consumption per unit processed (refers to electricity)**	1.99	1.70	**1.76**
GJ/t	**Ratio - Total transformed energy per unit processed**	3.73	3.46	**3.72**

*Energy from renewable sources self-produced at **4** RadiciGroup sites.*
*** RCD steam, consisting of 95% coal and 5% natural gas.*

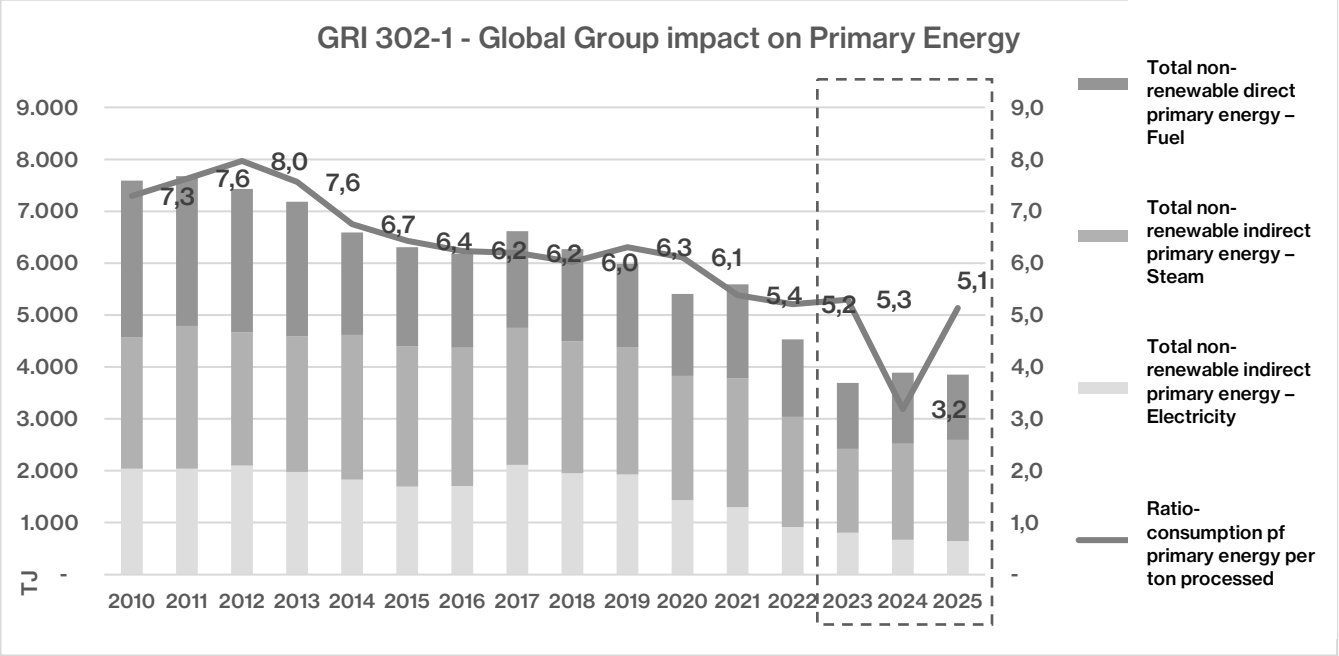
Table 97 | **Non-renewable primary energy consumption (direct + indirect)**

		2023	2024	**2025**
GJ	**Total primary energy from fossil fuels**	3,691,141	3,892,610	**3,846,402**
GJ	**Subtotal indirect primary energy consumption from fossil sources**	2,426,890	2,522,664	**2,592,472**
GJ	Total non-renewable indirect primary energy - electricity	807,117	672,956	647,546
GJ	Total non-renewable indirect primary energy - steam	1,619,773	1,849,708	1,944,927
GJ	**Subtotal consumption of fossil fuels**	1,264,251	1,369,946	**1,253,929**

Disclosure 302-1

Table 98 | **Rate - Non-renewable primary energy consumption (direct + indirect)**

		2023	2024	**2025**
GJ/t	**Total primary energy from fossil sources per unit processed**	5.31	4.92	**5.13**
GJ/t	Indirect primary energy from fossil sources per unit processed	3.49	3.19	3.46
GJ/t	Non-renewable indirect primary energy – electricity per unit processed	1.16	0.85	0.86
GJ/t	Non-renewable indirect primary energy – steam per unit processed	2.33	2.34	2.59
GJ/t	**Total primary energy consumption from fossil sources per unit processed**	1.82	1.73	1.67



302-2 Energy consumption outside of the organization

OMISSION: Information not available / incomplete: Information unavailable because 2025 data could not be obtained for the following regions: Italy, Rest of Europe, the Americas and Asia (see the "Building the Report" chapter for a list of companies by region and Business Area).
The following information is not reported:

a. energy consumption outside the organization, in joules or multiples;
b. standards, methodologies, assumptions, and/or calculation tools used;
c. source of the conversion factors used.

A dedicated working group will be established to define the data model and reporting boundary to be used for the indicator.

This information will be included in future reporting, where possible.

302-3 Energy intensity

Page 113

GRI 303: Water and effluents (2018)

303-1 Interactions with water as a shared resource

Page 42 and following pages

303-3 Water withdrawal

Focus: *Specialty Chemicals + High Performance Polymers*

Table 99 | **Water withdrawal by source***

		2023	2024	**2025**
Thousands of m³	**Total**	61,985	69,498	**71,258**
Thousands of m³	**Total surface water**	29,420	26,155	**30,479**
Thousands of m³	*from rivers/canals*	*29,420*	26,154	30,478
Thousands of m³	*from springs*	*0*	*0.81*	*1.36*
Thousands of m³	**Total groundwater**	4,833	4,683	**5,010**
Thousands of m³	*from wells*	*4,833*	*4,683*	*5,010*
Thousands of m³	**Total third-party water**	27,732	38,659	**35,769**
Thousands of m³	*from aqueducts*	*87*	*69*	*68*
Thousands of m³	*from private utilities*	27,645	38,590	35,701

* *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.

RadiciGroup-wide Reporting Boundary

Table 100 | **Water withdrawal by source***

		2023	2024	**2025**
Thousands of m³	**Total**	65,708	73,907	**75,197**
Thousands of m³	**Total surface water**	30,488	27,515	**31,683**
Thousands of m³	*from rivers/canals*	*30,069.2*	*27,015.1*	31,196
Thousands of m³	*from springs*	*418.9*	*499.6*	*486*
Thousands of m³	**Total groundwater**	**7,452**	**7,697**	**7,707**
Thousands of m³	*from wells*	*7,452.3*	*7,697*	*7,707*
Thousands of m³	**Total third-party water**	**27,767**	**38,695**	**35,808**
Thousands of m³	*from aqueducts*	*122.2*	*105.4*	*107*
Thousands of m³	*from private utilities*	*27,645.2*	38,590	35,701

* *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.

303-4 Water discharge

Disclosure 303-4

After being used for RadiciGroup's industrial purposes, the water is mainly returned into surface streams, with the exception of the sites in China, India, Mexico and Brazil, where wastewater is treated as regular waste, collected and disposed of by third parties in accordance with the legislation in force in those countries. All water discharges from the

Group's sites have been subjected to chemical analysis to verify compliance with the parameters set by the regulations in force in the various countries.
In 2025, total water discharges amounted to 74,410 thousand m³, with a prevalence of release to third parties (35,742 thousand m³) and in surface streams (38,703 thousand m³).

Focus: *Specialty Chemicals + High Performance Polymers*

Table 101 | **Water discharges by destination***

		2023	2024	**2025**
Thousands of m³	**Total**	61,971	69,476	**71,226**
Thousands of m³	**Into surface water**	34,411	31,065	**35,682**
Thousands of m³	**Into private utilities**	27,560	38,411	**35,544**
Thousands of m³	*into sewer systems*	*100*	*76*	*71*
Thousands of m³	*into industrial canals for reuse*	27,460	38,334	35,472

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

Table 102 | **Water discharge by type**

		2023	2024	**2025**
Thousands of m³	**Total**	61,971	69,476	**71,226**
Thousands of m³	Water returned to third parties into industrial canals for reuse	27,460	38,334	35,472
Thousands of m³	**Subtotal water discharges**	34,511	31,142	**35,754**
Thousands of m³	*of which water discharged directly*	*33,238*	*29,777*	*34,447*
Thousands of m³	*of which water after treatment*	*1,273*	1,365	1,307

Table 103 |**Ratio - Water discharge per unit processed**

	2023	2024	**2025**
Thousands of m³/t	0.062	0.048	**0.057**

Table 104 | **Quality of discharged water**

		2023	2024	**2025**
kg	COD	1,379,550	1,449,354	1,620,009
kg	Total nitrogen	612,143	1,048,321	798,293
kg	Suspended solids	1,054	915	11,727
kg	Metals*	11,943	16,199	10,994

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

As almost all of the Group's water use is for plant cooling through controlled systems, water withdrawals do not differ significantly from discharges, with losses essentially limited to evaporation.

Table 105 | **Water consumed (delta between water in - water out)**

		2023	2024	**2025**
Thousands of m³	Water consumption	41	44	48
%	Percentage	0.07%	0.07%	0.07%

RadiciGroup-wide Reporting Boundary

Table 106 | **Water discharges by destination***

		2023	2024	**2025**
Thousands of m³	**Total**	65,454	73,134	**74,410**
Thousands of m³	Into surface water	37,724	34,553	38,703
Thousands of m³	**Into private utilities**	27,730	38,581	**35,707**
Thousands of m³	*into sewer systems*	*270*	*247*	*235*
Thousands of m³	*into industrial canals for reuse*	27,460	38,334	35,472

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

Table 107 | **Water discharge by type**

		2023	2024	**2025**
Thousands of m³	**Total**	65,454	73,134	**74,410**
Thousands of m³	**Water returned to third parties into industrial canals for reuse**	27,460	38,334	***35,472***
Thousands of m³	**Subtotal water discharges**	37,994	34,800	**38,937**
Thousands of m³	*of which water discharged directly*	36,351	33,067	37,218
Thousands of m³	*of which water after treatment*	1,643	1,733	1,719

Table 108 | **Ratio - Water discharge per unit processed**

	2023	2024	**2025**
Thousands of m³/t	0.055	0.044	**0.052**

As almost all of the Group's water use is for plant cooling through controlled systems, water withdrawals do not differ significantly from discharges, with losses essentially limited to evaporation.

Table 109 | **Quality of discharged water**

		2023	2024	**2025**
kg	COD	1,445,184	1,474,466	1,638,805
kg	Total nitrogen	616,319	1,057,239	803,958
kg	Suspended solids	9,787	8,952	11,727
kg	Metals*	12,084	16,437	11,784

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

303-5 – Water consumption

Table 110 | **Water consumed (delta between water in - water out)**

		2023	2024	**2025**
Thousands of m^3	Water consumption	254	794	804
%	Percentage	0.39%	1.07%	1.07%

GRI 305: Emissions (2016)

305-1 Direct (Scope 1) GHG emissions

Focus: *Specialty Chemicals + High Performance Polymers*

Table 111 | **Direct emissions (Scope 1)**

		2023	2024	**2025**
tCO_2eq	**Direct emissions (GRI 305-1) * - Scope 1**	82,698	87,233	**96,898**

** The reported figures include CO_2 from combustion and N_2O from adipic and nitric acid production. From the 2025 Report onwards, direct emissions also include F-gas leaks – emissions of fluorinated greenhouse gases used by the Group for plant cooling – to provide a more comprehensive picture of the Group's emissions.*

RadiciGroup-wide Reporting Boundary

Table 112 | **Direct emissions (Scope 1)**

		2023	2024	**2025**
tCO_2eq	**Direct emissions (GRI 305-1) * - Scope 1**	120,487	128,586	**134,084**

** The reported figures include CO_2 from combustion and N_2O from adipic and nitric acid production. From the 2025 Report onwards, direct emissions also include F-gas leaks – emissions of fluorinated greenhouse gases used by the Group for plant cooling – to provide a more comprehensive picture of the Group's emissions.*

305-2 Energy indirect (Scope 2) GHG emissions

Focus: *Specialty Chemicals + High Performance Polymers*

Table 113 | **Indirect emissions (Scope 2)**

		2023	2024	**2025**
tCO_2eq	**Indirect emissions (GRI 305-2) - scope 2**	158,263	168,645	**169,788**
tCO_2eq	*Indirect emissions from electricity*	*54,013*	*47,708*	*43,888*
tCO_2eq	*Indirect emissions from steam*	*104,250*	*120,937*	*125,899*

RadiciGroup-wide Reporting Boundary

Table 114 | **Indirect emissions (Scope 2)**

		2023	2024	**2025**
tCO_2eq	**Indirect emissions (GRI 305-2) - scope 2**	168,185	177,289	**176,685**
tCO_2eq	*Indirect emissions from electricity*	*63,934*	*56,352*	*50,785*
tCO_2eq	*Indirect emissions from steam*	*104,251*	*120,937*	*125,899*

305-3 Other indirect GHG emissions (Scope 3)

Page 40

305-4 GHG emissions intensity

Page 113

305-7 NOx, SOx and other significant air emissions

Focus: *Specialty Chemicals + High Performance Polymers*

Disclosure 305-7

Table 115 | **Emission quality***

		2023	2024	**2025**
t	**Total**	92	73	**84.3**
t	NOx	67	43	51
t	SOx	0	0	0
t	VOC	10	14	15
t	HAP	0	0	0.3
t	Stack and Fugitive	0	1	3
t	PM	4	7	5
t	Other emissions	10	8	9

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

RadiciGroup-wide Reporting Boundary

Table 116 | **Emission quality***

		2023	**2024**	**2025**
t	**Total**	126	107	**118**
t	NOx	89	63	71
t	SOx	0	0	0
t	VOC	16	23	20
t	HAP	0	0	0.3
t	Stack and Fugitive	0	1	3
t	PM	7	9	9
t	Other emissions	14	14	13

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

GRI 306: Waste (2020)

306-1 Waste generation and significant waste-related impacts

Page 29

306-2 Management of significant waste-related impacts

Page 29

Focus: *Specialty Chemicals + High Performance Polymers*

Table 117 | **Packaging by type and destination - 2025**

Waste: Packaging		Waste directed to recovery	Waste directed to disposal	% waste directed to recovery
Hazardous Waste				
t	CER 150110* Packaging containing residues of hazardous substances	46.9	14.0	77.0%
Non-hazardous waste				
t	CER 150101 Paper and cardboard packaging	633.7	0	100.0%
t	CER 150102 Plastic packaging	275.7	0.2	99.9%
t	CER 150103 Wooden packaging	1,378.8	0	100.0%
t	CER 150104 Metal packaging	49.0	0	100.0%
t	CER 150105 Composite packaging	13.76	0	100.0%
t	CER 150106 Mixed material packaging	139.90	0	100.0%
t	CER 150107 Glass packaging	0.34	0	100.0%

RadiciGroup-wide Reporting Boundary

Table 118 | **Packaging by type and destination - 2025**

Waste: Packaging		Waste directed to recovery	Waste directed to disposal	% waste directed to recovery
Hazardous Waste				
t	CER 150110* Packaging containing residues of hazardous substances	131.6	14.1	90.3%
t	CER 150111* Metal packaging containing solid matrices	1.4	-	0.0%
Non-Hazardous waste				
t	CER 150101 Paper and cardboard packaging	1,494.5	-	100.0%
t	CER 150102 Plastic packaging	445.2	0.2	99.9%
t	CER 150103 Wooden packaging	2,209.7	-	100.0%
t	CER 150104 Metal packaging	49.0	-	100.0%
t	CER 150105 Composite packaging	13.76	-	100.0%
t	CER 150106 Mixed material packaging	370.84	-	100.0%
t	CER 150107 Glass packaging	0.34	-	100.0%

306-3 Waste generated

Focus: *Specialty Chemicals + High Performance Polymers*

Table 119 | **Total waste by type and disposal method***

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	9,393	9,999	**9,438**
t	**Total hazardous waste**	1,228	1,465	**1,415**
t	*Hazardous waste directed to disposal (GRI 306-5)*	902	891	1,113
t	*Hazardous waste directed to recovery*	326	57 4	303
t	**Total non-hazardous waste**	8,165	8,534	**8,023**
t	*Non-hazardous waste directed to disposal (GRI 306-5)*	2,510	1,435	1,796
t	*Non-hazardous waste directed to recovery*	5,655	7,098	6,227
t	***of which Non-hazardous waste directed to internal recovery***	2,159	1,430	**1,635**
%	***Non-hazardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI 306-4)***	38%	20%	**26%**

** 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.*

RadiciGroup-wide Reporting Boundary

Table 120 | **Total waste by type and disposal method***

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	18,381	19,132	**17,866**
t	**Total hazardous waste**	2,000	2,034	**2,015**
t	*Hazardous waste directed to disposal (GRI 306-5)*	1,342	931	1,403
t	*Hazardous waste directed to recovery*	658	1,103	612
t	**Total non-hazardous waste**	16,380	17,098	**15,851**
t	*Non-hazardous waste directed to disposal (GRI 306-5)*	3,015	1,799	2,289
t	*Non-hazardous waste directed to recovery*	13,366	15,299	13,561
t	***of which Non-hazardous waste directed to internal recovery***	7,438	5,356	**4,672**
%	***Non-hazardous waste directed to internal recovery/total non-hazardous waste directed to recovery (GRI 306-4)***	55.6	35%	**34%**

** 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.*

306-4 Waste not directed to disposal

Page 30

306-5 Waste directed to disposal

Focus: *Specialty Chemicals + High Performance Polymers*

Table 121 | **Breakdown of waste by source type**

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	9,393	9,999	**9,438**
t	Occasional (hazardous and non-hazardous) non-process waste (building renovations, maintenance, etc.)	302	18	201
t	Non-hazardous process waste directed to recovery within	2,159	1,430	1,635
t	**Process waste (hazardous and non-hazardous) directed to treatment outside the Group**	6,932	8,550	**7,603**

RadiciGroup-wide Reporting Boundary

Table 122 | **Breakdown of waste by source type**

		2023	2024	**2025**
t	**Total waste (GRI 306-3)**	18,381	19,132	**17,866**
t	Occasional (hazardous and non-hazardous) non-process waste (building renovations, maintenance, etc.)	580	526	351
t	Non-hazardous process waste directed to recovery within	7,438	5,356	**4,672**
t	**Process waste (hazardous and non-hazardous) directed to treatment outside the Group**	10,363	13,250	**12842**

GRI 401: Employment (2016)

401-1 New Employee hires and Employee turnover

Focus: *Specialty Chemicals + High Performance Polymers*

Table 123 | **Employee turnover**

	Employees leaving as of 31/12/2025 by age group and region	**< 30**	**30-50**	**> 50**
n	Italy	2	13	16
n	Rest of Europe	2	7	9
n	Asia	15	28	4
n	North and South America	15	25	13
	Employees leaving as of 31/12/2025 by age group and gender	**< 30**	**30-50**	**> 50**
n	Men	27	63	37
n	Women	7	10	5
	Employees hired as of 31/12/2025 by age group and region	**< 30**	**30-50**	**> 50**
n	Italy	10	10	5
n	Rest of Europe	2	3	2
n	Asia	29	33	1
n	North and South America	20	37	13

	Employees hired as of 31/12/2025 by age group and gender	< 30	30-50	> 50
n	Men	56	73	20
n	Women	5	10	1

RadiciGroup-wide Reporting Boundary

Table 123 | Employee turnover

	Employees leaving as of 31/12/2025 by age group and region	< 30	30-50	> 50
n	Italy	14	41	52
n	Rest of Europe	11	28	31
n	Asia	15	28	4
n	North and South America	25	36	24
	Employees leaving as of 31/12/2025 by age group and gender	**< 30**	**30-50**	**> 50**
n	Men	53	106	89
n	Women	12	27	22
	Employees hired as of 31/12/2025 by age group and region	**< 30**	**30-50**	**> 50**
n	Italy	23	37	9
n	Rest of Europe	10	17	12
n	Asia	29	33	1
n	North and South America	20	37	13
	Employees hired as of 31/12/2025 by age group and gender	**< 30**	**30-50**	**> 50**
n	Men	70	96	30
n	Women	12	28	5

401-2 Benefits provided to full-time Employees that are not provided to temporary or part-time Employees

Page 54

GRI 403: Occupational Health and Safety (2018)

403-1 Occupational health and safety management system

Page 58 and following pages

403-2 Hazard identification, risk assessment, and incident investigation

Page 58 and following pages

403-3 Occupational health services

Page 63

403-4 Worker participation, consultation and communication on occupational health and safety

Page 59

403-5 Worker training in occupational health and safety

Page 55 and following pages

403-6 Promotion of Worker health

Page 58 and 63

403-8 Workers covered by an occupational health and safety management system

Page 58

403-9 Work-related injuries

Focus: *Specialty Chemicals + High Performance Polymers*

Table 125 |**Detailed injury situation – total Workers** (Holding, SC and HPP reporting boundaries)

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total workers*	1,269	1,314	**1,282**	279	277	**277**	1,480	1,548	**1,591**
hours	Total hours worked	2,150,297	2,247,063	**2,349,229**	440,411	451,678	**464,709**	2,344,848	2,590,707	**2,698,741**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	4	1	**3**	0	0	**0**	3	4	**1**
n/200,000h	High-consequence injury rate	0.37	0.09	**0.26**	0	0	**0**	0.26	0.31	**0.07**
days	Total days lost to injury	583	73	**270**	0	0	**0**	453	583	**73**
d/200,000h	High-consequence injury days lost rate	54.23	6.50	**22.99**	0	0	**0**	38.64	45.01	**5.41**
n	Number of non-high-consequence injuries	30	19	**8**	0	2	**1**	17	30	**21**
n/200,000h	Injury rate	2.79	1.69	**0.68**	0	0.89	**0.43**	1.45	2.32	**1.56**
days	Total days lost to injury	278	149	**58**	0	43	**1**	216	278	**192**
d/200,000h	Non-high-consequence injury days	25.86	13.26	**4.94**	0	19.04	**0.43**	18.42	21.46	**14.23**

** At 31/12/2025 – Total Workers includes: Contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

RadiciGroup-wide Reporting Boundary

Table 126 | **Detailed injury situation – total Workers**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total workers*	2,454	2,291	**2,174**	857	789	**774**	3,311	3,080	**2,948**
hours	Total hours worked	4,084,929	3,906,907	**3,828,000**	1,299,484	1,256,657	**1,213,538**	5,384,413	5,163,564	**5,041,538**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	8	6	**8**	4	0	**2**	12	6	**10**
n/200,000h	High-consequence injury rate	0.39	0.31	**0.42**	0.62	0	**0.33**	0.45	0.23	**0.40**
days	Total days lost to injury	985	512	**1142**	559	0	**121**	1,544	512	**1263**
d/200,000h	High-consequence injury days lost rate	48.2	26.2	**59.67**	86.0	0	**19.94**	57.4	19.8	**50.10**
n	Number of non-high-consequence injuries	65	48	**25**	2	9	**7**	67	57	**32**
n/200,000h	Injury rate	3.18	2.46	**1.31**	0.31	1.43	**1.15**	2.49	2.21	**1.27**
days	Total days lost to injury	796	546	**380**	52	163	**97**	848	709	**477**
d/200,000h	Non-high-consequence injury days	39.0	28.0	**19.85**	8.0	25.9	**15.99**	31.5	27.5	**18.92**

** At 31/12/2025 – Total Workers includes: Contract Workers (who work continuously for RadiciGroup, e.g. tradespeople), temporary Workers and Employees.*

NOTE

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

a) all Company Workers divided into Employees, temporary Employees and independent contractors with a continuous relationship with the Group's sites are subject to this disclosure;

b) hours worked are those of actual attendance (sum of ordinary and overtime hours);

c) only an injury that results in an absence of at least one day after the accident is considered an accident;

d) commuting accidents are not considered;

e) the days of absence are the total calendar days elapsing from the injury to the resumption of work, and not the working days, excluding the day on which the injury occurred;

f) the indicator also takes into account relapses from previous injuries;

g) injuries were divided into fatal, high-consequence and non-high-consequence. High-consequence injuries are incidents that cause injuries with a prognosis of > 40 days (total prognosis including any relapses) and/or injuries causing permanent damage (based on information that the employer can legitimately ascertain) or with a recovery time of > 6 months. All other injuries are considered non-high-consequence injuries;

h) injuries were classified on the basis of the following list:

- Contusion, abrasion, wound, cut
- Distortion, displacement or sprain
- Fracture
- Internal injuries
- Amputation/sub-amputation
- Burns, chemical or physical
- Intoxication
- Anoxia / asphyxiation (drowning, strangulation)
- Electrocution

With regard to high-consequence injuries, the parameter adopted by RadiciGroup provides for a particularly severe classification and considers high-consequence incidents to be those exceeding 40 days of prognosis or those with permanent damage. By contrast, the criterion adopted by GRI 403 classifies an injury exceeding 180 days as high-consequence. The following Table [], on the other hand, lists the hazards that fuel risk situations and that are the subject of particular attention in the Group.

Table 127 | **Breakdown of injuries by RadiciGroup and GRI parameters**

2025 Injuries	**RadiciGroup parameter > 40 days lost to injury (number)**	**GRI parameter > 180 days lost to injury (number)**
Fracture	4 (of which 1 HPP+SC)	1
Contusion, abrasion	2	
Distortion, displacement or sprain	2	2
Wound and cut	1 (of which 1 HPP+SC)	0
Crushing/Internal Injuries	0	0
Burns, chemical or physical	0	0
Amputation/sub-amputation	1 (of which 1 HPP+SC)	0
Intoxication	0	0
Anoxia / asphyxiation (drowning, strangulation)	0	0
Electrocution	0	0
Total	10 (of which 3 HPP+SC)	3 (of which 0 HPP+SC)

Table 128 | **Hazards and Risks**

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

Focus: *Specialty Chemicals + High Performance Polymers*

Table 129 | **Detailed injury situation – Employees**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	1,091	1,119	**1,129**	268	266	**261**	1,359	1,385	**1,390**
hours	Total hours worked	1,882,280	1,932,858	**1,986,592**	421,107	435,500	**430,702**	2,303,386	2,368,358	**2,417,294**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	4	1	**3**	0	0	**0**	4	1	**3**
n/200,000h	High-consequence injury rate	0.43	0.10	**0.30**	0	0	**0**	0.35	0.08	**0.25**
days	Total days lost to injury	583	73	**270**	0	0	**0**	583	73	**270**
d/200,000h	High-consequence injury days lost rate	61.9	7.6	**27.2**	0	0	**0**	50.62	6.16	**22.34**
n	Number of non-high-consequence injuries	28	15	**7**	0	2	**1**	28	17	**8**
n/200,000h	Injury rate	3	1.6	**0.7**	0	0.92	**0.46**	2.43	1.44	**0.66**
days	Total injury lost days	264	123	**56**	0	43	**1**	264	166	**57**
d/200,000h	Non-high-consequence injury days	28.1	12.7	**5.6**	0	19.7	**0.5**	22.9	14.0	**4.7**

Table 130 | **Detailed injury situation – external (temporary and contract) Workers**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total self-employed and temporary Workers	178	195	**153**	11	11	**16**	189	206	**169**
hours	Total hours worked	268,017	314,205	**362,637**	19,304	16,178	**34,007**	287,321	330,383	**396,644**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	0	0	**0**	0	0	**0**	0	0	**0**
n/200,000h	High-consequence injury rate	0	0	**0**	0	0	**0**	0	0	**0**
days	Total days lost to injury	0	0	**0**	0	0	**0**	0	0	**0**
d/200,000h	High-consequence injury days lost rate	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of non-high-consequence injuries	2	4	**1**	0	0	**0**	2	4	**1**
n/200,000h	Injury rate	1.49	2.55	**0.55**	0	0	**0**	1.39	2.42	**0.5**
days	Total injury lost days	14	26	**2**	0	0	**0**	14	26	**2**
d/200,000h	Non-high-consequence injury days	10.45	16.55	**1.1**	0	0	**0**	9.75	15.74	**1.01**

RadiciGroup-wide Reporting Boundary

Table 131 | **Detailed injury situation – Employees**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total employees	2,194	2,037	**1,980**	803	750	**734**	2,997	2,787	**2,714**
hours	Total hours worked	3,687,253	3,498,647	**3,391,289**	1,225,270	1,200,423	**1,145,591**	4,912,523	4,699,070	**4,536,880**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	8	5	**8**	4	0	**2**	12	5	**10**
n/200,000h	High-consequence injury rate	0.43	0.29	**0.47**	0.65	0	**0.35**	0.49	0.21	**0.44**
days	Total days lost to injury	985	469	**1142**	559	0	**121**	1,544	469	**1263**
d/200,000h	High-consequence injury days lost rate	53.4	26.8	**67.3**	91.2	0	**21.1**	62.9	20	**55.7**
n	Number of non-high-consequence injuries	58	41	**21**	2	8	**7**	60	49	**28**
n/200,000h	Injury rate	3.15	2.34	**1.24**	0.33	1.33	**1.22**	2.44	2.09	**1.23**
days	Total days lost to injury	691	458	**341**	52	142	**97**	743	600	**438**
d/200,000h	Non-high-consequence injury days	37.5	26.2	**20.1**	8.5	23.7	**16.3**	30.2	25.5	**19.3**

Table 132 | **Detailed injury situation – external (temporary and contract) Workers**

		Men			Women			Total		
		2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
n	Total self-employed and temporary Workers	260	254	**194**	54	39	**40**	314	293	**234**
hours	Total hours worked	397,676	408,260	**436,711**	74,214	56,234	**67,947**	471,890	464,494	**504,658**
n	Fatal injuries	0	0	**0**	0	0	**0**	0	0	**0**
n	Number of high-consequence injuries	0	1	**0**	0	0	**0**	0	1	**0**
n/200,000h	High-consequence injury rate	0	0.49	**0**	0	0	**0**	0	0.43	**0**
days	Total days lost to injury	0	43	**0**	0	0	**0**	0	43	**0**
d/200,000h	High-consequence injury days lost rate	0	21.1	**0**	0	0	**0**	0	18.5	**0**
n	Number of non-high-consequence injuries	7	7	**4**	0	1	**0**	7	8	**4**

n/200,000h	Injury rate	3.52	3.43	2.98	0	3.56	**0**	2.97	3.44	**2.58**
days	Total injury lost days	105	88	**39**	0	21	**0**	105	109	**39**
d/200,000h	Non-high-consequence injury days	52.8	43.1	**29.0**	0	74.7	**0**	44.5	46.9	**25.2**

403-10 Occupational disease

Page 60 and following pages

GRI 404: Training and education (2016)

404-1 Average hours of training per year per Employee

Focus: *Specialty Chemicals + High Performance Polymers*

Table 133 | **Employee training**

		2023	2024	**2025**
hours	Total training hours	46,833	34,499	**35,248**
hours	Total Health & Safety training hours	18,354	13,118	**15,194**
%	Health and Safety training hours vs total training hours	39%	38%	**43%**
Training hours by gender per capita				
n	Total Employees*	1,359	1,385	**1,390**
hours/n	Total training hours per capita	34.5	24.9	**25.4**
hours	Total training hours – men	38,118	27,416	**30,447**
n	Total Employees – men	1,091	1,119	**1,129**
hours/n	Training hours per capita – men	34.9	24.5	**27.0**
hours	Total training hours – women	8,715	7,083	**4,801**
n	Total Employees – women	268	266	**261**
hours/n	Training hours per capita – women	32.5	26.6	**18.4**
Training by region per capita				
hours/n	Italy	20.5	13.0	11.1
hours/n	Rest of Europe	30.1	25.8	25.3
hours/n	Asia	53.0	37.4	28.6
hours/n	North and South America	60.7	41.9	54.9

**As of 31/12/2025.*

RadiciGroup-wide Reporting Boundary

Table 134 | **Employee training**

		2023	2024	**2025**
hours	Total training hours	59,812	49,057	**42,110**
hours	Total Health & Safety training hours	25,098	23,278	**22,289**
%	Health and Safety training hours vs total training hours	42%	47%	**53%**
Training hours by gender per capita				
n	Total Employees*	2,997	2,787	**2,714**
hours/n	Total training hours per capita	20.0	17.6	**15.5**
hours	Total training hours – men	47,081	37,613	**35,866**
n	Total Employees – men	2,194	2,037	**1,980**
hours/n	Training hours per capita – men	21.5	18.5	**18.1**
hours	Total training hours – women	12,731	11,445	**6,244**
n	Total Employees – women	803	750	**734**
hours/n	Training hours per capita – women	14.8	10.1	**7.8**
Training by region per capita				
hours/n	Italy	12.2	17.6	11.8
hours/n	Rest of Europe	53	37.4	28.6
hours/n	Asia	38.9	36.1	50.7
hours/n	North and South America	14.8	10.1	7.8

**As of 31/12/2025.*

404-2 Programs for upgrading Employee skills and transition assistance programs

Page 55

GRI 406: Non-discrimination (2016)

406-1 Incidents of discrimination and corrective actions taken

Page 53

GRI 413: Local Communities (2016)

Page

413-1 Operations with local community engagement, impact assessments and development programs

Page 69 and following pages

GRI 415: Public Policy (2016)

415-1 Political contributions

Page 70

GRI 416: Customer Health and Safety (2016)

416-2 Incidents of non-compliance with health and safety requirements for products and services

No incidents of non-compliance under this heading were identified in 2025.

GRI 417: Marketing and labelling (2016)

417-1 Requirements for product and service information and labelling

Page 24

417-2 Incidents of non-compliance concerning product and service information and labelling

No incidents of non-compliance under this heading were identified in 2025.

417-3 Incidents of non-compliance concerning marketing communications

No incidents of non-compliance under this heading were identified in 2025.

GRI 418: Cybersecurity and privacy (2016)

418-1 Substantiated complaints concerning breaches of Customer privacy and losses of Customer data

Page 94

Additional information

Packaging by type and destination
Page 32
Ratio - Direct primary energy consumption per unit processed
Page 34
Ratio - Total primary energy consumption from fossil sources per unit processed
Page 36

Ratio - Water use per unit processed
Page 42
Ratio - Water discharge per unit processed
Page 43
Ratio - Training per capita by region
Page 56
Ratio - Water resources (GRI 303-3) to value added
Page 113
Ratio - Waste subject to disposal without recovery (GRI 306-2) to value added
Page 113

Research, Development and Innovation

Page 119

List of LCA Studies
Below is an overview of the LCAs or LCA-based impact studies carried out, updated or kept in progress for the Group in 2025;

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

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

Radici Novacips SpA
EPD (Environmental Product Declaration) certificates for:
- The Polyamide Scrap Recovery Service.
- Compound Renycle® S T203K 3030BK, Renycle ® S GF3501 3030BK, Renycle ® S N101 3030BK, Renycle ® S GF3003 3033BK, Renycle ® S GF3003K 3033BK, Renycle ® S GF3004K 3033BK, Renycle ® S GF1501K 3030BK, Renycle® A GF3002HR 3039BK, Radilon® A RV300RG 3900BK.

Radici Plastics GmbH
EPD certified for:
- compounds Radilon® A RV300RG 3900BK.

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

Radici Yarn Spa

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

Radici Fil SpA

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

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

Logit Sro

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

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

Noyfil SA

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

Noyfil SpA

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

Letter of Assurance

Disclosure 2-5

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

CERTIQUALITY

VERIFICATION OF THE RADICIGROUP SUSTAINABILITY REPORT FOR THE YEAR 2025

Scope

Certiquality S.r.l. was engaged by Radicifin S.A.P.A. to carry out a limited assurance engagement on the RadiciGroup Sustainability Report for the year 2025, in order to verify its consistency with the GRI (Global Reporting Initiative) Standards, 2021 version, with reference to the "in accordance" reporting option, which requires the disclosure of all general disclosures set out in GRI Standard 2-2021, a materiality assessment in accordance with GRI Standard 3-2021, and the quantification of all performance indicators relevant to each aspect identified as significant (or "material").

It should be noted that, due to the new corporate structure established in December 2025 following the separation of the Advanced Textile Solutions (ATS) Business Area – which was transferred to the new company Raditex SpA – from the other two Business Areas, Speciality Chemicals and High Performance Polymers, which remain under Radicifin S.A.P.A., the 2025 Sustainability Report presents the main data and comments according to two different reporting boundaries: the first, defined as "Legacy", represents the same boundary as in 2024, including all three Business Areas; the second, based on a restatement of the 2025 data (and of the two previous years), includes only the Speciality Chemicals and High Performance Polymers Business Areas.

The verification was carried out with reference to the "GRI Standards" published in 2021 by the Global Reporting Initiative, and covered, in particular:

- verification of the reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability);
- correct definition of the reporting boundary of the report;
- compliance of the content of the Report with that 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. It was carried out partly on-site and partly (in particular for foreign companies) remotely, through videoconference interviews with the relevant functions and examination of the documentation shared on screen.

Methods

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

- analysis of the "RadiciGroup Sustainability Report 2025" document, with reference to the principles and contents set out in the GRI Standards 2021 guidelines;
- interviews with the functions directly or indirectly involved in the drafting of the document and in the data and information management process (from collection to subsequent processing);
- examination of documents and records held at the operating office of Radici Partecipazioni S.p.A. in Gandino (BG), and at a representative sample of production plants included in the Report's boundary: Tessiture P. Radici – Gandino (BG), Radici Fil – Casnigo (BG), Radici Chimica SpA – Novara (remotely), Radici Plastics Mexico S. de R.L. de C.V. – Ocotlán Jalisco, Mexico (remotely), and Radici Plastics GmbH – Lüneburg, Germany (remotely);
- the analysis covered both the procedures adopted for data collection, archiving and processing, and the technical and regulatory aspects of the activities carried out.

The verification activities relating to the management of the data and information contained in the Report were carried out on a sample basis, ensuring adequate coverage of all the aspects addressed in the document.
With regard to certain indicators characterized by the absence of specific facts or events (e.g. political contributions, sanctions, cases of discrimination), given the inherent difficulty of verifying the absence of facts, the Management of the companies within the reporting boundary was asked to provide formal statements to that effect.

CERTIQUALITY

Economic and financial data were drawn from the consolidated financial statements of Radici Partecipazioni S.p.A., which had already undergone a voluntary statutory audit (as per the Deloitte & Touche S.p.A. letter dated 03/06/2026), and were therefore not subject to further verification.

Results and Recommendations

The RadiciGroup Sustainability Report 2025 (with the sole exclusion, for trading, financial and service companies only, of environmental indicators, given the limited relevance of these aspects for such entities) confirms the alignment with the GRI Standards requirements already observed in previous editions, as well as the ongoing work to integrate, maintain and improve the most relevant disclosures; in particular, indirect Scope 3 greenhouse gas (GHG) emissions for the main relevant categories, reported for all Business Areas. Other quantitative indicators were also confirmed, such as employee turnover (new hires and departures) and training provided to employees broken down by contractual level, for which the information has been further improved and detailed.

Also in this edition, despite the need to present data for two different reporting boundaries, an increasing qualitative and quantitative volume of information was observed, going beyond the minimum requirements set out by the GRI, with reference to other standards indicated by other authoritative sources in the field of sustainability reporting (Gruppo Bilancio Sociale).
The data collection and processing system continues to be well structured and documented: for the Speciality Chemicals and High Performance Polymers Business Areas, it is organized through the integrated data management system known as Enablon; for Advanced Textile Solutions, through a systematic and comprehensive data collection process, with controls at several levels.

The verification carried out at the Business Areas, companies and Italian and foreign plants included in the sample selected for this year made it possible to assess the effectiveness of both the data collection and processing phase and the archiving of supporting evidence. A high degree of consistency and quality of data was observed across all sampled sites, despite very different contexts and regulatory frameworks. Although some room for improvement remains for certain entities and sites, it is worth noting the commitment shown by the relevant functions in overcoming difficulties and providing information and data of continuously improving quality.

Recognizing the complexity involved in reporting on the company's activities, and the challenge of ensuring, at the same time, the completeness of information and clarity toward stakeholders, it is confirmed that, also for future editions, the same level of attention should be given to the continuous improvement of data and indicators and to providing clear and understandable information to all the stakeholders addressed by the Report.

Conclusions and Assurance Statement

The verification of the "RadiciGroup Sustainability Report" for the year 2025 did not reveal any significant shortcomings with regard to compliance with the principles of the GRI Standards 2021 guidelines or the content in terms of information and performance indicators; as reported in the GRI content index, the number of indicators relating to aspects considered material and still to be integrated in future editions has been further reduced. On the basis of the verification activities carried out and the foregoing, the RadiciGroup Sustainability Report for the year 2025 is hereby declared to be assured at the "in accordance" reporting option of the GRI Standards, 2021 version.

30 luglio 2026

Certiquality S.r.l.
Il Presidente
Marco Martinelli

Certiquality Srl
Via S. Giovanni 4 – 20123 Milano IT
+39 02 806911 | info@certiquality.it
certiquality.it
C.F. e P.I. 08808180963
R.I. MI 648/98/8518
R.E.A. MI-1750338
Cap. Soc. € 3.000.000 i.v.

IQNET

Useful Addresses

Disclosure 2-1, 2-3

To learn more about the Sustainability Report:

Sustainability function
Via Ca' Antonelli 55,
24024, Gandino (BG), Italy
Tel: +39 035 71 54 11
sustainability@radicigroup.com

Registered and Administrative Head Office at 31/12/2025

Registered Office (HOLDING COMPANY)
RadiciFin S.A.P.A
Via Verdi 11
24121 Bergamo, Italy

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

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

Operational Head Office (HOLDING COMPANY)
Radici Partecipazioni SpA
Via Ca' Antonelli 55
24024, Gandino (BG), Italy



radicigroup.com

Sustainability Report 2025

Management of material topics
Disclosure 3

Appendix 3

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

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