RADICI



SUSTAINABILITY REPORT 2026

Data and information for the year 2025

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Letter to Stakeholders

Sustainability Statement of Radici Pietro Industries & Brands S.p.A.

Dear Stakeholders,
For Radici, sustainability continues to be a firm commitment and an increasingly integral element in our business decisions, production processes and development strategies. In this new Sustainability Statement, we present the results achieved in 2025, the activities still underway and the objectives that will guide the organisation in the years to come.

During the year, we strengthened our ESG management and reporting system, continuing to invest in energy efficiency, the use of renewable sources, the reduction of environmental impacts and the development of more sustainable products. Initiatives focused on the circular economy, recyclability, the reduction of microplastics and the use of recycled materials also continued.

The centrality of people continues to be a fundamental principle. That is why we have reaffirmed our commitment to safety, training, well-being and the development of skills. At the same time, we have embarked on a process of integrating ESG and quality criteria into our supply chain assessment, with the aim of fostering increasingly responsible and transparent relationships that are consistent with Radici's values.

We are aware that sustainability requires continuity, collaboration and the ability to translate commitments into measurable actions. We will therefore continue to work with responsibility, transparency and a spirit of improvement, keeping the lines of communication open with all our stakeholders.

I would like to thank all the people, customers, suppliers and partners who are sharing this journey with Radici and who contribute every day to turning our sustainability commitments into concrete actions.

Regards,
Palmiro Radici
Palmiro Radici
Chair of the Board of Directors | Radici Pietro Industries & Brands S.p.A.

Italian excellence since 1950

Radici in brief

Since 1950, we have been celebrating the textile culture of Val Seriana, the area where we were founded and in a few years we have reached a global dimension, becoming an international and diversified group.
Italian excellence lives in the daily commitment of people who work to propose effective solutions with a reduced environmental impact. Radici stands for artisan identity, attention to detail and passion for a craft that has its roots in textile culture.

The plant is organised as an ecosystem in which each department communicates with the others, to ensure the excellence of the collections and the control of all processing phases. From the colour laboratories to the weaving and tufting departments, dyeing, finishing, the needle-punched division, right through to hand finishing. Over 40 thousand square metres dedicated to 100% Made in Italy production.

We operate mainly in the business-to-business (B2B) market, supplying textile products and solutions to customers in the hospitality, contract, residential, marine, sports and automotive sectors. Our main partners include distributors, designers, general contractors, shipyards, installers, automotive manufacturers (OEMs and Tier-1 suppliers) and specialist operators in the various sectors we serve.

The Group has an international presence, marketing its products in numerous foreign markets, while maintaining its main production hub in Italy, in Cazzano Sant'Andrea (BG). The international structure includes companies and sales offices in the United States, Poland and Hungary, as well as shareholdings and strategic partnerships that support the development of business in global markets.

Company Name	Radici Pietro Industries & Brands S.p.A
Year of Founding	1950
Headquarters	Cazzano Sant'Andrea (BG
Business Sector	Manufacturing of textile flooring and solutions for the Contract, Marine, Sports, and Automotive sectors
NACE-Code	C - 13.93 Manufacture of carpets and rugs
Markets Served	Residenziale, Contract, Marine, Sportivo e Automotive
Number of employees	184
Production Area	40.000 mq
Balance Sheet 2025	72.843.370 Euro
Revenue from sales and services 2025	45.847.018 Euro

Our history

1950 Tappetificio Nazionale Pietro Radici started its business with two looms and a small spinning mill.
A proposal for workers' employment for an area that was, at the time, devoid of resources.

1964 Foundation of the Automotive division, specialising in preformed carpets and textile accessories for cars, which in a few years became a leading Italian automotive supplier.

1972 Launch of the SIT-IN brand and creation of the carpet division, operating in the residential segment.

1998 With the acquisition of the Due Palme brand, a prestigious high-level textile flooring company, Tappetificio Nazionale launches itself into the ambitious contract segment.

2003 Radici Sport was founded, the division specialising in artificial turf for all types of sports and outdoor decoration.

2005 Tappetificio Nazionale becomes Radici Pietro Industries & Brands S.p.A.

2012 The company's core business is redefined with new product innovations and new commercial alliances.

2018 Thanks to the growing demand for textile flooring for the naval segment, Radici Marine was founded with the aim of offering customised solutions for Cruises, Ferries and Yachts.

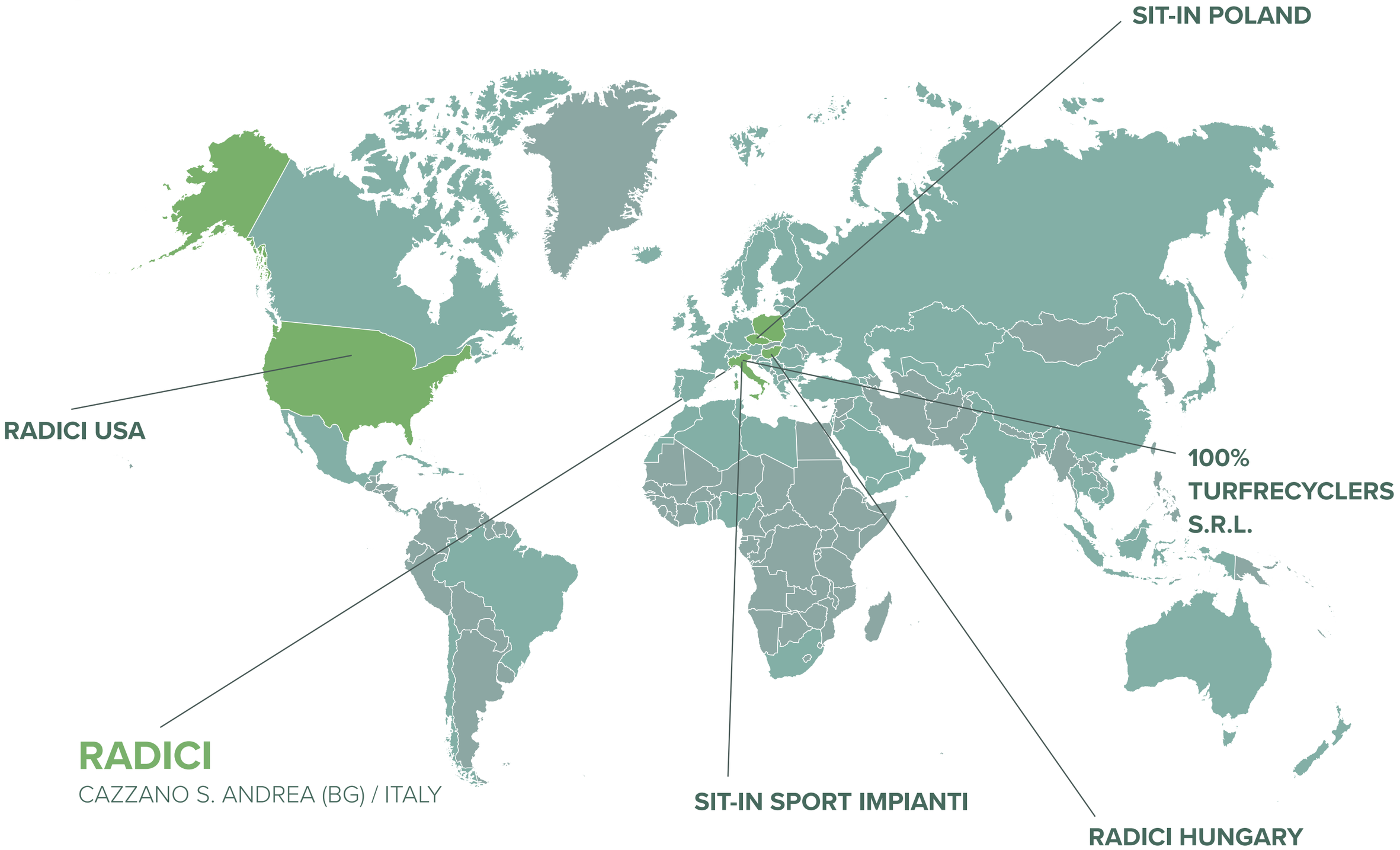
2019 On 26 July 2019, Radici was listed on EGM Italia.

2024 Acquisition of "100% Turfrecycles S.R.L.",
a company specialising in innovative machinery for the recycling of end-of-life synthetic grass sports surfaces, transforming them from waste into secondary raw material.

TODAY After more than 75 years in business, Radici celebrates its all-Italian history, in a perfect combination of tradition and innovation with a focus on design and environmental sustainability.



The group's international presence



Leading the future responsibly

Ultimate responsibility for implementing the company's policies on sustainability, the environment, quality, health and safety, and ethics lies with the Board of Directors (BoD), which sets the strategic direction and oversees the achievement of the company's objectives. The Board of Directors is supported by the General Manager and a multidisciplinary team comprising individuals responsible for ESG, the environment, human resources, management control, research and development, production and administration, with the task of coordinating the implementation of initiatives and monitoring their results.

Board of Directors (BoD)

Palmiro Radici | Chairman
Marco Radici | Deputy Chairman
Nicola Radici | Deputy Chairman
Giovanni Natali | Director
Mario Porcaro | Independent Director
Giuseppe Morettini | Director

ESG Report Support Team

Ivan Palazzi | General Manager
Celentano Sabatino | Environmental Management System Manager
Sergio Calvi | Management Control & Consolidated Report
Gianni Mario Arnoldi | Whistleblowing Management
Rosanna Locatelli | HR Manager
Maurizio Medica | Technical and Production Manager
Simona Franchina | R&D
Massimo Zazzera | Environmental Contact Person
Monica Rottigni | Administrative Office Manager



Vision

Our vision is to improve people's quality of life through innovative products that bring value and meet specific needs. We assist our customers at every stage of the work, developing unique solutions that can meet their needs, even the most complex ones, offering the best in terms of quality and reliability.



Mission

We are committed to conducting research and development of innovative and ecological production strategies, monitoring our environmental impact and working to reduce emissions, limiting waste and scrap, and optimising the resources available to us. High-quality raw materials are tested and selected, with preference given to local suppliers, to ensure maximum reliability, sustainability, wear resistance and durability.

Cultivating relationships, sharing goals, paths and challenges is a fundamental part of our corporate culture, which is based on listening, exchange, respect and trust. We work together to create valuable projects and build a more sustainable future.

Market structure

Each of our divisions represents a fundamental pillar of our company, a tangible sign of our growth and our commitment to excellence.
All divisions operate with an integrated production chain that is predominantly Made in Italy, developing custom solutions focused on quality and innovation.

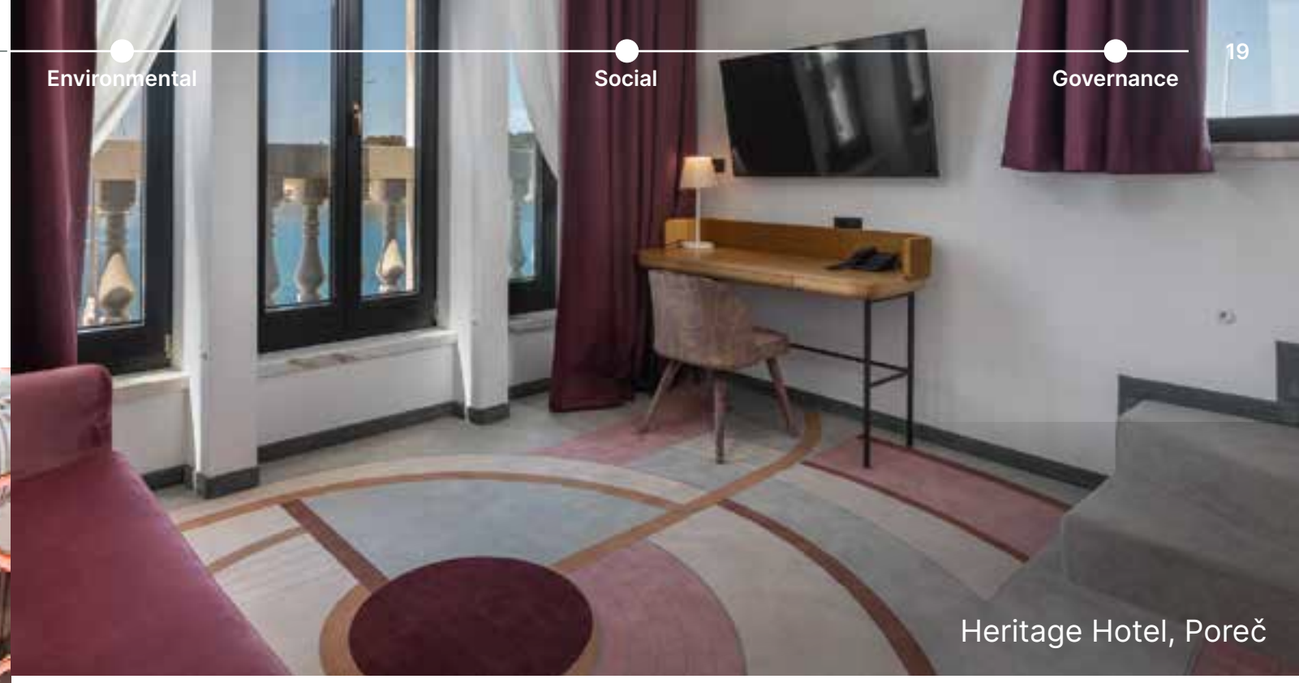
Residential & Contract

Segment Marine

Segment Sports

Segment Automotive

RADICI
CARPET


Heritage Hotel, Poreč


80GRADOS restaurant, Madrid

Radici Carpet

Residential & Contract
For over 75 years, Radici Carpet has been blending history, style, innovation and design in the production of textile flooring for the HORECA segment, offices, residential environments and commercial spaces. The division has grown from a small artisan company to an international reference group, thanks to the use of advanced technologies such as Wilton looms and printing, dyeing and finishing systems.

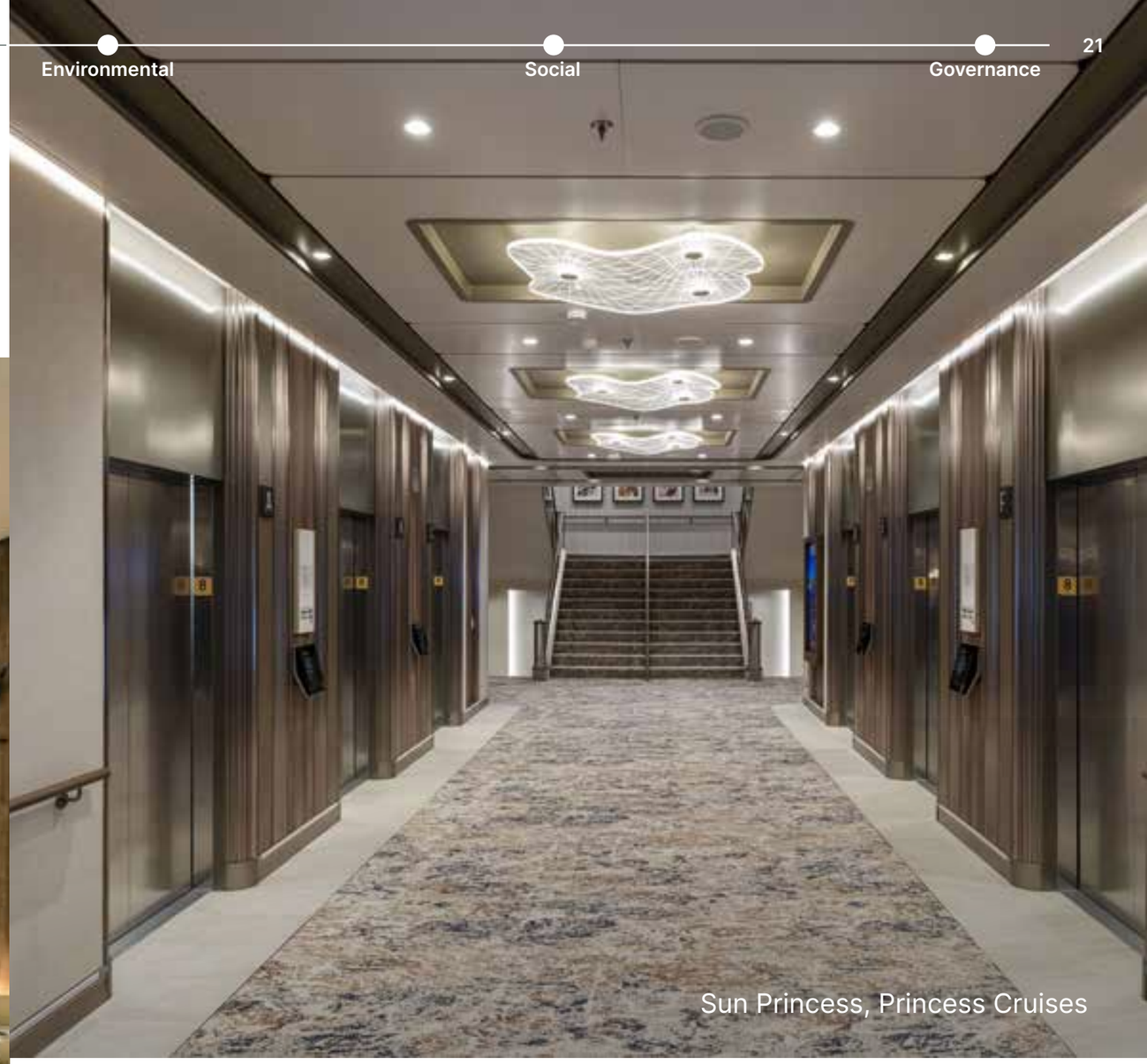
Radici produces a wide range of prestigious solutions, from Wilton, tufting, Axminster, cut & loop, velvet and curly systems, using wool fibres, polyamide and solution-dyed materials. The high quality of the products and the constant commitment to sustainability and innovation – evidenced, for example, by the AlleRAD treatment that reduces allergens by up to 97.8% – make Radici Carpet a trusted partner for prestigious hotel chains and international luxury fashion brands.


Park Hyatt, Milan

RADICI marine



Carnival Venezia, Carnival Cruise Line



Sun Princess, Princess Cruises

Radici Marine

Marine segment
Radici Marine is the division of the Radici Pietro Industries & Brands group specialising in the production of textile flooring for the entire naval segment: cruise ships, yachts and ferries. Operative since 2018, it offers IMO-certified solutions, both standard and tailor-made, developed with advanced technologies such as tufting, Axminster and Wilton looms.

The quality of the materials, the flexibility of production and the attention to detail enable the company to manage complex projects, both for new builds and refits, guaranteeing complete assistance to shipowners, shipyards and general contractors.

Production is proudly Made in Italy, with an international presence thanks to the Miami headquarters. The focus on sustainability is reflected in products such as Bloom Back, made from regenerated ECONYL® yarn and fully recyclable.



Piero Torrini Municipal Stadium, Sestese Calcio

Radici Sport

Sports segment

Radici Sport develops and produces innovative artificial grass surfaces for the world of professional and amateur sport, and for the landscape segment, guaranteeing high standards of reliability and performance over time. The company combines technical expertise and materials research to offer durable, high-performance and sustainable solutions.

All products are made entirely in Italy, with controlled supply chains and attention to the environment. In just a few years, the division has achieved excellence, as evidenced by the international certifications obtained in its product ranges: FIFA QUALITY and QUALITY PRO, FIGC - LND for professional and amateur football, IRB for rugby and ITF for tennis. The quality of Sit-in Sport surfaces is also confirmed by the numerous installations in Italy and abroad. Each project is carefully monitored in all its phases, from technical consultancy to installation.

RADICI SPORT


Dorgali Sports Field, Sardinia

RADICI
AUTOMOTIVE





Mats and vehicle interiors
Alfa Romeo Tonale



Interior boot and overhead storage compartment, Volkswagen T-Cross

Radici Automotive

Automotive segment
The division specialises in the creation of customisable textile accessories for vehicles, offering tailor-made solutions that combine quality and sustainability.
Since 1964, the company has been producing tufting and non-woven fabrics for the automotive segment with a strong focus on sustainability and a range of latex-free and 100% recyclable products.

Equipped with modern and innovative systems, Radici Automotive is able to meet the increasingly stringent performance requirements of the segment. With a certified and fully integrated 100% Made in Italy supply chain, the company offers a turnkey service: from support to design and raw materials, to prototyping and after-sales assistance. The combination of historical textile expertise and environmentally friendly production processes makes Radici Automotive a reliable partner for leading OEM and Tier-1 manufacturers in the global automotive landscape.



Passenger compartment interior,
Maserati Levante

Our commitment to the environment

We are firm believers in the importance of developing sustainable production processes, based on an ethical and balanced use of resources, with the aim of preserving the surrounding environment and improving the quality of life. This path is essential to ensure a sustainable future for the next generations. Since 2013, we have dedicated our efforts to identifying responsible and sustainable production solutions, demonstrating the tangible results of a continuous reduction in production consumption over the years. Thanks to the adoption of renewable energy sources and the optimisation of our processes, we have achieved a significant decrease in energy and methane consumption, by **30%** and **39%** respectively. In addition, by drawing on natural sources through a dedicated storage system, we cover **55%** of the water resources needed for our production processes.

Certified standards of excellence

The certifications we have achieved over the years testify not only to the excellence of what we do, but also to our business approach. These include ISO 9001 for quality and ISO 14001 for environmental management, which are concrete recognitions of our commitment to efficiency, continuous improvement and sustainability.

These are complemented by the EcoVadis assessment, which recognises our performance in the areas of environmental, social, ethical and responsible sourcing, and the CSI certifications and attestations, which confirm the conformity and reliability of our products with respect to the applicable standards and technical requirements.

Solar energy for more responsible production

Innovation, sustainability and social responsibility are the principles that guide our growth. In 2023, we chose to make a significant investment in renewable energy, installing a photovoltaic system capable of covering about half of our energy needs. This plant is a concrete evidence of our commitment to a more ecological and responsible future. In 2025, we collected the data for the first year of operation of the plant, which is shown below.

5.498
Solar panels

10,736
Sqm on surface of 25.000

33%
Of our energy requirements

-277,7
Tonnes of CO^2 per year



Lighting up the future

We recently completed a relamping operation that led to the replacement of old lamps with new high-efficiency LED solutions. It is a simple but strategic intervention, which allows us to reduce energy consumption, improve the quality of light and reduce environmental impact.

-380.271 kWh
-81 tonnes of CO^2
in electricity saved and emissions avoided, estimated based on 2025 consumption levels.

Sustainable development goals 2030 agenda

In 2015, the United Nations approved the 2030 Agenda for Sustainable Development, a global action programme that defines 17 Sustainable Development Goals (SDGs) and 169 concrete targets to be achieved by 2030.

The SDGs represent a universal roadmap for addressing the great challenges of our time: from the fight against climate change to the protection of biodiversity, from the reduction of inequalities to the promotion of decent work, from gender equality to the construction of peaceful and inclusive societies.

The 2030 Agenda is not just about governments: it also directly involves businesses, financial institutions, civil society organisations and citizens. For companies, in particular, integrating the SDGs into their strategies means creating shared value, contributing to sustainable development and at the same time strengthening competitiveness and reputation.

The Sustainable Development Goals are therefore an essential reference for guiding corporate decisions and policies towards more responsible models. Acting in line with the 2030 Agenda means investing in the future of people and the planet, promoting a fair, resilient and regenerative economy.



The 17 Goals should not be considered as isolated goals, but as an interconnected system, in which progress in one area fosters development in others. Achieving them requires collaboration, innovation and a concrete and measurable commitment from all stakeholders.

Adopting the 2030 Agenda therefore means looking to the future responsibly, taking on the task of transforming global challenges into opportunities for sustainable, equitable and inclusive growth.

The goals chosen by Radici

The United Nations 2030 Agenda represents both a challenge and an opportunity: to transform major global goals into concrete actions at the local and corporate level. For businesses, this means taking an active role in building a more equitable, resilient and sustainable future by integrating the principles of sustainable development into business strategies and everyday activities. 2025 marks the second year of our journey of reporting and consolidating our commitment to sustainability topics. With a view to ensuring continuity with the activities initiated in the previous year and taking into account the priorities that emerged from our dialogue with stakeholders, we have chosen to focus our commitments on the five Sustainable Development Goals (SDGs) already defined in the previous Statement and considered particularly relevant to our business sector and to the creation of long-term value.



These goals are not just guiding principles, but rather represent **strategic pillars** that guide our decisions and inspire initiatives throughout the value chain.

Our ambition is to translate the values of the 2030 Agenda into **measurable and transparent** results, thereby contributing to people's well-being, environmental protection and sustainable economic growth.



Ensure healthy lives and promote well-being for all at all ages
Improving the quality of life by reducing infant and maternal mortality, preventing and treating chronic and infectious diseases, ensuring universal access to health services and essential medicines, and promoting physical and mental well-being at every stage of life.



Ensure access to affordable, reliable, sustainable and modern energy for all
Ensuring global access to safe and affordable energy, promoting the spread of renewable sources, improving energy efficiency and developing modern infrastructure through international cooperation.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Fostering stable and sustainable economic growth, creating decent and productive employment for all, supporting innovation and productivity and reducing social and economic inequalities.



Ensure sustainable consumption and production patterns
Promoting the responsible and efficient use of natural resources, reduce waste and scrap throughout the entire life cycle of products, encourage companies, institutions and citizens to adopt sustainable practices and promote more conscious and environmentally friendly consumption patterns.



Take urgent action to combat climate change and its impacts
Acting urgently to combat climate change, including mitigation and adaptation measures in national policies, strengthening the resilience of territories and promoting cooperation and resources in support of concrete actions.

Sustainability journey and reporting

In 2025, we continued the sustainability journey begun the previous year, consolidating the monitoring and reporting of our environmental, social and governance performance.

The analyses conducted and the activities carried out in 2024 provided an important basis for defining sustainability priorities and strengthening the integration of these topics into business processes. In keeping with this approach, we have continued to promote initiatives aimed at generating value for people, the territory and the other stakeholders involved in our activities.

Again in 2025, we relied on the support of Intertek Italia, a qualified and internationally recognised partner in the field of sustainability, in order to consolidate our approach to the collection, analysis and communication of ESG information.

This document represents the Organisation's second Sustainability Statement and has been prepared in accordance with the voluntary **VSME (Voluntary Sustainability Reporting Standard for SMEs) framework**, developed to support small and medium-sized enterprises in measuring, managing and reporting on environmental, social and governance aspects. In order to provide the most comprehensive and transparent representation of our ESG commitment, **we have chosen to apply the framework in its full version, developing both the Basic Module and the Comprehensive Module.** This approach makes it possible to increase the level of detail of the information reported, providing stakeholders with a more comprehensive overview of the Organisation's policies, initiatives, performance and objectives.

The preparation of the Statement required the involvement of the various corporate departments to collect and analyse the relevant information, enabling us to present our commitment and the results achieved during the year in a transparent manner.

While adopting the VSME framework as a reference for reporting in 2025, we continue to monitor the main sustainability topics identified during the activities carried out in previous years and through dialogue with stakeholders, considering them useful elements to guide our improvement initiatives and the creation of long-term value.

This Statement therefore describes the approach, policies, initiatives and indicators that we consider most representative of our sustainability journey, with the aim of providing stakeholders with clear reporting that is proportionate and consistent with the characteristics and size of the Organisation.





Organisational scope of the Sustainability Statement

This Sustainability Statement refers to the activities carried out at the Cazzano Sant'Andrea (BG) production site, which represents the organisational scope of the report. As this is a voluntary document, the Statement does not coincide with the Group's scope of consolidation, but is limited to the activities and performance of the Italian site.

The report covers the financial year from 1 January 2025 to 31 December 2025 and describes the main initiatives, activities carried out and results achieved in the environmental, social and governance spheres during the year.

In line with the approach adopted by the VSME framework, the Statement considers the sustainability aspects that characterise the company's activities and, where relevant, provides evidence of relationships with the main stakeholders that make up the value chain, both upstream and downstream of our operations.

This document has been prepared with the aim of ensuring a transparent and comprehensive representation of the Company's sustainability journey and its ESG performance.

Time frames

The reference time horizon for the information and indicators presented in this Statement coincides with the 2025 reporting year.

Where relevant to the initiatives, objectives or improvement programmes described in the document, medium-term perspectives, generally referring to a period of up to five years, and long-term perspectives, beyond five years, are also considered, in order to reflect the evolution of our sustainability journey and related future commitments.

Sustainability governance within the company

The management of sustainability topics is entrusted to an "ESG Report Support Team", which coordinates company initiatives and monitors environmental, social and governance performance. The Team operates with the support of the main corporate departments, ensuring an integrated and cross-cutting approach to ESG topics. The involvement of multidisciplinary expertise makes it possible to support the implementation of sustainability initiatives, the monitoring of corporate objectives and the collection of the information needed for reporting according to the VSME framework.

Process for preparing and updating the Sustainability Statement in accordance with the VSME reference framework

In line with the sustainability journey we embarked on in 2024, we have developed and updated our Sustainability Statement in accordance with the full version of the VSME framework. The main activities carried out to collect information, monitor ESG performance and prepare this document are set out below.

01

Update on the sustainability journey
In 2025, we consolidated the sustainability journey initiated the previous year, updating data, initiatives and targets in order to monitor the evolution of our environmental, social and governance performance.

02

Stakeholder engagement
We confirmed the mapping of the main company stakeholders, maintaining an active dialogue with stakeholders to understand expectations, needs and opportunities for improvement relevant to our business.

03

Monitoring of priority topics
In line with the analyses carried out in the previous year, we monitored the main sustainability topics considered relevant to the Organisation in addition to the mandatory ones included in the VSME, assessing their evolution and integration into company processes.

04

Collection and analysis of ESG information
The various company departments collaborated in collecting and verifying the data and information required for reporting, enabling a transparent representation of the initiatives, performance and results achieved in 2025.

05

Completion of the VSME framework
We completed the VSME framework in its full version, comprising the Basic Module and the Comprehensive Module, collecting the required indicators, describing the policies and practices adopted and documenting the activities, goals and results achieved in 2025.

06

Communication and creation of value for stakeholders through the preparation of the Sustainability Statement.
The information gathered has been incorporated into this Sustainability Statement with the aim of providing stakeholders with a clear and transparent overview of the path we have taken. The document describes the initiatives implemented, the results achieved and our future commitments, fostering open communication and a better understanding of how we generate value over time.

Strategy, business model and value chain

Our strategy focuses on integrating sustainability into all its operations, focusing on a long-term approach that balances economic performance, social responsibility and environmental protection. The company's business model is based on a solid network of suppliers, customers and partners, with an ongoing commitment to innovation and operational efficiency. The value chain encompasses all stages, from production to distribution, ensuring the adoption of sustainable practices at every stage of the process.

This sustainability strategy is an integral part of our business model, based on a long-term vision that combines economic growth, responsible innovation and the creation of shared value. Our goal is to generate a positive impact not only for the company, but also for employees, customers, suppliers, the territory and the environment.

Our **business model** is based on:

Customer focus and product and service quality

Operational efficiency and resource optimisation

Continuous investment in skills, technologies and processes

Environmental and social responsibility throughout the production cycle

For us, sustainability is not a separate activity, but rather a cross-cutting element that guides our strategic and operational decisions. This approach allows us to anticipate risks, seize new market opportunities and strengthen our competitiveness in a constantly evolving context.

With regard to our **value chain**, we take a collaborative approach with all stakeholders involved, with a focus on:



We are very much aware that the value generated by the company is the result of an **integrated chain of activities**, and for this reason we work to make it increasingly resilient, efficient and responsible. The corporate strategy is periodically updated to respond to regulatory developments, market expectations and the environmental and social objectives we have set ourselves.

Sustainability Policy and corporate values

Here at Radici, we believe that sustainability is a shared responsibility and a strategic opportunity to generate value in the long term. Our commitment is based on the integration of environmental, social and governance (ESG) principles in all business activities, promoting a sustainable and inclusive growth model.

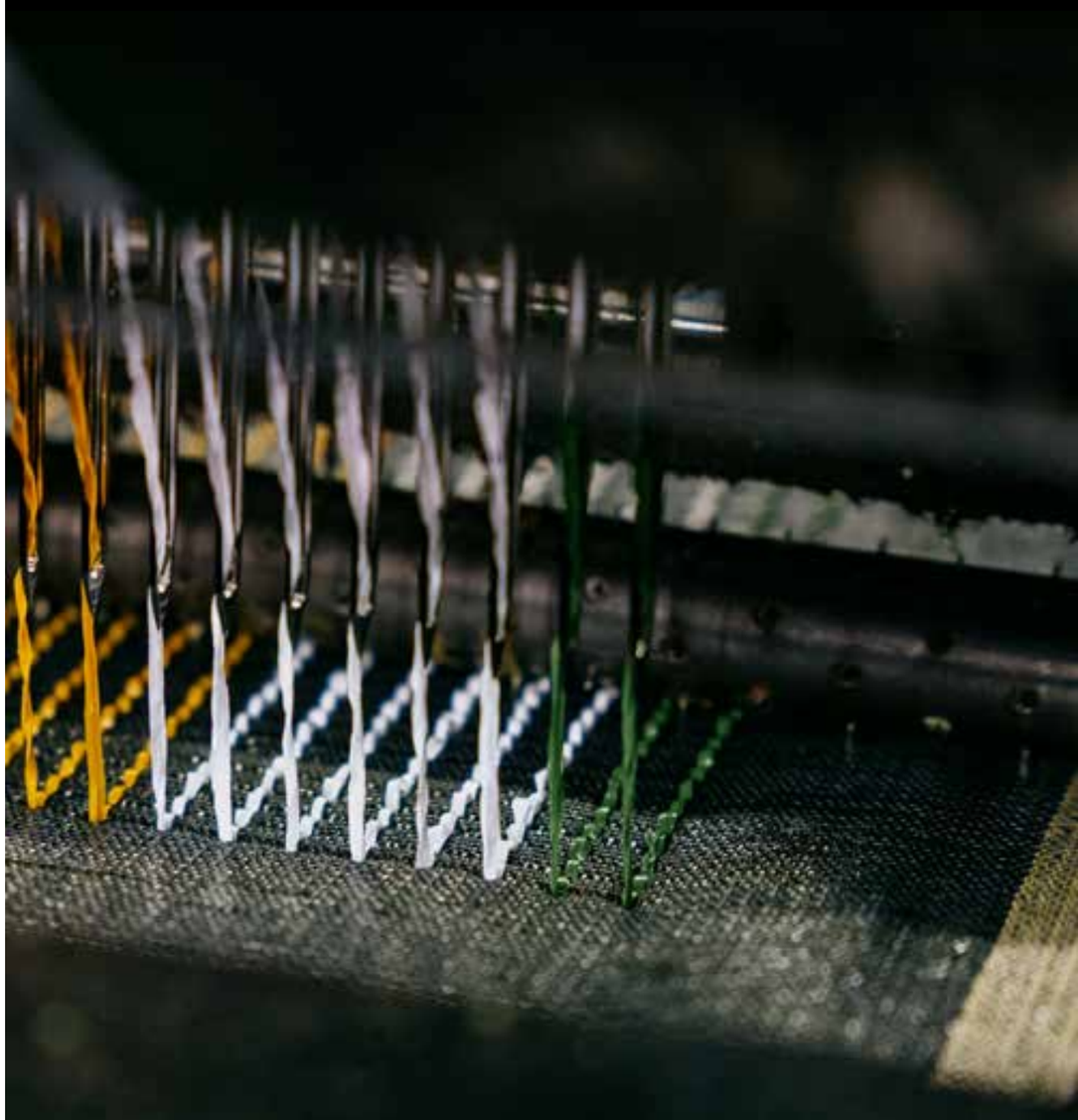
Vision and values

We believe in a sustainable, inclusive and responsible future.
We are committed to actively contributing to the transition to a low-carbon economy, fostering a safe, fair and inclusive working environment, and operating with integrity, transparency and accountability to all our stakeholders.

Continuous improvement

We are committed to constantly monitoring our sustainability objectives, and to strengthening performance progressively through the definition of measurable KPIs, adherence to international standards and best practices and the periodic publication of our Sustainability Statement.





Stakeholders and dialogue with all parties concerned

We recognise the value of engaging with our stakeholders as a fundamental element in understanding the expectations, needs and opportunities for improvement associated with our sustainability journey.

Although the VSME framework does not require a formal stakeholder consultation process for reporting purposes, we decided to highlight the engagement activities carried out in 2024, retaining the outcomes as a reference for updating our initiatives and for monitoring the sustainability topics considered most significant.

The information gathered has helped to strengthen our understanding of stakeholder priorities and continues to support us in developing actions aimed at creating long-term value.



Categories of stakeholders involved in the sustainability journey
Over the course of our sustainability journey, we have identified the main categories of stakeholders with whom we maintain ongoing relationships and whose expectations, needs and opportunities for collaboration we periodically assess.

Although the VSME framework does not require formal stakeholder consultation activities for reporting purposes, we continue to consider the evidence gathered in the previous year and the dialogue with stakeholders as a useful aid in guiding our initiatives and strengthening the path of continuous improvement.

Customers
Customers are one of our most important stakeholders. Ongoing dialogue enables us to understand expectations, needs and opportunities for improvement relating to products, services and company performance.

Employees
People are a crucial resource for corporate success. The involvement of employees contributes to the dissemination of a culture of sustainability and the achievement of corporate goals.

Suppliers
We promote collaborative relationships with suppliers, encouraging the sharing of principles, quality standards and sustainability-oriented practices along the value chain.

Local communities
We operate in an area with which we maintain an ongoing dialogue, contributing to the economic and social development of the community and fostering positive relationships with local stakeholders.

Institutions and Public Bodies
The relationship with public bodies and institutions is aimed at ensuring compliance with regulations and responsible participation in initiatives involving the local area and the sector of reference.

Financial institutions
Banks and financial institutions are strategic partners for the support and development of the company's activities, contributing to the assessment of the organisation's soundness and reliability.

Trade associations
We engage in dialogue with associations and organisations representing the sector, fostering the exchange of knowledge, continuous professional development and the sharing of best practices in areas of our interest.

Trade unions
Trade unions are an important partner for dialogue on topics relating to work, the protection of people and the well-being of employees.

Board of Directors
The Board of Directors plays a steering and supervisory role, contributing to the integration of sustainability principles into the company's preliminary strategies and objectives.

Listening to and engaging with stakeholders is an important element of the Organisation's sustainability journey. The information gathered helps us to better understand the expectations of stakeholders, supporting the Company in defining its priorities and developing initiatives aimed at creating long-term value.

Sustainability topics reported according to the VSME framework

In 2025, we continued the sustainability journey begun the previous year, consolidating the monitoring and reporting of the environmental, social and governance aspects that characterise our business model.

For the preparation of this Sustainability Statement, the VSME framework was adopted in its full version, comprising the Basic Module and the Comprehensive Module. This choice enables us to provide a structured and transparent representation of the Company's ESG performance, highlighting the main initiatives undertaken, the results achieved and the improvement targets.

In keeping with the approach developed in previous years, we also continue to take into account the insights gained from dialogue with our stakeholders, using them as a useful aid to understand stakeholder expectations and guide the development of our sustainability initiatives.

E	S	G
Energy and greenhouse gas (GHG) emissions	Workforce and general characteristics	Corruption and compliance
Air, water and soil pollution	Health and safety at work	Business conduct
Water extraction and water consumption	Pay, collective bargaining bargaining and training	Diversity in the governance body
Resource use, circular economy and waste management	Additional characteristics of the workforce	
Climate transition and reduction targets	Human rights, policies and reporting mechanisms	
Climate risks	Protection of human rights and significant incidents	

The topics listed represent the areas monitored and reported on in this Sustainability Statement. For each of these, the approach adopted, the activities implemented in 2025 and the indicators used to measure performance and support continuous improvement are described.



Approach to reporting according to the VSME framework

The preparation of the 2025 Sustainability Statement is part of our process of consolidating ESG practices and represents the second year of formalised reporting on our sustainability performance.

To ensure the completeness and reliability of the information disclosed, we have adopted a structured process that involved the main corporate functions in the collection, verification and analysis of environmental, social and governance data.

The Statement was prepared by applying the VSME framework in its full version, comprising both the Basic Module and the Comprehensive Module, in order to provide stakeholders with a clear, transparent and proportionate representation of the activities carried out and the results achieved.

The reporting process

The preparation of the Sustainability Statement stems from a structured process that involves various company departments and supports the collection, analysis and organisation of ESG information. The main stages that guided the work are shown below.

1. Definition of the reporting scope
Identification of the organisational scope, the reporting period and the aspects to be reported in the of the Sustainability Statement.

2. Involvement of corporate departments
Engagement of the main corporate departments to collect the necessary information and monitor ESG activities.

3. Data collection and indicators
Collection and consolidation of quantitative and qualitative data relating to environmental, social and governance aspects.

4. Analysis of policies and initiatives
Assessment of the policies, procedures and projects implemented in 2025 to support sustainability goals.

5. Completion of the VSME framework
Completion of the Basic Module and the Comprehensive Module by entering data, descriptive information and evidence relating to the activities carried out.

6. Preparation of the Sustainability Statement
Organisation of the information gathered in this document to facilitate transparent and accessible communication with stakeholders.

The approach adopted makes it possible to monitor the evolution of the Organisation's ESG performance over time and to progressively strengthen the integration of sustainability principles into business processes and strategic decisions.

Continuous improvement and future objectives

For the Organisation, sustainability represents a path of continuous improvement that develops through the monitoring of its performance, the involvement of people and the increasing integration of ESG principles into its business activities.

This Sustainability Statement marks the second year of a process aimed at enhancing transparency towards stakeholders and consolidating the practices already underway in the environmental, social and governance fields. The activities carried out in 2025 made it possible to improve the availability of information, increase internal awareness of sustainability topics and strengthen the monitoring of key ESG indicators.

The Organisation will continue to develop its approach to sustainability through periodic performance monitoring, the definition of new initiatives to advance the ESG journey and the engagement of key stakeholders. The evidence gathered in previous years and the ongoing dialogue with stakeholders will continue to be an important point of reference to support the evolution of the path undertaken.

Consolidation of ESG practices

The Company will continue the process of integrating sustainability into its business processes, strengthening data collection, performance monitoring and the dissemination of an ESG culture within the organisation.

Creating long-term value

The aim is to continue promoting sustainable and responsible development, generating value for customers, employees, suppliers, the local area and all stakeholders who interact with the Organisation.

Through the continuous improvement of its practices and increasingly structured reporting, the Company intends to consolidate its commitment to responsible growth, making a positive contribution to the economic, social and environmental development of the context in which it operates.



E Environmental commitment

In keeping with the sustainability journey we embarked on in 2024, we continue to work towards the progressive reduction of the environmental impacts associated with our activities, promoting an approach based on efficiency, the responsible use of resources and the continuous improvement of our environmental performance.

Introduction to environmental policies

Environmental protection is a fundamental and cross-cutting principle for our company, integrated into all operational and strategic activities. In a context of growing environmental awareness, we intend to actively contribute to the transition to a low-carbon, resource-efficient and climate-resilient economy.

Aware of the direct and indirect impact that our activities can generate on the environment, we adopt policies and practices aimed **at preventing pollution**, **reducing energy consumption and emissions**, sustainable management of natural resources and **proper waste management**. Our actions are inspired by the principles of continuous improvement, compliance with current legislation and the voluntary adoption of nationally and internationally recognised environmental standards.

Our environmental commitment is realised through:

- the integration of environmental criteria into decision-making processes and operational management;
- continuous environmental monitoring and the definition of targets for the progressive reduction of environmental impacts;
- awareness-raising and training of staff on environmental topics;
- constant dialogue with stakeholders, customers and suppliers to promote responsible behaviour throughout the value chain.

2025 is the second year of our sustainability reporting journey and marks an important phase of consolidation of the activities initiated in the previous year.

Thanks to an enhanced capacity to monitor and analyse our environmental performance, we continue to develop initiatives aimed at improving energy efficiency, reducing the environmental footprint of our production processes and promoting an increasingly circular economy-oriented approach. These actions represent the practical implementation of our environmental strategy and demonstrate our commitment to responsible and sustainable long-term growth.



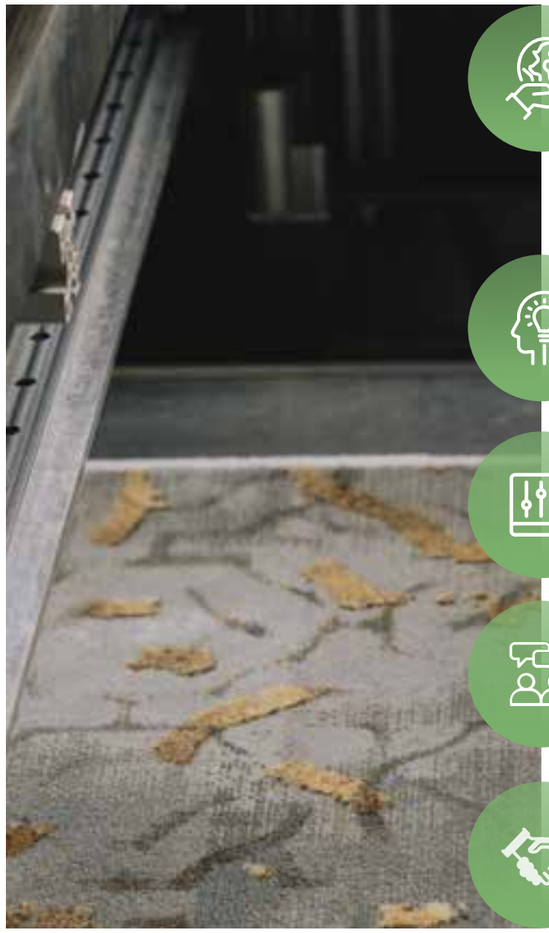
Key points of the sustainability policy

We believe that the development of sustainable production processes is a fundamental element for the future of our company and for the protection of the environment. For this reason, we adopt a responsible and balanced approach to the use of resources, focusing our activities on the continuous improvement of our environmental performance and the reduction of the impacts generated by our production processes.

We are also committed to the research and development of innovative and sustainable solutions, constantly monitoring our environmental performance and promoting initiatives aimed at improving resource efficiency, reducing waste and contributing to the creation of value for present and future generations.

The company's activities are aimed at **reducing emissions**, limiting waste and scrap, and optimising resource efficiency. We apply **circular economy** practices, using sustainable raw materials, encouraging the reuse of secondary raw materials and monitoring the environmental impact throughout the product life cycle.

These commitments also extend to the offer of products that generate **positive environmental impacts** and encourage virtuous behaviour, both inside and outside the organisation.
We comply with **legal obligations** and environmental regulations, including local ones, and as already defined in the **Environmental Policy**, we are committed to:



Promoting awareness of the "Environmental Good"
As a value shared by all, both within and outside the company, ensuring that every individual involved in production and management activities is informed and aligned with the objectives of the Environmental and Sustainability Policy.

Investing in research and development (R&D)
To improve the environmental performance of products, focusing on material selection, design and end-of-life management of the product.

Minimising environmental impact
Reducing energy consumption, emissions and waste and aiming for continuous improvement of plants in terms of quality and efficiency.

Communicating correctly
The values of the Environmental Policy and the progress achieved, both internally and externally, promoting a corporate culture oriented towards sustainability.

Applying sustainability goals
Also in the selection of suppliers, establishing environmental and health and safety standards to ensure that choices and collaborations are in line with the principles of sustainability.

We continue to address environmental challenges with the aim of progressively reducing our impact, promoting the responsible use of resources and contributing to long-term sustainable development.

Environmental topics and performance indicators

To monitor the effectiveness of our environmental policies and assess progress on our sustainability journey, we periodically collect and analyse quantitative and qualitative indicators relating to the most significant environmental aspects of our activities.

This Statement has been prepared in accordance with the full version of the VSME framework, comprising the Basic Module and the Comprehensive Module. The topics listed below represent the environmental areas to be monitored and reported on in 2025, supplemented by a number of topics that we continue to oversee in line with the sustainability journey initiated in previous years.

B3 Energy and greenhouse gas (GHG) emissions

B4 Air, water and soil pollution

B6 Water abstraction and consumption

B7 Resource use, circular economy and waste management

C3 Climate transition and reduction targets

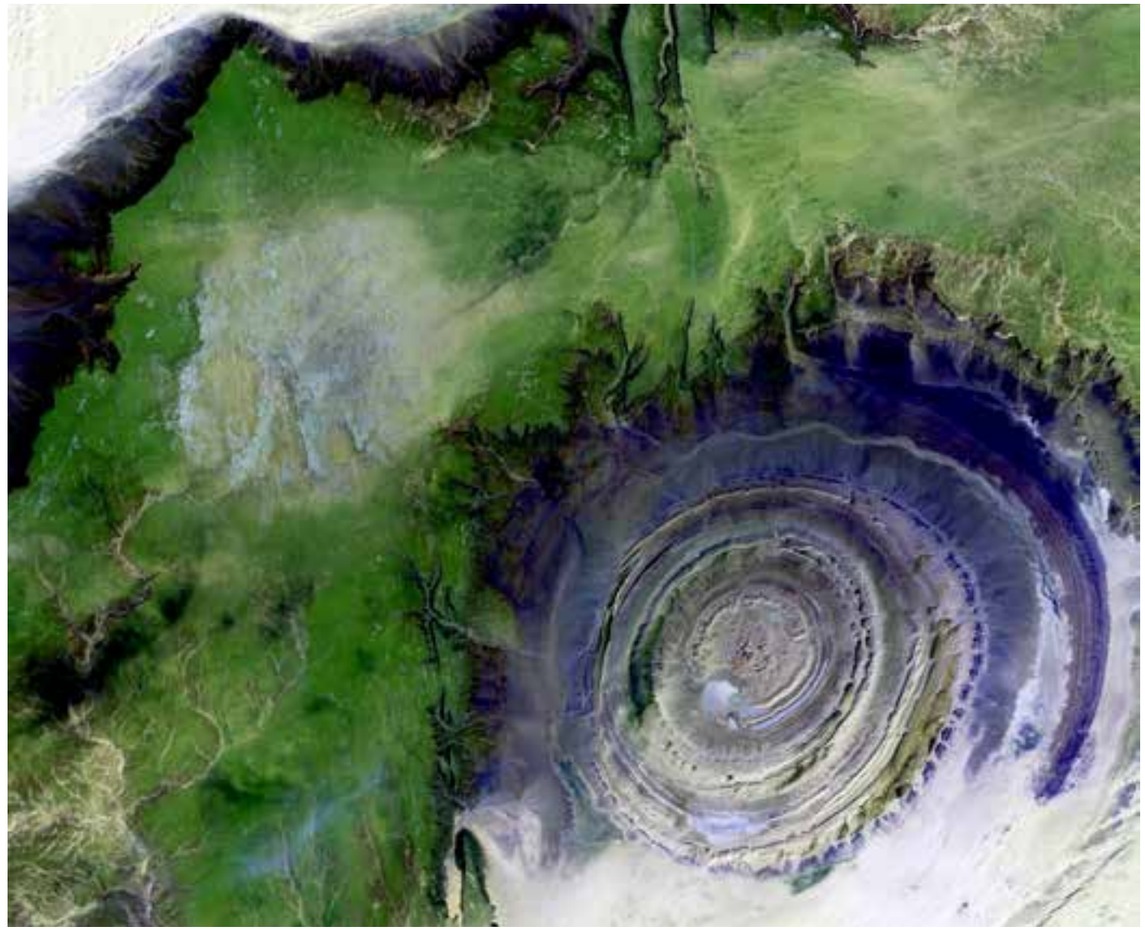
C4 Climate risks

Additional environmental topic monitored

In line with the sustainability path initiated in previous years, we continue to monitor the topic of microplastics and to develop initiatives aimed at reducing the dispersion of plastic materials into the environment, through the improvement of production processes and the development of innovative solutions with a lower environmental impact.

The main environmental indicators monitored in 2025 include:
- energy consumption and share of energy from renewable sources;
- greenhouse gas emissions (Scope 1 and Scope 2);
- water consumption and discharges;
- amount of waste produced and final destination;
- use of raw materials and circular economy initiatives;
- environmental improvement and sustainable innovation projects.





B3 – Energy and greenhouse gas (GHG) emissions

Energy and emissions management is one of the central elements of our environmental commitment. By monitoring energy consumption and emissions associated with production activities, we continue to identify opportunities for improvement aimed at increasing operational efficiency and reducing environmental impact.

In 2025, we continued to measure and monitor the energy and climate indicators required by the VSME framework, tracking electricity consumption, energy self-generated by photovoltaic systems and greenhouse gas emissions associated with our activities.

According to the VSME framework report, in 2025 total energy consumption amounted to approximately 3,890 MWh, of which a significant proportion came from energy generated in-house by the photovoltaic system installed at the production site. Total direct and indirect emissions (Scope 1 and Scope 2 location-based) amounted to approximately 4,519 tCO_2e.

The continuous monitoring of these indicators enables us to assess the effectiveness of the energy efficiency initiatives launched in recent years and to support the definition of further actions aimed at reducing consumption, climate-altering emissions and dependence on non-renewable energy sources.



Greenhouse gas (GHG) emissions

We periodically monitor the greenhouse gas emissions associated with our activities in order to understand the evolution of our climate footprint and support the definition of improvement initiatives.

In accordance with the disclosures required by the VSME framework, in 2025 we reported direct emissions (Scope 1) arising mainly from the use of fuels in business processes and indirect emissions (Scope 2) associated with purchased electricity.



Scope 1 and Scope 2 emissions estimated according to the Greenhouse Gas Protocol.

Scope 1 emissions amounted to 3077.52 tCO_2e, while Scope 2 location-based emissions amounted to 554.39 and market-based emissions amounted to 1024.42 tCO_2e. Monitoring these indicators is an essential tool for assessing the results of energy efficiency initiatives and for guiding future emission reduction actions.

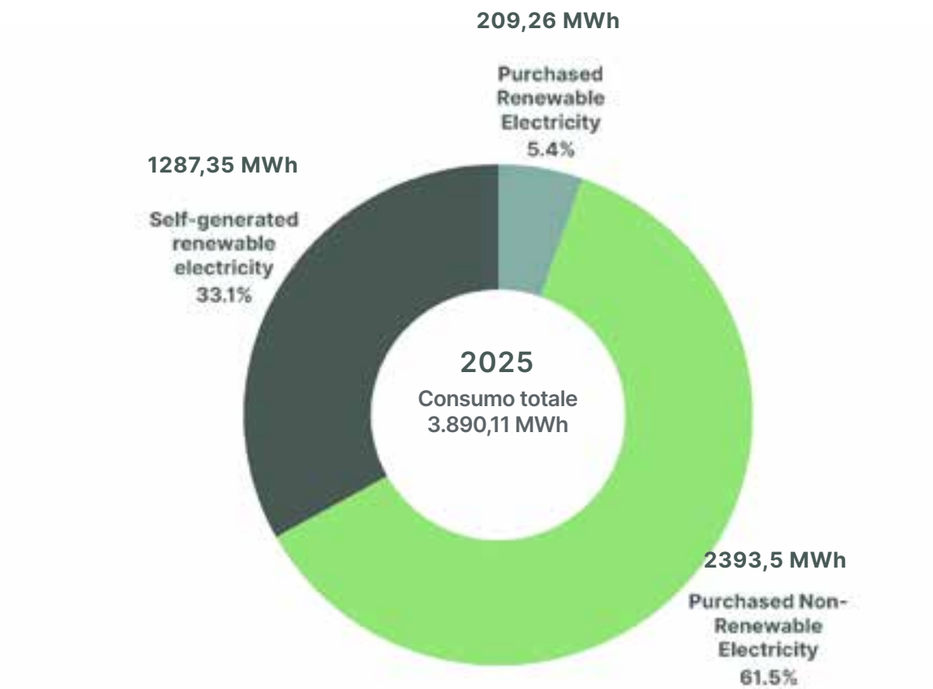
Energy consumption

Energy efficiency is a key factor in reducing the environmental impacts associated with our production activities.

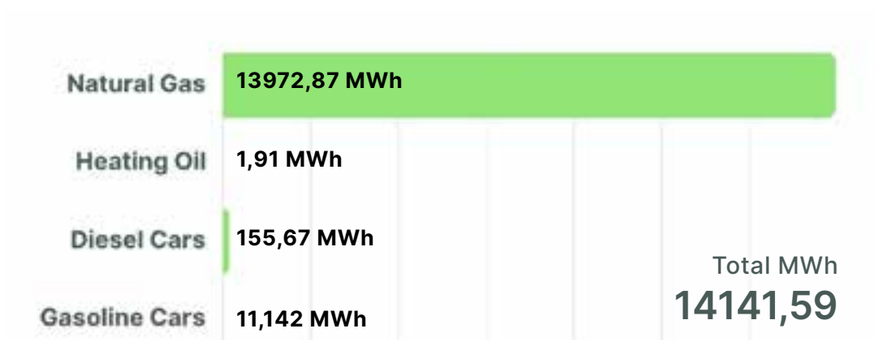
In 2025, total energy consumption amounted to 3,889.11 MWh, including both electricity purchased from the grid and renewable energy self-generated by the photovoltaic system installed at the production site. Of the total consumption, approximately 1,287.35 MWh was met by self-generated energy from renewable sources, while the remainder was covered by supplies from the electricity grid.

Constant monitoring of energy consumption enables us to assess the effectiveness of the efficiency initiatives implemented and to identify further opportunities for improvement aimed at reducing consumption and associated emissions.

Electricity Consumption by Source



Energy Consumption by Fuel Type



C3 – Climate transition and reduction targets

Reducing the impacts associated with energy consumption and greenhouse gas emissions is one of the central elements of our sustainability journey. Over the past few years, we have developed a progressive programme of energy efficiency and plant innovation aimed at improving the environmental performance of the production site, increasing the use of energy from renewable sources and reducing the use of fossil fuels.

2025 marks the second year of our sustainability reporting journey and confirms our commitment to continuing along the climate transition path we have already embarked upon. Indeed, we continue to invest in projects aimed at optimising consumption, reducing emissions and developing increasingly efficient production processes.

The implementation of these initiatives is supported by the ISO 14001-certified Environmental Management System and the involvement of the corporate departments responsible for monitoring and improving environmental performance.

Time frame & description of key contents	Objective established
31/12/2025 Energy Release 2.0	Participation in the Energy Release 2.0 project with the aim of increasing the supply of energy from renewable sources and contributing to the development of new renewable generation capacity in Italy.
30/09/2026 Heating system efficiency	Completion of the revamping of the heating system by replacing existing boilers and installing high-efficiency heat pumps, with an estimated reduction in emissions of approximately 2,300 tCO_2 per year.
30/09/2026 New drying system	Installation and commissioning of the new drying system with an estimated reduction in natural gas consumption of around 15% compared to the current configuration.
31/12/2027 Project Fluorine-Free	Continued development of fluorine-free solutions through research and industrialisation activities aimed at the progressive elimination of treatments containing fluorinated substances from the company's products.

Key energy efficiency initiatives

Improving energy efficiency is one of the tools we use to pursue our goals of environmental sustainability and reducing climate-altering emissions.

In recent years, we have invested in structural measures aimed at optimising consumption and increasing the use of energy from renewable sources.
The main initiatives include the installation of a photovoltaic system at the production site and projects to improve the efficiency of production plants and equipment. These activities help to reduce the need for energy from external sources and to progressively improve internal environmental performance.

We also continue to monitor consumption through dedicated control systems and to identify new opportunities for improvement in line with the objectives of our climate strategy.



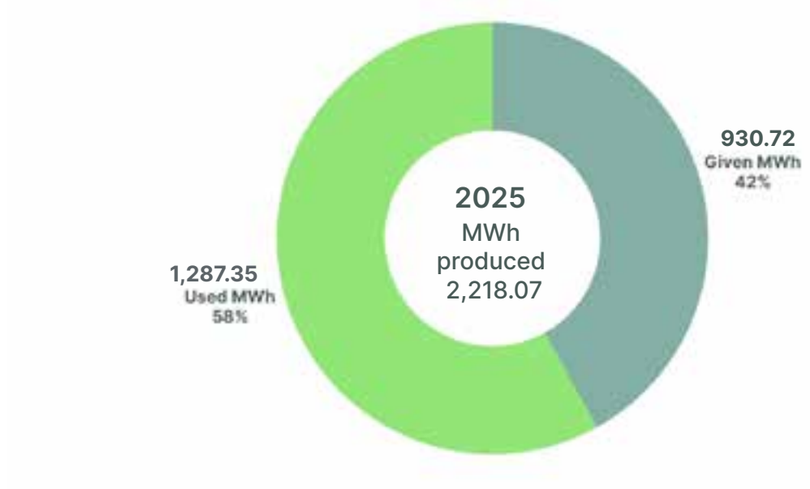
-380.271 kWh
-81 tonnes of CO^2
electricity saved annually by relamping

An additional contribution is paid to the energy supplier to ensure, through certification of origin, that the entire energy requirement purchased is covered by renewable sources.

33%

1,287.35 MWh self-consumed out of a total net consumption of 3,890.11 MWh

Internal photovoltaic coverage 2025



B4 – Air, water and soil pollution

Preventing and controlling emissions into the environment is a fundamental element of our commitment to protecting natural resources and reducing the impacts associated with production activities.

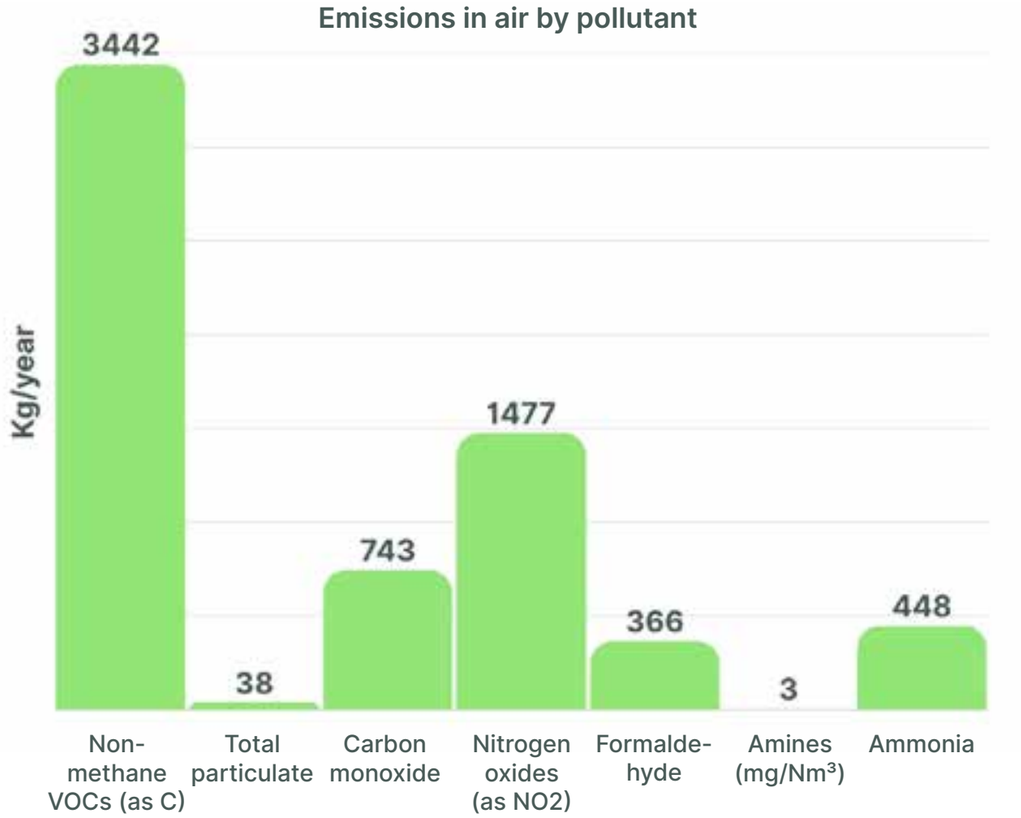
By monitoring water discharges, atmospheric emissions and other applicable environmental parameters, we constantly verify compliance with regulatory requirements and the effectiveness of the measures taken to prevent pollution.

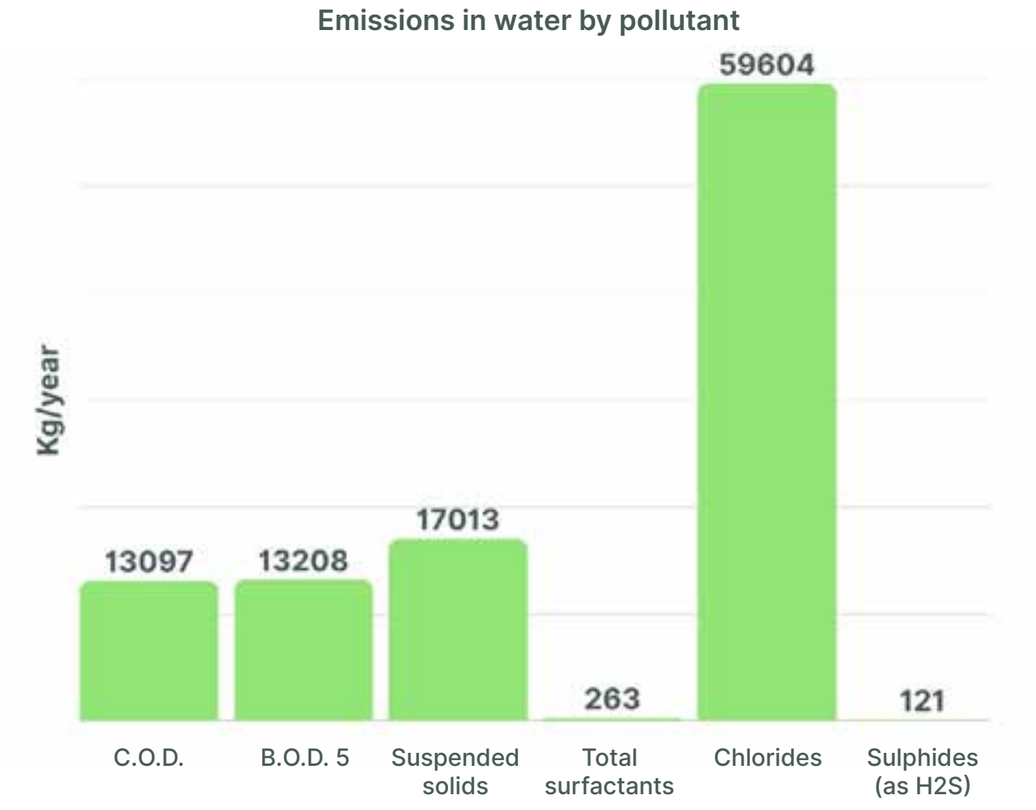
Periodic monitoring of environmental performance enables us to identify potential opportunities for improvement and to promote responsible management of resources and production processes, in line with our ISO 14001-certified Environmental Management System.

Emissions and discharges from production activities are monitored through periodic checks and specific analyses carried out in compliance with the applicable permits. The data shown on the following pages enable us to assess the performance of the main environmental parameters and support the continuous improvement of our performance in terms of pollution prevention.

Monitored emissions

We periodically monitor the main parameters associated with atmospheric emissions and water discharges, in order to verify compliance with the authorised limits and ensure control of the environmental impacts generated by production processes.





The analyses carried out are an important monitoring tool and help identify actions aimed at improving environmental performance.



B6 – Water abstraction and consumption

Water is an essential resource for our production processes and for the proper functioning of our business activities. For this reason, we constantly monitor water withdrawals, consumption and discharges, with the aim of promoting the responsible use of this resource and progressively improving the efficiency of our processes.

By monitoring the main water indicators, we are able to assess consumption trends, identify potential opportunities for improvement and support the definition of measures aimed at reducing the environmental impacts associated with water use.

Monitoring activities are carried out as part of our ISO 14001-certified Environmental Management System and enable us to verify compliance with the applicable regulatory requirements and company procedures dedicated to the protection of natural resources.

Monitoring of water resources

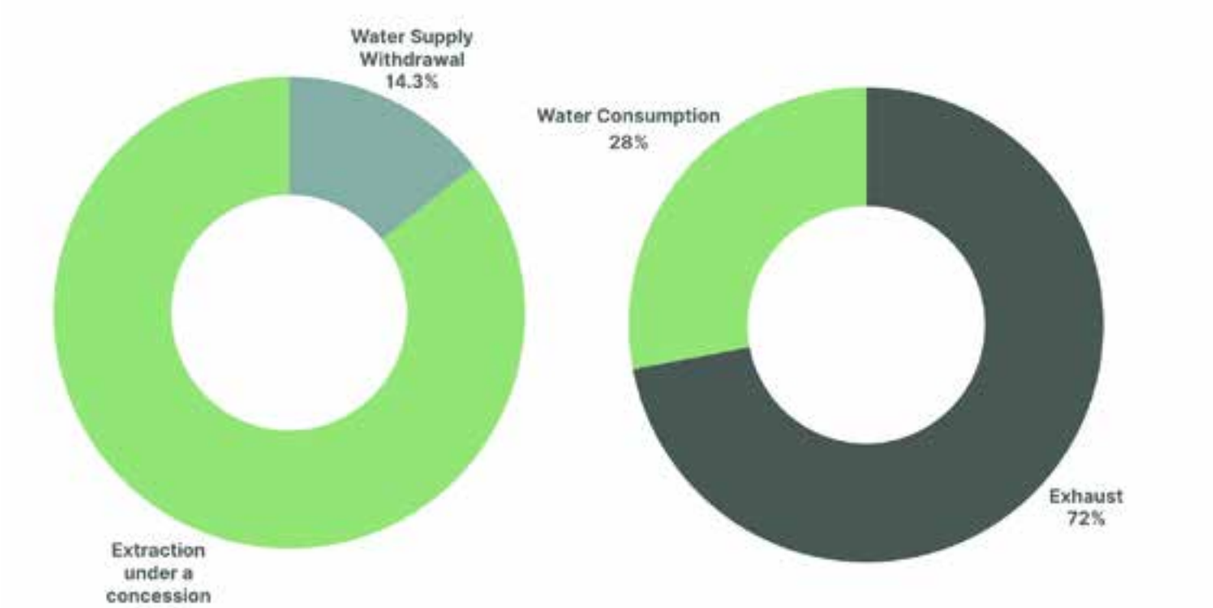
We periodically monitor data on water withdrawals, consumption and discharges in order to understand trends in the use of the resource over time and to assess the effectiveness of the measures taken to improve its management.

The data shown on the following pages represent the main indicators used to assess our water use performance and support the Organisation's drive to improve the efficiency of water resource management.

Water abstraction, consumption and discharges

In 2025, the total volume of water abstracted was 111,852 m³, sourced both from the aqueduct and under a licence for industrial use. The discharges sent for treatment amounted to 80,536 m³, while total water consumption was 31,316 m³. These indicators make it possible to monitor the efficiency of production processes and the use of water resources throughout the entire operating cycle.

Continuous monitoring of abstractions and discharges also makes it possible to identify potential opportunities for optimising consumption and supports activities aimed at the responsible management of water resources.



Water 2025	Withdrawal from aqueduct	Withdrawal under concession not drinking water	Discharge intended for purification	Total quantity Water withdrawn	Consumption Water Total
Cubic metres	16,048	95,804	80,536	111,852	31,316

The periodic analysis of water indicators is an important tool for assessing the effectiveness of the improvement initiatives implemented and for promoting increasingly efficient management of the resources used in production processes. We will continue to monitor these indicators in the years to come, maintaining a strong focus on protecting natural resources and improving environmental performance.



B7 – Resource use, circular economy and waste management

The efficient use of resources, the promotion of the circular economy and proper waste management are fundamental elements of our approach to environmental sustainability. By monitoring the materials used in our production processes, focusing on reducing waste and maximising the value of resources throughout their life cycle, we strive for continuous improvement of our environmental performance.

The circular economy represents an opportunity to rethink processes, products and ways of using resources with the aim of reducing the consumption of raw materials, encouraging the recovery of materials and limiting waste generation. At the same time, responsible waste management helps to limit environmental impacts and promote a more sustainable use of available resources.

In 2025, we continued our efforts to optimise material consumption, develop innovative solutions with a lower environmental impact and improve practices for the recovery and optimisation of resources, in line with the principles of the VSME framework and the objectives set out in our sustainability roadmap.

The activities and indicators presented in the following sections enable us to monitor our use of resources, assess the effectiveness of circular economy initiatives and measure the results achieved in waste management and material recovery.



Projects and targets for the sustainable use of resources, the circular economy and waste management

As part of our continuous improvement journey, we have identified a series of initiatives aimed at strengthening the responsible use of resources, promoting the circular economy, improving the sustainability of products and developing solutions geared towards reducing environmental impacts throughout the entire life cycle.

The activities listed below represent the initiatives currently underway or planned for the coming years and serve as a benchmark for the development of our environmental performance.

Time frame & description of key contents	Objective established
31/12/2025 LCA studies on carpet and artificial grass	Completion of Life Cycle Assessment pilot projects aimed at assessing the environmental impacts associated with the main product families and supporting future improvement initiatives.
30/09/2026 EPD certification for three families of artificial turf	Completion of the EPD certification project for three families of synthetic turf products, expanding the availability of Environmental Product Declarations.
31/12/2026 Recovery and enhancement of materials	Continuation of research and development activities aimed at recovering and enhancing the value of materials from production processes and end-of-life products.
31/12/2026 Remediation and refurbishment of roofs	Continuation of the remediation and refurbishment of existing roofs, with completion of the first phase of the planned works.
30/06/2027 Completion of roofing work	Completion of the remediation and refurbishment of the remaining roofs as set out in the multi-year plan.
30/06/2027 Extension of EPD certifications	Extension of the availability of Environmental Product Declarations to additional product lines and families.

B7.1 Resource use and circular economy

We constantly monitor the use of resources in our production processes in order to understand material consumption, identify opportunities for efficiency improvements and support the development of increasingly sustainable solutions.

The application of circular economy principles translates into the continuous search for innovative materials, the increased use of recycled components, the development of products designed to facilitate end-of-life recovery and the progressive reduction of waste throughout production processes.

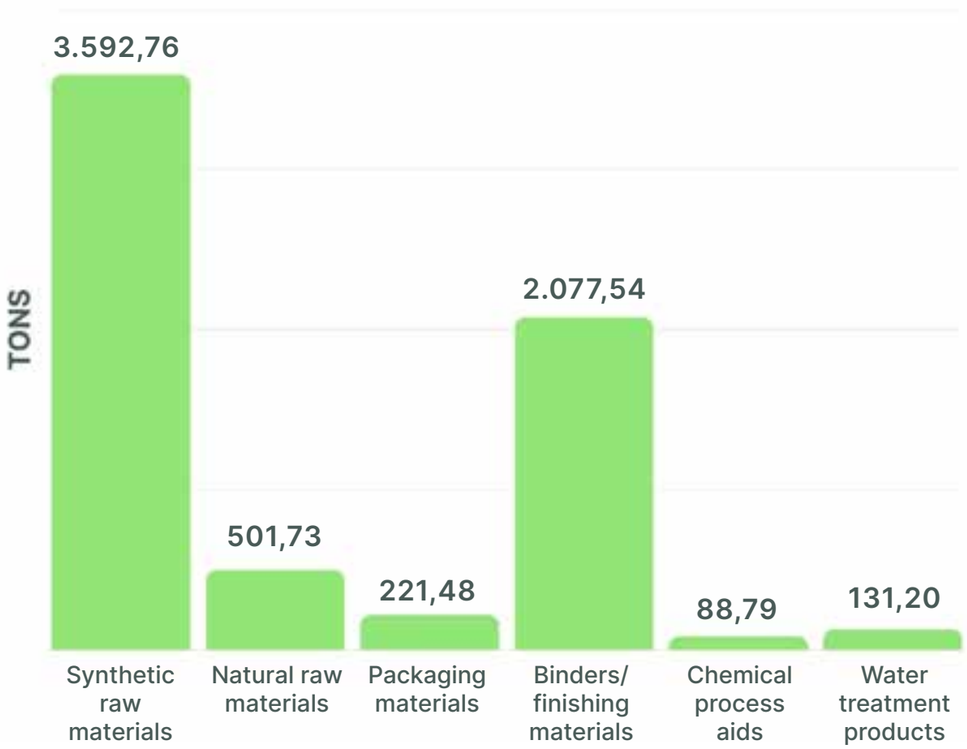
Particular attention is paid to the development of products with a lower environmental impact, the use of recycled materials and the optimisation of raw materials used in the various company divisions, contributing to the progressive integration of circularity principles into the business model.

Raw materials and materials used in production processes

We periodically monitor the main materials used in production processes in order to understand the composition of consumption, identify opportunities for efficiency improvements and support the development of increasingly sustainable products and processes.

In 2025, approximately 6,423 tonnes of materials were used, including synthetic raw materials, natural raw materials, packaging materials, binders and finishing materials, chemical process aids and water treatment products.

Synthetic raw materials represent the predominant category, followed by finishing materials and auxiliary products required for the various production stages. Monitoring these flows is a key tool to support continuous improvement in the use of resources and to promote the progressive integration of circular economy principles into business activities.

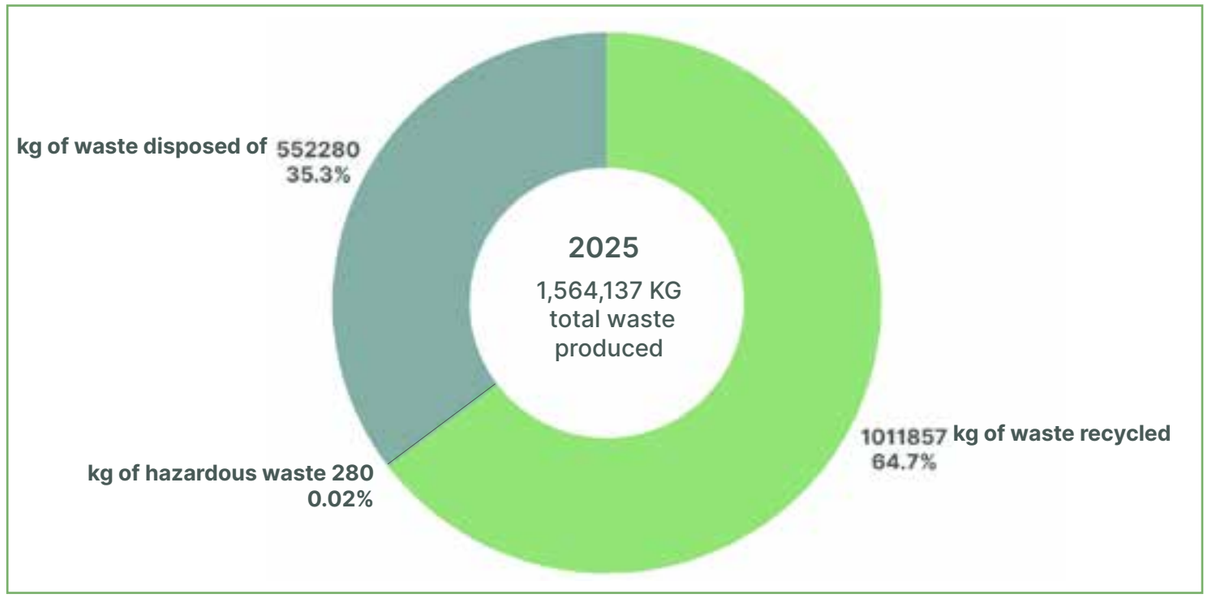


B7.2 Waste management

Proper waste management is a fundamental element of our approach to environmental sustainability and an important tool for promoting the efficient use of resources and reducing the impacts associated with production activities.

Through separate collection, recovery, recycling and proper disposal of materials, we operate with the aim of limiting waste generation and promoting the recovery of resources where technically possible. Continuous monitoring of waste streams enables us to verify the effectiveness of the actions taken and to identify opportunities for improvement throughout the entire production cycle.

In 2025, we continued to promote responsible waste management, prioritising the recovery and recycling of materials where possible and ensuring compliance with the applicable regulatory requirements and the requirements of the ISO 14001-certified Environmental Management System.



Waste produced and final destination

In 2025, a total of 1,564,137 kg of waste was generated, of which approximately 1,011,857 kg was destined for recycling or recovery and 552,280 kg was sent for disposal, while hazardous waste accounted for a residual share of approximately 280 kg of the total generated. The data in the table below provide a detailed breakdown of the main categories of waste generated and their final destination. The following page shows the kg of waste broken down by category.



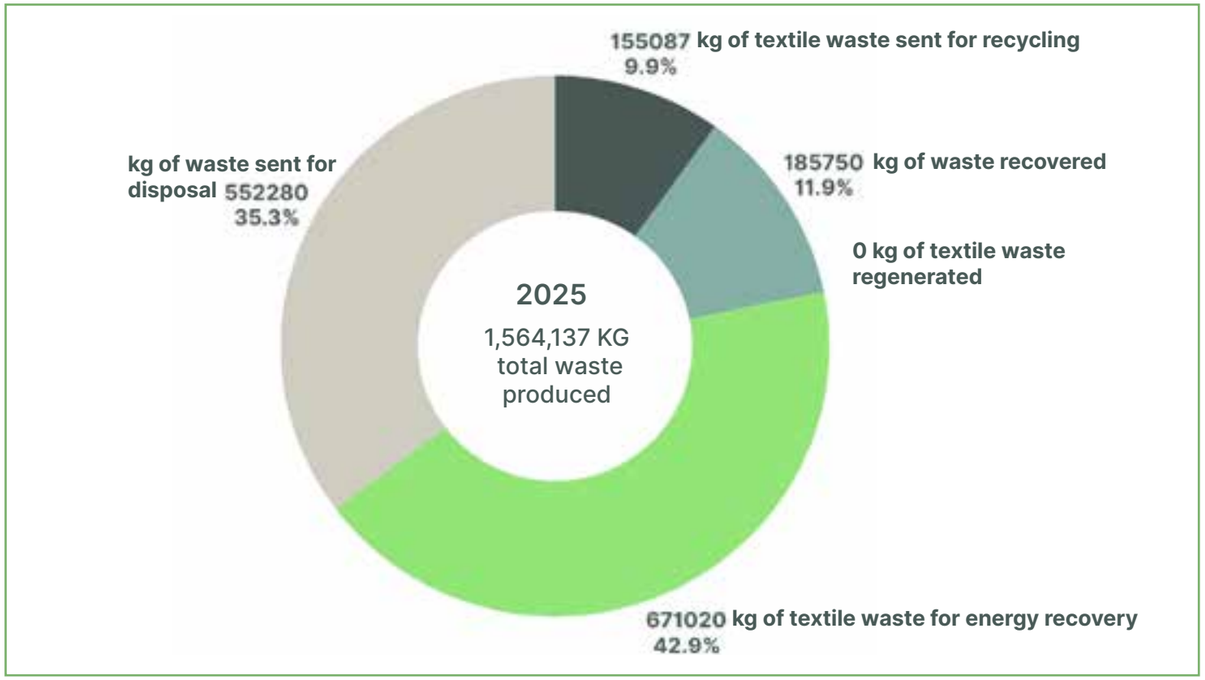
2025 - KG of waste by category	Waste redirected for recycling or reuse	Waste disposed of
Waste from composite materials	6,840	0
Waste from processed textile fibres	826,107	0
Sludge from on-site effluent treatment other than sewage sludge	0	552,280
Used printing toner	100	0
Paper and cardboard packaging	53,200	0
Plastic packaging	950	0
Wooden packaging	92,600	0
Packaging containing residues of hazardous substances	120	0
Discarded equipment containing hazardous components	160	0
Discarded equipment	600	0
Glass	240	0
Iron and steel	25,120	0
Cables	400	0
Street-cleaning residues	5,420	0





Although the VSME framework requires reporting on the quantities of waste produced and their main destination, we have chosen to maintain an additional level of detail, classifying waste streams according to the management methods adopted.

This representation makes it possible to better understand the contribution of material recovery and optimisation activities and to monitor the effectiveness of initiatives aimed at promoting the circular economy. Flow analysis is also a useful support tool for identifying new opportunities for improvement in the management of resources and production processes.



The focus on reducing waste, increasing recovery activities and recovering the value of materials continues to be an important component of our environmental strategy.

Through regular monitoring of waste streams and the implementation of dedicated initiatives, we pursue the goal of progressively improving the performance of the production site and contributing to the development of an increasingly sustainable production model geared towards the circular economy.



C4 – Climate risks

Climate change is one of the main challenges that companies face in the medium and long term. The evolution of the regulatory environment, the growing focus of markets on sustainability and the possible physical effects of climate change can affect production activities, resource availability and corporate competitiveness.

For this reason, we periodically monitor the main risk factors and opportunities associated with climate change, assessing their possible impacts on our activities and supporting the definition of initiatives aimed at strengthening the company's resilience over time.

The considerations set out below have been developed on the basis of the characteristics of our business, our production activities and the main environmental topics monitored as part of our sustainability journey.

Transition risks

- Evolution of environmental legislation
- Growing demand for sustainable products
- Increase in energy costs
- Changing market expectations
- Need for investment in technological adaptation

Physical risks

- Extreme weather events
- Heatwaves
- Availability of water resources
- Supply chain disruptions
- Impacts on business continuity

Climate risk assessment and mitigation actions

In 2025, we continued to monitor the possible effects of climate change on our activities, analysing the aspects that could affect business continuity, resource availability, production costs and changing market demands over time.

The analysis focused in particular on energy consumption, the use of water resources, the sourcing of raw materials and the ability of plants to adapt to constantly evolving regulatory and operational requirements. This approach enables us to identify the most exposed areas and define initiatives aimed at preventing and reducing risks.

To mitigate these potential impacts, we continue to develop projects to improve energy efficiency, increase the use of renewable sources, optimise production processes and improve environmental performance. The main initiatives include the revamping of the heating system, the development of heat pumps, the new drying plant, the monitoring of energy consumption and activities aimed at developing products with a lower environmental impact.

Short term (2026)	Medium term (2027)	Long term
Revamping of the heating system	Development produced fluorine-free	Progressive reduction of emissions
Installation of heat pumps	Extension of environmental product certifications	Increased use of renewable energy
Commissioning of the new system	Increase in circular economy initiatives	Improving the resilience of production processes



Microplastics: an environmental environmental topic under monitoring

Although it is not a specific disclosure required by the VSME framework, we continue to monitor the topic of microplastics as a key aspect of our sustainability journey and our product innovation efforts.

Microplastics are small particles that can result from the degradation of plastic materials or from specific production processes and that, if released into the environment, can accumulate in natural ecosystems.

For this reason, we continue to develop solutions and projects aimed at reducing the use of materials that may be responsible for the generation of microplastics and at improving the circularity of our products.

Index of microplastics released (kg/m²)*



*The driver 'kg/m² of microplastics' was calculated by relating the total production of synthetic turf for the sports market to the kg of plastic infill required by our product certifications. This indicator improves with the introduction of solutions that completely eliminate plastic clogging or use materials of organic origin.





In the sports sector, the development of innovative solutions aimed at reducing the use of plastic infill and using alternative materials with a lower environmental impact continues.

At the same time, we continue to promote initiatives focused on sustainable product design, the use of recycled materials and the promotion of solutions developed in the various company divisions, including the Ultramix EVO, ECONYL® and Bloom Back projects, which contribute to progressively strengthening our approach to the circular economy and reducing environmental impacts throughout the product life cycle.

Description key contents	Time frame	Objective established
Integration of environmental policy including microplastics and waste topics.	31/12/2025	By the end of the year we will integrate the environmental policy with microplastics and waste topics.

Internal projects for environmental improvement

The initiatives described in the preceding pages are put into practice in the products and projects developed within the various company divisions. Through research, innovation and development, we continue to promote solutions aimed at reducing environmental impacts, using resources efficiently and disseminating the principles of the circular economy.

In every area in which we operate, we promote projects dedicated to environmental improvement, aware that sustainability represents a continuous path of growth and innovation. From production to internal organisation to the markets in which we are present, every initiative is designed to reduce the impact of our activities and generate positive value for people and the environment.

Sports segment

In the world of sport, the search for sustainable solutions has led to the development of Ultramix 38.40 EVO N.I, a 100% NO-INFILL artificial turf system, designed to **anticipate environmental regulations** and reduce its overall impact on the environment.
Thanks to the special combination of textured monofilaments and high surface density, this product guarantees excellent playing performance and high wear resistance over time. **Fully recyclable and free of additional materials,** the membrane represents an advanced and responsible solution, capable of reducing end-of-life disposal costs and promoting **a more circular management of resources.**



Automotive segment

In the automotive sector, our commitment to sustainability translates into production based exclusively on the use of **second raw material**consisting of polyester flakes (PET) obtained from **recycled bottle flakes from local 0 km companies.**
All our articles are **single-component** and manufactured without the use of latex or adhesives, thanks to a lamination process that preserves their technical characteristics and full environmental compatibility. This approach significantly reduces impact throughout the product life cycle and promotes a more responsible and circular production model.

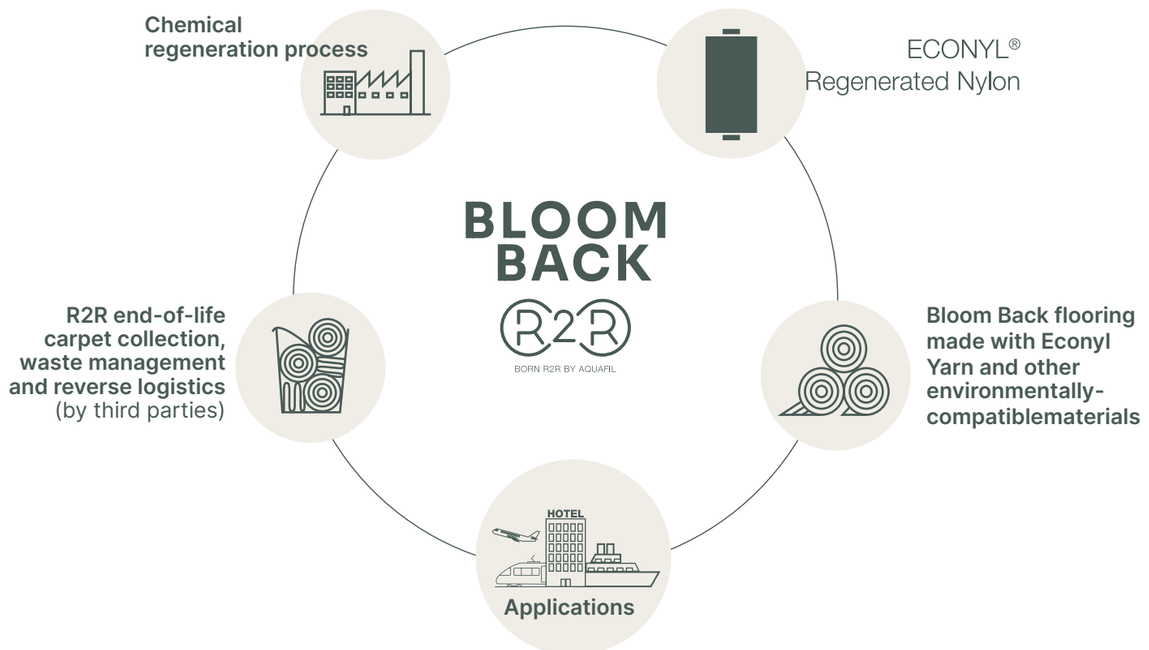




Contract & Residential, Marine segment

In the field of textile design and flooring, our vision of sustainability takes shape in Bloom Back, an innovative solution made from ECONYL® yarn, obtained from regenerated industrial waste.
Its single-component structure combines a polyamide 6 primary fabric with a backing of the same material, making the product fully regenerable at the end of its life cycle.

Bloom Back represents a step forward in our R2R - Born Regenerated to be Regenerable - circularity path, a model that is born from materials that have already been regenerated and designs from the outset the possibility of being recycled again, reducing waste and promoting responsible use of resources. The R2R route is illustrated below to show how each step concretely contributes to giving new life to materials.



S Social responsibility

We recognise the value of people as a fundamental element for the growth and sustainability of our company. This is why we are committed to promoting an inclusive, safe working environment that respects individual rights, where everyone can develop their skills and actively contribute to achieving the company's objectives.

Our commitment extends beyond the boundaries of the organisation and involves employees, suppliers, local communities and all the stakeholders with whom we interact on a daily basis. We believe that long-term value creation depends on respect for people, the promotion of well-being and the strengthening of relationships based on fairness, trust and responsibility.

Our social policies are based on respect for human rights, the protection of health and safety, the enhancement of skills and the promotion of equal opportunities, inclusion and organisational well-being.



Introduction to social policies

People are a central element of our sustainability strategy and make a decisive contribution to the company's growth, innovation and competitiveness. This is why we promote a working environment based on mutual respect, safety, skills enhancement and ongoing dialogue with employees.

Through our social policies, we pursue the goal of ensuring fair working conditions, fostering professional development and promoting an inclusive and responsible corporate culture.

To this end, we are committed to creating a working environment that is safe, inclusive, motivating and respectful of each individual's dignity. The main areas on which we focus our social policies include:



Protecting workers' rights
We guarantee fair working conditions, combat all forms of discrimination and exploitation, and promote work-life balance.

Health and safety
We adopt preventive measures and management systems to minimise workplace risks, promoting a shared safety culture.

Training and development
We invest in the professional growth of our employees, offering opportunities for further training and skills development.

Inclusion and equal opportunities
We are committed to valuing cultural, gender and generational diversity, promoting an inclusive organisational culture.

Dialogue with the local area and communities
We collaborate with local authorities, associations and organisations, contributing to the sustainable development of the social context in which we operate.

In this Sustainability Statement, we report on the initiatives undertaken and the results achieved in the social field, with the aim of ensuring transparency, measurability and the progressive development of corporate performance.

Key points of the sustainability policy

Our sustainable approach is concretely expressed through the **policies for the protection and development of Human Capital,** recognising that the active contribution of each individual is essential to the achievement of social sustainability goals.

We have always been committed to ensuring **working conditions that respect personal dignity, human rights and equal opportunities**. The company promotes a **professionalising and participative**working environment in which the value of the individual is recognised and appreciated as an integral part of collective success.

In particular, we ensure that the processes of employee **selection, management and training** are based on objective assessments of professionalism and merit. We prohibit any form of direct or indirect **discrimination**, based on **gender, language, race, religion, political opinion or personal and social conditions**. This principle is the foundation of an inclusive working environment that respects the rights of each and every individual.
Furthermore, we are committed to **working safely**by taking all necessary measures to ensure compliance with prevention standards and by promoting **safe behaviour**. The safety of our employees and collaborators is a priority, not only in terms of physical integrity, but also in respect of their moral integrity. We consolidate a **safety culture** by raising awareness of risks, developing awareness and encouraging responsible and safe behaviour among all employees and collaborators.

With these initiatives, Radici is committed to building a work environment that not only protects the physical and psychological well-being of its employees, but also promotes the growth and development of professional skills, creating long-term shared value for the entire corporate community.

Social topics and performance indicators

To assess the effectiveness of our social policies and monitor the results of the initiatives undertaken over time, we periodically collect and analyse quantitative and qualitative indicators relating to the main topics that characterise people management and organisational well-being.

In line with the VSME framework adopted for the preparation of this Sustainability Statement, we continue to monitor the social aspects that we consider most significant for the enhancement of human capital and for the sustainable development of the organisation.

B8 Workforce and general characteristics

B9 Health and safety at work

B10 Pay, collective bargaining and training

C5 Additional characteristics of the workforce

C6 Human rights, policies and reporting mechanisms

C7 Protection of human rights and significant incidents

The main social indicators monitored in 2025 include the composition of the workforce, turnover, health and safety at work, training, collective bargaining, the protection of human rights and the reporting systems adopted by the company.

In the following pages, we explore each of these topics in more detail, outlining the initiatives developed, the results achieved and the improvement goals we intend to pursue over time.

B8 – Workforce and general characteristics

People are a key resource for the development of our organisation and make a decisive contribution to growth, innovation and the achievement of corporate objectives. For this reason, we periodically monitor the composition of the workforce, trends in employment and indicators relating to job stability and people's well-being.

Analysing the characteristics of our workforce enables us to gain a better understanding of the organisational structure, support the planning of human capital development activities and promote an inclusive working environment focused on enhancing skills.

In 2025, the company's average workforce stood at 184 employees, mainly based at the Cazzano Sant'Andrea production site.

Workforce monitoring

We periodically monitor indicators relating to the composition, distribution and evolution of the workforce in order to understand the characteristics of the organisation and support human capital management and development activities.



Policies and initiatives for people

The principles that guide our people management are applied within our company policies, the Code of Ethics and the organisational tools adopted to ensure respect for human rights, the protection of health and safety, the enhancement of skills and the promotion of an inclusive working environment.

We are committed to ensuring fair working conditions that respect personal dignity, combating all forms of discrimination and fostering professional growth through training, welfare and skills development.

Particular attention is paid to health and safety at work, through prevention measures, risk monitoring and the promotion of a culture focused on responsibility and continuous improvement.



Initiatives and objectives for people's well-being

In 2025, we continued to consolidate initiatives aimed at people's well-being and the development of human capital. The activities listed below represent the initiatives already underway and the objectives set for the coming years in the areas of welfare, training, inclusion and skills enhancement.

Time frame & description of key contents	Objective
30/06/2025 Welfare platform	Launch of the Welfare platform from March 2025, with an amount provided for by the CCNL of € 200 and an additional supplement of € 600 per year.
30/06/2025 Supplementary health package	Activation, from July 2025, of a supplementary health insurance package, also confirmed for the whole of 2026.
30/06/2025 Increase in life insurance quota Previmoda	Increase in the life insurance quota within the Previmoda Pension Fund, effective from 1 April 2025.
31/03/2026 Sponsorship of social initiatives	Payment by March 2026 of a voluntary contribution to the Municipality of Cazzano Sant'Andrea, aimed at supporting the development of social initiatives for the benefit of the local community.
31/12/2026 Pay transparency	Completion by the end of 2026 of the adaptation to the requirements of the legislation on pay transparency, with the aim of promoting greater fairness and transparency in pay policies.
31/12/2026 Specialist training in quality management	Launch in 2026 of a specialist training programme for R&D staff, aimed at consolidating skills in textile supply chain processes, quality management and sustainability topics.

Composition of the workforce

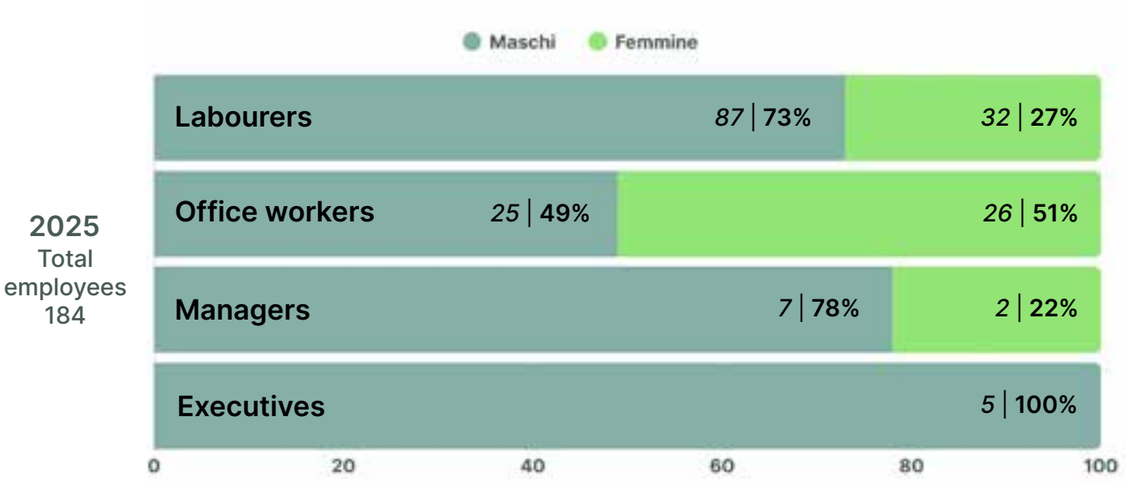
We periodically monitor the composition of the workforce through indicators relating to gender, age, contract type, job classification and turnover.

This information enables us to understand the evolution of the organisation over time and supports the definition of initiatives aimed at enhancing people, developing skills and continuously improving the working environment.

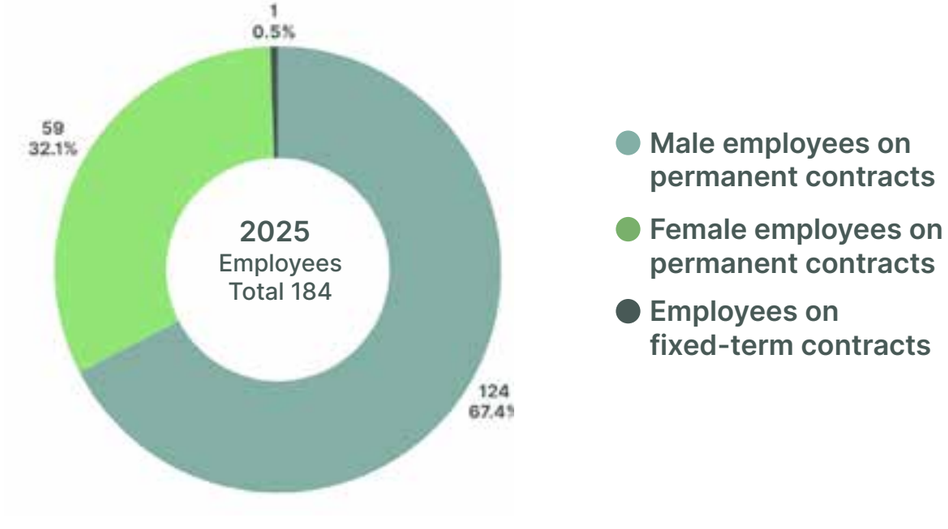
Distribution by gender - *each icon represents 10 people*



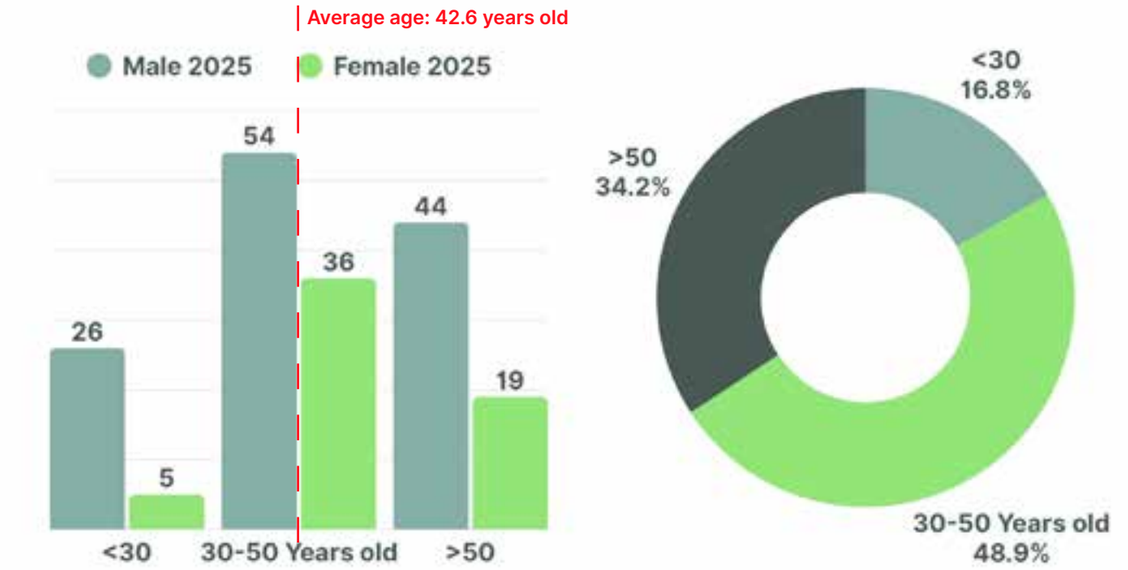
Distribution by classification



Distribution by type of contract



Distribution by age group





Workforce distribution and turnover

Analysing the composition of the workforce makes it possible to monitor the evolution of the organisation and support the planning of skills development and human resource management activities.

In 2025, we recorded a turnover rate of approximately 10.7%, which represents the ratio of the number of employees who left the organisation during the year to the average number of employees in the period under review.

Monitoring this indicator helps to assess the stability of the workforce and to identify any opportunities for improvement in the processes of managing and developing people.



Number of employees who left the company

B9 – Occupational health and safety

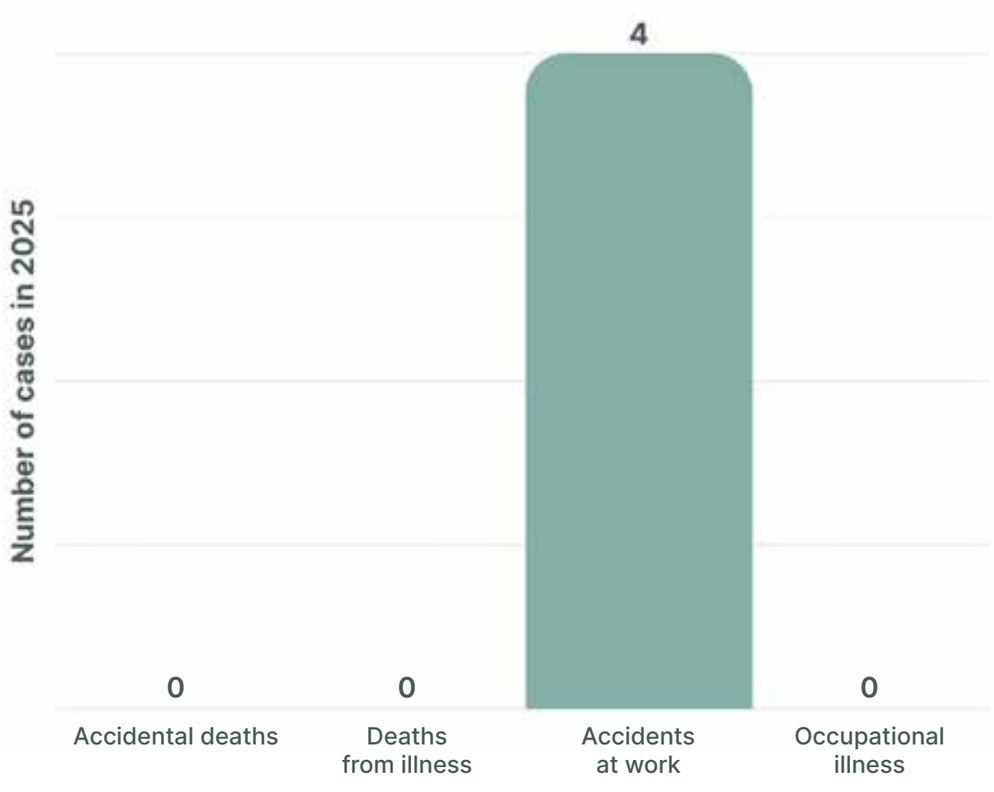
Protecting the health and safety of people is a fundamental principle of our management model and a prerequisite for ensuring a safe, sustainable working environment focused on the well-being of employees.

For this reason, we promote an approach based on risk prevention, continuous monitoring of working conditions and the involvement of people in promoting a shared safety culture. Training, awareness-raising and operational monitoring are essential tools for continuously improving our health and safety performance.

We constantly monitor accidents, analyse the events that occur and define the appropriate corrective and preventive actions in order to progressively reduce risks and promote increasingly safe working conditions.

Each incident is investigated through specific analysis and verification activities aimed at identifying the causes and determining the measures necessary to prevent recurrence. At the same time, we continue to develop awareness-raising and training initiatives aimed at all staff.

The measures taken enable us to continuously assess the effectiveness of our health and safety policies and confirm our commitment to protecting people and constantly improving health and safety conditions.



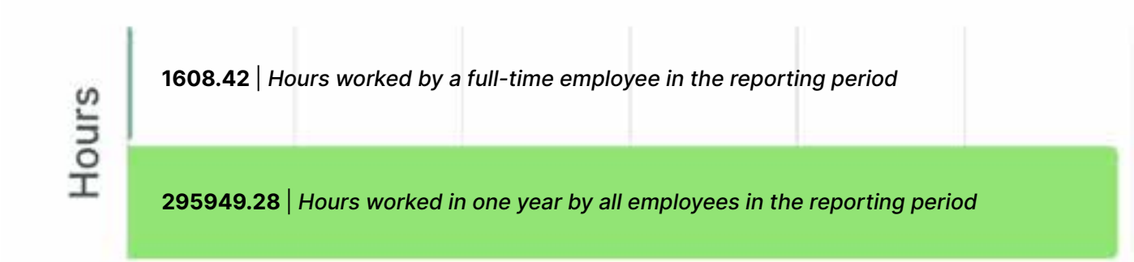
Accidents at work and safety performance

We periodically monitor health and safety indicators in order to understand the trend in accident-related incidents and assess the effectiveness of the preventive measures adopted.

In line with the VSME framework, the recordable injury rate is determined by comparing the number of injuries that occurred during the reporting period with the total number of hours worked by employees.

In 2025, the total number of hours worked was 295,949.28 hours, corresponding to an average of 1,608.42 hours worked per employee, while the total number of recordable accidents was 4 incidents. The corresponding recordable injury rate was 2.70. Furthermore, there were no fatalities related to work activities during the reporting period.

The continuous monitoring of these indicators is a key tool to support the improvement of safety conditions and consolidate a corporate culture oriented towards prevention.



Accidents 4 | 2.70% — Rate of recordable work-related injuries in the reporting period

Trend of recorded events

The incidents recorded in 2025 were subject to specific analysis and investigation aimed at identifying the causes and defining the necessary corrective and preventive actions.

Through the systematic monitoring of indicators and the involvement of the various company departments, we continue to pursue the objective of progressively reducing the risk of accidents and raising awareness of health and safety topics.



B10 – Remuneration, collective bargaining and training

We recognise the value of people as a key factor in the organisation's growth and the creation of long-term value. For this reason, we adopt policies aimed at enhancing skills, promoting fair working conditions and fostering the professional growth of our employees.

Human resources management is based on compliance with the applicable collective bargaining agreements, the protection of workers' rights and continuous investment in skills development. By monitoring indicators relating to pay, training and participation in professional development programmes, we promote a working environment that is inclusive, accountable and oriented towards continuous improvement.

The following sections describe the indicators and initiatives developed in 2025 in the areas of remuneration, collective bargaining, pay transparency and training.





B10.1 Pay, collective bargaining and pay transparency

Ensuring fair economic and contractual conditions is one of the fundamental elements of our commitment to people. Remuneration policies are applied in compliance with current legislation and the relevant collective agreements, ensuring transparency, fairness and consistency with the roles and responsibilities held.

In 2025, 100% of employees were covered by collective bargaining agreements, and all employees received remuneration that met or exceeded the minimum levels stipulated by the applicable legislation and contracts. We also continue to monitor indicators relating to the pay structure and the composition of the workforce, in order to support increasingly informed and transparent management of pay policies.

Collective bargaining

We apply the National Collective Labour Agreement (CCNL) for the Textile and Clothing Sector, which is the reference agreement for our industry, ensuring that employees enjoy contractual conditions that comply with current legislation and the provisions of collective bargaining.

In 2025, 100% of the workforce was covered by collective bargaining agreements, confirming our commitment to transparent, fair employment conditions that are consistent with the principles guiding people management.

Pay transparency

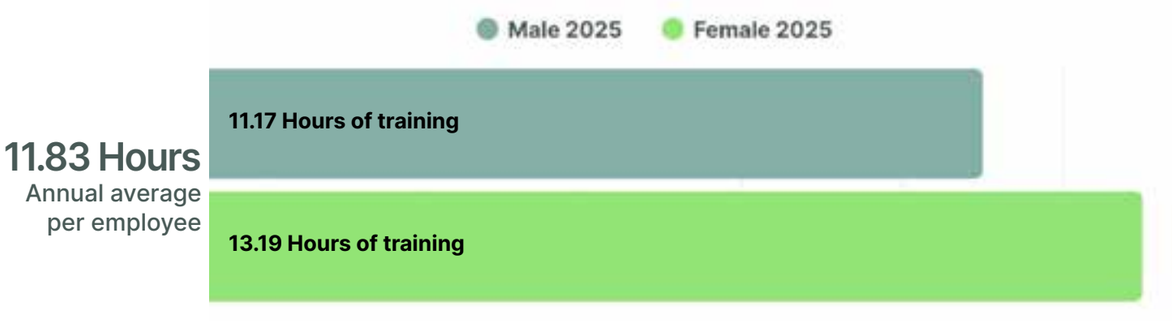
To support our efforts to comply with the principles of pay transparency, in 2025 we continued to monitor indicators relating to average hourly pay and the gender pay gap.

The average gross hourly wage was € 21.40/hour for male employees and € 19.30/hour for female employees. The average pay gap observed was 9.81%. This indicator must be interpreted taking into account the different distribution of staff across job grades, length of service, roles and organisational responsibilities within the company.

B10.2 Training and skills development

Investing in skills development means valuing people and supporting the organisation's ability to meet future challenges. Training is an essential tool for fostering the professional growth of employees, promoting the continuous updating of skills and supporting the innovation of business processes.

In 2025, we monitored the training activities provided to the workforce, analysing the average number of hours of training and ensuring access to professional development programmes for the various categories of staff. Training is, in fact, a key element in strengthening the company's competitiveness, promoting a culture of sustainability and supporting the continuous improvement of organisational performance.



In 2025, the average number of hours of training per employee was 11.83 hours. The average was 11.17 hours for men and 13.19 hours for women. The figure is calculated by relating, for each gender, the hours of training provided to the corresponding number of employees. The overall average of 11.83 hours therefore reflects the actual distribution of the company workforce by gender. Monitoring this indicator makes it possible to assess the uptake of training activities and the development of in-house skills over time.



Development of specialist skills

To consolidate internal technical skills and support innovation along the entire production chain, we have scheduled a specialist training programme aimed at the Quality and Research & Development departments.

The initiative involves participation in specific modules of the Master's course in "Technologies and Processes in the Textile Supply Chain" organised by the School of Advanced Studies at the University of Bergamo. The course will provide an opportunity to explore topics related to industrial textile technologies, chemical and finishing processes, quality management and sustainability aspects applied to the supply chain.

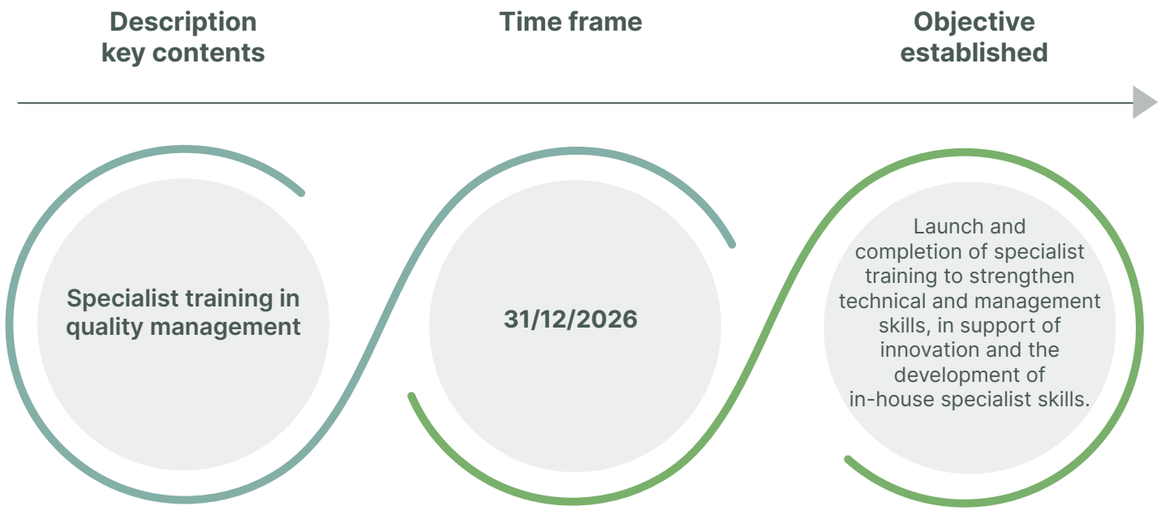
Through this project, we aim to strengthen the specialist skills of our staff and foster greater integration between innovation, quality, research and sustainable development.



Training and sustainability

Skills development is a fundamental element of our sustainability journey. Through training activities, professional development and development initiatives, we are committed to strengthening the organisation's human capital and supporting people's ability to contribute actively to the achievement of the company's business and sustainability goals.

Skills development objective



C5 – Additional characteristics of the workforce

In addition to the indicators relating to the composition of the workforce and people management, we monitor further information useful for understanding the organisational structure and the evolution of human capital over time.

The analysis of these elements allows us to assess the distribution of responsibilities, support the planning of professional development activities and identify opportunities for improvement in terms of inclusion, skills enhancement and people's growth.

In 2025, we had 5 managerial positions, all held by men. The company also does not use self-employed workers operating exclusively for the company, nor does it employ temporary staff on a permanent basis.

Workforce 2025

Total employees: 184

Executives: 5

Exclusive self-employed workers: 0

Permanent agency staff: 0

We continue to monitor the evolution of our organisational structure with the aim of fostering balanced growth for the company and supporting the development of the skills needed to meet future challenges.



We promote a working environment based on respect for the individual, inclusion and responsibility. Respect for human rights is a fundamental principle of our management model and is applied in company policies, the Code of Ethics and the procedures governing relations with employees, suppliers and stakeholders.

We are committed to ensuring fair working conditions, free from any form of discrimination, exploitation or coercion, promoting respect for individual dignity, equal opportunities and personal freedom. These principles guide our decisions and serve as a constant reference point for all company activities.

C6 – Policies and tools for protecting human rights

The protection of human rights is supported by a system of rules, procedures and tools that apply both within the organisation and in our relations with our business partners.

The principles set out in the Code of Ethics and company policies address, in particular:
- protection of human dignity;
- equal opportunities and non-discrimination;
- combating child labour;
- combating forced labour;
- prevention of harassment and behaviour that harms individuals;
- health and safety at work;
- protection of privacy and personal data;
- prevention of corruption;
- freedom of association;
- reporting and whistleblowing systems.

To ensure the effectiveness of these principles, we also provide channels dedicated to handling reports, through which employees and stakeholders can report any conduct that does not comply with the rules, internal procedures or company values.



C7 – Monitoring and protection of human rights

We periodically monitor the application of company policies and internal procedures in order to prevent conduct contrary to the principles of respect, fairness and responsibility that characterise our organisation.

In 2025, no significant incidents relating to human rights violations within the company workforce were detected or confirmed. There were also no confirmed incidents involving workers in the value chain, affected communities, consumers or end users.

The absence of significant incidents confirms the effectiveness of the preventive measures adopted and reinforces our commitment to promoting a corporate culture based on respect for people, transparency and responsibility.

We will continue to promote respect for human rights through awareness-raising, training, monitoring and continuous improvement, ensuring that the principles of fairness, inclusion and protection of the individual remain an integral part of our way of operating and of the relationships we build every day with all our stakeholders.

In-house projects for people's well-being

People's well-being guides our research. Through in-house research and development projects, we work to create solutions and treatments that, when applied to our products, contribute to improving the quality of life. Each innovation is created with the aim of making environments healthier, more comfortable and sustainable, promoting the well-being of those who live in them every day.

Sports segment

As part of our ongoing search for solutions that improve the safety and quality of our products, we have developed Turfguard, an innovative treatment for sports turf. Applied directly during the finishing phase, it provides permanent antimicrobial protection over time on the artificial turf.

Analyses conducted at an external, accredited laboratory confirm a 98.32% reduction in the bacterial load on the tested mantle, offering a much safer alternative in terms of hygiene and protection for athletes.





Contract & Residential, Marine segment

We spend more than 90% of our time indoors: indoor air quality is therefore a priority for people's well-being and health. Allergens - such as dust mites, animal hairs or pollen - can cause reactions even in non-atopic subjects, with effects ranging from rhinitis to asthma.

Contrary to popular belief, carpet tiles can help improve air quality by trapping dust and reducing the dispersion of potentially harmful particles. With this in mind, we developed AlleRAD in-house, an innovative treatment designed for our carpet tiles for the residential, contract and marine markets.

AlleRAD is a 100% biobased technology based on natural symbiotic probiotics that can break down up to **99.9% of the most common inanimate allergens** most common inanimate allergens. It acts in a completely natural way, without affecting the breathability, colour or comfort of the product, and retains its effectiveness even after numerous industrial washes, as confirmed by tests conducted by independent laboratories.

Safe for the skin, biodegradable and free of harmful substances, AlleRAD is a concrete response to the growing demand for healthy and sustainable solutions for indoor environments. An innovation that combines research, well-being and environmental responsibility, helping to create healthier, more comfortable and inclusive spaces.

G Responsible governance

Sound, transparent and responsible governance is a key element in ensuring the continuity and sustainable development of our business. Through a system of defined rules, processes and responsibilities, we promote a management model based on integrity, fairness, accountability and compliance with applicable regulations.

Throughout our sustainability journey, we have progressively integrated environmental, social and governance principles into our decision-making processes and operational activities, strengthening risk management, the internal control system and dialogue with stakeholders.

Governance is also an essential tool for ensuring consistency between strategy, objectives and business activities, supporting the creation of long-term value and the organisation's ability to address future challenges in a responsible and sustainable manner.

Sustainability strategy and governance

Integrating sustainability into our corporate strategy represents a concrete commitment to a responsible, sustainable and conscious growth model. The Board of Directors, Management and the ESG team work together to monitor corporate initiatives and implement policies that support the organisation's sustainability journey.

Transparency, monitoring and continuous improvement

We believe that clear, verifiable communication that is consistent with the activities actually carried out is a key element in building and maintaining stakeholder trust. For this reason, we regularly monitor our performance and continue to strengthen the systems for collecting, monitoring and verifying ESG information, promoting an approach geared towards transparency and continuous improvement.



The principles of our governance

Our governance is based on a set of principles and tools that guide the organisation's conduct and support the responsible management of business activities. Through policies, procedures and control systems, we promote regulatory compliance, risk prevention and respect for the values that characterise our corporate culture.

Our governance policies cover the following areas:



Ethics and integrity
We adopt and disseminate a Code of Ethics that defines the principles of fairness, transparency and responsibility that guide our relationships with employees, customers, suppliers and stakeholders.

Compliance and corruption prevention
We operate in compliance with applicable regulations and adopt procedures and control tools aimed at preventing unlawful or non-compliant conduct.

Risk management
We promote a structured approach to corporate risk management, monitoring the main factors that could affect our activities and the achievement of our strategic objectives.

Dialogue with stakeholders
We encourage ongoing dialogue with internal and external stakeholders in order to understand expectations, needs and opportunities for improvement that are useful for the sustainable development of the organisation.

Transparency and accountability
We promote the traceability of decisions and the reporting of activities carried out, fostering clear, verifiable communication that is consistent with the principles guiding the organisation.

Key points of our governance

Ethics and integrity in managing relations with our stakeholders are fundamental principles of our way of doing business. Maintaining and protecting the trust built up over time is essential for the company to be recognised as a reliable, transparent and responsible partner by all its stakeholders.

For this reason, we promote a corporate culture based on respect for the rules, ethical conduct and the prevention of any form of wrongdoing or non-compliant behaviour. We operate in compliance with applicable regulations and the principles defined by national and international conventions, adopting tools and procedures designed to ensure a high level of integrity in the conduct of our business activities.

To support this commitment, we have adopted key governance tools, including:
- Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001;
- Code of Ethics;
- Internal control procedures and systems;
- channels dedicated to the management of reports.

These tools contribute to the prevention of operational, reputational and compliance risks, supporting corporate management oriented towards responsibility, transparency and the consolidation of governance practices.

We do not tolerate any form of corruption, fraud or conduct contrary to company principles, considering them incompatible with sustainable growth and responsible governance.

Our governance system is also geared towards risk management, the protection of stakeholder interests and the traceability of decision-making processes, fostering a balance between corporate objectives, sustainability and long-term value creation.



Governance topics and performance indicators

To monitor the effectiveness of our governance system, we periodically collect and analyse information relating to ethical business management, regulatory compliance, corruption prevention and the composition of the company's governing bodies.

In line with the VSME framework adopted for the preparation of this Sustainability Statement, we also continue to monitor aspects such as the Code of Ethics, the management of reports, the transparency of communications and the integration of ESG criteria throughout the supply chain.

B11	C8	C9
Corruption and compliance	Business conduct	Diversity in the governing body

Additional governance topics monitored

While adopting the VSME framework as a reference for the preparation of this Sustainability Statement, we continue to monitor additional governance topics that we consider relevant to ensure the responsible, transparent and sustainable management of our activities.

In particular, we pay attention to the following areas:
- Code of Ethics and corporate culture;
- Reporting and whistleblowing systems;
- Sustainable supply chain;
- Integrity and verifiability of sustainability information.

The main governance indicators and tools monitored in 2025 include the absence of corruption-related violations and sanctions, internal control systems, reporting mechanisms, the composition of governance bodies and initiatives aimed at strengthening sustainability throughout the supply chain.

In the following pages, we explore these topics in more detail, outlining the policies adopted, the tools implemented and the improvement goals we intend to pursue over time.

B11 – Corruption and compliance

We operate in compliance with the principles of legality, fairness and transparency, promoting responsible conduct in all our relationships with customers, suppliers, employees, institutions and other stakeholders.

The prevention of corruption and non-compliant conduct is an integral part of our governance system and is implemented through the Code of Ethics, the Organisation and Management Model pursuant to Italian Legislative Decree no. 231/2001, company procedures and internal control systems.

Through these tools, we promote a corporate culture based on integrity, individual responsibility and compliance with applicable regulations, contributing to the protection of the company's reputation and the prevention of legal, operational and reputational risks.

Corruption and compliance

In 2025:
- no convictions were recorded for violations relating to corruption or bribery;
- no sanctions or fines were imposed in connection with violations of anti-corruption regulations.

0	Number of convictions or fines for corruption

The prevention of unlawful conduct and the promotion of a responsible corporate culture go beyond mere compliance with applicable regulations; they are embedded in all of the policies, controls, and governance tools adopted by the organization. In the following pages, we explore the key elements that characterize our approach to corporate conduct, transparency, and corporate responsibility.

Alignment with EU Climate Benchmarks

The Organization does not engage in activities that fall under the exclusion criteria set forth by the European benchmarks aligned with the Paris Agreement (EU Paris-Aligned Benchmarks—PAB). As of the reporting date of this Report, there are therefore no circumstances that would result in the company's exclusion from these benchmarks.

C8 – Business conduct

We promote a corporate culture based on responsibility, fairness, transparency and integrity, principles that guide our daily work and our relations with customers, suppliers, employees, institutions and all the stakeholders with whom we interact.

Our approach to business conduct is based on the adoption of clear rules, control tools and management systems that help to prevent non-compliant behaviour, strengthen stakeholder confidence and support responsible growth in the long term.

Through the Code of Ethics, the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001 and the company procedures adopted, we promote conduct that is consistent with the company's values and the standards of integrity that characterise our organisation.



C8.1 Ethics, integrity and corporate culture

The Code of Ethics is the main reference point for guiding and managing conduct within the organisation. Through this tool, we define the principles of fairness, transparency, loyalty and responsibility that must guide the company's activities and its relations with stakeholders.

The Code of Ethics helps to foster a corporate culture focused on respect for people, the protection of human rights, the prevention of corruption and the promotion of responsible behaviour throughout the value chain.

C8.2 Reporting and whistleblowing systems

We provide tools dedicated to the management of reports, through which employees and stakeholders can report any conduct that does not comply with applicable regulations, company procedures or the principles set out in the Code of Ethics.

The reporting systems adopted guarantee confidentiality, protection of the whistleblower and impartial handling of the information received, contributing to the strengthening of transparency and accountability within the organisation.

The set of policies, procedures and tools adopted helps to consolidate a corporate culture based on integrity and responsibility, supporting risk prevention and the protection of the interests of all stakeholders.

C8.3 Sustainable supply chain and integrity of sustainability information

We recognise the strategic role of the supply chain in achieving our sustainability goals. For this reason, we promote relationships based on transparency, reliability and shared responsibility, encouraging the progressive integration of ESG criteria into supplier qualification and assessment processes.

In 2025, we continued activities aimed at strengthening supply chain monitoring and gathering information useful for assessing the environmental, social and governance aspects of our business partners. This approach will be further consolidated through the introduction of a Supplier Code of Conduct and the integration of specific ESG requirements into the processes for qualifying, assessing and monitoring the supply chain.



C8.3 Integrity and verifiability of sustainability information

In a constantly evolving European regulatory environment, characterised by increasingly stringent requirements for the transparency and disclosure of sustainability information, we have launched a programme to review and consolidate the processes for collecting, managing and disclosing ESG data.

The initiative is part of the most recent legislative developments in the European Union, including Directive (EU) 2024/825 "Empowering Consumers for the Green Transition", which aims to promote the communication of sustainability information that is clear, verifiable and supported by objective evidence, helping to prevent the risk of potentially misleading or insufficiently documented statements.

Through this programme, we intend to further strengthen the reliability of the environmental, social and governance information communicated to stakeholders, verifying that the sustainability statements contained in company documents, marketing materials and various communication tools are supported by data, technical evidence and documentation consistent with the activities actually carried out.

The activities include reviewing the content disseminated through the various corporate channels, verifying the documentation supporting the ESG statements, updating the information where necessary and strengthening the internal processes for monitoring and validating sustainability information.

This approach helps to improve the quality of ESG reporting and communication, promoting a transparent, accurate and verifiable representation of our performance and strengthening stakeholder confidence in the organisation.

The first phase of the programme will be completed by 31 December 2026; subsequently, we will continue with regular monitoring and updating activities aimed at ensuring ongoing alignment with regulatory developments, applicable best practices and available evidence.



Time frame & description of key contents	Objective
31/12/2026 Supplier Code of Conduct	Preparation and adoption of the Supplier Code of Conduct, with the aim of promoting shared principles throughout the supply chain in the areas of ethics, human rights, environmental protection, health and safety, regulatory compliance and corporate responsibility.
31/12/2026 Integration of ESG criteria into supplier qualification	Completion of the integration of environmental, social and governance criteria into the processes of information gathering, supplier qualification and evaluation, in order to strengthen the monitoring of supply chain performance.
31/12/2026 Review of sustainability communications	Completion of the first phase of the review of the information and sustainability statements disseminated through the various corporate channels, ensuring their consistency, verifiability and compliance with the latest European regulations on ESG reporting.
2027-2029 Supply chain monitoring	Launch of a multi-year supply chain monitoring programme based on the Supplier Code of Conduct and the ESG criteria defined by the organisation, aimed at promoting continuous improvement of supply chain performance and the adoption of increasingly responsible practices.

Through these initiatives, we intend to progressively strengthen the integration of ESG principles into governance processes and value chain management, promoting increasingly transparent, responsible relationships geared towards long-term value creation for all our stakeholders.

C9 - Diversity in the governance body

We believe that the composition of the governance bodies is an important element in ensuring effective oversight of the company's activities, supporting decision-making processes and promoting responsible and sustainable management of the organisation.
Diversity of experience, skills and perspectives can contribute to a greater capacity to assess opportunities and risks, fostering a balanced approach to strategic decisions and long-term value creation.
For this reason, we periodically monitor the composition of the governance body, as a useful indicator for understanding the evolution of the organisational structure and for informing future discussions on the topic of diversity and inclusion in positions of responsibility.

Composition of the governance body

As at 31 December 2025, the Board of Directors comprised 6 members, all male.



While considering management continuity and specific professional skills as central elements in the composition of governance bodies, we continue to monitor aspects related to diversity and skills enhancement, recognising their potential contribution to strengthening governance and the sustainable development of the organisation.



Time-line of ESG objectives

A journey along our environmental, social and governance goals and targets. From today's actions to the goals that will guide Radici's sustainable growth in the coming years.



2025	2026	2027
Integration of the environmental policy By the end of the year we will integrate the environmental policy with microplastics and waste topics	**Recovery and enhancement of materials** Continuation of research and development activities aimed at recovering and enhancing the value of materials from production processes and end-of-life products.	**Fluorine-Free Project** Continued development of fluorine-free solutions through research and industrialisation activities aimed at the progressive elimination of treatments containing fluorinated substances from the company's products.
LCA studies on carpet and artificial grass Completion of Life Cycle Assessment pilot projects aimed at assessing the environmental impacts associated with the main product families and supporting future improvement initiatives.	**Remediation and refurbishment of roofs** Continuation of the remediation and refurbishment of existing roofs, with completion of the first phase of the planned works.	**Completion of roofing work** Completion of the remediation and refurbishment of the remaining roofs as set out in the multi-year plan.
Energy Release 2.0 Participation in the Energy Release 2.0 project with the aim of increasing the supply of energy from renewable sources and contributing to the development of new renewable generation capacity in Italy.	**New drying plant** Installation and commissioning of the new drying system with an estimated reduction in natural gas consumption of around 15% compared to the current configuration.	**Extension of EPD certifications** Extension of the availability of Environmental Product Declarations to additional product lines and families.
	Heating system efficiency Completion of the revamping of the heating system by replacing existing boilers and installing high-efficiency heat pumps, with an estimated reduction in emissions of approximately 2,300 tCO_2 per year.	
	EPD certification for three families of artificial turf Completion of the EPD certification project for three families of synthetic turf products, expanding the availability of Environmental Product Declarations.	
Welfare platform Launch of the Welfare platform from March 2025, with an amount provided for by the CCNL of € 200 and an additional supplement of € 600 per year.	**Sponsorship of social initiatives** Payment by March 2026 of a voluntary contribution to the Municipality of Cazzano Sant'Andrea, aimed at supporting the development of social initiatives for the benefit of the local community.	**Pay Transparency** Completion by June 7, 2027, of the process of bringing the company into compliance with the requirements of the pay transparency legislation, with the goal of promoting greater equity and transparency in compensation policies.
Supplementary health insurance package Activation, from July 2025, of a supplementary health insurance package, also confirmed for 2026.	**Pay transparency** Completion by the end of 2026 of the adaptation to the requirements of the legislation on pay transparency, with the aim of promoting greater fairness and transparency in pay policies.	
Increase in the Previmoda life insurance quota Increase in the life insurance quota within the Previmoda Pension Fund, effective from 1 April 2025.	**Specialist training in quality management** Launch in 2026 of a specialist training programme for R&D staff, aimed at consolidating skills in textile supply chain processes, quality management and sustainability topics.	
	Supplier Code of Conduct Preparation and adoption of the Supplier Code of Conduct, with the aim of promoting shared principles throughout the supply chain in the areas of ethics, human rights, environmental protection, health and safety, regulatory compliance and corporate responsibility.	**Supply chain monitoring 2027-2029** Launch of a multi-year supply chain monitoring programme based on the Supplier Code of Conduct and the ESG criteria defined by the organisation, aimed at promoting continuous improvement of supply chain performance and the adoption of increasingly responsible practices.
	Integration of ESG criteria into supplier qualification Completion of the integration of environmental, social and governance criteria into the processes of information gathering, supplier qualification and evaluation, in order to strengthen the monitoring of supply chain performance.	
	Review of sustainability disclosures Completion of the first phase of the review of the information and sustainability statements disseminated through the various corporate channels, ensuring their consistency, verifiability and compliance with the latest European regulations on ESG reporting.	

VSME Disclosure Framework

For each disclosure under the VSME framework, the table indicates whether the information was reported for the period from 1 January to 31 December 2025 and provides the corresponding page reference where available.

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Reasons for omitting disclosures

C3 - Greenhouse gas emissions reduction targets (in tCO_2e)
As at the date of preparation of this Sustainability Report, the Organisation has yet to formalise quantitative greenhouse gas emissions reduction targets expressed in tonnes of CO_2 equivalent. It has launched several initiatives aimed at reducing energy consumption and greenhouse gas emissions.

B5 - Sites within biodiversity-sensitive areas
During the reporting period, the Organisation did not conduct a formal assessment to identify and classify its sites in relation to biodiversity-sensitive areas under the VSME framework criteria.

B5 - Biodiversity - Land use
The Organisation currently lacks the data and monitoring tools needed to report land use information in line with the VSME framework criteria.

C8 - Revenue from certain activities
The Organisation does not currently classify its revenue by the categories of environmental or sustainable activities specified in the voluntary disclosures of the VSME framework. Accordingly, this Sustainability Report omits the disclosures listed above.

Additional Disclosures Beyond the VSME Framework

This Sustainability Report has been prepared using the full VSME framework, which comprises the Basic Module and the Comprehensive Module.
In addition to the disclosures prescribed by the VSME framework, the report includes further information and analysis to provide a more comprehensive view of Radici's sustainability journey.

The main additional disclosures are summarised below, together with the methodology or process used to prepare them.

Stakeholder engagement and mapping | pp. 38–39
Stakeholder significance was assessed based on turnover and the importance of customers, suppliers and business partnerships, with input from internal assessments.

Materiality assessment | pp. 40–43
Questionnaires and an assessment of sustainability matters were used to identify and prioritise material topics.

2030 Agenda and Sustainable Development Goals (SDGs) | p. 28
The United Nations 2030 Agenda and its SDGs were used to identify the goals most relevant to Radici.

Microplastics | p. 64
Radici monitors microplastics as an additional environmental topic beyond the VSME framework, using an indicator of microplastic releases (kg/m²). Its initiatives aim to reduce the use of plastic infill and develop solutions with a lower environmental impact.

Additional workforce information | pp. 67–75
Further information on workforce composition, gender, age, contract type and occupational classification. Information covered by VSME disclosures B8–B10 and C5 is to be distinguished from any supplementary detail.

Employee policies and initiatives | pp. 72–73
Additional information on employee welfare, supplementary healthcare, pension provision, social initiatives and specialist training.

ESG initiatives and targets / Environment | pp. 62–63
Initiatives and improvement targets developed as part of Radici's ESG programme and reviewed by the Sustainability Team.

ESG initiatives and targets / Governance and supply chain | pp. 92–93
Initiatives relating to the Supplier Code of Conduct, the integration of ESG criteria into supplier qualification, sustainability communications and supply chain monitoring were reviewed by the Sustainability Team.

Additional governance topics | pp. 90–93
Monitoring of the Code of Ethics, supply chain sustainability, and the integrity and verifiability of sustainability information.



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