Sustainability Policy

English version

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1. Who is it for?

This Sustainability Policy (also, the "**Policy**") applies to the companies operating within the RadiciGroup Engineered Materials business (the "**Companies**").

The Policy is primarily directed at:

- the **members of the Corporate Governance Bodies of the Companies**;
- **all Individuals who work with the Companies, either internally or externally, as part of the value chain**. This includes Employees, Consultants, Intermediaries, Business Partners, Agents, Suppliers, Contractors, Subcontractors, Customers and any other parties who engage with the Companies.

The Companies require that the **conduct of their Stakeholders – especially their Employees** – aligns with the guidelines set out in this Policy. The Companies commit to **actively spreading awareness of the Policy**, **ensuring it is understood**, and **overseeing** its proper **implementation**.

2. The Policy

The Companies are **global leaders in polyamide and high-performance engineering polymers**, committed to creating long-term value through sustainable growth, innovation and responsible business practices.
Sustainability is integrated into their strategy and supports the development of solutions, technologies and products designed **to meet evolving customer needs** and **stakeholder expectations.**
Guided by their **Code of Ethics** and **distinctive values** - **respect for people**, **compliance** with the law, **integrity**, **collaboration**, **responsibility** and **transparency** - the Companies are committed to fostering **environmental, social and economic (ESG) development** over the long term.

In a continuously evolving context, the Companies, thanks to their Management Systems, seek excellence through synergies, **quality** and **performance. Integrated management systems** represent also **a key element of their sustainability governance** supporting **risk management**, clear responsibilities and the **achievement of ESG objectives** through stated **targets**, measurable **actions**, **performance monitoring** and **continuous improvement.**

Diligent compliance with regulations, especially regarding **Human Rights, corruption prevention, Health and Safety and environmental protection**, is fundamental for every activity. The Companies are committed to **respecting Human Rights throughout their operations** and **value chains**, in alignment with globally recognized principles, and take part in international initiatives on responsible business conduct. Through dedicated governance processes, the **Companies work to identify, prevent and mitigate all** the **related risks.**

To **ensure the quality of their products and services**, the Companies use several different **tools** that enable them **to develop robust and reliable processes**. This also enables the Companies **to support customers** in identifying the **solutions best suited to their requirements**, supporting their quality and long-term performance.
The Companies strive to optimize their **environmental performance** through publicly declared goals, **including science-based targets**, structured plans and accountable results. They address **climate change** by measuring their **corporate carbon footprint** and the **environmental impact of their main products** and apply, whenever possible, **circular economy solutions**, eco-design principles and recycling technologies. The latter are aimed at reducing waste,

while promoting the responsible use of resources. Special attention is also devoted to the **efficient use of water and energy**, the **prevention of water, air and soil pollution**, and to **increasing** the **use of renewable energy sources.**

Health and Safety are **key priorities for the Companies**, which not only comply with applicable regulatory requirements, but also aim to **continuously improve workplace safety performance** through the **monitoring and reduction of occupational injury rates**, actively involving Workers in identifying and mitigating risks.
The Companies promote a culture of **care for their Workers** in several aspects of professional life. Through initiatives that encourage **dialogue and engagement**, the Companies foster **inclusion, recognising diversity** as a source of enrichment. Alongside this, the Companies invest in **continuous training** to enhance the skills of Workers, aware of how individual contribution is fundamental for reaching overall excellence.

Finally, the Companies consider **digitalization** as a **key element to support sustainability governance**, foster synergies, **optimize resources** and strengthen Management Systems. By enhancing **data availability, quality** and **process oversight**, digitalization enables **more informed sustainability-related decisions** and contributes to their effectiveness.

3. Approvals, Review and Updates

In addition to the approval by Board of Directors of the RadiciGroup Engineered Materials parent company, the Policy will be submitted for approval to the companies operating within the Specialty Chemicals business (the "**SC Companies**"), being it understood that, provided that the Policy is approved by the Board of Directors of the Specialty Chemicals parent company overseeing the SC Companies, such SC Companies will be considered as "**Companies**" pursuant to the Policy.

This Policy, while upholding the core principles, will be **reviewed and revised, updated, or amended as required**, for example, in the event of a **substantial change in the Companies' structure, regulatory developments**, to evaluate the present state of the art of operations, or **to implement any new initiatives**.
This Policy, together with any subsequent updates, shall be subject to **review, amendment, approval and implementation** by:

(i) the Board of Directors of the RadiciGroup Engineered Materials parent company, with respect to Companies other than the SC Companies; and
(ii) the Board of Directors of the Specialty Chemicals parent company, with respect to SC Companies.



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