GENERAL PRINCIPLES

This Policy outlines the Organization's commitment to actively promoting gender equality and equal opportunities through cultural, organizational and management measures consistent with UNI/PdR 125:2022. The objective is to embed gender equality into company processes, measure results through specific indicators, close any gaps and generate sustainable, long-lasting change over time. In particular, the Policy aims to:

- support, at all levels, the dissemination of a culture based on mutual respect, inclusion, and fairness, enhancing diversity to allow each person to fully express their potential and contribute to the Organization's growth;
- ensure, in daily work activities, respect, equal opportunities, fairness, and meritocracy for all employees;
- foster a proper balance between work and personal life, regardless of gender or other identity factors;
- recognize and value parenthood, for both mothers and fathers, as a significant moment in personal and professional life, promoting support for all those experiencing it, regardless of their role;
- recognize and support the role of those who care for family members or vulnerable people, valuing this experience in both personal and professional life, regardless of their role or position.
- prevent and combat all forms of discrimination, with particular focus on those related to gender and parental status and assistance to family members.
- promote gender equality and equal opportunities, not only related to gender, also beyond the company's boundaries, in relationships with clients, suppliers, communities, and the territories in which the Organization operates.
- define, implement and periodically review a Strategic Plan for gender equality, with measurable objectives, assigned responsibilities, implementation timelines and monitoring indicators consistent with the areas defined by UNI/PdR 125:2022.

The Organization is therefore committed to protecting the values of dignity, equity and inclusion, recognizing, respecting and valuing people's differences and supporting women's empowerment. This commitment applies to the entire employee life cycle: recruitment, hiring, training, professional development, evaluation, remuneration, access to roles of responsibility, protection of parenthood and work-life balance. The Organization considers equal opportunities and an inclusive culture essential to the well-being of its people and to the success of the company, regardless of country of origin, culture, religion, gender, sexual orientation, political opinions, or any other personal characteristics or styles.

The Organization aims to foster a working environment based on merit, individual well-being, open dialogue and collaboration, where each person feels welcomed, respected and free to express themselves and their potential. The Organization also commits to constantly improving a culture of respect and equality, both internally and in its relations with stakeholders. The principles of this policy are also aligned with the organization's Code of Ethics, which embodies the core values guiding its business activities: integrity, honesty, loyalty, respect, fairness, impartiality and non-discrimination, the valuing of human resources, and the protection of workers.

This Policy is addressed to all staff and key stakeholders, with the goal of improving internal processes by strengthening existing system procedures and adopting new measures. The gender equality management system includes the planning, implementation, monitoring and review of actions, also through performance indicators and the assessment of improvement over time. Improvement strategies concern the following areas:

- Culture and Strategy: promoting an environment that supports inclusion and gender equality, with objectives, communication and training consistent with the stated values;
- Governance: the high Management defines a system to ensure inclusiveness and to identify and address any critical issues, with the involvement of the Steering Committee;
- HR Processes: introducing processes that define the various stages of the employee life cycle within the company, based on principles of inclusion, transparency and respect for diversity;
    - The recruitment process ensures a fair and gender-neutral approach—free from bias and stereotypes—that prioritizes only the required job qualifications and experience when selecting candidates. No questions are asked regarding marital status, caregiving responsibilities, or pregnancy. Selection procedures are structured to minimize the influence of unconscious bias.
- Growth and Inclusion Opportunities: enhancing skills and career development opportunities with a focus on fairness, with attention to balanced representation in decision-making and responsibility roles;
- Pay Equity: safeguarding and improving salary equity between women and men, also through periodic analysis of remuneration data and corrective actions where necessary;

- Support for Parenthood and Work-Life Balance: implementing policies to support employees in their parental, family and caregiving responsibilities, promoting flexibility tools and equal access to the available measures.

The Organization aims to foster inclusion in the workplace for people of all genders, cultures, religious beliefs, and backgrounds, striving to overcome the very notion of diversity through a fully inclusive language and culture.
Lastly, the Organization adopts a periodic monitoring system, overseen by the Steering Committee, to ensure the consistency and effectiveness of actions related to gender equality and to promote a positive internal climate and professional relationships based on mutual respect and appreciation. Monitoring includes the collection and analysis of relevant data, review of objectives, verification of the effectiveness of actions taken, management of any deviations and definition of new continuous improvement actions.

This document is made known to all personnel through issue, distribution and permanent posting in the workplace. The Policy is also communicated, where relevant, to external stakeholders and made available to interested parties, in line with the objectives of the gender equality management system. All personnel are requested to familiarize themselves with system documentation and the commitment to continuous improvement.

The High Management

Signature CEO (ing. Alberto Salmistraro)

Signature DG (ing. Fabio Poletto)

Steering Committee

CEO (ing. Alberto Salmistraro)

DG (ing. Fabio Poletto)

Signature CFO (d.ssa Elena Brandolisio)

Signature HR (d.ssa Pastora Macias Alzola)

Signature ISM (Mr. Andrea Quercioli)

Signature MKT (d.ssa Gloria Zurlo)

Date: 06/07/2026