



GENDER EQUALITY, DIVERSITY, AND INCLUSION POLICY

Italica is a company built on people, which is why we recognize the value of every individual and their differences. We pursue our business goals in full compliance with universal principles of Social Responsibility, taking into account the interdependence between economic objectives and sustainability goals. We are fully committed to the wellbeing of our employees.

We believe strongly in a culture of gender equality, diversity, and inclusion, promoting and encouraging corporate policies that foster equal opportunities throughout the entire employee lifecycle — beginning from recruitment and continuing through onboarding, job rotations, training, and career development.

Italica has always evaluated the skills and abilities of its personnel, striving to avoid prejudice and stereotypes. Through this concrete approach, **Italica** seeks to further encourage an inclusive culture that equally values all individuals within the company. Establishing a culture of gender equality at **Italica** is foundational to our human capital strategy, essential to guaranteeing outstanding performance based on merit and long-term sustainability.

Scope and Applicability

This policy applies to all **Italica** employees and is shared with our main stakeholders, suppliers, and clients, with the objective of maximizing its impact and serving as a point of reference for other corporate entities.

Italica is committed to ensuring that every employee has the peace of mind necessary to plan their professional and personal growth within a highly inclusive environment free from any form of discrimination.

Accordingly, **Italica** promotes and supports corporate policies aimed at the wellbeing of its people and their families. Specifically, **Italica**:

- Creates a work environment free from gender discrimination;
- Promotes a culture of inclusion through awareness, information, and training;
- Implements non-discriminatory procedures for recruitment, job rotation, training, and career development;
- Supports a healthy balance between work and private life;
- Defines and monitors KPIs to assess and measure gender equality and inclusion initiatives.

Formal Commitments in Key Processes and Phases

1. Recruitment

- a. Evaluates male and female curricula equally, while emphasizing the importance of meritocracy.

b. Ensures equal remuneration for equivalent roles and levels of responsibility.

2. Job Rotations and Career Development

a. Assesses male and female candidates fairly within development without gender discrimination.

3. Work Organization

Italica works actively to improve employees' work-life balance throughout all stages of their personal and professional lives by:

- a. scheduling meetings during core working hours;
- b. Offering flexible start and end times where necessary.

4. People Development

- a. Guarantees effective training processes aligned with organizational knowledge requirements, competencies, and awareness development;
- b. Provides appropriate onboarding for new hires and effective support/training for employees in their assigned roles;
- c. Ensures respect for equal opportunities consistent with the organization's fair job placement principles.

5. Performance Management

Italica's performance management process involves the sharing of objectives, measurement, and development of performance, with the aim to:

- a. Foster a meritocratic culture based on evidence of results achieved, free from any consideration related to gender, nationality, or age;
- b. Ensure equitable treatment in evaluations.

6. KPI Monitoring

Italica adopts a monitoring system to guarantee that gender equality is properly managed. The strategic dashboard contains key performance indicators (KPIs) that provide an accurate representation of the company's workforce.

Date 30/01/25

Management

Italica S.B. Srl

Steering Committee

