

Subject: Adoption of Gender Equality Management System – UNI/PdR 125:2022

Dear Partner,

We are pleased to inform you that the Company has implemented a Management System compliant with the reference practice UNI/PdR 125:2022 on Gender Equality.

The adoption of this standard represents for our Organization a concrete and systematic commitment to equity, inclusion, and respect for diversity in all its forms, with particular focus on gender equality in the workplace and throughout our entire value chain.

Key principles of our commitment:

- **Decent work:** ensuring working conditions based on freedom, safety, fairness, and human dignity.
- **Enhancement of diversity:** recognizing and respecting differences and similarities between people.
- **Inclusive environment:** creating work contexts that are supportive, respectful, rewarding, and free from discrimination.
- **Development of individual potential:** supporting and encouraging each person to express their value, promoting fair and impartial professional growth.
- **Equal opportunities:** ensuring fairness in recruitment, training, development, and recognition processes, regardless of gender, sexual orientation, cultural background, ethnicity, marital status, or any other personal condition.
- **Work-life balance:** promoting the balance between private life and work time for all staff.
- **Zero tolerance** for any form of abuse or harassment: prohibiting and preventing any physical, verbal, or digital behavior that is harassing, offensive, threatening, or discriminatory, including sexual harassment.
- **Protection and listening:** adopting effective and confidential tools for reporting issues or suggestions, ensuring anonymity and protection from any retaliation.
- **Safe workplaces:** guaranteeing environments where every individual can work and contribute fully in a climate of safety, respect, and inclusion.

Shared responsibility with partners

We are aware that achieving these objectives requires the active collaboration of our entire network of partners, suppliers, and subcontractors, who play a strategic role in disseminating our values.

For this reason, the Company asks each partner to:

- **Adhere to the above principles**, committing to promote inclusive and respectful work environments, countering all forms of intimidation, harassment, or discrimination.
- **Comply with the requirements of UNI/PdR 125:2022** and request the same from their own subcontractors and collaborators.
- **Participate**, if requested, in monitoring and verification activities carried out by the Organization.
- **Identify promptly any nonconformities** and implement effective corrective and preventive actions.
- **Promptly notify the Organization** of any business relationship with subcontractors or other involved suppliers.

We are confident of your sensitivity to these issues and wish to acknowledge your organization as a partner aligned with our values and principles. To this end, we kindly ask you to return this communication signed for acceptance.

For any need or request for clarification, please contact our offices during normal business hours.

Thank you for your cooperation. Best regards.

Date: 13/01/2026

Signature for acknowledgement Partner