1. MANAGEMENT COMMITMENT AND GENERAL PRINCIPLES

CPE ITALIA SpA recognizes diversity, inclusion, and gender equality as core values of its corporate identity and strategic pillars for business growth and sustainability.

The company has implemented an Integrated Management System in accordance with ISO 30415:2021 guidelines and the reference practice UNI/PdR 125:2022, operating under a rigorous approach based on impartiality and fairness.

CPE ITALIA SpA firmly rejects and opposes any form of discrimination — direct or indirect, single or interconnected — related to gender, age, sexual orientation, gender identity, disability, health status, ethnic origin, nationality, political opinions, social category, or religious belief. The organization actively commits to removing any cultural, organizational, or physical barrier that may limit the expression and full development of individual potential.

2. INTERNATIONAL AND REGULATORY REFERENCE FRAMEWORK

This Policy adopts and promotes the principles established by primary regulatory sources, contractual provisions, and international reference standards, including:

- United Nations 2030 Agenda and its Sustainable Development Goals (SDGs), with a specific focus on SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth);
- UN Global Compact and the Women's Empowerment Principles (WEPs);
- Universal Declaration of Human Rights;
- UN Conventions on the Elimination of All Forms of Discrimination Against Women (CEDAW), on the Elimination of All Forms of Racial Discrimination, and on the Rights of Persons with Disabilities;
- ILO Declaration on Fundamental Principles and Rights at Work and its relevant core Conventions;
- ILO Convention No. 190 (2019) on Violence and Harassment in the World of Work.

3. AREAS OF ORGANIZATIONAL AND OPERATIONAL INTERVENTION

CPE ITALIA SpA translates its commitment to Gender Equality and D&I into concrete actions aligned with the core pillars defined by UNI/PdR 125:2022:

1. Culture and Strategy: Promoting an inclusive and collaborative environment that fosters transparency, trust, and the value of diversity as a key driver of innovation and competitive advantage.
2. Governance: Overseeing decision-making processes to ensure adequate gender representation in leadership roles and ensuring that corporate, marketing, and advertising communications are transparent, inclusive, and free from stereotypes.
3. HR Processes (Recruitment and Career Progression): Defining standardized operating procedures that guarantee fair access to employment, professional development, career paths, and female empowerment based solely on merit and potential.
4. Remuneration Equity: Implementing Pay Equity policies aimed at monitoring and reducing the gender pay gap for equal roles and equal skills.
5. Parenting and Work-Life Balance: Actively supporting maternity, paternity, and caregiving responsibilities, ensuring job continuity, post-leave reintegration, and flexible work arrangements to balance personal and professional life.
6. Protection of Integrity and Prevention of Harassment: Guaranteeing safe working environments that protect physical, psychological, moral, and cultural integrity, maintaining a zero-tolerance policy against any form of harassment or workplace bullying (mobbing).

4. EXTENSION TO THE VALUE CHAIN (SUPPLY CHAIN)

CPE ITALIA SpA extends its inclusive vision to the market and its vendor ecosystem. The company prioritizes and values commercial relationships with partners, suppliers, and subcontractors who share and integrate the same ethical, social, and gender equality standards into their business processes.

5. MANAGEMENT SYSTEM GOVERNANCE AND ACTIVE OVERSIGHT

To ensure effective coordination, measurement, and implementation of this Policy, Senior Management has defined the following oversight structure:

- Integrated Management System Manager (RSGI): Appointed by Senior Management as the designated competent authority for the technical and operational management of the D&I and Gender Equality system.
- Gender Equality and D&I Committee: A strategic and advisory oversight body. The Committee establishes the Strategic Plan, monitors progress, and oversees the implementation of corporate KPIs.

6. MONITORING, TRANSPARENCY, AND DISSEMINATION

CPE ITALIA SpA annually defines a Gender Equality Strategic Plan, setting quantitative targets, performance indicators (general and specific KPIs), and dedicated resources.

To ensure maximum transparency toward internal and external stakeholders:

- KPI progress data and Strategic Plan outcomes are updated annually and made accessible.
- This corporate Policy is communicated to all staff, integrated into training programs, and made publicly available to anyone upon request via the corporate portal.

Date: 01.10.2026 **Group Chief Financial Officer (GROUP CFO)** _____