

EQUAL OPPORTUNITY POLICY

CEG Elettronica Industriale S.p.A. has been and remains **firmly committed** to respecting the principle of equal opportunities in the workplace, regardless of gender, marital status, sexual orientation, religious belief, political or trade union opinion, skin color, ethnic origin, nationality, age, or disability.

CEG Elettronica Industriale S.p.A. **opposes** any form of direct or indirect discrimination and/or harassment against individuals or groups by other individuals or groups, and undertakes to prevent and intervene to put an end to such behavior.

CEG Elettronica Industriale S.p.A. is **committed** to preventing discrimination in every aspect of the workplace, from selection processes to decisions regarding compensation, job classification, job assignment, training, and career progression. These decisions are made solely and exclusively based on the skills, experience, professional potential of employees, and their results.

In particular, CEG Elettronica Industriale S.p.A. **aims** to:

- Valuing differences in all business processes;
- Identify and eliminate any form of discrimination that prevents equal access to job opportunities;
- Ensure effective equal treatment of its employees in every sector, role and grade and in all positions of responsibility, valorising the results and potential of the individual;
- Promote the diversification of the person's professional choices.

CEG Elettronica Industriale S.p.A. **requests the active support** of the company's employees in implementing the principles and intentions contained in this Declaration.

Bibbiena, 10-Apr-2026

Uberto Canaccini



President & CEO

