

STAFF SELECTION AND RECRUITMENT POLICY

CEG Elettronica Industriale S.p.A., in accordance with its corporate values, current legislation and the principles of inclusion, equity and non-discrimination, formally communicates its Policy on gender equality to be applied to the recruiting process.

GENERAL PRINCIPLES

All job advertisements relating to CEG must be drafted and distributed in full compliance with the principle of equal opportunities, without any direct or indirect discrimination based on, for example and not limited to, gender and gender identity, age, ethnic or national origin, religion or personal beliefs, sexual orientation, disability, marital status, pregnancy or family responsibilities.

No hiring costs or expenses shall be charged, in whole or in part, to the workers.

Operational instructions for publishing advertisements:

- The language used must be neutral and inclusive, avoiding formulations that could suggest a gender preference;
- Any references to gender must be expressed in an inclusive form (e.g. "the resource", "the position sought", "the candidate" or equivalent formulations);
- The required qualifications must be exclusively related to the skills, experience, and abilities required to perform the job;
- No irrelevant information is included (e.g., age, gender, family status);
- Job postings must always include the equal opportunities statement as follows: "CEG S.p.A. promotes and pursues policies of social inclusion, diversity, and equity, with an ongoing commitment to enhancing its human capital and corporate culture, and combating all forms of discrimination, including gender discrimination. CEG guarantees a fair, meritocratic, and transparent approach to create a person-centered organization, valuing the diverse backgrounds, experiences, and skills of each individual, implementing objective and impartial selection processes, and offering professional development plans aimed at enhancing personal skills and abilities."
If the advert is published by a recruitment agency, the following must be specified in the equal opportunities declaration: "Our client company..."

REGULATORY REFERENCES

This policy is inspired by and complies with Legislative Decree 198/2006 – Code of Equal Opportunities between Men and Women, Legislative Decree 216/2003 – Equal Treatment in Employment and Working Conditions, European Directive UE 2023/970, ESG principles and best practices in Diversity & Inclusion and UNI/PdR 125:2022.

RECEIPT AND EVALUATION OF APPLICATIONS

- Resumes must be evaluated based on skills, experience and professional requirements, avoiding implicit biases related to gender or other personal factors;
- Advertisements and pre-hiring procedures must indicate the starting salary or its range, the applicable collective bargaining agreement and the expected classification level;
- When evaluating applications, biases or prejudices related to gender or other personal factors must be avoided.

SELECTION INTERVIEWS

- Compose the selection panel to ensure gender representation to the greatest extent possible;
- Interview, to the extent possible, a gender-balanced number of candidates;
- Avoid irrelevant personal questions (e.g., about children, marriage, sexual orientation, religious or political beliefs);
- Formulate questions neutrally, avoiding gender stereotypes or implicit bias;
- Ensure equal treatment among candidates, ensuring that all receive the same information and opportunity to express their views.
- Asking candidates about their current or previous salary is prohibited.;
- Candidates must be able to understand the criteria for determining remuneration and any possible financial progression.



FINAL EVALUATION

- The final evaluation must be based exclusively on the objective criteria defined in the initial phase of the process.

Employment agencies providing services to CEG must fully adopt this policy and apply these principles in all publication, dissemination, and promotion of job postings related to our company. They undertake to promptly report any critical issues or interpretation concerns. CEG Management reserves the right to periodically monitor the activities of Employment Agencies to verify compliance with the above principles.

Bibbiena, 10-Apr-2026

Uberto Canaccini



President & CEO

