

GENDER EQUALITY POLICY

CEG Elettronica Industriale S.p.A. recognizes gender **equality, diversity and inclusion** as fundamental values of its corporate culture and strategic factors for the sustainable development of the organization.

In accordance with what has already been expressed in the Equal Opportunities Policy and the Anti-Harassment Policy, the Company undertakes to:

- Ensure a fair, inclusive, and respectful work environment;
- Prevent any form of direct or indirect discrimination;
- Combat any behavior that undermines the dignity of the individual.

CEG promotes a culture based on mutual respect, the valorization of differences and the full inclusion of all people.

This policy applies to:

- All employees;
- Collaborators and consultants;
- Candidates in the selection process;
- Suppliers and partners.

CEG Elettronica Industriale S.p.A. is committed to pursuing the following objectives:

- **Equal opportunities and non-discrimination:** ensures fairness in selection and hiring processes, professional development, training, compensation, access, roles, and responsibilities. Company decisions are based exclusively on skills, experience, potential, and results, in accordance with company policy. To this end, it has issued and disseminated a Statement on Equal Opportunity.
- **Pay Equity:** Promote pay equity between men and women for equal roles, responsibilities, and skills.
- **Career Management and Leadership:** Promotes equal access to leadership roles, the development of female talent, and balanced representation in decision-making levels.
- **Parental Protection and Work-Life Balance:** Supports policies that promote work-life balance, maternity and paternity protection, and organizational flexibility, where applicable.
- **Prevention of Harassment and Inappropriate Conduct:** In line with the Anti-Harassment Policy, CEG does not tolerate any form of harassment or offensive behavior, guarantees safe and confidential reporting channels, and protects those who report it from retaliation.
- **Inclusive culture:** promotes a work environment based on respect, inclusive language, and the appreciation of diversity as a corporate asset to be protected and safeguarded in all its forms.

The general principles set out above are expressed through the following specific policies:

- **Selection and hiring:** Candidates are evaluated exclusively on the basis of their skills, experience, and potential, regardless of gender. Recruiting processes are structured impartially, without systemic bias, following meritocratic criteria and considering the organizational position to be filled. Those involved in selection receive specific training on inclusion and cognitive bias to prevent bias in assessments, including refraining from requesting information regarding family responsibilities, parenting, marriage, or pregnancy. The recruitment communication process ensures gender-neutral ads and the absence of any form of discrimination. To this end, CEG has issued a specific Company Policy.
- **Career management:** CEG ensures equal professional development opportunities for all employees, regardless of gender. Career management policies promote meritocracy and inclusivity at all stages: onboarding, training, promotion, and participation in strategic projects. The assignment of roles and responsibilities is based solely on individual skills and



performance. The company promotes female empowerment, fostering processes to increase women's representation in managerial and strategic positions.

- **Pay equity:** All compensation, incentive, and performance evaluation systems are designed to be fair and transparent. Wages take into account assigned responsibilities, results achieved, and the complexity of roles, avoiding any gender discrimination and ensuring the absence of any gender-based differentiation in the pay gap, including non-monetary compensation.
- **Parenting and care:** CEG promotes access to parental leave and support measures for childcare and caregivers. Company policies respect and support the needs of maternity, paternity, and parenthood in general, facilitating a balance between work and family responsibilities. To this end, targeted actions are adopted to support staff in the various phases of maternity/paternity (before, during, and after) through specific programs and measures.
- **Work-life balance:** CEG places the utmost importance on balancing professional and personal life. The measures adopted take into account individual needs and company objectives, with the utmost attention to the psychological and physical well-being of its employees.
- **Prevention of abuse and harassment:** Since 2013, CEG has issued a specific policy aimed at combating and preventing any type of physical or psychological abuse and is committed to training and raising awareness among its staff in this area with the aim of increasing awareness and encouraging respectful behavior. Any form of abuse, harassment, or violent conduct is not tolerated and will be managed according to internal procedures compliant with company principles.
- **Communication:** CEG promotes internal communication that disseminates and raises awareness of inclusive behaviors and language that respect gender equality and diversity in general, paying the utmost attention to avoiding stereotypes of any kind, implementing a control and monitoring system to ensure equal gender representation among speakers at events and conferences organized or in which the company participates, which takes into account the roles, responsibilities, and skills of each employee.

To implement the above-mentioned principles and policies, CEG has equipped itself with a management system for gender equality compliant with the reference practice UNI/PdR 125:2022 which provides:

- Appointment of a Gender Equality Steering Committee, with monitoring and proposal functions;
- Adoption of an annual strategic plan with measurable objectives and key performance indicators (KPIs) consistent with UNI/PdR 125:2022;
- Periodic monitoring of indicators and results achieved;
- Training and awareness-raising among employees and key stakeholders regarding the company's policy and implemented actions;
- Internal and external communication that transparently communicates the importance of pursuing gender equality, enhancing diversity, and supporting female empowerment.

The Policy is reviewed annually by the Steering Committee, based on the results achieved and organizational needs, and is disseminated to all internal and external stakeholders through official company channels.

CEG is committed to continuously improving its gender equality management system, integrating these principles into its business processes and sustainable development strategy.

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Uberto Canaccini



President & CEO

