GENDER EQUALITY POLICY

This Gender Equality Policy, defined by the Company's Management, outlines the principles, objectives, and guidelines that demonstrate the organization's commitment to gender equality, diversity enhancement, and women's empowerment.

PRINCIPLES AND COMMITMENTS

Through the implementation of a Gender Equality Management System compliant with UNI/PdR 125:2022, Testori S.p.A. has embarked on a process of internal cultural change aimed at achieving greater gender equality within the organization.

Testori S.p.A. is committed to:

- Applying human resource management and development practices that promote an inclusive culture, ensuring equal access to company positions and career advancement opportunities for all employees, while supporting the empowerment of women.
- Creating an inclusive, collaborative, supportive, transparent, and open work environment that encourages listening to all employees.
- Adopting a zero-tolerance approach towards any form of discrimination, harassment, or violence and, in order to prevent such behaviors, providing specific training on these topics at all organizational levels.
- Communicating transparently, both internally and externally (including marketing and advertising activities), its commitment to gender equality, diversity enhancement, and women's empowerment, avoiding gender stereotypes and using respectful language.
- Promoting fair gender representation among speakers when participating in and/or organizing external events, consistent with the skills and expertise required for each individual engagement.

OBJECTIVES

Testori S.p.A. defines the following objectives, which are also monitored through performance indicators (KPIs), based on the thematic areas identified by UNI/PdR 125:2022.

- **Culture and Strategy:** Improving the organizational work environment by promoting and supporting inclusion, gender equality, and the enhancement of gender diversity. Combating and overcoming all forms of stereotypes, discrimination, or prejudice—including unconscious bias—based on gender-related issues.

- **Governance:** Implementing a governance model aimed at establishing appropriate organizational oversight, ensuring representation of the underrepresented gender in the

organization's governing and supervisory bodies, and defining processes to identify and address any instances of exclusion or lack of inclusion.

- **HR Processes:** Implementing HR processes covering the various stages of an employee's lifecycle within the organization, based on the principles of inclusion and respect for diversity

- **Women's Career Development and Inclusion in the Company:** Improving the organization's ability to provide gender-neutral access to career development and internal growth opportunities, as well as accelerating career progression

- **Gender Pay Equity:** Implementing processes to ensure balanced remuneration based on a total reward approach, which also includes non-monetary benefits such as welfare and well-being programs.

- **Protection of Parenthood and Work-Life Balance:** Implementing policies to support employees in their parental responsibilities and caregiving activities.

- **Supporting and Promoting Women's Empowerment:** The Company aims to strengthen a working environment in which women are heard, where their knowledge and experience are recognized, where their aspirations, needs, opinions, and goals are taken into consideration, and where they can actively participate in corporate decision-making processes.

All employees are required to comply, within the scope of their responsibilities, with the provisions of this Gender Equality Policy and to apply its principles in their daily activities..

Novate Milanese, January 15, 2024

General Manager
Sergio Carella