

Gender Equality Policy 2025

History

Reference Num.	Document	Review	Date
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1. Gender Equality Policy

The Management of **INTESI GROUP S.p.A.** has established this Gender Equality Policy to communicate to all stakeholders its commitment to gender equality, enhancement of diversity, and women's empowerment, by defining principles, objectives, and corporate practices.

Through the implementation of a Management System compliant with Practice Reference PdR 125 and integrated with its other standards, **INTESI GROUP S.p.A.** aims to demonstrate its commitment to achieving more equitable gender parity, working internally to strengthen a culture based on respect and the value of diversity in terms of gender, age, social/religious background, political beliefs, sexual orientation, and physical and mental abilities.

The Organization commits to:

- applying human resource management and development practices that promote an inclusive culture for job assignments and career advancement, ensuring equal opportunities for all staff and fostering the empowerment of women;
- communicating transparently, at all corporate levels (including external stakeholders), its intent to pursue gender equality, value diversity, and support the empowerment of women;
- creating an inclusive, collaborative, supportive, transparent work environment open to listening to all employees.

Based on the above, the Company defines the following macro-objectives, detailed through Performance Indicators (KPIs), according to the thematic areas outlined by PdR 125:

- **Culture and Strategy:** improving the work environment and organization by promoting and supporting inclusive capabilities, gender equality, and the enhancement of gender diversity. Combating and overcoming any stereotypes, discrimination, or prejudice based on gender issues.
- **Governance:** implementing a governance model that defines appropriate organizational safeguards and ensures the representation of the minority gender in the organization's

decision-making and control bodies, as well as processes to identify and remedy any non-inclusive events.

- **HR Processes:** applying HR processes throughout the various stages of the employee lifecycle based on principles of inclusion and respect for diversity.
- **Opportunities for Growth and Inclusion of Women in the Company:** improving the organization's ability to offer gender-neutral access to career paths and internal development, and accelerating such processes.
- **Gender Pay Equity:** implementing processes to ensure balanced remuneration.
- **Parenting Protection and Work-Life Balance:** implementing policies to support staff with parental and caregiving responsibilities.
- **Inclusive Language:** using gender-neutral language or including both masculine and feminine forms.

PdR 125 requires the establishment of an operational and supervisory unit, called the **Steering Committee**, to ensure the effective adoption and continuous application of the gender equality policy.

The Steering Committee consists of the following members:

- Paolo Sironi – Chairman and CEO
- Veronica Allaria – HR Manager
- Paola Monti – Head of Marketing and Communication.

The Steering Committee is responsible for drafting the strategic plan, which defines, for each topic identified in the policy (both general and related), simple, measurable, achievable, realistic objectives that are time-bound and assigned for implementation.

2. Procedura per la segnalazione

All stakeholders of INTESI GROUP S.p.A. may submit reports (including ANONYMOUS ones) regarding suggestions for continuous improvement or reports of harassment or alleged harassment, through the following method: **E-MAIL**

Below is the procedure to follow for submitting **anonymous reports** concerning ethical and social responsibility:

1. Go to the website: <https://anonymousemail.me/>
2. Enter the email address paritadigenere@intesigroup.com in the "To:" field
3. Enter the subject of the report in the "Subject:" field
4. Enter the body of the message in the appropriate text box, then click the "Send email" button.

The message will be sent from a generic email address ("Anonymousemail" noreply@anonymousemail.me) and received by the company's Steering Committee, which will handle the report in accordance with principles of impartiality and confidentiality.

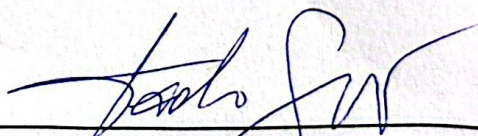
ANONYMITY WILL ALWAYS BE GUARANTEED IF REQUESTED

All reports will be analyzed and evaluated by all members of the Steering Committee.

Any actions taken by the Steering Committee following received reports will be communicated in general terms within one month of receiving the report.

3. Scope of PdR 125:2022

Measures to ensure gender equality in the workplace in relation to the following activities: "IT Services and Consulting."



Presidente and CEO
(Sironi Paolo)