
GENDER EQUALITY POLICY

Commitment to Inclusion and Gender Equality

Rev. 00

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Emak, in line with the Group's values, builds an inclusive culture together with its people that welcomes and encourages every uniqueness, creating a place where people feel safe, respected, and a sense of belonging.

For years, Emak has been developing initiatives and programs that make the corporate culture increasingly inclusive, fully aware of the centrality of people. This strategy is based on the belief that diversity is wealth, which arises from the meeting of different perspectives and skills, capable of generating unique value for the company and its people.

Emak, through its actions, intends to create virtuous processes in doing business, safeguarding social values and supporting the human and professional growth of each individual. Aware of Emak's role within the social and economic context (both local and global), we believe that promoting a responsible business culture contributes to creating value for the benefit of all stakeholders.

The principles on which Emak's commitment to Social Responsibility, particularly regarding gender equality, is based include:

- **Valuing Human Capital:** Emak considers its employees as a strategic resource, guarantees respect for their rights, promotes their well-being, and encourages their professional and personal development.
- **Transparency in Relationships at All Levels:** Emak promotes open dialogue with stakeholders, paying attention to their expectations and clearly communicating the company's choices, commitments, and performance.
- **Consistency Between Values, Strategies, and Behaviors:** Emak ensures that the Gender Equality Policy is understood and implemented by all staff and periodically reviews it for continuous improvement based on system evolution.

Emak recognizes that a company adopting a more inclusive approach at all levels can create higher value through greater employee engagement, increased innovation capacity, and enhanced talent attractiveness.

Emak is aware that today, more than ever, it is necessary to seize the great value of full female empowerment. Women offer indispensable resources for our future sustainability, with the aim of giving a new and truly inclusive shape to the corporate context, designing and actualizing an integrated, fair, and equitable Company profile when it comes to aspects such as environment, economy, and society.

Emak has decided to adopt a strategy aimed at reducing the gender gap in the Company: professional growth opportunities, equal pay, gender difference management policies, and parental protection.

To this end, Emak ensures that the management of all phases of a person's life cycle within the organization - selection, onboarding, development, and career paths, including remuneration - are based on the principles of equal opportunities, inclusion, and meritocracy. Appropriate reporting and monitoring systems are guaranteed to identify and eliminate any possible misalignment.

For all these reasons, Emak has decided to adopt innovative systems that allow constant evaluation of the direction taken and the objectives achieved. In this context, Emak obtained the Gender Equality certification from the university start-up IDEM in April 2024. Achieving the Gender Equality certification with IDEM represents another step towards the goal of reducing the corporate Gender Gap, but also an opportunity to become an ambassador of an important change that the Italian labor market needs, especially in the manufacturing sector, which has always been characterized by a predominance of male workforce.

The management model adopted aims to ensure the maintenance of defined and implemented requirements over time, measuring the progress of results through the preparation of specific KPIs (Key Performance Indicators) on all relevant dimensions, particularly:

- Culture and Strategy
- Governance
- HR Processes
- Gender-neutral growth opportunities in the Company
- Gender pay equity
- Parental protection and work-life balance

Emak firmly believes that inclusion and meritocracy are essential conditions for sustainable economic and social development. To develop an authentic culture of gender equality within

our organization, the Management Team has designed this policy, setting the following objectives:

- Create an equitable corporate environment in terms of career opportunities, competitiveness, and flexibility.
- Support the increase of female employment.
- Ensure gender pay equity, facilitating the participation and retention of women in the workplace by supporting caregiving responsibilities, valuing skills, ensuring fair remuneration for jobs and occupations of equivalent socioeconomic value, and promoting economic independence (equal pay for work of equal value).
- Ensure equal opportunities in the development of skills and the application of individual talents, guaranteeing equal and fair participation in training and development paths, with the presence of both genders, including access to leadership positions.

To achieve the above objectives, Emak commits to:

- Continuing to ensure flexibility for people with parental and/or caregiving commitments.
- Strengthening governance and monitoring diversity and gender equality in the company.
- Continuing to support parenthood, providing tools beyond those foreseen in our CCNL, dedicated to the protection of maternity/paternity, and services to facilitate the reconciliation of personal and work life.
- Encouraging the transversal promotion of the principle of gender equality within the organization through awareness-raising activities, training, and the example of those in managerial positions.
- Promoting language that fosters dialogue and overcomes non-inclusive expressions or manifestations.

Finally, Emak shares a communication plan with its stakeholders regarding the commitment of the Company to gender equality, ensuring that communication is consistent with the policy principles and the objectives established and implemented through the strategic plan. In marketing and communication activities, Emak pays the utmost attention to avoiding gender stereotypes in advertising actions, ensuring periodic review of materials and marketing strategies, using language respectful of gender differences.

To pursue the objectives of the gender equality management system expressed in the Policy, the Management has delegated the Guiding Committee the responsibility to issue the Strategic Plan outlining the identified and planned actions for achieving the objectives and to monitor the degree of achievement of these objectives through the monitoring of specific KPIs.

The tool for verifying and monitoring the Gender Equality Policy, the Strategic Plan, and the KPIs is the periodic Review. At the end of the periodic Review, the Policy can be confirmed in the current revision or re-examined based on the analysis of the Strategic Plan's progress.

The Gender Equality Policy is communicated to all stakeholders through publication on the Company website, intranet, and social media as provided in the communication matrix of the management system.

Bagnolo in Piano, 10/04/2024