

In compliance with the Company's strategic objectives to achieve gender equality, to enhance diversity, and to promote female empowerment, the Management Team, in collaboration with the Steering Committee, ensures the following:

- Adherence to the constitutional principles of equality and fairness during daily work activities within the Company, ensuring all employees are treated equally and with respect;
- The development of an inclusive work environment where all individuals are valued regardless of their gender; and where diversity is viewed as a strength;
- The implementation of policies designed to prevent any form of discrimination in the workplace, including gender-based discrimination, with the inclusion of fair treatment for all candidates during the hiring process;
- The execution of training programs and initiatives with the function of promoting gender equality principles, making management responsible for ensuring these values are upheld throughout the Company;
- The enactment of comprehensive policies for parenthood management and work-life balance, which are critical in supporting employees professionally and personally;
- The establishment of equal opportunities for career advancement and equal pay for equal work without any gender disparity;
- The interdiction, during the recruitment process, of asking candidates questions related to their marital status and family life, or any personal projects that fall outside the scope of hiring, to ensure no prejudice or discrimination towards the individual;
- The safeguard of compensation fairness across genders, ensuring equal pay for equal work;
- The identification and continuous monitoring of key performance indicators (KPIs) within the following areas: Company Culture and Strategy, Governance, Human Resources, Growth Opportunities and Women's Inclusion in the Company, Gender Pay Equity, and Support for Parenthood and Work-Life balance;
- The promotion of principles and objectives related to inclusion and gender equality within the workplace;
- The effective collaboration with associations and trade unions, when applicable, to ensure the protection of employees' rights and safeguard against any form of discrimination;
- The implementation of organizational structures that ensure the representation of minorities in leadership and governance bodies, as well as processes designed to identify and address any incidents of non-inclusion;

- The assurance that career paths and professional growth opportunities are open to all employees regardless of gender, with measures in place to accelerate the development of underrepresented individuals in leadership roles;
- The development of policies to support parenthood, and the adoption of procedures that facilitate and support the presence of women with young children in the workplace;
- The adoption of recruitment and hiring procedures that clearly define rules to prevent gender inequality, particularly by addressing and counteracting unconscious biases;
- The formulation of gender-neutral job descriptions to provide a recruitment process that is designed to be inclusive of both male and female candidates;
- The utilization of processes to ensure non-discriminatory behaviours and equal opportunities for all employees during their professional developments and promotions, with decisions based solely on competence, experience, and professional level;
- The establishment of gender balance in leadership positions across the Company, in alignment with role requirements and industry;
- The application of professional development programs, with career opportunities made available to the entire workforce, without gender-based limitations or distinctions;
- The ongoing monitoring of data related to hiring processes, gender presence among positions, training, promotions, hierarchy, mobility trends (including layoffs, early retirements, and pensions) and actual pay, to ensure fairness and transparency across genders;
- The development of a working environment that fosters diversity, and promotes the mental and physical well-being of all employees, ensuring they feel safe, supported, and valued;
- The presence of clear and transparent information about the company's wages, including benefits, bonuses, and welfare programs, ensuring fairness in how employees are compensated;
- The employment of specific programs supporting maternity and paternity leave, along with communication mechanisms to keep employees informed about any major changes occurring in the workplace during their leave period;
- The establishment of information channels that actively encourage and support fathers on the right of taking paternity leave;
- The implementation of initiatives to support employees in balancing their caregiving responsibilities with their professional duties;
- The assurance of a work-life balance to all employees through policies that promote a healthy integration between work and personal life;

- The opportunity for remote work when needed, along with flexible and adaptable working hours to support every employee's both professional and personal engagements.

The **INTERCOM Srl** Management Team is committed to review this protocol annually as part of the ongoing process of improving the Company's management system, and to ensure its continuous relevance and effectiveness. This document will be made available internally and externally by posting it in the Company's common area and on the Company's website: <https://www.intercomfacades.com/>

Cittadella, 12/02/2025

CEO