

GENDER EQUALITY POLICY

For Sefin S.p.A., diversity and plurality are values capable of creating and fostering an open, stimulating and virtuous work environment, capable of inspiring the best collaboration among the resources of a company. For Sefin, this is an important step to formalize its commitment to activities aimed at fostering and supporting the development of an inclusive work environment, capable of concretely expressing the values proper to an inclusive corporate culture, in favor of the people who are part of it.

With the ultimate goal stated above, Sefin intends to engage, through active policies, in awareness-raising activities towards all its staff so that corporate gender equality objectives, principles, criteria, rules and good practices find concrete application within the organization.

The gender equality system, therefore, will be periodically reviewed so that it can be updated according to the identified needs for improvement, while always keeping it faithful to its objectives, as described above, which are essential and lasting.

Areas of intervention

Also inspired by the areas of interest protected in the UNI/PdR 125:2022 practice, Sefin is committed to conducting improvement interventions in the perspective of gender equality, through a systematic path to track, enhance and emphasize elements already inherent in the corporate culture for a long time, specifically regarding:

- ❑ Corporate culture and strategy;
- ❑ Corporate governance;

- ❑ The processes of human resource management and development;
- ❑ The opportunity for women's growth and inclusion in the company;
- ❑ Compensation equity by gender;
- ❑ The protection of parenting and work-life balance.

Preliminary actions and continuous monitoring

The gender equality policy, thus defined, will be implemented – in its essential lines – through:

- ❑ The publication of this Gender Equality Policy on the website and on the company intranet;
- ❑ The establishment and act of appointment of a Steering Committee for Gender Equality Policies, with the definition of the objectives and rules of operation of the newly created unit;
- ❑ The drafting of the Corporate Strategic Plan for Gender Equality Policies, and related periodic monitoring and updating of related measures;
- ❑ The active commitment, hereby protected by the company, to ensure that both genders are equally represented among speakers in the context of seminars, conferences, round tables, events, conventions or other event, including those of a scientific or educational nature;
- ❑ The active commitment, enshrined here on the part of the company, to ensure that both genders are present and participate – and in fair and equal terms – in training and development paths, of the person and the professional, had taken place to consider courses on leadership as part of this policy;
- ❑ The definition and proposal to management of a budget for activities to be implemented, as envisaged in the strategic plan, together with the definition and proposal of a budget for activities more generically aimed at fostering and supporting the development of an

inclusive work environment;

- The study, definition, implementation, monitoring, updating of all further measures to ensure, promote and support gender equality within the company.

Actively working in the indications and indicators (KPIs) provided for Gender Equality Certification (UNI/PdR 125:2022), and consistent with the organization's own size structure, the company's management therefore prepares an action and monitoring system to ensure the pursuit of gender equality goals within the company.

Milan, October 6, 2023

SEFIN S.p.A.

