

GENDER EQUALITY POLICY

The company's Management, in Coordination with the Steering Committee, has decided to adopt this policy for Global Gender Equality with the aim of pursuing, enhancing and protecting:

- the difference between men and women;
- equal opportunities in the workplace;
- female empowerment;
- the psychophysical integrity of all employees by affirming zero tolerance towards any form of violence or abuse.

In fact, we are firmly convinced that we can and must contribute to a cultural change in our Society in order to achieve a more equitable Gender Equality, also through initiatives in individual organizations operating in the world and in particular in our country.

All our efforts are therefore aimed at maximizing progress in the field of employment and women's representation, through concrete actions starting from our reality. For this reason, we are committed to overcoming the stereotyped vision of roles on a daily basis, activating and hopefully attracting female talent, so as to stimulate the economic and social growth of the country.

We, therefore, believe:

- in the principles of Equality and Equality affirmed and protected by our Constitution;
- in the goal of full female employment;
- in the effective equality between men and women in the world of work;
- in the enhancement of family care activities towards descendants and ascendants as a moment of acquisition of important skills;
- in the need for concrete and planned actions to promote substantial equality;
- in the instrument of Gender Equality Certification as an effective lever of progress.

The concrete actions aimed at achieving the aforementioned objectives are defined and programmed in the specific "Strategic Action Plan", drawn up by the Steering Committee in compliance with the "Guidelines on the management system for gender equality" published on 16/03/2022 by the Presidency of the Council of Ministers – Department for Equal Opportunities and by UNI – Italian Standardization Body.

The aforementioned plan allows constant attention to be paid to the following issues:

- opportunities for growth in the company and equal pay;
- work-life balance;
- business process management.

In order for this document and the Strategic Action Plan to preserve the necessary coherence, effectiveness, completeness and timeliness, a person in charge is also chosen as "Responsible for the internal coordination and updating of the global gender equality system" (abbreviated "Gender Equality Officer").

The Steering Committee in the person of the aforementioned "Gender Equality Officer" verifies compliance with the planning, updates the Work Progress and carries out the necessary monitoring of the qualitative and quantitative KPIs¹ established in Point 5 of the aforementioned "Guidelines on the management system for Gender Equality", so as to ensure organizational progress and the maintenance of defined and current requirements.

¹ The KPIs are divided into the following 6 areas: *Culture and Strategy, Governance, HR Processes, Opportunities for the growth and inclusion of women in the company, Salary and gender equity, Parenting protection and work-life balance.*

Should the "Gender Equality Responsible" detect a delay or failure to achieve the set objectives, or even an involution of the corporate culture in the field of Equality, or detect changes or events so significant as to require revision, subject to the consent of the Steering Committee, he or she will promptly carry out the necessary corrective actions.

If the aforementioned monitoring does not result in any need to amend the general Gender Equality Policy within 12 months of the last revision, the Management and the Steering Committee undertake to request a diligent update from the "Gender Equality Officer".

The Management ensures that the Steering Committee appropriately updates the policies relating to personnel management, with reference to the phases of personnel selection and on-boarding, contractualization, remuneration and incentives, absenteeism management (holidays, leave, illness, accident, maternity, etc.), training, career plans and disciplinary measures, so that they are consistent with the objectives of this Gender Equality Policy.

In addition, the Management ensures that the Steering Committee appropriately updates the policies relating to internal and external communication, marketing and advertising so that they are consistent with the objectives of this Global Gender Equality Policy.

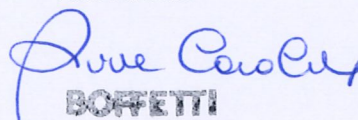
The Management assigns the Steering Committee specific economic resources intended for the implementation, development and updating of the activities envisaged in the Strategic Action Plan for the achievement of the objectives described in this document.

The Management, in coordination with the Steering Committee, arranges for the widest dissemination of this text within the organization and possibly to other interested parties (internal and external stakeholders), by means of the internal computer network and the company website on the page dedicated to certifications.

Calusco d'Adda, 03/06/2025

Sole Director Boffetti S.p.A.

Riva Carolina


BOFFETTI
Amministratore Unico
Carolina Riva