

Iyuno Italy srl with sole shareholder .

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GENDER EQUALITY POLICY

IYUNO Italy is committed to creating and living in an inclusive and diverse environment.

Through inclusion, the management of IYUNO Italy wants to create a work environment in which everyone is respected and valued and can represent himself/herself within the organization and believes that, through gender equality, collaborative and performing teams can be created.

Our organization, as established in the purpose of the management system referred to in UNI PdR Practice 125:2022, intends to ensure gender equality in relation to the presence and professional growth of women in the organization. In this sense, it intends to proceed with the valorization of the diversity present in the roles that operate in the organization and to maintain processes capable of developing gender empowerment in business activities.

IYUNO Italy has decided to adopt this Company Policy aimed at reducing the gender gap in all areas considered most critical: professional growth opportunities in the company, equal pay, gender difference management policies, maternity/paternity protection and aimed at measuring, reporting and evaluating data relating to diversity with the aim of filling any gaps, also providing for a specific budget.

This Gender Equality Policy applies to all internal staff and external staff who collaborate continuously with the organization.

To this end IYUNO Italy undertakes to:

- Apply human resources management and development practices that promote an inclusive culture of access to corporate roles and career growth, ensuring equal opportunities for all staff and encouraging a level playing field across genders.
- Respect and emphasize the culture of diversity and inclusiveness, pursue the creation of the best possible conditions to attract, develop and retain talented people and has therefore established the objective of defining corporate incentive tools, which include initiatives to improve the well-being of people, both in the workplace and in the conciliation between professional activity and private life.
- Communicate transparently, internally and externally (including marketing and advertising activities) the desire to pursue gender equality, enhance diversity and support equal employment across genders.
- Ensure gender pay equity, facilitating the participation and permanence of women in the workplace, through the support of care burdens, valorizing skills, ensuring fair remuneration for jobs and occupations with equivalent socio-economic value.
- Ensure equal opportunities in the development of skills and the application of individual talents, guaranteeing fair and equal participation in training and development paths, with the presence of sexes.
- Create an inclusive, collaborative, supportive, transparent and open-listening work environment for all staff.

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Prevent all forms of abuse and gender harassment by identifying possible risks and implementing mitigation actions, reporting suspicions or facts relating to abuse, protecting confidentiality and possible retaliation against the whistleblower, initiating appropriate investigations and fully resolving any findings with a view to repressing and zero tolerance.

Iyuno Italy has defined detailed objectives for the full achievement of Gender Equality in the Strategic Plan and constantly monitors the performance indicators (KPIs) based on the 6 areas indicated by UNI/PdR 125:2022:

- **Culture and Strategy:** Improving the organization's work environment by promoting and supporting inclusion, gender equality and the valorization of gender diversity.
- **Governance :** implementation of an organizational governance model aimed at defining adequate organizational controls and the presence of the minority gender in the organization's management and control bodies as well as the presence of processes aimed at identifying and remedying any event of non-inclusion.
- **HR Processes:** implementation of HR processes relating to different stages that characterize the life cycle of a resource in the organisation based on principles of inclusion and respect for diversity.
- **Growth opportunities and inclusion of women in the company :** improving the organization's ability to create gender-neutral access to internal career and growth paths and their acceleration.
- **Gender pay equity:** implementing processes to balance remuneration.
- **Parental protection and work-life balance :** implementation of policies to support staff in their parenting and caregiving activities.

Iyuno Italy prepares and disseminates to stakeholders this Policy relating to its commitment to the issues of gender equality and diversity and inclusion, ensuring consistency between the principles of the Policy and the objectives established and implemented through the strategic plan.

Staff and external collaborators who work continuously with the organization are required to comply, for the activities under their responsibility, with what is indicated in the Gender Equality Management System and to apply the principles contained in this Policy on a daily basis.

The suitability of this Policy is reviewed annually during the Gender Equality Management System review activities.

The Gender Equality Steering Committee is responsible for implementing this Policy.

Rome, 4 November 2024

the Management