

DIVERSITY, EQUITY AND INCLUSION (DE&I) POLICY

1. PREMISE

The present Diversity, Equity, and Inclusion Policy (hereinafter referred to as "Policy" or "DE&I Policy") was adopted on 10/09/2024 by the Chiorino Group (hereinafter also referred to as "Chiorino" or "Group") through approval by the Board of Directors.

The Chiorino Group (hereinafter also "Group" or "Chiorino") promotes the enhancement of human resources and encourages the dissemination of a corporate culture based on inclusion and mutual respect, believing that diversity represents a source of creativity, enrichment, and innovation, and equity is the principle according to which all individuals should have the same opportunities for access and success. In its activities, the Group adopts an approach aimed at ensuring equal opportunities at all levels of the organization and rejecting any form of discrimination.

2. PURPOSE OF THE DOCUMENT

This Policy aims to promote diversity in all its forms, counter discrimination, and ensure fair treatment for all employees, with the ultimate goal of creating an inclusive work environment where diverse ideas and perspectives are valued and encouraged to foster innovation and creativity. The objective of this Policy is to share with its Stakeholders, both internal and external, Chiorino's commitment to diversity, equity, and inclusion.

3. DEFINITIONS OF DIVERSITY, EQUITY, AND INCLUSION

Diversity in a general sense refers to all differences between groups and individuals, defining people as distinct identities. This includes aspects such as ethnicity, age, gender, personality, religious and political beliefs, experiences, sexual and emotional orientation, psychological, cognitive, physical, and social differences of each individual. Equity implies ensuring equal treatment of individuals, providing resources or opportunities that respond to the specific needs or situations of a particular person or group, addressing systemic inequalities, reducing disparity, and ensuring a fair outcome. Inclusion involves recognizing, understanding, and valuing diversity as a resource, and using it

positively to create a fair and welcoming physical and social environment. Inclusion is the conscious and concrete means to create value from diversity.

4. SCOPE OF APPLICATION

This Policy applies to all Group companies (Chiorino SpA and all Group subsidiaries). Specifically, this Policy is addressed to employees of all qualifications and levels, Chiorino collaborators, and, in general, all Stakeholders with whom the Group maintains business relations during its activities and/or who operate in the interest and/or on behalf of the Group (hereinafter "Recipients").

All Recipients are required to read, understand, and maintain behaviors consistent with the principles and provisions outlined in this document.

5. REFERENCES USED

The Chiorino Group is committed to promoting the principles established by the legislation in the countries where it operates. In defining its principles and commitments and drafting this Policy, Chiorino considered the following international references:

- The Women's Empowerment Principles, promoted by UN Women and the UN Global Compact as a pledge for gender equality in the private sector;
- The Universal Declaration of Human Rights of the United Nations (1948), which establishes the fundamental principle of equality of all individuals, without discrimination of any kind, including gender, ethnic origin, religion, age, sexual orientation, disability, etc.;
- The Declaration on Fundamental Principles and Rights at Work and the ten fundamental conventions of the International Labour Organization, which promote equality, equal opportunities, and equal treatment in the workplace, including the elimination of discrimination in employment and occupation, equal remuneration for work of equal value, and the promotion of a safe and healthy work environment;
- The United Nations Convention on the Elimination of All Forms of Discrimination Against

Women, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;

- The ILO Convention No. 190 of 2019 on the Elimination of Violence and Harassment in the World of Work, which aims to create a harmonious, productive, and collaborative work environment by preventing and addressing violence and harassment in the workplace, including gender-based violence and harassment;
- The United Nations Global Compact Principles, particularly Principles 1 to 6, which promote respect for Human Rights and Labor Rights;
- The United Nations Guiding Principles on Business and Human Rights (UNGPs) and their Gender Dimensions, which define the duties and responsibilities of States and businesses to "protect, respect and remedy" by identifying and mitigating human rights risks in business activities;
- The 2030 Agenda for Sustainable Development, whose Goals are closely linked to the promotion of diversity, equity, and inclusion, particularly Goal 5 on gender equality, Goal 8 on decent work and economic growth, and Goal 10 on reducing inequalities.

Additionally, the Chiorino Group based the drafting of this Policy on the Guidelines of the D&I Observatory of the UN Global Compact Network Italy, incorporating concepts expressed within its Code of Ethics, approved by the Board of Directors on 14.03.2023, and the Group's Human Rights Policy.

6. CHIORINO'S COMMITMENT TO DE&I ISSUES

Below are the main areas where Chiorino is committed to respecting and promoting diversity, equity, and inclusion behavior principles.

• Attraction and Acquisition of Personnel

Recruitment and selection processes are based on the principles of equality, impartiality, respect, and enhancement of diversity to avoid any form of discrimination. The Group undertakes to:

- Ensure that recruiting and hiring procedures are fair and transparent, and solely based on merit, skills, and experience;
- Identify, attract, and select talent from the most diverse candidate pool possible, promoting

initiatives and partnerships to attract underrepresented groups in the labor market;

- Use inclusive language in all job postings and other communications.

• Management and Development of Personnel

The Group aims to create a stimulating and inclusive work environment where every individual feels respected, valued, and encouraged to express their potential. The Group undertakes to:

- Promote continuous training and professional development opportunities for all employees, providing personalized support when necessary;
- Implement transparent and equitable performance evaluation and career development processes, ensuring that all employees have equal opportunities to progress based on their merits and abilities;
- Encourage a healthy work-life balance by promoting flexible work arrangements and support for parental responsibilities and family care.

• Compensation and Benefits

Chiorino aims to ensure that compensation and benefits are fair and equitable for all employees, with no discrimination based on gender, ethnicity, age, or other diversity factors. The Group undertakes to:

- Regularly review and assess compensation and benefits policies and practices to ensure fairness and compliance with applicable laws and best practices;
- Monitor the gender pay gap and implement measures to close any identified gaps;
- Provide benefits that support the well-being of all employees, including health, wellness, and family support initiatives.

• Inclusion in Daily Activities and Work Environment

Chiorino aims to foster an inclusive work environment where every individual feels welcome, respected, and valued. The Group undertakes to:

- Promote a culture of inclusion through awareness-raising and training initiatives on diversity, equity, and inclusion topics;
- Encourage open communication and dialogue on DE&I issues, creating opportunities for employees to share their experiences, ideas, and concerns;
- Support the creation and activities of Employee Resource Groups (ERGs) to foster a sense of community and belonging among employees with shared characteristics or interests.

• Supplier and Partner Engagement

The Group expects its suppliers, contractors, and business partners to adhere to the same DE&I principles that Chiorino promotes. The Group undertakes to:

- Include DE&I criteria in the selection and evaluation process of suppliers and partners;
- Promote DE&I initiatives and best practices within the supply chain and business ecosystem;
- Collaborate with suppliers and partners to create more inclusive and equitable business relationships.

7. DISSEMINATION AND AWARENESS

The Group commits to publish and promote this Policy both internally and externally through the channels listed below.

Internal channels: dissemination via the corporate intranet network and display of this Policy on bulletin boards in the Group's branches.

External channels: publication on the corporate website.

8. UPDANTING

Chiorino ensures regular updating of the Policy through a periodic review process of the document, aimed at ensuring its alignment with cultural, regulatory changes, and the organization's evolving needs.

9. REPORTING PROCESS

Any behavior not in compliance with the principles outlined in this Policy must be reported to the responsible person of each Group Company through the appropriate communication channels specifically established