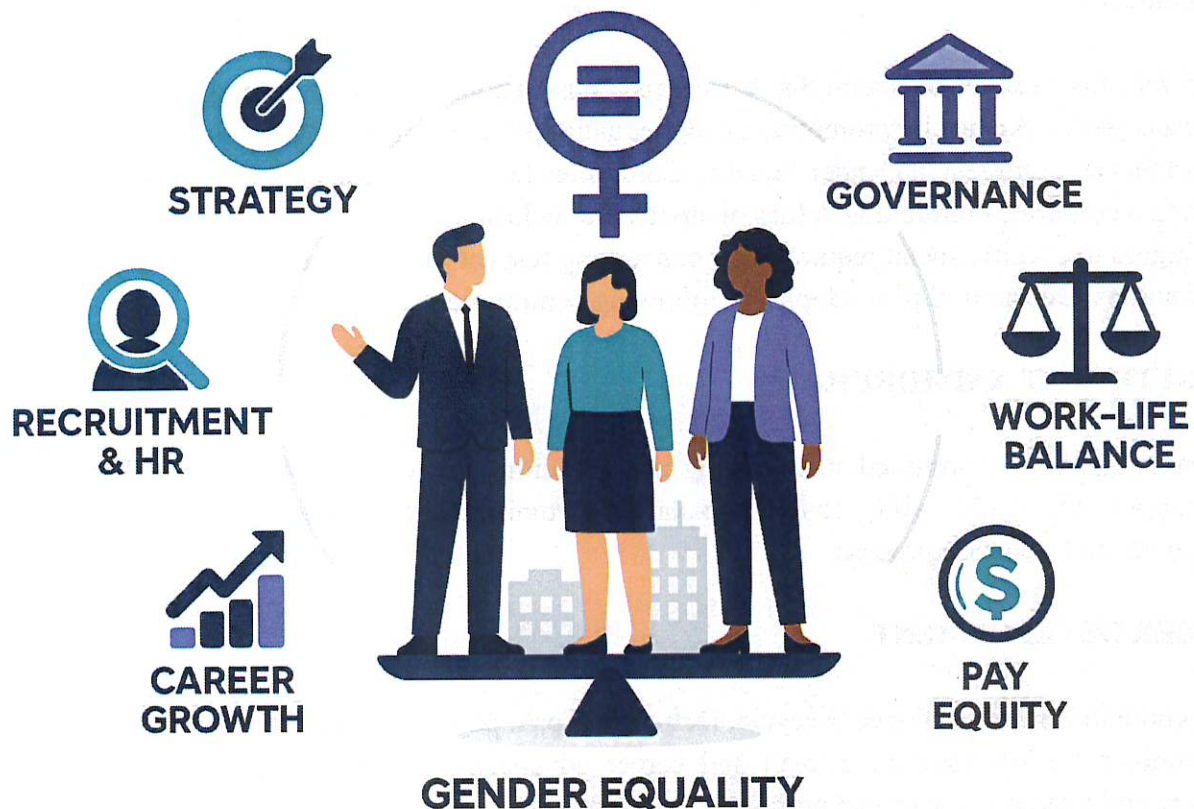




At Defremm S.p.A., the promotion of gender equality holds a central position within our values and corporate mission, aimed at creating an inclusive and respectful working environment. Our Code of Ethics represents the foundation upon which we build our ongoing commitment to earning and maintaining the trust of all stakeholders.

We recognize the importance of diversity and inclusion and believe that gender equality is not only an ethical principle but also a key driver for the sustainable success of our business. In line with these values, we are committed to implementing and promoting policies that support gender equality throughout all stages of our business activities.

Defremm S.p.A.'s Gender Equality Policy aims to achieve several key objectives in order to promote a fair, inclusive, and respectful workplace. The main objectives of this policy are:

- To comply with constitutional and international principles regarding equality and non-discrimination;
- To promote company policies and processes that support equal opportunities and respect for diversity;
- To implement a management system focused on planning activities and monitoring the Key Performance Indicators (KPIs) established by our internal committee;

- To actively engage in dialogue with all interested parties, documenting and communicating Defremm S.p.A.'s commitment to gender equality;
- To promote full transparency and fairness in all business activities and relationships with stakeholders.

These objectives reflect Defremm S.p.A.'s comprehensive commitment to creating a fair, inclusive, and respectful workplace by promoting gender equality in every aspect of its business operations. To support this commitment, a Gender Equality Committee has been established with the purpose of fostering a corporate culture that values diversity and inclusion.

With regard to specific social requirements concerning respect for human rights and equal gender opportunities, Defremm S.p.A. adopts the following commitments:

## RECRUITMENT AND HIRING

Defremm S.p.A. is committed to attracting and recruiting individuals with diverse backgrounds, experiences, and skills, while ensuring equal opportunities and gender equality throughout the recruitment and selection process.

## CAREER DEVELOPMENT

Throughout the entire employee lifecycle, Defremm S.p.A. pays particular attention to ensuring equal opportunities for professional growth and career advancement. The Company aims to promote diversity and maintain a balanced representation of men and women within the workplace.

## PARENTHOOD AND CAREGIVING

The Company is committed to supporting employees during and after extended periods of leave, ensuring non-discrimination both during and following such absences. Defremm S.p.A. recognizes and fully supports employees' rights to maternity and paternity leave, encourages the use of paternity leave, and guarantees the preservation of employment conditions existing prior to leave, providing dedicated support during the reintegration process.

## PAY EQUITY

In compliance with the applicable National Collective Labour Agreements (CCNL), Defremm S.p.A. ensures equal pay for employees regardless of gender and respects the needs of each individual, irrespective of gender, age, sexual orientation, or cultural background.

## WORK-LIFE BALANCE

The Company develops concrete initiatives aimed at improving the balance between employees' personal and professional lives through the adoption of flexible working arrangements. Defremm

|                                                                                  |                               |                          |             |
|----------------------------------------------------------------------------------|-------------------------------|--------------------------|-------------|
|  | <b>GENDER EQUALITY POLICY</b> | <b>P 5.03</b>            |             |
|                                                                                  |                               | Rev. 1 del<br>03/06/2026 | Pag. 3 di 3 |

S.p.A. ensures that work-related activities are planned and carried out within established working hours, enabling all employees to participate during scheduled times.

## DISCRIMINATION PREVENTION AND PREVENTION OF ALL FORMS OF ABUSE

Defremm S.p.A. is committed to ensuring fair gender representation across all company activities and to preventing any form of discrimination. The Company promotes dedicated awareness and training initiatives designed to enhance understanding and guide appropriate behaviors.

In the event of discrimination, harassment, or abuse, employees are free to report such incidents by submitting a formal notification via email to the Supervisory Body (Organismo di Vigilanza).

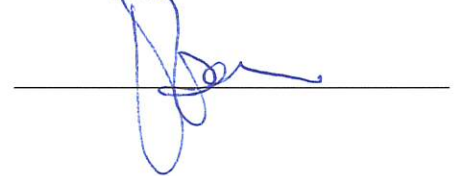
## MONITORING AND CONTINUAL IMPROVEMENT

Defremm S.p.A. adopts a structured monitoring system aimed at ensuring that company processes are designed and implemented in accordance with international best practices on gender equality.

Performance indicators (KPIs) are developed in compliance with UNI/PdR 125:2022, ensuring a measurable approach focused on continual improvement.

Lecco 03/06/2026

CEO

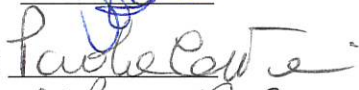


The Gender Equality Committee

Rosa Molinari



Paola Cattani



Filippo Paulli

