

## EQUALITY, DIVERSITY AND INCLUSION POLICY

SITIE is committed daily to promoting a work environment that encourages the free expression of individual identity and potential, ensuring this can always be achieved with respect for others.

To this end, it promotes an inclusive corporate culture by raising awareness of the value of diversity among all employees and collaborators, taking into account individual experiences and unique characteristics and striving for continuous improvement.

The goal is to create a fair and diverse corporate environment, where merit in work is evaluated impartially, regardless of gender, ethnicity, political affiliation, or religious belief, ensuring that everyone has equal opportunities for professional development and growth.

This Policy applies to all employees and collaborators and to the management of relationships with all stakeholders.

### Guiding principles:

- **Respect for diversity.** Discrimination based on gender, age, sexual orientation, ethnicity, political or religious beliefs, or any other specific and distinctive human characteristic is not permitted
- **Open dialogue.** Discussion among employees is a source of enrichment for the organization. The respectful exchange of ideas makes collaboration more effective, speeds up problem-solving, integration, and focus on objectives
- **Equal treatment.** To ensure equal treatment for all employees. Performance is evaluated on results achieved, in relation to the individual's role and duties
- **Pay equity.** Periodic review of remuneration policies to ensure fair pay for roles, duties, and responsibilities at the same level
- **Diversity awareness.** Training is provided on issues of equality, diversity, and inclusion
- **Professional growth.** To provide employees with training opportunities in order to expand their skills and knowledge
- **Work-life balance.** To guarantee access to parental leave and assistance options and to ensure that employees are properly informed about their rights
- **Flexibility.** To encourage a balance between personal and work commitments through the adoption of flexible working practices
- **Prevention of abuse.** To provide an anonymous reporting channel for distressed situations regarding equality, diversity, and inclusion

This document is distributed by the Company through all means within its corporate organization, so that all employees are aware of its concrete and conscious application, and it is made available on the company website for all stakeholders.

Chairman of the Board of Directors

