

## GENDER EQUALITY POLICY

SITIE embraces the principle of gender equality and the empowerment of all women, enshrined in Goal 5 of the United Nations 2030 Agenda, and works to overcome all forms of gender discrimination.

This policy demonstrates the Company's commitment to removing any internal obstacles to the growth and development of all its resources, and to convey a message to its employees and external stakeholders.

SITIE considers respect for gender equality an integral part of its corporate development policy, safeguarding a positive internal climate and promoting an organizational culture based on the principle of inclusion.

SITIE is committed to pursuing socially correct and responsible behavior, in accordance with the principles contained in the UNI/PdR 125:2022 reference practice, the Universal Declaration of Human Rights, international standards, national laws, and relevant ISO standards.

SITIE recognizes, protects, and values gender differences and equal opportunities in the workplace, from recruitment practices to professional and career development. It protects parenting and is committed to fundamentally respecting the principles of equality, adhering to the principles of transparency and consistency in its actions and information.

SITIE guarantees equal opportunities, avoiding unequal treatment among people of different ethnicity, social class, geographic origin, religious beliefs, disabilities, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could lead to discrimination.

SITIE is specifically committed to:

- Support women's empowerment
- Strengthen the concept of equal opportunities, allowing women to access all professional roles and ensuring equal pay with men
- Integrate gender policies into all organizational, business development, and leadership strategies
- Promote the concept of equal participation and representation within the company
- Contribute to improving the balance between men and women within the company
- Promote equal social and civil rights
- Promote women's rights
- Combat violence against women, including sexual violence
- Promote the overcoming of gender-related stereotypes and prejudices
- Promote the career continuity of working mothers
- Implement initiatives to adapt work schedules and methods
- Deploy resources based on their aptitudes and work skills, rejecting any form of discrimination

**Chairman of the Board of Directors**

