

Context

Palladio Group S.p.A. recognizes and embraces the benefits of a diverse workforce at all levels and in all its dimensions, including, but not limited to, gender, age, ethnicity, geographic origin, cultural identity, qualifications, skills, educational and professional background, seniority, disability, and sexual orientation. Palladio Group S.p.A. firmly believes in the values of inclusivity, gender equality, and non-discrimination, and is committed to their full integration into corporate and social contexts.

The company recognizes the crucial value of full female empowerment as an indispensable resource for addressing current and future challenges, promoting a sustainable, inclusive, fair, and equitable business model that integrates the environment, economy, and society. Greater female involvement represents a release of energy and a full contribution to the company's well-being and development.

Commitments and Actions

Palladio Group S.p.A. ensures that all phases of a resource's life cycle within the organization - selection, onboarding, access to training and development paths (including compensation) are guided by the principles of equal opportunity, inclusion, and meritocracy.

Effective reporting and monitoring systems will be implemented to identify and eliminate any potential misalignments in terms of diversity and gender equality.

Palladio Group S.p.A. adopts a company policy specifically aimed at reducing the gender gap in the following critical areas:

- Gender-neutral career growth opportunities within the company.
- Equal pay.
- Policies for managing gender differences.
- Maternity and paternity leave protection.

The company is committed to adopting innovative systems to continuously evaluate progress made in gender equality. A management model will be implemented to ensure that the defined and implemented requirements are maintained, measuring results through specific KPIs (Key Performance Indicators) in the following six dimensions:

- Culture e strategy.
- Governance.
- HR processes.
- Gender-neutral career opportunities.
- Gender-equal pay.
- Parental protection and work-life balance.

Specifically, we ensure that the pay gap between men and women, for the same role and contractual category, does not exceed 10%.

Strategic Objectives

To promote a culture of gender equality within the Organization, the General Management has set the following objectives:

- Create a more equitable work environment in terms of equal career opportunities, competitiveness, and flexibility.
- Support the increase in female employment.
- Ensure gender pay equity, facilitating women's participation and retention in the workforce by supporting care giving responsibilities, enhancing skills, and ensuring fair pay for work of equivalent socioeconomic value (equal pay for work of equal value).
- Ensure equal opportunities in developing skills and applying individual talents, ensuring equal and equitable participation in training and development programs, with the participation of both genders, including leadership courses.

Concrete Actions

To achieve its strategic objectives, Palladio Group S.p.A. is committed to:

- Guaranteeing additional flexibility for employees with parental and/or caregiving responsibilities (caregivers).
- Implementing governance and monitoring of diversity and gender equality within the company.
- Adopting appropriate practices for dissemination of this Gender Policy within the company and for disseminating information related to gender equality.
- Supporting working mothers and fathers through policies and benefits dedicated to maternity/paternity leave protection and services aimed at promoting work-life balance, going beyond the provisions of the relevant national collective bargaining agreement.
- Encouraging the cross-sector promotion of the principle of gender equality at every level of contractual status, integrating notions of gender mainstreaming.
- Promoting inclusive language that fosters dialogue and the overcoming of sexist expressions or manifestations.

External Communications

Palladio Group S.p.A. develops and disseminates to stakeholders a communications plan regarding its commitment to gender equality, ensuring that communication is consistent with the principles of this Policy and the objectives defined and implemented through the strategic plan.

In its communications activities, the company pays utmost attention to avoiding gender stereotypes in advertising, ensuring periodic review of marketing materials and strategies and committing to conveying a positive image of women and girls, using language that respects gender differences.

Governance and Responsibility

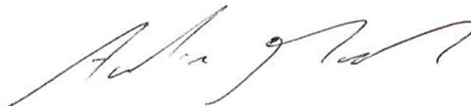
The specific objectives that Senior Management intends to pursue regarding gender equality are identified in the strategic plan, with the support of the Gender Equality Steering Committee.

The suitability of this Policy will be reviewed annually during the Corporate Management System review.

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

CEO

Ing. Antonio Marchi

A handwritten signature in black ink, appearing to read 'Antonio Marchi', written in a cursive style.