

PUBLIC DOCUMENT

# Italtel Group Gender Equality Policy

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References	Legislative provisions, directives and additional regulations that, directly or indirectly, specify legislative requirements on gender equality.
Approved by	Carlo Filangieri, <i>Chief Executive Officer</i>

The Italtel Group (hereinafter Italtel) is committed to enhancing and protecting diversity and equal opportunities in the workplace by creating an inclusive environment that ensures the same development opportunities for both talent and professional growth for all People who operate there and in which the distinctive qualities and needs of the same are managed effectively and fairly as well as in full respect of diversity.

Furthermore, with the same determination, Italtel does not admit and does not tolerate any form of discrimination based on ethnicity, race, skin color, gender, sexual orientation, religion, nationality, age, political opinion, trade union affiliation, marital status, health status and any other social condition or personal characteristic.

This Policy expresses Italtel's commitment to reject and break down any difference that may prevent balanced work inclusion by implementing actions aimed at encouraging a collaborative and supportive work environment, that protects and integrates diversity and gender equality, and in which everyone feels safe to express their ideas and potential in mental serenity.

In particular, Italtel is committed to:

- Ensuring growth and inclusion opportunities for women in the company, by providing all the necessary tools to bridge the gender gap.
- Creating equal opportunities and access to the world of work for both men and women and promoting the increase of internal opportunities within the company.
- Adopting and promoting the adoption, both inside and outside the company, of an inclusive, respectful language of diversity, accessible and non-discriminatory, as well as free of stereotypes, clichés, or offensive cognitive biases, often supported by "sayings". This attention is extended not only to verbal language but also to visual language (images, videos, photos).
- Defining HR processes based on principles of inclusion and respect for diversity, relating to the numerous stages that characterize the life cycle of a resource in the organization.
- Identifying cultural, organizational, and relational obstacles that prevent full work inclusion.
- Creating work relationships based, at all levels of the organization, on mutual respect and trust

To this end, Italtel considers it essential to:

- Intervene on selection policies safeguarding gender equality and the skills necessary to fill the position sought, compatibly with the market and sector offer.

- Inform about development opportunities in the professional field regardless of gender.
- Raise awareness among all employees on the issue of stereotypes and unconscious biases (unconscious bias).
- Promote welfare policies and actions aimed at favoring work-life balance.
- In organizing panels, round tables, events, or conferences, pay attention to the use of non-offensive and/or discriminatory language and images and select, with equal skills, the speakers who participate to guarantee gender equality.

This Policy is addressed to all personnel of the Italtel Group and is shared with all its main stakeholders. To this end, it is published on the company intranet and on the corporate website (<https://www.italtel.com/it/>), and it is also the subject of periodic training for Italtel employees.

It will be subject to periodic updating to ensure its effectiveness over time and alignment with current regulations. To ensure the adaptation and continuous updating of this Policy according to the regulations and the rules of good technique in the field of Gender Equality, Italtel has defined a system of responsibility within the organization, establishing a Gender Equality Steering Committee and identifying qualified subjects for the area of competence.

ITALTEL S.P.A.  
Carlo Filangieri  
Chief Executive Officer