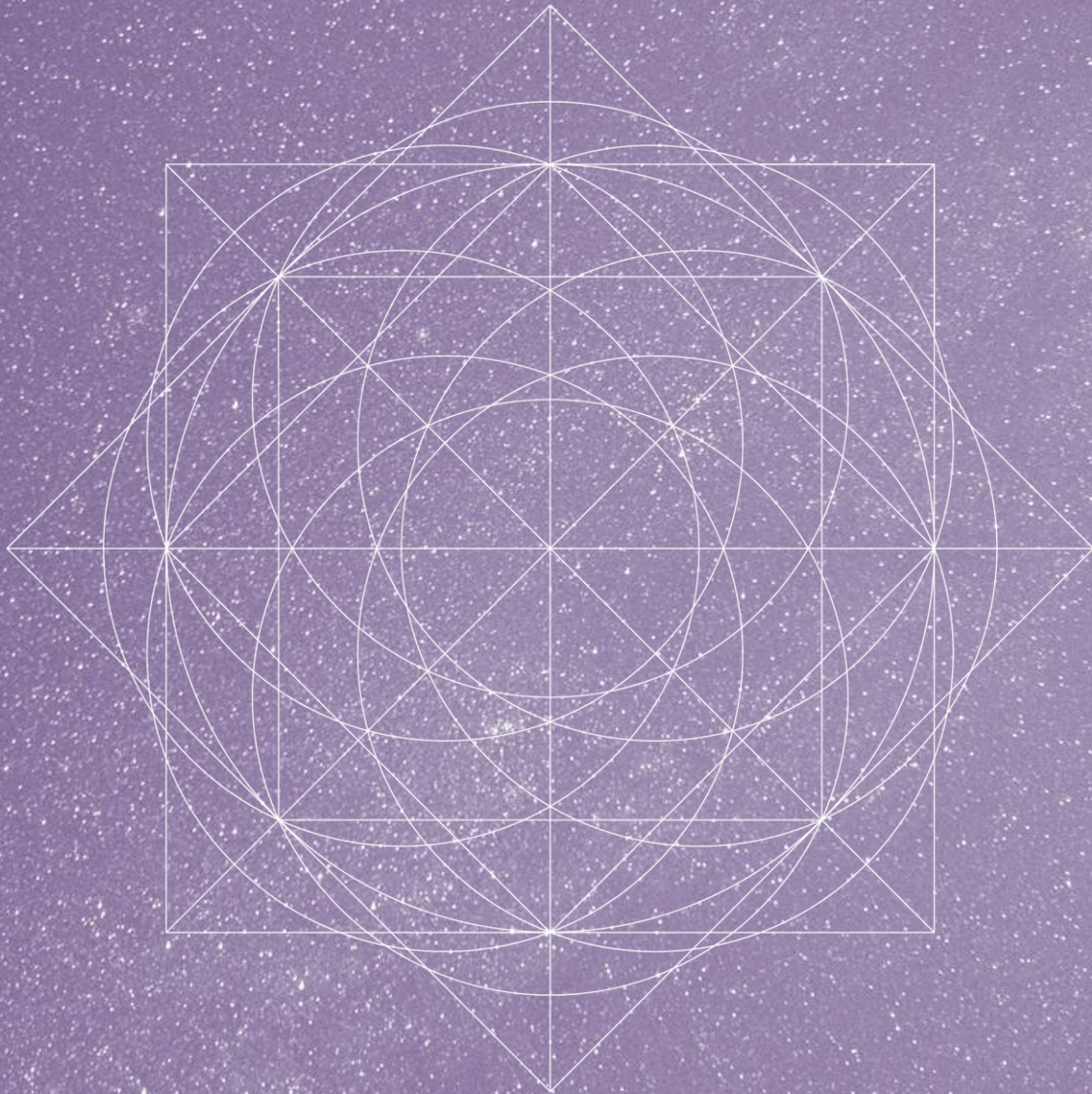


Diversity & Inclusion Policy



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1. INTRODUCTION

Eldor is a multinational and multicultural organization with a highly collaborative workforce of thousands of employees working around the world.

We believe that our employees are high-performing individuals who reflect the diversity of the communities in which we work and live.

Our commitment to diversity is recognized by our Board of Directors, all the Management and it is extended to each Eldor employee around the world.

2. PURPOSE

The purpose of this policy is to create a favorable environment that facilitates and strengthens equal opportunity, non-discrimination, diversity, and the inclusion of the professionals of the Companies belonging to the Group, in accordance with applicable law in each Country and following best international practices, including the provisions of *Sustainable Development Goals* approved by the *United Nations*.

This document is drawn up in line with what has already been stated in the Group's *Code of Ethics*, which recognizes the value of a working environment free from any form of discrimination or harassment.

3. DEFINITIONS

"Diversity" covers the set of characteristics that make people unique and singular, that is, the richness that each person contributes thanks to their variety, including visible (e.g., gender, age, ethnicity, etc.) and non-visible (e.g., religious belief, sexual orientation, etc.) traits. Diversity enriches our Company, leading to new ideas by multiplying the possibilities to creative innovative solutions.

"Inclusion" refers to how differences between individuals are valued and opportunities are generated so that everyone can realize their full potential, can feel comfortable with being themselves, and can feel safe to voice different ideas and opinions without the fear of repercussions.

4. MAIN PRINCIPLES

The Group aims to develop culture, structures, systems, and processes that generate respect for the individual characteristics of all people within the organization, while also promoting a sense of belonging that makes them feel valued and part of a group or community.

To achieve the aforementioned objectives, the Company adopts and promotes the following principles:

- a) Guarantee equal opportunity in recruiting and selection, training and development processes with no discrimination based on gender, religion, political belief, ethnicity, etc.
- b) Promote gender equality within the Group to eradicate and condemn any gender violence and prejudice that may exist with respect to persons whose social, cultural, or educational status does not correspond to models traditionally considered to be standard or customary.



- c) Recognize the coexistence of different generations as a source of continuous enrichment, due to their diverse skills and approaches.
- d) Promote information and communication with the various communities in which the Group does business so that the Company is recognized as a suitable place for professional development of its various groups as a result of its inclusive practices.
- e) Encourage the use of inclusive language in all types of internal and external Corporate communication and eradicate the use of discriminatory language.

Based on the principles set out above, Eldor Group intends to take specific steps to foster employees' diversity and promote inclusion:

- a) Encouraging, at all levels of the organization, a managerial style that ensure increased sensitivity and awareness about the value of difference.
- b) Defining a system of rules designed to promote and guaranteeing a working environment inspired by transparent and inclusive behavior towards staff, with a focus on equal opportunities.
- c) Creating working relationship based, at all levels of the organization, on mutual respect and trust.
- d) Promoting awareness campaigns on Diversity and Inclusion issues.
- e) Spreading, through dedicated training plans, a culture geared towards the inclusion of diversity in all its forms, overcoming stereotypes in order to highlight the benefits of diversity and to encourage a mindset that facilitates the acceptance, integration and full participation of the most disadvantaged categories.

Eldor Group applies zero tolerance to any form of discrimination and mistreatment in any of the employee life cycle, especially during recruitment, talent management, professional development, reward, and promotion processes.

Eldor strives to ensure that all decisions about professional development, promotions and any advancement of employees are based on performance and demonstrated potential.

In compliance with our Company values, we believe in equal opportunity, and we are committed to creating a fair environment where people can succeed regardless of gender, age, ethnicity, disability, religion, sexual orientation, or cultural background.

5. SCOPE OF APPLICATION

This policy applies to all Companies of the Group, and it is communicated to all employees through dedicated training sessions. It is also available on the Corporate website for all stakeholders, including employees, suppliers, and partners, ensuring full awareness and a further impetus to promote human rights as an integral part of the Eldor Group's value system.

The present policy is integral part of the Eldor regulations. Each employee, regardless of their role, is bound to respect it.



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