

Balestri Technologies (<https://www.balestritechnologies.com>) values and protects diversity while combating all forms of isolation and discrimination. Our goal is to foster an environment where every individual feels respected, promoting a policy of equal opportunities and a culture that encourages new ideas from all. We believe that the value of each individual and their uniqueness are fundamental to ensuring equal professional growth opportunities for everyone within Balestri Technologies. Equality means valuing and protecting diversity and equal opportunities in the workplace. Balestri Technologies considers gender equality a fundamental element in combating workplace discrimination and, to this end, undertakes the following actions:

- Promoting a zero-tolerance policy for incidents of discrimination or harassment in the workplace;
- Hiring individuals with diverse backgrounds and abilities, pursuing gender parity in the selection and hiring process;
- Creating more and better opportunities for both men and women to access secure and dignified work and income;
- Strengthening the coverage and effectiveness of social protection for all workers;
- Promoting the organization's commitment to pursuing gender equality, valuing diversity, and supporting women's empowerment;
- Ensure that genders are equally represented among the speakers of the panel of round tables, events, conferences or other events, including scientific ones;
- Ensure equal and equitable participation in training and development courses, with the presence of both sexes, including leadership courses;
- Ensure internal mobility consistent with the principles of an inclusive organization that respects gender equality;
- Strengthening social sharing and dialogue.

This policy is addressed to all Balestri Technologies employees and is shared with all its main stakeholders, suppliers, and customers with the aim of having a greater impact on its value network and being a point of reference for other professional realities.

The purpose of this document is to provide guidelines to be implemented through practices and processes in order to create a gender-equal work environment throughout the entire selection, management, development, and career cycle of individuals.

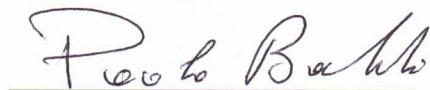
To achieve the objective of this policy, Balestri Technologies has defined a gender equality policy, committing to:

- Developing HR processes related to the various stages that characterize an employee's lifecycle based on principles of inclusion and respect for diversity;
- Guaranteeing growth opportunities and the inclusion of women;
- Ensuring equal pay for gender;
- Protecting parenthood and work-life balance;
- Gradually but rigorously reducing gender pay gaps and differences in career advancement;

Balestri Technologies believes that diversity can generate new impulses in all sectors and professional fields; therefore, it aims to adopt recruitment policies and plans aimed at valuing it.

To achieve this, it has defined a system of responsibilities, identifying a steering committee composed of individuals qualified by their professionalism and experience so that each, for their area of responsibility and equipped with the relative powers of organization, management, control, and spending, guarantees the definition of an action plan for its implementation. In this regard, a management model will be set up that guarantees the maintenance of the defined and implemented requirements over time, measuring the progress of the results through the preparation of specific KPIs of which they will account in the management system documents, through which they will maintain and verify the planned actions.

Legal Representative



Steering Committee

Signature of the SC Manager and Coordinator of the Gender Equality Management System



Delegated Signature SC

