

## FERALPI GROUP SUPPORTING DIVERSITY EQUITY INCLUSION (DEI)

### DEI AND GENDER EQUALITY POLICY

In line with the principles expressed by the European Commission, according to which diversity among people—in terms of age, sexual orientation, gender identity, ethnicity, religion, and ability—represents an intrinsic value of each person's uniqueness, Feralpi Group is actively committed to promoting and enhancing diversity.

This commitment translates into the concrete implementation of the values contained in the **Group's Code of Ethics**, compliance with the **United Nations Universal Declaration of Human Rights**, adherence to the principles of the **United Nations Global Compact**, and compliance with the **Group's Human Rights policy**.

Feralpi Group rejects all forms of discrimination, guarantees equal opportunities at all levels, and strives to become an increasingly inclusive, equitable, and representative organization. This vision is guided by four fundamental pillars:

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#### 1. Global Culture

Feralpi Group aims to attract, develop, and retain people with different experiences, perspectives, and backgrounds, promoting an open and inclusive mindset. This approach is strategic for ensuring long-term sustainability and fostering an agile and innovative corporate structure.

The absence of physical and mental barriers, preconceptions, and cultural stereotypes is a fundamental lever for creating open and inclusive work environments that respect individual uniqueness and are capable of valuing differences.

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#### 2. Gender Balance

With the aim of making a traditionally male-dominated sector more inclusive, Feralpi Group is committed to promoting gender balance both internally and externally through:

- raising awareness among individuals (executives, managers, and employees);
- supporting women and girls who pursue careers in various disciplines, including science, technology, and engineering;
- adopting welfare and work-life balance measures aimed at protecting the balance between professional and private life.

Feralpi Group intends to pursue a path of change that will have a positive impact on the industrial system and society as a whole, and encourages the introduction of tools aimed at implementing gender equality policies, such as UNI/PdR 125:2022 certification.

### **3. Inclusive Leadership**

Feralpi Group promotes inclusive leadership that values the uniqueness of individuals, supporting their professional and personal growth in their uniqueness through constant adherence to meritocratic policies free from any form of prejudice.

This means supporting inclusive leadership, fostering a deep sense of belonging and an environment where differences in background and lifestyle do not affect opportunities for development.

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### **4. Collective Responsibility**

Every person who works in or for the Feralpi Group is asked to be responsible for respecting the dignity and diversity of others, actively contributing to the creation of a healthy, inclusive work environment that is free from discrimination, intimidation, and harassment.

All individuals are encouraged to increase their awareness of unconscious biases that may limit their ability to be inclusive and collaborative.

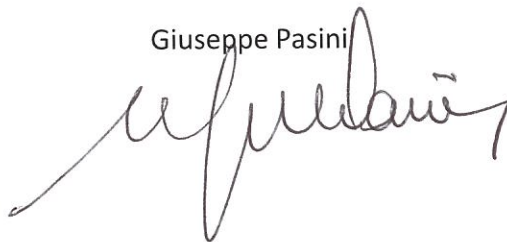
### **A shared vision**

Everything we do reminds us that we are, first and foremost, people: unique in our diversity. It is only by recognizing the value of each person that we can bring a real, effective, and lasting change.

*Lonato del Garda, July 7, 2025*

**The President of Feralpi Group**

Giuseppe Pasini

A handwritten signature in black ink, appearing to read 'Giuseppe Pasini', written over the printed name.