

GENDER EQUALITY POLICY **by** **Sacs Tecnorib S.p.A.**

SACS TECNORIB S.p.A., a leading company in the production of inflatable boats and leisure vessels.

The Company recognizes the value of individuals and their differences by adopting a personnel management approach that ensures equal opportunities for professional growth for everyone. Building a culture of gender equality is a core component of our management strategies, aimed at ensuring long-term, talent-driven, and sustainable performance..

This Gender Equality Policy (hereinafter the "Policy") defines the principles, objectives, and guidelines that outline the Company's commitment to gender equality, diversity enhancement, and women's empowerment.

For this reason, the Company is committed to:

- Fostering an inclusive environment by acting on internal culture through training, information, awareness, and engagement initiatives for managers and staff on gender equality, women's empowerment, and diversity management;
- Establishing a meritocratic culture based on measurable results and free from any considerations related to gender, nationality, or age;
- Creating and maintaining a workplace where each person can grow professionally and personally in a highly inclusive, discrimination-free environment;
- Demonstrating its commitment to gender equality through awareness campaigns aimed at stakeholders, suppliers, and external partners, reaffirming the importance of pursuing one's own aptitudes and inclinations without being influenced by gender-based biases or stereotypes;
- Managing all phases of the employee lifecycle—from recruitment and onboarding to access to training and career advancement, including compensation—by promoting the principles of equal opportunity and meritocracy;
- Implementing a Zero Tolerance policy toward violence and harassment in the workplace;
- Monitoring and correcting deviations from gender equality standards through dedicated tools, in alignment with the parameters defined in UNI/PdR 125:2022;
- Defining KPIs to verify and measure gender equality actions;
- Identifying initiatives that support parenthood and protect the relationship between employees and the Company before, during, and after maternity/paternity leave;
- Appointing a Steering Committee responsible for the effective adoption and implementation of this Gender Equality Policy;
- Allocating the necessary budget to achieve and maintain the objectives of the "Strategic Plan".

This Policy is shared with all employees and reviewed periodically during Management Reviews.

The document is addressed to all employees and shared with key stakeholders, suppliers, and clients. It is also available on the Company's website to highlight the Company's value system and serve as a benchmark for other organizations.

The responsibility for implementing this Policy lies with the Gender Equality Steering Committee.

Roncello, February 12, 2025

The Steering Committee