

GENDER EQUALITY POLICY

Brofind S.p.A. has always been committed to upholding values such as Diversity, Inclusion and Gender Equality, through the adoption of corporate, organizational and management mechanisms based on respect for the rights, freedom and dignity of people.

Knowing the “corporate-social value” generated by its way of operating and managing human resources, Brofind S.p.A. has decided to implement a management system for Gender Equality and to work in compliance with the UNI/PdR 125:2022 law and, therefore, to adopt an impartial approach that does not accept any form of discrimination, direct or indirect, with regard to gender, age, sexual orientation and identity, disability, health status, ethnicity, nationality, politic opinion, social class and religious faith. Furthermore, society promotes the conditions that allow to remove cultural, organizational and material barriers that limit the complete expression and valorization of people.

Brofind S.p.A.'s effort is aimed at preserving people's value, in order to make everyone feel included and an important part of the society, and it materializes in a strategy of development and management of human resource, capable to promote an inclusive culture that values people's uniqueness and the access to the same professional growth possibilities regardless of one's position.

Therefore, in line with UNI/PdR 125:2022, Brofind S.p.A. is committed to:

- recognize diversity and foster an inclusive and non-discriminatory organizational culture;
- define KPIs to monitor and measure the actions identified to improve the Diversity and Inclusion Management System and the Gender Equality Management System;
- identify the initiatives that value the experience of being a parent while protecting the relationship between the employees and the company, before, during, and after the maternity and paternity;
- ensure the adoption of behavior and language that can guarantee a work environment that is inclusive and respectful of gender diversities;
- counteract the behaviors that are not coherent with the Gender Equality principles, ensuring the support and protection of people that report and discourage inappropriate and non-coherent behaviors;

- appoint a Committee that ensures the effective implementation of Gender Equality and Diversity and Inclusion topics and of the principles and efforts expressed in this policy;
- build a corporate community in which everyone feels an active part and can offer his/her contribution, knowing that everyone is unique and that the respect of the diversity is a fundamental condition for everyone's coexistence;
- ensure the respect of the equity principle in the organization;
- prohibit every form of discrimination towards female workers in the event of an appointment as a manager;
- listen to employees to foster their inclusion. In particular, during the evaluation process of the staff, without any gender discrimination, Brofind is committed to encourage a constructive dialogue aimed at empowerment thanks to the use of feedbacks understood as a continuous improvement and at evaluating the staff in an intrinsic, equal and impartial way;
- carry out people inclusion and valorization policies and actions, following the equity principles, mutual respect, so that everyone feels included and can perform at their best, while also ensuring that everyone has access to fair opportunities for professional growth, regardless of their role within the organization;
- promote the effort of top management towards Diversity and Inclusion and Gender Equality by using systems, policies and processes;
- act in a responsible and ethical way promoting an inclusive, accessible and respectful workplace for everyone;
- underline the importance of meritocracy: experience, ability and competences guide the choice of the best candidates, internal and external. Brofind guarantees that the people involved in the employment processes, receive an appropriate training on gender equality and the cognitive biases that could negatively affect the selection processes;
- recognize and answer the needs of people entering Brofind;
- improve *work-life balance* of its staff offering support during and after long periods of absence from work, avoiding any kind of discrimination and allowing to stay in contact with the company during the leave and fostering the reintegration at the end of it;
- prevent abuses in workplaces through sensibilization initiatives about gender abuse that spread awareness and guide people in their daily behaviors;
- define Gender Equality objectives and a "Strategic Plan" to carry them out, even with the engagement of its stakeholders, and to measure and communicate its progresses in a clear and transparent way;

- assign responsibility and allocate resources for the achievement of the Gender Equality objectives;
- communicate in an inclusive way, recognizing and responding to the stakeholders' needs;
- support and defend diversity.

To create an active advocacy for gender equality, Brofind S.p.A. has established a Steering Committee which has been assigned specific powers and resources to ensure the effective adoption and ongoing, effective implementation of Gender Equality initiatives.

The Steering Committee can be contacted at the following address: csr@brofind.com

Brofind S.p.A. encourages its employees to report, even anonymously:

- their opinions, suggestions for a change in the organization aimed at fostering dialogue and confrontation;
- situations concerning:
 - physical, verbal and digital abuse (harassment) toward employees;
 - sexual harassment toward employees;
 - discriminations concerning the conduct of work activities;
 - discriminations during the selection and employment phases;
 - discriminations concerning equal opportunities in professional development and promotions;
 - failure to respect workers' rights related to parenthood and caregiving;
 - failure to respect workers' rights related to work-life balance;
 - pay gap;

To this end, a specific operating procedure has been established ("**Report Management**", available on the company website) that follows the following principles:

- treating reports confidentially, to protect the identity of whom has reported and the ones involved or mentioned in the report;
- enabling anonymous reports, but consider them only if sufficiently detailed;
- prohibiting retaliation and protecting those who report in good faith;
- enabling individuals to receive support from appropriate and competent staff regarding what to do when faced with an actual or alleged violation of the Gender Equality Management System or legal provisions.

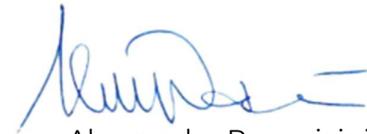
The company ensures that all employees are familiar with the reporting procedure and are able to use it, and that they are aware of their rights and protections.

Finally, Brofind S.p.A. is committed to plan and implement specific training plans to raise awareness among its employees:

- about diversity, gender equality and inclusion valorization, and their impact on business and internal organization. Specifically, all HR managers are being trained on issues related to unconscious bias and on how to communicate in an inclusive and non-discriminatory manner;
- about a “zero-tolerance” policy toward all forms of violence against employees, including sexual harassment in any form;
- about Social Responsibility issues;
- about the procedures, guidelines, and tools of the company’s Gender Equality Management System.

This Policy is reviewed during the periodic reviews of the Gender Equality Management System.

Milan, 13/02/2026



Alessandro Parravicini