

This Gender Equality Policy, established by the General Management of 3R ENERGIA in collaboration with the Steering Committee, sets out the principles, objectives, and strategic guidelines that express the organization's commitment to gender equality, the promotion of diversity, and the empowerment of women.

### PRINCIPLES AND COMMITMENTS:

3R ENERGIA, through the implementation of a Gender Equality Management System aligned with the UNI/PdR 125:2022 standard, has initiated a process of cultural transformation aimed at promoting greater gender equality within the organization.

3R ENERGIA embraces a culture grounded in respect and the appreciation of diversity — including gender, age, origin, social background, religion, political beliefs, physical and mental abilities, identity and sexual orientation.

3R ENERGIA is committed to:

- Implementing human resources management and development practices that foster an inclusive culture, ensuring equal access to roles and professional growth opportunities for all employees, with a particular focus on empowering women;
- Communicating transparently, both internally and externally, its dedication to advancing gender equality, celebrating diversity and supporting women empowerment;
- Creating a work environment that is inclusive, collaborative, supportive, transparent and open to listening, where every member of staff feels valued and heard.

### OBJECTIVES:

3R ENERGIA defines the following objectives, detailed in its “Strategic Plan” and measured through Key Performance Indicators (KPIs), in alignment with the Thematic Areas outlined by UNI/PdR 125:2022:

- Culture and Strategy: Enhance the organizational work environment by actively promoting inclusion, gender equality and the appreciation of gender diversity. This includes identifying and overcoming stereotypes, discrimination, and unconscious biases related to gender.

- **Governance:** Develop a governance model that ensures effective organizational controls, encourages gender diversity within management, supervisory bodies and establishes processes for detecting and addressing any instances of non-inclusion.
- **HR Processes:** Apply inclusive and diversity-respecting principles across all stages of the employee lifecycle, from recruitment to development and retention.
- **Growth and Inclusion Opportunities for Women:** Strengthen the organization's ability to ensure gender-neutral access to career advancement opportunities and to promote accelerated professional development for all.
- **Equitable Remuneration by Gender:** Implement compensation processes that ensure gender pay equity within a total reward framework, including both monetary and non-monetary benefits such as welfare and well-being programs.
- **Parenthood and Work-Life Balance:** Adopt and promote policies that support employees in their parenting and caregiving responsibilities, fostering a healthy work-life balance.

All staff are required to comply with the provisions of the Gender Equality Management System in relation to the activities and responsibilities assigned to them.

Costa Volpino (BG), 28/02/2025

THE GENERAL MANAGEMENT

(Riccardo Ducoli)

A handwritten signature in black ink, appearing to read 'Ducoli Riccardo'.