

Policy of Diversity and Inclusion: Gender Equality

Sintagma acknowledges the value of people and their differences in its diversified and inclusive approach to managing Human Resources that ensures everyone in the company is given the same opportunities for professional development.

Sintagma's strategy to guarantee an excellent performance is based on people's talent to create a long-term, sustainable culture of gender equality.

Our policy addresses all company employees and is distributed to all our main stakeholders, suppliers and customers in order to make a greater impact on our network value, so as to become a benchmark for other company businesses.

More specifically, Sintagma promotes:

1. Selection and Hiring Process

Sintagma undertakes to attract and employ people with different backgrounds and skills on a basis of gender equality during the selection and hiring phase, by identifying a shortlist with a fairly equal man-woman ratio. At the same time, Sintagma will also highlight the importance of meritocracy: experience, skills and competencies will guide our choice of the best candidates. Our selection process is substantiated by our use of a standardised methodology to guarantee equal opportunities at every stage. Our company also guarantees that the people involved in the hiring processes receive adequate training on understanding gender equality and prejudices, which may impact negatively on the selection processes.

2. Annual Performance Assessment System

Our performance assessment system encourages a constant dialogue between our Managers and their Collaborators, so that each of them can increase their commitment to our corporate objectives and challenges. Throughout the process we encourage Development Plans to be drawn up without any gender discrimination and we prefer constructive discussion to encourage a sense of responsibility that uses feedback to achieve continual improvement.

3. Training, professional development and communication

Sintagma undertakes to offer equal opportunities for development without any form of gender discrimination. All employees will be expected to attend training to raise awareness within the organisation of ways to appreciate differences, gender equality, inclusion and the impact these topics have on the business. More specifically, all resource managers are made aware of the topics linked to gender stereotypes and to the ability to communicate inclusively. Lastly, Sintagma will involve both men and women in equal manner in at least one of all our training initiatives and courses, including leadership courses, each year.

4. Appreciation of people's potential and career paths

Sintagma encourages a culture based on meritocracy and on the respect for people regardless of their gender. It guarantees that a suitable selection of male and female candidates from the less represented gender will be conducted during the processes of professional development, internal mobility and rise to managerial positions in order to achieve a gender balance in managerial posts, consistent with the principles of an inclusive organisation that respects gender equality. Sintagma promises, therefore, that men and women will be equally represented during internal appointment processes.

5. Definition of remuneration policies

Sintagma's remuneration policy contributes to achieving our corporate mission, values and strategies. It encourages actions and conduct that comply with the Company's culture of respect for the principles of diversity, equal opportunities, appreciation of people's knowledge and professionalism, equality and non-discrimination, as outlined in the company's Code of Ethics. Our regular, short and long-term incentive

remuneration interventions, processes and systems are anchored in the principles of recognition of the responsibilities bestowed, the results obtained and the quality of outstanding professional contribution, taking into account the context and applicable market yardsticks for similar posts or for roles of comparable responsibility and complexity. The company undertakes to guarantee equal opportunities to access that pay for all its employees, regardless of their gender.

6. Management aspects linked to work organisation: work-life balance, protection of parenthood, prevention of harassment in the workplace

Sintagma undertakes to improve its employees' work-life balance throughout their personal and professional life by adopting non-penalising, flexible working practices (e.g. smart working) with hours that are compatible with our established objectives.

Furthermore, it will support its employees during and after a long period of absence from work and avoid any discrimination whatsoever during or after a leave of absence. They will be allowed to remain in contact with the company during that time and will be assisted in their reinstatement at the end.

Sintagma believes the roles of parents and caregivers are two major factors in society. Therefore, in addition to the appropriate National Collective Labour Agreement, we actively provide services and management procedures to protect maternity/paternity leave and welfare. We will ensure benefits and initiatives that not only value the experience of parenthood and welfare as opportunities to acquire new skills for the individual and for our organisation, but also protect the relationship between the individual and the company before, during and after maternity/paternity leave and welfare.

Lastly, Sintagma will prevent any harassment in the workplace by arranging a course on gender harassment that will raise people's awareness and guide them in their daily conduct.

7. Sintagma's representation at events

Sintagma promises gender equality between panellists at discussions, events, conferences or any other even scientific event to highlight its image of employment equality and to clearly state Sintagma's desire to achieve gender equality, appreciate diversity and support women's emancipation.

8. UNI PdR 125:22 compliance and certification

Sintagma has a management system for gender equality and inclusion in compliance with UNI/PdR 125:22 and aims to obtain certification by the end of 2022.

This policy is distributed and understood by personnel and is reviewed regularly at the time of management reviews. An explanation can be found in the Gender Equality Strategic Plan.

Date: 21 June 2022