



Diversity, Equality & Inclusion Policy

Policy approved on January 15, 2026 by the Board of Directors of Akuland Group, following a favorable opinion from the Audit and Risk Committee.

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Context, purpose and scope of application of the Policy:

Since its establishment, the Akuland Group has embraced an exceptional plurality of nationalities, cultures, skills and competences, and generations. Always committed to promoting and supporting the values of diversity and inclusion through the adoption of organisational and management solutions aimed at creating a work environment that recognises diversity, the Akuland Group confirms its commitment to valuing differences as a source of mutual enrichment and an essential element for the sustainability and competitiveness of the business. To this end, it promotes and encourages conditions that allow the removal of cultural, organisational and material obstacles that limit the full expression of people and their complete development within the organisation.

The Akuland Group operates with impartiality and does not admit any form of discrimination, direct or indirect or interconnected, in relation to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social class, religious faith and the care of family members in compliance with current legislation and in line with applicable best practices. It protects the value of its people and their moral, psycho-physical and cultural integrity by guaranteeing work conditions that respect individual dignity and promoting compliance with the proper rules of conduct.

The Company strongly condemns all forms of violence, whether physical or psychological or harassment, both sexual or linked to forms of diversity.

Guided by this spirit, the Akuland Group defines and promotes this Diversity, Equality & Inclusion Policy with the aim of spreading its principles while promoting a collaborative, harmonious, fair and supportive work environment, guiding and upholding company programs and processes in all Group companies, in line and in compliance with local specificities and strategies.

Reference principles:

The Policy is drawn up in accordance with Akuland's Code of Ethics, Akuland's Sustainable Policy and Human Rights Policy, as well as with the Universal Declaration of Human Rights of the United Nations and the fundamental Conventions of the International Labour Organisation. In this framework, the protection of *human rights* is ensured, as the inalienable and essential prerogatives of people and the foundation for the construction of societies based on the principles of equality, solidarity and respect for civil, political, social, economic and cultural rights and self-determination, peace, development and environmental protection.

Commitments:

Through the Diversity, Equality & Inclusion Policy, the Akuland Group is constantly committed to:

- implementing, supporting and disseminating the culture of inclusion of uniqueness and equal opportunities, enhancing gender balance, promoting the principles of fairness and respect, counteracting any form of discrimination or prejudice, even unconscious ("unconscious bias");
- developing and promoting training initiatives aimed at spreading the principles and values of Diversity, Equality & Inclusion;
- developing a system of guidelines aimed at promoting and guaranteeing a work environment inspired by transparent and inclusive behaviours with equal opportunities for people.
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- embracing the heritage in terms of the combined history and experiences of the various local realities in which the Akuland Group operates, committing itself to developing a shared identity that is attentive to the needs and specificities of the various communities;
- promoting interculturality through discussion and cooperation;
- acting impartially by precluding and abolishing any form of discrimination, eliminating cultural, physical and procedural barriers that can limit the potential of one's people;
- ensuring the principle of equality in the management policies of the entire professional life of its people: from placement in the company, to development opportunities, to access to training;
- fostering intergenerational dialogue with the mutual exchange of knowledge and experience;

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- guaranteeing fairness and opportunities for access to the same remuneration for all our people through interventions that comply with the “Equal Pay For Equal Work” principle, a cornerstone of the Human Resources management policy;
- creating the conditions of a stimulating environment in which each person is free to exercise the right to professional development and employability and can benefit from growth plans, based on the criterion of equal access;
- promoting physical and cultural work environments that promote the development of relationships based on trust and hospitality;
- promoting a balance between professional and private life by developing policies based on the principle of flexibility, investing in corporate welfare tools and services, with particular attention to employees with caregiver duties;
- generating diversified and unique professional contexts that promote the exchange of knowledge, experience, creativity and collaboration;
- fostering and recognising equal opportunities for employees regardless of sensory, cognitive and motor disabilities, fully enhancing their abilities;
- identifying any cultural, organisational and relational obstacles that prevent full employment inclusion as well as favour the emergence of internal and external opportunities within the company also in terms of employment policies;
- disseminating managerial and leadership styles at all levels of the organisation that make inclusion the reference cultural paradigm also through responsible team management, for a growing sensitivity and awareness of the value of differences;
- promoting public dialogue on the issues of diversity and inclusion; promoting the principles of inclusiveness in the guidelines and policies that regulate supply chain processes, upholding the corporate values of transparency, non-discrimination and equal treatment;
- disseminating the principles defined in the context of the Diversity, Equality & Inclusion Policy through internal and external communication channels.

Akuland promotes the principles and commitments of the Diversity, Equality & Inclusion Policy internally and externally, making it available to all Akuland Group personnel and Stakeholders, in particular Suppliers and Partners.

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