



Evoca SpA

Diversity, Equity and Inclusion Policy

Version Control Table

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Index

1. Vision and purpose	2
2. Governance	2
3. Gender equality	3
4. Multiculturalism and disability	3
5. Recruiting and hiring	3
6. Growth opportunities and career management.....	4
7. Work-life balance, parenthood, and caregiving responsibilities	4
8. Equity in remuneration.....	5
9. Harassment and discrimination	5

1. Vision and purpose

The way we work in Evoca has always been driven by deep respect for people and the environment. The Company's environmental certification dates back over 25 years and activities such as the launch of several care and welfare projects for the employees, support for the communities and the territories where the Company is based and the adoption of solid governance models are well-established elements of Evoca's modus operandi. In 2021, the Company decided to consolidate its effective sustainability practices within the corporate strategy. ESG practices have been fully integrated in the core business operations of the Company; in its decision-making processes and its corporate culture, with the aim of generating value and positive long-term results for all stakeholders. The Company is aware that attention towards environmental sustainability, social responsibility and effective governance are key elements to improve its overall performance, identifying new opportunities and mitigating risks. These elements form the basis for sustainable growth.

Considering the social dimension of sustainability, in 2018 Evoca launched its "People Care" project, an initiative to "Promote Organizational Well-Being". The project followed an internal consultation process that investigated the needs and requirements relating to the professional and personal experiences of Evoca employees. People Care encompasses all the proposals, measures and initiatives that the Company offers its people, inviting them each year to take advantage of the many available opportunities, to be closer to their professional and personal needs. All actions are coordinated by the HR department.

In continuity with the journey taken, this Diversity, Equity, and Inclusion Policy (hereinafter referred to as the "Policy") aims to formalise Evoca's culture, which is based on respect for and appreciation of diversity, giving all the employees of Evoca SpA the opportunity to develop their skills and experiences in an inclusive work environment. The Policy implements the values set out in Evoca's Ethical Code, Supplier Code of Conduct, and Policies, in line with the provisions of the Universal Declaration of Human Rights, the Global Compact, the United Nations 2030 Agenda for Sustainable Development and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

2. Governance

Evoca has developed a governance structure to manage, safeguard and promote the values of equity, inclusivity and equal opportunities, composed of:

- The ESG Committee (Sustainability Committee)
- The Steering Committee for Gender Equality
- The Joint Committee for Equal Opportunities and Integration

The ESG Committee consists of: the ESG Project Leader, the Head of the Group Human Resources; the Head of Group Marketing, the Group Electronics Manager; the Head of Legal Affairs, the Group EHS Manager; the Head of Group Procurement and the Corporate Communication Manager. It mainly assists the CEO by providing advice and recommendations on ESG issues. Its activities include proposing, executing and monitoring the achievement of ESG goals and KPIs, as well as integrating these topics into Company processes. The Committee is also responsible for drafting policies and preparing procedures, such as setting up systems for data collection and analysis. It promotes activities to raise awareness inside the Company regarding ESG issues; it ensures effective communication with the stakeholders about the Company's long-term commitment in creating value and about the progress of the ESG initiatives and it tracks and adjusts corporate practices in response to changes in legislation and industry best practices.

The Steering Committee for Gender Equality, set up by the CEO, consists of: the Chief Executive Officer, the ESG Project Leader; the Head of the Group Human Resources, the Head of Marketing; the Group Electronics Manager, the Head of Legal Affairs; the Group EHS Manager, the Head of Group Procurement and the

Corporate Communication Manager. The Committee aims to promote gender equality within the Company, ensuring an inclusive environment in which gender diversity is respected. It assists the CEO by providing advice and recommendations about the Company's activities and initiatives with regard to gender equality, as well as executive functions related to the implementation of activities and initiatives.

The Joint Committee for Equal Opportunities and Integration consists of: three representatives appointed by the unions and three appointed by the Company. Its main function is to be the guarantor of gender equality within the Company. Its task is to analyse the social profiles and professional contents of the Company's female employees. It monitors employment trends, hiring types, professional and functional profiles and the presence of non-EU workers. Additionally, it promotes and develops training programs dedicated to the female employees of the Company and implements measures dedicated to women regarding working hours. Furthermore, it organises and promotes information and awareness-raising activities on the principles of equality and non-discrimination. The Committee also aims to identify and implement initiatives to prevent sexual harassment and to facilitate the integration of non-EU workers.

3. Gender equality

Evoca is committed to promoting gender equality in every aspect of its operations activities, ensuring that men and women have equal opportunities for development and professional advancement. With this aim, the Company implements policies and practices that promote pay equity, fair access to leadership roles; protection of human and labour rights, opportunities to develop one's own skills; work-life balance measures and access to benefits and welfare services. Training activities on gender equality and sensitising initiatives on unconscious biases are integral parts of the Company's training programmes, aimed at ensuring an inclusive and respectful work environment. The Company constantly monitors gender equality data and takes corrective measures to address any disparities. The Steering Committee for Gender Equality and the Joint Committee for Equal Opportunities oversee the implementation and effectiveness of these policies, promoting initiatives that support gender equality and diversity throughout the organization.

4. Multiculturalism and disability

Evoca promotes a work environment that values multiculturalism and the inclusion of people with disabilities. To this end, the Company adheres to recruitment and hiring practices that are completely free of bias and discrimination of any kind. It supports professional development and equal opportunities to individuals of all ethnicities, genders, orientations and backgrounds. To ensure that any possible situation of non-compliance with these principles is taken into account and well received, Evoca has introduced climate surveys, a risk matrix for violence and harassment in the workplace and a reporting system - all of which are constantly updated. Evoca guarantees the inclusion of people with disabilities by eliminating physical barriers and promoting inclusivity policies. The Joint Committee for Equal Opportunities oversees the implementation of these policies, ensuring that all Company practices are inclusive and respect the needs of each individual.

5. Recruiting and hiring

For Evoca, the enhancement of merit in the recruitment and hiring processes is fundamental. Therefore, the Company places skills and talent at the heart of its equal opportunities strategy. This principle is guaranteed through the adoption of fair, objective and neutral recruitment processes, in line with the values of diversity, equality, and inclusion promoted by Evoca in its Recruitment Hiring Procedures. Equal opportunities are guaranteed in all advertising, selection and hiring activities, in compliance with current legislation.

6. Growth opportunities and career management

Evoca is committed to promoting a dynamic work environment by providing tools and training opportunities that both foster collaboration and value the uniqueness of each individual. To develop an inclusive organisational culture, the Company acts at various stages of the work process, adopting behaviours that are consistent with its shared values, in which inclusion is a fundamental pillar.

Evoca ensures that training is provided to all employees at all levels regardless of gender, in line with the principles of equality, inclusivity and equal opportunities, thereby encouraging the improvement of both technical and soft skills - including those related to leadership. In this perspective, women are guaranteed opportunities to access managerial positions, take responsibility for organizational units, and aspire to top roles with executive control over investment budgets.

The evaluation of individual performance is regulated both by structured processes of communication and by transparent dialogue with one's own manager; during which it is essential to define and monitor objectives, to receive feedback, to recognize and value strengths, and to identify areas for development. This process only measures the achievement of one's own professional performance, of the assigned and agreed-upon quantitative objectives, of the employees' contribution and talent, as well as of compliance with Company policies.

7. Work-life balance, parenthood, and caregiving responsibilities

Evoca is committed to improving the work-life balance of its employees through the adoption of flexible working arrangements, in order to meet personal needs, customer requirements; team dynamics, organisational goals and consideration of the nature of one's own role. Attention to the well-being of its people and to their work-life balance is of utmost importance for the Company. In line with these principles, the "People Care" project that was launched several years ago and is still in place, aims to enhance initiatives that have already been launched and gradually introduce new measures, in order to increase employee well-being and satisfaction while also improving their purchasing power. Among the initiatives, the corporate welfare platform offers a wide range of services, including personal development opportunities, possibilities to request reimbursement for education and care expenses incurred by family members; to make contributions to supplementary pension plans, generate leisure time vouchers or gift certificates and explore other solutions. Since 2022, a remote-working agreement has been formalised, which allows employees whose roles do not require continuous presence at the workplace to work flexibly up to four days a month and to manage their working hours autonomously, whilst respecting agreed commitments. Furthermore, the Company regularly makes surveys to listen to its employees, to analyse perceptions of the organisational climate and to investigate topics such as the relationship with the Company, professional development and recognition, and organisational well-being.

Evoca is committed to supporting working parents and caregivers by promoting an appropriate balance between personal and professional life and fostering well-being in the workplace. Additionally, specific benefits within the corporate welfare program are provided to support all employees in their roles as parents and family caregivers. These include incentives regarding the education and training of employees' relatives, assistance for elderly and disabled family members and healthcare packages. As for maternity, in addition to what is provided for by national legislation, additional measures have been granted in terms of caring for sick children, pre-natal checks and visits to medical specialists.

Evoca has always valued part-time working as an important tool to promote work-life balance, considering, in particular, factors such as child care, family care, and health issues.

8. Equity in remuneration

Evoca's remuneration policies are in line with its core principles, promoting equity, equal opportunities and the appreciation of merit and talent. Additionally, Evoca ensures compliance with the minimum wage laws of the countries in which it operates. Furthermore, a Corporate Welfare Plan is available, allowing employees to convert all or part of their earned bonuses into welfare benefits for the purchase of goods or services.

9. Harassment and discrimination

The Company is committed to ensuring an inclusive and respectful work environment in which every person is treated with dignity and respect and equal opportunities are guaranteed. To support this commitment, the Joint Committee for Equal Opportunities has the task of analysing and defining the extent of sexual harassment in the workplace; proposing interventions for its elimination, developing methods to prevent misconduct and sexual harassment; promoting training on topics such as gender violence and sexual harassment and identifying positive actions for integration and non-discrimination.

To this end, Evoca is supported by external consultants/associations, in the organisation of training sessions on discrimination, harassment and gender violence. The Company asks specific questions during exit interviews to investigate episodes of harassment as potential reasons for employee resignations and applies a risk assessment procedure for harassment, which is similar to the procedure for reporting work-related stress.

Any form of discrimination, harassment, or lack of inclusivity that occurs in the workplace - as well as any violation of the Code of Ethics, the Code of Conduct and of Evoca's Policies - can be reported through the Whistleblowing channel. This channel is managed by a third party, to ensure confidentiality and anonymity.

In order to mitigate the risk of harassment and discrimination, the Company keeps and updates a "Risk Assessment Document for Violence and Harassment in the Workplace" and develops a methodology to recognise and prevent harassment and violence in the workplace. When reports of harassment episodes, discrimination, or retaliation claims are received, Evoca examines the cases in accordance with the reporting management process, keeping the personal information of the people involved confidential.