

GENDER EQUITY POLICY

In order to fulfil its mission to the highest standards and in alignment with its strategic vision, the Arsenalia Group has decided to implement a Gender Equity Management System (SGPG) in accordance with UNI/PdR125:2022. This system serves as an effective tool to ensure gender parity in terms of presence and professional growth of women, while fostering an inclusive culture and activating processes that enhance female empowerment.

Implementing the Gender Equity Management System represents the first step for the Arsenalia Group in its journey towards implementing sustainable policies, with the aim of improving and promoting gender equality. The relevant legal entities within the group will be certified in accordance with UNI/PdR125:2022, to support and encourage the Arsenalia Group to adopt suitable policies to reduce the gender gap, thereby reaping benefits for staff well-being as well as reputational and ethical impacts.

GUIDING PRINCIPLES

The fundamental principles underlying the Arsenalia Group's Gender Equity Policy are:

- IMPARTIALITY AND INCLUSIVITY
- FAIRNESS AND TRANSPARENCY
- VALUING PERSONNEL
- PROTECTION OF THE INDIVIDUAL
- COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION

The attention with which the Arsenalia Group directs its efforts to ensure that its Gender Equity Management System (SGPG) meets the requirements specified in UNI/PdR 125:2022 is inspired by - and aligned with - the European Union's Gender Equity Strategy 2020-2025. It aims to achieve the following objectives:

- Increase women's participation in the labour market
- Reduce the gender pay and pension gap, thereby combating women's lower economic autonomy
- Promote gender Equity in decision-making processes
- Combat stereotypes and gender-based violence, while protecting and supporting victims

In applying gender Equity policies and through the issuance of specific procedures and guidelines, the management of the Arsenalia Group is committed to:

- Promoting an inclusive environment through continuous communication and engagement processes, aiming to improve internal climate and business performance;
- Adopting personnel management procedures and guidelines to ensure continuous monitoring of career management and pay equity;
- Implementing clear and comprehensive procedures against workplace harassment, accessible to all employees, and emphasizing the absolute prohibition of harassment;
- Recognizing and leveraging Diversity and Inclusion (D&I) to enhance innovation, resilience, sustainability, and reputation;
- Reducing gender Equity gaps;
- Implementing a gender Equity management system in accordance with UNI PdR 125:2022;
- Achieving continuous performance improvement by monitoring KPIs according to UNI/PdR 125:2022;

- Investing in human capital by applying a gender-neutral criterion in the selection, hiring, and growth process of personnel;
- Providing measures to ensure work-life balance for all employees;
- Supporting maternity/paternity protection;
- Establishing welfare measures;
- Promoting the use of inclusive language.

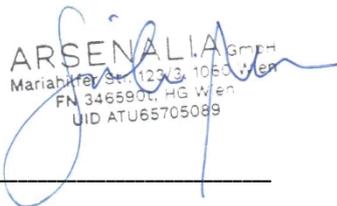
The management of the companies of the Arsenalia Group is dedicated to raising awareness and engaging staff in applying the principles and rules defined in its gender Equity management system and gender Equity code of ethics.

The gender Equity policy is communicated and disseminated to all staff and stakeholders through internal communication and publication on the official website.

Periodically, the Gender Equity System, its objectives, and the related KPIs will be reviewed to confirm their relevance and to identify further improvement actions.

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Director: _____



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