To pursue the vision, mission and values of the Dumarey Group, Dumarey Automotive Italia S.p.A. and Dumarey Softronix S.r.l. (hereinafter referred to as the "Companies" or "Dumarey") are committed to defining the principles and objectives that establish their commitment to Gender Equality and Women's Empowerment. Dumarey promotes a culture based on respect, equal opportunities, inclusion and the appreciation of diversity, while opposing all forms of discrimination, harassment, stereotyping and gender bias.

Guiding Principles

Through the implementation of a Gender Equality Management System (GEMS) compliant with UNI/PdR 125:2022, the Companies have initiated an internal journey aimed at strengthening the guiding principles of gender equality and inclusion throughout their organization.

The Companies believe in a culture founded on respect and the appreciation of everyone's diversity, including diversity related to gender, age, origin, social background, religious beliefs, political opinions, physical and mental abilities, sexual identity and sexual orientation.

The Companies are committed to:

- creating an inclusive, collaborative, supportive and transparent work environment that ensures dignity and respect for all;
- guaranteeing equal opportunities in recruitment, development, training, performance evaluation, promotion and compensation processes;
- implementing human resources management and development practices that foster an inclusive culture, providing equitable access to job opportunities and career advancement pathways, ensuring equal opportunities for all employees and promoting the value of diversity;
- promoting a zero-tolerance approach towards any form of intimidation, bullying, sexual harassment or mistreatment of employees in the workplace, and taking appropriate disciplinary action against those who violate this principle;
- adopting an approach based on dialogue and constructive engagement with employees in order to involve the entire workforce in the commitment to social sustainability and raise awareness of gender equality principles;
- communicating transparently, both internally and externally, their commitment to achieving gender equality and valuing diversity;
- promoting a culture of inclusion and non-discrimination through information, awareness-raising and training initiatives.

Purposes of Gender Equality Policy

The Companies define and update measurable objectives, actions, responsibilities, resources, indicators, targets and timelines on an annual basis through their Strategic Plan. These elements are periodically reviewed and adjusted according to the results achieved, as well as changes in the business context and the organization's level of maturity, in order to ensure a concrete, progressive and continuous path towards gender equality.

The commitment and efforts of Dumarey Automotive Italia S.p.A. and Dumarey Softronix S.r.l. in achieving and maintaining the principles outlined above are focused on the areas identified by the UNI/PdR 125:2022 guideline, namely:

1. Culture and strategy
2. Governance

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3. HR Processes
4. Women's growth opportunities and inclusion within the Companies
5. Gender pay equity
6. Parental protection and work-life balance

To this end, the Companies have established specific processes inspired by the following principles and objectives:

- **Culture and Strategy:** enhancing the work environment by promoting and supporting principles such as inclusion, gender equality, the appreciation of gender diversity, and the prevention and elimination of all forms of stereotypes, discrimination or prejudice, including unconscious bias, based on gender-related issues;
- **Governance:** implementing a governance model aimed at establishing effective organizational mechanisms to promote inclusion and enhance diversity, strengthening the representation of the underrepresented gender within governing, management and supervisory bodies, as well as in leadership positions, and identifying and addressing any instances of exclusion or non-inclusion whenever possible;
- **People Management (Inclusion and Meritocracy):** improving the organization's ability to provide gender-neutral access to internal career and development opportunities, fostering a culture based on meritocracy and respect for people, so that women and men are fairly represented at all organizational levels;
- **Gender Pay Equity:** implementing compensation policies that ensure employees of all genders receive fair remuneration based on their role and length of service, and applying incentive systems linked to business performance and based on transparent criteria;
- **Parental Support and Work-Life Balance:** implementing policies designed to support employees in their parenting responsibilities and in providing care for dependent or vulnerable family members.

Leadership promotes this Policy and ensures that the resources necessary for its implementation are made available.
The Steering Committee monitors progress against the established objectives and promotes continuous improvement actions.
The Policy and the results of the Gender Equality Management System are reviewed periodically based on Key Performance Indicators (KPIs), audit outcomes, and the results of the Management Review process, with the aim of ensuring their continued suitability, effectiveness and ongoing improvement.

This Policy is communicated to all employees of both Companies through the established internal communication channels, made available to relevant stakeholders, and published through the external channels designated by the Companies.
All employees are required to comply with the provisions of the Gender Equality Management System and to apply the principles set out in this Policy in their daily activities.

The Legal Representative
Pierpaolo Antonioli



Pierpaolo Antonioli (Oct 22, 2026 16:40:35 GMT+2)

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