



## Diversity and Inclusion Policy:

### Gender Equality

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*Green Power Systems s.r.l.* recognizes the value of people and their differences through a diversified approach to human resource management that ensures the same opportunities for professional growth to all individuals in the company. We believe that creating a more balanced and heterogeneous leadership pipeline must be achieved, and thus the contributions of both genders are equally evaluated in internal decision-making processes. Creating a culture of gender equality for *Green Power Systems s.r.l.* is fundamental to our human capital strategy to ensure excellent performance based on talent and long-term sustainability. This policy is directed at every employee of *Green Power Systems s.r.l.* and is shared with all its main stakeholders with the aim of having a greater impact on its value network and being a point of reference for other companies. This document integrates the existing Quality policy of *Green Power Systems s.r.l.* and provides guidelines to be implemented through practices and processes for creating a work environment with equal gender opportunities throughout the entire cycle of selection, management, development, and career progression of individuals.

#### 1. Selection and Hiring Process (Recruiting)


*Green Power Systems s.r.l.* is committed to attracting and hiring people with diverse backgrounds and skills, pursuing gender equality during the selection and hiring phases by identifying a gender-balanced pool of candidates. At the same time, *Green Power Systems s.r.l.* emphasizes the importance of meritocracy: experience, skills, and competencies guide the choice of the best candidates. The selection process is reinforced by adopting a standardized ISO9001 methodology to ensure equal opportunities at every stage. The company also ensures that individuals involved in hiring processes, such as recruiters and managers, receive adequate training on gender equality and cognitive biases that can negatively impact selection processes.

#### 2. Annual Performance Evaluation System

The performance evaluation system encourages constant dialogue between managers and employees, reinforcing everyone's commitment to the company's goals and challenges. During the process, the creation of development plans without any gender discrimination is promoted, fostering constructive confrontation aimed at accountability through the use of feedback as continuous improvement. During the "final evaluation" phase, management, in concert with various division heads, commits to ensuring that the evaluation curve does not show gender discrimination. *Green Power Systems s.r.l.* commits to including the Diversity and Inclusion dimension within the leadership model and consequently in the performance management system.

#### 3. Training, Professional Development, and Communication

*Green Power Systems s.r.l.* offers equal development opportunities without any gender discrimination, defining transparent and consistent standards with performance management and talent development processes. Training sessions are provided to all employees to raise awareness about the value of differences, gender equality, inclusion, and the business impact of these topics. Specifically, all individuals in roles of responsibility and coordination of workgroups are sensitized on issues related to unconscious bias and the ability to communicate inclusively. *Green Power Systems s.r.l.* equitably involves both women and men in all training initiatives and programs, ensuring at least one training session per year. The company firmly commits to supporting and promoting female empowerment, ensuring a work environment where all female employees can fully express their potential. Finally, the company communicates its commitment to all external stakeholders through event participation or publications on online channels (website, social media, etc.).

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#### 4. Enhancing Potential and Career Paths

*Green Power Systems s.r.l.* promotes a culture based on meritocracy and respect for individuals regardless of gender. It ensures that in talent development and succession planning processes, there is an appropriate selection of candidates of the less represented gender, aiming to achieve gender balance in managerial positions while always focusing on meritocracy. Through talent development, the company ensures that men and women are equally represented in internal appointment processes, and thus the candidate lists for internal positions are equally represented by both genders.

#### 5. Short and Medium-Long Term Compensation Policies

Periodic compensation interventions and short and long-term incentive systems are anchored to principles of recognizing assigned responsibilities, achieved results, and the quality of professional contributions, considering the context and applicable market references for similar roles or equivalent responsibilities and complexities. *Green Power Systems s.r.l.* guarantees equity and opportunities for equal access to the same compensation treatments for all employees, regardless of gender, and promotes actions and behaviors aligned with the company's culture, respecting principles of plurality, equal opportunities, valuing knowledge and professionalism, equity, and non-discrimination.

#### 6. Work Organization and Management Aspects

The company commits to improving its employees' work-life balance at all stages of their personal and professional lives by supporting employees during and after long periods of absence from work, avoiding any discrimination during and after leave, allowing them to stay in touch with the company during the leave, and facilitating reintegration afterward. Finally, *Green Power Systems s.r.l.* commits to preventing sexual harassment in the workplace through a dedicated awareness program on gender-based harassment, creating awareness among people, and guiding their daily behaviors. To this end, the organization has also set up a channel through which all internal and external stakeholders can report harassment or violence experienced by *Green Power Systems s.r.l.* staff.

#### 7. End of Employment Relationship

*Green Power Systems s.r.l.* will establish a clear and shared "exit interview" process to collect qualitative feedback and analyze it to promptly identify processes, tools, or aspects to improve in the company. In this regard, particular attention is given to individuals leaving the company for gender-related reasons (not returning from maternity leave, inability to reconcile family commitments with professional life, etc.).

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Management

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