

GENDER EQUALITY POLICY

Ennova Research S.r.l. adopts this **Gender Equality Policy** with the aim of reaffirming and sharing its concrete commitment to promoting a fair, inclusive, and diversity-respecting work environment.

Through this document the Company intends to consolidate an organizational culture based on equal opportunities, merit recognition and people's well-being, acknowledging that these principles represent a key factor for growth and innovation.

Ennova Research operates in full compliance with current regulations and adopts tools and practices aimed at supporting gender equality and fostering cultural growth within the organization and, consequently, in society.

The Company directs its actions towards certain objectives considered priority and essential:

- Respecting the principles of fairness and equality present in the Constitution and national laws
- Adopting policies and measures to encourage female employment
- Removing obstacles to effective equality between men and women in the workplace, including:
 - equal opportunities in access to work
 - pay equity
 - equal access to career and training opportunities
 - application and awareness of paternity leave in line with the best European practices
 - zero tolerance for harassment and disrespectful behavior
- Promoting welfare policies to support those dedicated to family care
- Ensuring all personnel receive adequate training and information on diversity, inclusivity, and equal opportunities
- Extending the culture of gender equality externally, involving stakeholders and promoting the principles of equality and inclusion
- Including principles of equality and equal opportunities in the personnel evaluation and selection process.

Ennova Research is therefore committed to adopting gender-equality respecting modalities regarding the selection and hiring process, career management, pay equity, parenthood and care activities, work-life balance, and harassment prevention, also through the creation of a people-respecting work environment.

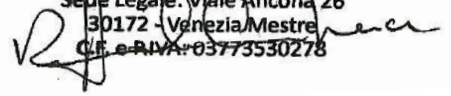
Ennova Research Srl

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A handwritten signature in black ink, appearing to be 'R. G. G. G.', is written over the printed company information.