

doValue

POLICY

Diversity & Inclusion

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DOCUMENT MANAGEMENT METHOD

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1. INTRODUCTION

Diversity, inclusion, and respect for human rights are fundamental elements of doValue's corporate culture as well as pillars of Group's value system. As defined in the Group's Code of Ethics and Values Charter, doValue's relationships are based on fairness, transparency, mutual respect, avoiding and rejecting any approach that may be discriminatory.

doValue is committed to promoting the value of every individual and creating a work environment that is respectful, collaborative, and inclusive. This translates into actively listening to the needs of its people and taking concrete actions to promote individual and corporate well-being.

The Group acknowledges freedom of thought and opinion, safeguarding the diverse sensitivities that may exist on such a delicate matter, which also touches on matters of conscience.

The diversity of doValue's people, coming from different backgrounds and territories, is a company asset and promotes the sharing of experiences, thus improving the company's atmosphere and the Group's performance.

Through the establishment of the Diversity & Inclusion Council, doValue Group has initiated a path to support individuals in expressing their potential, regardless of generations, status, and the various dimensions in which diversity manifests itself. Creating a workplace that leverages diversity and fosters an inclusive culture to support individual and organizational growth is the mission of the Diversity & Inclusion Council. Its vision is that every employee within doValue Group enjoys diversity, promoting a respectful environment where everyone can bring their authentic selves to work, with special focus on Gender, Disability, Generation and Multiculturalism.

Through the definition of behavioral rules and activities aimed at enhancing diversity, it contributes to promoting a fair and inclusive environment.

For doValue, People Care is one of the pillars of the Sustainability Plan and Policy, and diversity, inclusion, and respect for human rights are fundamental elements of the corporate culture and the ESG strategy of doValue.

Our leaders are responsible for leading by example and promoting diversity and inclusion throughout the organization. They are expected to foster an inclusive environment, address any discriminatory behavior, and ensure that diversity and inclusion initiatives are integrated into all aspects of our business.

2. RECIPIENTS

This Policy is intended for the entire company population and all Group stakeholders: shareholders, investors, clients, suppliers, External Network, and local communities.

3. OBJECTIVES

The Diversity & Inclusion Policy aims to promote a corporate culture oriented towards overcoming all forms of historical-cultural discrimination and prejudice, making the workplace an inclusive environment where every type of diversity can find space and generate value.

4. FUNDAMENTAL PRINCIPLES

In order to ensure individual dignity and a work environment based on respect and mutual trust, doValue reaffirms its commitment to actively respect and disseminate the principles that must inspire business operations, as already provided for in the Code of Ethics, the Values Charter,

and the principles and standards issued by international reference organizations (e.g., UN 2030 Agenda - Sustainable Development Goals - SDGs).

The Principles of the Policy:

- **Respect diversity:** counteract all forms of discrimination related to gender, gender identity and/or expression, affectionate-sexual orientation, marital status and family situation, age, ethnicity, religious belief, political and trade union affiliation, socio-economic status, nationality, language, and geographic origin.
- **Value differences:** embrace generational, idea, opinion, and perspective diversity as an improvement tool, due to the uniqueness of each person's story and experience. Value individual abilities and strive to create a bias-free environment where each person can contribute to their fullest potential.
- **Include different abilities:** create an accessible and inclusive working environment for all by providing reasonable accommodations for employees with disabilities to support their activities and recognize their professional contributions.
- **Ensure and promote equal opportunities:** all individuals, regardless of gender, must have the same opportunities for growth, development, and professional success.
- **Counteract any form of harassment, persecution, offense, and inappropriate behavior:** adopt behaviors in line with this Policy, using appropriate language that transcends old cultural stereotypes and commonplaces and is inclusive and welcoming.
- **Promote awareness of so-called implicit biases (Unconscious Bias Awareness):** promote paths to overcome the phenomenon of implicit biases, also known as unconscious biases or stereotypes, i.e., negative perceptions - not consciously recognized or expressed - towards a group of people or individuals, resulting in inclusion difficulties for such individuals.

5. MONITORING

Consistent with the Sustainability Plan and in synergy with various corporate functions, the Group monitors the correct implementation of Diversity & Inclusion policies within the organization. Non-compliance with the required behaviors may be promptly reported by anyone who identifies the need to activate the process of analysis and investigation of conduct and assess any sanctioning interventions. Where possible, reports can also be submitted to the internal Whistleblowing channel, according to Group and Local Policy and Procedures outlined in the company's Whistleblowing regulations.

6. TRAINING AND AWARENESS-RAISING

Based on the principles of this Policy, doValue is committed to developing a Sustainability strategy by promoting the following actions:

- Awareness campaigns on Diversity & Inclusion issues aimed at employees, with the involvement of internal and external testimonials, dissemination and learning of best practices and case studies from other companies.
- Training initiatives for all employees aimed at promoting and ensuring a working environment inspired by transparent, inclusive, and equal opportunity behaviors towards individuals.
- Promotion and dissemination of the Policy to suppliers, customers, and all stakeholders.
- Promoting proactive participation in associations already active in countering all forms of discrimination and strengthening partnerships with the academic world.

This Policy is available on doValue's institutional website.

