

GENDER EQUALITY POLICY

COVER TECHNOLOGY SRL is formally committed to promoting a company policy focused on gender equality. This policy sets out the principles, objectives, and guidelines that define the company's approach to this topic.

The company places strong importance on diversity, inclusion, and women's empowerment, with the aim of creating a fairer and more inclusive workplace.

To support equal opportunities, **COVER TECHNOLOGY SRL** implements recruitment and selection practices that encourage diversity across all areas of the business. The company recognises diversity as an added value that can contribute to innovation, growth, and better decision-making.

A key part of this policy is the gradual reduction of pay gaps and differences in career opportunities. The company is committed to identifying and addressing any imbalances that may have developed over time.

Gender and cultural diversity are considered important drivers of new ideas, innovative solutions, and positive collaboration within teams. The company's commitment to inclusion also extends to external relationships, with a preference for working with partners and suppliers who share the same values of equality and inclusion.

In addition, **COVER TECHNOLOGY SRL**:

- Supports employees' family wellbeing through practical measures, including financial support, flexible working hours, and remote working opportunities;
- Takes part in and supports events and initiatives that promote inclusion and gender equality;
- Encourages all employees, regardless of their role or type of contract, to take part in training courses, webinars, and discussions on these topics;
- Actively communicates its gender equality policies through its website, social media, and other communication channels, involving relevant stakeholders.

COVER TECHNOLOGY SRL promotes a work environment based on respect, inclusion, and the prevention of all forms of discrimination, harassment, or abuse.

The company gives employees and interested parties the opportunity to report, including anonymously, any conduct that is not in line with the principles of gender equality. Reports can be sent to the dedicated email address: segnalazioni@covertechnology.com.

All reports are managed with confidentiality, impartiality, and protection of the person making the report, in accordance with the applicable company procedures.

This Policy is made available to all interested parties through display on the company noticeboard, internal communication, and publication on the company website.

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CEO
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