

DIVERSITY, EQUITY AND INCLUSION POLICY

MAIRE Group ("**the Group**") operates in an international, multicultural context and has always recognised the strategic value of its People's diversity as a distinctive competitive factor, fundamental for creating and preserving an inclusive work environment, ensuring equitable, sustainable long-term growth and fostering the ability to generate innovation and create value for its People and stakeholders.

MAIRE Group promotes and protects the values of diversity, inclusion, equity and well-being of its People and the local communities in which it operates. It also promotes the adoption of policies that value diversity and inclusion, including by its suppliers and subcontractors.

The Group believes that each Person's individuality and experience represent a fundamental contribution to the company's development and growth strategy.

The Group recognises and promotes the richness and value of diversity as an effective organisational, motivational and competitive driver.

People are the main asset that the Group is committed to searching for, attracting, retaining and engaging, valuing their uniqueness, diversity, freedom and dignity and ensuring equal opportunities.

The Group does not tolerate any form of discrimination by gender, culture, nationality, age, political opinion, religion, sexual and affective orientation or cognitive, physical and socio-economic differences and penalises all forms of violence, harassment, abuse and intolerance.

This Policy incorporates the principles and values of the Code of Ethics, the Sustainability Policy, and the Human Rights and Human Resources Policies adopted by MAIRE Group that define its identity and culture.

Set out below are the founding values pursued by the Group in order to ensure and promote a work environment that supports integration, community and enhancement of diversity and equal opportunities for all People in line with the commitments made by the Group under the initiatives promoted by the United Nations to which it adheres.

Respect for the individual, inclusion and valuing diversity

The Group fosters the creation of an inclusive work environment and the spread of a culture that promotes the value of uniqueness as the foundation of its People's daily actions and in support of the Group's pursuit of sustainable success.

The Group is committed to respecting the individual, valuing specific personal qualities and aptitudes, and supports the coexistence and integration of diversity by fostering and preserving an open, stimulating work environment that allows each individual to freely express and maximise his or her potential, enhancing skills, distinctiveness, experience, knowledge and personal abilities, encouraging participation, in an equitable manner, in the creation of sustainable value, while safeguarding the reconciliation of personal and professional needs.

Merit, equality and equity

The Group ascribes a central role to merit and offers the same job opportunities and professional development to all People, as well as to those who apply for a specific job opportunity. It ensures a People selection, management and development system based exclusively on merit and fairness, valuing People's abilities and needs in order to ensure that each has the most suitable tools for their professional development.

In implementation of the values expressed, the Group adopts and implements policies, standards and KPIs in order to:

- ensure equality and equity at all stages of the employment relationship (from the process of selecting People, assigning roles and termination of employment) in the evaluating performance and in the initiatives for professional development and compensation;
- support the professional development and growth of People, inspiring them to express their full potential;
- spread the values of this Policy and increase the engagement of People and stakeholders in creating an inclusive culture also through sharing best practices in the organization.

SCOPE AND DISSEMINATION

This Policy applies to all Group companies. All People who work for the Group are required to abide by its principles in all dealings with colleagues, customers, suppliers, partners and all those with whom they come into contact in the course of their work. This Policy is circulated to all People, including through ad hoc training sessions, and is made available on the Group's corporate website to all stakeholders, including customers, partners, suppliers and employees, to ensure full awareness and further impetus for its promotion.

Alessandro Bernini

Chief Executive Officer

