

## POLICY FOR GENDER EQUALITY

INTEXO SB recognizes the value of equality of opportunity and believes that gender diversity enriches the organization, promoting innovation, creativity and the success of the company and its employees.

This Policy establishes the principles and directives that guide INTEXO SB's commitment to gender equality in all aspects of the company's business.

Fundamental principles:

- **Non-discrimination:** INTEXO SB is committed to ensuring that recruitment, hiring, professional development, compensation and promotion decisions are based solely on employees' skills, experience and qualifications, without any form of gender, ethnicity and sexual orientation discrimination.
- **Equal opportunities:** the Company undertakes to provide equal opportunities for growth and professional progression to all personnel, regardless of gender, favoring female empowerment in particular.
- **Parenting:** INTEXO SB aims to ensure that all employees have access to parental leave and the possibility of caring for their loved ones.
- **Work-life balance:** the Company promotes a work environment that favors the conciliation between professional and private life. Flexible work policies and practices are implemented, such as remote working and flexible hours, in order to allow employees to balance their family and work responsibilities.
- **Inclusive corporate culture:** INTEXO SB is committed to spreading the values of an inclusive corporate culture, based on mutual respect, diversity and inclusion. Forms of discrimination, physical, verbal or digital abuse are strongly condemned, with respect to which a "zero tolerance" approach is applied.
- **Leadership and representation:** INTEXO SB is committed to ensuring a balanced presence of men and women at all levels of the organization, especially in leadership and government positions.

### **Intexo Società Benefit S.r.l.**

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Iscritta al registro delle Imprese di Roma al n°02967330586

Partita Iva: 01142911005 - Codice fiscale: 02967330586

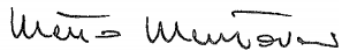
R.E.A.: RM 410467 - capitale sociale € 142.500 versato per € 125.625

- Awareness raising and training: the Company promotes awareness and training on aspects related to gender equality. Resources and training opportunities are provided to increase awareness and understanding of gender equality issues.

INTEXO SB also undertakes to regularly monitor and evaluate the effectiveness of the Policy, making any necessary improvements and adjustments to ensure the achievement of its organization's objectives, and guarantee adaptation to the reference scenario and to changes in the regulatory context.

The responsibility for the implementation of this Policy is entrusted to the Steering Committee for Gender Equality.

1.06.2023



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This Gender Equality Policy has public value, is online on the website [www.intexo.it](http://www.intexo.it), and made available to all subjects who request it.