



## DIVERSITY, INCLUSION AND GENDER EQUALITY POLICY

City Green Light S.p.A. is committed to creating an open, respectful, and pluralistic work environment where every individual can fully express their potential.

City Green Light S.p.A. recognizes and values the diversity of employees, collaborators, suppliers, and stakeholders as a factor for growth and success, aiming to enhance their experiences, skills, and qualities.

To further emphasize these values, City Green Light S.p.A. has introduced a Diversity & Inclusion and Gender Equality Management System, aligned with the ISO 30415:2021 international standard and the UNI PdR 125:2022 guideline.

City Green Light S.p.A. is committed to recognizing and appreciating individual diversity, fostering an environment that promotes both individual and collective development. To achieve this, the company adopts a diversity and inclusion management strategy aimed at creating an inclusive corporate culture, where individual differences are considered drivers of innovation and performance improvement at both a personal and organizational level.

This approach ensures that employee recognition and promotion within City Green Light S.p.A. are based on professional competencies and values such as fairness, honesty, responsibility, cooperation, and trust, fostering a work environment open to diversity.

Furthermore, City Green Light S.p.A. firmly believes that developing a cultural model that promotes gender equality creates value not only for the organization but for society as a whole.

Working in a fair and inclusive environment is essential to establishing mutual trust and respect among employees, contributing to sustainable corporate value.

City Green Light S.p.A. considers the synergistic growth of the company and the personal and professional development of each individual to be fundamental.

The Diversity, Inclusion, and Gender Equality Policy, together with the Social Responsibility Policy, applies to all employees, including job applicants during the selection process, as well as customers, users, and all stakeholders.

### Prerequisites for Implementing the Diversity & Inclusion and Gender Equality Management Model

The Management considers the following prerequisites essential for implementing the Diversity & Inclusion (D&I) and Gender Equality Model:

Recognizing diversity;

Governing the organization inclusively;

Acting ethically and socially responsibly;

Developing a respectful workplace that fosters inclusion and a sense of belonging;

Communicating inclusively;

Supporting and advocating for Diversity & Inclusion.

### Corporate Policies for Gender Equality and Inclusion

City Green Light S.p.A. believes in a gender equality culture and promotes corporate policies that ensure equal opportunities throughout the entire professional journey, from recruitment to onboarding, training, and career development.

The organization approaches this "lifecycle" through the following key aspects:

✓ Recruitment and Hiring: Implementing procedures that prevent gender disparities and promote equity among applicants.

✓ Career Management: Ensuring equal opportunities for professional development and career growth.

✓ Pay Equity: Adopting fair and non-discriminatory compensation policies.

✓ Parenting and Caregiving Support: Providing programs to support parents and caregivers.

✓ Work-Life Balance: Implementing measures to ensure a balance between professional and personal life.

✓ Prevention of Harassment and Abuse: Conducting training, assessments, and interventions to prevent and

### City Green Light S.p.A.

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address workplace misconduct.

#### Organizational Commitment to Diversity and Inclusion

Building an inclusive corporate culture that values diversity requires the engagement of the entire organization. Therefore, City Green Light S.p.A.:

Defines and implements inclusive corporate policies at all organizational levels, starting from leadership.

Promotes work-life balance initiatives.

Establishes Key Performance Indicators (KPIs) to measure gender equality and inclusion efforts.

Adopts neutral recruitment, hiring, and onboarding processes, focusing on individual characteristics and professional competencies aligned with business needs.

Implements measures to support work-life balance and enhance workplace well-being.

Encourages employee training and career development, inspiring all staff to reach their full potential and sharing best practices across the organization.

Implements transparent and objective evaluation, career advancement, and incentive policies, offering specialized training to prevent bias and paying special attention to the career development of different workforce groups.

Raises awareness among stakeholders, ensuring they act in compliance with this policy, alongside the corporate social responsibility policy and the company's Code of Ethics.

Fully complies with relevant regulations and adheres to best practices regarding diversity and gender equality.

Encourages all employees to use respectful and inclusive language that values gender identity.

Ensures access to the necessary resources and information to achieve Diversity & Inclusion and Gender Equality objectives.

Establishes a monitoring system that objectively evaluates and reports annual progress in diversity management and gender equality efforts.

Communicates achievements in diversity management and implements internal and external awareness campaigns on the benefits of adopted measures.

#### Employee Responsibility and Policy Compliance

All employees at City Green Light S.p.A. are expected to adhere to the principles outlined in this policy in all professional relationships.

City Green Light S.p.A. monitors the implementation of this policy and provides specific channels for reporting any violations or suspected violations, ensuring the protection of whistleblowers.

This policy is communicated and disseminated across the organization and to all stakeholders.

At least once a year, the policy and management system undergo a review to assess effectiveness and identify opportunities for improving corporate performance through the evaluation of Diversity & Inclusion and Gender Equality goals and achievements.

Vicenza, 22/01/2026

General Management

A handwritten signature in black ink, appearing to read "Alessandro Visenti". The signature is written in a cursive, flowing style.