



GENDER EQUALITY POLICY AND CERTIFICATION

THE COMPANY

Pe Labellers Spa (referred to below as '**PE**', the '**Company**', or the '**Business**') It operates in the design and manufacturing of automatic labeling machines. The Company has been active in the market for over 50 years and has managed to grow over time, establishing itself among the leading market players thanks to its ability to adapt to new production requirements and ever-higher quality standards. This has been made possible by developing what is the most significant asset of any organization: the **People**.

As of October 31, 2025, PE has **411 employees** (of which 57 are women), distributed as follows:

- n. 7 male Executives;
- n. 10 middle Managers, of which 2 are women;
- n. 204 white-collar Employees, of which 51 are women
- n. 190 blue-collar Workers, of which 4 are women

As of today, across the entire Italian territory, female employees represent 14% of the total workforce.

THE COMPANY'S JOURNEY TOWARDS GENDER EQUALITY

PE has decided to adopt a Gender Equality Management System ("**GEMS**") in accordance with the provisions of **UNI/PdR 125:2022**, as a valid tool to ensure gender equality regarding the presence and professional growth of women within the company. This initiative aims to promote an inclusive culture and implement processes that foster female *empowerment*, with the objective of effectively fulfilling the Company's mission and aligning with its strategic vision,

For PE, obtaining the certification will represent an additional step in the ongoing implementation of gender equality policies in the workplace, with a focus on continuous improvement and the promotion of gender equality. The certification is intended to support and encourage the Company to adopt policies aimed at reducing the gender gap, bringing benefits to employee well-being as well as positive reputational and ethical impacts for the Company itself.

THE GUIDING PRINCIPLES OF THE COMPANY'S GENDER EQUALITY POLICY

The company policy is based on the following principles:

- Impartiality and inclusiveness
- Fairness and transparency
- Recognition and development of employees
- Protection of individuals within the workplace
- Prevention of all forms of violence and discrimination

In order for its GEMS to meet the requirements specified in UNI/PdR 125:2022, in line with the 2020–2025 Gender Equality Strategy defined by the European Union, PE is committed to progressively striving towards the following objectives:

- Increase the participation of women in the labor market
- Reduce the gender pay and pension gap
- Promote gender equality in organizational processes
- Combat stereotypes and gender-based violence, and provide protection and support to victims

P.E. LABELLERS S.P.A. a socio unico

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Società soggetta ad attività di direzione e coordinamento di FOJAL III B.V.

THE COMPANY'S COMMITMENT

The Management of PE and the Steering Committee consider the adoption of the GEMS fundamental, also based on the principles of the Company's Code of Ethics, in order to develop an organizational model that promotes gender equality and enhances fairness and inclusiveness. Accordingly, PE is committed to:

- adopting specific measures to prevent all forms of gender discrimination and to combat any actions that undermine the dignity of employees;
- promoting diversity in every business process, from recruitment and selection to access to training, from the definition of compensation policies to performance evaluation and the allocation of reward systems, and from supplier selection to the delivery of services or products;
- supporting employee welfare through work arrangements (such as smart working, part-time, and flexible working hours) that facilitate the reconciliation of professional and personal life;
- promoting information, awareness, and employee engagement initiatives on equal opportunities and female empowerment, avoiding stereotypes and enhancing the visibility of women's contributions;
- fostering communication, including through marketing and advertising activities, that clearly and transparently expresses the commitment to achieving gender equality, valuing diversity, and supporting female empowerment

The Company also believes that developing a cultural model oriented towards gender equality generates 'social value' appreciated within the European economic and institutional context and represents a driver for business growth.

Specifically, the commitments undertaken by PE are outlined below:

1. Selection and hiring (recruitment)

In the selection and hiring of personnel for business activities, PE adheres, with a view to continuous improvement, to the following principles:

- The search and selection of candidates must be conducted in a gender-neutral manner.
- Selection criteria must take into account requirements related to personal qualities (professionalism, competence, specialization, experience).
- Selection must not include questions regarding marriage, pregnancy, or family responsibilities. A specific provision in the selection procedure prohibits asking questions on these matters.
- Selection must consider that the presence of women and men within the company workforce should be balanced relative to the total workforce.
- Roles related to executives, managers, or positions reporting to top management with budget authority should be distributed evenly. The organizational structure demonstrates that positions reporting to top management with budget authority are equitably distributed.
- The position to be filled must provide remuneration based on duties and responsibilities and must not be influenced by gender. The compensation policy is gender-neutral and takes into account the role, professional skills, and experience.
- Selection is open to all genders; PE has ensured that, in the framework agreements with external recruiting agencies, there is a commitment to present a balanced number of candidates of all genders when submitting the shortlist.

2. Career Management

PE is aware that economic results also depend on human resources and intends to link all career development opportunities to individual performance and merit, regardless of gender. With a view to continuous improvement, the Company manages employee careers based on the following principles:

- The assignment of roles and responsibilities must take into account a gender-balanced distribution of leadership.
- The design and presentation of career paths must be organized without any gender distinction.
- Employee career paths are accessible to the staff management, which can transparently monitor the maintenance of gender balance.
- The work environment, where most of the day is spent, must ensure that all individuals present have the technological and physical means to express themselves, as well as personal well-being in terms of safety and comfort.
- Training for skills development and awareness is a fundamental process to remove potential career obstacles and restore any gender leadership balance.
- Professional promotions must be carried out respecting gender balance at the functional level.

3. Pay equity

During hiring and throughout the professional career, PE intends to ensure pay equity, regardless of gender. The Company does not treat the costs of compensating individuals of different genders asymmetrically. With regard to the determination, payment, and modification of remuneration, the Company intends to continue adhering to the following principles:

- Employee remuneration is determined based on role and responsibilities; any additional compensation, such as benefits or bonuses, is granted solely based on achieved and recognized results.
- In the interest of transparency, remuneration, the payment of bonuses, and the allocation of benefits are documented and accessible to staff management.

4. Parenthood and Care

PE intends not to hinder parenthood, supporting maternity and paternity through initiatives aimed at meeting the needs of those who, due to their parental status, must balance work and family life. In this regard, the Company aims to improve its operational strategy according to the following principles:

- Maternity and paternity are supported through training, information, and reintegration programs within the workplace.
- Paternity leave is promoted to ensure that all eligible employees take full advantage of the legally entitled period.
- Returns from leave are supported through specific re-orientation initiatives.
- The Company takes an active and concrete role in supporting caregiver activities (caring for the newborn).
- Support for working fathers and mothers is enhanced through the provision of services dedicated to employees' children, including as part of the company welfare program.

5. Work-life Balance

PE intends to provide the workforce with the opportunity to manage their time between personal life and work by balancing business objectives with personal well-being, resulting from greater freedom of self-determination. The principles underlying work-life balance are as follows:

- Company work-life balance measures are aimed at all employees, regardless of gender.
- The Company implements part-time work, flexible hours, and smart working.
- PE facilitates remote connectivity for employees working offsite for specific tasks compatible with remote work and for participation in meetings.
- The Company implements individual and specific work-life balance measures for employees who need support in maintaining family-life balance.

6. Prevention of Abuse and Harassment

PE repudiates all forms of abuse and harassment and, in this regard, carries out prevention and enforcement activities within the workplace. The Company implements and aims to improve its operational prevention strategy based on the following principles:

- Risks related to abuse and harassment must be identified..
- The Company must plan prevention actions in relation to the identified risks.
- Suspected and/or actual cases of abuse and harassment must be reportable by employees.
- The Company must protect reporting employees from any retaliation.
- The Company must analyze and assess any incidents of abuse and harassment.
- PE must promote and foster workplace communication that is polite and gender-neutral.

MONITORING AND IMPLEMENTATION OF THE POLICY

Within the framework of company policies, the Gender Equality Policy assigns to Management, together with the Steering Committee, the responsibility to assess its suitability, determine the need for modifications or additions, and define and periodically review the objectives related to gender equality.

DISSEMINATION OF THE POLICY

The Gender Equality Policy is communicated and disseminated to all employees and relevant stakeholders through internal communications and publication on the corporate website.

Porto Mantovano, 11/11/2025

General Management

Steering Committee

This is a translation of the certificate IT25/00001523

The management system of

P.E. LABELLERS S.p.A.

SGS

Via Industria, 56 46047 Porto Mantovano (MN) Italia

has been assessed and certified as meeting the requirements of

UNI/PdR 125:2022

For the following activities

Measures to ensure gender equality in the workplace in relation to the following activities: design, construction, sale, maintenance and implementation of labelling machines.

This certificate is valid from 15 December 2025 until 15 December 2028 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 15 December 2025



Authorised by
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