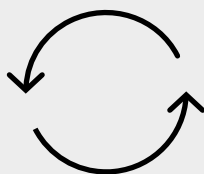
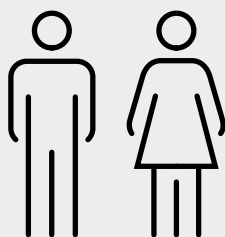
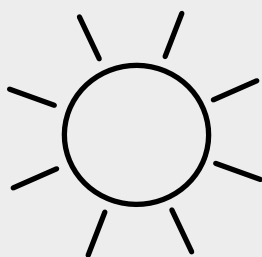


Diversity and inclusion policy



Human capital is the most treasured asset in the NEODECORTECH Group (hereinafter, "NEODECORTECH") and personnel policies aim at enhancing it based on merit, professional skills, fair behaviour, integrity and trust, also fostering an inclusive working environment open to diversity.

NEODECORTECH strives to promote, develop and preserve a culture of diversity, equity and inclusion.

We believe that the culture of NEODECORTECH is composed of the sum of the contributions brought by individuals; the different individual characteristics, life experiences, passions, knowledge and talents of each are a value to be safeguarded, a key contribution to our reputation and the achievement of company results.

In implementation of the values enshrined in the Code of Ethics and in compliance with the United Nations Universal Declaration of Human Rights, NEODECORTECH ensures equal dignity and opportunities to all individuals, regardless of age, colour, state of origin, ethnicity, marital/family status, gender identity or expression, language, disability, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status and any other characteristic that makes an individual unique.

NEODECORTECH's diversity initiatives are applicable to, by way of example, but not limited to, practices and policies related to recruitment and selection; pay and benefits; professional development and training; career advancements; transfers; layoffs and terminations.

NEODECORTECH is therefore committed on a daily basis to the development of a work environment based on fairness and protection of diversity, in particular through:

- respectful communication and collaboration among all employees;
- the application of clear, agreed-upon HR policies and metrics to ensure fairness at every stage of the employment relationship (e.g., selection, evaluation, professional growth, salary, termination);
- teamwork and employee participation, allowing for widespread representation of diverse groups and a thorough presentation of the expectations of all employees;
- acknowledgement of the value of work-life balance by developing work-life programs and initiatives;
- integrated projects for the development and management of the needs of the co-existing different generations within the organization, encouraging, in consideration of the demographic perspectives and of relating impacts on turnover, dialogue and cross-generational debate, facilitating the contamination of the different social, cultural and work experiences, as well as of the different skills, knowledge and expertise, both soft and hard (such as the digital ones) typical of each generation;
- participation in relevant community activities to promote greater understanding and respect for diversity.

Whoever engages in inappropriate conduct or behaviour toward others may be subject to disciplinary action.

If you believe that you have been subject to any type of discrimination or conduct that clashes with the Company's diversity policy and initiatives, you may report it by sending a notice to the following address **compliance@neodecortech.it**.

The Diversity and Inclusion Policy, in line with the provisions set out in the Code of Ethics, applies to all employees, associates, candidates in the selection process, contractors and suppliers and, more generally, to all subjects operating under mandate and/or on behalf of NEODECORTECH. Additionally, whoever performs activities for NEODECORTECH undertakes to comply with all applicable laws and regulations.

With a view to transparency and collaboration, the Diversity and Inclusion Policy is communicated and disseminated within the organization and among all people who have dealings with NEODECORTECH. The document is also made available to all interested parties through publication on the websites of Group companies.