



MMB'S GENDER EQUALITY POLICY

Inclusion, respect and equal opportunities lie at the heart of our corporate culture

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INTRODUCTION AND STRATEGIC VISION

M.M.B. RECOGNISES THE PROTECTION OF DIVERSITY, INCLUSION AND GENDER EQUALITY AS FUNDAMENTAL PILLARS OF ITS ORGANISATIONAL CULTURE.

The company is actively committed to fostering a working environment that values individual dignity, rights and freedoms, and incorporates these principles into its management and corporate processes.

To confirm this commitment, the organisation has adopted and maintains a Management System in accordance with Italian standard UNI/

This tool allows M.M.B. to adopt an approach based on the utmost impartiality, rejecting all forms of discrimination – whether direct, indirect or interconnected – related to gender, age, sexual orientation, gender identity, disability, health status, ethnic origin, nationality, political opinion, social affiliation or religious belief.



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OPERATIONAL OBJECTIVES AND COMMITMENTS

M.M.B.'S PRIMARY OBJECTIVE IS TO BREAK DOWN CULTURAL, MATERIAL AND ORGANISATIONAL BARRIERS THAT CAN HINDER PEOPLE'S FULL PROFESSIONAL DEVELOPMENT.

This policy consists of the following key points:

- **PROTECTION OF THE PERSON**

Safeguarding the psychological, physical, moral and cultural integrity of each employee, ensuring working conditions that respect individual dignity.

- **COLLABORATIVE CULTURE**

Promotion of a supportive and open corporate climate, where everyone is encouraged to contribute to increase internal trust and externally perceived value.

- **COMPETITIVE ADVANTAGE**

Valuing diversity in all its forms as a strategic lever for innovation and business success.



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LEGISLATIVE FRAMEWORK

M.M.B. OPERATES IN FULL COMPLIANCE WITH CURRENT ITALIAN REGULATIONS AND ADHERES TO THE MAIN INTERNATIONAL STANDARDS ON HUMAN RIGHTS AND LABOUR ISSUES, INCLUDING:

- 2030 Agenda for Sustainable Development and the related SDGs (Sustainable Development Goals);
- United Nations Global Compact and Women's Empowerment Principles (WEPIs);
- Universal Declaration of Human Rights and UN Conventions on the Rights of women, children, persons with disabilities and against racial discrimination;
- ILO Declaration on Fundamental Principles and Rights at Work and related Conventions;
- ILO Convention No 190 on the elimination of violence and harassment in the world of work.

4 HUMAN RESOURCES MANAGEMENT AND COMMUNICATION

THE PERSONNEL DEVELOPMENT STRATEGY SETS OUT TO CREATE AN INCLUSIVE CULTURE THAT ENSURES EQUAL OPPORTUNITIES FOR GROWTH AND CAREER DEVELOPMENT, REGARDLESS OF GENDER OR ROLE.

To this end, the company has implemented specific operational procedures to monitor each stage of the professional life cycle with a view to equity.

External communication (marketing and advertising) also reflects these values, working in a transparent manner to support female empowerment and diversity representation.



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GOVERNANCE AND MONITORING

SENIOR MANAGEMENT HAS ESTABLISHED THE FOLLOWING ROLES AND BODIES TO ENSURE THE EFFECTIVENESS AND ONGOING IMPROVEMENT OF THE MANAGEMENT SYSTEM:

1. GENDER EQUALITY MANAGEMENT SYSTEM MANAGER (RSGPG)

Designated person responsible for operational co-ordination of the system.

2. GENDER EQUALITY COMMITTEE

Advisory and oversight body consisting of the Chief Executive Officer (CEO), the HR function and the RSGPG.



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TRANSPARENCY AND DISSEMINATION

M.M.B. is committed to communicating its progress annually through the publication of its Gender Equality Strategic Plan and related KPIs (performance indicators).

This Policy is a public document, made available to all stakeholders and freely accessible on the company's official website. It represents a stylized version of the document approved by the Board of Directors (Version 1.0, dated 07/30/2025).



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