

INTEGRATED MANAGEMENT SYSTEM



DATA	Drafted RSGPG	Verified CGPG	Approved AU
31.01.24			
16.02.2026	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

	MANAGEMENT SYSTEM UNI EN ISO 9001:2015 - UNI PDR 125:2022	Integrated Policy Rev. 1 del 14.10.2024
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AGT S.p.A. has adopted an Integrated Management System for Gender Equality in accordance with UNI Reference Practice 125:2022 and for Quality in accordance with UNI EN ISO 9001:2015.

AGT is made up of people, so it recognizes their value and differences and ensures equal opportunities for professional growth for all people in the company. We believe in the culture of gender equality by promoting and incentivizing company policies that foster equal opportunities. We pursue business objectives in absolute compliance with the universal principles of Social Responsibility, taking into account the interdependence that exists between economic objectives and sustainability goals.

Through the adoption and effective implementation of the Integrated Management System, the management establishes, implements and maintains a policy that ensures:

- gender equality relating to the presence and professional growth of women in the Organization;
- its appropriateness to the organization's purpose and context;
- support to its strategic directions. Through the policy **AGT** is committed to:
- establish a framework for setting goals for quality and gender equality;
- include a commitment to satisfy applicable requirements;
- include a commitment to continuous improvement;
- respect the constitutional principles of equality and equity;
- adopt measures to promote the employment of women - especially young women;
- adopt measures which favor effective equality between men and women in employment, including: equal opportunities in access to employment, income equality, equal access to career and training opportunities, full implementation of paternity leave in line with European best practices;
- promote welfare policies to support the "silent work" of family caregivers, in compliance with co. 1 art. 3 of the Constitution (formal equality);
- adopt specific measures in favor of equal opportunities, in line with co. 2 art. 3 of the Constitution substantive equality);
- integrate with the principle of gender equity in national legislation so that its voluntary adoption becomes a reference should public and private organizations of all sectors and sizes be required to certify the sustainability and adoption of gender policies, justified because of specific production needs and purposes, in contexts such as, for example, tenders, issuance of public grants or by a reward system aligned with free market principles.

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In addition, **AGT** is committed to:

- ***Spread a culture of diversity*** and equal opportunity among employees and co-workers/collaborators by ensuring that everyone is treated, at all times, with dignity, respect and fairness;
- ***Create a welcoming work environment***, free from any direct or indirect discrimination and any kind of harmful behavior based on personal, social, political and cultural diversity;
- ***Regularly monitor gender equality indicators*** in order to define the most appropriate, timely and effective actions to achieve the set goals;
- ***Apply specific human resources management policies*** aimed at guaranteeing equity at all stages of the employment relationship, from the selection process, to role assignment, career management, professional evaluation and development, salary equity, and termination of employment;
- ***Apply internal and external communication policies*** aimed at pursuing gender equality, enhancing diversity and supporting female empowerment;
- ***Recognize the value of balance between professional and private life*** by developing programs and initiatives for parenting and care and for work-life balance;
- ***Enforce strict policies prevention*** of any form of physical, verbal, digital abuse (harassment) in the workplace.

The organization, on the path that ensures the achievement and maintenance of gender equality goals, focuses its efforts in the following areas:

- Culture and strategy
- Governance
- HR processes
- Opportunities
- Equal remuneration
- Parenting

This Policy is addressed to all **AGT** employees and shared with all interested parties with the aim of having a greater impact in its value network and being a reference point for other companies.

Any changes or additions are approved by the General Director of **AGT** and subsequently communicated to all Recipients.

Any suspected or detected irregularities should be reported immediately to the Steering Committee (at paritadigenere@agtinternational.it).

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AGT has activated the following communication channels:

For all internal interested parties:

BY HAND: through the use of a dedicated collection box.

BY MAIL: Communications can be sent to the address **AGT S.p.A.**- Via Arcangelo Corelli 10, 00198 Rome for the attention of the Steering Committee/Policy Implementation Officer. In order to guarantee the confidentiality of the reporter, the communication must be placed in a sealed envelope and marked "personal confidential" to the person to whom it is addressed

VERBAL COMMUNICATIONS: in the case of verbal reports (including by telephone), the Steering Committee/Policy Implementation Officer, has a duty to maintain the anonymity, if requested, of the worker/employee from whom the communication is received.

E-MAIL: via the address read only by the Steering Committee/Policy Implementation Officer;
paritadigenere@agtinternational.it

For all reports from external parties the same e-mail address paritadigenere@agtinternational.it can be utilized listed in this Policy published on the institutional website.

AGT S.p.A. is committed to the promotion and dissemination of this Policy to all employees, including through the provision of training sessions differentiated according to the areas of operations, roles and responsibilities. The document will also be made available to all interested Parties on the corporate website of **AGT S.p.A.** so that there is full awareness and further impetus for the promotion of human rights as an integral part of the system of values that **AGT S.p.A.** recognizes and respects.

Date 16.02.2026

The Sole Administrator


 Daniela Saitta
 Amministratore Unico
 AGT S.p.A.