

## GENDER EQUALITY POLICY



DMA has adopted a Gender Equality Management System in accordance with the UNI/PdR 125:2022 Reference Practice. Through the adoption and effective implementation of this system, DMA aims to ensure gender equality concerning the presence and professional growth of women within the Organization and commits to:

- Promoting a culture of diversity and equal opportunities among employees and collaborators, ensuring that everyone is treated at all times with dignity, respect, and fairness;
- Creating a welcoming work environment, free from any direct or indirect discrimination and any behavior harmful based on personal, social, political, or cultural diversity;
- Regularly monitoring gender equality indicators to define the most appropriate, timely, and effective actions to achieve the set objectives;
- Implementing specific personnel management policies to ensure fairness at all stages of employment, from recruitment to role assignment, career management, performance evaluation and development, pay equity, and termination procedures;
- Applying internal and external communication policies aimed at pursuing gender equality and valuing diversity;
- Recognizing the value of work-life balance by developing programs and initiatives for parenting, caregiving, and reconciling professional and personal life;
- Implementing strict policies to prevent all forms of physical, verbal, and digital abuse (harassment) in the workplace.

DMA recognizes the value of differences and ensures equal professional growth opportunities for all employees. We believe in a culture of gender equality by promoting and encouraging corporate policies that support equal opportunities. We pursue business objectives in full compliance with universal principles of Social Responsibility, considering the interdependence between economic goals and sustainability objectives.

In achieving and maintaining gender equality objectives, the organization focuses its efforts on the following areas:

- Culture and strategy
- Governance
- HR processes
- Opportunities
- Pay equity
- Parenting

This Policy is addressed to all DMA employees and shared with stakeholders, suppliers, and clients to maximize its impact within our value network and serve as a reference point for other organizations.

To this end, DMA ensures Gender Equality through the definition of an action plan for its implementation, establishing a management model that guarantees the long-term maintenance of the defined requirements and measures progress through specific KPIs in each area.

For each phase of the Human Resources lifecycle, DMA has defined specific policies to ensure attention to gender equality at all times and under all circumstances in a woman's professional life within the organization. In particular:

### **Recruitment and Hiring Process**

The recruitment process is based on the approval of an annual hiring plan, the definition of the profiles sought, and the conduction of multiple interviews by both the HR function and the managers of the relevant organizational units.

Every recruitment process encourages applications from all qualified individuals and is based exclusively on merit.

DMA commits, in recruitment and hiring, to the following principles:

- Candidate selection is gender-neutral
- Selection criteria focus on personal qualities such as professionalism, competence, specialization, and experience
- Selection does not consider marital status, pregnancy, or family responsibilities
- Gender balance is considered within the workforce
- Leadership, business unit manager, top-report, and budget-delegated roles are distributed evenly
- Job positions are compensated based on responsibilities and duties, not gender
- Variable pay opportunities are balanced between men and women

### **Career Management**

DMA promotes a merit-based culture and respect for individuals regardless of gender. Talent development and succession planning ensure adequate representation of the less-represented gender, aiming for gender balance in managerial positions. Shortlists for managerial roles are equally represented by both genders.

DMA commits to managing internal career paths according to the following principles:

- Assignment of roles and responsibilities with gender-balanced leadership
- Career paths are designed and presented without gender distinction
- Career opportunities are transparent and accessible to all, ensuring gender balance
- The work environment ensures well-being, safety, and comfort for everyone
- Training for skills development and awareness is fundamental to remove career barriers and restore leadership balance
- Exit procedures and turnover are monitored with respect to gender
- Promotions consider gender balance in relation to functional level
- Gender balance is ensured among speakers at panels, events, or conferences

## **Pay Equity**

DMA's compensation policy supports the company's mission, values, and strategy by promoting behaviors aligned with corporate culture, ensuring plurality, equal opportunity, knowledge enhancement, professionalism, fairness, and non-discrimination as set out in the Code of Ethics. DMA ensures equal pay opportunities for all employees regardless of gender.

Principles for compensation, benefits, and rewards:

- Pay is based on role and responsibilities; additional benefits and bonuses are solely based on performance
- Compensation, bonuses, and benefits are transparent and documented
- Anyone may report perceived inequities

## **Parenting and Caregiving**

DMA intends not to create any obstacles to parenthood, supporting both maternity and paternity through initiatives aimed at meeting the needs of employees who, due to their parental responsibilities, must balance their work commitments with emerging family obligations.

DMA commits to upholding this intention based on the following principles:

- Maternity and paternity supported through training, information, and reintegration programs
- Assisted maternity before, during, and after childbirth
- Paternity leave promoted to ensure that all eligible employees can benefit for the entire period established by law
- Return from leave supported through specific reorientation initiatives
- The organization will take an active role in supporting caregiving activities with concrete initiatives (caring for the newborn)
- Support for both fathers and mothers expanded through the provision of child-focused services, such as vouchers for sports and recreational activities

## **Work-Life Balance**

DMA is committed to providing its employees with the opportunity to manage their time between work and personal life, promoting a balance that considers both the company's objectives and the employees' physical and mental well-being. The principles underlying the work-life balance initiatives are as follows:

- Work-life balance measures are applied to all personnel, regardless of gender.
- The organization commits to adopting part-time arrangements, flexible working hours, and smart working (remote work).
- The organization allows remote access for all personnel working off-site (regardless of contract type) for work-related tasks and participation in meetings.

Furthermore, DMA is committed to supporting employees during and after extended periods of absence, ensuring that no discrimination occurs during or after leave, enabling employees to remain in contact with the company during the absence, and facilitating their reintegration upon return.

## **Prevention of All Forms of Physical and Verbal Abuse (Harassment) in the Workplace**

DMA condemns all forms of abuse and harassment. To this end, the company implements zero-tolerance prevention and enforcement measures and is committed to preventing harassment in the workplace through a dedicated awareness program on gender-based harassment, designed to raise awareness among personnel and guide daily behavior.

DMA carries out prevention through concrete actions based on the following principles:

- Identifying risks related to abuse and harassment.
- Planning preventive actions in relation to such risks.
- Providing mechanisms for reporting suspected or actual incidents of abuse and harassment.
- Ensuring absolute protection for reporters from any potential retaliation.
- Analyzing and understanding any episodes of abuse and harassment.
- Promoting gender-neutral communication.

## **KPI Measurement**

DMA adopts a monitoring system, based on the systematic collection of data, to ensure that gender equality is managed appropriately. The Dashboard contains key performance indicators (KPIs) that provide a representation of the company population. This dashboard is updated periodically and shared with the Gender Equality Committee.

This Policy has been prepared by the CEO of DMA, in coordination with the Steering Committee and the Officer responsible for the implementation of the Gender Equality Policy. It comes into effect on the date of approval of this document and will be subject to annual adequacy assessment. It may be amended or integrated based on evidence gathered during monitoring activities, events, changes, audits, national and international regulatory guidance, as well as suggestions from the Company's Functions/Units.

Any amendment or integration is approved by the CEO of DMA and subsequently communicated to all relevant recipients.

Any suspected or detected irregularity must be immediately reported to the Gender Equality Steering Committee.

*DMA* has established the following communication channels:



**A In Person:** by reporting directly to the Steering Committee / Officer responsible for the implementation of the Policy..



**By Mail:** communications can be sent to DMA – Via Andorno 22, 10153 Turin (TO), ITALY, attention of the Gender Equality Steering Committee. To ensure the confidentiality of the reporting person, the letter must be placed in a sealed envelope marked “personal and confidential” and addressed to the intended recipient.



**Verbal Communications:** in the case of verbal reports, the Gender Equality Steering Committee is obliged to maintain the anonymity of the employee providing the information, if requested.




**E-mail:** via the address <https://dmatorino.trusty.report/> in the WHISTLEBLOWING section of the company website, addressed to the attention of the Gender Equality Steering Committee.

DMA is committed to promoting and disseminating this Gender Equality Policy to all employees, including through tailored training sessions according to operational areas, roles, and responsibilities.

The document will also be made available to all stakeholders on DMA's corporate website, to ensure full awareness and to further promote human rights as an integral part of the system of values recognized and upheld by DMA.

Turin, 19/09/2025

Chief Executive Officer



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