



DIVERSITY AND INCLUSION POLICY

1. Introduction

Centrotecnica promotes and supports diversity and inclusion as fundamental values and key principles within society and the corporate environment, opposing all forms of discrimination based on skin colour, race, nationality, ethnic origin, pregnancy, marital or civil partnership status, disability, religion, personal beliefs, age, sexual orientation, gender identity or expression, socio-economic status, trade union membership, or the fact that a person is a part-time or fixed-term worker.

Centrotecnica's commitment is aimed at supporting and strengthening the principles of equal opportunities and inclusion across all its activities. We believe that Diversity & Inclusion (D&I) represents a cornerstone of our corporate strategy, essential to achieving the best results by enhancing the potential and benefits it generates for our organisation and, more broadly, for the community. A comprehensive vision and commitment to D&I are an integral part of our corporate culture and long-term growth path.

2. Objective

Our objective is to recruit, develop, and value individuals by providing a working environment free from any form of discrimination, victimisation, or harassment, in which everyone is treated with dignity and respect. All candidates, employees, and other parties collaborating with Centrotecnica are treated fairly and are not discriminated against on any of the grounds outlined above.

All employees are informed of the contents of this Policy and are required to comply with it and to cooperate in ensuring its effective implementation. Any form of discrimination may be considered unlawful and may constitute a disciplinary offence, resulting in the adoption of the relevant measures.

Any employee engaging in inappropriate behaviour or conduct towards others may be subject to disciplinary action. Employees who believe they have been subject to any form of discrimination in breach of this D&I Policy must inform their line manager and the HR department in order to receive support and enable the adoption of appropriate corrective actions.

Centrotecnica is committed to enhancing its positive and responsible social impact. To this end, this Policy will be published on the Company's website to ensure transparency and appropriate information for stakeholders. We also expect our partners to share equivalent principles in the conduct of business activities.



3. Commitment

Centrotecnica aims to maintain and develop an inclusive, fair, culturally competent, supportive, and safe working environment in which employees' behaviours contribute to enhancing the workplace.

To promote an inclusive culture and strengthen the principles of Diversity & Inclusion, the Company is committed to continuing its journey through initiatives aimed at:

- ensuring an inclusive working environment free from discrimination at all stages of the employee lifecycle
- building and supporting a corporate community composed of individuals with diverse cultures, backgrounds, and life experiences
- ensuring that its leaders promote a culture rich in Diversity, foster Equity, and fully embody Inclusion.

