

# **GENDER EQUALITY POLICY**



## PREAMBLE

**MATCH S.R.L.**, aware of its social and ethical role, recognizes the value of diversity and gender equality as fundamental elements of its organizational culture.

The company is committed to promoting an inclusive, fair, and respectful workplace in compliance with UNI/PdR 125:2022.

## MANAGEMENT COMMITMENT

**MATCH S.R.L.** is committed to:

- Preventing any form of direct or indirect discrimination, harassment, or disparity based on gender, sexual orientation, gender identity, or any other aspect related to diversity;
- Valuing diversity throughout all business processes by promoting equal opportunities for access, development, and career progression regardless of gender;
- Ensuring an equitable distribution of opportunities in terms of remuneration, benefits, training, work-life balance, and participation in company life;
- Promoting awareness, engagement, and empowerment initiatives on equal opportunities and women's empowerment, while avoiding stereotypes and enhancing the visibility of women's contributions;
- Promoting gender-neutral communication that respects all forms of diversity.

## AREAS OF ACTION

The implementation of this policy is carried out through the following areas:

- Recruitment and hiring: processes based on objective and non-discriminatory criteria;
- Career management: equal access to professional growth paths;
- Pay equity: maintaining remuneration fairness based on merit;
- Work-life balance: promoting initiatives for flexible working hours, remote work, and parent and family support;
- Parental protection: applying current legislation and implementing additional corporate welfare measures;
- Combating harassment: zero-tolerance policies, secure and confidential reporting channels, and prompt action.

## ROLES AND RESPONSIBILITIES

A Gender Equality Committee is established with the following responsibilities:

- Monitoring the KPIs defined by UNI/PdR 125:2022;
- Supporting company functions in defining improvement actions;
- Conducting an annual review of the implementation status and the results achieved.

Milan (MI), 29 September 2025  
The Management of **MATCH S.R.L.**