

POLICY FOR GENDER EQUALITY AND INCLUSION

In accordance with UNI/PdR 125:2022

Foreword

The Management of **Vado Gateway S.p.A.** and **Reefer Terminal S.p.A.**, recognizing **gender equality, diversity and inclusion as fundamental values of the organization**, adopts this **Gender Equality Policy** as an integral part of its Corporate Management System.

The Policy applies to all personnel, collaborators and suppliers who work in the name and on behalf of the Company and defines the principles, objectives and operating methods to ensure equal opportunities, equal treatment and enhancement of diversity at every stage of working life.

The Company recognizes the value of each person's contribution and promotes an inclusive, respectful work environment oriented towards the enhancement of individual skills, experiences and talents, regardless of gender or other personal characteristics.

Aware of the historical and cultural context that in many sectors, including the port sector, has led to lower female representation and greater obstacles to the full participation of women, the Company is committed to adopting measures and initiatives aimed at promoting the rebalancing of opportunities and supporting greater female inclusion, in compliance with the principles of impartiality, merit and fairness, while guaranteeing equal opportunities and equal treatment to all people, regardless of gender.

The goal is to ensure conditions that allow all people to fully express their professional potential, removing any cultural, organizational or managerial obstacles that may limit access to opportunities for growth, development, participation and the enhancement of all genders.

The implementation of this Policy is coordinated by **the Steering Committee for Gender Equality**, which is responsible for monitoring performance through indicators consistent with the **six areas of evaluation** provided for by UNI/PdR 125:2022

1. Culture and Strategy

The Company promotes a corporate culture based on the principles of **dignity, respect, inclusion and equal opportunities**, considering them an integral part of its identity and long-term strategy.

Creating an inclusive culture means recognizing that diversity in gender, age, experience, skills and perspectives is a fundamental resource for organizational well-being, innovation and business competitiveness.

Gender equality is not only a social objective, but a qualifying element of business management and the sustainability of the organization.

In this context, the Management is committed to guaranteeing all people equal opportunities for development, professional growth and participation in corporate life, enhancing their skills, talent and individual contribution. The Company also promotes initiatives aimed at promoting greater inclusion and a wider presence of women in all areas and organizational levels, including operational, technical and managerial ones, in compliance with the principles of merit, equity and non-discrimination.

Attention is also paid to promoting conditions that promote work-life balance, for the benefit of all staff, recognizing the different needs that can characterize the various stages of working and personal life.

The Management is committed to spreading values of equity and inclusion, promoting respectful behavior and making the culture of equal opportunities a pillar of its strategic plan.

The Company undertakes to:

- ✚ **Promote the culture of inclusion, diversity and gender equality** through training, awareness-raising and internal and external communication initiatives.
- ✚ **Encourage the use of respectful and inclusive language** in company communications, procedures, and documentation.
- ✚ **Promote dialogue and listening to staff**, including through tools for collecting suggestions, reports and feedback.
- ✚ **Integrate and monitor equality, inclusion and diversity enhancement objectives** within the company's strategic planning.

2. Governance

The Company guarantees a **transparent, participatory and accountable governance system**, which integrates the principles of gender equality, inclusion, equity and non-discrimination in decision-making processes and organizational management activities.

The Management recognizes that inclusive governance contributes to improving the quality of decisions, promotes the enhancement of different skills and perspectives and strengthens the organization's ability to promote a fair, respectful and representative work environment.

To this end, a **Gender Equality Steering Committee** has been established, composed of representatives of the Management, the Human Resources area and other corporate functions, with the task of guiding, monitoring, promoting initiatives and verifying the achievement of the objectives defined within the Gender Equality Management System.

The Committee also supports the dissemination of an inclusive culture, monitors the indicators provided for by UNI/PdR 125:2022 and promotes the continuous improvement of company policies and practices on equal opportunities, equity and the enhancement of people.

The Management ensures the availability of the necessary resources and the periodic review of the results achieved, so that the commitments made in the field of gender equality are concretely integrated into the company's strategy and processes.

The Committee undertakes to:

- ✚ **Monitor the implementation** of the Gender Equality Policy and the achievement of the objectives defined by the organization.
- ✚ **Ensure the correct management of reports** relating to discrimination, harassment or non-inclusive behavior, promoting the necessary improvement actions.
- ✚ **Support the Management in monitoring the indicators** and verifying the effectiveness of the Gender Equality Management System.
- ✚ **Promote continuous improvement** through the analysis of results, reports and development opportunities identified by the organization.

3. HR processes

The Company adopts personnel management processes based on **fairness, transparency and meritocracy**, ensuring equal opportunities for access, development and permanence within the organization.

The enhancement of people is pursued through inclusive training courses, professional development policies and evaluation systems based on objective, transparent and non-discriminatory criteria.

Every phase of the professional life cycle, from recruitment to onboarding, from training to professional growth, up to the possible termination of the employment relationship, is managed in compliance with the principles of equal opportunities, inclusion and gender equality.

The Company is committed to promoting a balanced representation of genders at different levels and organizational areas, promoting conditions that allow all people to express their professional potential and to access opportunities for growth and development consistent with the skills, abilities and results achieved.

The Company is committed to adopting specific initiatives for attraction, onboarding, development and enhancement aimed at promoting greater inclusion and representation of women, in compliance with the principles of merit, equity and non-discrimination.

Measures are also promoted to support the various needs related to the phases of personal and professional life, including support pathways for employees returning from periods of prolonged absence, such as parental leave, maternity, paternity or other long-term absences, in order to promote professional continuity and the enhancement of the skills gained.

Key actions include:

- ✚ Writing neutral **and inclusive ads**
- ✚ Selection and evaluation based on **skills and results**
- ✚ **Enhancement of the presence of women** within the organization
- ✚ Support for **professional continuity** and work-life balance

4. Opportunities for Growth and Inclusion

The Company actively promotes professional development and **skills growth in a fair and transparent way**, creating accessible career paths based on the enhancement of individual merit, skills and potential.

Inclusion does not only consist in the absence of discrimination or barriers, but in the creation of a work environment in which each person can fully express their abilities, contribute to the achievement of company objectives and feel recognized and valued.

The Management is committed to promoting a balanced representation of genders at different organizational levels, promoting access to opportunities for professional growth and supporting participation in training, mentoring, skills development and inclusive leadership programs.

The Company promotes an organizational environment capable of supporting the professional development of all people, paying particular attention to the removal of any obstacles that may limit full access to career opportunities, growth and assumption of roles of responsibility.

Initiatives will also be promoted aimed at promoting an adequate work-life balance, supporting the sharing of family responsibilities and helping to reduce the effects that family events and commitments can have on professional development and growth paths.

Specific commitments:

- ✚ **Gender-balanced representation in managerial roles**
- ✚ **Mentoring and coaching programs** dedicated to women's development
- ✚ Participation in networks and **events dedicated to empowerment and inclusive leadership**
- ✚ **Fair and transparent access** to development, training and career development opportunities

5. Remuneration Equity

The Management ensures the principle of **fair pay**, ensuring that remuneration policies are based on objective, transparent criteria that are consistent with the role held, the skills possessed, the responsibilities assigned and the performance achieved.

Pay transparency is a key element of trust, fairness and organizational integrity, helping to promote a fair and inclusive work environment.

Through periodic analyses and specific monitoring tools, the Company verifies the effective application of the principles of pay equity, identifying and addressing any unjustified deviations.

In this context, the **Gender Pay Gap** is also monitored as a useful indicator to assess the level of equal pay within the organization and to guide any improvement actions.

The Company is committed to ensuring that decisions relating to remuneration, bonuses, incentives and professional advancement are taken according to impartial, meritocratic and non-discriminatory criteria, in compliance with the principles of equal opportunities and gender equality.

The actions include:

- ✚ Periodic analysis of the *gender pay gap*
- ✚ **Transparency** in the award criteria
- ✚ **Triggering corrective actions** in case of unjustified deviations
- ✚ **Meritocratic and non-discriminatory processes** in remuneration decisions

6. Parenting and Work-Life Balance

The Company recognizes the importance of personal, family and organizational well-being as a determining factor for the quality of work, the motivation of people and long-term sustainability.

It promotes **work-life balance** through measures aimed at organizational flexibility, parenting support and the enhancement of the balance between work and personal needs.

Parenting support is considered not only a right, but a value that contributes to strengthening people's well-being, a sense of belonging and the organization's ability to attract and retain talent.

The Company is committed to ensuring that maternity, paternity, parental leave and care responsibilities do not constitute elements of disadvantage in professional paths, promoting conditions that favor work continuity and full participation in company life.

Attention is paid to **needs related to maternity and pregnancy**, through protection, support and accompaniment measures, in compliance with current legislation and the principles of health, safety, inclusion and equity.

The Company also promotes initiatives and tools aimed at promoting a peaceful return to work after periods of absence related to parenthood or other care needs, enhancing the skills and professional experience of the people involved.

The measures taken include:

- ✚ **Flexible working hours and agile working** policies
- ✚ **Protection of employment and pay** during maternity/paternity
- ✚ **Reintegration programs** after leave or extended absences
- ✚ **Welfare measures** for family support and caregivers

7. Monitoring and Review

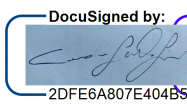
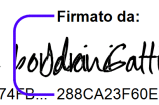
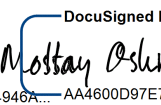
This Policy is reviewed **annually** by the Steering Committee and the Management to verify its effectiveness, consistency and alignment with the results achieved.

The review is based on the analysis of KPIs, reports received, the results of internal audits, questionnaires and additional evidence collected as part of the Gender Equality Management System.

The revisions are formalized, communicated to the staff and integrated into the Company Management System.

Vado Ligure, 17 September 2026

The Management of Vado Gateway/Reefer Terminal
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