

Preamble

This document clarifies Aesys's commitment to respecting requirements concerning recruitment, the establishment of employment relationships, professional development, remuneration, promotions, diversity and inclusion, freedom of association, and personnel safety and health.

This Policy establishes the fundamental principles, also integrating those from other company policies and behavioral codes that impact the management of employees (Our People) and their interaction. Furthermore, Aesys, in accordance with the UNI/PdR 125 Reference Practice, has appointed a Steering Committee to define and guide objectives related to gender equality.

Moral Values and Principles of Aesys

For Aesys, people are an indispensable asset for competitiveness. This principle constitutes the essence of Aesys, which is based on the following essential pillars:

- **Ethics and Integrity:** Aesys has adopted its own Organization, Management, and Control Model and related Ethical Code in compliance with the dictates of Legislative Decree no. 231/01. Through this internal control system for the prevention of crimes committed by its administrators, employees, representatives, and business partners, the company intends to ensure ethical, correct, and transparent conditions in the conduct of business affairs and activities, with the specific aim of safeguarding its position and image in the market and the expectations of both its shareholders and all workers.
- **Sustainability:** Growth and sustainability are principles that constitute an essential foundation for Aesys in the management of its employees, who are considered the company's primary asset. Through structured processes of selection, induction, tutoring, and evaluation of skills and performance focused on the individual, Aesys aims to stabilize the most valuable and indispensable asset necessary for achieving increasingly ambitious targets.
- **Human Rights:** In conducting its activities, Aesys pursues the protection of human rights according to the principles affirmed in the Universal Declaration of Human Rights of 1948 and recognizes the principles established by the International Labor Organization Conventions, with particular reference to the right to association and collective bargaining, the prohibition of child and forced labor, and the protection of equality and non-discrimination in employment.
- **Impartiality, Dignity, and Equality:** Aesys, in its corporate decisions, repudiates any discrimination based on age, language, sex, sexuality, health status, race, nationality, political opinions, and religious beliefs of its interlocutors. The company respects the personal dignity, privacy, and personal rights of any individual.
- **Meritocracy and Professional Development:** Annually, Aesys evaluates the performance of all its People through a computerized process of collecting feedback from individual team leaders. Each employee is evaluated on various performance axes: behavioral, alignment with company values, operational effectiveness and efficiency, potential for professional development and growth, and achievement of assigned objectives. In addition to the above, Aesys values and protects its know-how, continuously investing in the training of its people, so that their professional and cultural enrichment can be the basis for responding to the challenges that the market, due to its dynamism and technological evolution, imposes on the Company.
- **Gender Equality and Inclusion:** Aesys condemns any form of discrimination, declaring this commitment in all its adopted policies and codes. With particular regard to its employees, from the selection process to salary review and career advancement, and at any other evaluation moment, Aesys bases its decisions exclusively on a full and honest evaluation of facts, skills, knowledge, and individual work effectiveness and efficiency, without distinctions based on age, sex, sexual orientation, health, race, nationality, religious affiliation, and political opinion. The Steering Committee for gender equality periodically defines and

monitors the implementation of a Strategic Plan, clarifying actions to protect gender equality in the areas covered by the UNI PdR 125 practice, and also contributes to maintaining an adequate level of organizational maturity in the areas of:

- *Culture and Strategy:* The company implements gender diversity principles consistently with its vision, aims, and values that characterize the work environment.
 - *Governance:* The organization defines adequate safeguards and processes to identify and remedy any non-inclusion events
 - *HR Processes:* The company implements processes that characterize the life and career path of a resource within the organization based on principles of inclusion and respect for diversity.
 - *Growth Opportunities and Inclusion of Women in the Company:* Aesys promotes the creation of growth paths based on skills to guarantee gender neutrality of the resource.
 - *Remuneration Equity by Gender:* The company defines and monitors a system aimed at ensuring equal pay for equal work or work of equal value, adopting transparent, objective, and gender-neutral criteria in determining salaries, salary reviews, and professional growth opportunities.
 - *Protection of Parenthood and Work-Life Balance:* A policy is in place to support parenthood and work-life balance.
- **Health and Safety:** Safety First! The main behavioral value that guides Aesys as a company is safety. Aesys aims to not only comply with all specific regulations on the matter but also to implement effective action aimed at continuous prevention and improvement of working conditions. To make the management of aspects related to this important topic as effective and efficient as possible, Aesys has also adopted a risk-based approach in the field of safety, which, by mapping the entire company operations, aims to evaluate health and safety risks associated with company activities and the appropriate implementation of the risk prevention and management program. The conformity of company operations is attested by ISO 45001:2018 certification.
 - **Information Security:** In order to materialize and corroborate this principle, Aesys has also adopted an Information Security Management System compliant and certified to the ISO/IEC 27001 standard with an extension to the controls prescribed by ISO/IEC 27017 and 27018. Everyone in the company is promptly trained on the existing processes to ensure that the most critical company information and sensitive data remain confidential to protect the business and in compliance with current legal requirements.
 - **Privacy:** Aesys bases the processing of its employees' personal data on the principles of correctness, lawfulness, transparency, and necessity, in full compliance with the dictates of Legislative Decree 196/03 (Privacy Code) and EU Regulation 679/2016 (GDPR).

Personnel Selection

The need to initiate personnel selection activities is an output provided by the resource integration plan, resulting from the definition of the profiles necessary to meet the needs related to the specific company strategy. Selection, both external and internal, encourages the candidacy of all individuals who have qualifications, professional experience, and knowledge in line with the expressed requirements. The evaluation is carried out respecting equal opportunities for all interested parties.

The function responsible for personnel management, within the limits of available information, adopts appropriate measures to avoid any form of discrimination, favoritism, nepotism, or patronage during the selection and hiring phases, ensuring equal pay between genders.

According to Italian Legislative Decree 7 May 2026 n. 96 regarding salary transparency, Aesys guarantees that candidates receive clear information on the expected starting salary or the relevant salary range applicable to the position offered, based on objective and gender-neutral criteria. The company does not request or use information relating to the salaries received by candidates in previous or ongoing employment relationships, committing itself to ensuring transparent, fair and non-discriminatory selection processes.

Resource Management and Inclusion

Aesys has always been committed to implementing concrete measures to promote a work environment that fosters accessibility and to adopting practices aimed at socialization, integration, and personal well-being. The company, by shifting attention from disabilities to abilities, values each person's capacity through training actions to enrich knowledge and skills. It also supports the need to value each individual in their specificity and seeks to break down any cultural, sensory, or physical barrier that limits essential rights.

Aesys considers the contribution of people with extensive company experience to be fundamental and of great value: for this reason, the focus on updating, training, and involvement in improvement projects is a must for the company. Acquired professionalism constitutes an essential element for mentoring new resources and those who demonstrate preparatory qualities for internal growth.

The company also commits to promoting solutions that continuously improve the quality of professional, personal, and family life of workers and, in this way, contribute to the growth and improvement of company competitiveness, productivity, efficiency, and quality.

Personnel Remuneration and Incentive Policy

Aesys is committed to evaluating the performance of all its people, with a computerized process for collecting feedback from individual team leaders. Each employee is evaluated, without distinction or exclusion, on various performance axes: behavioral, alignment with company values, operational effectiveness and efficiency, potential for professional development and growth, and achievement of assigned objectives.

Annually, all Aesys workers, both employees and temporary staff, are evaluated on their performance and work during the year by their function managers. The evaluation parameters relate to various areas, such as: performance, behavior, alignment with company values, operational effectiveness and efficiency, potential for development and professional growth, in addition to evaluating the achievement of assigned objectives.

The remuneration policy is implemented through a process characterized by two distinct layers:

- The first (top-down) is managed by the HR function and involves a market benchmark analysis, aimed at annually verifying for each role and position the correct alignment with the best contractual conditions expressed by the labor market in the reference sector.
- The second (bottom-up) aims to collect even "weak" signals within the organization to analyze in an organized and structured way the degree of satisfaction of individual people who experience the company.

Aesys adopts objective, gender-neutral criteria consistent with the principle of equal pay for equal work or work of equal value. The criteria used to determine starting pay are made accessible to workers and communicated transparently. The company also guarantees workers' right to receive the information required by applicable pay transparency legislation, while respecting the confidentiality of personal data.

Training and Potential Development

According to Aesys, professional and cultural enrichment is the basis for responding to the challenges that characterize the market, challenges often characterized by the need for dynamism and demands for continuous technological evolution.

The role of training its People is fundamental, also having an indirect effect on attracting and retaining Human Capital; therefore, this process is continuously evolving, particularly overseen by the human resources management function (hereinafter HR) and characterized by inter-functional paths that also involve line and staff functions.

The mapping and periodic evaluation of existing skills in the company represent the starting point for initiating a series of activities to promote resource and organizational development. HR, together with the function manager, prepares the onboarding process for each new resource, planning the training and mentoring path useful for each new employee to understand the company processes to follow, the values that distinguish the company, and the way the people who work there operate.

The HR function, in relation to training needs resulting from the periodic evaluation of training gaps compared to current and future business plans and expected competencies (formalized in the personnel management software), evaluates proposals, aligns, where possible, the various instances to a common standard and:

- Prepares the training plan, which, after approval by HR management, is implemented during the year.
- Provides, through a proprietary Learning Management System platform called "Aesys informa," training content dedicated to the onboarding phase of new hires and the development of both technical and transversal skills, through videos, learning pills, and presentations always available to workers.

The awareness of wanting to grow through an internal sharing of Aesys's distinctive competencies has led HR management to initiate development paths for figures called "Mentors," i.e., people representative of company values and possessing strategic technical skills for the organization, whose objective is to welcome and develop new resources through the transmission of their know-how.

Personnel Health, Safety, and Well-being

SAFETY FIRST! The absolute priority is the health and safety of its employees.

Aesys's commitment is constantly aimed at organizing its activities, pursuing measures to safeguard the safety of its employees and any third parties involved.

By strictly complying with the dictates of Legislative Decree 81/08 and subsequent amendments, its ethical code, and Legislative Decree 231/01 as expressed in the company's MOGC (Organization, Management, and Control Model) for the parts referring to workplace safety, Aesys continuously evaluates, even in the face of minor changes, all health and safety risks for all its employees.

The desire to certify its management system according to the ISO 45001:2018 standard is also an expression of the commitment to continuously improve health and safety management in the workplace, to prevent possible accidents, occupational diseases, or workplace injuries, actively involving all its people through awareness, training, and instruction, prevention of possible emergencies, and reporting of risk and potential risk situations.

Sharing and Communication of the HR Policy

This Policy is communicated to all internal interested parties and made available to external interested parties as appropriate, through customary dissemination methods, including the company website, so that everyone can know and comply with it.

Seriate, 30/06/2026.

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