

GENDER EQUALITY POLICY ACCORDING TO UNI/PdR 125:2022

Targa Telematics S.p.A. Management has always been attentive to market developments and business needs, adopted and implemented a policy to promote gender equality.

The decision to establish and implement a management system in accordance with the UNI/PdR 125:2022 document 'Guidelines on the management system for gender equality' derives from the prominence of the related values', which in turn envisages the measurement, reporting and evaluation of gender-related data in organisations with the aim of bridging the gaps found, as well as incorporating the new paradigm related to gender equality within organisations, so as to support a sustainable and lasting change over time.

Indeed, adopting and structuring a set of performance indicators inherent to gender equality policies, in adherence with the specific characteristics of each organisation, makes it possible to define and maximise specific objectives aimed at favouring the valorisation and protection of diversity, equal opportunities in the workplace, the pursuit of gender equality, and the empowerment of women.

In this regard, a Strategic Plan is defined and periodically reviewed, detailing the objectives identified and indicating how they are to be pursued.

In addition, a company committee for the promotion of gender equality, known as the Steering Committee or *Equality Committee*, is established and is responsible for the implementation and maintenance of an adequate dedicated management system. The Head of the system reports periodically to the Management on the activities carried out, in progress and planned, including the surveys (KPIs) carried out periodically.

Targa Telematics S.p.A. Management, in collaboration with the Steering Committee, has therefore decided to adopt a gender equality policy as a reference for defining the general framework within which gender equality strategies and objectives are identified.

Targa Telematics's approach is based on assigning roles and responsibilities on the basis of evaluations derived from training, skills, experience, aptitude shown in performing activities, and development potential.

In this context, diversity, in terms of personal characteristics and cultural backgrounds, represents a value for the company, facilitating opportunities for confrontation, the development of multiple strategies and operating methods, and the adoption of choices based on a greater weighting of the reference context. Diversity, which constitutes an asset for the company, and which cannot in any way determine inequalities in terms of training, assessment of results, remuneration, career level.

In view of the this, Targa Telematics S.p.A. Management:

- undertakes to implement recruitment policies aimed at enhancing experience, skills and competences in relation to the internal roles to be filled; in the selection of candidates, priority attention is given to meritocracy, with a focus on valuing diversity; the people involved in the selection phase expressly undertake to avoid prejudices that may negatively impact the process and to effectively implement the principles underpinning gender equality;
- is committed to ensuring that staff have equal access to roles of responsibility with equal skills, qualifications and abilities;
- is committed to offering staff a fair level of remuneration based on the skills, abilities and professional experience of each employee, with the aim of pursuing pay equity; in particular, the compensation process and, in general, the incentive systems in the short and long term, are based on the recognition of results achieved, skills, responsibilities, taking market levels as a reference;
- undertakes to implement performance appraisal processes based on constant dialogue between managers and employees, with the definition of development plans free of discrimination, but based exclusively on personal skills and, in general, on merit;
- undertakes to ensure job protection mechanisms and maintenance of the same salary level in the post-maternity period;
- defines and implements specific activities to monitor career opportunities and salaries;
- is concretely committed to the family welfare of its staff, both in economic terms and in terms of flexible working hours and agile working; this facilitates the work-life balance, a key factor in supporting parenthood and family care in general;
- is committed to training and raising awareness among its staff on gender equality issues, such as inclusive language, gender stereotypes, prejudice, harassment, mobbing; the promotion awareness on gender equality, in all company areas, is a value for Targa Telematics, and the related responsibility is distributed among all staff and collaborators, in various capacities, of the company;
- activates specific training sessions on the promotion of inclusiveness;
- makes available secure mechanisms for reporting any anomalies or critical issues that may jeopardise the pursuit of gender equality, such as harassment, bullying or discrimination;
- is committed to communicating, both internally and externally, its will to pursue gender equality, value diversity and support women's empowerment.

Targa Telematics S.p.A. Management strongly believes that a gender equality-oriented approach, according to the actions outlined above, brings with it significant benefits in terms of unconditional access to competent and qualified personnel, as well as an increase in the retention capacity of its employees and collaborators, particularly due to its support for work-life balance.

The presence of people of different genders, as well as of different cultures and ethnicities, favours the creation of an environment in which there is ample room for the personal growth of each. It also facilitates the performance of internal work groups.

A differentiated vision and the presence of multiple points of view constitute strategic elements for more effective and efficient risk management and for making more considered operational and strategic choices. Finally, the provision of objective ways of internal roles and assessing performance allows for more balanced analyses the internal articulation of functions and the results, from time to time, achieved by them.

Targa Telematics S.p.A. Management also undertakes to ensure that this policy is:

- communicated and disseminated within the organisation and to its stakeholders;
- training and awareness-raising for company management;
- updated or confirmed periodically, during revision, on the basis of events, changes and the results of monitoring and audits;
- coordinated by a responsible figure, designated by the management and organisational and gender competence.

As mentioned at the beginning, in order to pursue its gender equality policy, Targa Telematics S.p.A., in collaboration with the Gender Equality Committee, has defined a strategic plan necessary for its implementation, setting up a management model that guarantees, over time, the maintenance of the defined requirements, measuring the progress of results through the preparation of specific KPIs. The latter were identified on the basis of the 6 thematic areas indicated by UNI/PdR 125:2022, i.e. the following:

- **Culture and strategy:** improving the work environment by promoting inclusion, gender equality and valuing gender diversity, overcoming stereotypes, discrimination or prejudice (even unconscious) related to gender issues.
- **Governance:** implementation of a governance model aimed at defining adequate organisational safeguards and the presence of the minority gender in the organisation's policy and control bodies, as well as the presence of processes aimed at identifying and remedying any form of non-inclusion.
- **HR processes:** implementation of HR processes, covering all aspects of the employment relationship such as recruitment, induction, training, skills development, promotion, remuneration, termination, based on principles of inclusion and respect for diversity.
- **Growth opportunities and inclusion of women in the company:** improving the organisation's ability to offer gender-neutral internal career and growth paths.
- **Gender pay equity:** implementation of processes for pay equity between gender, including benefits and welfare systems.
- **Parenting and work-life balance:** implementation of policies to support staff in their parenting and caregiver activities.

Diversity and plurality, for Targa Telematics, represent a source innovative ideas and high-level strategic approaches, as well as factors aimed at enabling equal opportunities for growth, on a personal and professional level, in objective and meritocratic terms.

An approach that favours internal development, the inclusion of managers with qualified skills, and the creation of an internal culture based on the values of diversity and inclusion, which in turn is an essential element for sustainable growth of the company and, more generally, of the society in which it operates.

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