



DIVERSITY, EQUITY & INCLUSION

GLOBAL POLICY - 2025

[CELLULARLINEGROUP]

GLOBAL DIVERSITY, EQUITY & INCLUSION POLICY

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INTRODUCTION

Cellularline Group (hereinafter Cellularline) is committed to promoting a working environment that enhances Diversity, Equity & Inclusion (hereinafter DE&I).

We believe that an inclusive working environment not only enriches the corporate culture, but also fosters innovation, creativity and the overall success of our business.

Cellularline's Purpose – Youmanizing the Devices' Experience – in fact underlines the choice of embracing sustainable development, putting people first.

Innovation processes intend first and foremost to ensure that the experience technology offers us can improve people's everyday lives. And the company's way of doing business, its manifesto and strategic choices are based precisely on this intention.

With the social and environmental context we work in and the Purpose that underlines our presence in the market clearly in mind, in 2020 the company undertook a major process aiming to integrate and formalise environmental and social responsibility into the business through a plan of strategic goals.

Our commitment is to achieve an all-round sustainable model, in which development, inclusion, sharing and giving back to the local community go hand in hand. In this respect, for Cellularline it is fundamental to promote the concept of:

- **Diversity:** understood as the enhancement of everything that makes us unique and incomparable, including our age, gender, personality, religious and political beliefs, sexual orientation and much more besides;
- **Inclusion:** considered as the recognition, understanding and enhancement of diversity as a concrete value;
- **Equity:** understood as the desire to offer everyone opportunities that can meet their specific needs, tackling inequality and reducing disparities.

THE DE&I POLICY GOALS

Cellularline intends to implement specific actions to promote DE&I, setting the following goals:

- to disseminate managerial and leadership styles throughout the organisation based on the principles of the DE&I Policy as a cultural model;
- to define a system of principles that aim to promote and guarantee a positive working environment, transparent and inclusive behaviour and equal opportunities for all people;
- to identify and solve organisational, relational and cultural problems that prevent the implementation of DE&I-based work policies;
- to create working relations based on respect and trust at all levels of the organisation and towards external stakeholders;
- to promote training and awareness raising campaigns on DE&I topics.

THE DE&I TEAM

Guiding the DE&I programme is a choice and a very important responsibility for the company, which has therefore set up an inter-functional team to promote and represent all the DE&I policies and initiatives throughout the company. The team's main aim is to promote and disseminate awareness and, at the same time, be responsible for implementing the plan of concrete actions.

The people in the team hold different roles in the organisation, and are identified on a voluntary basis. In order to guarantee equal opportunities throughout the group, the team is renewed every two years.

FIELD OF APPLICATION AND SCOPE

This Policy applies to all the companies in the group, and demands the active support of everyone at every level, as well as all persons working on behalf of and/or in the interests of Cellularline.

The company expects all people associated with the organisation to comply with the principles laid down herein and to actively contribute to creating an inclusive and welcoming working environment.

The Policy is distributed to everyone, through specific training sessions, and is also made available on the website www.cellularline.com for all our stakeholders.

PRINCIPLES

EQUAL OPPORTUNITIES Cellularline works actively to foster equal opportunities for everyone, based on the principle that jobs of equal value must be remunerated with equal pay.

The company undertakes to comply with this principle both during recruitment and in the decisions concerning remuneration, the definition of roles, training and development. These decisions are taken exclusively on the basis of people's skills, experience and professional potential, as well as the results achieved, with no distinction.

AN INCLUSIVE CULTURE AND NON DISCRIMINATION One of the main aims is to promote an inclusive culture that enhances, respects and welcomes the uniqueness of every person. The idea underlying the concept of an inclusive culture is to recognise and enhance the differences among people. Therefore, Cellularline fosters the construction of an environment in which everyone feels at ease when expressing their own unique ideas, opinions and perspectives, based on mutual respect.

A CULTURE OF FEEDBACK The company promotes the sharing of feedback among people, considering this to be a fundamental tool for professional and cultural growth.

PROCESSES TO WHICH THE DE&I PRINCIPLES APPLY

In order to guarantee the implementation of the principles and achieve the goals set out in this Policy, the company has launched a project to identify the various areas in which to develop its DE&I initiatives.

Administering a survey to all the people at Cellularline SpA, the emerging preferences and needs were used to identify four main areas of intervention: **GENDER, GENERATIONS, WORKING ENVIRONMENT AND PEOPLE'S WELL-BEING.**

Specific actions and cross-cutting initiatives for the various company processes to be designed and implemented were identified for each area, aiming mainly to raise awareness and disseminate DE&I issues. The future goal is to also involve other companies in the Group in these initiatives.

The programme implemented is the starting point of the project and is subject to continuous review.

TALENTS AND RECRUITING PROCESS

Cellularline's goal is to foster DE&I concepts also in its recruiting and talent selection process.

Recruitment is managed by the **Applicant Tracking System (ATS)**, designed to optimise the process, and the selection interviews are carried out with a view to fostering transparency and avoiding all forms of discrimination. The recruitment and selection process is structured into interviews with HR and the Hiring Manager (in charge of the position to be filled) and/or the Business Units/Function Directors, who assess the technical and soft skills and if the person is aligned with the corporate values. To ensure an objective assessment of the skills, aptitude tests and/or individual tests are administered.

The company undertakes to guarantee an inclusive **Employer Branding** for all persons and future candidates.

To underline the DE&I commitments also outside the organisation, all job announcements published on the company channels contain a related disclaimer.

An internal **Job Posting** process has been launched, allowing Cellularline people to apply for open positions and be selected through interviews to assess their skills and potential for development to a specific role.

To improve the selection process, the company undertakes to train people in *Unconscious Bias* in order to avoid all forms of discrimination and ensure equitable treatment for all candidates.

REMUNERATION POLICIES

In 2020, along with the ESG project, the **wage equality** process was also launched. Starting from the Gender Pay Gap Analysis and the market benchmark data, actions were developed and implemented to identify potential areas for intervention aiming to fill the pay gap in the company, based on people's performance, role and skills.

WELFARE AND BENEFITS

Cellularline promotes initiatives for people's physical and mental well-being. For this reason, an app (Buddyfit) was made available, offering fitness and mindfulness programmes, and partnerships have been signed with local gyms.

In addition, the company provides a welfare contribution to all employees via a platform, offering access to a wide range of benefits and services, including food, shopping and fuel vouchers and discounts for sports and health activities, among others.

To facilitate the work-life balance, Cellularline has signed agreements for the provision of discounted Tax assistance services for its personnel, with appointments available both at the partner centres and at the company premises.

In line with the ESG programme launched in 2020, various initiatives have been launched to foster sustainable commuting. These include the **Bike To Work** project, which aims to discourage, where possible, the use of private cars, and the **Carpooling** project, which offers rewards for people who commute together by car.

Again in relation to sustainable mobility, an agreement was signed with **SETA**, the Emilia region transport company, offering a 30% discount on some ordinary urban or extra-urban travel cards.

PARENTHOOD AND THE WORK-LIFE BALANCE

Cellularline believes in the adoption of initiatives to improve people's work-life balance and support parenthood in the early stages of the child's life.

Therefore, through individual agreements, a **hybrid work** policy has been implemented to allow people to work remotely on the basis of the provisions of the internal policy, thus fostering flexibility and improved management of the work-life balance.

To support new parents, integrating the regulatory provisions, 15 days of paid leave - increased to up to 30 days if they have no more holiday entitlements - has been introduced to manage the national adoption process.

In continuity with the current provisions, mothers have the possibility to request **part-time** work, until the child's 4th year, with a minimum of 35 weekly working hours.

Furthermore, 2 days of paid leave per year for **child illness** (duly certified) for children up to the age of 6, and 5 more days of mandatory leave for new fathers, having assessed their residual holiday entitlement.

PERFORMANCE

Cellularline has implemented a **Performance Management** process, aiming to support and guide people's development through the definition of an integrated system of individual and corporate goals and skills on the basis of the role held in the organisation.

The process includes a preliminary phase of self-assessment of performance and a subsequent assessment by the People Manager, aiming to stimulate dialogue and mutually share ideas.

In order to guarantee that these assessments are effective and impartial and help everyone in their own skills development, the "Calibration" phase has been integrated into the process. In this phase, we gather horizontal feedback on our people, also from the Managers of other company functions and HR, in order to ensure better integration into the organisation and promote the concept of listening and feedback as an opportunity for growth.

TRAINING IN TECHNICAL AND SOFT SKILLS

The company makes available e-learning platforms to its people to facilitate the use of training courses and improve professional and soft skills. In addition, an **Internal Academy** has been established to develop some hard and soft skills in order to foster greater sharing of in-house knowledge.

Through the **Lifed platform**, we have given caregivers and new parents the possibility to take part in training and self coaching courses to support them in managing the early stages of their children's lives.

Mentorship and Coaching programmes are promoted for our people, to help develop and consolidate their professional skills and support their growth in the company.

In order to raise people's awareness of specific DE&I topics, training courses and seminars are organised on specific issues including *Unconscious bias*, Effective communication, and workshops and webinars are held with external speakers, also sharing information materials through the various corporate channels.

PEOPLE CARE

Cellularline's main priorities include promoting people's well-being. For this reason, the company undertakes to listen to the needs and requests of its people, administering surveys and through the role of the HR Business Partners – figures who interface directly with the various corporate functions –, aiming to constantly improve and ensure that the initiatives and programmes implemented can become increasingly effective.

CODE OF ETHICS (FOR CELLULARLINE S.P.A. ONLY)

This document is drafted in line with the provisions of the Cellularline Code of Ethics, relating to the "Organisation and management model pursuant to Italian Legislative Decree no. 231/2001" (hereinafter the "Model").

In fact, on 3 March 2017, Cellularline adopted the "Model", amended lastly by resolution of the Board of Directors on 10 November 2022, and appointed the Supervisory Body envisaged by the same decree.

The "Model", drafted pursuant to Italian Legislative Decree no. 231 of 8 June 2001, which governs the "*Administrative liability of legal persons, companies and associations even without legal responsibility*", following the commission of specific predicate offences - along with the Supervisory Body which is in charge of ensuring its compliance and updating it, are the tools at the disposal of the company to prevent the commission of offences, minimising the risk and therefore exempting the company from administrative liability before the criminal courts. In order to perform its preventive function, the "Model" contains a set of conduct protocols and a Code of Ethics that, relating to the relevant part, all those holding contractual relations with Cellularline S.p.A. are bound to know and comply with.

In continuity with the Code of Ethics and the applicable regulatory provisions, Cellularline has also implemented a system that allows its employees and all external stakeholders, as provided for by the law, who have information concerning breaches by the employees of Cellularline and/or third parties holding or who have held relations with the company, to privately report improper conduct. These reports will be treated confidentially by the company's Supervisory Body, to carry out any investigations.

The conduct that can be reported may concern the breach of national or EU regulatory provisions that harm the public interest or the integrity of Cellularline, as well as breaches of the Code of Ethics, the 231 Organisational Model and the system of rules and procedures adopted by Cellularline with the aim of defining an organic supervisory structure to prevent the risk of committing offences and improving its corporate governance.

SANCTIONS

Cellularline undertakes to guarantee an inclusive and respectful working environment, in which every person is treated with dignity and respect and in which equal opportunities are assured.

In the event of proven unlawful conduct, including but not limited to harassment, discrimination or retaliation, disciplinary actions may be taken in line with the organisation's disciplinary policies.

Reports may be made in writing or orally, in the following manner:

- Submitted to the e-mail address DEI@cellularline.com;

- (FOR ITALY ONLY) submitted to the Supervisory Body of Cellularline S.p.A., using the specific IT platform at the following link <https://cellularline.integrity.complylog.com/>. Anonymity is guaranteed.

Sanctions are applied in line with the seriousness of the breach committed and in compliance with the principles of the constitution, the law, the collective bargaining agreements and the disciplinary code.

GOVERNANCE AND DISCLOSURE

This Policy was discussed and approved by the DE&I Committee and the Human Resources Function, and is part of the Plans and Sustainability results presented, discussed and approved by the Board of Directors.

The company encourages the recipients of this Policy to report any conduct or activity that may constitute a breach of the principles contained herein.

The company undertakes to guarantee and preserve the confidentiality of the information provided, preventing all forms of retaliation.

This document is distributed in Cellularline and is subject to the laws and local collective agreements and is also periodically audited by the competent bodies (Internal and third-party audits).



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