

Mia-Platform: Policy for Gender Equality and Inclusion

May 28, 2025

Introduction

Mia-Platform, in the belief that a fair and inclusive work environment is a fundamental driver for innovation and sustainable success, is actively committed to promoting gender equality and the professional development of all people. We recognize, respect, and value diversity in all its forms, and we firmly believe that providing equal opportunities and fostering a culture of inclusion is essential for the well-being of our people and for achieving business objectives.

To this end, Mia-Platform has chosen to adopt and apply the guidelines contained in the **UNI/PdR 125:2022 reference practice, "Guidelines on the gender equality management system,"** which provides for the adoption of specific KPIs (Key Performance Indicators) relating to Gender Equality Policies in organizations. This choice reflects our commitment to equipping ourselves with objective tools to constantly monitor and improve our impact on gender equality, going beyond mere regulatory compliance.

Manifesto and Values

Our Gender Equality Policy is founded on the principles of mutual respect, fairness, meritocracy, and the enhancement of individual potential. It deeply harmonizes with the values expressed in the Mia-Platform Manifesto, which guides us in our commitment to "Better Development."

Specifically, we refer to:

- **Inclusion:** Our manifesto explicitly declares that our action is based on diversity, equity, and inclusion. We believe in the richness of encounters with others and the value of different origins, cultures, and visions. This policy translates the principle of nurturing talent with equity, inclusion, and respect for diversity into concrete actions.
- **Contribution:** We are committed to fostering loyal internal relationships aimed at the professional growth and enrichment of individuals. This is reflected in our attention to dialogue and mutual listening, flexibility, and work-life balance. For us, every hiring is a long-term commitment, to grow together in a relationship of mutual care.
- **Legality:** As expressed in the manifesto, we respect the law. This policy operates in full compliance with current legislation on gender equality.

We are committed to creating a work environment where everyone can feel welcome, respected, and free to express themselves and their potential, in a climate of discussion and collaboration.

Objectives of the Gender Equality Policy

Through the implementation of UNI/PdR 125:2022, Mia-Platform aims to:

- **Sustain the culture of inclusion:** Disseminate a culture based on respect for diversity and equal opportunities at all levels, with particular attention to gender, in order to promote the expression of everyone's potential for the company's progress.
- **Ensure equal opportunities and meritocracy:** Ensure respect, equal opportunities, fairness, and meritocracy for every person in our daily work, basing decisions on abilities and competencies.
- **Promote work-life balance:** Foster a healthy balance between the professional and extra-professional spheres for all people collaborating with the company, without gender constraints.
- **Value parenthood:** Recognize and support parenthood as an important moment of life and personal and professional growth, for both mothers and fathers.
- **Counter all forms of discrimination and abuse:** Oppose and avoid all unlawful discrimination and all forms of physical, verbal, and digital abuse in the workplace, ensuring secure reporting channels and adequate management procedures.
- **Promote gender equality externally:** Extend the commitment to gender equality beyond company boundaries, in relationships with Clients, Suppliers, Communities, and Territories where the Organization operates.

Strategies and Implementation Tools

To achieve these objectives, Mia-Platform implements a strategic plan articulated across various thematic areas, in line with the provisions of UNI/PdR 125:2022 (point 6.3):

- **Selection and Hiring:** We adopt neutral selection procedures, inclusive job descriptions, and a recruiting team trained to reduce gender bias. We are committed to employer branding activities to attract female talent, particularly in technical roles.
- **Career Management:** Our career advancement processes are formalized and based exclusively on merit and individual competencies. We work to increase female representation at all levels, particularly in managerial positions, through structured growth paths.
- **Salary Equity:** We have implemented a standardized salary management process with control mechanisms to prevent disparities. We are committed to ensuring transparency on compensation policies and to eliminating any pay gaps for the same role and contractual level.
- **Parenthood and Care:** We offer support measures for parenthood that go beyond the National Collective Labor Agreement (CCNL), promoting flexibility and post-leave return support. We are committed to further developing welfare initiatives to meet the needs of families.
- **Work-Life Balance:** We promote a 50% hybrid work model and marked scheduling flexibility. We are working to expand initiatives dedicated to the physical and mental well-being of employees.
- **Prevention of all forms of Abuse in the Workplace:** Our company culture is based on respect and inclusivity, supported by worker protection procedures and the adoption of the Organization, Management, and Control Model 231. We implement specific training programs on the prevention of abuse and harassment and ensure secure reporting channels through the whistleblowing procedure.

Role of Management and Continuous Improvement

Mia-Platform's Management is fully involved and responsible for the implementation and maintenance of this Policy. Quantitative metrics and objectives are defined annually, monitored through an integrated management system, and reviewed periodically to ensure their evolution and improvement over time.

Through the adoption of UNI/PdR 125:2022, we are committed to measuring our progress through specific KPIs, reporting the results in the official documents of the management system. The gender equality certification, with the achievement of a minimum overall score, will attest to the validity and effectiveness of the implemented processes, with positive repercussions in terms of reputation and



economics. This certification will be re-evaluated and renewed every two years, demonstrating our commitment to sustainable and durable change.

Mia-Platform is committed to transparently communicating its commitment and the results obtained regarding gender equality to all stakeholders, promoting responsible communication that avoids stereotypes and disseminates a positive image of diversity and inclusion.