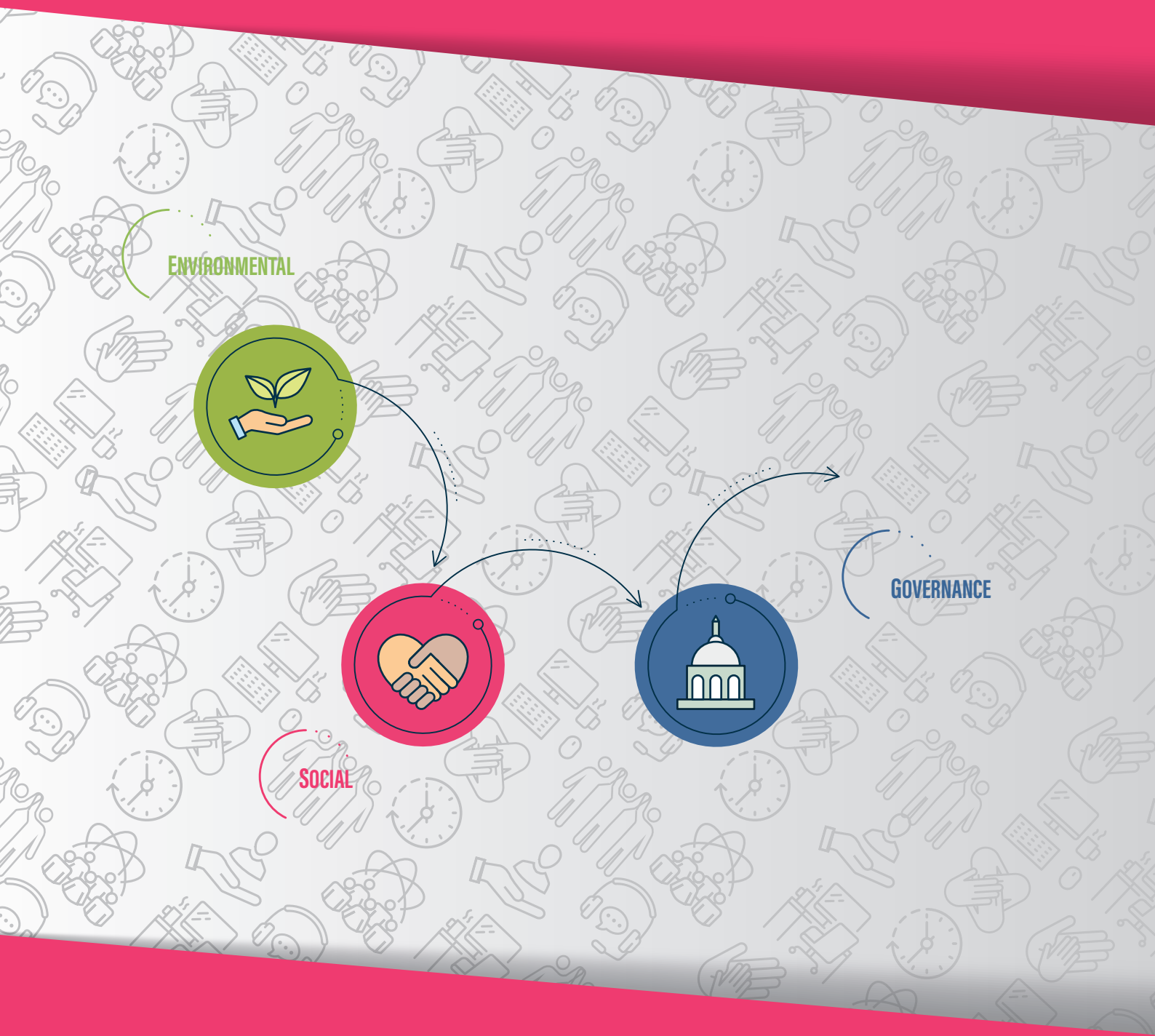
DIVERSITY & INCLUSION POLICY

openjobmetis



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1. The Commitment of Openjobmetis Group

Openjobmetis Group (hereinafter also the "Group" or "Openjobmetis"), including the parent company Openjobmetis S.p.A. and its subsidiaries, recognizes the diversity of people, whatever it may be, as an added value and undertakes to promote a stimulating, open and inclusive work environment that enhances everyone's qualities and encourages all people to express their potential.

The Group respects the fundamental rights of the individual and opposes any form of discrimination based, by way of example and not limited to, on diversity of language, colour, faith and religion, opinion and political orientation, nationality, ethnic group, age, gender and sexual orientation, marital status, invalidity or disability, physical appearance and economic-social condition.

Openjobmetis is aware that it can contribute to improving the world of work and people's lives. It therefore recognizes the value of promoting different ideas, cultures and perspectives that can break down the barriers that prevent us from building an inclusive society.

Particularly in the search and selection phase - both for direct and temporary personnel - as well as in the context of HR services, Openjobmetis ensures that no form of favouritism and/or direct or indirect discrimination is perpetrated against candidates by offering each one the same opportunities and developing selection procedures aimed at finding the right matching of profiles to the needs of the Group and clients.

Of particular significance for Openjobmetis is the attention to gender non-discrimination with a specific commitment to issues relating to gender equality, the development of diversity and female empowerment.

In this sense, Openjobmetis is committed to implementing the principles of gender equality throughout

the entire career path and the different life stages of female and male workers, from recruitment to retirement or the end of the working relationship, with the aim of developing a high presence of women, pursuing equal career opportunities, equal pay, work-life balance conditions suited to the different stages of life and proactive in rebalancing the family commitments of parents, as well as working for a work environment that rejects stereotypes and discrimination, any form of physical, verbal, digital abuse and instead proposes a culture of diversity and inclusion.

This policy aims to provide a reference framework of the commitments and principles of behaviour adopted by the Group for respecting the environment, reinforcing what is already stated in the Group's Code of Ethics. The document, in force since 2012, aims to outline the conduct and core values of Openjobmetis: integrity, fairness, transparency, responsibility and honesty, principles that inspire the Group on a daily basis in carrying out its business. It also formally became the Group's Code of Ethics in December 2022 in order to build and maintain a relationship of collaboration, respect and trust with all interlocutors.

To concretely support the implementation of what is indicated in this policy, Openjobmetis has created a DE&I team within the People function and appointed a Steering Committee for Gender Equality. It has also appointed a Steering Committee for Gender Equality with the task of managing and monitoring issues related to inclusion, gender equality and the integration of under-represented groups.

This policy is an addition to the Human Resources Management Policy and the Communication Policy.

2. Scope and references used

This policy applies to all Group companies and to all those who, directly or indirectly, permanently or occasionally, work with or for the Group, to third parties who have a contractually regulated collaboration relationship with Openjobmetis or who represent the Group without employment ties (for example, consultants and other independent collaborators), as well as to all individuals who interact with the Group in various ways (collaborators, consultants, suppliers, customers, outsourcers etc.).

Openjobmetis expects the recipients of this Policy to comply with the commitments and principles of conduct formalized in this Policy by reporting any or suspected violations on the matter. In carrying out their activities, recipients must undertake to implement responsible behaviour based on respect and the value of people.

The Group's approach to respecting and promoting diversity and inclusion formalized in this policy, complies with national laws and regulations, as well as relevant international principles, regulations and standards, including, by way of example but not limited to:

- *The Universal Declaration of Human Rights of the United Nations;*
- *The United Nations Conventions on women's rights, the elimination of all forms of racial discrimination, child rights and the rights of persons with disabilities;*
- *Women's Empowerment Principles (WEPs) of the United Nations;*
- *The "Ten principles of the UN Global Compact", to which it adheres, with reference to the following:*
  - Principle I: companies are required to promote and respect universally recognised human rights within their respective spheres of influence;
  - Principle VI: the elimination of all forms of discrimination in relation to employment and professions
- *the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organisation (ILO);*
- *the ILO Convention on violence and harassment in the world of work (n. 190);*
- *the 2030 Agenda for Sustainable Development of the United Nations and the related "Sustainable Development Goals";*
- *The United Nations Convention on the Rights of Persons with Disabilities (2006, ratified in Italy by Law 18/2009);*
- *Reference Practice UNI PDR 125/2022 Guidelines for the management system for gender equality;*
- *Legislative Decree 11 April 2006, n.198 – Code of equal opportunities between men and women;*
- *Law 5 November 2021, n. 162 - Amendments to the code referred to in legislative decree 11 April 2006, n. 198, and other provisions regarding equal opportunities between men and women in the workplace.*
- *The EU Pay Transparency Directive (Directive 2023/970), transposed into Italian law by Legislative Decree 96/2026*

3. Principles of conduct for respecting and promoting diversity and inclusion

Openjobmetis, in managing relations with candidates, its direct and temporary staff, and more generally in relations with its stakeholders, adopts legal and ethical behaviours that respect internationally recognized standards and principles on the protection of diversity and inclusion, as set out below.

Promotion of a fair and inclusive work environment

Openjobmetis internally promotes a work environment inspired by transparent, inclusive and equal opportunity behaviour towards people, identifying and managing any obstacles of a cultural, organisational, practical or relational nature that may prevent full inclusion in the workplace. Openjobmetis works for an open working environment, encouraging dialogue and discussion by promoting the use of kind, respectful and inclusive language in relationships between people.

Transparency and objectivity in hr processes

Openjobmetis guarantees equal opportunities throughout the career paths offered to resources and performs its activities adopting objective criteria based on skills, experience, professional performance and soft skills with a view to a full development of individual potential. Please refer specifically to the Human Resources Management Policy for details.

Respect for gender diversity

Openjobmetis pursues gender equality, guaranteeing fairness and equal rights at all phases of the employment relationship, from the search and selection process to the assignment of roles, the development of career paths, succession plans and salary parameters.

To give strength, concreteness and visibility to this commitment, the Group has adopted a Management System for gender equality in line with the requirements of the Reference Practice UNI/PdR 125:2002, which provides for the adoption of specific KPIs (Key Performance Indicators) to measure the effective pursuit of the objectives regarding gender equality and this policy.

Respect for cultural diversity

Openjobmetis considers cultural diversity deriving from ethnic origin, nationality, language, religious faith, marital status, social position, professional background, sexual orientation and personal beliefs an opportunity for collective personal enrichment for the Group.

Respect for generational diversity

Openjobmetis considers the coexistence of different generations internally as a value for the benefit of all, that can offer the opportunity to be open to change, face the challenges of market evolution and drive innovation.

Disability protection

Openjobmetis promotes the inclusion and integration of people with disabilities in the world of work, both internally and in proposing its services. Through Jobmetoo[1], the online platform for the search and selection of staff with disabilities, the Group facilitates the meeting of people from protected categories with the world of work and businesses.

Awareness and communication

Openjobmetis promotes awareness-raising and communication initiatives on the subject of diversity and inclusion, both internally and outside the organisation.

4. Implementation of the policy

Openjobmetis is responsible for ensuring the correct adoption of this policy by its employees as well as its implementation and control.

The Senior and Top Management of the Group support a corporate culture based on the commitments contained in this policy and contribute to the dissemination and monitoring of its application.

Openjobmetis encourages all recipients of the policy in question, in accordance with company policies and procedures, to report any suspected or definite breach through the specific dedicated channels and invites all recipients to provide ideas and suggestions, even anonymously, to encourage improvements and changes towards the strengthening and development of D&I. Please refer to the Reporting Policy and the "contacts" section on the company websites to report an offense or complaint. Please also refer to the area dedicated to direct personnel, accessible from the intranet portal, which provides access to various reporting channels, including those dedicated to reporting incidents of non-inclusiveness and suggesting improvements in the D&I area.

1 Business line of the subsidiary Seltis HUB S.r.l.

This policy is disclosed within the organization via a specific internal communication and publication on the company website. It is also made available on the corporate websites of the various Group companies, which can be accessed by all relevant stakeholders.

Defined in agreement with the Steering Committee for Gender Equality, this Policy was first adopted on February 2, 2023 by resolution of the Openjobmetis Board of Directors and adopted on the same date by its subsidiary companies by deed of their respective legal representatives. Last modified on 30 October 2026.

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