

GENDER EQUALITY POLICY

DropsA S.p.A. recognises the importance of gender equality and inclusion in the workplace.

This commitment is reflected in the Company's intention to adopt appropriate tools, measures and safeguards to ensure gender equality, promote diversity and support women's empowerment throughout all areas of corporate life, in line with the core values set out in the Code of Ethics.

Promoting an organisational culture based on fairness, inclusion and the recognition of diversity helps prevent all forms of discrimination and fosters equal opportunities for access, professional growth and career development, in accordance with the Company's values and social sustainability objectives.

This Policy applies to all activities and processes of DropsA S.p.A. and involves all individuals working on behalf of the Company, regardless of their role or contractual status. Where applicable, it also extends to external stakeholders, partners, suppliers and collaborators.

This Policy sets out DropsA S.p.A.'s commitment to promoting gender equality and inclusion as key drivers of business success and sustainability, in accordance with its Quality Management System, which complies with UNI EN ISO 9001:2015, and with UNI/PdR 125:2022.

It provides a framework for the adoption of organisational practices relating to recruitment, human resources management and development, remuneration policies, protection of parenthood, work-life balance, prevention of abuse and harassment, and internal and external communication.

The Policy is reviewed at least annually by the Steering Committee and Top Management as part of the Gender Equality Management System Review. It is updated according to monitoring results, any regulatory changes and emerging organisational needs.

GENERAL PRINCIPLES AND COMMITMENTS

The Company recognises the value of people and their differences and aims to ensure equal professional growth opportunities for everyone. In line with these principles, DropsA S.p.A. formally commits to promoting a management model focused on diversity, gender equality, women's empowerment and equal opportunities.

Fairness in Recruitment and Hiring Processes

DropsA S.p.A. adopts objective and transparent recruitment criteria based exclusively on candidates' skills and potential. Job advertisements use gender-neutral language and are addressed equally to candidates of all genders. During recruitment interviews, questions concerning marital status, pregnancy, family circumstances or any other personal characteristics unrelated to the position are not permitted.

Equal Access to Training, Professional Development and Promotion

The Company ensures equal access to training, professional development and career advancement opportunities, regardless of gender. Decisions are based exclusively on merit, skills and documented professional qualifications and levels.

Pay Equity and Transparency

DropsA S.p.A. undertakes to monitor annually any gender pay gap among employees performing equivalent roles and holding the same contractual grade. The Company also ensures transparency in the criteria used to allocate variable remuneration, benefits and corporate welfare programmes.

Balanced Representation in Leadership Roles

The Company promotes gender balance in managerial and decision-making positions, taking into account the characteristics of its industry and its specific organisational requirements.

Protection of Parenthood

DropsA S.p.A. supports maternity and paternity through dedicated return-to-work programmes, initiatives encouraging the use of paternity leave, and measures aimed at maintaining remuneration levels and benefits during and after periods of leave. These measures are implemented in accordance with the applicable National Collective Bargaining Agreement for the Metalworking Industry and current legislation.

Work-Life Balance

The Company promotes measures designed to support a balance between professional and personal life, including remote working, flexible working hours and reversible part-time arrangements, in accordance with the corporate procedures in force.

Prevention of Harassment and Discrimination

DropsA S.p.A. adopts a zero-tolerance approach towards all forms of harassment, discrimination or conduct that may undermine an individual's dignity, both in the workplace and in any context connected with work-related activities. These matters are governed by the relevant corporate procedure and may be reported through the Company's active whistleblowing channel.

Inclusive Language and Non-Stereotypical Communication

The Company is committed to using non-stereotypical and inclusive language in all internal and external communications and marketing activities. It also promotes balanced gender representation in participation in events, conferences, meetings and panel discussions.

Commitment towards Suppliers and Stakeholders

In accordance with the principles already established in its Code of Ethics regarding suppliers, DropsA S.p.A. also promotes gender equality and inclusion in its relationships with its supply chain and external stakeholders.

Vimodrone, 30 July 2026

DropsA S.p.A.

The Sole Director

Eng. Walter Divisi