

Strategic Policy Guidelines for Gender Equality
UNI/PdR 125:2022:

SELT S.p.A., established in the year 2000 through the merger of significant experience in the fields of energy transmission and distribution as well as telecommunication networks, is today one of the most prominent Italian operators active both nationally and internationally in the execution of projects for:

- energy transmission and distribution*
- renewable energy production*
- development of telecommunication networks*

The Organization's operational base is located in Sardinia; it is on the island that the desire to connect energy and people through networks was born.

Cost competitiveness and reliability in achieving objectives have enabled the Company to establish strong ties with major multinational corporations in the Mediterranean basin and beyond.

The Management of SELT S.p.A., in coordination with the Steering Committee, has intended to formalize in this document the principles and strategic objectives that define the Organization's commitment to gender equality and the promotion of diversity between men and women.

Through the development and implementation of a Gender Equality Management System in compliance with the requirements of the UNI/PdR 125:2022 Reference Practice, SELT S.p.A. aims to formalize and implement a process of cultural change within its Organization. The objective is to enhance and protect gender diversity and equal opportunities in the workplace, to bridge any gaps, and to maintain an inclusive, collaborative, supportive, transparent work environment—open to listening to all personnel and capable of achieving concrete goals for gender equality.

The Management of the Organization also believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" appreciated within the communities where it operates, represents an important driver for growth and increased productivity of the Company as a whole.

Believing in a culture based on respect for and the promotion of gender diversity, the Organization is committed to focusing its efforts on the following areas:

- 1. Culture and strategy*
- 2. Governance*
- 3. HR processes*
- 4. Career opportunities*
- 5. Pay equity*
- 6. Parenthood*

SELT S.p.A., in relation to its various business processes, has established specific gender equality policies within the documents that make up its UNI/PdR 125:2022 Management System.

Recruitment and Hiring: recruitment and Hiring: implementation of consistent, fair, and merit-based recruitment and selection practices. The Policy establishes the adoption of selection procedures that ensure all candidates are assessed based on their abilities and competencies, without gender discrimination, thereby guaranteeing real and concrete equal opportunities.

Career management: implementation of career management policies that ensure the absence of discrimination and equal opportunities in professional development and career advancement, based solely on abilities and competencies.

Pay Equity: implementation of processes to balance overall remuneration, including non-monetary compensation such as welfare and well-being systems.

Parenthood and care: implementation of policies to support personnel in parenting and family care responsibilities, with the aim of enabling a balanced commitment between work and private life.

Work-Life balance: implementation of policies that enable employees to manage their time between work and personal life by fostering a balanced approach that takes into account both the business objectives of the Organization, in which they play an active role, and their individual physical and psychological well-being.

Prevention of abuse and harassment: implementation of policies to prevent, identify, and manage potential gender-related abuse and harassment within the Organization.

For each policy that reflects the principles SELT S.p.A. is inspired by, the Organization has associated specific and measurable gender equality objectives within its Strategic Plan.

The Company Management, with the support of the Steering Committee, is committed to transparently communicating its intention to pursue gender equality by promoting diversity and supporting the development of women's skills. It also commits to implementing, sustaining, and periodically reviewing the adequacy of the defined Policies, disseminating them to all employees, making them publicly available to all stakeholders through publication on the company website, and verifying their level of understanding, implementation, and relevance.

The strategic policy guidelines defined in the area of gender equality are integrated with the other company Policies.

All personnel are required to comply, within the scope of their responsibilities, with the provisions of the Management System and the related Policies, as well as to concretely and consistently apply the principles contained in this document in their daily work.

Marrubiu, 21 June 2024

The Management
Mauro B. Ceffa

A handwritten signature in black ink, appearing to be "Mauro B. Ceffa", written over a horizontal line.