

DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY

INTRODUCTION

Italmatch Chemicals Group (hereinafter Company and/or Italmatch) embraces and supports the diversity, equity and inclusivity as core values and key principles in society and business, opposing all forms of discrimination, on the grounds of color, race, nationality, ethnic origin, pregnancy, marital or civil partnership status, disability, religion, belief, age, sexual orientation, gender identity or expression, socio-economic status, trade union membership or on the fact that an individual is a part-time worker or fixed term employee. Our aim is to recruit, train and promote people offering a working environment free from any grounds of discrimination, victimization and harassment in which all employees are treated with dignity and respect. All job applicants, employees and the other parties who work for us are treated fairly and not discriminated against on any of the above grounds.

We believe that Diversity, Equity, Inclusion and Belonging (DEIB) are pillars and part of our global strategy, essential to achieving our best results, while embracing the outcomes and potential they bring to our Group and, more broadly, to the community. A 360° DEIB view, and commitment is at the core of our long-term business history.

This Policy takes into consideration the international principles established by the ILO Conventions on Equal Opportunities and Non-Discrimination and it is aligned with the principles of United Nations Global Compact (UNGC), to which Italmatch Chemicals is proud signatory: in particular, this Policy reflects and promotes UNGC Principles 1 to 6, on labour and Human rights.

Through this Policy, Italmatch Chemicals actively supports the pursuit of the of the United Nations Sustainable Development Goals (SDGs): in particular, SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities), which represent key areas of commitment for the company within its sustainability strategy. This policy provides a global framework of definitions and practices designed to translate the principles of diversity, equity, inclusion, and belonging into a proactive strategy. It ensures coherence and alignment with the company's broader Sustainability Policy and Human Rights Policy, reinforcing Italmatch's commitment to ethical business conduct, respect for human dignity, and the promotion of a fair, safe, and inclusive workplace for all.

Its purpose is to challenge stereotypes and biases, remove barriers that limit access to opportunities and recognition, and foster a collaborative, supportive workplace in which everyone can contribute. In doing so, it strengthens the trust of employees, customers, and all stakeholders. On this regard, this Policy is published on Company's website for external communication and proper information towards the different stakeholders and we also expect that our partners share equivalent principles in conducting business. All employees are made aware of the requirements of this Policy and are requested to observe it and to co-operate to ensure that the Policy is conducted effectively.

This Policy applies to all companies belonging to the Italmatch Group, its administration and control bodies, employees and all third-party collaborators working at the Group's plants and/or offices, in all the countries in which it operates.

OBJECTIVE

At Italmatch, we seek to continue to maintain and develop an inclusive, equitable, culturally competent, supportive and safe environment, where our employees act behavior that enriches our workplace and feel a sense of belonging to the Company. To further an inclusive culture and to foster DEIB principles, the Company is committed to continuing its journey, promoting DEIB initiatives having the purpose in:

- Ensuring an inclusive working environment, free of discrimination at all stages of the employee's life cycle
- Promote and facilitate a sense of belonging as result of an inclusive working environment where employees feel seen, heard, respected, and valued
- Striving to build and support a community whose members have diverse cultures, backgrounds and life experiences ensuring our leaders build a culture that is rich in Diversity, fosters Equity and embodies Inclusivity.

DEIB PILLARS

Diversity means the broad spectrum of differences that characterize each person, including professional background, skills, personal qualities, gender and identity, age, cultural heritage, socioeconomic context, and more.

Equity ensures fair access to opportunities and resources, recognizing individual circumstances and adjusting support to enable equal chances of success.

Inclusion represents the organizational ability cultivating an environment where all employees feel valued and safe enough to share their ideas, and to feel empowered and inspired.

Belonging is an outcome of effective DEI. In that case employees experience, not only fair representation and equitable treatment but also a meaningful connection and commitment to their team and organization.

OUR MISSIONS & COMMITMENTS

Premise

In Italmatch there is no space for any form of discrimination to any minority group. We believe in our people regardless their color, race, nationality, ethnic origin, pregnancy, marital or civil partnership status, disability, religion, belief, age, sexual orientation, gender identity or expression, socio-economic status, trade union membership, employee type of contract.

We are committed to ensuring our work environment is equal for everybody.

We are continuously improving our actions to create a better environment to any internal or external stakeholders, and we are aware that these following actions are not an arrival, they are a part of journey to increase our employees' awareness regarding DEIB and achieve an inclusive environment for all other protective groups.

Culture diversity

In Italmatch, we believe in culture diversity as a driver of innovation and business success.

Multiculturalism in the workplace means co-presence of people from different countries and backgrounds. At Italmatch, we do not aim just at making them work together, but also at making sure that there is unity and complete collaboration.

Everyone must be familiar with and understand each other's culture, so that each individual becomes an element of intellectual enrichment for the entire team.

We believe that fostering a multicultural work environment can have positive impacts on employee productivity, improve creativity and problem-solving skills, broadening the range of skills, improving cultural understanding, positively impacting employee engagement.

Initiatives such as employee engagement surveys or social events to get to know one another and foster a sense of community are just a few examples of how we put our commitment to cultural diversity into practice.

Gender Inclusion & Equity

Our mission: to enhance and empower all individuals regardless of gender identity or expression across the organization at all levels and in all career paths, ensuring equal access to opportunities, growth, and leadership.

Our broader vision of gender equality embraces every person, recognising that diversity of perspectives, experiences, and identities is a true asset for the company. We address and dedicate our efforts to maintaining an environment free from discrimination, stereotypes, and bias.

To achieve this goal, we commit to:

- Support every employee's professional growth and leadership through workshops and internal training to promote equality, interrupting gender stereotypes and "Unconscious Bias".
- Guarantee a diverse pipeline of new employees, focusing on diverse talent sourcing strategies that promote gender balance and equal representation across all roles and levels.
- Encourage greater representation of women in STEM (Science, Technology, Engineering, Mathematics) field and in managerial position. We are aware that these fields are the key for the future, and we seek to generate gender inclusion with dedicated initiatives that will impact the female acceleration in our global workforce (workers, employees, middle-managers, top-managers).
- Be part of dedicated associations focused on empowerment and inclusion such as Valore D in Italy, with which we organize events and trainings for employees aiming to increase the awareness of gender equality, strengthen soft and hard skills, focusing on the value of people, their abilities and what they can really give.
- Adopt policies and programs to support parenthood, equal sharing of caring responsibilities between parents and to promote work-life balance, because we truly believe that people's private life choices should not affect the company's assessment of their careers, but rather life choices should be supported as much as possible to keep the work environment healthy and productive.
- Guarantee equal pay for work of equal value, ensuring fair compensation, based on roles, responsibilities, competencies, performance, market benchmarks, and collective agreement when applicable, not influenced by gender or other diversity factors, and refusing pay gap in the labour market. Italmatch is also committed to ensure salary levels that guarantee decent living conditions for all employees and that are no lower than those established by local legislation.
- Monitor gender representation across the Group analysing workforce composition data on hiring, promotion and exits using it to guide continuous improvement in gender balance and inclusivity respecting the limits provided by the privacy applicable laws in the country of operations.

The Company undertakes to constantly monitor and analyse the aforementioned activities and initiatives to best promote and support equality and inclusion for all individuals within the Group.

Generation equality

Our mission is to foster collaboration and integration across generations — from Millennials and Generation Z to Baby Boomers and Generation X — ensuring that everyone contributes equally to the success of the business. We believe in continuous knowledge exchange and we value the wide range of skills (soft and hard ones), experiences and perspectives (both technical and interpersonal) typical of each generation.

To achieve this goal, we:

- Believe in talent regardless of age or generational background.
- Collaborate with schools, universities and research institutions to create opportunity to the younger people especially in STEM field.
- Support all generations in achieving their goals through internal training, mentoring and open dialogue encouraging the sharing of their perspectives, ideas and goals.
- Promote mutual learning between employees of different ages through mentorship and reverse-mentoring, ensuring equal access to development opportunities and training for all.
- Recognise that intergenerational collaboration is a key factor in our organisational success, enhancing creativity, resilience, and adaptability in a rapidly changing business context fostering attraction and retention of talents.

The Company undertakes to monitor the generational balance within its workforce, in order to create a diverse and dynamic environment, where employees can learn from one another, grow together, and be equally recognised as fundamental assets for Italmatch's long-term success.

Challenged people

Our mission: to recognize equal opportunities for all its people regardless of their sensory, cognitive and motor disabilities. We believe they can bring an important value for the Group as for their skills, talents and perspectives. Make this people grow into the Company can be an added value to our business development.

To achieve this goal, we:

- Support the self-development of people with disabilities, through dedicated recruitment process also considering local laws requirements.
- Ensuring training and enrichment of knowledge and skills, as well as at creating accessible working environments through appropriate initiatives, tools and support. Work with organizations focused on challenged people recruitment and relocation in the labour market.

Gender Identity and expression

To strength the values we already expressed, Italmatch places itself at the forefront in promoting and protecting people's rights, regardless of their sexual orientation, gender intimate identity, or gender expression. We aim at creating a respectful and inclusive work environment where individuals are free to fully express themselves without fear of prejudice, bias or discrimination.

At Italmatch we do not tolerate any form of discrimination towards people whose gender identity is different from the gender assigned to them at birth.

We recognise that gender transition (whether social, psychological, or physical) is a deeply personal process and that individuals do not need to undergo any specific medical treatment or surgery to be recognised and respected according to their affirmed gender.

We believe that authenticity and respect for personal identity are essential to the well-being and empowerment of our people. Therefore, Italmatch actively fosters a workplace culture that values inclusion, empathy, and equal dignity for everyone, ensuring that all employees are supported throughout their professional journey.

Belonging

At Italmatch Chemicals, “Belonging” means ensuring that every individual feels valued, heard, and able to contribute authentically to our shared success.

We believe that inclusion is not complete without a true sense of belonging and the awareness that each person is an integral part of the company’s culture and purpose.

Italmatch therefore deploy a set of actions aiming to promote cross-functional collaboration, to encourage open dialogue across geographies and functions, and to support activities that foster mutual recognition and team cohesion. In this way every employee might feel to be a member of a global, diverse, and collaborative community that shares the same values of integrity, innovation, and sustainability.

By cultivating this shared identity, Italmatch aims to make every individual feel part of a workplace where diversity is celebrated, engagement is strengthened, and belonging is a daily experience.

Monitoring activity

To achieve Italmatch Group commitment to ensure compliance with this Policy, any employee who learns of information about a suspected violation of this Policy must report it to the Compliance Team. Ensuring the protection of confidentiality, the Compliance Team conduct the most appropriate due diligence activities and evaluate appropriate remedial actions.

With this regard, the Group enforces whistle-blower procedures prohibiting retaliation and discrimination against employees and Group people who report a suspected violation in good faith. Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Italmatch Whistleblowing Global Policy with specific reference to reporting, processing and managing the whistleblowing reports is available on Italmatch Group official website: www.Italmatch.com.

The following official e-mail address is active to report any violation of this Policy: ethics@italmatch.com.

INTERNAL ORGANIZATION GOVERNANCE

The implementation of this Policy is overseen by the DEIB Team composed by several functions: Human Resources, Legal, ESG and Communication under the supervision of the General Manager Corporate.

The team ensure the integration of DEIB principles in recruitment, development, and performance evaluation processes usually deployed in the country of operations by the local HR departments.

Our longstanding commitment to DEIB is at all Company levels: our management is aware of DEIB importance and supports initiatives regarding gender equality, generation equality and, more generally, anything regarding DEIB and reject any form of discrimination. We, at Italmatch Chemicals, genuinely believe in the added value Diversity and Inclusivity can bring into the business and society.

Training and awareness activities are promoted across all levels of the organisation to foster inclusive behaviours, reduce unconscious bias, and strengthen equitable decision-making.

DEIB topics are integrated into the corporate training plan and managerial development programs.

Monitoring and Measurement

Italmatch defines quantitative DEIB objectives that are established, monitored, and reviewed through specific Key Performance Indicators (KPIs). These metrics cover different aspects of diversity and inclusion (such as workforce composition, gender balance, training participation, and employee's engagement) and are periodically evaluated by the DEIB Team.

Targets and annual reporting are publicly available through the annual Sustainability Report.

Going Forward

This Policy consolidates our commitments and strengthens our processes. Its principles are implemented across our operations and value chain. Italmatch expects its suppliers and business partners to adhere to the same DEIB principles, promoting inclusion and non-discrimination throughout the value chain.

We regularly evaluate and review the best tools to strengthen our approach. Believing in an integrated approach, we work through external initiatives and partnerships to address shared challenges. Our focus is on improving systems to enable genuine change management and sustained progress, rather than on one-off interventions or attempts to 'correct' individuals.

This approach reflects our commitment to addressing the structural and cultural dimensions of DEIB. We believe that meaningful progress is achieved by embedding equity and inclusiveness into the organization's policies, processes, and practices.

All employees are made aware of the requirements of this Policy and are requested to observe it and to co-operate to ensure that the Policy is conducted effectively. Any form of discrimination may be unlawful and treated as a disciplinary offence resulting, if appropriate, in disciplinary action.

Any employee who could act in inappropriate conduct or behavior against others may be subjected to disciplinary actions. Employees who believe they have been subjected to any kind of discrimination which conflicts with this Company's D&I Policy should inform direct manager and HR for support and corrective actions.

This Policy is made available to all employees via the corporate intranet and is published on Italmatch Group official website www.italmatch.com to make it available to all our stakeholders.

Policy Review and Update

This Policy will be reviewed at least every two years and, in any case, whenever appropriate and/or necessary, taking into account any organizational changes within the Company and/or updates to applicable legislation.

The DEIB Team is responsible for assessing the adequacy of this Policy, ensuring its consistency with the organization's objectives, and implementing any necessary amendments or improvement actions identified through periodic evaluations.