DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

Life Cycle Engineering SpA (hereinafter LCE) provides consulting services aimed at supporting organizations in the implementation of measurement processes, improvement actions, and communication of results through the application of professional tools for Life Cycle Assessment (LCA), eco-design, analysis and reporting of Sustainability performance, environmental communication and training, the implementation of management systems, and ensuring compliance with applicable regulations.

Among LCE's key objectives, particular importance is given to encouraging and developing, at all levels of the organization, a corporate culture based on respect for and enhancement of diversity in all its forms and expressions. Diversity management not only contributes to the creation of shared social value, but also represents a competitive advantage and strengthens employee engagement with respect to corporate objectives.

Through the implementation of a Gender Equality Management System compliant with the requirements of the UNI/PdR 125:2022 Standard, LCE intends to continue in a more structured manner the path already undertaken, aimed at enhancing and promoting Diversity, Equity and Inclusion (DEI) topics, safeguarding diversity, equal opportunities in the workplace, and female empowerment.

This DEI Policy – Diversity, Equity and Inclusion – defined by LCE's Management and Board of Directors in collaboration with the Steering Committee, establishes the principles, objectives and commitments of the organization with regard to gender equality, diversity and inclusion.

In particular, **LCE undertakes to**:

- Apply organizational processes for the selection, management and development of human resources that promote an inclusive culture and equal opportunities;
- Implement internal and external communication, information and training processes that convey the commitment to DEI topics and foster awareness among stakeholders;
- Promote an inclusive and safe working environment for employees.

Through its Strategic Plan, LCE has defined the following objectives, in line with the thematic areas established by the UNI/PdR 125:2022 Standard:

- **Culture and Strategy** – Promote an inclusive organizational culture, oriented towards gender equality and the enhancement of diversity, through awareness-raising, listening and communication initiatives;
- **Governance** – Define roles, responsibilities and a governance model capable of integrating DEI principles into business practice, ensuring the identification, management and mitigation of any situations of discrimination or inequality;
- **HR Processes** – Ensure fair and impartial human resources management processes throughout the entire employee lifecycle, in compliance with the principles of equal opportunity and inclusion;

- **Growth Opportunities and Inclusion** – Ensure equal opportunities for access, professional development and career progression, promoting fair, transparent career paths that are neutral with respect to gender and diversity;
- **Pay Equity** – Promote and monitor fair and transparent remuneration systems aimed at ensuring equal pay for equal roles, responsibilities and competencies;
- **Protection of Parenthood and Work-Life Balance** – Support parenthood and employee well-being through welfare policies and organizational flexibility tools, promoting a sustainable balance between professional and private life.

LCE also undertakes to make available adequate resources and means to achieve the objectives set out in this policy and to periodically monitor the effective and efficient application of the Gender Equality Management System.

Turin, 27/03/2026

Approved by resolution of the Board of Directors of Life Cycle Engineering SpA on 27/03/2026