English translation of the original Italian document "Politica per la parità di genere", PG01_Mod.01, Revision 00, dated June 23, 2026.

PURPOSE

AAA Law Firm recognizes that gender equality is a key driver of growth and development. Since talent and ability are equally distributed between women and men, making the most of women's skills is essential to a country's economic and professional growth. The full participation of women in working life also broadens an organization's perspectives, encouraging innovation and improving its overall performance.

In this Policy, AAA Law Firm sets out the principles and commitments it has adopted to ensure gender equality, support women's professional growth, promote an inclusive culture, and foster women's empowerment.

GUIDING PRINCIPLES

The Gender Equality Policy is based on the following core principles:

- **Impartiality and inclusiveness:** equal opportunities for all, attention to individual needs, the elimination of all bias, and accessible workplaces.
- **Fairness and transparency:** a fair and respectful working environment, together with clear and complete communication of the firm's personnel policies.
- **Valuing people:** developing each individual's potential for the benefit of the whole organization.
- **Protection of the individual:** encouraging conduct and language based on respect, listening, and mutual tolerance, free of personal judgment.
- **Combating violence and discrimination:** a working environment free from physical or psychological violence and from any form of harassment.

INCLUSION OBJECTIVES

In line with the European Union's Gender Equality Strategy 2020-2025, AAA Law Firm has set the following main objectives:

- **Maintaining fair representation:** preserving gender balance and women's participation within the organization and across the Firm's roles;
- **Monitoring pay equity:** ensuring and maintaining the absence of pay gaps (*gender pay gap*) for equal duties, responsibilities, and results;
- **Safeguarding equality in career paths:** ensuring constant transparency and equal access to opportunities for professional growth and promotion;
- **Combating stereotypes and protecting the individual:** continuously promoting a culture of respect, preventing gender-based violence, and ensuring support for potential victims.

MANAGEMENT'S COMMITMENT

To put these principles and objectives into practice, AAA Law Firm undertakes, through a Gender Equality Management System compliant with UNI/PdR 125:2022, to:

- **adopt tools to prevent all forms of discrimination** and to protect the dignity of its personnel, regardless of role and responsibility;
- **value diversity in human resources processes**: recruitment, training, pay policies, performance appraisal, and reward systems;
- **support the well-being of its personnel**, making it easier to balance professional and private life;
- **promote information, awareness, and engagement initiatives** on equal opportunities and women's empowerment, combating stereotypes;

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- **ensure transparent communication** focused on equality and ensure fair gender representation in participation in events and conferences.

SPECIFIC GENDER EQUALITY POLICIES

The Gender Equality Policy is linked to more specific policies that provide the input needed to draw up the Gender Equality Strategic Plan and to identify, develop, and implement procedures specifically dedicated to gender equality, in light of the organization's context.

The specific gender equality policies cover the following areas:

1. Recruitment and hiring
2. Career
3. Pay equity
4. Parenthood and caregiving
5. Work-life balance
6. Prevention of abuse and harassment.

1. Recruitment and Hiring

AAA Law Firm ensures fair, transparent, and merit-based selection processes to identify the best talent and to avoid any discrimination based on gender, gender identity, age, nationality, ethnicity, religion, political orientation, disability, or socioeconomic status.

To this end, the Firm undertakes to:

- ensure impartial and transparent selection based on merit;
- value a plurality of experiences and backgrounds as a driver of innovation and growth;
- train those responsible for recruitment so that they are aware of their own unconscious biases;
- draft job postings in inclusive and neutral language;
- adopt objective and standardized assessment methods during interviews.

2. Career Management

AAA Law Firm ensures equal opportunities for professional development and growth based exclusively on results and merit.

To this end, the Firm undertakes to:

- consider gender balance when assigning roles and duties;
- make career paths clear and accessible to all personnel;
- ensure safe and comfortable working environments equipped with the tools people need to fulfill their potential;
- use training as a key tool for overcoming any career obstacles;
- monitor gender balance in promotions at each organizational level.

3. Pay Equity

AAA Law Firm ensures equal pay for equal roles and duties, without gender-based differences.

In particular, the Firm undertakes to:

- set compensation according to roles and responsibilities, awarding benefits or bonuses exclusively on the basis of results achieved;
- ensure that personnel can report any pay disparities they encounter.

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4. Parenthood and Caregiving

AAA Law Firm supports maternity and paternity to help balance work commitments and family responsibilities.

In particular, the Firm undertakes to:

- support personnel before, during, and after maternity leave;
- promote the use of paternity leave for the full period provided by law;
- arrange reorientation initiatives to ease the return to work after leave.

5. Work-Life Balance

AAA Law Firm promotes flexible management of working time to reconcile organizational needs with the physical and mental well-being of the individual.

In particular, the Firm undertakes to:

- adopt work-life balance measures compatible with professional practice;
- make these tools accessible to all personnel, without gender distinctions.

6. Prevention of Abuse and Harassment

AAA Law Firm regards the protection of the individual and of their physical and mental integrity as a fundamental principle. The Firm promotes a safe working environment based on respect and free from discriminatory or violent behavior.

In accordance with ILO Convention No. 190, “violence and harassment” means any behavior, practice, or threat (single or repeated) that causes or may cause physical, psychological, sexual, or economic harm. “Gender-based violence and harassment” means behavior directed at persons because of their sex or gender, or affecting them disproportionately, including sexual harassment.

Such conduct constitutes a breach of the law and of this Policy and will be sanctioned in accordance with internal regulations and applicable legislation.

To this end, the Firm undertakes to:

- maintain a calm and safe working climate that respects diversity;
- require that interpersonal relations be free from offensive attitudes or conduct detrimental to dignity;
- use respectful, courteous, and neutral language;
- apply strict zero tolerance toward any form of violence or harassment;
- set up confidential reporting channels for incidents of discrimination or harassment, protecting the privacy of those involved.

SCOPE, DISSEMINATION, AND PERIODIC REVIEW

This Policy applies to everyone at AAA Law Firm: partners, directors, employees, and ongoing or temporary collaborators.

The Policy is associated with specific and measurable objectives, set out in the Gender Equality Strategic Plan in accordance with UNI/PdR 125:2022.

This document is published on the firm’s intranet and shared with its primary stakeholders. The Policy will be reviewed and updated periodically in light of changes in the internal and external context and with a view to continuous improvement.

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RESPONSIBILITIES

Senior Management approves the Policy and is periodically informed of progress toward the objectives of the Strategic Plan.

To ensure the correct and ongoing application of the Policy, Management appoints a **Steering Committee** responsible for promoting, managing, and monitoring gender equality activities within the Firm.

Date	**Signature**
June 23, 2026	[signed]

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