

PEOPLE AND EQUAL OPPORTUNITIES POLICY

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1. SCOPE OF APPLICATION

This *People and Equal Opportunities Policy* applies to CEME S.p.A. and all its subsidiaries worldwide (hereinafter “CEME”, “the Group”). It covers all employees and non-employees working under CEME’s direction, regardless of contractual type or geography, without altering their status under applicable labor law.

2. PURPOSE AND OBJECTIVES

This *People and Equal Opportunities Policy* represents a core element of the CEME’s sustainability strategy, translating into practice the commitments set out in the *Sustainability Manifesto* and providing the framework through which the Group governs the material topics under the strategic pillar ‘People and Equal Opportunities’.

CEME S.p.A.

Uffici e Stabilimento/Headquarter
 Viale dell’Industria 5
 I-27020 Trivolzio (PV) Italy
 T +39 0382 93011
 F +39 0382 9301807
 www.cemegroup.com
 info@cemegroup.com

Sede Legale/Registered Office
 CEME S.p.A.
 Viale dell’Industria 5
 I-27020 Trivolzio (PV)
 Italy

Cap. Soc. € 10.136.001,00 i.v.
 P.IVA e CF IT-06259720966
 R.E.A. PV 261763
 PEC: cemespa@legalmail.it
 Codice SDI: A4707H7

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It sets out the commitments that guide how the Group manages social impacts, risks and opportunities affecting its workforce across all geographies and business functions, defining how these aspects are addressed and integrated into decision-making and everyday operations.

By translating into action the values embedded in the CEME Code of Ethics-integrity, transparency, respect for individuals, fairness and responsibility-the Policy strengthens the integration of people-related considerations into decision-making processes, risk management and business practices.

The Policy is informed by internationally recognized principles of responsible business conduct and is embedded within CEME's governance framework, management systems and daily activities. It reflects the Group's commitment to protecting human dignity, enhancing employee well-being and fostering a working environment where diversity is valued and equal opportunities are promoted throughout the employee lifecycle.

3. PEOPLE AND EQUAL OPPORTUNITIES MATERIAL TOPICS AND COMMITMENTS

CEME identifies the material topics covered by this Policy based on its sustainability strategy and on a structured double-materiality assessment that the Group performs and updates periodically to evaluate the most significant impacts, risks, and opportunities affecting its workforce. These topics include health and safety, training and development, equal treatment and opportunities, as well as human and labour rights.

The Group is committed to fostering a safe, inclusive, and respectful working environment, promoting quality employment, and supporting the well-being and professional growth of its people. It also ensures that equal treatment and opportunities are upheld across all operations. These commitments guide the management of working conditions, health and safety, training and development, and human rights throughout the organization.

3.1 Employee Health and Safety

CEME is committed to maintaining working conditions that protect the physical and psychological well-being of its workforce. The Group adopts structured systems for the management of health and safety **in line with the principles of ISO 45001**, promotes a culture of prevention at all organizational levels, and ensures that risks are identified, assessed and mitigated in a timely and responsible manner. Employees and non-employees must have access to safe workplaces, clear procedures and adequate training.

CEME supports a balanced approach to work organization, including flexible or remote working arrangements where these are compatible with operational needs and local regulatory frameworks. The Group ensures that all members of its workforce can raise concerns or report issues through protected channels and that these concerns are addressed in a confidential, fair and non-retaliatory manner.

3.2 Training and Professional Growth

CEME promotes continuous learning and the development of skills needed to support both individual growth and organisational performance. The Group provides opportunities for

CEME S.p.A.

Uffici e Stabilimento/Headquarter
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F +39 0382 9301807
www.cemegroup.com
info@cemegroup.com

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training, internal mobility, skills enhancement and career development, recognising that the acquisition of new knowledge is essential in the context of technological evolution and increasing complexity.

Training programmes may include technical competencies, compliance topics and awareness initiatives (e.g. sustainability training) that reinforce a responsible corporate culture. Performance and development discussions are encouraged, fostering constructive feedback and long term employability.

3.3 Equal Treatment, Diversity and Inclusion

CEME ensures equal treatment for all individuals, regardless of personal or demographic characteristics, and promotes a culture where diversity is valued as an asset contributing to innovation and organizational strength. The Group rejects any form of discrimination, direct or indirect, and integrates principles of fairness into recruitment, development, remuneration and promotion practices.

Respect for freedom of association and constructive social dialogue forms an essential part of CEME's approach to people management. Where collective bargaining applies, the Group supports transparent and collaborative relationships that contribute to dignity at work and to the effectiveness of organizational processes.

CEME is firmly committed to preventing all forms of violence and harassment in the workplace, fostering awareness and implementing preventive and corrective measures that safeguard the integrity and well-being of every individual.

3.4 Human Rights and Work-Related Rights

CEME respects and promotes the fundamental rights of all members of its workforce. The Group rejects forced or compulsory labor and child labor and ensures that employment relationships are based on free and informed consent.

Where work related impacts occur, the organization is committed to providing or enabling appropriate remedies. Processes and channels supporting the identification and management of such impacts must be accessible, trusted and aligned with principles of fairness, confidentiality and accountability.

4. TARGETS AND MONITORING

CEME is committed to setting short-, medium- and long-term targets for each of the material social topics identified in this Policy. The actions and targets are stated and built together inside CEME's sustainability strategy. Progresses toward these targets are monitored regularly and documented annually in the Sustainability Progress Report.

In line with the objectives of this Policy, CEME publishes its sustainability reporting on a yearly basis, providing transparent disclosure of its social performance – related to employees health and safety, equal treatment and skill development –, as well as its strategic direction over the medium and long term. This approach ensures accountability and enables the Group to actively track and manage its impacts, while continuously improving its sustainability practices.

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5. GUIDING PRINCIPLES AND REFERENCE FRAMEWORK

CEME reconfirms its full adherence to the principles and values that constitute the foundations of the United Nations Global Compact. Furthermore, the document is inspired by the principles and values set out in the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the conventions of the World Health Organization (WHO), and the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD).

6. ROLES AND RESPONSIBILITIES

The implementation of this Policy is a shared responsibility across the entire CEME organization. To ensure its effective execution, clear roles and responsibilities have been defined and embedded within the Group's governance structure:

- **CEO:** formally approves and signs the Policy, and guarantees the consistent and continuous application of its principles across all business areas and processes;
- **Group Chief Quality & Sustainability Officer:** ensures that adequate resources are available to support the implementation of the Policy, and that its principles are integrated into Group-level decisions and activities;
- **Enabling functions (e.g. HR, HSE, Legal):** ensure that activities at both central and local levels are aligned with the principles of the Policy, supported by continuous monitoring of sustainability data and timely reporting of any issues.

7. UPDATING AND SHARING

This Policy is subject to regular review and updates, reflecting changes in regulatory frameworks, stakeholder expectations, and strategic priorities. It is communicated across the organization and made available to all internal and external stakeholders through the Group's web site.

CEO Signature

Alessandro Perrotta



CEME S.p.A.

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