

DIVERSITY, INCLUSION AND GENDER EQUALITY POLICY

Airport Handling SpA has established the **Diversity & Inclusion (D&I) and Gender Equality Policy** to emphasise and share its commitment to these issues, both by complying with applicable regulations and by adopting additional internal tools necessary to foster cultural growth.

The Company recognises the following as fundamental principles:

- Respect for diversity, considered a value in all its forms
- Commitment, monitoring, and direction of concrete actions by the Management
- Acting responsibly
- Working inclusively, fostering a genuine sense of belonging
- Always communicating in an inclusive and respectful manner, both internally and externally
- Supporting and promoting the importance of D&I-related topics among all stakeholders

The Company therefore commits to:

- Creating a work environment where people respect each other and adopt inclusive language
- Valuing each individual's diversity, meaning the set of traits that make each person unique
- Adopting policies and measures that promote inclusion and non-discrimination based on age, gender, ethnicity, sexual orientation, religion, culture, political affiliation, or any other personal attribute
- Removing any barriers to real gender equality in the workplace, ensuring:
 - Equal opportunities in access to employment
 - Pay equity
 - Equal access to career and training opportunities
 - Clear communication about paternity leave and other types of parental leave
- Supporting, where possible, those who care for family members in situations of particular vulnerability
- Providing all personnel with appropriate training and information on diversity, inclusion, and equal opportunity
- Embedding the principles of equality, equal opportunity, and non-discrimination across all HR processes (evaluation, recruitment and hiring; career development; pay equity; support for parenthood and caregiving; work-life balance; and prevention of harassment, also through the creation of a respectful workplace)
- Extending the culture of inclusion and gender equality outside the Company by engaging stakeholders and actively promoting its values of equality and inclusion.