



# INCLUSION AND GENDER EQUITY POLICY

The illycaffè Group (hereinafter "illycaffè") believes in the value of people and promotes their enhancement and professionalism, constituting an indispensable success factor for the Company.

In order to make each employee to feel included and to be able to give the best of themselves in terms of skills, experience and commitment, illycaffè adopts human resources development and management strategies capable of promoting and improving a culture of diversity, equity and inclusion (DE&I), which enhances the uniqueness of people and their professional growth regardless of the role they hold within the organization and without any discrimination.

Our DE&I policy reflects our commitment to the consolidation of a culture based on respect for human rights and the valorization of diversity, excluding any discrimination based on gender, sex, age, social origin, ethnicity, nationality, religious beliefs, political ideas and opinions, health status and psychophysical abilities, identity, and sexual orientation.

This principle and commitment are the pillars of all policies related to people management, career management processes, and communication.

The primary goal of our policy is to:

- consolidate the culture of acceptance and inclusion by taking action to promote the equal presence and participation of minorities, starting with the presence and participation of women within the Company;
- increase their development and career opportunities, including through the equitable allocation of roles of responsibility;
- ensure a work life balance that respects people's needs.

To this end, illycaffè S.p.A. has implemented a Management System for Gender Equity according to UNI/PdR 125:2022 and has started a path of cultural evolution within its organization, in order to achieve and maintain a full gender equity.

This management model aims to ensure the maintenance of the results already achieved and the implementation of further improvement actions to reach the objectives defined in the action plan, measuring the progress through specific indicators, recorded periodically within the management system.

In line with the indications of UNI/PdR125:2022 illycaffè S.p.A. has stated that the founding principles and objectives of the gender equity policy are:

- defined by Company Management, in coordination with the Gender Equity Steering Committee;
- communicated and spread within the company and to stakeholders;
- matter of training and awareness-raising for top management and corporate officers;
- confirmed or updated periodically under review based on events, changes, and the results of monitoring and audits;
- coordinated by a responsible role, covered by a competent C-level role designated by the CEO

The company's management, therefore, has allocated the appropriate resources, responsibilities, and mandates to guarantee the pursuit, achievement, and maintenance of the established goals of inclusiveness, equality, and gender equity, and has appointed a Steering Committee for the effective adoption, implementation, and ongoing enforcement of the gender equity policy and all related procedures.

The Steering Committee is composed of:

- Chief Talent Officer
- Chief Strategy and Investor Relations Officer
- Chief Total Quality and Sustainability Officer
- Chief Communication & Key Client Officer

According to the management model, this Inclusion and Gender Equity Policy, and all others that have an impact on this issue, will be reviewed periodically to ensure their effectiveness and alignment with DE&I objectives, including those related to gender equity, and are then reconfirmed or updated at the time of the periodic review, as part of the verification and improvement of the management system.

The reference indicators of UNI/PdR125:2022, constitute an important part of the information needed to determine and explain how illycaffè is progressing towards its objectives. In fact, based on these indicators, a strategic and improvement plan is prepared to foster and support the development of an inclusive work environment that expresses corporate values consistent with an inclusive culture.

This Policy for Inclusion and Gender Equity is made available on the corporate intranet so that all employees of the Group can be informed of it and shape their behavior, relationships, and expectations in harmony with the principles illustrated herein and the guidelines related to gender equity, valuing diversity and women's empowerment.

With this document illycaffè reaffirms its ongoing commitment to the here mentioned principles and values, also expressed in the Group's Code of Ethics, and to the creation



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of an inclusive and respectful work environment in which each individual can thrive and contribute to the success of the organization.

Date

Signature

Chief Executive Officer

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