

GENDER EQUALITY POLICY

MSA Damper S.r.l., a company engaged in the design and manufacture of shock absorbers for the railway, automotive and special applications sectors, firmly believes that business activities must be conducted in accordance with the highest ethical principles.

To this end, the Company is committed to allocating the necessary human, technical and financial resources to achieve its gender equality objectives, considering gender equality an integral and strategic element of its organizational management system.

The Board of Directors of MSA Damper S.r.l. has established a **Gender Equality Steering Committee**, responsible for monitoring the achievement of the established objectives and entrusted with dedicated financial resources to ensure their effective implementation.

Within the framework of developing and implementing a **Gender Equality Management System** in accordance with the Italian Reference Practice **UNI/PdR 125:2022**,

MSA Damper S.r.l. is committed to:

- **Supporting the values of diversity, inclusion and gender equality** through full respect for the rights, freedom and dignity of every individual.
- **Promoting women's empowerment** by implementing concrete initiatives aimed at strengthening women's participation, leadership and professional development throughout the organization.
- **Providing an inclusive working environment** free from discrimination of any kind and from behaviours that undermine individuals on the grounds of gender, social background, political beliefs or cultural differences.
- **Promoting an inclusive culture** through appropriate communication, awareness and training initiatives.
- **Implementing communication policies** that foster gender equality and recognize diversity as a source of value for the organization.
- **Applying non-discriminatory recruitment procedures and fair, equitable remuneration policies**, ensuring equal employment opportunities for all Employees and Collaborators on the basis of professional qualifications, competence, merit and performance.
- **Promoting a healthy work-life balance** for all Employees, regardless of gender.
- **Supporting parenthood** as an important stage in both personal and professional development for mothers and fathers alike, including by encouraging the use of parental leave.
- **Implementing policies aimed at preventing harassment**, including sexual harassment, as well as any unwanted conduct or behaviour of a sexual nature, whether physical, verbal or non-verbal, that violates an individual's dignity or creates an intimidating, hostile, degrading or humiliating working environment.

Asti, 10 March 2026

The Management