

GENERAL DIVERSITY, EQUITY AND INCLUSION POLICY



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1. SCOPE OF APPLICATION

This Policy applies to CDP S.p.A. ("CDP").

CDP undertakes to ensure that Companies subject to Management and Coordination¹ by CDP which have adopted a Diversity, Equity and Inclusion Policy consistent with CDP's Policy² incorporate the updates made from time to time to this Policy, in accordance with the principle of proportionality and taking into account the decision-making autonomy vested in the Corporate Bodies of the Group Companies, in particular the Supervised Entities³, as well as the specific sector regulations the latter are subject to.

2. INTRODUCTION

2.1 Reference context

Diversity, equity and inclusion (hereinafter also referred to as "DEI") are fundamental values for the creation of an open, respectful and diverse working environment, where everyone can fulfil their own potential. Each person is unique and different, with his or her own history, experiences, characteristics, abilities and qualities. For this reason, in line with the Goals of the UN 2030 Agenda for Sustainable Development no. 5 (Gender Equality) and no. 10 (Reduced Inequalities), CDP recognises and embraces the value of the principles of Diversity, Equity and Inclusion as an integral part of its culture, its values as set out in the Code of Ethics, and its business operations.

2.2 Purposes of this document

This General Diversity, Equity and Inclusion Policy (hereinafter also the "Policy") defines the guiding principles and operating methods for consistently promoting diversity, equity and inclusion both within CDP's organisational system, fostering an increasingly open working environment for its people, and externally towards other stakeholders, supporting its commitment to all forms of diversity.

3. GENERAL PRINCIPLES

3.1 CDP's commitment to diversity, fairness and inclusion

Recognising diversity, ensuring equity through impartial decisions and creating the necessary conditions for individuals to freely express their value are top strategic factors for CDP, which considers people its most important asset.

To ensure full self-expression, CDP encourages a culture of solidarity, inclusiveness and respect for equal opportunities in all its functions and spheres of operation, without distinction of marital status, gender, gender identity and affirmation, affective-sexual orientation, health status, religious faith, political and trade union views, ethnicity, culture, nationality, age or disability.

This culture is the reflection of an organisation in which diversity, fairness and inclusion contribute to increasing people's trust and sense of belonging, making the company more cohesive in facing work challenges and creating value in the society in which we live.

CDP undertakes to adhere to and actively promote the principles provided for in internal regulations, contractual provisions and standards issued by international organisations, including:

¹ Pursuant to Articles 2497 et seq. of the Italian Civil Code

² CDP Equity S.p.A., CDP Reti S.p.A., CDP Real Asset SGR, SIMEST S.p.A., Fintecna

³ Companies subjected to a system of authorisations, regulations, inspections and information provision by sectoral Regulators (e.g. Bank of Italy and IVASS).

- 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs);
- United Nations Global Compact;
- United Nations Women's Empowerment Principles;
- Universal Declaration of Human Rights;
- UN Guiding Principles on Business and Human Rights
- United Nations Conventions on the Elimination of All Forms of Discrimination Against Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child and on the Rights of Persons with Disabilities;
- Declaration on Fundamental Principles and Rights at Work and the Eight Fundamental Conventions of the International Labour Organization (ILO);
- ILO Violence and Harassment Convention.

As further evidence of its commitment in these areas, and by way of example only, CDP (i) has adopted a number of policy documents, such as the "Businesses for People and Society" Manifesto of the UN Global Compact Network Italy, to strengthen the private sector's commitment to the social dimension of sustainability, and, during the Finance in Common Summit 2020, the "Joint declaration of all public development banks in the world"; (ii) participates in international initiatives (e.g. "No Women No Panel"), undertaking to ensure adequate representation of women at conferences, institutional events and in all communication activities; (iii) develops national and international networking initiatives aimed at promoting gender balance, supporting female entrepreneurship and encouraging inclusion processes to protect underrepresented groups; (iv) supports the CDP Group Women's Association, with the aim of enhancing the role of women within the Group and in civil society, promoting inclusion and non-discrimination, and supporting female employment and entrepreneurship.

This document is also drafted in line with the provisions of the Code of Ethics, which recognises inclusion as a founding value of the CDP Group, as it ensures that all individuals *"can express their potential, enabling them to live in a state of equity and equal opportunities"*.

CDP also undertakes to adopt safeguards and initiatives aimed at ensuring the monitoring and reporting of DEI aspects in the Sustainability Report included in the consolidated Report on Operations, and the effective implementation of the principles set out in this document. This monitoring includes the assessment of specific KPIs against predefined DEI objectives.

3.2 Breakdown of CDP's commitments across the various dimensions of diversity

Diversity among people represents a strategic value, as it contributes to creativity, innovation, productivity and the generation of ideas, fostering a positive working environment and a diverse cultural context. For these reasons, it must be protected and promoted in all its forms, including but not limited to marital status, gender, gender identity and affirmation, emotional-sexual orientation, health status, religious beliefs, political and trade union opinions, ethnicity, culture, nationality, age and disability.

Consistent with these principles, the adoption of innovative technologies and Artificial Intelligence (AI) solutions represents a lever to enable more equitable, transparent and inclusive decision-making processes. CDP ensures their responsible and ethical use, integrating appropriate governance safeguards to prevent bias⁴ and ensure the protection of all dimensions of diversity.

In this context, CDP also promotes inclusive access to physical and digital resources, ensuring that all individuals can fully participate in company processes and benefit equitably from opportunities generated by innovation.

Gender

CDP promotes an environment that fosters gender equality at all levels and the overcoming of all stereotypes. It is committed to policies and actions aimed at promoting opportunities of equal access for all individuals, eliminating the gender pay gap, strengthening and supporting female representation in key roles and promoting awareness initiatives and training activities aimed at disseminating a culture of gender balance.

⁴ Bias in Artificial Intelligence systems derives from distortions in data or models that negatively influence generated outcomes, arising from non-representative datasets or historical, cultural or social patterns. Such distortions may lead to unfair or adverse outcomes for individuals or groups.

Age

CDP undertakes to facilitate dialogue, coexistence and knowledge transfer among individuals of different ages, thereby promoting workplace integration and the development of a multigenerational environment where all professional profiles can be valued and developed.

Disability

CDP promotes equal access to opportunities for all people, regardless of their physical, mental and sensory conditions, enabling everyone to make the best contribution to the company's processes. CDP is committed to identifying and removing anything that could be considered a hidden barrier or a visible cause of discrimination: in the use of spaces, in social participation, in autonomy, in professional development and in access to physical and digital resources.

Culture

CDP fosters, supports and encourages openness to dialogue, integration and multiculturalism both internally and externally, considering this a source of knowledge, innovation and creativity.

Identity, gender affirmation and emotional-sexual orientation

CDP promotes the creation of open and inclusive environments where each person can feel respected and appreciated regardless of their gender identity and/or expression or affective-sexual orientation, rejecting and committing itself to eliminating any form of discrimination, prejudice or any form of micro-aggression, verbal or otherwise.

4. IMPLEMENTATION OF THE GENERAL DIVERSITY, EQUITY AND INCLUSION POLICY

4.1 Strategic areas

Based on the principles described above, in carrying out its activities CDP aims to act on a number of strategic areas with a direct impact on its people, its stakeholders and civil society as a whole, specifically:

Internally, CDP:

- Eliminates all forms of stereotypes and prejudice, proactively identifying elements that hinder the effective elimination of discrimination and penalisation, such as cognitive biases, whether conscious or unconscious, and even implicit expectations of work behaviours that are not objectively necessary to achieve business results.
- Creates relationships based on trust and mutual respect, enabling individuals to express themselves to the fullest without fear of being judged or penalised in relation to their marital status, gender, gender identity and affirmation, emotional-sexual orientation, health status, religious beliefs, political and trade union opinions, ethnicity, culture, nationality, age or disability.
- Commits to identify and implement initiatives in terms of inclusion in its various forms, to develop initiatives dedicated to removing existing barriers, to monitor the achievement of results and to define a plan for continuous and progressive improvement.
- Promotes dignity and respect for each person, adopting a zero-tolerance policy towards any form of violence, intimidation, harassment or persecution.
- Uses language and a communication style that are mindful of respect and inclusion.
- Fosters an environment in which the uniqueness and contribution of all individuals are recognised and valued, promoting inclusive management and leadership styles at all levels.
- Promotes equal opportunities throughout working life, offering opportunities for growth and development according to a meritocratic logic and recognising adequate space for professional fulfilment consistent with the combination of experience/motivation/adaptability of each individual, without distinction of marital status, gender, gender identity and affective/sexual orientation, state of health, religious faith, political and trade union opinions, ethnicity, culture, nationality, age or disability.
- Promotes work-life balance and reconciliation by offering tools and services to support personal well-being, parenting and caregiving.

In its value chain (including business activities and suppliers):

- Supports female employment and entrepreneurship and the role of women in the economy through specific financing initiatives, including through the involvement of private investors.
- Promotes awareness campaigns, partnerships, training and events dedicated to diversity, fairness and inclusion issues, both for its own workforce and for its stakeholders and civil society as a whole.
- Ensures that diversity and inclusion are also adopted and shared by the partners with whom CDP operates (suppliers, business counterparties, stakeholders, etc.).

In implementing these actions, CDP also extends the principles of Diversity, Equity and Inclusion to digital transformation and the use of emerging technologies. In this context, CDP promotes the development and ethical, responsible use of Artificial Intelligence and new technologies, ensuring respect for human rights and preventing bias and discrimination⁵, including through algorithmic fairness⁶.

In keeping with a human-centric approach, CDP and the Coordinated Companies promote solutions that support human decision-making autonomy and provide for appropriate human oversight mechanisms throughout the entire life cycle of Artificial Intelligence systems, ensuring human intervention and review to a degree that is proportionate to the ethical, legal and operational risks involved.

4.2 Areas of action

In order to achieve a diverse, fair and inclusive environment, four macro action areas have been identified that have an impact on CDP's people, business choices, supplier selection and communication methods.

CDP regularly monitors the effectiveness of the actions undertaken and adopts appropriate corrective measures where necessary.

4.2.1 People

Recruitment, selection and hiring

CDP recognises the value of merit in recruiting, selecting and hiring new resources, without any type of discrimination, in full compliance with equal opportunities and the provisions dictated by internal procedures, and is committed to respecting and valuing each person within the organisation, both in the selection process and in defining the responsibilities of their various roles, without distinction as to marital status, gender, gender identity and affirmation, affective-sexual orientation, health status, religious faith, political and trade union views, ethnicity, culture, nationality, age or disability.

For this reason, it is committed to ensuring that recruitment campaigns are based on criteria of objectivity, competence and professionalism, and convey the value of equal opportunities, by ensuring whenever possible the representation of gender and any other possible form of diversity on the long- and short-lists of candidates, so as to guarantee a fair and impartial selection process.

In particular, for all open positions a technical and aptitude assessment phase is envisaged, based on tests and assessment tools selected according to the role to be filled. If the applicant declares, through certification, having a specific learning disorder (SLD), access to specific tools and compensatory measures is guaranteed in compliance with the principle of fairness.

In strengthening the principles of transparency and impartiality, an additional evaluation phase is introduced, conducted by mixed panels composed of Managers from different functions, who interview all shortlisted candidates using a consistent set of questions, aimed at ensuring the most objective comparison possible for the final selection.

Where tools or systems based on Artificial Intelligence are used in recruitment and selection processes, CDP ensures their ethical and responsible adoption, in full respect of human rights and human dignity. Such systems must be designed, trained and implemented to prevent and mitigate bias in data and ensure algorithmic fairness, avoiding discriminatory assessments or recommendations. Human oversight is always ensured to take precedence over algorithms, as an essential safeguard in verifying and evaluating outputs generated by AI.

⁵ In Artificial Intelligence systems, bias and discrimination arise when distortions in data or models – for example, resulting from non-representative datasets or historical, cultural or social patterns – generate outcomes or treatments that are unjustifiably unfavourable for individuals or groups. The "Governance of Artificial Intelligence Solutions" Group Policy therefore requires the use of unbiased data and the adoption of an appropriate governance model that ensures transparency, controls and human oversight to prevent such outcomes.

⁶ Principle whereby Artificial Intelligence systems must be designed, trained, implemented and monitored so as to prevent bias and discrimination, ensuring fair and impartial treatment for all individuals. This objective is pursued through appropriate controls, levels of transparency consistent with the level of risk, and human accountability throughout the entire life cycle of the system.

Compensation

The compensation process is based on principles of transparency and equality and takes account, with unconditional neutrality, autonomy and independence of judgement, of criteria such as individual merit, abilities, skills and performance, while also considering the position held within the organisation⁷.

CDP is committed to analysing and monitoring the gender pay gap annually and to developing strategies and initiatives to remove any identified gaps, in order to actively promote the achievement of equal pay. These objectives may also be achieved through the application of specific remuneration policies and managerial incentive programmes aimed at reducing pay disparities, with particular reference to population clusters with the most significant pay gaps.

Training and development

With regard to training, CDP is committed to ensuring that there is no discrimination in the supply of training programmes and in development paths. These processes are geared towards the professional growth of all people, so as to allow each person to express their full potential through opportunities based on skills and experience.

In the area of training, programmes must be designed and provided with the aim of developing people's skills, ensuring fair participation without any distinction (e.g. gender, age, disability, contractual status).

CDP strengthens the culture of non-discrimination through training programmes aimed at recognising and countering stereotypes and prejudices, addressed to the entire workforce and integrated into the induction process. In an evolving organisational and technological context, CDP also promotes reskilling and upskilling initiatives to develop updated skills, including a conscious understanding of the opportunities and risks associated with the adoption of innovative solutions, including those based on Artificial Intelligence, fostering their responsible, critical and inclusive use.

With regard to professional development, CDP adopts a process for setting objectives, evaluating performance and identifying succession plans based on respect for the principles of transparency, diversity, inclusion and equal opportunities, impartiality, proportionality and competence. This process aims to promote listening and dialogue, ensuring alignment between individual and corporate objectives. In order to ensure fair treatment of the entire workforce, there is mandatory training on unconscious cognitive bias and workshops/courses for managers.

With reference to diversity, inclusion and equal opportunity criteria, CDP commits to ensure a balanced gender proportion through professional development programmes, with the aim of promoting fair career progression that encourages both women and men equally.

Work-life balance

CDP recognises the importance of balancing the private and professional lives of its people, promoting the achievement of their personal/professional ambitions and aspirations.

With this in mind, CDP commits to providing concrete tools and to implement specially organised initiatives to support the reconciliation of private life and work.

Some of the initiatives CDP has undertaken include but are not limited to:

- The adoption of flexible working arrangements (e.g. remote working and flexible hours of arrival and departure) to enable people to better balance the organisation of their private lives with the company's needs.
- The introduction and guarantee of reasonable accommodation measures and tools for people with disabilities and the possibility of more flexible working hours and/or leave to prevent and cope with personal, family or work difficulties.
- The scheduling of meetings and/or conferences during the normal working hours provided for in the company regulations, with exceptions made solely for proven and relevant business needs.
- The identification of organisational measures aimed at ensuring, outside normal working hours, the "right to disconnect".
- In line with the company strategy, the provision of initiatives and services aimed at promoting individual well-being and improving the workplace climate in an integrated, continuous manner. People-caring initiatives, developed also with the support of leading partners, are periodically updated to ensure a broad, innovative offering in an increasingly stimulating working environment attentive to both the psychological and physical health of its people.

⁷ See Chapter 4.2 Financial Well-being of the General Well-being Policy.

- The recognition of measures and instruments for parenting and caregiving.
- The encouragement of flexibility in the use of part-time work to meet the needs of its people, accompanying them both when making the initial request, giving priority to requests related to parenting or serious family and/or personal difficulties, and when returning to full-time work.

Awareness

CDP recognises the central role of organisational culture in promoting a fair, inclusive working environment that respects diversity. To this end, it promotes behaviours and communication approaches based on respect, listening and valuing differences, aware of the impact that language and attitudes can have on interpersonal relationships and well-being. People within the organisation are continuously informed and updated on Diversity, Equity and Inclusion topics through internal communications, training, discussion forums and engagement activities.

CDP also encourages all individuals to implement the principles and intentions set out in this Policy, as respect for all forms of diversity at all levels of the organisation is a key component of its strategy.

4.2.2 Business

In order to make its commitment to implementing and broadly disseminating a policy for the inclusion of all forms of diversity more concrete, CDP undertakes to consider the aspects associated with diversity as an additional criterion that contributes to guiding financing and investment decisions.

CDP progressively equips itself with tools to support decision-making processes that provide a comprehensive assessment, both at the counterparty and initiative level, from an environmental and social perspective, promoting those with the greatest impact on sustainable development dimensions (sustainability criteria). In particular, in the analysis of counterparties carried out through the SDA – Sustainable Development Assessment – model, CDP promotes diversity and inclusion in line with the guidelines defined by the General Responsible Lending Policy, which provides for systematic limitations on counterparties or initiatives that do not comply with ethical principles such as non-discrimination on the grounds of ethnicity, religion or gender, and also prioritising projects aimed at guaranteeing employment inclusion, with a particular focus on women and young people.

When Artificial Intelligence systems are used to assess financing/investment transactions, CDP pays particular attention to preventing algorithmic bias and undertakes to avoid the presence of prejudice or discrimination in the data or the model, which may be reflected in the outputs provided by such systems, ensuring that decision-making remains the responsibility of individuals and that human oversight takes precedence over algorithms.

Furthermore, CDP promotes programmes aimed at identifying, financing and supporting individuals and companies capable of generating a positive social impact, including but not limited to female entrepreneurship or companies based in disadvantaged areas (e.g. with GDP per capita below the national average).

4.2.3 Purchases

In the process of selecting suppliers of goods, services and works, CDP commits to consider appropriate evaluation criteria aimed at promoting equal opportunities, including generational and gender equality, as well as fostering labour inclusion and non-discrimination, with a view to achieving broader compliance with social standards.

This approach operates in full alignment with the applicable regulatory framework, both internal and external, and is based on the gradual adoption of participation requirements and bid evaluation criteria differentiated according to the relevant procurement sector.

In accordance with the principles of the Procurement Code, where Artificial Intelligence systems are used in supplier selection processes, CDP pays particular attention to preventing algorithmic bias and commits to avoid the presence of prejudice or discrimination.

mination in the data or the model, which may be reflected in the outputs provided by such systems, ensuring that decision-making remains the responsibility of individuals and that human oversight takes precedence over algorithms. Furthermore, for the procurement process, CDP may require suppliers of AI solutions to provide declarations of compliance with the principles of algorithmic non-discrimination, documentation on bias testing, and guarantees of transparency, interpretability and traceability of algorithmic decisions.

4.2.4 Communications

Internally, CDP undertakes to keep its people informed about developments in Diversity, Equity and Inclusion topics through its communication and engagement tools, and commits to launching and/or participating in awareness initiatives and campaigns, including through corporate volunteering initiatives, to ensure the consistent, attentive application of the principles set out in this Policy.

Furthermore, for the matters within its direct purview, it commits to ensuring that all employees have full accessibility to content (e.g. subtitled audio, translations into Italian Sign Language (LIS), web/web app/mobile app accessibility).

Externally, CDP commits to communicate periodic updates through its dissemination channels, including through the reporting of non-financial indicators, via the publication of the Sustainability Report included in the consolidated Report on Operations and similar documents (e.g. half-yearly report).

Furthermore, for the matters within its direct purview, CDP commits to verify that any content generated using AI complies with inclusive language, does not reproduce stereotypes and meets digital accessibility standards.

Finally, by joining the "No Women, No Panel" international initiative, CDP commits to provide all necessary support to ensure adequate representation of women at conferences, institutional events and talks organised and promoted both by CDP and by external parties, and in all forms of communication.

4.3 Principle of inviolability of the person

CDP prohibits any form of violence, intimidation, discrimination, harassment or mistreatment, and is committed to creating a working environment in which each person feels protected, safe and respected, also in line with the Code of Ethics, which "*values respect for the physical, moral and cultural integrity of people, promoting a work environment inspired by motivation, involvement and teamwork, and counteracts all forms of violence, mobbing and harassment, including psychological harassment, to protect the dignity of every person*".

Any person who believes they have been discriminated against, intimidated, bullied, harassed or witnessed physical, verbal or moral abuse is required to report such abuse as soon as possible.

4.4 Tools for monitoring and checking violations

Violations of the principles contained in this document represent a breach of the Code of Ethics, and therefore also of the 231 Model, and shall be dealt with in accordance with its provisions.

CDP has put in place a reporting system for such violations pursuant to the Whistleblowing Decree. For more details, see the Group Policy on "Management of Whistleblowing Reports".

5. ROLES AND RESPONSIBILITIES

In order to spread the values of diversity and inclusion as broadly as possible, CDP ensures structured monitoring of these issues.

Board of Directors

- Approves the strategy and policies on Diversity, Equity and Inclusion.

Chief Executive Officer

- Assesses proposals for corporate diversity and inclusion strategies, as well as action plans, initiatives and targets.
- Is kept regularly informed of the progress of activities and targets, to verify compliance with policies and the implementation of strategies.

Risk and Sustainability Committee

- Issues opinions on diversity and inclusion strategy, taking into account relevant guidelines and regulations, as well as legitimate expectations arising from dialogue with key stakeholders, in line with the Group Strategic Plan and the ESG Plan.
- Issues an opinion to the Board of Directors on this document and on any revisions.
- Guarantees completeness and transparency in any relevant reports.

Investment Management, People, Transformation, and External Relations Department

- Formulates proposals on company strategy in the area of diversity and inclusion, defining initiatives and related target promotion and action plan.
- Monitors the progress of activities, targets and relevant processes, implementing any corrective actions, and defines participation in any certifications in the area of Diversity, Equity and Inclusion.
- Periodically informs the Bilateral Commission⁸ of the above activities, gathering any feedback.
- Implements the plans defined in relation to CDP's human capital as regards DEI issues.
- Collects any reports of conduct that is not compliant with the Policy and manages follow-up actions.
- Coordinates with the contact persons of the Group Companies for the dissemination, management and application of the activities referred to in the preceding points, including at Group level.
- Defines the governance model relating to new technologies, security and Artificial Intelligence, in order to ensure, among other things, compliance with the above-mentioned principles.
- Coordinates activities to update and adapt this General Policy.
- Oversees the promotion of this Policy and related initiatives among internal and external stakeholders, strengthening its positioning, including through engagement and communication initiatives both internally and externally.
- In collaboration with the other relevant organisational units, ensures dialogue with civil society in order to gather, monitor and guide positioning on issues relevant to the definition of the contents of this document.

Administration, Finance, Control and Sustainability Department

- Ensures the monitoring of developments in this area within the broader sustainability strategy, in close coordination with all corporate centre and business structures, to verify alignment between internal objectives and market developments, also with a view to promoting improvement.
- Supports corporate centre and business structures in defining ESG Plan objectives, monitors their progress, and develops initiatives on Diversity, Equity and Inclusion aligned with the achievement of such Plan.
- Coordinates the reporting and monitoring of KPIs in line with international standards and regulatory developments.

Sector Strategies and Impact Department

- Ensures the Sustainable Development Assessment (SDA) in line with CDP's general responsible policies and the principles set out in this Policy, and promotes projects aimed at inclusion, with particular reference to women and young people, thereby contributing to driving CDP's intent in this regard.

⁸ In accordance with Article 16 of the applicable national collective labour agreement.

Additionally, the **Diversity, Equity and Inclusion Committee** was established to: (i) ensure continuous oversight of Diversity, Equity and Inclusion matters, (ii) support senior management in defining the Diversity, Equity and Inclusion Plan, (iii) verify its proper adoption and implementation and support the above-mentioned organisational units in executing their activities.

This Committee is composed of:

- Chief Executive Officer or delegate⁹
- Head of People and Organisation or delegate¹⁰
- Sustainability Manager

The Diversity, Equity and Inclusion Committee:

- Ensures that the principles set out in this Policy are complied with.
- Drafts the Diversity, Equity and Inclusion plan as a proposal for the Chief Executive Officer and the Board of Directors, verifies its proper adoption and implementation, and reviews it periodically, at least annually.
- Shares the plan with the Bilateral Commission, gathering any suggestions.
- Issues an opinion on the Diversity, Equity and Inclusion Policy, in accordance with the roles and responsibilities assigned to senior management.

With a view to active collaboration, a Bilateral Commission¹¹ (composed equally of employer representatives and members appointed by trade union representatives) has been established, with which to share the Diversity, Equity and Inclusion plan and related policies and initiatives, and to maintain an ongoing dialogue on these matters.

6. RULES FOR THE DISSEMINATION, MONITORING AND UPDATING OF DEI POLICIES

CDP undertakes to disseminate the contents of this Policy and to make it available to all stakeholders on the company intranet and on its website with a view to transparency and cooperation. The principles enshrined in the document are disseminated through special communication sessions, tools and actions to engage, dialogue and listen to both internal staff and stakeholders (customers, investors, rating agencies and civil society organisations) for a better understanding of their legitimate expectations on issues of diversity, equity and inclusion, as well as to ensure the document's consistency with the changing context it operates in.

In the interest of transparency, each year CDP publishes information on Diversity and Inclusion topics on its website within its sustainability reporting, in compliance with the European Sustainability Reporting Standards, as required by the Corporate Sustainability Reporting Directive.

Furthermore, CDP commits to:

- Periodically monitor the progress of all the strategic lines of action deriving from the implementation of this Policy through the use of indicators developed annually.
- Produce transparent and comprehensive reports on the progress of the action plans and the results achieved.

This document is subject to periodic review, partly (but not exclusively) to reflect regulatory and legislative developments, changes to the reference context and consequent revisions of the CDP strategy. In any case, this document is reviewed every three years.

⁹ Diversity, Equity & Inclusion Manager

¹⁰ Head of Selection, Human Resources Management and Trade Union Relations

¹¹ In accordance with Article 16 of the applicable national collective labour agreement.

7. ANNEX

7.1 Glossary

- **UN Agenda 2030¹²**: plan of action for people, the planet and prosperity signed in September 2015 by the governments of the 193 UN Member Countries. It incorporates 17 Sustainable Development Goals (SDGs) in a major agenda for action with a total of 169 targets.
- **Parent Company**: Cassa Depositi e Prestiti S.p.A. (also CDP S.p.A.).
- **Environmental, Social and Governance (ESG)**: refers to environmental, social and governance factors that qualify an activity as sustainable.
- **Artificial Intelligence (AI)**: an automated system designed to operate with varying levels of autonomy, exhibiting adaptability after deployment and, for explicit or implicit objectives, infers from the input it receives how to generate outputs such as content, recommendations, predictions or decisions that may influence physical or virtual environments, including generative Artificial Intelligence systems (GenAI).
- **Sustainable Development Goals (SDGs)**: 17 goals agreed by the United Nations that aim to achieve a total of 169 targets relating to economic and social development, including poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, urbanisation, the environment and social equality.
- **Group Companies**: the directly controlled companies subject to management and coordination by CDP pursuant to Article 2497 et seq. of the Italian Civil Code.
- **Structure/Organisational Unit**: any component of the organisational structure regardless of the type, hierarchical role, weight or complexity of the position.

The Policy was initially approved by the Board of Directors on 2 August 2022, and this update was approved by the Board of Directors on 19 March 2026.

¹² <https://unric.org/it/agenda-2030/>