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POLICY FOR RINA S.P.A. AND ITS ITALIAN-LAW SUBSIDIARIES

GENDER EQUALITY POLICY

Revision	Date	Drafted	Checked	Approved
0	26/03/2026	CFP	PSL	CL014

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Within this Policy, any reference to RINA refers to RINA S.p.A. and its Italian-law subsidiaries. The Gender Equality Policy is defined in alignment with the RINA Group's DEIB Policy and with the principles of UNI/PdR 125:2022, integrating with the commitments undertaken by the Group in the areas of diversity, equity, and inclusion.

RINA recognizes the value of its people and promotes their growth, considering it a fundamental pillar for sustainable development, individual well-being, and the achievement of excellent performance based on merit and inclusion.

Top Management formally undertakes the commitment to a Gender Equality Policy, defining its guidelines and ensuring the necessary organizational support, also through the involvement of the Global Diversity, Equity, Inclusion & Belonging (GPDEI) function.

Core Principles and Commitments

The RINA Group has adopted a Code of Ethics, based on the conviction that it is essential to identify the values that must guide the way its companies operate and ensure the fulfilment of their responsibilities, positioning itself as a reference model for all those who work with or come into contact with them.

In line with this commitment, and in accordance with the statements set out in the "DEI&B Strategic Plan 2030", a Gender Equality Strategic Plan (Piano Strategico 2025–2028 – Focus su UNI/PdR 125:2022) has been developed. This plan aims to measure, report, and assess gender-related data, with the objective of addressing any gaps and embedding the principle of gender equality into the company's DNA, ensuring sustainable and long-lasting change. This commitment translates into concrete actions to:

- create an impartial, inclusive, and socially responsible corporate ecosystem, starting from the recruitment phase and throughout the entire employee lifecycle;
- ensure equal opportunities for professional and personal growth and development;
- guarantee pay equity at all levels;
- implement measures to support shared parenting and work-life balance;
- eliminate any form of discrimination or abuse, promoting a principle of "zero tolerance."

The principles and commitments described herein represent the reference framework for defining gender equality objectives and the actions set out in the Gender Equality Strategic Plan.

Governance, Monitoring and Training

Gender equality governance is ensured by Top Management through a dedicated oversight body responsible for guidance and monitoring, entrusted to the DEI&B Steering Committee. The Committee is also responsible for:

- Monitoring the implementation of this Policy and ensuring the effective and continuous implementation of the RINA Group's Diversity, Equity and Inclusion Policy and related plans;
- Promoting a culture of diversity at all levels of the organization through awareness-raising initiatives in line with the Group's strategic plan;

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- Monitoring the KPIs of the “Global DEI&B Strategic Plan 2030” and of the “Gender Equality Strategic Plan” (Piano Strategico 2025–2028 – Focus su UNI/PdR 125:2022) assessing their effectiveness and initiating corrective and improvement actions, in accordance with the evaluation areas of UNI/PdR 125:2022: governance, HR, opportunities for growth, pay equity, parenting and work-life balance, prevention of abuse and discrimination.

RINA promotes continuous training and awareness-raising activities on gender equality, prevention of stereotypes, and inclusive culture, with particular attention to managerial roles and decision-making processes.

Top Management and the DEI&B Steering Committee are committed to ensuring the continuous improvement of gender equality performance, adopting corrective measures should any discrepancies from the established targets emerge.

Relationships with Suppliers and Stakeholders

RINA promotes, in its relationships with suppliers and relevant stakeholders, a culture based on the principles of inclusion, equal opportunities, and women’s empowerment, as well as the prevention of any form of intimidation, threat, or harassment.

These principles are integrated into supplier relationships through the Supplier Code of Conduct and, more broadly, guide interactions with all external stakeholders in alignment with the RINA Group’s Code of Ethics, this Policy, and the Diversity, Equity, Inclusion & Belonging Policy.

Reporting and Protection Framework

RINA monitors the implementation of its corporate policies and codes and promotes the use of the reporting channel (<https://whistleblowing.rina.org>). Reports may also be submitted anonymously and are handled with the utmost confidentiality. RINA protects individuals who report in good faith from any form of intimidation or retaliation and does not disclose the whistleblower’s identity without their consent.

RINA is committed, also with the support of the DEI&B Steering Committee, to ensuring a working environment free from any form of discrimination or abuse, fostering relationships based on fairness, equality, care, and respect for individual dignity.

Conclusion

The Gender Equality Policy is communicated and disseminated within the organization and to relevant stakeholders and is subject to periodic review by Top Management in collaboration with DEI&B Steering Committee.

It is updated whenever necessary to ensure continuous alignment with organizational needs and the evolving context.



Carlo Luzzatto
CEO e General Manager

Genova, 26 marzo 2026

