

GENDER POLICY

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Drafted by:	Group Diversity, Equity & Inclusion (DEI) Division	
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	Reale Ites S.r.l.	
	Blue Health Center	
	Italnext S.r.l.	
	Rem Intermediazioni S.r.l.	
	Reale ITES ESP S.L.	
	Reale Immobili España S.A.	
	Reale Seguros Generales S.A.	
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1. Introduction

1.1. Purpose of the Document

This document, drafted in accordance with the UNI/PdR 125:2022 guidelines, aims to provide a framework for the management system and methodological approaches to defining objectives and actions related to gender equality in the Reale Group, with the ultimate goal of achieving certification based on document issued by the Italian Standards Body (*Ente italiano di normazione*, UNI). The document outlines policies in this area for Reale Mutua, Italiana Assicurazioni and Blue Assistance, and steers the approach of other Group companies.

The UNI 125:2022 Reference Practice (*Prassi di riferimento*, PdR) requires structuring and adopting a set of key performance indicators (KPIs) specific to gender policies in organisations, particularly for Italian legal entities, as the PdR is the standard for Italy.

It also entails measuring, reporting, and evaluating gender-related data in organisations to bridge existing gaps and integrate a new paradigm of gender equality. The goal is to foster sustainable and enduring, as well as gradual and progressive change within organisations.

Certification offers many benefits to the organisation and all its stakeholders, who can recognise the Group's commitment to gender equality and inclusion, aligned with its founding principles of mutuality and sustainability.

This certification aligns with the Group's Code of Ethics, the commitments made by Reale Mutua as a benefit corporation (*società benefit*) in its articles of association, and the actions outlined in the "Benefit Plan" under Purpose no. 2. It allows companies to strengthen their capabilities, enhance their sense of belonging, and pursue continuous improvement in terms of company culture, business climate, and reputation, while also improving the internal efficiency of business processes.

The document comprises four main parts: an introduction, a section on general principles related to the business processes involved, guidelines for the adoption and dissemination of the policy, and a section on the reference governance. The governance section, in particular, identifies the roles, duties, powers, responsibilities, operational characteristics, and the reporting and autonomy capacities in the performance of the relevant activities.

The next section of the document outlines the details of elements that further define the contents of the policy.

1.2. Approval, Review and Effectiveness of the Document

The document is prepared by the Diversity, Equity & Inclusion (DEI) division in coordination with the Advisory Committee for Gender Equality (*Comitato guida per la parità di genere*, CGPG) and approved by the board of directors of the parent company, following review by the Policy Management Committee, the Sustainability Committee, and the Group Audit and Risk Committee (*Comitato per il controllo interno e i rischi di gruppo*, CCIRG).

Subsequently, it will be ratified by the boards of directors of the other Group companies to allow for the approval of similar documents in accordance with relevant regulations and their specificities, while complying with the parent company's guidelines.

The document is subject to revision by resolution of the parent company's board of directors if the need arises due to events, audits, changes, or the results of continuous monitoring.

It becomes effective from the date of its approval by the parent company's board of directors.



1.3. Legal Bases (External and Internal)

The UNI/PdR 125:2022 Reference Practice is not an Italian standard but rather a document published by UNI as provided by EU Regulation No 1025/2012. It reflects the outcomes of the discussions held during the round table consultations on the gender certification of companies, provided for by Mission 5 of the National Recovery and Resilience Plan (*Piano nazionale di ripresa e resilienza*, PNRR) and coordinated by the Department for Equal Opportunities. Government agencies participating in the initiative included the Department for Family Policies, the Ministry of Economy and Finance, the Ministry of Labour and Social Policies, the Ministry of Economic Development, and the National Equality Counsellor.

This Reference Practice, similarly to other Group practices, aligns with our Code of Ethics, the relevant National Collective Bargaining Agreement (*Contratto collettivo nazionale*, CCNL), and the Company Supplementary Agreement (*Contratto integrativo aziendale*, CIA).

1.4. Scope of Application

The document applies to the following Group companies:

- Italian insurance companies: Società Reale Mutua di Assicurazioni (the parent company, or holding) and Italiana Assicurazioni S.p.A.
- insurance companies based abroad: Reale Seguros Generales S.A., Reale Vida y Pensiones S.A., Real e Chile Seguros Generales S.A., and Ydrogios Insurance
- Italian and foreign instrumental undertakings: Reale Ites (ITA and ESP), Blue Assistance S.p.A., Reale Immobili S.p.A., Italnex S.r.l., REM Intermediazioni S.r.l., Reale Immobili España S.A., and Blue Health Center
- Banca Reale S.p.A., which is subject to specific industry regulations and supervision by the relevant authorities

The binding scope of application primarily applies to companies operating in Italy, as the UNI/PdR 125:2022 document currently regulates for activities within Italy.

2. General Principles

At Reale Group, we deeply value diversity and recognise the unique contributions of every individual. We foster equal opportunities for professional and personal growth across the company. We believe in identifying, supporting, and nurturing talent in a fair and inclusive manner, embracing diversity and balance in all aspects of our organisational decisions. Aligned with our purpose of taking care of people for a better world together, our vision of developing the well-being of people and communities, creating trust over time, and our mission of protecting and helping people with simple and sustainable solutions inspired by our principles of mutuality, we uphold values that have defined us for nearly two centuries. These principles shape our identity and guide our actions, and include values such as mutuality, people-centricity, sustainability, and service excellence.

Moreover, Reale Group is dedicated to advancing Goal 5 of the United Nations 2030 Agenda (achieve gender equality), in line with our Code of Ethics and Sustainability Strategic Plan.

Promoting a culture of gender equality is a key element of our People Strategy and is essential to ensure top performance in line with the principle of meritocracy and, more generally, in harmony with our values of mutuality and sustainability.



Our People Strategy supports the Strategic Plan and guides our workforce in dealing with transformation across three key areas: Become (learning and making progress), Believe (seeking personal meaning), and Belong (fostering positive relationships). Reale Group has committed to implementing this Gender Policy, designed to recognise, value, and support diversity and equal opportunity in the workplace. To ensure effective implementation, we have established an action plan and a management model to bolster compliance with defined standards over time. Progress will be monitored through specific KPIs integrated into our management system documentation.

Reale Group has specifically decided to reference the KPIs outlined in point 5 of the UNI/PdR 125:2022 Reference Practice. These KPIs will be a significant part of the information used to monitor the achievement of the specified objectives.

This Group's Gender Policy is:

- a) defined by senior management in accordance with the guidelines provided by the parent company's board of directors and in coordination with the Advisory Committee for Gender Equality
- b) communicated and disseminated within the organisation and to its stakeholders
- c) supported by training and awareness-raising initiatives addressed to corporate management
- d) updated periodically based on occurrences, audits, changes, and results of continuous monitoring
- e) coordinated by the Chairperson of the Advisory Committee for Gender Equality, who possesses appropriate organisational and subject matter expertise

This policy is directed at all individuals working in and for Reale Group, including suppliers, policyholders/insured individuals, clients, and intermediaries, to increase its impact on their network and value system, serving as a model for other companies.

This document outlines the guidelines to be followed through specific business practices and processes to achieve a work environment that fosters gender equality throughout the entire cycle of selection, management, development, and career progression.

2.1. Recruiting and Hiring Processes

Reale Group is committed to seeking and hiring individuals from diverse backgrounds and abilities, aiming for gender equality both in the selection and job placement phases by defining a gender-balanced shortlist of candidates.

At the same time, Reale Group undertakes to leverage merit in its different forms, using experience, skills, and competencies to guide the selection of the most suitable profiles.

The selection process employs a uniform approach to ensure equal opportunities at every stage. Additionally, the company guarantees that all individuals involved in recruitment, such as recruiters and line managers, have access to appropriate training on gender equality and cognitive biases. This training helps mitigate negative impacts on the selection and hiring processes and enhances overall people management.

2.2. Annual Performance Appraisal System

The performance appraisal process fosters ongoing communication between line managers and employees, acknowledging each



individual's contribution to the company's goals and challenges. This process also promotes the creation of development plans free from gender discrimination, encouraging positive dialogue aimed at empowering individuals through the use of feedback as a tool for continuous growth.

The HR Department is dedicated to ensuring that the entire annual performance appraisal process is devoid of gender discrimination. Reale Group is committed to integrating diversity and inclusion into the leadership model and, consequently, into the performance management system.

2.3. Training, Professional Development and Communication

Reale Group is dedicated to providing equal opportunities for growth without gender distinctions, following clear standards aligned with performance management and talent development processes.

Training sessions are organised for all employees to raise awareness of the value of diversity, gender equality, inclusion, and the positive impact these values have on company results.

In particular, all line managers are made aware of issues related to unconscious bias and the importance of inclusive behaviour. Furthermore, Reale Group is committed to involving all staff equally, regardless of gender, ability, ethnicity, sexual orientation, or religious orientation, in all actions and training programs.

2.4. Tapping into High-Potential Talent and Promoting Successful Career Paths

Reale Group promotes meritocracy and respect for individuals regardless of gender. The Group ensures that talent development and succession planning processes include a balanced selection of candidates from under-represented genders, aiming for equality in managerial positions.

It strives to achieve equal representation of women and men in internal appointment processes, ensuring that the candidate lists for managerial positions are balanced.

2.5. Definition of Short- and Medium- to Long-term Remuneration Policies

Reale Group's remuneration policy is consistent with the organisation's values, purpose, vision, and mission, supporting its ambition by incentivising actions and behaviours that manifest its culture and values. This policy adheres strictly to principles of diversity, equal opportunities, skill enhancement, professionalism, gender equality, and non-discrimination as outlined in the Code of Ethics.

Compensation criteria, processes, and short- to medium-term incentive systems are designed to recognise assigned responsibilities, achieved results, and the quality of professional contributions. These considerations factor in market standards applicable to similar roles in terms of complexity and responsibility.

The Group endeavours to ensure gender equality and fair and equal access to employee compensation, irrespective of gender.

2.6. Work Organisation Management

The Reale Group aims to support the work-life balance of its personnel throughout their tenure with the company, offering flexible



work arrangements, including target-based or remote work options.

The company also supports its personnel during extended periods of absence, ensuring equitable treatment during and after the leave, maintaining communication with the company, and facilitating their smooth return.

Additionally, Reale Group is committed to combating sexual harassment at work through targeted awareness programmes aimed at raising awareness among individuals in their daily behaviours.

2.7. Reports and Violations

Reale Group encourages individuals to communicate their ideas and proposals for organisational changes, promoting dialogue and discussion, including the option of anonymity. This initiative aims to enhance protection and accountability regarding various circumstances, such as:

- physical, verbal, and online abuse (harassment) against employees
- sexual harassment of employees
- discrimination in recruiting and hiring phases
- discrimination in equal opportunities for professional development and promotions
- lack of respect for workers' rights related to parenting and care giving
- lack of respect for workers' rights related to work-life balance
- gender pay gap

All inquiries or reports can be submitted to the dedicated mailbox at paritadigenere@realegroup.eu. Reports of violations of any of the above items must be submitted through the existing whistleblowing platform in accordance with Legislative Decree no. 24/2023.

2.8. KPI Measurement

Reale Group employs a dashboard-based monitoring system to ensure the effective management of gender equality objectives. The dashboard includes key performance indicators that reflect the overall performance of initiatives across the company. It is regularly updated and shared with the Advisory Committee for Gender Equality, and as necessary, with relevant boards of directors and committees.

3. Implementation and Dissemination

Reale Group's Gender Policy is accessible to all stakeholders through the corporate website, individual legal entity websites, and the corporate digital workplace. It is available at <https://www.realegroup.eu/IT/>.

Any incident should be reported to the Advisory Committee for Gender Equality at the dedicated email address paritadigenere@realegroup.eu or through the whistleblowing platform, as outlined in Section 2.7 of this Gender Policy.



Reale Group is committed to allocating a suitable budget for the Gender Equality Management System, as detailed in the Strategic Plan document, which outlines corrective actions to maintain certification.

4. Governance

4.1. Roles, Functions, and Duties

As prescribed by the aforementioned UNI practice, and to ensure the effective adoption and continuous application of the Gender Policy, Reale Group establishes the Advisory Committee for Gender Equality. This committee serves as an assurance body with propositional, advisory, and audit functions to support the Group Management Committee in decision-making.

The Chairperson of the Advisory Committee for Gender Equality at Reale Group represents senior management both within and outside the organisation. They are tasked with conducting awareness-raising and relationship-building activities related to their mandate to promote and implement gender equality.

5. Annexes

We hereby attach the UNI/PdR 125:2022 Reference Practice published by the Department for Equal Opportunities of the Presidency of the Council of Ministers 16 March 2022.

