

TAGES CAPITAL SGR S.p.A.

Diversity and Inclusion Policy





Introduction

Tages S.p.A., as Parent Company of the Group, in line with its founding values, undertakes to recognize and support the importance of conduct aimed at enhancing diversity and inclusion, in the belief that the tangible positive effects on the workplace deriving from such principles will, in turn, produce an improvement in the overall company performance.

At Tages Capital SGR, we prioritize being an equal opportunity employer because we firmly believe that diversity and inclusion are essential elements for achieving success. With this in mind, we are dedicated to establishing a work environment that appreciates and embraces the diverse backgrounds, experiences, and perspectives of our workforce. We strive to ensure that each individual feels valued, respected, and empowered, as we recognize the importance of diverse viewpoints in fostering innovation and success.

This Diversity and Inclusion Policy ("Policy") intends to outline the principles and actions to create and maintain a work environment free from any form of discrimination, abuse or harassment, and aimed at protecting the psychophysical, moral and cultural integrity of workers through conditions respecting people's dignity and the enhancement of differences.

This Policy does not form part of an employee's contract of employment but is an important document that defines our principles and process to achieve diversity, equity and inclusion and outlines our commitment to fostering an inclusive workplace where all employees have equal opportunities to thrive, grow and contribute regardless of gender or race. Tages Capital SGR reserves the right to change this policy at any time and without notice. However, the SGR will endeavor to be reasonable when amending or updating the policy.

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Relevant definitions

Diversity, Equity and Inclusion (DEI) sit at the heart of our company’s culture and is key to our business success and our stakeholders

Term	Definition
Diversity	It refers to the differences or characteristics that make people unique, including differences in age, disability, sex, race, religion, sexual orientation, neurodiversity, nationality, and educational or socioeconomic background. Tages diversity is represented in the variety of perspectives represented within our diverse and inclusive workforce.
Equity	It refers to fairness and justice, within Tages it is represented in the SGR’s commitment to ensure all employees access the same opportunities, resources, and treatment, assessing them based on their skills, competences, knowledge, and abilities in the workplace rather than their personal characteristics. In this sense Tages aims to ensure that all our employees have the same access for professional development, career advancement and business opportunities.
Inclusion	For us inclusion relies in ensuring a diverse working environment and working culture where everyone feels comfortable and confident to be themselves.
Direct Discrimination	Direct discrimination is defined as treating a person less favorably than others are, or would be, treated in the same or similar circumstances
Indirect Discrimination	Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of one group of people and cannot be justified

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Purpose and scope of the document

Tages Capital SGR aims to foster a diverse and inclusive environment respecting and valuing the diversity and unique contributions of all individuals and offering equality by:

1. Ensuring that job applicants, employees and contractors do not receive less favorable treatment on the grounds of race, ethnic or national origins, religious beliefs, nationality, colour, disability, sex, gender, age, marital or civil partnership status, pregnancy, maternity or responsibility for dependents, sexual orientation.
2. Addressing areas of potential discrimination to ensure that employment arrangements, pay, training and development opportunities are offered equitably and appropriately.
3. Creating a culture that is fully inclusive.
4. Consulting with employees, as appropriate, about the development and implementation of equality initiatives.
5. Delivering DEI training (including unconscious bias) for all staff and hiring managers.

Tages will strive to prevent (direct or indirect) discrimination on any grounds relating to the below protected characteristics:

- a) Age or perceived age
- b) Disability
- c) Gender reassignment
- d) Marital and civil partnership status
- e) Political opinion or affiliation
- f) Pregnancy and maternity
- g) Race, colour, nationality, national origins, ethnic origin
- h) Religion and belief
- i) Sex
- j) Sexual orientation

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Our Responsibilities as an Employer

Tages SGR guarantees equal opportunities in all business processes, including personnel management, selection, assignment of roles, training, professional development and the definition of remuneration and welfare systems.

Our approach to recruitment and selection is a key factor in our DEI policy. We have set out the following principles to support our commitment to ensuring fairness and equity in the process:

1. Tages will ensure that all applicants are treated fairly at every stage of the recruitment process.
2. At each stage of the process, Tages SGR will consider any additional needs or requirements of applicants for example, making reasonable adjustments to accommodate the needs of those with a disability.
3. Tages SGR will conduct spontaneous CV recollection from different university platforms and select candidates on the base of study and competences.
4. Advertisements are carefully worded to ensure that no unfair restrictions or requirements are placed on minority groups and that the qualifications required are no more than is specifically necessary for the role.
5. Selection criteria are, and will continue to be, reviewed to ensure that individuals are selected based on their relevant merits and abilities for the role. This helps ensure potential unconscious bias is removed from the process.
6. Applicants shall be informed that Tages SGR is an equal opportunity employer.

In addition to the above, Training, Promotion and Career Development are fundamental to the DEI policy. Below sets out our approach in these areas:

- i. Tages SGR will not discriminate in the provision of training, development and promotion opportunities. Training provided will reflect the individual’s development needs and the business needs.
- ii. All employees take part in the annual appraisal process and are encouraged to identify training/development opportunities in discussion with their manager.
- iii. Promotion and appointment to roles will be made strictly on merit.

Additionally, Tages SGR commits to remunerate based on competence, knowledge, experience and performance, ensuring equitable remuneration to all employees avoiding any type of discrimination.

Your Responsibilities as an Employee

- It is expected that employees irrespective of position, will comply in every respect with this document in order that their behavior at work does not unfairly discriminate against others, whether internal or external to the firm.
- Where training is available, employees are expected to undertake this as appropriate.
- All employees are expected to treat colleagues in a fair and respectful manner. Any direct/indirect discrimination or harassment relating to any of the protected characteristics shall be treated as a disciplinary offence under the Company’s formal Disciplinary Procedure.
- If an employee feels that they have been subjected to any form of discrimination, harassment, or intimidation they should report the matter in the first instance to their Line Manager or HR department or follow the whistleblower procedure.

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Implementation & Monitoring

The Policy is proactively communicated to all Personnel according to the areas of operation, roles and responsibilities. Managers will be responsible for bringing this document to the attention of staff within their department/team.

The D&I policy is also communicated to all employees through specific training sessions as part of our culture and principles that we want to promote both internally and externally to our company, being an integral part of our concept of corporate well-being.

Tages SGR will continue to ensure that this document and its implementation are properly and adequately monitored. In addition, the company will review the document regularly to ensure compatibility with evolving legislation and developments in good employment practices.

Tages SGR also set up the Remuneration Committee, which, among other things, is involved in an evaluation of the gender pay gap.

We regularly monitor the application of our D&I policy and evaluate the results of our activities through dedicated KPIs, tools and risk assessment activities. Our D&I policy is reviewed annually considering internal results and external international trends. Some of the KPIs we constantly monitor are:

- % of women in management roles;
- % of women among new hires;
- board gender diversity
- gender pay gap;
- average annual salary increase of women compared to men for the same role;
- number of incidents of discrimination or misconduct reported each year;
- regular monitoring of employee satisfaction index results in relation to company values based on questionnaires;
- female job promotion
- days spent on maternity or paternity leave
- results of exit interviews in relation to reasons to resignation.

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