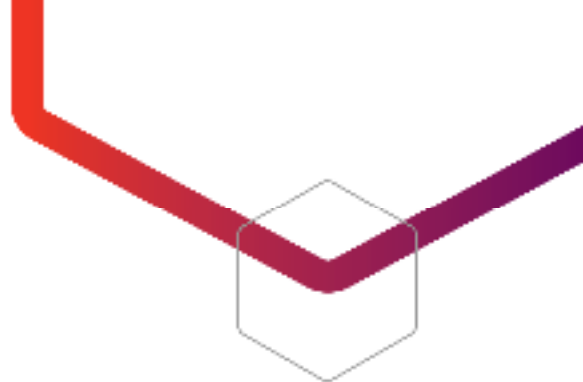




Global reach
Local knowledge



GENDER EQUALITY POLICY

of

TMF GROUP (meaning TMF Goup TMF Italy S.R.L. and TMF Compliance (Italy) S.R.L.) recognizes the value of people and their differences, ensuring that all staff have the same opportunities for professional growth. Creating a culture of gender equality underpins management strategies to ensure performance based on talent and sustainability.

TMF GROUP offers administrative, accounting and data processing services on behalf of third parties. By way of example but not limited to, it provides accounting services, data processing for third parties, legal and company secretarial services, domiciliation services, company building and directorship services, guaranteeing its clients ongoing assistance for the management of their companies and supporting them in fulfilments and practices useful for the realization of investments in Italy.

This Gender Equality Policy (hereafter also the ‘Policy’) defines the principles, objectives and guidelines adopted by TMF GROUP regarding gender equality, valuing diversity and women's empowerment. For these reasons, TMF Group is committed to:

- cultivate an inclusive environment by acting on the internal culture, with training, information, awareness, and engagement of managers and staff on the issues of equal opportunities and female empowerment, as well as diversity management.
- creating a meritocratic culture based on the evidence of results achieved and far from any consideration linked to the gender, nationality or age of resources.
- create and maintain an environment in which each resource has the serenity necessary for his or her professional and personal growth in a highly inclusive context free of discrimination of any kind
- testifying to the commitment to gender equality with awareness-raising actions aimed at *stakeholders*, suppliers and external collaborators, to reiterate the importance of pursuing one's personal aptitudes and inclinations, without giving in to conditioning and prejudices based on gender.

TMF Italy S.r.l.

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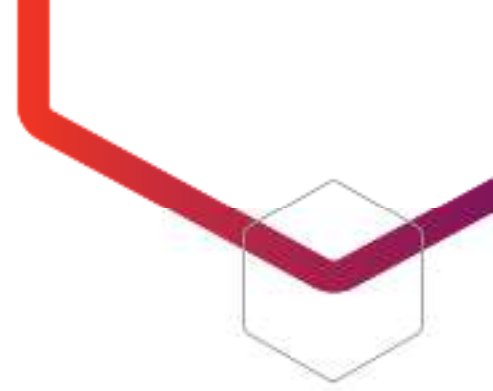
C.F./P.I.: 03296470960, R.I. di Milano n. 03296470960, R.E.A. MI-1664725, Capitale Sociale: € 10.000 i.v.

Società a socio unico, soggetta alla direzione e coordinamento di TMF Group Holding B.V.

tmf-group.com



Global reach
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- manage all phases of the personnel life cycle - selection, *onboarding*, access to training and growth paths, including pay - encouraging the principle of equal opportunities and meritocracy
- ensuring the implementation of a Zero Tolerance policy towards violence and harassment in the workplace.
- reporting and monitoring through appropriate systems, possible misalignments, to identify and correct them.
- define KPIs to verify and measure gender equality actions.
- identify initiatives that enhance the experience of parenthood by protecting the relationship between staff and the company before, during and after maternity/paternity leave.
- appoint a Steering Committee for the effective adoption and implementation of this Gender Equality Policy.
- to allocate the budget necessary to achieve and maintain the objectives of the ‘Strategic Plan’;

This policy is shared with staff and will be periodically updated at Management Team and Gender Equality Steering Committee reviews.

This document is addressed to all employees and shared with all main stakeholders, suppliers and customers, and is available on the website.

The Gender Equality Steering Committee is responsible for its implementation.

DATE, 15/01/2025

The Steering Committee