



Gender Equality Policy

STM TEAM

STM Team - Gender Equality Policy
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Mission and Strategic Vision

Since its inception, STM Team (STM S.p.A. – GSM S.p.A. – Neri Motori Srl) has been committed to embracing the principles of Gender Equality throughout the entire professional journey offered to its current and prospective employees. This commitment is reflected in a human resources development and management strategy designed to ensure effective respect for equal opportunities through the promotion of concrete actions.

Premises

STM Team acknowledges that the success of its project is founded on respect for and the enhancement of the individual. STM Team embraces diversity as a condition for enrichment, valuing the unique characteristics of every person with whom it interacts in the context of its productive activities.

Since its inception, STM Team has been committed to incorporating the principles of Gender Equality throughout the entire professional journey offered to its current and prospective female and male employees. Over time, this commitment has taken shape through a human resources development and management strategy capable of ensuring effective respect for equal opportunities by promoting concrete actions. Equality and equity are two values that deserve absolute dignity and care. Gender equality is an expression of these values and, as such, must be embraced, safeguarded, and encouraged by organizations through concrete actions that are transversal to all organizational and managerial processes and implemented through the people who work within them.

With the aim of fulfilling its mission to the highest standard and in alignment with its strategic vision, STM Team has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR 125:2022, as an effective tool to ensure Gender Equality in relation to the presence and professional growth of women, while fostering an inclusive culture and activating processes capable of developing female empowerment.

For STM Team, the achievement of the certification will represent only the first step in a broader path of implementing Gender Equality policies, with a view to continuous improvement and the promotion of Gender Equality. Indeed, the certification is intended to support and encourage the organization in adopting appropriate policies aimed at reducing the gender gap, with consequent benefits for employee well-being, as well as positive reputational and ethical impacts.

This Policy aims to:

- Identify the principles and guiding directions that define the organization's commitment to issues related to Gender Equality, the enhancement of gender diversity and female empowerment;
- Provide for the establishment of a Steering Committee to ensure the effective adoption and ongoing, efficient implementation of the Gender Equality Policy, thereby guaranteeing transparency and impartiality;
- Allocate appropriate resources, responsibilities, and authority to pursue, achieve, and maintain the Gender Equality objectives established;
- Enrich this Policy with references to related policies and procedures concerning Gender Equality (e.g., personnel and career management, internal and external communication);
- Counteract all forms of violence and discrimination, both within the workplace and in interaction with clients and external suppliers.





To ensure proper implementation, the organization guarantees that this Policy is communicated both internally and externally. The Policy is continuously updated under the responsibility and coordination of the Executive Management and the Steering Committee.

STM Team directs its efforts with particular care to ensure that its Gender Equality Management System (GEMS) meets the requirements specified in UNI/PdR 125:2022. This commitment is inspired, consistent with the European Union's 2020-2025 Gender Equality Strategy, by the pursuit of the following objectives:

- Increasing women's participation in the labor market;
- Reducing the gender pay and pension gap, including measures to combat female poverty;
- Promoting equality between men and women in decision-making processes;
- Combating stereotypes and gender-based violence, and providing protection and support for victims.

Guiding Principles and Areas of action

The adoption and pursuit of a Gender Equality Management System, with the ultimate goal of achieving STM Team's "Gender Equality Certification", aims to promote and safeguard diversity and equal opportunities in the workplace through: (i) the analysis of critical aspects of the organization's practices, and (ii) the measurement of progress through the establishment of specific KPIs, which are reported in official documentation.

STM Team has already taken significant steps toward closing the gender gap through initiatives summarized in the strategic plan. At the same time, the organization is fully aware that the path to Gender Equality is long and requires sustained effort, with the objective of thoroughly addressing the thematic areas most impacted by the issue.

Selection, Hiring and Management Processes

Selection processes must ensure equitable representation of all genders by implementing policies that reduce potential gender biases and promote diversity. This includes adopting gender-neutral recruiting procedures, reviewing job postings to encourage diversity and inclusion, and providing training for hiring managers to identify and counteract unconscious biases during the selection process. Additionally, it is essential to continuously monitor hiring outcomes to detect any gender disparities and implement timely corrective measures. Promoting an inclusive corporate culture and establishing mentoring and professional development programs can further support the advancement of women and other underrepresented groups into leadership positions.

A completely male evaluation panel, for instance, is less likely to accurately assess the capabilities of a female candidate. This can lead to inefficient outcomes, where candidate selection is based not on merit, and therefore potential future performance, but on other characteristics. Biases are costly, and their removal is extremely challenging. The first step is acknowledging their existence through objective measurement indicators. STM Team firmly believes that managing business processes in a gender-neutral manner increases their efficiency and effectiveness. In doing so, STM Team ensures a fair and inclusive work environment, where every individual has the opportunity to develop their potential regardless of gender.





Pay Equity and Career Management

Pay equity and career management are two fundamental pillars for ensuring a fair and inclusive work environment. A corporate culture that is not open to gender equality risks exacerbating disparities in compensation and professional growth, creating barriers that hinder the advancement of women and other underrepresented groups. Accordingly, the organization is committed to continuously adopting and improving the tools, procedures, and resources necessary to overcome these disparities. This includes the systematic review of compensation policies to ensure that salaries are based on merit rather than gender, the implementation of pay transparency to eliminate the gender pay gap, and the use of objective and transparent criteria for performance evaluations and career advancement. Furthermore, STM Team is dedicated to promoting diversity in leadership and providing development and training opportunities that are equally accessible to all employees, regardless of gender or other diversity factors.

Parenting and Family Care

Parenting and family care remain areas where deeply rooted gender stereotypes influence organizational decisions and employees' career paths. Based on statistical discrimination processes, organizations tend to attribute greater family and domestic responsibilities to mothers than to fathers, a phenomenon supported by empirical data. As a result, there is a preference in hiring and promotion for men, who are not perceived to carry the same family responsibilities. This creates a self-reinforcing cycle in which women are encouraged to dedicate more time to caregiving and domestic tasks, while men are pushed to invest more heavily in work and career development.

This behavioral disparity extends beyond childcare to other family responsibilities, such as caring for elderly or vulnerable family members. Such discriminatory equilibrium is difficult to overcome without the adoption of targeted measures designed to counteract it.

STM Team is committed to developing tools and initiatives that support both women in balancing work and personal life, and men in sharing family responsibilities equally.

Training and awareness

Promoting awareness of the critical organizational aspects and the stereotyping of women's roles within the broader societal system represents a crucial starting point for a genuine understanding of, and gradual progress toward overcoming, the gender gap. However, in order to translate this awareness into concrete action, it is essential to invest in training and awareness initiatives across all levels of the organization.

STM Team is committed to implementing targeted training and awareness programs. These initiatives must involve not only company management but all employees, regardless of their role or position within the organization. This inclusive approach ensures that every individual fully understands the importance of gender equality and is actively engaged in the process of change.

Work-life balance

In today's increasingly fast-paced and demanding work environment, achieving a healthy work-life balance has become a fundamental priority for modern organizations.





Balancing professional responsibilities with personal life not only enhances employee well-being but also boosts productivity and job satisfaction.

STM Team has adopted policies and practices that enable employees to manage their time effectively, promoting flexible working arrangements, remote work, flexible schedules, and other forms of support for personal needs. STM Team is committed to fostering a corporate culture that values work-life balance and encourages respect for the boundaries between professional and personal spheres.

Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace

Every individual has the right to work in a safe, respectful environment, free from any form of abuse or harassment. Organizations must adopt strict policies and procedures to prevent and address all forms of physical, verbal, or digital abuse in the workplace. It is essential that organizational leaders demonstrate a clear commitment to combating any form of abuse, ensuring that every employee feels safe and respected at work. STM Team, through its inclusive corporate culture, has created a secure and welcoming work environment.

Steering Committee

This document establishes the Steering Committee, composed of:

For STM S.p.A. and GSM S.p.A.:

- Tiziano Girotti
- Manuela Girotti
- Sandra Ruggieri

For Neri Motori Srl:

- Lorenzo Vignoli
- Manuela Girotti
- Sandra Ruggieri

The Steering Committee, which will adopt its own Code of Conduct and meet at least quarterly, is tasked with:

- Ensuring the continuous and effective implementation of this Gender Equality Policy;
- Drafting the strategic plan, with the aim of translating the themes of this Policy into SMART objectives, that is, objectives that are specific, measurable, achievable, time-bound, and individually assigned with clear responsibility for implementation;
- Allocating the resources provided by Executive Management for the concrete implementation and achievement of the strategic objectives outlined in the strategic plan;
- Promoting training and awareness initiatives related to the topics addressed in the strategic plan, with particular focus on sensitizing managers in senior positions who bear the responsibility of upholding and applying the principles and objectives within their respective area of accountability.





Resources

Executive Management, following an assessment of appropriateness, will allocate annually the financial resources necessary to support the initiatives proposed by the following Steering Committee for the effective improvement of the Gender Equality Management System. These resources will be specifically aimed at:

- Facilitating the complete elimination of gender pay disparities for employees with equivalent roles and competencies;
- Addressing processes that do not comply with the principles outlined above, by allocating the human resources and tools required to review and revise policies and practices that are inconsistent with them;
- Promoting training and awareness initiatives deemed appropriate by the Steering Committee to ensure accountability at all levels of the organization;
- Supporting initiatives related to parenting and family care, in the forms planned and promoted within the framework of the strategic plan.

Internal and External Communication

STM Team aims, through initiatives implemented by the Steering Committee and the stakeholders involved, to establish internal and external communication that is gender-neutral, in line with the principles of this Policy and the strategic objectives it sets forth.

In particular, regarding external communication, STM Team intends to:

- Design marketing and advertising campaigns that avoid reinforcing gender stereotypes, using inclusive and neutral language;
- Ensure balanced gender representation in participation at events and webinars organized by STM Team.

Through a review of the stakeholder document, already prepared under the integrated UNI/ISO 9001/27001 system, the Steering Committee will identify all stakeholders involved in the organization's efforts to promote inclusive communication that respects Gender Equality themes.

Periodic Monitoring and Control

This Policy will be reviewed annually under the responsibility of Executive Management, with the aim of adjusting the principles it promotes in light of initiatives and progress implemented by the Steering Committee within the organization.

Policy Dissemination

The Gender Equality Policy is communicated and shared with all employees and stakeholders through internal communication channels and publication on the company's official website.

Lippo di Calderara di Reno, 22/12/2025

STM S.p.A. e GSM S.p.A.

(Legal Representative and CEO)

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