

GENDER EQUALITY POLICY AND RELATED POLICIES

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MISSION AND STRATEGIC VISION

Cassina S.p.A., founded in Meda in 1927, introduced industrial design in Italy in the 1950s with an entirely new approach that marked the transition from hand-crafted to mass production.

The company has always had a pioneering attitude, with a strong focus on research and innovation, combining cutting-edge technological skills with traditional craftsmanship. Over the years, Cassina has involved leading architects, designers and creative talents to imagine new forms and transform them into projects.

Today, 'The Cassina Perspective' expresses the company's vision and values in an eclectic collection where products with an innovative soul and icons of the Modern Movement create welcoming atmospheres in a dialogue based on a unique design code of excellence.

THE PATH TOWARDS GENDER EQUALITY

Intending to carry out its mission to the best of its ability and in keeping with its strategic vision, Cassina S.p.A. has decided to adopt a Management System for Gender Equality (MSGE) compliant with UNI/PdR 125:2022, as an effective tool to ensure gender equality in relation to women's representation and professional development, fostering an inclusive culture and implementing processes that advance women's empowerment.

For Cassina S.p.A., achieving certification is only the first step in implementing gender equality policies, with a view to continuous improvement and the promotion of gender equality across the company. The certification is intended to support and encourage the organisation to adopt policies able to reduce the gender gap, delivering benefits for employee well-being as well as reputational and ethical benefits.

THE GUIDING PRINCIPLES

The fundamental principles underlying Cassina S.p.A.'s Gender Equality Policy are:

- IMPARTIALITY AND INCLUSION
- FAIRNESS AND TRANSPARENCY
- VALORISATION OF PERSONNEL
- SAFEGUARDING OF INDIVIDUALS
- PREVENTION OF ANY FORM OF VIOLENCE OR DISCRIMINATION

In line with the Strategy for Gender Equality 2020-2025 defined by the European Union, to ensure that the MSGE complies with the requirements of UNI/PdR 125:2022, Cassina S.p.A. has focused its commitments on the following objectives:

- ✓ to increase the participation of women in the labour market;
- ✓ to reduce the gender pay and pension gaps, thereby helping to combat women's poverty;
- ✓ to promote equality between men and women in the management of career pathways;
- ✓ to combat stereotypes and gender-based violence, and to protect and support victims.

MANAGEMENT COMMITMENT

To promote the achievement of the principles and objectives set out, the Management of Cassina S.p.A. considers it essential to continuously adopt the MSGE, developing an organisational model that promotes gender equality and advances equity and inclusion.

Cassina S.p.A. undertakes to:

- ✓ adopt measures and procedures to prevent any form of gender discrimination, and to combat any action detrimental to the dignity of employees, regardless of role or level of responsibility
- ✓ value and promote gender equality in every company process: from recruitment and selection to access to training, from the definition of pay policies to performance evaluation and the allocation of incentive schemes, and from supplier selection to service delivery and product supply;
- ✓ support employees' family welfare through working arrangements (smart working, part-time, flexible working hours) that help to reconcile professional and private life;
- ✓ provide information, raise awareness and engage staff on equal opportunities and women's empowerment, avoiding stereotypes and promoting the visibility of women's contributions;
- ✓ promote transparent communication that clearly states the intention to achieve gender equality and supports women's empowerment.

SPECIFIC GENDER EQUALITY POLICIES

The gender equality policies, developed in connection with this policy, relate to the topics of the Strategic Plan:

1. Recruitment and hiring
2. Career management
3. Pay equity
4. Parenting and caring responsibilities
5. Work-life balance
6. Prevention of any form of physical, verbal or digital abuse and harassment in the workplace

MONITORING AND IMPLEMENTATION OF THE POLICY

Within the broader framework of the organisation's policy guidelines, the general Gender Equality Policy and related policies provide for the definition and periodic review of gender equality objectives, in conjunction with the Gender Equality Steering Committee, to assess their suitability and any need for amendments or additions.

POLICY DISSEMINATION

The Gender Equality Policy is communicated and disseminated to all personnel and stakeholders through internal communication and publication on the corporate website.