PIANO PER L'UGUAGLIANZA DI GENERE

Gender Equality Plan

2026 – 2028

INTELLIENERGIA SOCIETA' A RESPONSABILITA' LIMITATA

Piazza Ugo da Como 7 – 00139 Rome (RM), Italy

VAT and Tax Code 10619391005 – REA RM-1244731

www.intellienergia.com – info@intellienergia.com

English version. This is a courtesy translation of the Italian original, which prevails in case of discrepancy.

1. Introduction and purpose

IntelliEnergia S.r.l. is an engineering company operating since 2009 in the design, construction and technical management of industrial-scale and utility-scale renewable energy generation plants, with its registered office in Rome and operational offices in Guidonia Montecelio and Macerata.

Through this Gender Equality Plan (hereinafter, the Plan) the Company makes a formal, public and verifiable commitment to promoting gender equality within the organisation: in the composition of its workforce, in career paths, in the organisation of work, in its corporate culture and in the technical content of its professional activity.

The energy engineering sector in Italy has historically recorded a limited female presence, concentrated in administrative functions and under-represented in technical roles and decision-making bodies. IntelliEnergia is no exception: the data set out in Chapter 4 shows this clearly. The Plan stems from the decision to measure this imbalance, to state it openly and to take on commitments proportionate to the size and real capacity of the company, avoiding objectives that are declared but not achievable.

Scope

The Plan applies to all employees, to collaborators of any kind, to trainees, to the members of the corporate bodies and, as far as applicable, to suppliers and project partners. It covers all of the Company's premises.

Reference framework

- Legislative Decree no. 198 of 11 April 2006, the Italian Code of Equal Opportunities between Women and Men, as subsequently amended by Law no. 162 of 5 November 2021;
- Legislative Decree no. 216 of 9 July 2003 and Legislative Decree no. 81 of 9 April 2008 on non-discrimination and on the protection of health and safety at work;
- ILO Convention no. 190 on the elimination of violence and harassment in the world of work, ratified by Law no. 4 of 15 January 2021;
- UNI/PdR 125:2022, the Italian reference practice on gender equality management systems, adopted as a voluntary methodological reference;
- European Commission requirements on the Gender Equality Plan as an eligibility criterion under Horizon Europe, voluntarily adopted as a reference standard;
- National collective bargaining agreements applied by the Company.

It is noted that the Company, having a workforce of fewer than fifty employees, is not subject to the obligation to draw up the biennial report on the personnel situation provided for by Article 46 of Legislative Decree 198/2006. This Plan is adopted on a voluntary basis.

2. Commitment of the management

The Board of Directors of IntelliEnergia S.r.l. declares that gender equality is an integral part of the way the Company intends to be organised and recognised, and not a formal requirement to be discharged.

The management undertakes to:

- guarantee equal opportunities of access, treatment, training and progression to all people, regardless of gender;
- tolerate no form of gender-based discrimination, harassment or violence, in any form and by anyone, and to act on every report received;

- allocate adequate financial, organisational and time resources to the Plan and to appoint a person responsible for it;
- collect personnel data disaggregated by sex on an annual basis and publish a summary of it;
- promote the Plan internally and keep it permanently accessible to the public on the corporate website.

3. Governance, resources and responsibilities

3.1 Person responsible for the Plan

Responsibility for the Plan rests with the Managing Director, who reports on it to the Board of Directors. Operational management is entrusted to a Gender Equality Officer, identified from among the staff and appointed by a formal act of the management, tasked with data collection, coordination of the actions, monitoring of the indicators and drafting of the annual report.

Given the size of the workforce, no dedicated committee is set up: oversight is ensured by the Gender Equality Officer working directly with the management and with the labour consultant for the data processing component.

3.2 Dedicated resources

For each year of validity, the Company allocates to the implementation of the Plan:

- a reserved allocation of working hours for the Gender Equality Officer for data collection, monitoring and reporting activities;
- an annual budget dedicated to training and awareness-raising on gender equality and unconscious bias, separate from the ordinary technical training budget;
- the support of the labour consultant for the extraction and processing of sex-disaggregated data;
- where necessary, recourse to specialist external consultancy for the review of selection procedures and for the handling of any reports received.

4. Context analysis: sex-disaggregated data

The data below constitute the baseline of the Plan. They refer to 31 July 2026 and are drawn from employee records and from the composition of the corporate bodies as recorded in the Italian Business Register. They are presented exclusively in aggregate form, in compliance with Regulation (EU) 2016/679.

4.1 Workforce composition

Employees as at 31/07/2026	Women	Men	Total	% women
Total workforce	**4**	**7**	**11**	**36%**

4.2 Distribution by functional area

Area	Women	Men	Total	% women
Technical area (design, technical drawing, environmental engineering, plant installation)	2	7	9	22%
Administrative and secretarial area	2	0	2	100%
Total	**4**	**7**	**11**	**36%**

4.3 Type of contract and working-time arrangements

Type	Women	Men	Total
Apprenticeship contract	1	4	5
Standard contract (non-apprenticeship)	3	3	6
Full time	3	5	8
Part time	1	2	3

4.4 Decision-making bodies

Body	Women	Men	Total	% women
Board of Directors	0	3	3	0%
Positions with hierarchical or functional responsibility over staff	0	3	3	0%

4.5 Recruitment in the current year

Hires from 01/01/2026 to 31/07/2026	Women	Men	Total
New entrants (all in the technical area, on apprenticeship contracts)	1	2	3

4.6 Reading the data

The picture reveals three clear weaknesses, which the Plan adopts as its priorities:

1. **Horizontal segregation.** Women make up 36% of the total workforce but only 22% of the technical area, while the administrative and secretarial area is entirely female. The distribution by function reproduces a gendered division of labour typical of the sector.
2. **Absence of women in decision-making bodies.** The Board of Directors and the positions with responsibility over staff are composed exclusively of men. No woman currently holds a coordination role.
3. **Unbalanced recruitment pool.** Technical hires in 2026 confirm a male predominance. The Company considers that the decisive factor lies upstream, in the composition of the applications received, and that action must therefore focus on widening and rebalancing the pool, even before the selection stage.

5. Areas of intervention, objectives and actions

Area 1 — Work-life balance and organisational culture

Action	Indicator	Deadline
Adoption of a written policy on remote working, flexible start and finish times and the right to disconnect, applicable to all compatible functions	Policy adopted and communicated to all staff	2026
Scheduling of internal meetings and meetings with clients within time slots compatible with caring responsibilities, save for site requirements	Share of internal meetings scheduled to end by 17:30	from 2026, ongoing
Structured return-to-work interview after maternity, paternity or parental leave, with a professional realignment plan	Interviews held as a share of returns	from 2026, ongoing
Annual information notice to staff on parental leave entitlements for both parents, actively encouraging take-up by fathers	Notice circulated; days of leave taken by men and by women	annual
Verification that part-time work is always voluntary and reversible and does not result in penalties in assignments and training	Outcome of the verification in the annual report	annual

Area 2 — Gender balance in decision-making bodies and positions of responsibility

Action	Indicator	Deadline
Commitment by the Board of Directors to consider qualified female candidates on the occasion of the first renewal or expansion of the body, and to report on this in the annual report	Number of female candidates considered; composition of the Board by sex	at first renewal
Identification of at least one woman as project manager or head of a technical area, with a formal delegation of authority	Number of women with formalised responsibility for a project or area	by 2028
Individual development path for staff in the technical area with more than two years' seniority, with explicit attention to not excluding part-time staff	People involved, by sex and by working-time arrangement	2027
Participation in at least one public event or sector technical forum per year with female speakers or representatives of the Company	Number of public interventions by sex of the speaker	annual

Area 3 — Recruitment, selection and career progression

Action	Indicator	Deadline
Review of all job advertisements: gender-neutral job titles or titles in both genders, requirements limited to those genuinely necessary, explicit mention of the availability of flexible arrangements	Share of advertisements published in line with the new standard	2026
Predefined assessment grid, common to all candidates, completed in writing for each interview	Share of selection processes with a completed and archived grid	2026
Widening of the pool of female candidates in the technical area through agreements with universities and technical institutes and participation in career days, monitoring the composition by sex of the applications received	Share of female applications received for technical positions	from 2026, ongoing
Where qualifications, experience and assessment are equal between several candidates, preference for the under-represented gender in the destination area, pursuant to Article 42 of Legislative Decree 198/2006	Documented application in the relevant cases	from 2026, ongoing
Annual verification of the absence of pay gaps not justified by seniority, grade and responsibility, for equal role and level	Outcome of the verification; any corrective action taken	annual
Access to technical training proportionate to the composition of the workforce	Training hours per capita by sex	annual

Area 4 — Gender dimension in technical content, projects and communication

Action	Indicator	Deadline
Inclusion of the gender dimension in the analysis of the social impacts of projects in which the Company acts as a research or demonstration partner, including in the European context	Projects in which the gender dimension is documented	from 2026, ongoing
Sex-disaggregated collection and analysis of end-user data, where projects involve interaction with users or local communities	Projects with disaggregated user data	from 2026, ongoing
Balanced composition of project teams, compatibly with the skills available, with a reasoned statement where this is not possible	Composition of project teams by sex	from 2026, ongoing
Use of non-stereotyped language and images on the website, in commercial materials and in project documents; representation of women in technical roles	Annual review of communication materials	annual

Area 5 — Countering gender-based violence, harassment and discrimination

Action	Indicator	Deadline
Adoption and dissemination of a zero-tolerance policy on harassment, sexual harassment, discrimination and hostile behaviour, applicable also on construction sites and at client premises	Policy adopted and acknowledged in writing by all staff	2026
Activation of a confidential reporting channel, with a written handling procedure, defined response times and a prohibition of retaliation, adopted on a voluntary basis and inspired by the principles of Legislative Decree 24/2023	Channel active; number of reports received and handled within the set times	2026
Identification of an independent external contact person who may be approached as an alternative to the line management, given the small size of the workforce	Contact person identified and communicated to staff	2026
Integration of a gender perspective into the assessment of work-related stress risks	Risk assessment document updated	2027

6. Training and awareness-raising

The Company regards training as a condition for the effectiveness of the Plan and not as an ancillary action.

Activity	Target group	Frequency
Introductory module on gender equality, inclusive language and the content of the Plan	All staff, including new recruits during onboarding	Annual
Module on unconscious bias applied to selection, allocation of assignments and assessment	Management, members of the Board of Directors and anyone conducting selection interviews	Annual
Module on recognising and handling harassment and discriminatory behaviour	All staff	Every two years

> **Requirement 4 — Training.** The Company provides gender equality awareness-raising and training activities extended to the whole organisation, and specific unconscious bias training for those who take decisions on selection, assignments and assessment.

7. Monitoring, annual report and review

By 31 March each year the Gender Equality Officer drafts and submits to the Board of Directors an **Annual Report on the Gender Equality Plan**, containing:

- personnel data disaggregated by sex, updated as at 31 December of the previous year, under the same headings as Chapter 4, so as to allow comparison over time;
- the state of progress of each action, indicating those actions not carried out and the reasons why;
- the indicators recorded and their trend against the 2026 baseline;
- reports received, in aggregate and anonymous form, and their outcome;
- any proposals for revision of the Plan.

A summary of the report is published on the corporate website alongside this document. The Plan is reviewed in full at the end of the three-year period, or earlier in the event of significant changes in the workforce or in the corporate structure.

The Company declares that it will publish the results even where they are unfavourable or deteriorating: a credible plan is measured by the transparency of its data, not by how convenient that data is.

8. Data processing and communication

The personnel data used for monitoring are processed in compliance with Regulation (EU) 2016/679 and with Legislative Decree 196/2003 as amended by Legislative Decree 101/2018, for the sole purpose of implementing the Plan. Data are processed and disclosed exclusively in aggregate form; no individual, pay-related or identifying data are published. Where an aggregate figure would be attributable to a single person, that figure is not disclosed.

The Plan is published in permanent form and freely accessible at www.intellienergia.com.