



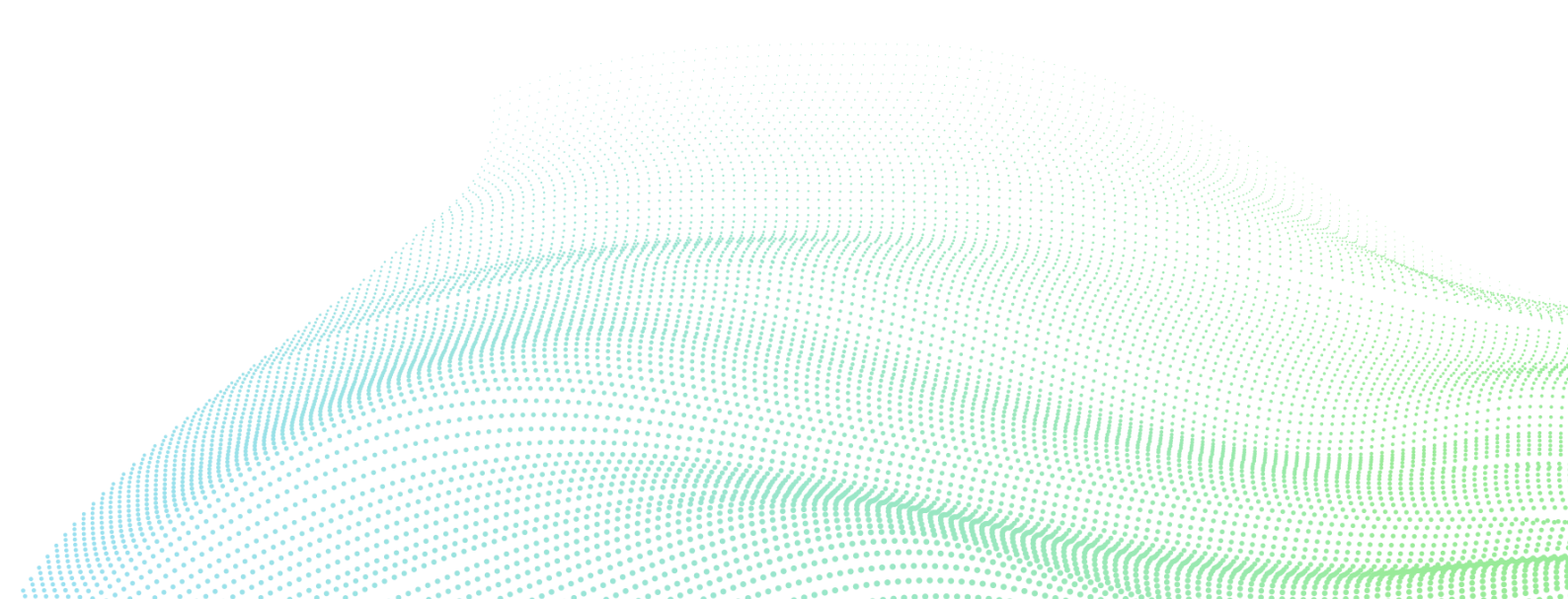
G Y A L A
Cyber security

Gender Equality Policy

—

M 7.1.1 Rev. 0

PUBLIC



Revision history

Date	Description	Chapters/Sections amended	Revision
31/07/2026	Initial issue	All	0

Note: changes from the previous version are marked with sidebars.

Approval

Role	Name	Signature	Date
Approver	Gian Roberto Sfoglietta - Chief Executive Officer		31/07/2026

This document contains confidential information that is the exclusive property of Gyala s.r.l. All information contained herein may not be published, reproduced, copied, disclosed or used for purposes other than those covered by this document without written authorisation from a legal representative of this company.

Contents

1. PURPOSE AND SCOPE	4
2. GENDER EQUALITY AT GYALA	4
3. COMMITMENTS TO GENDER EQUALITY	4
3.1. CULTURE AND STRATEGY	4
3.2. GOVERNANCE	4
3.3. HUMAN RESOURCES MANAGEMENT PROCESSES	4
3.4. GROWTH OPPORTUNITIES AND INCLUSION OF WOMEN IN THE COMPANY 3.5.	5
GENDER PAY EQUITY	5
3.6. PROTECTION OF PARENTHOOD AND WORK-LIFE BALANCE 3.7.	5
PREVENTION OF DISCRIMINATION, HARASSMENT AND ABUSE 3.8.	5
INTERNAL AND EXTERNAL COMMUNICATION	5
4. OBJECTIVES AND MONITORING	5
5. COMMUNICATION, DISSEMINATION AND REVIEW	5

1. PURPOSE AND SCOPE

This Policy sets out the principles, guidelines and commitments undertaken by the Management of GYALA S.r.l. to promote gender equality, value diversity and ensure equal opportunities within the organisation, in compliance with the requirements of UNI/PdR 125:2022. The Policy applies to all company activities and serves as the reference for defining the objectives and actions aimed at improving the organisation's performance in the area of gender equality.

The Policy is communicated and disseminated within the organisation and made available to interested stakeholders through the company website.

2. GENDER EQUALITY AT GYALA

GYALA S.r.l. is an Italian company specialising in the development of software solutions and the provision of innovative cybersecurity services, with advanced technological expertise in protecting IT, OT and IoT infrastructures. Aware of the importance of people and skills for growth and innovation, GYALA recognises the enhancement of diversity and the promotion of equal opportunities as fundamental elements for the organisation's development.

Management believes that an inclusive working environment, founded on mutual respect and the enhancement of individual abilities, contributes to people's well-being, professional growth and improved company performance.

GYALA therefore undertakes to promote an organisational culture that recognises the value of differences, combats all forms of discrimination and fosters equitable conditions throughout all stages of the employment relationship.

3. COMMITMENTS TO GENDER EQUALITY

To give practical effect to the principles of this Policy, GYALA makes the following commitments.

3.1. Culture and strategy

Promote an inclusive corporate culture through information, training and awareness-raising initiatives on the principles of gender equality, respect for diversity, and the prevention of stereotypes and discriminatory behaviour.

3.2. Governance

Promote equitable gender representation in decision-making processes and positions of responsibility, valuing skills, abilities and professional experience, without gender-based discrimination.

3.3. Human resources management processes

Ensure equal opportunities in personnel selection, recruitment, onboarding, training, assessment and management processes, adopting transparent, objective and non-discriminatory criteria.

3.4. Growth opportunities and inclusion of women in the company

Promote equal opportunities for professional development and access to career paths, encouraging the enhancement of women's skills, including in technical-specialist positions and positions of responsibility.

3.5. Gender pay equity

Ensure fair and transparent remuneration criteria, based on skills, responsibilities and job characteristics, preventing and countering any disparities in treatment attributable to gender.

3.6. Protection of parenthood and work-life balance

Foster a balance between professional and personal life, supporting maternity, paternity and parenthood and promoting, compatibly with organisational needs, flexible working and work-life balance measures accessible without discrimination.

3.7. Prevention of discrimination, harassment and abuse

Ensure a working environment respectful of people's dignity, countering all forms of discrimination, harassment or abuse, including of a sexual nature, and ensuring confidential methods for reporting and managing any inappropriate behaviour, while protecting the people involved from possible retaliation.

3.8. Internal and external communication

Promote communication that respects gender differences, is inclusive and free from stereotypes, both in internal relations and in external communications, including commercial, marketing and advertising activities.

4. OBJECTIVES AND MONITORING

The Management of GYALA undertakes to implement this Policy by defining a Strategic Gender Equality Plan containing measurable objectives, actions, responsibilities, resources and implementation timeframes.

The Gender Equality Steering Committee, with the support of the Contact Person and the relevant company functions, promotes the implementation of the Strategic Plan and periodically monitors the results achieved.

The System's performance is assessed through the indicators (KPIs) applicable to the organisation under UNI/PdR 125:2022, in order to verify achievement of the objectives and identify any critical issues and opportunities for improvement.

Management ensures the assignment of the responsibilities, authorities and resources necessary to pursue the established objectives.

5. COMMUNICATION, DISSEMINATION AND REVIEW

GYALA undertakes to disseminate the principles of this Policy to all personnel, promoting their knowledge, understanding and application in daily activities.

Management also ensures appropriate training and awareness-raising initiatives for company management and personnel, in relation to their respective roles and responsibilities.

This Policy is made available to interested stakeholders by publication on the company website.

The Policy is periodically reviewed by Management, in coordination with the Steering Committee, to verify its adequacy with respect to the organisational context, the established objectives and the results achieved, updating it where necessary.

Through implementation of this Policy, GYALA confirms its commitment to promoting an equitable, inclusive working environment respectful of people, pursuing continuous improvement in its gender equality performance.