



Appendix - MEVIS GROUP DIVERSITY, EQUITY AND INCLUSION (DE&I) POLICY - EN



Introduction

The Mevis Group, comprising Mevis SpA, Euromeccanica Srl, Mevis Slovakia s.r.o. and Mevis High Precision Metal Components Yangzhou Co. Ltd., recognizes that valuing diversity and promoting an inclusive environment are key elements in ensuring innovation, organizational well-being and sustainable results.

Diversity among people is a strategic asset that allows us to grow as a company and a community, stimulating creativity and fostering a respectful and open working environment.

Through this Policy, the Mevis Group is committed to promoting and supporting the value of all people, regardless of gender, race, ethnicity, sexual orientation, disability, age, language, religious or political beliefs, social or personal circumstances, or type of employment contract, thereby fostering equal opportunities and respect for every individual.

Guiding Principles and Objectives

The Mevis Group is committed to supporting an inclusive culture and implementing policies that encourage the full participation of all people in the workplace.

The main objectives of the Policy are:

- **Value diversity** in all its forms, from gender and abilities to cultural backgrounds and personal experiences.
- **Promote equity** in company processes, including recruitment, hiring, compensation policies and career development.
- **Create an inclusive environment** that can adapt to individual needs and remove barriers that limit anyone's full participation.
- **Promote accessibility**, both physical and digital, to ensure a workplace that excludes no one.
- **Combat all forms of discrimination and stereotyping**, by promoting awareness-raising initiatives and continuous training.

Areas of Action

1. Recruitment and Hiring

- Apply transparent and impartial procedures to promote equal employment opportunities for all people.
- Commit to preventing stereotypes and unconscious bias in recruitment processes.
- Collaborate with inclusive partners and platforms to broaden diversity within candidate pools.

2. Pay Equity

- Promote equal pay for employees performing the same role and possessing equivalent skills.

3. Career Development and Management

- Provide all people with equal professional growth opportunities, regardless of gender, race, ethnicity, sexual orientation, disability, age, language, religious or political beliefs, social or personal circumstances, or type of employment contract.
- Support the representation of all forms of diversity in leadership and positions of responsibility, where skills are equal.

4. Accessibility and Inclusion of People with Physical and Cognitive Disabilities

- Promote an accessible physical and digital environment that meets the needs of every individual.
- Train personnel to understand and support the participation of people with disabilities in a respectful and collaborative manner.
- Counter all forms of prejudice and direct or indirect discrimination against people with physical and cognitive disabilities.

5. Work-Life Balance, Parenthood and Family Care

- Promote a balance between personal and working life through various forms of flexible working hours.
- Consider the possibility of part-time work, including temporary and reversible arrangements, and remote working based on the person's actual needs, provided these are compatible with their duties and the company's organizational requirements.
- When scheduling meetings and training, we consider times and methods that can support an appropriate balance between private life and work.
- Promote shared parenthood and implement initiatives to support it.
- During mandatory and optional periods of leave from work, the company keeps access to company tools available to the parent so that, on a voluntary basis, they may remain continuously informed about news, ongoing projects and initiatives involving the company.
- Consider the possibility of supporting people with caregiving responsibilities.

6. Healthy and Inclusive Working Environment

- Prevent and manage all forms of abuse, harassment or discrimination, promoting a climate of mutual respect.
- Implement diversity and inclusion awareness programs for personnel and stakeholders.
- Promote initiatives and agreements that support personnel well-being and health.
- Create inclusive spaces to encourage dialogue, collaboration and sharing.

Policy Dissemination and Communication

The D&I Policy applies to all Mevis Group personnel and its stakeholders, including suppliers, customers and business partners.

To ensure an inclusive culture:

- The Policy will be made available through internal communications and published on the corporate website.
- Training courses and activities will be organized to raise personnel awareness of diversity, equity and inclusion.
- Communication that represents diversity and values the uniqueness of everyone involved will be promoted.

Monitoring and Evaluation

A Steering Committee will be responsible for reviewing and implementing the Policy. Monitoring activities will include:

- Periodic review of objectives related to diversity and gender equality.
- Dedicated KPIs to assess the effectiveness of initiatives.
- Feedback and active personnel involvement through surveys, workshops and other participatory tools.

Responsibilities

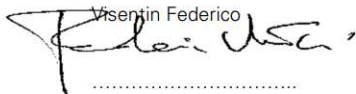
The Steering Committee collaborates to integrate the Policy into company processes by monitoring regulatory compliance, raising personnel awareness and responding promptly to reports concerning violations of the Policy.

Every person within the Group has a duty to help create an inclusive and respectful working environment. Promoting an inclusive culture is everyone’s responsibility, regardless of their role.

Rev. 20/05/2026

Executive Director

Vicentín Federico

A handwritten signature in black ink, appearing to read 'Vicentín Federico', written over a horizontal dotted line.