

**PRESS RELEASE****SOL GROUP: SOL Spa and VIVISOL Srl obtain Gender Equality Certification**

SOL Group celebrates a significant milestone in its journey towards a more equitable and inclusive work environment: SOL Spa and VIVISOL Srl have obtained the Gender Equality Certification UNI PdR 125:2022.

Issued by DNV, an independent body that provides assurance and risk management services globally, the Gender Equality Certification of SOL Spa and VIVISOL Srl further demonstrates the concrete and constant commitment of the two most important companies in the Group to promoting gender equality in every aspect of corporate life, in line with the corporate values of Diversity, Equity & Inclusion (DE&I). This success adds to the previous achievement at the beginning of 2024 of the same certification by Sterimed, a company of the Group that offers services and solutions for healthcare and the environment.

In this journey, several activities have been implemented to consolidate an inclusive corporate culture both from the point of view of training and awareness-raising of management and staff in general, and with respect to governance models thanks, for example, to the updating of personnel policies and corporate welfare shared also with trade union representatives. Among the most significant initiatives, the women's empowerment path stands out, an international program dedicated to enhancing the talent and career path of women within the Group.

Roberto Mariotti, Corporate Executive Director of Personnel and Legal Affairs, commented: "The certification is not only a goal that testifies and enhances what has been done so far, but it is a tool to continue to do better for our People. We will continue to invest in training and the development of equal opportunities, promoting a corporate culture based on respect, inclusion and the enhancement of diversity. Gender equality is not only an ethical goal, but it is also a fundamental factor to ensure a sustainable future for our Group, in line with what have always been our principles and our values."

SOL is an Italian multinational Group that operates in Europe, Turkey, Morocco, Brazil, Ecuador, Peru, China and India in two distinct main sectors: that of the production, applied research and marketing of technical, pure and medicinal gases (Technical Gases Division) and that of Home Medical Assistance (Home Care Division - VIVISOL).

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