

In SOL Group, we believe in Diversity as our strength: our people should feel free to express their uniqueness because they are the DNA of our company.

- We believe in Equity, because everyone deserves fair access to opportunities, with no barriers.
- We believe in an Inclusive and open-minded culture to foster creativity and innovation.
- We believe in transparency as driver to engage all stakeholders in a trustful and sustainable environment.
- We strive to promote our inclusive and diverse culture, respecting and valuing the uniqueness of all.
- We work everyday to create a transparent environment where our people are supported and empowered to lead the change and fully express their entrepreneurial spirit.

We commit to build a caring company for all.

### Our Actions:

- We drive Recruitment and Talent Attraction into a concrete diverse experience, considering the uniqueness of our candidates as the real added value for their future teams.
- We constantly work to increase the diversity into each team, enhancing ad add-on culture, more than a fit-on culture. Ethnicity, age, gender, physical ability, background, sexual orientation and religious beliefs are valued and welcomed, but never define our choices over who we hire and promote.
- We promote Training over Diversity Equity and Inclusion to create at every level of our organisation an inclusive language, an open-minded approach to differences and a constant renewed toolbox for business strategy and competitive advantage.
- We enhance Individual Entrepreneurship at every level, for anybody should hide or censor their point of view, their ideas and their unique contribution to company strategy, giving voice to different opinions and avoiding conflicts based on differences.
- We promote Objective Evaluation Processes, based on a continuous feedback culture and encouraging the try and error approach to growth, accepting that diversity can lead to disruption of the status quo.

As SOL Group we commit to improve the Quality of Life of our stakeholders, with sustainable long-term solutions.

### Starting from our People.

Monza, 28<sup>th</sup> April 2023



**Chairman**  
(Aldo Fumagalli Romario)



**Deputy Chairman**  
(Marco Annoni)