

Diversity and Inclusion Policy

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1. Purpose

Galileo Green Energy (“Galileo”) seeks to harness the power of difference, valuing teams with the broadest possible experience, and ensuring that all employees, collaborators and other stakeholders feel valued, respected and supported.

This policy sets out Galileo’s commitment to the equitable treatment of all people and the promotion of diversity and multiculturalism within the workforce, by recognizing and valuing the distinct contribution that comes from a range of different skills, experiences, perspectives and cultural backgrounds. Whilst Galileo and its staff always seek to avoid bias, unconscious bias is an issue that is by definition difficult to manage, deserves attention and needs conscious effort to prevent.

Galileo is committed to ensuring the work environment fosters and enhances inclusion and collaborative teamwork and is free from discrimination and harassment. We are dedicated to creating an environment where everyone feels empowered to contribute their best, regardless of ethnicity, gender, sexual orientation, religion, disability, age, or any other dimension of diversity.

2. Scope

This Procedure applies to the Galileo Group which comprises Galileo Green Energy GmbH and all its wholly owned subsidiaries.

Galileo expects that its non-wholly owned subsidiaries should have in place an appropriate Diversity and Inclusion strategy and underlying policies, procedures and controls to provide comfort from a compliance perspective and align with Galileo’s ESG minimum requirements.

However, responsibility for implementing the appropriate Diversity and Inclusion strategy and underlying policies rests with the management of each entity.

3. Policy

Galileo’s vision and values are integral to the business and underpin the commitment to inclusivity and diversity in the workplace. Employment practices, including recruitment, remuneration, training and performance management, are designed to ensure the best pool of talent is available to the company and that people are engaged over the long term. The company relies on its people and believes that diversity within the team will enable better thinking, increased innovation and allow the business to continue to deliver exceptional results. The company firmly believes that embracing inclusiveness and diversity is key to attracting and retaining the best talent. Diversity will flourish when business culture is inclusive and at all levels of the business there is a variety of skills, experiences, views and attributes gained from life's experiences and backgrounds, including culture, ethnicity, gender, age, disability, religion, sexual orientation, socioeconomic status or otherwise.

4. Responsibility for policy

The Board has delegated responsibility for implementation of this policy to the Chief Executive Officer.

With reference to activities carried out in Italy, the CEO delegates to the “Comitato Guida” for Gender Parity the responsibility for managing the strategic plan defined pursuant to the Prassi 125:2022.

It is important that everyone accepts personal and collective responsibility for the culture of the business, and to that end everyone is expected to read, understand and live by this policy, which should not be a matter of mere compliance.

5. Governing principles and objectives

Galileo's success is built on employing a team of entrepreneurial and commercially-oriented people with a strong focus on delivering stakeholder benefits. Recruiting staff with the competencies to support business strategies is a critical source of competitive advantage. Employment procedures are designed to ensure fair employment practices, to ensure equal opportunity to all individuals and to ensure we draw from the widest possible pool of potential candidates. The best person for the job will be recruited based on job requirements and merit. This also applies for the promotion of employees and executives and for determining the composition of Galileo's companies' administrative bodies.

The principles underlying this policy are:

- **Respect:** all workers and employees must behave and speak with kindness and respect for the dignity of all people, inside and outside the company;
- **Inclusion:** all people should feel welcomed, listened to and valued, regardless of their employment status, social, contractual or other status;
- **Zero tolerance** toward any form of discrimination, harassment, bullying, gender and general workplace abuse or violence. No tolerance also toward any form of retaliation resulting from reports made;
- **Confidentiality and Privacy** towards all persons who may be involved or who may report acts of discrimination, harassment, bullying, abuse or violence of gender and in general in the workplace, including in the investigation stages of the reported situations.

6. Initiatives

Galileo's commitment to creating diversity is reflective in the following actions:

- Facilitating equal employment opportunities based on ability, performance and potential, by ensuring the widest range of potential candidates are considered for all roles, at all levels across Galileo and for determining the composition of Galileo's companies' administrative bodies;

- Promoting initiatives that support inclusive and flexible work practices (e.g. paid parental leave, flexible work arrangements);
- Actively analysing people processes to identify and resolve areas of bias, including recruitment, training, performance management, leadership programs, succession plans, rewards systems and communication;
- Annually reviewing pay and opportunity equality at all levels of the organisation to minimise inadvertent discrimination; and
- Building a safe and inclusive workplace by promoting appropriate communication, active collaboration and mutual respect and taking action against inappropriate workplace behaviour that does not support or encourage diversity.

The following measures are intended to support these actions and will be continuously reviewed in order to identify opportunities to improve diversity:

Domain	Objective	Measure
Recruitment	Maintain diversity in our business.	<p>Recruitment procedures positively identify the backgrounds of candidates that will maintain and potentially increase diversity in our workplace; such measures may include focusing on skills rather than formal qualifications or adjusting seniority requirements to include a broader range of candidates, investing, where necessary, in training and development of candidates from minority groups.</p> <p>Job descriptions are gender neutral, and it is clearly stated that they are addressed to both genders.</p> <p>The recruitment process for all roles includes at least one interview with a gender minority senior manager and no family questions are allowed.</p> <p>Monitor employee gender ratio and aim to achieve gender balance in employee group that is above the renewable energy industry average for Europe.</p>
Compensation and advancement	Ensure there is no discrimination during performance and salary	Use objective and transparent measures of performance management, HR to apply a data-driven approach to identify outliers/trends that could indicate bias/discrimination and have the ability to challenge, if needed; calibration takes place at group level.

Domain	Objective	Measure
	review and address any imbalance, if any	<p>Use objective principles to propose and approve salary increase, secure external benchmarks and perform internal cross-checks to ensure equal pay and opportunity.</p> <p>Evaluate employee feedback annually and consider any material differences based on gender.</p>
Flexible Workplace	Maintain a culture and working environment that is flexible and supportive of people's differing needs and responsibilities within and outside of the workplace.	<p>Where the business is able, people are supported to achieve personal and non-work priorities, including being permitted to work different hours or from home.</p> <p>In general Galileo enables its employees to partially work remotely, except where roles require full-time office presence.</p> <p>Where possible, Galileo will aim to accommodate employees requiring temporarily more flexible work arrangements because of family issues.</p> <p>Ensure that the workplace is accessible to individuals with disabilities; Galileo is open to requests to accommodate different needs.</p>
Administrative bodies representation	Maintain a diverse skill set and gender balance on the administrative bodies	<p>Challenge candidate lists for all administrative bodies roles to ensure diversity is maintained in recruitment processes.</p> <p>Monitor administrative bodies gender ratios.</p>
Culture	Maintain a healthy working environment.	<p>Zero tolerance for bias, bullying, harassment or every kind of offensive actions, even if not intended to offend, paired with training and direct discussion to address potential or actual issues (e.g. sexist language or inappropriate jokes). Please refer to the specific paragraph of this policy.</p>

7. Gender Diversity

In order to meet the gender diversity compliance requirements recorded in this Policy, Galileo will:

- Regularly record and update data on relevant diversity information, including gender diversity, at the employee, senior management and Board levels, for review by the CEO;
- Monitor the recorded data and consider opportunities to address any emerging challenges to maintaining a diverse and inclusive workplace; and
- Consider the need for additional targets or key performance indicators in respect of diversity, including gender diversity.

8. Measuring broader diversity

Diversity extends beyond only statutory requirements and to help with ongoing understanding of the composition of the workforce, Galileo provides optional and confidential opportunities for the workforce to indicate diversity factors and to comment on how inclusivity is encouraged by the Company and their inclusivity perceptions as an Employee.

Results of this measurement are presented to the CEO and used to determine actions required to enhance diversity in the workplace.

9. Measures against harassment, bullying and violence in the workplace

Galileo asks all employees to respect the personal dignity, privacy and rights of every person, in line with the United Nations Global Compact (UNGC) Guiding Principles on Human Rights and Labor; in recognizing that violence, bullying and harassment are incompatible with its values, manifests zero tolerance for any form of discrimination, harassment, bullying, abuse or violence of gender and in general in the workplace.

Our objective is to:

- Prevent, detect and constantly monitor harassment, bullying, gender-based and general violence;
- Incentivize and facilitate people who experience or become aware of such phenomena to report them;
- Provide support to people who report/submit such situations, providing tools to help and protecting them from any retaliatory acts.

10. Prevention, awareness and training

Galileo commits to the communication of this Policy to all employees, contractors, shareholders and the market (via an external version published on its website) and to encourage feedback on the Policy and implementation of the Policy from all stakeholder groups.

Galileo implements preventive actions and measures to ensure a safe workplace free from discriminatory behaviour, harassment and/or violence through:

1. The internal and external dissemination of this policy;
2. Training to staff on this policy;
3. Work context analysis and risk assessment related to violence and/or harassment;
4. The promotion and implementation of awareness-raising and training actions towards all male and female workers on the issues of prejudice and stereotypes (bias), harassment and violence in the workplace and domestic violence, and zero tolerance
5. The promotion of actions and projects as concrete tools to prevent and combat gender-based and general workplace violence.

11. Reporting

Reporting and accountability in respect of this Policy will be a periodic item on the CEO agenda. At least every 12 months the HR Director will prepare a report to the CEO on progress towards attainment of a diverse workplace; and in general the CEO will take action to facilitate the CEO in meeting the compliance requirements referred to above.

12. Alerts and remedial mechanism

All workers and interested parties who become aware of or are victims of discrimination, harassment or violence may make reports through a dedicated portal, to their Manager or directly to the HR Director, as detailed in the Personal Grievance Procedure available in the People section of the company intranet.

For proven cases of discrimination, bullying, mobbing, harassment and/or violence, the company will proceed with corrective actions and sanctions against those among the employees and collaborators who have been identified with certainty as the proponent/advocate of the action, as per the abovementioned procedure.

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