



PRESS RELEASE

LA SIA S.P.A. achieves certification on Gender Equality

The certificate confirms the Company's commitment to create an increasingly inclusive and equal work environment

Rome, Dec 28th, 2023 - La SIA S.p.A. ("La SIA" or the "Company"), a company active in the engineering & design sector with a focus on critical infrastructure, listed on the multilateral trading system Euronext Growth Milan, has received certification on Gender Equality, by the UNI/PdR 125:2022 standards also stipulated in the National Recovery and Resilience Plan (NRRP).

"At La SIA, we believe in the power of diversity as a catalyst for innovation, and this certification, which complies with UNI/PdR 125:2022 standards and NRRP guidelines, is a tangible proof of our commitment," stated **Alessandra Speranza, General Manager & Security Manager of La SIA** - *This achievement reflects our commitment to creating a workplace that respects and values the skills of each individual, regardless of gender, while promoting a fair and inclusive work environment."*

UNI/PdR 125:2022 is the Reference Practice that provides for the reporting and evaluation of data about Gender Equality policies in organizations. The certification certifies the respect and improvement of measures to reduce the gender gap, implement salary and job equality and policies to ensure work-life balance.

LA SIA was awarded a score of 89.5 out of 100; the minimum score to determine access to certification is set at 60 out of 100. In this way, LA SIA demonstrates that it has taken concrete measures over the years to promote an inclusive corporate culture and work environment oriented toward continuous improvement on Diversity Equity and inclusion issues.

The assessment process was based on interviews of the employees with a focus on six key indicators such as culture and strategy, governance, HR processes, opportunities for growth and inclusion of women in the company, gender salary equality, parental protection and work-life balance. The following documents were also drafted: Anti-harassment Code, Corporate Gender Equality Policy and Strategic Plan including a education plan. In addition, the Board of Directors has appointed a Joint Steering Committee.

Kuhn supported LA SIA in the evaluation process, Bureau Veritas, a world leader in inspection, conformity verification and certification services, awarded the certification according to UNI/PdR Practice 125:2022.

The press release will be available on the Company website at <https://investors.lasia.it>

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The Company

La SIA S.p.A. is a company active in the engineering and design sector, specializing in the design of critical infrastructures in the fields of telecommunications, civil construction, mobility infrastructure and energy plants, through the use of cutting-edge technologies and specific know-how. La SIA is among the top 100 Engineering Companies in Italy, and among the first movers in the introduction of BIM (Building Information Modeling) methodology, also employed for the purposes of safety, predictive maintenance and the protection of the country's artistic and historical heritage. The Company, established in 2004, operates through two service lines: the "Engineering" line, dedicated to the activities of structural mechanical, electrical, and design engineering in the architectural field, and the "Advisory" line, engaged in consulting specializing in project management services, construction and safety management, and training.