

SIT obtains the Certification on Gender Equality

Padua, June 19, 2023 – **SIT**, a multinational listed on the Euronext Milan segment of Borsa Italiana (Italian Stock Exchange) a multi-national listed on the Euronext Milan segment of the Italian Stock Exchange that creates intelligent solutions for monitoring environmental conditions and measuring consumption, **has obtained the Certification on gender equality**, pursuant to UNI/PdR 125:2022, issued by the certifying agency Kiwa and supported by Variazioni, a consulting company specialized in innovation projects and Change Management. This certification, which is valid for three years and is subject to annual monitoring, has seen SIT prove virtuous in all six areas that the certification investigates: Culture and Strategy; governance; HR processes; Opportunities for growth and inclusion of women in the company; Remuneration equity by gender and Protection of parenthood and work-life balance.

SIT invests in equality and merit through concrete policies and actions to protect diversity, including:

- **Development and internal growth programs** based on skills, meritocracy and results, valuing everyone's diversity and talent. SIT provides the same training and career development opportunities to all its people with programs built for professional and personal development. In 2022, women fulfilled 33% of managerial positions that were open in the year. In relation to compensation policies, the accurate calculation, during 2023, of the gender-pay gap will allow SIT to promptly manage the equity formulas to guarantee non-discrimination. The goal is to implement objective salary policies, balanced on roles' responsibilities and skills, strengthening the logic of talent and gender equality.
- **Measurement on an annual basis of the percentage difference in career progression** between men and women to confirm the conditions for both genders to have equal access to growth opportunities within the organization. In 2022, women represented the population that covered 62.5% of internal promotions, an indicator of coherence and constancy of merit and gender equality policies. The complementarity of different skills, attitudes and managerial and technical styles is an absolute value for the organization, reason for which SIT promotes specific training programs on neutral leadership, gender equality, cognitive biases and prejudices for all resources.
- Compulsory company training on discrimination, harassment and abuse with reference to the new Diversity&Inclusion policy, the Code of Conduct as well as the methods of exposure, whistleblowing, increasingly sophisticated in order to protect the most fragile population.

The Gender Equality certification, consistent with the company pillar "[Made with Care](#)" dedicated to Social Responsibility and included in the company's sustainability plan, comes after two other important steps in **SIT's ESG path**: the [new and "enhanced" parenting policy](#), in force since March 1, 2023, and the [Diversity&Inclusion policy](#) of April 2023. The Parental and Diversity&Inclusion policies and the Gender Equality certification that SIT has obtained over the last three months are an integral part of the company's sustainability roadmap which aims to enable the energy transition through innovative solutions that help decarbonise the atmosphere and safeguard natural resources.

"The gender equality certification together with the recent Parenting and Diversity & Inclusion policies attest to SIT's entrepreneurial orientation, based on the valorisation of people and their work, where everyone can find the environment in which to pursue their ambitions and realize their potential in an inclusive and fair context" stated **Chiara de' Stefani, Corporate Sustainability Director of SIT** and member of the Board of Directors of SIT S.p.A.

*"To make a difference in our sector, we must start from ourselves - added **Roberta Fagotto, Chief Human Capital Officer of SIT - Inclusion, support for diversity and gender equality must be values from which to start to create a balanced work environment, based on meritocracy and in which corporate culture can be a strategic element capable of generating value"***.

Focus on gender equality: information and interesting facts

- At the beginning of March 2023 there were 178¹ companies (considering as a single certification the multiple ones) that voluntarily undertook the process of gender equality certification, since it became operational in July 2022.
- The "Gender Equality Certification System" is an intervention of the National Recovery and Resilience Plan (PNRR) owned by the Equal Opportunities Department of the Presidency of the Council of Ministers aimed at accompanying and encouraging companies to adopt policies appropriate to reduce gender gap in all the most critical areas for the professional growth of women.
- In order to be certified, it is necessary to demonstrate having a management system for gender equality oriented towards continuous improvement and at the same time having satisfied certain KPIs, achieving a score of at least 60%.

SIT, through the Heating&Ventilation, Smart Gas Metering and Water Metering Business Units, creates intelligent solutions for climate control and consumption measurement. A market-leading multinational company and listed on the Euronext Milan segment, SIT aims to be the number one sustainable partner for energy and climate control solutions for its customers, focusing on experimentation and the use of alternative gases with low environmental profiles. The Group has production sites in Italy, Mexico, the Netherlands, Romania, China, Tunisia and Portugal, in addition to a commercial structure covering all global markets. SIT adheres to the United Nations Global Compact and the related principles which promote a responsible way of doing business. SIT is also a member of the European Heating Industry and of the European Clean Hydrogen Alliance, in addition to the Community "Valore Acqua per l'Italia" ("Water Value for Italy") - www.sitcorporate.it/en/

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¹ Source: Il Sole 24 Ore