

INWIT ACHIEVES GENDER EQUALITY CERTIFICATION (UNI/PdR 125:2022)

Colantoni (INWIT): *"the result of an approach demonstrating how far gender equality is intrinsic to our culture and the DNA of our organisation."*

Rome 23 January 2024 - INWIT, Italy's leading tower operator, has achieved UNI/PdR 125:2022 certification for gender equality for the first time. The certification measures the level of maturity reached by the organisation and its progressive advancement towards a sustainable and lasting change that incorporates gender equality in organisations' DNA.

The company's inclusiveness and gender equality were ascertained by assessing six specific areas: culture and strategy, governance, HR management processes, opportunities for growth and inclusion of women in the company, gender pay equity, parental protection and work-life balance.

INWIT has been on a sustainable path since the creation of the 'new INWIT' at the end of March 2020 and has always paid special attention to social issues. In 2023, it implemented a Gender Equality Management System complying with the requirements of the UNI/PdR 125:2022 Reference Practice, and adopted practical measures to reduce the gender gap in relation to opportunities for growth in the company, equal pay, duties, gender difference management policies and maternity/paternity protection.

The UNI/PdR 125:2022 certification was issued by Bureau Veritas, a world leader in certification and audit services in the fields of Quality, Health and Safety, Environmental Protection and Social Responsibility.

"The certification achieved is the outcome of a path embarked upon some years ago and emphasises the effectiveness of the approach adopted, as well as demonstrating how far gender equality is intrinsic to our culture and the DNA of our organisation" declared **Donatella Colantoni**, INWIT's Human Resources & Organization Director. *"We believe in the potential of every single person in the company and have always tried to integrate talents and differences of all kinds, confident that this is the only way to create real value for the entire organisation".*

The Gender Equality Certification follows other recognitions obtained by INWIT with reference to inclusion issues. Among these, in 2022, inclusion in the **Bloomberg Gender-Equality Index (GEI)**, an index assessing the commitment to gender equality among the largest listed companies worldwide and, in June 2023, confirmation in the **FTSE4Good** index, a global ranking of companies based on environmental, social and governance practices.