

Gender Equality Plan

Year 2026

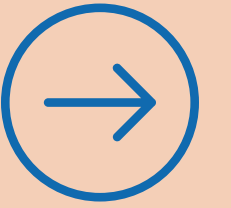


NEXTAGE
INNOVATION MADE EASY

Introduction

On an annual basis, the Steering Committee of Nextage S.R.L. prepares the Gender Equality Plan, in which — starting from a context analysis and the measurability indicators identified by the standard reference — it defines gender equality objectives and how achieve them. Above all, the success of Nextage is built upon people. The management staff consistently and frequently implements training and awareness initiatives on gender equality topics, with the aim of improving the well-being of the company and its employees, The goal is to build an inclusive corporate culture based on the valorisation of individual differences and on transparency. Since its origins, the company has pursued the goal of building its activities by placing human resources at the centre and fostering the development of an inclusive, equitable and sustainable corporate culture; the resources are offered the opportunity to express themselves at their best through initiatives such as flexible working arrangements, collaboration and open communication, which enhance well-being and, consequently, productivity.





Governance, Adoption and Scope

Formal Adoption

The Gender Equality Plan (GEP) is formally adopted by the Management of Nextage S.R.L. as an institutional strategic document. The present GEP is valid for the year 2026 and is subject to periodic review (at least annual).

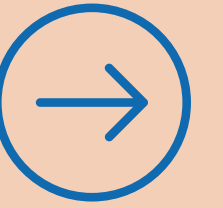
Scope

The GEP applies to all Nextage personnel, regardless of role, function, level or type of employment contract. The measures set out herein are institutional in nature and are not limited to individual projects.

Governance and Responsibilities

Overall responsibility for implementing the GEP is entrusted to the Steering Committee (composed of the Board of Directors, the Integrated Management System Manager, the HR Manager, the Communications Manager and one employee), in collaboration with the Area Managers





Area 1

Work-life balance, organizational culture, and combating stereotypes

Objectives

- 1) Maintain active measures that allow for work-life balance
- 2) Annually propose initiatives that focus on employee well-being

Area 1 | Work-Life Balance, Organisational Culture and Combating Stereotypes



Objective 1 - Maintain active measures enabling work-life balance

ACTION 1	Conduct periodic analysis of staff needs to be submitted to Management for review
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	List of personal needs and requirements
HUMAN RESOURCES	HR (Human Resources), Board of Directors
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Completion of the annual needs analysis
SDG AGENDA 2030	SDG 3 Good Health SDG 5 Gender Equality

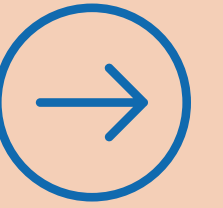




Objective 2 - Propose annual initiatives centred on employee well-being

ACTION 1	Propose new activity in partnership with the Genova dog shelter and mountain bike / hiking excursions with qualified instructors
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Communication via email, notice board and participation in activities
HUMAN RESOURCES	HR (Human Resources), Communications Manager
FINANCIAL RESOURCES	Dog shelter activity: €500 (insurance + donation); mountain bike : €720; hiking: €120
INDICATORS & TARGETS	Confirmed communication and participation
SDG AGENDA 2030	SDG 3 Good Health and Well-being SDG 15 Life on Earth



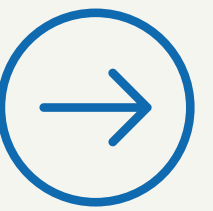


Area 2

Gender Balance in Leadership Positions and Decision-Making Bodies

Objective

1) Maintain gender equality in leadership roles and decision-making bodies



Objective 1 - Maintain gender equality in leadership roles and decision-making bodies

ACTION 1	Conduct continuous monitoring of data on activated career paths
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Periodic analysis of personnel data
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Completion of personnel data collection and analysis
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Area 3

Gender Equality in Recruitment and Career Progression Objectives

Objectives

- 1) Increase and maintain female representation in compatible roles (administrative, technical, HR, etc.) to work towards parity.
- 2) Leverage training institutions with which the Company collaborates to encourage women's participation in professional development courses such as software development, etc.
- 3) Better define career development pathways and level advancement mechanisms, improving communication regarding career and professional development opportunities within the company (career management).
- 4) Restore pay equity at each level and improve the monitoring of personnel data.



Objective 1 - Increase and maintain female representation in compatible roles to work towards parity

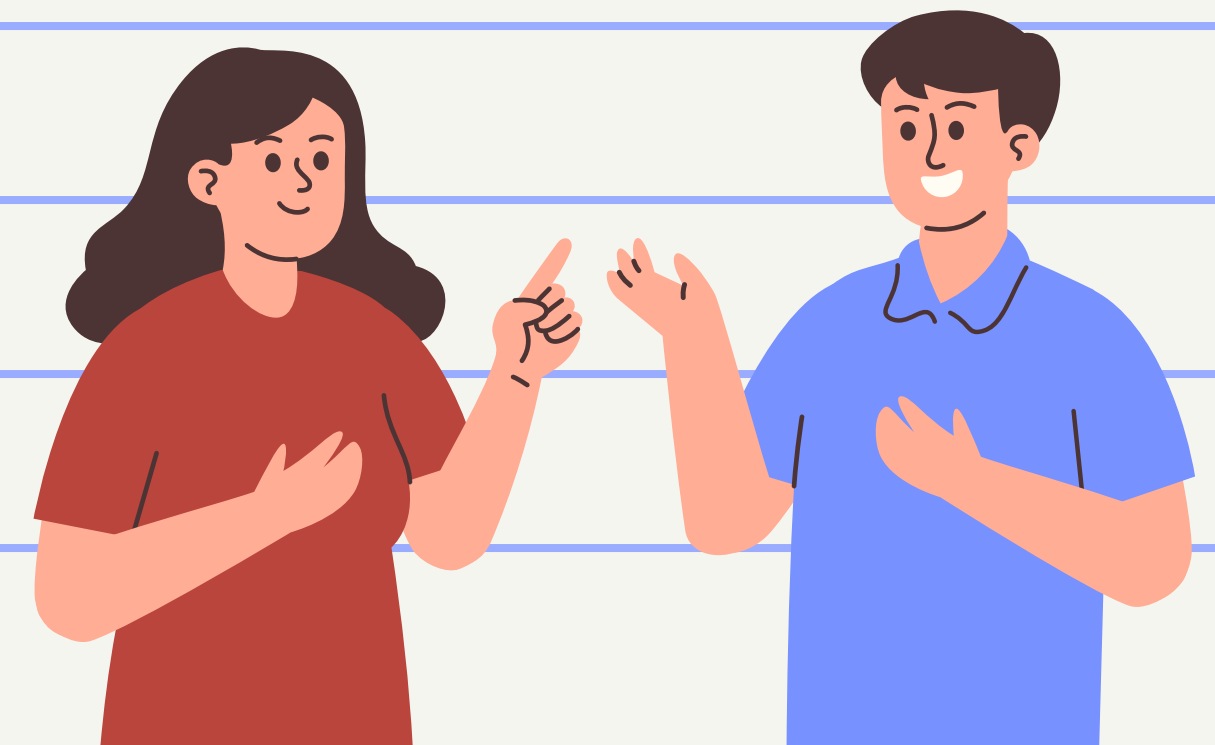
ACTION 1	Contact candidate profiles equitably based on gender (e.g. by concealing photos and gender-related information from selectors)
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	Candidates
EXPECETED RESULTS	Fair candidate profile descriptions and evaluations
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Conduct annual review of the selection process
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 1 - Increase and maintain female representation in compatible roles to work towards parity

ACTION 2	Prepare gender-neutral job descriptions for all roles to ensure the recruitment process is consistently addressed to both men and women
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	Candidates
EXPECETED RESULTS	Fair candidate profile descriptions and evaluations
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Conduct annual review of the selection process
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 1 - Increase and maintain female representation in compatible roles to work towards parity

ACTION 3	Prohibition of questions relating to marriage, pregnancy and/or care responsibilities, by introducing a reference checklist or a specific self-declaration on how the interview was conducted
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	Candidates
EXPECETED RESULTS	Fair candidate profile descriptions and evaluations
HUMAN RESOURCES	HR (Human Resources), Area Managers, Board of Directors
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Conduct annual review of the selection process
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 2 - Leverage training institutions to encourage women's participation in professional courses

ACTION 1	For every internship/traineeship activation request from training institutions, explicitly request that, where possible, only female candidates be put forward
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	Training institutions, candidates
EXPECETED RESULTS	Internship/traineeship activation requirements
HUMAN RESOURCES	HR (Human Resources), Board of Directors
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Conduct annual review of the selection process
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 3 - Better define career development and level advancement mechanisms, improving communication regarding career and professional development opportunities within the company

ACTION 1	Review the personnel management procedure to describe career development pathways and define level advancement mechanisms
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Issuance and sharing of documentation
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Verification of documentation issuance and acknowledgement
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 4 - Restore pay equity at each level and improve monitoring of personnel data

ACTION 1	Conduct continuous monitoring of data related to pay equity
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Periodic analysis of personnel data
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Completion of personnel data collection and analysis
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities





Objective 4 - Restore pay equity at each level and improve monitoring of personnel data

<p>ACTION 2</p>	<p>Introduce a company database to facilitate resource monitoring; the database must make easily accessible the data on: employment status, gender distribution per role, training, professional advancement, levels, category and/or qualification transitions</p>
<p>RESPONSIBILITY</p>	<p>CTO (Chief Technical Officer)</p>
<p>RECIPIENTS</p>	<p>HR (Human Resources)</p>
<p>EXPECETED RESULTS</p>	<p>Improved management and monitoring of personnel data</p>
<p>HUMAN RESOURCES</p>	<p>Digital Division, HR (Human Resources)</p>
<p>FINANCIAL RESOURCES</p>	<p>Estimated cost for in-house application development: €40,000</p>
<p>INDICATORS & TARGETS</p>	<p>Product release to production</p>
<p>SDG AGENDA 2030</p>	<p>SDG 5 Gender Equality SDG 10 Reduced Inequalities</p>





Objective 4 - Restore pay equity at each level and improve monitoring of personnel data

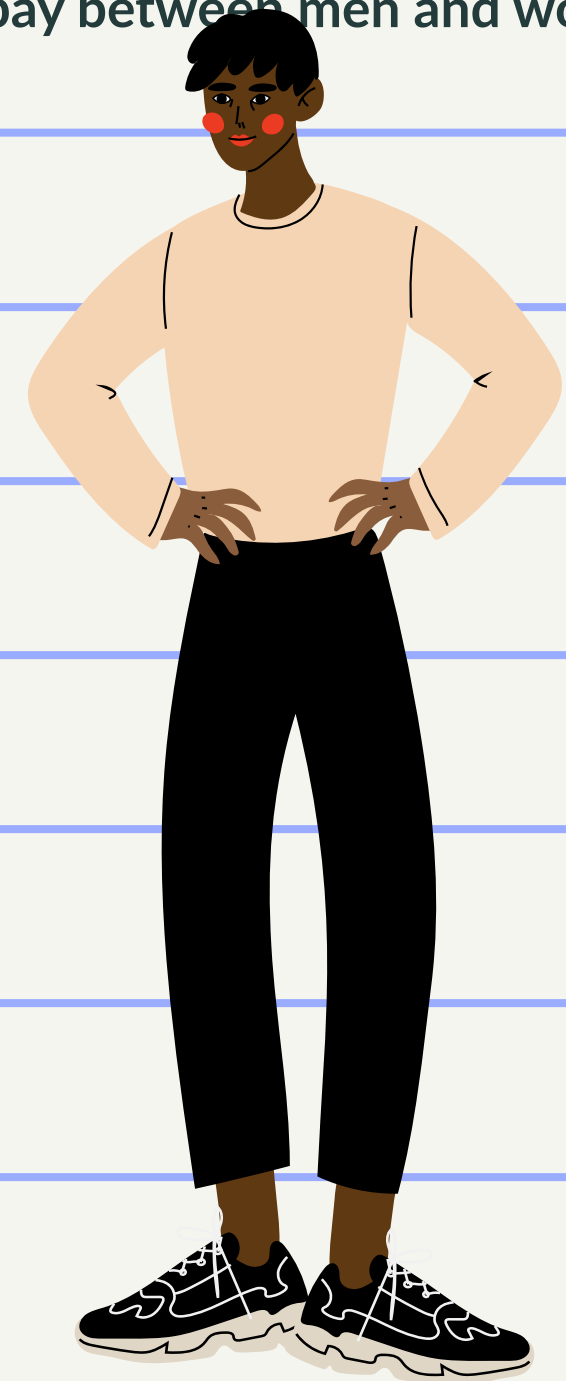
ACTION 3	Communicate to all employees the criteria underlying the company's remuneration policies
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Information about transparent remuneration
HUMAN RESOURCES	HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Confirmed communication
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities



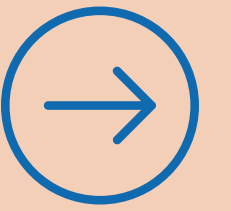


Objective 4 - Restore pay equity at each level and improve monitoring of personnel data

ACTION 4	Transposition of the new EU Directive 2023/970 on pay transparency and equal pay between men and women
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Regulatory compliance
HUMAN RESOURCES	HR (Human Resources), Board of Directors
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Verification of requirements compliance
SDG AGENDA 2030	SDG 5 Gender Equality SDG 10 Reduced Inequalities



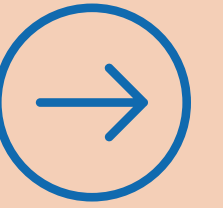
Monitoring, indicators and reporting



Nextage adopts a monitoring system based on gender-disaggregated data. Results are analysed by the Steering Committee and retained as evidence for audit purposes and EU programmes.

AREA	INDICATOR	FREQUENCY	OWNER
Personnel	Distribution by gender, role and level	Annual	HR
Recruitment	Hirings by gender	Annual	HR
Career	Promotions by gender	Annual	HR
Remuneration	Pay equity analysis	Annual	HR
Leadership	Gender representation in decision-making roles	Annual	Board of Directors
Training	Course participation	Annual	HR





Area 4

Integration of the Gender Dimension in Research and Training Activities

Objectives

- 1) Integrate the gender dimension into research and innovation activities, where relevant
- 2) Integrate the gender dimension into training activities

Area 4 | **Integration of the Gender Dimension in Research and Training Activities**



Objective 1 - Integrate the gender dimension into research and innovation activities, where relevant

ACTION 1	Prepare an internal checklist to support the assessment of the relevance of the gender dimension in research and innovation activities and funded projects (e.g. Horizon Europe)
RESPONSIBILITY	Board of Directors + Area Manager + PM (Project Manager)
RECIPIENTS	Staff involved in research, innovation and project design activities
EXPECETED RESULTS	Availability of the checklist to be applied during project design and launch phases
HUMAN RESOURCES	Board of Directors + Area Manager + PM (Project Manager)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Checklist prepared and approved (YES/NO); Application of checklist in new R&D projects (100% of cases)
SDG AGENDA 2030	SDG 5 Gender Equality SDG 9 Industry, Innovation and Infrastructure



Area 4 | **Integration of the Gender Dimension in Research and Training Activities**



Objective 1 - Integrate the gender dimension into research and innovation activities, where relevant

ACTION 2	Integrate informational modules on the gender dimension into internal training for staff involved in research and innovation projects
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	Technical staff, designers, researchers, R&D staff
EXPECETED RESULTS	Availability of the checklist to be applied during project design and launch phases
HUMAN RESOURCES	HR (Human Resources), Area Managers
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Number of training sessions held (≥ 1 /year); Percentage of R&I staff involved ($\geq 80\%$)
SDG AGENDA 2030	SDG 4 Quality Education SDG 5 Gender Equality



Area 4 | Integration of the Gender Dimension in Research and Training Activities



Objective 1 - Integrate the gender dimension into research and innovation activities, where relevant

ACTION 3	Apply gender dimension integration to project content only where relevant to the objectives, beneficiaries and impacts of the research and innovation activities
RESPONSIBILITY	Area Manager + PM (Project Manager)
RECIPIENTS	Project team
EXPECETED RESULTS	Consistent and proportionate approach to gender dimension integration in R&D projects
HUMAN RESOURCES	HR (Human Resources), Area Managers
FINANCIAL RESOURCES	Project team
INDICATORS & TARGETS	Documented relevance assessment in projects (100% of R&D projects); Absence of unjustified integrations
SDG AGENDA 2030	SDG 5 Gender Equality SDG 9 Industry, Innovation and Infrastructure



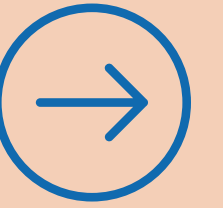
Area 4 | Integration of the Gender Dimension in Research and Training Activities



Objective 2 - Integrate the gender dimension into training activities

ACTION 1	Review training programmes to integrate the gender perspective into content
RESPONSIBILITY	Training Manager
RECIPIENTS	All internal staff and clients attending courses
EXPECETED RESULTS	Updated teaching materials
HUMAN RESOURCES	Training Manager, HR (Human Resources)
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	% of courses revised out of total active courses
SDG AGENDA 2030	SDG 4 Quality Education SDG 5 Gender Equality





Area 5

Combating Gender-Based Violence, Including Sexual Harassment Objectives

Objectives

- 1) Training courses on the topic of abuse
- 2) Raise awareness among 100% of staff on zero-tolerance policies

Area 5 | **Combating Gender-Based Violence, Including Sexual Harassment Objectives**



Objective 1 - Conduct training courses on the topic of abuse

ACTION 1	Organise specific training interventions (e.g. film screenings with discussion)
RESPONSIBILITY	Steering Committee
RECIPIENTS	All staff
EXPECETED RESULTS	Increased awareness of phenomena of violence and harassment and of internal reporting procedures
HUMAN RESOURCES	HR (Human Resources), Management
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Number of training interventions conducted annually
SDG AGENDA 2030	SDG 3 Good Health and Well-being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions



Area 5 | Combating Gender-Based Violence, Including Sexual Harassment Objectives



Objective 2 - Raise awareness among 100% of staff on zero-tolerance policies

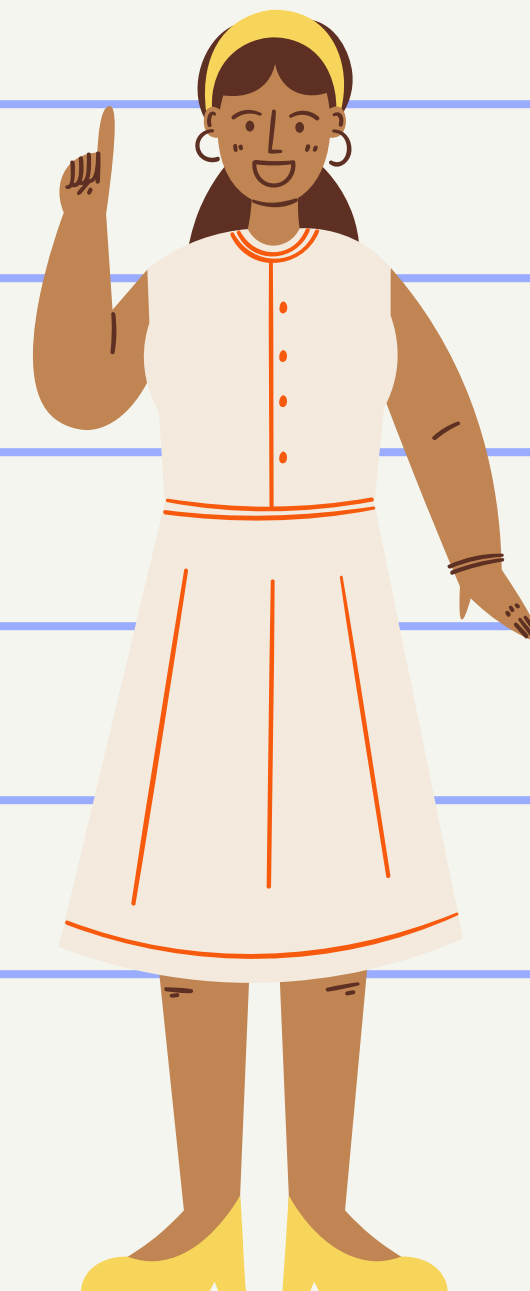
ACTION 1	Repeat organisational climate analysis in the form of one-to-one meetings, exploring aspects related to having experienced, reported, etc. harassment
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Staff awareness of zero-tolerance policies
HUMAN RESOURCES	Steering Committee
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Assessment of meeting outcomes
SDG AGENDA 2030	<p>SDG 3 Good Health and Well-being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions</p> 

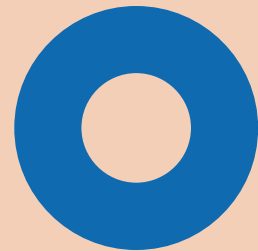
Area 5 | **Combating Gender-Based Violence, Including Sexual Harassment Objectives**



Objective 2 - Raise awareness among 100% of staff on zero-tolerance policies

ACTION 2	Plan and carry out communications / awareness activities on gender equality topics
RESPONSIBILITY	HR Manager (Human Resources)
RECIPIENTS	All staff
EXPECETED RESULTS	Communication via email, notice board and participation in activities
HUMAN RESOURCES	HR (Human Resources), Communications Manager
FINANCIAL RESOURCES	-
INDICATORS & TARGETS	Confirmed communication and participation
SDG AGENDA 2030	SDG 3 Good Health and Well-being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions



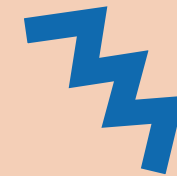


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PUBLIC DOCUMENT

Document compliant with Horizon Europe eligibility requirements