

OPEN TO ... DIVERSITY, EQUITY & INCLUSION (DE&I)

MARAZZI GROUP'S DE&I POLICY



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Cap. Soc. Euro 102.232.000 Int. Vers. P.Iva e Cod Intrastat IT00611410374 C.F.E N di Iscrizione Reg. Impr.de Mo 00611410374 R.E.A.
Modena N. 49219 N. Meccanografico MO 041028 Società soggetta a direzione e coordinamento di Mohawk Industries, Inc.

OPEN TO DIVERSITY, EQUITY & INCLUSION (DE&I) – WHY

“**The Open Circle**” is the name of the long-term project through which Marazzi Group pursues its daily commitment to creating a positive impact on the planet, people, and performance.

This daily commitment is achieved through concrete actions.

This policy is part of this framework, formalizing Marazzi Group's commitment to taking care of people every day regarding diversity, equity, and inclusion.

What is the meaning behind the words “diversity”, “equity”, and “inclusion”?



The word **Diversity** refers to the fact that each of us possesses unique characteristics that distinguish us from others. These differences include, but are not limited to, age, ethnic origin, social status, religion, gender, age, sexual orientation, psycho-physical abilities, and political beliefs.



The word **Equity** expresses the ability to create equal opportunities for each person to access opportunities, with respect for *Diversity*.



Finally, **Inclusion** refers to the ability to create a welcoming and *equitable* environment where each person feels empowered to express their authentic self and contribute in a safe context.

Diversity is a fact, Inclusion is a choice. With this policy, Marazzi Group defines principles, strategies, and best practices to foster an inclusive work environment that is open to the contributions of all individuals and capable of recognizing the value that arises from diversity.

This document is intended for all Marazzi Group personnel to support the management of relationships with internal and external stakeholders.

In this document, the use of the generic masculine form is solely for simplification and improved content accessibility, and should be understood as referring inclusively to all potentially interested individuals.



1. OPEN TO DE&I IN COMPANY PROCESSES

The principles of Diversity, Equity, and Inclusion are integrated into every stage of the employee experience within the organization.



1.1 SELECTION AND ON-BOARDING PROCESS (RECRUITING)

The recruiting process is a strategic opportunity to connect with individuals and the unique talents they bring.

Marazzi Group invests care, resources, and training to ensure the recruitment process offers an opportunity to connect with individuals who feel empowered to share their experiences, skills, and professional aspirations within an environment that guarantees psychological safety, equal opportunities, and full respect for diversity.

The candidate evaluation and selection process is structured to guarantee respect for equal opportunities at every stage and to ensure the absence of direct and/or indirect Discrimination (including, but not limited to, age, ethnic origin, social status, religion, gender, sexual orientation, physical or mental abilities, and political beliefs).

Diversity is encouraged through selection processes that – while respecting the company's organizational needs – aim to build heterogeneous teams. These teams are diverse in terms of age, gender, origin, and background, and therefore bring different points of view and perspectives.

All individuals involved in the recruiting process receive adequate training to develop working methods, selection processes, interview techniques, and onboarding procedures that align with the principles of this policy on gender equality, Diversity, Equity and inclusion. This training also covers the recognition of cognitive biases (defined by psychologist D. Kahnemann as “systematic errors, real prejudices that recur predictably in particular circumstances”).



1.2 TRAINING AND PROFESSIONAL GROWTH

Marazzi Group is committed to fostering a dynamic work environment that provides personnel with appropriate training tools and opportunities to support their professional and personal development. Training sessions are organized to enhance knowledge and widespread awareness at all levels regarding diversity, equity, and inclusion, as well as the recognition of *bias* cognitive biases.

Performance evaluation is conducted through company mechanisms that define specific, measurable, and achievable periodic objectives, accompanied



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by structured opportunities for dialogue and discussion between each person and their managers, while remaining open to dialogue whenever necessary. These meetings are valuable opportunities, not only for defining and monitoring the progress of individual objectives, but also, more broadly, for listening to personnel and sharing feedback to support daily working relationships.

Career development paths within the group aim to enhance individual merit in a playing field that offers international opportunities, while maintaining a strong focus on creating a fertile environment for the growth of all talent, regardless of gender.

Internal processes dedicated to training, performance evaluation, and organizational growth are structured to ensure respect for equal opportunities and the absence of direct and/or indirect Discrimination at every stage.

Marazzi Group also considers it important to foster intergenerational exchange throughout people's working lives. This reciprocal approach to professional enrichment aims to eliminate age-based prejudices, creating valuable connections between those beginning their journey within the organization, who bring fresh perspectives, and those with extensive work experience.

Marazzi Group is committed to periodically providing adequate training to individuals involved in these processes and to team leaders on topics such as Gender equality, Diversity, Equity and inclusion, as well as on recognizing cognitive *bias*s, to support greater individual and team awareness.



1.3 REMUNERATION

The compensation of personnel at Marazzi Group comprises a salary component compliant with applicable regulations, as well as preferential treatment established through second-level collective bargaining, company policies, or individual negotiation.

Marazzi Group is committed to implementing preferential economic and regulatory measures that actively support gender equality and, more broadly, assist employee groups facing challenges in balancing professional and personal demands.

Marazzi Group is committed to ensuring equity in the compensation of personnel within the organization, fostering an environment that encourages professional development and recognizes merit, free from direct or indirect Discrimination, and with full respect for Equal opportunities.



1.4 INTERNAL COMMUNICATION

Beyond the introduction of preferential treatment, the Group invests resources and dedicates attention to internal communication to ensure such treatments are communicated effectively and transparently to all recipients.



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Clear communication is a strategic tool for Inclusion, enabling beneficiaries to understand the treatments to which they are entitled, perceive their value, and consciously choose whether and how to utilize them.

More generally, the Group is committed to the following in its internal communication:

- Adopting communication channels, methods, and tools that are fully accessible to the company population in physical, linguistic, and cultural terms;
- Choosing clear and accessible language that simplifies technical content where possible, ensuring it effectively reaches recipients and empowers them to navigate company rules and communications with awareness and autonomy;
- choosing respectful and inclusive language that considers the possible variables of each person's identity and personal sphere.



1.5 EXTERNAL COMMUNICATION

The principles of valuing Diversity and inclusivity that inspire Internal communication fully express their potential in external communication, with all stakeholders with whom the group interacts and engages in dialogue at an international level.



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2. GENDER Equity AND PROTECTION OF THE INDIVIDUAL



Marazzi Group promotes Equity and Equal opportunities among all individuals working within the organization and creates dedicated training sessions to foster widespread awareness regarding overcoming stereotypes, Discrimination, or prejudice – including unconscious bias (*unconscious bias*) – based on gender.

In line with these principles, the group adopts concrete measures to guarantee Equity in treatment when facing disadvantageous situations and to support the reconciliation of family and work commitments. Furthermore, there is a commitment to seeking adequate gender representation within teams, in managerial positions, and more generally, in the information, consultation, and decision-making bodies of the organization. A similar commitment is made during events, conferences, and other professional gatherings, upholding the principle that participation should align with the event's objective.

Marazzi Group is committed to ensuring an inclusive and respectful work environment where every person is treated with dignity and respect, and where Equal opportunities are assured.

In accordance with the Agreement of the European social partners of April 26, 2007, and the joint declaration between Confindustria and CGIL, CISL, and UIL of January 25, 2016, Marazzi Group deems any act or behavior constituting harassment or violence in the workplace unacceptable and commits to taking appropriate action against perpetrators.



To support this commitment, Marazzi Group has implemented an internal communication channel for reporting violations or irregularities that are detrimental to the company's or collective interests. This channel allows individuals to bring such matters to the attention of an independent third party, ensuring appropriate confidentiality standards are maintained. Guidelines for using this communication channel are detailed in the Group's "Hotline Policy & Whistleblowing" document.

In the event of prohibited conduct, including harassment, discrimination, or retaliation, disciplinary action may be taken, subject to the conditions stipulated by applicable law.



3. RESPONSIBILITY AT ALL LEVELS



Marazzi Group's commitment to Diversity, Equity, and Inclusion is driven by individual responsibility. Every person within the organization, at every level, is expected to uphold this commitment, adhering to the Group's established rules. For any questions or to discuss specific situations, personnel can contact the Human Resources team, which will coordinate with the DE&I committee as described below.

To support this responsibility, the group invests in ongoing and comprehensive training on DE&I topics. This ensures that every individual within the organization possesses the necessary tools to cultivate a corporate culture that values Inclusion and Diversity in their daily work. It also enables them to identify and report any cultural, organizational, or relational barriers to full workplace Inclusion within an environment that guarantees Psychological safety.

In line with its commitment to raising awareness of DE&I issues, Marazzi Group has established a DE&I committee. This committee comprises Leonardo Tavani - General Manager, Luca Gatti - VP Human Resources Director, Natalia Milanese - Legal Counsel, and Varvara Grigoriou - HR & Compensation Manager, and is dedicated to:

- (i) promote – in coordination with the Human Resources team – and approve DE&I initiatives designed to foster a corporate culture that values Diversity and Inclusion;
- (ii) monitor the development of best practices regarding DE&I and adherence to the principles outlined in this policy throughout the organization;
- (iii) identify and report opportunities to improve company processes from a DE&I perspective, and support the relevant departments in defining an action plan consistent with DE&I principles;
- (iv) collect and evaluate proposals related to DE&I;
- (v) identify DE&I objectives, indicators, and KPIs to be achieved at the group level and, with the support of the relevant data-owning structures, monitor their performance.

This policy is updated as of January 31, 2025, and will be periodically reviewed to ensure its continued alignment with the Marazzi Group's DE&I objectives.



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