

Gender equality statement of commitment:

With this letter, STLab's director Dr. Massimo Camarda states that the company has adopted a Gender Equality Plan. The plan aims to further enhance gender equality within the firm, in accordance with the Italian legal framework and the Gender Equality Strategy promoted by the European Commission.

The Gender Equality Plan formalises the efforts that we have carried on since the foundation of our firm. It represents a step-up of these efforts in a better structured strategy that can be measured and monitored over time. We will periodically update the plan as we progress toward our gender equality goals.

STLab pursues the following objectives:

- Promoting a gender equality culture among the firm's employees, incoming trainees and external collaborators;
- Promoting a gender sensitive approach in the recruitment and career development to the firm's partners and trainees;
- Promoting integration of work with family and personal life;

To ensure the effective implementation of the gender strategy, we pledge to leverage our human resources and professional expertise.

With a synergic and coordinated effort, we believe we can contribute to a gender-equal society built upon diversity and inclusion.

San Vito Lo Capo, 26/04/2022