FIRENZE

English translation of the original Italian document

Statement of Commitment to Justice, Equity, Diversity and Inclusion

JEDI2.a - Formal company commitment

Dora Bruschi 1934 S.r.l., an Italian brand founded in 1934 and a Società Benefit (benefit company), recognises people as the true driving force behind its business. In keeping with its Code of Ethics, which places valuing diversity and respecting people's rights among its highest priorities, the Company makes an explicit, formal commitment to justice, equity, diversity and inclusion.

What we mean

For us, these four principles have practical, operational meaning:

• **Justice.** Removing barriers that hinder people's access to, continued employment within and advancement in the Company, ensuring fair and transparent treatment.

• **Equity.** Recognising that different people have different needs and responding with appropriate measures, including more favourable treatment than contractual minimum requirements where this promotes inclusion.

• **Diversity.** Valuing differences in gender, age, background, ability, career path and experience as an asset to the Company.

• **Inclusion.** Building a workplace where everyone feels respected, heard and enabled to contribute fully.

Our commitments

In practice, Dora Bruschi 1934 undertakes to:

1. Base recruitment on skills and aptitudes, without discrimination on grounds of gender, age, background, orientation, personal beliefs or disability.

2. Ensure equal opportunities for training, development and advancement for everyone.

3. Use inclusive and respectful language in internal and external communications.

4. Support work-life balance, including through additional time off and leave beyond the provisions of the collective agreement.

5. Ensure a workplace free from harassment, discrimination and conduct that undermines personal dignity.

6. Monitor fairness in working conditions, including periodically checking for any pay gaps between people in equivalent roles.

7. Collect diversity data (JEDI1) and periodically review company policies in light of the JEDI principles (JEDI2.c).

Scope

This commitment applies to Dora Bruschi 1934's policies, procedures and practices across all its activities and operations, and guides how the Company acts towards its people, customers, partners and suppliers, and the community in which it operates. The principles of justice, equity, diversity and inclusion are therefore considered in both internal and external company decisions and practices, throughout relationships with key stakeholders.

Responsibility and accountability

Ultimate accountability for implementing, maintaining and reviewing this JEDI commitment rests with the Governing Body of Dora Bruschi 1934 S.r.l., as the Company's highest governing body. It ensures that the principles and commitments set out here are integrated, where applicable, into company policies and practices, periodically verifies their implementation and promotes any necessary improvement actions. The company functions and workers involved support operational implementation of the commitment within their respective responsibilities.

Governance of the commitment

This statement is approved by the Governing Body, communicated to everyone working in the Company and made available to stakeholders. It is also published on Dora Bruschi 1934's corporate website so that it is accessible to customers, suppliers, partners, communities and other stakeholders. The commitment is reviewed at least annually, in line with JEDI1 data collection and the JEDI2.c policy review, to ensure that it remains relevant and effective.

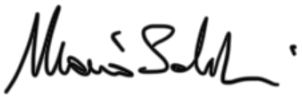
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Scarperia e San Piero, 1 October 2026

For the Governing Body of Dora Bruschi 1934 S.r.l.



Arcangelo D'Onofrio



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