

GENDER EQUALITY MANAGEMENT SYSTEM

GENDER EQUALITY POLICY

DOS

INTRODUCTION

Any reference to the term “DOS” shall be understood to refer jointly to “DOS Design” and “DOS Mind,” unless otherwise specified.

INDEX

ETHICAL PRINCIPLES AND REFERENCE VALUES.....	2
THE VALUE OF PEOPLE AND INCLUSION.....	2
EQUAL OPPORTUNITIES AND MERITOCRACY.....	3
HEALTH, WELL-BEING AND WORK-LIFE BALANCES....	3
TRAINING AND DEVELOPMENT.....	3
INTERNAL AND EXTERNAL COMMUNICATION.....	4
RESPONSIBILITIES AND REPORTING.....	4
MONITORING AND IMPLEMENTATION.....	5
DISSEMINATION OF THE POLICY.....	5
REGULATORY REFERENCES.....	5

GENDER EQUALITY MANAGEMENT SYSTEM

ETHICAL PRINCIPLES AND REFERENCE VALUES

DOS bases its organizational model on a vision that recognizes the value of people as a strategic resource for growth and innovation. Its internal culture is inspired by the principles of the Disciplined Agile Mindset, founded on agility, continuous improvement, responsibility, and conscious participation. Each individual is regarded first and foremost as a person — bringing experiences, sensitivities, and aspirations — and only secondly as a set of skills.

The company's ethics are inspired by the following concepts:

- respect, trust, and collaboration, as the foundation of every professional relationship;
- fairness and transparency in decision-making processes and development opportunities;
- inclusion and the enhancement of diversity, recognized as drivers of innovation;
- individual and collective responsibility in contributing to a fair, safe, and respectful working environment.

THE VALUE OF PEOPLE AND INCLUSION

DOS recognizes the centrality of the individual and promotes a working environment in which each person can fully express their potential. In line with the principle of psychological safety, every person must feel free to be themselves, to contribute their ideas, and to express opinions without fear of negative consequences.

Diversity in all its dimensions — gender, ethnicity, orientation, age, ability, personal beliefs — is valued as a resource for collective growth and a lever for performance. The company culture promotes inclusion through:

- training and communication;
- empathetic and collaborative leadership practices;
- inclusive language and behaviors;
- ongoing awareness of bias and stereotypes;
- attention to the balance between technical skills and human qualities.

GENDER EQUALITY MANAGEMENT SYSTEM

EQUAL OPPORTUNITIES AND MERITOCRACY

Meritocracy is a core principle in human resource management. Every decision relating to recruitment, career progression, recognition, and compensation is based on objective, transparent, and shared criteria, regardless of gender or other personal characteristics.

DOS is committed to:

- ensuring equal access to growth opportunities and responsibilities;
- eliminating all forms of direct or indirect discrimination, including through continuous training at all levels on the Zero Tolerance principle implemented by DOS;
- promoting balanced gender representation in leadership roles and decision-making areas;
- monitoring selection, evaluation, and promotion processes to ensure fairness.

The guiding principle is that no person is better than another, and that the quality of contribution is measured in terms of collaboration and team results, not belonging.

HEALTH, WELL-BEING AND WORK-LIFE BALANCE

DOS considers physical and psychological health, as well as work-life balance, to be essential conditions for individual and organizational sustainability. In compliance with the principle of keeping workloads within people's capacity, measures are adopted to:

- prevent stress, burnout, and overload;
- promote well-being while maintaining organizational flexibility;
- encourage forms of smart working and management by objectives;
- create calm, collaborative, and dialogue-oriented working environments.

Serenity and cheerfulness at work are regarded as elements of performance and cohesion.

TRAINING AND DEVELOPMENT

Continuous training is the driving force of personal and collective improvement. DOS adopts the principle of **Kaizen** — continuous improvement — and **Shu Ha Ri**, a progressive learning path toward mastery.

GENDER EQUALITY MANAGEMENT SYSTEM

The training objectives are:

- to develop awareness of inclusion, fair leadership, and gender equality issues;
- to provide tools for the conscious management of relationships and biases;
- to strengthen transversal skills useful for collaboration and agile working;
- to encourage inclusive mentoring and coaching paths.

INTERNAL AND EXTERNAL COMMUNICATION

Communication is an essential tool for spreading culture and coherent behaviors. DOS promotes communication that is:

- clear, respectful, and inclusive, free from discriminatory language;
- transparent in internal selection, promotion, and recognition processes;
- consistent externally, conveying messages that value respect and diversity.

Every institutional message reflects the principles of ethics, equality, and social responsibility adopted by the organization.

RESPONSIBILITIES AND REPORTING

All persons working at DOS, regardless of role, are required to actively contribute to compliance with this Policy and its principles. Any conduct contrary to the values of equality and inclusion may be reported confidentially and securely through the company's whistleblowing channels.

DOS ensures:

- protection of the reporting person's confidentiality;
- protection from retaliation or discrimination;
- prompt and impartial analysis of reports;
- appropriate and proportionate corrective actions.

GENDER EQUALITY MANAGEMENT SYSTEM

MONITORING AND IMPLEMENTATION OF THE POLICY

Management periodically monitors the implementation of the Gender Equality Policy, verifying its effectiveness through indicators such as:

- gender distribution across roles and levels;
- the rate of female participation in development paths;
- pay equity and equality of opportunity;
- the number and type of reports received.

The results are analyzed from a continuous improvement perspective, promoting corrective actions and progress objectives.

DISSEMINATION OF THE POLICY

The Gender Equality Policy is communicated to all personnel and published through the company's institutional channels. Each new collaborator will receive a copy upon hiring, as a guarantee of awareness of and commitment to the founding values of DOS.

The Policy is also shared with external stakeholders — partners, suppliers, and clients — as evidence of the organization's commitment to fair, responsible, and sustainable growth.

REGULATORY REFERENCES

This Policy refers to various national and international regulatory references and guiding principles, as well as company references concerning Diversity and Inclusion. Please refer to the **Register of Regulatory References (MOD-DD-00-E)**, which forms an integral part of the **Gender Equality Management System (SGPDG)**.

GENDER EQUALITY MANAGEMENT SYSTEM

Approved by senior management

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