

OLBIA COSTA SMERALDA AIRPORT

DIVERSITY, EQUITY AND INCLUSION POLICY

2025 April





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1. Introduction

This Diversity, Equity, and Inclusion (DE&I) Policy reflects the commitment of Geasar S.p.A. Group (including Cortesa S.r.l., Eccelsa Aviation S.r.l., and Alisarda Real Estate S.r.l.) to value every individual, regardless of race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, or any other characteristic protected by law, thus contributing to a respectful and inclusive work environment.

This policy applies to all companies within the Group, which periodically update and communicate it internally to all staff and externally to all stakeholders.

As defined in its vision, Geasar aims to become a reference point for environmental sustainability, technological innovation, and positive social impact in the airport sector.

To achieve these goals, the Group consistently invests in people, considering them the company's main asset and the true engine for value creation.

Through the implementation of these standards, Geasar continuously supports the development of all stakeholders in the airport community, including subcontractors, car rental services, state agencies, and handlers, promoting constant dialogue based on shared goals and strategies.



2. 2. Reference Principles

The commitment to diversity, equity, and inclusion (DE&I) in its strategies and decision-making processes is outlined in this policy, aiming to promote DE&I awareness at all organizational levels and support its integration into all business processes and strategy creation.

The Geasar Group recognizes and values the importance of diversity, equity, and inclusion as fundamental elements for sustainable growth and business success. In line with international standards and regulations, it is committed to promoting a fair, inclusive, and respectful work environment by adhering to principles and standards such as:

- Sustainable Development Goals (SDGs) of the 2030 Agenda: with a specific focus on SDG 5 (Gender Equality) and SDG 10 (Reducing Inequalities);
- United Nations Global Compact: through respect for human rights, equity, environmental protection, and the fight against corruption, contributing to global social responsibility;
- ILO Declaration on Fundamental Principles and Rights at Work: ensuring freedom of association, equal treatment, and the elimination of forced labor, child labor, and discrimination.

These principles are integrated into the corporate policy, resulting in concrete measures aimed at guaranteeing equal opportunities and an inclusive environment for all, regardless of gender, ethnicity, age, physical abilities, sexual orientation, or other individual characteristics.

The diversity, equity, and inclusion policy is a continuous commitment, aimed at promoting professional development, personal growth, and the well-being of every employee, in line with the values of fairness, respect, and transparency.

The Geasar Group is dedicated to fostering an inclusive and respectful environment where diversity is valued as an essential resource for success and sustainability.



3. Geasar's Commitments

The objectives that Geasar is committed to focus on promoting an inclusive work environment by creating a workplace where all employees feel included and respected; attracting and retaining talent by ensuring that hiring and personnel management practices are inclusive and promote diversity; raising awareness and providing training through continuous learning activities on diversity, equity, and inclusion at all levels of the company; and fostering accountability and transparency through mechanisms to monitor progress and commitments in the implementation of the policy.

The Geasar Group has always paid particular attention to issues of diversity, equity, and inclusion, implementing numerous initiatives to promote a fair and respectful workplace. Specifically, cultural sensitivity awareness programs are carried out, and hiring policies are followed to ensure a balanced representation of genders and minorities.

Furthermore, the Group considers it essential to promote a corporate culture where every employee feels valued, thus achieving common goals.

For this reason, in order to formalize its commitment further, Geasar plans to include within its Sustainability Plan some of the 17 objectives related to this topic that align with specific Sustainable Development Goals (SDGs—established by the United Nations in the 2015 Global Agenda for Sustainable Development). These objectives follow specific guidelines and are implemented and monitored through the following KPIs:

3.1. Recruitment and Selection:

The Group is committed to implementing recruitment practices that attract a wide range of candidates and ensure that selection processes are fair and unbiased through the following means:

- Monitoring recruitment and selection procedures to prevent gender disparities and guarantee neutral expressions concerning candidate identities;
- Providing training on diversity, equity, and inclusion for those involved in personnel recruitment and selection processes.

3.2. Training and Development:

Geasar promotes and guarantees development and professional growth opportunities for all by ensuring:

- Equal access for all to training and development programs;
- Participation in industry conferences or workshops.



3.3. Compensation:

Geasar adopts a remuneration policy grounded in the principles of transparency, fairness, and the recognition of merit and talent. In line with its commitment to promoting equal opportunities and acting in a fair and transparent manner, the Group undertakes to analyse and monitor any existing gender pay gaps and to develop targeted strategies and actions to address identified disparities, with the ultimate objective of actively fostering the achievement of pay equity.

3.4. Work–Life Balance:

The Group acknowledges the importance of maintaining a balance between the personal and professional lives of its employees. To this end, it promotes initiatives and flexible working arrangements which, while ensuring alignment with operational requirements, are designed to accommodate individual needs and circumstances. These measures aim to support greater integration, enhance employee well-being, and improve overall quality of life within a continuously evolving work environment.

3.5. Communication and Awareness:

This policy is clearly communicated to all employees, and internal campaigns and training activities are carried out to raise awareness of the benefits of diversity, equity, and inclusion.

3.6. Monitoring and Evaluation:

To monitor progress and results achieved in terms of diversity, equity, and inclusion, various measures are established. Annual employee surveys are conducted to assess the corporate climate and identify areas for improvement in business strategies.

4. Reporting procedure

With this policy, employees are also encouraged to report any behaviour that does not comply with its provisions. Reports can be made confidentially and without fear of retaliation through the following section of the Olbia airport website:

- <https://geasar.segnalazioni.net/>



5. Roles and Responsibilities

Board of Directors (“CdA”): Responsible for approving and revising the DE&I Policy, as well as defining the Group’s guidelines and strategies regarding DE&I matters.

Chief Executive Officer (“CEO”): Proposes modifications to the DE&I Policy to the Board of Directors and is responsible for its implementation.

Diversity & Inclusion (DE&I) Committee: Composed of the Chief Executive Officer, who chairs the committee and represents the highest managerial level of the organization. The committee includes the Human Resources Manager, Business Development Manager, Head of Administration, Finance and Control, Customer Experience Manager, and Quality Service Coordinator. The committee meets quarterly to discuss and verify the integration of the strategy into corporate processes and its alignment with the objectives of the sustainability plan and UNIPdR:125 certification. It also evaluates potential modifications to the DE&I Policy and ensures the proper application of its principles and criteria.

Human Resources (HR) Area: The Human Resources area coordinates all corporate activities related to diversity, equity, and inclusion to prepare the annual monitoring report and update the Action Plan in coordination with the Administration, Finance, and Control area. Its responsibilities also include assessing the corporate climate through employee surveys and identifying areas for improvement in business strategy development.

Business Development Area: This area supports the Human Resources area by proposing the implementation of international best practices on these topics. It also conducts, in coordination with the legal department, regulatory monitoring at the national and EU levels on social sustainability issues.



6. Monitoring and review

The Diversity, Equity, and Inclusion Policy was approved by the Board of Directors on December 16, 2024. ù

All Geasar Group companies to which this policy applies periodically update it and communicate it internally to all staff and externally to all stakeholders.

The revision of the DE&I policy is proposed by the Human Resources Area to the Chief Executive Officer, who then submits the changes and additions to the Board of Directors for approval.

The monitoring phase is entrusted to the Human Resources Area, which is supported by the Business Development Area throughout the process. At the end of the process, a report is prepared with the results to be presented to the Diversity & Inclusion Committee.

In defining our Diversity, Equity, and Inclusion Policy, the interests of key stakeholders are taken into consideration. Specifically, informal feedback is gathered from the airport community to better understand their expectations and priorities regarding equity, inclusion, and diversity. This approach allows the policy to incorporate a vision that reflects the needs and sensitivities of the stakeholders.



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