

REMUNERATION POLICY

Marcegaglia Ravenna S.p.A. sets out in this policy the fundamental principles regarding remuneration, with the aim of providing Marcegaglia employees with equal conditions and protection against any type of discrimination in terms of fair pay.

OBJECTIVES AND GENERAL PRINCIPLES

- Sustainability - ensures that the remuneration system is sustainable, consistent with business objectives and the market context.
- Fairness, meritocracy, and inclusion - ensures fair remuneration in relation to demonstrated skills, promotes an inclusive environment, and values individual potential.
- Transparency and prevention of discrimination - documents and makes remuneration criteria accessible, ensuring equal treatment without discrimination.

REMUNERATION COMPONENTS

- Fixed remuneration - base salary corresponding to the role and responsibilities, in accordance with the National Collective Labor Agreement, in line with local regulations.
- Variable remuneration - depending on the roles held (blue collar/white collar/manager), variable remuneration (MBO) is collective or individual and defined on the basis of sustainability, business, and socio-environmental objectives.
- Benefits and welfare - a set of targeted initiatives defined by the company to promote the well-being of workers and their families.

EQUAL PAY

- Equal pay – guarantees equal pay regardless of gender, based on roles and responsibilities, in line with contractual provisions and performance evaluations as well as, where applicable, seniority.
- Inclusion - no discrimination of any kind is practiced in the evaluation and selection of personnel.
- Documentation and reporting - pay criteria and bonuses are formalized and documented. All personnel have access to a system aligned with whistleblowing and the principles of the SA8000 standard on social responsibility.
- Human rights and working environment - the working environment is inspired by the protection of human dignity and inviolability, based on mutual respect and fairness, in an organization where the principle of respect in all senses is the basis of management.

This Policy, shared via internal channels, confirms the commitment of Marcegaglia to the principles described; it aims to guide Suppliers in promoting these requirements within their own supply chain and will be regularly updated to ensure its continued validity.

Ravenna, 10/04/2026

Ravenna Plant Manager – Member of the Board of Directors
Chief Operations Officer – Carbon Steel Flat Division

Ing. Aldo Fiorini

