

Gender Equality: Almaviva and Almawave Certified by DNV

- *The UNI/PdR 125:2022 certification was issued by a globally recognized independent organization.*
- *The certification acknowledges the company's efforts in adopting concrete measures to bridge the gender gap and ensure a more inclusive work environment that values diversity.*

Rome, 13 March 2024 – Almaviva, an Italian digital innovation group, and Almawave, a company within the group that specializes in Data & Artificial Intelligence, listed on the *Euronext Growth Milan* stock market (Ticker: AIW), have obtained the UNI/PdR 125:2022 certification from DNV, the only gender equality standard in Italy.

The certification, issued by DNV - an independent body that provides assurance and risk management services globally - verifies that the gender equality management system guidelines are followed and that specific KPIs for achieving objectives in this area are adopted. Specifically, the UNI/PdR 125:2022 standard supports organizations in promoting gender equality within corporate culture, improving and promoting individual and company performance.

This certification is an important acknowledgement of the company's commitment to adopting concrete measures to bridge the gender gap and ensure a more inclusive work environment, capable of creating value through diversity and empowering individuals to fully realize their potential.

"The commitment to creating an inclusive work environment is no longer just an opinion, but rather part of an approach that is verified through specific objectives and reporting processes. This commitment translates into an organizational model that values diversity and represents an important first step towards true cultural change in our society. Initiatives like this have value not only within the company, but also beyond it, as they help promote a shift in paradigm," emphasized **Massimo Alvaro, CEO of Business Assurance Italy for DNV.**

"At the core of the group's behavior lies a strong set of values that consistently guide our choices. Among the ethical principles that underpin our corporate culture is our focus on people, our most important resource, and our commitment to protecting the diversity and unique qualities of each individual, nurturing their psychophysical integrity, well-being, and growth. Almaviva has always been a colorful world, in which everyone finds an opportunity to express themselves, offering an environment full of stimuli that nurture ideas and allow them to flourish," commented **Marco Tripi, CEO of the Almaviva Group.**

"In all its forms, a variety of perspectives is a value. Even more so in the world of technology and artificial intelligence, where a future that affects everyone is being shaped, one that must be as inclusive and representative as possible. This is why it's increasingly important for women to understand the potential of digital technologies and to actively participate in this process, putting themselves out there to help build a more equal world," said **Valeria Sandei, CEO of Almawave.**

About DNV Business Assurance

DNV is one of the world's leading certification bodies. Through management system certification and training services, DNV helps companies manage risks, assure compliance and sustainable performance of organizations, people and value chains across all types of industries, including food & beverage, automotive and aerospace. DNV's digitally enabled certification services help customers manage risks and continually improve. Whether tackling quality, environmental, safety or security challenges, DNV combines technical, industry and risk management expertise to build confidence, continuity, and resilience. DNV enables its customers and their stakeholders to make critical decisions with confidence.

Driven by its purpose, to safeguard life, property, and the environment, DNV helps tackle the challenges and global transformations facing its customers and the world today and is a trusted voice for many of the world's most successful and forward-thinking companies. www.dnv.it

Almaviva Group

The Almaviva Group, a leader in Information & Communications Technology in Italy, synonymous with digital innovation, guides the country's growth processes by meeting the challenge that companies must face in order to remain competitive in the digital age, innovating its own business model, organization, corporate culture, and ICT. With a foundation of strong "Made in Italy" skills, Almaviva has created a global network of 46,000 people (7,000 in Italy and 39,000 abroad) and generated a turnover of €1,096 million in 2022. It operates through 44 offices in Italy and 31 abroad, with a major presence in Brazil as well as in the United States, Saudi Arabia, Colombia, Egypt, Finland, the Dominican Republic, Tunisia, and Brussels, the nerve center of the EU. www.almaviva.it

Almawave profile

Almawave S.p.A. is an Italian company, listed on the Euronext Growth Milan (AIW.MI) market and engaged in the field of Data & Artificial Intelligence. The Group offers proprietary technologies, solutions and services which realize AI and data's potential in the digital evolution of companies and public administrations. It boasts more than 300 domestic and international clients, in sectors including Government, Finance, Energy & Utilities, Tourism and Healthcare, operating directly and through partners.

The Almawave team consists of more than 400 professionals. The Group uses AI technology labs dedicated to developing products, platforms and vertical solutions targeting various market segments. Almawave's technological asset base, conceived and built as a model of natural experience in the interaction between man and machine, can interpret text and voice in over 40 languages, interacting in multi-channel mode, analyzing data and information with a view to knowledge development and automation to support decisions. Its skill centers also allow the potential of data to be achieved in complex contexts, combining expertise on key market frameworks in areas such as Data Management, Machine Learning, Location Intelligence, and the knowledge of business processes in related vertical sectors. The Almawave scope, part of the Almaviva Group, includes the companies SisTer, The Data Appeal Company, Mabrian Technologies, Obda Systems, Almawave do Brasil, and Almawave Usa. www.almawave.com

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