



The Healthcare Partner

PRESS RELEASE

GPI AWARDED GENDER EQUALITY CERTIFICATION RIGHT TO PARENTHOOD AND WOMEN'S WORK IN THE FOREGROUND

Trento, 14 December 2023

Gpi is proud to announce that it has been awarded **UNI/PdR 125:2022** certification, recognition of its implementation of an effective system to ensure gender equality. This milestone comes in addition to ISO 30415:2021, the standard that certifies the quality of the company's performance in managing diversity and inclusion, awarded last June, and SA8000:2014, which certifies the presence of a Social Accountability Management System. Decisive steps, which Gpi is taking to foster adoption of a cultural model that turns employees' individual needs into an opportunity for growth and development, for people and for the company.

Gpi has long been committed to enhancing the presence of women in the company, in the conviction that in order to continue to grow – as a company and as a country – female employment needs to be increased. It has been known for some time that GDP grows when the number of women workers grows (McKinsey Global data indicate a 12.4% increase). The numbers tell us that around 60% of young graduates are women¹; yet girls, once they graduate, regardless of their qualifications, find fewer employment opportunities and too often, if hired, are paid less than their male colleagues. It is both critical and right to value the talent of the women we have invested in.

The award of gender equality certification recognises our commitment in this area (in Italy, less than 400 companies have obtained it²): we strive to create the best conditions within the company to favour women workers, recognise and make room for talent, and guarantee equal treatment in terms of salary, investment and career opportunities. This is the direction taken by the initiatives put in place³, including:

- The establishment of an **Observatory on Women Workers** will take place shortly, tasked with understand the underlying reasons for spontaneous resignations after the period of compulsory parental leave (to verify that this choice is genuinely personal) and with maintaining a high rate of retention of our people.
- The design and promotion of the **Mommy & Daddy Kit**, a vademecum summarising all the support and care opportunities made available to new parents by the government and Gpi.

¹ Istat data

² data by ASviS - the Italian Alliance for Sustainable Development

³ All initiatives listed are thoroughly reported in the 2022 Consolidated Non-Financial Statement available at <https://www.gpigroup.com/investors/reports>

- The constant focus on measures to support work-life balance, as witnessed by the **Family Audit** certification. The usual "work-life balance" becomes "work-life integration," in which work and private life are no longer antithetical elements, but rather two worlds that can coexist harmoniously.
- The planning of **continuous management training** on inclusive leadership issues in order to foster the growth of a corporate culture of diversity and inclusion.

In order to foster a systemic approach to managing and completing various projects relating to these issues, a **Diversity & Inclusion Committee**, chaired by a certified D&I Manager, has also been set up.

Gpi's initiatives are becoming increasingly organic and structured. At the end of 2022, a Sustainability Plan was launched to chart a path of measurable, continuous improvement for its activities. The Group is pursuing ambitious new goals. Plans for 2024 include: specific training for all employees on inclusive communication; drafting an equal opportunities charter to support a culture that gives equal value to men and women; improving the representation of women among managers. Actions that arise and evolve out of an awareness that the gap between one's "actual family" and "desired family" can also be bridged through action taken by companies.

Gpi has always been committed to putting people first. We do so in our business, by contributing to the digital transformation of the National Health System, to ensure its economic sustainability and quality of services over time. We do so internally, aware of the importance of the value of our employees' skills.

GPI GROUP

GPI is the partner of choice for software, technologies and services for healthcare, social services and the public administration. Founded more than 30 years ago in Trento, GPI has grown through significant investments in M&A (in Italy and abroad) and in R&D, carried out in partnership with leading Italian universities and research centres to transfer scientific, technological, functional and process knowledge into the e-health, e-welfare, and well-being sectors.

Also drawing on the solutions and know-how gained from the companies that have joined its ecosystem, the Group has masterfully translated the needs of the healthcare industry into cutting-edge high-tech solutions and new service models that optimise prevention, diagnosis and care processes, improving people's lives.

The offer combines specialised IT expertise with advisory and design capabilities enabling it to operate in a range of business areas: Software, Care, Automation, ICT and Payment services.

The Company reported consolidated revenues of €360.2 million in 2022, with over 7,100 employees at year end, and more than 3,000 customers in over 70 countries.

GPI was listed on Borsa Italiana in 2016 (AIM segment) and moved to the MTA (now EXM) market in 2018. In 2023 becomes part of Euronext Tech Leaders, the initiative of Borsa Italiana dedicated to high-growth and leading Tech Companies.

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