

MISSION AND STRATEGIC VISION

Lyria was founded in Prato, the heart of the Italian textile industry, from a dream: to create living, unique, timeless fabrics. The name Lyria comes from a rare, elegant spiral-shaped seashell; a perfect harmony arising from imperfection. It symbolizes the freedom of the ocean, the realm of creation where imagination and experimentation thrive.

Lyria collaborates with some of the most important fashion designers and brands in Europe, the United States, and Asia and, in 2021, entered the world of interior design and furnishing textiles. Lyria's corporate ethics embrace an idea of sustainable production in a direct, authentic manner, faithful to its history and values. The fabrics are designed to be timeless—modern yesterday as they are today.

With the goal of protecting the health of customers and team members, Lyria has implemented practices to reduce the use of chemical products in textiles. In line with the 4sustainability protocol for Chemical Management, toxic and harmful substances are eliminated from production processes according to ZDHC MRS� restrictions. This is the first step of a journey that continues day by day to make our work increasingly transparent and sustainable.

Lyria firmly believes in the value of people and respects each team member, who makes this extraordinary journey possible. We guarantee equal opportunities and working conditions that respect individual dignity by applying policies against all forms of discrimination. We work every day in a transparent and supportive environment, with offices overlooking the Tuscan hills yet animated by the charm of the urban context.

With the aim of preserving the region's know-how and cultural heritage, we also support local artisans and small businesses through our outsourced production. We believe that true economic sustainability stems from protecting the territory, maintaining transparency in labor relations, and respecting human dignity.

For Lyria, sustainability also means commitment to social initiatives, both locally in Prato and beyond. Through a partnership with a local anti-violence center, we integrated into our workforce a resource participating in a reintegration program for women victims of violence. Lyria strongly believes in quality education: Academy activities have become a constant presence in fashion schools and universities. We collaborate with local schools and with Italian and international universities for young designers, contributing to their professional growth by providing our leftover materials free of charge.

THE PATH TOWARD GENDER EQUALITY

With the aim of fulfilling its mission and in line with its strategic vision, LYRIA Srl has chosen to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR 125:2022 as an effective tool to ensure gender equality in women's representation and professional growth,

while promoting an inclusive culture and activating processes capable of fostering female empowerment.

Achieving certification represents only the first milestone in implementing gender equality policies, with a view toward continuous improvement and the promotion of gender equality. Certification aims to guide and encourage the organization to adopt suitable policies to reduce the gender gap, with resulting benefits for employee well-being as well as reputational and ethical impacts.

PRINCIPLES POINTS

The fundamental principles underlying LYRIA Srl's Gender Equality Policy are:

- Impartiality and inclusiveness
- Fairness and transparency
- Enhancement of personnel
- Protection of the individual
- Combating all forms of violence and discrimination

The focus with which LYRIA Srl dedicates its efforts to ensuring that its SGPG meets the requirements of UNI/PdR 125:2022 is inspired—aligned with the **EU Gender Equality Strategy 2020–2025**—by the pursuit of the following goals:

- ✓ increasing women's participation in the labor market;
- ✓ reducing gender pay and pension gaps;
- ✓ promoting gender parity in decision-making processes;
- ✓ combating stereotypes and gender-based violence and protecting and supporting victims.

MANAGEMENT COMMITMENT

To support the achievement of the principles and objectives outlined, LYRIA Srl's Management considers it essential to continually maintain and apply the SGPG in order to develop an organizational model that promotes gender equality and values equity and inclusiveness.

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LYRIA Srl commits to:

- adopting tools to prevent all forms of gender discrimination and to counter any act that violates personal dignity, regardless of role or level of responsibility;
- valuing diversity in every corporate process: from human resources recruitment and selection to access to training, from defining compensation policies to performance

assessment and merit-based rewards, from supplier selection to service and product provision;

- supporting employees' family welfare through work arrangements (smart working, part-time, flexible working hours) that facilitate the balance between professional and private life;
- promoting information, awareness, and employee engagement initiatives on equal opportunities and female empowerment, avoiding stereotypes and enhancing the visibility of women's contributions;
- promoting communication—also through marketing and advertising activities—that transparently expresses the company's commitment to achieving gender equality, valuing diversity, and supporting female empowerment.

SPECIFIC POLICIES ON GENDER EQUALITY

These are more specific gender equality policies that provide the necessary input for developing the Strategic Plan for gender equality and for identifying, developing, and implementing the procedures specifically dedicated to gender equality, based on the organization's context.

The gender equality policies related to this document concern the themes of the Strategic Plan:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work–life balance
- Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy and all related policies—within the broader framework of the organization's strategic direction—provide for the joint definition and periodic review of gender equality objectives with the Gender Equality Steering Committee, to assess their adequacy and determine whether modifications or additions are necessary.

DISSEMINATION OF THE POLICY

The Gender Equality Policy is communicated and shared with all personnel and stakeholders through internal communication and publication on the institutional website.

General Management