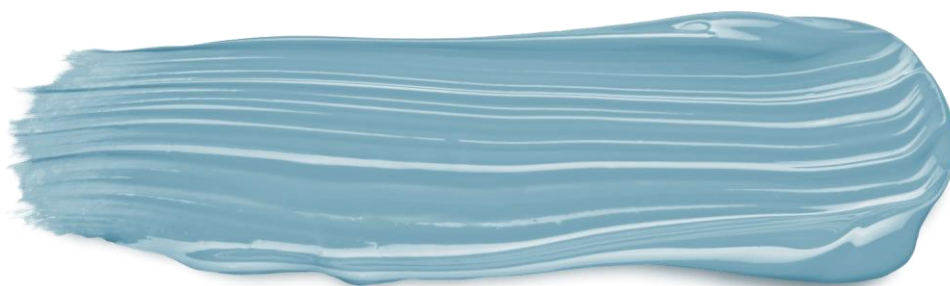


# **GENDER EQUITY AT CIN GROUP**






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## 1 Context and Strategy

Gender equality is a fundamental human right for the development of society and for the full participation of all individuals, regardless of gender. It is part of the Portuguese Republic's Constitution, Article 13 and constitutes a fundamental principle of community law, as of European Community Treaty's Article 2, which reflects on equality of rights, freedoms, and opportunities between genders, with the aim of providing equal valuation, recognition, and participation in all spheres of public and private life.

CIN Group believes that a policy of gender equality and the reconciliation of professional and family obligations is an integral part of Human Resources Management ecosystem. Therefore, it proactively seeks to implement best practices for promoting equality in society. Like the main international and national entities, CIN Group has been increasingly paying attention to gender balance and equal opportunities for its employees, showing a clear evolution in recent years.



## 2 Current Context

With the aim of conducting a detailed diagnosis of the current state of CIN Group regarding gender equality, we used various documents identified below:

- A comprehensive analysis of the different stages of Employee lifecycle, reflected in the strategic human resource management cycle;
- Guidelines for developing equality plans and the corresponding diagnostic support matrix and monitoring framework for the execution of the equality plan, published by CITE;
- Monitoring the evolution of indicators, goals, and commitments.

These contributions allowed us to assess the positioning of CIN Group regarding gender equality specifically identify strengths and areas of improvement. The data reported in this diagnosis relates to December 31, 2023.

Below, we outline the most important axes of CIN Group's Gender Equality Plan:

### 2.1 Strategy, mission and values

Ensuring the cross-cutting nature of Gender Equality through its inclusion in company's strategy and activity plans, as well as in Strategic Human Resource Management regarding the definition of indicators and specific objectives to be achieved concerning equity among Employees, is fundamental for CIN Group from a sustainability perspective.

Strategic Human Resource Management seeks to support the CIN Group's mission by investing in the meritocratic development of its Employees, particularly regarding equal opportunities, regardless of gender, aiming to build the best team in paint and varnish market.

Conducting business with integrity, law and environment respects means, in practical terms for CIN Group, that, as publicly stated by CIN, there is a commitment to gender equality, clearly outlined in the Code of Conduct (Article 13), the most significant excerpts are transcribed below:

## 2 Current Context

1. CIN is guided by a human resources policy based on the guarantee of ethical behaviour, particularly concerning the assurance of gender equality in the workplace, as well as the prohibition of any form of discrimination and harassment practices. In this regard, CIN establishes:
2. Employees must interact with each other, their leaders, and the Company in general, with civility and integrity.
3. CIN will develop policies that ensure the individuals' dignity, prohibiting discriminatory practices that violate Employees' personal and professional dignity.
4. CIN commits to establish a fair relationship with its Employees, particularly regarding performance evaluation by conducting an impartial, transparent, rigorous assessment based on merit.
5. CIN recognizes the importance of Employees' professional development, actively and continuously enhancing individual skills through its Competency Management System.
6. CIN strives to provide motivation levels for its Employees, as well as engagement within the organization and the business strategy.
7. CIN acknowledges the relevance of a good work environment for the well-being of its Employees and consequent productivity.
8. CIN, being aware of its Employees' rights, ensures decent wages that comply with national regulations.
9. CIN believes in transparency in its relationships with its Employees, Agents, and other Third parties, making available its Code of Conduct, as well as other internal norms and instructions in effect at any given time.

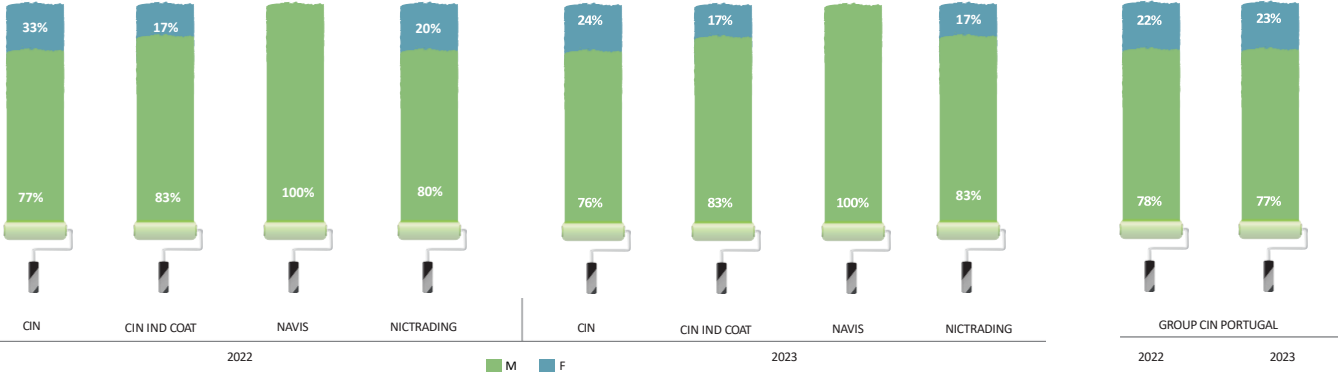
### 2.2 Gender Equality in access to employment

Ensure Human Resources policies and practices that guarantee equal opportunities in all aspects of the employment relationship, particularly regarding recruitment and selection, training, performance evaluation, compensation, management of employment relationships and career progression.

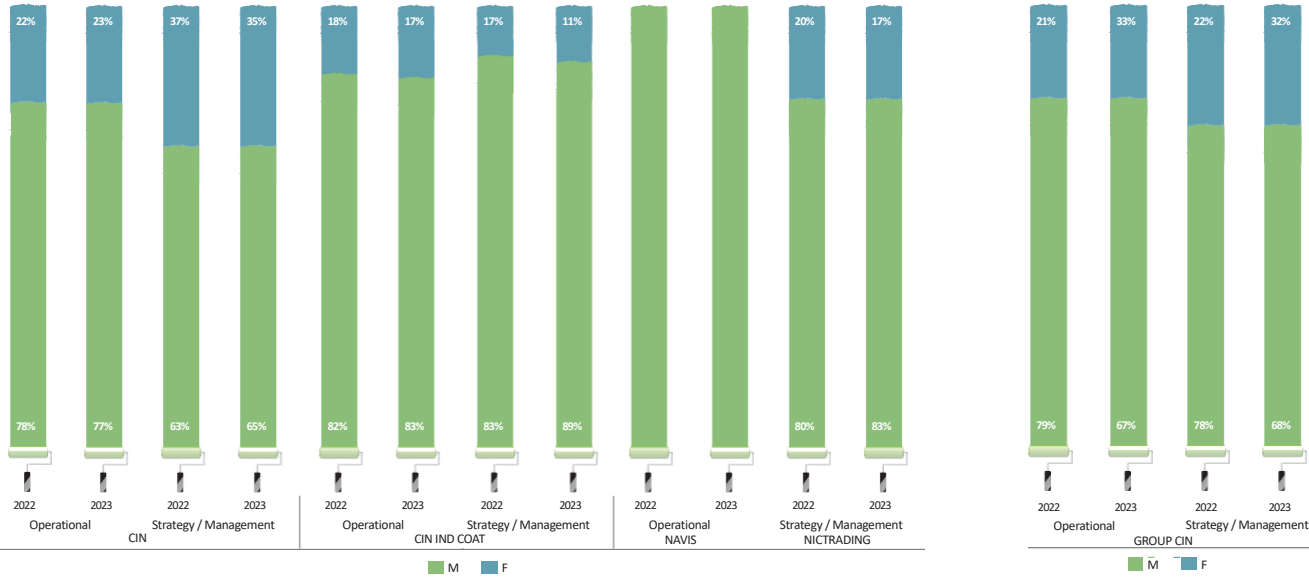
Regarding the selection and recruitment of Human Resources, CIN Group respects the principles of equality and non-discrimination based on gender through an objective and transparent definition of criteria and procedures. CIN Group focuses on identifying and attracting diverse individuals in terms of academic, professional, and personal backgrounds.

# 2 Current Context

## Evolution of Gender distribution



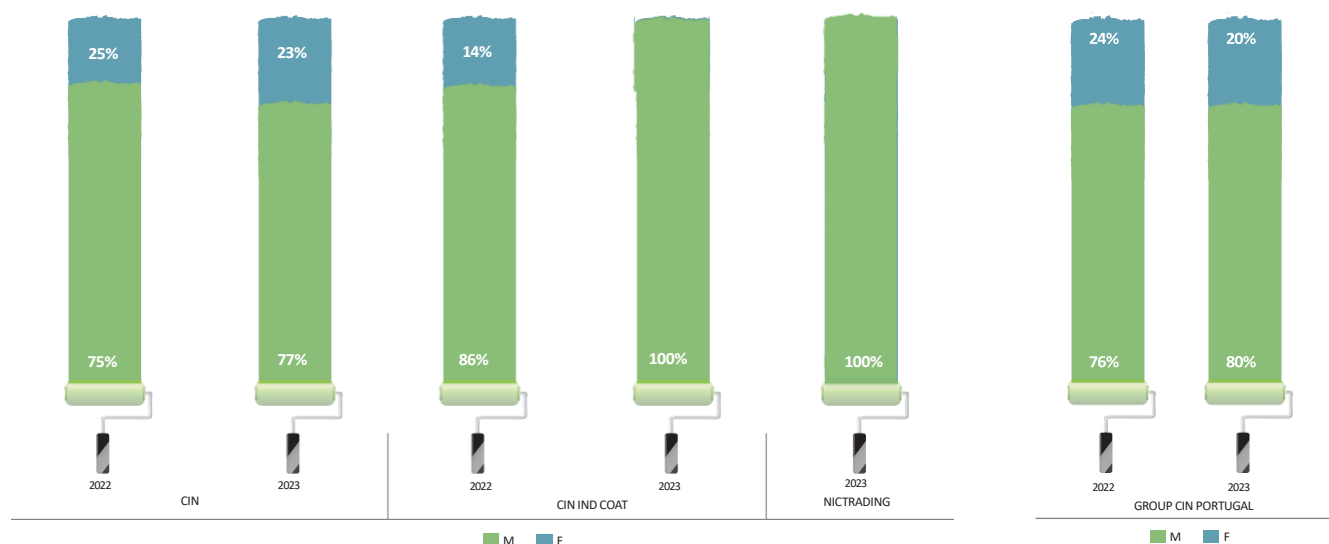
## Gender by organizational levels distribution





## 2 Current Context

### Gender by admissions distribution



### 2.3 Reconciliation between personal, family, and professional life

Promote, whenever possible, flexible work organization practices that enhance Employees' balance between professional, family, and personal lives, particularly regarding the need for absence from work for maternity and/or paternity leave and for relatives/dependent individuals' care.

Pay special attention to Employees who live in particular family situation, such as: single-parent families, Employees with children who have disabilities or chronic illnesses, Employees with grandchildren who are children of teenage mothers/fathers, among other cases.

At CIN Group, flexible work organization practices, whenever possible, aim to proactively contribute to the integration of Employees' personal and professional lives, as well as to their well-being and professional fulfilment.



## 2 Current Context

The various models of flexibility are tailored to the needs and realities of each Employee, which allow for:

- Remote work for 2 days a week, through a hybrid model for all those Employees' whose functions allow remote work and who have the necessary technological means.
- Choosing workday start and end times, whether on a daily or monthly basis, for those whose roles allow it.

Also, within the scope of family support, CIN Group offers a scholarship program to recognize merit and encourage the good academic performance of our Employees' children.

Finally, CIN Group has progressively invested in diversity and geographical reach of partnerships to meet the needs and preferences of its Employees, providing them with:

- Incentives for Employees with 25 or more years of service (vouchers for purchasing CIN products);
- Partnerships with various external entities, offering favourable conditions for Employees, including among others: new vehicles, fuel, car maintenance, gyms, medical clinics, home emergencies, pharmacies, opticians, educational institutions, travel, accommodations.

### 2.4 Prevention of workplace harassment

Implement policies and practices that ensure the prevention and combat of harassment in workplace, particularly the prevention of offenses against the Employee's physical or moral integrity, freedom, honour, or dignity.

CIN is guided by a human resources policy based on the guarantee of ethical behaviour, particularly concerning the assurance of gender equality in the workplace, as well as the prohibition of any form of discrimination and harassment.

Conducting business with integrity, respect for the law, and the environment means, in practical terms for the CIN Group, that, as publicly stated by the Group, there is a commitment to gender equality, clearly outlined in the Code of Conduct (Article 13). Below, we transcribe the most significant excerpts:

CIN is guided by a human resource policy based on the guarantee of ethical behaviour, particularly concerning the assurance of gender equality in the workplace, as well as the prohibition of any form of discrimination and harassment.

## 2 Current Context

In this regard, CIN establishes that:

- The practice of any form of harassment in the context of employment and professional relationships at CIN is prohibited.
- Harassment is understood as unwanted behaviour, specifically based on discrimination factors, occurring during access to employment, training, professional development or in the employment itself, with the aim or effect of disturbing or constraining the individual, affecting their dignity, or creating an intimidating, hostile, degrading, humiliating, or destabilizing environment.
- Unwanted sexual behaviour constitutes sexual harassment, both in verbal and non-verbal form, or physical, with the aim or effect of disturbing or constraining the individual, affecting their dignity, or creating an intimidating, hostile, degrading, humiliating, or destabilizing environment.
- Employees must refrain from practicing any form of discrimination or harassment, including but not limited to race, gender, age, physical ability, sexual orientation, political opinions, religion, ideological beliefs, and union affiliation.
- When possible, and according to reasonability and prudence criteria, Employees should prevent or stop acts of harassment, coercion, intimidation, threats, or abusive pressure that, in any way, violate the dignity of individuals, of which they have direct knowledge, as described in Article 16 of the (...) Code of Conduct.
- The Employee reporting harassment and any witnesses identified shall not be subject to disciplinary action (unless they know the allegation is false and were carried out with the sole intention of harming the accused or CIN), nor shall they be adversely affected in their status or exercise of labour rights.
- CIN will initiate disciplinary proceedings whenever it becomes aware of alleged harassment situations at work involving its Employees.
- CIN will seek to ensure the anonymity of reporters and witnesses, when justified.

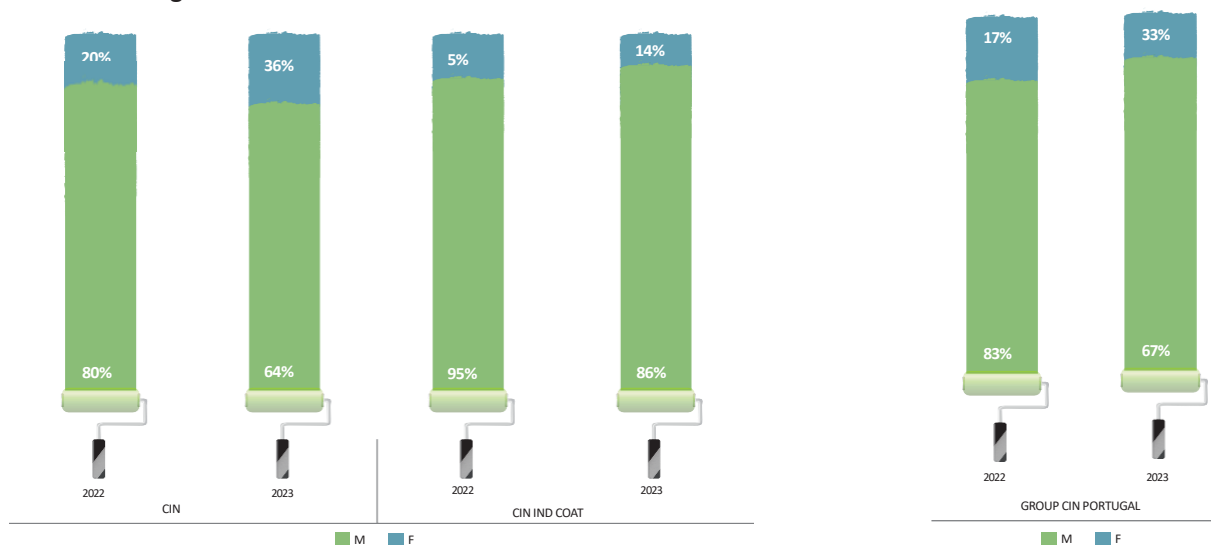
### 2.5 Initial and Ongoing Training

The constant challenge of growing in market share and profitability through a focus on customer satisfaction and continuous improvement of our knowledge drives the ongoing investment efforts in tailored training programs, aligned with the development of our business and focused on the skills of each Employee, is a priority!

## 2 Current Context

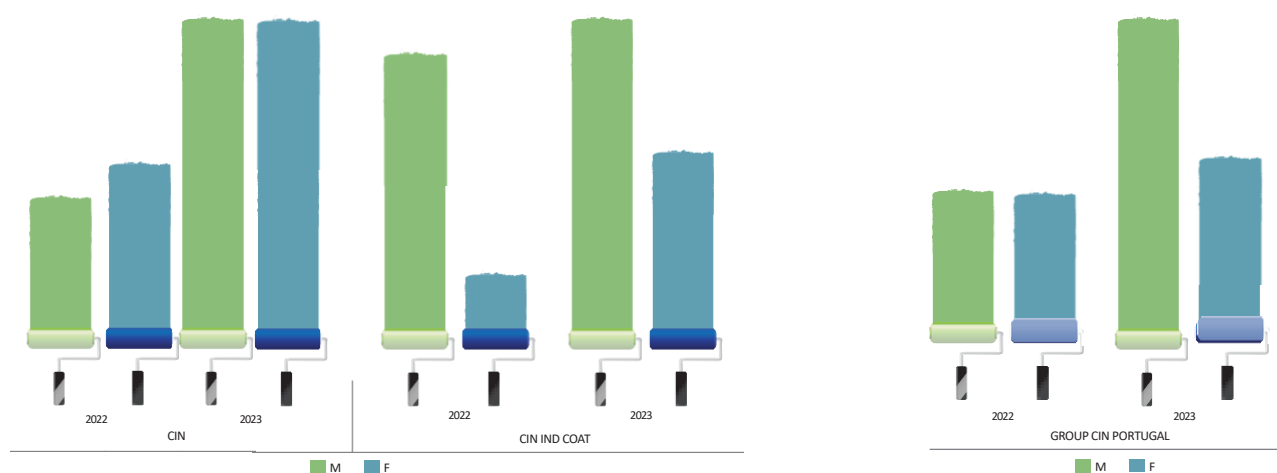
By acquiring new knowledge and tools, Employees can better compete in an increasingly demanding environment, where innovation, creativity, and the need for change are constant, and where issues of equality, non-discrimination, and the balance between personal, family, and professional life are unavoidable. To this end, at the end of each year, the Corporate Human Resources Management department conducts a training needs assessment for the following year through organizational, functional, and individual analyses of each Employee, identifying the behavioural, technical, language, and digital skills to be developed. In parallel, all Departments of the Company are consulted, so Employees who wish to attend specific professional training courses must inform their Manager, providing justification for this need. Once these needs are identified and approved, the Annual Training Plan is prepared by Corporate Human Resources Management Department.

### Gender training hours distribution



## 2 Current Context

### Employees training by gender



### 2.6 Communication and Image

Use neutral, inclusive, and non-discriminatory language (written, spoken, and visual) in internal and external communication processes. Avoid using terminology and/or grammatical forms that distinguish between men and women.



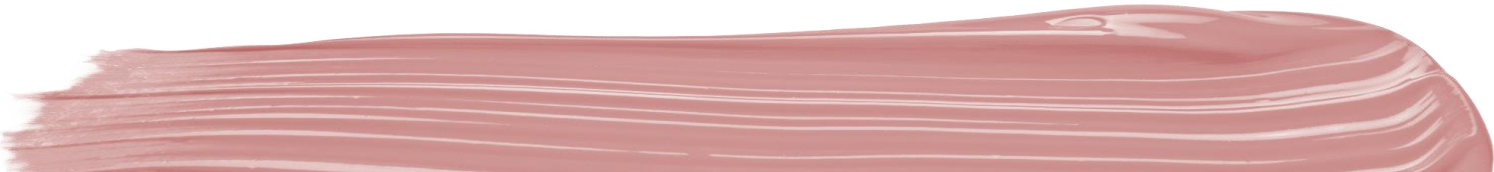
## 3 Commitments

### 3.1. Strategy, mission and values

Objectives	Measures
Ensuring the mainstreaming of gender equality through its inclusion in the Company's strategy and activity plans, as well as in Strategic Human Resource Management in terms of defining indicators and concrete goals to achieve equity among Employees, is fundamental for the CIN Group from a sustainability perspective.	Commitment to promoting gender equality, as evidenced in the main organizational documents.
	Ensure that Employees are informed about their rights and duties regarding equality and non-discrimination.

### 3.2. Igualdade no acesso a emprego

Objectives	Measures
Deploy human resources policies and practices that guarantee equal opportunities in all aspects of the employment relationship, particularly regarding recruitment and selection, training, performance evaluation, remuneration, management of employment relationships, and career progression.	Conduct training sessions for all participants in recruitment and selection interviews on best practices for recruitment and selection without gender bias.
	Review all internal and external recruitment advertisements to ensure that there are no direct or indirect restrictions, specifications, or preferences based on gender.
	Ensure that the training plan includes modules related to equity of gender topics.
	Ensure internal mobility regardless of gender.



## 3 Commitments

### 3.3. Equality in working conditions

Objectives	Measures
Ensure the principle of equal pay for equal work or work of equal value.	Periodic analysis of salary conditions to ensure mechanisms for controlling gender parity in this area.

### 3.4. Conciliação entre a vida pessoal, familiar e profissional

Objectives	Measures
Promote, whenever possible, flexible work organization practices that enhance the balance between the professional, family, and personal lives of Employees, particularly when providing care to dependents.	The possibility of working remotely for 2 days a week, through a hybrid model for all those whose functions allow remote work and who have the necessary technological means for it.
	The possibility to choose workday start and end times, whether on a daily or monthly basis.
	Implementation of a scholarship program aimed at recognizing merit and encouraging the good academic performance of our Employees' children.
	Incentive for Employees with 25 years or more of service (voucher for the purchase of CIN products).
	Partnerships with various external entities, offering favourable conditions for Employees, including: new vehicles, fuel, car maintenance, gyms, medical clinics, home emergency services, pharmacies, opticians, educational institutions, travel, accommodations.



## 3 Commitments

### 3.5. Prevention of harassment in the workplace

Objectives	Measures
<p>Implement policies and practices that ensure the prevention and combat of harassment in the workplace, specifically the prevention of offenses against the physical or moral integrity, freedom, honour, or dignity of the Employee.</p>	<p>Clarification in the Code of Conduct of best practices for the prevention and combat of workplace harassment, as well as the availability of information on how to report internal incidents of potential workplace harassment.</p>





## 4 Gender Equity Plan

In accordance with Article 7 of Law No. 62/2017, dated August 1, 2017, CIN Group has developed a plan to promote best practices in equality of gender, applicable to both its Employees and members of its governing bodies, committed to its constant implementation, monitoring, and improvement.


This plan covers all companies fully owned, directly or indirectly, by CIN Group, although nothing prevents each Group Company from creating a gender equality plan adapted to its specificities, provided that general alignment with this document is ensured.

This Gender Equity Plan 2023-2024 includes a series of measures that have been implemented and improved to address current challenges regarding best practices and legal requirements in the areas of diversity and inclusion.

This document outlines a comprehensive diagnosis of gender equity within CIN Group, a retrospective on measures already implemented and underway, as well as plans for 2024.

### 4.1. Strategy, mission and values

Objectives	Measures	Indicators	Goal	Frequency	Responsible
Ensure the transversal nature of gender equity through its inclusion in company's strategy and activity plans, as well as in the Strategic Human Resource Management in terms of defining indicators and objectives regarding equity among Employees, is fundamental for CIN Group from a sustainability perspective.	Compromisso com a promoção da igualdade de género, evidenciada nos principais documentos organizacionais.	Explicitação do compromisso no Código de Conduta (artigo 13.º).	Garantir actualização constante no Código de Conduta.	Anual	Ana Santos
	Assegurar a informação a Colaboradores relativa a direitos e deveres no âmbito da igualdade e não discriminação.	Evidência no Manual do Colaborador	Criação e actualização de um tópico específico no Manual de Colaborador relativo a direitos e deveres no âmbito da igualdade e não discriminação.	Anual	Ana Santos






## 4 Gender Equity Plan

### 4.2. Equality in Access to Employment

Objectives	Measures	Indicators	Goal	Frequency	Responsible
Deploy human resources policies and practices that guarantee equal opportunities in all aspects of employment relationship, particularly regarding recruitment and selection, training, performance evaluation, remuneration, management of employment relationships, and career progression.	Provide training sessions for all participants in recruitment and selection interviews on best practices for unbiased recruitment and selection.	Training sessions conducted for all participants in recruitment & selection interviews on how to avoid gender bias.	>85% of the participants have had the relevant training, in the latest 3 years.	Annual	Carina Sousa
	Verification of all internal and external recruitment advertisements to ensure that there are no direct or indirect restrictions, specifications, or preferences based on gender.	Number of recruitment advertisements without restriction, specification, or preference based on gender.	In all recruitment advertisements.	Semi-annual	Carina Sousa
	Ensure gender equality topics are included in the training plan modules.	Evidence of the training content related to gender equality themes planned and delivered.	At least 1 course per year.	Annual	Carina Sousa
	Ensure internal mobility regardless of gender.	Number of vacancies filled by M/F in relation to candidates.	Ratios between candidates and selection of equivalent candidates.	Semi-annual	Carina Sousa

### 4.3. Equality in working conditions

Objectives	Measures	Indicators	Goal	Frequency	Responsible
Ensure the principle of equal pay for equal work or work of equal value.	Periodic analysis of salary conditions to ensure mechanisms for controlling gender parity in this domain.	Internal report on the monitoring of the evolution of salary conditions.	There should be no differences, > 10% for the same functions and responsibilities, and even so, the objective reasons that justify these differences must be identified.	Annual	José Manuel Silva






## 4 Gender Equity Plan

### 4.4. Conciliation between personal, family and professional life

Objectives	Measures	Indicators	Goal	Frequency	Responsible
Promote, whenever possible, flexible work organization practices that enhance the balance between the professional, family, and personal lives of employees, particularly for providing care to dependents.	Possibility of working remotely for 2 days a week through a hybrid model for all those whose functions allowed remote work and who had the necessary technological means for it.	Number of Employees in Hybrid Work Mode.	Over 60% of the eligible population.	Semi-annual	Sofia Couto
	Possibility to choose workday start and end time, either on a daily or monthly basis.	Number of Employees in Flexible Work Schedule.	Over 75% of the eligible population.	Semi-annual	Sofia Couto
	Implementation of a scholarship program aimed at recognizing merit and encouraging the good academic performance of our employees' children.	Number of Scholarships Awarded.	100% of the scholarships awarded to the eligible population	Annual	Susana Costa Silva
	Incentive for Employees with $\geq 25$ Years of Service (voucher for the purchase of CIN products).	Number of incentives awarded.	100% of the eligible population	Annual	Ana Santos
	Partnerships with various external entities, offering favourable conditions for Employees, including the acquisition of new vehicles, fuel, car maintenance, gyms, medical clinics, home emergency services, pharmacies, optical stores, educational institutions, travel, accommodation, among others.	Number of partnerships.	Year-on-year growing trend and diversity of partnerships.	Annual	Ana Santos



## 4 Gender Equity Plan

### 4.5. Prevention of workplaces harassment

Objectives	Measures	Indicators	Goal	Frequency	Responsible
Implement policies and practices that ensure the prevention and combat of workplace harassment, specifically the prevention of offenses against the physical or moral integrity, freedom, honour, or dignity of the Employee.	Clarification in the Code of Conduct of best practices for the prevention and combat of workplace harassment, as well as the availability of information on how to report internal complaints in situations of potential workplace harassment.	Evidence in Code of Conduct made available on the internal portal and website.	100% updated on the internal Portal and the website.	Annual	Susana Costa Silva

The Corporate Human Resources Management Department will oversee and monitor the implementation of this plan, ensuring that the defined measures are being executed and that the goals are being achieved, particularly through the tracking of the respective indicators outlined in the internal report titled “Gender Equality in the CIN Group”.

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<Preencher sempre que sejam feitas alterações no documento, qual a alteração efectuada, e a data da mesma>

<b>Data:</b>	<b>Alteração Efectuada</b>