

## PRESS RELEASE

### IGD SIIQ OBTAINS ISO 30415:2021 CERTIFICATION FOR ITS DIVERSITY, EQUITY & INCLUSION POLICY

**The certification attests to IGD's commitment on this topic, in line with the indications in the 2025-2027 Sustainability Plan, an integral part of the company's Business Plan.**

Bologna, 19 December 2025 IGD – Immobiliare Grande Distribuzione SIIQ S.p.A., one of Italy's leading players in the ownership and management of shopping centers, announces that it has obtained the **ISO 30415:2021 – Human Resources Management – Diversity and Inclusion** certification, the international reference standard for managing DE&I policies. The certification was issued by **RINA**, an independent organization, which verified the correct implementation of the DE&I Framework in compliance with the standard through a third-party audit.

Obtaining the certification is a milestone in the **2025–2027 Sustainability Plan**, an integral part of the Company's **Business Plan**, which identifies among its strategic objectives the formalization of the Company's commitment in this area through the adoption of a Policy and the achievement of external certification.

On the 5th of August, IGD's Board of Directors approved the **Diversity, Equity & Inclusion Policy**, available on the company website. This policy defines the areas in which the Company is actively engaged — gender, sexual orientation and emotional well-being, age, disability, and cultural diversity — as well as the key initiatives already in progress or under development. These initiatives include the corporate welfare plan, work-life balance and parental support policies, communication and awareness initiatives on this topic, internal surveys on gender equality, and a focus on respectful and inclusive language, both institutionally and across the Group's shopping centres.

Following the approval of the policy, IGD decided to **formalize its commitment by obtaining certification** to the ISO 30415:2021 standard, the first to cover the structured and measurable implementation, evaluation, and improvement of a DE&I framework, and pursued this goal throughout 2025.

Obtaining the certification has allowed IGD to make progress in structuring internal processes and activities within a DE&I framework and, at the same time, provide the stakeholders with a concrete guarantee of the soundness and thoroughness of the path pursued.

Consistent with the requirements of the ISO 30415:2021 standard, the Company has developed a **2026–2028 Action Plan**, structured around four key areas: listening, training and communication, contract management, and

workforce management. The plan sets objectives focused on continuous improvement and on fostering an increasingly inclusive work environment.

*“Achieving ISO 30415:2021 certification is a step in line with the sustainable growth path outlined in the 2025–2027 Industrial Plan. Integrating the principles of diversity, equity & inclusion into company processes through a structured approach enhances organizational quality, empowers people and delivers long-term value for all our stakeholders,”* commented **Roberto Zoia, CEO and Managing Director of IGD SIQ S.p.A.**

### **IGD - Immobiliare Grande Distribuzione SIQ S.p.A.**

Immobiliare Grande Distribuzione SIQ S.p.A. is a key player in Italy's retail real estate sector. IGD owns a rich portfolio of shopping centers located throughout Italy which are managed by in-house asset, property, facility and leasing management divisions. IGD also acts as a service provider, managing portfolios of institutional third parties. An extensive domestic presence, a solid financial structure, the ability to plan, monitor and manage all phases of a center's life cycle, both freehold and leasehold, as well as ongoing investments in retail and technology innovation, ensure IGD's position as a point of reference in the retail real estate sector.

The Company, listed on Borsa Italiana's STAR segment, was the first SIQ (Società di Investimento Immobiliare Quotata or real estate investment trust) in Italy. IGD's freehold portfolio, valued at more than €1688,1 million at 30 June 2025, includes 8 hypermarkets and supermarkets, 25 shopping malls and retail parks in Italy and a portfolio of shopping centers in 10 Romanian cities which are managed directly based on the same model used in Italy.

The Company also holds 40% of two real estate funds which are comprised of 13 hypermarkets, 4 supermarkets and 2 shopping malls for which IGD manages project, property & facility management activities.

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*The press release is available on the corporate website, [www.gruppoigd.it](http://www.gruppoigd.it), in the Media section.*