

KAARAL S.r.l. — Benefit Corporation JEDI COMMITMENT STATEMENT

Justice, Equity, Diversity & Inclusion at Kaaral | San Salvo (CH), Italy — June 2026

Document Control

Document	JEDI Commitment Statement
Company	Kaaral S.r.l. — Benefit Corporation
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Review	Annual

Introduction

At Kaaral, we believe that authentic beauty is rooted in respect for people, the recognition and appreciation of differences, and the opportunity for everyone to fully express their identity, talent and potential.

This Statement represents Kaaral's public commitment to fostering a corporate culture grounded in justice, equity, diversity, inclusion, accessibility, active listening and shared responsibility. We do not consider JEDI principles to be a goal that can simply be achieved once and for all, but rather an ongoing journey of cultural, organizational and relational evolution, requiring awareness, training, monitoring and a willingness to critically reflect on our practices.

Kaaral recognizes that every organization operates within social and cultural contexts shaped by structural inequalities, stereotypes, and conscious and unconscious bias. For this reason, we are committed to building safe, equitable and inclusive professional environments in which every person can feel respected, represented, heard and valued.

This Statement applies to all Kaaral companies, functions, employees, collaborators, partners, suppliers and stakeholders who interact with Kaaral.

Our Principles

Justice and Equity

Kaaral promotes substantive equity, recognizing that different people may have different needs, experiences and starting points. We are committed to identifying and reducing potential barriers to access, professional development, participation and representation.

We oppose all forms of direct or indirect discrimination, including, but not limited to, discrimination based on:

- gender and gender identity;
- emotional and sexual orientation;
- age;
- ethnic or national origin;
- language;
- physical, cognitive or sensory conditions;
- religious beliefs;
- personal or political beliefs;
- marital or family status;
- socioeconomic status;
- caregiving responsibilities;
- physical characteristics;
- professional or contractual status.

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All decisions relating to recruitment, hiring, training, compensation, professional development and career advancement must be based on merit, skills, responsibilities and professional potential.

Diversity

At Kaaral, diversity represents a cultural, human and professional value. A plurality of experiences, perspectives, identities and sensitivities contributes to creativity, innovation and our ability to understand different markets, communities and people.

We promote a working environment in which differences are not merely tolerated, but recognized as an essential element of collective growth.

Inclusion and Belonging

Inclusion is a shared responsibility that shapes how we communicate, collaborate, make decisions and build relationships. Kaaral is committed to fostering environments in which every person can:

- feel welcomed and respected;
- participate actively;
- freely express ideas and opinions;
- contribute to decision-making processes;
- work in conditions of psychological and professional safety.

We reject any offensive, discriminatory, intimidating or harassing behavior, including language, attitudes or practices that may undermine the dignity of individuals.

Accessibility

Kaaral promotes physical, digital, communication and organizational accessibility, with the aim of making tools, information, processes and experiences increasingly accessible and inclusive. We are committed to progressively improving:

- the accessibility of workplaces;
- the clarity of communication;
- digital content;
- people's experience within corporate and training processes;
- participation in events, initiatives and professional activities.

Inclusive Language and Responsible Communication

We recognize that language plays a role in shaping culture, perceptions and relationships. For this reason, Kaaral promotes respectful, representative and inclusive communication, both within and outside the organization. We are committed to:

- adopting professional language that respects diversity;
- avoiding discriminatory, stereotypical or exclusionary language;
- ensuring balanced representation of different people, identities and experiences;
- fostering a culture of communication awareness across corporate, marketing and HR content.

Areas of Application

This Statement guides and informs Kaaral's activities in the following areas:

People and Organization

- recruitment and selection;
- onboarding;
- career development;
- training and development;
- performance evaluation;
- welfare and wellbeing;

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- compensation policies;
- leadership and management.

Communication and Marketing

Kaaral is committed to developing communications, campaigns, content and representations that are consistent with the principles of respect, plurality and inclusion, while avoiding discriminatory stereotypes or representations that may undermine the dignity of individuals.

Products and Services

We promote an inclusive approach to product development, customer experience and engagement with the professional beauty and haircare community.

Suppliers and Partnerships

We expect business partners, collaborators and suppliers to share principles consistent with respect for human rights, human dignity and non-discrimination.

Events and Training

Kaaral promotes events, training programs and professional initiatives that foster representation, accessibility, a plurality of perspectives and inclusive participation.

Governance and Accountability

JEDI Lead

Kaaral appoints an individual or working group responsible for coordinating JEDI activities, with responsibility for:

- supporting the implementation of this Statement;
- collecting feedback and reports;
- promoting training and cultural initiatives;
- monitoring objectives and improvement actions;
- fostering dialogue with internal and external stakeholders.

Monitoring and KPIs

Kaaral is committed to progressively defining qualitative and quantitative indicators to monitor the effectiveness of JEDI initiatives, including, by way of example:

- representation and diversity;
- participation in training;
- equity within HR processes;
- organizational climate and sense of belonging;
- accessibility;
- reports and management of identified issues.

Annual Review

This Statement is subject to an annual review in order to:

- assess its effectiveness and implementation;
- identify areas for improvement;
- update objectives and priorities;
- incorporate regulatory, social and cultural developments.

Listening and Reporting

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Kaaral encourages open dialogue, active listening and participation. Any conduct that is inconsistent with the principles set out in this Statement may be reported through the Company's dedicated channels, in accordance with the principles of confidentiality, protection of the reporting person and non-retaliation.

Training and Cultural Development

Kaaral considers training to be an essential tool for building awareness and shared responsibility. The Company promotes training activities and opportunities for discussion on topics related to:

- diversity and inclusion;
- prevention of discrimination;
- unconscious bias;
- inclusive language;
- inclusive leadership;
- respect for people and organizational culture.

Transparency and Accountability

This Statement is made available:

- on the corporate website;
- on the careers page;
- as part of onboarding processes;
- in sustainability documents and reports;
- in relevant corporate materials.

Kaaral is committed to periodically sharing objectives, actions, progress, lessons learned and areas for improvement, recognizing that the journey towards a fully equitable and inclusive culture requires continuity, active listening and the ability to evolve over time.

"Our progress, the actions undertaken, the lessons learned and the areas for improvement will be shared annually through our reporting and sustainability tools, as an expression of accountability, transparency and our ongoing commitment to concrete and measurable progress."

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