



AKERON CONTINUES TO INVEST IN ITS PEOPLE: MERIT AND WORK-LIFE BALANCE AT THE HEART OF TALENT ATTRACTION POLICY

The enterprise software company has also obtained UNI Certification for Gender Equality, confirming Akeron's inclusive nature from the very beginning.

Lucca, March 5, 2025 - Akeron, a leader in the development of Enterprise Application Software (EAS), has obtained Gender Equality Certification according to the UNI/PdR 125:2022 standard. This important recognition is formal confirmation of an approach to inclusiveness that has been in Akeron's DNA since its inception. In fact, Akeron has always put its people first, guaranteeing equal growth opportunities for all employees, regardless of gender.

"A fair and inclusive work environment generates tangible benefits for all employees and creates a more stimulating and motivating environment. This belief has been part of Akeron's nature since we created it. The recognition we have received, of which we are very proud, confirms an attitude of towards equality that goes beyond formal certification: at Akeron, equality is not just "equal opportunities for men and women", but the expression of the ability to create an environment where each person can express their maximum potential, with their passions and personal characteristics, bringing out their best abilities as a winning element for the growth of themselves, the team and the company" - declared
Marco Pierallini and Manuel Vellutini, Co-CEOs of Akeron.

This approach is translated into concrete company policies and a genuine commitment to promoting a flexible work environment that is attentive to well-being and professional growth, according to a vision that is free of any kind of discrimination (gender, religion, ethnicity) but instead focused on rewarding ability, talent and motivation. Finally, the company has never considered gender equality as a goal to be achieved, but as a natural and intrinsic value that translates daily into growth opportunities for all people, regardless of gender.

The Tuscany-based company, which employs more than 200 people, has a strong female presence, with women making up 45% of the total workforce. The proportion of young women, recent graduates and those under 30 is particularly significant at 33%, demonstrating the company's ability to attract and develop new talent regardless of gender.



Today, the company can count on a talented community, born and grown not from a forced search for gender balance, but from a commitment to attract people with values in line with the company's mission. This has a beneficial effect on all the people who work there, who are stimulated by a comfortable and innovative working environment, such as the Akeron Campus at Villa Bassotta in Lucca and the new headquarters, just a few steps from the historic walls, which will be ready by the summer to accommodate all the company's employees.

Since its inception, Akeron has promoted a flexible work organization based on trust and mutual respect, where everyone is free to manage their own time and feel valued both as a professional and as a person. This approach consolidates the trust of customers, partners and stakeholders and confirms a growth model based on meritocracy, fairness and people's well-being.

"This certification is a confirmation of the meritocratic approach that Akeron firmly believes in. It is a principle that permeates all levels of our organization and translates into concrete results. Inclusion should not be an imposed goal, but the natural result of a system that rewards talent. We have a team of young talents, men and women with different characteristics and personal lives, recent graduates, new parents, athletes, avid readers, and much more: they all have in common the desire to do their best and, above all, a strong passion for their work, a very strong sense of belonging to Akeron, which allows them to naturally bring out the best in themselves at every opportunity. For us, true fairness means guaranteeing the possibility to excel at work without sacrificing one's own characteristics, and even stimulating them in order to really live well. We want a healthy balance between professional and personal life, which we believe is essential to motivate our people to contribute, each in their own way, to spreading the value of Made in Italy throughout the world," the managers conclude.

About Akeron

Akeron Srl (www.akeron.com) transforms business challenges into digital solutions through innovative and flexible software that improves efficiency, decision-making and business performance. Headquartered in Lucca, Italy, with offices in Paris, London and New York, Akeron helps companies achieve their strategic goals. Today, it is the trusted partner of over 500 customers of all sizes and sectors, including Lavazza, Intesa Sanpaolo Private Banking, Optimize RX, Amadori, Prada, Mutti, Rummo, Randstad and many others.

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