



## **GENDER EQUALITY POLICY**

Pininfarina, in line with the Group's values, intends to promote an inclusive culture that guarantees a welcoming workplace which respects diversity and where all the people, who have always played a central role in the organization, can enjoy rights and opportunities that allow them to develop their skills and generate value for themselves and the company. Pininfarina is firmly convinced that inclusion is essential for generating social value and sustainable business development.

Pininfarina intends to support human and professional growth by involving each individual and seeking heterogeneity and balance through a fair evaluation of the contributions of all genders in company processes.

In this context, Pininfarina has decided to adopt a strategy aimed at reducing the gender gap in the company, which considers this objective from the stage of entry into the company, during professional growth, in the remuneration policy, in the protection of parenthood and the work-life balance.

Pininfarina undertakes to actively communicate its commitment to the issues of gender equality, inclusion, and enhancement of diversity, to use and request the use of an inclusive language that respects gender differences, and to prevent all forms of physical abuse, verbally and digitally.

For the development of an authentic culture of gender equality, the company has defined this policy intending to continue to pursue the following objectives:

### **A. Human Resources Onboarding Process**

Pininfarina undertakes to include people with different experiences, skills, competencies, and abilities in its organization, pursuing gender equality in the selection and hiring phases through the identification of a list of candidates that tends to be equal (people).

### **B. Evaluation System (Performance Management)**

Pininfarina uses an annual performance evaluation system which:

- provides for dialogue between Managers and Collaborators with the use of feedback relating to personal and corporate objectives.
- promotes the creation of Development Plans without any gender discrimination.
- provides that the concept of inclusion is an integral part of the Leadership model.

### **C. Training and Professional development**

Pininfarina undertakes to schedule training sessions for all the employees aimed at making the organization aware of the issue of valuing differences, gender equality and inclusion.

The Company undertakes to offer equal development opportunities without gender discrimination, defining transparent standards consistent with the Performance Management processes.

**D. Meritocracy and Career Paths**

Pininfarina promotes a culture based on meritocracy, on recognizing the responsibilities assigned, the quality of the results achieved and the profuse professional contribution. The Company guarantees fairness and access opportunities to the same remuneration and career advancement for all its employees, regardless of gender.

**E. Initiatives in management and organization for the protection of parenthood and work-life balance of employees**

Pininfarina intends not to constitute any obstacle to parenthood and wants to improve the work-life balance of its employees.

It, therefore, intends to promote the use of parental leave for the entire period established by law and to adopt further measures to support the period of reintegration of the parent upon return from maternity/long-term leave, avoiding any discrimination.

Pininfarina will continue, under the same organizational conditions, to guarantee the benefits already introduced, such as smart working and flexible hours and intends to introduce new initiatives and services dedicated to new parents and their newborns.

**F. Fight against stereotypes and fight against abuse and harassment**

Pininfarina is committed to combating gender stereotypes and preventing sexual harassment in the workplace through a path dedicated to recognizing bias and raising awareness of gender harassment that creates awareness in people and guides them in their daily behavior. As part of the prevention measures, it plans to implement monitoring systems to detect the events mentioned above. Pininfarina has implemented a system to address physical, verbal, or digital abuse towards or from its employees in the workplace. The system allows for anonymous reporting of such incidents and protects the employees who report them. The Whistleblowing Procedure outlines and governs the reporting system and provides guidance to reporters on how to make a report. The management process is also outlined in the procedure. To access the reporting platform called MyWhistleblowing, provided by a specialized service provider, and the procedure, please visit <https://areariservata.mygovernance.it/#!/WB/pininfarina>.

**G. KPI measurement**

Pininfarina intends to adopt a system of key indicators to be updated and monitored periodically to ensure that gender equality is adequately managed.

The Company has set up a Steering Committee whose mandate will be to implement and monitor the pursuit of the objectives set by this policy.

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Pininfarina S.p.A.

