



pininfarina

WE MOVE DREAMS

ESG POLICY

Approved by Pininfarina Board of Directors on 21.03.2025



We are living in a time of profound transformation, where sustainability is no longer merely an ethical choice but a strategic imperative.

In this context, Pininfarina reaffirms its strong commitment to integrating ESG principles - Environmental, Social, and Governance - into the core of its business model.

Our legacy of design, innovation, and vision is now accompanied by a new responsibility: to contribute meaningfully to a fairer, more inclusive, and environmentally respectful future. This ESG Policy is

intended to formalize and give structure to a journey we have already begun, reinforcing the values that have always guided us: integrity, transparency, and respect for people and the planet.

We firmly believe that only by placing sustainability at the center can we create long-term value for our stakeholders and strengthen Pininfarina's role as a conscious leader in this global transformation.

With this document, we renew our commitment to leading the company not only with competence and vision, but also with responsibility and courage.

SILVIO ANGORI
Vice Chairman and CEO, Pininfarina S.p.A.

Introduction

Pininfarina, a global symbol of Italian design and style, combined with engineering and manufacturing capabilities, has contributed to writing the history of design and the automotive industry.

The solutions that Pininfarina delivers to its customers are aligned with a long-term corporate vision based on environmental, social and economic sustainability. From this perspective,

Legality, Integrity, Respect for the environment, Transparency, Social Equity and Value of the person are ethical principles and values which the company intends to continue to inspire.

The Group looks to the future with optimism leveraging its most precious resource: around 500 employees in Italy, Germany, China and the United States who work

every day with commitment and professionalism to promote the brand, the image of Pininfarina in the world and develop more innovative, sustainable and inclusive solutions.

The final aim of this ESG Policy is to define ESG principles and targets of Pininfarina Group and to describe their integration within corporate business model, in order to ensure sustainable success in the long term.

Main principles and references

Pininfarina is committed to respecting and actively disseminating the principles provided for by the regulations and standards issued by international organisations of reference, including:

- the Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights;
- the Declaration on Fundamental Principles and Rights in the Workplace and the eight Core Conventions of the International Labour Organisation;
- the 2030 Agenda for Sustainable Development adopted on 25 September 2015 by the United Nations General Assembly and its 17 Sustainable Development Goals (SDGs).

Moreover, Pininfarina adopted a set of internal codes and regulations aiming at describing in greater details policies, procedures and operational flows to be followed in ESG relevant areas, such as:

- Corporate Code of Ethics
- Organizational Model under Legislative Decree 231/2001
- Environmental Health & Safety Policy
- Gender Equality Policy
- Quality management systems ISO 9001:2015 and ISO 14001:2015
- Management System UNI/PdR 125:2002
- Whistleblowing Policy under Legislative Decree 24/2023.

ESG POLICY AREAS

Through the drafting and communication of this ESG Policy, Pininfarina underlines its engagement in the following areas:

1. Environment



2. Social



3. Governance



1. Environment



The Pininfarina Group, also by virtue of its industrial past, **has maintained a high sensitivity to environmental issues, adopting rigid criteria of conduct to protect the environment.** This has been formalized and disseminated within its Code of Ethics, maintaining a long term proactive approach in monitoring its performance in this area.

As proof of its commitment and with a view to continuous improvement, Pininfarina S.p.A., the only Group company to still manage production workshops, has obtained the **UNI EN ISO 14001:2015 certification relating to the Environmental Management System for Cambiano and Grugliasco sites.** This certification evidences the continuous efforts made by Pininfarina with a view to improving its products, processes and services.

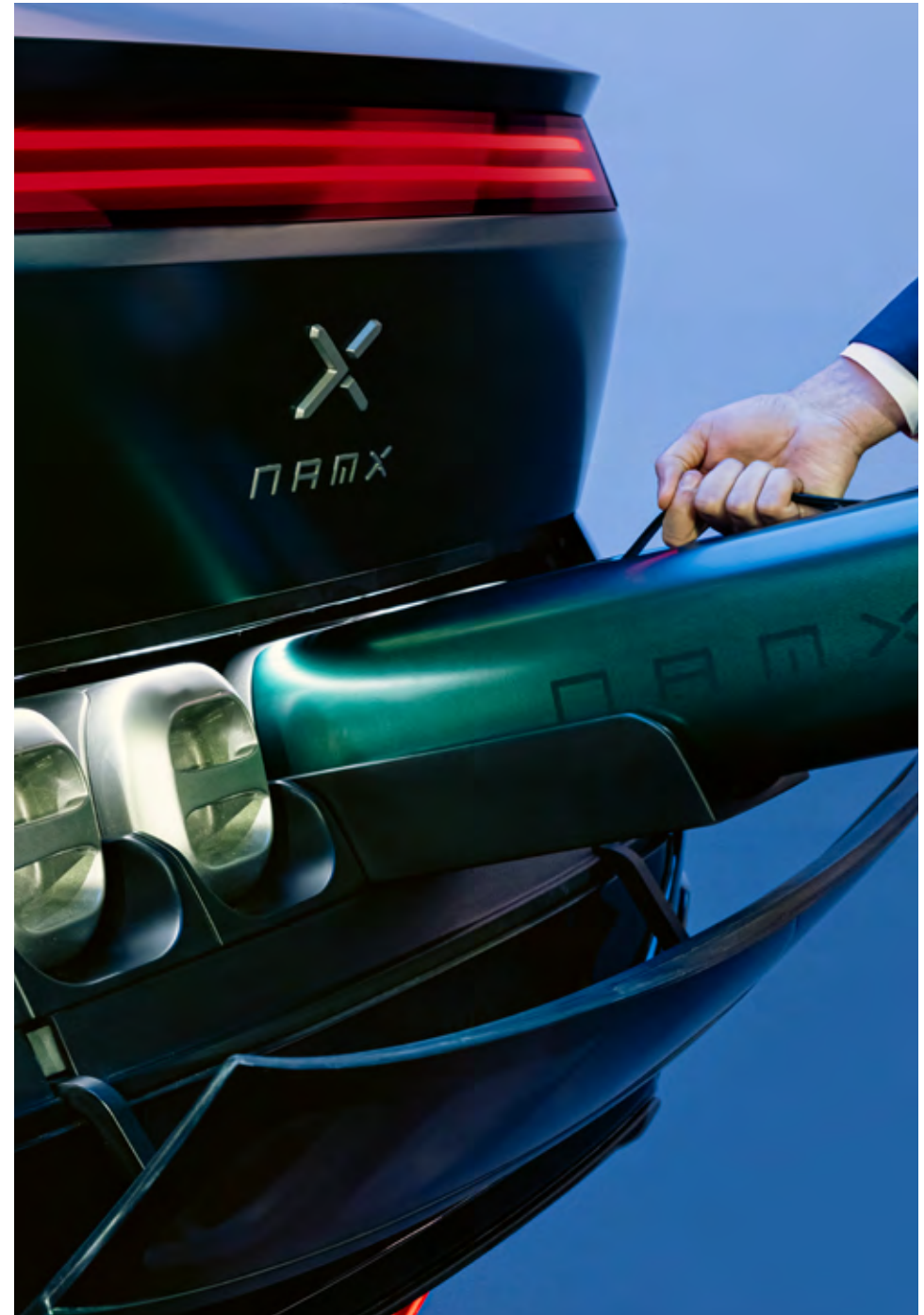
Consistent with the company strategy and in order to clearly explain the management's commitment, **Pininfarina updated its Environment, Health and Safety (EHS) Policy in September 2023, (also published on its website), underlining the commitment made by the Group in developing sustainability practices along the ESG (Environment, Social and Governance) guidelines, and in adopting programs aimed at safeguarding the safety of workers, and the surrounding environment for all its production sites.**

This Policy is integrated by a series of procedures and operational instructions updated in accordance with **the ISO 14001:2015 standard**, in which the responsibilities and operational methods for implementing the commitments undertaken are defined in detail., Pininfarina annually sets specific environmental targets which aim to ensure the achievement of the objectives defined in its EHS Policy.



In terms of general environmental objectives, Pininfarina:

- is committed to implement the continuous improvement of plants, products, processes, services and activities by reducing, as far as practicable, the impact on the environment and preventing environmental accidents;
- is committed to minimize, as far as practicable, the consumption of energy and natural resources;
- is committed to adopt, for all production sites, the best available techniques for the reduction of harmful emissions in the environment, either in terms of polluting emission or chemical management;
- supports and encourages, at a strategic level, the development of vehicles oriented towards sustainable mobility;
- is committed to propose highly technological and innovative solutions and processes analyzing and ensuring the environmental, economic and social sustainability of the project throughout all phases of the life cycle;
- is committed to promoting virtuous management of raw materials and wastes to facilitate recovery and value downstream;
- promotes the growth of professionalism and environmental awareness of its staff and third parties with whom it works, through information and training;
- promotes the involvement and listening to the interested parties, i.e. the stakeholders and bearers of legitimate interests towards the company, with a view to continuous improvement and open, honest and constructive dialogue;
- maintains and promotes constructive communication relations with local communities and authorities in the field of environmental matters.



2. Social



Focus EMPLOYEES

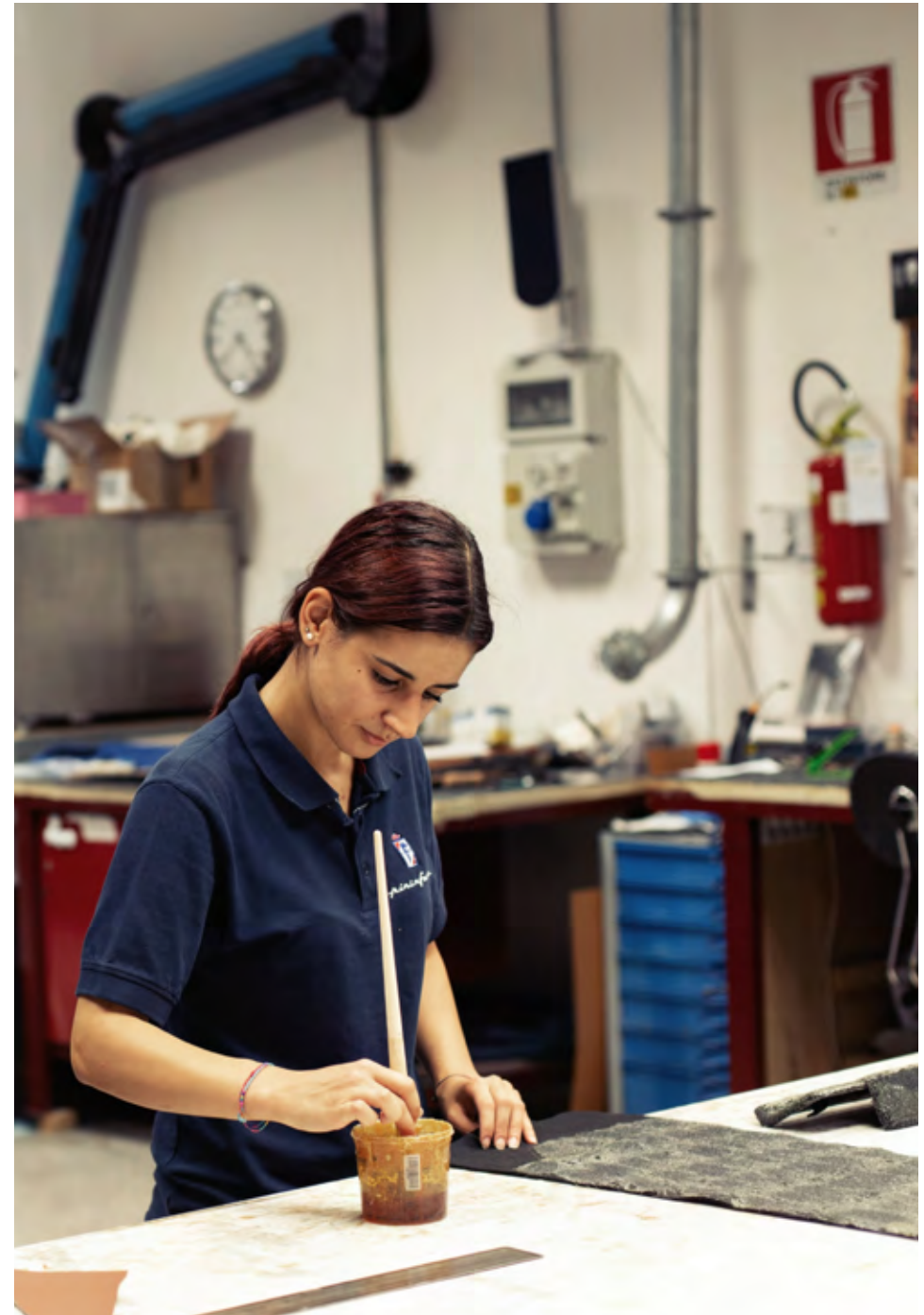
The Pininfarina Group recognizes the importance of human resources, i.e. people who, with their skills, their professionalism and their passion, contribute fundamentally to the achievement of Company's objectives. The Group's attention on this is evident in the principles of the Code of Ethics, and even more so in the daily behavior of its people.

Companies like Pininfarina are now experiencing a continuous process of reorganization, due to the rapidity of technological evolution and market transformation. In this context, **People constitute the strategic resource par excellence to guarantee the continuous improvement of performance**, and it is therefore increasingly important to know how to identify, organize, involve and manage them in an optimal way.

Pininfarina has always been committed in this sense to guarantee correct management of human resources as a lever to pursue the improvement of competitive performance and promote the value of performance quality.

In terms of general objectives, Pininfarina:

- is committed to attract and foster the growth of talented people, through the participation in career days at universities and specialized institutions, the partnerships with technical and design schools and the collaboration with educational institutions through internship programs and project-based learning initiatives;
- is committed to promote hard and soft skills development through continuous learning programs (including technical training, leadership courses, and cross-functional skill



development) and coaching programs to support employees in their professional and personal growth through one-on-one or group coaching sessions;

- is committed to retain and motivate the most qualified and promising resources by leveraging on “Talent Program” plans, recognition and MBO (Management By Objectives) programs and employee Engagement Surveys, with follow-up action plans to enhance motivation and workplace satisfaction;
- is committed to guarantee the wellbeing and safety of Pininfarina internal staff and external collaborators, through Health & Safety Training Programs, Smart Working Policy and Flexible Working hours;
- is committed to ensure social quality and respect for the person through the adherence to the Charter for Equal Opportunities and Workplace Equality, the certification of Gender Equality (PDR 125:2022) and Meritorg, the training and sensibilization on DEI topics, the Pininfarina Whistleblowing policy.

These initiatives reflect Pininfarina’s commitment to fostering a high-quality work environment, professional growth, and social responsibility.



Focus LOCAL COMMUNITY

Apart from its human resources, **Pininfarina is also involved in the local development of the social community surrounding it**, through different actions and initiatives. Among these, Pininfarina:

- is committed to support Pininfarina Seniors Group's social;
- is committed to organize and participate in education & training, events and fairs on professional and people development, HR culture and trends;
- is committed to support local business initiatives aiming at foster local development on specific areas, e.g. sustainability and local transport;
- is committed to participate in the Diversity & Inclusion Committee of the Turin Industrial Union as well as in working groups and events in trade associations.



3. Governance

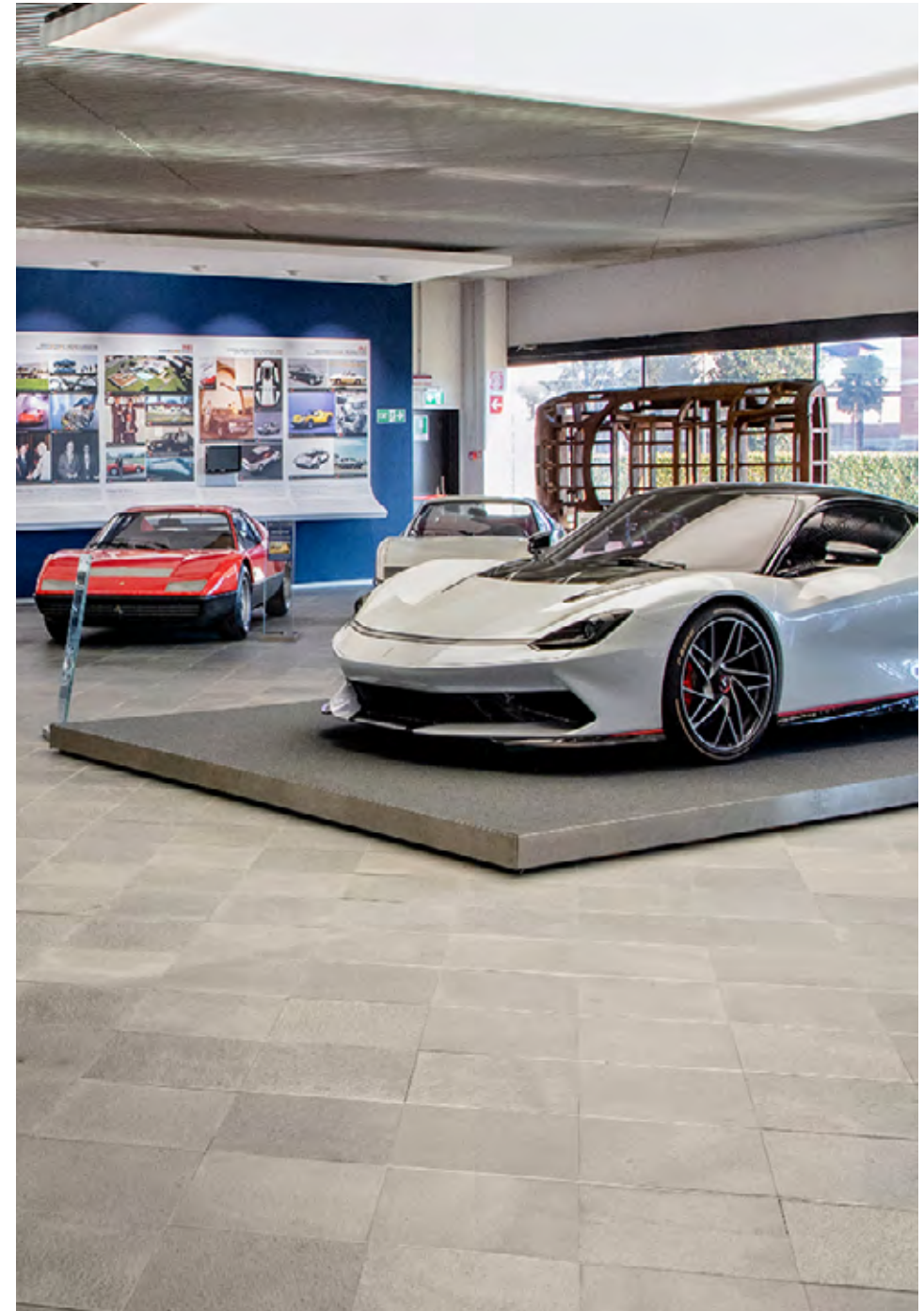


Corporate governance plays a pivotal role in Pininfarina, which is a long-standing **stock listed company in Borsa Italiana (now Euronext Milan) since 1986.**

Pininfarina adopts a one-tier corporate governance model in accordance with the provisions of the Italian Civil Code. The Board of Directors is entrusted with the management of the company. It is vested with all powers of ordinary and extraordinary administration, with competence over everything that is not expressly reserved for the Shareholders' General Meeting by law and by the Company's Articles of Association. An Audit Committee composed by independent directors is entrusted with specific supervisory powers, while other specific board committees are created to support the Board in Nomination and Remuneration, Related Party Transactions and ESG matters.

Board structure reflects the importance that Pininfarina gives to gender equality and diversity. Moreover, a balanced board composed by directors with different ages, educational backgrounds and professional experiences is key to manage the group with an international mindset and make reasoned decisions to the benefit of all stakeholders. Moreover, the Board oversees compliance management and ensures that Pininfarina Group complies with applicable laws and regulations in any and all countries where business activities are conducted.

Pininfarina is also committed to fully embrace technology within corporate activities. Dedicated platforms and digital tools have been adopted to facilitate board and board committees' activities, ensuring confidentiality and privacy and enhance cybersecurity. Further applications and modules are under testing to amplify the recourse to digital / online tools in board processes.





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www.pininfarina.it