

Policy

GENDER EQUALITY

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1. Purpose and premise

Holding Industriale, in accordance with its founding values dedicated to Diversity and Inclusion, is firmly committed to creating an inclusive and diverse working environment where each individual can feel an integral part of the Group, e condemns and unreservedly opposes any form of discrimination or harassment.

We recognize our People as our most valuable asset. We strive to enhance each distinctive trait that makes us unique, promoting the opportunity for each individual to make their voice heard and bring new perspectives to tackle challenges in a more innovative and effective way.

Since 2021, we have been committed to supporting and sharing the 10 key principles of the United Nations Global Compact, in full consistency with the Universal Declaration of Human Rights. Within our Group, we have identified and adopted six key goals for Sustainable Development in the 2030 Agenda, with a particular focus on Goal 5 on gender equality. This commitment is translated into concrete actions and projects that we intend to pursue in the medium-long term.

We are dedicated to ensure equal dignity and equal opportunities for all people, regardless of country of origin, language, culture, religion, gender, sexual orientation, political opinions, trade union membership, age, state of psycho-physical ability, and physical appearance, socio-economic status and any other personal characteristics. We firmly believe that diversity and plurality are the sources of new and innovative ideas, and with this belief we aim to create a stimulating, inclusive and open working environment that offers growth prospects and fosters innovation.

We recognize that the mere fact that the majority of people employed are women is not sufficient to ensure gender equality. Our commitment extends beyond and in the long term, aiming to enhance the diversity present in all organizational roles. We are committed to maintaining policies and processes that foster concrete opportunities for the development and full realization of female employees in business activities, and to encourage positive cultural change. This gender equality culture is fundamental to enrich our human capital which forms the basis for excellent business performance. This approach is based on the principles of meritocracy and long-term sustainability that guide us in achieving a fair, inclusive and sustainable working environment for all.

2. Scope

This policy applies to all companies owned by the Holding Industriale Group and its sub-holdings Holding Moda, Holding Parts, Holding Motion and Reytera and provides for the measure, reporting and evaluation of gender equality information in the organisations concerned.

3. Effective date and update

This policy becomes effective on 07/02/2025.

The policy will be updated as necessary and, in any case, within 36 months of its definitive entry into force.

4. Distribution

The policy is available for all employees of Holding Industriale S.p.A. and Holding Moda S.r.l. on the Teams channel "Procedures and Policies HR".

For the employees of the other Group companies, it will be made available through the channels deemed most appropriate by each individual company, provided that they are adequate to ensure the widest possible publicity.

5. Responsibility

The Group People Office/HR and Sustainability are jointly responsible for developing and periodically revising this policy. Final approval by the Chairman of the Group. In order to ensure the effective application of the policy, a supervisory body, the Steering Committee, has been set up, composed of members of the company's management with formalised positions.

In accordance with the UNI PdR 125:2022 standard, which establishes the requirements for gender equality, a responsible figure within the Group has been designated to manage system documentation, monitor relevance and results, as well as promoting the development of gender equality in business processes.

Holding Industriale undertakes to disseminate this policy to all stakeholders, internal and external, and asks them to actively support the principles set out and to value issues related to diversity and inclusion within their respective competences.

6. Provisions

Holding Industriale is committed to promoting gender equality through a set of clear provisions and principles, focusing its efforts on key areas in accordance with UNI PdR 125:2022:

1. Culture and strategy
2. Governance
3. People/HR processes
4. Opportunities
5. Equity
6. Parenthood

Each of the above areas is supported by clear and measurable principles, as well as specific objectives shared with the Group Management and the Gender Equality Steering Committee. The organization constantly evaluates the skills and abilities of its staff, striving to combat prejudices and stereotypes related to the person and profession, promoting equality in corporate systems, policies and processes. As a result, there is an ongoing effort to break down the deep-seated cognitive biases and prejudices in people and to tackle inequalities in business systems, policies and processes.

Holding Industriale is committed to providing each resource with the opportunity to plan their professional growth in a highly inclusive working environment, free of discrimination.

In addition, the organization is willing to measure progress on gender equality in a transparent way and to certify its achievements according to qualified standards. We closely monitor the selection and recruitment processes, career management and access to training and development opportunities, pay equity, protection of parenthood, reconciliation of life-timework, the content and style of corporate communication, prevention of abuse and harassment, assessment of discipline-relevant conduct, industrial relations, and we adopt specific policies for each of these areas, which are aligned with the objectives of our strategic plan.

The organization, in relation to the analysis of its business processes, has understood and established the principles to be followed in each of the above areas.

The Board of Directors undertakes to provide the necessary resources for the full implementation of the Gender Equality Management System, ensuring compliance with the requirements contained in the Gender Equality Manual and other documents of the Management System.

The organization, in relation to the analysis of its business processes, has understood and established principles to be followed in relation to each of the following points. These principles are the guiding criteria for processes addressing:

- The existing gaps in reference to the indicators established by UNI PdR practice 125:2022
- The needs of the women present in the organization, seen as the main stakeholders to the concrete results of the System

7. Non-compliance

In the event of intentional, serious and/or persistent non-compliance with this policy at all levels, the Company reserves the right to take the necessary measures to promote the full application of the policy, commensurate with the gravity of the violations, in full respect and within the limits of what is provided for by current regulations and C.C.N.L. applied.