GENDER EQUALITY POLICY

In line with the values of the Volkswagen Group, Lamborghini fosters, together with its people, an inclusive culture that embraces and encourages every individual's uniqueness, creating a workplace where people feel safe, respected, and a true sense of belonging.

The company stands alongside the United Nations and the European Union in the fight against stereotypes and in promoting a culture that gives everyone adequate space for self-expression. For many years, Lamborghini has developed initiatives and programs aimed at making its corporate culture increasingly inclusive, with full awareness of the central role of people. This strategy is based on the belief that diversity is a source of richness, arising from the meeting of different perspectives and skills capable of generating unique value for both the company and its people.
Through its actions, Lamborghini seeks to create virtuous business processes, safeguarding social values and offering a better future to present and future generations, while supporting the personal and professional growth of every individual.

Lamborghini has chosen to adopt a holistic strategy aimed at reducing the gender gap within the company, starting from recruitment opportunities, professional development, equal pay, gender-inclusive people management policies, and extending to the protection of parenthood and work-life balance.

Indeed, it is widely recognized that companies embracing a more inclusive approach at all levels are able to create more authentic and lasting value through greater employee engagement, enhanced innovation capabilities, and increased attractiveness as an employer. For this reason, Lamborghini has committed to continuously analyzing and evaluating the direction undertaken and the objectives achieved.

Lamborghini firmly believes that inclusion and meritocracy are essential prerequisites for sustainable business growth. To foster a genuine culture of gender equality within the organization, the Management Committee has established this policy, which forms an integral part of the company's strategy, with the aim of continuing to pursue the following objectives:

- Create a fair working environment in terms of equal career opportunities, competitiveness, and flexibility.
- Support the increase of female employment.
- Ensure pay equity for roles of equal complexity and acquired competencies.
- Support and promote parenthood and caregiving responsibilities.

- Ensure equal opportunities for skills development by guaranteeing fair and equal participation in training programs and access to leadership positions.
- Protect and promote employees' health and professional satisfaction by continuously improving working conditions and adopting measures to prevent risks while promoting well-being and work-life balance.
- Prevent all forms of physical, verbal, and digital abuse, ensuring integrity and compliance with laws and regulations.
- Act as an ambassador for the significant change needed in the Italian labor market, particularly in the automotive sector, through awareness-raising activities and projects in schools focused on STEM disciplines and gender stereotypes.

In order to raise awareness among all its internal and external stakeholders, Lamborghini actively communicates its commitment to gender equality, inclusion, and the enhancement of diversity, striving to promote a positive image of women and using inclusive language that respects gender differences.

The Management Committee has established a Steering Committee, delegating to it the responsibility of implementing and monitoring the achievement of the objectives set out in this policy.

The company will continue to maintain a strong focus on this topic, demonstrating its commitment to helping break the so-called "glass ceiling."

09/03/2026