



## POLICY FOR GENDER EQUALITY

Lamborghini, also in line with the values of the Volkswagen Group, builds an inclusive culture together with its people that welcomes and encourages every uniqueness, thus creating a place where people feel safe and respected, and where they feel they belong.

The company stands alongside the United Nations and the European Union in the fight against stereotypes and in promoting a culture that provides ample room for self-expression. For years, Lamborghini has been developing initiatives and programs that make the corporate culture increasingly inclusive, in full awareness of the centrality of people. This strategy is based on the belief that diversity is richness, which stems from the encounter between different perspectives and skills and is capable of generating unique value for both the company and its people.

With its own actions, Lamborghini seeks to create virtuous processes in doing business, safeguarding social values and offering a better future to the generations of today and tomorrow, supporting the personal and professional growth of each individual.

Lamborghini has adopted a strategy geared toward reducing the gender gap in the company in the holistic sense, starting with the opportunities for recruiting into the company, professional growth, equal pay, policies for managing gender differences, and ending with the commitment to support parenthood and work-life balance.

In fact, it is well known that companies that adopt a more inclusive approach at all levels are able to create more authentic and lasting value through increased employee engagement, increased capacity for innovation, and increased attractiveness as an employer. This is why Lamborghini has committed to constantly analyzing and assessing the directions taken and the goals achieved.

Lamborghini firmly believes that inclusion and meritocracy are indispensable conditions for sustainable business development. To develop a genuine culture of gender equality within the organization, the Management Committee has established this policy, an integral part of the company strategy, with the aim of continuing to pursue the following goals:

- Create an equitable business environment in terms of equal career opportunities, competitiveness and flexibility.
- Support the increase in female employment.
- Guarantee equal pay for equal role complexity and skills acquired.
- Support and promote parenting and family care.
- Assure equal opportunities in the development of employee skills, guaranteeing fair and equal participation in training paths and in access to leadership positions.
- Protect and promote the health and job satisfaction of employees by continuously improving working conditions and adopting measures of health and safety prevention and promotion of their well-being and work-life balance.

- Prevent all forms of physical, verbal, or digital abuse, ensuring integrity and compliance with the laws and regulations.

- Be an ambassador for an important change needed in the Italian labor market, especially in the automotive sector, through activities and projects to raise awareness in schools about STEM disciplines and gender stereotypes.

In order to raise awareness among all its stakeholders, both internal and external to the company, Lamborghini actively communicates its commitment to the issues of gender equity, inclusion and valuing diversity, with a commitment to spread a positive image of women and use language that is inclusive and respectful of gender differences.

The Management Committee has established a Steering Committee and given it the responsibility for implementing and monitoring the pursuit of the goals expressed in this policy.

Lamborghini will continue to have a strong focus on this issue, demonstrating its commitment to helping break the “glass ceiling”.