



POLICY FOR GENDER EQUALITY

Lamborghini, in alignment with the values of the Volkswagen Group, builds an inclusive culture together with its people—one that welcomes and encourages every uniqueness, creating a place where individuals 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 space to self-expression. For years, it has been developing initiatives and programs that make its corporate culture increasingly inclusive, fully aware of the centrality of people. This strategy is based on the belief that diversity is a source of richness, born from the meeting of different perspectives and skills, capable of generating unique value for the company and its people. Through its actions, Lamborghini aims to create virtuous business processes that safeguard social values and offer a better future to today's and tomorrow's generations, supporting the human 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 opportunities for entry, professional growth, equal pay, gender difference management policies, and extending to the protection of parenthood and work-life balance.

It is widely recognized that companies adopting a more inclusive approach at all levels are able to create more authentic and lasting value—through greater employee engagement, increased innovation capacity, and enhanced attractiveness as an employer. That is why Lamborghini has decided to constantly analyze and evaluate the direction taken and the goals achieved.

Lamborghini firmly believes that inclusion and meritocracy are essential conditions for sustainable business development. To foster a genuine culture of gender equality within the organization, the Management Committee has defined this policy as an integral part of the corporate strategy, with the aim of continuing to pursue the following objectives:

- Create a fair corporate environment in terms of equal career opportunities, competitiveness, and flexibility.
- Support the increase of female employment.
- Ensure pay equity for equal role complexity and acquired skills.
- Support and value parenthood and caregiving.



- Ensure equal opportunities in skill development, guaranteeing fair and equal participation in training paths and access to leadership positions.
- Protect and promote the health and professional satisfaction of employees, constantly improving working conditions and adopting measures to promote 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 important change needed in the Italian labor market—especially in the automotive sector—through awareness activities and projects in schools focused on STEM disciplines and gender stereotypes.

To raise awareness among all its stakeholders, both internal and external to the organization, Lamborghini actively communicates its commitment to gender equality, inclusion, and the appreciation of diversity, striving to promote a positive image of women and using inclusive and respectful language regarding gender differences.

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

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

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