

## **Gender Equality Policy**

Kohler Engines - Lombardini Srl, in line with the group's values, lays the foundations for building an inclusive culture that welcomes and encourages uniqueness, creating a place where people feel safe and respected, and where they feel a sense of belonging.

For years, the company has developed initiatives and programs that make the company culture increasingly more inclusive, remaining fully aware of the central role that people play. A strategy based on the belief that diversity means richness, arising from the bringing together of different perspectives and skills, capable of generating a unique value for the company and people.

Kohler Engines - Lombardini Srl adopts a zero-tolerance approach towards any form of discrimination, direct or indirect, in relation to age, gender, disability, nationality, political opinions, religious faith and ethnicity and therefore the adoption of discriminatory behaviors within the organization is impermissible. Actively promoting the understanding of values, duties, and business processes, allows for the conscious participation in work activities and at the same time stimulates the development of relational skills thanks to comparison through diversity.

Kohler Engines - Lombardini Srl, with its actions, included in the Strategic Plan, intends to create virtuous processes for doing business, safeguarding social values, and offering a better future to the generations of today and tomorrow, supporting everyone's human and professional growth.

To confirm its commitment, the company has adopted an organization and management model, starting from the implementation of a System for Gender Equality.

The main purpose of the Gender Equality Management System is to monitor, analyze and optimize gender equality processes in the workplace.

The Gender Equality Management System is led by a "Guiding Committee" which establishes, implements and maintains gender equality policies, communicates to stakeholders the organization's commitment to gender equality through the adoption of a management system compliant with UNI/PDR 125:2022 in order to promote growth' opportunity in the Company, equal pay, and welfare conditions whose aim is the achievement of gender equality in the workplace.

Lombardini Srl has decided to adopt a strategy aimed at reducing the gender gap within the company: opportunities for professional growth, equal pay, policies for managing gender differences and the safeguard of parenthood and care needs.

A management model has therefore been adopted, aimed at ensuring the maintenance of defined and implemented requirements over time, measuring the progress of results through the preparation of specific KPIs on all relevant dimensions, and in particular:

- Culture and Strategy;
- Governance;
- HR processes;
- Opportunities for growth in the company, according to a gender neutral perspective;
- Fair compensation packages by gender;
- Safeguarding of parenthood, care, and work-life balance.

Lombardini Srl strongly believes that inclusion and meritocracy are the essential conditions for sustainable, economic, and social development. For the development of an authentic culture of gender equality within our organization, this policy has been set out with the following objectives:

- To ensure the equal growth of male and female employees within the company;
- To support the increase of female employment, especially in STEM areas;
- To ensure fairness of pay by gender, in compliance with the main regulations stipulated at the European level, as per the European Directive 2023/970, aimed at strengthening the application of the principle of equal pay for men and women;
- To promote a work environment that supports and guarantees work-life balance conditions, both for parents and caregivers.

To achieve the above objectives, Lombardini Srl is committed to:

- Strengthen flexibility tools, especially for people with parental loads and/or caregivers;
- Strengthen governance and monitoring of diversity and gender equality within the company;
- Promote the culture of gender equality at all levels, through awareness-raising activities, training, and through the example of leadership positions;
- Promote a language that promotes dialogue and overcome non-inclusive expressions.

The verification and monitoring of the Gender Equality Policy is carried out on a regular basis.

This document is an addition to the Code of Conduct of the organization which has already been disclosed within the company and to Stakeholders through its publication, on the website, on the Intranet and through all company channels according to specific guidelines and editorial plan.