



English Version

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 every uniqueness, creating a place where people feel safe and respected, and where they feel a sense of belong. For years, the Company has been developing initiatives and programs that make the Company culture increasingly inclusive, in full awareness of the central role that people play. A strategy based on the belief that diversity is richness, arising from the encounter between 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, ethnicity and therefore it is not allowed to adopt discriminatory behaviors within the organization. Actively promoting the understanding of values, duties, and business processes, it allows a conscious participation in work activities and at the same time stimulates the development of relational skills thanks to the comparison with diversity.

Kohler Engines - Lombardini Srl, with its actions, included in the Strategic Plan, intends to create virtuous processes in 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 also 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 that drive to the achievement of gender equality in the workplace.

Lombardini Srl has decided to adopt a strategy aimed at reducing the gender gap in the Company: opportunities for professional growth, equal pay, policies for managing gender differences, 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 gender neutral perspective;
- Fair compensation packages by gender;
- Safeguard of parenthood, care, and work-life balance.

Lombardini Srl strongly believe that inclusion and meritocracy are the essential conditions for a 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:

- Ensure the equal growth of male and female employees in the company;
- Promote gender balance among speakers in panels, round tables, conferences, and other events, including those of a technical-scientific nature, and ensure equal accessibility in all events and initiatives promoted by the Company
- Supporting the increase of female employment, especially in STEM areas;
- Ensure fairness of pay by gender, in compliance with the main regulations stipulated at the European level, as 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 in 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.