



DIVERSITY, EQUITY & INCLUSION GLOBAL POLICY

THE PIRELLI GROUP'S COMMITMENT

The Pirelli Group (hereinafter also "Pirelli") has always been determined to respect **Equal Opportunities** in the working environment, a commitment that already in 2006 was made explicit in the "Group Declaration on Equal Opportunities" that evolves in this Policy.

Pirelli is actively engaged in the promotion of the values of **Diversity, Equity and Inclusion (DE&I)** and calls for the active support of all personnel and all persons working in the name and/or on behalf and/or in the interest of the same, or who have other business relationships or collaborations with it (collectively referred to as "Recipients" of this document) in the implementation of the principles and intentions contained in this Policy.

Pirelli operates within a multinational context in which people express an enormous **heritage of diversity**, whose valorisation is at the same time a competitive advantage and opportunities for growth and enrichment for the company itself, in the belief that the most innovative ideas and the best solutions come from a working environment in which people can express their uniqueness.

Pirelli offers the **same opportunities** in every aspect of working life, in the selection stages as well as in decisions regarding remuneration, professional classification, assignment of duties, training and career progression.

These decisions are made exclusively on the basis of the skills, experience and professional potential that people have and the results achieved, **without any distinction** based on gender, gender identity and expression, sexual orientation, marital status, parenting or care-giving situation, religious faith, political, trade union or other opinions, skin colour, socio-economic and/or cultural background, ethnic origin, nationality, age and disability, whether mental or physical.

Pirelli has always been committed to guarantee a **work environment** in which every person is treated, and treats others, with dignity and respect, free from all forms of harassment, abuse or psychological and/or physical constraint, discrimination of individuals or groups by other individuals or groups, undertaking to prevent and intervene to stop, if it happens, any such behaviour.

Pirelli has always implemented an **inclusive culture** that values individuality and a sense of belonging to the corporate community, dialogue, trust and participation, which are considered essential elements of organisational well-being, opposing the creation of cultural and organisational barriers that limit people's involvement and potential.

Management models, processes and programmes are designed to support all people, so that everyone has the same opportunities to progress to the best of their abilities.

Implementing this Policy requires the active support of the Group's employees, in compliance with internal guidelines and the tools that Pirelli makes available, in order to ensure that:

- decisions relating to people's employment and development are free from all forms of discrimination;
- the sensitivity and awareness of the organization towards the issues of Diversity, Equity and Inclusion should continue to be high, also with a view to preventing potential unconscious prejudices (unconscious bias);
- an inclusive and respectful work environment is maintained both within Pirelli and in relations with external Stakeholders, free from all forms of discrimination and harassment;
- wage equity between genders is guaranteed on equal merit-based conditions, any gaps (if found) are identified and gradually bridged and there is transparent reporting in this regard;

- people's motivation is taken care of through dialogue, participation, services and initiatives to support mental and physical well-being and ensure a balance between private and professional life, through for example, allowing flexible working patterns, disseminating a culture of sharing family responsibilities, adopting health support programmes, providing support for parenting.

REPORTING, CONFIDENTIALITY, NON-RETALIATION AND CONSEQUENCES IN CASE OF VIOLATION

The Pirelli Group encourages the Recipients of this document to report in good faith, even anonymously, any act or omission by anyone at Pirelli, in relations with it or on its behalf, which constitutes or may constitute a violation, or inducement to violate the principles contained in this Policy. The [Group Whistleblowing Policy](#), published at www.pirelli.com, in multiple languages, sets out the procedure for submitting reports, how they are managed and how confidentiality and non-retaliation are guaranteed. If a report is well founded, Pirelli will adopt the sanctions provided for by the applicable regulatory, contractual and disciplinary system.

GOVERNANCE

Pirelli has appointed a Diversity, Equity & Inclusion Manager, who works in coordination with the different company departments according to their respective responsibilities.

The plans and results in the area of Diversity, Equity and Inclusion are discussed and approved by the Sustainability Strategic Committee, a body chaired by the CEO, and are part of the Sustainability Plans and results presented and discussed by the relevant Board Committee and then presented, discussed and approved by the Board of Directors.

REPORTING

Pirelli reports on its Diversity, Equity & Inclusion performance in the Group's Annual Report.

DOCUMENTS RELATED TO THIS POLICY

- [CODE OF ETHICS](#) and [CODE OF CONDUCT](#)
- [GLOBAL HUMAN RIGHTS POLICY](#)
- [SOCIAL RESPONSIBILITY POLICY FOR OCCUPATIONAL HEALTH, SAFETY AND RIGHTS, AND ENVIRONMENT](#)
- [DIVERSITY AND INDEPENDENCE STATEMENT OF THE BOARD OF DIRECTORS](#)
- [WHISTLEBLOWING POLICY - WHISTLEBLOWING PROCEDURE](#)

June 2022

EXECUTIVE VICE-CHAIRMAN & CEO

Marco Tronchetti Provera