

# I V E C O • G R O U P

<b>Company</b> Iveco Group	<b>COMMUNITY INVESTMENT POLICY</b>	
<b>Function</b> Sustainability	<b>Effective Date</b> January 2022	<b>Pages</b> 3

**Scope:** This Policy applies to Iveco Group N.V. and its subsidiaries (collectively, “Iveco Group” or the “Company”) and the directors, officers and employees of such entities as well as those acting for or on behalf of such entities.

**Purpose:** Iveco Group is an international company which, because of its size, activities and geographical scope, plays a significant role in the development and welfare of the communities where it operates. Iveco Group’s community investment activities reflect its commitment to promote social and economic development both at the local and global level, integrating the company and enhancing its reputation in the social fabric of the communities in which it operates.

## **Policy:**

This Policy sets the framework - both at the corporate and site level - for the development and implementation of community initiatives, in order to build a coherent and consistent approach for Iveco Group worldwide. Iveco Group is committed to develop a group-wide strategy and to identify focus areas of initiatives which are aligned to its businesses and its various stakeholders.

### 1. Initiatives

The Company’s initiatives in favor of the community can be delivered in cash contribution or in-kind, at a local or global level, through the following categories:

- charitable donation temporary/one-time initiatives in response to the needs and appeals of charitable and community organizations, requests from employees, or in reaction to external events such as emergency relief situations;

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- investment in local communities: cost or investment for initiatives that are part of medium to long-term projects so as to provide constant support to the beneficiary;
- commercial initiatives with social impact: business-related activities in the community, usually undertaken by commercial departments to directly support and promote the Company image and reputation, in partnership with charities and community-based organizations.

The goal of these initiatives is to contribute to the sustainable development of the communities surrounding the Company's operations/locations, improving quality of life and/or creating employment opportunities both during the period of the initiative and also in the longer term when the initiative is concluded.

Iveco Group supports initiatives in the following focus areas:

- environment
- sustainable mobility
- health care / scientific research
- education
- social
- cultural
- food security
- disaster relief
- highly significant events of national relevance
- Economic Development

Iveco Group does not support:

- activities that are illegal, hazardous or dangerous
- activities that are in conflict with our corporate values

Initiative management, including approval process, are managed at regional level.

## 2. Principles

In identifying, evaluating, approving, and implementing community investment activities, Iveco Group firmly respects the following principles:

- initiatives must be defined with the effective involvement of relevant stakeholders (local community, NGOs, others);
- clear and defined objectives, in accordance with real needs, must be identified in response to stakeholders' expectations;

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- donations may not be linked, even indirectly, to the personal interests of individuals who are government officials or employees;
- in selecting charity or sponsorship opportunities, employees are required to verify whether any conflicts of interest with the spirit of the charity or image promotion exist and must immediately inform their supervisor of such conflicts;
- partners' qualifications and records of achievement must be requested, reviewed, and deemed acceptable;
- initiatives must be based on mutual trust and transparency;
- every activity must be relevant and coherent with the Company's image;
- evidence of effective financial planning and control on the initiative's development and measurability of expected results must be guaranteed;
- clear targets, measurement tools, and reporting must be defined for initiatives that are expected to deliver long-term results;
- feed-back from involved stakeholders should be encouraged

### 3. Communication of initiatives

Iveco Group publicizes its main initiatives through:

- internal communication activities with the aim of enhancing corporate pride and sense of belonging to the Company including dedicated sections on the intranet website and in corporate magazines;
- external communication activities with the aim of giving more relevance to the event

#### **Related documents:**

This Policy supplements the information contained in our Code of Conduct and our corporate policies including the Anti-Corruption Policy.