

IVECO GROUP N.V. POLICY ON DIVERSITY, EQUITY AND INCLUSION

1. INTRODUCTION

1. In accordance with section 2.1.5 of the Dutch Corporate Governance Code, the Board of Iveco Group N.V. (the **Board**) has adopted this policy (the **Policy**), which states the stance of Iveco Group N.V. and its subsidiaries (the **Company**) vis-à-vis diversity, equity and inclusion (**DE&I**). The Policy is not meant as a standalone document, but is to be seen and construed in conjunction with the Company's Code of Conduct and Human Rights Policy, while it is complemented by the specific targets set forth by the Board as per section 4.2 below.
2. The Company's people are the foundation to drive the Company's business. Diverse perspectives and thinking help the Company develop as an organization, act as a stimulus to continuous improvement and are conducive to the advancement of a more sustainable society. The Company appreciates the unique contribution of each individual and respects its people's diversity in age, ethnicity, family or marital status, national origin, gender identity or expression, physical and mental ability, sexual orientation, education, political affiliation, religion, socio-economic status, other protected status, and any characteristics that make its people unique.
3. The Company lists contributing diverse strengths among its core values and considers an inclusive and diverse environment to be beneficial to sustainable long-term value creation, as the basis of an effective, attractive and resilient organization. The Company cherishes diversity within its workforce, while considering equity and inclusion in the workplace an absolute priority.

2. GOALS

1. The Company acknowledges DE&I is business critical, and not just a matter of compliance.
2. The composition of the Company's Board and workforce at large shall be based on relevant competences (and due compliance with local laws) – and take into consideration the benefits of diversity. In this respect the Company's ambition is to have a diverse representation within the Board and a diversity balanced workforce.
3. Talent, development and engagement are key for the Company's success. Starting from recruitment, management of people is based on legitimate business considerations only, such as experience, knowledge, skills, education, performance, potential, and the Company's core values. The Company is committed to acting impartially to eliminate any form of direct or indirect discrimination or undue preference, while supporting and nurturing a culture based on mutual respect and on valuing differences to foster and promote the expression of everyone's potential: this is both due to its people and in the interest of its own progress.
4. The Company complies with diversity quotas, if any, and pursues voluntary affirmative action initiatives, with the aim of eliminating undue inequality and – to the extent this

is appropriate and allowed in the countries where it operates – pursuing and achieving a good balance in relevant diversity aspects.

5. COMMITMENTS

6. The Company is committed to:

- ✓ Fostering and cultivating a culture of diversity, equity and inclusion.
- ✓ Providing a safe, fair, and respectful work environment.
- ✓ Defining clear and measurable DE&I goals within its overall sustainability strategy.
- ✓ Personalizing the professional experience for each individual, ensuring inclusion, throughout each step of the employee experience: from recruitment and onboarding to development, compensation, to end of the employment.
- ✓ Improving the gender balance (in terms of male/female mix, with due respect for and without any bias against LGBTQ+ rights and demands) in recruitment and development processes.
- ✓ Operating proactively and reactively to ensure fair and equal compensation treatment and to promote the elimination of any pay gap driven by gender and/or other diversity characteristic.
- ✓ Identifying and removing any causes of unequal treatment in defining roles, promotions, development opportunities and compensation.
- ✓ Creating the conditions so that each person can discover and express their talents, developing their professionalism and employability in accordance with their personal values and objectives.
- ✓ Creating the conditions of full accessibility of opportunities or places to people with disabilities.
- ✓ Creating and fostering a working environment that respects and appreciates all ways of thinking, where everyone feels welcomed, respected and valued.
- ✓ Creating and fostering a working environment where the mental and physical wellbeing is recognized as important, encouraged and embedded into working practices.
- ✓ Creating the conditions to encourage the exchange of knowledge, experience and collaboration.
- ✓ Increasing awareness and stimulating dialogue with and among employees at all levels, to foster their engagement in the pursuit of the Company's goals, according to the Company's values.

- ✓ Adopting an inclusive and accessible language in internal and external communications, as a first step towards shaping a more inclusive working environment and society at large.
- 7. While incentivizing and promoting compliance with the Policy, the Company prohibits discrimination, bullying or harassment against anyone and for any reasons or motives. All the Company's people have the responsibility and are required to treat others with dignity and respect and to reflect the Company's commitment to DE&I during work on or off the work site, and at all other Company-sponsored and participative events.

3. GOVERNANCE/

1. The Board of Directors is responsible for ensuring adherence to this Policy at strategic level, as well as monitoring its outcome and progress throughout time and providing proper disclosure, as per applicable rules.
2. Based on the Company's aspirations and commitments, on an annual basis, in the framework of its overall strategic planning remit, the Board sets a range of specific and ambitious targets addressing relevant diversity aspects with reference to the same Board, the members of the Senior Leadership Team, the overall workforce (to be broken up in different categories where appropriate). These targets are intended to direct decision-making and operations and ensure focus. Their annual review will enable to monitor progress and to ensure the Company's initiatives remain effective and meaningful. In this respect, the measures are liable and expected to change over time to reflect how the Company's culture is maturing and to ensure that the Company consistently keeps raising the bar.
3. While DE&I is the responsibility of all the Company's people, executive oversight and responsibility for the implementation of the Policy rests with the Company's Senior Leadership Team. An ad-hoc DE&I Council is in charge of developing, reviewing and, if need be, redefining initiatives to reduce inequality, support diversity and promote inclusion.
4. Company managers are responsible for overseeing the deployment of the Policy on a local level and for addressing, coordinating and monitoring the relevant implementation initiatives.

4. SCOPE

1. The Policy applies to the Board, the management and all employees in the Company.
2. Where the Company participates in joint ventures as a non-controlling shareholder, the other shareholder(s) shall be made aware of the significance to the Company of the Policy and shall be encouraged to apply similar standards to the joint venture.
3. In general, third parties dealing with the Company (including customers, suppliers and other business partners) are encouraged to apply the standards included in the Policy. Third parties who are present on the Company's premises are expected to abide by this Policy at all times and will be denied entry to the Company's sites should they fail to do so.

5. MONITORING & IMPLEMENTATION

1. This Policy shall be disseminated among all the Company's employees through usual communication channels and is made available on the Iveco Group website to all stakeholders, including suppliers and other business partners. In addition, the Company works broadly to promote respect for DE&I through public policy, stakeholder dialogue, advocacy, collaborations, and participation in various forums.
2. Employees who violate this Policy may be subject to disciplinary action, up to and including termination, and may be held personally liable for their behaviour.
3. The Company monitors respect for DE&I within the Company's operations and implements mitigating and preventative actions where needed.
4. The Company has implemented the Compliance Helpline as a means for the Company's employees, customers, suppliers, and other third parties to report potential violations of applicable laws, Company policies (including the Policy) or the Code of Conduct. Matters may be submitted to the Compliance Helpline on an anonymous basis (to the extent legally permitted).
5. The Company has an Anti-Retaliation Policy that prohibits retaliation of any kind with respect to a person who submits a matter, in good faith, to the Compliance Helpline or who participates in an investigation.

6. MISCELLANEOUS

1. For any further information or questions with respect to this Policy, please contact Human Resources
2. This Policy may be amended by a resolution of the Board. Any amendments will be published on the the Iveco Group website.
3. This Policy enters into effect on 1 November 2023.
