

Diversity, Equity & Inclusion Policy

Motor Power Company S.r.l. is committed to supporting the values of diversity, equity, and inclusion through the adoption of organizational and managerial mechanisms that respect the rights, freedoms, and dignity of individuals. The company operates in line with the guidelines of UNI/PdR 125:2022 and embraces an impartial approach, rejecting all forms of direct or indirect discrimination based on gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social status, and religious belief. **Motor Power Company S.r.l. promotes the protection of the physical, moral, and cultural integrity of its people through working conditions that respect individual dignity and behavioural norms.**

The Diversity, Equity, and Inclusion (DE&I) policy aims to develop a clear approach in terms of strategies and active practices to foster a collaborative work environment that is open to the contributions of all employees and **promotes gender equality, women's empowerment, and diversity.**

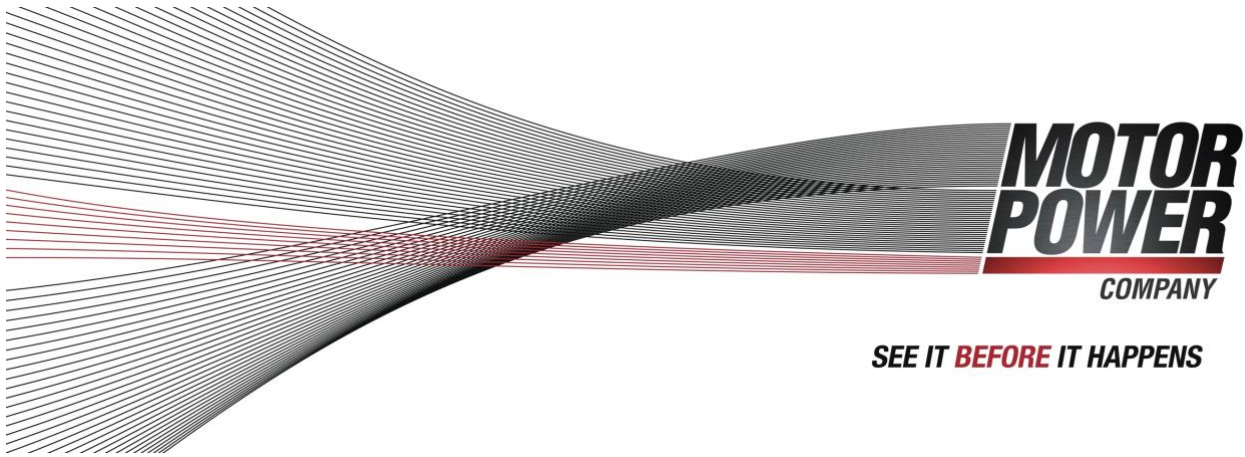
This policy reaffirms the company's commitment to adhering to the principles established by current legislation, contractual provisions, and standards issued by **relevant international organizations, including:**

- The UN's 2030 Agenda for Sustainable Development and its related Sustainable Development Goals (SDGs);
- The UN Global Compact and Women's Empowerment Principles;
- The Universal Declaration of Human Rights;
- UN Conventions on women's rights, the elimination of all forms of racial discrimination, children's rights, and the rights of persons with disabilities;
- The Declaration on Fundamental Principles and Rights at Work and the eight fundamental conventions of the International Labour Organization (ILO);
- The ILO Convention on Violence and Harassment (June 2019).

This Policy is reviewed for adequacy, updated, or reconfirmed by management and the DE&I Committee annually, or more frequently in the event of significant organizational changes, relevant occurrences, or if deemed necessary based on the results of monitoring and audits.

The areas of intervention overseen by Motor Power Company S.r.l. through concrete actions, monitored via a dedicated Strategic Plan are:

- **Recruitment and Hiring.** The company ensures a neutral and discrimination-free selection and onboarding process, governed by a transparent Recruitment and Hiring procedure. (POQ 6.0.4)
- **Career Management.** The company ensures equal and fair participation in training and professional development programs, guaranteeing representation of both genders. This includes access to



leadership courses, internal mobility opportunities, and managerial succession pathways, fully respecting the principles of inclusivity and gender equality. The aim is to foster an organization that values skills regardless of gender, including in the composition of panels, roundtables, and scientific events.

- **Pay Equity.** Motor Power Company commits to fair and transparent pay, eliminating any wage disparities based on gender. It adopts objective criteria for evaluating skills and results, ensuring equal economic growth opportunities for all employees.
- **Parenthood and Care.** The company safeguards and values the parental experience, recognizing it as a moment of both professional and personal enrichment. It is committed to protecting the rights of parents through mechanisms that ensure job security, maintain salary levels after parental leave, and implement initiatives that support a balance between parental responsibilities and professional development.
- **Work-Life Balance.** Motor Power Company promotes policies and tools that facilitate a balance between professional and personal commitments. This includes flexible working hours, remote working, part-time arrangements, and other measures that enable employees to effectively manage the various aspects of their lives.
- **Prevention of Abuse and Harassment.** The company is actively committed to preventing and combating all forms of abuse, whether physical, verbal, or digital. It implements safeguarding procedures, training, and awareness programs to ensure a safe, respectful, and harassment-free work environment.

Marketing and advertising activities are also aligned with the principles of this policy to foster an inclusive corporate culture and promote gender equality, diversity, and women's empowerment among stakeholders. **(IS 7.4.01)**

Furthermore, to establish an active framework for Equal Opportunities, **the Equal Opportunities and DE&I (Diversity, Equity & Inclusion) Committee has been formed.** It is composed of Christian Grandi, Chief Executive Officer and ownership representative. Michela D'Arelli, Head of Accounting and Finance department. Giampaolo Grandi, Head of Human Resources. Alessandra Monguidi, Head of the Quality, Safety, and Environmental Management System as well as the DE&I Management System.

This policy is available for consultation on our **website**.

Corporate Management
Motor Power Company S.r.l.
Christian Grandi

Reggio Emilia, 13/05/2026