

**POLICY FOR GENDER EQUALITY,
DIVERSITY AND INCLUSION**

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— 1. The Prada Group

Prada S.p.A. is part of the Prada Group, a leader in the global luxury landscape and a forerunner of an unconventional dialogue with contemporary society that spans different cultural spheres.

The Group owns some of the most prestigious brands in the sector: Prada, Miu, Church's, Car Shoe, Marchesi 1824 and Luna Rossa, and it constantly aims to increase their value by enhancing their visibility and desirability over time. It also bases its identity on creativity and sustainable growth, offering its brands a shared vision to interpret and express their spirit. With 26 factories and over fifteen thousand, two hundred employees worldwide, the Group designs and produces collections of clothing, leather goods, jewelry and footwear, available in more than 70 countries through a network of 609 directly operated stores, the direct e-commerce channel, as well as selected e-tailers and department stores worldwide. The Group also operates in the eyewear and beauty sector through licensing agreements.

Prada S.p.A. is listed on the Hong Kong Stock Exchange as 1913.

— 2. Purpose

With a conceptual and cutting-edge perspective, we offer a dialogue and a distinctive interpretation of the contemporary, to be drivers of change. Be Drivers of Change is the way we do business: for the Planet, People and Culture.

— 3. Values

The values of Prada S.p.A., as well as those of the entire Group, are:

— Re-think the rules

We are synonymous with innovation, transformation and independence. Starting from a shared vision, everyone can express their identity.

— Innovative tradition

We are driven by a spirit of research and innovation, rooted in more than a century of tradition and history.

— Spirit of Excellence

We are oriented towards the constant pursuit of excellence, a mindset that leads people to achieve perfection, refining and continually surpassing the goals achieved.

— Uniqueness of Talents

Passion, curiosity, attention to detail and expertise are distinctive qualities of each person. We embrace the diverse universe of cultures and qualities, capable of stimulating intellectual vibrancy and interpreting the evolution of contemporary society, fostering an inclusive environment aimed at achieving each person's potential.

— Beyond Boundaries

Art, philosophy, architecture and cinema are some of the cultural spheres from which we draw constant inspiration. Bold connections emerge, broadening perspectives and allowing us to propose unexpected solutions.

— Sustainable Paths

Sustainability is at the heart of business strategy. Driven by a constant spirit of innovation, economic growth is pursued in harmony with the places, people and environment in which we operate, contributing to contemporary cultural debate.

— 4. Diversity, Equity and Inclusion

Diversity, an essential element of social sustainability, is a fundamental principle for the Prada Group and Prada S.p.A. Valuing the qualities of all people is the premise for creating an inclusive work environment that promotes the expression of each person's potential. Freedom of expression is the founding factor of a creative industry like Prada, which must understand and anticipate social change, embracing all generations and their different aspirations, all the more so today in an increasingly integrated and globalized society. The Prada Group's international presence reflects a multitude of cultures, nationalities and religions, with employees from more than 104 countries. Respect for equal opportunities is also reflected in the Compensation & Benefit system.

Specifically, with reference to the Human Rights Policy, the Group firmly believes that diversity and inclusion are valuable sources of inspiration for its work and, more generally, are instrumental in enriching progress in terms of culture and well-being to be shared with its stakeholders. Prada, therefore, does not tolerate any form of discrimination in the workplace and encourages diversity and inclusion, ensuring equal opportunities and equal treatment for all employees, regardless of their race, ethnicity, nationality, religion, disability, gender, sexual orientation and political belief. We ensure that everyone is treated with dignity and respect. Any form of workplace violence and harassment is strictly prohibited, including physical and verbal abuse and sexual harassment.

In addition, the Group recognizes each person's contribution, offering a level of fair compensation that reflects each individual's knowledge and skills and avoiding personal bias. It is aware of the importance of work-life balance for the company workforce and is committed to promoting and safeguarding health and safety. (See the specific document "Human Rights Policy" for details.)

With reference to the Code of Ethics, regarding Diversity, Equity and Inclusion, as well as Health and Safety, Prada states, among others, the following commitments:

- Ensure equal conditions and opportunities for all people.
 - Cultivate, hire and retain diverse talent.
 - Take measures (in terms of training, communication, behaviors and operations) that help foster a culture of inclusion of all diversities, including within our industry.
 - Fight any form of discrimination and harassment.
 - Build and maintain inclusive, safe, balanced and motivating work environments.
- (For further information, please refer to the specific document "Code of Ethics".)
- In this context, and consistent with the above, our commitment to gender equality and the fundamental principles underlying our Gender Equality Policy are as follows:
- IMPARTIALITY AND EQUAL OPPORTUNITIES
 - CULTURE OF INCLUSION, FAIRNESS AND TRANSPARENCY
 - EMPOWERING PEOPLE AND TALENT GROWTH
 - PROTECTION OF THE PERSON, PERSONAL AND FAMILY BALANCE AND 360° WELL-BEING OF THE INDIVIDUAL AND THE RELEVANT COMMUNITIES
 - COUNTERING ALL FORMS OF HARASSMENT, ABUSE, VIOLENCE AND DISCRIMINATION
- Prada Spa and its Management are committed to:
- implementing, documenting and maintaining over time a system in accordance with UNI/PdR 125:2022
 - complying with laws and adopting best design practices to ensure gender equality and integration
 - disclosing and disseminating their commitment to gender equality and diversity and inclusion to stakeholders
 - integrating the principles of regulations and best practices to protect gender equality and prevent

harassment and other gender-related risks into the Health and Safety system

- confirming and enhancing, in each policy, process and operational practice, the values and principles contained in its Group vision and mission, the values manifesto, the code of ethics and the human rights policy

The gender equality and inclusion policies, developed in relation to the policy, relate to the themes of the Strategic Plan:

— 1. Recruitment and Hiring

- Commitment to the selection and hiring of people with different backgrounds and skills;
- Promotion of the principles of gender equality, inclusion and integration during the recruitment and hiring phase;
- Adoption of procedures and definition of human resources management processes and rules to prevent all forms of gender inequality and, in particular, strategies suitable to counter bias, with the commitment to manage male and female candidates fairly on the basis of gender;
- Preparation of job descriptions for the roles to be filled in the company, so that the tasks for which people are hired are gender-neutral, starting with the language used;
- Definition of a recruitment process aimed equally at both men and women;
- Prohibition, during interviews, on asking questions relating to marriage, pregnancy and caring responsibilities;
- Development of specific processes and initiatives for the recruitment and integration of people with disabilities, in collaboration with employment centers, schools and associations;
- Monitoring of overall candidate experience and prevention of discriminatory factors, through specific surveys sent to each

candidate at the end of the selection process, and in particular for unsuccessful applications.

— 2. Career, growth and professional development management

- Commitment to adopting human resources management practices that foster an inclusive culture, both for access to company roles and responsibilities, and with regard to career progression and professional growth;
- Commitment to offering equal opportunities for professional development, including through the introduction of additional salary levels, through second-level bargaining, in addition to what is already set out in the provisions of collective bargaining agreement, in order to financially reward autonomy, mastery of skills, and the ability to take initiative;
- Commitment to basing internal promotion from one role to another solely on the evaluation of skills and job levels, starting with a fair performance management process ("Bloom");
- Definition of transparent processes aimed at avoiding any source and mechanism of discrimination in the professional growth dynamics of all people;
- Commitment to achieving gender balance in corporate leadership and top management positions in general;
- Commitment to engaging every company employee in all career development and training pathways fairly and in a gender-neutral way;
- Building a work environment that promotes diversity and protects the psychological and physical well-being of company employees;
- Ensuring fair representation of both genders among speakers on panels and at internal events;

- Making data on the male and female breakdown of the company workforce transparently available.

— 3. Pay equity, welfare and benefits

- Commitment to ensuring fair compensation for all personnel based solely on objective criteria such as level, title, job content, assignment of responsibility and role complexity.
- Commitment to adopting specific control mechanisms to ensure pay equity, verifying the absence of differences related to gender or other discriminatory factors. The same principle will apply to access to bonuses, corporate benefits and welfare programs.
- Commitment to ensuring a timely and consistent process of periodic salary review and the granting of annual pay raises, fair and extended to the entire company workforce ("salary review");
- Commitment to ensuring the internal balance of salary levels between genders and to regularly monitor the KPIs connected to the "gender pay gap", with timely interventions on pay aimed at progressively reducing any gaps highlighted between genders;
- Commitment to harmonizing the variety of existing job roles within the company and their interpretation based on similarities among the provisions of the various collective bargaining agreements currently in force, while also including in the analysis professional roles not covered by collective bargaining agreements, in light of new and more complex forms of work organization;
- Commitment to ensuring timely and transparent information to all personnel on a periodic basis regarding compensation policies, welfare and company services for the individual;
- Ability for all staff to take advantage of discounts and specific concessions for the

purchase of Group products for themselves, relatives and friends, in accordance with methods and rules applied equally to both genders and without distinction of role, level or other specific characteristics;

- Commitment to providing benefits and other specific services equally across genders, such as health insurance and health prevention services (for the entire company workforce), life and accident insurance (for executives and managers), and biennial check-ups (for executives).

— 4. Parenting and care

- Commitment to enhancing and supporting parenting by protecting the individual at this specific stage of life, both in the private and professional sphere, through specific policies that guarantee, among other aspects, access to maternity and paternity leave;
- Commitment to promoting the use of paternity leave available to employees, raising awareness among the company workforce and promoting the balancing of family care responsibilities;
- Commitment to maintaining benefits and introducing initiatives that enhance the experience of parenting for the individual and the organization, and protect the relationship between the individual and the company before, during and after maternity/paternity;
- Introduction of specific practices and initiatives for managing the different stages of maternity (before, during and after), for return and reintegration, as well as mechanisms to protect the job and guarantee the same level of pay after maternity;
- Timely information for the entire population on leave, policies and initiatives relating to parenthood.

5. Work-life balance

- Commitment to providing flexible working arrangements based on consistent criteria and requirements for the population, where sustainable for the performance of their duties, without gender-based distinctions and restrictions;
- Fair access to part-time work and other forms of flexibility in working hours;
- Commitment to testing and implementing specific services and initiatives designed to promote a better work-life balance.

6. Measures to prevent all forms of physical, verbal, and digital abuse (harassment) in the workplace

- Commitment to ensuring all employees have an onboarding process that is as consistent and coherent as possible, starting with access to and completion of mandatory health and safety courses and other topics useful to make each person feel included and an active part of the organizational culture and context;
- Training and awareness for the entire population on inclusive language, prevention of bias and zero tolerance for all forms of abuse and harassment in the workplace, from verbal to physical, digital or any other nature;
- Specific training on inclusive leadership topics and the promotion of diversity for the management population;
- Preparation of processes and documentation for the analysis and prevention of risks to workers' health and safety, including the risk of harassment due to gender differences, through the involvement of specialized and responsible company roles and figures;
- Commitment to operating ethically and responsibly and to require directors, management, supervisory bodies, managers,

employees, collaborators and business partners to operate accordingly and in compliance with: Prada Group Code of Ethics, its founding policies and values, Human Rights, principles on Diversity, Equity and Inclusion, laws and regulations, measures of the authorities, Model 231 and/or company procedures. For this reason, a specific whistleblowing procedure has been established, and all employees are given access, via the Mypradagroup platform, to an anonymous channel designed to collect and manage reports of conduct that violates the principles outlined above, as well as to highlight conduct that could cause harm or damage to the Prada Group and/or its image.

To pursue and fulfill its commitments, as well as to achieve and sustain the goals of gender equality and inclusion over time, Senior Management allocates organizational and financial resources by establishing and assigning an appropriate budget.

This Gender Equality and Inclusion Policy is subject to training and awareness for company management and is reviewed and confirmed at least once a year during the Periodic Review phase, and is coordinated by the Gender Equality and Inclusion Management System Manager specifically appointed by Senior Management.

Management has appointed a Steering Committee for the effective adoption and continued effective implementation of the gender equality policy.

This Gender Equality and Inclusion Policy is a company document, and management ensures its communication and widest possible dissemination by publishing it on the organization's website and making it available to all staff and stakeholders via the MyPradaGroup intranet—which is accessible to everyone—as well as through internal communications via email, posting on bulletin boards, and archiving it in the digital repository of company procedures.

This Policy has been defined and approved for signature by Senior Management, with the involvement of the Steering Committee, which signs for validation.