CANALI

# GROUP DEI POLICY

## Group Policy on Diversity, Equity and Inclusion

*"For us, Diversity, Equity and Inclusion mean creating a culture of respect, integrity and care, where no barriers limit contribution and everyone can express their value.*
*By actively listening to our people, we strive to provide the conditions, tools and opportunities for them to grow, building a community where each individual can participate, develop, and feel truly part of the whole.*
*We believe that true excellence is collective, emerges when every talent can thrive, and inner beauty fully takes shape."*

*Canali DEI Statement*

## 1. Purpose and scope

The Canali Group (the "Group") recognises diversity, equity and inclusion ("DEI") as core values of its corporate culture. This Policy, issued by Canali Holding S.p.A. (the "Holding Company"), establishes common principles and minimum requirements for all directly or indirectly controlled companies, wherever they operate (the "Group Companies").
This Policy applies to directors, executives, employees and other personnel, in connection with their respective activities. Group Companies are responsible for implementing it in compliance with the laws and regulations applicable in the countries in which they operate. The Group also promotes consistent principles in its relationships with suppliers and business partners, taking into account the nature of those relationships and the applicable agreements.

## 2. Common principles and commitments

The Group promotes respect for human dignity, individual differences and equal opportunities, and opposes discrimination, harassment, intimidation and conduct that is offensive or undermines personal dignity.
In accordance with applicable law and through measures appropriate to the local context, Group Companies: (i) apply relevant, non-discriminatory criteria in recruitment, hiring, people management, performance appraisal and career development; (ii) promote pay equity based on objective criteria consistent with the work performed; (iii) promote the inclusion of persons with disabilities, including through support measures and reasonable accommodations, as required by applicable law and taking into account individual circumstances; (iv) respect rights relating to parenthood, caregiving responsibilities and work–life balance; (v) take appropriate measures to prevent and address harassment, discrimination and any conduct that undermines personal dignity; and (vi) promote awareness and understanding of the principles set out in this Policy.
Implementation of these requirements takes account of organisational needs, business activities and local laws. Where any provision of this Policy conflicts with mandatory applicable law, that law shall prevail, while the Group remains committed to pursuing the Policy's objectives to the extent permitted. Any quantitative targets or additional initiatives are established by Group

Companies through their respective internal arrangements, where appropriate or required.

## 3. Responsibilities and implementation

The Holding Company sets common Group-wide direction. The Group HR & Organization Director is the Policy Owner and promotes its implementation, with support from the relevant functions where needed. The management of each Group Company is responsible for compliance with this Policy's requirements within its respective remit.

Group Companies, through their competent bodies, adopt local DEI policies reflecting this Policy's principles and minimum requirements, with implementation tailored to local laws and organisational needs. Local policies do not necessarily require new dedicated bodies or structures; existing arrangements may be used.

## 4. Reporting concerns and monitoring

Group Companies provide channels for reporting breaches of this Policy. Reports are handled confidentially, impartially and promptly, with an alternative contact where the usual recipient is implicated. Retaliation against those who report in good faith or assist with investigations is prohibited. Reports covered by whistleblowing legislation follow the relevant procedures; disciplinary and contractual measures comply with local law.

Group Companies implement this Policy through existing structures and processes. The Group HR & Organization Director may request information on implementation and material issues as needed. Specific KPIs and reviews are set locally where appropriate or required. Personal data are processed in compliance with applicable data protection laws, confidentiality and data minimisation principles.

## 5. Approval, communication and review

The competent corporate body of Canali Holding S.p.A. approves this Policy. Group Companies adopt, communicate and implement it in line with local governance and laws. The Policy Owner promotes periodic review and submits material amendments to the Holding Company.

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| **Version** | 1.0 |
| **Issuing company** | Canali Holding S.p.A. |
| **Approving body** | Board of Directors of Canali Holding S.p.A. |
| **Approval date** | 24/11/2026 |
| **Effective date** | Date of approval |
| **Implementation timeline** | Group Companies ensure the adoption and communication of this Policy in accordance with their respective organisational arrangements. Any additional measures are implemented within timeframes proportionate to local needs and applicable legal requirements. |
| **Next review** | 24/11/2027 |
| **Policy Owner** | Group HR & Organization Director |
| **Classification** | Public |