



STRATEGIC FRAMEWORK FOR DIVERSITY, EQUITY, AND INCLUSION POLICY

ASTRA recognizes People as the foundation of its business and has been committed for years to promoting and cultivating a culture of diversity, equity, and inclusion. The appreciation of everyone's unique contribution and the respect of diversity - age, social origin, gender identity or expression, abilities, sexual orientation, education, religion, socio-economic status, and all characteristics that make people unique - are fundamental values and key elements for the success and development of our company.

We are constantly committed to acting impartially to eliminate forms of discrimination and to support and nurture a culture based on mutual respect and the appreciation of differences, to favour and promote the expression of each person's potential for the progress of our company.

We aim to personalize the professional experience for everyone, ensuring inclusion at every stage of our employees' work experience, with the goal of improving gender balance in recruitment and development processes. We work to eliminate any gaps determined by gender and/or other diversity characteristics and to identify and remove the causes of disparities in the definition of roles, promotions, development opportunities, and compensation.

We aspire to create and promote a work environment where physical and mental well-being is recognized as important, encouraged, and integrated into work practices. We pay great attention to gender language, fully respecting individual choices and ensuring that the language we use reflects our principles.


In light of the commitments and principles outlined above and those reported in the adopted DEI Policy, we have decided to undertake the path to obtain the UNI/PdR 125:2022 Gender Equality certification.

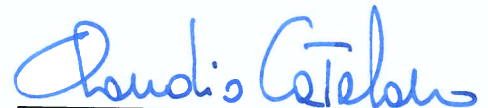
The aims, objectives, and best practices adopted by Astra Veicoli Industriali are outlined in the "Diversity, Equity, and Inclusion Policy", which ASTRA has adopted and implements in accordance with its own gender equality management system, following the standards of PdR 125:2022.

To this end, a specific guiding Committee has been established to monitor and apply these gender equality policies within Astra Veicoli Industriali.

Piacenza, 18/09/2025


Sustainability Manager


HR Director


CEO

Astra Veicoli Industriali S.p.A.

Via Caorsana 79
29122 Piacenza, Italia
Tel. +39 0523 54311
Pec astraveicoli@it-pec.com

A socio unico

Direzione e coordinamento, ex art. 2497 c.c.: Iveco Group N.V.
Sede Legale Via Caorsana 79, 29122 Piacenza, Italia
Capitale sociale Euro 10.400.000 i.v.
C.F., P.IVA e n. reg. imprese Emilia, 00378460331 - REA 101849