
FERRARI GROUP PLC
Diversity and Inclusion Policy

1 INTRODUCTION

- 1.1 This diversity and inclusion policy (the **D&I Policy**) has been drawn up and adopted by the board (the **Board**) of Ferrari Group PLC (the **Company**) in accordance with best practice provision 2.1.5 of the Dutch corporate governance code (the **Dutch Code**) and article 4.1 of the board rules of the Company (the **Board Rules**) with effect as from and including 13 February 2025.
- 1.2 The Company considers and promotes diversity as one of the main strengths for sustainable long-term value creation. The Company is committed to eliminating any type of discrimination and strives to ensure equal opportunities for all employees in all organization's activities, regardless of age, disability, gender, sexual orientation, marital or civil partner status, respecting the wide range of race, ethnicities, colour, religion or belief, nationality and cultural backgrounds present within the Company and its subsidiaries (together, **the Group**). The Company therefore values and promotes diversity, equity and inclusion for the group as a whole and at executive level, including in its Board.

2 DIVERSITY ASPECTS

- 2.1 The following diversity aspects have been identified to be relevant for the Company and its business, considering the market the Company operates in:
- (i) nationality;
 - (ii) age;
 - (iii) sex or gender identity;
 - (iv) background: education;
 - (v) background: (work) experience;
 - (vi) skills/knowledge: listed company experience.
- 2.2 The diversity aspects as set out in Clause 2.1 of this D&I Policy shall be taken into consideration when (i) preparing the Board profile as referred to in article 4.1 of the Board Rules, (ii) nominating persons for appointment to the Board and (iii) employing or promoting individuals who will (thereafter) form part of senior management.

3 DIVERSITY TARGETS BOARD AND SENIOR MANAGEMENT

- 3.1 The Executive Directors will identify such category of employees of the Company in management positions, which will qualify as 'senior management' (**Senior Management**) and to which this D&I Policy applies.

3.2 The Board has set the following specific and ambitious gender diversity targets to safeguard diversity of the executive directors of the Company (the **Executive Directors**), the non-executive directors of the Company (the **Non-Executive Directors**) and the Senior Management:

- (i) by the end of 2027, at least one-third of the Executive Directors will comprise of the underrepresented gender;
- (ii) by 2027, at least 40% of the Non-Executive Directors will comprise of the underrepresented gender; and
- (iii) by the end of 2027, at least 30% of Senior Management will comprise of the underrepresented gender.

3.3 The Board strives to further improve diversity and inclusion within the Group by setting specific and ambitious targets for other D&I components, such as nationality, work experience and age.

4 COMMITMENT, MONITORING AND REPORTING

4.1 The Board commits itself to diversity in expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality and cultural or other background of directors and managers, when selecting new candidates for the Board and Senior Management. At the same time, the Board aims for retaining the balance in the requisite expertise, experience, diversity and affinity with the nature and culture of the business of the Company. In this respect, the Board closely monitors the number of female talents in the organisation for succession planning purposes. In case of open positions, the Board prepares a profile based on the required educational and professional background. The Board will actively seek for candidates from underrepresented groups and will take into account the composition of the Board in terms of gender. Where required a professional executive search firm will be engaged to support the search process.

4.2 The Company will report annually, in the corporate governance statement in the Company's annual report, on the process used in relation to any Board and Senior Management appointments. Such report will include:¹

- (a) a summary of this D&I Policy and how it has been implemented in practice in a particular financial year;
- (b) the goals of this D&I Policy;
- (c) the plan to achieve the goals of this D&I Policy;

¹ Best practice provision 2.1.6 Dutch Code.

- (d) the results of this D&I Policy in the past financial year and – where relevant and applicable – insight into the inflow, progression and retention of employees;
- (e) the gender composition of the Board and Senior Management at the end of the past financial year; and
- (f) in the event that one or more goals for the composition of the Board and/or Senior Management are not achieved, an explanation of the reasons, along with an explanation as to which measures are being taken to attain the goals, and by when this is likely to be achieved.

5 MISCELLANEOUS

- 5.1 The Board will review this D&I Policy, including its effectiveness, as appropriate and recommend any revisions to the Board for approval.
- 5.2 This D&I Policy is governed by and will be construed in accordance with the laws of the Netherlands.