

Ermenegildo Zegna Group

PARENTAL LEAVE POLICY

(As approved by Group Chairman and CEO on March 28th 2024 and adopted on the same date)

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1. INTRODUCTION AND POLICY PURPOSE

Ermenegildo Zegna N.V. and its subsidiaries and affiliates (hereafter “Zegna Group”) recognize the significance of offering support to employees during significant life events, such as welcoming of a child into the family. Zegna Group endeavors to support all employees as parents by fostering a healthier work-life balance, thereby strengthening its commitment for gender parity and professional equality.

This Parental Leave Policy (hereafter “the Policy”) aims to create an open and inclusive workplace by guaranteeing a consistent and minimum standard across all locations and by ensuring equal opportunities for all employees. Although Zegna Group strives for consistency globally, there may be some variations from country to country to reflect local rules and practice. However, where the local law is more favorable, no additional provisions apply. Hence, this Policy should therefore be read together with the Parental Leave Policy for your location.

This Policy should be also read together with the principles of Code of Ethics regarding the value of human resources and the principles of Diversity, Equity & Inclusion Policy.

2. SCOPE OF APPLICATION AND ELIGIBILITY

This Policy applies to all regular and fixed-term employees worldwide, who have completed at least one year of continuous service (hereafter “Persons subject to this Policy”). Its applicability is determined by the timeline set by Group HR & Organization Director, with the aim of implementation across the entire Group by the end of 2025.

In alignment with our commitment to fostering diversity, equity, and inclusion, this Parental Leave Policy applies equally to all eligible employees, regardless of gender, sexual orientation, marital/relationship status or any other protected characteristic, for childbirth, adoption, child custody and alternative forms of birth, according to local regulations and norms.

3. GOVERNANCE OF THIS POLICY

This Policy has been submitted by the Group HR and Organization Director to the Group Chairman and CEO and approved on March 28th 2024. This Policy applies to the entire Zegna Group based on its date of adoption and shall be considered as the document of reference for Parental Leave matter by all worldwide Zegna subsidiaries and associates.

This Policy will be periodically reviewed to ensure its consistency with local regulations and laws, particularly regarding the effectiveness of more favorable conditions. If necessary, the Group Human Resources & Organization Director shall amend or update this Policy and submit it to the Group Chairman and CEO, with notice provided to all employees.

Persons subject to this Policy are responsible for reading and understanding the Policy and they are called upon to play an active role in ensuring that it is complied with.

The Zegna Group undertakes to ensure that this Policy is distributed as widely as possible through the usual communication channels on the basis of its applicability due to the target defined.

For questions or further information regarding the Parental Leave Policy, employees are encouraged to contact the Human Resources Department.

4. TIMING AND LEAVE DURATION

Persons subject to this Policy are entitled to a parental leave period of 6 weeks with full pay, equivalent to 30 working days. For part-time workers, the number of parental leave days should be proportional to the number of weekly working days stipulated in the employment contract.

Where the local law is more favorable, no additional provisions apply. Where the local law is instead more unfavorable, employees are entitled to this provision.

The leave can be taken within the first year of the baby's life in case of childbirth, or within one year of the child joining the family through adoption or custody (each market may exceed this based on local practice or labor laws), either consecutively or in two-week blocks, subject to agreement with the Supervisor and taking into consideration organizational and business constraints.

During the 6-week parental leave period, eligible employees will receive their base salary and variable pay; all benefits and provisions will continue without interruption.

5. APPLICATION AND VERIFICATION

Employees intending to take parental leave are required to submit a written request to their Supervisor from 4 months to at least 6 weeks prior to the expected start date of the leave. The request should include the expected start and end dates of the leave, as well as any other relevant details.

Employees may be asked to provide documentation related to the birth/adoption/child custody or other relevant details. All data or documentation requested shall be processed exclusively for purposes connected with the aim of this Policy and will be kept for the time strictly necessary to fulfil the obligations connected with the Policy and in any case for a period of time not exceeding that provided for by the applicable legislation. The categories of recipients listed below may have access to your personal data and documentation: (i) service providers; (ii) consultants; (iv) companies belonging to the same group and associated companies; (v) banks and financial institutions; (vi) trade unions, which you may indicate; (vii) Authorities and public bodies.