

GENDER EQUALITY POLICY

Mipharm understands that inclusion and merit are conditions for sustainable economic and social growth and the development within our organization of a genuine culture of gender equality. Mipharm considers people essential for the very existence of the company and an impetus for the growth of the organization. Equal treatment of people is a means to face all forms of discrimination through methods and tools that promote and enhance inclusive diversity in the work environment. The company's commitment to these issues is also realized and implemented through the adoption of this policy, whose principles play a fundamental role in the daily conduct of the company's business.

COMMITMENT

Mipharm considers people as an essential element for the very existence of society; it is strongly committed to providing working conditions that respect personal dignity, human rights, and equal opportunities, while maintaining a professionalizing, participatory, and safe working environment based on the values of fairness, transparency, and trust.

Mipharm believes that diversity adds value and enriches the company and that ensuring equal opportunities in all processes allows more opportunities useful for business development to be explored. To this end, Mipharm has adopted a management system aligned to Reference Practice Pdr 125:2022, establishing a Steering Committee (*Comitato Guida*) to ensure that requirements are maintained over time and to measure progress on the results. Mipharm is dedicated to the continuous implementation of the above commitments in the following areas:

- **Gender Harassment and Violence:** oppose and reject all discrimination while preventing and sanctioning all forms of physical, verbal, and psychological harassment towards all employees.
- **Language and communication:** Adopt non-discriminatory communication patterns and language, for both professional and personal spheres.
- **Gender Representation:** Foster a work environment in which the management provides for equitable gender distribution, both inside and outside the company, through fair representation at institutional events and conferences, ensuring diversity, and acknowledging competence and professionalism.
- **Compensation policies and mechanisms:** ensure the absence of differences in economic treatment between genders by measuring the gender pay gap.
- **Recruiting and Selection:** Maintain non-discriminatory and merit-oriented selection, training, and development policies, encouraging more and more women to join the company.
- **Professional Development:** Ensure equality and equal opportunity in staff evaluation and professional development processes.
- **Training:** Ensure adequate training and information for all staff on respect for diversity, equity, inclusiveness and equal opportunities, including countering unconscious stereotypes.



- **Parenting, caregiving and work/life balance:** recognize and value the importance of work-life balance while respecting personal needs and choices. Encourage equal conditions in the management of family life, including at different stages of children's lives, offering a back to work program and protecting previous job when returning from maternity leave.

Milan, 18 Giugno 2024

Maurizio Silvestri
Mipharm Executive President
President of ESG Executive Committee