

## PARENTAL POLICY

For Mipharm S.p.A., parenthood is a social multiplier of well-being, with the aim to long-term sustainable development. In Mipharm we believe that parenthood is a life project and that caring for children requires a fair sharing of burdens within the family.

To this end, we hosted a meeting open to new parents to gather their needs and establish a system of initiatives that can respond to individual needs, in accordance with the organization.

Mipharm in compliance with the existing regulations guarantees, among other, the punctual analysis of the compatibility of the job with the state of pregnancy and the right to the preservation of the job upon return from maternity leave.

The Steering Committee for Gender Equality has defined the following benefits in addition to the existing regulations, effective as of the date of this communication:

- ✓ Birth kit of early childhood products of 150.00 euro;
- ✓ Christmas gift of 50.00 euro for each child under the aged of 12;
- ✓ Four half days to the second parent to assist the partner with maternity medical appointments during the gestation period;
- ✓ Re-entry from maternity leave program with meeting with the relevant manager and HR function.
- ✓ for those who can benefit to the use of smart working the management of activities remotely is extendent up to eight days a month until the child turns 3 years old;
- ✓ for those who do not benefit from smart working, with the exception of production workers, there is the possibility of using the outgoing ROL hour on days other than Fridays and the possibility of benefit the incoming flexibility in the morning throughout the week until the child turns 3 years old;
- ✓ For those who cannot benefits of the above-mentioned points, three additional payed leave days can be used in addition to those provided by the existing regulation until the child turns 3 years old.

Milano, 18 June 2024

Maurizio Silvestri  
Mipharm Executive President  
President of ESG Executive Committee