



GENDER EQUALITY POLICY

Abiogen Pharma in line with the gender equality management system UNI/PdR 125:2022, introduced in Mission 5 of the PNRR and regulated by Law n. 162 of 2021 (Griboaud Law) and Law n. 234 of 2021 (Budget Law 2022) believes that gender equality can be a driving force for innovation and an important factor in the success of the organisation.

Our goal is to create and consolidate an organization where diversity is valued and where all resources have the same opportunities for growth and development, being able to improve and achieve their best expressing their potential regardless of gender, by age, origin, sexual orientation or any other factor.

Acting on all aspects of their staff's working life, from selection to training, professional growth and a better quality of life, Abiogen Pharma in reaffirming its commitment to actively respect and disseminate the principles of equity and equal opportunities provided for by current legislation and international standards, recognises the values of inclusion and gender equality through the adoption of societal, organisational and managerial mechanisms based on respect for the rights, freedom and dignity of persons by rejecting all forms of discrimination. Abiogen Pharma also operates in compliance with national and European legislation on equal treatment and pay transparency, promoting fair, transparent and gender-neutral pay practices at every stage of the employment relationship.

We have structured a path of continuous improvement focused on the six key areas that represent the pillars on which the corporate strategy is based, defined by UNI 125:2022 practice:

- Culture and strategy;
- Governance;
- HR processes;
- Opportunities for women's growth and inclusion in the company;
- Gender pay equity;
- Protection of parenthood and work-life balance.

These pillars are embodied in a series of activities that Abiogen Pharma carries out in relation to all the issues related to the "life cycle" of the work path of each resource within the organization, such as:



1. Selection and recruitment

Our organisation is committed to ensuring fairness and transparency in all selection and recruitment processes. The assessment criteria are based exclusively on skills, experience and potential, irrespective of gender. We aim to maintain a gender balance in the workforce by promoting an inclusive corporate culture. The initial salary is defined according to the role, responsibilities and skills required, without any gender discrimination. With this in mind, job advertisements are drafted using gender-neutral language, and details regarding the role, job classification and salary range are disclosed in accordance with clear criteria that are consistent with the principles of equal opportunities.

2. Career management

We recognize the value of each employee and are committed to providing everyone with equal opportunities for professional growth. Performance assessments shall be carried out in an objective and transparent manner, without gender bias. We offer continuing training and development programmes to enhance the potential of each individual and promote gender balance in positions of responsibility. The organisation also ensures that the criteria relating to promotions and pay progression are defined in accordance with objective, verifiable and gender-neutral parameters, in line with the criteria, pay grades and remuneration levels set out in the applicable collective agreement, as well as in the relevant company agreements.

3. Pay equity

Equal pay is a fundamental principle of our organization. We ensure that remuneration is commensurate with the tasks performed, the responsibilities assumed and the results achieved, regardless of gender, and we provide the right to request information on average pay levels, broken down by gender, for categories of employees performing the same work or work of equal value, in compliance with current legislation and the protection of personal data.

Abiogen Pharma is also committed to monitoring any unjustified pay differences and to taking appropriate corrective measures where necessary. With this in mind the performance measurement and remuneration systems are regularly reviewed to ensure their objectivity and transparency.

4. Parenting and care

We recognize the importance of balancing work and family life. We offer both male and female employees measures to support parenthood, such as flexible working arrangements, training and information programs to support parents returning to work, and personalized measures.

5. Work-Life Balance

Our corporate culture is focused on the well-being and development of human resources; We offer a range of flexibility tools that can meet different individual needs in relation to placement and compatible with the role and job performed. We believe that investing in people's well-being is key to achieving great results and building a stimulating and inclusive work environment.



6. Prevention of Abuse and Harassment

Our organization, deeply rooted in the promotion of a culture of mutual respect and human dignity, strongly condemns all forms of abuse, discrimination or offensive behaviour, including harassment, sexual harassment and bullying. Such conduct, as intolerable violations of personal dignity, requires a firm approach of rigorous prevention, protection and repression.

The main preventive measures are:

- Mandatory training for all employees on issues related to the prevention of harassment and discrimination;
- Anonymous and secure reporting channels;
- Clear and timely procedures for handling alerts;
- Protection of persons reporting harassment or discrimination.

7. Communication internal and external

Communication is a key element for the successful implementation of a gender equality management system. Abiogen Pharma is committed to ensuring that all its communication activities — both internal and external, including marketing and advertising — are founded on principles of ethical responsibility.

This commitment is reflected in the use of respectful language, the elimination of gender stereotypes, and the continuous review of marketing materials and strategies.

An organization that invests in communication can foster a more inclusive, equitable, and high-performing work environment. We consider it important for our communication to be:

- **Inclusive:** use of language that avoids expressions that may be interpreted as discriminatory or degrading. The goal is to create an environment where everyone feels valued and respected.
- **Transparent:** communication must be clear and transparent in relation to all policies and initiatives relating to gender equality. Employees should be informed about their rights and duties and the opportunities available to them.
- **Bidirectional:** communication should be a two-way process. The company needs to listen to the opinions and receive feedback from employees, creating a climate of trust and collaboration.
- **Constant:** gender equality communication should not be an isolated event, but a continuous and integrated process in the daily activities of the company.
- **Awareness raising:** Communication should aim to raise awareness of gender equality issues among employees by promoting a more equitable and inclusive corporate culture.

Abiogen Pharma is also committed to providing its employees with an annual report detailing their rights under current pay transparency regulations to receive information on average pay levels and the procedures for exercising those rights.



This policy is defined, periodically reviewed and monitored by the Senior Management in agreement with the Steering Committee and coordinated by the System Manager designated by the management and having organizational and gender skills.

The Senior Management assumes responsibility for the achievement of the above-mentioned objectives and any corrective actions that may be necessary to fully achieve them.

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Dott. Paolo Zambonardi

Amministratore Delegato

