

Gender Equality Policy

1. Mission and Vision

Adare Pharmaceuticals S.r.l. (henceforth ADARE) is a subsidiary of the Adare Pharma Solutions group, a global technology-driven CDMO providing product development through commercial manufacturing expertise focused on oral dosage forms for the Pharmaceutical industry. Adare's specialized technology platforms provide taste masking, controlled release, solubility enhancement, and patient-centric dosing solutions. With a proven history in drug delivery, Adare has developed and manufactured more than 65 products sold by customers in more than 100 countries globally.

2. Background

ADARE recognizes that the success of its project is based on respecting and valuing the individual. ADARE embraces plurality as a condition of enrichment, valuing the unique characteristics of each person with whom it relates within the scope of its productive activity.

ADARE has always been committed to incorporating gender equality principles on the entire career path proposed to its current and potential employees and collaborators. This commitment, over time, has taken the form of a human resources development and management strategy capable of guaranteeing effective respect for equal opportunities through the promotion of concrete actions. Equality and equity are two values that deserve dignity and care in absolute terms. Gender equality is an expression of these, and as such must be embraced, protected and encouraged by organizations, with concrete actions that cut across all organizational and management processes through the people who work there.

With the aim of carrying out its mission to the best of its ability and in coherence with the strategic vision, ADARE has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR125:2022, as a valuable tool to ensure gender equality related to the presence and professional growth of women, enhancing the inclusive culture and the activation of processes capable of developing women's empowerment.

Achieving certification for ADARE will represent only the first step in a path of implementing gender equality policies, with a view to improving and promoting gender equality. The certification, in fact, aims to accompany and incentivize the organization to adopt suitable policies to reduce the gender gap with consequent benefits for staff well-being, in addition to reputational and ethical impacts.

This Policy aims to:

- Identify the guiding principles and directions that define the organization's commitment to issues related to gender equality, valuing gender diversity, and women's empowerment;
- Provide for the establishment of a Gender Equality Steering Committee (hereinafter also referred to as the Steering Committee) for the effective adoption and continuous and effective implementation of gender equality policy, thereby ensuring transparency and impartiality
- Assign appropriate resources, responsibilities and authority to the pursuit, achievement and maintenance of established gender equality goals;
- Enrich this Policy with other policies/procedures/documents that in various ways relate to gender equality issues (e.g., personnel and career management, performance appraisal);
- Counter all forms of violence and discrimination both within the workplace and with external customers and suppliers,

In order to ensure proper implementation, communication of the presence of this Policy both within and outside the organization is ensured. This Policy is constantly updated under the responsibility and coordination of the company management assisted by the Steering Committee.

The attention with which ADARE focuses its commitments, so that its SGPG meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the Strategy for Gender Equality 2020-2025 defined by the European Union - to pursue the following objectives:

- Increased participation of women in the labor market;
- Reducing the wage and pension gap between men and women, also to combat female poverty;
- Promotion of gender equality in decision-making;
- Countering stereotypes, gender-based violence, and victim protection and support.

3. Guiding principles and areas of action

The adoption and pursuit of a gender equality management system, with the goal of ADARE's "Gender Equality Certification," aims to promote and protect diversity and equal opportunity in the workplace by (i) analyzing critical aspects of this organization's behavior and (ii) measuring the stages of improvement through the preparation of specific KPIs accounted for in official documents.

ADARE has already taken important steps in the direction of bridging the gender gap, through the initiatives that are best summarized in the strategic plan; at the same time, however, it is aware that the road to gender equality is long and requires increasing efforts, with the intention of addressing in an accomplished manner the issue areas most impacted by this topic.

Selection, recruitment and management processes

Recruitment processes must ensure fair representation of both genders, with the implementation of policies that reduce any gender bias and promote diversity. This includes adopting gender-neutral recruiting procedures, reviewing job advertisements to promote diversity and inclusion, and training hiring managers and all those involved in selection processes to identify and counter unconscious biases during the process. In addition, it is essential to continuously monitor hiring results to identify any gender disparities and take timely corrective action. The promotion of an inclusive corporate culture and the establishment of targeted mentoring and professional development programs can also foster the advancement of women and other underrepresented groups in leadership positions. ADARE firmly believes that managing business processes in a gender-neutral manner will make them more efficient and effective. In this way, ADARE can ensure a fair and inclusive work environment where every individual has the opportunity to develop his or her potential regardless of gender.

Salary equity and career management

Pay equity and career management are two key pillars for ensuring a fair and inclusive work environment. A corporate culture that is not very open to gender equality is likely to exacerbate unequal treatment in terms of pay and professional growth, creating barriers to the advancement of women and other underrepresented groups. Therefore, the organization aims to continue to adopt and improve the tools, procedures and

resources needed to overcome this disparity. This includes systematically reviewing pay policies to ensure that salaries are based on merit and not gender, implementing pay transparency to eliminate the gender pay gap, and adopting objective and transparent criteria for performance appraisals and professional promotion. In addition, ADARE is committed to promoting diversity in leadership and to providing equitably accessible development and training opportunities for all employees and female employees, regardless of gender or other diversity factors.

Parenting and family care

Parenting and family care are areas in which entrenched gender stereotypes persist and influence organizational decisions and career paths of employees and female employees. Based on statistical discrimination processes, organizations tend to assign mothers more involvement in family care and domestic responsibilities than fathers, a phenomenon supported by empirical data. As a result, there is a preference in hiring and promoting men, who are not given the same family burdens. This creates a vicious cycle in which women are incentivized to devote more to care work and domestic duties, while men are pushed to invest more in their jobs and careers.

This behavioral disparity is reflected not only in child care, but also in other family responsibilities, such as caring for the elderly or other frail members of the household. This discriminatory balance is difficult to overcome without the adoption of specific measures designed to counter it.

ADARE is committed to developing tools that can support both women in reconciling work and professional life and men in co-responsibility for family management.

Training and outreach

Promoting awareness of the critical aspects characteristic of an organization and the stereotyping of the role of women within the country system is the crucial starting point for a real understanding and progressive bridging of the gender gap. However, in order to turn this awareness into concrete action, it is crucial to invest in training and awareness raising at all levels of the organization.

ADARE is committed to the implementation of targeted training and awareness initiatives. These initiatives should not only target company management, but involve all employees and employees, regardless of role

or position within the company. This inclusive approach will ensure that every individual fully understands the importance of gender equality and is engaged in the change process.

Work-life balance (work-life balance)

In the increasingly hectic and demanding environment of the working world, work-life balance has become a key priority for modern organizations. Balancing work responsibilities and personal life not only promotes employee and employee well-being, but also productivity and job satisfaction. ADARE has adopted policies and practices that enable employees and female employees to manage their time effectively by promoting work flexibility, telecommuting, flexible hours, and other forms of support for personal needs. ADARE is committed to creating a corporate culture that values work-life balance and encourages respect for the boundaries between the two spheres.

Activities to prevent all forms of physical, verbal, digital abuse (harassment) in the workplace

Every person has the right to work in an environment that is safe, respectful, and free from all forms of abuse or harassment. Organizations must adopt strict policies and procedures to prevent and address all forms of physical, verbal, or digital abuse in the workplace. It is critical that business leaders demonstrate a clear commitment to addressing all forms of abuse, ensuring that every employee feels safe and respected in the workplace. ADARE, through an inclusive corporate culture, has created a safe and welcoming work environment.

4. Guidance Committee for Gender Equality

The Gender Equality Steering Committee (GPG), composed of:

- Senior Director, Human Resources - Europe, Special Prosecutor of ADARE with delegated authority to Corporate Management regarding gender equality
- Corporate executives and ADARE attorneys/attorneys;
- Head of the Gender Equality Management System (RSGPG).

The task of the aforementioned Steering Committee, which will have its own rules of procedure and meet periodically as stated therein, is to:

- Ensure the continuous and effective implementation of this gender equality policy;
- To draft the strategic plan, with the aim of translating the themes of this policy into SMART i.e., simple, measurable, realistic, time-planned, and individually assigned implementation responsibilities;
- Allocate the resources allocated by the Directorate for the concrete implementation and pursuit of the Strategic Objectives contained in the strategic plan;
- Promote training and awareness with respect to the issues covered by the strategic plan, particularly by raising awareness among managers who occupy top positions and who assume responsibility for bringing to life and applying the principles and objectives that fall under their respective spheres of responsibility.

5. Resources

The Directorate-after evaluation of appropriateness-will allocate year by year the necessary financial allocation for the support of initiatives proposed by the Steering Committee for the effective improvement of the management system for gender equality, namely useful for:

- Encourage the definitive overcoming of gender pay disparities in equal rank and skills;
- Intervene on processes that do not comply with the principles identified above, allocating the necessary human resources and tools to revise policies and practices contrary to them;
- Promotes training and any awareness-raising initiatives deemed appropriate by the Steering Committee for the empowerment of employees and female employees at every level;
- Promote initiatives to support parenting in the forms that will be planned and promoted as part of the strategic plan.

Internal and external communication

ADARE aims, through the initiatives put in place by the Gender Equality Steering Committee and the stakeholders it involves, to set up gender-neutral internal and external communication through initiatives that

are in line with the principles of this policy and the strategic objectives it establishes. Through a review of the stakeholder document, each of the stakeholders involved in the project of inclusive and gender-neutral communication will be identified.

6. Periodic monitoring and control

This policy will be reviewed annually under the responsibility of Management in order to be able to adjust the principles promoted herein in light of the initiatives and advancements promoted by the Steering Committee within the organization.

7. Dissemination of the Policy

This policy is communicated and disseminated to all staff and stakeholders through internal communication and publication on the institutional website.

8. Normative references

PDR 125:2022: 6.3 "GENDER EQUALITY POLICIES"

9. Document history

Version	Date	Description of changes
01	10/07/2024	First issue

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