

Gender Equality Plan (GEP) - Philogen Group

Introduction

Philogen Group (including its subsidiary Philochem) recognizes gender equality as a fundamental value and a strategic driver for sustainable growth. Through this Gender Equality Plan (GEP), the Group formalizes its commitment to promoting equal opportunities, preventing discrimination and fostering an inclusive working environment, in line with the principles and requirements of the European framework.

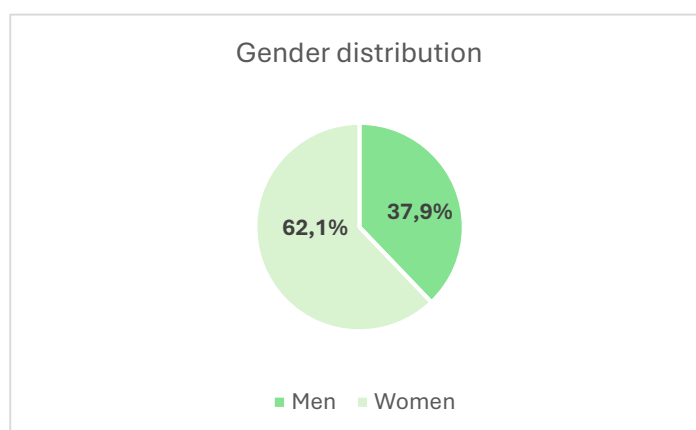
1. Company Context and Commitment

Philogen Group operates in the biotechnology sector, with a strong focus on research and development activities. The Group is committed to creating an inclusive environment, preventing all forms of discrimination and ensuring equal opportunities for all employees.

2. Data Collection and Analysis

Philogen Group is committed to collecting and annually updating gender-disaggregated data relating to headcount, recruitment, promotions, training, remuneration and representation in leadership roles.

As of 31 December 2025, the Philogen Group workforce consists of 214 employees: 81 men and 133 women. At executive level, 82% of positions are held by women. There are no gender-based pay gaps; recruitment and promotion processes are based exclusively on professional competencies. The Group is committed to recognizing the merit and contribution of each employee.



3. Areas of Intervention

The five areas identified in line with the European framework and adopted by the Group in this Gender Equality Plan are:

- Gender balance in decision-making processes
- Fair recruitment and career progression
- Work-life balance
- Prevention of harassment and discrimination
- Inclusive culture

3.1. Gender balance in decision-making processes

Philogen Group recognizes that balanced representation of women and men in decision-making processes contributes to the quality of strategic decisions and to organizational strength. The Group monitors the composition of committees and working groups with decision-making responsibilities, promoting a balance that values diverse perspectives.

3.2. Fair recruitment and career progression

The Group implements a recruitment process based on transparency and fairness, with particular attention to gender-neutral language in job descriptions and to diversified sourcing channels in order to encourage a broad range of applications. The objective is to reduce any potential bias during selection through HR training on unconscious bias and the adoption of objective evaluation criteria. The Group regularly monitors recruitment and promotion trends to identify any imbalances and implement appropriate corrective actions.

3.3. Work-life balance

Within the corporate context, Philogen Group recognizes the importance of employee well-being and promotes a healthy balance between professional and personal life. The Group provides tools such as flexible working hours and remote working arrangements where compatible with job duties. It also supports employees returning after parental leave or extended absence. Company policies on leave,

permissions and employee rights are communicated clearly so that everyone can access them without obstacles.

3.4. Prevention of harassment and discrimination

Philogen Group promotes a respectful and safe working environment by adopting measures to prevent and address any discriminatory or harassing behaviour. The Group has established dedicated procedures for managing reports, ensuring confidentiality and timely handling.

3.5. Inclusive culture

The corporate culture is based on respect, collaboration and the enhancement of diversity. The Group fosters an environment in which every person can freely express their ideas, contribute to work and to corporate development, recognizing that diversity of perspectives is a driver of growth and innovation.

4. Three-year Plan and Governance

Over the next three years, Philogen Group aims to strengthen its gender equality policies through continuous improvement of internal processes. In the coming years, the Group aims to reduce any potential pay gaps, expand training initiatives on inclusion and leadership, and develop more structured tools to monitor progress. The objective is to make gender equality increasingly integrated into corporate strategy and daily organizational dynamics. Practical initiatives to be implemented and achieved during the 2025-2027 period include:

- Appointment of a GEP Officer responsible for periodically monitoring gender equality topics and indicators.
 - Awareness-raising on GEP topics across all company departments.
 - Assessment and, where necessary, reduction of any gender pay gap.
 - Expansion of equal access to technical, managerial and scientific training.
 - Strengthening of work-life balance measures, where compatible with business activities.
-

5. Monitoring and Review

Monitoring will be carried out annually using quantitative and qualitative indicators. The GEP will be reviewed periodically, on an annual basis. These monitoring and review activities will be governed by the checklist prepared internally by the Group.

6. Publication and Transparency

This GEP will be published on the corporate website and integrated into the overall corporate strategy.

