

MISSION AND STRATEGIC VISION

Complife Italia S.r.l. was formed through the merger by absorption of Farcoderm S.r.l. in FAR.co.s. S.r.l. on January 1, 2017.

On January 1, 2026, the Company expanded its scope of operations following the merger by absorption of Lab4LIFE, resulting in an expansion of its business activities.

Complife contributes to people's well-being on an international scale and serves as a point of reference for all professionals working in the Health & Wellbeing sector.

Through training and a passion for research and compliance, combined with the strategic location of its laboratories, the group stays up to date on the latest market developments, enabling it to offer increasingly comprehensive and tailored support to its clients, with the goal of guiding their businesses toward success.

The following are our missions by business sector:

Cosmetics: to bring safe, well-tolerated, and effective cosmetics to the market, thanks to the testing conducted in our state-of-the-art laboratories across Europe and our scientific expertise;

Nutraceuticals: to become a leading provider of product efficacy testing, leveraging a robust volunteer base and a diverse network of professionals to deliver market-focused consulting;

Medical Devices: to be the go-to provider for verifying medical device compliance at every stage of its lifecycle.

THE PATH TOWARD GENDER EQUALITY

With the aim of fulfilling its mission to the best of its ability and in line with its strategic vision, **Complife Italia** has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR125:2022, as a valuable tool to ensure gender equality regarding the presence and professional growth of women, promoting an inclusive culture and implementing processes capable of fostering women's empowerment.

For **Complife Italia**, obtaining this certification is just the first step in a process of implementing gender equality policies, with a view to improving and promoting gender equality. The certification is designed to guide and encourage the organization to adopt policies aimed at reducing the gender gap, with resulting benefits for employee well-being, as well as positive reputational and ethical impacts.

THE INSPIRING PRINCIPLES

The fundamental principles underlying the Company's Gender Equality Policy are

- respect for human rights;
- impartiality and inclusivity;
- fairness and transparency;
- staff development and growth;
- protection of the individual;
- health and safety;
- work-life balance;
- participation and engagement;
- opposing all forms of violence and discrimination.

Complife Italia's commitment to ensuring that its Gender Equality Management System (SGPG) meets the requirements specified in UNI/PdR 125:2022 is guided—in line with the *European Union's Gender Equality Strategy 2026–2030*—by the pursuit of the following objectives:

- increasing women's participation in the labor market;
- reducing the gender pay and pension gaps, including to combat female poverty;
- promoting effective equality in the workplace through equal pay, equal access to career opportunities and training, and equal opportunities in employment;
- promoting gender equality in decision-making;
- combating stereotypes and gender-based violence, and protecting and supporting victims;
- upholding the constitutional principles of equality and equity between women and men;
- implementing specific measures to ensure equal opportunities;
- developing welfare policies to support employees caring for family members.

THE COMMITMENT OF MANAGEMENT

To help achieve the principles and objectives set forth, **Complife Italia**'s management considers the ongoing implementation of the SGPG essential in order to develop an organizational model that promotes gender equality and values fairness and inclusivity.

Complife Italia is committed to:

- implementing measures to prevent all forms of gender discrimination and to combat any act that undermines the dignity of employees, regardless of their role or level of responsibility;
- promote diversity in every business process: from recruitment and selection to access to training, from the definition of compensation policies to performance evaluations and the awarding of incentives, from supplier selection to the provision of services and products;
- support the family welfare of its employees through work arrangements (remote work, part-time work, flexible hours) that facilitate a balance between professional and private life;
- promote initiatives aimed at informing, raising awareness, and engaging staff on issues of equal opportunity and women's empowerment, avoiding stereotypes and promoting the visibility of women's contributions;
- ensure, where possible, that genders are equally represented among speakers at panels and roundtables, events, conferences, or other gatherings, including those of a scientific nature;
- establish and implement mechanisms to protect employment and guarantee the same level of pay following maternity leave;
- ensure behaviors and use language that foster an inclusive work environment that respects diversity;
- promote communication, including through marketing and advertising activities, that transparently declares the commitment to achieving gender equality, valuing diversity, and supporting women's empowerment.

SPECIFIC POLICIES ON GENDER EQUALITY

The gender equality policies, developed in conjunction with the overall policy, address the following areas of the Strategic Plan:

- a. Recruitment
- b. Career management
- c. Pay equity
- d. Parenting and caregiving
- e. Work-life balance
- f. Prevention of all forms of physical, verbal, and digital abuse (harassment) in the workplace.

Specifically, the commitments undertaken by the **Complife Italia** are:

Selection and hiring (recruitment)

Establishing a clear and well-defined process that covers all stages, from candidate sourcing to their onboarding. This approach not only standardizes and makes recruitment activities traceable but also enables the adoption of objective and inclusive criteria consistent with the principles of fairness and equal opportunity. The introduction of a structured onboarding process also helps ensure a consistent experience for all new hires, fostering integration and reducing the risk of bias or inconsistent treatment.

Career Management

Implementation of structured initiatives consistent with best-practice principles, with the aim of ensuring fairness, transparency, and the inclusive development of employees. In particular, formalized performance evaluation mechanisms have been introduced and applied to all employees to ensure objective and uniform criteria in professional growth and development processes. At the same time, a turnover analysis system has been launched that takes gender into account, allowing for the monitoring of potential critical issues and the identification of targeted corrective actions. As part of this commitment to continuous improvement, exit interviews have also been formalized; these are considered a fundamental tool for gathering structured feedback and understanding the motivations behind departures, including in relation to potential gender dynamics. Finally, training programs on gender equality have been implemented for all employees, with the aim of fostering an inclusive organizational culture consistent with best practices, promoting awareness and behaviors aligned with principles of equity.

Pay equity

Introduction of a structured process for periodic salary reviews, aimed at monitoring and reducing any gender pay gaps, while ensuring fairness with respect to role, responsibilities, and experience.

Parenting, care

Formalization of a process to structure existing policies. In particular, initiatives related to maternity and paternity leave have been clarified and systematized, with the aim of ensuring greater transparency, accessibility, and consistent application for all employees. This formalization helps ensure a more equitable and informed understanding of parental rights, while promoting a better work-life balance. In this way, the Company reinforces its commitment to creating an inclusive work environment that is attentive to caregiving needs.

Work-life balance

Establishment of a structured process designed to ensure clear and accessible communication to all staff regarding the various types of leave available and the procedures for taking them. This initiative helps raise employees' awareness of their rights, promoting a more equitable and widespread use of the work-life balance tools available. At the same time, it helps promote an organizational culture focused on work-life balance, reducing potential disparities and ensuring transparency in the processes for accessing leave.

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

Launch of a structured set of initiatives consistent with the principles of the relevant best practices, aimed at strengthening the protection of individuals and promoting an inclusive and respectful work environment. In particular, a formal procedure has been introduced for identifying and managing potential situations of non-inclusivity, through the establishment of a dedicated reporting channel that allows employees to safely and confidentially report any issues or behaviors that do not comply with company principles. To support this framework, specific regulations have been adopted to prevent bullying and harassment, clearly defining

expected behaviors. Finally, initiatives were implemented to analyze employee perceptions regarding equal opportunity through workplace climate surveys. These tools enable the systematic collection of internal feedback, the monitoring of perceived levels of inclusivity, and the identification of potential areas for improvement.

POLICY MONITORING AND IMPLEMENTATION

The General Policy on Gender Equality, within the broader framework of the organization's strategic guidelines, provides for the establishment and periodic review of gender equality objectives, in collaboration with the Gender Equality Steering Committee, in order to assess their suitability and determine whether any changes or additions are necessary.

POLICY DISSEMINATION

The gender equality policy is communicated and disseminated to all staff and stakeholders through internal communications, distribution on the Adiuto portal, and publication on the institutional website.