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	GENDER EQUALITY POLICY	Codice identificativo:  DOC_Gender Equality Policy ENG
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MISSION AND STRATEGIC VISION

Kardia Srl, set up in 1995 by a managerial staff with consolidated experience gained at leading multinational companies, implement medical science solutions. In particular, Kardia distributes a wide range of high-technology medical devices on a national level for use in several fields, including interventional cardiology, interventional radiology, vascular surgery and interventional neuroradiology.

Kardia's mission is to excel in its sector, to find the best solutions to offer to its customers, and to work in a highly professional and ethical manner. The Company enhances its employees and their differences, considering them a key success factor.

In line with this principles, Kardia enacted this Policy with the aim of granting, promoting and monitoring gender equality, inclusion and respect of the equity principle, as well as salary equality for the same or similar value jobs, through organizational and management criteria inspired to equity, transparency, meritocracy and non-discrimination.

It is applicable to all Kardia's employees, collaborators, candidates and external stakeholders (suppliers, partners and Headhunters) interacting with Kardia, who are requested to respect principles defined here.

THE PATH TOWARDS GENDER EQUALITY

In the third year Kardia is implementing the Gender Equality Management System, the Top Management confirmed the Steering Committee as body aimed at adopting effectively, enforcing continuously and effectively monitoring and improving the Gender Equality Policy and the related Strategic Plan; confirmed their efforts to ensure proper resources, responsibilities and authorities in order to achieve and maintain the goals set in the System; ensured the full adoption of the values of equality, inclusion, transparency and salary equity in the company processes, the decision-making choices and in control and monitoring systems.

MAIN PRINCIPLES

The main principles of the Kardia Srl's Gender Equality Policy are:

1. **DIGNITY AND VALUE:** respect for every person's dignity, uniqueness and value;
2. **EQUALITY:** equality, inclusion and no discrimination;
3. **NO DISCRIMINATION:** opposition to every form of direct, indirect and intersectional discrimination;
4. **MERITOCRACY:** merit, skills, responsibilities and results enhancement;
5. **EQUAL OPPORTUNITIES:** equal access to professional, development, growth opportunities;
6. **EQUAL PAY:** equal pay for the same or similar value jobs, based on objective and gender neutral criteria;
7. **TRANSPARENCY:** transparency in decision-making processes, salary and organizational choices, within law boundaries and methods;
8. **PARENTHOOD AND CARE:** protection of parenthood, care and work-life balance;
9. **PREVENTION:** prevention and opposition to violence, abuse and inappropriate behaviors;
10. **CONTINUOUS IMPROVEMENT:** listen, make people accountable, continuous improvement.

MANAGEMENT EFFORTS IN ACHIEVING GOALS

The Top Management's efforts are explicated in actions of critical review and continuous improvement of the company's processes, aimed at closing any existing gaps, consolidating the goals reached and granting that employees, especially women, needs and growth opportunities are fully included in Kardia's company culture.

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Such efforts are realized, among others, through a regular monitoring of the Strategic Plan KPIs, the adoption of organizational measures able to grant equal pay, and the check between theoretical principles and actual treatment of people.

STRATEGIC GUIDELINES FOR EACH AREA

Please see below the main strategic guidelines for all the areas, with specific attention on adopted measures' effectiveness and their medium-long term sustainability:

◆ CULTURE AND STRATEGY:

- Promote an inclusive, accessible, and gender aware corporate culture, through training, employees' awareness raising and internal communication.
- Include gender equality related, inclusion and salary transparency goals in corporate strategic plan, policies and monitoring systems.
- Ensure that relevant information on salary rights, salary determination criteria and related company instruments are available clearly and accessibly, considering law boundaries in place.

◆ GOVERNANCE:

- Considering Kardia's organizational structure, including women in leading roles and in governance bodies through fair hiring and promoting processes.
- Monitor and assess regularly gender equality, inclusion and salary transparency policies in order to ensure responsibilities are clear and proper departments are involved.

◆ HR PROCESSES:

- Implement recruiting, hiring, evaluation and development processes based on objective merit, skills and professionalism criteria, excluding every form of discrimination.
- Ensure that job descriptions and job opportunities related communications are written gender neutrally.
- Forbid any request, both direct and indirect, about salary gained at current or previous jobs, through third parties in charge of the recruitment process too.
- Ensure company contacts and policies protecting the workplace, in particular to prevent and manage any case of mobbing and any other form of abuse;
- Train the HR employees and other employees involved in recruiting and managing human resources on cognitive bias, inclusive communication, salary transparency and equal company processes.

◆ CAREER OPPORTUNITIES AND WOMEN INCLUSION:

- Offer continuous training and professional development programs that all employees can access to and, coherently with corporate needs and personal development goals, implement mentoring programs aimed at supporting skills' growth and career;
- Promote flexible and agile work culture, to balance work and private duties.

◆ SALARY GENDER EQUALITY AND TRASPARENCY:

- Ensure salary policies inspired by transparency, equity, consistency and non-discrimination, based on objective, documented and gender neutral criteria, related to salary, levels and, if applicable, promotions determination.
- Make criteria used to determine salaries and levels accessible to employees, in compliance with laws in place and company's organizational structure, ensuring they are cleared and formalized.
- Ensure consistency between theoretical salary criteria and actual compensation granted, preventing any discriminatory gaps between people doing the same or similar jobs.

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- o Analyze periodically on salaries and levels to detect any gap and implement corrective and improvement measures, if needed.
 - o Ensure that information related to salary transparency is treated in compliance with privacy law in place.
 - o Ensure that no contract clause exist to prevent employees to disclose their salary, within the boundaries set by laws and with the aim of protecting salary transparency.
- ◆ PARENTHOOD PROTECTION AND WORK-LIFE BALANCE:
- o Implement parenthood and care protection programs, such as paid leave additional to the mandatory ones and flexible working hours;
 - o Support employees during and after long parenthood or caregiver absences, in order to ensure gradual reintegration and professional continuity;
 - o Promote a corporate culture enhancing the employees' wellness and their work-life balance.

SPECIFIC POLICIES ON GENDER EQUALITY

Specific policies on gender equality as part of the Strategic Plan and related procedures are about the topics Kardia Srl continues to put its efforts into:

1. Recruitment, hiring and employees' development

- o Promote gender equality in candidates and offer equal opportunity to access for all the people applying to enter the company. About that, the company promotes specific training programs to all employees involved in selection processes, aimed at reducing cognitive biases and discriminatory behaviors.
- o Adopt recruiting policies based on meritocracy and candidates' personal qualities, without any kind of discrimination. Such values are to be respected by employment agencies and other external parts involved in the recruitment processes
- o Ensure that recruiting processes are inspired by principles of non-discrimination, transparency and equal pay.

2. Career management

- o Implement a career development system able to promote meritocracy and to offer growth and development opportunities to all employees, regardless of their gender. Performance evaluation process supports this approach through transparent criteria, continuous feedback and skills development measures, ensuring fairness and inclusion.
- o Promote initiatives supporting people management and teams effective and inclusive management.

3. Pay equity

- o Ensure that employees can report any alleged gap or issue on compensation, through proper channels and privacy.
- o Inform employees annually on their right to access information on their salary level and on average salary levels, divided by gender, about workers' categories with the same or similar values jobs, according to the laws in place.
- o Manage the access requests to salary information by the laws terms, however within two months, with the chance to provide clarification and further information.
- o Issue proper procedures or organizational measures to support access requests to salary information and proper balance between transparency and privacy.

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4. Parenthood and care

- o Support parenthood and care duties, through flexible work measures and, if possible, better than mandatory conditions in terms of paid leaves.
- o Support reintegration programs after parenthood leave, through training programs and voluntary engagement plans.

5. Work-life balance

- o Promote a corporate culture enhancing employees' wellbeing and work-life balance, with flexible working models.
- o Ensure that all employees can join meetings, setting them at times that allow their work-life balance, using remote-work tools too.
- o Promote training and awareness-raising initiatives on corporate wellbeing and work-related stress management.

6. Prevention of any form of physical, oral, digital abuse on workplace

- o Spread among the company and implement a "Zero Tolerance" policy on violence, abuse and any inappropriate behavior on the workplace; please see the specific policy;
- o Implement policies to prevent and face abuses and discriminations on the workplace, including training sessions on respect, inclusion and diversity awareness.
- o Implement safe and private report channels, to report, anonymously too, any case of violence and abuse on the workplace, ensuring prompt, neutral feedback and protection of parties involved. Implement regular investigations, through anonymous surveys too, to monitor the company feelings and detect any issue.

7. Internal and external communication

- o Adopt inclusive language, respectful and consistent with this Policy.
- o Promote transparent communication, in line with the principles of equity, inclusion and salary transparency.
- o Ensure that all communication about salary rights and criteria are available through clear and accessible methods, in compliance with the laws in place.

POLICY'S AMENDMENT AND SPREAD

In order to continuously improve the Management System, policies are amended or confirmed during the periodical review, based on facts happened, law changed and results of monitoring activities and verifications.

This Policy is communicated and spread inside Kardia and to the other involved parties, also through publication on corporate channel and website, in line with the principles of accessibility, transparency and clarity.

The Management, together with the Steering Committee