



COMPANY POLICY ON GENDER EQUALITY

The Management, considering the evolutionary context, formally assumes the commitment for a policy on gender equality, defining principles, objectives and guidelines that define the organization's commitment to issues related to gender equality, the enhancement of diversity and female empowerment and the business environment.

The main objective of gender equality policy is to reduce any differences in opportunities, pay and career advancement related to the business, cultural and social context.

A Steering Committee for Gender Equality has been set up to oversee this work, with a view to the effective adoption and continuous implementation of gender equality policy.

This policy is communicated and disseminated within the organization and outside to all stakeholders, with a view to transparency and collaboration, through dedicated actions of awareness, training and information.

Arrow Diagnostics wants to promote gender equality not only internally, but externally, by fostering relationships and business relationships with individuals equally committed to inclusion and gender equality issues.

Arrow Diagnostics is committed to enabling each resource to plan their professional and family growth in a highly inclusive and non-discriminatory environment.

To this end, corporate policies aimed at the well-being of their resources and their families are promoted and encouraged through:

- The creation of a working environment in which there is no gender discrimination;
- Spreading the culture of inclusion through information and training;
- Adoption of non-discriminatory selection, training and career development procedures;
- The possibility of balancing work and private life;
- The definition and monitoring of Key Performance Indicators (KPIs) to continuously measure the level of implementation of gender equality actions.

Arrow Diagnostics' formal commitments to all gender equality issues are set out in the Annual Management Review and continuously monitored, including through internal audits.

The Quality and Integrated Management System Manager, together with the Steering Committee, has an adequate budget so that the Committee itself can coordinate the implementation of the strategic plan within the assigned timeframe and according to the defined modalities.

This Policy is reviewed and assessed in its appropriateness at the time of the Management Review.

Arrow Diagnostics rejects any moral, psychological or physical violence that impairs the moral and professional dignity and physical and mental integrity of workers by depressing their self-esteem and motivation. The Organization is also committed to promoting the analysis and elimination of all possible shortcomings, both organizational and informative that can contribute to the emergence of conflict situations, of psychological distress and bullying and to ensure effective protection for any employee who has been the recipient of any act or conduct which is prejudicial or discriminatory.

The Gender Equality Policy is published on the www.arrowdiagnostics.it website, made available to interested parties and communicated to all company personnel.

Genova, 26th November 2025

The President

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