

NEWCHEM

GENDER EQUALITY POLICY

NEWCHEMS .p.A. (hereinafter "NEWCHEM" or the "Company") recognizes the importance of issues related to Gender Equality and Inclusion within the workplace. This commitment is expressed in the desire to equip ourselves with adequate tools and devices to ensure gender equality and achieve the certification provided for by the UNI PdR 125/2022 Reference Practice, also recalled by the PNRR - Mission 5.

In confirmation of this commitment, NEWCHEM has established a Gender Equality Steering Committee, responsible for defining, promoting and monitoring the adoption of tools, initiatives and organizational guidelines consistent with these principles, with reference to the following priority areas:

- selection and recruitment policies;
- the opportunities for professional growth of women;
- fair pay;
- the protection of parenting;
- the reconciliation of work and private life;
- the prevention of abuse and harassment.

The Committee plays a central role in defining a shared path based on awareness, the adoption of good organizational and behavioral practices and the involvement of the entire organization and all people working at NEWCHEM.

PURPOSE AND SCOPE

This Policy for Gender Equality defines the principles, commitments and guidelines adopted by NEWCHEM S.p.A. for the implementation and maintenance of a Management System for Gender Equality in accordance with UNI/PdR 125:2022.

The purpose of the Gender Equality Management System is to:

To promote an organizational culture based on equity, inclusion and the appreciation of diversity, prevent any form of discrimination and foster equal access, growth and professional development, in line with the company values and social sustainability objectives.

The Policy applies to all activities and processes of NEWCHEM S.p.A. and involves all persons working on behalf of the Company, regardless of the role held and the type of contract, as well as, insofar as relevant, external stakeholders, partners, suppliers and collaborators.

It serves as a reference for the adoption of organizational practices in matters of selection, management, human resources development, remuneration policies, parental protection, work-life reconciliation, prevention of abuse and harassment and internal and external communication.

NEWCHEM spa www.newchemspa.com

Sede legale/registered at:

Via San Vittore, 39 – 20123 Milano – Italy Tel. +39 02 581516 Fax +39 02 58151627 E-mail: info@newchemspa.it PEC: newchemspa@legalmail.it

Capitale sociale Euro 1.000.000 i.v. R.E.A. MI n. 1559575 iscrizione registro imprese MI, codice fiscale e partita IVA/vat it n. IT12437910156

Company subject to direction and coordination of Zhejiang Xianju Pharmaceutical Co. Ltd.

Stabilimenti/factories:

Via Roveggia, 47 – 37136 Verona – Italy Tel. +39 045 504922 Fax +39 045 8201568 E-mail: info@newchemspa.it,

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General principles and commitments

The Company recognizes the value of people and their differences and aims to ensure equal opportunities for professional growth. In line with these principles, NEWCHEM formally commits to promote a management model that is sensitive to diversity, gender equality, women's empowerment and equal opportunities.

Through this Policy, the Management provides clear directions and guidelines to inform organizational practices and business processes.

Search, selection and recruitment

The presence of people with differences of gender and, more generally, culture, generation, religion and ethnicity contributes to create a context capable of fostering new ideas, effective solutions and better performances. A heterogeneous composition of teams supports both individual growth and the effectiveness of working groups, representing a real development factor for the organization.

NEWCHEM intends to strengthen recruitment policies and programs oriented towards diversity enhancement, reaffirming the principle of meritocracy as a guiding criterion: the selection of candidates is based on experience, skills and abilities.

The Society is also committed to ensuring that people involved in selection processes receive adequate training on gender equality issues and awareness of stereotypes that can negatively influence selection choices.

Pay, career and performance evaluation

NEWCHEM's compensation policy contributes to the achievement of company objectives and consistency with the Company's values and strategies, in compliance with the principles of plurality, equal opportunity, enhancement of skills and non-discrimination.

Compensation measures and incentive systems, both short-term and long-term, are defined considering the context and market references, and are based on recognition of responsibilities, results achieved and quality of professional contribution.

NEWCHEM guarantees the protection of the job and the maintenance of the level of remuneration upon return from maternity, extending this attention also to parental leave.

The Company also promotes performance evaluation systems that promote continuous dialogue between managers and collaborators and allow the construction of career development paths based on meritocracy, without any gender discrimination.

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Training and professional development

NEWCHEM is committed to ensuring equal access to training and professional development, adopting clear, transparent criteria consistent with Performance Management processes and talent development pathways, without gender-related distinctions.

Corporate well-being

The Company intends to develop a structured corporate welfare plan, with a particular focus on equal opportunities policies. In particular, NEWCHEM undertakes to:

- strengthen family welfare services and initiatives to support parenting;
- consolidate and develop policies for flexibility and work-life balance;
- promote support pathways to return to the company after periods of prolonged absence (maternity, paternity, illness);
- prevent harassment in the workplace through awareness-raising initiatives aimed at promoting respectful and informed behaviour.

Finally, NEWCHEM intends to take an active role in the dissemination of the principles of UNI PdR 125/2022, both within the organization and externally, involving employees, collaborators and stakeholders.

In this context, the Company undertakes to:

- ensure equal gender representation among the speakers involved in round tables, events, conferences and initiatives to which it participates;
- promote and support initiatives in favor of gender equality and inclusion, including through communications published on the website and on corporate social media channels.

ENFORCEMENT AND AUDITS

This Policy applies to all persons working in NEWCHEM and is shared with stakeholders, consultants and suppliers, with the aim of generating a positive impact on the entire network of relationships of the Company.

The document is subject to annual review.

REPORTS

It is possible to send reports or complaints regarding the work environment, the requirements of UNI/PdR 125/2022 or the provisions contained in the NEWCHEM Code of Ethics via the Whistleblowing Platform on the website www.newchemspa.com, through the additional procedures provided for by the Code of Ethics.

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For comments, suggestions, proposals for improvement or requests for clarification, the Gender Equality Steering Committee (PdG) can be contacted at federica.ferrara@newchemspa.it.

A SHARED COMMITMENT

The Mission expressed by NEWCHEM through this Policy and the guiding principles towards the full implementation of the principles of UNI PdR 125:2022 do not represent a mere formal fulfillment, but an authentic cultural commitment that involves the entire organization.

Everyone, in their own role and with their responsibilities, can contribute concretely to the construction of a working environment based on respect, listening, fairness and appreciation of differences.

Date

19/02/2026

NEWCHEM S.p.A.



CARLO CARTASEGNA

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Certification PdR 125 - Gender equality and establishment of dedicated communication and reporting channels

With great pleasure we inform you that NEWCHEM S.p.A. has undertaken a structured path aimed at promoting **gender equality, inclusion and respect for the person**, in line with its corporate values and with the principles enshrined in the **Code of Ethics**, through PDR125 certification.

This certification represents not only a formal recognition, but above all an **ongoing concrete commitment** to a corporate culture based on:

- equal opportunities for growth and professional development;
- fairness in the selection, evaluation and remuneration processes;
- protection of the dignity of the person;
- fight against all forms of discrimination and harassment;
- work-life balance;
- active listening and participation.

Two dedicated channels to support the path PdR 125

In order to make these principles effective and encourage the involvement of all, NEWCHEM S.p.A. has established **two distinct communication channels**, with different but complementary purposes.

1. Whistleblowing channel

This channel is dedicated to **reporting behaviors, situations or incidents that do not comply with the principles of PdR 125, the Code of Ethics or applicable regulations, including any harassment, discrimination or inappropriate behavior in the workplace**, for which NEWCHEM implements a policy "*zero tolerance*".

Reports must be made through the channels provided by the company's Whistleblowing Procedure, which guarantees confidentiality, protection of the submitter and the possibility of anonymity.

Channel written via web platform

Accessible from the "Whistleblowing" page of www.newchemspa.com or directly at the link:

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https://vgdigital.vescogiaretta.com/whistleblowing/signal/newchem_spa

The platform allows the sending also **anonymous**, after having read the privacy policy. Data is protected by encryption.

This channel must be used whenever there is knowledge of behavior that may violate the principles of respect, dignity, inclusion, equal treatment or that constitutes harassment, abuse or discrimination.

2. Channel for ideas, proposals and initiatives on gender equality

Alongside the reporting channel, the Company wishes to promote a positive space for active participation.

For this purpose, a channel has been established dedicated to the collection of:

- ideas and suggestions;
- proposals for initiatives;
- improvement projects;
- ideas for collaboration;
- good practices related to the issues of **gender equality, inclusion and organizational well-being.**

All such communications may be sent to: federica.ferrara@newchemspa.it

For any further aspect related to expected behaviors, principles of conduct, rights and duties of persons, methods of managing reports and protections provided, please refer to:

- Code of Ethics of NEWCHEM S.p.A.
- Corporate whistleblowing procedure

both available on official corporate channels.

A shared commitment

The path to PdR 125 certification is not just a formal fulfillment, but a **cultural commitment that involves everyone.**

Each of us, in our role, can contribute to building a work environment based on respect, listening, fairness and appreciation of differences.

The Management thanks from now on all the people who will want to collaborate actively in this path, through responsible behavior, informed reports and constructive proposals.

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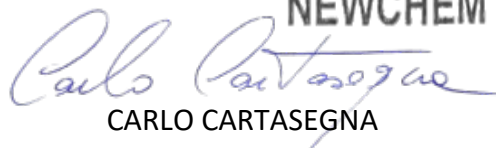
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Confident of your cooperation, we offer warm regards.

Date

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