

GENDER EQUALITY POLICY

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Rev. 00 of 04/09/2026

DataRiver is committed to advancing science and improving everyday life by providing innovative, data-driven digital solutions based on advanced technologies to clinical research and healthcare professionals (pharmaceutical companies and research institutions, healthcare professionals, and patients), as well as the manufacturing, energy, and sustainability sectors, and public administration. DataRiver has always been attentive to human resources, the work environment, and the professionalism of its employees so that they operate in an inclusive and discrimination-free work environment.

Based on the evolving context, the Company Management has decided to implement a **Gender Equality Management System compliant with the UNI PdR 125:2022** reference practice , the beginning of a concrete and systematic path in the application of **equity, inclusion and gender equality policies that supports and encourages an inclusive culture, the valorization of diversity and female empowerment** .

The Management, in collaboration and with the coordination of the Steering Committee, defines and implements the **Gender Equality Policy** by establishing the principles, objectives, and providing guidance on issues relating to gender equality.

Therefore, it undertakes to:

- define a **Strategic Plan** that can foster and support the development of an inclusive work environment that includes corporate values consistent with an inclusive culture
- Comply with company selection, hiring and career management procedures that ensure equal opportunities for all staff and promote the empowerment of women.
- ensure gender pay equity, all other things being equal
- define policies for managing parenthood and work-life balance
- create an inclusive, collaborative, supportive, transparent and open working environment for all staff
- Communicate transparently to all interested parties the desire to pursue gender equality, enhance diversity, and support increased employment of women.

The Gender Equality Management System implemented is therefore based on rules and practices established and agreed upon by the entire Organization, formalized in specific documents and procedures, useful for guiding each company function in carrying out its activities and in order to guarantee the following **objectives** :

- **create a flexible, work-life balance work environment that is conducive to inclusion, gender equality, and the valorization of gender diversity**
- **Develop a governance model to define the presence of identification and remediation processes for any non-inclusion event, ensuring secure and confidential channels for reporting non-compliant behavior and prompt intervention in the event of violations being discovered.**
- **define HR processes based on principles of inclusion and respect for diversity**
- **improve the organization's ability to create gender-neutral access to career paths and internal growth**
- **implement processes for balancing remuneration**

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- promote support policies for staff in their parenting and caregiving activities
- prevent and hinder all forms of physical, verbal and digital abuse in the workplace

The above-mentioned objectives are specified in terms of **Key Performance Indicators (KPIs)** and in the **Strategic Plan** . Their achievement is only possible through the commitment of all staff. Therefore, each department manager and all company employees are required to operate in a way that complies with the provisions of the Management System and to apply the principles contained in this Policy on a daily basis .

The Company prepares and disseminates to stakeholders a Communications Plan relating to its commitment to gender equality, diversity, and inclusion, ensuring communication is consistent with the principles expressed in this document and in line with the objectives established and implemented through the Strategic Plan.

The Gender Equality Policy will be reviewed periodically during the System Review activities, to ensure that employees and collaborators fully understand its contents and are committed to implementing them, and that stakeholders are kept informed of the evolution of the company's reference context.

Modena, 09/04/2026

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