

SOCIAL POLICY 2025 FOR ETHICS AND SOCIAL MANAGEMENT SYSTEM

Kedrion confirms, in continuity with previous years, to its Employees, Contractors, and Third Parties that its management system is based on the principles of transparency, integrity, legality, and fairness in conducting business and company activities.

Kedrion is committed to foster a working environment based on: accountability, mutual trust and respect, valuing each individual and diversity.

These principles are outlined in the Social Management System (SMS) Manual, in Kedrion's Global Code of Conduct, in the Codes of Ethics adopted by Kedrion SpA and by the legal entities operating in the different countries, as well as in the company's Policies and Procedures.

All Employees, Contractors, and anyone who interacts with Kedrion are required to be familiar with, comply with, and promote and monitor compliance with these principles. Kedrion is committed to select its suppliers in a way that ensures adherence to the aforementioned ethical principles.

For Kedrion it essential that Managers and Supervisors respond promptly and professionally to any concerns or issues being raised by employees and that they seek assistance when necessary. Managers and Supervisors must demonstrate exemplary behavior that sets a positive example for their teams. Under no circumstances can the belief of acting in Kedrion's best interest justify behavior that contradicts these principles.

Kedrion's Top Management is responsible for defining the strategy and vision and for leading the implementation of the Social Management System (SMS), for promoting its principles and ensuring that SMS Auditors and employees do not face retaliation for reporting non-conformities.

Kedrion is committed to comply with the guidelines and principles of applicable legislation, PAS 24000 standards, and contractual requirements related to social performance. It also undertakes to remove obstacles and barriers to equal treatment and to the consultation and involvement of its workers.

The Social Policy for the year 2025 aims, in continuity with the previous years, to:

- ✓ reaffirm the value that Kedrion places on human capital and on the ethical foundation of its production, commercial, managerial, and research activities;
- ✓ reaffirm Kedrion's commitment to maintain the Social Management System (SMS);
- ✓ provide management and corporate bodies, primarily the Board of Directors of Kedrion SpA, with regular updates on the proper functioning of the Corporate Management System for Business Ethics.

This version of the Social Policy has been shared with Workers' Representatives. It will be made available at all levels of the organization as well as to business partners and suppliers.

Top Management ensures that this Social Policy is included in corporate training and communication materials to guarantee that all stakeholders understand and adhere to the commitments undertaken.

Castelvecchio Pascoli, May 27st, 2025



Kedrion S.p.A
Ethics Officer – Nicola Galtieri



Kedrion S.p.A
Amministratore Delegato – Ugo Di Francesco