

SOCIAL POLICY 2026 FOR ETHICS AND SOCIAL MANAGEMENT SYSTEM (PAS24000)

Kedrion confirms, in continuity with previous years, to its **Employees, Collaborators and Third Parties** that its corporate system is founded on the principles of **transparency, integrity, lawfulness, fairness and respect for human rights** in the conduct of business and in all company activities.

Kedrion is committed to creating and maintaining a working environment based on **accountability, trust, mutual respect, protection of individual dignity, appreciation of diversity and inclusion**, ensuring safe, fair and respectful working conditions.

The principles set out above are reflected in the **Social Management System (SMS) Manual**, in the **Kedrion Global Code of Conduct**, in the **Codes of Ethical Conduct** adopted by the various legal entities, and in the company's **Policies and Procedures**. All Employees, Collaborators and anyone working for or with Kedrion are required to know, respect and promote them.

Kedrion is committed to **operating in compliance with applicable legislation, the fundamental Conventions of the International Labour Organization (ILO)**, internationally recognized principles on **human rights**, and the requirements of the **PAS 24000 standard**.

Leadership and responsibility

Managers and Supervisors are required to:

- respond promptly and professionally to concerns or reports;
- promote ethical and responsible behaviour;
- act as role models.

Under no circumstances may the belief that one is acting in Kedrion's best interest justify conduct that conflicts with this Policy.

Top Management defines the strategy, vision and direction of the SMS, leads its implementation and ensures that **SMS Auditors, employees and stakeholders can report non-conformities without fear of retaliation**.

Social due diligence and impact management

Kedrion is committed to applying a systematic process of **social due diligence** aimed at:

- identifying and assessing actual or potential social impacts;
- preventing and mitigating negative impacts;
- taking corrective and **remedial** action, where necessary;
- engaging relevant interested parties.

Supply chain

- Kedrion is committed to selecting, assessing and monitoring its suppliers and business partners to ensure that they **comply with the principles of this Policy**, while reserving the right to adopt corrective or restrictive actions in the event of serious or repeated violations.

Participation, equality and protection

The Organization is committed to:

- remove obstacles and barriers to **equal treatment**
- promote **worker consultation and participation**
- combat all forms of discrimination, abuse or harassment

Reporting mechanisms

- Kedrion guarantees **accessible, confidential and non-retaliatory reporting mechanisms**, ensuring impartial handling of reports and the adoption of appropriate measures.

Monitoring and improvement

The Social Policy is subject to:

- continuous monitoring;
- internal audits;
- periodic review by Management.

Management and corporate bodies, including the **Board of Directors of Kedrion SpA**, receive periodic updates on the functioning of the SMS.

This Policy has been shared with the **Workers' Representatives** and is made available at all levels of the organization, to business partners and suppliers. It is included in the company's **training and communication programmes**.

Castelvecchio Pascoli, 22 May 2026

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