LivGemini srl

MedTech

GENDER EQUALITY PLAN

2026 – 2030

A public commitment to gender equality, diversity and inclusion

Adopted on April 2nd, 2026

Updated on June 16th, 2026

Approved by Leonardo Geronzi, Chief Executive Officer

1. Foreword from the CEO

''At LivGemini srl we believe that gender equality is not only a matter of fairness and fundamental rights, but also a driver of innovation, talent attraction and sustainable growth. As a company operating in the medical technology sector, we develop solutions intended to improve people's health and quality of life. We are convinced that this mission can only be fully achieved within an organisation that values diversity and offers equal opportunities to every person, regardless of gender.

This Gender Equality Plan (GEP) sets out our objectives, the concrete measures we commit to implementing, and the indicators we will use to monitor our progress over the period 2026–2030. The Plan is a public document, formally approved by the company's top management, and it will be reviewed and updated regularly. Although LivGemini is a small organisation, we are committed to applying the principles of equality, transparency and accountability proportionately and consistently as the company grows.''

Leonardo Geronzi
Chief Executive Officer, LivGemini srl

2. About this Plan

This Gender Equality Plan has been designed in line with the eligibility requirements set by the European Commission under the Horizon Europe framework. According to these requirements, a GEP must be a formal document that satisfies four mandatory process-related building blocks and addresses a set of recommended thematic areas.

The four mandatory building blocks are:

- Publication: the GEP is a formal document, signed by top management and published on the company website.
- Dedicated resources: the company commits human and, where relevant, financial resources to the design and implementation of the Plan.
- Data collection and monitoring: the company collects sex-disaggregated data on its personnel and reports annually on progress.
- Training and capacity building: the company raises awareness and builds competence on gender equality, unconscious bias and related topics.

In addition, this Plan addresses the five recommended thematic areas: work–life balance and organisational culture; gender balance in leadership and decision-making; gender equality in recruitment and career progression; integration of the gender dimension into products, services and innovation; and measures against gender-based violence, including sexual harassment.

Scope. This Plan applies to all personnel of LivGemini srl, including employees, collaborators, interns and consultants, and it informs our relations with candidates, partners and suppliers.

3. Publication and governance

This Gender Equality Plan is a public document. It is approved by the Chief Executive Officer of LivGemini srl, published on the company website, and made available to all staff. By publishing the Plan, the company makes a transparent and accountable commitment to gender equality that can be monitored by personnel, partners and the wider public.

Roles and responsibilities

Given the current size of the organisation, overall responsibility for the GEP rests with the Chief Executive Officer, Leonardo Geronzi, who acts as the Gender Equality reference person. The CEO is responsible for approving the Plan, allocating the necessary resources, overseeing its implementation, ensuring data collection and monitoring, and reporting on progress. As the company grows, the company intends to designate a dedicated Gender Equality reference person or working group and, where appropriate, to involve all staff in the periodic review of the Plan.

4. Dedicated resources

LivGemini srl commits the resources needed to design, implement, monitor and update this Plan in a manner proportionate to the size of the organisation. These resources include:

- Management time: the CEO dedicates working time to the coordination, monitoring and annual review of the Plan.
- Staff time: all personnel are given time to take part in awareness-raising and training activities related to gender equality.
- Operational budget: where relevant, the company allocates budget for training, external expertise and tools that support equality, work–life balance and a safe working environment.

As the organisation grows and recruits additional staff, LivGemini will scale the resources dedicated to the Plan accordingly.

5. Data collection and monitoring

LivGemini srl collects and analyses sex-disaggregated data on its personnel in order to identify possible gaps, set realistic targets and measure progress over time. Data are collected and processed in full compliance with the applicable data protection legislation (GDPR), ensuring confidentiality and, where numbers are small, appropriate aggregation to protect the privacy of individuals.

The following indicators are monitored, as a minimum, on an annual basis:

Area	Indicator
Workforce composition	Share of women and men among total staff
Recruitment	Share of women and men among applicants, shortlisted candidates and new hires

Leadership & decision-making	Share of women and men in management and decision-making roles
Pay	Gender pay gap (overall and by comparable role)
Work–life balance	Take-up of smart working, leave and flexible arrangements, by gender
Training	Participation in training and professional development, by gender
Safe workplace	Number of reports of harassment or discrimination and actions taken

The findings inform the periodic review and update of the GEP.

6. Training and capacity building

LivGemini srl promotes awareness and competence on gender equality across the whole organisation. Training and capacity-building measures include:

- Awareness-raising on gender equality, diversity and inclusion for all staff.
- Training on unconscious bias, with particular attention to recruitment, evaluation and career-progression decisions.
- Information on the prevention of gender-based violence, harassment and discrimination, and on the channels available to report concerns.
- Guidance for anyone involved in hiring on inclusive and non-discriminatory selection practices.

Training is offered to all personnel and is repeated and updated periodically, especially when new staff join the company.

7. Thematic areas, objectives and actions

This section sets out the objectives and concrete actions LivGemini srl commits to across the recommended thematic areas. The company already has a number of practices in place – in particular smart working, family and care leave, and access to training – which this Plan formalises, strengthens and extends.

7.1 Work–life balance and organisational culture

LivGemini is committed to an organisational culture that enables every person to balance professional responsibilities with private and family life. The company already offers, and will continue to develop, the following measures:

- Smart working / remote work: flexible remote-working arrangements are available to support work–life balance and to accommodate caring responsibilities.
- Leave: the company supports the full and equal take-up of parental, family and care leave by all parents, and encourages fathers and second parents to make use of their entitlements.

- Flexible working time: where the role allows, working hours can be adapted to personal and family needs.
- Inclusive culture: the company promotes respectful communication and zero tolerance for sexist language, stereotypes or discriminatory behaviour.

7.2 Gender balance in leadership and decision-making

LivGemini aims to ensure that women and men have equal access to leadership and decision-making roles as the organisation grows. To this end the company will:

- Monitor the gender composition of management and decision-making roles.
- Apply transparent, merit-based criteria for promotions and the assignment of responsibilities.
- Actively encourage and support the professional development of women into roles of greater responsibility.

7.3 Gender equality in recruitment and career progression

The company is committed to fair, transparent and non-discriminatory recruitment and career-management practices. Specifically, LivGemini will:

- Use gender-neutral, inclusive language in all job advertisements.
- Apply objective, role-related selection criteria and, where feasible, structured interviews to reduce bias.
- Seek balanced candidate pools and, where possible, balanced selection panels.
- Ensure equal access to training, mentoring and professional-development opportunities.
- Apply the principle of equal pay for equal work and monitor for any unjustified pay gaps.

7.4 Integration of the gender dimension into products and innovation

As a MedTech company, LivGemini recognises that sex and gender can influence health needs, physiology and the way technologies are used. Ignoring these differences can reduce the safety, effectiveness and inclusiveness of medical solutions. The company therefore commits to:

- Considering sex and gender dimensions, where relevant, in research, design, testing and validation of its products and services.
- Seeking diverse and representative input when developing and evaluating solutions.
- Raising team awareness of the relevance of the gender dimension to MedTech innovation.

7.5 Prevention of gender-based violence and harassment

LivGemini srl maintains a working environment free from gender-based violence, sexual harassment, bullying and any form of discrimination. The company commits to:

- Adopting and communicating a clear zero-tolerance position towards harassment and discrimination.
- Providing accessible, confidential channels through which staff can raise concerns or report incidents without fear of retaliation.

- Handling any report promptly, fairly and confidentially, and taking appropriate corrective action.
- Raising awareness among all staff about what constitutes harassment and how to seek support.

8. Monitoring, review and update

This Gender Equality Plan covers the period 2026–2030. Implementation is monitored on an annual basis. The CEO reviews the Plan each year, assesses progress and updates objectives, measures and targets as needed. A revised version of the Plan is published on the company website whenever substantive changes are made.

10. Approval

This Gender Equality Plan was adopted by LivGemini srl for the first time on April 2nd, 2026 and approved by the company's top management.

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Leonardo Geronzi

Chief Executive Officer, LivGemini srl

First Date Approval: April 2nd, 2026

Date Last review: June 16th, 2026

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