

# Gender equality policy

## Purpose

This Gender Equality Policy, established by the management of Ab medica DV, an Intuitive company ("Ab medica DV" or the "Company"), in collaboration with the Steering Committee, sets out the principles, objectives, and commitments that guide the Company's approach to gender equality, diversity, equity, and inclusion. It outlines the Company's commitment to the development and advancement of all employees, ensuring equal opportunities and supporting the professional growth and advancement of women in the workplace.

As part of the Intuitive Surgical group (the "Group" or "Intuitive"), Ab medica DV is committed to fostering a workplace where all individuals are treated with dignity, fairness, and respect. This Policy reflects both the Company's local commitments and its alignment with Intuitive's policies, values and standards relating to equal employment opportunity and non-discrimination, as outlined in [Intuitive's Code of Business Conduct and Ethics](#).

Through the adoption of a Gender Equality Management System in accordance with UNI/PdR 125:2022, Ab medica DV has undertaken a continuous journey of cultural and organizational development. The aim is to create a more equitable and inclusive work environment and to promote equal opportunities for all.

The Company does not tolerate any form of direct or indirect discrimination. This includes discrimination based on gender, age, sexual orientation, gender identity, disability, health status, ethnic origin, nationality, political opinions, social background, or religious beliefs. The Company also rejects any form of multiple or intersectional discrimination.

## Our commitment

To support these commitments, Ab medica DV undertakes to:

- Promote an inclusive culture and remove cultural, organizational, and structural barriers that may prevent individuals from reaching their full potential.
- Value and support its people by safeguarding their physical, psychological, moral, and professional well-being.
- Provide working conditions that respect individual dignity and encourage mutual respect.
- Foster a collaborative and supportive work environment that welcomes diverse perspectives and contributions.
- Strengthen employee engagement, trust, and a sense of belonging.
- Prevent and address all forms of discrimination, harassment, bullying, intimidation, and physical, verbal, or digital violence in the workplace.

- Maintain and continuously improve its Gender Equality Management System.
- Ensure ongoing compliance with applicable requirements and adapt to future developments and best practices.
- Apply compensation, benefits and reward practices using objective, job-related and gender-neutral criteria, consistent with the Company's job architecture, compensation governance framework and equal opportunity commitments.

This Policy reaffirms the Company's commitment to complying with applicable laws, collective agreements, and internationally recognized principles relating to equal opportunities, diversity, equity, and inclusion.

It will be made available to all employees on the employee portal [HR HelpNow](#).

## Strategic objectives

The primary objective of Ab medica DV is to promote diversity in all its forms. The Company recognizes that an inclusive workplace encourages innovation, strengthens performance, and creates long-term value for employees, customers, and the business. As part of the Intuitive Surgical group, the Company is committed to building a culture in which everyone feels respected, valued, and empowered to contribute.

To achieve this objective, Ab medica DV has established specific goals within its Gender Equality Strategic Plan. Progress is monitored through dedicated Key Performance Indicators (KPIs) in line with the thematic areas defined by UNI/PdR 125:2022.

- Culture and strategy: develop and strengthen an inclusive organizational culture that promotes gender equality and values diversity. Increase awareness and actively address stereotypes, discrimination, and conscious or unconscious bias. Promote gender-balanced representation and equal opportunities in Company-supported external events.
- Governance: implement an effective governance framework supported by appropriate controls and processes. Monitor progress regularly and identify and address barriers to inclusion when they arise.
- Human resources processes: apply fair, transparent, and inclusive HR practices throughout the employee lifecycle. This includes recruitment, onboarding, training, performance management, career development, promotion, retention and compensation practices. Decisions are based on objective, job-related and non-discriminatory criteria.
- Women's career development and inclusion: promote equal access to professional development opportunities, leadership roles, and career progression. Ensure that advancement decisions are based on merit and free from gender bias.

- Gender pay equity: maintain fair, equitable and transparent compensation practices through a comprehensive Total Rewards approach. Support the principle of equal pay for women and men performing the same work or work of equal value. Compensation decisions are based on objective, gender-neutral factors, including role requirements, responsibilities, skills, experience, performance and business needs. The Company periodically reviews compensation outcomes, including salary, incentives, benefits and other reward elements, to identify and address unjustified disparities. The Company supports pay equity through the use of a consistent job architecture, role classification methodology and compensation governance processes designed to promote objective and equitable reward decisions. The Company seeks to maintain practices that support compliance with applicable equal pay and pay transparency legislation and periodically reviews its processes to align with legal and regulatory developments.
- Parenting support and work-life balance: promote initiatives that support employees in their parenting and caregiving responsibilities. Encourage work-life balance and employee well-being through appropriate policies and practices. Provide ongoing support for parenting and caregiving responsibilities through established employee support processes.

## Review and monitoring

As part of the Intuitive Surgical group, Ab medica DV is committed to regularly reviewing the effectiveness and ongoing relevance of this Policy. The Company will also assess the adequacy of the resources, processes, and communication channels that support its implementation.

The Policy and the objectives defined in the Gender Equality Strategic Plan are reviewed periodically. Reviews consider organizational changes, KPI monitoring, audit findings, and evolving legal or regulatory requirements.

The principles set out in this Gender Equality Policy, together with other Company policies, are communicated through training and awareness initiatives. Their effective implementation is periodically reviewed through internal audit activities.

## Reporting concerns

Ab medica DV encourages employees to speak up promptly if they believe they have experienced, witnessed, or become aware of conduct that may be inconsistent with the principles set out in this Policy or that may constitute a violation of an individual's dignity, equal treatment, or personal integrity.

Concerns may be raised through any of the following channels:

- Your People Leader.

- The Employee Relations team, either by contacting your Employee Relations Partner directly or by submitting a case through HR HelpNow (under the "[Employee Relations](#)" category), which may result in an internal review or investigation: [Employee Relations Support - HR HelpNow](#)
- EthicsPoint, Intuitive's Ethics and Compliance Hotline, which allows employees to raise concerns confidentially and, where permitted by local law, anonymously: [EthicsPoint - Intuitive Surgical Operations, Inc.](#)

All reports will be handled appropriately, sensitively, and to the extent possible, confidentially. Retaliation against any individual who raises a concern or participates in an investigation in good faith will not be tolerated.

## RELATED RESOURCES

|                                                                                                                                                                                                     |
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| HR Management manual (Italy) (Document 1185219)                                                                                                                                                     |
| Gender Equality Management system manual (1185218)                                                                                                                                                  |
| JOB DESCRIPTION PROCESS FOR EMEA REGION Work Instruction (Document 1104992)                                                                                                                         |
| EMEA EMPLOYEE ONBOARDING Work Instruction (Document 1025415)                                                                                                                                        |
| Training SOP (Document 854019)                                                                                                                                                                      |
| Training Management Program SOP (Document 1046285)                                                                                                                                                  |
| Ways of Working (WoW) Policy: <a href="#">Work Models at Intuitive - Ways of Working</a>                                                                                                            |
| <a href="#">Leo</a> page > Employee Essentials > People Leaders > How We Hire                                                                                                                       |
| <a href="#">Leo</a> page > Employee Essentials > Total Rewards > Compensation                                                                                                                       |
| <a href="#">Leo</a> page > Employee Essentials > Development @ Intuitive                                                                                                                            |
| <a href="#">Leo</a> page > Employee Essentials > Learning @ Intuitive                                                                                                                               |
| Leave of Absence policy (Italy): <a href="#">Italy AB Medica - Leave of Absence</a> ; <a href="#">Italy - Birth bonus (Bonus natalità) - AB Medica DV s.r.l.</a>                                    |
| <a href="#">Intuitive's Code of Business Conduct and Ethics</a>                                                                                                                                     |
| Intuitive's Workplace Violence Prevention Policy 1144649                                                                                                                                            |
| Intuitive's Ethics and compliance Hotline EthicsPoint: <a href="#">EthicsPoint - Intuitive Surgical Operations, Inc.</a>                                                                            |
| HR HelpNow employee portal: <ul style="list-style-type: none"> <li>- <a href="#">Get Help With Workplace Concerns</a></li> <li>- <a href="#">Employee Relations Support - HR HelpNow</a></li> </ul> |