



## **ReBio Pharma – Gender Equality Plan (GEP)**

**Last updated: December 2025**

ReBio Pharma is committed to gender equality, fairness, and a safe working environment for everyone. The Gender Equality Plan is approved by management, publicly available, and updated annually.

We ensure equal treatment in recruitment, pay, career development, and daily work. Discrimination, harassment, and gender-based violence, including sexual harassment, are strictly prohibited, and any concerns can be reported confidentially.

We promote a supportive work culture that emphasizes well-being, reasonable workloads, flexibility where possible, and respectful interactions among all employees.

ReBio strives to strengthen gender balance across teams, expert roles, and leadership positions. Recruitment and career progression are based on transparent and competence-driven criteria.

We review HR information throughout the year to guide gender equality development. We provide basic training or materials on gender equality, diversity, and unconscious bias, to support an inclusive workplace.

ReBio allocates the necessary resources, responsibilities, and management support to implement this plan. The Gender Equality Plan is reviewed and updated annually to ensure continuous improvement.