

Orvida Pharma – Gender Equality Plan

Orvida Pharma is committed to promoting gender equality as a core organizational value. This Gender Equality Plan (GEP) sets out Orvida Pharma's commitment, principles, and actions to ensure equal opportunities for all genders across employment, career development, leadership, and research activities, in line with Horizon Europe and European Research Area (ERA) requirements.

Employment decisions at Orvida Pharma are based solely on professional merit, qualifications, and competence. The company does not tolerate discrimination on the basis of gender, gender identity or expression, sexual orientation, age, disability, race, religion, national origin, pregnancy or parental status, or any other characteristic protected under applicable EU and national legislation. Orvida Pharma complies with all relevant legal and regulatory requirements relating to equal treatment and non-discrimination, with full endorsement and oversight by senior management.

Responsibility for the implementation and monitoring of this GEP lies with company leadership, supported by human resources and management functions as appropriate to the company's size and structure. The GEP is formally adopted by management, communicated internally, and made available upon request to relevant stakeholders. Progress and effectiveness are reviewed on a regular basis, and the plan is updated as the organization evolves.

Orvida Pharma recognizes the importance of evidence-based monitoring of gender equality. The company periodically reviews gender-disaggregated data related to workforce composition, leadership representation, recruitment, career progression, and pay structures, in a manner proportionate to organizational size and in compliance with data protection requirements. These reviews support informed decision-making and continuous improvement.

Orvida Pharma is committed to equal pay for equal work and applies consistent compensation principles across comparable roles and levels. Opportunities for training,

leadership development, and scientific responsibility are made available on an equitable basis.

Orvida Pharma supports work–life balance for all employees by enabling flexible working arrangements where compatible with operational needs, and by fostering a culture that recognizes shared caregiving responsibilities across genders. The company maintains a zero-tolerance approach toward gender-based violence, sexual harassment, or any form of inappropriate conduct, and ensures that concerns can be raised safely, confidentially, and without retaliation.

Through this Gender Equality Plan, Orvida Pharma affirms its long-term commitment to gender equality, inclusion, and continuous improvement, fully aligned with Horizon Europe, ERA principles and the Israeli work laws.

Approved by:



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