

Gender Equality Plan (GEP)

1. Introduction

Pharmacoidea Ltd., as an innovation-driven biotechnology company, is firmly committed to promoting gender equality. In all our research and development activities, we consider diversity, equal opportunity, and inclusion fundamental values. This Gender Equality Plan (GEP) provides a structured framework to ensure the realization of these principles.

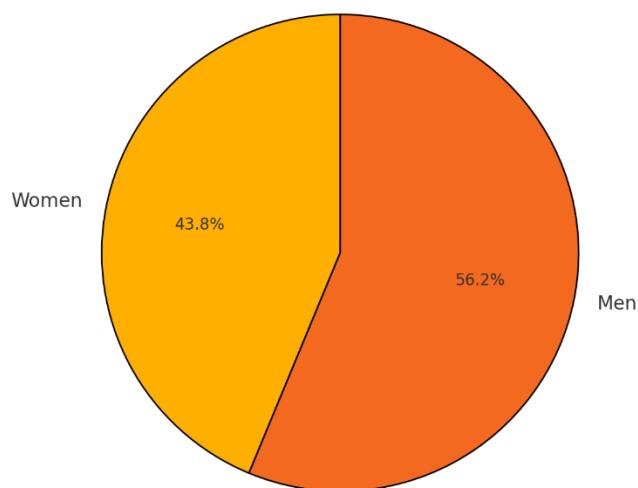
2. Commitment to Gender Equality

We attach paramount importance to ensuring equal opportunities for women and men in research, innovation, leadership, and career advancement. Promoting gender equality is not only a moral imperative but also a factor that enhances our professional excellence and competitiveness.

3. Assessment and Current Status

As of 2025, Pharmacoidea employs 16 staff members, of whom 7 are women (44%) and 9 are men (56%). At the management level, there are 3 executives: 2 women (67%) and 1 man (33%), reflecting a notably high representation of women in leadership positions. In research, development, and operational roles, we strive to maintain a balanced gender representation. There are no gender-based salary differences at Pharmacoidea, and recruitment, promotion, and evaluation processes are exclusively based on professional performance and competencies.

Gender distribution among Pharmacoidea employees (2025)



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4. Objectives and Actions

- Recruitment and Selection: We ensure that job advertisements are formulated in a gender-neutral manner to encourage applications from women as well.
- Career Advancement: We support the advancement of women into leadership positions through dedicated training and mentoring programs.
- Work-Life Balance: We offer flexible working arrangements (e.g., remote work, flexible hours) to accommodate different personal circumstances.
- Awareness Raising: We plan to introduce unconscious bias training to promote an inclusive work culture.
- Safe Working Environment: We enforce a zero-tolerance policy towards harassment, discrimination, and all forms of unequal treatment.

5. Monitoring and Evaluation

The implementation of the Gender Equality Plan will be reviewed annually: gender distribution data will be monitored, employee satisfaction surveys will be conducted, and corrective action plans will be developed if necessary.

6. Responsibilities and Resources

The execution of the GEP is jointly overseen by the company's HR officer and executive management. Each year, a designated internal coordinator will be appointed to manage data collection, implementation of measures, and evaluation processes.

7. Communication and Public Availability

The Gender Equality Plan is publicly available on the official Pharmacoidea website: www.pharmacoidea.eu/gender-equality-plan. It is introduced to all new employees during onboarding and is reviewed and updated annually.

Date: 2025.04.01.



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