

## **Porton Pharma Solutions Ltd.**

### **Diversity, Equity and Inclusion (DEI) Policy**

#### **I General Provisions**

##### **1. Purpose**

To promote the corporate culture development of Porton Pharma Solutions Ltd. (hereinafter referred to as "the Company" or "we"), the Company is committed to building an inclusive, diverse, equal, and just working environment by integrating Diversity, Equity, and Inclusion (DEI) concepts into its corporate culture and operations. We encourage all employees to comply with this policy and work together to create an open, inclusive, equal, and harmonious working environment.

To the extent permitted by local laws, we value and cultivate talents regardless of race, color, gender, age, religion, nationality, disability status, marital status, veteran status, sexual orientation, gender identity, or other legally protected statuses to ensure all individuals feel a sense of belonging, respect, and value. This policy is hereby formulated.

##### **2. Scope of Application**

This policy applies to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotion, transfer, social activities, dismissal, and the establishment of a diversified working environment, but is not limited to these aspects.

This policy applies to the entire company, including overseas subsidiaries.

#### **II Content**

##### **3. Definition**

We are accelerating the promotion of a global inclusive culture so that every individual feels a sense of belonging. At the same time, we integrate Diversity, Equity, and Inclusion (DEI) into our business strategy.

#### **4. Responsibilities**

The Company has established the Board of Directors' Strategy and ESG Committee, which is responsible for formulating, managing, supervising, and implementing the Company's DEI strategy. The management and Human Resources Department will work together to embed DEI policies into business operations, provide legal DEI policy training for all personnel, promote related project implementations, and regularly report DEI progress to the Board of Directors' Strategy and ESG Committee.

This policy has been reviewed by the Board of Directors' Strategy and ESG Committee to ensure it guides our global DEI stance. The Board of Directors' Strategy and ESG Committee regularly reviews the Company's policies, programs, and specific initiatives to ensure effective management under various circumstances.

#### **5. Content**

##### **5.1 Diversity in Talents**

Encourage and respect diversity in race, culture, gender, age, religion, sexual orientation, disability status, etc. The organization should advocate diversity, recognize various identities and backgrounds, and not discriminate against any employee. The Company is committed to taking practical actions to recruit and attract talents from different backgrounds in a fair, equal, and legal manner.

##### **5.2 People-Oriented**

Guided by the principle of being people-oriented and treating everyone equally, employees are considered the company's greatest asset. Establish a fair working opportunity and treatment system to ensure every employee has equal rights and opportunities for training, promotion, and other benefits. We uphold the freedom of

association and recognize the rights of collective bargaining; ensure no form of forced labor; and never employ child labor. Enhance the DEI awareness of all personnel, improve acceptance of colleagues from different backgrounds, promote collaboration among colleagues, and create a safe working environment where everyone feels recognized in their work.

### **5.3 Anti-Discrimination**

Any form of discriminatory behavior, including racial discrimination, gender discrimination and age discrimination is strictly prohibited. Establish complaint channels to protect the rights of employees who suffer from discrimination.

### **5.4 Inclusive Leadership**

Organizational leadership should be inclusive, respecting and understanding employee differences, promoting team cooperation and cohesion. The Company's management should possess inclusive leadership, maintain an open and inclusive mindset, and value and listen to diverse viewpoints. When making performance evaluations and promotion decisions, the management needs to consider individuals from different backgrounds fairly and avoid conscious or unconscious biases.

### **5.5 Diversified Training and Development**

Provide diversified training and educational opportunities, helping employees enhance mutual understanding and respect, and promoting cultural exchange and integration. Strive to discover individual potential, leverage personal abilities, foster teamwork, and achieve a win-win for both the company and employees.

### **5.6 Active Social Responsibility**

Actively participate in social welfare activities, support an inclusive and diverse social environment, and advocate for justice, equality, and respect.

In summary, this policy aims to establish an open, inclusive, fair, and equal working

environment, advocating for respect and value for each employee's differences, and achieving comprehensive development for employees and the continuous development of the organization.

## **6. Appeal and Feedback**

We provide equal employment opportunities. Our employment decisions are based on factors such as competence, qualifications, skills, performance, and achievements, and we do not tolerate discrimination against any employee or job applicant based on non-job-related personal characteristics (such as race).

We take allegations of discrimination, harassment, and bullying seriously and ensure appropriate investigations are conducted. We will endeavor to maintain the confidentiality of the sources of all reported incidents and disclose information as necessary to facilitate investigation or resolution.

We encourage employees to honestly report any behavior that may violate this policy. Prohibition of Retaliation: We protect complainants and do not tolerate threats or retaliation against individuals who report violations of this policy or provide information for the investigation of such behavior.

Consequences: Employees who do not comply with this policy and are found to have engaged in discrimination, harassment, or bullying will face appropriate disciplinary actions, including termination of employment.

Employees can report potential violations through the following channels:

1. Report to their immediate supervisor or the Human Resources Department.
2. Report issues through the HR Service Desk.
3. Anonymously report issues via email to [complaint@portonpharma.com](mailto:complaint@portonpharma.com).

## **7. Remedies and Support**

We provide support and remedies for victims of discrimination or harassment. We will identify and correct the harm caused to victims to alleviate the impact of discriminatory or harassment incidents, including offering emotional support and psychological counseling, communicating sufficiently to relieve emotional distress; ensuring the personal safety, workplace environment, and privacy protection of victims; adjusting workspaces if necessary; and conducting prompt, fair, and transparent investigations to ensure appropriate and just handling.

### **8. Review and Update**

This policy will be periodically reviewed and updated to ensure it complies with laws and regulations and best practices while aligning with the Company's strategic goals.

## **III Supplementary Provisions**

9. This policy shall come into effect from the date of approval by the Board of Directors' Strategy and ESG Committee.

10. This policy shall be interpreted and revised by the HR Department's Culture and Talent Development Division.