

Gender Equality Plan for PlantArcBio Ltd.

1. Introduction and Commitment

At PlantArcBio, we are committed to advancing gender equality in all areas of our business. This plan highlights our ongoing efforts to build an inclusive, equitable, and supportive workplace for all employees, regardless of gender. We are proud of the significant representation of women in our management and workforce - where nearly half of our employees and two-thirds of our top management are women.

This Gender Equality Plan is a testament to our determination to eliminate gender biases, promote equal opportunities, and create a diverse, inclusive environment. Endorsed by our management and published on our website,¹ this plan will continue to evolve and will be updated periodically, as we make further progress toward gender equality.

2. Dedicated Resources

To implement this plan effectively, our team, together with management and external legal advisors, will ensure compliance with gender equality regulations and assist with internal audits and reviews.

3. Awareness Raising and Training

Raising awareness of gender equality and addressing unconscious biases is critical to fostering an inclusive workplace. PlantArcBio is committed to

- Training: All staff and decision-makers will participate in annual gender equality and unconscious bias training. This training will cover topics such as gender diversity, inclusive leadership, and bias-free recruitment and promotion practices.

4. Key Focus Areas

A. Work-Life Balance and Company's Culture

Our employees' well-being is extremely important to us. PlantArcBio recognizes the importance of work-life balance in supporting gender equality. Our policies are designed to:

- Encourage flexible working schedule to accommodate the needs of all employees.
- Promote a workplace culture that values work-life balance for both women and men.

¹ This plan is subject to the approval and review of the company's board of directors, as determined periodically.

B. Gender Balance in Leadership and Decision-Making

We take great pride in the strong representation of women within our top management, where 2 out of 3 members are female, as well as in the nearly 50% representation of women among our overall workforce, including management. We are working towards ensuring gender balance in all management levels,², and we are committed to addressing this matter by:

- Ensuring that future recruitment and promotion processes continue to foster equality, along with professional and organizational considerations, at all levels of decision-making.
- Continuously reviewing our leadership structure to identify opportunities for promoting women into leadership roles.

C. Recruitment, Promotion, and Salary Processes

PlantArcBio operates with a commitment to equality in recruitment, promotion, and salary processes. We acknowledge the importance of transparency and continuous improvement, and our actions include, *inter alia*:

- Submission of salary distribution reports to the relevant authorities (published also on the company's website), which reflect an equitable pay structure, with some cases showing women earning more than their male counterparts.
- Regular reviews of recruitment and promotion processes to ensure that gender diversity is factored in without compromising fairness.

D. Anti-Sexual Harassment Policy

Our company is committed to ensuring a safe and respectful workplace for all employees. We comply with all legal obligations arising from Israeli regulations concerning the prevention of sexual harassment. Additionally, and in order to prevent gender-based violence, we have established an anti-sexual harassment policy, which include, *inter alia*, the following steps:

- A clear statute against sexual harassment displayed in all company offices.
- The appointment of a dedicated person (currently a woman) to handle any complaints or concerns regarding sexual harassment.
- A clear, confidential procedure is available for employees to report any incidents of harassment, with protections in place for those who come forward.

² As of August 2024, there is one female member in the company's BoD.

- We are also committed to perform annual training for all staff on recognizing and preventing sexual harassment in the workplace.

5. Ongoing Commitment to Progress

Gender equality is an ongoing effort, and PlantArcBio is committed to continuously evolving and expanding our gender equality policies. We will:

- Annually review this plan to ensure it aligns with current best practices and any new legal or regulatory developments.
- Expand our policies to address any emerging gender equality issues within the biotech sector and beyond.

This Gender Equality Plan serves as both a commitment and a roadmap to achieving a fair and inclusive working environment. With the support of our leadership and the entire workforce, we will work continuously to achieve true gender equality.

This plan has been signed and approved by the company's CEO, September 2024