

AMYL GENDER EQUALITY PLAN





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1 Introduction

Amyl Therapeutics is a Biotechnology company at the pre-clinical stage created in 2020. Its work involves research into treatments for rare and neurodegenerative diseases linked to the misfolding of peripheral proteins.

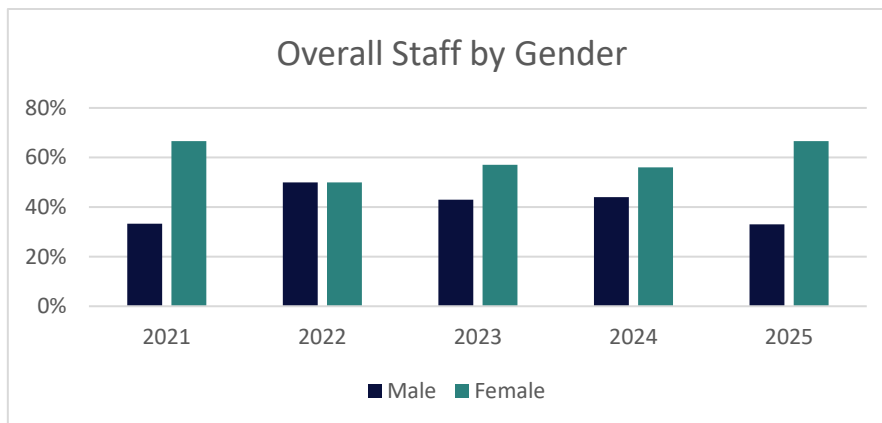
This Gender Equality Plan is the first one for **Amyl Therapeutics**, but since its inception, the company has prioritized fostering a supportive and dynamic workplace for all members of the organization. It provides an environment of exceptional scientific standards. Both scientists and support staff benefit from outstanding working conditions, including infrastructure and cutting-edge equipment.

2 Organization description

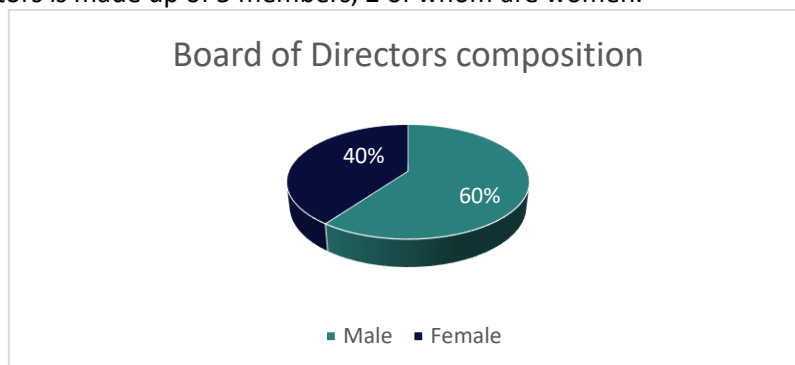
Amyl Therapeutics currently has 7 employees and 2 C-level managers (CEO & CSO). The level of seniority, autonomy, and responsibility is determined by the specific role within the organization and is represented in the employee's contract level.

Among employees, women are present in all roles within the organization, except for the C-level managers position, which is currently held by a man. From 2021 to 2024, the C-level management was made up of 1 man (CEO) and 1 woman (CSO). Since end 2024, the 2 directors are men. Currently, 33% of Amyl's staff are male, 67% are female. In 2024, out of 6 employees, 2 have elected to be part-time, one man and one woman.

Here below is the progression of the staff by gender through the years:



The Board of Directors is made up of 5 members, 2 of whom are women.





3 Balance between work and private life

Amyl values its employees and puts as priority objectives the following points: safety at work, healthy working environment, a secure and inclusive space where everyone is treated fairly and with dignity. Individuals—regardless of gender, gender identity, nationality, ethnic background, religious or political beliefs, age, or position—are encouraged to grow and thrive. Ultimately, the company aspires to cultivate a culture that allows everyone to bring their authentic selves to work. At **Amyl**, we strongly believe that work-life balance is closely linked to these objectives. That's why we are taking the following initiatives:

- Provision of a register where employees can make all kinds of suggestions relating to well-being at work.
- Flexible working hours and homeworking authorised for one day a week, if the job allows it (more days are exceptionally accepted with the agreement of the N+1).
- Possibility of jogging during the lunch break.
- Continuous improvement in communication:
 - General communications by e-mail.
 - Interview with N+1 every 2 weeks
 - Team meetings
 - White board: weekly sharing of activities in progress with each employee to value the work of every team member
 - Well-being survey every year (physical workload, mental workload including stress, motivation, laboratory risks, conflicts at work, harassment, etc.)
 - Team Building once a year to consolidate the team spirit
 - Celebration of events
- We are in favour of parental leave.
- We make employees aware of the need to disconnect.
- Every weekend spent in conferences are recoverable.

4 Gender equality in recruitment and career progression

4.1 Recruitment

Amyl is considering the professional training and experience as a priority in its recruitment process. Moreover, the recruitment team always do its best to draw up a clear job description including the key responsibilities, desired qualifications, skills and knowledge, relevant experience and other aspects that are needed to be able to fulfil the positions successfully. The job description and the required profile of the candidates are written in a gender-neutral language. We strive for gender balance in all selection panels.

4.2 Salary and evaluation process

Salary scales are gender neutral and based on the position level and experience. The conditions of the Collective labour agreement no. 25 of 15 October 1975 on equal pay for male and female workers are listed in the work regulations of the company. It notably states that:

- Equal pay for male and female workers must be ensured in all pay components and conditions, including, where used, job evaluation systems.

- Under no circumstances may job evaluation systems lead to discrimination, either in the choice of criteria, or in their weighting, or in the system of transposing evaluation values into remuneration components.

4.3 Career development

Amyl offers the possibility to its employees, regardless of position in the company, to develop professionally through training and career plans. This point is discussed at least once a year during the evaluation process and depends on the financial situation of the company.

5 Values and behaviours

The respect and integrity are part of the company values which are displayed in our premises and published on our website. They are defined as follows:

Respect: *“We care for diverse perspectives, ideas, and contributions. Respect is reflected in honoring the value of every individual and maintaining an unwavering commitment to inclusivity and fairness.”*

Integrity: *“We uphold the highest standards of honesty and ethical principles. This means taking responsibility for our actions and being transparent in every aspect of our work. Integrity is the foundation of trust and excellence in our organization.”*

Amyl upholds a zero-tolerance policy for discriminatory behaviour such as harassment and bullying. The article 62 of Amyl work regulations sets out these rules and mentions the actions to be taken and the people to contact in such situations.

6 Gender dimension in research and trainings

Amyl will encourage the awareness of gender dimension in research. This topic will be incorporated in the training program to be reviewed this year. Amyl will also add the gender equality and unconscious gender biases in the trainings for staff and decision-makers.

Signature and stamp

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