

Gender Equality Plan

Vycellix Sweden AB

Introduction

Vycellix Sweden AB is a wholly-owned subsidiary of the USA-based biotechnology company, Vycellix, Inc. Vycellix Sweden is engaged in discovery-stage cancer immunotherapy research, which is conducted in collaboration with leading medical researchers at Sweden's Karolinska Institutet. The Company's mission is to discover and develop novel therapeutic products for the improved treatment of human disease with a focus on cancers.

The Company is based at the Karolinska Institutet's Huddinge campus in the 'A Working Lab' incubator, (<https://www.aworkinglab.se/en/>):

*Vycellix Sweden
C/O A Working Lab
Alfred Nobels allé 10
141 52 Huddinge
Sweden*

Part of our work includes proactive, well-functioning efforts around gender equality, inclusion and diversity, both from an ethical perspective and with a view towards profitability and efficiency improvements as an employer and as a research and innovation institute. Vycellix Sweden has a responsibility to support positive change through active efforts both within and outside the organization.

Gender equality is an established right, regarded as an essential human right for the development of society and for the full participation of everyone, regardless of their gender. The concept of gender equality translates into equal rights, freedom, and opportunities for all genders, with the goal of promoting equal value, recognition and participation in all spheres of public and private life.

Contributing to Equity and Gender Equality is a core element in what we do, within the company as well as through the projects and assignments we are involved in. This Gender Equality Plan (GEP) aims to guide our work to consciously address gender equality in everything we do.

This Gender Equality Plan provides a framework which reflects the underlying values of Vycellix Sweden as a company recognized for quality, competence, transparency and credibility, and whose activities are permeated by gender equality and sustainability. The GEP reflects a commitment to these values and describes how these values apply in practice.

Vycellix Sweden supports the development of structures that enhance gender equality and social equality within the organization. Equality (gender and in a wider context) is emphasized in all processes, including recruitment, competence development, training programs or career progression.

Gender equality in recruitment and career progression

Vycellix Sweden strives for equality and diversity in recruitment and career progression, actively encouraging applications which would increase the diversity and representativity of the Vycellix Sweden team in new recruitments.

Against gender-based violence, including sexual harassment

Vycellix Sweden does not tolerate any form of harassment, including sexual harassment and gender-based violence, whether from/between colleagues in the company, or in relation to clients and partners.

Organisation

Vycellix Sweden has dedicated specific resources to the implementation of the Gender Equality Plan, in addition to which all employees are encouraged and expected to contribute to making a positive impact on gender equality, within the organization and in our projects and activities.

Approval

This document is approved by the Chair of the Board, the Board of Directors, and the CEO of Vycellix Sweden.

Evren Alici, CEO & Chair of the Board
Stockholm 2022-11-10