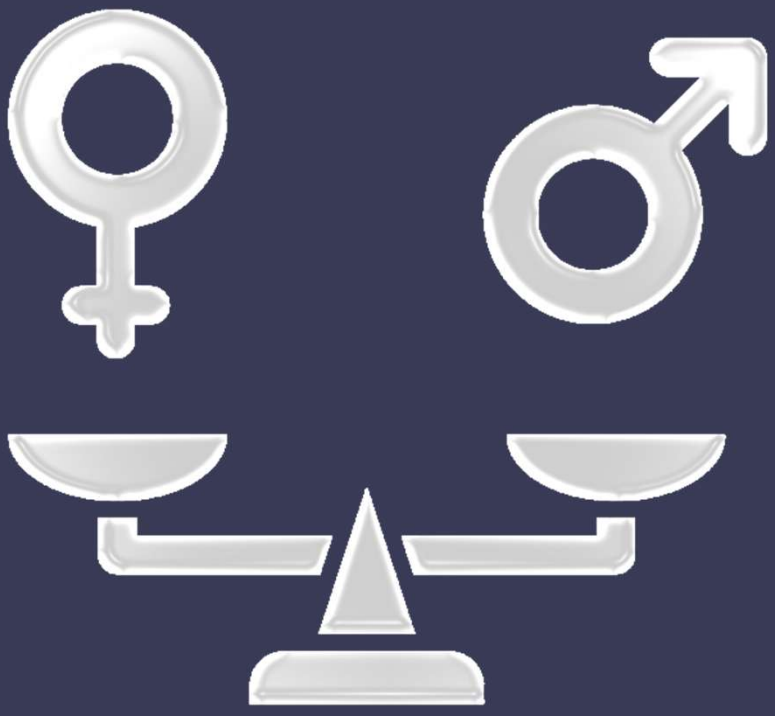
Delta4
digital drug discovery & development

Gender Equality Plan

2026



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1. Introduction

Delta4 is not only committed to excellence in drug repositioning and development, but also to the equality of all people working within the company. Delta4 promotes equality between women and men when carrying out the tasks of all employees and actively works to eliminate any disadvantages for both genders. In those areas where one of the two genders is underrepresented, opportunities are being sought to increase the proportion of this gender, while giving priority to suitability and professional performance.

All employees, especially those in management positions, are required by management to implement equality between men and women to help eliminate disadvantages and promote equal opportunities in all areas of responsibility.

Delta4 strives to maintain high standards when it comes to balancing work and family. Together with a safe and fair working environment, this is a prerequisite for the shared success of those involved in the company.

1.1 Initial situation

There is a social consensus to want to achieve equal opportunities for women and men.

However, there is still a great need for action in many areas of society. The equal participation of women and men in politics and society is also an economic issue. An economy loses a lot development and growth potential if it forgoes half of its knowledge and experience. These considerations are particularly relevant for the scientific sector, as only around 30% of the scientists and researchers working for private corporations in Austria are female (EU average: 34%). Furthermore, Austria's Gender Pay Gap is still considerably high: on average, women receive an income that is around 17.6% lower than that of men (based on average hourly wages). The Gender Pay Gap in Austria therefore lies above the EU average of 11.1%*.

The current composition of employees at Delta4 mirrors a general tendency in Austria: the corporate sector plays a much greater role for men, employing slightly more than half of male scientists, but only a quarter of female scientists.

At Delta4, female employees receive an income that is equal to their male colleagues.

The following section shows the areas in which efforts are being made to achieve greater gender equality.

* Source: Statistik Austria – https://www.statistik.at/en/statistics/population-and-society/gender-statistics/income, 2024.

The following vision of the future is sought:

- The decision-making and design power in pharma companies and institutions is evenly distributed between women and men. It goes without saying that women and men work together on the issue of equal opportunities.

- The diverse talents, skills, experiences and energies of women are adequately included in the design and management of pharma companies and institutions and the existing competencies are effectively supplemented.

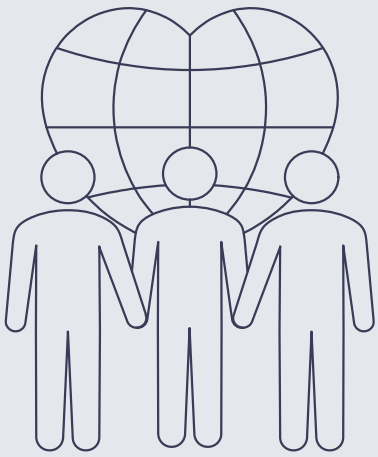
- The balanced inclusion of the genders in decision-making enables more promising further development. The positive correlation between the presence of women in management teams and the financial and organizational performance of companies has been proven in scientific studies. Achieving development and economic goals requires a rapid realization of gender balance.

- Both women and men have skills that are equally needed in scientific institutions and organizations.

- Cooperation between people with different experiences and perspectives can strengthen problem-solving and innovation. Delta4 encourages all employees to question established practices, raise concerns and contribute ideas. Contributions are valued on their merits, without attributing particular abilities or behaviours to gender.

- Creative, diverse solutions ultimately also increase the efficiency and attractiveness of scientific research for women and men.

- The balanced participation and representation of women and men in decision-making processes and management positions is of key importance in terms of democratic policy and, above all, a moral obligation for Delta4.



1.2 Responsibility

Delta4 aims to be a role model for equal participation of men, women and diverse people in the representation of scientific research and business development. It actively promotes this balance at all levels.

The consideration of gender equality is a management task and is the responsibility of the management of the respective department. This also applies to the development of suitable further development strategies, measures and monitoring processes for the respective department.

1.3 Attitudes

The further development of gender equality and diversity requires a consistent and professional attitude on the part of all those involved.

The essential basic attitudes are

- Appreciation of the individual
- Self-esteem and self-confidence
- Openness and curiosity
- Courage to explore new options for action
- Reflective handling of conflicts, resistance and thought patterns
- A balance in preserving and changing actions
- Tolerating, utilizing and promoting diversity

1.4 Fields of Action

The following fields of action were defined, which are relevant for the implementation of the Gender Equality Plan.

1.4.1 Fill positions

Delta4 aims to achieve a balanced participation for all, regardless of age and gender.

It is the task of the management to organize the framework conditions in such a way that this can be achieved. The management ensures that the organizational culture promotes balanced participation and inclusion and is aware of its role model effect.

It therefore needs:

- a critical examination of the gender-specific differences in the recruitment of women and men in all departments.

- Career paths may include interruptions or periods of part-time work, including for childcare or other caring responsibilities. Recruitment and promotion decisions assess relevant skills, experience and potential without making assumptions based on gender, parenthood or family circumstances. Delta4 supports the sharing of caring responsibilities and seeks to remove barriers to career progression for all employees.

- a consistent dismantling of formal and informal barriers: Examples here are the type of planning or family-friendly working hours.

- an awareness that the effects and results of certain behaviors and structures can be different for women and men.

- more commitment to sufficient participation of women (at least 30%) at all levels of the organization (executive management, departments, units) as well as participation in decision-making processes.

1.4.2 Resource distribution

The use of resources includes, in particular, financial resources, personnel, infrastructure and discussion and decision-making time in decision-making bodies as well as the corresponding status in the company's publications and other public relations measures.

It therefore requires:

- a balanced handling of topics and concerns that are more likely to be pushed by women or men

- ensuring equal remuneration for equivalent functions and services by the company

- the establishment and utilization of networks to strengthen the position of women. Equal participation of women and men in interest representation requires an analogous approach in the personnel development of interest representation.

1.4.3 Expanding the scope for shaping the organization

Breaking down traditional role expectations means making greater use of personal skills and inclinations both in the personal and family environment as well as in the representation of interests, instead of cementing traditional role attributions. This applies to women and men of all ages.

It therefore requires:

- raising awareness for expanded options for action for women and men.

- the promotion of women in management positions.

- the distribution of tasks and functions irrespective of gender.

- the clarification of responsibilities, tasks and role expectations for functions.

- promoting the self-confidence of women and men to recognize their own abilities and potential.

- the courage to take a differentiated view and promote skills and potential.

- the promotion of applications from underrepresented genders in management positions.

1.4.4 Compatibility of family, business management and career for men and women

Valuing family life and organizing it as a partnership are essential foundations for the equal participation of women and men in the representation of interests.

It is therefore necessary:

- to raise awareness of the importance of family life.

- the family-friendly design of the organizational culture.

- moving away from traditional role expectations.

- active support for all employees returning to work after parental leave or other caring-related absences, including agreed re-entry arrangements and equal access to professional development.

1.4.5 (Re-)Presentation in public

The presentation and presence in the media is indispensable for the successful communication of scientific topics. The presentation of progress in research and development is a fundamental objective in our public relations work. The dignity of women and men is respected in all public relations activities and the company strives to present women and men and their concerns on an equal footing.

Not only in public relations work, but also at events and meetings, attitudes and values become visible through language and gestures, symbols and actions - and these can be expanded and changed.

This means:

- The selection of topics and media planning should equally reflect the different life and work situations as well as the interests and concerns of women and men.
- With regard to images and texts in the media, special consideration should be given to the fields of action "dismantling traditional role attributions" and "compatibility of family, management and function for women and men".
- When selecting attendees for summits and events, attention should be paid to a balanced gender distribution.
- The company should act as a role model and raise awareness of subtle devaluations, create transparency and contribute to their avoidance.

The following chapter describes the resources and expertise currently available at Delta4, how data is analyzed and monitored and which activities are planned and already being implemented to expand gender equality.

2. Implementation of initiatives of Delta4

2.1 Human resources and gender expertise

In 2020, the management of Delta4 established a mutual agreement with the aim of monitoring the development of implementation measures in the area of gender equality, regularly evaluating them.

Additionally, all of Delta4's department leads are informed to follow this agreement and the goals set therein.

2.2 Data analysis and monitoring

Delta4 has created an internal organizational baseline analysis that serves as an information basis for the development of relevant key figures for gender equality monitoring. Both quantitative and qualitative data were collected for this purpose.

The quantitative situation analysis has been carried out at least every two years since 2020. It not only compares the headcount and full-time equivalent of women and men, but also compares management positions, the jobs of female and male scientists and other jobs separately. This makes it possible to differentiate more specifically between the quality of jobs and the extent of employment.

In 2026, Delta4 employs 3 women (27.3%) and 8 men (72.7%) out of 11 employees (100%).

2.3 Areas of action of Delta4

This section outlines the fields of action that Delta4 is pursuing in order to achieve the goals related to gender equality.

2.3.1 Positions and personnel development

At management level, there is currently still an imbalance in the participation of women and men in Delta4.

There are a number of possible explanations for this, such as the age structure of current managers. Delta4 has demonstrably recruited more men than women in recent years.

In order to promote equal opportunities and a balanced gender representation in all areas, Delta4 relies on transparent recruitment procedures. This means that all vacancies must be published in at least one public place (e.g. website under "Job advertisements" or in a job portal).

Gender equality initiatives at Delta4 include proactively approaching potential candidates at an early stage in order to increase the proportion of the underrepresented gender.

To ensure systematic personnel development, annual employee appraisals are held in which development goals are defined at an individual level and provided with appropriate resources (e.g. further training).

Personnel development measures implemented are sustainably gender-neutral.

2.3.2 Resource distribution

Delta4 guarantees equal pay and bonuses for equal work.

For various further education opportunities, there is extensive leave of absence and cost coverage by the employer.

Underrepresented genders are encouraged to take advantage of further education and career opportunities.

2.3.3 Expanding the scope for shaping the organization

Employees of Delta4 benefit from further training opportunities at their own request.

Awareness-raising and personal development programs on these topics are also being promoted during internal meetings.

2.3.4 Compatibility of family, business management and career for men and women

Measures for returning to work after parental leave

- Parental leave is also granted from the outset for longer periods than guaranteed by law; extensions of parental leave are generally approved.
- Part-time parental leave is possible in all cases.
- Re-boarding interviews before the end of parental leave facilitate the return.
- On request, a so-called "soft return" is possible, i.e. following parental leave, more leave or compensatory time off can be taken for the time being (minus hours are also permitted).
- During parental leave, contact is maintained by forwarding various circulars from the responsible departments.
- Employees are informed about vacant positions (especially part-time positions) before the end of parental leave.

Childcare options

- Delta4 does not provide its own childcare facilities.

Flexitime regulations and flexibility for part-time employees

Each part-time employee is given a work schedule that meets their needs; normal working hours, framework working hours and block working hours are not rigidly specified by the employer, but are agreed anew in each individual case.

All part-time employees also participate in the flexitime system, i.e. minus hours are permitted and the start and end times are flexible.

Paternity leave

Eligible employees have a statutory right to one month's unpaid leave following childbirth ('Papamonat'), subject to legal conditions and notification deadlines. Additional company benefits are separate. So far all applications for paternity leave or part-time parental leave have been approved.

Part-time training

Many internal and external training courses are counted as working time, i.e. part-time employees build up plus hours when they attend such courses. In addition, consideration is given to employees' preferred dates for internal training courses.

Home office regulation

All employees have been offered the opportunity to work from home on selected days since 2020. This makes it much easier to reconcile work and family life.

2.3.5 (Re-)Presentation in public

In public relations activities of Delta4, care is taken to communicate in a gender-appropriate manner. This includes inviting and greeting women and men equally according to their functions.

The entrepreneurial quality of women and men is represented equally in images and moving images.

Delta4 is adhering to gender-equitable wording since its inception.

In internal communication, competence building on equal opportunities issues is promoted by making relevant documents available and incorporating the topic of gender equality at employee information meetings.

2.3.6 Prevention of harassment and reporting concerns

Delta4 does not tolerate sexual harassment, gender-based harassment or discrimination. Employees can report concerns through the company's whistleblowing-channel: https://delta4.ai/whistleblowing/.

This channel also provides an alternative to reporting directly to a line manager.

Reports are handled confidentially, with information shared only as necessary for a fair assessment and appropriate follow-up. Retaliation against anyone who raises a concern in good faith or participates in an investigation is prohibited.

2.3.7 Sex considerations in research and data analysis

Delta4 considers biological sex where relevant to drug discovery, repositioning and development. Where such information is available and its use is appropriate, research teams assess the representation of sexes in source datasets and consider whether biological differences could influence findings, model performance or the applicability of results.

Where scientifically justified and feasible, analyses include sex-disaggregated results or evaluate sex-related differences.

Missing information, imbalances and limitations are documented and considered when interpreting and communicating findings. Biological sex is distinguished from gender; neither is inferred from names or other unreliable proxies.

