



Our Commitment to an Inclusive Workplace

Ensuring an inclusive workplace is vital to our culture and our work. We strive to create an environment where everyone can bring their best and true self to work each day. We value and encourage embracing different backgrounds, ideas, and viewpoints. Our values, Integrity, Courage, Innovation and Collaboration, are grounded in respect. Together, we strive to grow professionally, foster a positive work culture, and improve the lives of patients.

Workplace Community Building Policy

Knoa Pharma L.L.C. and its subsidiaries are dedicated to nurturing and maintaining a workplace environment that values unique perspectives, promotes merit and fairness, and fosters a sense of belonging.

To do great work, we need great people. We recognize and celebrate the contributions that each individual brings to our workplace. We embrace our colleagues' talents, abilities and differences.

We strive to ensure that our practices, policies, procedures and behaviors promote a strong workplace community where all employees feel valued and empowered. Our commitment extends to all aspects of the employee experience including recruitment, onboarding, engagement, retention and offboarding. To achieve a thriving workplace, we encourage and expect the following of our colleagues:

- Treat others with dignity and respect, always.
- Actively participate in our inclusive work environment at all times, free from discrimination, harassment and retaliation.
- Foster teamwork and collaboration.
- Support and encourage each other to reach our full potential.
- Hold ourselves accountable for fostering an inclusive workplace community.

Our approach to workplace community building is in accordance with existing legal employment protected classifications. Our efforts are also supported by a range of policies that further encourage inclusive business practices, including but not limited to:

- Equal Employment Opportunities

- Affirmative Action Program for Protected Veterans and Individuals with Disabilities
- Discrimination, Harassment and Retaliation Prevention Policy
- Reasonable Accommodation and Interactive Dialogue Policy
- Code of Ethics

Knoa Pharma strongly urges the reporting of all incidents of discrimination, harassment, or retaliation regardless of the offender's identity or position. Individuals who believe they have experienced conduct that they believe is contrary to law, or to any of Knoa's policies, or who have concerns about such matters should discuss their complaints in person with their immediate supervisor; Department Head; Vice President, Human Resources; any Human Resources Business Partner, any member of the Law Department or the Ethics & Compliance Department. Additionally, reports can be made to the Ethics & Compliance Department via email: compliance@pharma.com or can be made anonymously to the Integrity Helpline: 1-877-3831.

Any incident of discrimination, harassment, or retaliation will be given immediate attention. Responsive action may include one or more of the following as the Company believes appropriate under the circumstances: training, coaching, referral to counseling, monitoring of the offender, and/or disciplinary action up to and including termination.

The CEO's Advisory Group on Workplace Community Building's mission is to champion and guide workplace initiatives that build community, advance inclusion, and ensure every employee feels valued and connected.