

Gender Equality Plan - Strategic Action Plan (2026 - 2029)

1. Institutional Context & Company Profile

Integra Therapeutics is a biotechnology startup based in Barcelona, a spin-off of the Universitat Pompeu Fabra (UPF), specialized in the development of advanced gene editing technologies for innovative therapies. Founded in 2020 by Dr. Avencia Sánchez-Mejías and Dr. Marc Güell, the company relies on a multidisciplinary team with solid international expertise in biotechnology, biomedicine and technology transfer.

Our core asset is **FiCAT** (Find and Cut-and-Transfer), a proprietary gene writing platform that overcomes the technical limitations of current technologies such as CRISPR, AAVs or base editing. FiCAT combines the precision of the CRISPR-Cas9 system with the integrative capacity of transposases, optimized through rational design and machine learning. This synergy allows for the precise, efficient and safe insertion of large DNA fragments (>11kb) into human cells, representing a radical breakthrough in addressing complex genetic diseases.

Unlike current technologies, which suffer from limitations such as low efficiency, gene cargo size restrictions or random insertions with oncogenic potential, FiCAT offers permanent, targeted and viral-vector-free editing. These features position Integra Therapeutics as a pioneer in a new paradigm of safer, more durable and versatile gene therapies.

Integra's strategic approach is based on a dual business model. On one hand, the company develops therapies internally for priority indications, allowing us to maintain control over development and intellectual property, generating long term value. On the other hand, we foster licensing and co-development agreements with pharmaceutical and biotechnology companies to expand FiCAT's therapeutic reach without compromising our core resources and sustain financial viability. This combination accelerates the clinical validation of our technology while mitigating financial risks.

The potential of FiCAT is transformative. There are an estimated 10,000+ monogenic genetic diseases, many of which still lack effective treatment. Furthermore, its ability to overcome the 4.7kb cargo barrier imposed by traditional viral vectors makes it a key tool for addressing diseases caused by large genes, such as Duchenne muscular dystrophy or LAMA2-related muscular dystrophy.

2. Commitment to Environmental & Social Responsibility

As a biotechnology company focused on developing advanced gene editing technologies, **Integra Therapeutics** embraces a dual responsibility: generating a positive impact on human health and acting with social and environmental awareness in the face of 21st-century global challenges.

2.1 Social Challenges

Integra's primary social challenge is to ensure that access to next-generation gene therapies is **equitable and fair**. While genome editing holds revolutionary therapeutic potential, it also raises ethical challenges regarding unequal access to treatments, particularly in contexts with limited healthcare systems. Integra is committed to collaboration models with both industry and the public sector that allow for the democratization of access to advanced treatments beyond high-cost markets.

Furthermore, the rapid progress in gene editing demands **transparency and dialogue** with society to build trust and foster an adequate understanding of the limits, benefits and risks of these technologies. The company is committed to rigorous reporting, fighting misinformation and promoting responsible operations that combine scientific progress with respect for human rights and bioethics.

We also strive to actively contribute to **reducing health inequalities**. FiCAT's versatility allows for the development of advanced therapies across a wide range of genetic conditions, expanding the therapeutic horizon for patients who currently lack effective treatments. This broad applicability reflects an orientation toward socially relevant and inclusive innovation.

2.2. Environmental Challenges

Although the direct environmental impact of Integra's activities is low compared to resource-intensive industries, the company's growth presents challenges regarding **sustainable laboratory management**, resource use and the generation of biological waste. To proactively address this, Integra demonstrates a tangible commitment to sustainable laboratory management, proudly holding the **My Green Lab** certification as a testament to our eco-efficient practices.

As FiCAT approaches clinical stages, an additional challenge will be ensuring that its vectors and delivery methods are produced under standards of **eco-efficiency and biosafety**, avoiding negative environmental impacts or risks of uncontrolled release.

3. Foundations & Previous Achievements

Despite its emerging status as a biotech startup, **Integra Therapeutics** has demonstrated an active commitment to social responsibility, sustainability and ESG principles since its inception. Our approach to responsibility extends beyond technological innovation, integrating ethical, environmental and social values into our business strategy.

3.1. Personalized Medicine and Broad Therapeutic Applicability

Integra positions itself as a socially responsible company by developing advanced therapies capable of addressing a wide spectrum of genetic conditions and oncological diseases. The development of FiCAT technology enables the treatment of diseases caused by large genes, such as Duchenne muscular dystrophy or LAMA2, thus facilitating personalized therapies with an inclusive focus. This commitment aims to reduce health inequalities and democratize access to advanced treatments.

3.2. Strategic Collaborations with Social and Scientific Impact

Integra has established agreements with leading centers such as the Center for Genomic Regulation (CRG) and CIEMAT, strategic partnerships with private biotechnology companies, such as Caszyme and VIVEbiotech . These alliances foster knowledge transfer and accelerate the preclinical validation of our technology. Through the "Collaboration Pipeline" model, the company drives joint projects that expand the therapeutic coverage of its platform without compromising financial sustainability, opting for responsible and cooperative growth.

3.3. Environmental Responsibility in Laboratory Management

Integra has implemented measures to minimize its environmental footprint, including the planning of responsible biological waste management and efficient energy use in laboratories. Reinforcing this commitment, **Integra Therapeutics has obtained the My Green Lab certification**, a UN-recognized global standard that accredits our efforts in implementing sustainability policies and reducing the environmental impact of our scientific operations.

3.4. Ethics, Safety and Transparency

The company promotes active scientific transparency and dialogue with society through participation in scientific forums and international congresses. Furthermore, we are committed to the rigorous validation of the safety and efficacy of our technologies, complying with regulatory agency standards (AEMPS, EMA, FDA) and creating products with high standards of precision and safety, particularly for pediatric populations.

3.5. Responsible Human Capital and Diversity

Integra relies on a multidisciplinary and international team of experts in biotechnology, gene editing, biomedicine, data science and technology transfer. This diversity of profiles strengthens our corporate culture and fosters internal management based on collaboration, continuous learning and respect for scientific and human values. The company also participates in training initiatives like MSCA Doctoral Networks to promote young talent and train the next generation of scientists and technologists.

3.6. Alignment with Sustainable Development Goals (SDGs)

Our actions directly contribute to several specific UN SDG targets:

- **SDG 3: Good Health and Well-being:** Aligning with **Target 3.4** by targeting genetic diseases, some of which cause premature mortality.
- **SDG 9: Industry, Innovation and Infrastructure:** Promoting **Target 9.5** through our innovative FiCAT platform.
- **SDG 10: Reduced Inequalities:** Addressing **Target 10.2** by expanding therapeutic possibilities for a wide range of genetic conditions and oncological diseases, including those that currently lack effective treatments.
- **SDG 12: Responsible Consumption and Production:** Working toward **Target 12.5** through sustainable lab management and My Green Lab certification.
- **SDG 17: Partnerships for the Goals:** Reflecting **Target 17.16** through our collaborative business model with academic and pharmaceutical entities.

4. Gender Equality Plan: Introduction & Institutional Alignment

In a sector as dynamic and competitive as biotechnology, leadership is demonstrated not only through scientific innovation but also through the construction of a robust, equitable and forward-looking organizational culture. For a startup like **Integra Therapeutics**, currently in a crucial phase of growth and consolidation, the implementation of a Gender Equality Plan (GEP) is more than a regulatory compliance measure; it is a strategic opportunity to lay the foundations for sustainable success.

A GEP is a set of strategic commitments and actions designed to promote gender equality within an organization through structural and cultural change. Far from being a static document, it serves as a roadmap that enables the company to identify gaps, set clear objectives, allocate resources, and measure progress systematically. For Integra Therapeutics, adopting a GEP at this stage of development represents a unique opportunity to integrate equality as a fundamental pillar of its corporate identity, rather than having to correct structural imbalances in the future.

4.1 Justification of Fit within Integra Therapeutics

The implementation of this Gender Equality Plan aligns naturally and strategically with the mission, vision, and values of the organization for several key reasons:

- **Coherence with the Scientific Mission:** Integra Therapeutics works at the forefront of science to correct genetic diseases. To successfully tackle these highly complex scientific challenges, Integra cannot afford to miss out on 50% of the available scientific talent. A diverse and inclusive team is inherently more adaptable to change, more innovative and more resilient. The excellence and rigor applied to the development of FiCAT technology must extend to the management of our human capital, ensuring we build a forward-looking organization capable of leading the next generation of advanced therapies.
- **Alignment with Foundational Values:** As a spin-off of the *Universitat Pompeu Fabra*, a public institution deeply committed to equality, Integra inherits values of progress, rigor and social responsibility. Formalizing a GEP reinforces this legacy and demonstrates a genuine commitment to the ethical principles that must govern high-impact research.

- **Catalyst for the Dual Business Model:** The success of Integra's business model, which combines internal development with licensing agreements, depends on the strength and reputation of its team. A GEP strengthens the employer brand, making Integra a more reliable and attractive partner not only for major pharmaceutical and biotechnology companies, which increasingly evaluate the robustness of their collaborators' governance and culture, but also for European research centers and national health hospitals. As these public and academic institutions are largely publicly funded, they demand robust governance, culture and equality standards from their collaborators.
- **Response to Identified Social Challenges:** Our internal analysis identifies "ensuring equitable and fair access to gene therapies" as a primary social challenge. Implementing a GEP demonstrates that Integra applies this principle of equity first "at home," setting an ethical precedent in its operations. It is a tangible commitment to reducing inequalities, one of the SDGs with which the company is already aligned.
- **Investment in Long-term Sustainability:** In a startup, the most valuable asset is its team. A GEP is a direct investment in the sustainability of this asset by preventing talent drain, improving the working environment and increasing the organization's capacity to adapt and overcome challenges. This ensures not only short-term growth but also the long-term consolidation and leadership of Integra Therapeutics in the future.

5. Formal Endorsement & Signature

The Board of Directors of Integra Therapeutics, S.L., by unanimous resolution, endorses and approves this **Gender Equality Plan (GEP)** for the period 2026-2029.

This document represents the unwavering institutional commitment of the Board of Directors to fostering a diverse, equitable and inclusive environment where talent is recognized and nurtured regardless of gender. The Board pledges to allocate the necessary resources, authority, and expertise to ensure the successful implementation of the actions and monitoring processes outlined in this plan.

The Board of Directors of Integra Therapeutics takes full and collective responsibility for the progress and outcomes of this GEP, ensuring that gender equality remains a cross-cutting priority in both our organizational culture and our scientific research activities.

The Chief Executive Officer executes and signs this policy on behalf of the Board of Directors of Integra Therapeutics, S.L..

INTEGRA THERAPEUTICS, S.L.

Avencia Sánchez-Mejías
CEO & Legal Representative

6. Baseline Analysis: Workforce & Governance

The following section establishes the quantitative baseline for Integra Therapeutics' Gender Equality Plan, utilizing personnel data from the year 2025. To ensure objectivity, accuracy and full compliance with national and European transparency regulations, the extraction and normalization of salary and workforce data have been based on the official salary registry prepared by a specialized external consultancy firm. This data provides a transparent and rigorous snapshot of our current workforce composition, compensation equity, and governance structure.

Gender	Number
Male	11
Female	10
Total	21

Table 1. Overall gender distribution of the Integra Therapeutics workforce as of 2025 (absolute numbers).

Overall Gender Distribution in Integra Therapeutics (2025)

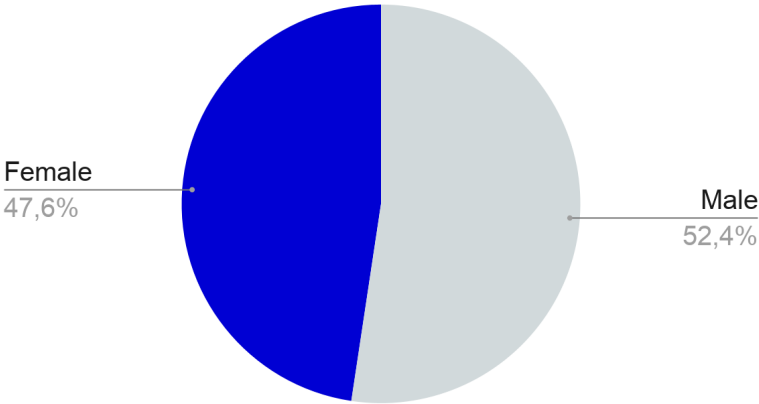


Figure 1. Overall gender distribution (percentage) within Integra Therapeutics in 2025.

As illustrated above, Integra Therapeutics maintains a highly balanced workforce, with women representing 47.6% of the total staff. This near-parity at the organizational level is a strong indicator of our inclusive hiring practices. To gain a deeper understanding of this distribution and identify potential vertical or horizontal segregation, we analyzed the workforce across distinct professional functional categories. The following charts break down the gender representation within these functional roles and the corresponding normalized gender pay gap, calculating total gross compensation to ensure complete transparency.

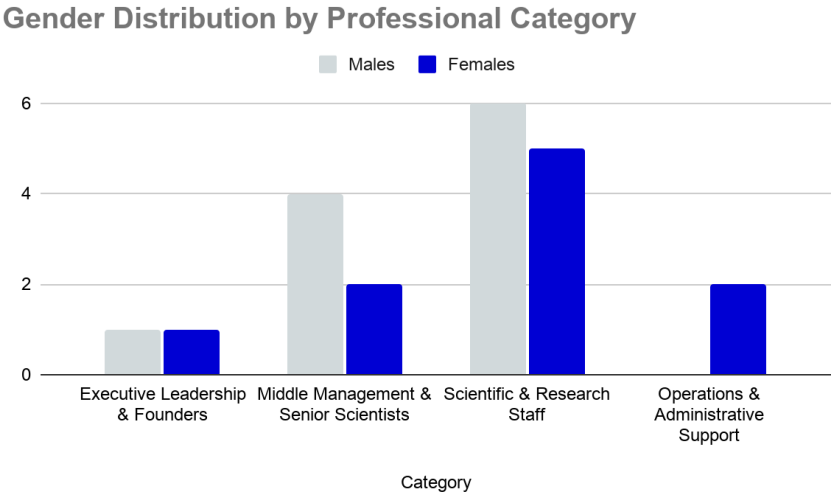


Figure 2. Workforce gender distribution broken down by internal professional and functional categories.

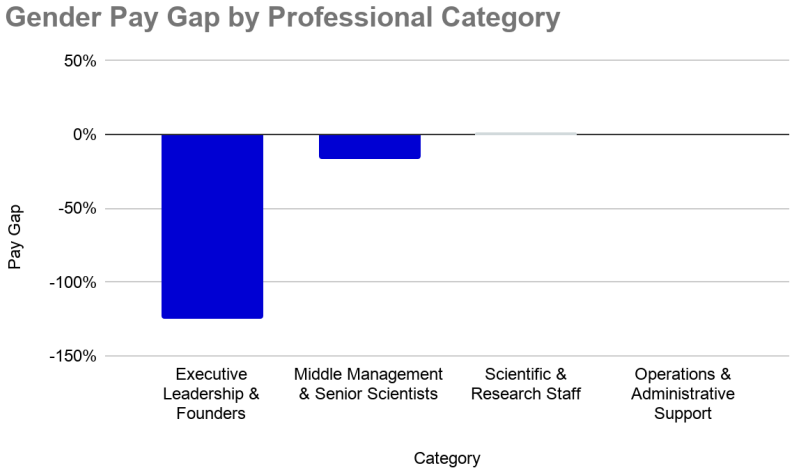


Figure 3. Normalized gender pay gap analyzed across professional and functional categories.

Methodological Note regarding the Gender Pay Gap in Executive Leadership: It is important to clarify that the 'Executive Leadership & Founders' category consists solely of the two company co-founders (the female CEO and the male CSO). Any significant pay gap observed in this specific category or its corresponding collective agreement group is not the result of systemic gender bias. Rather, it reflects structural differences in their current roles, as the CSO holds a scientific advisory role with a significantly lower operational workload compared to the CEO's exclusive, full-time dedication to the company.

In addition to internal functional categories, we evaluate our workforce metrics according to the formal professional groups defined by the Collective Agreement for

Chemical Industry. This standardized legal classification provides an additional layer of structural transparency regarding career progression, base salary equity and job classification. The charts below display the gender distribution and the normalized gender pay gap across these official groups.

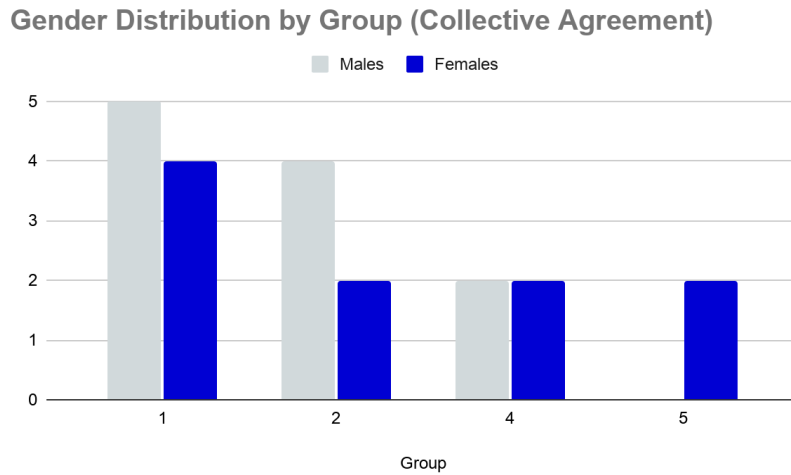


Figure 4. Workforce gender distribution classified according to the official professional groups established by the applicable Collective Agreement.

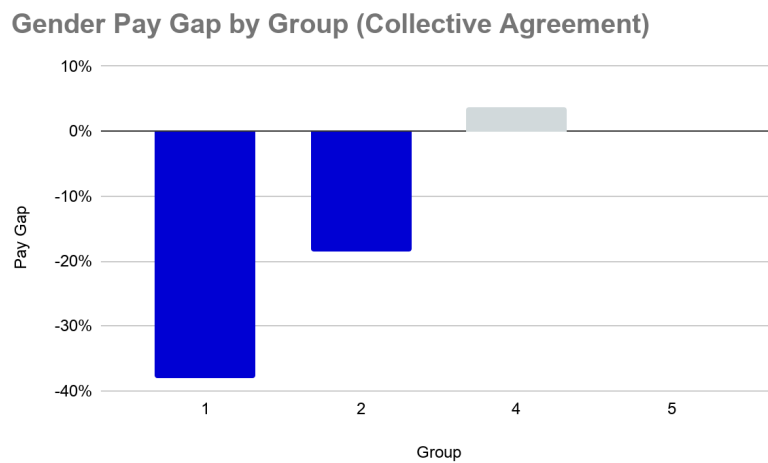


Figure 5. Normalized gender pay gap analyzed by official Collective Agreement professional groups.

While operational parity at Integra Therapeutics is strong, an essential pillar of this GEP is assessing and ensuring gender equality at the highest levels of strategic decision-making. The following chart analyzes the gender composition of Integra Therapeutics' governance and advisory bodies, specifically the Board of Directors (BoD) and the Scientific Advisory Board (SAB).

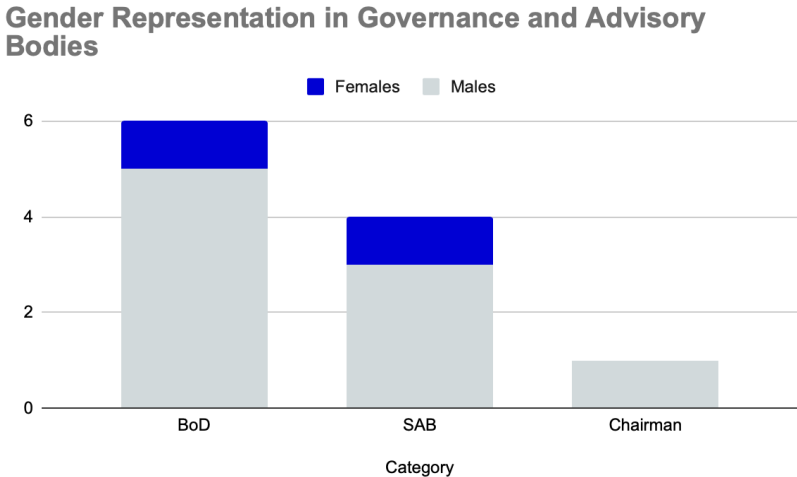


Figure 6. Gender representation within Integra Therapeutics' strategic governance and advisory bodies (Board of Directors and Scientific Advisory Board).

This analysis highlights our strengths, such as a balanced overall workforce and strong female representation in scientific roles, while clearly identifying the gender imbalance within our governance and advisory bodies as our primary strategic challenge. These indicators constitute our baseline for the 2026-2029 period. In strict compliance with Horizon Europe requirements, the Equality Working Group commits to updating this data collection annually. Regular monitoring will allow us to track the evolution of workforce parity, address any emerging salary gaps, and measure progress toward achieving a more balanced representation in our leadership structures.

7. Mandatory Building Blocks

For a Gender Equality Plan to be an effective instrument of structural change and not merely a document of intent, it must be supported by concrete processes and dedicated resources. In strict accordance with the mandatory requirements established by the European Commission for Horizon Europe and the European Innovation Council (EIC), Integra Therapeutics has established the following foundational building blocks to ensure the successful implementation, continuous monitoring and overall viability of this plan.

7.1. Dedicated Resources

To guarantee the proper execution of the GEP, Integra Therapeutics has formally committed both human and operational resources, demonstrating the genuine and practical commitment of the Senior Leadership.

Human Resources & Agile Governance

The primary resource for implementing the GEP will be human capital. Given the agile structure of Integra Therapeutics as a startup, the daily coordination, monitoring and execution of the plan will be centralized in a single, dedicated role: the Equality Officer. A formalized percentage of the Equality Officer's working hours is strictly allocated to these duties, serving as the main dedicated resource.

To ensure a cross-functional perspective and the active involvement of key departments without creating a rigid permanent structure, the Equality Officer will be supported by ad-hoc working teams. These teams will be formed temporarily during key implementation phases and will involve essential personnel from both the R&D/Laboratory and Administration departments. This structure guarantees both the agility required by a startup and effective implementation across the entire organization.

Furthermore, this core function is actively supported by Senior Management, whose time is a key resource for strategic communication, public endorsement, and the annual review of KPIs, and by the HR and Administration team, which allocates specific hours to updating operational protocols (e.g., recruitment, evaluation) and performing the crucial gathering and analysis of sex-disaggregated data.

Operational and Financial Resources

At the financial and operational level, the Senior Management officially guarantees the allocation of the necessary personnel and operational resources to ensure the GEP's execution. This commitment secures the operational capacity required to deploy key initiatives, primarily focusing on Training and Awareness.

7.2 Data Collection and Monitoring

To guarantee the utmost impartiality, methodological consistency and compliance with national transparency and labor regulations, Integra Therapeutics will continue to rely on an external consultancy firm. Every year, we will generate a comprehensive and standardized salary and workforce registry for our company. By utilizing this external, legally validated mechanism, we ensure that our data is free from internal bias and accurately reflects the reality of our organization.

On an annual basis, the Equality Officer will receive this standardized registry from the external consultancy firm, analyze the year-over-year evolution of these specific indicators and compile a progress report. This report will be presented to the Senior Leadership to evaluate the effectiveness of the GEP, assess whether the gender balance in governance is improving and make evidence-based adjustments to our organizational policies if necessary.

7.3 Training & Awareness Raising

Structural change within an organization cannot be achieved solely through policies and metrics; it requires a deep, cultural transformation driven by continuous education and awareness. Integra Therapeutics is deeply committed to fostering a workplace culture where equality is inherently understood and actively practiced by all team members, from the laboratory staff to the executive leadership.

We have already taken significant and proactive steps in this domain. Recently, Integra Therapeutics successfully conducted an internal training and awareness session focused on the prevention of sexual and gender-based harassment. This session, led and presented by our Office Manager, served to officially introduce our institutional Anti-Harassment Protocol to the team. This foundational milestone ensured that all current

staff members are fully aware of the organization's zero-tolerance policy, the expected standards of professional conduct, and the confidential reporting mechanisms available to them.

Building upon this success and to fully comply with Horizon Europe's mandatory process-related requirements, Integra Therapeutics has outlined a strategic training roadmap focused on two critical areas of capacity building:

1. Unconscious Gender Bias Training

Unconscious or implicit biases are unintentional cognitive shortcuts that can heavily influence judgments, interactions, and decision-making processes, often resulting in systemic disadvantages for women. To combat this, Integra Therapeutics will implement a comprehensive Unconscious Bias Training program directed at all staff members, with a particular emphasis on decision-makers, managers and personnel involved in recruitment. This training will equip our team with the necessary tools to identify and mitigate biases in everyday workplace dynamics, talent selection and performance evaluations. The organization has set a firm strategic objective to successfully deliver the first iteration of this training before the end of the fourth quarter of 2026 (Q4 2026).

2. The Sex and Gender Dimension in Scientific Research (R&D)

As a biotechnology company pioneering advanced gene-editing therapies (FiCAT), it is scientifically imperative to understand how biological sex and gender variables intersect with research and development. Therefore, we will incorporate specialized training for our scientific and research staff on how to integrate the sex and gender dimension into experimental design, pre-clinical studies, and data analysis. This training ensures that our science remains rigorous, inclusive and aligned with the highest standards of the European innovation ecosystem.

To maintain the operational agility required by our startup environment, the delivery formats for these training initiatives will remain entirely flexible. Depending on logistical needs, resource availability and the specific profile of the topics, these sessions may be delivered through highly interactive in-person workshops led by external experts or via specialized, high-quality online learning platforms and digital modules. This flexible

approach ensures that the training is both impactful and seamlessly integrated into the demanding schedules of our scientific and administrative teams.

8. Strategic Action Plan

Following the recommendations established by the European Commission for Horizon Europe, Integra Therapeutics has structured its Strategic Action Plan around five thematic areas. To ensure this GEP generates authentic "Shared Value," each objective is linked to a dual set of Key Performance Indicators (KPIs): one measuring **Social Impact** (direct benefits for people, equity, and culture) and another measuring **Business Performance** (benefits for sustainability, competitiveness, and corporate efficiency).

8.1 Gender Balance in Leadership & Decision-making

While Integra Therapeutics enjoys strong operational parity, balancing gender representation in our highest strategic bodies remains our primary challenge.

- **Strategic Objective:** To increase diverse representation in leadership positions, strategic committees and advisory boards.
- **Key Actions:**
 - **Targeted Scouting for SAB:** Implement an active scouting policy prioritizing female experts in advanced therapies for future vacancies or expansions of the Scientific Advisory Board (SAB).
 - **Transparent Succession Planning:** Establish clear, transparent and objective criteria for future executive appointments, ensuring internal promotion opportunities mitigate affinity biases.
- **Shared Value KPIs:**
 - *Social Impact:* % of women in the Scientific Advisory Board (SAB) and Board of Directors (BoD).
 - *Business Performance:* Retention rate of female talent in senior categories; Rate of internal promotion of women to leadership roles.

8.2 Recruitment & Career Progression

As the company scales, maintaining our current workforce parity requires proactive and unbiased recruitment mechanisms.

- **Strategic Objective:** To ensure total equity and transparency in recruitment and promotion processes by systematically eliminating unconscious biases.

- **Key Actions:**

- **Diverse Interview Panels:** Mandate that final interview panels for all new hires must include at least one woman. This measure aims to mitigate affinity bias during the selection process while maintaining the necessary operational agility of our startup environment.
- **Inclusive Job Descriptions:** Standardize the use of inclusive, gender-neutral language in all job postings to attract a wider, more diverse talent pool.

- **Shared Value KPIs:**

- *Social Impact:* Hiring ratio (women hired / women applicants) compared to the male ratio.
- *Business Performance:* Reduction in the average time-to-fill for scientific vacancies; % of gender diversity in R&D teams (directly correlated with innovation capacity).

8.3 Work-life Balance & Organizational Culture

A culture of excellence in biotechnology requires an environment that supports the well-being and co-responsibility of all team members.

- **Strategic Objective:** To foster a flexible, inclusive working culture that actively supports co-responsibility, well-being and work-life balance for all employees.

- **Key Actions:**

- **Right to Disconnect:** Implement a formalized "Right to Disconnect" framework to support employee well-being. By ensuring this practice is actively promoted and utilized equally by men and women, the company fosters a healthy, sustainable work environment and helps prevent the "motherhood penalty."

- **Shared Value KPIs:**

- *Social Impact:* % of workforce satisfaction with work-life balance measures; Utilization rate of parental leave and flexible arrangements by male employees.
- *Business Performance:* Employee retention rate following maternity/paternity leave (>95%); Overall organizational absenteeism rate.

8.4 Integration of the Gender Dimension in R&D

For a gene-editing company, incorporating the sex/gender dimension into preclinical and clinical research is an imperative of scientific rigor.

- **Strategic Objective:** To ensure that the research and development of our FiCAT platform and associated therapies consistently consider relevant biological sex and gender differences.
- **Key Actions:**
 - **Experimental Design Checklist:** Introduce a mandatory verification step in the design of new FiCAT R&D protocols (particularly in animal models) that assesses whether biological sex is a relevant variable for the efficacy or toxicity of the therapy.
- **Shared Value KPIs:**
 - *Social Impact:* % of R&D projects that include a sex/gender analysis in their pre-clinical model's experimental design; Number of scientific publications reporting sex-disaggregated data.
 - *Business Performance:* Improvement in the scoring and success rate of competitive public funding proposals.

8.5 Measures against Gender-based Violence & Harassment

Integra Therapeutics strictly adheres to a zero-tolerance policy regarding any form of harassment, ensuring a safe environment for scientific collaboration.

- **Strategic Objective:** To create, maintain and rigorously enforce a "zero-tolerance" work environment against sexual and gender-based harassment.
- **Key Actions:**
 - **Anti-Harassment Protocol Enforcement:** Build upon the recently introduced Anti-Harassment Protocol by ensuring its continuous visibility and the absolute confidentiality of its reporting channels.
 - **Mandatory Prevention Training:** Incorporate the protocol presentation into the standardized onboarding process for all new hires.
- **Shared Value KPIs:**

- *Social Impact:* % of staff who have completed the mandatory prevention training; % of employee confidence in the confidential reporting channels (measured via anonymous surveys).
- *Business Performance:* 100% mitigation of associated legal and reputational risks; Number of reported incidents (Target: 0).

9. Conclusion & Future Outlook

The implementation of this Gender Equality Plan (2026-2029) marks a significant milestone in the institutional maturity of Integra Therapeutics. As a forward-thinking biotechnology startup, we recognize that true innovation cannot exist without diversity, equity and inclusion. This GEP is not a static declaration of regulatory compliance, but a dynamic, strategic roadmap deeply integrated into our core business and scientific operations.

Looking ahead, our primary focus over the next three years will be translating these strategic commitments into measurable actions. While we take great pride in our current operational gender parity and the strong presence of women in our scientific teams, we are fully committed to addressing our identified challenges, most notably, enhancing female representation within our highest governance and advisory bodies (Board of Directors and Scientific Advisory Board). Furthermore, by systematically embedding the sex and gender dimension into the R&D of our FiCAT technology, we ensure that our scientific advancements remain rigorous, safe and socially responsible.

As Integra Therapeutics continues to scale, attract top-tier international talent and forge strategic partnerships with global pharmaceutical leaders, this GEP will serve as a foundational pillar of our organizational culture. We are determined to lead not only in the field of advanced "gene writing" therapies but also in setting a benchmark for ethical governance and inclusive excellence within the European biotech ecosystem.

Through continuous monitoring, transparent reporting and the active engagement of all team members, we will ensure that equality remains a continuous catalyst for our sustainable success, scientific excellence and shared value creation.