



Gender Equality Plan
(2024-2026)

Introduction

Oniria Therapeutics, S.L. (also referred to herein as Oniria) understands the importance of creating an environment in which diversity, equality and inclusion are valued and promoted. The achievement of an equality and diversity balance among Oniria personnel contributes to excellence in R&D and the welfare of all those involved.

Oniria's Gender Equality Plan serves as an instrument to achieve and promote real gender equality and create an inclusive work environment, by incorporating equal opportunities in all the scopes of the company.

Gender Equality Strategy and Key Priority Areas

Through the following Gender Equality Plan, Oniria intends to implement new actions to support and promote equality and diversity, providing a broader vision to drive structural changes in this area. Actions will be used to create systematic standards for the future with the aim to achieve the integration of gender perspective at all levels of the company.

The Gender Equality Plan intends to create long-term solutions to challenges identified within the company and provide continuity to existing efforts and initiatives already in place. The main strategy of Oniria can be summarized in three general objectives and eleven specific objectives:

General Objectives:

- Make the principle of equality a distinctive feature of Oniria
- Integrate the gender perspective at all levels of the organization and in all its policies
- Foster a work environment that supports work-life balance.

Specific Objectives:

- Design strategies that integrate the principle of equal opportunities into Oniria's culture, both in terms of recruitment, promotion and professional development.
- Ensure inclusive and non-sexist communication.
- Facilitate access to information and documentation and promote internal communication channels for the entire workforce.
- Ensure the application of a remuneration policy and a gender-neutral professional classification.
- Eliminate any provision, measure or labor practice that involves discriminatory treatment in relation to the type of contract or working day.
- Guarantee equal opportunities to training and career development for the entire workforce.
- Become a benchmark on equality and diversity in the scientific sector.
- Carry out gender equality awareness actions for Oniria workforce.
- Work towards an organization of working time that favours work-life balance.
- Ensure the application of effective policies to prevent harassment in the company.

Oniria Therapeutics and its senior management team will demonstrate its commitment to gender equality and to achieving the above objectives through the next twelve actions:

Human Resources Actions

These actions are focused on three key areas: Recruitment, Equal Pay, and Work-Life Balance.

Through the following actions, Oniria will channel increased efforts into promoting knowledge of existing department policies and guidelines, promoting an establishing gender-sensitive approach to human resources practices. With regard to work-life balance, the focus is to promote work-life balance practices in the company and create awareness of the importance of a pro-conciliation leadership management model.

ACTION	MAIN GOAL
Review, update and disseminate existing recruitment policies and guidelines, assuring that the documentation has a gender sensitive approach. When possible, use of blind CVs in the selection processes.	Broaden knowledge of recruitment measures, policies and protocols on the part of the Oniria employees.
Conduct a salary audit regarding equal pay	Ensure equal treatment and nondiscrimination among men and women with regard to pay
Plan and develop training actions to raise awareness of the importance of work-life balance and implement a pro-conciliation leadership management model.	Make work-life balance effective, enhancing an institutional culture in which the promotion and support of conciliation are highly valued
Develop a Parental Leave Guide.	Provide support to parents-to-be and encourage men to take parental leave.
Develop a Work-Life Balance Guide	Inform about the existing work-life balance measures at Oniria.

Internal and External Communication Actions

The idea of the new communication actions implemented in the Gender Equality Plan is to enhance these efforts and provide policies and guidelines to support the implementation of gender sensitive approach in the company's internal and external communication plan.

ACTION	MAIN GOAL
Give internal and external visibility to the new Gender Equality Plan.	Raise company awareness of efforts to be made in matters pertaining to equality and diversity.
Creation and promotion of manual/guidelines on inclusive language (English, Spanish, and Catalan)	Include gender sensitivity in internal/external communications.
Develop a guideline for posting and checking material on the Oniria's social media channels.	Provide a guide to ensure the gender sensitivity of external communication on social media platforms.
Organize and participate in advanced training on inclusive language.	Integrate an inclusive (gender, diversity, intersectional) approach into oral and written communications and apply the recommendations for diverse and inclusive communication.
Promote internal engagement in equality and diversity topics (videos, institutional equality day, printed materials, among others).	Give greater visibility to the efforts made by Oniria with respect to equality and diversity topics.

Sexual and Gender Harassment Actions

Oniria has a strong commitment in creating an inclusive and safe workplace. Actions to offset these situations have been included in the Gender Equality Plan. The actions are focused on two main areas: training, and reviewing and disseminating existing protocols and documentation to provide and support a safe environment in the company.

ACTION	MAIN GOAL
Develop internal training on Sexual & Gender Harassment	Increase awareness and capacity to prevent and recognize sexual and gender harassment.
Review and update protocol on Sexual Harassment.	Prevent and eradicate behaviors related to sexual and gender harassment.

	ACTION	2024				2025												2026											
		9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
1	Human Resources																												
1.1	Review, update and disseminate recruitment policies and guidelines																												
1.2	Conduct a salary audit regarding equal pay																												
1.3	Develop training actions to raise awareness of the importance of work-life balance																												
1.4	Develop a Parental Leave Guide																												
1.5	Develop a Work-Life Balance Guide																												
2	Internal and External Communication																												
2.1	Internal and external visibility to the new Gender Equality Plan																												
2.2	Creation and promotion of manual/guidelines on inclusive language																												
2.3	Develop a guideline for posting and checking material on social media channels																												
2.4	Organize and participate in advanced training on inclusive language																												
2.5	Promote internal engagement in equality and diversity topics																												
3	Sexual and Gender Harassment Actions																												
3.1	Develop internal training on Sexual & Gender Harassment																												
3.2	Review and update protocol on Sexual Harassment																												