



AVID BIOSERVICES, INC.

Diversity, Equity, Inclusion & Belonging

(As last amended on November 7th, 2023)

INTRODUCTION

Avid Bioservices has a commitment to the diversity of our workforce, creating a system of equity, and ensuring that programs are in place to drive inclusion throughout our organization. Avid's culture relies upon the connection of different beliefs, abilities, and experiences to collaborate towards a meaningful achievement, for both the client and the patient.

The strategy behind our Diversity, Equity, Inclusion & Belonging (DEI&B) policy is informed by internal and external awareness, global best practices, and employee input. Our continuous improvement approach toward DEI&B will allow Avid to evaluate our program exceeds the expectations and the changing demands of the communities we serve.

At Avid, our DEI&B policy framework is a set of guidelines that aims to improve the working environment, the health and wellbeing of our employees, and the impact of an organization by including diverse people, viewpoints, and experiences. Avid's DEI&B Policy also serves as a tool to review and assess the performance and the culture of our organization in terms of equitable participation, inclusive cultures, learning environment, and hiring practices.

The expected outcome of Avid's DEI&B policy is to promote respect, opportunity, creativity, innovation, growth, performance, employee happiness and well-being, and better connection with both peers and customers.

The DEI&B Policy falls under our Environmental, Social, Governance (ESG) Program at Avid. This Program can be found on the ESG webpage at [avidbio.com](https://www.avidbio.com) and is governed by our Steering Team consisting of the following:

- CEO
- General Counsel
- Head of People

Policy Guidelines

DEI&B Vision:

In the spirit of genuine representation, Avid embraces Diversity, Equity, Inclusion, and Belonging (DEI&B) as core values. Our commitment is to create a workplace where being authentic is the norm, and our team's diversity is as broad as our science. Here, everyone is given the opportunity to succeed and be fully recognized, while playing a meaningful role in shaping our culture at Avid.

DEI&B Mission:

Our mission is to make DEI&B our way of doing business. We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of Avid Bioservices, Inc. We will create equity by tailoring tools and resources to meet individual needs, and by continuously improving our systems and processes so everyone can reach their full potential.

Employee Responsibilities:

It is the responsibility of everyone at Avid Bioservices to comply with the DEI&B Policy. Every employee is trained on this DEI&B Policy and is responsible for:

- Recognizing and appreciating the diversity of all employees at Avid.
- Contribute to an inclusive environment, free from discrimination, harassment, and bullying.
- Enhancing their awareness of potential unconscious bias.
- Be intentional with your actions to drive conscious inclusion of others.

People Leader Responsibilities:

Avid's Leadership has a role in the DEI&B Policy and are accountable for specific outcomes as a part of their job performance. These obligations may consist of the following:

- Ensure that any decisions that are employment-related are free from discrimination.
- Create individual DEI&B goals to drive diversity and inclusion within their team(s).
- Establish an environment where conscious inclusion and behaviors that promote equity are present.
- Create awareness regarding unconscious bias when making employment and talent decisions.
- Be conscious of individuals that may require accommodations for a disability and for those with needs related to their religious observance or practices.

Discrimination, Harassment and Bullying:

Avid's internal Code of Business Conduct and Ethics defines the professional standards we aspire to in all our activities and the standards we expect of our employees. In keeping with the fundamental Avid values of openness, loyalty, fair dealing, integrity, mutual respect and honesty, Avid sees the Code of Business Conduct and Ethics as a key element of our relationships with employees and third parties.

The Avid Code of Business Conduct and Ethics includes a prohibition on discrimination, which states "Harassment of any kind whether verbal, physical, or visual that is based upon an individual's race, color, religion, sex, sexual orientation, pregnancy, age, disability, national origin, marital status, ancestry, medical condition, veteran's status, or any other legally protected status is specifically prohibited".

The Avid Code of Business Conduct and Ethics is issued as part of the terms of employment of all Avid companies, and the Board of Directors insists on full compliance by all employees, regardless of their position. Moreover, Avid's ethics and compliance hotline provides a mechanism for employees and others to report potential violations of the Code of Business Conduct and Ethics, any Avid policies or procedures (including those related to ethical sourcing), or applicable laws. Such reports may be made anonymously where allowable by law. Those found responsible for any violations may face disciplinary action, to include termination of employment.

Reporting A Concern:

Avid has established a helpline as a dedicated resource for those who would like to address any concerns they may have.

Any matters reported to this helpline will be treated confidentially and only shared with those responsible for appropriately launching an investigation as well as developing a potential corrective action plan. Reports can always be made anonymously to avoid potential retaliation against individuals reporting their concerns in good faith.

Prohibition of Retaliation:

Avid will not allow for any form of retaliation against any individuals who have reported conduct that have violated this Policy. This includes any individual(s) who have provided information in connection with a report or investigation related to this policy.

Consequences:

Employees who violate the standards in this Code or do not comply with this Policy will be subject to disciplinary action, up to and including termination of employment.

Right to Terminate or Amend Policy:

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English-language version will prevail.