

**EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY
FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES**

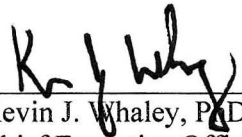
Mapp Biopharmaceutical, Inc. has an enduring commitment to the concept and practice of equal employment opportunity and affirmative action as well as to promoting a workplace free from discrimination for all employees and applicants in all terms and conditions of employment.

Mapp Biopharmaceutical, Inc. has developed and maintained a written Affirmative Action Program (AAP) for protected veterans and individuals with disabilities. Mapp Biopharmaceutical, Inc.'s Chief Executive Officer supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. Mapp Biopharmaceutical, Inc. maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The Chief Operating Officer is the Company's EEO Administrator and oversees the AAP development, modification, implementation, effectiveness, and reporting requirements and conducts management updates. The Company invites any applicant and/or employee to review the Company's written AAP. This plan is available for inspection upon request to the Senior Director, Human Resources at 858-224-9669.

As part of Mapp Biopharmaceutical, Inc.'s commitment to this overall process, it will ensure all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal discrimination based upon race, color, religion, sex, national origin, age, genetic information, disability, protected veteran status, or a person's relationship or association with a protected veteran, including spouses and other family members. Mapp Biopharmaceutical, Inc. ensures all employment decisions are based only on valid job requirements.

Mapp Biopharmaceutical, Inc. will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with Mapp Biopharmaceutical, Inc. or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

6/1/2025



Kevin J. Whaley, PhD
Chief Executive Officer