

## **Xcellon Biologics, LLC**

### **Statement on Career Advancement and Training Opportunities**

**Effective Date:** March 11, 2025

#### **Purpose**

At Xcellon Biologics, we believe that professional development is essential to both individual fulfillment and organizational excellence. We are committed to providing equitable career advancement and training opportunities for all employees, with specific initiatives to support members of underrepresented communities in biotechnology and life sciences.

#### **Core Principles**

##### **1. Equity in Access**

We ensure that all employees, regardless of background, have access to training, mentorship, and leadership development programs.

##### **2. Targeted Support for Underrepresented Talent**

We actively promote participation in internal and external career development programs for individuals from historically underrepresented groups, including but not limited to:

- Women
- Racial and ethnic minorities
- LGBTQIA+ individuals
- People with disabilities
- Veterans

#### **Programs and Initiatives**

- **Individual Development Plans (IDPs):** All employees are encouraged to work with supervisors to create a tailored career development roadmap.
- **Leadership Pathways:** We offer structured programs to prepare high-potential employees for managerial and executive roles.
- **Technical Upskilling:** Employees have access to training in emerging technologies, including bioconjugation platforms, GMP operations, digital tools, and AI-enabled process optimization.

- **Tuition & Certification Support:** Partial or full reimbursement is available for employees pursuing advanced degrees or industry-recognized certifications relevant to their role.
- **Mentorship and Sponsorship:** We connect junior staff with internal mentors and support participation in external affinity leadership programs (e.g., Women In Bio, SMDP Biotech).
- **Learning Credits & Workshops:** Annual learning stipends are provided to encourage continuous education through online or in-person courses.

### **Tracking Progress**

- We track participation across all programs by department and demographic indicators, and set internal benchmarks to ensure inclusive access and impact.
- Progress is reviewed semi-annually and informs our broader DEI and workforce development goals.

### **Statement of Commitment**

We recognize that career mobility is a key driver of employee satisfaction, retention, and innovation. Through intentional and inclusive professional development, we aim to build a stronger, more representative workforce that reflects the diverse communities we serve.