Xcellon Biologics, LLC Statement on Educational Collaborations with Institutions Serving Underrepresented Communities Effective Date: March 11, 2025

Commitment to Inclusive Talent Development

Xcellon Biologics is dedicated to advancing diversity and inclusion across the life sciences ecosystem. As part of this commitment, we actively collaborate with educational institutions that serve significant populations of students from underrepresented communities.

Strategic Partnerships

We prioritize engagement with institutions including:

- Historically Black Colleges and Universities (HBCUs)
- Hispanic-Serving Institutions (HSIs)
- Tribal Colleges and Universities (TCUs)
- Community Colleges and Technical Schools
- Universities with robust student-led affinity groups (e.g., SACNAS, NOBCChE, SHPE, NSBE, oSTEM)

These partnerships aim to foster early exposure to biomanufacturing, drug development, and bio-conjugation technologies, while providing students with meaningful opportunities to enter and grow within the biotech industry.

Collaborative Activities Include:

- Internships and Co-Ops: We offer hands-on learning experiences for students to work alongside our scientists and engineers.
- **Guest Lectures and Curriculum Support:** Our team provides subject matter expertise to support academic programming in bioprocessing, regulatory science, and bioconjugation.
- **Research Collaborations:** We engage in joint research projects and capstone sponsorships aligned with our innovation pipeline.
- Scholarships and Stipends: We co-develop and support funding opportunities for students pursuing degrees or certifications in life sciences.

• **STEM Outreach Events:** We participate in career panels, resume workshops, and mentoring events hosted by student organizations and DEI offices.

Our Vision

Through sustained and intentional partnerships, Xcellon Biologics is helping build a more diverse scientific workforce—one that reflects the communities we serve and drives inclusive innovation in next-generation therapeutics.