

A photograph of an elderly couple with white hair, smiling and posing on their bicycles in a field of yellow wildflowers. The man is wearing a light blue button-down shirt and the woman is wearing a pink and white plaid shirt. They are both leaning forward on their handlebars. The background is a soft-focus field of yellow flowers under bright sunlight.

# People, Culture & Community Report 2019-2020

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### About the report & forward-looking statements



Pluri Inc. (Nasdaq, TASE: PSTI) is a leading biotechnology company spearheading the development of novel cell therapies sourced from the placenta (PLX cells) to create life-transforming medicines. The Company's PLX cell therapies advance the field of regenerative medicine with potentially groundbreaking applications for treating damaged muscle, hematology deficiencies, and inflammation.

PLX cells release a range of therapeutic proteins that trigger the body's own regeneration mechanism. Administered via a simple intramuscular injection to patients, without blood or tissue matching, PLX cells from one placenta can treat more than 20,000 patients. PLX cells have demonstrated a strong safety profile in treating hundreds of patients worldwide and Pluri is currently in a series of multinational clinical studies in several indications.

PLX cells are grown in Pluri's proprietary GMP-certified 3D cell expansion platform. Drawing on our innovative research and development, Pluri's automated and robust in-house technology enables the production of high quality and cost-effective allogeneic cell product candidates on a mass-scale with batch-to-batch consistency.

## The Company's vision

To become the world leader in developing and manufacturing cell therapy products

# A letter from our CEO & President and our Executive Chairman

The COVID-19 pandemic has tested the global healthcare system to the limit. We are proud that in the face of this devastation, Pluri showed agility, resilience, and strength, and reaffirmed its commitment to developing groundbreaking therapeutics. It was not easy, but we launched compassionate use treatments and clinical studies for patients in Israel, Europe, and the United States. We came together, as individuals and as a company, to continue our work to make the world a better place. It is, indeed, a great privilege to be part of the Pluri family.

As we reflect on 2019-2020, **we believe that our potential in the biotechnology field is almost limitless.** We believe that our product candidates are at the forefront of technology in medicine, and Pluri's 3D cell expansion system provides a state-of-the-art advantage that is accurate and cost-effective, with batch-to-batch consistency, and is ready to manufacture our product candidates in mass quantities. By harnessing the potent regenerative power of placenta cells, we seek to unlock revolutionary treatments that will potentially address unmet clinical needs. This is critically important as the dramatic rise in global aging populations presents new challenges.

**We believe that our work may significantly improve patients' quality of life,** with the potential for more effective treatments and faster recovery for the various indications we are targeting. Our commitment to this goal is unwavering, and our team is hard at work to bring each potential product candidate to market. We have advanced several phase II and phase III clinical studies during 2019 and 2020.

In this report, we are proud to share how **Pluri is also making a difference in the community.** First and foremost, we have a duty to support the development of advanced regenerative cell therapy product candidates and to support the creation of a strong link with academia. Nurturing students' interest in biotech benefits Israel's competitiveness and ensures our field remains vibrant and healthy. This is why Pluri has hosted hundreds of students for workshops and site visits, virtually and in-person. We feel obligated to continue promoting our values, advanced technology, and our operational model across the biotechnology field.

**Pluri's culture and people are what make it exceptional.** Even while working remotely, our team members showed up for each other, celebrated each other, and strengthened our communication across our organization. We are in awe of these many displays of unity. At Pluri, we pride ourselves on being at the leading edge of diversity in Israeli society. In a country known for a tremendous range in religious practices and ethnic backgrounds, we leverage talent from all walks of life.

We also continued to enhance our team member's professional development throughout the pandemic. **Pluri's philosophy is to help our staff pursue their passions and develop their expertise.** A thirst for knowledge is what makes our people invaluable. Pluri will continue to bolster job development tracks and provide peer learning and mentorship opportunities, so all staff have an equal opportunity for promotion based on hard work and skillsets.



**We believe that the global healthcare system will be tested again. Soaring healthcare costs paired with aging demographics mean that new challenges are on the horizon. Drawing on our medical and technical advances, and our talented team, we are confident that Pluri has the potential to deliver on its promise to transform healthcare globally.**



Sincerely,



**Yaky Yanay**  
Chief Executive Officer  
and President



**Zami Aberman**  
Executive Chairman

# Highlights

## 166

employees in 2020,  
increasing from 154  
employees in 2019.



## 49%

of employees have worked  
at Pluri for more than 5  
years in 2020, compared  
with 54% in 2019.



2020

### Employees

**58%** **42%**

Increasing from 55% in 2019

### Entire management level

**62%** **38%**

Increasing from 57% in 2019

### Senior management

**50%** **50%**

Matching 2019

### Board members

**25%** **75%**

Matching 2019

## 2989

hours of professional training were allocated  
to all Company employees in 2020, rising from  
2342 hours in 2019.



Pluri has diverse representation from all  
sectors of the population, making the Company  
a microcosm of Israeli society.

**Listed as best company  
to work for (2016-2020)**



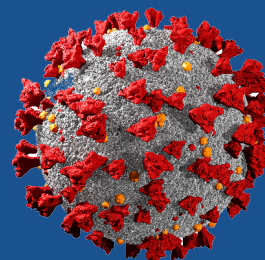
Dun & Bradstreet, DUN'S100

## 800

hours of volunteer work were  
contributed by employees in 2019.  
Volunteering was carried out  
remotely, where possible, in 2020.

## >120

patents across the industry.



## COVID-19 impact

- ✓ Phase II studies in the U.S., Europe & Israel
- ✓ Expanded Access Program in the U.S.
- ✓ Compassionate use programs in Israel and the U.S.



# Pluri's groundbreaking technology

Increased global life expectancies and the challenges facing healthcare systems have created the need for innovative concepts to treat patients. Regenerative cellular medicine encourages the body to heal itself, accelerates rehabilitation processes, and greatly improves patients' quality of life. In response to these needs, Pluri aims to turn the wonder of birth into regenerative medicine for all. Using a unique, technological and scientific platform, Pluri produces cells from human placentas, developing a wide variety of advanced solutions for cellular medicine, and has the potential to change the standard of medicine for a wide variety of clinical indications.

>120



patents across the industry.

3 GOOD HEALTH  
AND WELL-BEING



Pluri is committed to the United Nations' Sustainable Development Goals (SDGs) for 2030, and sees its technology as a central way to align with goal number 3 – which promotes good health and quality of life.



## Advanced biotechnology platform

Using Pluri's patent-protected technology, the Company has developed a three-dimensional (3D) environment in which to expand cells originating from donated human placenta. The cells that are isolated from the placenta (which is considered medical waste) are grown in a bioreactor that simulates the environment in the human body and provides the necessary conditions for growing tissue or organisms. PLX cells from one placenta can treat more than 20,000 patients. Pluri's technology makes it possible to grow cells on a large scale, while maintaining high-quality and precision levels and saving growth space.

The Company's unique knowledge and technology can potentially be implemented in various applications that require the growth of adherent cells. Pluri has built a significant portfolio of patents, owning more than 120 across the industry.

# Technology continued

## Our cell therapy

Placenta-derived cell therapies developed by Pluri do not require genetic matching. Once they are injected into the muscle, the cells communicate with the patient's body and secrete a host of proteins according to the signals received from the body. The proteins enable a process of self-healing and regeneration of damaged tissues and improve the patient's condition in various medical contexts.

## Clinical programs

Pluri's clinical studies examined the efficacy of cell therapy for a variety of medical indications during 2019 and 2020, including critical limb ischemia (CLI), regeneration of muscles after hip fracture surgery, hematological deficiencies and bone marrow damage due to a life-threatening acute radiation exposure.

In March 2020, Pluri announced that its cell therapy was being explored for the treatment of acute respiratory distress syndrome (ARDS) in patients with severe COVID-19. The Company initiated compassionate treatment of patients in the United States and in Israel with encouraging results. Pluri expanded its clinical program with two Phase II clinical studies in the United States, and Europe and Israel. Read more about our COVID-19 impact >>



מרכז פריס | Peres Center | מרכז פריס  
للسلام والابتكار | for Peace & Innovation | לשלום ולחדשנות

Pluri was presented at the Peres Center for Peace and Innovation as part of the 2019-2020 Contemporary Innovation Gallery, which presents Israel's top 45 startup companies.

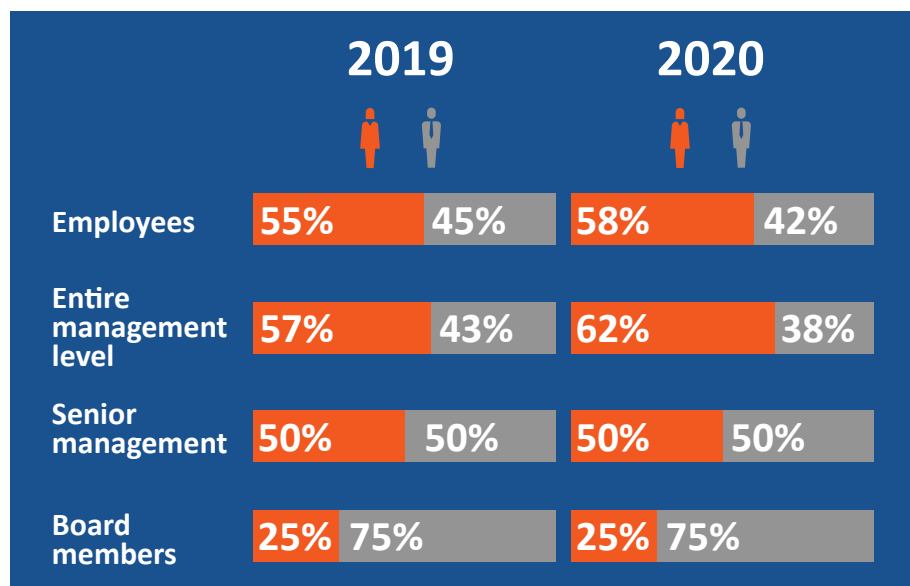
# People & culture

## Fostering innovation through diversity and inclusion

Pluri selects its employees carefully, based on their abilities and suitability to the job. Women make up the majority of Pluri's employees, including at the management level. As of December 31, 2019, the Company had 154 employees, 55% women and 45% men. As of December 31, 2020, the Company had 166 employees, 58% women and 42% men.

The Company's senior management team (C-level and vice presidents), consisted of eight members in 2019 and 2020, 50% of which were women. On December 31, 2019, the Company's entire management team, consisted of 54 managers, 31 of whom were women (57%) and 23 were men (43%). On December 31, 2020, the Company's entire management team, consisted of 60 managers, 37 of whom were women (62%) and 23 were men (38%).

In 2019 and 2020, among the eight board members the numbers stayed the same at 25% women and 75% men.



### Multicultural company

Pluri has a diverse representation from all sectors of the Israeli population, making the Company a microcosm of Israeli society.



### LGBT+ community

Pluri is dedicated to providing an inclusive and respectful workplace culture built on a foundation of appreciation for each other and diversity in all forms. As part of this, we are committed to ensuring all existing and future LGBT+ (Lesbian, Gay, Bi, Trans and more) employees feel confident in being who they are, without fear or prejudice. We believe that by listening and learning from multiple perspectives, we can lead the change we wish to see in the world and drive innovation.

### Equal opportunities

As an inclusive workplace, Pluri promotes full integration of persons with disabilities into society by providing equal work opportunities. For more information about our approach regarding employees with disabilities, read about our occupational variety >>



# People & culture continued

## Driving equality and commitment

Pluri's approach for gender equality received special recognition when the Company won the Egalitarian Employment Award from the Israeli Ministry of Labor, Social Affairs and Social Services in 2017. The award was presented to the Company for its efforts to promote and integrate women in the workplace as well as its encouragement of a healthy work-family balance.

### Pay equity

Salaries are determined according to the position, seniority, and experience, and there are no salary discrepancies between men and women who have the same credentials.

All Company employees are employed directly and not through subcontractors.

All employees participate in the Company's equity incentive programs per the Board of Director's approval. At Pluri, we believe deeply that all employees are full partners in the Company's success. As per our Board approval, we grant our employees stock based awards that vest according to specific requirements and terms.



## Teamwork through communication

The Company values interpersonal communication as a key component of teamwork. To this end, Pluri conducts individual, team, and organization-wide activities to continuously improve communication. Additionally, all Company employees speak the MBTI interpersonal communication language (Myers-Briggs Type Indicator). Knowing a common language enables every employee to understand their co-workers, their motivations, and their conduct, and creates a uniform language and promotes understanding, openness, and flowing communication among the employees.

## Individual-team-organization approach

Giving the employees the tools for success and protecting their well-being is of the utmost importance to Pluri. Every action conducted at Pluri takes into consideration three dimensions: individual, team, and organization. Seeing the individual as a whole and enabling self-expression are also reflected in things beyond the professional domain, such as in art, sports, living a healthy lifestyle, and environmental activism.

[Read about our internal employee committees >>](#)



# People & culture continued

## Individual-team impact

To enable each employee to express their personal beliefs and impact the Company beyond the professional domain, each employee is invited to participate in one of the following committees:



### Community

This committee discusses and determines Pluri's annual community engagement initiatives, which may include educational outreach, women empowerment, working with diverse populations, and adopting Haifa-based associations.



### Ecology

Our Ecology Committee discusses and acts to increase environmental awareness and protection. This includes education and awareness campaigns, such as hosting lectures, and organizing a forum that includes other companies in the MATAM Park in Haifa, Israel, where Pluri Biotech Ltd. is located. This also includes managing plastic waste, reducing use of disposable dishes and cutlery, reducing energy consumption (fuel, electricity), and recycling (paper, batteries, plastic).



### Culture

This committee provides a platform for employees to have an immediate impact on all the cultural and employee well-being events throughout the year at Pluri, including building a budget, choosing vendors and the activities.



Employee march marking the International Day for the Elimination of Violence Against Women



We encourage employees with artistic hobbies to share their work and display it in our gallery

# People & culture continued

## Employee retention

The average age of all Pluri employees, as of December 31, 2019, was 39, and as of December 31, 2020, the average age was 40.

During the reported year of 2019, 16% of total employees left the company (29 employees), and 9% of total employees were hired (16 employees). During the reported year of 2020, 12% of total employees left the company (22 employees), and 18% of total employees were hired (34 employees).

Employee seniority at the Company during 2019-2020 was significant. As of December 31, 2019, more than half of the employees had been working at the Company for over five years. On December 31, 2020, 49% of the employees had been working at the Company for over 5 years. In 2020, one employee reached retirement age and as a parting gift the Company gave her a grant and professional support and guidance before and after her retirement.

To reward the Company's senior employees, those celebrating eight years of seniority are eligible for two consecutive weeks of vacation time at the Company's expense in their eighth year. These two weeks (ten business days) are consecutive and do not count toward the employee's regular vacation leave.

49% 

of employees have worked at Pluri for more than 5 years in 2020, compared with 54% in 2019.

## Programs to drive retention

**Pluri devotes abundant resources to retain its employees. Some of these employee retention programs include:**

### Internal movement and career development program

For every employee there is an individual development track according to their job description, from junior to lead and managerial development.

### Personal development course

Intended for any employee that has been at the Company for one year, giving the employees a toolbox for personal and professional development and a connection to the Company.

### Outstanding employees

During the feedback process, every employee is asked to mention an employee and manager who improved and enriched their work environment. We acknowledge the employees who received the majority of votes in a ceremony attended by all employees.

### Feedback and employee evaluation

Once a year there is an annual feedback process where the employee is asked to provide feedback on their direct manager, and an open and comprehensive discussion is held with a view of the upcoming year, including building a development program for the employee.

### Personal guidance for each employee

In order to reach every employee individually, each employee has an HR manager who guides them at both the personal and departmental level. As of December 2019, the ratio between the HR team in general and employees was 1:31 in 2019 and in 2020 it was 1:42.

# People & culture continued

## Supporting growth and mobility

17 employees, comprising 11% of all the employees in 2019, were promoted or reassigned internally, and in 2020, 15 employees comprising 9% of all employees were promoted or reassigned internally within or between departments, including significant career changes, such as: moving from production to business development, from quality to research, from production to development and quality.



Managers workshop

With regards to career promotion, there are designated programs for all the employees according to their position:



### Job development tracks

A development track for each employee exists in most departments according to the nature of the position. The track includes four stages of professional advancement. The process is structured, transparent, and managed carefully by both the employee and the manager. Employees that are hired by the Company are made aware of the development processes they face.



### Management development programs

All Company managers undergo training, courses, and participate in forums that are relevant to their management level, as well as one-on-one on-the-job consultation and guidance.



### Seniors course

The Company offers courses intended for senior employees who are not managers, with the aim of imparting tools such as interface work, influence, mentorship, etc.



### Peer learning

The Company conducts peer forum meetings at different levels of management, where processes of development and peer learning take place inside the managers' reference groups. This platform also enables connection and transparency to strategy and the Company's goals.

# People & culture continued

## Staying up-to-date with latest technology training

Pluri believes that its technology is groundbreaking. Pluri develops its products at the Company's facilities and therefore most training is done in-house via a lengthy and complex training process. During this training, employees in all departments learn about the most current technology in the industry. The relevant employees are trained according to Good Manufacturing Practice (GMP) guidelines and undergo leading courses in Israel and worldwide.

2989



hours of professional training were allocated to all Company employees in 2020, rising from 2342 hours in 2019.



Research and engineering departments at an innovation session

## Pluri – part of the family

Since its establishment, Pluri has aimed to guarantee its employees' personal development along two pathways, the professional and the personal/familial. Numerous resources are allocated to expand family involvement in the Company.

Pluri has established initiatives for employees' children during the holidays and the summer break. At the end of August, for example, we grant parents with children up to age 12 two days of paid vacation time, as it can be difficult to find childcare during the late summer.

We also celebrate National Family Day at Pluri – a special occasion on which all employees get to leave work early with a gift for their loved ones. We regularly send gifts to employees celebrating special occasions. Pluri celebrates the birth of every one of the Company employee's babies by giving a gift to new parents, and fathers get three days of paid time off.

## Health and safety in the workplace

At Pluri, we pay a great deal of attention to safety in the workplace. The Company has a Safety Manager, a Safety Supervisor, Safety Trustees, and a Safety Committee that convenes monthly. Pluri conducts all legally mandated training sessions and facilitates internal refresher training and tutorials, as well as training for external suppliers.

Employee nutrition and health are also extremely important to us. We offer our employees free healthy lifestyle workshops and lectures on topics such as smoking cessation, healthy eating, active lifestyle, and ergonomics. In addition, we have established sports groups, and gifted recreation kits to all employees.



# People & culture continued

## The employee recruitment process

Pluri's recruitment process has always aimed to treat candidates with as much dignity and respect as possible. For example, every CV that is sent to Pluri receives an immediate email response confirming that the CV has been added to our database and that it is checking whether we have an available position for which they may be suited.

Throughout the recruitment process, Pluri is in contact with the candidates and updates them on how long the process will last. The actual process is as efficient as possible. Pluri believes that the managers conducting the interviews are the face of Pluri and must undergo proper training on how to conduct themselves in an interview.

## Occupational variety

We believe that occupational variety contributes immensely to work at Pluri, and promotes the teams in particular, since it encourages creativity and fosters innovative thinking.

The Company's recruitment program includes working together with associations that help organizations reach candidates from various sectors. When there are several candidates with the same skills and relevant experience, Pluri gives preference to diverse sectors. The recruitment process also includes reaching out to various community associations, such as the Israel Defense Forces (IDF) Wounded Vets Association [Irgun Nechey Tzahal]. Pluri is committed to encouraging the employment of people with disabilities and we hire under the Equal Rights for Persons with Disabilities Law (1998, source in Hebrew >>).



# People & culture continued

## Employee satisfaction

Since 2014, Pluri has conducted an organization-wide survey among all its employees once every three years. Approximately 85% of Pluri employees participate in the survey. Pluri has also developed satisfaction surveys unique to the needs of each department. The survey completion rate by the Company's employees is between 70-80%. The results of the above surveys are detailed and emailed to the Company employees.



CONSCIOUS  
CAPITALISM  
ISRAEL

In 2018, we officially joined Conscious Capitalism. Pluri representatives participate in Conscious Capitalism courses and have joined its group of ambassadors. Pluri is committed to upholding the four guiding principles behind Conscious Capitalism – a higher purpose, stakeholder orientation, conscious leadership and conscious culture.



Our senior management team receives employee letters of appreciation for their leadership during the pandemic

## Listed as best company to work for (2016-2020)

Between 2016 - 2020, the Company made Dun & Bradstreet's list of best companies to work for in Israel (DUN'S100). The Company sees this as an important indicator of its status as a leading biotech company.

# Pluri for the community

## Employee volunteer activity

Employee volunteerism is a prime component in Pluri's community work. During 2019, our employees contributed a total of about 800 hours of community service. While COVID-19 made in-person volunteering nearly impossible throughout 2020, our teams remained determined to serve the community and began volunteering remotely. This work included packaging food baskets, organizing community Zoom lectures and engaging in other virtual service opportunities.

Once a year we honor employees who volunteer during their free time and view it as a way of life.

800



hours of volunteer work were contributed by employees in 2019. Volunteering was carried out remotely, where possible, in 2020.



Supply chain department volunteering

Some of the organizations Pluri partnered with in 2019 and 2020 include:



**Lev Chash** provides short and long-term assistance to disadvantaged groups who experience economic, health, mental and/or other difficulties. Our teams volunteered at the association on a monthly basis participating in various activities; regular collection of clothing, food and toys, packaging of food baskets, painting and maintenance work in the complex, organization and sorting of donated clothes and volunteer at Rambam Hospital.



**Haifa Women's Crisis Shelter** is a shelter for women victims of domestic violence and their children. Pluri participated in special projects for the holidays, such as collecting donations and gifts from employees and purchasing products for the women and children lodging at the shelter.



**Yad Ezer** supports Holocaust survivors who are in difficult economic and social situations. Our activities included packaging food baskets for Rosh Hashana (the Jewish New Year), lighting candles for Hannukah and sing-along activities with the survivors.



# Pluri for the community continued

## Nurturing the next generation of Life Science professionals

As a leading biotechnology company, we are committed to nurturing student interest in biotech.



In 2020, we spearheaded a joint project with Ein-Mahel high School and the Ramon Foundation. As part of this project, our R&D Department guided high school students in building a biology experiment based on the Company's PLX cells, which ended up being launched into space at the end of the process.



Our research team with Ein-Mahel high school students



**Ta'asiyeda**, an educational organization founded by the Manufacturers Association of Israel. The collaboration included student tours at our company headquarters as well as Pluri's participation in Ta'asiyeda technology conferences.

## Attracting educational and business delegations

At Pluri we always feel privileged to have delegations from around the world visit our labs and interact with our staff. In 2019 Pluri hosted 13 delegations from Israel and abroad, including a cohort of business students from the United States, business delegations from China who attended an innovation workshop and German pharmaceutical industry executives. That year roughly 325 people came to visit us in total. In 2020, due to COVID-19 restrictions, there was a limited number of delegation visits.

## Opening doors to opportunity



A collaboration with the **Technion's Career Institute** included an effort to recruit Arab students and graduates, giving them an opportunity to start their careers in the life science industry.



**Kav Mashve** is an association that promotes the successful integration of Arab professionals in the Israeli business sector. The collaboration included visits at Pluri and educational lectures given by our team.



**Nefesh B'Nefesh** encourages Aliyah (immigration) to Israel and assists with professional integration through career guidance and job placement. The collaboration included Pluri promoting the immigration process.



**ScienceAbroad** is an association that helps Israeli doctoral/postdoctoral scientists who studied abroad rejoin the Israeli industry. Pluri allowed returning scientists to hold lectures for the Israeli industry, thus gaining much needed exposure. This collaboration also included hiring of scientists, according to the available positions at the Company.



# Pluri and the Coronavirus challenge

## Treating ARDS associated with COVID-19

The pandemic manifested Pluri's purpose as a company that develops cell therapy product candidates for unmet medical conditions. Since COVID-19 is first and foremost a medical and biological event, accompanied by economic and social consequences, the Company devoted itself to the cause.

We obtained approval from the Israeli Ministry of Health and the U.S. Food and Drug Administration (FDA) to treat under compassionate use programs COVID-19 patients who developed ARDS, requiring hospitalization and intubation in hospital ICU wards. In May 2020, the Company reported 87.5% survivability rates after a 28-day follow up of eight patients it treated under compassionate use programs. Pluri expanded its clinical program with two Phase II clinical studies among COVID-19 patients with ARDS in the United States, and Europe and Israel.



Our team in preparations for compassionate use treatment

## COVID-19 impact



- ✓ Phase II studies in the U.S., Europe & Israel
- ✓ Expanded Access Program in the U.S.
- ✓ Compassionate use programs in Israel and the U.S.



We were honored to receive recognition as one of the outstanding technological innovations developed by Israeli companies to fight the pandemic.

In December 2020, Pluri was awarded the Genesis Prize by the Genesis Foundation and Startup Nation Central. We were privileged to receive our award from Israeli President Reuven Rivlin at a virtual ceremony and in person, with the 2020 Genesis Prize laureate Natan Sharansky, CEO Startup Nation Central Professor Eugene Kandel, and Deputy CEO of the Genesis Prize Foundation Sana Britavsky.

# Pluri and the Coronavirus challenge continued

## Creating a flexible, committed and safe workplace during a pandemic

The Coronavirus pandemic revealed the importance of working closely with all Pluri's stakeholders, including our patients, medical teams, employees, investors, partners, and suppliers. Our employees were updated on how we were preparing and what steps were undertaken to ensure their safety during this period of uncertainty. A hybrid workplace structure was initiated with work teams connected through technology platforms, as we moved ahead with our planned projects and goals.



To protect our employees' workplace and preserve the knowledge accumulated at the company, we implemented a mechanism of mutual responsibility among the employees. As a commitment to our employees, we decided not to dismiss or furlough employees. We instead temporarily reduced salaries from 50% for upper management, and up to 20% for non-management employees.

With the lengthening impact of the pandemic, the Company has continued to adopt a flexible hybrid model where employees both work remotely and from the office.



The Company's organizational resilience alongside a transparent and safe working environment enabled it to endure the pandemic, and even to grow from it. With a strong foundation of trust, and the full and wholehearted cooperation of all the Company's employees and managers, Pluri has faith in its strong and unique organizational culture.

## About the report

This People, Culture & Community Report (the “Report”) covers Pluri Inc.’s (“Pluri”, the “Company” or “we”) performances during the period of January 1, 2019, through December 31, 2020, unless otherwise stated, and is consistent with our efforts to be transparent in its activities and involve our stakeholders in its operation.

This Report was written in the spirit of the Global Reporting Initiative (GRI) standards and meets the Sustainability Accounting Standards Board (SASB) “Employee Recruitment, Development & Retention” reporting guidelines for companies in the Biotechnology & Pharmaceuticals Sectors.

In this Report, we seek to highlight the ways Pluri manages its team and engages with its community. We are aware that the scope of the Report is limited relative to the full range of GRI’s disclosure standards, and that it may lack additional aspects of these requirements such as identifying the material issues, health-related impacts, and environmental aspects.

We intend to continually evaluate our performance reporting and explore expanding the scope of this Report in the future. Some of our disclosures in this Report are estimations or based on assumptions, due to the inherent measurement uncertainties. Except to the Company’s CSR consultant assistance in structuring the Report and gathering the data, the information in this Report has not been audited by any third party.

This Report may contain references or links to other websites maintained by third parties over whom Pluri has no control. Such links are provided merely as a convenience. Pluri makes no warranties or representations of any kind as to the accuracy, currency, or completeness of any information contained in such third-party websites, including any third-party social media or mobile app platform.

Pluri Inc. is a Nevada corporation that was incorporated in 2001. Pluri operates mainly through its head office Israeli subsidiary, Pluri Biotech Ltd. Pluri’s Israeli subsidiary has a German subsidiary, Pluri GmbH, which was incorporated in 2020.

## Forward-looking statements

This Report contains express or implied forward-looking statements within the Private Securities Litigation Reform Act of 1995 and other U.S. Federal securities laws. These forward-looking statements and their implications are based on the current expectations of our management only, and are subject to a number of factors and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements.

The following factors, among others, could cause actual results to differ materially from those described in the forward-looking statements: changes in technology and market requirements; we may encounter delays or obstacles in launching and/or successfully completing our clinical trials; our products may not be approved by regulatory agencies, our technology may not be validated as we progress further and our methods may not be accepted by the scientific community; we may be unable to retain or attract key employees whose knowledge is essential to the development of our products; unforeseen scientific difficulties may develop with our process; our products may wind up being more expensive than we anticipate; results in the laboratory may not translate to equally good results in real clinical settings; results of preclinical studies may not correlate with the results of human clinical trials; our patents may not be sufficient; our products may harm recipients; changes in legislation; inability to timely develop and introduce new technologies, products and applications; loss of market share and pressure on pricing resulting from competition, which could cause our actual results or performance to differ materially from those contemplated in such forward-looking statements.

Except as otherwise required by law, we undertake no obligation to publicly release any revisions to these forward-looking statements to reflect events or circumstances after the date hereof or to reflect the occurrence of unanticipated events. For a more detailed description of the risks and uncertainties affecting us, reference is made to our reports filed, from time to time, with the Securities and Exchange Commission.



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