



Insurance and facilities policies

We have described the philosophy and culture of Agathos Biologics in our video [“Agathos Biologics Culture”](#) and the whitepaper [“The culture of our company need not, and will not, be political”](#). We are committed to focusing on our mission to solve difficult biotechnology problems in ethical ways that make our products and services available to everyone. Most political and cultural issues – e.g., voting rights laws, climate change, funding of law enforcement – although important, do not impact our mission and the company will not spend time and energy on them. Some political and cultural issues do impact our mission and our employees, and we must respond to and address them.

Employee health insurance policies

As part of their compensation, we provide health insurance to employees and pay a portion of their premiums. The insurance covers standard medical treatments and procedures for abnormal medical conditions and injuries. The insurance does not cover elective abortion, regardless of method of administration, because pregnancy is not an abnormal medical condition or injury that requires treatment. Sterilization procedures are not covered, because the ability to reproduce is not an abnormal medical condition or injury that requires treatment. Procedures that treat abnormal medical conditions or injuries that may result in sterilization are covered. Any surgery or procedure that modifies or removes a normally functioning body part, is solely cosmetic and not due to disfigurement resulting from disease or injury, or modifies sexual characteristics, is not covered.

Facilities policies

Employees and visitors to our facilities have the right to be treated with respect and to work in a safe environment. Designated laboratory areas may be accessible by authorized personnel only with proper person protective equipment. To ensure the safety of women in our facilities, there are two designated restrooms and their use is segregated based on biological sex. This policy is consistent with North Dakota law regarding use of restrooms in public schools, public universities, and state correctional facilities.

