



SAVARA

Human Rights and Labor Standards Policy

Introduction. Savara’s mission is to “positively impact the lives we touch.” In pursuing that mission, we are committed to five key values: Courageous, Collaborative, Ethical, Nurturing and Excellence. As part of living out that mission and in accordance with those values, we believe it is our responsibility to act with integrity and work to ensure our employees and the people with whom we interact are treated with fairness, respect, and dignity. We are committed to advancing fundamental human rights and responsible labor practices throughout our operations, and this Human Rights and Labor Standards Policy outlines the standards for such conduct.

This policy is guided by the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights, and it is aligned with Savara’s Code of Business Conduct and Ethics. It is overseen by the Savara Board of Directors through the Nominating and Corporate Governance Committee.

Scope. This Policy applies to Savara Inc. and its subsidiaries and all employees, directors, and contractors. We encourage our business partners to uphold the principles in this policy and to adopt their own similar policies.

Commitment to Responsible Labor Practices. Savara is committed to ensuring our compliance with all applicable laws, regulations, and other employment standards. We prohibit the employment of individuals under the applicable statutory minimum age for workers, as well as the use of any form of forced labor. All work is voluntary, and employees may terminate their working relationship with Savara at any time, subject to any applicable legal notice requirements.

Valuing Diversity and Inclusion. At Savara, we value diverse backgrounds and viewpoints and are committed to equal opportunity. We aim to recruit, hire, place, develop, compensate, and advance people based on the needs of our organization and the qualifications, performance, skills, and experience of our people.

We are committed to a workplace in which all individuals feel respected and valued. We do not tolerate discrimination or harassment of any kind, including discrimination or harassment based on race, ethnicity, color, religion, gender, sexual orientation, gender identity, national origin, disability, age, or any other classification protected by law. Upon beginning employment with Savara, all employees receive training on workplace diversity and inclusion.

Health and Safety. The health and safety of our employees is a top priority, and our goal is to provide a safe and healthy work environment for all personnel. We aim to comply with applicable federal, state, and local laws regarding workplace safety and have adopted a Health and Safety in the Workplace Policy that is applicable to all employees, regardless of geographic location.

Compensation and Work Hours. We strive to compensate employees competitively relative to our industry and the local labor market, and we are committed to providing a living wage. Savara complies with applicable laws related to wages, working hours, overtime, and benefits in the countries in which we operate.

Savara is dedicated to helping employees to balance the demands of work and personal life by offering flexible work schedules and the opportunity to work remotely. Additionally, Savara offers paid parental leave to employees who have welcomed a new family member through birth, adoption, or foster placement.

Freedom of Association and Collective Bargaining. Savara respects our employees’ right to form, join, or not join a labor union, seek representation, bargain, or not bargain in accordance

with local laws and without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and bargaining in good faith.

Seeking Advice and Reporting Concerns. Any employee who has a question regarding this Human Rights and Labor Standards Policy, would like guidance on a particular situation, or would like to report a potential violation should contact their supervisor, the Human Resources Department, or the Legal Department. Additionally, employees can anonymously report a suspected violation by calling (800) 398-1496 or submitting a report online at <http://www.lighthouse-services.com/savarapharma>. The anonymous reporting channels are operated by an independent firm based in the U.S. Those reports will be sent to the Chair of the Audit Committee and the Compliance Officer named in the Code of Business Conduct and Ethics. Any retaliation against an employee who, acting in good faith on the basis of reasonable belief, reports a suspected violation is expressly forbidden. Savara will investigate any actual or suspected violations of this policy raised by its employees and will take remedial action, as appropriate.