

Gender Equality Plan (GEP)

Gender Equality and Inclusive Workplace Policy

Validity

This Gender Equality Plan (GEP) enters into force on **1 June 2026** and will be reviewed at least annually and updated as necessary.

1. Objective

Equality is the core value of the Hormonal Intelligence Initiative (short: HII). HII seeks to help all employees achieve their fullest potential irrespective of sex or gender, as well as sexual orientation, age, ethnic or social background, disability, religion or any other personal characteristic. HII seeks to take all measures necessary to provide equal opportunities in recruitment, professional development, compensation, and career advancement.

2. Scope

While this Gender Equality Plan fulfills the organization's commitment to promoting gender equality, its principles and measures are applied broadly to foster equality, diversity, and inclusion across all protected and relevant personal characteristics.

3. Responsibilities and Ressources

The management bears overall responsibility for the implementation, monitoring, and continuous improvement of this Gender Equality Plan.

Responsibility for coordinating its implementation lies with:

- **Function:** CEO/CSO
- **Name:** Belinda Pletzer

The designated responsible person possesses appropriate knowledge and competencies in the field of gender equality, diversity, and inclusion, acquired through relevant professional experience, and continuous professional development.

All employees are expected to contribute to the implementation of this plan. Equality considerations play an integral role in relevant personnel and organizational decision-making processes.

To support the effective implementation of this Gender Equality Plan, the necessary human, financial, and organizational resources will be provided. Where additional expertise is required, the organization will engage qualified external consultants to support the development, implementation, monitoring, and evaluation of gender equality measures.

4. Data Collection and Monitoring

To aid informed decisions regarding effective measures to support implementation, HII collects and reviews the following indicators on an annual basis by diversity dimension:

- Number of employees
- Leadership and management positions
- New hires
- Participation in training and professional development activities
- Employee turnover

Data will be collected, analyzed, and reported in aggregated and anonymized form wherever possible and processed in accordance with the GDPR and the Austrian Data Protection Act (DSG). The results are reviewed annually, and measures are adjusted where necessary.

5. Measures

5.1 Recruitment and Career Development

HII is committed to fair and non-discriminatory recruitment and selection procedures.

Measures include, but are not limited to:

- Gender-neutral wording in job advertisements and recruitment materials
- Evaluation of applications based on transparent and objective criteria
- Promotion of equal access to professional development and training opportunities
- Consideration of diversity aspects in recruitment and hiring decisions

5.2 Work–Life Balance

HII supports flexible working arrangements where compatible with operational requirements.

Measures include, but are not limited to:

- Flexible working hours
- Opportunities for remote and mobile working
- Support for employees returning from parental leave or caregiving responsibilities
- Consideration of family and caregiving commitments in work organization

5.3 Inclusive Participation and Diversity in Decision-Making

HII promotes inclusive and equitable participation in decision-making processes and seeks to ensure that individuals of all genders and backgrounds have equal opportunities to contribute to leadership, decision-making, and organizational development.

Measures include, but are not limited to:

- Transparent criteria for leadership and management responsibilities
- Consideration of qualified candidates from diverse backgrounds for appointments and promotions
- Encouragement of diverse perspectives in organizational decision-making
- Promotion of an inclusive and respectful corporate culture
- Regular review of practices to identify and reduce potential barriers to participation

5.4 Equal Treatment and Respectful Working Environment

Discrimination, sexual harassment, bullying, and any form of inappropriate behavior are not tolerated at HII.

Measures include, but are not limited to:

- Anti-harassment clauses in all employment contracts
- Confidential channels for reporting complaints or concerns
- Prompt review and investigation of reported incidents
- Appropriate measures to protect affected individuals
- Promotion of respectful and constructive communication

5.5 Inclusive Participation and Decision-Making

HII recognizes that an inclusive workplace is strengthened through the active involvement of all employees. The company encourages employees to contribute ideas, feedback, and suggestions on how to foster a more inclusive, equitable, and respectful working environment.

Measures include:

- Providing opportunities for employees to share suggestions and feedback on equality, diversity, and inclusion initiatives
- Encouraging open dialogue and constructive discussion on workplace culture and organizational practices
- Considering employee input when developing or reviewing policies and procedures related to equality, diversity, and inclusion
- Promoting a culture in which all employees feel comfortable expressing their views and raising concerns without fear of disadvantage or retaliation
- Periodically reviewing employee feedback and, where appropriate, implementing measures to improve inclusiveness and workplace well-being

6. Training and Awareness-Raising

All employees are regularly informed about the principles of equal treatment and non-discrimination.

Awareness-raising activities address, in particular:

- Equality and equal opportunities
- Unconscious bias
- Respectful collaboration and communication
- Prevention of discrimination and harassment

Such activities may be carried out through internal meetings, workshops, or appropriate external training programs.

6. Publication and Review

This Equality Plan is made accessible to all employees and is reviewed on a regular basis.

Management evaluates the implementation of the measures at least once per year and, where appropriate, adopts revisions and additional actions.

Salzburg, 01.06.2026



Belinda Pletzer

CEO & CSO

for the Hormonal Intelligence Initiative