

Gender Equality Plan (GEP) 2025-2028

Official Document of Apiotix Technologies d.o.o.

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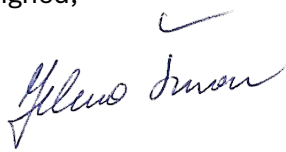
1. Introduction and Endorsement from Top Management

Apiotix Technologies is founded on the principles of innovation, scientific excellence, and integrity. We firmly believe that achieving our mission to develop groundbreaking health solutions is intrinsically linked to fostering a diverse, inclusive, and equitable workplace. A culture that values and promotes gender equality is not only a moral imperative but also a strategic asset that enhances creativity, drives innovation, and ensures the well-being of our entire team.

This Gender Equality Plan (GEP) formalizes our commitment to systematically identify and address gender inequalities, promote a balanced and fair organisational culture, and integrate the gender dimension into all facets of our work. It serves as a strategic framework for action for the period 2025-2028.

As a company led by a woman in science and technology, Apiotix Technologies is deeply committed to this plan. We fully endorse its principles and commit to providing the necessary resources and support for its successful implementation and continuous improvement.

Signed,



Jelena Suran, CEO,

Apiotix Technologies d.o.o.

2. Dedicated Resources

Given our current size as a focused, agile team, Apiotix Technologies adopts a streamlined approach to resource allocation for this GEP.

- **GEP Leadership:** The responsibility for overseeing and driving the Gender Equality Plan is led directly by our CEO, Jelena Suran. This ensures top-level commitment and integration into all strategic decisions.
- **Collective Responsibility and Review:** All team members (Jelena Suran, Bozo Radic, Vlado Sliskovic, Sasa Radic) share a collective responsibility for upholding the principles of this plan. Progress, challenges, and new actions related to gender equality will be a standing agenda item in our regular team meetings, held at least quarterly.
- **Budget:** An annual budget will be allocated for GEP-related activities, primarily for professional development and training opportunities in areas such as unconscious bias and inclusive research practices.

3. Data Collection and Monitoring

A systematic approach to data collection is fundamental to evidence-based action, even in a small team. Apiotix Technologies commits to:

- **Data Collection:** Maintain and annually review anonymized, sex-disaggregated data on personnel, including roles, remuneration, and professional development opportunities. As we grow, this will be expanded to include applicants, new hires, and promotions.
- **Annual Monitoring and Reporting:** The CEO will lead an annual review of our progress against the targets defined in this plan. The findings and any necessary adjustments will be discussed transparently with the entire team.
- **Transparency:** A public summary of our commitment and progress will be maintained on the Apiotix Technologies website.

4. Training and Awareness Raising

To foster a shared culture of gender equality, we will invest in continuous learning.

- **Unconscious Bias Training:** The entire team will undertake training on unconscious gender bias within the first year of this plan, with a commitment to regular refresher training as the team grows.
- **Gender Equality in R&D:** The team will participate in specialized training (e.g., online modules, workshops) on integrating the gender dimension into health research to ensure our scientific work is excellent and equitable.

5. Thematic Areas: Measures and Targets

5.1 Work-Life Balance and Organisational Culture

- **Objective:** To cultivate a supportive and flexible work environment that enables all team members to balance professional and personal responsibilities.
- **Measures:**
 1. Maintain and promote our flexible working hours and remote work policies.
 2. Actively encourage a culture where both male and female team members feel supported in taking parental or family leave.
 3. Uphold a "right to disconnect" to respect personal time.
- **Targets:**
 - Continuously maintain an employee satisfaction score of over 90% regarding work-life balance and company culture in annual confidential surveys.

5.2 Gender Balance in Leadership and Decision-Making

- **Objective:** To maintain and promote gender balance in leadership as the company grows.
- **Measures:**
 1. Leverage our current structure, with a woman CEO, as a foundation for future inclusive growth.
 2. When creating new leadership or decision-making roles, actively seek to build a diverse team.
- **Targets:**

- As the company expands, our goal is to maintain a gender balance where the underrepresented gender holds at least 40% of leadership and senior scientific positions.

5.3 Gender Equality in Recruitment and Career Progression

- Objective: To ensure all future recruitment and career advancement opportunities are based on merit and free from gender bias.
- Measures:
 1. Use gender-neutral language in all future job advertisements.
 2. For future hires, ensure interview panels are diverse.
 3. Base all career progression decisions on clear, objective performance criteria discussed openly with team members.
- Targets:
 - For all future recruitment efforts, ensure the pool of qualified applicants is gender-diverse.

5.4 Integration of the Gender Dimension into Research & Development

- Objective: To ensure that sex and gender analysis is a standard practice in our R&D activities to enhance scientific quality and societal relevance.
- Measures:
 1. Develop and utilize a checklist to guide the consideration of sex and gender variables in all research, from preclinical studies to product development.
 2. Stay current with best practices through continuous training and literature review.
- Targets:
 - Ensure 100% of our R&D projects document their consideration of the gender dimension from the outset.

5.5 Measures Against Gender-Based Violence, Including Sexual Harassment

- Objective: To maintain a zero-tolerance policy towards all forms of harassment and to ensure a safe, respectful environment for all.
- Measures:
 1. Implement and uphold a clear anti-harassment policy, communicated to all team members and future hires.
 2. Establish a clear and confidential reporting process. Any concerns can be brought directly to the CEO, Jelena Suran, who is committed to a prompt, fair, and confidential investigation.
 3. Foster an open culture where team members feel safe to speak up without fear of retaliation.
- Targets:
 - Ensure 100% of current and future team members are aware of the anti-harassment policy and reporting procedures.
 - Review the policy annually to ensure it remains effective.