



GENDER EQUALITY PLAN

MAY 2023

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This Gender Equality Plan is in line with Technophage's objectives to promote well-being, safety and respect for diversity in the workplace.

Seeking equal opportunities for all people - regardless of sex, gender, colour, ethnicity, age, sexual orientation, social origin, physical or mental ability - is one of our commitments to respect human rights and non-discrimination.

By releasing this document, we are making a public commitment to ensure that we are aware of the importance of promoting gender equality in our Company, as well as dedicating resources according to our capacity to put in place an effective plan to involve all team members in this very important cause.



OUR COMMITMENTS

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all staff.
- To promote equality in the workplace which we believe is good management practice and makes sound business sense.
- We will review all our policies, employment practices and procedures to ensure fairness.
- This plan is fully supported by senior management.
- The plan will be monitored and reviewed regularly.



DEDICATED RESOURCE

Considering the capability of Technophage in terms of human resources, we have a Human Resources Manager leading the Diversity, Equality and Inclusion issues, with strong commitment and support from top leadership. In addition, the work is supported by a Legal Associate and the members of the Quality Management System who are committed to the implementation of the Gender Equality Plan.



DATA COLLECTION AND MONITORING

Technophage considers it appropriate to declare its intention not to discriminate and assumes that this will be translated into practice consistently throughout the organization. Consequently, a policy and monitoring system will be introduced to measure the effectiveness of such a policy and action plans to be implemented.

The system will involve the routine collection and analysis of the following data (but not limited to):

- Information on employees by gender, marital status and nationality;
- Number of female and male candidates applying for distinct job positions;
- Wage gaps by gender and job;
- Staff numbers by gender at all levels, function (including management and operation) and by contractual relation to the organization;
- Numbers of women and men having left the organization in past years, specifying the numbers of years spent in the organization;
- Information regarding the number of staff who declare themselves as disabled.



Where appropriate, equality impact assessments will be carried out on the results of monitoring to ascertain the effect of the Company policies in annual basis.

The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose, as per General Data Protection Regulation.

If monitoring shows that the Company, or areas within it, are not representative, or that sections of our workforce are not progressing properly within the Company, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, Company policies and practices as well as consideration of taking legal positive action.



EMPLOYEES DISTRIBUTED BY GENDER



Indeed, since the beginning of its activities, Technophage has always had more women than men on its staff, and in the last three years the female gender has represented more than 90.0%. Among the six team leaders in the company, currently 83.0% are women.

BOARD OF DIRECTORS BY GENDER



Regarding the directors that are part of the Board of Directors, Technophage shows currently one female representative (33.3%).



TRAINNING

The staff dedicated to gender equality issues will actively seek training actions that fit our financial and Human Resources capacity, in order to implement awareness actions on gender equality involving the whole organization. These actions should involve, for example, recruitment process, integration of new employees, career progression, among other issues to be evaluated by the Quality Management System team and Human Resources Manager.

By publishing this document, we make a public commitment to gender equality.

Miguel Garcia

CEO Technophage S.A.

