

GENDER EQUALITY PLAN

INTRODUCTION & MANAGEMENT COMMITMENT

Apogee Information Systems recognizes gender equality as a fundamental value and a key factor for sustainable development and innovation. Senior management has approved and published this Gender Equality Plan, reaffirming the company's commitment to promoting equal opportunities and respecting diversity.

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## 1. STRUCTURE AND RESOURCES

- > Appointment of a responsible person/team for monitoring and implementing the GEP.
- > Allocation of dedicated human resources and expertise in gender equality.
- > Collaboration with external stakeholders/experts when required.

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2. DATA COLLECTION & MONITORING

- > Systematic collection of gender-disaggregated data on personnel.
- > Annual reporting based on indicators (e.g., participation rates, career progression into leadership positions, pay equality).
- > Continuous evaluation and updating of actions.

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## 3. TRAINING & AWARENESS

- > Organization of training programs on gender equality and unconscious bias.

- > Briefings for decision-makers to ensure integration of gender equality into strategies and procedures.
- > Awareness-raising campaigns for all staff. GET /peer-reviews/all

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4. STRATEGIC OBJECTIVES & MEASURES

The GEP establishes concrete measures and objectives in the following areas:

- > Work-life balance and the promotion of a supportive organizational culture.
- > Gender balance in leadership and decision-making, enhancing representation and participation.
- > Gender equality in recruitment and career progression, through transparent selection and evaluation processes.
- > Integration of the gender dimension into projects, research, and educational content, where relevant.
- > Preventive and corrective measures against gender-based violence and sexual harassment, supported by zero-tolerance policies.

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## 5. TRANSPARENCY & ACCOUNTABILITY

- > The Gender Equality Plan is published on the company's website .
- > A mechanism is in place for complaints and anonymous reporting of incidents.
- > Progress is assessed and publicly reported on an annual basis.

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