

MYRTENI SMART SOLUTIONS SMPC

GENDER EQUALITY PLAN

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1 MESSAGE FROM THE CEO

Dear Colleagues,

I am pleased to launch the Gender Equity Plan to strengthen the company's commitment to improving gender equity within our workplace and community.

A diverse workforce reflects the community it serves, provides the best mix of views and leads to better services to the society. The company's employees have equal access to opportunities and responsibilities.

Our Human Resources Department ensures that our company workplace is inclusive and respectful, where wellbeing is paramount and where our people are given opportunities to succeed.

I am proud of the work that we have accomplished together with all colleagues, to drive and promote gender equality.

Dr. Konstantinos Ap. Eleftherianos

CEO



2 HISTORY OF CHANGES

VERSION	PUBLICATION DATE	CHANGE
1.0	01/11/2023	Initial version

3 INTRODUCTION

According to the EU, the Gender Equality Plan (GEP) is a set of commitments and actions that aim to promote gender equality in an organisation through a process of institutional and structural change. Gender equality is a fundamental value of the European Union. Following the Guidance on Gender Equality Plans issued by the EC, gender equality:

- Helps to improve the quality and impact of the company's operations by helping to ensure it is reflective of and relevant to the whole of society
- Creates better working environments that enable good quality research and learning and help maximise the potential and talents of all staff
- Helps to attract and retain talent by ensuring that all staff can be confident that their abilities will be valued and recognised fairly and appropriately.

A GEP is adopted by organisations or institutions in order to assess their procedures and practices, identify gender bias and implement measures to correct any bias, set targets and monitor progress in gender equality via indicators. Myrteni Smart Solutions acknowledges that gender equality benefits business operations, as well as research and innovation (R&I) and establishes as priorities to address the issue gender equality, to set guidelines for future activities in order to enhance gender equality and to monitor application of the GEP. With this document, Myrteni Smart Solutions aims to identify and tackle gender inequalities, detect their causes and define desired outcomes, including targets, establish measures to achieve the aims, and set indicators to monitor progress.

In addition, Myrteni Smart Solutions aims to engage its personnel in the implementation of this plan, having conscious that a GEP is an ongoing process that encourages self-reflection and review of processes and practices. This GEP has been signed by the CEO of the company, it has been published on the organisation's website (www.myrteni.gr), and communicated within the organisation.

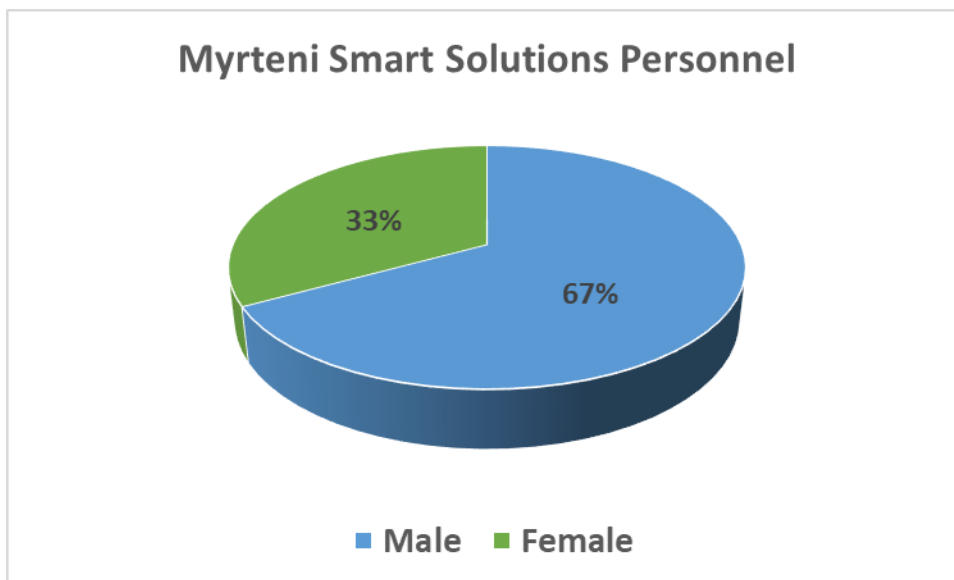
4 DEDICATED RESOURCES

Myrteni Smart Solutions offers integrated end-to-end ICT and IoT solutions to public and private sector customers and partners, along with consulting, research and project management services in these areas. Myrteni Smart Solutions management considers that the implementation of the GEP is of great importance for the company's operations and success. Consequently, the respective Human Resources are committed to apply their expertise in gender equality matters, in order to ensure that the company's GEP is implemented.

5 DATA COLLECTION & MONITORING

According to EC, organisations must collect sex/gender disaggregated data on personnel with annual reporting based on indicators. Organisations should consider how to select the most relevant indicators, how to collect and analyse the data, including resources to do so, and should ensure that data is published and monitored on an annual basis. Myrteni Smart Solutions emphasizes on gender equality, by providing equal opportunities to both female and male candidates. Data collection and monitoring is performed according to the General Data protection Regulation.

In the following Figure, Myrteni Smart Solutions' percentage of employees is graphically represented for year 2023:



6 TRAINING

Myrteni Smart Solutions applies awareness-raising and training activities on gender equality to its personnel. These activities engage the whole organisation and are an evidence-based, ongoing and long-term process. Activities cover unconscious gender biases training aimed at staff and decision-makers and can also include communication activities and gender equality training that focuses on specific topics or addresses specific groups.

7 GEP PROCESS-RELATED REQUIREMENTS

In this Section the KPIs that are being monitored for ensuring gender equality in the company's activities are presented.

7.1 WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

GEP aim to promote gender equality through the sustainable transformation of the organisational culture. Our company implements necessary policies to ensure an open and inclusive working environment, the visibility of women in the organisation and externally, and that the contribution of women is properly valued. Inclusive work-life balance policies and practices are also adopted by Myrteni Smart Solutions, including parental leave policies, flexible working time arrangements and support for caring responsibilities.

7.2 GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Increasing the number and share of women in leadership and decision-making positions touches upon all aspects in the GEP. Measures to ensure that women can take on and stay in leadership positions include providing decision-makers with targeted gender training, adapting processes for selection and appointment of staff on committees, ensuring gender balance through gender quotas, and making committee membership more transparent.

7.3 GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Critically reviewing selection procedures and remedying any biases ensure that women and men get equal chances to develop and advance their careers. Establishing recruitment codes of conduct, involving gender equality officers in recruitment and promotion committees, proactively identifying women in underrepresented fields and considering organisation-wide workload planning models are important measures which are considered in the GEP.

7.4 INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH CONTENT

The GEP considers how sex and gender analysis will be included in the research outputs of an organisation. It sets out the organisation's commitment to incorporating sex and gender in its research priorities, the processes for ensuring that the gender dimension is considered in research, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis. Research

funding and research performing organisations both have a role to play in ensuring this. It is noted that teaching is not a part of Myrteni Smart Solutions' activities.

7.5 MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Myrteni Smart Solutions is taking steps to ensure we have clear institutional policies on sexual harassment and other forms of gender-based violence. Our company policies establish and codify the expected behavior of employees, outline how members of the organisation can report instances of gender-based violence and how any such instances will be investigated, and sanctions applied. They also consider how information and support is provided to victims or witnesses and how the whole organisation can be mobilised to establish a culture of zero tolerance toward sexual harassment and violence.

8 MANAGEMENT APPROVAL

The GEP document is approved by the CEO and legal representative of Myrteni Smart Solutions, Dr. Konstantinos Ap. Eleftherianos.

(Α.Ε.Δ.Ε.π.ι.α.ν.ο.)