

Gender Equality Plan

Scigen Technologies SA



September 2022

The Gender Equality Plan (GEP) of the Scigen Technologies for the years 2023-2025 was formulated under the responsibility of the Company's Gender Equality Committee-GEC (approved by the Board of Directors), with the following members:

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Introduction

This action plan sets out Scigen Technologies' priorities for addressing gender equality, identifies activities and monitoring plans. Equality of opportunity is core to our mission and gender balance is a critical component to ensure fair access and equity for our research, managerial, technical, administrative and support staff. Scigen Technologies following international, community and internal standards, commits to the promotion of equality of opportunities between women and men in its principles and priorities.

Regulatory framework

This Gender Equality (GE) Plan legitimates and protects every strategy aiming to achieve gender equality at Scigen Technologies. The GE Plan is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, harassment in the workplace, social responsibility of organizations etc. Specific articles, policies and directives can be found below.

Greek Law

Over the past few years, Greek policy documents related to research, innovation, technology, and higher education, including the latest National Strategy for the European Research Area (2016-2020), have incorporated EU principles on gender equality instructing public research bodies "to establish Gender Equality Plans and to include relevant provisions in their internal regulations and strategic plans".

In addition, the Greek Constitution guarantees equality between the sexes (Art. 2, §4) and the right to equal pay for work of equal value regardless of gender or other differences (Art. 22, §1). At the same time, Greece's constitution recognizes substantive equality between the sexes. In the constitutional revision process in 2001, it was foreseen that "positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex" and that "the state shall

take measures to eliminate inequalities to the detriment of women that exist in practice" (Art. 116(2)). This amendment paved the way for positive measures in different domains, such as, for example, the adoption of gender quotas for local, national and European Parliament elections, and the aforementioned gender provision for advisory bodies and scientific councils. As a result, a number of new laws and provisions were devised for research and private organizations. Law 4604/2019 on "Promoting substantive equality between the sexes and combating gender-based violence" encourages and research content universities and research organizations to integrate gender in their study programs (Art. 17) on "Promoting substantive equality between the sexes and combating gender-based violence", Government Gazette, No. 50/1, March 2019). Private and commercial enterprises are also encouraged to adopt equal opportunity policies, also through the development of GE Plans. For those companies, an official distinction namely the "Equality Badge" (Sima Isotitas) is foreseen (Art. 21).

European Law

Equality between women and men and non-discrimination are common values on which the EU is founded and are firmly embedded in the Treaties of the European Union, the Charter of Fundamental Rights of the European Union and secondary legislation. In the development of the GE Plan Scigen Technologies considers the a) "Recast" Directive (2006/54/EC) on equal opportunities and equal treatment of women and men in employment and occupation which requires the implementation of the prohibition of direct and indirect sex discrimination, harassment and sexual harassment in pay and access to employment b) the Directive 2010/41/EU on the prohibition of direct and indirect (sex) discrimination to self-employment, c) the discrimination prohibition Directive on Pregnancy (92/85/EEC), d) the Parental Leave Directive (2010/18/EU) and e) the Parttime Work Directive (97/81/EC). Scigen Technologies considers also the e) Racial Equality Directive (2000/43/EC) that prohibits discrimination on the ground of racial or ethnic origin in employment, the f) Employment Equality Directive (2000/78/EC), covering the grounds of religion or belief, disability, age and sexual orientation.

The Digital Gender Divide

The above regulatory framework serves the pressing national and European need for a digital future that will be based on the equal involvement of both men and women. Women's participation is crucial for the development of a sustainable, fair and equitable digital economy and society. Unfortunately, in the European digital economy women are underrepresented and as statistics reveal, only 1 in 6 ICT specialists is a woman, while only 1 in 5 becomes an ICT entrepreneur. Overall, the increasing demand of Europe in men and women digital experts is over 1 million with more than 53% of European companies reporting difficulties in finding such experts.

In Greece the Ministry of Digital Governance has designed the Digital Transformation Strategy for 2020-2025 as an attempt to address such inequalities. The Strategy was devised in close cooperation with stakeholders from the public and private sector, the academic community and civil society, sets priorities for the digital transformation of the country, and goals for the development of the digital skills of the Greek society regardless gender, at all levels and ages. Scigen Technologies' vision is in line with the objectives of this strategy and aims through its research and training activities to contribute to national and European needs in ICT reskilling and upskilling.

Scigen Technologies' mandate is to provide an enabling environment to both male and female employees to excel in cutting edge fields such as Software Development, Research, Marketing Strategies, and Client Services. Capacities and services offered within its premises, allow employees to innovate and commercialize their research for addressing societal and industrial challenges, meeting the demands and policies set at national and European levels. Through this Plan, Scigen Technologies establishes concrete gender-oriented measures and interventions that contribute to the reduction of the Digital Gender Divide observed by empowering female employees and providing them with the necessary resources to advance their careers.

Scigen Technologies:

- Offers a welcoming work environment providing pay equity, flexibility, parental policies, and inclusion.

- Provides women with career advancement pipelines, continued professional development and leadership training.
- Develops schemes for mentorship for female employees and female students wishing to undertake internship at Scigen Technologies.
- Assists employees affected by career breaks and leaves in regaining work momentum as quickly as possible on return.
- Protects them through anti-discrimination and anti-harassment policies.

Scigen Technologies recognises that its community may include people who do not identify with the binary construct of being either male or female, and who may be gender diverse, including those who affirm their gender as being different to the sex assigned at birth; who were born intersex or whose sex is indeterminate; or who identify as transgender or no gender.

Operational regime

The GE Plan applies to all Units of Scigen Technologies, namely the:

- Client Services
- Sales
- Social Media and Marketing
- Research and Development

The Plan is monitored by the Gender Equality Committee (GEC) with support by a) the Board of Directors b) the Scigen Technologies' administration services. The GE Plan was approved in September 2022 during the Board of Directors. The work suggested under the GE Plan complements and operates in parallel with a Recruitment Strategy plan.

Methodology for the formulation, implementation & monitoring of the GE Plan

Internal audit: This phase includes the collection of the gender-specific quantitative and qualitative data at the following Units of the company: Client Services, Sales, Social Media and Marketing, and Research and Development.

Developing the action strategy: This phase includes planning and suggesting actions, the timetable, the company's staff (GEC, HR) who will be in charge of supervising the actions' implementation, and the indicators for monitoring progress.

Implementation: The proposed actions in the GE Plan will be implemented with the help of the Gender Equality Committee (GEC). Implementation of the GE Plan requires the adoption of new procedures. To ensure the wide acceptance of the GE Plan inside the Company, this phase will involve raising awareness among the staff as well as providing them with education and training on gender equality issues.

Monitoring: On an annual basis the progress of the GE Plan will be evaluated by the GEC. In order to accomplish the goals and evaluate the qualitative performance indicators, all GE Plan indicators will be closely monitored. The results will offer suggestions for further refining the GE Plan as well as the Company's overall strategy for the promotion of gender equality.

Summary of the current situation at Scigen Technologies

The internal audit of Scigen Technologies on gender equality matters (Phase I) was carried out between July 2022 and August 2022 and was based mainly on quantitative data, collected for the three-year period 2020-2022.

Those data highlighted the challenges described below, which are the priority axes on which the GE Plan is based. The quantitative data concerning the current gender representation at the top management levels of Scigen Technologies are presented in Figure 1. As shown in the Figure, there is gender balance at the top management levels of the company, with an overall representation of women at 50%. In terms of gender balance per unit, the percentages are also balanced, with an average representation of women at 45.45% (Figure 2).

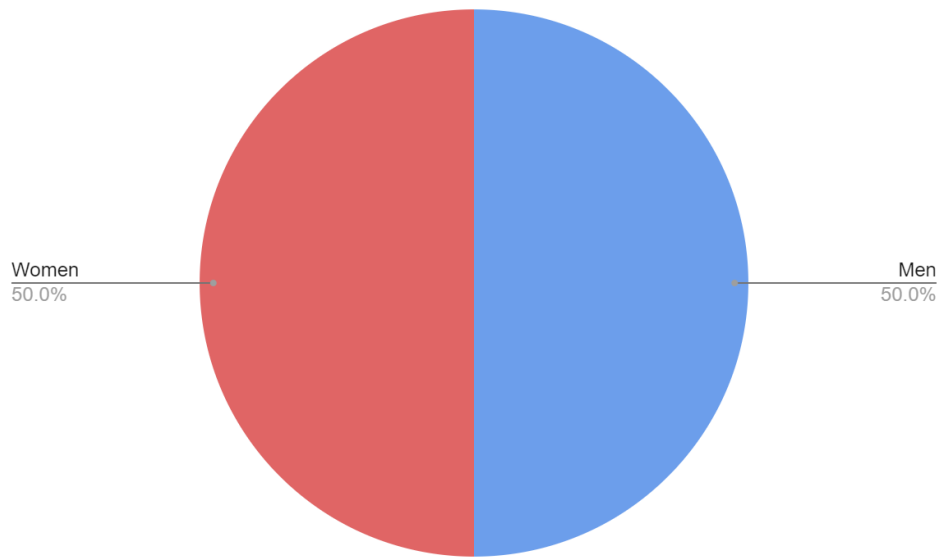


Figure 1. Gender representation at the top management levels of Scigen Technologies

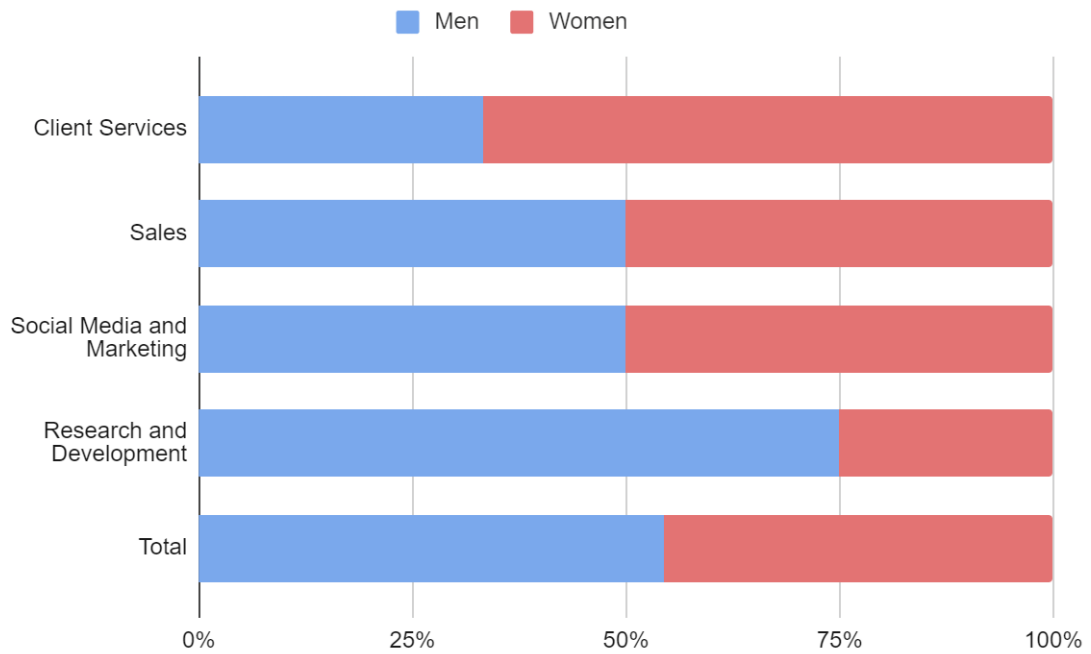


Figure 2. Gender representation per unit of Scigen Technologies

Priorities & Actions for Gender Equality

The assessment of the current situation at Scigen Technologies regarding gender equality has guided the design of targeted actions in the context of elaborating the GE Plan. Thus, according to the results of the internal audit, priority is given to interventions aimed at balanced gender representation in the Client Services Unit and Research and Development Unit.

The GE Plan also focuses on two other key areas: work-life balance and tackling gender-based violence and harassment. In particular, in the context of achieving equality in terms of opportunities and treatment at work, Scigen Technologies seeks to provide multi-faceted support to the personnel to improve work-life balance, as well as to establish an inclusive and gender-neutral company culture. In addition, Scigen Technologies demonstrates zero tolerance to gender-based violence in any form (physical, psychological, sexual, economic) and aims to take a set of measures to prevent and combat incidents of moral and sexual harassment, as well as any other form of violence. In particular, a protocol will be set up for monitoring and registration of incidents of harassment/discrimination/violence on the basis of gender.

In summary, the Priority Axes are the following:

1. Gender Equality in Client Services Unit and Research and Development Unit
2. Work-life balance
3. Preventing and Addressing Discrimination, Gender-Based Violence and Harassment

Detailed tables of the proposed actions per priority axis follow below, including the timeline, the responsible personnel of the Company that will oversee the implementation of the actions and the progress monitoring indicators following the implementation of the planned actions.

Priority axis 1
Gender Equality in Client Services Unit and Research and Development Unit

Objectives	Measures/Actions	Responsible personnel	Timeline			Key Performance Indicators
			2023	2024	2025	
1.1 To promote gender equality in the culture of the Company and support gender balance in job applications	1.1.1 Publish the GE Plan on Company's website	GEC	✓			<ul style="list-style-type: none"> -Annual revisions of the GE Plan -IT system for monitoring gender equality -Number of awareness-raising and educational events on gender, prejudice and diversity matters -Gender-neutral language in the Company's internal operation documents and communication material -Gender distribution in job applications -Gender-neutral language in the texts of personnel recruitment advertisements
	1.1.2 Organize open awareness-raising & educational events on gender, prejudice & diversity matters	GEC	✓	✓	✓	
	1.1.3 Incorporate a description/statement of the Company's gender equality policy in the texts of personnel recruitment advertisements	GEC, HR	✓	✓	✓	
	1.1.4 Use gender-neutral language in the texts of personnel recruitment advertisements	GEC, HR	✓	✓	✓	
1.2 To support gender equality in job retention and career development	1.2.1 Monitor gender balance in all categories of personnel, pay gaps, retention rate & career development	GEC, HR	✓	✓	✓	<ul style="list-style-type: none"> -Annual Reports with personnel gender-disaggregated data -Gender distribution across all categories of personnel - Gender distribution in personnel retention and career development
	1.2.2 Consider the elaboration of a career development plan for all categories of personnel	GEC	✓	✓	✓	
	1.2.3 Evaluate personnel performance regardless of gender	GEC	✓	✓	✓	
	1.2.4 Explore gender-related factors affecting job retention and career development and design support measures	GEC	✓	✓	✓	

**Priority axis 2
Work-life balance**

Objectives	Measures/Actions	Responsible personnel	Timeline			Key Performance Indicators
			2023	2024	2025	
2.1 To enhance worklife balance for personnel with care responsibilities	2.1.1 Inform the personnel about parental leave, family protection leave and flexible working schemes in accordance with the legislation	GEC, HR	✓	✓	✓	<ul style="list-style-type: none"> -Number and type of personnel leaves -Gender balance in the number of parental leaves and other related benefits -Number of information and awareness-raising events on work-life balance issues
	2.1.2 Encourage male personnel to take parental leave	GEC, HR	✓	✓	✓	
	2.1.3 Consider providing flexible working arrangements for young parents (e.g. remote working)	GEC, HR	✓	✓	✓	
	2.1.4 Upgrade digital tools for remote working	GEC	✓	✓	✓	
2.2 To restore productivity after a long absence from work	2.2.1 Support personnel during the adjustment period after a long absence due to parental or other leaves	GEC	✓	✓	✓	

Priority axis 3 Preventing and Addressing Discrimination, Gender-Based Violence and Harassment						
Objectives	Measures/Actions	Responsible personnel	Timeline			Key Performance Indicators
			2023	2024	2025	
3.1 To prevent Discrimination, Gender-Based Violence and Harassment	3.1.1 Define and identify sexual harassment, discriminatory behaviors and gender based discrimination	GEC, EGH	✓	✓	✓	<ul style="list-style-type: none"> -Protocol for monitoring and registration of incidents of harassment /discrimination/violence on the basis of gender. - Number of cases of management of incidents of discrimination, gender-based violence and/or harassment -Number of information and awareness-raising actions
	3.1.2 Implement information and awareness raising actions for personnel on matters of discrimination, gender-based violence and harassment in the workplace, as well as on the Company's policy and procedures against incidents of discrimination, gender-based violence and harassment	GEC, EGH	✓	✓	✓	
	3.1.3 Assess risk factors for discrimination, violence and harassment in the Company	GEC	✓	✓		
3.2 To support victims and encourage both victims and witnesses to report the incidents.	3.2.1 Protect employment and support personnel - victims of domestic violence	GEC, EGH	✓	✓	✓	

Table abbreviations

GEC: Gender Equality Committee

HR: Human Resources

EGH: Experts on gender harassment (psychologists, social workers etc.)