



Gender Equality Plan (GEP)

1. INTRODUCTION

This Gender Equality Plan (GEP) outlines Effecon’s commitment to fostering an inclusive and equitable working environment. The plan aligns with the European Commission’s requirements for organizations participating in EU research and innovation programmes.

As an early-stage deep-technology startup operating in robotics and artificial intelligence, Effecon recognizes that engineering and technology industries often experience gender imbalances. Effecon is committed to promoting equal opportunities and ensuring that all individuals are treated with fairness, respect, and dignity. The GEP serves as a roadmap to systematically foster an environment where gender equality is not just a goal, but a fundamental value embedded in the organization’s culture and daily practices. By focusing on actionable steps, the plan ensures accountability and progress toward creating an equitable and inclusive workplace.

Given the company’s current size and stage of development, this plan establishes a proportionate framework that will evolve over time as the organization grows.

2. EFFECON COMMITMENT

Effecon is committed to promoting gender equality and equal opportunities across all aspects of its activities. Effecon believes that diversity strengthens innovation, improves decision-making, and contributes to sustainable organizational growth. The company aims to:

- Foster an inclusive workplace culture
- Ensure fair and transparent recruitment practices
- Support equal opportunities for professional development
- Maintain a working environment free from discrimination and harassment

3. SCOPE AND GOVERNANCE

This Gender Equality Plan applies to all Effecon activities and personnel.

Overall responsibility for the implementation and monitoring of this plan rests with the Management Board.

Given Effecon’s current size as an early-stage company, gender equality actions will be implemented proportionately and integrated into existing operational and management processes.

Dedicated Resources

Effecon will implement this Gender Equality Plan using existing management structures and operational processes appropriate to the company’s current size and stage of development. Responsibility for oversight of gender equality considerations rests with the Management Board. As Effecon grows, the company will progressively allocate appropriate time and



organizational attention to the monitoring and development of gender equality practices, integrating these considerations into recruitment, team management, and workplace culture.

4. PRIORITY AREAS

Effecon will consider the following areas when promoting gender equality within the organization:

4.1. Work-Life Balance and Organizational Culture

Effecon supports a flexible and respectful working environment that enables employees to balance professional and personal responsibilities. Where operationally feasible, Effecon aims to support:

- Flexible working arrangements
- Remote work options
- Respect for reasonable working hours and personal time

4.2. Recruitment and Selection

Effecon is committed to fair and transparent recruitment practices. The company aims to:

- Use gender-neutral language in job descriptions
- Evaluate candidates based on skills, experience, and merit
- Encourage applications from diverse backgrounds

4.3. Career Development and Opportunities

Effecon aims to ensure that employees have equal access to professional growth and development opportunities. Career progression and role responsibilities will be determined based on:

- Individual performance
- Skills and expertise
- Organizational needs

4.4. Compensation Practices

Effecon is committed to maintaining fair and transparent compensation practices. Compensation decisions will be based on:

- Role responsibilities
- Market benchmarks
- Skills and experience

5. PREVENTION OF DISCRIMINATION AND HARASSMENT

Effecon maintains a zero-tolerance approach to discrimination, harassment, or any form of inappropriate workplace behaviour. Employees are encouraged to raise concerns with management in a safe and respectful manner.

6. AWARENESS AND CAPACITY BUILDING



Effecon recognizes the importance of awareness in promoting gender equality. As the organization grows, Effecon will seek opportunities to raise awareness among team members regarding equality, diversity, and inclusive workplace practices.

7. MONITORING

Effecon will monitor gender-related indicators within its workforce where relevant and feasible. This may include high-level information related to:

- Workforce composition
- Recruitment outcomes
- Leadership representation

8. INTEGRATION INTO INNOVATION AND RESEARCH

As a technology and robotics company, Effecon is attentive to the broader societal impact of its innovations. Where relevant and feasible, the company will remain mindful of diversity and inclusiveness considerations in the development and deployment of its technologies.

9. ADOPTION AND PUBLICATION

This Gender Equality Plan has been formally adopted by the Management Board of Effecon BV. The document will be published on the company website.

Review Cycle

This Gender Equality Plan will be reviewed periodically and updated as Effecon's organizational structure, workforce, and operational practices evolve.

Approved by

Name: Ali Bin Junaid
Title: CEO

Signature:

Date: February 15, 2026