



GENDER EQUALITY PLAN (GEP)

Version 1.0

Implementation period: 2025–2027

1. Purpose & Context

Pragma-IoT is committed to creating and maintaining a work environment **free from discrimination, violence or harassment, with equal opportunities for all genders**. This Gender Equality Plan (GEP):

- ➔ formally sets out the company's commitment to gender equality,
- ➔ establishes clear objectives and actions,
- ➔ provides for publication, allocation of resources, data collection and monitoring, and staff training,
- ➔ operates in complement to the company's existing policies (Employee Handbook, Policy for combating discrimination, violence and harassment at work, etc.).

The GEP has a three-year duration (2025–2027) and is reviewed on an annual basis.



2. Company Profile & Current Situation

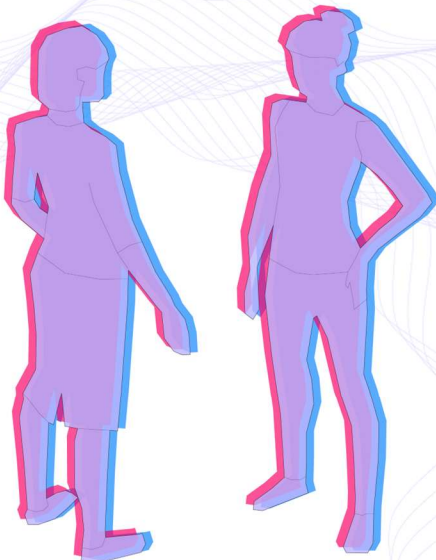
Pragma-IoT is a company developing software and technological solutions (in particular in IoT, industrial applications, data analytics, etc.), based in Thessaloniki, with a business (B2B) client base.

Staffing (2025)

- ➔ **Total staff: 64 employees**
- ➔ **Men: 55 (approx. 86%)**
- ➔ **Women: 9 (approx. 14%)**

The company recognises that women are under-represented, especially in technical roles and positions of responsibility. Due to the nature and specificity of the sector (specialised programming, industrial and IoT applications), it is demanding to find women programmers in the labour market.

Pragma-IoT considers this a real challenge, not an excuse, **and is committed to making a systematic effort to attract and support women in technical and managerial positions.**



3. Governance & Implementation Roles

3.1. Gender Equality Committee (GEC)

A Gender Equality Committee of Pragma-IoT is established, with the following main responsibilities:

- designing, monitoring and evaluating the implementation of the GEP,
- coordinating the collection of gender-disaggregated data and drafting the annual report,
- promoting awareness and information activities,
- cooperating with Management, HR and individual departments.

Indicative composition (by role):

- Member of Senior Management (Chair of the Committee),
- Representative of the Human Resources Department (HR),
- Representative of the R&D / technical teams,
- Employee representative (non-managerial staff member),
- The Contact Person for issues of violence and harassment, as defined in the relevant Policy.

The exact composition may be updated internally, in line with the company's needs.

3.2. HR Role – Gender Equality Officer

The Human Resources (HR) Department is designated as the Gender Equality Officer (GEO).

Within this role, HR has, indicatively, the following responsibilities:

- monitoring gender equality and equal treatment issues in day-to-day operations,
- providing information and support to employees on related matters,

- cooperating with the Gender Equality Committee and the Contact Person for incidents of violence or harassment,
- contributing to the drafting, communication and revision of the GEP.

4. Key Building Blocks

4.1. Publication

- The GEP is approved by the Board of Directors / Chief Executive Officer.
- It is published on the company's website as a standalone document.
- It is communicated to all staff and integrated into the Employee Handbook or equivalent internal documents.

4.2. Dedicated Resources

Pragma-IoT is committed to providing the necessary human and financial resources for the effective implementation of the GEP.

Indicatively, this includes:

- the time required for the functioning of the Gender Equality Committee and HR in relation to their relevant tasks,
- the provision of resources for training and awareness-raising activities on gender equality,
- the possibility, where appropriate, of cooperating with external experts/consultants on gender, diversity and organisational culture.

4.3. Data Collection & Monitoring

On an annual basis, anonymous and aggregated gender-disaggregated data are collected and analysed regarding:

- total staff numbers, recruitments and departures,

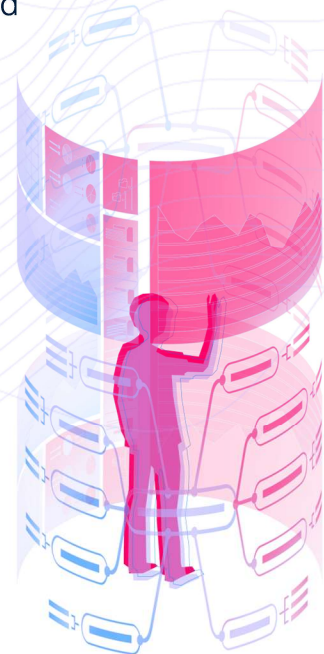
- ➔ distribution across hierarchical levels and positions of responsibility,
- ➔ type of contract and working arrangements,
- ➔ participation in projects, project teams and internal committees,
- ➔ complaints or reports related to discrimination, violence or harassment (with no possibility of identifying individuals).

The Gender Equality Committee, in cooperation with HR, prepares an Annual Gender Equality Report, which is presented to Management and communicated in summary to staff.

4.4. Training & Awareness-Raising

The company systematically promotes information and training on gender equality and non-discrimination through:

- ➔ induction information for all new employees on the relevant company policies,
- ➔ periodic training activities for managers and members of selection/evaluation committees,
- ➔ information material (online or in person) on preventing and addressing stereotypes, unconscious bias and incidents of harassment.



5. Thematic Areas & Actions

5.1. Work-Life Balance & Organisational Culture

- ➔ To create an environment that respects caring responsibilities and the personal life of all employees.
- ➔ To strengthen a culture of respect, cooperation and inclusion.

Indicative measures

- ➔ Maintaining and/or further developing flexible working arrangements (e.g. flexible hours, remote work where feasible).
- ➔ Transparent information on maternity, paternity, parental and other care-related leave.
- ➔ Periodic anonymous staff satisfaction surveys, including questions on work-life balance and sense of inclusion.
- ➔ Promoting the use of inclusive language in internal and external communication.

5.2. Gender Balance in Leadership & Decision-Making

Objectives

- ➔ To gradually increase the participation of women and, more broadly, the under-represented gender in positions of responsibility.
- ➔ To ensure transparent selection procedures for leadership positions.

Indicative measures

- ➔ Monitoring gender distribution in management positions, middle management and project leader roles.
- ➔ Seeking participation of representatives of both genders in decision-making bodies and committees, where feasible.
- ➔ Supporting (e.g. through mentoring, coaching, targeted training) women who are interested in progressing into leadership roles.

5.3. Gender Equality in Recruitment & Career Development

Objectives

- ➔ To ensure objective and unbiased procedures for recruitment, evaluation and career development.
- ➔ To strengthen the presence of women in technical and administrative positions.

Indicative measures

- ➔ Drafting job advertisements using gender-neutral language and making a clear reference to equal opportunities.
- ➔ Recording, where feasible, the progress of candidates by gender (application, shortlist, hiring).
- ➔ Using standardised criteria for candidate assessment and performance evaluation, with all relevant managers appropriately briefed.
- ➔ Periodic checks for potential gender pay gaps and taking corrective measures where disparities are identified.
- ➔ Actively seeking female candidates for technical positions, to the extent allowed by the labour market.

5.4. Integration of the Gender Dimension in Research, Software & Services

Pragma-IoT mainly develops software and solutions for other businesses (B2B). In cases where systems process data concerning people or indirectly affect processes related to individuals, the company examines, where relevant, whether there are issues of gender equality or potential gender bias.

Where the subject of a project or product concerns exclusively technical/mechanical data with no link to individuals, the gender dimension is documented as not applicable.

Indicative measures

- ➔ Brief documentation, at the technical design stage of each project or product, of whether the gender dimension is relevant or not relevant.
- ➔ Providing concise internal guidance to technical teams on avoiding gender bias in the use of data and in system functionalities, where required.
- ➔ Encouraging the participation of women and diverse perspectives in teams that design and specify software, especially when solutions may affect human-centred processes.

5.5. Measures against Gender-Based & Sexual Violence and Harassment

Pragma-IoT implements a Policy for combating discrimination, violence and harassment at work, with clear definitions, reporting and investigation procedures, and a commitment to zero tolerance.

The GEP reaffirms the zero-tolerance approach to any form of violence, harassment or discrimination based on gender, gender identity or expression, sexual orientation, etc., provides for systematic information to all employees on the Policy and available reporting channels, and encourages the timely handling of incidents and the protection of those involved from retaliation.

Indicative measures

- ➔ Periodic reminders of the Policy and reporting procedures (email, intranet, information sessions).
- ➔ Training for managers on handling reports and providing supportive responses to those involved.
- ➔ Recording (anonymously and in aggregated form) of incidents and measures taken, as part of the annual report.

6. Monitoring, Evaluation & Revision of the GEP

- ➔ Each year, the Gender Equality Committee prepares an action plan with specific priorities and a timeline.
- ➔ At the end of each year, a Progress Report is drafted, presenting indicators, implemented measures and areas for improvement.
- ➔ This GEP (Version 1.0) is comprehensively revised at the end of the three-year period, or earlier if there are significant changes in legislation, company structure or strategy.

Thessaloniki, 15/11/2025

For Pragma-IoT

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