

## Gender Equality Plan (GEP)

### 1. Introduction

At Munich MedTech GmbH we are committed to fostering an inclusive, fair, and respectful working environment in which all individuals—regardless of gender—have equal opportunities to contribute, grow, and succeed.

As a Munich-based consultancy operating in the HealthTech and MedTech sectors, we recognize that diversity and inclusion are essential for responsible innovation, high-quality decision-making, and sustainable business practices.

This Gender Equality Plan (GEP) establishes our structured and proportionate approach to promoting gender equality across our organization and aligns with the expectations of Horizon Europe.

### 2. Scope and Applicability

This Gender Equality Plan applies to all employees, collaborators, and management within Munich MedTech GmbH.

As a Munich-based consultancy specializing in HealthTech and MedTech, we operate in a highly regulated and innovation-driven environment where diversity, inclusion, and equitable representation are essential for responsible and effective outcomes.

This plan is endorsed by company leadership and is integrated into our organizational culture, decision-making processes, and daily operations.

### 3. Key Objectives

Our Gender Equality Plan is guided by the following objectives:

- Ensure equal opportunities in recruitment, career progression, and leadership
- Promote work-life balance and flexible working arrangements
- Foster an inclusive and respectful workplace culture
- Prevent gender-based discrimination and harassment
- Integrate gender perspectives, where relevant, into our projects and services

### 4. Core Measures and Actions

#### 4.1 Recruitment and Career Development

- Use gender-neutral language in job descriptions and communications
- Ensure fair, transparent, and competency-based selection processes
- Promote equal access to professional development and career progression

- Monitor gender distribution across roles and levels over time

#### 4.2 Work-Life Balance

- Support flexible working arrangements where operationally feasible
- Encourage a culture that respects personal and family responsibilities
- Promote equal access to parental leave and reintegration into work

#### 4.3 Leadership and Decision-Making

- Promote balanced representation in leadership as the organization grows
- Ensure inclusive participation in decision-making processes

#### 4.4 Prevention of Harassment and Discrimination

- Maintain a zero-tolerance approach to discrimination and harassment
- Provide clear and confidential channels for reporting concerns
- Ensure timely and appropriate handling of all reported issues

#### 4.5 Gender Dimension in Activities

- Where relevant, consider gender aspects in the design and delivery of services, particularly in HealthTech and MedTech contexts
- Promote awareness of inclusive approaches in regulatory, clinical, and product development activities

### 5. Data Collection and Monitoring

Munich MedTech GmbH commits to proportionate and meaningful monitoring of gender equality indicators, including:

- Gender distribution across roles and seniority levels
- Recruitment, retention, and career progression trends
- Participation in leadership and decision-making

Data will be reviewed periodically to identify trends, potential gaps, and areas for improvement. Given the size of the organization, data collection will remain proportionate while ensuring transparency and accountability.

### 6. Training and Awareness

We promote awareness of gender equality and inclusive practices through:

- Internal knowledge sharing and discussions
- Integration of inclusive principles into daily operations
- Targeted training initiatives as the organization grows

## 7. Responsibilities and Resources

Overall responsibility for the implementation of this plan lies with company leadership.

Munich MedTech GmbH commits to allocating appropriate and proportionate resources to support the implementation, monitoring, and continuous improvement of this Gender Equality Plan.

## 8. Review and Continuous Improvement

This Gender Equality Plan will be reviewed periodically and updated as the organization evolves.

We are committed to continuous improvement and to adapting our approach based on experience, feedback, and organizational growth.

## 9. Publication

This Gender Equality Plan is publicly available on our website as part of our commitment to transparency and accountability.

### Approved by:

*Nika Mendeleev / CEO*

*31 March 2026*

