

Gender Equality Plan

Servicios de Gestión de Energía y Carbono, S.L. (SENECA)

1) Introduction

Servicios de Gestión de Energía y Carbono, S.L. (SENECA) is committed to fostering a diverse and inclusive workplace where gender equality is promoted at all levels of the organization. This Gender Equality Plan (GEP) is developed in accordance with the Horizon Europe guidelines from the European Commission and aims to ensure equal opportunities for all employees, regardless of gender. The plan establishes clear objectives and measures to eliminate gender-based discrimination and bias. SENECA recognizes that gender equality is not only a matter of social justice but also a fundamental element of business success, innovation, and sustainable growth. By implementing this plan, SENECA is taking concrete steps to promote an inclusive working environment where everyone, irrespective of their gender identity, feels valued, supported, and empowered to thrive. The Gender Equality Plan will be integrated into SENECA's operational framework and continuously assessed to ensure that it aligns with the best practices in gender equity and diversity management.

2) Objectives

The primary objective of this Gender Equality Plan is to establish and maintain a fair and inclusive workplace where employees, regardless of their gender, have equal opportunities for professional growth and personal well-being at SENECA. SENECA is dedicated to promoting a work environment free from gender-based discrimination, unconscious bias, and other barriers that may hinder equal participation in the workplace. Through this plan, SENECA seeks to ensure that all employees, including those from underrepresented gender groups, can fully develop their careers without facing discrimination or exclusion. Another key objective is to increase non-male representation in decision-making and leadership roles, as well as to actively prevent gender-based harassment and violence in the workplace. SENECA also aims to monitor and evaluate the progress of gender equality initiatives through clear indicators and reporting mechanisms. SENECA is also committed to

continuously improving its approach to gender equality through the implementation of measures that support professional growth, work-life balance, and inclusive policies for all employees.

3) Key areas and measures

3.1 Work-life balance and organizational culture

SENECA understands that a supportive and flexible work environment is crucial for promoting gender equality and ensuring that all employees, regardless of their caregiving responsibilities, can fully participate in the workforce. SENECA is committed to implementing measures that promote a healthy work-life balance, including flexible work arrangements such as remote work options, adaptable working hours, and part-time work opportunities. These measures will be communicated clearly to all employees and will be designed to accommodate the diverse needs of the workforce. The organization will actively promote awareness regarding the benefits of work-life balance and encourage all genders to take advantage of the available options. SENECA also recognizes that caregiving responsibilities are not exclusive to one gender and will take steps to ensure that all employees are supported, regardless of their family or personal obligations. Additionally, SENECA will implement policies that encourage parental leave for all genders to foster a culture of shared caregiving responsibilities and reduce potential barriers to career progression.

3.2 Gender balance in leadership and decision-making

One of the key challenges in achieving gender equality in the workplace is ensuring that there is a gender-balanced access to leadership and decision-making roles. SENECA is committed to increasing the representation of non-male in leadership positions by implementing specific strategies aimed at fostering gender diversity at the executive level. SENECA will develop and promote mentorship and leadership training programs targeted at non-male team members who aspire to take on managerial roles. These programs will provide guidance, skills development, and networking opportunities to encourage more women

to step into leadership positions. Additionally, SENECA will take proactive measures to ensure that gender diversity is reflected in decision-making bodies and committees across the company; at present, this is the yearly General Assembly between the shareholders. Gender representation in leadership will be monitored and reviewed regularly, and corrective actions will be taken to address any disparities that may emerge. SENECA will also work towards identifying and eliminating any barriers, including unconscious bias, that may prevent non-male individuals from advancing to leadership positions.

3.3 Gender equality in recruitment and career progression

SENECA is committed to ensuring that recruitment, hiring, and promotion processes are free from gender bias and provide equal opportunities for individuals of all genders. To achieve this, SENECA will adopt gender-neutral language in job descriptions and recruitment materials, ensuring that no implicit biases deter qualified candidates from applying. Recruitment panels will be trained on unconscious bias and gender-sensitive hiring practices to guarantee that all applicants are assessed fairly. Furthermore, SENECA will implement transparent and objective selection and promotion criteria, ensuring that merit and skills are the primary considerations in career advancement. SENECA will also actively set targets for gender-balanced hiring and promotions to ensure that the workforce accurately reflects the diverse talent pool available. SENECA will also invest in professional development programs that support the career progression of all employees, regardless of gender, and encourage equal access to training and skills development opportunities. Continuous monitoring will be conducted to assess any gender gaps in recruitment and career progression and to make necessary adjustments to the company's policies.

3.4 Integration of gender dimension into research and innovation

SENECA acknowledges the importance of integrating gender perspectives into any research, development, and innovation projects the company takes part in or develops itself, to ensure that outcomes are equitable and beneficial to all individuals. SENECA will take steps to incorporate gender

analysis into project design, ensuring that gender-related factors are considered at every stage of research and innovation. Teams working on research projects will be encouraged to adopt diverse perspectives to create more inclusive and impactful solutions.

3.5 Measures against gender-based violence and harassment

SENECA is committed to creating a workplace environment that is free from gender-based violence, harassment, and discrimination. SENECA has established a strict zero-tolerance policy regarding any form of gender-based violence, harassment, or inappropriate behavior within the workplace. Employees will have access to confidential reporting mechanisms that ensure complaints related to gender-based harassment or discrimination are handled with the utmost care, confidentiality, and seriousness. Response procedures will be clearly outlined, ensuring that any reported cases are addressed in a timely and effective manner. SENECA will also conduct regular training sessions and commit resources to participate in awareness programs to educate employees on recognizing, preventing, and responding to gender-based violence and harassment. These measures will be designed to create a safe and supportive working environment where all employees feel protected and respected.

4) Implementation and monitoring

To ensure the effective implementation of this Gender Equality Plan, SENECA will designate a Gender Equality Officer who will oversee the execution of the measures outlined in this document. SENECA will conduct regular gender audits and workforce analyses to identify potential disparities and areas for improvement. Key Performance Indicators (KPIs) will be established to measure the success of gender equality initiatives, and progress will be tracked systematically. An annual gender equality report will be published, outlining key findings, achievements, and areas where additional actions are needed. The company is committed to using data-driven insights to continuously refine and enhance its approach to gender equality.

5) Commitment and endorsement

This Gender Equality Plan is fully endorsed by SENECA's leadership and will be integrated into the company's strategic policies. The leadership team acknowledges the importance of gender equality in fostering a positive, productive, and innovative work environment. The company commits to revising and updating this plan regularly to ensure its effectiveness and to remain aligned with evolving best practices in gender equality and diversity management.

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