

**INNOVPLANT
PROTECT**

GENDER EQUALITY AND EQUITY PLAN – 2026

InnovPlantProtect – Associação

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REVISION CONTROL

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INTRODUCTION

With the implementation of this Gender Equality Plan, InnovPlantProtect – Association reaffirms its commitment to promoting a fairer, more inclusive, and equitable work environment. This Plan aligns the organization’s strategic direction in human resources with the National Strategy for Equality and Non-Discrimination 2018–2030 (ENIND) – Portugal + Equal, established by the Council of Ministers Resolution no. 61/2018.

The adoption of this Plan represents a concrete step in consolidating internal policies that promote equal opportunities for women and men, combat all forms of discrimination, and foster an organizational culture based on equity, diversity, and merit appreciation.

FRAMEWORK

In line with the guidelines of the Universal Declaration of Human Rights, the Treaty on European Union, the European Pact for Gender Equality, the Constitution of the Portuguese Republic (Article 13), and the Labour Code (Articles 23 to 65), gender equality is an essential human right for societal development and full participation of all individuals in society.

In recent years, this right has gained increasing relevance in international organizations and in Portugal, reflecting organizations' growing awareness of the urgent need to adopt and implement effective gender-based anti-discrimination measures.

The development of public policies, both nationally and at the European level, in the area of gender equality, has promoted a new perspective on conditions that enable and facilitate the balance between professional, family, and personal life. Despite the progress achieved, asymmetries still persist and must be addressed.

In this context, and pursuant to Article 7 of Law no. 62/2017, of August 1, regulated by Ordinance no. 18/2019, of June 21, **InnovPlantProtect ("InPP")** presents its **Gender Equality and Equity Plan** for 2026 and beyond, aiming to achieve effective equal treatment and opportunities across all genders and to promote non-discrimination based on gender.

The objectives of this Gender Equality Plan are as follows:

- Understand the gender indicators at InPP;
- Identify actions already implemented to promote equality between men and women, and recognize areas needing improvement;
- Promote awareness of internal norms on harassment prevention, as stated in the InPP Code of Conduct;
- Define and adopt good practices in promoting gender equality, in compliance with applicable legislation and relevant international standards.

CHARACTERIZATION OF InPP

InnovPlantProtect (InPP) is a Collaborative Laboratory (CoLAB) – a private, non-profit association aimed at promoting common agendas for applied research and innovation, focused on delivering results to the sector and creating qualified employment with economic and social value.

It develops innovative bio-inspired and digital solutions to protect crops and promote more sustainable, smart, and productive agricultural production systems, adaptable to the variations introduced by climate change, more environmentally friendly, and aligned with the European Union's environmental, climate, and digital transition directives.

InPP's activity focuses on the development of new biological products for crop protection against pests and diseases, new formulations for agriculture, and new models and methods for detection, risk analysis, monitoring, and diagnosis.

InPP contributes to the environmental sustainability of the agricultural value chain, territorial cohesion, the retention of qualified employment, and the attraction of investment in a city located in the interior of the country.

Mission: “To drive safer, more innovative, and productive agriculture”

- ✓ Reflects the fundamental commitment to catalyze positive change in the agricultural sector;
- ✓ Belief that the future of agriculture lies in adopting safer practices for the environment and consumers;
- ✓ Contribution to innovative solutions that optimize processes and support the continuous pursuit of greater productivity for farmers;
- ✓ Guides daily work from research and development to on-the-ground implementation, always aiming for a positive and sustainable impact.

Vision: “To be a strategic partner in biological and digital solutions for the smart transformation of agriculture”

- ✓ Aims to position InPP as an essential partner in agriculture's transformation journey;

- ✓ Seeks to be recognized for expertise in biological solutions that naturally promote soil and plant health, and digital tools that enable more precise and efficient farm management;
- ✓ Believes that the combination of these areas is crucial for smart agricultural transformation, making it more resilient, sustainable, and able to meet future challenges.

Slogan: “Innovating together. Protecting better.”

- ✓ Integrates the philosophy of collaborative work and the organization’s ultimate goal;
- ✓ Emphasizes the importance of partnership, co-creation, and teamwork — both internally and externally;
- ✓ Highlights the commitment to a safer agriculture and a better path forward;
- ✓ Succinctly reinforces identity and value delivery.

HUMAN RESOURCES MANAGEMENT

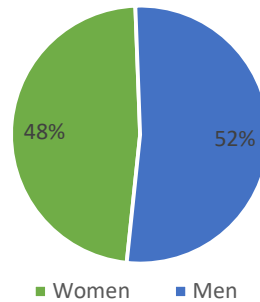
Respectful Community Policy

To ensure a respectful environment where everyone is welcome, InPP does not discriminate — nor does it tolerate discrimination — based on ethnicity, religion, employment status, genetic information, pregnancy, sex, country of origin, nationality, age, ancestry, marital status, family status, sexual orientation, gender identity, mental or physical disability, or status as a victim/survivor of harassment or domestic violence.

This policy governs all aspects of InPP’s operations and applies to employees, volunteers, clients, and suppliers. InPP is committed to maintaining a workplace that promotes equal rights for all staff, free from intimidation or unlawful harassment. Employment decisions are based solely on merit, performance, and legitimate professional criteria.

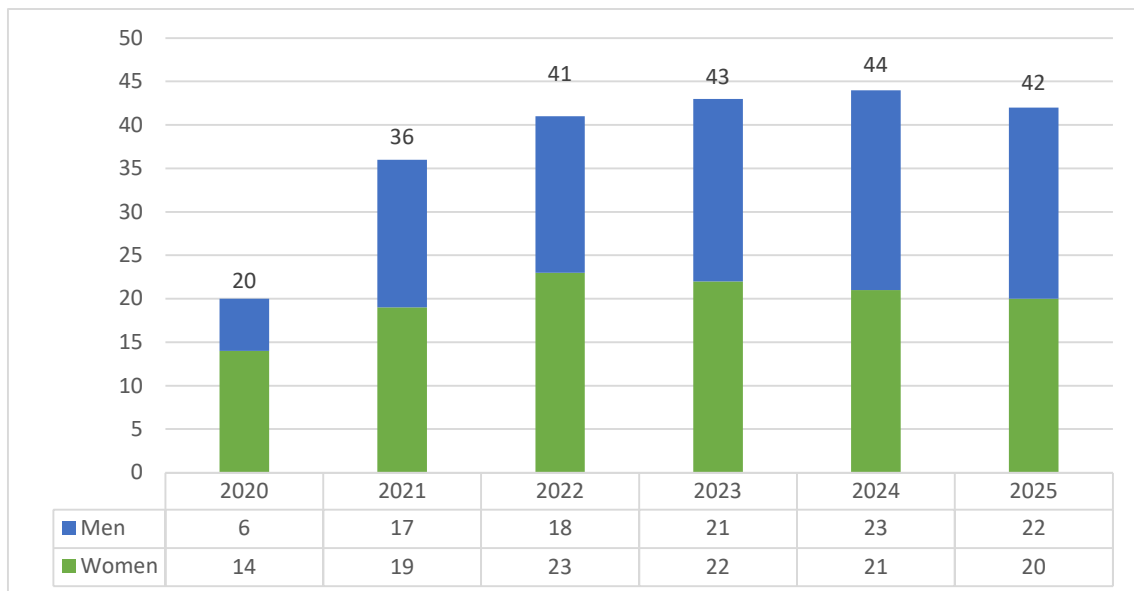
Employee Profile at InPP

At the end of 2025, InPP had a team of 42 employees. Gender distribution showed that 48% were women and 52% were men.

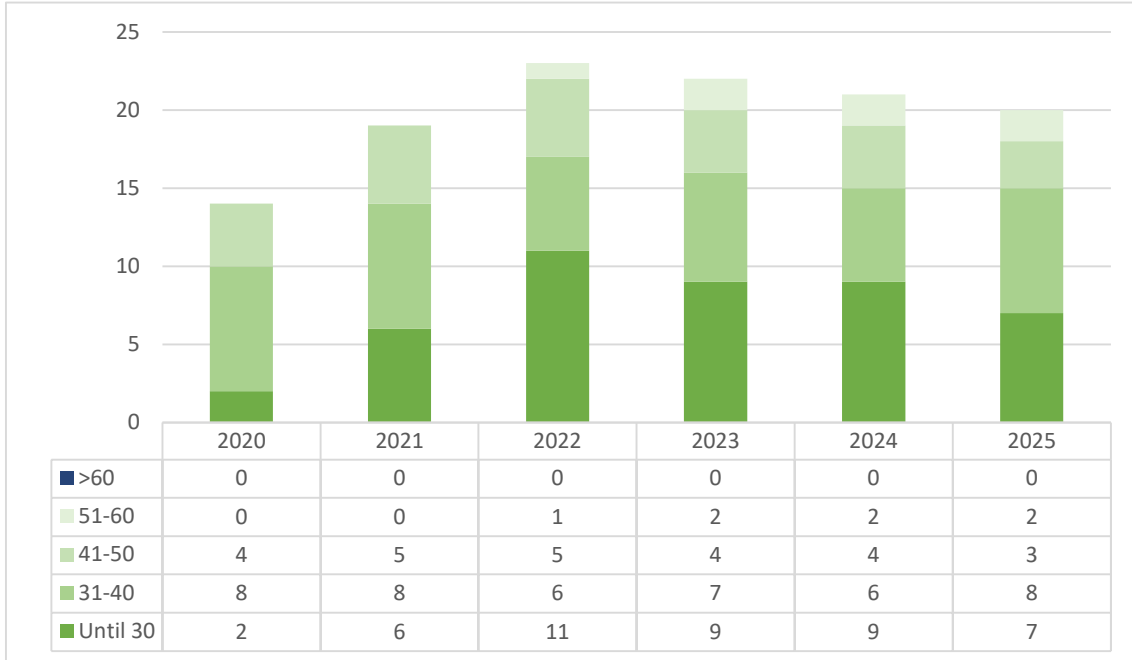


Below are presented some indicators related to the situation of employees at InPP, making it possible to characterize the situation of men and women in the organization since the beginning of its activity in 2020.

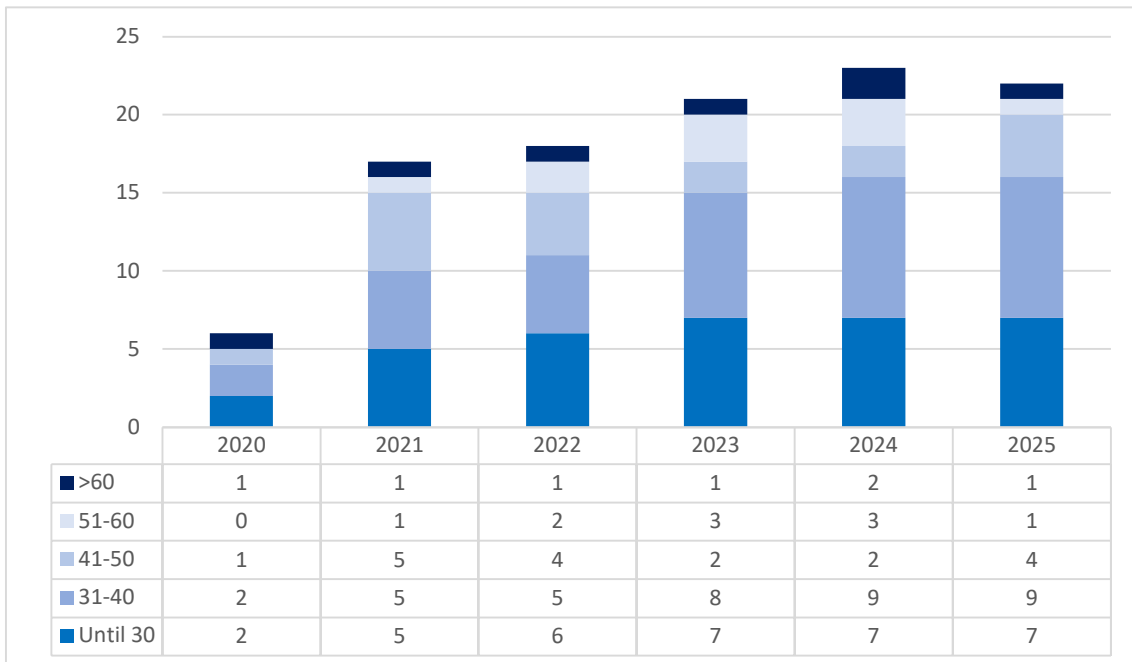
GENDER EVOLUTION | Relative distribution of men and women at InPP between 2020–2025.



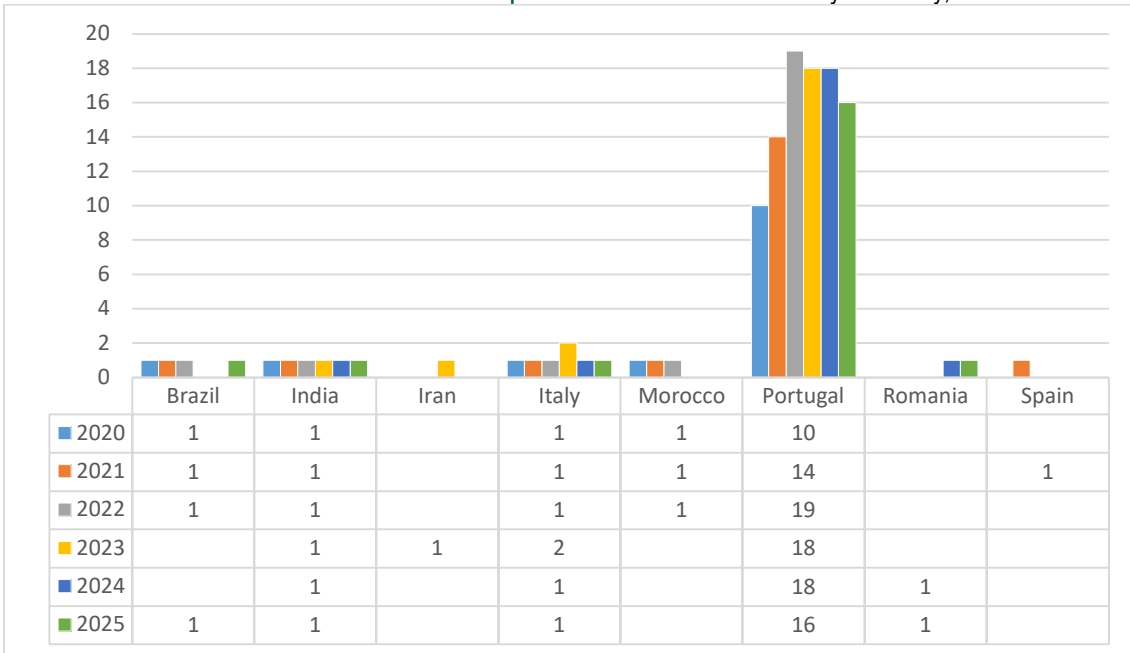
AGE DISTRIBUTION BY GENDER | Relative distribution of **women** by age group, 2020–2025



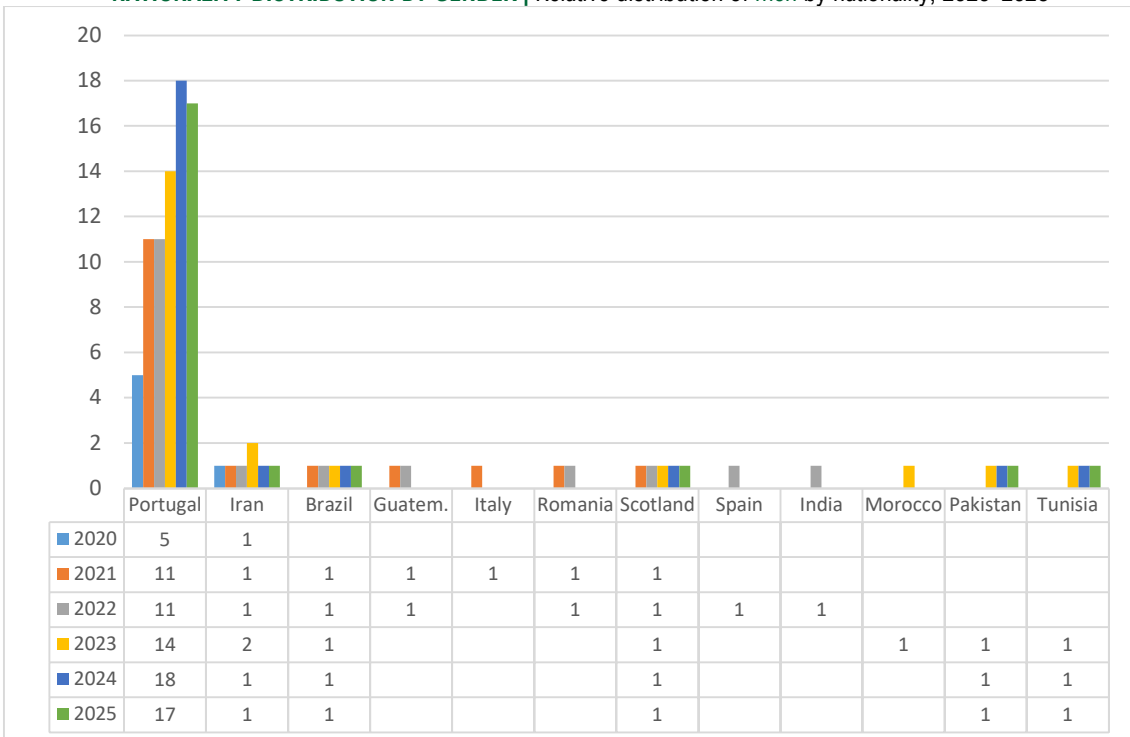
AGE DISTRIBUTION BY GENDER | Relative distribution of **men** by age group, 2020–2025



NATIONALITY DISTRIBUTION BY GENDER | Relative distribution of **women** by nationality, 2020–2025



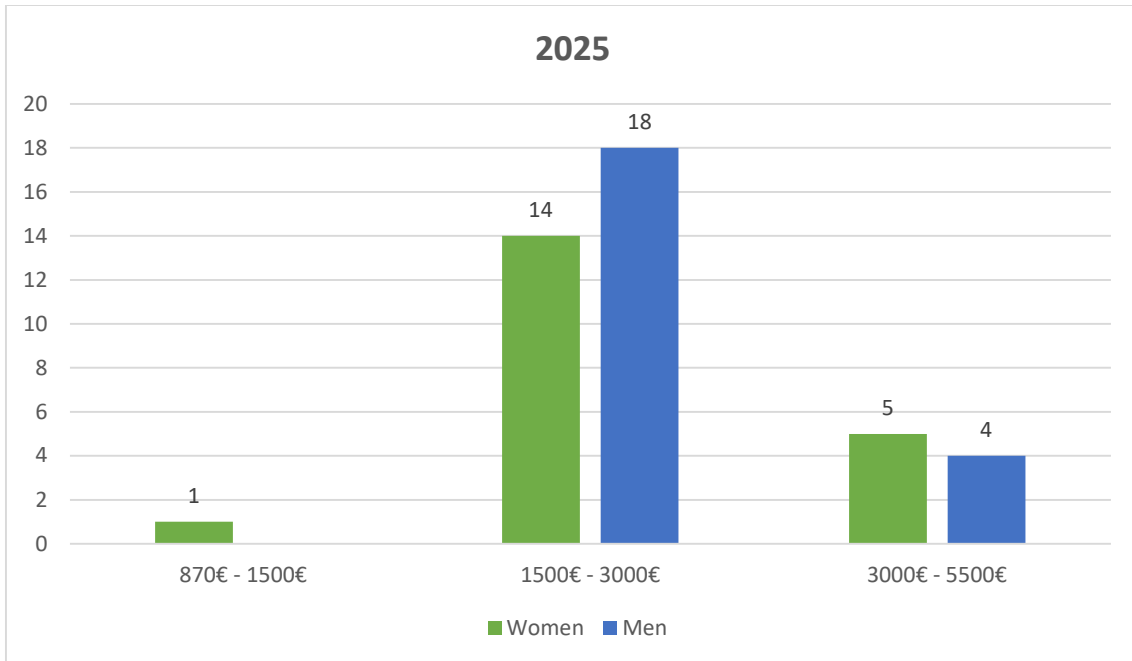
NATIONALITY DISTRIBUTION BY GENDER | Relative distribution of **men** by nationality, 2020–2025



FUNCTION DISTRIBUTION BY GENDER | Relative distribution of men and women by roles, 2020–2025



SALARY BAND DISTRIBUTION BY GENDER | Relative distribution of men and women by salary ranges in 2025



DIAGNOSIS OF PRACTICES IMPLEMENTED AT InPP THAT PROMOTE GENDER EQUALITY

In general, InPP incorporates management practices that support gender equality across its operations. To demonstrate this commitment, a preliminary evaluation of current practices was conducted using the "Matriz de Apoio ao Diagnóstico" provided by CITE – Comissão para a Igualdade no Trabalho e no Emprego, as outlined in the Guidelines for Equality Plans:

http://cite.gov.pt/asstscite/downloads/Planos_Igualdade_Guiao.pdf

Accordingly, the mandatory and optional areas (as per Normative Guidance No. 18/2019) were reviewed to assess InPP's practices in gender equality, and to identify areas needing improvement. Each assessed dimension is detailed below:

Strategy, Mission, and Values

Organizations should embed gender equality principles in their mission and values and implement equality practices based on a coherent strategy that recognizes the equal social value of men and

women. This evaluation assesses whether gender equality is explicitly reflected in InPP's strategic documents.

- ✓ InPP considers gender equality an essential value and promotes it by using inclusive language in all official documents and avoiding stereotypical or sexist images on its website and social media.

Equal Access to Employment

This dimension provides insight into the human resources management policy regarding the recruitment and selection of workers, giving equal value to the skills, aspirations, needs and responsibilities of women and men. In this sense, recruitment and selection processes must be based on the principle of gender equality and non-discrimination, for example by safeguarding the designation "M/F" in job advertisements. It is also important for the organization to encourage the application and selection of men and women for professions/functions where one gender is under-represented. On the other hand, it is possible to assess whether, as a rule, the principle of parity between men and women is considered when setting up selection teams. Lastly, the organization must keep gender-specific information on the R&S processes carried out over the last 5 years.

- ✓ InPP complies with legal and regulatory requirements when drawing up recruitment and selection notices, considering the principle of gender equality and non-discrimination in access to employment. The people subject to recruitment and selection processes have received information about the job, the remuneration and the frequency with which it is rewarded. During the trial period, InPP respects the time the contract is being carried out, with a view to assessing the interest in maintaining it, ensuring health and safety conditions in the workplace.

Initial and continuing training

This dimension is intended to cover both education and training, with the aim of encouraging men and women to learn throughout their career in the company, making full use of their skills and abilities. The organization must consider the principle of equality and non-discrimination between women and men when drawing up its training plans, which should include modules related to this issue. It is also possible to check whether the organization guarantees access for both genders to the legally established minimum number of hours of certified training and whether it promotes the

participation of men or women in training for professions/jobs in which one of the genders is under-represented.

- ✓ When drawing up its training plans, InPP considers the principle of equal opportunities in access to training for its employees, making actions available to all interested parties. InPP also responds to the expectations and motivations of its employees regarding increasing knowledge and developing skills.

Equality in Working Conditions

Equality between women and men in the professional context must be consistently present across the various components of work, particularly in terms of remuneration and career management processes. The aim of this dimension is to assess whether the organization incorporates equality and non-discrimination between women and men in its policies on remuneration, promotion, and career progression — ensuring equal pay for equal work or work of equal value, without gender-based discrimination; the existence of promotion and progression criteria that guarantee equitable access to higher positions or hierarchical levels; and the possibility of fair career management for both women and men.

- ✓ Salaries offered in contracts are based exclusively on the candidates' skills and qualifications, with gender not being considered in any way in determining contractual conditions.
- ✓ Each employee's career development is based on individual performance, experience, and merit.
- ✓ Performance evaluation is carried out based on objective criteria, agreed upon between employees and their supervisors, and follows a common structure for both women and men. This approach ensures that no discrimination occurs on the basis of gender and/or penalization for family responsibilities, recognizing the skills and performance of both women and men equitably.

Parental Protection

The protection of maternity and paternity, as well as the right to family care, is an essential condition for promoting a balanced relationship between professional and family life. Beyond the mechanisms established by law, it is important to ensure that organizational cultures have

embraced values that do not hinder the exercise of these rights, and that the entity's policies include various incentives aimed at both mothers and fathers, as well as those responsible for dependent family members.

This dimension aims to assess whether the entity, in addition to complying with legal requirements, also values the exercise of maternity and paternity rights by its employees. It also seeks to determine the existence of additional benefits beyond those legally mandated, both in financial terms and during the leave period.

- ✓ InPP considers and treats the exercise of maternity and paternity rights by its employees equitably, respecting work absences and leave as provided for in the law. This information is included in the attendance policy and is accessible to all employees via the intranet, where information on parental rights legislation is also available.
- ✓ In the context of protecting employees with young children, the organization respects the needs arising from specific or unforeseen situations that require parental or guardian support, always in coordination with supervisors and with the collaboration of colleagues.

Work-Life Balance

This dimension can be divided into two categories which, due to their significance, should be addressed separately:

(i) Work Organization

Flexible working arrangements are among the most relevant indicators for achieving a balance between professional, personal, and family life. This includes the scheduling and structuring of work while respecting maximum legal daily and weekly working limits, which serve as regulators of this balance. This dimension examines how the organization acknowledges and responds to the needs of its people. The goal is to verify whether the organization provides all employees with flexible work arrangements, such as working from home, remote work, or goal-based work.

- ✓ Whenever possible, training sessions are scheduled during regular working hours to ensure that all employees can enjoy their free time outside work hours.
- ✓ InPP allows remote work arrangements when agreed upon with supervisors and for limited periods that align with the employee's role and responsibilities.

- ✓ InPP grants leave periods to care for children and household members, as stipulated by law, regardless of the employee's gender.

(ii) Direct Benefits for Employees

Work-life balance can also be promoted through policies directly targeting employees and/or their families. This dimension seeks to identify various types of measures which, as direct benefits, contribute to this balance and to the overall well-being of those working in the organization.

It also aims to identify measures specifically supporting employees facing particular life situations, such as single-parent families, employees with children who have disabilities or chronic illnesses, among other cases. Furthermore, it considers the availability of services, activities/initiatives, or other benefits that promote health and well-being.

- ✓ In this area of work-life balance, InPP allows employees, when strictly necessary, to bring their children to the workplace, provided that safety conditions are met and that the presence of children does not disrupt colleagues' work.

Prevention of Workplace Harassment

The duty of mutual respect between women and men in the workplace is upheld through attitudes and behaviors that do not compromise employees' dignity, achieved by defining and implementing rules and mechanisms for that purpose. This dimension aims to analyze the existence of ethical principles and standards that ensure dignity and protect employees from unwanted behaviors, whether verbal, non-verbal, physical, sexual, or of another nature.

- ✓ InPP promotes an organizational culture based on values and ethical rules of non-discrimination, with zero tolerance for harassment or intimidation. Respect for the dignity of both women and men in the workplace is a top priority.
- ✓ In this regard, InPP has established a Code of Conduct that outlines a set of guiding principles for the behavior of its employees, management bodies, and all individuals collaborating with the organization. The code includes mechanisms for reporting inappropriate behavior and initiating disciplinary procedures, with sanctions applied in proven cases. This document was shared with all InPP employees via email and is also available on the intranet and in physical format, accessible to everyone.



MEASURES TO BE IMPLEMENTED TO PROMOTE GENDER EQUALITY AT INPP

Based on the diagnosis carried out, although InPP has already implemented several actions in the field of Gender Equality, it is considered appropriate to adopt additional measures — some of which are new (N) and others intended to reinforce (R) existing practices.



Strategy, Mission, and Values

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Provide employees with information on their rights and duties regarding equality and non-discrimination	R	Display, in an appropriate and accessible location, information about employees' rights and duties in terms of gender equality and non-discrimination	CEO / Human Resources		Evidence of implementation	
Raise awareness among InPP employees about the importance of gender equality	R	Inform employees about InPP's Gender Equality Plan	CEO / Human Resources		Evidence of the Plan being shared with the entire InPP team and of the inclusion of the gender equality principle in the InPP Code of Conduct	Functional system, verified annually
Publicly affirm InPP's internal and external commitment to promoting gender equality	R	Publicly share the InPP Gender Equality Plan	CEO / Human Resources	Communication Manager	Evidence of the Gender Equality Plan being published on InPP's official website	Functional system, verified annually
Use inclusive language in business management documents	R	Consistently draft InPP's strategic documents (such as the activity plan, rules, and regulations) using inclusive language and present HR data disaggregated by gender	CEO / Human Resources		Systematic review of all strategic documents and regulations	



Equal Access to Employment

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Ensure gender equality in Recruitment and Selection (R&S) processes	R	Ensure that R&S job postings respect the principle of equality by including the designation "M/F" and using inclusive language	Human Resources	Communication Manager	100% of job advertisements without any restriction, specification, or preference based on sex	Systematic practice in all processes
Promote gender balance in underrepresented professions/functions	R	Encourage applications from individuals of the underrepresented gender in identified areas			Gender-disaggregated statistical data on applications	Increase representation of the underrepresented gender
Ensure gender parity in selection teams	R	Include, whenever possible, members of both genders in selection committees	Human Resources		Percentage of selection committees with balanced gender representation	100% of selection committees starting in 2026

Initial and Continuous Training

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Ensure equitable access to training	R	Ensure that the annual training plan incorporates the principle of gender equality	Department Directors	Human Resources	Existence of a training plan with gender-disaggregated data	Functional system, verified annually
Ensure that management training includes Gender Equality (GE)	R	Include in InPP training modules content that strengthens management capabilities to promote Gender Equality, raising awareness of a GE culture, particularly during performance evaluations, salary reviews, and career development, thus helping eliminate unconscious bias in these processes	CEO / Department Directors	Human Resources	Evidence of the existence of GE-focused training modules	Functional system, verified annually



Equality in Working Conditions

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Promote equal pay for work of equal value	R	Ensure that salaries are awarded based on skills and qualifications, without gender discrimination	CEO / Department Directors	Human Resources	Pay audit with gender-disaggregated data	Annual audit
Evaluate performance using neutral criteria	R	Implement a performance evaluation system based on merit that does not penalize family responsibilities	CEO / Department Directors		Updated performance evaluation system	Functional system, verified annually

Work-Life Balance

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Enable teleworking	R	Allow approval of telework requests from any employee who submits a justified request	CEO / Department Directors	Human Resources	Evidence of decisions taken	Functional system, verified annually
Promote the reconciliation of work with employees' personal and family life	R	Engage with employees to identify and implement other measures that support work-life balance	CEO / Department Directors	Human Resources	Summary list of initiatives reviewed by the CEO	Functional system, verified annually
Facilitate the exercise of parental rights	R	Provide clear and accessible information on maternity/paternity rights	Human Resources		Availability of information in the internal regulations / intranet	Functional system, verified annually



Prevention of Workplace Harassment

Actions	Type (New: N or Reinforcement:R)	Measures	Responsible Units	Involved Units	Indicators	Timeline
Strengthen an organizational culture of non-discrimination	R	Widely disseminate the Code of Conduct and available reporting channels	CEO / Department Directors	Human Resources /Communication Manager	Evidence that all employees received and confirmed acceptance of the Code of Conduct	Functional system, verified annually
Take action against harassment behavior	R	Ensure clear and effective mechanisms for reporting and investigating incidents	Chair of the Board	CEO / Department Directors / Human Resources	Number of cases reported/handled	Functional system verified annually

MONITORING / EVALUATION OF THE PLAN

The continuous monitoring and evaluation of the Plan are essential to its implementation, allowing for the measurement of progress made and adjustments when necessary. This work will be carried out by the “Working Group for Equality and Equity – IG”, created for this purpose, composed of members from different areas of InPP and based on gender-balanced representation.

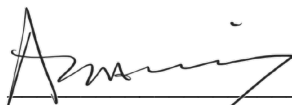
This group will be responsible for collecting and analyzing data to track the progress indicators associated with each measure in this Plan and proposing corrective actions whenever justified.

The Equality Working Group (GTI) is responsible for promoting, monitoring, and evaluating the implementation of this Plan and commits to reviewing and/or updating it whenever necessary, with the approval of the CEO.

An annual progress report will be prepared, detailing the measures implemented. This report will be made available on the InPP intranet.

This Action Plan is intended to be in effect during 2026 and beyond, representing InnovPlantProtect commitment to Gender Equality and the implementation of the respective measures. At the end of its term, a new diagnosis will be conducted to assess the actions implemented and to prepare the development of the next Action Plan.

Elvas, 2026/02/19



António Saraiva (CEO)