

ANNIKA SOLUTIONS GENDER EQUALITY PLAN

Organisation: Annika Biotechnology, Software, and Consulting Limited Company (Annika Solutions)

Scope: All employees, managers, researchers, consultants, interns and project personnel

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Signed by: Top Management (Executive Board)

1. Purpose and Commitment

Annika Solutions is a deep-tech company operating in a Technology Development Zone and conducting research and development activities at the intersection of healthcare technologies, digital technologies, biotechnology, software, artificial intelligence technology, sustainability and green transformation. The company is committed to providing an inclusive working and research environment in which all individuals have equal opportunities to participate, contribute, develop and lead, without discrimination based on gender.

Gender equality is considered part of responsible innovation, good governance and research quality. Annika Solutions therefore adopts this Gender Equality Plan (GEP) as a living institutional framework. The Plan establishes principles, actions, responsibilities and indicators to support equality in recruitment, career development, leadership, working conditions and research and innovation activities.

The Plan has been designed with reference to the European Commission's Gender Equality Plan framework for research and innovation organisations. This GEP advances gender equality across Annika Solutions' research, innovation, and corporate operations; supports structural change; and meets the Horizon Europe minimum process-related requirements. It applies to all employees, candidates, interns, contractors, and business partners.

2. Governance, Responsibility and Resources

Overall responsibility for implementation of this Plan rests with the Founder / Managing Director. As the company grows, a designated Gender Equality and Inclusion Focal Point may be appointed. The responsible person will coordinate annual monitoring, staff communication, training and review of actions under this Plan.

- Management will allocate proportionate time and organisational resources for implementation of the Plan.
- Gender equality considerations will be integrated, where relevant, into human resources, R&D, project management and partnership practices.
- The Plan will be reviewed at least annually and formally updated the end of 2028.

3. Data Collection, Monitoring and Reporting

Annika Solutions will use proportionate, privacy-respecting monitoring to understand representation and identify potential inequalities. Data will be processed in accordance with applicable data-protection and employment legislation.

- Regularly review of workforce composition by gender where legally and practically appropriate.
- Monitoring of representation in management, R&D and project leadership roles.
- Review of recruitment and promotion outcomes, where sample size permits meaningful assessment.
- Periodic review of pay practices for comparable roles, subject to confidentiality and applicable law.
- Regularly internal summary of GEP actions, indicators and any corrective measures.

4. Work–Life Balance and Organisational Culture

Annika Solutions aims to foster a respectful organisational culture that supports professional development while recognising caregiving and personal responsibilities.

- Meetings and project activities should, where reasonably possible, be scheduled in a manner that does not systematically disadvantage employees with caregiving responsibilities.
- Pregnancy, maternity, paternity, parental leave or caregiving responsibilities will not be treated as disadvantages in recruitment, evaluation, promotion or access to opportunities.
- Internal communication will promote respectful, inclusive and non-discriminatory language and behaviour.

5. Gender Balance in Leadership and Decision-Making

The company will seek balanced and inclusive participation in decision-making as its workforce and governance structures expand. Selection for leadership, project management and representation roles will be based on competence, experience and transparent criteria.

- Gender balance will be considered when establishing project teams, advisory groups and external representation, where the available talent pool permits.
- Leadership opportunities, mentoring and professional development will be made available without gender-based barriers.

6. Equality in Recruitment, Career Development and Pay

Annika Solutions is committed to fair and transparent recruitment and career development.

- Recruitment and advancement decisions will not discriminate on the basis of gender, pregnancy, maternity status.
- Where feasible, candidate pools and selection processes will be reviewed for avoidable gender imbalance or bias.
- Employees will have equitable access to training, mentoring, conferences, project responsibilities and career-development opportunities.
- The company supports the principle of equal pay for equal work or work of equal value, consistent with applicable legislation.

7. Prevention of Gender-Based Violence, Harassment and Discrimination

Annika Solutions applies a zero-tolerance approach to gender-based violence, sexual harassment, intimidation, bullying and discriminatory behaviour in the workplace, research activities, business travel, digital communications and company-related events.

- Concerns may be reported confidentially to management or a designated responsible person.
- Reports will be handled promptly, fairly and with respect for confidentiality, due process and applicable law.

8. Awareness, Training and Capacity Building

The company will promote awareness of gender equality and unconscious bias as part of responsible organisational development.

- Personnel involved in recruitment, team leadership or research design will be encouraged to undertake relevant training.
- European Commission and other credible research-and-innovation guidance will be used to update internal practice as appropriate.

9. Implementation and Review

This Plan enters into effect upon approval by Annika Solutions' top management. Implementation will follow a proportionate approach appropriate to the size and stage of the company. Targets and indicators may be refined as the workforce, project portfolio and governance structures expand.

Progress will be reviewed regularly.

A full revision of the Plan will be completed for the next planning period after 2028, or earlier if significant organisational, legal or programme requirements change.

10. Approval

By approving this Gender Equality Plan, Annika Solutions confirms its commitment to equal opportunity, an inclusive organisational culture, responsible research and innovation, and continuous improvement in gender equality practices.

Organisation

Annika Biotechnology, Software, and Consulting
Limited Company (Annika Solutions)

Name / Title

Assoc. Prof. Dr. Duygu Tutan – Founder / Managing
Director

Date

_____ 8 April 2026 _____

Signature

Reference Framework

European Commission, Gender Equality in Research and Innovation / Horizon Europe Gender Equality Plan framework. This document is a company policy adapted voluntarily for a private for-profit SME; it does not represent an EU certification or endorsement.