



GENDER EQUALITY PLAN

UP Catalyst is dedicated to advancing gender equality within its organization. As a pioneering Estonian nanotechnology company with a mission to revolutionize the raw materials sector and promote sustainability, we recognize the importance of fostering a diverse and inclusive workforce. This Gender Equality Plan (GEP) outlines our commitment to addressing gender disparities and promoting equality throughout our organization.

Resources:

To effectively implement and oversee the Gender Equality Plan, UP Catalyst will allocate dedicated human resources and expertise. This commitment includes appointing an external or internal person responsible for managing gender-related initiatives within the organization.

Data Collection and Monitoring:

UP Catalyst is committed to collecting and monitoring sex/gender disaggregated data on personnel. This data will encompass information on gender distribution across various roles within the company, including management, technical, and administrative positions. Additionally, we will collect data on pay equity, promotions, and recruitment processes to identify and address any gender disparities.

The company will conduct annual reporting based on gender-related indicators, providing transparency regarding the progress made in promoting gender equality within the organization. This reporting will serve as a valuable tool for setting objectives and targets for gender equality initiatives.

Training:

UP Catalyst acknowledges the significance of raising awareness and providing training on gender equality and unconscious gender biases. To achieve this, the following actions will be taken:

- a.** Conduct regular awareness-raising sessions on gender equality for all employees to promote understanding and inclusivity.
- b.** Implement specialized training programs on unconscious gender biases for all staff, with a particular focus on decision-makers within the organization. This training aims to mitigate biases that may influence recruitment, promotions, and decision-making processes.

Additional Actions:

- Review and refine our unconscious bias recruitment system to ensure it promotes fairness, diversity, and equal opportunities for all candidates.
- Create mentorship and career development programs that support the professional growth of women within the company.
- Regularly assess and update our recruitment and promotion processes to eliminate gender biases and ensure equitable treatment.
- Promote a flexible work environment that accommodates the diverse needs of all employees, including those with family responsibilities.
- Foster a workplace culture that values diversity and inclusion, actively addressing and rectifying any incidents of discrimination or harassment.

By implementing this Gender Equality Plan, UP Catalyst aims to create a more inclusive and equitable workplace where all employees, regardless of gender, have equal opportunities for growth and success. We remain steadfast in our commitment to revolutionizing the raw materials sector while also serving as a leader in promoting gender equality within our industry.

Signed by Top Management:

A handwritten signature in black ink, appearing to read 'G Urb', written over a light blue horizontal line.

Gary Urb, PhD. CEO, 25.09.2023

UP CATALYST