



# Gender Equality Plan

2026–2030

At Energy Safety Group, equal opportunities and professionalism are regarded as interlinked components of a strong engineering team. As an international engineering company operating in nuclear energy, critical infrastructure safety, and complex technical solutions, the company recognises the high level of responsibility that underlies every engineering process.

The implementation of complex EPC projects in the nuclear energy and critical infrastructure sectors covers the full cycle of work — from design and analysis, technical assessments and design approaches to manufacturing processes, quality control and the practical implementation of engineering solutions. In such an environment, the quality of professional expertise, the competence of specialists, and the effectiveness of teamwork directly influence the reliability and resilience of nuclear facilities, their safe operation, and, more broadly, the safety of people and society.

This is precisely why the company consistently fosters a culture of professional mutual respect, equal opportunities, non-discrimination, and openness to professional development. A strong engineering environment is built on experience, expertise, professional dialogue and accountability for results. Today, the Energy Safety Group team comprises over 150 specialists of various professional backgrounds, ages, genders and nationalities.

At the same time, the company does not view achieving formal percentage targets as an end in itself and does not operate on the principle of artificially ensuring a specific gender ratio for statistical purposes. As an employer, our priorities remain professionalism, competence, integrity, responsibility and a proactive attitude among our employees. In the critical infrastructure sector, staffing decisions must be based primarily on the level of knowledge, practical experience and the ability of specialists to make high-quality engineering decisions.

Approaches to recruitment, professional development, career progression, participation in international projects and research initiatives, and representation of the company at professional events are determined without regard to gender, age, nationality, or other background. The key criteria remain professional expertise, performance, a willingness to develop, and a contribution to achieving the company's shared goals.

The engineering, energy and nuclear sectors have historically been male-dominated fields. At the same time, Energy Safety Group's experience demonstrates that, even in such an environment, it is possible to naturally ensure a balanced approach to career opportunities and build a team in which women make up 36% and men 64%, with women accounting for 40% of senior management.

The implementation of the Gender Equality Plan is an integral part of Energy Safety Group's corporate culture and is integrated into the existing Quality Management System. For the company, gender equality means equal opportunities, professional respect and fair access to development. Creating an environment in which every professional can grow professionally and realise their potential is seen as one of the prerequisites for the high-quality implementation of engineering solutions, the reliability of projects and the safe operation of critical infrastructure.



## Vadym Ivanov

CEO Energy Safety Group



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# HUMAN CAPITAL MANAGEMENT CULTURE

Energy Safety Group's approaches to human capital management are shaped by the international nature of its operations and the legal requirements of the countries in which it operates regarding labour relations, HR policy, equal rights and opportunities, and the prevention of discrimination.

Given that the company's head office is located in the Czech Republic, Energy Safety Group complies with the requirements of Czech labour and anti-discrimination legislation, in particular the provisions of the Labour Code of the Czech Republic, the Anti-Discrimination Act and other regulatory acts in the field of ensuring equal opportunities, professional ethics and non-discrimination in labour relations.

In its operations in Ukraine, the company is guided by the Labour Code of Ukraine, the Law of Ukraine 'On Ensuring Equal Rights and Opportunities for Women and Men', the Law of Ukraine 'On the Principles of Preventing and Combating Discrimination in Ukraine' and other regulatory acts in the field of employees' labour rights and the promotion of equal opportunities.

In its operations, Energy Safety Group also takes into account international principles of equality and non-discrimination in the workplace, including the International Labour Organisation's approaches to ensuring equal access to career opportunities, equal pay for work of equal value, preventing discrimination, and creating a safe working environment. The company regards adherence to these approaches as an integral part of responsible human capital management, the development of a professional culture, and ensuring equal access to opportunities for professional fulfilment.

The practical implementation of these approaches is integrated into the human capital management system and is reflected in the company's HR policy, principles of professional interaction, and approaches to human capital development. The Energy Safety Group team is regarded as the embodiment of engineering culture, responsibility, and trust, as it is through people that the foundation for the safe, efficient, and sustainable development of the energy sector is laid. With this in mind, the approach to human capital management is based on the following principles:

## 1 People are the cornerstone of engineering responsibility

For Energy Safety Group, people are the cornerstone of engineering responsibility, as professional expertise, practical experience and a deep understanding of the specific nature of the nuclear energy sector determine the quality, reliability and safety of engineering solutions. The implementation of complex EPC projects in nuclear energy and critical infrastructure is impossible without highly qualified specialists with practical experience working at nuclear power plants, in design institutes, and within international engineering communities. Their knowledge, practical expertise, and understanding of safety requirements form the basis for implementing complex engineering solutions, ensuring consistent quality, knowledge transfer, and the long-term reliability of projects.

## 2 Operating Standards and Professional Culture

Human capital management at Energy Safety Group is based on international approaches and operating standards (e.g., ISO, IAEA, WENRA, and others). These foster a culture of accountability, precision and predictability in decision-making — both at the project level and in the team's day-to-day work. The company's engineering culture combines a commitment to quality with openness to ideas, and professional dialogue with a clear understanding of the boundaries of responsibility.

### 3 Development as a systematic process

At Energy Safety Group, talent development is not an optional extra but a prerequisite for working in a complex, regulated industry. Professional development, participation in research, international collaboration, and the exchange of expertise are considered part of our specialists' professional responsibilities. The company creates conditions for continuous professional growth, recognising that the development of the energy sector is impossible without the development of those who design, build and maintain it.

### 4 Interdisciplinary collaboration

Energy Safety Group's projects bring together specialists from a range of professional fields — including nuclear, thermal, construction, design, analytics and IT — as well as experts in procurement, tender support, quality management systems, legal affairs, finance, HR and business development. This interdisciplinary collaboration ensures a comprehensive understanding of the systemic logic behind engineering solutions, enhances the quality of management for complex EPC projects, and builds the capacity to manage multi-level technical, regulatory, operational and project risks. The company's approach is based on viewing the project as a single integrated system — from concept, design and analytical justification through to production, implementation and commissioning of the facility.

### 5 A career as a long-term journey

Energy Safety Group views a career not as a linear progression through roles, but as a gradual development of skills and responsibilities. The company encourages initiative, provides internal development opportunities, and supports staff participation in international conferences, professional events, and training programmes. Development at Energy Safety Group is a managed and consistent process, not a random outcome.

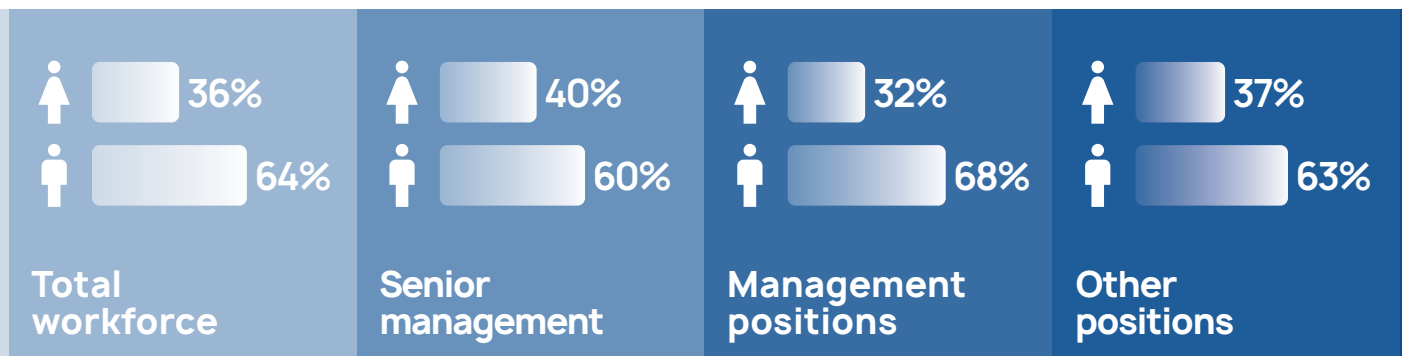
### 6 Working with young professionals

Energy Safety Group works systematically with young professionals, viewing them as the industry's future backbone. Young professionals work under the guidance of experienced engineers, applying theoretical knowledge in practice and gaining an understanding of the full life cycle of nuclear facilities. Combining work with study in the final years of university and at the postgraduate level is supported as part of a long-term human resources strategy.

### 7 Talent pipeline development and career guidance

Energy Safety Group participates in educational and career initiatives for school pupils and students, helping to foster an understanding of engineering professions and the role of nuclear energy in today's energy mix. Such career guidance enables young people to make informed assessments of development opportunities within the sector and to envisage realistic career paths. This approach is complemented by the company's internship programmes, through which future specialists gain practical experience on real-world projects and are gradually integrated into the engineering environment.

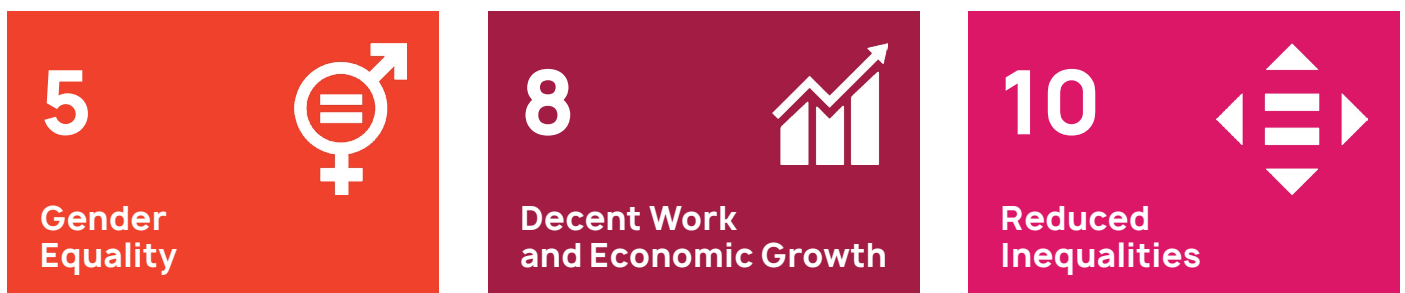
The statistical profile of Energy Safety Group's workforce is based on the company's actual personnel data and reflects the representation of women and men across the organisation.



\* As of June 2026

# GENDER EQUALITY LEADING PRINCIPLES, OBJECTIVES AND RESOURCES

The Energy Safety Group's approach to ensuring gender equality and equal opportunities is shaped by international principles of sustainable development, responsible corporate governance and modern approaches to human capital management. The company shares the principles enshrined in the United Nations Sustainable Development Goals, in particular Goal 5 'Gender Equality', Goal 8 'Decent Work and Economic Growth' and Goal 10 'Reduced Inequalities', recognising the importance of creating a professional environment based on equal opportunities, professional respect and non-discrimination. When developing approaches to gender equality, the company also takes into account international recommendations and practices, in particular UN Women's Women's Empowerment Principles, as well as the European Union's approaches to ensuring equal opportunities in the research and innovation environment, including the Horizon Europe requirements regarding the Gender Equality Plan (GEP).



Given the specific nature of our work in the nuclear energy sector and critical infrastructure, promoting gender equality within the company is regarded as an integral part of our professional culture, responsible corporate governance and the sustainable development of human capital. The practical implementation of these approaches is based on the following principles of gender equality:

## 1 Equal opportunities and access to professional development

Energy Safety Group adheres to the principle of equal access to career opportunities and professional development, regardless of gender, age, nationality or other background. The company does not tolerate discriminatory practices in recruitment, career progression, participation in projects, professional events, international cooperation, training programmes, certification or knowledge-sharing initiatives. Employees are guaranteed equal access to training, professional development, international conferences, professional forums, certification programmes, research initiatives, professional knowledge exchange, and other development opportunities that deepen expertise and support professional growth. Decisions regarding employee involvement in such opportunities are based on their professional role, expertise, project requirements, and the specialists' potential. Equal access to development is regarded as a key component in building a strong engineering team and maintaining a high level of professional expertise.

### Goals for 2030:

To ensure equal access for employees to career opportunities, professional development and participation in decision-making processes, regardless of gender, age, nationality or other background

To foster a professional environment that promotes a balance between professional fulfilment and an organisational culture of mutual respect

Ensuring equal access to training, professional development, international professional collaboration and other opportunities for professional growth

## 2 Merit-based professional growth

Career development at Energy Safety Group is based on professional expertise, performance, level of responsibility, initiative and a commitment to continuous development. The company views a career as a continuous process of building competencies, rather than a formal progression through the organisational hierarchy. Decisions regarding increased responsibilities, involvement in complex projects, and professional growth are based on professional achievements and the specialist's contribution to the collective result.

### Goals for 2030:

Maintaining a merit-based approach to HR decisions, in which career development and increased responsibilities are based on professional expertise, performance and competence levels

Supporting equal access to managerial, expert and project roles

To increase staff participation in professional, sectoral and international initiatives as part of professional development

## 3 Equal pay for equal work

Energy Safety Group upholds the principle of fair and equal pay for employees performing comparable roles and having the same level of professional responsibility. Remuneration is determined by the complexity of the role, qualifications, level of expertise, professional experience, and the employee's contribution to project delivery, regardless of gender, age, or nationality.

### Goals for 2030:

Ensuring fair and transparent approaches to determining remuneration for comparable roles and levels of responsibility

Supporting remuneration approaches based on the level of expertise, the complexity of the role and the professional contribution of employees

Preventing discriminatory practices in remuneration matters

## 4 Zero tolerance to discrimination and harassment

Energy Safety Group fosters a professional environment based on mutual respect, professional ethics and the prevention of discrimination, psychological pressure, gender bias, stereotypes, harassment and other forms of unacceptable behaviour. The company does not tolerate discrimination on the grounds of gender, age, nationality, or other characteristics, and supports mechanisms to respond to potential breaches of the principles of professional interaction.

### Goals for 2030:

To foster a professional environment free from discrimination, gender bias, stereotypes, psychological pressure and unacceptable behaviour

Strengthening a professional culture of mutual respect, professional ethics and responsible professional dialogue

Raising staff awareness of the principles of equality, non-discrimination and professional interaction

The implementation of the principles of gender equality and the achievement of the targets set for 2030 will be made possible through the use of human, financial, material and non-material resources.

### **The Energy Safety Group's human resources include:**

- company management: ensuring the integration of equal opportunities principles into the management system and supporting a merit-based approach to HR decisions;
- heads of business units, teams and projects: ensuring equal access for employees to career opportunities, development, participation in projects and decision-making processes;
- HR Group: supporting recruitment processes, professional development, data collection and monitoring of the Plan's implementation;
- in-house experts, mentors and company staff: specialists in various professional fields, including engineering, analytics, research, project management, IT, legal, financial, procurement, tendering, HR, quality management systems, business development and other functions that support the implementation of EPC projects, knowledge transfer, mentoring, knowledge sharing, the professional development of young specialists and the promotion of a culture of mutual respect and non-discrimination;
- where necessary, external experts or trainers to conduct training sessions on professional ethics, non-discrimination, gender bias and professional interaction.

### **Funding for the implementation of the Plan is provided within the Energy Safety Group's annual budget and may include funding for:**

- training, upskilling and professional development of staff: participation in training courses, certification programmes, professional training, mentoring, knowledge sharing and other competence-building activities;
- international professional engagement: staff participation in international conferences, professional forums, industry exhibitions, professional communities and professional networks;
- professional development and recruitment of new specialists: support for the recruitment, induction, professional integration and development of young professionals;
- career guidance, educational and STEM initiatives: participation in events for school pupils, students and young professionals; support for career and educational initiatives aimed at promoting engineering professions and women in STEM;
- activities to support professional culture and non-discrimination: conducting internal or external training sessions on professional ethics, professional interaction, non-discrimination, gender bias and stereotypes;
- where necessary — costs of engaging external experts or trainers: conducting specialised training, consultancy or awareness-raising activities as part of the implementation of the Plan.

### **Energy Safety Group's material resources include:**

- office, engineering and production infrastructure: office premises, production sites, engineering and technical facilities, meeting rooms, as well as other infrastructure facilities necessary to support professional activities, team collaboration and project implementation;
- technical equipment and digital communication tools: computer hardware, specialised software, engineering software suites, video conferencing and online collaboration tools to support professional development, knowledge sharing, mentoring and participation in international professional collaboration;
- educational and technical infrastructure: technical resources, equipment, premises and other resources necessary for conducting in-house training events, professional meetings, workshops, knowledge sharing and the transfer of expertise;
- logistical support for career guidance, educational and STEM initiatives: presentation, information, demonstration and other materials for engaging with school pupils, students, young professionals, universities and professional communities;
- logistical support for internal and external professional events: resources required to organise professional, educational, sector-specific and awareness-raising events as part of the implementation of the Plan.

## Energy Safety Group's intangible and information resources include:

- an internal Integrated Management System: policies and regulatory documents governing the company's management principles, professional interaction, non-discrimination, professional ethics and equal opportunities;
- professional standards, certifications and methodologies: international standards and approaches (ISO, IAEA, WENRA and others), professional certifications, internal methodologies and regulations;
- Intellectual property and software solutions: licensed software, specialised engineering software packages, technical solutions, know-how, patents, licences and other intellectual property (where applicable);
- information resources and reputational capital: internal databases, analytical and research materials, statistical data, professional information resources, employer brand and the company's professional reputation.



## MONITORING

Monitoring of the Gender Equality Plan's implementation is carried out regularly and is part of the Energy Safety Group's human resources management system. Its aim is to assess the practical implementation of the defined objectives, identify potential barriers in a timely manner, evaluate the effectiveness of the measures implemented and, where necessary, adjust the approaches to implementing the Plan.

Monitoring of the Plan's implementation is carried out on the basis of:

- an analysis of statistical data on the company's workforce, specifically:
  - ◆ the total number of women and men in the company;
  - ◆ the representation of women and men in senior management;
  - ◆ the representation of women and men in managerial positions;
  - ◆ the representation of women and men in other positions;
- assessment of the achievement of KPIs defined within the key areas of the Plan's implementation;
- analysis of employees' participation in professional development, including training, mentoring, knowledge sharing, international conferences, leadership initiatives, STEM and career guidance activities;
- analysis of cases of potential discrimination, gender bias, harassment or other forms of unacceptable behaviour, as well as the effectiveness of mechanisms for responding to such cases;
- assessment of professional interaction and equal access to opportunities for professional development, career progression, participation in international projects, expert events and decision-making processes.

Coordination of monitoring of the Plan's implementation is the responsibility of the HR Group, in collaboration with senior management and group heads.

Periodic monitoring and evaluation of the effectiveness of the Plan's measures are conducted annually in collaboration with the internal audit function of the Integrated Management System (IMS). Reporting on GEP monitoring results may be considered as part of the regular IMS review by senior management to ensure continuous improvement of internal processes. Based on the monitoring results, the company may update individual measures, KPIs or approaches to implementing the Plan, taking into account staffing dynamics, organisational needs, the specific nature of the company's activities, security factors and the external environment.

# KEY AREAS FOR IMPLEMENTING THE PLAN

Objective	Key Tasks	Actions	KPI	Responsible person	Timeline
<b>4.1. Work-life balance and organisational culture</b>					
Creating a professional environment based on mutual respect, equal opportunities and professional ethics	Integrating the principles of equality, non-discrimination and professional collaboration into the organisational culture	<ul style="list-style-type: none"> <li>familiarising staff with the principles of GEP, internal policies on professional ethics and non-discrimination;</li> <li>communicating the principles of professional interaction internally</li> </ul>	<ul style="list-style-type: none"> <li>100% of employees are familiar with the principles of GEP and internal policies;</li> <li>no confirmed cases of discrimination;</li> <li>100% accessibility of internal communications regarding the principles of professional interaction</li> </ul>	Top-management, Heads of groups, HR Group	Always
Supporting a balanced combination of work and personal life	Adapting work practices to safety, social and individual factors	<ul style="list-style-type: none"> <li>the use of flexible working arrangements (where possible);</li> <li>taking into account factors such as martial law, air raid alerts, power cuts, family circumstances, health issues, and the need to care for children or family members;</li> <li>taking into account the specific nature of international project collaboration and time zones</li> </ul>	<ul style="list-style-type: none"> <li>staff retention rate — at least 90–95% annually;</li> <li>no systematic complaints regarding discriminatory practices in the organisation of work;</li> <li>ensuring equal access to career development opportunities regardless of gender</li> </ul>	Top-management, Heads of groups, HR Group	Always
Raising awareness of professional ethics, gender equality and non-discrimination	Fostering a culture of mutual respect and professional dialogue, and preventing prejudice	<ul style="list-style-type: none"> <li>organising training sessions, information sessions or knowledge-sharing events on professional ethics, gender bias, stereotypes, professional interaction and non-discrimination;</li> <li>organising the training session “Overcoming Gender Stereotypes in the Nuclear Industry” by WiN Ukraine</li> </ul>	<ul style="list-style-type: none"> <li>holding at least one training or awareness session per year;</li> <li>at least 70% of staff participating in relevant activities each year;</li> <li>organising a training session with WiN Ukraine by the end of 2026</li> </ul>	HR Generalist	Annually
Fostering an open organisational culture	Ensuring the availability of channels for professional interaction and feedback	<ul style="list-style-type: none"> <li>fostering open communication between staff and management (one-to-one/group meetings);</li> <li>discussing professional and organisational matters within the team;</li> <li>providing information on professional development opportunities via the internal CRM system</li> </ul>	Ensuring the CRM system functions properly to facilitate regular communication among staff	People&System Division	Always

Objective	Key Tasks	Actions	KPI	Responsible person	Timeline
<b>4.2. Gender balance in leadership and decision-making</b>					
Ensuring equal access to managerial, specialist and project roles	Support for a merit-based approach to personnel decisions	Making recruitment decisions for managerial, specialist and project roles based on professional expertise, performance, level of responsibility and employees' willingness to develop, regardless of gender	<ul style="list-style-type: none"> <li>no confirmed cases of discrimination in recruitment decisions;</li> <li>ensuring gender-balanced representation in management, expert and project roles (with a deviation of no more than 15%, provided that the necessary expertise and human resources are available)</li> </ul>	Top-management, Heads of groups	Always
Ensuring equal access to participation in decision-making processes, career progression and professional visibility	<ul style="list-style-type: none"> <li>increasing staff involvement in professional, managerial and project-related processes;</li> <li>creating equal opportunities for professional representation;</li> <li>preventing discriminatory practices in matters of professional and leadership development and career progression</li> </ul>	<ul style="list-style-type: none"> <li>involving employees in internal working groups, international projects, professional discussions, technical consultations and decision-making processes in line with their level of expertise and role;</li> <li>ensuring equal access to representing the company at international conferences, industry events, professional associations, working groups and expert platforms;</li> <li>ensuring equal access for employees to professional development, skills enhancement, leadership programmes (for example, WISE Ukraine – Strengthening women's leadership in the energy sector) and career progression opportunities, regardless of gender</li> </ul>	<p>Gender-balanced representation of staff:</p> <ul style="list-style-type: none"> <li>in project, expert and managerial roles (deviation of no more than 15%);</li> <li>at professional events (deviation of no more than 15%, provided the relevant expertise is available);</li> <li>in leadership programmes (deviation of no more than 15%)</li> </ul>	Top-management, Heads of groups	Annually
<b>4.3. Gender equality in recruitment and career progression</b>					
Ensuring equal access to employment	Support for a gender-neutral approach to recruitment	Posting job vacancies using gender-neutral language and ensuring that there are no discriminatory requirements regarding candidates on the grounds of gender, age or nationality	<ul style="list-style-type: none"> <li>100% of the company's vacancies are gender-neutral;</li> <li>no confirmed cases of discrimination during the recruitment process;</li> <li>ensuring a gender-balanced shortlist of candidates (provided there are suitable candidates available on the market)</li> </ul>	HR Group	Always

Objective	Key Tasks	Actions	KPI	Responsible person	Timeline
Increasing women's participation in professional and sector-specific leadership initiatives	Supporting the professional development of female employees through industry networks	Encouraging female employees to participate in professional women's networks and initiatives (WiN Ukraine, WiN Global, the women's section of UkrNS, BSWN and others)	<ul style="list-style-type: none"> <li>at least 20% of the company's female employees are involved in professional women's communities or leadership initiatives each year;</li> <li>the company participates in at least two relevant women's or sector-specific initiatives per year</li> </ul>	Heads of groups, HR Group, PR&marketing Group	Always
Supporting the professional recognition of women's role in the sector	Enhancing the professional visibility and recognition of women in STEM and the energy sector	Supporting the participation of the company's female employees in competitions, professional awards (WiN Awards), industry rankings and initiatives aimed at gaining professional recognition for the role of women in the sector	<ul style="list-style-type: none"> <li>ensuring that female employees take part in at least one professional competition, award or initiative each year;</li> <li>ensuring that women are represented in the company's professional sector-specific activities</li> </ul>	Top-management, HR Group, PR&marketing Group	Annually

#### 4.4. Integration of the gender dimension into research and teaching content

Ensuring equal access to professional knowledge and specialist expertise	Supporting equal access for staff to specialist knowledge in the field of calculation and analysis	Ensuring that staff, regardless of gender, participate in training courses, certification programmes and technical training in nuclear power plant safety analysis, thermal-hydraulic calculations, severe accident analysis, probabilistic safety assessment (PSA), computational modelling and other areas of the company's computational and analytical work	<ul style="list-style-type: none"> <li>at least 80% of employees participate in at least one internal or external technical training course each year;</li> <li>100% availability of training opportunities for employees, regardless of gender;</li> <li>the gender gap in participation in professional training is no more than 10%</li> </ul>	HR Generalist	Always
Supporting knowledge transfer and expert collaboration	The development of mentoring and knowledge-sharing practices in the field of nuclear and radiation safety and analytical and computational research	Involving staff in mentoring, knowledge sharing, internal technical discussions, professional seminars and the transfer of expertise in the areas of severe accident analysis at nuclear power plants, safety assessment, computational analysis, and the use of specialised codes and models between senior and junior specialists, regardless of gender	<ul style="list-style-type: none"> <li>holding at least 4 internal technical sessions or knowledge-sharing activities per year;</li> <li>involving at least 50% of staff in mentoring or knowledge-sharing activities each year;</li> <li>at least 1 mentoring session for new or junior staff during the year</li> </ul>	HR Generalist	Always

Objective	Key Tasks	Actions	KPI	Responsible person	Timeline
Supporting staff participation in professional and academic collaboration	Increasing staff involvement in research projects and international professional collaboration	<ul style="list-style-type: none"> <li>facilitating the equal participation of staff in international conferences, professional forums, research initiatives and research projects related to the analysis of severe accidents at nuclear power plants and safety assessment, as well as in projects run by international scientific institutions and laboratories, in particular Argonne National Laboratory;</li> <li>active participation by the company and its employees in the activities of SNETP, the European Industrial Alliance on SMRs, international working groups, technical discussions and partnership initiatives to develop expertise, professional interaction and equal representation regardless of gender</li> </ul>	<ul style="list-style-type: none"> <li>the company's participation in at least two international professional or academic events or initiatives each year;</li> <li>at least 20 per cent of staff involved in conferences, research initiatives or international professional collaboration each year;</li> <li>ensuring gender-balanced representation (with a deviation of no more than 15 per cent) amongst participants at international events</li> </ul>	HR Generalist	Annually
Supporting the development of young professionals and STEM disciplines	Promoting engineering careers, computational engineering and supporting women in STEM	Participation in career guidance, educational and STEM initiatives for school pupils (career events), students and young professionals (Youth Nuclear Forum), promoting fields such as nuclear engineering, safety analysis and computational modelling; supporting mentoring and internships; and involving young professionals in the company's computational and analytical projects, regardless of gender	<ul style="list-style-type: none"> <li>the company must participate in at least two STEM or career guidance events per year;</li> <li>the company must engage at least five students or young professionals annually in internships, mentoring or professional activities;</li> <li>the company must ensure gender-balanced participation in STEM initiatives (with a deviation of no more than 15%)</li> </ul>	HR Generalist, PR&marketing Group	Always
<b>4.5. Prevention of Discrimination, Gender Bias, Stereotypes and Harassment</b>					
Promoting a professional environment free from discrimination, gender bias, stereotypes and unacceptable behaviour	Preventing discrimination, harassment and unacceptable behaviour in the workplace	Communicating the principles of zero tolerance towards discrimination, gender bias, stereotypes, psychological pressure, harassment and sexual harassment; ensuring mechanisms are in place for reporting and responding to potential breaches	<ul style="list-style-type: none"> <li>no confirmed cases of discrimination or harassment;</li> <li>100% of staff are familiar with the principles of non-discrimination and professional ethics</li> </ul>	HR Generalist	Always
Raising awareness of professional ethics and non-discrimination	Fostering a culture of mutual respect and combating gender stereotypes and bias	Delivering internal or external training sessions or awareness sessions on non-discrimination, gender bias, professional ethics, harassment prevention and professional interaction	<ul style="list-style-type: none"> <li>holding at least 1 training or awareness session per year;</li> <li>at least 70 per cent of staff taking part in the relevant activities each year</li> </ul>	HR Generalist	Always

# FINAL PROVISIONS

The Energy Safety Group Gender Equality Plan is an internal company document that sets out the approaches, objectives and key priorities for creating a professional environment based on equal opportunities, professional respect, non-discrimination and a merit-based approach to HR decisions.

The Plan is implemented with the involvement of the company's management, heads of business units, teams, and projects, the HR Group, and company employees, in accordance with their functional roles and responsibilities.

The Plan is implemented with the specific nature of Energy Safety Group's activities as an engineering company operating in nuclear energy, critical infrastructure security, and complex technical solutions in mind, where staffing decisions directly impact the quality of engineering solutions, the reliability of facilities, and their safe operation. The Plan is supported by information and methodological resources, including the dissemination of internal regulations, instructions, and policies, which are developed and approved in accordance with Energy Safety Group's Quality Management System procedures.

The company does not apply a quota-based approach and does not regard achieving specific statistical indicators as an end in itself. The approach to ensuring gender equality is based on creating equal opportunities for professional fulfilment, professional development, career progression and participation in decision-making processes, regardless of gender, age, nationality or other background.

Monitoring of the Plan's implementation is conducted annually. Based on the monitoring results, the company may update specific measures, KPIs, or approaches to the Plan's implementation, taking into account staffing dynamics, organisational needs, the nature of the company's activities, security considerations, and the external environment.

The Plan comes into force upon its approval by the company's management and remains in effect until the end of the specified implementation period, with the possibility of further review and update.