

Gender Equality Plan (GEP)

MetaInfrastructure Ltd

1. Commitment

MetaInfrastructure Ltd is committed to promoting gender equality, diversity, and inclusion across all aspects of its activities, including recruitment, career development, decision-making, and workplace culture. The company aims to provide an inclusive working environment where all employees are treated fairly and have equal opportunities regardless of gender, background, or personal circumstances.

This Gender Equality Plan is endorsed by the company's management and applies to all staff members and collaborators.

2. Key Objectives

The company commits to:

- Promoting equal opportunities in recruitment and career progression
- Supporting work–life balance and flexible working arrangements
- Encouraging gender balance in leadership and decision-making roles
- Ensuring a safe and respectful workplace free from discrimination or harassment
- Integrating gender awareness where relevant in research, innovation, and project activities

3. Implementation and Resources

Responsibility for implementing this Gender Equality Plan lies with the company management, who will ensure that appropriate resources and attention are dedicated to gender equality matters. Where necessary, external expertise or training providers may be engaged to support gender equality initiatives.

4. Monitoring and Data Collection

The company will monitor gender balance through the collection of basic sex-disaggregated data on personnel, including:

- Staff composition
- Recruitment outcomes
- Participation in decision-making roles

Progress will be reviewed periodically and improvements will be implemented where necessary.

5. Awareness and Training

The company commits to promoting awareness of gender equality and preventing unconscious bias through:

- Internal discussions and information sharing
- Participation in relevant training or workshops when appropriate
- Promoting respectful workplace behaviour and inclusive collaboration practices

6. Prevention of Gender-Based Harassment

MetaInfrastructure Ltd maintains a zero-tolerance policy toward harassment or discrimination, including gender-based violence or sexual harassment. Any concerns raised by staff will be treated confidentially and addressed promptly.

7. Review

This Gender Equality Plan will be reviewed and updated periodically to ensure its continued relevance and effectiveness.

Approved by:

Management, MetaInfrastructure Ltd

Stergios-Aristoteles Mitoulis, Director

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