

Gender Equality Plan (GEP) – ArgosAI

Version: v2.0

Effective date: 16/02/2026

Validity period: 2026–2027

Approved by: General Management (CEO/Director)

Gender Equality Officer: Carlos Jordà (CHO)

Publication: This document will be communicated internally and made available to third parties upon request.

1. Introduction and scope

ArgosAI designs and manufactures advanced technology based on artificial intelligence and IoT for fish farms. We recognise that, as a technology company operating in a traditionally male-dominated sector, there are challenges related to gender equality. This Gender Equality Plan (GEP) sets out our commitments, measures and monitoring mechanisms to foster an inclusive, fair workplace free from discrimination.

2. Commitment, approval and publication

- General Management approves this GEP, supports its implementation and allocates the minimum resources required.
- The Gender Equality Officer coordinates the roll-out of the plan, carries out annual monitoring and proposes improvements.
- The GEP will be communicated internally and made available to third parties (e.g., the European Commission, partners or customers) upon request.

3. Objectives

- Recognise and address the gender gap in our company and in the sector we serve.
- Promote the recruitment, retention and professional development of women within our organisation.
- Build an inclusive and equitable workplace culture where everyone has the same opportunities for growth and professional development, regardless of gender.
- Contribute to gender equality in the technology sector and in the fish farming industry.

4. Initial baseline assessment

As of the approval date, the workforce comprises 5 people. The team is predominantly technical (mathematics, physics, mechanical engineering and electronics) and currently has no female representation. This imbalance partly reflects the distribution of applications in the market for the technical profiles we typically hire.

Relevant facts observed in previous processes:

- In recruitment processes for technical roles, the volume of applications received is typically markedly uneven (approx. 80% men / 20% women, or more imbalanced).
- A woman was shortlisted for a software engineer role in 2024, but the candidate decided to withdraw from the recruitment process.

5. Governance, roles and resources

Roles:

- Gender Equality Officer: Carlos Jordà (CHO).

- General Management: approves the plan, drives compliance and acts as an alternative channel in case of conflict or when the matter concerns the Gender Equality Officer.

Minimum dedicated resources:

- Time: 8–12 hours/year of the Equality Officer for coordination, record-keeping, and monitoring.
- Indicative annual budget: EUR 300–1,000 for recruitment/outreach actions (platforms, events, materials, etc.).

6. Measures

6.1 Recruitment and selection

- Use inclusive language in job postings and recruitment communications, avoiding stereotypes.
- Structure job descriptions with “must-have” requirements versus “nice-to-have” requirements to reduce self-screening out.
- Broaden recruitment channels through networks and communities focused on women in STEM (e.g., local associations and professional networks).
- Diversity criterion: where merit and job fit are equal, diversity will be favoured.
- Process target (when the market allows): aim for at least 30% of shortlisted candidates to be women. If this is not achieved, the reason will be briefly documented (pipeline, channels, role profile, etc.).

6.2 Training and awareness

- Training/awareness on unconscious bias (lightweight format: internal session or external provider when feasible).
- Mandatory training on prevention of workplace harassment: 3 of the 5 team members (including all employed staff) have completed mandatory training. New hires will complete this training within their first 6 months.
- Mentoring and collaboration with universities/education programmes to offer internships and support to women students in areas related to our activity.

6.3 Organisational culture and work–life balance

- Zero-tolerance policy towards discrimination, harassment or retaliation.
- Flexibility and work–life balance measures reviewed case by case: staff have flexible working hours and may agree remote-working arrangements with management.
- Promote a respectful and safe work environment through periodic reminders of expected conduct.

6.4 Visibility and representation

- Participation in initiatives and events that promote gender equality in STEM.
- Promote female role models by inviting speakers and professionals to webinars, talks or collaborations when possible.

7. Harassment prevention, reporting channels and response

ArgosAI maintains zero tolerance for any harassment or discrimination. Anyone may request support, report an incident or raise a question confidentially.

Channels:

- Primary channel: Gender Equality Officer (Carlos Jordà, CHO).
- Alternative channel: General Management, especially if the matter concerns the Gender Equality Officer or there is a conflict of interest.
- Non-retaliation: retaliation is prohibited for reporting in good faith or cooperating in an internal review.

Response (summary): receipt of report, preliminary assessment, protective measures if needed, information gathering and proposal of corrective measures. A minimal record (without unnecessary personal data) will be kept to enable monitoring.

8. Pay and review of potential gaps (pay gap)

Given the company's current size, the pay structure is simple; nevertheless, an annual review will be carried out to identify any differences not justified by role, responsibility, performance or seniority.

- Annual pay review by role (and, where applicable, by seniority) to detect deviations.
- Brief documentation of the review and, where needed, a corrective action plan.

9. Monitoring, indicators and annual review

Monitoring will be carried out at least once per year. Minimum indicators:

- Percentage of women among applications received and shortlisted candidates (per recruitment process).
- Percentage of women hired (where applicable).
- Outreach actions carried out (number and type).
- Training completed (harassment / bias) and new hires trained within the first 6 months.
- Incidents related to equality/harassment (if any) and resolution status, preserving confidentiality.

Annual review: the Gender Equality Officer will issue a brief minute summarising actions taken, indicator status and improvement proposals, to be validated by General Management.

Signed:

Carlos Jordà (Responsable de Igualdad); Héctor Martín (Director General).

Annex A. Template for annual review minutes (summary)

- Review date and attendees.
- Summary of actions implemented.
- Indicators (year values and comments).
- Incidents (if any) and measures adopted.
- Action plan for the next period (max. 5 actions).
- Signature of the Gender Equality Officer and approval by General Management.