

ReCatalyst

REvolutionising the way
we make fuel cell CATALYSTs.

ReCatalyst Gender Equality Plan (GEP)

April 2025

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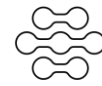


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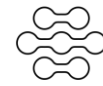
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Introduction

A ReCatalyst d.o.o. we recognize that gender equality is not just a legal or ethical responsibility but also a strategic imperative. Diversity and inclusivity enhance innovation and decision-making, particularly in deep tech and research fields, where the inclusion of varied perspectives is crucial for groundbreaking advancements.

Aligned with the Horizon Europe guidance, this Gender Equality Plan outlines our commitment to fostering an equitable, inclusive, and supportive environment. Our approach is data-driven, practical, and adapted to the unique needs of a fast-growing start up.

Based on laws and guidelines

- Constitution of the Republic of Slovenia
- Protection Against Discrimination Act
- Equal Opportunities for Women and Men Act
- Implementation of the Principle of Equal Treatment Act
- Scientific Research and Innovation Activity Act
- And their legally published amendments

State of Play

Collected data shows that female employees are represented on all levels of operations and roles throughout the company, however still under-represented in total.

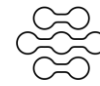
- From total of 12 employees there are currently 8 male and 4 female employees.
- The company has 2 male founders / managing directors, 2 male managers and 1 female manager.
- There have been no gender pay gap or related discrepancies identified.
- As part of our activities promoting gender diversity in STEM fields ReCatalyst female employees participated in:
 - o EIC Women Leadership Programme
 - o The L'Oréal-UNESCO programme For Women in Science national programme

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Gender Equality Strategy

ReCatalyst Gender Equality Plan is structured around five main pillars:

1. Building Awareness and Accountability through

- **Trainings** – conducting regular gender equality and unconscious bias training for all employees, including leadership.
- **Leadership Commitment** – requiring executive leadership to publicly commit to gender equality principles.
- **Data Collection and Monitoring** – regularly collecting and monitoring gender-disaggregated data on recruitment, retention, promotion, and pay.
- **Transparency** – sharing progress on gender equality initiatives with employees and stakeholders annually.

2. Improving Recruitment and Retention through

- **Inclusive Job Descriptions** – using gender-neutral language in all job advertisements and descriptions.
- **Diverse Candidate Pools** - partnering with organizations and networks that promote gender diversity in STEM fields to expand the talent pipeline.
- **Flexible Recruitment Panels** – ensuring diverse representation on hiring committees.
- **Exit Interviews** – conducting exit interviews to understand gender-specific challenges and identify areas for improvement.

3. Promoting Work-Life Balance through

- **Flexible Working Policies** – offering remote work options, flexible hours, flexible break hours, and part-time arrangements.
- **Parental Leave** – encouraging to exercise parental leave rights by all employees, regardless of gender.

4. Closing the Gender Pay Gap through

- **Regular Audits** – conducting annual pay audits to identify and address any discrepancies.
- **Performance Reviews** – standardising performance review processes to reduce bias and promote equitable outcomes.

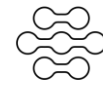
5. Supporting Career Progression and Leadership Opportunities through

- **Development Programmes** – establishing mentorship and training opportunities for underrepresented groups.
- **Public Appearances** – encouraging and monitoring public appearances to ensure balanced representation in the dissemination of company achievements.

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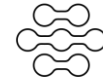
- **Leadership Training** – providing targeted leadership development programs for women and non-binary employees.
- **Inclusive Promotions** – standardising promotion criteria to ensure equitable evaluation processes.

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GEP Measures

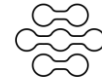
Objective	Actions	Responsibility	Timeframe
Appoint a designated person to oversee the implementation of the gender equality plan	Appoint a responsible person	Management	Year 1
Fully integrate gender equality principles into company policies, culture, quality and integrity	Launch initial training programs	Management	Year 1
	Implement Code of Conduct	Management	Year 2
	Use of inclusive language in relevant documentation and job postings	Management	Year 1
Gender equality metrics as a mandatory part of annual reporting	Conduct baseline data collection on gender representation, pay, and workplace practices	Management	Year 1
	Publish the first Annual Gender Equality Report	Management	Year 2
	Begin tracking and addressing recruitment and retention trends	Management	Year 1
Achieve measurable improvement in gender balance across teams and leadership roles	Implement standardised annual performance reviews	Management	Year 2
	Tailor the employer brand with commitment to diversity to appeal to a broad audience	Management	Year 1
Promoting Work-Life Balance	Respecting legal rights regarding parenthood and encouraging men to take on caregiving responsibilities	Management	Year 1

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KPIs and monitoring

Keeping track of key metrics broken down by gender will ensure we are meeting our goals and making meaningful adjustments to our strategy as we develop and grow.

KPI 1: Gender representation across the organization (by department, team, and role, in leadership roles, technical vs. non-technical roles)

KPI 2: Gender diversity among new hires

KPI 3: Gender pay gap (average salary by gender, disaggregated by role and level, bonuses, equity allocations, and other benefits by gender)

KPI 4: Parental leave rates by gender

KPI 5: Satisfaction with work-life balance (employee surveys, with responses disaggregated by gender)

KPI 6: Harassment and discrimination reports

We will review and update the GEP every three years in order to adjust the measures and KPIs according to the company's status and vision.

Conclusion

ReCatalyst d.o.o. is committed to fostering a culture where everyone can thrive, innovate, and contribute equally. This Gender Equality Plan represents a vital step in building an equitable future for our company and the broader deep tech ecosystem. We invite all employees and stakeholders to support and participate in these efforts.

Contact

For questions or feedback about this plan, please contact: Aleksandra Logar, Operations Manager (aleksandra.logar@recatalyst.si).

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