GENDER EQUALITY PLAN

(GEP)

2026–2029

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a Magyar Állam tag képviseletében
a tulajdonosi jogokat gyakorló
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1. Purpose and scope of the Plan

Medicopus Nonprofit Kft. is committed to promoting equal treatment, equal opportunities and gender equality. The purpose of this Gender Equality Plan (GEP) is to ensure the consistent application of equal access and non-discrimination in the Company's organisational operations, employment practices, management and decision-making processes, and research and innovation activities.

The Plan has been prepared in accordance with the requirements of the Horizon Europe Gender Equality Plan. It applies a proportionate approach tailored to the Company's size, tasks and professional profile. The GEP defines objectives, measures, responsibilities and monitoring tasks for the period 2026–2029.

2. Organisational background and principles

Medicopus Nonprofit Kft. is a state-owned organisation operating in several professional fields. Its activities include research and innovation, radiochemistry and radiopharmaceutical activities, healthcare diagnostics, conductive education and care, as well as the cross-functional support and administrative tasks that enable these activities.

The Company seeks to promote gender equality through equal access, transparent and merit-based decision-making, and data-driven improvement. Instead of rigid quotas, it applies measurable objectives and measures proportionate to the size of the organisation.

3. Baseline situation – Gender Equality Baseline

At the time the GEP was prepared, the Company's employee headcount was 27: 13 women (48.1%) and 14 men (51.9%). The gender distribution is balanced at the overall headcount level.

Organisational area	Women	Men	Total
Research and radiochemistry	2	11	13
Healthcare / diagnostics and Pető Pont	4	1	5
Senior management and cross-functional support	7	2	9
Total	13	14	27

The breakdown by organisational area shows significant differences: men are in the majority in research and radiochemistry, while women are in the majority at Pető Pont and in cross-functional support. These differences do not in themselves constitute inequality; the Company assesses them in the context of its small, highly specialised professional structure and monitors them annually.

In healthcare/diagnostic activities, professionals working under service contracts also contribute alongside employees. The GEP's primary personnel baseline is based on employees; the gender distribution of long-term contractors may be monitored as a supplementary indicator where relevant to the activity or project concerned and appropriate from a data-protection perspective.

3.1. Management and decision-making levels

Management level	Women	Men	Note
Senior management	1	1	2 management functions; 50–50%
Middle-management functions	1	3	4 management functions

Within the management structure, one person may perform more than one management function; therefore, the number of management functions may differ from the number of individual managers. The Company consistently distinguishes between these two measures during monitoring.

4. Governance, responsibility and resources

Overall management responsibility for implementing the GEP rests with the Managing Director. Operational coordination is carried out by the Operations Manager as the GEP Officer, with the involvement of HR/personnel, integrity/compliance, quality management and project functions. Given the Company's size, establishing a separate gender unit is not justified; the working time, professional input, data-collection capacity and training capacity required for implementation will be provided from existing organisational resources.

At least 8 working hours per month are allocated to the GEP Officer to perform their duties. Implementation is overseen by an internal team of 3 auditors, comprising at least three people and including representatives of both genders, which meets at least twice a year. In its annual business plan, the Company allocates at least HUF 100,000 per year to GEP implementation (training, expert support and communication).
The Company ensures gender expertise by having the GEP Officer attend training on gender equality in 2027 (e.g. based on the EIGE GEAR toolkit or GE Academy materials) and, if necessary, engaging an external expert. The annual monitoring summary reports on the use of resources.

5. Data collection, indicators and annual monitoring

The Company compiles and evaluates personnel data disaggregated by gender at least once a year. Public reporting is carried out only in aggregated form, taking into account the risk of identification arising from small groups and data-protection requirements.

Indicator	Frequency	Responsible / data owner
Number and proportion of employees by gender	annually	HR/personnel
Employee gender distribution by main organisational area	annually	HR/personnel
Distribution of management and decision-making functions by gender	annually	Senior management / HR
Distribution of new hires and departures by gender	annually	HR/personnel
Training participation by gender	annually	HR / training organiser
Number of reports relating to gender equality and harassment	annually	Designated complaint-handling / integrity function
Gender distribution of employees participating in research and innovation projects	annually	Project function
Working time and costs allocated to the GEP	annually	GEP Officer

Collection of data on applicants' gender distribution will be introduced only if a lawful, proportionate and data-protection-compliant method can be ensured. The GEP does not require unnecessary collection of personal data.

The GEP Officer prepares a brief summary of the annual monitoring results, which is approved by the Managing Director and published on the Company's website by 31 May each year. In published data, groups of fewer than five people must be presented in an aggregated category.

6. Work–life balance and organisational culture

The Company aims to maintain an open and inclusive working environment in which professional performance and career progression do not depend on an employee's gender or family/care responsibilities. When designing work-organisation arrangements, the nature of the role and the requirements of patient care, manufacturing, research and other operations must all be taken into account. Access to flexible arrangements is governed by the same principles. Where the nature of the role permits, the Company provides flexible working hours, flexible scheduling or a three-month working-time reference period. When an employee returns from parental or care-related leave, their line manager holds a discussion with them about duties and any support needed. In the case of fixed-term or project-funded employment, the Company examines the possibility of extending the employment period due to parental leave.

7. Gender balance in management and decision-making

The Company aims to maintain equal access to management and decision-making roles. Management selection is based on professional suitability, experience, accountability and performance; gender must

not confer a direct or indirect advantage or disadvantage. Gender representation at the current senior-management level is balanced. The Company monitors the distribution of middle-management functions but, based on the baseline data, does not consider numerical quotas justified. The Company also monitors the gender composition of project-lead and research-lead roles and ad hoc decision-making bodies (e.g. selection committees), and seeks to ensure representation of both genders when appointing them.

8. Equality in employment, recruitment and career progression

The Company applies the principle of equal treatment in recruitment, selection, remuneration, training, professional development and career progression. Job advertisements and selection criteria must not express unjustified gender preferences. In the event of persistent and significant underrepresentation, the Company examines possible organisational or professional causes and determines proportionate measures where necessary.

When filling research and radiochemistry positions, the Company:

(a) circulates the vacancy through professional and women-in-research networks in addition to the usual channels;

(b) seeks to ensure that, where suitable applicants are available, both genders are represented on the shortlist;

(c) ensures that, wherever possible, representatives of both genders participate in the selection process.

If no applicant belongs to the underrepresented gender, the method of circulation must be documented.

9. Integrating the sex/gender dimension into research and innovation

In Medicopus's research and innovation activities, biological sex and gender must be considered wherever scientifically relevant to the research question, study population, animal model, sample selection, data collection, analysis, interpretation of results or their applicability. The aim is not to apply a gender perspective formally in every study, but to consider it in a documented manner and, where relevant, integrate it appropriately into the methodology. To document this consideration, the Company will introduce a one-page project-planning checklist in 2027, which must also be used when preparing grant applications. Researchers will receive methodological guidance at least every two years on the preclinical and clinical implications of sex differences.

10. Prevention of gender-based violence, harassment and sexual harassment

The Company considers all forms of gender-based violence, harassment and sexual harassment unacceptable. Employees must be provided with a safe, confidential reporting channel free from retaliation. Reports must be handled impartially, with the dignity of those concerned protected, the necessary data protection ensured and appropriate measures taken. In this area, the GEP builds on the Company's existing complaint-handling, integrity and other internal policies.

The reporting procedure is governed by the Policy on the Employer's Whistleblowing System. Designated contact: Operations Manager; contact: bejelentes@sic.medicopus.hu. Employees may also refer matters to an external remedy body (e.g. the Office of the Commissioner for Fundamental Rights). The Company informs employees about reporting channels annually.

11. Training and awareness-raising

The Company provides regular awareness-raising activities on gender equality and unconscious gender bias. Training takes place at two levels:

(a) at least one annual awareness-raising session for all employees on gender equality and unconscious bias;

(b) at least one targeted, management-level session each year for managers and those involved in selection, evaluation and project decisions.

New employees are informed about the GEP upon joining. Invitations, attendance sheets and training materials are prepared for the training sessions and retained by the GEP Officer.

12. Publication, entry into force and review

The GEP enters into force upon approval by the Company's senior management. The document must be published on the public website of Medicopus Nonprofit Kft. and made available to employees through internal communication. Implementation of the Plan must be evaluated annually; indicators, measures and objectives may be amended based on experience, organisational changes and project requirements. The current Plan and its previous versions will remain continuously available on the Company's website.

13. Action Plan 2026–2029

Objective	Measure	Deadline / frequency	Indicator
Transparent GEP operation	Approval of the GEP, management signature, publication and internal communication	2026; then ongoing	GEP published
Ensuring responsibility	Appointment of a GEP Officer and formalisation of related HR/integrity/quality/project cooperation	2026	Officer appointed
Data-driven monitoring	Annual compilation of personnel and management indicators disaggregated by gender	annually	Annual monitoring completed
Organisational equality	Review of organisational-area and management ratios; investigation of causes in the event of unjustified differences	annually	Evaluation documented
Conscious recruitment	Use of gender-neutral job advertisements and professional selection criteria	ongoing	Procedure applied
Awareness-raising	Training for all employees + targeted management session	At least annually at both levels	Attendance sheet, participation rate
Research quality	Consideration of sex/gender relevance when planning research and innovation projects	For each project	Documented consideration of relevance
Safe working environment	Maintaining channels for preventing, reporting and addressing harassment and gender-based violence	ongoing	Reporting channel and procedure available
Review	Evaluation of GEP results and amendment as necessary	Annually; comprehensive review in 2029	Review record / new Plan
Dedicated resources	Establishment of a GEP working group, allocation of an annual budget, gender training for the GEP Officer	2027	Working group appointment, budget in the business plan, training certificate
Public reporting	Publication of the annual monitoring summary on the website	Annually by 31 May	Summary published

Source: European Commission, Horizon Europe Guidance on Gender Equality Plans (GEPs), 2025.

The Plan has been prepared in Hungarian and English; in the event of any discrepancy, the Hungarian-language version shall prevail.