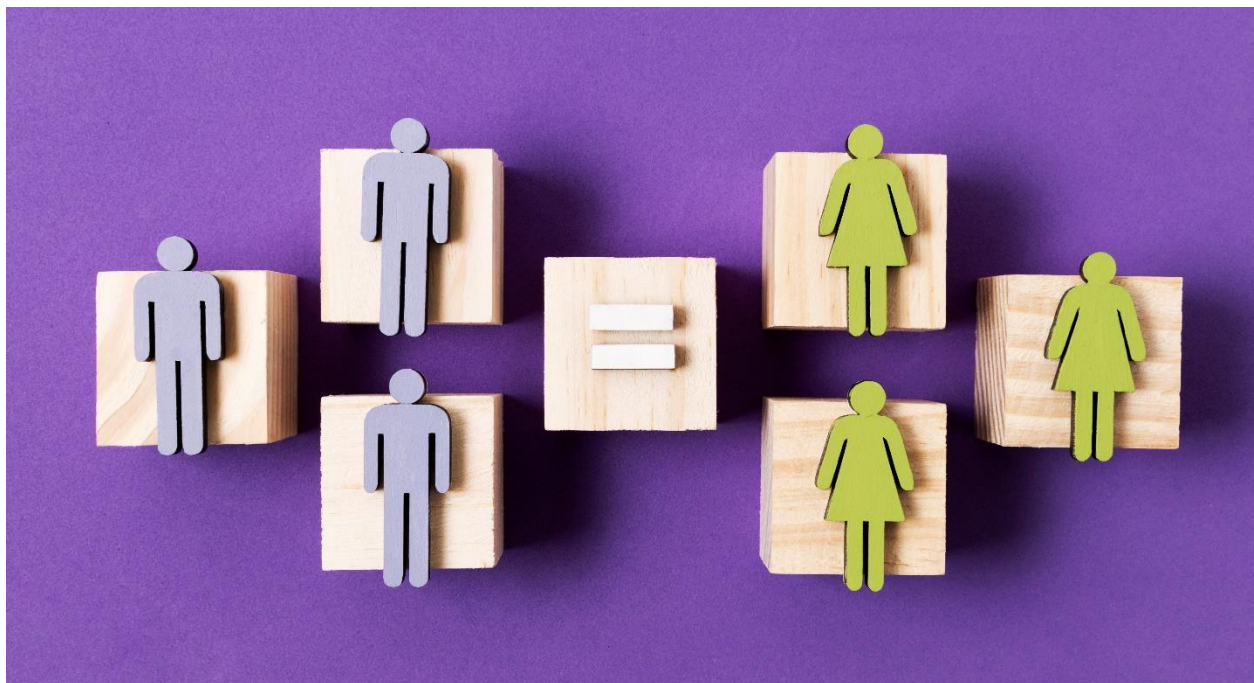


SKYLD LTD Gender Equality Plan

Guaranteeing equal opportunities for women and men is an important issue at SKYLD LTD and the principle of establishing equality between the genders has been decided, confirmed signed from the top management of the company. In 2022 when SKYLD was created in Cyprus, the company administration resolved upon implementing the Gender Equality Plan. The code contains seven principles that set a signal for a practiced culture of equal opportunity.

Core principle:

All staff and students at the SKYLD LTD should ensure that women and men have equal rights and development opportunities at the Company. The Gender Equality Plan applies to all who work or study here. SKYLD supports the promotion and implementation of genuine equality between women and men.



*Image by: <https://shorturl.at/xEGH1>

1. The interests of both genders must be optimally served at all levels and in all functions. This includes equal representation as well as due consideration of any specific gender interests in all working contexts.
2. The company aims to achieve a balanced representation of women and men at all levels and in all functions. If either gender is strongly underrepresented in a given context, the Gender Equality Plan recommends preferential treatment of candidates of the underrepresented gender, given equivalent qualifications. Promoting junior female employee is a particular concern.
3. Nobody may suffer negative consequences due to their sex, gender identity or gender transition.

4. The company supports forms of employment that enable employee to combine work, higher (master or PhD degree/research) studies with family commitments.
5. Each individual's dignity and integrity must be respected. Sexual harassment and sexist behaviour are violations of human dignity.
6. At SKYLD, written and spoken language should express equal treatment of women and men while maintaining precision and elegance
7. Data relevant to the achievement of equal opportunities are collected regularly, linked with the SKYLD's management tools, and analysed with a view to monitoring progress as well as providing a basis for further measures.