ENASCO CLEANTECH ALLIANCE KFT.

Gender Equality Plan

(Esélyegyenlőségi Terv – GEP)

“Decarbonization is our passion”

2026–2028

Version: 1.0
Date of adoption/issue: 2 June 2026
Approved by: Dr. József Szuper, Managing Director
Next review: 2 June 2027

Table of Contents

1. Introduction

Enasco Cleantech Alliance Kft. (hereinafter: the “Company” or “Enasco”) has served the cause of decarbonisation and clean energy since its founding – as our motto states: “Decarbonization is our passion”. We believe that the success of a sustainable energy transition is not solely a technological matter: it calls for the same awareness within an organisation's internal operations as it represents in the professional content of its projects.

This Gender Equality Plan (hereinafter: the “GEP” or “Plan”) formalises this conviction. It sets out the principles, objectives and concrete measures through which the Company ensures that its staff are not subject to disadvantageous treatment on the basis of their gender or other characteristics related to gender identity, and that they can take part in the life of the organisation on an equal footing.

The Company's management declares that it regards this Plan as binding upon itself, provides the resources necessary for its implementation, and regularly reviews the Plan's execution. The document is approved by Enasco's Managing Director and made publicly available on the Company's website and internal channels.

2. Context and Rationale

2.1 European Union Expectations

Gender equality is one of the European Union's core values and occupies a prominent place in research and innovation (R&I) policy. The European Commission's Gender Equality Strategy (2020–2025) establishes gender mainstreaming as an expectation for all EU institutions, Member States and funded organisations. According to the EU Gender Equality Index (EIGE), the EU's average score in 2024 was 71 out of 100, an increase of 0.8 points on the 2023 figure and a total increase of 7.9 points since 2010 – indicating slow but continuous progress.

In preparing for its future participation in EU funding calls, Enasco is proactively developing and introducing this Plan, which is built on the five minimum requirements set out by the European Commission:

- exists as a publicly available document, signed/approved by the organisation's management;
- allocates dedicated resources (a responsible person, time and, where necessary, budget) to its implementation;
- is based on sex-disaggregated data collection and annual monitoring;
- provides training and awareness-raising for staff and management;
- covers at least one of the following thematic areas with concrete measures: work-life balance and organisational culture; gender balance in leadership and decision-making; gender balance in recruitment procedures and career development; integrating the gender dimension into research/innovation content; and addressing gender-based violence, including harassment and sexual harassment.

This Plan addresses all five areas, at a level of depth proportionate to the Company's size and current operations.

2.2 Hungarian Legal and Policy Context

Enasco is headquartered in Budapest, Hungary, where equal treatment and the promotion of equal opportunities are primarily governed by Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (the “Equal Treatment Act”). The Act prohibits disadvantageous treatment on the grounds of sex, age, disability, religion, sexual orientation and other characteristics in employment and other areas, and established the Equal Treatment Authority (EBH) to investigate violations.

The Labour Code (Act I of 2012) – as amended to transpose the EU Work-Life Balance Directive (2019/1158) – sets out entitlements relating to parental leave, paternity leave and flexible working arrangements, giving both parents the opportunity to reconcile family and workplace obligations.

According to EIGE's most recent (2024) analysis, Hungary's score remains persistently below the EU average, and the country is among the Member States whose gap relative to the EU average has widened further in recent years, particularly in the area of participation in decision-making. This highlights that, even where a legal framework is in place, organisations need to take conscious, proactive action of their own.

Despite its small size, Enasco considers it important to set a good example: to go beyond legal compliance and consciously embed the principles of equal opportunity into its own operations, in line with its conviction that a sustainable energy transition and social justice are mutually reinforcing goals.

2.3 Rationale

Gender inequalities are particularly pronounced in the clean energy and decarbonisation sector. According to a 2025 analysis by the International Renewable Energy Agency (IRENA), women hold only 32% of full-time jobs in the renewable energy sector worldwide, a figure that falls to just 19% in leadership positions. As an organisation operating in the cleantech sector, Enasco considers it important to consciously address this structural inequality even within its own, currently small-scale operations, and to contribute in the long term to organisations shaping the energy transition becoming themselves models of diversity and equal opportunity.

This GEP therefore fulfils not merely a compliance obligation but also represents a starting point: it sets out the frameworks and mechanisms that will ensure equal opportunity is maintained – and indeed strengthened – as the Company grows, both in its internal operations and in the professional content of its projects.

3. Baseline Assessment

3.1 Organisational Overview

Enasco Cleantech Alliance Kft. currently comprises 5 people: the Managing Director and 4 members of staff. The team is engaged in the coordination, professional management and financial management of projects related to the clean energy (cleantech) field.

Position	Main Responsibilities	Gender of Incumbent
Managing Director	Strategic direction, active participation in operational work	male
Thematic Expert and Coordinator	Professional coordination, thematic expert tasks	female
Project Manager	Project management	female
Project Manager (Finance Lead)	Project management and financial coordination	female
Project Assistant	Administrative and project support tasks	female

The Company operates with a flat, hierarchically simple organisational structure: apart from the Managing Director, there is no separate middle-management or HR function; day-to-day operations are carried out jointly, in close cooperation, by the four staff members and the Managing Director.

3.2 Gender Distribution

Tracking the organisation's gender composition is a mandatory element of the GEP. The table below records the situation at the time the Plan was adopted, which also serves as the baseline for future monitoring.

Level / Area	Share of Women	Share of Men
Total workforce (5 people)	80% (4 people)	20% (1 person)
Management / decision-making	0% (0 people)	100% (1 person)
Project management and expert positions	100% (3 people)	0%
Administrative position	100% (1 person)	0%

It can be observed that women currently hold all of the Company's operational, expert and administrative positions, while the single Managing Director position is held by a man. Given the Company's current size of 5 people, this is not a statistically representative pattern; however, it is important that, in the event of future growth in headcount (e.g. the arrival of further male colleagues), the Company consciously ensures equal treatment in all directions, through unbiased procedures.

At the time the Plan was adopted, no specific, identified equal-opportunity issue had arisen at the Company (e.g. a pay-gap complaint, a complaint regarding underrepresentation, or a harassment case). The GEP therefore currently serves primarily a preventive, framework-setting and preparatory purpose: it establishes procedures and mechanisms that will ensure equal opportunity is maintained as the organisation grows, and that would give early warning should an issue nonetheless arise.

4. Objectives and Strategic Priorities

The Company defines its objectives along the following five thematic areas. Given Enasco's current size of 5 people, the objectives and the associated measures (see Section 5) are proportionate, essentially procedural and awareness-raising in nature, while remaining specific enough to be accountable and measurable. The Company's aim is for gender equality to be not an isolated policy area, but an integral part of the organisation's operations, culture and decision-making.

1. Work-Life Balance and Organisational Culture

Maintaining a working environment that enables every staff member – regardless of gender – to reconcile work with their private life and family responsibilities. The Company regards flexibility as a precondition for equal opportunity and strives to ensure it is available to every staff member on the same terms.

2. Gender Balance in Leadership and Decision-Making

Ensuring that, should the organisation grow, leadership and decision-making positions are filled through a transparent, unbiased process, and that every staff member's voice can be heard in decision-making, regardless of their position.

3. Gender Balance in Recruitment and Career Development

Applying unbiased recruitment and promotion practices, based solely on professional criteria, during future growth in headcount – practices that do not hinder the application or advancement of either women or men.

4. Integrating the Gender Dimension into Project Content

Consciously considering gender aspects (e.g. the differing exposure of women and men to climate change and energy poverty) when shaping the professional content of the cleantech projects coordinated by the Company, where the nature of the given project warrants it.

5. Preventing and Addressing Harassment, Including Sexual Harassment

Ensuring a zero-tolerance approach to gender-based discrimination, harassment and sexual harassment, and establishing a clear, safe reporting channel.

5. Actions and Measures for Implementation

The concrete measures below serve to implement the objectives set out in Section 4, with responsible parties, deadlines and measurable indicators specified. The measures are tailored to the Company's current size of 5 people, but can be expanded proportionately as the organisation grows.

5.1 Work-Life Balance and Organisational Culture

Measure	Responsible	Deadline / Frequency	Indicator
Providing flexible working hours and, depending on the nature of project tasks, the option of remote work to all staff, on equal terms.	Managing Director	Ongoing	Share of staff making use of flexible working arrangements, by gender
Compiling and making available to all staff, regardless of gender, information on statutory entitlements relating to parental/caregiver leave.	Managing Director	Within 6 months of the Plan's adoption	Information material completed (yes/no)
Minimising expectations beyond working hours/exceptional demands when scheduling company meetings and deadlines.	Managing Director, project managers	Ongoing	Annual review of the number of out-of-hours requests

5.2 Gender Balance in Leadership and Decision-Making

Measure	Responsible	Deadline / Frequency	Indicator
Introducing regular (at least quarterly) meetings involving the whole team, in which every staff member has an equal opportunity to participate in discussing strategic matters.	Managing Director	Quarterly	Number of meetings held / participation rate
Should a new management- or coordinator-level position be created at the Company, recording the selection criteria in writing in advance, formulated in gender-neutral terms.	Managing Director	When a new position is created	Existence of a written set of selection criteria
Consciously distributing opportunities to participate in management decision-making (e.g. shaping the professional direction of projects) among team members, based on experience and competence, regardless of gender.	Managing Director	Ongoing	Annual review of project responsibilities

5.3 Gender Balance in Recruitment and Career Development

Measure	Responsible	Deadline / Frequency	Indicator
Drafting job advertisements in gender-neutral language (e.g. avoiding stereotypical phrasing) and sharing them as widely as possible.	Managing Director	For every new recruitment process	Job advertisements reviewed (**yes**/no)

Measure	Responsible	Deadline / Frequency	Indicator
Applying the same, predetermined set of interview questions and evaluation criteria to every candidate during recruitment interviews.	Managing Director	For every recruitment process	Existence of a uniform set of interview criteria
Introducing an annual professional development/training needs assessment for every staff member, regardless of gender or position, with equal access to further training opportunities.	Managing Director	Once a year	Participation rate in the needs assessment; number of trainings completed

5.4 Integrating the Gender Dimension into Project Content

Measure	Responsible	Deadline / Frequency	Indicator
Considering, when shaping the professional concept of new project proposals, whether it is relevant to incorporate the gender dimension (e.g. target-group analysis, impact assessment).	Thematic Expert and Coordinator	For every new project proposal, where relevant	Share of project proposals incorporating a gender dimension
Where relevant, collecting and presenting sex-disaggregated data in project outputs (e.g. studies, reports) and communication materials.	Project Managers	Per project, where relevant	Number of outputs containing sex-disaggregated data

5.5 Preventing and Addressing Harassment, Including Sexual Harassment

Measure	Responsible	Deadline / Frequency	Indicator
Developing a written anti-harassment and complaints-handling procedure setting out how to report, the investigation process, and responsibilities.	Managing Director	Within 6 months of the Plan's adoption	Procedure completed and accessible to all staff (**yes/**no)
Familiarising all current and every newly joining staff member with the procedure.	Managing Director	Upon adoption, and on each new hire	Share of staff familiarised (100% target)
Designating an alternative reporting channel (bypassing the Managing Director) for complaints, given that the Managing Director currently holds the sole management-level position.	Managing Director, with the involvement of an external adviser/lawyer	Within 6 months of the Plan's adoption	Alternative channel designated (**yes**/no)

5.6 Training and Awareness-Raising

Measure	Responsible	Deadline / Frequency	Indicator
Providing every staff member with at least one short training or information session on equal opportunity, unconscious bias or harassment prevention.	Managing Director	Within 1 year of the Plan's adoption	Participation rate in training/information sessions
Introducing the GEP and the related procedure to new staff as part of the onboarding process.	Managing Director	On every new hire	Onboarding materials include an introduction to the GEP (**yes**/no)

6. Governance, Roles and Responsibilities

Owing to the Company's small size, overall responsibility for implementing the GEP currently rests with the Managing Director. This includes monitoring the measures, arranging for the preparation of the necessary documents (e.g. procedures, information materials), and organising the Plan's annual review.

The Company undertakes to provide the time and resources necessary for implementing the GEP, proportionate to the organisation's size, including, where necessary, the involvement of an external expert (e.g. an employment-law adviser).

Should staff numbers grow in the future – particularly if further male colleagues join the team – the Company will review whether it is warranted to appoint a dedicated equal-opportunity officer (GEP Officer), independent of the Managing Director, with particular regard to ensuring that, in the event of a complaint, the person reporting it does not have to approach the Managing Director exclusively. The alternative reporting channel established under point 5.5 already lays the groundwork for this possibility.

Every staff member is responsible for upholding the equal-opportunity principles set out in this GEP and for putting them into practice in day-to-day operations.

7. Evaluation and Review

Once a year, on the anniversary of the Plan's adoption, the Company reviews and updates the sex-disaggregated headcount data set out in Section 3, and assesses the implementation of the measures set out in Section 5 against the indicators specified there.

Monitoring will also extend, in parallel with growth in headcount, to the following indicators, which will become relevant in future:

- gender distribution by position and by pay band;
- gender distribution of applicants to and successful candidates from recruitment processes;
- gender distribution of access to training/development opportunities;
- the number of reported equal-opportunity or harassment cases and the status of their handling (in anonymised form).

The Managing Director records the results of the monitoring in a short annual summary, which forms an annex to this Plan.

The Company reviews this Plan annually, and on an ad hoc basis in the event of a significant organisational change (e.g. growth in staff numbers, the creation of a new management position), updating it as necessary. The next scheduled review will take place on 2 June 2027.

Date	Event
2 June 2026	Adoption and publication of the GEP, and related briefing for all staff.
Within 6 months of the Plan's adoption	Preparation of the anti-harassment procedure and the information material on parental/caregiver leave.
Within 1 year of the Plan's adoption	Provision of the training/briefing referred to in point 5.6 to all staff.
Annually, on the anniversary of adoption	Updating the sex-disaggregated headcount data and assessing implementation of the measures.
2 June 2027	First annual review and, where necessary, updating of the Plan.
2 June 2028	Closure of this GEP cycle and adoption of the next, successive GEP.

8. Communication

This Plan is approved by the Company's Managing Director and made publicly available on the Company's website and, where relevant, in EU funding-application documentation.

The GEP enters into force on 2 June 2026, at which point the Managing Director will present it to all staff. From that date, the Plan and the related procedures and information materials will remain continuously accessible to all staff at any time. The annual summary of the monitoring (Section 7) will be shared with the team through the Company's internal channels.

This Gender Equality Plan has been formally approved by the management of Enasco Cleantech Alliance Kft., and reflects the Company's commitment to equal opportunity, inclusion and transparency.

The Company undertakes to translate these principles into its day-to-day operations, ensuring that Enasco remains a place where every member of staff can grow and take on a leadership role.

Executed in Budapest, on 2 June 2026.

Dr. József Szuper
Managing Director – Enasco Cleantech Alliance Kft.