

Eyveris s.r.o. Gender Equality Plan

2026 – 2029

Version 1

Commitment and Context

Eyveris is a science-driven biotech spin-off operating at the interface of ophthalmology, biomaterial science, and translational pharmaceutical development.

Gender equality is embedded in the company's governance structure from its foundation. Among the two main shareholders and co-founders, one is a woman-scientist actively engaged in strategic and scientific leadership. This balanced ownership structure reflects Eyveris' commitment to inclusive innovation and equal participation in decision-making at the highest level.

The company is committed to maintaining an equitable, transparent and bias-aware organisational culture.

I. Minimum Process-Related Requirements

1. Publication

This Gender Equality Plan:

- Is a formal document approved and signed by top management.
- Will be publicly available on the Eyveris website.
- Applies to all employees, founders, collaborators and advisors.

2. Dedicated Resources

Eyveris commits to:

- Assigning a **Gender Equality Officer (GEO)** (designated senior team member).
- Allocating proportional time and oversight capacity for implementation.
- Integrating equality monitoring into annual strategic reviews.
- Seeking external expertise if required (e.g. bias training, HR advisory).

Gender equality oversight is embedded directly at shareholder and leadership level.

3. Data Collection and Monitoring

Eyveris will:

- Collect sex-disaggregated data on:
 - Recruitment and hiring
 - Compensation bands
 - Leadership and decision-making roles
 - Career progression
 - Contract types
- Conduct annual internal monitoring.
- Review outcomes during management meetings.
- Introduce corrective measures if structural imbalances emerge.

Data handling will respect confidentiality and be proportionate to company size.

4. Training and Awareness

Eyveris will implement:

- Mandatory onboarding information on equal opportunity and anti-harassment.
- Periodic awareness sessions on:
 - Gender equality
 - Unconscious bias in recruitment and evaluation
 - Inclusive scientific leadership
- Leadership-level reflection on bias in strategic and investment decisions.

II. Content Areas and Measures

1. Work-Life Balance and Organisational Culture

Measures:

- Flexible working hours where operationally feasible.
- Hybrid work options for non-laboratory roles.
- Compliance with EU/national parental leave standards.
- Performance-based evaluation (output-focused, not presence-based).
- No mandatory meetings outside standard working hours.

2. Gender Balance in Leadership and Decision-Making

Given the balanced shareholder structure, Eyveris commits to:

- Maintaining gender diversity in advisory and strategic boards where feasible.
- Using transparent selection criteria for leadership roles.
- Avoiding single-gender evaluation panels whenever possible.

Target:

- Sustain balanced representation at governance level as the company scales.

3. Gender Equality in Recruitment and Career Progression

Measures:

- Gender-neutral job advertisements.
- Structured, criteria-based evaluation forms.
- Transparent salary bands.
- Equal access to professional development and conference representation.
- Monitoring of potential pay gaps.

Target:

- No unjustified gender pay gap.
- Documented promotion decisions.

4. Integration of the Gender Dimension in Research and Innovation

As a biotech company developing tear film and corneal interface models:

Measures:

- Consider sex-related biological variability when scientifically relevant.
- Promote inclusion of sex-disaggregated data in validation studies.
- Integrate regulatory awareness of sex differences into R&D planning templates.

5. Measures Against Gender-Based Violence and Harassment

Eyveris maintains zero tolerance for discrimination or harassment.

Measures:

- Written anti-harassment policy.
- Confidential reporting mechanism.
- Protection against retaliation.
- Clear internal review procedure.
- Access to external mediation if necessary.

Governance and Review

- Annual review by management and shareholders.
- Update every three years or when company size significantly increases.
- Scaled governance mechanisms as organisational complexity grows.

Eyveris s.r.o.
Gender Equality Plan
Version 1.0
Approved: February 2026
Signed by: Lukasz Cwiklik, CEO