

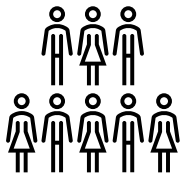
Gender Equality plan for Myontec

Myontec is adopting an approach of Gender Equality Plan according to the European Commission's Gender Equality strategy.



Gender Equality as corporate responsibility

Myontec supports and promotes a diverse and inclusive working culture where everyone is treated equally, respectfully and inclusively, regardless of their background; age, gender, origin, sexual orientation, political activity or any other reason. Equal pay, terms of employment, fringe benefits and incentives for men and women is applied for similar work. Yearly performance appraisals focus also on work wellness and social work environment issues which contribute to the employee performance and wellbeing. The company promotes good workplace atmosphere: management, opportunities to influence, access to information and feedback. Gender equality principles are applied to Myontec's clients, partners, employees and trainees. The Gender Equality Plan is reviewed annually.



Gender balance in leadership and decision-making

Myontec strives to be a gender-balanced health technology company, where its members have equal access to and a balanced participation in leadership and other decision-making roles depending on their qualifications and expertise.



Work-life balance and organisational culture

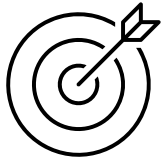
Myontec's organisational culture and work-life balance are key components for establishing an environment where all employees can thrive and have equal opportunities in building a fulfilling career. Organisational culture and work-life balance covers issues like gender-sensitive communication, flexible working arrangements including part-time, remote and hybrid work when applicable and maternity/paternity/parental leave provisions.

Myontec supports the opportunity given by Finnish legislation to work part-time when children are small, and thus we contribute to being a family-friendly employer. The employee is entitled to temporary child-care leave in case of acute child illness if the child is under 10 years.



Gender equality in recruitment and career progression

Myontec's recruitment goal is to attract top professionals in their field on competency-based approach regardless of their gender, country of origin or other aspects irrelevant for the job performance.



Against gender-based violence, including sexual harassment

Myontec does not tolerate any form of harassment or misconduct and encourages workers to immediately stop such behaviour and report it to supervisors.

In Kuopio 1st of January 2025

Myontec CEO