Innovative Bioimaging, s.r.o.
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Equal Opportunity Plan (EOP)

Innovative Bioimaging, s.r.o.
Validity: 2026–2029
Approved by Josef Lazar, Ph.D., CEO, January 21, 2026

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1. Introduction

Innovative Bioimaging, s.r.o. (IB) is a company dedicated to creating microscopy and other biotechnology research tools and knowledge, with the goal of betterment of the human condition. As such, IB is committed to the principles of equal treatment, non-discrimination, and equal opportunities among its employees, clients, business partners, contractors, and last, but not least, the subjects of the research for which IB's tools are being used. Equality and non-discrimination is being promoted particularly (but not limited to) to race, ethnicity, religion, gender, sexual orientation, age, appearance and disability. These principles are hereby being codified by this Equal Opportunity Plan (EOP).

- Published on the company website
- Communicated internally to all staff
- Included in onboarding documentation
- Available upon request to partners and funding bodies

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2. Implementation

2.1 Public document

IB declares this EOP to be a public document and publishes it on its website, as well as on other sources of information, if applicable.

2.2 Dedicated Resources: Budget, Time and Personnel

IB commits appropriate human and financial resources to implement this EOP. IB allocates dedicated funds for equal opportunity training activities, for monitoring and reporting, and for external expertise if required. IB allocates staff time for EO training and for participation in equality-related initiatives.

IB appoints an Equal Opportunity Officer (EOO), who reports directly to the management represented by the CEO. The EOO's responsibility is to ensure that the principles of of the EOP are being maintained within the company and that non-compliance is being reported to the management. The EOO, along with the management reviews the EOP implementation annually and approves changes as needed.

2.3 Data Collection and Monitoring

IB collects and monitors gender-disaggregated data annually, including information on workforce composition by department, contract type, and seniority level. Furthermore, IB information on recruitment, promotion, and turnover rates, participation in training, parental leave uptake and leadership representation. An annual internal review evaluates potential gender-based pay disparities.

2.4 Training

All employees complete initial training on equality principles, non-discrimination, unconscious bias, anti-harassment and respectful workplace conduct. Furthermore, all employees undergo mandatory biannual equal opportunity training. Furthermore, IB leadership receives additional training on inclusive recruitment, fair performance evaluation and bias-free promotion practices. Participation rates are monitored and documented.

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3. Core Equal Opportunity Areas

The following five thematic equal opportunity areas are identified:

3.1 Balanced representation of people of diverse backgrounds and genders at all levels of employment
3.2 Work environment culture and work-life balance
3.3 Career development and equal pay
3.4 Equal opportunity in research and innovation

3.1 Balanced representation

IB supports equal opportunities and prevention of gender and other stereotyping in the hiring process, as well as in promotions. In particular, IB uses gender-neutral language in job

advertisements and in standardized candidate evaluation templates. IB encourages applications for all positions from underrepresented genders and other groups, particularly in technical roles. IB seeks equal gender representation at all levels of staff and management.

3.2 Work environment culture

IB promotes a supportive and flexible work environment. This support includes allowing flexible working hours, remote work options where operationally feasible, promoting gender-neutral parental leave policy, providing reintegration support after parental leave, and performance evaluation not penalizing leave periods. IB does not impede displays of ethnical or gender identity, and allows time for religious observance. IB makes accommodations for health- and age-related impediments. IB enforces a zero-tolerance policy towards gender-based violence and sexual harassment. By maintaining an EOO, IB provides a safe, confidential channel for reporting non-compliance.

3.3 Career development and equal pay

IB promotes neutrality in career development, and maintains an equal pay policy, ensuring no gender or other discrimination in salaries or other benefits.

3.4 Equal Opportunity in Research and Innovation

As a developer of advanced microscopy systems, molecular biosensors, and other tools for biomedical research, IB promotes equal representation of diverse human subjects in biomedical research. IB is committed to developing technologies that serve to improve the lives of people of all genders, races and ethnic, religious and socioeconomic backgrounds. IB encourages gender balance in scientific collaborations and conference participation.

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4. Implementation Timeline

Year	Action
2026	Baseline data collection; training rollout; policy formalization
2027	Pay gap analysis refinement; leadership mentoring launch
2028	Mid-term evaluation and target adjustment
2029	Full evaluation and preparation of updated GEP

5. Monitoring and Review

- Annual review by the Equality Opportunity Officer
- Management review meeting once per year
- Mid-term evaluation in 2028
- Full renewal in 2029

Corrective measures are adopted where progress is insufficient.

6. Compliance Statement

This Equal Opportunity Plan fulfills the four mandatory Horizon Europe eligibility criteria, specifically:

✓ Public document
✓ Dedicated resources
✓ Data collection and monitoring
✓ Training and capacity building

It also addresses all five recommended thematic areas under Horizon Europe guidance (combining 'Gender equality in recruitment and career progression' and 'Gender balance in leadership and decision-making' into one area called 'Balanced Representation')

In Prague, Jan. 21, 2026

Josef Lazar, Ph.D.
Chief Executive Officer

Vendula Nagy Marková, Ph.D.
Equal Opportunity Officer