



GENDER EQUALITY PLAN

Research Center of Economic and Legal Solutions in the Area of Application of Distributed Ledger Technologies

Kyiv, Ukraine — PIC: 878047008

1. Commitment and Scope

The Research Center of Economic and Legal Solutions in the Area of Application of Distributed Ledger Technologies (hereinafter — the Research Center) commits itself to upholding the principles of gender equality, equal opportunities and non-discrimination in all its research, educational and organisational activities. This Gender Equality Plan (GEP) sets out the minimum principles and concrete measures through which the Research Center implements these commitments across its daily operations, its partnerships, and its research content. The GEP applies to all staff, members, volunteers, partners and external collaborators of the Research Center, and to all research and capacity-building activities carried out under its name.

2. Dedicated Resources and Responsibility

The Chairman of the Research Center bears overall responsibility for the implementation of this GEP. The day-to-day coordination of gender equality matters, including monitoring, reporting, and staff support, is delegated to a designated gender equality focal point within the team, appointed by the Chairman. The Research Center allocates working time of its leadership and staff to the development, review and application of this GEP, and to the integration of gender aspects into its research projects and educational initiatives, including those implemented in cooperation with European and international partners.

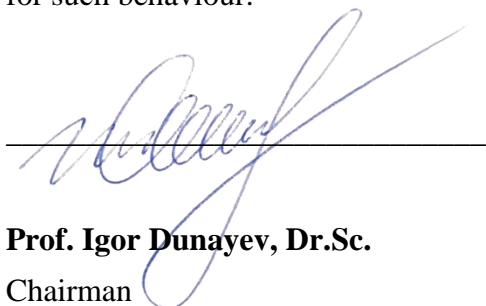
3. Data Collection, Monitoring and Training

The Research Center collects sex-disaggregated data on its team members, research participants and educational programme participants, with full respect for data protection and privacy rules (including the GDPR). Aggregated data are reviewed at least once a year and used to identify imbalances and design corrective measures. The Research Center organises at least one awareness-raising activity per year for its team and close collaborators on gender equality and unconscious bias, and integrates these topics into its educational materials and public events where appropriate.

4. Thematic Areas and Concrete Measures

The Research Center implements concrete measures across five thematic areas: (a) work-life balance and organisational culture — including flexible working arrangements compatible with wartime conditions in Ukraine; (b) gender balance in leadership and decision-making —

actively encouraging the participation of women in leadership and expert roles; (c) equal opportunities in recruitment and career progression — based on merit, competence and potential, free from any form of discrimination; (d) integration of the gender dimension into research content — paying attention to how digital technologies, distributed ledger solutions and Web 4.0 applications affect different groups; (e) clear measures against any form of gender-based violence, harassment or abuse, with a confidential reporting channel and zero tolerance for such behaviour.

A handwritten signature in blue ink, written over a horizontal line. The signature is stylized and appears to read 'Igor Dunayev'.

Prof. Igor Dunayev, Dr.Sc.

Chairman

Research Center of Economic and Legal Solutions
in the Area of Application of Distributed Ledger Technologies

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